

AGENDA

School District #145 - Waverly Public Schools

1. OPENING OF THE MEETING

1. Public Hearing-Student Fees Policy
2. Public Hearing-Parent Involvement Policy
3. Public Hearing-Anti-Bullying Policy
4. Call to Order
5. Open Meetings Act
6. Publication of Meeting
7. Roll Call
8. Pledge of Allegiance

2. APPROVAL OF AGENDA

1. Approve Agenda

Approval of the agenda for the meeting Passed with a motion by Board Member #1 and a second by Board Member #2.

3. REPORTS

1. Building / District Administrators

2. Superintendent
3. Board Reports
4. RECOGNITION OF VISITORS / OPEN FORUM
5. ACTION ITEMS

1. Consent Agenda

Approval of the consent agenda Passed with a motion by Board Member #1 and a second by Board Member #2.

1. Meeting Minutes
 2. Staff Resignations / Terminations
 3. Staff Hires / Reassignments
 4. Extra-Duty Assignments
 5. Fund Balances
 6. Fund Claims
 7. Acceptance of Donations
2. Adjust Adult Lunch Price

Approve adjusting the adult lunch meal price, from \$3.84 per meal to \$3.85 per meal, Passed with a motion by Board Member #1 and a second by Board Member #2.

3. Lower Platte South Natural Resources District Multi - Jurisdictional Hazard Mitigation Plan

Approve the Lower Platte South Natural Resources District Multi - Jurisdictional Hazard Mitigation Plan Update, particularly the Waverly Public Schools Community Profile, Passed with a motion by Board Member #1 and a second by Board Member #2.

4. First Reading of Title IX policy

Approve first reading of Title IX policy 4095 Passed with a motion by Board Member #1 and a second by Board Member #2.

5. First Reading of Mid Term Graduation Policy

Approve first reading of Mid Term Graduation Policy numbered 5030 Passed with a motion by Board Member #1 and a second by Board Member #2.

6. First Read on Board Policy 5033

First reading on board policy 5033. Passed with a motion by Board Member #1 and a second by Board Member #2.

7. Reaffirm Board Policies 1235, 5011 and 5033

Reaffirm Board Policies 1235 Parental Involvement, 5011 Anti - Bullying, and 5003 Student Fees Passed with a motion by Board Member #1 and a second by Board Member #2.

8. Second Reading of Board Policies

Approve second reading of board policies 5001, 5009, 4010 and 3055 Passed with a motion by Board Member #1 and a second by Board Member #2.

9. Nursing Contract

Approve contract with Craig HomeCare for the 2020-2021 year Passed with a motion by Board Member #1 and a second by Board Member #2.

6. Discussion Items

1. Federal Education Update

2. NASB Monthly Update

3. Superintendent/Board goals
4. Budget Preview Meeting
5. Special Board Meeting
7. Convene Closed Session
 1. Convene Closed Session
 1. Restate Closed Session Reason
8. Reconvene to Open Session
 1. Reconvene Open Session
 - To reconvene in open session Passed with a motion by Board Member #1 and a second by Board Member #2.
9. Upcoming Board Activities
 1. Committee Meetings
 2. Board Meetings
 3. Board Training/Development
10. Adjournment
11. For Your Information

Meeting Notice

Notice of Regular Meeting
School District 145 (aka Waverly Public Schools)

The School District 145-Waverly Board of Education will convene public hearings at 7:00 p.m. on Monday, August 3rd, 2020 in the Waverly High School Library, 13401, Amberly Road, Waverly, Nebraska. The public hearing will be convened for the purpose of hearing support, opposition, criticism, suggestions or observations of patrons relating to the Parental Involvement Policy, Student Fees Policy and Anti-Bullying Policy.

The School District 145-Waverly Board of Education will convene in regular session immediately following the public hearings on Monday, August 3rd, 2020 at 7:00 p.m. in the Waverly High School Library, 13401 Amberly Road, Waverly, Nebraska.

The agenda for this meeting, which shall be kept continually current, shall be readily available for public inspection at the School District 145-Waverly Central Office, located at 14511 Heywood Street, Waverly, Nebraska.

Posted this 27th day of July, 2020.



Cory Worrell
Superintendent

Pre-Service Agenda

Monday, August 10th, 2020

8:00 a.m. Welcome Back

(A link for this meeting will be sent to you. You will be in your buildings)

Dr. Cory Worrell-Superintendent

Andy Grosshans-Board of Education

Sara Martin-Foundation for Education

New Staff Members Introduced

Ten Year Service Awards

Teammates Promo Christy Scott

WEA (Waverly Education Assn.)
President Michael Cobelens

District Focus Cory Worrell

9:30 a.m.-12:00 p.m.

Teaching and Learning Return to School planning.
(At your buildings)

-Review the district return to school plan

-Learn and Prepare to implement building plans

-Time to set up your rooms and classroom mitigation
Procedures

12:00 p.m.-1:00 p.m.

Lunch on your own

1:00 p.m.-4:00 p.m.

Work in your classroom

*All paras need to report to their buildings at 8:00 a.m. on Monday. If you cannot report on Monday, please contact your building administrator.

*Special Education staff meeting information will be sent out soon.

Tuesday, August 11th, 2020

8:00 a.m.-12:00 a.m.

Teaching and Learning Return to School planning
(At your buildings)

-Learn about the District Teaching and Learning Vision

and

Plan

-Review the Core Four in preparing for school

-Learn about District LMS expectations, share models and
supports to develop

-Time to collaboratively address the Core Four
checklists in preparation for the school year

12:00 p.m.-1:00 p.m.

Lunch on your own

1:00 p.m.-4:00 p.m.

Work in your classroom

*Both August 10th and August 11th staff will use zoom and slides to go through the Return to School plan as buildings, teams or departments, depending upon the size and structure of your building. You will receive specific directions from your building principal.

Wednesday, August 12th

Teacher Work and Plan Day

Thursday, August 13th

First Day of School for 6th and 9th grade students (You will receive the early release schedule from your building principal)

Elementary Work and Plan Day

Secondary staff will support the 6th and 9th grade first days and have some planning time.

Friday, August 14th

First Day of School for all District 145 Students, Regular Bell Schedule

Monday, August 17th

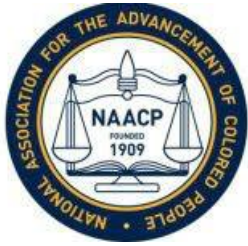
First Day of Online Courses, Coordinator Lead



Education Rights
Counsel



Nebraska Indian
Education Association



Urban League
of **Nebraska**
Young Professionals

July 15, 2020

Waverly Public Schools
Attn: Cory Worrell
14511 Heywood St.
Waverly, NE 68462

Re: Support to Terminate School Police Programs and Reinvest in Supportive Evidence-Based Resources

Dear Superintendent,

The below signatories write to you with a firm commitment to challenging the “school-to-prison pipeline,” a disturbing national trend wherein children are funneled out of public schools and into the juvenile and criminal justice systems. Many of these children have learning disabilities or histories of poverty, abuse, or neglect, and would benefit from additional educational and counseling services, but instead, they are isolated, punished, and pushed out.

We believe that children should be educated, not incarcerated. We are working to challenge numerous policies and practices within public school systems and the juvenile justice system that contribute to the school-to-prison pipeline. **Accordingly, we urge you to eliminate the school police program and remove police from your school district.** Providing counselors and mental health professionals is the more effective approach to school safety.

In the wake of the brutal murder of George Floyd by the Minneapolis Police Department, and in response to the local, national and international demands for justice by ending anti-Black racism and policing practices, many school boards have decided to end school police programs. In eliminating these programs, you will be joining a growing list of school districts—from Minneapolis to Portland to Denver to Pomona—that are eliminating school police to achieve

authentic student well-being, safety, and equity.¹ School districts across the nation are recognizing that policing students in schools continues a legacy of mass incarceration and psychological warfare rooted in anti-Black racism and ableism. Rather than spending thousands of dollars on police officers, school districts are recognizing they must invest in resources for its students to access a quality education, like school counselors and mental health services that keep students in school.

We support the elimination of these programs and the reinvestment in restorative justice and mental health professionals. We believe police should *only* enter schools to address public safety threats. Moreover, schools should clearly delineate matters which are subject to school discipline or school police involvement for more appropriate, child-driven responses to challenging behavior. While adding police officers to schools may be well-intentioned, educators and policymakers are overlooking the harmful and disparate educational impact of harsh discipline and law enforcement referrals and could make counter-productive decisions on how to spend scarce education dollars that will exacerbate the inequity in education.

Because so little is known about the day-to-day practices of school-based police and the rules under which they operate, the ACLU of Nebraska launched open records requests during the summer of 2018 to school districts and law enforcement agencies to learn more about their school police programs. The ACLU's findings and legal and policy concerns regarding the school police program in Nebraska public schools can be found in our December 2018 report: ***From the Classroom to the Courtroom: A Review of Nebraska's School Police Programs.***²

Below we outline our joint specific concerns with school police programs:

I. School police have a disparate impact on marginalized communities.

Nationally, Black students are more than twice as likely as their white peers to be arrested at school.³ And Black and Latinx students are more likely to go to schools that have school police no matter the level of crime in the surrounding neighborhood or misbehavior at the school. Additionally, disabled students make up 12% of students in public schools, but 28% of arrests and referrals to law enforcement.⁴ A recent study by Education Week reported that “74[%] of

¹ Katie Reilly, 'Police Do Not Belong in Our Schools.' *Students Are Demanding an End to Campus Cops After the Death of George Floyd*, TIME MAGAZINE, (June 5, 2020, 12:26 PM), <https://time.com/5848959/school-contracts-police/>; *Denver Public Schools Officials Consider Getting Rid of School Resource Officers*, CBS DENVER (June 2020), <https://denver.cbslocal.com/video/4579561-denver-public-schools-officials-consider-getting-rid-of-school-resource-officers/>

² ROSE GODINEZ & SCOUT RICHTERS, ACLU OF NEBRASKA, *From the Classroom to the Courtroom: A Review of Nebraska's School Police Programs* (Dec. 2018), https://www.aclunbraska.org/sites/default/files/field_documents/acluneschoolpolice_0.pdf

³ U.S. DEP'T OF EDUC., 2015-16 Civil Rights Data Collection: School Climate and Safety Data Highlights on School Climate and Safety in Our Nation's Public Schools, (2018) available at <https://www2.ed.gov/about/offices/list/ocr/docs/school-climate-and-safety.pdf>.

⁴ Moriah Balingit, *Racial disparities in school discipline are growing, federal data show*, THE WASHINGTON POST (Apr. 24, 2018, 10:41 PM), https://www.washingtonpost.com/local/education/racialdisparities-in-school-discipline-are-growing-federal-data-shows/2018/04/24/67b5d2b8-47e4-11e8-827e-190efaf1flee_story.html?noredirect=on&utm_term=.d5b72ea14e11.

black high school students attend a school with at least one on-site law enforcement officer, compared with 71[%] of both Hispanic and multiracial high school students, and 65[%] of both Asian and white high school students.”⁵

Unfortunately, it is evident that Nebraska also follows this disturbing trend as students of color and disabled students are disproportionately referred to law enforcement in comparison to their white peers and peers without disabilities. For example, the Lincoln Public School District is made up of 32.9% students of color, yet 70.9% of school-based referrals to law enforcement are students of color.⁶ The Omaha Public School District’s student body is 18.2% disabled students with 44.2% of law enforcement referrals being disabled students.⁷ It is also apparent from the ACLU’s survey that diverse counties tend to have more school police than counties that are predominantly white.⁸ In fact, counties that are 94% or more white account for only 4 of 76 (5%) of school police in the state.⁹

II. School-based law enforcement referrals can criminalize everyday disciplinary matters.

Police should end the practice of arrests for common adolescent behaviors, including but not limited to, disciplinary matters, disturbance offenses, status offenses, and misdemeanors. More and more, school police are considered school staff and are assigned daily authority over students, even in situations that have traditionally been seen as everyday disciplinary matters.

Unfortunately, school districts and law enforcement agencies often fail to understand the ways in which policing in schools is unique. Regardless of whether they are called school police officers, school resource officers, or school safety agents, and whether they carry the same weapons as a regular cop; serve in uniform; are friendly or aggressive; or are unionized; these officers have the power to arrest, detain, interrogate, and issue criminal citations to students.

The ACLU surveyed law enforcement agencies and school districts with school police to discover the reasons students are referred to law enforcement and found that students in policed schools are too often criminalized for behaviors that may be a typical part of adolescent development. Some of the reasons students are referred to school police illustrate how blurry the lines can become when school police criminalize student disciplinary matters. Common youth behavior such as a couple of elementary school brothers cussing and yelling at each other was categorized as a “disturbance or suspicious occurrence.”¹⁰ Another school police incident report

⁵ Evie Blad & Alex Harwin, *Black Students More Likely to be Arrested at School*, EDUCATION WEEK, (Jan. 24, 2017), <https://www.edweek.org/ew/articles/2017/01/25/black-students-more-likely-to-be-arrested.html> (last visited Feb. 13, 2019).

⁶ U.S. DEP’T OF EDUC., Civil Rights Data Collection, available at <https://ocrdata.ed.gov/Page?t=d&eid=30736%20&syk=8&pid=2278>

⁷ GODINEZ & RICHTERS, *supra* note 2.

⁸ *Id.*

⁹ *Id.*

¹⁰ *Id.*

categorized an elementary school student's stealing of a candy bar from their teacher's desk as theft.¹¹

All in all, when a student's immature or adolescent behavior is addressed by a law enforcement official trained in criminality and arrest, not in getting to the root of a behavioral issue, neither the child nor the school is well served.

III. Schools should invest in counselors not cops.

As long as schools prioritize punishment over treatment and services, at-risk students will be pushed out of schools and onto the path of delinquency. This hurts us all. Too many schools are wrongly investing in security systems and hiring police officers rather than spending these scarce resources on counselors, mental health support, and other services that could enrich students' lives while preparing them for the future. In Nebraska, approximately 4,212 or 1.3% of our Nebraska students are attending a school with a police officer but no counselor.¹²

By investing in school police, educators are unintentionally harming the very children they have a duty to protect. Let's prioritize counselors over cops. School police interactions and referrals can lead to court involvement that can have lifetime effects on students. These school police programs are fraught with direct collateral consequences potentially impacting Nebraska students' job prospects, housing options, civic engagement, voting rights, and educational opportunities for years or a lifetime. Given these high stakes, it is imperative that we do better for our children.

IV. School police programs are legally suspect.

School police programs are legally suspect as school police officers are trained to administer "pain compliance" techniques in their training as law enforcement officers which is in direct contradiction to Nebraska's mandate prohibiting corporal punishment¹³, and is incredibly dangerous to Nebraska children.

Aggressive policing is a threat to the physical and mental health of students, especially for vulnerable communities of color. This is your opportunity to take action to end discriminatory school policing and turn the District away from a long history of disproportionate harmful treatment of Black and disabled students. The time is right to end these failed programs which are antithetical to an educational environment and instead reinvest those resources in mental health family support and educational opportunity.

Thank you for your consideration of this important matter and thank you for your continued commitment to public service. We remain available to answer any questions on these topics and pledge to work with all stakeholders to prevent the funneling of students into the school to prison pipeline.

¹¹ *Id.*

¹² *Race, Discipline, and Safety at U.S. Public Schools*, ACLU, <https://www.aclu.org/issues/juvenile-justice/school-prison-pipeline/race-discipline-and-safety-us-public-schools> (last visited Feb. 13, 2019).

¹³ NEB. REV. STAT. § 79-295 (2020).

Sincerely,

ACLU of Nebraska
Education Rights Counsel
I Be Black Girl
Lincoln Branch NAACP
Nebraska Indian Education Association
Urban League of Young Professionals
Voices for Children in Nebraska

Public Input to the Board

It is the policy of the Board of Education to provide for and encourage input from its various constituents in an appropriate and orderly fashion at regularly scheduled Board of Education meetings. The board is open to and encourages input on school issues from the public. The board would prefer that individuals or groups with school related concerns first attempt to resolve those concerns through established administrative channels.

1. Matters concerning an individual school shall be discussed first with the respective building administrator of the school.
2. If the matter is not resolved satisfactorily at the school level, it may then be brought to the Superintendent.
3. If the matter is not resolved satisfactorily at the Superintendent's level, it may then be brought before the board of education by:
 - a. Addressing the matter during Open Forum at a regular, monthly board meeting; individual presentations should be no longer than three (3) minutes and the total allotted Open Forum agenda time will be a maximum of thirty (30) minutes.
 - b. Requesting a formal agenda item by contacting the superintendent or board president on or before the Thursday prior to the regular, monthly meeting which, unless otherwise announced, will be on the first Monday of every month.
 - c. Submitting the matter in writing, said documentation can either be presented at the regular meeting or appended to the agenda, if received in the superintendent's office on the designated Thursday.
4. A response will be provided once the board has the opportunity to inquire about the matter. Possible board responses when appropriate may include, but are not limited to: directing the superintendent to address the matter; tabling for further study; appointing a temporary board committee to study and/or resolve the matter; scheduling a special meeting to hear the matter; or not taking action. Public input to the board is heard during Open Forum. Matters brought to the board in this fashion will be taken under advisement and not acted upon at that time.

Note: The chair will not allow complaints about individuals. There are appropriate channels to address such matters. Because of the potential of introducing bias into board hearings on termination cases, complaints on individual employees will be received by the board only through the Superintendent of schools.

Policy Adopted: 04/10/78
 Policy Revised: 03/07/88
 Policy Revised: 01/02/06
 Policy Revised: 11/03/08

SCHOOL DISTRICT 145
 WAVERLY, NEBRASKA

Board of Education Special Meeting

Wednesday, July 22, 2020 5:00 PM Central

Waverly High School
13401 Amberly Rd
Waverly, Nebraska 68462

Scott Claycomb: Present
Andy Grosshans: Present
Robin Kappler: Present
Chad Kendall: Present
Cheryl Landon: Present
Jessica Zuniga: Absent
Present: 5, Absent: 1.

1. OPENING OF THE MEETING

1.1. Call to Order

The special meeting of the School District 145 Board of Education was called to order on Wednesday, July 22, 2020 at 5:00 P.M., at the Waverly High School Media Center, 13401 Amberly Road, Waverly, Nebraska.

1.2. Open Meetings Act

COPY OF OPEN MEETINGS ACT: The Board of Education makes available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. The Act is posted on the wall of the meeting room.

1.3. Publication of Meeting

Notice of the meeting was given in advance by posting in accordance with the Board of Education approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. Availability of the agenda was communicated in the posted notice and a current copy of the agenda was maintained as stated in the posted notice.

1.4. Roll Call

Board Members present for Roll Call are Scott Claycomb, Andy Grosshans, Robin Kappler, Chad Kendall, and Cheryl Landon. Jessica Zuniga was absent and excused.

To excuse the absence of Board Member Jessica Zuniga from the July 22, 2020 special meeting passed with a motion by Scott Claycomb and a second by Robin Kappler. Scott Claycomb: Yea, Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea
Yea: 5, Nay: 0

1.5. Pledge of Allegiance

2. APPROVAL OF AGENDA

2.1. Approve Agenda

Approval of the agenda for the meeting passed with a motion by Cheryl Landon and a second by Chad Kendall. Scott Claycomb: Yea, Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea
Yea: 5, Nay: 0

3. Discussion Items

3.1. Return to School Plan

Angela Plugge will give an update on our Return to School Plan. Mr Brad McMillan will give an update on activities and facility use in our district.

4. Recognition of Visitors/Open Forum

The special board meeting agenda provides for citizens to present information or to express opinions to the board through public comment.

Several patrons addressed the Board regarding the Return to School Plan.

5. Convene Closed Session

5.1. Convene Closed Session

There was no need for a closed session.

5.1.1. Restate Closed Session Reason

6. Reconvene to Open Session

6.1. Reconvene Open Session

7. ACTION ITEMS

7.1. Resolution

Approve the Return to School Resolution passed with a motion by Scott Claycomb and a second by Cheryl Landon. Scott Claycomb: Yea, Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea
Yea: 5, Nay: 0

7.2. First Reading of Board Policies

Approve the first reading of Board Policies 5001, 5009, 4010 and 3055 passed with a motion by Robin Kappler and a second by Chad Kendall. Scott Claycomb: Yea, Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea
Yea: 5, Nay: 0

8. Upcoming Board Activities

8.1. Committee Meetings

8.2. Board Meetings

The next scheduled board meeting is our regular August meeting which will be held on Monday, August 3rd, at 7:00 p.m. at Waverly High School.

8.3. Board Training/Development

9. Adjournment

President Grosshans adjourned the meeting at 6:13 P.M.

10. For Your Information

The School District #145 – Board of Education reserves the right to convene a Closed Session for purposes in accordance with §84-1410(1).



Recording Secretary

Attest: Board Secretary

Board of Education Regular Meeting

Waverly High School, 13401 Amberly Road,
Waverly, NE 68462-0426

Monday, July 6, 2020 7:00 PM Central

Scott Claycomb: Present
Andy Grosshans: Present
Robin Kappler: Present
Chad Kendall: Present
Cheryl Landon: Present
Jessica Zuniga: Present
Present: 6.

1. OPENING OF THE MEETING

1.1. Call to Order

The regular meeting of the School District 145 Board of Education was called to order on Monday, July 6, 2020 at 7:00 P.M., at the Waverly High School Media Center, 13401 Amberly Road, Waverly, Nebraska.

1.2. Open Meetings Act

COPY OF OPEN MEETINGS ACT: The Board of Education makes available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. The Act is posted on the wall of the meeting room.

1.3. Publication of Meeting

Notice of the meeting was given in advance by posting in accordance with the Board of Education approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. Availability of the agenda was communicated in the posted notice and a current copy of the agenda was maintained as stated in the posted notice.

1.4. Roll Call

Board Members present for Roll Call are Scott Claycomb, Andy Grosshans, Robin Kappler, Chad Kendall, Cheryl Landon, and Jessica Zuniga.

1.5. Pledge of Allegiance

2. APPROVAL OF AGENDA

2.1. Approve Agenda

Approval of the agenda for the meeting passed with a motion by Scott Claycomb and a second by Robin Kappler. Scott Claycomb: Yea, Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea
Yea: 6, Nay: 0

3. REPORTS

3.1. Building / District Administrators

Ms Plugge will present our Return to School plan for this upcoming school year.

3.2. Superintendent

- State Accreditation
- Strategic Planning update
- Public Hearing - Student Fees
- Personnel - Elementary Art - Middle School English Language Arts
- Transportation Report
- Administrator Retreat was held June 4th and 5th

3.3. Board Reports

4. RECOGNITION OF VISITORS / OPEN FORUM

5. ACTION ITEMS

5.1. Consent Agenda

Approval of the consent agenda passed with a motion by Jessica Zuniga and a second by Chad Kendall. Scott Claycomb: Yea, Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea
Yea: 6, Nay: 0

5.1.1. Meeting Minutes

Approved the minutes from the June 1, 2020 Regular Meeting and June 17, 2020 Special Meeting.

5.1.2. Staff Resignations / Terminations

Jayne Olson, Food Service Worker, Waverly High School, resignation effective May 21, 2020.

Michael Beals, District Technology Assistant, Waverly High School, resignation effective June 19, 2020.

Kelly Everson, Para Professional, Hamlow Elementary, resignation effective May 21, 2020.

Jen Wilke, Volleyball coach, Waverly Middle School, resignation effective immediately.

Janette Malick, Para Professional, Hamlow Elementary, resignation effective immediately.

5.1.3. Staff Hires / Reassignments

Caitlin Bell, English Language Arts Teachers, Waverly Middle School, replacement for Emily Finley, Colum BA +18, Step 7, effective at the beginning of the 2020-2021 school year.

5.1.4. Extra-Duty Assignments

5.1.5. Fund Balances

Fund Balances as of June 30, 2020:

General = \$9,093,490.10

Special Building = \$1,535,242.86

Bond 2016 (Debt) = \$231,858.69

Bond 2015 (Debt) = \$375,048.14

Bond 2010 (Debt) = \$550,255.63

Bond 2008 (Debt) = \$209,769.74

Bond 2015 / 2016 Construction Proceeds = \$286,334.57

Bond 2011 A / B K - 8 = \$648,903.15

Bond 2011 C 9 - 12 = \$425,174.36

School Nutrition = \$267,372.39

2003 Qualified Capital Purpose Undertaking = \$7,909.21

2010 Qualified Capital Purpose Undertaking = \$56,054.63

2012 Qualified Capital Purpose Undertaking = \$118,893.58

2013 Qualified Capital Purpose Undertaking = \$262,992.53

Depreciation = \$511,119.72

5.1.6. Fund Claims

Fund Claims for July 6, 2020:

General, Imprest, and Payroll = \$1,917,610.34

Special Building = \$203,258.32

Bond 2015 / 2016 Construction Proceeds = \$110,800.00

Depreciation = \$151,738.00

5.1.7. Acceptance of Donations

5.2. Tuition Rate for Non-Resident Students

Approve the non - resident tuition rate of \$11,195.00 for the 2020 - 2021 school year passed with a motion by Robin Kappler and a second by Cheryl Landon. Scott Claycomb: Yea, Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea
Yea: 6, Nay: 0

5.3. District Facility Rental Rates

Approve keeping facility rental rates for 2020-2021 the same as the rates were for 2019-2020 passed with a motion by Jessica Zuniga and a second by Scott Claycomb. Scott Claycomb: Yea, Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea
Yea: 6, Nay: 0

5.4. Cross Town Transportation

Set the 2020 - 2021 Cross-Town Transportation Fee, payable annually at the District Office, at \$85.00 per individual student or \$110 per family passed with a motion by Cheryl Landon and a second by Scott Claycomb. Scott Claycomb: Yea, Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea
Yea: 6, Nay: 0

5.5. Set Food Prices for 2020-2021

2020 - 2021 Prices

Breakfast = K - 5 of \$1.85; 6 - 12 of \$1.95; Adult of \$2.55. No increase from last year.

Lunch = K - 5 of \$2.94; 6 - 12 of \$3.14; Adult of \$3.84. Each went up \$.04 cents from last year.

Approve the 2020 - 2021 breakfast and lunch prices passed with a motion by Robin Kappler and a second by Jessica Zuniga. Scott Claycomb: Yea, Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea

Yea: 6, Nay: 0

5.6. Second Reading of Board Policy

Approve second reading of new curriculum Policy 6500 passed with a motion by Chad Kendall and a second by Robin Kappler. Scott Claycomb: Yea, Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea
Yea: 6, Nay: 0

5.7. Remove Board Policy

Remove old Board Policy 6500 passed with a motion by Cheryl Landon and a second by Chad Kendall. Scott Claycomb: Yea, Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea

Yea: 6, Nay: 0

5.8. New Transportation Director

Approve the hire of Debbie Hennessey, as Director of Transportation, 260 day work agreement, at an annual salary of \$62,500 effective July 1, 2020 passed with a motion by Jessica Zuniga and a second by Cheryl Landon. Scott Claycomb: Yea, Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea

Yea: 6, Nay: 0

5.9. Volleyball Proposal

Approve the addition of a fourth volleyball team and an additional assistant coach to be placed at the Category VI level of the extra duty pay scale passed with a motion by Cheryl Landon and a second by Robin Kappler. Scott Claycomb: Yea, Andy Grosshans: Yea, Robin Kappler: Yea, Chad Kendall: Yea, Cheryl Landon: Yea, Jessica Zuniga: Yea

Yea: 6, Nay: 0

6. Discussion Items

6.1. NCSA Federal Education Update

6.2. NASB July Update

6.3. Potential Special Board Meeting in July

7. Convene Closed Session

7.1. Convene Closed Session

7.1.1. Restate Closed Session Reason

There was no need for a closed session.

8. Reconvene to Open Session

8.1. Reconvene Open Session

9. Upcoming Board Activities

9.1. Committee Meetings

9.2. Board Meetings

Our next scheduled regular board meeting is set for Monday, August 3rd, 2020 at 7:00 p.m. in Waverly at Central Office.

9.3. Board Training/Development

10. Adjournment

President Grosshans adjourned the meeting at 8:29 P.M.

11. For Your Information

The School District #145 – Board of Education reserves the right to convene a Closed Session for purposes in accordance with §84-1410(1).



Recording Secretary

Attest: Board Secretary



Cory Worrell <cory.worrell@district145.org>

(no subject)

1 message

Pam Fox <pam.fox@district145.org>

Mon, Jul 27, 2020 at 11:14 AM

To: "cory.worrell@district145.org" <cory.worrell@district145.org>

It's with great sadness that I need to resign. My husband has been diagnosed with heart failure. I would be putting not only me but the health of someone very special to me at risk. I have been working for the school district for 46 years. I have seen many changes over the years. I so happy to have been part of them. I walked with the children from the old elementary school to hamlow to start their new lives. I hope that I have helped the children approach life with much happiness and to be proud of who they are.

Unfortunately I will be resigning from my position at Eagle Elem effective immediately.

Thank you for the opportunity.

Mrs. Samantha VanMeveren
EC Paraprofessional

July 27, 2020

Dr. Worrell,

This is to inform you that I am resigning my position as paraeducator at Hamlow Elementary School effective August 2, 2020. This was a very difficult decision that left me in tears, but the right decision based on current circumstances.

Thank you for the opportunity and the skills you have allowed me to gain in your employment.

I had great job satisfaction working at Hamlow . Mrs.Hamlow was an inspiring educator. She was my teacher in elementary school and I remember her caring and compassion for her students. I tried to emulate that in my job performance.

I will miss our dedicated teachers and the many cute and funny quotes from students. They could always make one's day even brighter.

Sincerely,

Sue Hill

Robin Hoffman

From: Ted Petersen <ted.petersen@district145.org>
Sent: Monday, July 06, 2020 9:26 AM
To: Robin Hoffman
Subject: Retirement

Hi. I will retire from District 145 on the month of August 7th of this year. Due to the Covid and the returning of the School kids the wife and I thought it would be on my best behalf to retire! I truly enjoyed working with the District and will miss the friends that I had made! Ted Petersen

To Whom it May Concern,

I understand that my teaching contract with Waverly Public Schools District 145 for the Music/PE position is a one year contract for the 2020-21 school year and realize that my position will dissolve after this year. Therefore, this is my resignation letter for the end of the this school year and I will not be returning next year due to this situation. Thank you for the opportunity and I look forward to working with the district for this school year.

