

Fremont Board of Education
Board of Education Regular Meeting
FREMONT MIDDLE SCHOOL
540 JOHNSON ROAD
FREMONT, NE 68025
Monday, August 10, 2020 6:30 PM

AGENDA SUMMARY

1. CALL TO ORDER AND ROLL CALL

INDIVIDUALS WISHING TO ADDRESS THE BOARD WILL BE RECOGNIZED TO SPEAK AT THE BOARD TABLE. WHEN RECOGNIZED BY THE CHAIR, PLEASE STATE YOUR NAME BEFORE PROCEEDING WITH YOUR COMMENTS. A MAXIMUM TIME LIMIT OF 5 MINUTES WILL BE ALLOWED FOR EACH AUDIENCE UNLESS AN EXCEPTION IS GRANTED BY THE CHAIR.

1. Open Meetings Act

A copy of the Open Meetings Act is posted in the Board Room. The Board may meet in Closed Session to consider issues including, but not limited to 1) strategy sessions with respect to collective bargaining, real estate purchases, or litigation; 2) discussion regarding deployment of security personnel or devices; 3) investigative proceedings regarding allegations or misconduct; or 4) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person or persons. The vote to hold a Closed Session shall be taken in open session and the subject matter and reason for the session shall be included in the motion. The motion and the vote of each member of the Board and the time when the session commenced and concluded shall be recorded in the minutes. If the motion passes, the President will restate on the record the limitation of the subject matter of the Closed Session.

2. CONSENT SECTION

All matters listed under the Consent Section are considered to be routine and will be enacted by one motion. There will be no separate discussion of these items. If discussion is desired, the item(s) will be considered at the end of the Consent Section.

Motion to approve the consent section as presented passed with a motion by Board Member #1 and a second by Board Member #2.

1. Legality of Meeting

Approve that all legal requirements have been met as to advance notice of this meeting to both individual Board Members and to the public.

2. Approval of Agenda

Approval of the agenda as published/revised. Note that items can be removed or amended from the published agenda at this time but additions can be made only through an emergency resolution.

3. Minutes from Previous Meeting(s)

4. **Policy & Board Reports**

1. Option Enrollment
2. Student Enrollment

5. **Personnel Reports**

1. Certified / Classified Monthly Personnel Report

6. **Business Reports**

1. Bill Listing
2. Fund Reports

7. Surplus/Salvage Items

Milliken Park

3. **REPORT ITEMS**

1. FEA
2. Legislative Update
3. BVH Architects Update
4. Committee of the Whole

On February 10, 2020, the American Civics and Textbook Committee met at 6:00 p.m. State Statute requires two meetings per year. This is the second meeting.

5. Disaster Response Grant
6. Update on Summer Feeding Program

4. **ACTION ITEMS**

1. **Board Items**

1. Policy Updates

The Board Policy Committee met Monday, August 3rd at 4:00 p.m.

The meeting outline is attached, along with the policies discussed.

Revised Board Policy 40A.4, 53C.1b Sexual Harassment (Employee and Student) renamed to Grievance Procedure for Complaints of Sexual Harassment, 1st Reading (same policy numbers)

Revised Board Policy 41B.2 Professional Growth Opportunities, 1st Reading

Revised Board Policy 42C.6a Professional Boundaries Between Employees and Students, 1st Reading

Eliminate Board Policy 42C.9 Moonlighting The following statement will replace the policy in handbooks. "Employees shall not perform duties unrelated to District employment during duty hours. In addition, employees shall not engage in employment which conflicts with their school duties. Employees are not required to notify the District of outside employment except: (1) employees who are also employed by another Nebraska school district in order to comply with Nebraska State Retirement System regulations and (2) employees who have a work-related injury in order to comply with workers' compensation requirements".

New Board Policy 52B.7d Graduation Ceremony, 1st Reading

Revised Board Policy 86F.8 Rules of Order, 1st Reading

Motion to approve the outlined policies as reviewed, discussed, and recommended by FPS Administration and FPS Board Policy Committee passed with a motion by Board Member #1 and a second by Board Member #2.

2. Readopt Board Policy Manuals

Motion to readopt board policy manuals as done on an annual basis passed with a motion by Board Member #1 and a second by Board Member #2.

2. Elementary/Secondary Items

1. Fremont High School - Bowling and Girls Wrestling

See Memo

Motion to approve the addition of Bowling, and Girls Wrestling to the FHS sports offerings at Fremont High School for the 2020-2021 school year and enter into a cooperative agreement with Archbishop Bergan for bowling; and further recommend that the cooperative agreement with Archbishop Bergan and Arlington for swimming be extended through the 2021-2022 school year passed with a motion by Board Member #1 and a second by Board Member #2.