KellyJo Everson

Fund Balances as of:
July 29, 2020

Fund	June 30, 2020	Receipts	Expenditures	July 29, 2020
General	9,093,490.10	488,539.47	1,916,789.98	7,665,239.59
Building	1,535,242.86	149,613.38	314,058.32	1,370,797.92
Bond 15 Construction	286,334.57	-	128,160.00	158,174.57
Bond 2016 (Debt)	231,858.69	8,658.98	-	240,517.67
Bond 2015 (Debt)	375,048.14	12,983.10	-	388,031.24
Bond 2010 (Debt)	550,255.63	7,049.22	-	557,304.85
Bond 2008 (Debt)	209,769.74	-	-	209,769.74
Bond 11 A/B K-8 Debt	648,903.15	18,015.30	-	666,918.45
Bond 11 C 9-12 Debt	425,174.36	4,282.93	-	429,457.29
Hot Lunch	267,372.39	963.06	61,623.37	206,712.08
2003 QCPUF	7,909.21	0.63	-	7,909.84
2010 QCPUF	56,054.63	1,186.05	-	57,240.68
2012 QCPUF	118,893.58	3,452.05	-	122,345.63
2013 QCPUF	262,992.53	7,854.22	-	270,846.75
Depreciation	511,119.72	1,967.11	151,738.00	361,348.83
Total	14,580,419.30	704,565.50	2,572,369.67	12,712,615.13

Check #	Vendor Name	Amount			Amount
Account Number	Invoice	Description			Amount
Checking	1				
Checking	1	Fund: 01	GENERAL FUND		
65920	ADAM BARRICKMAN				151.81
01 2230 333 0 000	1/3/20-7/15/20	MILEAGE 1/3/20-7/15/20			151.81
65920	ADAM BARRICKMAN				101.86
01 2230 333 0 000	8/1/19-12/31/19	MILEAGE 8/1/19-12/31/19			101.86
65920	ADAM BARRICKMAN				(151.81)
01 2230 333 0 000	V*1/3/20-7/15/20	MILEAGE 1/3/20-7/15/20			(151.81)
65920	ADAM BARRICKMAN				(101.86)
01 2230 333 0 000	V*8/1/19-12/31/19	MILEAGE 8/1/19-12/31/19			(101.86)
				Vendor Total:	0.00
66018	ADAM BAUMAN				151.81
01 2230 333 0 000	1/3/20-7/15/20	MILEAGE 1/3/20-7/15/20			151.81
65921	ADAM BAUMAN				158.88
01 2230 735 0 000	59291279	Renew PremiumSSL Wildcard for *.district			158.88
66018	ADAM BAUMAN				101.86
01 2230 333 0 000	8/1/19-12/31/19	MILEAGE 8/1/19-12/31/19			101.86
65921	ADAM BAUMAN				49.95
01 2230 734 0 000	EBAY 070920	Aruba Networks AP-220-MNT-W1 Mounting Br			49.95
65921	ADAM BAUMAN				255.00
01 2230 734 0 000	EBAY SHIPPING 6/18/2	shipping			255.00
65921	ADAM BAUMAN				931.00
01 2230 810 0 000	GOOGLE SUMMIT 2020	Google Summit (Quarantine Edition) regis			686.00
01 2230 810 0 000	GOOGLE SUMMIT 2020	Google Summit (Quarantine Edition) regis			196.00
01 2230 810 0 000	GOOGLE SUMMIT 2020	Google Summit (Quarantine Edition) regis			49.00
65921	ADAM BAUMAN				310.43
01 2230 734 0 000	UPS SHIPPING 7/9/20	UPS return label for 3 boxes for T00286.			310.43
				Vendor Total:	1,958.93
65922	ALL ROAD BARRICADES				10.16
01 2630 430 2 002	SALE017102	LARGE POST BRACKET			10.16
				Vendor Total:	10.16
65924	AMAZON CAPITAL SERVICES				34.99
01 2710 610 0 000	14CW-J17Q-HTVC	TONER CARTRIDGES			34.99
65924	AMAZON CAPITAL SERVICES				13.98
01 2610 610 0 000	1C34-XRLH-JL7N	COTTON TIPPED APPLICATORS			13.98
65924	AMAZON CAPITAL SERVICES				199.95
01 2161 733 1 004	1FDL-G993-6DGV	KIDS DESK CHAIR			199.95
65924	AMAZON CAPITAL SERVICES				183.43

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2230 734 0 000	1FFY-HGJK-16KC	AmazonBasics USB Type-C to USB 3.1 Gen1		51.49
01 2230 734 0 000	1FFY-HGJK-16KC	USB C to HDMI + VGA, CableCreation Type		131.94
	65924 AMAZON CAPITAL SERVICES			167.00
01 2620 740 2 002	1FVN-FJMK-DRVJ	BALLASTS		167.00
	65924 AMAZON CAPITAL SERVICES			48.77
01 2610 739 1 006	1GC1-RDL4-4NWK	WAXER/POLISHER IN CASE		48.77
	65924 AMAZON CAPITAL SERVICES			15.59
01 2630 430 1 006	1LML-CQL6-GRF4	SUPPLIES		3.12
01 2630 430 2 001	1LML-CQL6-GRF4	SUPPLIES		3.12
01 2630 430 2 002	1LML-CQL6-GRF4	SUPPLIES		3.12
01 2630 430 1 003	1LML-CQL6-GRF4	SUPPLIES		3.11
01 2630 430 1 004	1LML-CQL6-GRF4	SUPPLIES		3.12
	65924 AMAZON CAPITAL SERVICES			149.75
01 2610 610 0 000	1M76-GXP1-3PJC	FINGER PULSE OXIMETERS		149.75
	65924 AMAZON CAPITAL SERVICES			230.06
01 2610 610 0 000	1MPV-Y4LQ-L911	GALLON JUG PUMPS		230.06
	65924 AMAZON CAPITAL SERVICES			213.26
01 1100 640 2 001	1TRL-YT77-1111	Differentiating Instruction for At-Risk		36.40
01 1100 640 2 001	1TRL-YT77-1111	Braving the Widerness: The Quest for Tr		10.90
01 1100 640 2 001	1TRL-YT77-1111	Dare to Lead: Brave Work. Tough Convers		20.99
01 1100 640 2 001	1TRL-YT77-1111	High-Impact Instruction: A Framework fo		33.49
01 1100 640 2 001	1TRL-YT77-1111	Cognitive Coaching: Developing Self-Dire		65.74
01 1100 640 2 001	1TRL-YT77-1111	Don't Suspend Me!: An Alternative Disci		25.75
01 1100 640 2 001	1TRL-YT77-1111	The Principal : Surviving & Thriving: 1		19.99
	65924 AMAZON CAPITAL SERVICES			451.92
01 1100 733 2 002	1XDR-WFDK-1111	Furmax High Back Office Chair Adjustable		411.96
01 1100 733 2 002	1XDR-WFDK-1111	Shiipping		39.96
	65923 AMAZON			40.35
01 2630 430 1 003	474959637585	SUPPLIES		8.07
01 2630 430 1 004	474959637585	SUPPLIES		8.07
01 2630 430 1 006	474959637585	SUPPLIES		8.07
01 2630 430 2 001	474959637585	SUPPLIES		8.07
01 2630 430 2 002	474959637585	SUPPLIES		8.07
	65923 AMAZON			265.99
01 1100 733 2 002	593436735799	CLATINA Ergonomic High Mesh Swivel Desk		265.99
	65923 AMAZON			67.87
Vendor Total:				1,708.70

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 1100 610 2 002 1111	637597863353	Keson RR318N Contractor Grade Measuring		67.87
	65923 AMAZON		85.09	
01 1100 733 2 002 1111	769575568945	OFM Essentials Collection 36" x 48" Chai		67.12
01 1100 733 2 002 1111	769575568945	LEXIVON [2-Pack] 25Ft/7.5m Tape Measure,		17.97
	65923 AMAZON		87.06	
01 2230 561 0 000	838969353979	Dell Stereo SoundBar- AC511M		87.06
	65923 AMAZON		399.96	
01 2230 561 0 000	838987875899 4	Dell P2419H 24 Inch LED- backlit, Anti-Gl		399.96
				Vendor Total: 946.32
	65925 AMERICAN EXPRESS		480.00	
01 2710 734 0 000	ACCESS COMP 061820	LAPTOP		480.00
	65925 AMERICAN EXPRESS		142.94	
01 2320 320 0 000	FIREWORKS070 720	OFFICE LUNCH		142.94
	65925 AMERICAN EXPRESS		230.70	
01 2230 734 0 000	FS.COM 06/24/20	CORDS		230.70
	65925 AMERICAN EXPRESS		182.20	
01 2230 734 0 000	FS.COM 062420	10m (33ft) LC UPC to LC UPC Duplex OM4 M		12.00
01 2230 734 0 000	FS.COM 062420	2m (7ft) LC UPC to LC UPC Duplex OM4 Mul		11.80
01 2230 734 0 000	FS.COM 062420	2m (7ft) LC UPC to SC UPC Duplex OM4 Mul		11.20
01 2230 734 0 000	FS.COM 062420	1m (3ft) Cisco Meraki MA- CBL-TA-1M Compa		39.20
01 2230 734 0 000	FS.COM 062420	FS for Cisco Meraki SFP- 10GB-SR Compatib		108.00
	65925 AMERICAN EXPRESS		49.00	
01 2212 320 0 000	GREAT PLAINS 6/25/20	GREAT PLAINS SUMMIT - PIPER		49.00
	65925 AMERICAN EXPRESS		141.52	
01 2320 810 0 000	JULY 2020	FEES JULY 2020		141.52
	65925 AMERICAN EXPRESS		849.00	
01 2151 320 2 002	LINDAMOOD 070120	MEMBERSHIP AND WORKSHOP - KLABUNDE		849.00
	65925 AMERICAN EXPRESS		120.00	
01 6412 735 0 000	THERAPLATFOR M 071520	PRO PLUS 7/15/20-8/15/20		120.00
				Vendor Total: 2,195.36
	65926 AMERICAN MESSAGING		36.91	
01 2510 382 0 000	D3201922UH	SVS 8/1/20-8/31/20		36.91
				Vendor Total: 36.91
	65927 APPLE, INC		158.00	
01 2151 734 1 003	AC24572089	3-Year AppleCare+ for Schools - iPad / i		79.00
01 2151 734 2 002	AC24572089	3-Year AppleCare+ for Schools - iPad / i		79.00
	65927 APPLE, INC		958.00	
01 2151 734 1 003	AC25449012	Personalized 10.5-inch iPad Air Wi-Fi 64		479.00

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2151 734 2 002	AC25449012	Personalized 10.5-inch iPad Air Wi-Fi 64		479.00
			Vendor Total:	1,116.00
65928	BLACK DIAMOND ENTERPRISES INC		110.00	
01 2630 430 2 001	100236-1967	TOPSOIL		110.00
65928	BLACK DIAMOND ENTERPRISES INC		1,530.00	
01 2630 430 1 003	100236-1978	MULCH		1,530.00
65928	BLACK DIAMOND ENTERPRISES INC		1,530.00	
01 2630 430 1 004	100236-2010	MULCH		765.00
01 2630 430 1 006	100236-2010	MULCH		765.00
			Vendor Total:	3,170.00
65914	BLUE CROSS BLUE SHIELD		239,756.00	
01 1100 281 1 003	AUG 20-0001	HEALTH BENEFITS		2,378.67
1100				
01 1100 281 1 004	AUG 20-0001	HEALTH BENEFITS		6,974.71
1100				
01 1100 281 1 003	AUG 20-0001	HEALTH BENEFITS		2,779.27
1101				
01 1100 281 1 004	AUG 20-0001	HEALTH BENEFITS		7,242.44
1101				
01 1100 281 1 003	AUG 20-0001	HEALTH BENEFITS		3,216.57
1102				
01 1100 281 1 004	AUG 20-0001	HEALTH BENEFITS		6,584.00
1102				
01 6408 281 2 000	AUG 20-0001	HEALTH BENEFITS		769.22
01 3540 281 1 003	AUG 20-0001	HEALTH BENEFITS		0.00
01 3535 281 0 000	AUG 20-0001	HEALTH BENEFITS		1,005.12
01 6200 281 1 003	AUG 20-0001	HEALTH BENEFITS		1,742.15
01 6200 281 1 004	AUG 20-0001	HEALTH BENEFITS		977.32
01 6310 281 1 006	AUG 20-0001	HEALTH BENEFITS		730.72
01 6408 281 1 000	AUG 20-0001	HEALTH BENEFITS		4,678.57
01 2620 280 1 006	AUG 20-0001	HEALTH BENEFITS		668.50
01 2620 280 2 001	AUG 20-0001	HEALTH BENEFITS		334.25
01 2620 280 2 002	AUG 20-0001	HEALTH BENEFITS		334.25
01 2710 280 0 000	AUG 20-0001	HEALTH BENEFITS		668.50
01 2710 286 0 000	AUG 20-0001	HEALTH BENEFITS		0.00
01 2712 286 0 000	AUG 20-0001	HEALTH BENEFITS		0.00
01 2610 280 1 006	AUG 20-0001	HEALTH BENEFITS		1,337.00
01 2610 280 2 001	AUG 20-0001	HEALTH BENEFITS		4,003.76
01 2610 280 2 002	AUG 20-0001	HEALTH BENEFITS		2,005.50
01 2630 280 0 000	AUG 20-0001	HEALTH BENEFITS		2,005.50
01 2620 280 1 003	AUG 20-0001	HEALTH BENEFITS		0.00
01 2620 280 1 004	AUG 20-0001	HEALTH BENEFITS		668.50
01 2410 281 2 001	AUG 20-0001	HEALTH BENEFITS		3,067.89
01 2410 280 2 001	AUG 20-0001	HEALTH BENEFITS		1,337.00
01 2410 281 2 002	AUG 20-0001	HEALTH BENEFITS		1,794.85
01 2410 280 2 002	AUG 20-0001	HEALTH BENEFITS		1,237.05
01 2610 280 1 003	AUG 20-0001	HEALTH BENEFITS		1,337.00
01 2610 280 1 004	AUG 20-0001	HEALTH BENEFITS		1,337.00
01 2410 281 1 003	AUG 20-0001	HEALTH BENEFITS		1,794.85
01 2410 280 1 003	AUG 20-0001	HEALTH BENEFITS		668.50
01 2410 281 1 004	AUG 20-0001	HEALTH BENEFITS		1,336.67
01 2410 280 1 004	AUG 20-0001	HEALTH BENEFITS		668.50
01 2410 281 1 006	AUG 20-0001	HEALTH BENEFITS		1,794.85
01 2410 280 1 006	AUG 20-0001	HEALTH BENEFITS		668.50

Check #	Vendor Name			Amount
Account	Number	Invoice	Description	Amount
01 2220	281 2 002	AUG 20-0001	HEALTH BENEFITS	1,223.77
01 2230	281 0 000	AUG 20-0001	HEALTH BENEFITS	1,794.85
01 2230	286 0 000	AUG 20-0001	HEALTH BENEFITS	2,005.50
01 2320	285 0 000	AUG 20-0001	HEALTH BENEFITS	1,794.85
01 2320	286 0 000	AUG 20-0001	HEALTH BENEFITS	1,794.85
01 2320	280 0 000	AUG 20-0001	HEALTH BENEFITS	1,838.37
01 2190	282 2 001	AUG 20-0001	HEALTH BENEFITS	668.50
01 2212	281 0 000	AUG 20-0001	HEALTH BENEFITS	1,177.54
01 2220	281 1 003	AUG 20-0001	HEALTH BENEFITS	1,286.63
01 2220	281 1 004	AUG 20-0001	HEALTH BENEFITS	1,045.29
01 2220	281 1 006	AUG 20-0001	HEALTH BENEFITS	884.65
01 2220	281 2 001	AUG 20-0001	HEALTH BENEFITS	1,474.42
01 2141	281 1 006	AUG 20-0001	HEALTH BENEFITS	358.97
01 2141	281 2 001	AUG 20-0001	HEALTH BENEFITS	358.97
01 2141	281 2 002	AUG 20-0001	HEALTH BENEFITS	358.97
01 2151	281 1 003	AUG 20-0001	HEALTH BENEFITS	1,474.42
01 2151	281 1 004	AUG 20-0001	HEALTH BENEFITS	871.08
01 2151	281 1 006	AUG 20-0001	HEALTH BENEFITS	871.07
01 2130	282 1 003	AUG 20-0001	HEALTH BENEFITS	28.96
01 2130	282 1 004	AUG 20-0001	HEALTH BENEFITS	668.50
01 2130	282 1 006	AUG 20-0001	HEALTH BENEFITS	668.50
01 2130	282 2 001	AUG 20-0001	HEALTH BENEFITS	668.50
01 2141	281 1 003	AUG 20-0001	HEALTH BENEFITS	358.97
01 2141	281 1 004	AUG 20-0001	HEALTH BENEFITS	358.97
01 2120	281 1 003	AUG 20-0001	HEALTH BENEFITS	652.42
01 2120	281 1 004	AUG 20-0001	HEALTH BENEFITS	1,742.15
01 2120	281 1 006	AUG 20-0001	HEALTH BENEFITS	1,474.42
01 2120	281 2 001	AUG 20-0001	HEALTH BENEFITS	2,371.84
01 2120	280 2 001	AUG 20-0001	HEALTH BENEFITS	668.50
01 2120	281 2 002	AUG 20-0001	HEALTH BENEFITS	1,304.85
01 1200	281 2 002	AUG 20-0001	HEALTH BENEFITS	5,862.97
1221				
01 1200	281 1 004	AUG 20-0001	HEALTH BENEFITS	871.08
1222				
01 1200	281 2 001	AUG 20-0001	HEALTH BENEFITS	541.57
1222				
01 1200	281 2 002	AUG 20-0001	HEALTH BENEFITS	1,304.85
1222				
01 1200	281 1 003	AUG 20-0001	HEALTH BENEFITS	977.32
1223				
01 1200	281 2 001	AUG 20-0001	HEALTH BENEFITS	1,105.46
1225				
01 1200	281 0 000	AUG 20-0001	HEALTH BENEFITS	1,527.12
1214				
01 1200	282 0 000	AUG 20-0001	HEALTH BENEFITS	167.13
1214				
01 1200	281 1 003	AUG 20-0001	HEALTH BENEFITS	5,226.45
1221				
01 1200	281 1 004	AUG 20-0001	HEALTH BENEFITS	2,345.49
1221				
01 1200	281 1 006	AUG 20-0001	HEALTH BENEFITS	3,824.93
1221				
01 1200	281 2 001	AUG 20-0001	HEALTH BENEFITS	2,110.94
1221				
01 1100	281 2 002	AUG 20-0001	HEALTH BENEFITS	1,389.06
1193				
01 1100	281 1 003	AUG 20-0001	HEALTH BENEFITS	87.11
1194				

<u>Check #</u>	<u>Vendor Name</u>			<u>Amount</u>
<u>Account</u>	<u>Number</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
01 1100 281 1 006 1194		AUG 20-0001	HEALTH BENEFITS	505.22
01 1100 281 2 001 1194		AUG 20-0001	HEALTH BENEFITS	1,149.82
01 1100 281 2 002 1194		AUG 20-0001	HEALTH BENEFITS	1,742.15
01 1200 281 2 001 1212		AUG 20-0001	HEALTH BENEFITS	897.43
01 1100 281 2 001 1190		AUG 20-0001	HEALTH BENEFITS	1,742.15
01 1100 281 2 002 1190		AUG 20-0001	HEALTH BENEFITS	1,742.15
01 1100 281 1 003 1193		AUG 20-0001	HEALTH BENEFITS	1,304.85
01 1100 281 1 004 1193		AUG 20-0001	HEALTH BENEFITS	921.33
01 1100 281 1 006 1194		AUG 20-0001	HEALTH BENEFITS	921.33
01 1100 281 2 001 1193		AUG 20-0001	HEALTH BENEFITS	574.91
01 1100 281 2 002 1174		AUG 20-0001	HEALTH BENEFITS	657.15
01 1100 281 2 001 1176		AUG 20-0001	HEALTH BENEFITS	3,188.14
01 1100 281 2 002 1176		AUG 20-0001	HEALTH BENEFITS	1,992.80
01 1100 281 1 003 1190		AUG 20-0001	HEALTH BENEFITS	184.13
01 1100 281 1 004 1190		AUG 20-0001	HEALTH BENEFITS	178.72
01 1100 281 1 006 1190		AUG 20-0001	HEALTH BENEFITS	178.72
01 1100 281 2 001 1169		AUG 20-0001	HEALTH BENEFITS	1,093.63
01 1100 281 2 002 1169		AUG 20-0001	HEALTH BENEFITS	849.41
01 1100 281 2 001 1170		AUG 20-0001	HEALTH BENEFITS	2,213.97
01 1100 281 2 002 1170		AUG 20-0001	HEALTH BENEFITS	1,105.46
01 1100 281 2 001 1172		AUG 20-0001	HEALTH BENEFITS	501.30
01 1100 281 2 001 1174		AUG 20-0001	HEALTH BENEFITS	740.66
01 1160 281 1 006		AUG 20-0001	HEALTH BENEFITS	318.26
01 1100 281 1 003 1168		AUG 20-0001	HEALTH BENEFITS	1,474.42
01 1100 281 1 004 1168		AUG 20-0001	HEALTH BENEFITS	1,105.82
01 1100 281 1 006 1168		AUG 20-0001	HEALTH BENEFITS	1,105.82
01 1100 281 2 001 1168		AUG 20-0001	HEALTH BENEFITS	2,624.24
01 1100 281 2 002 1168		AUG 20-0001	HEALTH BENEFITS	1,803.10
01 1100 281 2 001 1130		AUG 20-0001	HEALTH BENEFITS	6,559.73
01 1100 281 2 001 1140		AUG 20-0001	HEALTH BENEFITS	5,849.51
01 1150 281 1 006		AUG 20-0001	HEALTH BENEFITS	318.26
01 1100 281 2 001 1153		AUG 20-0001	HEALTH BENEFITS	6,269.68

Check #	Vendor Name	Account Number	Invoice	Description	Amount	Amount
01 1100 281 2 001 1155			AUG 20-0001	HEALTH BENEFITS	541.57	
01 1160 281 1 003			AUG 20-0001	HEALTH BENEFITS	3,031.10	
01 1100 281 2 002 1106			AUG 20-0001	HEALTH BENEFITS	6,788.62	
01 1100 281 2 002 1107			AUG 20-0001	HEALTH BENEFITS	6,030.33	
01 1100 281 2 002 1108			AUG 20-0001	HEALTH BENEFITS	7,199.64	
01 1100 281 2 001 1110			AUG 20-0001	HEALTH BENEFITS	5,956.51	
01 1100 281 2 001 1114			AUG 20-0001	HEALTH BENEFITS	737.21	
01 1100 281 2 001 1124			AUG 20-0001	HEALTH BENEFITS	3,277.16	
01 1100 281 1 003 1103			AUG 20-0001	HEALTH BENEFITS	4,958.72	
01 1100 281 1 006 1103			AUG 20-0001	HEALTH BENEFITS	7,300.69	
01 1100 281 1 003 1104			AUG 20-0001	HEALTH BENEFITS	1,304.85	
01 1100 281 1 006 1104			AUG 20-0001	HEALTH BENEFITS	3,963.31	
01 1100 281 1 003 1105			AUG 20-0001	HEALTH BENEFITS	2,948.84	
01 1100 281 1 006 1105			AUG 20-0001	HEALTH BENEFITS	6,165.24	
				Vendor Total:		239,756.00
65929	BRAINARD HTG. & A/C INC.				118.37	
01 2620 430 0 000 12862				REPLACED CAPACITOR	118.37	
				Vendor Total:		118.37
65930	BRYANLGH MEDICAL CENTER EAST				150.00	
01 8000 913 2 001 IN254987				ATHLETIC TRAINER MAY 2020	150.00	
				Vendor Total:		150.00
65931	CASS COUNTY REFUSE				225.00	
01 2620 430 1 003 763-0720				TRASH SVS JULY 2020	225.00	
				Vendor Total:		225.00
65932	CHARTER COMMUNICATIONS				94.98	
01 2230 430 0 000 010769007072 0				SVS 7/7/20-8/6/20	94.98	
65932	CHARTER COMMUNICATIONS				51.36	
01 2320 430 0 000 010815107102 0				SVS 7/10/20-8/9/20	51.36	
				Vendor Total:		146.34
65933	CITY OF WAVERLY				634.11	
01 2610 410 1 006 1252001-0720				SVS 5/26/20-6/25/20	634.11	
65933	CITY OF WAVERLY				118.27	
01 2610 410 1 006 1254001-0720				SVS 5/26/20-6/25/20	118.27	
65933	CITY OF WAVERLY				127.53	
01 2610 410 0 000 1254501-0720				SVS 5/26/20-6/25/20	127.53	
65933	CITY OF WAVERLY				267.89	
01 2610 410 1 004 1521001-0720				SVS 5/26/20-6/25/20	267.89	
65933	CITY OF WAVERLY				194.10	
01 2610 410 2 001 1581001-0720				SVS 5/26/20-6/25/20	194.10	
65933	CITY OF WAVERLY				192.21	
01 2610 410 2 001 1582001-0720				SVS 5/26/20-6/25/20	192.21	

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
65933	CITY OF WAVERLY			641.40
01 2610 410 2 001	1584001-0720	SVS 5/26/20-6/25/20		641.40
65933	CITY OF WAVERLY			426.62
01 2610 410 2 002	1584101-0720	SVS 5/26/20-6/25/20		426.62
65933	CITY OF WAVERLY			99.16
01 2610 410 0 000	1590501-0720	SVS 5/26/20-6/25/20		99.16
			Vendor Total:	2,701.29
65934	CLINT COLTON			2,650.00
01 2630 430 2 001	S 0620	MOWING 6/1/20-6/13/20		1,500.00
01 2630 430 1 004	S 0620	MOWING 6/1/20-6/13/20		250.00
01 2630 430 2 002	S 0620	MOWING 6/1/20-6/13/20		900.00
			Vendor Total:	2,650.00
65935	CORNHUSKER INTNL TRUCKS INC			798.84
01 2710 430 0 000	3350791	PARTS		798.84
65935	CORNHUSKER INTNL TRUCKS INC			743.64
01 2710 430 0 000	3350809	PARTS		743.64
65935	CORNHUSKER INTNL TRUCKS INC			112.58
01 2710 430 0 000	3350987	PARTS		112.58
			Vendor Total:	1,655.06
65936	CULLIGAN			33.50
01 2320 610 0 000	94367-0720	WATER		33.50
			Vendor Total:	33.50
65937	DAS STATE ACCOUNTING - CENTRAL FINANCE			229.32
01 2230 340 0 000	1226546	SVS JUN 2020		229.32
			Vendor Total:	229.32
65938	DATAVIZION LLC			3,750.00
01 2230 735 0 000	2020.1377	Aruba AirWave with RAPIDS and VisualRF -		3,050.00
01 2230 735 0 000	2020.1377	HPE Foundation Care Software Support - 1		700.00
65938	DATAVIZION LLC			1,589.76
01 2230 734 0 000	2020.1378	Aruba Mounting Adapter for Mounting Rail		1,589.76
			Vendor Total:	5,339.76
65915	DEERE CREDIT			1,096.57
01 2630 442 0 000	AUG 20-0001	MOWER LEASE PMT AUG 20		276.21
01 2630 442 0 000	AUG 20-0001	TRACTOR LEASE PMT AUG 20		646.91
01 2630 442 0 000	AUG 20-0001	MOWER LEASE PMT AUG 20		173.45
			Vendor Total:	1,096.57
65939	DELANIE MCMILLAN			399.96
01 2151 320 2 002	REIMB 8/4/20	READING INT MATERIALS		399.96
			Vendor Total:	399.96
65940	DELL MARKETING LP			577.20
01 2310 890 0 000	10406565924	DELL 97 WHR 9-CELL LITHIUM-ION PRIMARY B		577.20
			Vendor Total:	577.20
65941	EAKES OFFICE SOLUTIONS			7,022.00
01 2610 610 0 000	8064901-0	BUCKETS, REFILLS FOR CLEANING CLASSROOMS		7,022.00
			Vendor Total:	7,022.00
65942	ECHO GROUP INC			228.87
01 2620 740 2 002	S8527811.001	BATTERY PACK		228.87

Check #	Vendor Name	Amount			Amount
Account Number	Invoice	Description			Amount
	65943 ELECTRONIC CONTRACTING		247.00		
01 2620 430 1 003	LN053101	BATTERIES		247.00	
				Vendor Total:	228.87
	65944 ESU #10		60.00		
01 2230 320 0 000	220750-062520	Mid-Nebraska PowerSchool Conference ~ Ju		60.00	
				Vendor Total:	247.00
	65945 ESU #6		30,284.62		
01 1200 320 0 000	JUNE 2020	PSYCHOLOGIST SVS		11,517.20	
1215					
01 1200 320 0 000	JUNE 2020	HEARING RESOURCE SVS		14,138.17	
1215					
01 1200 735 0 000	JUNE 2020	2020-2021 SRS FEE		4,508.00	
1215					
01 2230 320 0 000	JUNE 2020	TECH HOSTED SVS		121.25	
				Vendor Total:	30,284.62
	65946 ESU COORDINATING COUNCIL		330.00		
01 2410 610 1 003	COOP001341	Movie License		330.00	
	65946 ESU COORDINATING COUNCIL		356.00		
01 1100 735 2 002	COOP001341-	Movie License Renewal Site		356.00	
1111		License-Build			
	65946 ESU COORDINATING COUNCIL		351.00		
01 2410 734 1 006	COOP001341.	Movie Licensing		351.00	
				Vendor Total:	1,037.00
	65947 FASTENAL COMPANY		40.06		
01 2620 740 0 000	NELIN375877	SUPPLIES		40.06	
				Vendor Total:	40.06
	65948 FIREFLY COMPUTERS		34,860.00		
01 2230 734 0 000	I000186229	Lenovo 100e Chromebook 2nd Gen AST - AM		23,520.00	
01 2230 734 0 000	I000186229	Google Chrome Education Upgrade		3,360.00	
01 2230 734 0 000	I000186229	3 1/2-Year Extended Manufacturer Warrant		2,100.00	
01 2230 734 0 000	I000186229	Lenovo 3 1/2-Year Accidental Damage Prot		5,880.00	
	65948 FIREFLY COMPUTERS		221,805.00		
01 2230 734 0 000	I000186507	Lenovo 300e Chromebook 2nd Gen AST - AM		166,725.00	
01 2230 734 0 000	I000186507	Google Chrome Education Upgrade		16,320.00	
01 2230 734 0 000	I000186507	3 1/2-Year Extended Manufacturer Warrant		10,200.00	
01 2230 734 0 000	I000186507	Lenovo 3 1/2-Year Accidental Damage Prot		28,560.00	
				Vendor Total:	256,665.00
	65949 FOLLETT SCHOOL SOLUTIONS INC		1,182.80		
01 2220 640 2 001	688507	95 books		1,118.80	
01 2220 640 2 001	688507	processing		64.00	
	65949 FOLLETT SCHOOL SOLUTIONS INC		188.46		
01 2220 640 2 001	688507F	95 books		178.06	
01 2220 640 2 001	688507F	processing		10.40	
				Vendor Total:	1,371.26
	65950 GO-BOX LLC		2,725.28		

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2230 734 0 000	5598	Shipping		27.28
01 2230 734 0 000	5598	DISCOUNT: AMPIT		(300.00)
01 2230 734 0 000	5598	Go-Box Chrome. Automated Chromebook enro		2,998.00
Vendor Total:				2,725.28
65951	HAMILTON EQUIPMENT CO		1,800.00	
01 2630 430 2 001	20033R	LIFT EQUIP RENTAL		900.00
01 2630 430 1 004	20033R	LIFT EQUIP RENTAL		900.00
65951	HAMILTON EQUIPMENT CO		246.37	
01 2620 740 0 000	83746	SUPPLIES		246.37
Vendor Total:				2,046.37
65952	HELENA AGRI-ENTERPRISES, LLC		240.00	
01 2630 430 1 003	269056573	RANGER PRO, HERBICIDE		48.00
01 2630 430 1 004	269056573	RANGER PRO, HERBICIDE		48.00
01 2630 430 1 006	269056573	RANGER PRO, HERBICIDE		48.00
01 2630 430 2 001	269056573	RANGER PRO, HERBICIDE		48.00
01 2630 430 2 002	269056573	RANGER PRO, HERBICIDE		48.00
65952	HELENA AGRI-ENTERPRISES, LLC		265.00	
01 2630 430 1 003	269056648	WATER, BOXER		53.00
01 2630 430 1 004	269056648	WATER, BOXER		53.00
01 2630 430 1 006	269056648	WATER, BOXER		53.00
01 2630 430 2 001	269056648	WATER, BOXER		53.00
01 2630 430 2 002	269056648	WATER, BOXER		53.00
Vendor Total:				505.00
65953	HOME DEPOT PRO, THE		256.60	
01 2610 610 1 006	558432399	SUPPLIES		256.60
65953	HOME DEPOT PRO, THE		155.64	
01 2610 610 1 006	558432407	SUPPLIES		155.64
65953	HOME DEPOT PRO, THE		46.08	
01 2610 610 1 006	558432415	SUPPLIES		46.08
65953	HOME DEPOT PRO, THE		(91.79)	
01 2610 610 2 002	558686382	SUPPLIES		(91.79)
65953	HOME DEPOT PRO, THE		35.90	
01 2610 610 1 006	558686390	SUPPLIES		35.90
65953	HOME DEPOT PRO, THE		167.55	
01 2610 610 1 006	558686408	SUPPLIES		167.55
65953	HOME DEPOT PRO, THE		144.36	
01 2610 610 1 006	558933198	SUPPLIES		144.36
65953	HOME DEPOT PRO, THE		(91.79)	
01 2610 610 2 002	559184213	SUPPLIES		(91.79)
65953	HOME DEPOT PRO, THE		101.96	
01 2610 610 2 002	559184221	SUPPLIES		101.96
65953	HOME DEPOT PRO, THE		570.12	
01 2610 610 2 002	559422472	SUPPLIES		570.12
65953	HOME DEPOT PRO, THE		1,350.00	
01 2610 739 1 003	560034019	WEIGHT KITS		450.00
01 2610 739 1 004	560034019	WEIGHT KITS		450.00
01 2610 739 2 002	560034019	WEIGHT KITS		450.00
65953	HOME DEPOT PRO, THE		91.70	
01 2610 610 1 003	560034027	SUPPLIES		91.70
65953	HOME DEPOT PRO, THE		338.43	

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2610 610 1 004	560034035	SUPPLIES		338.43
65953 HOME DEPOT PRO, THE			76.47	
01 2610 610 2 002	560541740	SUPPLIES		76.47
65953 HOME DEPOT PRO, THE			344.56	
01 2610 610 1 006	560772865	SUPPLIES		344.56
65953 HOME DEPOT PRO, THE			6.26	
01 2610 610 2 001	561033986	SUPPLIES		6.26
65953 HOME DEPOT PRO, THE			67.44	
01 2610 610 1 006	561284514	SUPPLIES		67.44
65953 HOME DEPOT PRO, THE			69.36	
01 2610 610 2 001	561284522	SUPPLIES		69.36
65953 HOME DEPOT PRO, THE			(117.00)	
01 2610 610 2 001	561798265	SUPPLIES		(117.00)
65953 HOME DEPOT PRO, THE			21.80	
01 2610 610 2 002	561798273	SUPPLIES		21.80
65953 HOME DEPOT PRO, THE			67.44	
01 2610 610 1 006	562044206	SUPPLIES		67.44
65953 HOME DEPOT PRO, THE			344.32	
01 2610 610 1 003	563332162	SUPPLIES		344.32
				Vendor Total: 3,955.41
65916 HOMETOWN LEASING			1,775.19	
01 2510 443 0 000	AUG 20-0001	COPIER LEASE PMT AUG 20		1,775.19
				Vendor Total: 1,775.19
65954 HORIZON BANK			45.92	
01 2510 531 0 000	PETTYCASH072	POSTAGE		0.65
	0			
01 2320 610 0 000	PETTYCASH072	COFFEE, COFFEE FILTERS		33.27
	0			
01 2710 626 0 000	PETTYCASH072	FUEL		12.00
	0			
				Vendor Total: 45.92
65955 HOTSYS EQUIPMENT CO			3,030.80	
01 2610 610 0 000	305105	FOGGERS		3,030.80
65955 HOTSYS EQUIPMENT CO			7,845.48	
01 2610 610 0 000	305367	FOGGERS		7,845.48
65955 HOTSYS EQUIPMENT CO			3,240.89	
01 2610 610 0 000	305597	FOGGERS		3,240.89
65955 HOTSYS EQUIPMENT CO			21.38	
01 2710 430 0 000	305718	NOZZLE		21.38
				Vendor Total: 14,138.55
65956 HUNTEL COMMUNICATIONS INC			27.75	
01 2230 735 0 000	237053	S/W Assurance MiVoice Border Gateway Sta		27.75
				Vendor Total: 27.75
65957 HUSKER SEW-VAC			255.80	
01 1100 430 2 002	3763	Tune up, Clean, Fix for 5 Machines		255.80
1174				
				Vendor Total: 255.80
65958 HY-ELECTRIC			300.00	
01 2620 430 2 001	17973	INSTALL LINE FILTER FOR IRRIGATION PUMP		300.00
65958 HY-ELECTRIC			183.73	

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2620 430 2 001	17997	WIRING AUTOMATIC DOOR		183.73
	65958 HY-ELECTRIC		132.87	
01 2620 430 2 001	17999	REPLACED WIRE AND FLEX		132.87
	65959 IDEAL PURE WATER		34.75	
01 2620 740 0 000	198546	WATER		34.75
	65959 IDEAL PURE WATER		9.35	
01 2620 740 0 000	199606	WATER		9.35
	65959 IDEAL PURE WATER		22.05	
01 2620 740 0 000	199896	WATER		22.05
	65959 IDEAL PURE WATER		11.00	
01 2620 740 0 000	200861	WATER		11.00
	65959 IDEAL PURE WATER		11.00	
01 2710 610 0 000	201003	WATER		11.00
	65960 INDUSTRIAL SERVICES INC		2,474.85	
01 2620 430 1 006	2006-3366	TRASH SVS JUNE 2020		782.70
01 2620 430 1 004	2006-3366	TRASH SVS JUNE 2020		256.70
01 2620 430 2 001	2006-3366	TRASH SVS JUNE 2020		815.30
01 2620 430 2 002	2006-3366	TRASH SVS JUNE 2020		587.30
01 2620 430 2 001	2006-3366	TRASH SVS JUNE 2020		32.85
	65960 INDUSTRIAL SERVICES INC		43.95	
01 2620 430 1 006	2006-3367	TRASH SVS JUNE 2020		43.95
	65961 INTELEPEER CLOUD COMMUNICATION LLC		345.85	
01 2510 382 0 000	INV-189388	SVS 6/1/20-6/30/20		345.85
	65962 INTERSTATE ALL BATTERY		378.00	
01 2620 740 2 002	192470101899	BATTERIES		378.00
	8			
	65963 JAMF SOFTWARE LLC		7,851.00	
01 2230 735 0 000	INV145977	EDU - Jamf Pro (Casper Suite) for macOS		6,800.00
01 2230 735 0 000	INV145977	EDU - Jamf Pro (Casper Suite) for iOS AM		800.00
01 2230 735 0 000	INV145977	EDU - Jamf Pro (Casper Suite) for iOS AS		224.00
01 2230 735 0 000	INV145977	EDU-NP Jamf Pro tvOS - 100-9999		27.00
	65964 JEFF CHAMBERS MUSIC		2,000.00	
01 2212 640 0 000	2020 SHOW	2020 MARCHING BAND SHOW		2,000.00
	65965 JOSLYNNE STAUSS		71.10	
01 2610 610 0 000	REIMB 8/4/20	SUPPLIES FOR TRIAGE ROOMS		71.10
	65966 JOURNEYED.COM INC		1,875.00	
01 2230 735 0 000	10385197	Adobe-VIP License. Per user.		1,875.00
	65917 KUBOTA LEASING		575.57	
01 2620 732 0 000	AUG 20-0001	UTV LEASE PMT AUG 20		575.57

Check #	Vendor Name	Amount			
Account	Number	Invoice	Description	Amount	
					Vendor Total: 575.57
	65967 KYLA BLUM			1,425.67	
01 1200 591 0 000	1215	6/23/20-7/21/20	SVS 6/23/20-7/21/20	1,344.00	
01 1200 334 0 000	1215	6/23/20-7/21/20	SVS 6/23/20-7/21/20	81.67	
					Vendor Total: 1,425.67
	65968 LEARNING ALLY			990.00	
01 6408 735 0 000		90393	INSTITUTION SEAT PACKAGE RENEWAL	990.00	
					Vendor Total: 990.00
	65969 LINCOLN ELECTRIC SYSTEM			1,834.28	
01 2610 622 2 002		023814703-0720	SVS 6/1/20-6/30/20	1,834.28	
	65969 LINCOLN ELECTRIC SYSTEM			6,299.05	
01 2610 622 2 002		023832404-0720	SVS 6/1/20-6/30/20	6,299.05	
	65969 LINCOLN ELECTRIC SYSTEM			2,413.22	
01 2610 622 2 002		023832504-0720	SVS 6/1/20-6/30/20	2,413.22	
	65969 LINCOLN ELECTRIC SYSTEM			16,265.07	
01 2610 622 2 001		942809903-0720	SVS 6/1/20-6/30/20	16,265.07	
	65969 LINCOLN ELECTRIC SYSTEM			26.29	
01 2610 622 1 006		944800203-0720	SVS 5/20/20-7/1/20	26.29	
	65969 LINCOLN ELECTRIC SYSTEM			2,219.05	
01 2610 622 1 006		944800303-0720	SVS 6/1/20-6/30/20	2,219.05	
	65969 LINCOLN ELECTRIC SYSTEM			278.59	
01 2610 622 1 006		944800403-0720	SVS 5/20/20-7/1/20	278.59	
	65969 LINCOLN ELECTRIC SYSTEM			114.03	
01 2610 622 1 006		944800503-0720	SVS 5/20/20-7/1/20	114.03	
	65969 LINCOLN ELECTRIC SYSTEM			29.74	
01 2610 622 1 006		944800603-0720	SVS 5/20/20-7/1/20	29.74	
	65969 LINCOLN ELECTRIC SYSTEM			2,626.78	
01 2610 622 1 006		944800703-0720	SVS 6/1/20-6/30/20	2,626.78	
	65969 LINCOLN ELECTRIC SYSTEM			94.52	
01 2610 622 1 006		944800803-0720	SVS 5/20/20-7/1/20	94.52	
	65969 LINCOLN ELECTRIC SYSTEM			199.91	
01 2610 622 0 000		944800903-0720	SVS 5/20/20-7/1/20	199.91	
	65969 LINCOLN ELECTRIC SYSTEM			164.25	
01 2610 622 0 000		944801003-0720	SVS 5/20/20-7/1/20	164.25	
	65969 LINCOLN ELECTRIC SYSTEM			2,507.58	
01 2610 622 1 004		944801103-0720	SVS 6/1/20-6/30/20	2,507.58	
					Vendor Total: 35,072.36
	65970 LINCOLN LOCK & SECURITY			10.24	
01 2620 740 0 000		217608	KEYS	10.24	

<u>Check #</u>	<u>Vendor Name</u>		<u>Amount</u>		<u>Amount</u>
<u>Account Number</u>	<u>Invoice</u>	<u>Description</u>		Vendor Total:	
	65971 LINCOLN TRUCK CENTER		81.40		10.24
01 2710 430 0 000	617631B	PARTS		81.40	
	65918 MADISON NATIONAL LIFE INSURANCE CO INC		405.36	Vendor Total:	81.40
01 6408 281 2 000	LIFE- AUG -	LIFE INSURANCE 0003		2.62	
01 1100 211 1 003	LIFE- AUG -	LIFE INSURANCE 0003		4.80	
01 1100 211 1 004	LIFE- AUG -	LIFE INSURANCE 0003		14.40	
01 1100 211 1 003	LIFE- AUG -	LIFE INSURANCE 0003		4.80	
01 1100 211 1 004	LIFE- AUG -	LIFE INSURANCE 0003		12.00	
01 1100 211 1 003	LIFE- AUG -	LIFE INSURANCE 0003		4.80	
01 1100 211 1 004	LIFE- AUG -	LIFE INSURANCE 0003		12.00	
01 1100 211 1 003	LIFE- AUG -	LIFE INSURANCE 0003		4.80	
01 1100 211 1 004	LIFE- AUG -	LIFE INSURANCE 0003		12.00	
01 3540 211 1 003	LIFE- AUG -	LIFE INSURANCE 0003		2.40	
01 3535 211 0 000	LIFE- AUG -	LIFE INSURANCE 0003		3.00	
01 6200 211 1 003	LIFE- AUG -	LIFE INSURANCE 0003		2.40	
01 6200 211 1 004	LIFE- AUG -	LIFE INSURANCE 0003		2.40	
01 6310 211 1 006	LIFE- AUG -	LIFE INSURANCE 0003		1.34	
01 6408 281 1 000	LIFE- AUG -	LIFE INSURANCE 0003		6.74	
01 2410 211 1 004	LIFE- AUG -	LIFE INSURANCE 0003		3.00	
01 2410 211 1 006	LIFE- AUG -	LIFE INSURANCE 0003		3.00	
01 2410 211 2 001	LIFE- AUG -	LIFE INSURANCE 0003		1.50	
01 2410 211 2 002	LIFE- AUG -	LIFE INSURANCE 0003		6.00	
01 2710 216 0 000	LIFE- AUG -	LIFE INSURANCE 0003		0.00	
01 2712 216 0 000	LIFE- AUG -	LIFE INSURANCE 0003		0.00	
01 2220 211 2 001	LIFE- AUG -	LIFE INSURANCE 0003		2.40	
01 2220 211 2 002	LIFE- AUG -	LIFE INSURANCE 0003		1.99	
01 2230 211 0 000	LIFE- AUG -	LIFE INSURANCE 0003		3.00	
01 2320 215 0 000	LIFE- AUG -	LIFE INSURANCE 0003		6.00	
01 2320 216 0 000	LIFE- AUG -	LIFE INSURANCE 0003		3.00	
01 2410 211 1 003	LIFE- AUG -	LIFE INSURANCE 0003		3.00	
01 2151 211 1 006	LIFE- AUG -	LIFE INSURANCE 0003		1.20	
01 2190 211 2 001	LIFE- AUG -	LIFE INSURANCE 0003		1.50	
01 2212 211 0 000	LIFE- AUG -	LIFE INSURANCE 0003		3.00	

Check #	Vendor Name	Amount
Account Number	Invoice Description	Amount
01 2220 211 1 003	LIFE- AUG - LIFE INSURANCE 0003	1.92
01 2220 211 1 004	LIFE- AUG - LIFE INSURANCE 0003	1.44
01 2220 211 1 006	LIFE- AUG - LIFE INSURANCE 0003	1.44
01 2141 211 1 004	LIFE- AUG - LIFE INSURANCE 0003	0.48
01 2141 211 1 006	LIFE- AUG - LIFE INSURANCE 0003	0.48
01 2141 211 2 001	LIFE- AUG - LIFE INSURANCE 0003	0.48
01 2141 211 2 002	LIFE- AUG - LIFE INSURANCE 0003	0.48
01 2151 211 1 003	LIFE- AUG - LIFE INSURANCE 0003	2.40
01 2151 211 1 004	LIFE- AUG - LIFE INSURANCE 0003	1.20
01 2120 211 1 003	LIFE- AUG - LIFE INSURANCE 0003	1.20
01 2120 211 1 004	LIFE- AUG - LIFE INSURANCE 0003	2.40
01 2120 211 1 006	LIFE- AUG - LIFE INSURANCE 0003	2.40
01 2120 211 2 001	LIFE- AUG - LIFE INSURANCE 0003	3.60
01 2120 211 2 002	LIFE- AUG - LIFE INSURANCE 0003	2.40
01 2141 211 1 003	LIFE- AUG - LIFE INSURANCE 0003	0.48
01 1200 211 2 002 1221	LIFE- AUG - LIFE INSURANCE 0003	9.60
01 1200 211 1 004 1222	LIFE- AUG - LIFE INSURANCE 0003	1.20
01 1200 211 2 001 1222	LIFE- AUG - LIFE INSURANCE 0003	2.40
01 1200 211 2 002 1222	LIFE- AUG - LIFE INSURANCE 0003	2.40
01 1200 211 1 003 1223	LIFE- AUG - LIFE INSURANCE 0003	2.40
01 1200 211 2 001 1225	LIFE- AUG - LIFE INSURANCE 0003	2.40
01 1200 211 2 001 1212	LIFE- AUG - LIFE INSURANCE 0003	1.20
01 1200 211 0 000 1214	LIFE- AUG - LIFE INSURANCE 0003	3.00
01 1200 211 1 003 1221	LIFE- AUG - LIFE INSURANCE 0003	7.20
01 1200 211 1 004 1221	LIFE- AUG - LIFE INSURANCE 0003	3.60
01 1200 211 1 006 1221	LIFE- AUG - LIFE INSURANCE 0003	7.20
01 1200 211 2 001 1221	LIFE- AUG - LIFE INSURANCE 0003	10.97
01 1100 211 2 001 1193	LIFE- AUG - LIFE INSURANCE 0003	0.79
01 1100 211 2 002 1193	LIFE- AUG - LIFE INSURANCE 0003	2.02
01 1100 211 1 003 1194	LIFE- AUG - LIFE INSURANCE 0003	0.12
01 1100 211 1 006 1194	LIFE- AUG - LIFE INSURANCE 0003	0.70

Check #	Vendor Name	Amount
Account Number	Invoice Description	Amount
01 1100 211 2 001 1194	LIFE- AUG - LIFE INSURANCE 0003	1.58
01 1100 211 2 002 1194	LIFE- AUG - LIFE INSURANCE 0003	2.40
01 1100 211 1 006 1190	LIFE- AUG - LIFE INSURANCE 0003	0.79
01 1100 211 2 001 1190	LIFE- AUG - LIFE INSURANCE 0003	2.40
01 1100 211 2 002 1190	LIFE- AUG - LIFE INSURANCE 0003	2.40
01 1100 211 1 003 1193	LIFE- AUG - LIFE INSURANCE 0003	2.40
01 1100 211 1 004 1193	LIFE- AUG - LIFE INSURANCE 0003	1.80
01 1100 211 1 006 1193	LIFE- AUG - LIFE INSURANCE 0003	1.80
01 1100 211 2 001 1174	LIFE- AUG - LIFE INSURANCE 0003	2.64
01 1100 211 2 002 1174	LIFE- AUG - LIFE INSURANCE 0003	2.02
01 1100 211 2 001 1176	LIFE- AUG - LIFE INSURANCE 0003	4.39
01 1100 211 2 002 1176	LIFE- AUG - LIFE INSURANCE 0003	2.81
01 1100 211 1 003 1190	LIFE- AUG - LIFE INSURANCE 0003	0.82
01 1100 211 1 004 1190	LIFE- AUG - LIFE INSURANCE 0003	0.79
01 1100 211 2 002 1168	LIFE- AUG - LIFE INSURANCE 0003	4.80
01 1100 211 2 001 1169	LIFE- AUG - LIFE INSURANCE 0003	1.63
01 1100 211 2 002 1169	LIFE- AUG - LIFE INSURANCE 0003	2.40
01 1100 211 2 001 1170	LIFE- AUG - LIFE INSURANCE 0003	3.17
01 1100 211 2 002 1170	LIFE- AUG - LIFE INSURANCE 0003	2.40
01 1100 211 2 001 1172	LIFE- AUG - LIFE INSURANCE 0003	0.82
01 1160 211 1 003	LIFE- AUG - LIFE INSURANCE 0003	6.00
01 1160 211 1 006	LIFE- AUG - LIFE INSURANCE 0003	1.20
01 1100 211 1 003 1168	LIFE- AUG - LIFE INSURANCE 0003	2.40
01 1100 211 1 004 1168	LIFE- AUG - LIFE INSURANCE 0003	1.80
01 1100 211 1 006 1168	LIFE- AUG - LIFE INSURANCE 0003	1.80
01 1100 211 2 001 1168	LIFE- AUG - LIFE INSURANCE 0003	3.98
01 1100 211 2 001 1124	LIFE- AUG - LIFE INSURANCE 0003	7.61
01 1100 211 2 001 1130	LIFE- AUG - LIFE INSURANCE 0003	10.01
01 1100 211 2 001 1140	LIFE- AUG - LIFE INSURANCE 0003	11.40
01 1150 211 1 006	LIFE- AUG - LIFE INSURANCE 0003	1.20
01 1100 211 2 001 1153	LIFE- AUG - LIFE INSURANCE 0003	12.00

Check #	Vendor Name	Amount
Account Number	Invoice Description	Amount
01 1100 211 2 001 1155	LIFE- AUG - LIFE INSURANCE 0003	2.40
01 1100 211 2 002 1106	LIFE- AUG - LIFE INSURANCE 0003	15.98
01 1100 211 2 002 1107	LIFE- AUG - LIFE INSURANCE 0003	13.58
01 1100 211 2 002 1108	LIFE- AUG - LIFE INSURANCE 0003	13.99
01 1100 211 2 001 1110	LIFE- AUG - LIFE INSURANCE 0003	12.79
01 1100 211 2 001 1114	LIFE- AUG - LIFE INSURANCE 0003	1.20
01 1100 211 2 002 1116	LIFE- AUG - LIFE INSURANCE 0003	0.41
01 1100 211 1 003 1103	LIFE- AUG - LIFE INSURANCE 0003	7.20
01 1100 211 1 006 1103	LIFE- AUG - LIFE INSURANCE 0003	12.00
01 1100 211 1 003 1104	LIFE- AUG - LIFE INSURANCE 0003	2.40
01 1100 211 1 006 1104	LIFE- AUG - LIFE INSURANCE 0003	8.26
01 1100 211 1 003 1105	LIFE- AUG - LIFE INSURANCE 0003	4.80
01 1100 211 1 006 1105	LIFE- AUG - LIFE INSURANCE 0003	14.40
65918	MADISON NATIONAL LIFE INSURANCE CO INC	2,613.99
01 2712 216 0 000	LTD- AUG 2- LTD INSURANCE 0001	0.00
01 3540 211 1 003	LTD- AUG 2- LTD INSURANCE 0001	12.49
01 3535 211 0 000	LTD- AUG 2- LTD INSURANCE 0001	14.19
01 6200 211 1 003	LTD- AUG 2- LTD INSURANCE 0001	10.49
01 6200 211 1 004	LTD- AUG 2- LTD INSURANCE 0001	15.87
01 6310 211 1 006	LTD- AUG 2- LTD INSURANCE 0001	8.74
01 2410 211 1 003	LTD- AUG 2- LTD INSURANCE 0001	23.13
01 2410 211 1 004	LTD- AUG 2- LTD INSURANCE 0001	23.44
01 2410 211 1 006	LTD- AUG 2- LTD INSURANCE 0001	24.59
01 2410 211 2 001	LTD- AUG 2- LTD INSURANCE 0001	19.07
01 2410 211 2 002	LTD- AUG 2- LTD INSURANCE 0001	48.19
01 2710 216 0 000	LTD- AUG 2- LTD INSURANCE 0001	0.00
01 2220 211 1 006	LTD- AUG 2- LTD INSURANCE 0001	7.64
01 2220 211 2 001	LTD- AUG 2- LTD INSURANCE 0001	16.77
01 2220 211 2 002	LTD- AUG 2- LTD INSURANCE 0001	14.43
01 2230 211 0 000	LTD- AUG 2- LTD INSURANCE 0001	21.88
01 2320 215 0 000	LTD- AUG 2- LTD INSURANCE 0001	41.25

Check #	Vendor Name	Amount		
Account	Number	Invoice	Description	Amount
01 2320 216 0 000	LTD- AUG 2- 0001	LTD INSURANCE	27.42	
01 2151 211 1 004	LTD- AUG 2- 0001	LTD INSURANCE	7.57	
01 2151 211 1 006	LTD- AUG 2- 0001	LTD INSURANCE	7.57	
01 2190 211 2 001	LTD- AUG 2- 0001	LTD INSURANCE	11.57	
01 2212 211 0 000	LTD- AUG 2- 0001	LTD INSURANCE	28.00	
01 2220 211 1 003	LTD- AUG 2- 0001	LTD INSURANCE	11.15	
01 2220 211 1 004	LTD- AUG 2- 0001	LTD INSURANCE	9.08	
01 2141 211 1 003	LTD- AUG 2- 0001	LTD INSURANCE	3.61	
01 2141 211 1 004	LTD- AUG 2- 0001	LTD INSURANCE	3.61	
01 2141 211 1 006	LTD- AUG 2- 0001	LTD INSURANCE	3.61	
01 2141 211 2 001	LTD- AUG 2- 0001	LTD INSURANCE	3.61	
01 2141 211 2 002	LTD- AUG 2- 0001	LTD INSURANCE	3.61	
01 2151 211 1 003	LTD- AUG 2- 0001	LTD INSURANCE	17.51	
01 1200 211 2 001 1225	LTD- AUG 2- 0001	LTD INSURANCE	15.21	
01 2120 211 1 003	LTD- AUG 2- 0001	LTD INSURANCE	8.75	
01 2120 211 1 004	LTD- AUG 2- 0001	LTD INSURANCE	15.50	
01 2120 211 1 006	LTD- AUG 2- 0001	LTD INSURANCE	17.73	
01 2120 211 2 001	LTD- AUG 2- 0001	LTD INSURANCE	29.06	
01 2120 211 2 002	LTD- AUG 2- 0001	LTD INSURANCE	18.26	
01 1200 211 2 001 1221	LTD- AUG 2- 0001	LTD INSURANCE	68.96	
01 1200 211 2 002 1221	LTD- AUG 2- 0001	LTD INSURANCE	62.92	
01 1200 211 1 004 1222	LTD- AUG 2- 0001	LTD INSURANCE	8.29	
01 1200 211 2 001 1222	LTD- AUG 2- 0001	LTD INSURANCE	17.98	
01 1200 211 2 002 1222	LTD- AUG 2- 0001	LTD INSURANCE	16.15	
01 1200 211 1 003 1223	LTD- AUG 2- 0001	LTD INSURANCE	16.69	
01 1100 211 2 002 1194	LTD- AUG 2- 0001	LTD INSURANCE	18.28	
01 1200 211 2 001 1212	LTD- AUG 2- 0001	LTD INSURANCE	10.02	
01 1200 211 0 000 1214	LTD- AUG 2- 0001	LTD INSURANCE	25.46	
01 1200 211 1 003 1221	LTD- AUG 2- 0001	LTD INSURANCE	43.50	
01 1200 211 1 004 1221	LTD- AUG 2- 0001	LTD INSURANCE	23.79	
01 1200 211 1 006 1221	LTD- AUG 2- 0001	LTD INSURANCE	46.84	

Check #	Vendor Name		Amount	
Account	Number	Invoice	Description	Amount
01 1100 211 1 006 1193	LTD- AUG 2- 0001	LTD INSURANCE	9.48	
01 1100 211 2 001 1193	LTD- AUG 2- 0001	LTD INSURANCE	5.35	
01 1100 211 2 002 1193	LTD- AUG 2- 0001	LTD INSURANCE	13.00	
01 1100 211 1 003 1194	LTD- AUG 2- 0001	LTD INSURANCE	0.88	
01 1100 211 1 006 1194	LTD- AUG 2- 0001	LTD INSURANCE	5.69	
01 1100 211 2 001 1194	LTD- AUG 2- 0001	LTD INSURANCE	14.00	
01 1100 211 1 004 1190	LTD- AUG 2- 0001	LTD INSURANCE	4.48	
01 1100 211 1 006 1190	LTD- AUG 2- 0001	LTD INSURANCE	4.48	
01 1100 211 2 001 1190	LTD- AUG 2- 0001	LTD INSURANCE	10.58	
01 1100 211 2 002 1190	LTD- AUG 2- 0001	LTD INSURANCE	15.39	
01 1100 211 1 003 1193	LTD- AUG 2- 0001	LTD INSURANCE	11.85	
01 1100 211 1 004 1193	LTD- AUG 2- 0001	LTD INSURANCE	9.48	
01 1100 211 2 001 1172	LTD- AUG 2- 0001	LTD INSURANCE	6.27	
01 1100 211 2 001 1174	LTD- AUG 2- 0001	LTD INSURANCE	17.10	
01 1100 211 2 002 1174	LTD- AUG 2- 0001	LTD INSURANCE	13.61	
01 1100 211 2 001 1176	LTD- AUG 2- 0001	LTD INSURANCE	29.56	
01 1100 211 2 002 1176	LTD- AUG 2- 0001	LTD INSURANCE	17.09	
01 1100 211 1 003 1190	LTD- AUG 2- 0001	LTD INSURANCE	4.62	
01 1100 211 2 001 1168	LTD- AUG 2- 0001	LTD INSURANCE	33.32	
01 1100 211 2 002 1168	LTD- AUG 2- 0001	LTD INSURANCE	25.92	
01 1100 211 2 001 1169	LTD- AUG 2- 0001	LTD INSURANCE	12.28	
01 1100 211 2 002 1169	LTD- AUG 2- 0001	LTD INSURANCE	13.46	
01 1100 211 2 001 1170	LTD- AUG 2- 0001	LTD INSURANCE	23.32	
01 1100 211 2 002 1170	LTD- AUG 2- 0001	LTD INSURANCE	15.83	
01 1100 211 2 001 1155	LTD- AUG 2- 0001	LTD INSURANCE	18.62	
01 1160 211 1 003	LTD- AUG 2- 0001	LTD INSURANCE	39.40	
01 1160 211 1 006	LTD- AUG 2- 0001	LTD INSURANCE	8.75	
01 1100 211 1 003 1168	LTD- AUG 2- 0001	LTD INSURANCE	10.49	
01 1100 211 1 004 1168	LTD- AUG 2- 0001	LTD INSURANCE	11.17	
01 1100 211 1 006 1168	LTD- AUG 2- 0001	LTD INSURANCE	11.17	
01 1100 211 2 002 1116	LTD- AUG 2- 0001	LTD INSURANCE	2.62	

<u>Check #</u>	<u>Vendor Name</u>	<u>Amount</u>			<u>Amount</u>
<u>Account Number</u>	<u>Invoice</u>	<u>Description</u>			
01 1100 211 2 001 1124	LTD- AUG 2- 0001	LTD INSURANCE			45.72
01 1100 211 2 001 1130	LTD- AUG 2- 0001	LTD INSURANCE			67.30
01 1100 211 2 001 1140	LTD- AUG 2- 0001	LTD INSURANCE			80.89
01 1150 211 1 006	LTD- AUG 2- 0001	LTD INSURANCE			8.75
01 1100 211 2 001 1153	LTD- AUG 2- 0001	LTD INSURANCE			71.29
01 1100 211 1 006 1105	LTD- AUG 2- 0001	LTD INSURANCE			94.51
01 1100 211 2 002 1106	LTD- AUG 2- 0001	LTD INSURANCE			104.28
01 1100 211 2 002 1107	LTD- AUG 2- 0001	LTD INSURANCE			84.48
01 1100 211 2 002 1108	LTD- AUG 2- 0001	LTD INSURANCE			97.00
01 1100 211 2 001 1110	LTD- AUG 2- 0001	LTD INSURANCE			82.88
01 1100 211 2 001 1114	LTD- AUG 2- 0001	LTD INSURANCE			7.57
01 1100 211 1 004 1102	LTD- AUG 2- 0001	LTD INSURANCE			65.44
01 1100 211 1 003 1103	LTD- AUG 2- 0001	LTD INSURANCE			42.49
01 1100 211 1 006 1103	LTD- AUG 2- 0001	LTD INSURANCE			64.83
01 1100 211 1 003 1104	LTD- AUG 2- 0001	LTD INSURANCE			17.68
01 1100 211 1 006 1104	LTD- AUG 2- 0001	LTD INSURANCE			49.82
01 1100 211 1 003 1105	LTD- AUG 2- 0001	LTD INSURANCE			29.36
01 6408 211 1 000	LTD- AUG 2- 0001	LTD INSURANCE			37.55
01 6408 211 2 000	LTD- AUG 2- 0001	LTD INSURANCE			15.45
01 1100 211 1 003 1100	LTD- AUG 2- 0001	LTD INSURANCE			27.45
01 1100 211 1 004 1100	LTD- AUG 2- 0001	LTD INSURANCE			75.89
01 1100 211 1 003 1101	LTD- AUG 2- 0001	LTD INSURANCE			26.97
01 1100 211 1 004 1101	LTD- AUG 2- 0001	LTD INSURANCE			70.58
01 1100 211 1 003 1102	LTD- AUG 2- 0001	LTD INSURANCE			23.07
				Vendor Total:	3,019.35
65972 MATHESON-LINWELD			55.79		
01 2620 740 0 000	51653811	CYLINDER RENTAL 6/1/20- 6/30/20			55.79
65972 MATHESON-LINWELD			98.45		
01 2710 610 0 000	51653812	CYLINDER RENTAL 6/1/20- 6/30/20			98.45
				Vendor Total:	154.24
65973 MATTICE LOCK AND SAFE			59.75		
01 2620 740 1 004	5088	KEYS			59.75
				Vendor Total:	59.75
65974 MENARDS LINCOLN-NORTH			6.86		

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2620 740 1 004	75577	SUPPLIES		6.86
65974	MENARDS LINCOLN-NORTH		69.98	
01 2620 740 1 003	77034	SPRAYER		69.98
65974	MENARDS LINCOLN-NORTH		98.44	
01 2710 610 0 000	77694	SUPPLIES		98.44
		Vendor Total:		175.28
65975	METAL CRAFT		831.99	
01 2230 430 0 000	515384	Roll Label Product Premium Poly Die Size		786.00
01 2230 430 0 000	515384	6 Additional Roll		30.00
01 2230 430 0 000	515384	S/H		15.99
		Vendor Total:		831.99
65976	MILLARD LUMBER INC		48.94	
01 2620 740 0 000	536420	SCREWS		48.94
		Vendor Total:		48.94
65977	NEVERWARE INC		2,500.00	
01 2230 735 0 000	14583	CloudReady: Education - Site		2,500.00
		Vendor Total:		2,500.00
65978	NSLHA		20.00	
01 2151 320 2 002	07162020	WEBINAR - SLP ASSESSMENT BLUM		20.00
		Vendor Total:		20.00
65983	O'REILLY AUTOMOTIVE STORES INC		308.36	
01 2610 610 0 000	5824-166212	SUPPLIES FOR FOGGERS		308.36
65983	O'REILLY AUTOMOTIVE STORES INC		23.98	
01 2710 430 0 000	5824-166693	SUPPLIES		23.98
65983	O'REILLY AUTOMOTIVE STORES INC		31.98	
01 2710 430 0 000	5824-166935	WINDSHIELD TREATMENT		31.98
65983	O'REILLY AUTOMOTIVE STORES INC		157.09	
01 2710 430 0 000	5824-167338	BATTERY SUB 1		157.09
65983	O'REILLY AUTOMOTIVE STORES INC		49.27	
01 2610 610 0 000	5824-167389	FOGGER SUPPLIES		49.27
		Vendor Total:		570.68
65979	OFFICE DEPOT		97.64	
01 1100 610 2 001	101874240001	1" binders		73.00
1111				
01 1100 610 2 001	101874240001	page dividers		24.64
1111				
		Vendor Total:		97.64
65980	OMAHA PUBLIC POWER DISTRICT		5,717.50	
01 2610 622 1 003	8764000061-0720	SVS 6/22/20-7/23/20		5,717.50
		Vendor Total:		5,717.50
65981	OMAHA WORLD HERALD		1,095.00	
01 2310 540 0 000	I0000147885-0608	ADV		1,095.00
65981	OMAHA WORLD HERALD		1,095.00	
01 2310 540 0 000	I0000150317-0615	ADV		1,095.00
		Vendor Total:		2,190.00
65982	ONE CALL CONCEPTS INC		4.23	
01 2230 340 0 000	60539	LOCATES JUNE 2020		4.23

Check #	Vendor Name	Amount		Amount	
Account Number	Invoice	Description		Amount	
	65984 ORKIN PEST CONTROL	223.85			Vendor Total: 4.23
01 2620 430 2 001	200972443	PEST CONTROL SVS		223.85	
	65985 PAYFLEX	525.00			Vendor Total: 223.85
01 2310 350 0 000	21014-1462922	SVS 7/1/20-7/31/20		525.00	
	65986 PERRY GUTHERY HAASE & GESSFORD	1,237.00			Vendor Total: 525.00
01 2330 317 0 000	376	SVS 5/27/20-6/16/20		1,237.00	
	65987 PRESTO X COMPANY	49.00			Vendor Total: 1,237.00
01 2620 430 1 003	7507012	PEST CONTROL SVS 7/21/20		49.00	
	65988 PROJECT LEAD THE WAY INC	4,150.00			Vendor Total: 49.00
01 2212 640 0 000	242094	ENGINEERING & GATEWAY PARTICIPATION20/21		4,150.00	
	65988 PROJECT LEAD THE WAY INC	263.00			Vendor Total: 4,413.00
01 2212 640 0 000	243649	INTRO TO ENGINEERING DESIGN		263.00	
	65989 QUADIENT LEASING USA, INC	570.00			Vendor Total: 570.00
01 2510 531 0 000	N8378085	LEASE 8/4/20-11/3/20		570.00	
	65990 QUIK DUMP REFUSE	445.60			Vendor Total: 445.60
01 2620 430 2 001	1186031	30YD OPEN TOP CONTAINER		445.60	
	65991 REAMS	239.69			Vendor Total: 385.42
01 2630 430 2 001	S1502298.001	SUPPLIES		239.69	
	65991 REAMS	145.73			Vendor Total: 385.42
01 2630 430 2 001	S1502432.001	SUPPLIES		72.87	
01 2630 430 2 002	S1502432.001	SUPPLIES		72.86	
	65992 RECYCLING ENTERPRISES OF NE, INC.	365.00			Vendor Total: 365.00
01 2620 430 1 004	20A2896	RECYCLING SVS AUG 2020		65.00	
01 2620 430 1 006	20A2896	RECYCLING SVS AUG 2020		65.00	
01 2620 430 2 002	20A2896	RECYCLING SVS AUG 2020		65.00	
01 2620 430 2 001	20A2896	RECYCLING SVS AUG 2020		85.00	
01 2620 430 1 003	20A2896	RECYCLING SVS AUG 2020		85.00	
	65993 RUSS'S MARKET EXPRESS	13.85			Vendor Total: 365.00
01 2320 610 0 000	3484	SUPPLIES		13.85	
	65994 SCHOOL DIST #145-ACTIVIY FUND	43,890.16			Vendor Total: 13.85
01 8000 913 2 001	PAYROLL CORR	TRUE UP ACTIVITIES PAYROLL ACCOUNT		43,890.16	
	65994 SCHOOL DIST #145-ACTIVIY FUND	6,720.00			Vendor Total: 50,610.16
01 8000 913 2 001	SCC SENCAP PMT 2018	SCC SENCAP PMT 2018 TO HS PRINCIPAL ACTI		6,720.00	
	65995 SCHOOL DISTRICT #145-IMPREST	159.25			Vendor Total: 159.25
01 2620 430 2 001	CITY OF WAV 072020	BLDG PERMIT AND INSP FEE HS UTILITY SHED		159.25	
	65995 SCHOOL DISTRICT #145-IMPREST	85.00			Vendor Total: 85.00

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2620 430 0 000	LCHD 072020	SPECIAL WASTE PERMIT RENEWAL		85.00
	65995 SCHOOL DISTRICT #145-IMPRES			77.00
01 2710 550 0 000	TREASURER 072120	VEHICLE TITLE AND REGISTRATIONS		77.00
			Vendor Total:	321.25
	65996 SCHOOL DISTRICT 145 DEPRECIATION FUND			9,312.50
01 2212 640 0 000	AMPLIFY ED	Dibels 2020-2021		9,312.50
	65996 SCHOOL DISTRICT 145 DEPRECIATION FUND			20,250.00
01 2212 640 0 000	AMPLIFY1	AmplifyReading K-5		20,250.00
	65996 SCHOOL DISTRICT 145 DEPRECIATION FUND			20,000.00
01 1100 610 2 001 1194	BAND UNIFORMS 2020	MOVE FOR BAND UNIFORMS		20,000.00
	65996 SCHOOL DISTRICT 145 DEPRECIATION FUND			28,800.00
01 2230 734 0 000	BRENTHAVEN	Tred Sleeve 11" Y17 - w Pouch		25,800.00
01 2230 734 0 000	BRENTHAVEN	Tred Sleeve Shoulder Strap for all EDU S		3,000.00
	65996 SCHOOL DISTRICT 145 DEPRECIATION FUND			4,319.00
01 2230 734 0 000	COMP HARDWARE 072120	EPSON POWERLITE 980W		4,319.00
	65996 SCHOOL DISTRICT 145 DEPRECIATION FUND			351.00
01 1100 610 1 004 1111	ESU CC HAMLOW	2020-2021 Movie License		351.00
	65996 SCHOOL DISTRICT 145 DEPRECIATION FUND			2,598.00
01 2230 735 0 000	FOLLETT 1	Destiny® Resource Manager - Asset Editio		2,598.00
	66019 SCHOOL DISTRICT 145 DEPRECIATION FUND			11,000.00
01 1100 610 2 001 1111	FURNITURE 2020	funds to use next year for furniture		11,000.00
	65996 SCHOOL DISTRICT 145 DEPRECIATION FUND			1,552.50
01 2230 734 0 000	GLOBAL INDUSTRIAL	Global Industrial™ Plastic Attached Lid		1,552.50
	65996 SCHOOL DISTRICT 145 DEPRECIATION FUND			273.83
01 1100 610 2 002 1170	HOME DEPOT MS	Knotty Pine S4S Board (Common: 1 in.x8in		273.83
	65996 SCHOOL DISTRICT 145 DEPRECIATION FUND			3,342.50
01 2212 640 0 000	PROJECT LTW	INTRO TO ENGINEERING DESIGN		3,342.50
	65996 SCHOOL DISTRICT 145 DEPRECIATION FUND			836.50
01 6408 735 0 000	TEACHING STRAT	GOLD ONLINE ASSESMENT PORTFOLIOS		358.50
01 3540 735 1 003	TEACHING STRAT	GOLD ONLINE ASSESMENT PORTFOLIOS		478.00
	65996 SCHOOL DISTRICT 145 DEPRECIATION FUND			6,687.45
01 1100 733 2 002 1111	VIRCO - MS	Student Desk Sigma Series Fusion Maple (6,687.45

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
65996	SCHOOL DISTRICT 145 DEPRECIATION FUND		12,219.04	
01 1100 733 1 006 1111	VIRCO WIS 062520	Mobile Table, Stool Table series, 17 hig		12,219.04
			Vendor Total:	121,542.32
65997	SCHOOL SPECIALTY, INC.		9.55	
01 2141 610 2 001	208125485508	SUPPLIES		1.91
01 2141 610 2 002	208125485508	SUPPLIES		1.91
01 2141 610 1 003	208125485508	SUPPLIES		1.91
01 2141 610 1 004	208125485508	SUPPLIES		1.91
01 2141 610 1 006	208125485508	SUPPLIES		1.91
65997	SCHOOL SPECIALTY, INC.		32.49	
01 1100 610 2 001 1140	208125529809	DRY ERASE PENS		32.49
			Vendor Total:	42.04
65998	SIEMENS INDUSTRY, INC.		1,739.15	
01 2620 430 2 001	5446069094	TROUBLESHOOT		1,739.15
65998	SIEMENS INDUSTRY, INC.		4,557.00	
01 2620 430 2 001	5446080223	UPGRADE FIRMWARE		4,557.00
			Vendor Total:	6,296.15
65999	SIRIUS COMPUTER SOLUTIONS INC		19,024.50	
01 2230 734 0 000	INV-000772230	CISCO Meraki MS390 24GE L3 UPOE Switch		12,790.00
01 2230 734 0 000	INV-000772230	Meraki MS390 24-port Enterprise License		6,234.50
65999	SIRIUS COMPUTER SOLUTIONS INC		2,600.00	
01 2230 734 0 000	INV-000773086	MERAKI MS3390 4X10GE MODULE		2,600.00
			Vendor Total:	21,624.50
66000	SOCS		3,000.00	
01 2230 735 0 000	INV011607	SOCS WEB HOSTING RYOALTY 7/1/20-6/30/21		3,000.00
			Vendor Total:	3,000.00
66001	SOFTWARE UNLIMITED INC		5,000.00	
01 2320 735 0 000	20200424-1135	ANNUAL FEE 9/1/20-8/31/21		5,000.00
			Vendor Total:	5,000.00
66002	SPECTRUM PAINT		47.94	
01 2620 740 2 001	804848055	PAINT		47.94
			Vendor Total:	47.94
66003	SPORTS FACILITY MAINTENANCE LLC		10,180.00	
01 2620 430 1 003	260	BLEACHER AND BACKSTOP INSPECTIONS		1,410.00
01 2620 430 1 006	260	BLEACHER AND BACKSTOP INSPECTIONS		300.00
01 2620 430 2 002	260	BLEACHER AND BACKSTOP INSPECTIONS		2,000.00
01 2620 430 2 001	260	BLEACHER AND BACKSTOP INSPECTIONS		6,470.00
			Vendor Total:	10,180.00
66004	STEWART PROMOTIONS LLC		11,200.00	
01 2610 610 0 000	183	3 PLY DISPOSABLE MASKS (250)		125.00
01 2610 610 0 000	183	3 PLY DISPOSABLE MASKS YOUTH (250)		250.00
01 2610 610 0 000	183	FACE SHIELDS - CS/200		500.00

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2610 610 0 000	183	ADULT CLOTH MASK (BLACK)		1,475.00
01 2610 610 0 000	183	ELEMENTARY CLOTH MASK (BLACK)		4,425.00
01 2610 610 0 000	183	YOUTH CLOTH MASK (BLACK)		4,425.00
		Vendor Total:		11,200.00
	66005 SYMMETRY ENERGY SOLUTIONS, LLC		5,899.20	
01 2610 621 1 004	7311064	SVS 3/23/20-4/22/20		42.81
01 2610 621 0 000	7311064	SVS 3/23/20-4/22/20		94.56
01 2610 621 1 006	7311064	SVS 3/23/20-4/22/20		1,754.11
01 2610 621 1 003	7311064	SVS 3/23/20-4/22/20		1,119.55
01 2610 621 2 001	7311064	SVS 3/23/20-4/22/20		2,888.17
	66005 SYMMETRY ENERGY SOLUTIONS, LLC		3,254.85	
01 2610 621 1 004	7731934	SVS 4/22/20-5/21/20		36.24
01 2610 621 0 000	7731934	SVS 4/22/20-5/21/20		51.84
01 2610 621 1 006	7731934	SVS 4/22/20-5/21/20		1,020.88
01 2610 621 1 003	7731934	SVS 4/22/20-5/21/20		663.71
01 2610 621 2 001	7731934	SVS 4/22/20-5/21/20		1,482.18
		Vendor Total:		9,154.05
	66006 TJ CABLE & UNDERGROUND SVS, LLC		250.00	
01 2230 340 0 000	TJ2020-1440	JUNE 2020 LOCATES		250.00
		Vendor Total:		250.00
	66007 TRACTOR SUPPLY COMPANY		67.60	
01 2710 430 0 000	10010426	SUPPLIES		67.60
	66007 TRACTOR SUPPLY COMPANY		59.66	
01 2620 740 0 000	100118703	SUPPLIES		59.66
	66007 TRACTOR SUPPLY COMPANY		45.98	
01 2630 430 1 003	100120514	SUPPLIES		9.20
01 2630 430 1 004	100120514	SUPPLIES		9.20
01 2630 430 1 006	100120514	SUPPLIES		9.20
01 2630 430 2 001	100120514	SUPPLIES		9.19
01 2630 430 2 002	100120514	SUPPLIES		9.19
	66007 TRACTOR SUPPLY COMPANY		44.57	
01 2620 740 0 000	100120556	SUPPLIES		44.57
	66007 TRACTOR SUPPLY COMPANY		9.99	
01 2620 740 0 000	100120593	SUPPLIES		9.99
	66007 TRACTOR SUPPLY COMPANY		55.99	
01 2620 739 0 000	100121274	TOOLS		55.99
	66007 TRACTOR SUPPLY COMPANY		5.70	
01 2620 740 1 006	100121613	SUPPLIES		5.70
	66007 TRACTOR SUPPLY COMPANY		17.98	
01 2230 610 0 000	100122222	SUPPLIES		17.98
	66007 TRACTOR SUPPLY COMPANY		16.98	
01 2620 740 2 001	100122228	SUPPLIES		16.98
	66007 TRACTOR SUPPLY COMPANY		22.96	
01 2620 740 1 003	100122729	SUPPLIES		22.96
	66007 TRACTOR SUPPLY COMPANY		139.99	
01 2620 739 0 000	200047733	TOOLS		139.99
	66007 TRACTOR SUPPLY COMPANY		38.75	
01 2630 430 2 001	200048878	SUPPLIES		38.75
		Vendor Total:		526.15
	66008 TRANE COMPANY		148.50	

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2620 430 1 003	310932756	REPAIRS		148.50
66008	TRANE COMPANY		8,131.50	
01 2620 430 1 003	310946485	CONTRACT 7/1/20-7/31/20		1,626.30
01 2620 430 1 004	310946485	CONTRACT 7/1/20-7/31/20		1,626.30
01 2620 430 1 006	310946485	CONTRACT 7/1/20-7/31/20		1,626.30
01 2620 430 2 001	310946485	CONTRACT 7/1/20-7/31/20		1,626.30
01 2620 430 2 002	310946485	CONTRACT 7/1/20-7/31/20		1,626.30
66008	TRANE COMPANY		511.50	
01 2620 430 1 003	310952514	REPAIRS		511.50
66008	TRANE COMPANY		644.31	
01 2620 430 1 004	310967536	REPAIRS		644.31
66008	TRANE COMPANY		4,818.07	
01 2620 430 1 003	310985185	REPAIRED GYM UNIT		4,818.07
		Vendor Total:		14,253.88
66009	UNITE PRIVATE NETWORKS LLC		1,108.00	
01 1100 735 1 003	SI-20-009904	ETHERNET 7/1/20-7/31/20		554.00
1111				
01 1100 735 2 001	SI-20-009904	ETHERNET 7/1/20-7/31/20		554.00
1111				
		Vendor Total:		1,108.00
66010	USA HOICH IRRIGATION, INC.		883.00	
01 2630 430 2 001	19604	SOFBALL FIELD		883.00
		Vendor Total:		883.00
65919	USPS TMS #246043		1,500.00	
01 2510 531 0 000	TMS#246043-0088	POSTAGE AUG 20		1,500.00
		Vendor Total:		1,500.00
66011	VILLAGE OF EAGLE		163.35	
01 2610 610 1 003	0990011385-0720	SVS 6/9/20-7/14/20		163.35
		Vendor Total:		163.35
66012	VIRCO INC.		20,883.79	
01 2410 733 1 004	91921709	As per attached quote		20,883.79
66012	VIRCO INC.		1,672.56	
01 1100 733 2 002	91922922	540 Series Metal Teacher Desk Double Ped		1,672.56
1111				
		Vendor Total:		22,556.35
66013	WAHOO-WAVERLY-ASHLAND NEWSPAPERS		102.61	
01 2310 540 0 000	I0000148051-0611	ADV		102.61
		Vendor Total:		102.61
66014	WATERLINK INC		324.83	
01 2620 430 1 003	28100	WATER TREATMENT SVS		81.20
01 2620 430 1 004	28100	WATER TREATMENT SVS		81.21
01 2620 430 2 001	28100	WATER TREATMENT SVS		81.21
01 2620 430 2 002	28100	WATER TREATMENT SVS		81.21
		Vendor Total:		324.83
66015	WENGER		3,836.00	
01 1100 733 2 002	784353	Student Chair, 17.5" Blk, Black		3,250.00
1111				
01 1100 733 2 002	784353	Freight/Handling Charge		586.00
1111				
		Vendor Total:		3,836.00
66016	WINDSTREAM		114.40	

<u>Check #</u>	<u>Vendor Name</u>		<u>Amount</u>		
<u>Account Number</u>	<u>Invoice</u>	<u>Description</u>		<u>Amount</u>	
01 2510 382 0 000	091879297-0720	SVS 6/25/20-7/24/20		114.40	
66016	WINDSTREAM		645.84		
01 2510 382 0 000	091881971-0720	SVS 7/13/20-8/12/20		645.84	
66017	WOLFE HARDWARE		14.99		
01 2620 740 2 002	282892	SUPPLIES		14.99	
				Vendor Total:	760.24
				Vendor Total:	14.99
				Fund Total:	951,466.70
				Checking Account Total:	951,466.70
				Payroll:	1,269,654.03
				Total:	\$2,221,100.73

Account Number		Current Budget	Expended During Month	Expenditures to Date	% of Budget
01	GENERAL FUND				
1100	REGULAR INSTRUCTION	\$10,415,327.00	\$791,507.90	\$8,908,536.81	85.53
1150	LEP PROGRAM	\$51,727.00	\$3,754.02	\$41,903.35	81.01
1160	POVERTY	\$290,081.00	\$22,260.04	\$245,293.64	84.56
1200	SPED INSTRUCTIONAL PROGRAMS - SCHOOLS	\$3,233,998.00	\$239,606.80	\$2,793,909.75	86.39
1227	HOMEBOUND INSTRUCTION	\$0.00	\$0.00	\$0.00	0.00
1321	DISTRICT MATH	\$0.00	\$0.00	\$0.00	0.00
1440	DIVERSIFIED OCCUPATIONS	\$0.00	\$0.00	\$0.00	0.00
2120	GUIDANCE SERVICES	\$570,848.00	\$48,739.96	\$514,076.50	90.05
2130	HEALTH SERVICES	\$188,845.00	\$16,328.27	\$163,943.00	86.81
2141	PSYCHOLOGICAL SERVICES	\$109,580.00	\$8,814.78	\$104,352.39	95.23
2151	SPEECH PATHOLOGY	\$200,583.00	\$17,437.27	\$183,896.76	91.68
2161	OCCUPATIONAL THERAPY	\$7,900.00	\$0.00	\$1,462.52	18.51
2162	OCCUPATIONAL THERAPY AGES 3-5	\$0.00	\$0.00	\$257.58	0.00
2181	VISUALLY IMPAIRED/VISION SERVICES	\$3,600.00	\$0.00	\$4,722.74	131.19
2190	SCHOOL ACTIVITIES/ATHLETICS	\$476,807.00	\$30,077.40	\$450,152.14	94.41
2212	INSTRUCTION AND CURRICULUM DEVELOPMENT	\$457,206.00	\$64,387.37	\$398,117.15	87.08
2213	INSTRUCTIONAL STAFF TRAINING	\$31,300.00	\$0.00	\$2,824.03	9.02
2220	LIBRARY/MEDIA SERVICES	\$446,098.00	\$35,281.69	\$383,854.36	86.05
2230	TECHNOLOGY	\$577,947.00	\$51,937.15	\$537,044.25	92.92
2310	BOARD OF EDUCATION	\$134,251.00	\$7,065.43	\$112,137.00	83.53
2320	OFFICE OF SUPERINTENDENT	\$577,627.00	\$45,926.52	\$494,718.27	85.65
2330	DISTRICT LEGAL SERVICES	\$40,000.00	\$12,631.87	\$80,204.64	200.51
2410	OFFICE OF THE PRINCIPAL	\$1,332,009.00	\$109,296.32	\$1,176,922.01	88.36
2510	SUPPORT SERVICES/BUSINESS	\$291,500.00	\$6,642.21	\$181,336.27	62.21
2610	OPERATION OF BUILDINGS	\$1,649,911.00	\$108,129.74	\$1,192,964.41	72.30
2620	MAINTENANCE OF BUILDINGS	\$1,586,217.00	\$38,057.04	\$711,245.20	44.84
2630	CARE AND UPKEEP OF GROUNDS	\$289,788.00	\$31,921.28	\$228,385.55	78.81
2710	TRANSPORTATION-REG	\$1,002,543.00	\$144,393.35	\$636,475.56	63.49
2712	TRANSPORTATION-SPED SCHOOL AGE	\$187,075.00	\$10,296.80	\$114,166.25	61.03
3400	GRANTS FROM CORPORATIONS/ OTHER INTERESTS	\$5,500.00	\$0.00	\$7,171.05	130.38
3535	HIGH ABILITY LEARNER	\$28,395.00	\$8,455.58	\$78,777.83	277.44
3540	STATE EARLY CHILDHOOD	\$100,096.00	\$6,917.56	\$75,477.95	75.41
3575	NEBRASKA INNOVATION GRANT	\$43,830.00	\$0.00	\$0.00	0.00
4400	SPED CONTRACTED SRVS PRESCHOOL	\$0.00	\$0.00	\$0.00	0.00
4401	PRESCHOOL SPED	\$0.00	\$0.00	\$0.00	0.00
4416	CENTER BASED SPEECH-SPED	\$0.00	\$0.00	\$0.00	0.00
4581	EDUCATION JOBS-NON-SPED EDUCATION	\$0.00	\$0.00	\$0.00	0.00
4590	ARRA NON-SPECIAL ED. INSTRUCTIONAL PRGM	\$0.00	\$0.00	\$0.00	0.00
4592	ARRA LEP INSTRUCTIONAL PROGRAM	\$0.00	\$0.00	\$0.00	0.00
4593	ARRA POVERTY PROGRAM	\$0.00	\$0.00	\$0.00	0.00
4610	ARRA IDEA PART B ENROLLMENT/POVERTY	\$0.00	\$0.00	\$0.00	0.00
4630	ARRA IDEA PRESCHOOL ENROLLMENT/POVERTY	\$0.00	\$0.00	\$0.00	0.00
4810	ARRA ESEA TITLE I PART A	\$0.00	\$0.00	\$0.00	0.00
4900	EESA CHAPTER II SECONDARY	\$0.00	\$0.00	\$0.00	0.00
4950	REFUGEE CHILDREN	\$0.00	\$0.00	\$0.00	0.00
4991	ESEA TITLE II-PART A	\$0.00	\$0.00	\$0.00	0.00
4992	ESEA TITLE IV PART A-DRUG FREE	\$0.00	\$0.00	\$0.00	0.00
4993	ESEA TITLE II PART D	\$0.00	\$0.00	\$0.00	0.00
5000	DEBT SERVICES	\$0.00	\$0.00	\$0.00	0.00

Budget Worksheet by Function
July, 2020

Account Number	Current Budget	Expended During Month	Expenditures to Date	% of Budget
6200 TITLE 1-PART A	\$166,078.00	\$15,370.84	\$147,669.52	88.92
6210 TITLE I ACCOUNTABILITY	\$0.00	\$0.00	\$0.00	0.00
6310 TITLE II-PART A	\$52,939.00	\$4,164.52	\$45,808.62	86.53
6404 IDEA PART B BASE ALLOCATION	\$0.00	\$9,090.37	\$77,631.53	0.00
6406 IDEA PRESCHOOL 619 BASE	\$5,779.00	\$0.00	\$5,779.00	100.00
6408 IDEA PART B BIRTH-21	\$439,484.00	\$26,475.56	\$280,377.30	63.80
6410 6410	\$0.00	\$1,552.34	\$18,883.37	0.00
6412 IDEA PART B PROPORTIONATE SHARE	\$13,519.00	\$120.00	\$13,346.35	98.72
8000 TRANSFERS	\$30,000.00	\$150.00	\$4,500.00	15.00
01 GENERAL FUND	\$25,038,388.00	\$1,916,789.98	\$20,418,324.65	81.55

84.11%

Special Building Fund, Bond Fund, Qualified Capital Purpose Undertaking Fund, Bond Debt Service, and Depreciation Fund Claims for August 3, 2020

Special Building Fund

Alfred Benesch Company (\$2,103.50) – Payment is for professional services (soil compaction and concrete testing) related to the Eagle Elementary Playground Renovation Project.

DLR Group (\$9,081.25) – Payment is for professional services (\$9,081.25 Expanded Construction Services) related to various 2020 construction projects in the District.

DLR Group (\$10,344.83) – Payment is for professional services (\$10,344.83) related to the School District 145 – Waverly Master Plan Update Project.

Dostals Construction Company (\$203,850.00) – Payment Application Number 2 is for labor and materials related to the Eagle Elementary Playground Renovation Project.

Electronic Contracting Company (\$2,562.00) – Payment Application Number 2 is for labor and materials to upgrade the Waverly High School Fire Alarm System Panel.

Ronald Leifert, Leifert Construction Company LLC (\$8,227.00) – Payment Application Number 1 is for labor and materials to install two storage shed concrete pads at Waverly High School. Half of the payment is due at project start with the remainder paid at end of project.

Ronald Leifert, Leifert Construction Company LLC (\$8,227.00) – Payment Application Number 2 is for labor and materials to install two storage shed concrete pads at Waverly High School. Half of the payment is due at project start with the remainder paid at end of project.

Siemens Industry, Incorporated (\$17,582.00) – Payment Application Number 1 is for labor and materials to convert from Apogee to Desigo for the Waverly High School Energy Management System.

Bond Series 2015 / 2016 Construction Proceeds

DLR Group (\$2,700.00) – Payment is for professional services (\$2,700.00) related to the Waverly Middle School Security Camera Replacement Project.

Sirius Computer Solutions (\$15,219.60) – Payment is for network switches related to the Waverly Middle School Security Camera Renovation Project.

Sirius Computer Solutions (\$2,080.00) – Payment is for network switches related to the Waverly Middle School Security Camera Renovation Project.

Sirius Computer Solutions (\$12,932.65) – Payment is for a replacement Dell server related to the Waverly Middle School Security Camera Renovation Project.

Qualified Capital Purpose Undertaking

No claims this month.

Bond Debt Service

No claims this month.

Depreciation Fund

General Fund August, 2020 Fiscal Year to Date Expenses Compared to Budget = \$1,636,109 under budget or 6.74%.



Intrado Interactive Services Corporation
 Phone: 888-527-5225 | Fax: 800-360-7732

RECEIVED
 JUN 29 2020

Horizon Bank

Invoice

Date 6/24/2020
 Invoice # 118827

Bill To

Accounts Payable
 Waverly School Dist 145
 14511 Heywood St
 Waverly NE 68462-1330
 United States

Ship To

Waverly School Dist 145
 Po Box 426
 Waverly NE 68462-0426
 United States

JUL 20 2020

Item	Quantity	Description	Unit Price	Amount
R-SM Complete	1	Renewal SchoolMessenger Complete -- 12-month Unlimited Notification Service 2020-2021		4,327.77
R-SDD-Main	1	SchoolMessenger SecureFile Secure Document Delivery Renewal -- annual price per student. Send an unlimited number of report cards, progress reports and other files. 2020-2021		1,420.41

IN PAYMENT OF		EXPENSE CHECK		DATE	7/21/20	040493	
		SD #145 SCHOOL MESSENGER ALERT SYSTEM FOR 2020-2021					
		INVOICE #118827					
<small>YOUR ENDORSEMENT ON THIS CHECK ACKNOWLEDGES PAYMENT IN FULL OF THE ABOVE ITEMS. THIS DOCUMENT HAS A MICRO-PRINT SIGNATURE LINE, WATERMARK AND A THERMOCHROMIC ICON; ABSENCE OF THESE FEATURES WILL INDICATE A COPY.</small>							
PAY		5748 DOLS 18 CTS		Dollars \$5,748.18		76-578/1049 100016	
INTRADO INTERACTIVE SERVICES CORPORATION				HORIZON BANK <small>WAVERY, NE • (402) 786-2555 SUPERIOR, NE • (402) 879-4788 MCCOOK, NE • (308) 45-1744</small> TWO AUTHORIZED SIGNATURES REQUIRED BELOW Pay to The Order Of <i>Draft Meier</i> <i>Meier</i>			
<small>MP MP</small> ⑈040493⑈ ⑆104905784⑆ 10 001 6⑈ 166							

Please make checks payable to: Intrado Interactive Services Corporation.

Total Amount Due 5,748.18
 \$5,748.18

Remit Payment to: Intrado Interactive Services Corporation
 EDUCATION DIVISION
 PO BOX 74007082
 Chicago, IL 60674-7082

Terms Net 30

Due Date 7/24/2020

Beneficiary Account No: 334037144268
 Routing #: 061000052

PO #

The terms and conditions available at <https://www.west.com/legal-privacy/webterms/> apply to this Invoice, unless the parties have entered into a separate mutually executed agreement

School District 145 - Waverly

RESOLUTION

WHEREAS, the Federal Disaster Mitigation Act of 2000 was signed in to law on October 30, 2000, placing new emphasis on state and local mitigation planning for natural hazards and requiring communities to adopt a hazard mitigation action plan to be eligible for pre-disaster and post-disaster federal funding for mitigation purposes; and

WHEREAS, a Multi-Jurisdictional Hazard Mitigation Plan was prepared by the Lower Platte South Natural Resources District, with assistance from JEO Consulting Group, Inc. of Lincoln, NE.

WHEREAS, the purpose of the mitigation plan was to lessen the effects of disasters by increasing the disaster resistance of the Natural Resources District and participating jurisdictions located within the planning boundary by identifying the hazards that affect School District 145 - Waverly and prioritize mitigation strategies to reduce potential loss of life and property damage from those hazards, and

WHEREAS, FEMA regulations require documentation that the plan has been formally adopted by the governing body of School District 145 - Waverly in the form of a resolution and further requesting approval of the plan at the Federal Level; and

NOW, THEREFORE, the governing body of School District 145 - Waverly does herewith adopt the Lower Platte South Natural Resources District Multi-Jurisdictional Hazard Mitigation Plan Update in its entirety; and

PASSED AND APPROVED this ____ day of _____, 2020.

Board Chair

ATTEST:

Secretary

COMMUNITY PROFILE

WAVERLY PUBLIC SCHOOLS

Lower Platte South Natural Resources District
Multi-Jurisdictional Hazard Mitigation Plan Update

2020

Section Seven: Waverly Public Schools Community Profile

Local Planning Team

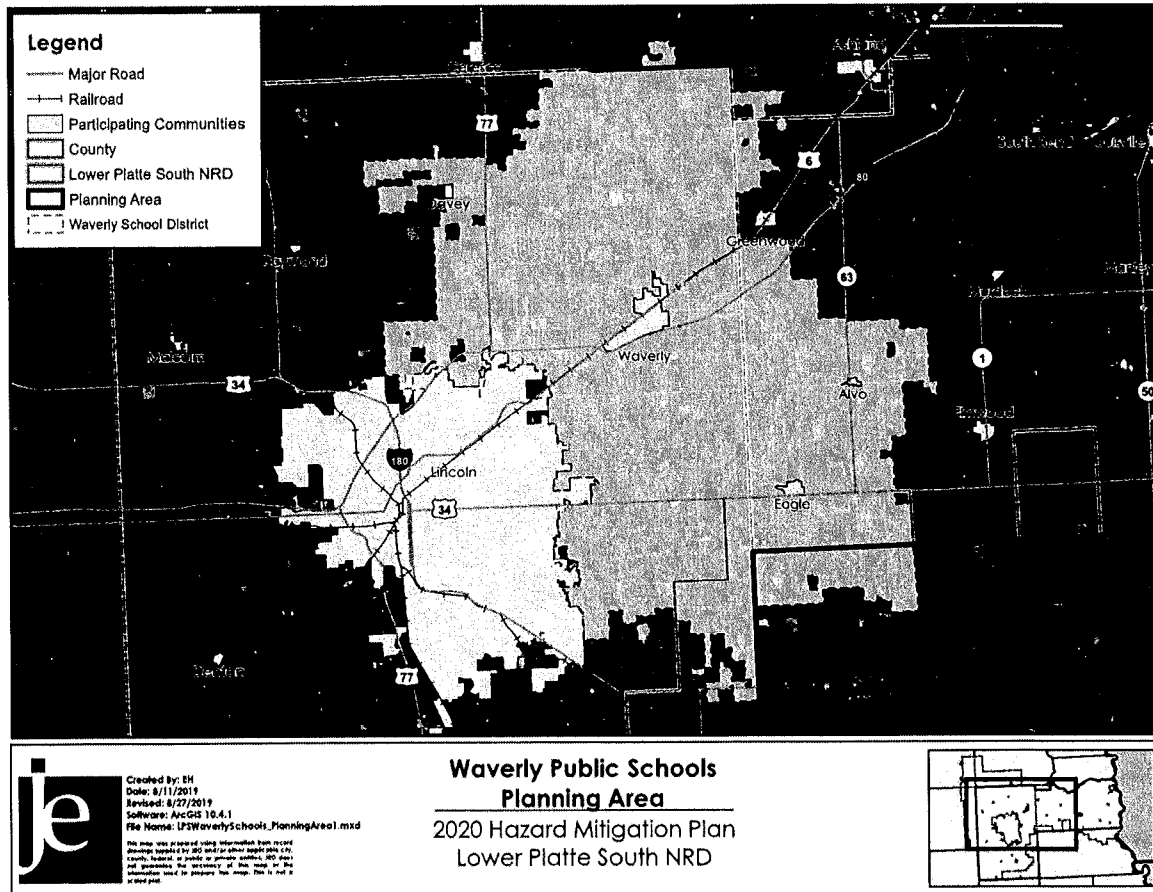
Table WPS.1: Waverly Public Schools Local Planning Team

NAME	TITLE	JURISDICTION
ROBIN HOFFMAN	Business Manager	Waverly Public Schools

Location and Services

Waverly Public Schools is located in the City of Waverly in Lancaster County and serves three elementary schools (Eagle Elementary, Hamlow Elementary, Waverly Intermediate School), one middle school in Waverly, and one high school in Waverly. The school district provides services to students in Alvo, Eagle, Prairie Home, Walton, and Waverly and spans approximately 300 square miles in Lancaster, Cass, Otoe, and Saunders Counties. English is the predominant language in the district, with some Spanish speaking students as well.

Figure WPS.1: Waverly Public Schools District



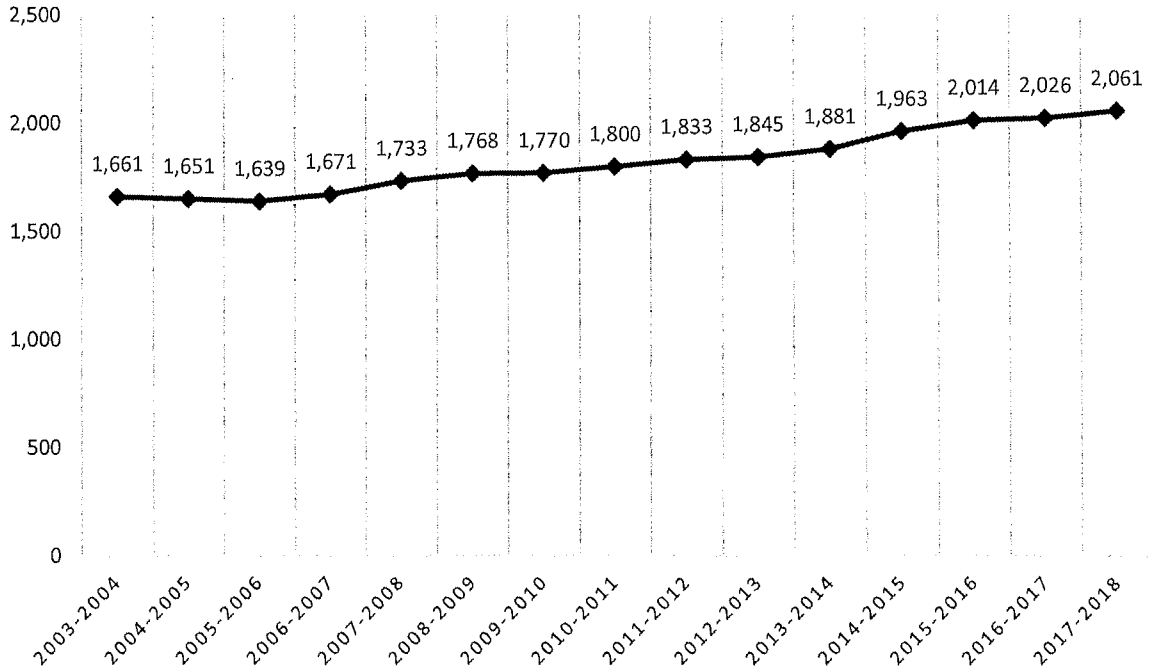
Demographics

The following figure displays the historical student population trend starting with the 2003-04 school year and ending with the 2017-18 year. It indicates that the student population has been

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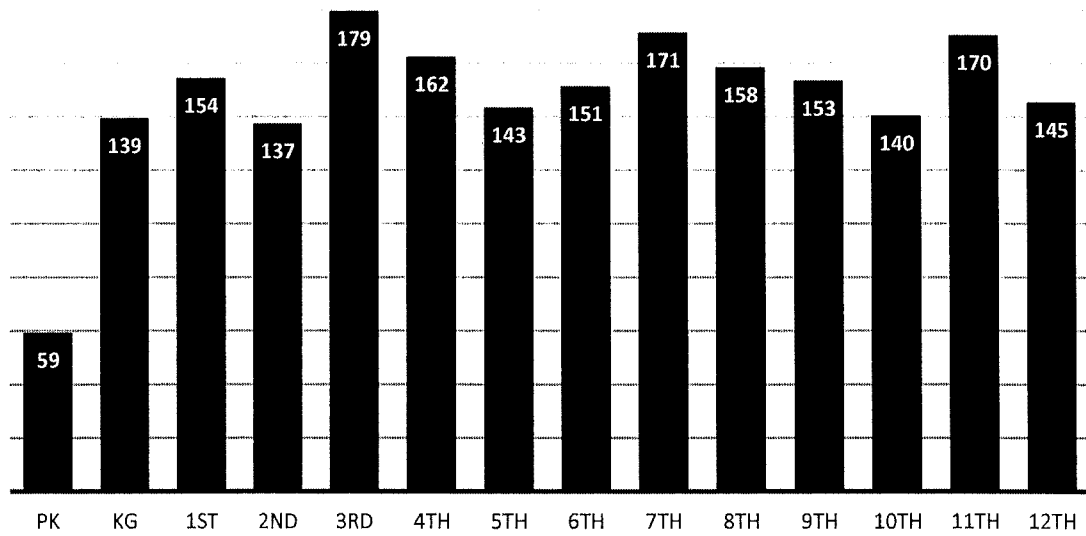
relatively stable since the early 2000s. There are 2,061 students enrolled in Waverly Public Schools.⁷¹ The local planning team indicated they expect little change in student population.

Figure WPS.2: Student Population 2003-2018



Source: Nebraska Department of Education

Figure WPS.3: Number of Students by Grade, 2017-2018



Source: Nebraska Department of Education

⁷¹ Nebraska Department of Education, December 2018, "2017-2018 Education Profile for District: Waverly Public Schools." <https://nep.education.ne.gov/snapshot.htm#55-0145-000>.

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The figure above indicates that the largest number of students are in 3rd grade, followed closely by 7th, 11th, and 4th. The lowest population of students are Pre-Kindergarten. According to the Nebraska Department of Education (NDE), 18% of students received either free or reduced priced meals at school in the 2017-18 year. This is lower than the state average of 46%. Additionally, nearly 14% of students are in the Special Education Program. These students may be more vulnerable during a hazardous event than the rest of the student population.

Table WPS.2: Student Statistics, 2017-2018

	SCHOOL DISTRICT	STATE OF NEBRASKA
Free/Reduced Priced Meals	18.15%	45.83%
School Mobility Rate	3.08%	4.23%
English Language Learners	N/A	6.87%
Special Education Students	13.94%	15.12%

Source: Nebraska Department of Education⁷²

Future Development Trends

In the last five years the district completed an update/remodel from a bond issue passed in 2015. The student population for the district has been increasing since 2005. The local planning team indicated that the growth is likely to continue as new developments within Waverly are planned. Over the next five years, no new facilities are planned but updates to the football stadium and track are possible.

Critical Infrastructure/Key Resources

Chemical Storage Fixed Sites

According to the Tier II System reports submitted to the Nebraska Department of Environmental Quality, there are a total of 19 hazardous chemical storage sites located within the school district boundaries. Ten of these facilities are located within one mile of any schools.

Table WPS.3: Chemical Storage Fixed Sites

Facility Name	Address	In Floodplain (Y/N)
AT&T	13101 N 70th St, Lincoln	N
AT&T Microwave Tower 5030	Davey Rd, Waverly	N
Bosch Security Systems Inc	8601 Cornhusker Hwy, Lincoln	N
EPOLP Greenwood Terminal	18805 Highway 6, Waverly	N
Koch Fertilizer LLC	18805 Highway 6, Waverly	N
Midwest Farmers Cooperative	219 Highway 6, Greenwood	N
Midwest Farmers Cooperative	1621 S 118th St, Walton	N
NDOT Salt Brine Storage Yard	NE-43, Eagle	N
Novartis Consumer Health Inc	10401 Hwy 6, Lincoln	N
Mammoth Fuels	14341 Highway 6, Waverly	N
Buel Trucking Inc	300 S 214th St, Eagle	N
Midwest Farmers Cooperative	400 Railway St, Eagle	N
Midwest Farmers Cooperative	10741 N 142nd St, Waverly	N
OPPD Substation No 990	Hwy 34, Eagle	N
Tecumseh Poultry LLC	13151 Dovers St, Waverly	N
Tractor Supply Co 0399	12851 Dovers St, Waverly	N

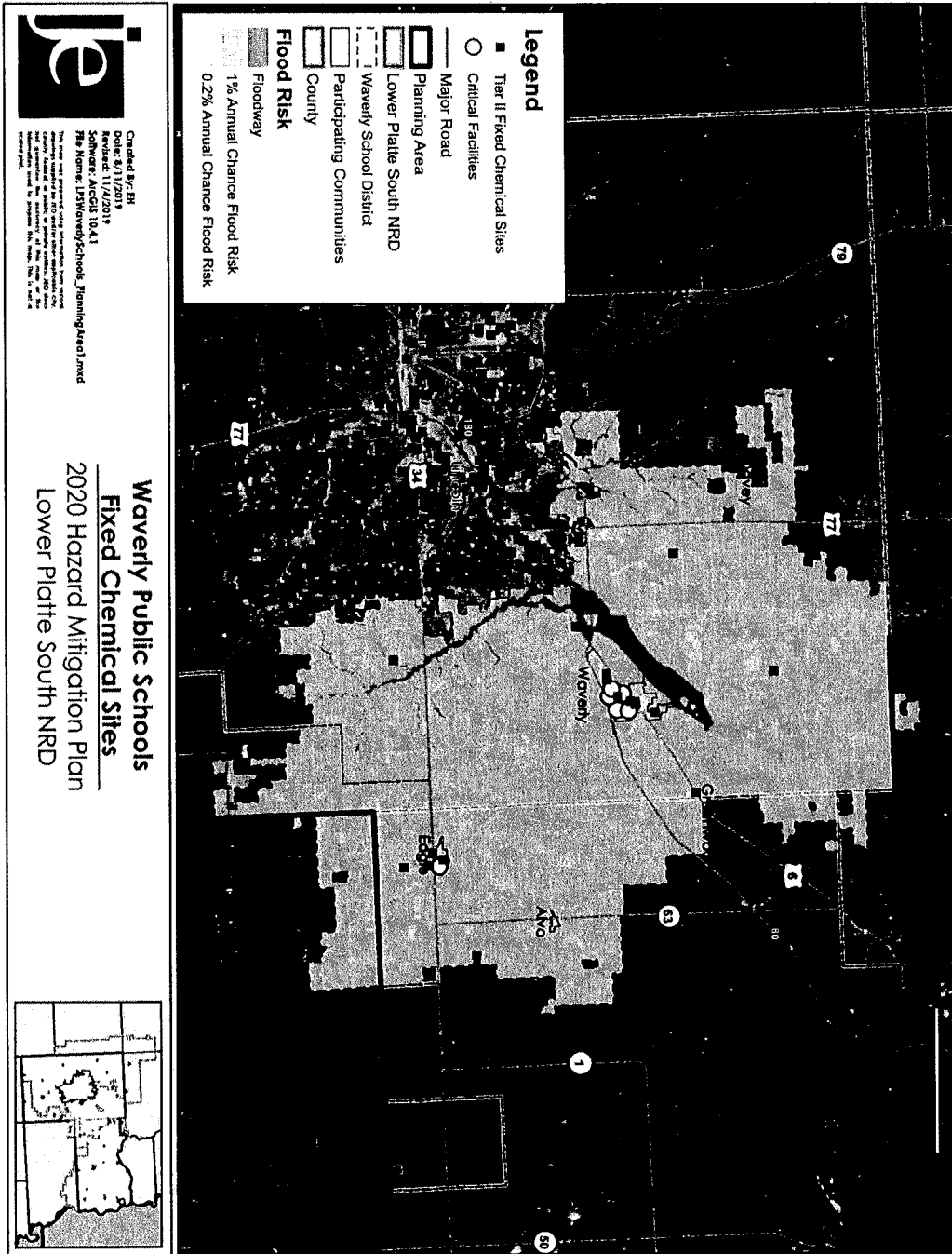
⁷² Nebraska Education Profile. "School Report Card." Accessed August 2019. <http://nep.education.ne.gov/Home/>.

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Windstream Communications	14131 Heywood St, Waverly	N
Matheson Tri-Gas Inc	9911 Deer Park Rd, Waverly	Y
Midwest Farmers Cooperative	11730 N 148th St, Waverly	Y

Source: Nebraska Department of Environmental Quality 2017⁷³

Figure WPS.4: Chemical Fixed Sites



⁷³ Nebraska Department of Environmental Quality. "Search Tier II Data." Accessed December 2018. <https://deg-lis.ne.gov/tier2/search.faces>.

⁷⁴ Nebraska Department of Transportation. "Statewide Traffic Flow Map." Accessed December 2018. <https://dot.nebraska.gov/media/2510/2014-statewide-traffic-flow-map.pdf>.

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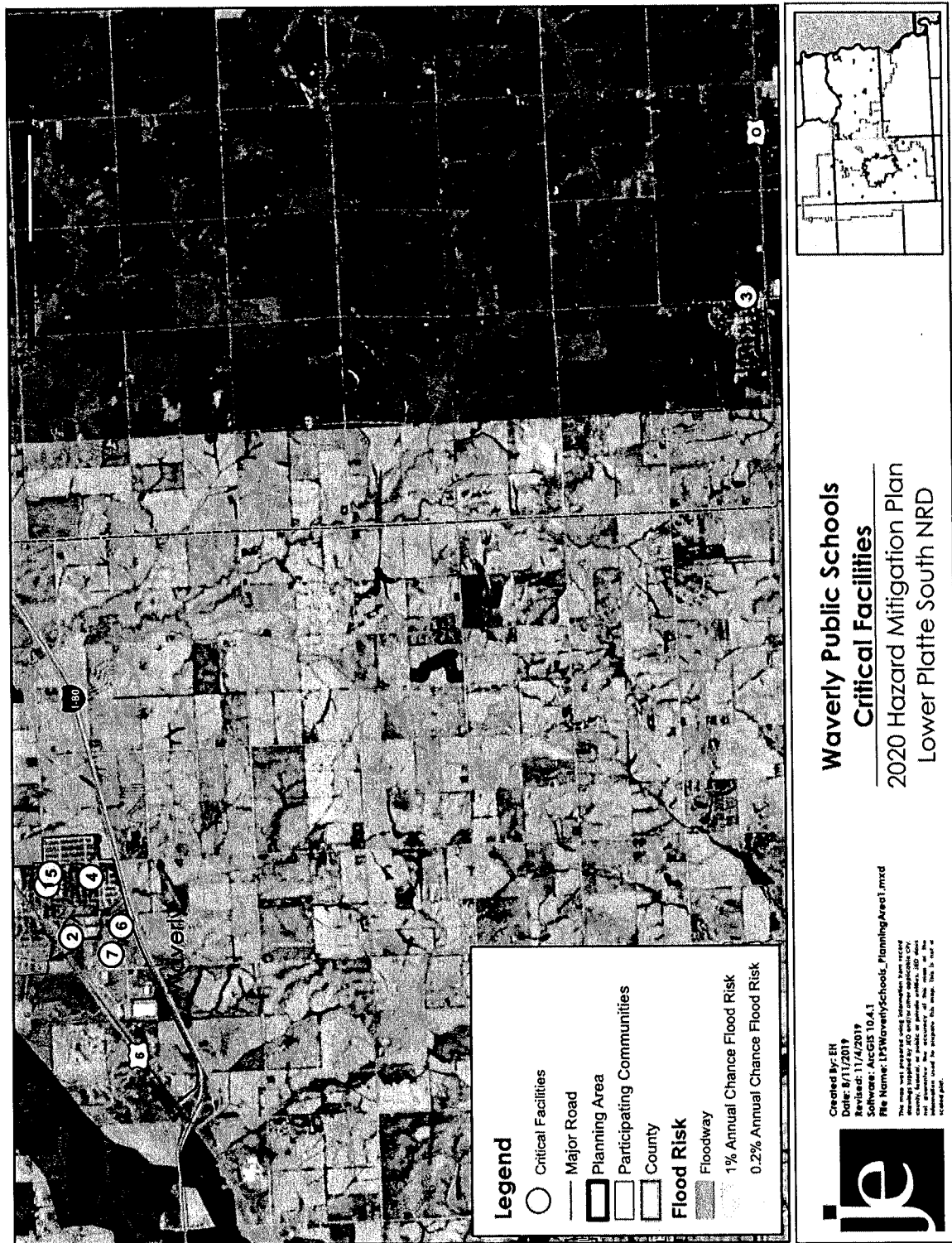
Critical Facilities

The school district operates seven facilities. These facilities are listed below, along with information indicating the school's address, number of students and staff, if the facility is used as a shelter during emergencies (i.e. Red Cross Shelter), if the facility is located in the floodplain, and the presence of a tornado safe room and backup power generator.

Table WPS.4: Critical Facilities

CF #	Name	Address	Number of Students	Number of Staff	Red Cross Shelter (Y/N)	Generator (Y/N)	Located in Floodplain (Y/N)
1	District Office	14511 Heywood St, Waverly	0	7	N	N	N
2	Transportation Office	10211 Dear Park Rd, Waverly	0	16	N	N	Y
3	Eagle Elementary School	600 S 1 st St, Eagle NE	301	50	Y	N	N
4	Evelyn Hamlow Elementary	14541 Castlewood St, Waverly NE	356	48	N	N	N
5	Waverly Intermediate School	14621 Heywood St, Waverly NE	349	42	N	N	N
6	Waverly Middle School	13801 Amberly Rd, Waverly NE	484	57	N	N	N
7	Waverly High School	13401 Amberly Rd, Waverly NE	632	69	Y	Y	N

Figure WPS.5: Critical Facilities



School Drills and Staff Training

The school district conducts the following drills with their staff and students:

- Fire – monthly
- Shelter-in-Place – once per quarter
- Bus Evacuation – twice annually
- Tornado – annually
- Active Shooter – annually

The school district shares information with students, staff, and parents for the “I Love You Guys” foundation and Weather Awareness Week. Students actively participate in drills for fire, tornado, and lockdown. The District has contracts in place for a full time school resource officer. Waverly Fire and Rescue meets once a year with the administration to review the facilities and emergency procedures.

The district has added secured card access and security cameras to all school facilities to reduce risk. All exterior doors have been coded according to the FEMA National Incident Management System (NIMS) guidance. The district prioritizes practicing drills for staff and student safety, particularly intruder scenarios.

Historical Occurrences

See the Lancaster County community profile for historical hazard events.

Hazard Prioritization

For an in-depth discussion regarding area wide hazards, please see *Section Four: Risk Assessment*. The following discussion provides specific information reported by the local planning team. Only hazards either identified as a concern to the school district by the local planning team, or based on the occurrence and risk of the hazard to the school district are discussed in detail below.

Chemical Spills (Fixed Site)

Ten chemical fixed sites are located within one mile of school facilities. The local planning team is particularly concerned with possible health impacts on students and staff in the case of chemical spills at Matheson Linweld, Midwest Farmer’s Co-Op, and Koch Nitrogen. If Matheson Linweld or Midwest Farmer’s Co-Op were to experience a major chemical spill it would likely impact Waverly High School, Waverly Middle School, Hamlow Elementary School, and Waverly Intermediate School. Local responders for chemical spills include Waverly Fire and Rescue, several members of which are HazMat certified.

Chemical Spills (Transportation)

Chemical transportation spills are a concern due to the large amount of hazardous chemicals transported by Burlington Northern Railroad through the City of Waverly and by semi’s along Highway 6 and Interstate 80 in and around Waverly. While no significant transportation events have directly impacted the school, the Pipeline and Hazardous Materials Safety Administration reports five chemical transportation events have occurred in Waverly between 1981 and 2016 which caused \$21,085 in damages. The school district is concerned for air quality impacts from chemical spills and practices shelter-in-place drills quarterly.

Hail

The primary concern regarding hail is the potential for damage to school facilities. Hail can damage roofs, vehicles, and rooftop utilities. Some school facilities were constructed with block and brick and are more resilient against hail damage, however rooftops are not outfitted with hail resistant materials. The school district provides services to students from other communities, increasing the potential exposure to damage from hail with long commutes.

High Winds

High winds can cause widespread damages to trees and property and are a common occurrence across the school district and planning area. Concerns about high winds include damage to roofs and trees. In March 2019 high winds caused a light pole at the Eagle Elementary baseball field to fall and caused damage to the pole, fixture, and fencing. Other damages from high winds included rubber membrane roof damage at Eagle Elementary and an HVAC cooling unit was shifted on its pedestal at Waverly High School. The school has shelter locations at Waverly Intermediate School and Waverly Middle School and backs up school records in the case of a power failure. The local planning team receives emergency weather alerts from the Omaha Valley National Weather Service and the Lincoln 911 Communications Center.

Severe Thunderstorms

Severe thunderstorms are a common occurrence across the state and for the school district. Heavy rain, lighting, and strong winds are commonly associated with severe thunderstorms and can cause significant damage to facilities or threaten bodily injury for students and staff. Severe weather warnings and procedures can disrupt instructional time or delay sporting activities. Severe thunderstorms can also disrupt bus routes and delay pickup/drop off times. Many roads buses may travel can become unsafe due to muddy conditions, especially in rural areas outside of town. Safety concerns also exist for students in outdoor sport practices accessing shelter locations. Critical electronic devices are protected by surge protectors in each building and Eagle Elementary has a full building surge protector. Waverly High School is the only facility with a backup generator, but all schools have weather radios. The current District Business Manager is a member of the Waverly Fire and Rescue volunteer force and receives up to date weather alerts.

Severe Winter Storms

Severe winter storms can cause power outages from downed power lines, damage to buildings or school vehicles, and hinder transportation for students and staff. Severe winter storms in the 2018-2019 season caused school closures. Heavy snow during winter storms cause roads in rural areas to become impassable and pose a major risk to student and staff safety. The City of Waverly has designated snow routes to assist the school in transporting students. Lancaster County, Cass County, Otoe County, and Saunders County Roads Departments are responsible for clearing roads of snow, but the school does not have sufficient snow removal resources for their own properties. All school facilities have weather radios and staff are able to check weather updates regularly with smart phones.

Tornadoes

Tornadoes are a concern due to their potential to cause catastrophic damage to school facilities, student and staff homes, and utilities. Thus far, no tornado events have occurred locally or significantly impacted school facilities; however tornadic events have impacted the neighboring Norris Public Schools district. All critical school records are backed up electronically. There are warning sirens in the City of Waverly which are controlled by Lincoln-Lancaster County Emergency Management. Waverly Middle School and Waverly Intermediate Schools have storm shelter safe rooms, however neither are FEMA certified. Waverly High School is the only school facility with a backup generator. The National Weather Service and the school district distribute

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educational materials about severe weather, particularly during Severe Weather Awareness Week.

Administration/Capability Assessment

The school district has a superintendent and five principals. The school board is made up of a six-member panel. Other departments or positions employed by the district which may assist with hazard mitigation projects include:

- Business Manager
- IT Department
- Electrician
- Facilities
- Transportation

Overall Capability	Limited/Moderate/High
Does the school district have the financial resources need to implement mitigation projects?	Limited
Does the school district have the staff/expertise to implement projects?	Limited
Does the school district have the community support to implement projects?	Moderate
Does the school district staff have the time to devote to hazard mitigation?	Limited

Plan Integration

Waverly Public Schools' Crisis Response Plan was last updated in 2019. The plan assigns specific responsibilities to individuals, addresses shelter in place protocols, locates critical evacuation routes, identifies sheltering locations, and identifies scenarios that would require evacuation. All of the schools' administration is familiar with the response plan. The District also has a Facility Master Plan which was last updated in 2004.

Mitigation Strategy

Ongoing and New Mitigation Actions

Mitigation Action	Continuity Planning
Description	Develop continuity plans for critical services in order to increase resiliency after a hazardous event.
Hazard(s) Addressed	All Hazards
Estimated Cost	\$5,000+
Potential Funding	General Fund, Tax Dollars
Timeline	5+ Years
Priority	Medium
Lead Agency	Central Office, Administration
Status	This is a new mitigation action.

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Mitigation Action		Improve Emergency Communication	
Description	Develop/Improve Emergency Communication Action Plan Implement Emergency Communication Action Plan Establish inner-operable communications Obtain/Upgrade Emergency Communication Facilities/Equipment Obtain/Upgrade/Distribute Weather Warning Radios		
Hazard(s) Addressed	All Hazards		
Estimated Cost	\$1,000+		
Potential Funding	General Fund, Tax Dollars		
Timeline	2-5 Years		
Priority	High		
Lead Agency	Central Office, Administration		
Status	This is a new action that will be implemented district wide.		

Mitigation Action		Shelter in Place Training	
Description	Provide shelter in place training to students and staff in the event of a chemical spill.		
Hazard(s) Addressed	Chemical Spills (Fixed Site), Chemical Spills (Transportation)		
Estimated Cost	\$100 per person		
Potential Funding	General Fund, Tax Dollars		
Timeline	5+ Years		
Priority	Low		
Lead Agency	Central Office, Administration		
Status	This is a new mitigation action. The school district performs a shelter in place drill once per quarter.		

Mitigation Action		Storm Shelters	
Description	Design and construct fully supplied safe rooms in school facilities.		
Hazard(s) Addressed	Tornadoes, High Winds, Severe Thunderstorms		
Estimated Cost	\$200-\$250 per square foot		
Potential Funding	Bond Issue, Special Building Fund, Tax Dollars		
Timeline	5+ Years		
Priority	Medium		
Lead Agency	Central Office, Administration		
Status	This is a new mitigation action.		

Students (& Employees)

Procedure for Complaints of Sexual Harassment

A. Complaint Procedure- Generally

All employees are responsible for helping to prevent sexual harassment. Employees, or students, who believe they have been subjected to, or believe they have witnessed sexual harassment should follow these procedures:

1. Directly inform the person engaging in the discrimination or harassment that such conduct is offensive and must stop.
2. For employee reporters, contact your principal or supervisor or the principal or supervisor of the offending person, the Title IX Coordinator, the Associate Superintendent for Human Resources, if you do not wish to communicate directly with the person whose conduct is offensive or if direct communication with the offending person has been ineffective.
3. Report the matter to the Title IX Coordinator, the Associate Superintendent for Human Resources, if the offending conduct continues or has not been resolved by your satisfaction after you have reported the matter to a principal or supervisor.
4. For student reporters, contact any teacher, counselor, or administrator.
5. Report to the Title IX Coordinator if you are the adult to whom the student has made a report so that the matter can be properly resolved. The Title IX Coordinator may file a formal complaint and begin the following procedure.

Allegations of sexual harassment or discrimination shall be investigated and if substantiated, corrective or disciplinary action taken, up to and including dismissal from employment if the offender is an employee, or suspension and/or expulsion, if the offender is a student. Retaliatory action will not be taken against an employee for reporting discrimination or harassment.

B. Response to a Formal Complaint:

1. Filing Formal Complaint: An employee or student can allege sexual harassment by filing a formal complaint, using **FORM []**, with the Title IX Coordinator in person or by mail, or by electronic mail using the following contact information:

TITLE IX COORDINATOR CONTACT INFORMATION

The formal complaint must be signed by the complainant or by the Title IX Coordinator. **The following procedures apply only if a formal complaint is filed. All other allegations of sexual harassment shall be resolved using the district's complaint procedures. Any timelines set forth in the following procedures may be extended by the Title IX Coordinator with notice to the parties.**

2. Immediate Actions Upon Receipt of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall provide the following to all known parties of (A): The complaint procedure as outlined in this regulation; and (B): Notice of the allegations of sexual harassment including (i) the identities of the parties involved, if known, (ii) the conduct allegedly constituting sexual harassment, and (iii) the date and location

Commented [HC1]: We are still deciding who will be the Title IX Coordinators

of the alleged incident.

The parties to the formal complaint may select an advisor of their choice, who may be, but is not required to be an attorney.

3. Investigation of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall notify the Investigator. The Investigator will promptly investigate all complaints of discrimination. If the allegation(s) involve possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The Investigator will aim to complete its investigation within a reasonable time frame as determined by the Title IX Coordinator. The factors to determine a reasonable time frame include, but are not limited to, the allegations of the formal complaint, the number of witnesses that may need to be interviewed, and whether the police are also conducting an investigation into the allegations. The time frame originally set by the Title IX Coordinator may be extended by the Title IX Coordinator, upon notice to the parties, as he or she deems necessary to complete the investigation. Periodic status updates will be given to the parties, when appropriate.

(A) *Neutrality*: The Title IX Coordinator, Investigator, decision-maker, or any person designated by the District to facilitate this complaint procedure, shall not have any conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. The District shall ensure that Title IX Coordinator, Investigator, decision-maker, and any person who facilitates this grievance procedure shall receive training on the definition of sexual harassment in accordance with this regulation, the scope of the District's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, an how to serve impartially, including by avoiding prejudgment of the fact at issue, conflicts of interest, and bias. The District shall ensure that the individuals involved in the complaint procedure receive training on issues of relevance of questions and evidence and on issues of relevance to create an investigative report that fairly summarizes relevant evidence.

(B) *Burden of Production*: It shall be the Investigator's burden to gather evidence sufficient to reach a determination regarding responsibility. To reach a determination, the investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.
- d. A review of the evidence using a "preponderance of the evidence" standard - based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred.

Commented [HC2]: The board will choose between this standard and "clear and convincing" standard

(C) *Rights of the Parties*: The respondent is entitled to a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process.

The Investigator must provide an equal opportunity for the parties to present witnesses, including fact and

expert witnesses, and other inculpatory and exculpatory evidence.

The Investigator shall not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

The Investigator shall provide the parties with the same opportunities to have others present during any complaint proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice if the Investigator deems it appropriate. However, the Investigator may establish restrictions regarding the extent to which the advisor may participate in the proceedings, if the restrictions apply equally to both parties.

The Investigator shall provide to all witnesses expected to attend a meeting notice of the date, time, location, participants, and purpose of all hearings within 2 days of the meeting.

Up until the conclusion of the investigation, the parties shall have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint. This includes the evidence upon which the Investigator does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence obtained from any source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.

The District retains the right to place a non-student employee respondent on administrative leave during the pendency of the investigation. The District also retains the right to remove a respondent from the District's educational program prior to the conclusion of the investigation. In the event of a removal, the respondent shall have the opportunity to challenge the decision for removal.

(D) *Conclusion of Investigation:* Prior to the conclusion of the investigation, the Investigator shall send each party and the party's advisor, if any, the evidence that is subject to inspection and review in an electronic format or a hard copy. The parties shall then have ten (10) days to submit a written response, which the Investigator will consider.

Once the Investigator has considered the written statements of the parties, if any, and any questions of the parties, if any, the Investigator shall create an investigative report that fairly summarizes relevant evidence. The Investigator shall then submit the written investigation report to the decision-maker. The parties shall each receive a copy of the final investigative report at the same time as the decision-maker.

4. Decision of Responsibility: The decision-maker, shall review the investigative report. Prior to coming to a determination regarding responsibility, the decision maker shall provide 10 days for each party to submit written, relevant questions that a party wants asked of any party or witness, provide each party with answers, and allow for additional, limited follow-up questions from each party.

Once the decision maker has considered the written questions of the parties, if any, the decision maker shall issue a written determination regarding responsibility by a preponderance of the evidence within a reasonable time frame as determined by the Title IX Coordinator. The decision-maker shall consider all relevant evidence, including inculpatory and exculpatory evidence, and will not consider the credibility of the evidence to be based on a person's status, such as complainant, respondent, or witness. The decision-maker shall provide the written determination to both parties simultaneously. The written determination must include:

- a. Identification of the allegations potentially constituting sexual harassment;
- b. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather evidence;
- c. Findings of fact supporting the determination;
- d. Conclusions regarding the application of each recipient's code of conduct to the facts;

- e. A statement of, and rationale for, the results as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the recipient imposes on the respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the recipient to the complainant; and
- f. The recipient's procedures and permissible bases for the complainant and respondent to appeal.

The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. Sec. 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

5. Supportive Measures and Disciplinary Actions:

Throughout the investigation, either party may be entitled to supportive measures. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the District's educational environment, to deter sexual harassment.

Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The District shall maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the District to provide the supportive measures.

At the conclusion of the investigation, the Decision-Maker may institute disciplinary measures to the respondent if the Decision-Maker determines that the respondent engaged in sexual abuse or harassment. Disciplinary measures may include, but are not limited to, in school suspension, out of school suspension, and expulsion or for an employee, employment disciplinary action up to and including termination of employment. **This regulation does not limit or prohibit the District from instituting disciplinary measures if in the course of the investigation it determines that the complainant or respondent violated the student code of conduct.**

The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

C. Appeals

If either party is not satisfied with the outcome of the investigation and the decision of the decision-maker, they may appeal on the following bases:

- a. Procedural irregularity that affected the outcome of the matter;
- b. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- c. The Title IX Coordinator, Investigator, or decision-maker had a conflict of interest or bias for or against the complainant or respondent generally or the individual complainant or respondent that affected the outcome of the matter.

1. Initiating Appeal: To initiate an appeal, a party shall state in writing which of the above reasons is the basis for their appeal and briefly state why their case should be appealed. The party must provide this writing to the Title IX Coordinator within 15 days of notice of decision by the Decision-Maker.

2. Actions to be taken upon notice of appeal: Upon notice of an appeal by either party, the Title IX Coordinator

shall notify the other party in writing when the appeal is filed and of the appeal procedures.

The Title IX Coordinator shall notify the opposing party that they shall have 15 days from notice of the appeal to respond to the opposing party’s written statement.

Upon receipt of both parties’ written statements, if any, the Superintendent or his or her designee shall review the investigative report, decision-maker’s determination, and written statements of the parties and then issue a written decision describing the result of the appeal and the rationale for the result. The Superintendent or his or her designee shall provide the written decision simultaneously to both parties.

This appeal process represents the final decision of the district and the parties will not be entitled to any further appeals under this Policy.

D. Informal Resolution

If a formal complaint is filed, the District may offer the complainant and respondent the opportunity to participate in an informal resolution process. The informal resolution process may take place at any time prior to reaching a determination regarding responsibility. The informal resolution process shall only take place upon:

- a. Written notice to both parties disclosing: the allegations, the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the resolution process and resume the grievance process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared;
- b. The parties’ voluntary, written consent to the informal resolution process; and
- c. That the allegations of the formal complaint do not involve any allegations that an employee sexually harassed a student.

E. Record Keeping

The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings for a period of seven years.

Date of Adoption:

SCHOOL DISTRICT 145
WAVERLY, NEBRASKA

TITLE IX POLICY ACTION PLAN FOR WAVERLY PUBLIC SCHOOLS

1. **The below information must be included in the following locations: (A) Any student or parent handbook; (B) Any union contract or professional agreement; and (C) any place where applicants for employment will clearly see [your webpage is probably fine].]**
 - "Waverly Public Schools does not discriminate on the basis of sex in any educational program or activity that it operates. Waverly Public Schools is required by Title IX (20 U.S.C. § 1681) and 34 CFR Part 106 not to discriminate in such a manner. This requirement not to discriminate also applies to admission and employment. Any inquiries about the application of Title IX may be referred to the Waverly Public Schools Title IX Coordinator, to the Assistant Secretary of the Office of Civil Rights, or both. "
 - Name, address, email address, and phone number of Title IX Coordinator
 - "For information regarding Waverly Public School's procedure for complaints of sexual harassment including the complaint process, how to file a report or a complaint of sexual harassment, how to file a formal complaint of sexual harassment, and how Waverly Public Schools will respond to such complaints see Board Policy ____ located at _____.
2. **Put Title IX Coordinator contact information on school webpage**
3. **Have board adopt grievance procedure and Title IX policy**
 - a. **Perry Law Firm has provided**
4. **Get training scheduled for "Title IX Team" i.e. Title IX Coordinator, Investigator, Decision Maker, Appeals person, and anyone who will be involved in the informal resolution process.**
 - a. **Perry Law Firm has provided.**
5. **Put Training materials on school webpage**

Waverly High School

My son/daughter _____ is
(Student Name)

considering a mid-term graduation. I am fully aware of this and support the consideration. I realize this excludes him/her from participation in all second semester school activities other than Prom and Graduation.

Parent/Guardian Signature

Date

Student Signature

Date

~~~~~  
**\*\*\*\*\*For Office Use Only\*\*\*\*\***

Requested Received \_\_\_\_\_

\_\_\_\_\_ has been  
(Student Name)  
recommended for mid-term graduation.

\_\_\_\_\_  
Counselor Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Principal Signature

\_\_\_\_\_  
Date

# MIDTERM GRADUATION

## POLICIES AND PROCEDURES

- 1) By the 1st Monday in September of the student's senior year, he/she must submit a letter to the high school principal requesting midterm graduation, listing reasons for the request and providing any appropriate supporting documentation.
- 2) Once the letter is delivered to the principal, the student will then be given a Statement of Agreement for Mid-Term Graduation packet. This packet must be returned to the Counseling Office by the 3rd Monday in September. Parent/guardian permission is required.
- 3) The School Board will approve or deny the Mid-term Graduation request at their regular October meeting.
- 4) With the exceptions of prom and the graduation ceremony, participation in all extra-curricular high school activities will be terminated at the end of the first semester.
- 5) Participation in class-rank (and all recognition potentially associated with that rank) will be terminated at the end of the first semester for all midterm graduates. A midterm graduate WILL NOT compete for a spot in 2nd semester class rank, for recognition as a member of the top 10% of class that is recognized at the graduation ceremony, or for local scholarships decided by the District #145 Scholarship Committee during 2nd semester.
- 6) A midterm graduate's diploma will be dated with the last school day of the 1st semester of that student's senior year. A diploma will be given to the student at that time if requested. If he/she plans to participate in the graduation ceremony, then he/she will not receive the diploma until that ceremony.
- 7) The student shall meet all academic subject requirements as currently outlined in the Student Handbook and School Board Policies in regard to subjects and total credits required for an academic diploma.
- 8) The student must meet all obligations and stipulations of such an arrangement, or he or she will be asked to return to full time high school attendance. Failure to do so in that situation would jeopardize the student's goal of receiving a diploma.

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Parent/Guardian Signature

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Date

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Student Signature

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Date

# Commencement and Diploma Information

Student Name: \_\_\_\_\_

I am planning on participating in the Commencement Exercises in May:

Yes      No      Unknown      (Circle One)

A cap and gown is required to participate in the Commencement Exercises. School Traditions will be available for you to order a cap and gown. School Traditions can be contacted at 800-733-7988.

Please PRINT on the line below how you would like your name on your diploma. Please remember this is a legal document.

\_\_\_\_\_

Email address where information can be emailed regarding important upcoming dates and other information: \_\_\_\_\_

**Appendix“1” to the Student Fees Policy of  
School District 145**

**Additional Specification of Required Materials and Fees**

(Note) This information is part of the current Student Fees Policy and is intended to provide supplemental information. For additional specifications, please refer to Policy 5033. Generally, dollar amounts are stated in terms of “maximums.”

| <b>Elementary Program</b>                  | <b>General Description of Fee or Material</b>                                                    | <b>\$ Amount of Fee (Anticipated or Maximum) or Specific Material Required</b>                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------|--------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Physical Education classes                 | Appropriate clothing (non-specialized attire)                                                    | Tennis shoes                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Art classes and special projects or events | Appropriate clothing (non-specialized attire)                                                    | Old shirt for painting; other clothing which may get paint on it or otherwise be damaged                                                                                                                                                                                                                                                                                                                                                                                                |
| Music—Optional band courses; chorus        | Musical instruments                                                                              | Musical instruments and accessories (reeds, valve oil, drum sticks, lyres, flip folders, slide grease, reed guards, cleaning swabs, mouthpiece brushes, pad savers, ligatures, and a "gig bag", etc.) Limited instruments available for use by any student. Refundable damage deposit of \$20.00 may be charged for use of school owned instrument. Chorus Shirts \$20.00                                                                                                               |
| Classroom supplies                         | General supplies, such as writing instruments (pens, pencils, crayons, markers), notebooks, etc. | None--necessary classroom supplies will be made available by the school. Students will be responsible for the replacement cost of damaged or lost supplies. Students are encouraged but not required to bring items from class supply lists that may be handed out by the office or individual teachers.                                                                                                                                                                                |
| Field Trips                                | Transportation and admission costs of field trips                                                | None—costs of school sponsored, class-related field trips will be paid for by the school. Parents may be encouraged but not required to pay for field trip costs of up to \$5.00 per student for each field trip to defray costs. (With administrative approval, the requested donation may be up to \$100.00 for special field trips). Meals on field trips will be at the expense of the student. School lunches will be provided as needed for free-reduced lunch eligible students. |
| Summer school courses                      | Classes offered during the summer, or at night, if any                                           | Maximum of \$50 per session.                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

**STUDENTS****Appendix to 5033**

|              |                                                        |                                                                                                                                                                                                                                           |
|--------------|--------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Copies       | Use of school copiers in accordance with board policy. | Five cents (.05) per page when charges apply.                                                                                                                                                                                             |
| School Meals |                                                        | Breakfast / Lunch—Based on Board approved rates<br>Prices may vary depending on the number of meals or items purchased by the student, and may be adjusted during the year.<br><br>Milk and Crackers (K-2) are subject to approved rates. |

| Secondary Program                                                   | General Description of Fee or Material                                                           | \$ Amount of Fee (Anticipated or Maximum) or Specific Material Required                                                                                                                                                                                                                                  |
|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Physical Education classes                                          | Appropriate clothing (non-specialized attire)                                                    | Tennis shoes and athletic socks, running shorts, T-shirt                                                                                                                                                                                                                                                 |
| Art, Family and Consumer Science, shop classes and special projects | Appropriate clothing (non-specialized attire)                                                    | Old shirt for painting; other clothing that may get paint on it or otherwise be damaged; protective clothing for shop classes. Specific project fee not to exceed \$20. Students may elect to exceed the per project fee and will assume all related costs.                                              |
| Music—Optional band courses                                         | Musical instruments                                                                              | Musical instruments and accessories (reeds, valve oil, etc.) Limited instruments available for use by any student. Damage deposit of \$20.00 may be assessed for use of school owned instrument.                                                                                                         |
| School Meals                                                        |                                                                                                  | Breakfast / Lunch—Based on Board approved rates. Prices may vary depending on the number of meals or items purchased by the student, and may be adjusted during the year.                                                                                                                                |
| Classroom Supplies                                                  | General supplies, such as writing instruments (pens, pencils, crayons, markers), notebooks, etc. | None--necessary classroom supplies will be made available by the school. Students will be responsible for the replacement cost of damaged or lost supplies. Students are encouraged but not required to bring items from class supply lists that may be handed out by the office or individual teachers. |
| Summer school courses                                               | Classes offered during the summer, or at night, if any.                                          | Maximum of \$200 per class for WHS and \$50 per WMS session.                                                                                                                                                                                                                                             |
| Advanced math or science classes                                    | Specialized calculators                                                                          | Refundable damage deposit of \$25 per semester may be required for students who wish to use school calculators outside the classroom. Students are encouraged but not required to purchase such equipment for their personal use.                                                                        |
| Copies                                                              | Use of school copiers in accordance with board policy.                                           | Five cents (.05) per page when charges apply.                                                                                                                                                                                                                                                            |
| Post-secondary education classes                                    | Tuition and fees for college courses taken for credit.                                           | None--Any postsecondary education costs are to be paid directly by students to the college.                                                                                                                                                                                                              |

**STUDENTS****Appendix to 5033**

|                                        |                                             |                                                                                                                                                                           |
|----------------------------------------|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| College entrance tests and preparation | Prep programs & tests                       | Costs of college entrance tests or prep courses, such as ACT preparation tutoring, PSAT test, and ACT test, are optional and to be paid directly to the vendors involved. |
| Locker usage                           | Use of school padlock                       | Refundable damage/loss deposit of \$10 per year may be required for students who wish to use a school locker.                                                             |
| Parking                                | Use of school parking lot during school day | Students will be required to park on school grounds in accordance with school regulations. Parking fines may be issued not to exceed \$5.00 per ticket.                   |
| Technology                             | Use of chromebooks for instruction.         | Each student would pay a \$20.00 optional fee to use a chromebook during the school year.                                                                                 |

| Extracurricular and other programs | General Description of Fee or Material                                                                                                                                                                                                                 | \$ Amount of Fee (Anticipated or Maximum) or Specific Material Required                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|---------------|--------|----------------|--------------|---------------|----------|------------|------|------------------|--------|--------------------|----------|----------------|--------------|----------------------------------|-------|---------------|------------|----------------------|-----------|---------------|----------|----------------|------------------------------------|-------------------------------------------------------------|
| <b>Athletic Programs</b>           |                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| 1. Admission                       | Spectator fees for admission to events                                                                                                                                                                                                                 | Admission fees are set annually by the Board of Education. Students may purchase an Activity Ticket for the school year. For District and Conference events hosted by the School, fee to be determined by the conference or by NSAA.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| 2. Athletic Physicals              | NSAA required athletic physicals                                                                                                                                                                                                                       | Cost varies; payable directly to student's physician or clinic.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| 3. Athletic Participation Fee      | Fee to participate in athletic programs.                                                                                                                                                                                                               | None; However, the Board of Education may elect to establish an athletic participation fee.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| 4. Equipment and attire            | Students are responsible for required equipment and attire appropriate to the sport or activity, which are not provided by the school, and are responsible for any optional clothing, equipment, or other items associated with the sport or activity. | <p>Required items include athletic undergarments (supporter, bra, socks and undershirts), practice attire, including shorts, shirts, socks and shoes suitable for the activity, and dress attire suitable for team travel. Optional items for which students are responsible include: personal athletic bags, hair ties, sweat bands, non-required gloves, towels, forearm pads and personal medical devices (braces, orthopedic inserts, etc.). Additional required items for particular sports or activities include:</p> <table border="1" data-bbox="862 1157 1349 1940"> <tbody> <tr> <td>Basketball</td> <td>No additional</td> </tr> <tr> <td>Tennis</td> <td>Tennis racquet</td> </tr> <tr> <td>Cross County</td> <td>No additional</td> </tr> <tr> <td>Football</td> <td>Mouthpiece</td> </tr> <tr> <td>Golf</td> <td>Golf bag &amp; clubs</td> </tr> <tr> <td>Soccer</td> <td>Soccer shin guards</td> </tr> <tr> <td>Softball</td> <td>Softball glove</td> </tr> <tr> <td>Speech/Drama</td> <td>Dress attire; copies of research</td> </tr> <tr> <td>Track</td> <td>No additional</td> </tr> <tr> <td>Volleyball</td> <td>Volleyball knee pads</td> </tr> <tr> <td>Wrestling</td> <td>No additional</td> </tr> <tr> <td>Baseball</td> <td>Baseball glove</td> </tr> <tr> <td>Cheerleading and Dance Team Squads</td> <td>Shoes, approved uniforms (top &amp; skirt; pants; jacket), poms</td> </tr> </tbody> </table> | Basketball | No additional | Tennis | Tennis racquet | Cross County | No additional | Football | Mouthpiece | Golf | Golf bag & clubs | Soccer | Soccer shin guards | Softball | Softball glove | Speech/Drama | Dress attire; copies of research | Track | No additional | Volleyball | Volleyball knee pads | Wrestling | No additional | Baseball | Baseball glove | Cheerleading and Dance Team Squads | Shoes, approved uniforms (top & skirt; pants; jacket), poms |
| Basketball                         | No additional                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Tennis                             | Tennis racquet                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Cross County                       | No additional                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Football                           | Mouthpiece                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Golf                               | Golf bag & clubs                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Soccer                             | Soccer shin guards                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Softball                           | Softball glove                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Speech/Drama                       | Dress attire; copies of research                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Track                              | No additional                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Volleyball                         | Volleyball knee pads                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Wrestling                          | No additional                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Baseball                           | Baseball glove                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Cheerleading and Dance Team Squads | Shoes, approved uniforms (top & skirt; pants; jacket), poms                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |

**STUDENTS**

**Appendix to 5033**

|                                               |                                                  |                                                                                                                                                                                                                                                                                                                                                                            | and other Accessories |
|-----------------------------------------------|--------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 5. Locker use                                 | Padlock for gym locker                           | Refundable damage deposit of \$10 per season will be required.                                                                                                                                                                                                                                                                                                             |                       |
| 6. Camps and clinics                          | Registration and other costs of camps or clinics | Students are responsible for the cost of all clinics, camps and conditioning programs. Any personal items purchased at camps or clinics, such as t-shirts, shall be at the student's expense.                                                                                                                                                                              |                       |
| 7. Marching Band and Musical Groups           | Equipment and attire.                            | Students will be responsible for the same costs as are set out for the athletic program. Students will be responsible for supplying their own musical instruments and accessories and for their own uniforms. Uniforms for the marching band will be supplied by the school; students may be required to pay a refundable band uniform rental/damage fee of up to \$50.00. |                       |
| <b>Clubs/Organizations</b>                    |                                                  |                                                                                                                                                                                                                                                                                                                                                                            |                       |
| Future Business Leaders (FBLA)                | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Future Farmers (FFA)                          | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Future Career/Community Leaders (FCCLA)       | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| National Honor Society                        | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| VICA Club                                     | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Spanish / German Club                         | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Art Club                                      | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Student Council                               | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Science Club                                  | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Students Against Destructive Decisions (SADD) | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Quill and Scroll                              | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| History Club                                  | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Drama Club                                    | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Academic Team (Quiz                           | State & national dues,                           | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |

**STUDENTS**

**Appendix to 5033**

|                                                 |                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-------------------------------------------------|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Bowl)                                           | meals and activities                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| International Thespian Society                  | State & national dues, meals and activities               | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Social &amp; Recognition Activities</b>      |                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 1. School plays, musicals and social activities | Admission to events                                       | Admission fees will be set annually and reflect admission prices for athletic events.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 2. School dances                                | Admission to prom, homecoming, etc.                       | \$50.00 per event                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 3. Class dues                                   |                                                           | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 4. Senior recognition assessment                | Optional graduation activities                            | Participation in class activities attendant to graduation (such as being part of the composite picture, special yearbook pages, etc.) is not required in order for students to receive their high school diploma. Students who choose to participate will be required to pay the cost of the items involved in the graduation ceremony and attendant class activities. These may include the rental or purchase of graduation robes, caps, tassels, class flowers, class gift, yearbook picture page, and class composite picture. A single Senior Class Recognition Assessment, not to exceed \$50, will be assessed to those Seniors who elect to participate in such activities. |
| 5. Trips                                        | Transportation, lodging, meals, admission to events, etc. | Students are responsible for costs of school sponsored special trips where the trip is an extracurricular activity. The maximum costs of such trips will be \$2,000 per student. If the trip is not school sponsored, the costs of the trip are not subject to this policy and no fee waivers will apply. A trip is not school sponsored if it is not supervised or administered by the school, attendance on the trip does not count towards graduation credit or grade advancement, and participation on the trip is voluntary for students.                                                                                                                                      |

Policy Adopted: 06/03/02  
 Policy Revised: 07/07/03  
 Policy Revised: 08/04/03  
 Policy Revised: 07/05/05  
 Policy Revised: 07/03/06  
 Policy Revised: 07/06/09  
 Policy Revised: 07/02/12  
 Policy Revised: 08/05/19

SCHOOL DISTRICT 145  
 WAVERLY, NEBRASKA

**Anti-Bullying Policy**

One of the missions of the District is to provide a physically safe and emotionally secure environment for students and staff.

The administration and staff are to implement strategies and practices to reinforce and encourage positive behaviors by students. Positive behaviors include non-violence, cooperation, teamwork, understanding, and acceptance of others.

The administration and staff are to implement strategies and practices to identify and prevent inappropriate behaviors by all students, including anti-bullying education for all students. Inappropriate behaviors include bullying, intimidation, and harassment. Bullying means any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by the school being used for a school purpose by a school employee or designee, or at school-sponsored activities or school-sponsored athletic events.

The school district shall review the anti-bullying policy annually.

**Legal Reference:** Laws 2008, LB 205  
Student Discipline act, Neb. Rev. Stat. "79-254 to 79-296  
NDE February 2003 State Board Action; Reaffirmed  
December 2006

Policy Adopted: 07/07/08

SCHOOL DISTRICT 145  
WAVERLY, NEBRASKA

**STUDENT FEES POLICY**

The Board of Education of School District 145, Waverly adopts the following student fees policy in accordance with the Public Elementary and Secondary Student Fee Authorization Act.

The District's general policy is to provide for the free instruction in school in accordance with the Nebraska Constitution and state and federal law. This generally means that the District's policy is to provide free instruction for courses, which are required by state law or regulation, and to provide the staff, facility, equipment, and materials necessary for such instruction, without charge or fee to the students.

The District does provide activities, programs, and services to children, which extend beyond the minimum level of constitutionally required free instruction. Students and their parents have historically contributed to the District's efforts to provide such activities, programs, and services. The District's general policy is to continue to encourage and to the extent permitted by law, to require such student and parent contributions to enhance the educational program provided by the District.

Under the Public Elementary and Secondary Student Fee Authorization Act, the District is required to set forth in a policy its guidelines or policies for specific categories of student fees. The District does so by setting forth the following guidelines and policies. This policy is subject to further interpretation or guidance by administrative or Board regulations, which may be adopted from time to time. The Policy includes Appendix "1," which provides further specifics of student fees and materials required of students for the current school year. Parents, guardians, and students are encouraged to contact their building administration or their teachers or activity coaches and sponsors for further specifics.

(1) Guidelines for non-specialized attire required for specified courses and activities

Students have the responsibility to furnish and wear non-specialized attire meeting general District grooming and attire guidelines, as well as grooming and attire guidelines established for the building or programs attended by the students or in which the students participate. Students also have the responsibility to furnish and wear non-specialized attire reasonably related to the programs, courses and activities in which the students participate where the required attire is specified in writing by the administrator or teacher responsible for the program, course or activity.

The District will provide or make available to students such safety equipment and attire as may be required by law, specifically including appropriate industrial-quality eye protective devices for courses of instruction in vocational, technical, industrial arts, chemical or chemical-physical classes which involve exposure to hot molten metals or other molten materials, milling, sawing, turning, shaping, cutting, grinding, or stamping of any solid materials, heat treatment, tempering, or kiln firing of any metal or other materials, gas or electric arc welding or other forms of welding processes, repair or servicing of any vehicle, or caustic or explosive materials, or for laboratory classes involving caustic or explosive materials, hot liquids or solids, injurious radiations, or other similar hazards. Building administrators are directed to assure that such equipment is available in the appropriate classes and areas of the school buildings; teachers are directed to instruct students in the usage of such devices and to assure that students use the devices as required, and students have the responsibility to follow such instructions and use the devices as instructed.

(2) Personal or consumable items & miscellaneous

- (a) Extracurricular Activities - Students have the responsibility to furnish any personal or consumable items for participation in extracurricular activities.

## (b) Courses

- (i) **General Course Materials.** Items necessary for students to benefit from courses will be made available by the District for the use of students during the school day. Students may be encouraged, but not required, to bring items needed to benefit from courses including, but not limited to, pencils, paper, pens, and erasers. A specific class supply list will be published annually in a Board-approved student handbook or supplement or other notice. The list may include refundable damage or loss deposits required for usage of certain District property.
- (ii) **Damaged or Lost Items.** Students are responsible for the careful and appropriate use of school property. Students and their parents or guardian will be held responsible for damages to school property where such damage is caused or aided by the student and will also be held responsible for the reasonable replacement cost of school property, which is placed in the care of and lost by the student.
- (iii) **Materials Required for Course Materials.** Students are permitted to and may be encouraged to supply materials for course projects. Some course projects (such as projects in art and shop classes) may be kept by the student upon completion. In the event the completed project has more than minimal value, the student may be required, as a condition of the student keeping the completed project, to reimburse the District for the reasonable value of the materials used in the project. Standard project materials will be made available by the District. If a student wants to create a project, or to use materials other than standard project materials, the student will be responsible for furnishing or paying the reasonable cost of such materials for the project.
- (iv) **Music Course Materials.** Students will be required to furnish musical instruments for participation in optional music courses. Use of a musical instrument without charge is available under the District's fee waiver policy. The District is not required to provide for the use of a particular type of musical instrument for any student.
- (v) **Parking.** Students may be required to pay for parking on school grounds or at school-sponsored activities, and may be subject to payment of fines or damages caused with or for failure to comply with school parking rules.

## (3) Extracurricular Activities – Specialized equipment or attire

Extracurricular activities means student activities or organizations which are supervised or administered by the District, which do not count toward graduation or advancement between grades, and in which participation is not otherwise required by the District.

The District will generally furnish students with specialized equipment and attire for participation in extracurricular activities. District provided equipment and/or attire may not be kept by the student and may only be used as determined by school officials. The District is not required to provide for the use of any particular type of equipment or attire. Equipment or attire fitted for the student and which the student generally wears exclusively, such as dance squad, cheerleading, and music/dance activity (e.g. choir or show choir) uniforms and outfits, along with T-shirts for teams or band members, will be required to be provided by the participating student. The cost of maintaining any equipment or attire, including uniforms, which the student purchases or uses exclusively, shall be the responsibility of the participating student. Equipment, which is ordinarily exclusively used by an individual student participant throughout the year, such as golf clubs, softball and baseball gloves, and the like, are required to be provided by the student participant. Items for the personal medical use or enhancement of the student (braces, mouthpieces, and the like) are the

responsibilities of the student participant.

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Students have the responsibility to furnish personal or consumable equipment or attire for participation in extra curricular activities or for paying a reasonable usage cost for such equipment or attire.

For musical extracurricular activities, students may be required to provide specialized equipment, such as musical instruments, or specialized attire, or for paying a reasonable usage cost for such equipment or attire.

### **(4) Extracurricular Activities–Fees for participation**

Any fees for participation in extracurricular activities for the current school year are further specified in Appendix “1.” Admission fees are charged for extracurricular activities and events.

### **(5) Postsecondary education costs**

Students are responsible for postsecondary education costs. The phrase “postsecondary education costs” means tuition and other fees only associated with obtaining credit from a postsecondary educational institution. For a course in which students receive high school credit and for which the student may also receive postsecondary education credit the course shall be offered without charge for tuition, transportation, books, or other fees, except tuition and other fees associated with obtaining credits from a postsecondary educational institution.

### **(6) Transportation costs**

Students are responsible for fees established for transportation services provided by the District as and to the extent permitted by federal and state laws and regulations.

### **(7) Copies of student files or records**

The Superintendent or the Superintendent's designee shall establish a schedule of fees representing a reasonable cost of reproduction for copies of a student's files or records for the parents or guardians of such student. A parent, guardian or students who requests copies of files or records shall be responsible for the cost of copies reproduced in accordance with such fee schedule. The imposition of a fee shall not be used to prevent parents of students from exercising their right to inspect and review the students' files or records and no fee shall be charged to search for or retrieve any student's files or records.

### **(8) Participation in before-and-after-school or pre-kindergarten services**

Students are responsible for fees required for participation in before-and-after-school or pre-kindergarten services offered by the District, except to the extent such services are required to be provided without cost.

### **(9) Participation in summer school or night school**

Students are responsible for fees required for participation in summer school or night school. Students are also responsible for correspondence courses.

(10) Breakfast and lunch programs

Students shall be responsible for items, which students purchase, from the District’s breakfast and lunch programs. The cost of items to be sold to students shall be consistent with applicable federal and state laws and regulations.

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Students are also responsible for the cost of food, beverages, and personal or consumable items which the students purchase from the District or at school, whether from a “school store,” a vending machine, a booster club or parent group sale, a book order club, or the like.

Students may be required to bring money or food for field trip lunches and similar activities.

(11) Waiver Policy

The District’s policy is to provide fee waivers in accordance with the Public Elementary and Secondary Student Fee Authorization Act. Students who qualify for free or reduced-price lunches under United States Department of Agriculture child nutrition programs shall be provided a fee waiver or be provided the necessary materials or equipment without charge for: (1) participation in extracurricular activities, and (2) use of a musical instrument in optional music courses that are not extracurricular activities. Participation in a free-lunch program or reduced-price lunch program is not required to qualify for free or reduced-price lunches for purposes of this section. In order for a fee to be waived the student and or student’s parent(s), guardian, or legal representative shall file a fee waiver application with school officials prior to the event, activity, purchase of supplies, materials, attire, or the payment of student fees. The fee waiver application will be reviewed and eligibility will be determined in a timely manner by district administrators.

(12) Distribution of Policy

The Superintendent or the Superintendent's designee shall publish the District's student fee policy in the Student Handbook or the equivalent (for example, publication may be made in an addendum or a supplement to the student handbook). The Student Handbook or the equivalent shall be provided to every student of the District or to every household in which at least one student resides, at no cost.

(13) Student Fee Fund

The School Board hereby establishes a Student Fee Fund. The Student Fee Fund shall be a separate school district fund not funded by tax revenue, into which all money collected from students and subject to the Student Fee Fund shall be deposited and from which money shall be expended for the purposes for which it was collected from students. Funds subject to the Student Fee Fund consist of money collected from students for: (1) participation in extracurricular activities, (2) postsecondary education costs, and (3) summer school or night school.

Policy Adopted: 06/03/02  
Policy Revised: 07/07/03  
Policy Revised: 08/04/03

Policy Revised: 07/05/05  
Policy Revised: 07/03/06  
Policy Revised: 07/06/09  
Policy Revised: 07/02/12

SCHOOL DISTRICT 145  
WAVERLY, NEBRASKA

**Appendix“1” to the Student Fees Policy of  
School District 145**

**Additional Specification of Required Materials and Fees**

(Note) This information is part of the current Student Fees Policy and is intended to provide supplemental information. For additional specifications, please refer to Policy 5033. Generally, dollar amounts are stated in terms of “maximums.”

| <b>Elementary Program</b>                  | <b>General Description of Fee or Material</b>                                                    | <b>\$ Amount of Fee (Anticipated or Maximum) or Specific Material Required</b>                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------|--------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Physical Education classes                 | Appropriate clothing (non-specialized attire)                                                    | Tennis shoes                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Art classes and special projects or events | Appropriate clothing (non-specialized attire)                                                    | Old shirt for painting; other clothing which may get paint on it or otherwise be damaged                                                                                                                                                                                                                                                                                                                                                                                                |
| Music—Optional band courses; chorus        | Musical instruments                                                                              | Musical instruments and accessories (reeds, valve oil, drum sticks, lyres, flip folders, slide grease, reed guards, cleaning swabs, mouthpiece brushes, pad savers, ligatures, and a "gig bag", etc.) Limited instruments available for use by any student. Refundable damage deposit of \$20.00 may be charged for use of school owned instrument. Chorus Shirts \$20.00                                                                                                               |
| Classroom supplies                         | General supplies, such as writing instruments (pens, pencils, crayons, markers), notebooks, etc. | None--necessary classroom supplies will be made available by the school. Students will be responsible for the replacement cost of damaged or lost supplies. Students are encouraged but not required to bring items from class supply lists that may be handed out by the office or individual teachers.                                                                                                                                                                                |
| Field Trips                                | Transportation and admission costs of field trips                                                | None—costs of school sponsored, class-related field trips will be paid for by the school. Parents may be encouraged but not required to pay for field trip costs of up to \$5.00 per student for each field trip to defray costs. (With administrative approval, the requested donation may be up to \$100.00 for special field trips). Meals on field trips will be at the expense of the student. School lunches will be provided as needed for free-reduced lunch eligible students. |
| Summer school courses                      | Classes offered during the summer, or at night, if any                                           | Maximum of \$50 per session.                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

**STUDENTS****Appendix to 5033**

|              |                                                        |                                                                                                                                                                                                                                           |
|--------------|--------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Copies       | Use of school copiers in accordance with board policy. | Five cents (.05) per page when charges apply.                                                                                                                                                                                             |
| School Meals |                                                        | Breakfast / Lunch—Based on Board approved rates<br>Prices may vary depending on the number of meals or items purchased by the student, and may be adjusted during the year.<br><br>Milk and Crackers (K-2) are subject to approved rates. |

| Secondary Program                                                   | General Description of Fee or Material                                                           | \$ Amount of Fee (Anticipated or Maximum) or Specific Material Required                                                                                                                                                                                                                                  |
|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Physical Education classes                                          | Appropriate clothing (non-specialized attire)                                                    | Tennis shoes and athletic socks, running shorts, T-shirt                                                                                                                                                                                                                                                 |
| Art, Family and Consumer Science, shop classes and special projects | Appropriate clothing (non-specialized attire)                                                    | Old shirt for painting; other clothing that may get paint on it or otherwise be damaged; protective clothing for shop classes. Specific project fee not to exceed \$20. Students may elect to exceed the per project fee and will assume all related costs.                                              |
| Music—Optional band courses                                         | Musical instruments                                                                              | Musical instruments and accessories (reeds, valve oil, etc.) Limited instruments available for use by any student. Damage deposit of \$20.00 may be assessed for use of school owned instrument.                                                                                                         |
| School Meals                                                        |                                                                                                  | Breakfast / Lunch—Based on Board approved rates. Prices may vary depending on the number of meals or items purchased by the student, and may be adjusted during the year.                                                                                                                                |
| Classroom Supplies                                                  | General supplies, such as writing instruments (pens, pencils, crayons, markers), notebooks, etc. | None--necessary classroom supplies will be made available by the school. Students will be responsible for the replacement cost of damaged or lost supplies. Students are encouraged but not required to bring items from class supply lists that may be handed out by the office or individual teachers. |
| Summer school courses                                               | Classes offered during the summer, or at night, if any.                                          | Maximum of \$200 per class for WHS and \$50 per WMS session.                                                                                                                                                                                                                                             |
| Advanced math or science classes                                    | Specialized calculators                                                                          | Refundable damage deposit of \$25 per semester may be required for students who wish to use school calculators outside the classroom. Students are encouraged but not required to purchase such equipment for their personal use.                                                                        |
| Copies                                                              | Use of school copiers in accordance with board policy.                                           | Five cents (.05) per page when charges apply.                                                                                                                                                                                                                                                            |
| Post-secondary education classes                                    | Tuition and fees for college courses taken for credit.                                           | None--Any postsecondary education costs are to be paid directly by students to the college.                                                                                                                                                                                                              |

**STUDENTS****Appendix to 5033**

|                                        |                                             |                                                                                                                                                                           |
|----------------------------------------|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| College entrance tests and preparation | Prep programs & tests                       | Costs of college entrance tests or prep courses, such as ACT preparation tutoring, PSAT test, and ACT test, are optional and to be paid directly to the vendors involved. |
| Locker usage                           | Use of school padlock                       | Refundable damage/loss deposit of \$10 per year may be required for students who wish to use a school locker.                                                             |
| Parking                                | Use of school parking lot during school day | Students will be required to park on school grounds in accordance with school regulations. Parking fines may be issued not to exceed \$5.00 per ticket.                   |

| Extracurricular and other programs | General Description of Fee or Material                                                                                                                                                                                                                 | \$ Amount of Fee (Anticipated or Maximum) or Specific Material Required                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|---------------|--------|----------------|--------------|---------------|----------|------------|------|------------------|--------|--------------------|----------|----------------|--------------|----------------------------------|-------|---------------|------------|----------------------|-----------|---------------|----------|----------------|------------------------------------|-------------------------------------------------------------|
| <b>Athletic Programs</b>           |                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| 1. Admission                       | Spectator fees for admission to events                                                                                                                                                                                                                 | Admission fees are set annually by the Board of Education. Students may purchase an Activity Ticket for the school year. For District and Conference events hosted by the School, fee to be determined by the conference or by NSAA.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| 2. Athletic Physicals              | NSAA required athletic physicals                                                                                                                                                                                                                       | Cost varies; payable directly to student's physician or clinic.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| 3. Athletic Participation Fee      | Fee to participate in athletic programs.                                                                                                                                                                                                               | None; However, the Board of Education may elect to establish an athletic participation fee.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| 4. Equipment and attire            | Students are responsible for required equipment and attire appropriate to the sport or activity, which are not provided by the school, and are responsible for any optional clothing, equipment, or other items associated with the sport or activity. | <p>Required items include athletic undergarments (supporter, bra, socks and undershirts), practice attire, including shorts, shirts, socks and shoes suitable for the activity, and dress attire suitable for team travel. Optional items for which students are responsible include: personal athletic bags, hair ties, sweat bands, non-required gloves, towels, forearm pads and personal medical devices (braces, orthopedic inserts, etc.). Additional required items for particular sports or activities include:</p> <table border="1" data-bbox="862 1157 1349 1938"> <tbody> <tr> <td>Basketball</td> <td>No additional</td> </tr> <tr> <td>Tennis</td> <td>Tennis racquet</td> </tr> <tr> <td>Cross County</td> <td>No additional</td> </tr> <tr> <td>Football</td> <td>Mouthpiece</td> </tr> <tr> <td>Golf</td> <td>Golf bag &amp; clubs</td> </tr> <tr> <td>Soccer</td> <td>Soccer shin guards</td> </tr> <tr> <td>Softball</td> <td>Softball glove</td> </tr> <tr> <td>Speech/Drama</td> <td>Dress attire; copies of research</td> </tr> <tr> <td>Track</td> <td>No additional</td> </tr> <tr> <td>Volleyball</td> <td>Volleyball knee pads</td> </tr> <tr> <td>Wrestling</td> <td>No additional</td> </tr> <tr> <td>Baseball</td> <td>Baseball glove</td> </tr> <tr> <td>Cheerleading and Dance Team Squads</td> <td>Shoes, approved uniforms (top &amp; skirt; pants; jacket), poms</td> </tr> </tbody> </table> | Basketball | No additional | Tennis | Tennis racquet | Cross County | No additional | Football | Mouthpiece | Golf | Golf bag & clubs | Soccer | Soccer shin guards | Softball | Softball glove | Speech/Drama | Dress attire; copies of research | Track | No additional | Volleyball | Volleyball knee pads | Wrestling | No additional | Baseball | Baseball glove | Cheerleading and Dance Team Squads | Shoes, approved uniforms (top & skirt; pants; jacket), poms |
| Basketball                         | No additional                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Tennis                             | Tennis racquet                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Cross County                       | No additional                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Football                           | Mouthpiece                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Golf                               | Golf bag & clubs                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Soccer                             | Soccer shin guards                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Softball                           | Softball glove                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Speech/Drama                       | Dress attire; copies of research                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Track                              | No additional                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Volleyball                         | Volleyball knee pads                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Wrestling                          | No additional                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Baseball                           | Baseball glove                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |
| Cheerleading and Dance Team Squads | Shoes, approved uniforms (top & skirt; pants; jacket), poms                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |               |        |                |              |               |          |            |      |                  |        |                    |          |                |              |                                  |       |               |            |                      |           |               |          |                |                                    |                                                             |

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|                                               |                                                  |                                                                                                                                                                                                                                                                                                                                                                            | and other Accessories |
|-----------------------------------------------|--------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 5. Locker use                                 | Padlock for gym locker                           | Refundable damage deposit of \$10 per season will be required.                                                                                                                                                                                                                                                                                                             |                       |
| 6. Camps and clinics                          | Registration and other costs of camps or clinics | Students are responsible for the cost of all clinics, camps and conditioning programs. Any personal items purchased at camps or clinics, such as t-shirts, shall be at the student's expense.                                                                                                                                                                              |                       |
| 7. Marching Band and Musical Groups           | Equipment and attire.                            | Students will be responsible for the same costs as are set out for the athletic program. Students will be responsible for supplying their own musical instruments and accessories and for their own uniforms. Uniforms for the marching band will be supplied by the school; students may be required to pay a refundable band uniform rental/damage fee of up to \$50.00. |                       |
| <b>Clubs/Organizations</b>                    |                                                  |                                                                                                                                                                                                                                                                                                                                                                            |                       |
| Future Business Leaders (FBLA)                | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Future Farmers (FFA)                          | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Future Career/Community Leaders (FCCLA)       | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| National Honor Society                        | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| VICA Club                                     | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Spanish / German Club                         | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Art Club                                      | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Student Council                               | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Science Club                                  | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Students Against Destructive Decisions (SADD) | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Quill and Scroll                              | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| History Club                                  | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Drama Club                                    | State & national dues, meals and activities      | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |
| Academic Team (Quiz                           | State & national dues,                           | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                |                       |

**STUDENTS**

**Appendix to 5033**

|                                                 |                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-------------------------------------------------|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Bowl)                                           | meals and activities                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| International Thespian Society                  | State & national dues, meals and activities               | Annual dues not to exceed \$50.00 per club.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Social &amp; Recognition Activities</b>      |                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 1. School plays, musicals and social activities | Admission to events                                       | Admission fees will be set annually and reflect admission prices for athletic events.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 2. School dances                                | Admission to prom, homecoming, etc.                       | \$50.00 per event                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 3. Class dues                                   |                                                           | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 4. Senior recognition assessment                | Optional graduation activities                            | Participation in class activities attendant to graduation (such as being part of the composite picture, special yearbook pages, etc.) is not required in order for students to receive their high school diploma. Students who choose to participate will be required to pay the cost of the items involved in the graduation ceremony and attendant class activities. These may include the rental or purchase of graduation robes, caps, tassels, class flowers, class gift, yearbook picture page, and class composite picture. A single Senior Class Recognition Assessment, not to exceed \$50, will be assessed to those Seniors who elect to participate in such activities. |
| 5. Trips                                        | Transportation, lodging, meals, admission to events, etc. | Students are responsible for costs of school sponsored special trips where the trip is an extracurricular activity. The maximum costs of such trips will be \$2,000 per student. If the trip is not school sponsored, the costs of the trip are not subject to this policy and no fee waivers will apply. A trip is not school sponsored if it is not supervised or administered by the school, attendance on the trip does not count towards graduation credit or grade advancement, and participation on the trip is voluntary for students.                                                                                                                                      |

Policy Adopted: 06/03/02  
 Policy Revised: 07/07/03  
 Policy Revised: 08/04/03  
 Policy Revised: 07/05/05  
 Policy Revised: 07/03/06  
 Policy Revised: 07/06/09  
 Policy Revised: 07/02/12  
 Policy Revised: 08/05/19

SCHOOL DISTRICT 145  
 WAVERLY, NEBRASKA

## COMMUNITY RELATIONS

1235 (a)

### Parental Involvement

The School District 145 Board of Education after having conducted a public hearing concerning parental involvement and participation in the school district herewith declares that it shall be the policy of the District to provide access to parents to all textbooks, tests, curriculum materials, and any other instructional materials used by the school.

It shall further be the policy of the District in the event any parent has a complaint or objection to any such materials to make such provision for personal conferences with the parent and appropriate school personnel to discuss such concerns as the superintendent or his/her designee may deem appropriate. The superintendent or his/her designee shall cause to be prepared a complaint form which may be used by a parent to express objections to any such instructional material. Such complaint forms shall seek information including, but not limited to, the specific instructional material complained of, the reason for the complaint, and a proposed resolution of the complaint by the parent.

It shall further be the policy of the District to upon reasonable advance request by a parent to attend and monitor courses, assemblies, counseling sessions, and other instructional activities, to permit such parent to be in attendance at such activities unless such attendance would substantially interfere with a legitimate school interest.

It shall further be the policy of the District to encourage communications from parents concerning when a parent believes it to be appropriate for his/her student to be excused from testing, classroom instruction, and other school experiences that the parent may find objectionable. The superintendent or his/her designee shall make a provision on the complaint form hereinabove referred to for receiving information from a parent concerning what specific testing, classroom instruction, or other school experience the parent finds objectionable, the basis for the parent's objection and a proposed solution for dealing with the objection that would be satisfactory to the parent.

It shall further be the policy of the District to provide full access to the records of the students to a parent or guardian as set forth in SS 79-4,157, the Federal Education Right To Privacy Act, and other applicable law during regular business hours of the school at the school headquarters or wherever the student's records may regularly be maintained by the District.

It is the further policy of the District to notify a parent or parents of any student who may be subjected to a standard norm referenced or criterion referenced test or standard tests such as but not limited to the California Achievement Test, to notify the parent when reasonable to do so, where a sample of such test might be observed and the date upon which such test will be administered. As to all testing by the District experimental evaluation methodologies,

experimental testing instruments and any testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student, or parent or guardian of such student shall be prohibited unless a parent requests in writing that such tests be administered to his/her resident student.

Prior to any school sponsored survey being administered to the students of the District, it shall be the duty of the superintendent or his/her designee to notify the parent or parents of each student involved in the survey of the nature of the survey, the date and time when such survey shall be administered, and the purpose for which and the uses of which survey exist from the school's perspective.

It shall be the policy of the District as a general matter to leave substantive decision-making processes to the professional staff, administration and board of education, subject to an effort to receive information from parents as to any concerns, objections, or other information such parents would wish to provide to the school district concerning a parent's access, involvement, and participation in all activities of the school as it relates to the students of the District.

Legal Reference: LB 1161

Parental Involvement in Educational Law



Personnel - All Employees (& Students)Anti-discrimination, Anti-harassment, and Anti-retaliation**A. Elimination of Discrimination.**

The School District 145-Waverly hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

The School District 145-Waverly does not discriminate on the basis of 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 in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Reasonable accommodations will be provided to employees with disabilities and to those who are pregnant, have given birth, or have a related medical condition, as required by law. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Delanie McMillan, Director of Student Services, 14511 Heywood St., Waverly, NE 68462, (402) 786-2321(delanie.mcmillan@district145.org).

Employees and Others: Cory Worrell, Human Resources Director, (Superintendent) 14511 Heywood St., Waverly, NE 68462, (402) 786-2321(cory.worrell@district145.org).

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office of Civil Rights in the U.S. Department of Education (OCR), please contact the OCR at One Petticoat Lane, 1010 Walnut Street, 3<sup>rd</sup> Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or [ocr.kansascity@ed.gov](mailto:ocr.kansascity@ed.gov).

**B. Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and Others.****1. Purpose:**

The School District 145-Waverly is committed to offering employment and educational opportunities to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment or retaliation of any kind by District employees, including, co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's 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, that is

sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

- a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or
- b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.

Discriminatory harassment because of a person's 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, may include, but is not limited to:

- a. Name-calling,
- b. Teasing or taunting,
- c. Insults, slurs, or derogatory names or remarks,
- d. Demeaning jokes,
- e. Inappropriate gestures,
- f. Graffiti or inappropriate written or electronic material,
- g. Visual displays, such as cartoons, posters, or electronic images,
- h. Threats or intimidating or hostile conduct,
- i. Physical acts of aggression, assault, or violence, or
- j. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or

- g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred (see section entitled “Grievance Procedures,” below), and take appropriate interim measures, if necessary. If the District determines that unlawful harassment occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

## **2. Anti-retaliation:**

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

## **3. Grievance (or Complaint) Procedures:**

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination. If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each District building, on the District's website, and from the designated coordinators.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

*i. Level 1 (Investigation and Findings):*

Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

The District will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The District will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The District will aim to complete its investigation within **ten (10) working days** after receiving a complaint or report, unless extenuating circumstances exist. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation will **not exceed ten (10) additional working days without the consent of the complainant, unless the alleged victim agrees to a longer timeline.** Periodic status updates will be given to the parties, when appropriate.

The District's investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.

- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.
- d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

- a. A summary of the facts,
- b. Findings regarding whether discrimination, harassment or other inappropriate conduct occurred, and
- c. If a finding is made that discrimination, harassment or other inappropriate conduct occurred, the recommended remedy or remedies necessary to eliminate such discrimination, harassment or other inappropriate conduct.

If someone other than the designated compliance coordinator conducted the investigation, the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made. The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

The District will send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within **one (1) working day** after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

*ii. Level 2 (Appeal to the Superintendent):*

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within **five (5) working days** after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary,

and issue a written determination about the appeal **within ten (10) working days** after receiving the appeal. The party who filed the appeal will be sent the Superintendent's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

*iii. Level 3 (Appeal to the Board):*

If the party is not satisfied with the Superintendent's determination, he or she may file an appeal in writing with the Board of Education **within five (5) working days** after receiving the Superintendent's determination. The Board of Education will review the appeal, the Superintendent's determination, the investigative documentation and decision, and allow the party to address the Board at a Board meeting to present his or her appeal. The party will be allowed to address the Board at the Board's next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board, designated compliance officer and the party. The Board will issue a written determination about the appeal **within thirty (30) days** after the party addresses the Board. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board's determination, and any actions taken, will be final on behalf of the District.

**4. Confidentiality:**

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted.

**5. Training:**

The District will ensure that relevant District employees are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees.

In addition, the District shall ensure that employees designated to address or investigate discrimination, harassment, and retaliation, including designated compliance coordinators, receive training to promptly and effectively investigate and respond to

complaints and reports of discrimination, and to know the District's grievance procedures and the applicable confidentiality requirements.

**6. Designated Compliance Coordinators:**

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.
- b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.
- c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
- d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.
- e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.
- f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
- g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.
- h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.
- i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
- j. Recommending changes to this policy and grievance procedure.
- k. Performing other duties as assigned.

**7. Preventive Measures:**

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each

building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, during events such as school assemblies and back to school nights, if recent incidents or allegations warrant additional education to the school community.

Legal Reference: Title VI, 42 U.S.C. § 2000d, Title VII, 42 U.S.C. § 2000e, Title IX; 20 U.S.C. § 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. §48-1101 et seq.  
Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. §621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. §48-1001 et seq.;  
Americans with Disabilities Act (ADA), 42 U.S.C. § 12101 et seq.  
Section 504 of the Rehabilitation Act of 1973 (Section 504)  
Pregnancy Discrimination Act, 42 U.S.C. § 2000e(k)

Uniform Service Employment and Reemployment Rights Act (USERRA),  
38 U.S.C. § 4301 et seq.  
Neb. Rev. Stat. § 79-2,115, et seq

Date of Adoption: 8/6/18

SCHOOL DISTRICT 145  
WAVERLY, NEBRASKA

## 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 Administrative.

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, gender, religion, veteran status, ancestry, national or ethnic origin, marital status, age, marital status, pregnancy, childbirth or related medical condition, disability, or 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.

#### Foster Home Placement

A student who has been placed in a foster home within the school district will not be permitted to enroll unless the district has received a written determination from the Nebraska Department of Health and Human Services that it is in the best interest of the student not to attend the district in which the student resided at the time the student became a foster child.

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 identify 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. §§ 43-2001 to 43-2012  
                          Neb. Rev. Stat. § 79-214  
                          Neb. Rev. Stat. §§ 79-217 to 79-223  
                          Neb. Rev. Stat. § 79-266.01  
                          173 NAC Chapters 3 and 4 (HHS Regulations)

Policy Adopted: 08/05/19

Students (& Employees)Anti-discrimination, Anti-harassment, and Anti-retaliation**A. Elimination of Discrimination.**

The School District 145-Waverly hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

The School District 145-Waverly does not discriminate on the basis of 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 in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Delanie McMillan, Director of Student Services, 14511 Heywood St., Waverly, NE 68462, (402) 786-2321(delanie.mcmillan@district145.org).

Employees and Others: Cory Worrell, Human Resources Director, (Superintendent) 14511 Heywood St., Waverly, NE 68462, (402) 786-2321(cory.worrell@district145.org).

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

**B. Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and Others.****1. Purpose:**

The School District 145-Waverly is committed to offering employment and educational opportunity to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment and retaliation of any kind by District employees, including, co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's 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, that is sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

- a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or
- b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.

Discriminatory harassment because of a person's 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, may include, but is not limited to:

- a. Name-calling,
- b. Teasing or taunting,
- c. Insults, slurs, or derogatory names or remarks,
- d. Demeaning jokes,
- e. Inappropriate gestures,
- f. Graffiti or inappropriate written or electronic material,
- g. Visual displays, such as cartoons, posters, or electronic images,
- h. Threats or intimidating or hostile conduct,
- i. Physical acts of aggression, assault, or violence, or
- j. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or
- g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial

investigation to determine whether unlawful harassment occurred (see section entitled “Grievance Procedures,” below), and take appropriate interim measures, if necessary. If the District determines that unlawful harassment occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

**2. Anti-retaliation:**

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

**3. Grievance (or Complaint) Procedures:**

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination (designated coordinator). If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation (“discrimination”) to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each District building, on the District's website, and from the designated coordinators.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

*i. Level 1 (Investigation and Findings):*

Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

The District will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The District will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The District will aim to complete its investigation within **ten (10) working days** after receiving a complaint or report, unless extenuating circumstances exist. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation will **not exceed ten (10) additional working days without the consent of the complainant, unless the alleged victim agrees to a longer timeline.** Periodic status updates will be given to the parties, when appropriate.

The District's investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the

alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.

- d. A review of the evidence using a “preponderance of the evidence” standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

- a. A summary of the facts,
- b. Findings regarding whether discrimination, harassment or other inappropriate conduct occurred, and
- c. If a finding is made that discrimination, harassment or other inappropriate conduct occurred, the recommended remedy or remedies necessary to eliminate discrimination, harassment or other inappropriate conduct.

If someone other than the designated compliance coordinator conducted the investigation, the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made. The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

The District will send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within **one (1) working day** after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

*ii. Level 2 (Appeal to the Superintendent):*

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within **five (5) working days** after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal **within ten (10) working days** after receiving the appeal. The party who filed the appeal will be sent the Superintendent’s determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

*iii. Level 3 (Appeal to the Board):*

If the party is not satisfied with the Superintendent’s determination, he or she may file an appeal in writing with the Board of Education **within five (5) working days** after receiving the Superintendent’s determination. The Board of Education will review the appeal, the Superintendent’s determination, the investigative documentation and decision, and allow the party to address the Board at a Board meeting to present his or her appeal.

The party will be allowed to address the Board at the Board's next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board, designated compliance officer and the party. The Board will issue a written determination about the appeal **within thirty (30) days** after the party addresses the Board. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board's determination, and any actions taken, will be final on behalf of the District.

**4. Confidentiality:**

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted,

**5. Training:**

The District will ensure that relevant District employees, including but not limited to officials, administrators, teachers, substitute teachers, counselors, nurses and other health personnel, coaches, assistant coaches, paraprofessionals, aides, bus drivers, and school law enforcement officers, are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees.

**6. Designated Compliance Coordinators:**

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.
- b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.
- c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
- d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.

- e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.
- f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
- g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.
- h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.
- i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
- j. Recommending changes to this policy and grievance procedure.
- k. Performing other duties as assigned.

The designated compliance coordinators will not have other job responsibilities that may create a conflict of interest with their coordinator responsibilities.

**7. Preventive Measures:**

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community. The District will provide training to employees and students at the beginning of each academic year in the areas (B.6.a-g) identified in the Training section, above.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, during events such as school assemblies and back to school nights, if recent incidents or allegations warrant additional education to the school community.

Article 5

**STUDENTS**

Policy No. 5009

Date of Adoption: 8/6/18

SCHOOL DISTRICT 145  
WAVERLY, NEBRASKA

## Records Management and Disposition

Records should generally be organized, managed, retained and disposed of in accordance with the law and the Secretary of State's Schedule 10 and 24 for retention and disposition of public records.

The superintendent is designated as the records officer of the school district for purposes of this policy. Any questions about the type or category of a record or the required retention period for it should be addressed to the superintendent.

Electronic messages are communications using an electronic system to administer school district business internally; between other state and local government agencies; and with parents, students, patrons and others. Messages may be in the form of e-mail, electronic document exchange (faxes), and electronic data interchange (EDI). Depending upon the context, the terms of electronic messages and e-mail are used in this policy to convey the same thing. The school district's electronic system in which records are collected, organized, and categorized to facilitate preservation, retrieval, use, and disposition are as follows:

- I. End-User Management: End-user is anyone who creates or receives electronic messages on the school district's electronic system. Electronic messages are to be managed at the end-user's desktop rather than from a central point. Each end-user is responsible for organizing, managing and disposing of records that are part of their district-owned computer and accounts.
- II. Categories for Retention: Electronic messages fall within three categories: (1) transitory messages; (2) records with a less than permanent retention period; and (3) records with a permanent retention period. End-users are to organize, store, retain and dispose of electronic messages according to these three categories. This means determining which electronic messages require long-term retention, determining who is responsible for making this decision, and establishing storage and disposition requirements for electronic messages.
  - A. Transitory messages: Transitory messages include copies posted to several persons and casual, routine communications, similar to phone conversations. For example, as determined on an individual basis by the end-user, transitory messages may include notes or drafts; unwanted and unneeded junk mail; personal mail unrelated to school business; unsolicited sectarian, religious, partisan, political or commercial messages, or controversial topics or positions. There is no retention requirement for transitory messages. Employees sending or receiving such communications may delete them immediately without obtaining approval.

- B. Less than permanent retention records: These records are governed by the retention period for equivalent hard copy records, as specified in the approved records retention and disposition schedules. These records should be converted to hard copy (printed) or an electronic format, which can be retrieved and interpreted (downloaded) for the legal retention period. Employees creating or receiving such communications may delete or destroy the records only according to the applicable retention schedule. Questions relating to the retention or destruction of these records should be referred to the superintendent.
- C. Permanent/archival retention records: These are records scheduled for transfer to the Nebraska State Historical Society (NSHS). Decisions relating to such records should be made by the superintendent in consultation with NSHS, and the State Records Administrator about either transferring the records or maintaining them in the agency of origin. If the transfer decision is made, the method, frequency and format of the transfer should be determined cooperatively by the superintendent, the NSHS, and the State Records Administrator.
- III. Electronic Storage Limitations: The school district's computer systems have storage limitations. End-users are instructed that electronic messages which are required to be maintained should be converted to hard copy (printed) or an electronic format which can be retrieved and interpreted (downloaded) for the legal retention period. The retention period for the particular record is the best indicator of which storage medium or format to choose.
- IV. Proper Use of Electronic Messages:
- A. Non-Discrimination: Electronic messaging is not permitted to be used to promote discrimination on the basis of 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, sex, political affiliation, religion, disability or sexual preference; promote sexual harassment; or to promote personal, political, or religious business or beliefs.
- B. Permissible Use: Electronic messaging is to be used only for purposes that are consistent with the mission of the school district. Electronic messaging is not permitted to be used for personal purposes except for incidental, intermittent or occasional use which does not interfere with performance of duties as determined by the administration or for use that is authorized pursuant to an individual use agreement or use that represents a form of the employee's compensation. Electronic messaging is not permitted to be used for personal financial gain or for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question. Electronic messaging is not permitted to be used for purposes of assisting a non-profit organization except when and to the extent such use serves a school purpose or facilitates school district business.

- C. Conduct: Employees shall not read electronic messages received by another employee when there is no school purpose for doing so, send electronic messages under another employee's name without the employee's consent or administrative authorization, or change or alter any portion of a previously sent electronic message without administrative authorization.
- D. Other Regulations: Electronic messaging is subject to all requirements of the school district's policies which cover acceptable use of electronic devices including, BUT NOT LIMITED to computers, networks, internet and websites which may be monitored and accessed at any time without prior notice. The school district has complete authority to regulate all electronic messaging. Electronic messaging is a privilege and not a property right and is not a public forum. Electronic messaging is made available subject to all board policy and regulations, which include building guidelines, use agreements, handbook provisions, and all administrative orders or directives as issued.
- E. Electronic Records: All books, papers, documents, reports and records kept by the District may be retained as electronic records. Minutes of meetings of the school board may be kept as an electronic record.

V. Litigation:

When litigation against the school district or its employees is filed or threatened, the school district will take all reasonable action to preserve all documents and records which pertain to the issue.

When the school district is made aware of pending or threatened litigation, a litigation hold directive will be issued by the superintendent or designee. The directive will be given to all persons suspected of having records which may pertain to the litigation issue.

The litigation hold directive overrides any records retention schedule which may otherwise call for the disposition or destruction of the records until the litigation hold has been lifted. E-mail and computer accounts of separated employees which have been placed on a litigation hold will be maintained by the superintendent until the hold is released.

Employees who receive notice of a litigation hold are to preserve all records that pertain to the litigation issue. This includes preserving electronic messages which would otherwise be deleted by the computer system; such messages are to be converted by the recipients of the litigation hold to hard copy (printed) or electronic format which can be retrieved and interpreted (downloaded) for the duration of the litigation hold.

No employee who has been notified of a litigation hold may alter or delete an electronic

or other record which falls within the scope of the hold. Violation of the litigation hold may subject the employee to disciplinary actions, up to and including dismissal, as well as personal liability for civil and/or criminal sanctions by the courts or law enforcement agencies.

VI. Settlement Agreements:

A public written or electronic record of all settled claims shall be maintained. The record for all such claims settled in the amount of fifty thousand dollars or more (or one percent of the total annual budget of the school district, whichever is less) shall include a written executed settlement agreement. The settlement agreement shall contain a brief description of the claim, the party or parties released under the settlement, and the amount of the financial compensation, if any, paid by or to the school district or on its behalf. Any such settlement agreement shall be included as an agenda item at the next regularly scheduled public meeting of the school board for informational purposes or for approval if required.

Any such settled claim or settlement agreement shall be a public record. However, specific portions of the record may be withheld from the public to the extent permitted or provided by statute. The preceding does not apply to claims made in connection with insured or self-insured health insurance contracts.

**CONTRACT FOR PROVIDING  
NURSING SERVICES BY ARRANGEMENT WITH A SCHOOL DISTRICT**

THIS AGREEMENT is made and entered into this \_\_\_\_ day of July, 2020, by and between Craig Resources, Inc. d/b/a Craig HomeCare (hereinafter referred to as "CHC"), and Waverly School District 145 (hereinafter referred to as Waverly School District).

WITNESSETH, that for and in consideration of the mutual promises contained herein, it is understood and agreed by the parties that:

**SECTION I - PURPOSE**

The purpose of this Agreement is to expand the Waverly School District's ability to provide nursing services, including the services of registered nurses and licensed practical nurses, (hereinafter referred to as "services"), when available, in schools where there are persons receiving care from Waverly School District. Waverly School District bears ultimate responsibility for the administration of these services and the decision as to when and by whom services are to be provided.

The services will be rendered within the geographical area served by the Waverly School District and CHC.

**SECTION II - LEA RESPONSIBILITIES**

The Waverly School District shall:

1. Participate in the placement of CHC Personnel by making assignments in accordance with its judgment.
2. Request CHC to assign fully qualified Personnel, when available, for service to the extent practicable and in accordance with the established policies and practices of Waverly School District.
3. Determine the scope and duration of the activities of CHC Personnel on each assignment, orient, demonstrate procedures, and regularly supervise and coordinate the performance of services by CHC Personnel according to Waverly School District's procedures.
4. Discuss with CHC Nursing Supervisor any problems that may arise regarding the ability of CHC Personnel to perform the assigned duties, or in his/her relationships with the Student, family, or Waverly School District staff, and to have the right to request CHC to replace any personnel

assigned to Waverly School District, and whom Waverly School District deems unsatisfactory. CHC shall comply with any such request. Waverly School District shall notify CHC immediately of the initiation of any complaint, inquiry, investigation, or review with or by any licensing or regulatory authority, peer review organization, hospital committee, or other committee, organization or body which reviews quality of medical care which complaint, inquiry, investigation, or review directly or indirectly, evaluates or focuses on the quality of care provided by CHC either in any specific instance or in general.

5. Notify CHC of any changes in time schedule and weekly plan for services.

### **SECTION III - CHC RESPONSIBILITIES**

CHC shall:

1. Insure that each employee in whatever job category meets the minimum health requirements established by CHC and the Waverly School District for such Personnel, including a statement of satisfactory health and requirements for selection and training specified by the applicable federal and state laws and regulations.
2. Provide, upon request of Waverly School District and to the extent they are available, such Personnel for its assignments. All nurses assigned to Waverly School District pursuant to this agreement shall be considered employees of CHC.
3. Consult with Waverly School District about the qualifications of its Personnel for the assignments to be made.
4. Establish and maintain minimum standards and specifications of services to be performed by its Personnel under this Agreement.
5. Pay all wages to its Personnel for services performed by them, and be responsible for withholding federal and state income taxes, paying Social Security taxes, unemployment insurance and maintaining workers' compensation insurance coverage in an amount and under such terms as requested by state law; and verify the identity and work authority of each employee under the United States immigration laws.

## **SECTION IV - MUTUAL RESPONSIBILITIES**

The Waverly School District and CHC shall:

1. Designate a person within each agency who shall have responsibility for coordinating assignments of CHC Personnel.
2. Consult and cooperate on a continuing basis with each other in the establishment of mutually acceptable standards and procedures for selection, training and assignment of Personnel, handling of requests for service, billing procedures and other matters incidental to the carrying out of the provisions and purpose of this Agreement.
3. Not discriminate or permit discrimination against any employee, applicant or student on the grounds of age, race, color, religion, disability, sex, national origin, or veteran status.
4. Respect the need of each party to maintain continuity and growth in their respective employee rosters. Neither party shall solicit the employment of the other parties' employees or hire such employees during the term of the Agreement and for ninety (90) days after its termination.
5. Maintain the confidentiality and privacy of student records.

## **SECTION V - COMPENSATION**

CHC will invoice Waverly School District bi-monthly for its services. The rates for services are attached as Exhibit A to this Agreement. The rates for services established in Exhibit A can be prospectively amended by CHC at any time upon thirty (30) days notice to Waverly School District.

Payment for services rendered by CHC shall be made within sixty (60) days from the date of invoicing. Unpaid accounts will be considered in default after forty-five (45) days at which time a default charge will be imposed at one and one-half percent (1.5%) per month on unpaid balances (annual percentage rate of eighteen percent 18%) or the maximum legal interest rate, whichever is lower.

## **SECTION VI - INSURANCE**

CHC shall maintain and, during the term of this Agreement and any subsequent renewals will maintain, general liability and professional liability insurance coverage for all of its acts and omissions in the provision of the designated services with limits of not less than \$1,000,000 per occurrence. CHC will provide

upon request, a Certificate of Insurance or other evidence of coverage, and will notify Waverly School District of any cancellation or modification of its liability insurance.

## **SECTION VII - TERM OF AGREEMENT - MISCELLANEOUS**

It is understood and agreed by and between the parties hereto that:

1. This Agreement, including Exhibit A, constitutes the entire contract between the parties, and may be changed or modified only by a subsequent written agreement.
2. This Agreement shall become effective on the 1<sup>st</sup> day of July, 2020 and shall remain in effect until June 30, 2021. It may be terminated at any time by either party upon thirty (30) days advance written notice to the other party.
3. CHC shall not assign or in any way transfer any interest in this Agreement without the prior written consent of Waverly School District. None of the purchased services to be provided by CHC pursuant to this Agreement shall be subcontracted to any other organization, association, individual, partnership or group of individuals without the prior written consent of the Waverly School District. Any assignment, transfer or subcontract to which Waverly School District consents shall be attached together with the consent to this Agreement and made a part hereof.
4. All notices shall be in writing and shall be addressed to the parties as set forth below. Notices shall be effective upon receipt when delivered personally or by FAX and shall be effective upon mailing when sent properly addressed with postage prepaid.

If to CHC:  
Craig Resources, Inc. d/b/a  
Craig HomeCare  
1100 E 1<sup>st</sup> St. N.  
Wichita, KS 67214

If to Waverly School District 145:  
14511 Heywood Box 426  
Waverly, NE 68462-1330

IN WITNESS WHEREOF, the parties hereto have set their hands on the dates indicated below:

Craig Resources, Inc. d/b/a  
Craig HomeCare

Waverly School District 145

\_\_\_\_\_  
By: Angie Bacon  
Title: Director of Finance

\_\_\_\_\_  
By: \_\_\_\_\_  
Title: Board President

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

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

\_\_\_\_\_  
By:  
Title:

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

**EXHIBIT A**

**Bill Rate Schedule**

July, 2020

|                          | <b>Hourly Rate</b> |
|--------------------------|--------------------|
| Registered Nurse         | \$57.00            |
| Licensed Practical Nurse | \$57.00            |

All rates are per hour.

# NCSA Federal Update

## FORESIGHT LAW+POLICY

NCSA is proud to provide our members with this monthly federal update from Foresight Law + Policy

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By Reg Leichty, Foresight Law+Policy

July 2020

With the lengthy summer congressional recess right around the corner, federal legislators are poised to begin difficult negotiations about how to respond next to the ongoing pandemic. Senate and House leaders have said they hope to complete a fifth COVID-19 emergency bill, including providing additional funding for education, by early August. Achieving that ambitious goal will require the Senate, House, and the White House to resolve significant disagreements about a number of policy and spending decisions related to the emergency, while also juggling other legislative priorities including trying to complete work on the fiscal year 2021 federal budget. This update covers these and other recent policy developments in Washington, D.C.

### **Congressional Update**

#### **Bipartisan Negotiations on Next COVID-19 Emergency Bill Set to Begin**

Senate Majority leader Mitch McConnell (R-KY) announced this week that he plans to release the Republican's next COVID-19 emergency spending bill next week, noting that it will include a significant focus on education. Public release of the Republican bill will set the stage for difficult negotiations with Senate Democrats since both parties hope to complete a bill before Congress adjourns for the August recess.

Senate Democrats released their COVID-19 emergency proposal, which will serve as the basis for initial negotiations with Senator McConnell, earlier this month. Senate Health, Education, Labor & Pensions Ranking Member Patty Murray (D-WA), alongside Senate Minority Leader Chuck Schumer (D-NY) and 16 Senate Democratic colleagues introduced the Coronavirus Child Care and Education Relief Act (CCCERA). The bill proposes to build on the CARES Act by providing an additional \$175 billion in funds for school districts. The bill also proposes to invest \$12 billion in special education programs funded under the Individuals with Disabilities Education Act (IDEA), \$4 billion in emergency funding for the E-Rate Program to close the "homework gap," and \$4 billion for career and technical education programs. More information on the legislation is available [here](#).

The next few weeks will be a critical window for securing additional federal emergency funding to help Nebraska's schools through the next school year, and we strongly encourage interested NCSA members to communicate your needs with Nebraska's senators and representatives.

### **House Appropriations Committee Advances FY21 Education Spending Bill**

Although negotiating the next emergency spending bill will be the "main event" on Capitol Hill this month, legislators are also continuing work on the fiscal year 2021 appropriations process. On July 7, the House Appropriations Committee approved the Department of Education's [fiscal year 2021 budget](#). The legislation proposes an additional \$716 million above FY 2020 enacted levels for the U.S. Department of Education with most of the increases assigned to ESEA Title I and the IDEA State Grant formula programs. The full committee report that accompanies the bill is available [here](#). We expect the House to approve the committee bill later this month. The Senate Appropriations Committee has not yet announced a schedule for voting on the Department of Education's budget or any of the other annual spending bills. With the long August recess right around the corner, Congress will be hard pressed to complete the annual appropriations process before the new federal fiscal year begins on October 1. As a result, legislators will most likely have to approve legislation to temporarily continue funding federal agencies at fiscal year 2020 levels until new budgets can be adopted. We expect to learn more about the outlook for the federal budget in the coming weeks, but delays now could force final work on the budget to be postponed until after the election.

### **House Education Committee Holds Hearing to Examine the Pandemic's Impact on Learning**

The House Education and Labor Committee held a hearing about the "Budget Cuts and Lost Learning: Assessing the Impact of COVID-19 on Public Education." Committee Chairman Bobby Scott (D-VA) highlighted the work of the House in passing the HEROES Act last month that would provide nearly \$1 trillion to address budget shortfalls and avert cuts in education with \$60 billion in direct K-12 funding. He said that "this is a pivotal moment in our fight for equity in education", and "we cannot put the safety of our students, teachers and staff at risk. We must provide the resources they need." Ranking Member Virginia Foxx (R-NC) said that since some schools have not yet spent the relief funding provided through the CARES Act, it would be premature to provide additional funding before Congress has had an opportunity to evaluate the use of funds already disbursed. She went on to remind the committee that more spending does not guarantee better outcomes.

#### **Witness Testimony Highlights:**

- Mr. Michael Leachman, Ph.D., Vice President for State Fiscal Policy, Center on Budget and Policy Priorities, Washington, D.C. noted that the funding provided to schools through the CARES Act was far too little. He added that the HEROES Act is a step in the right direction, but alone will not be enough support for schools. He offered support for significant increases in direct aid in the final package negotiated by Congress.
- Ms. Rebecca Pringle, Vice President, National Education Association (NEA), Washington, D.C. highlighted the deepened disparities that COVID-19 has caused in schools, noting that the expected budget cuts will have a devastating impact on students. She added that students will need more socio-emotional supports as they return to school in addition to the supports that will be needed to combat the learning loss of this spring's school closures.

- Mr. Mark Johnson, Superintendent of Public Instruction, North Carolina Department of Public Instruction, Raleigh, NC discussed North Carolina’s approach to virtual learning, the need for students to have personalized learning upon return this fall, and the need for flexibility for schools to innovate.
- Mr. Eric Gordon, Chief Executive Officer, Cleveland Metropolitan School District, Cleveland, OH discussed the lack of reliable internet access to many households in his districts and the difficulty in reaching those students this spring when schools were closed. He described the efforts of his district to invest in hotspots and devices to quickly to ensure the inequities lower income and vulnerable students experience can be minimized. He also raised concern about the devastating proposed budget cuts, noting that more federal funding is needed for schools to return students to the classroom safely. He urged Congress to keep the nation’s school districts intact by providing additional funding. He advised Congress to also include additional resources in the years ahead to ensure adequate funding including for ESSA Title I, IDEA, ESSA Title III, and the McKinney-Vento Act.

An archived video of the virtual hearing and the witnesses’ full written testimony is available [here](#).

### **House Education and Labor Committee Holds COVID-19 Racial Inequities Hearing**

The House Education and Labor Committee held a hearing titled “Inequities Exposed: How COVID-19 Widened Racial Inequities in Education, Health, and the Workforce”. Chairman Scott (D-VA) opened the hearing saying that Congress must take steps to address racial disparities in education focusing on K-12 school funding, noting that students of color have been more affected by chronic underfunding and school closures due to COVID-19. He highlighted that the HEROES Act would take steps to solve some of these issues, including assistance to both K-12 schools and higher education institutions as well as funding for the OSHA emergency protection standard to keep those most at risk safe from COVID-19 in the workplace. Ranking Member Foxx (R-NC) focused on the devastating job losses caused COVID-19. She highlighted that the U.S. economy was strong prior to COVID-19 and that reopening the economy responsibly is a priority. Witnesses included:

- Ms. Camara P. Jones, M.D., M.P.H., Ph.D., Adjunct Professor, Rollins School of Public Health at Emory University, Senior Fellow and Adjunct Associate Professor, Morehouse School of Medicine, Past President, American Public Health Association, Atlanta, GA
- Ms. Valerie Rawlston Wilson, Ph.D., Director, Program on Race, Ethnicity, and the Economy, Economic Policy Institute, Silver Spring, MD
- Mr. Avik Roy, Co-Founder and President, The Foundation for Research on Equal Opportunity, Austin, TX
- Mr. John B. King, Jr., President and CEO, The Education Trust, Washington, D.C.

Mr. Roy highlighted how school closures disproportionately affected low income and students of color because wealthy families are better equipped to support their children’s learning. He said it is possible to safely reopen school and that other countries can provide models for the U.S. when considering how to best reopen. Mr. King urged Congress to act boldly to support K-12 education (allocating at least \$500 billion for state and local government, including strong Maintenance of Effort provisions and a Maintenance of Equity provision to ensure the most vulnerable students receive the most support). He prioritized the need for broadband, extended learning time, and resources to address both nutritional and social-emotional needs. He encouraged the

Administration to refrain from approving key civil rights waivers and to promote diverse schools. He asked Congress to consider equitable reforms including extending the federal student loan rates through next year (the relief enacted through the CARES Act), doubling the Pell Grant, and simplifying the FAFSA process. He also urged an expansion of Pell grant access to incarcerated and undocumented students. He encouraged support from Congress in education prep programs that focus on and support diversity, noting that Education Trust is ready to assist.

An archived video of the virtual hearing and the witnesses' full written testimony is available [here](#).

## **Administration Update**

### **GAO Report at Odds with USED Decision to Scrap School Discipline Guidance**

In late 2018 Education Secretary Betsy DeVos rescinded school discipline guidance, promulgated originally by USED under the Obama Administration, arguing that it robbed K-12 teachers of classroom autonomy regarding disciplinary decisions and could potentially lead to additional school shootings. Following this decision House Democratic leaders requested a study from the Government Accountability Office to study these claims. [The new study from GAO](#) found no empirical evidence linking school discipline and school shootings among a number of other key findings.

### **Pandemic Response Accountability Committee Releases Analysis of Challenges**

The Administration's Pandemic Response Accountability Committee published a report titled "[Top Challenges Facing Federal Agencies: COVID-19 Emergency Relief and Response Efforts](#)". The analysis was reported by the Offices of Inspector Generals (OIGs) from 37 agencies across the government. The purpose of the report is to provide "insight into the top management challenges facing federal agencies that received pandemic-related funding." Common themes reflected across agencies included financial management of CARES Act and other funds, grant management, information technology security and management, and protecting health and safety while maintaining effective operations. Additional challenges named by OIGs included the "large amount of funds appropriated under the CARES Act and related legislation, the need to distribute aid rapidly under emergency conditions, and the need to maintain agency operations as factors that impact these challenges."

### **Department of Education Announces Controversial Equitable Services Regulations**

The Department of Education [published](#) its interim final rule regarding use of CARES Act K-12 emergency relief funds to provide services to private school students under the law's equitable services provision. The rule takes immediate effect upon publication and the Department invited the public to file comment and said the "CARES Act is a special pandemic related appropriation and is meant to benefit all American students and families". The rule provides districts with two options for implementing the CARES Act's equitable services requirement. If a district chooses to use CARES Act emergency funding only for Title I eligible students, then it may elect to only set aside funding for equitable services for Title I eligible students that attend private schools. If a district wishes to use CARES Act funding for all students, then the district must set aside funding to provide equitable services to all students that attend private schools in their region.

### **Department of Education Announces Rural Technology Initiative**

The Department of Education [announced](#) a challenge to “advance high-quality technology instruction in rural communities”. The agency’s Rural Tech Project “invites high schools and local educational agencies to develop competency-based distance learning programs that enable students to master skills at their own pace with the goal of preparing them for the well-paying, in-demand jobs of today and tomorrow.” The Department expects to award up to 5 finalists with an equal share of \$500,000 with one grand prize winner receiving an additional \$100,000. Proposals must be submitted by October 8, 2020. The Department is [hosting](#) an information session on July 21 at 3pm ET for those interested in learning more.

### **Head of USED’S Civil Rights Division to Depart**

Kenneth Marcus, the Assistant Secretary for Civil Rights at the U.S. Department of Education, [has announced](#) he is stepping down from his position overseeing the Office of Civil Rights (OCR) at the end of July. During his two-year tenure at OCR, Marcus helped develop new regulations for the Administration’s Title IX rule and greatly increased the speed at which his office processed civil rights complaints. Kimberly Richey, currently the Principal Deputy Assistant Secretary of Civil Rights, will become acting head of OCR following Marcus’ departure.

### **Department of Education Discretionary Grant Updates**

USED published notice on a discretionary grant program for the Office of Special Education and Rehabilitative Services: **“Technical Assistance on State Data Collection – IDEA Data Management Center”**. This grant program seeks to assist states in meeting IDEA data collection and reporting requirements. The purpose of the priority for this particular grant would establish a technical assistance center to help states improve capacity to collect, report, analyze, and use high-quality IDEA Part B data. The estimated available funds total \$2,700,000 and are contingent upon the availability of funds and quality of new applications. Applications are due by August 24, 2020, and further information is available [here](#).

The Office of Elementary and Secondary Education invited applications for the **“Out-of-School Time Career Pathway Program”**. The program makes grants to SEAs, working in partnership with eligible entities, to provide students with more options for participating in career pathways that lead to a recognized postsecondary credential – these programs occur outside of regular schools hours or as part of an expanded learning program. The estimated available funds total \$1,500,000 each year for five years. Applications are due by September 21, 2020, and further information is available [here](#).

The Office of Special Education and Rehabilitative Services invited applications for the **“Educational Technology, Media, and Materials for Individuals with Disabilities Program – Stepping-Up Technology Implementation”**. The program seeks to “(1) improve results for children with disabilities by promoting the development, demonstration, and use of technology; (2) support educational activities designed to be of educational value in the classroom for children with disabilities; (3) provide support for captioning and video description that is appropriate for use in the classroom; and (4) provide accessible educational materials to children with disabilities in a timely manner.” This discretionary grant competition will focus on 2 absolute priorities: (1) Providing Technology-Based Professional Development to Trainers of Special Education Teachers to Support Children with Disabilities, and (2) Improving Social Skill Development for

Students with Disabilities Through the Use of Socially Assistive Robotics (SAR). The estimated available funds for this program total \$2,500,000 contingent upon the availability of funds and quality of applications. Applications are due by August 14, 2020, and further information is available [here](#).

## Supreme Court

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### Supreme Court Upholds DACA, For Now

The Supreme Court ruled (5-4) that the procedure used by the Trump Administration to end the Deferred Action for Childhood Arrivals (DACA) program was “arbitrary and capricious.” Chief Justice John Roberts joined with the four liberal members of the Court to rule that the process by which the Trump Administration moved to terminate the program was illegal. The decision allows the protections established by the previous administration to stay intact for the near term, protecting many K-12 students, college students, as well as faculty and staff for the immediate future. However, while the Court ruled that the process used by the Trump Administration to end the program was wrong, they did not rule on the legality of the program as a whole. As a result, the Trump Administration is likely to pursue other options to terminate the program, though those options are likely to be much more time consuming.

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#### Reg Leichty

Founding Partner  
Foresight Law + Policy

With over two decades of legal, policy, and lobbying experience, Reg advises education leaders, national associations, and other stakeholders about the federal laws, regulations, and programs that directly impact and support efforts to expand and improve educational opportunities. Among other laws, he counsels clients about the Elementary and Secondary Education Act, the Individuals with Disabilities Education Act, the Family Educational Rights and Privacy Act, and the Universal Service provisions of the Telecommunications Act of 1996. His current work focuses on federal requirements and programs related to education technology, early learning, accountability and assessment, data use, and educator professional development and preparation.

<https://www.flpadvisors.com/>

## NASB Monthly Update for Board Meetings - Agenda Item: AUGUST 2020

View the Monthly Update in video form now at:

<https://vimeo.com/442484701>

### “NASB Update”

As a board, some items you should be focused on during August include:

- Monitor progress of district goals, link goals to discussion and action items; Strategic Plan Progress Report
- Board/Administrators Budget Work Session; Certification of District’s Assessed Valuation; Public Budget Hearing / Adopt Budget due on or before September 20
- Review Alternative Education Program
- Learning Community attendance reports and budget due September 1
- Board/All Staff Gathering; Negotiations employee’s agent request recognition due September 1 (year preceding contract year)
- Committee on American civics due beginning of school year; State school safety director is required to complete an assessment of the security of each school building no later than August 31, 2020.

### NASB COVID-19 RESOURCE LINKS

- <http://members.nasbonline.org/index.php/news-resources/covid-19-resources>
- We are continuing to add a TON of fresh items & updates including links to the UNMC: COVID-19 Back to School Playbook; Contingency Planning Resources; YouTube updates & more!

### Networking & Events:

- <http://members.nasbonline.org/index.php/events>
- The first of 3 **Candidate Webinars** was July 27, look for two more in Sept & Oct!
- **Area Membership Meetings** will be a little different this year due to Covid-19 ... more to come!
- Is this year’s Board Member of the Year on your Board? Nominations for the annual Ann Mactier Award are due Sept 30<sup>th</sup> at <http://members.nasbonline.org/index.php/board-leadership/ann-mactier-school-board-member-of-the-year-award>

### Advocacy/2020 Legislative Session:

- The 2020 legislative session is currently underway and will wrap up mid-August. Keep tabs with all things pertinent to your school at NASB’s Govt Relations page at <http://members.nasbonline.org/index.php/government-relations>
- Stay engaged during the Session and follow along with the bills NASB is tracking at: <https://nasb.envisiams.com/legislative-bills> and through NASB’s **Legislative Notes** e-updates.

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Watch all of the NASB videos at <http://members.nasbonline.org/index.php/news-resources/videos>

To see a quick glimpse at the various items the NASB is involved in, check out pages 10 & 11 each month in the **Board Notes newsletter** for “This Month In ...” To access the latest newsletter, click here:  
<http://members.nasbonline.org/index.php/news-resources/board-notes>