2. Fremont High School Request for Early Dismissal

See Memo

Motion to approve an alternate schedule on Tuesday, September 22, 2020 to coincide with building-wide ACT and Pre-ACT testing for 11th and 12th grades, and MAP testing for 9th and 10th grades passed with a motion by Board Member #1 and a second by Board Member #2.

3. Curriculum and Instruction Items

1. Fremont Middle School Health Curriculum

See attachment

Motion to approve Fremont Middle School Health 101 passed with a motion by Board Member #1 and a second by Board Member #2.

4. Personnel Items

5. Business/Facility Items

1. Interlocal Agreement

Motion to approve a 5 year renewal of the Interlocal Agreement between Metropolitan Community College and Fremont Public Schools for the Welding Program passed with a motion by Board Member #1 and a second by Board Member #2.

5. CLOSED SESSION

Motion to go into Closed Session to prevent the needless injury to the reputation of an individual or individuals in discussion of personnel matters, and consider issues in the public interest passed with a motion by Board Member #1 and a second by Board Member #2.

6. ADJOURNMENT

Motion to adjourn passed with a motion by Board Member #1 and a second by Board Member #2.

**Board of Education Regular Meeting
Monday, July 13, 2020 6:30 PM Board Room
Main St Education and Administration Center
130 E 9th St
Fremont, NE 68025**

1. CALL TO ORDER AND ROLL CALL

Attendance Taken at 6:31 PM.

Todd Hansen: Present

Jon Ludvigsen: Present

Dan Moran: Absent

Mike Petersen: Present

Sandi Proskovec: Present

Terry Sorensen: Present

1.1. Open Meetings Act

Prior to the start of the meeting, four individuals presented to the Board their concerns regarding opening school this fall during the pandemic.

2. CONSENT SECTION

Motion to approve the consent section as presented passed with a motion by Todd Hansen and a second by Mike Petersen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea

Yea: 5, Nay: 0

2.1. Legality of Meeting

Approved that all legal requirements have been met as to advance notice of this meeting to both individual Board Members and to the public.

2.2. Approval of Agenda

Approved the agenda as published.

2.3. Minutes from Previous Meeting(s)

2.4. Policy & Board Reports

2.4.1. Option Enrollment

2.4.2. Student Enrollment

2.5. Personnel Reports

2.5.1 Certified / Classified Monthly Personnel Report

July 13, 2020

The following report is position centric. The 'Employee' column is the name of the current/previous employee in that position. The 'Effective Date' is the date in which the Action takes effect. The 'Replacement Status/New Hire' column is the newly hired employee who will fill the position noted in the 'Position' column. Action items are bold/highlighted and are new to the report.

*Classified employee is staying on in a substitute status

ACTION ITEMS

CERTIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Teacher, Elementary Vocal Music	Chelcey Mannel	Resignation	5/22/2020	Milliken Park	Hannah Loos	2020/2021 School Year
Teacher, Full-Time Substitute	Shea Brashear	Transfer TBD	2020/2021 School Year	District Wide (Elementary)	Emily Furley	2020/2021 School Year
Teacher, Kindergarten	N/A	Additional Position	2020/2021 School Year	Grant	Jaimie Synnott	2020/2021 School Year
Teacher, Kindergarten	Jaimie Synnott	Transfer	2020/2021 School Year	Howard	Will Not Be Replaced	N/A
Teacher, Special Education	Dana Fisher	Resignation	5/22/2020	Middle School	Kristine Assmann	2020/2021 School Year

CLASSIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Administrative Assistant (8 hrs)	Lauren Light	Transfer	6/12/2020	Facilities Management	Posted/Pending Hire	TBD
Aide - Elementary (7.5 hrs)	Ashley McBratney	Transfer to Office Associate Position at Bell Field	3/2/2020	Bell Field	Julie Miller	August 2020
Bus Aide (6 hrs)	Marilyn Bassett	Resignation	6/11/2020	Transportation	TBD	TBD
Bus Aide (7.5 hrs)	Mickey Kroeger	Retirement	8/3/2020	Transportation	TBD	TBD
Bus Aide (7.5 hrs)	Denise Neal	Retirement	2/21/2020	Transportation	TBD	TBD
Elementary Aide (7.25 hrs)	Lindsey Boehlke	Transfer	8/1/2020	Bell Field	TBD	August 2020
ELL Para (7 hrs)	Nancy Roeder	Transfer	August 2020	Washington	Posted/Pending Hire	TBD
Food Service Supervisor (8 hrs)	Judy Chapman	Retirement	6/1/2020	Linden	Jane Perry	8/1/2020
Food Service Worker (2.75 hrs)	Jane Perry	Transfer	8/1/2020	Linden	Posted/Pending Hire	TBD
Food Service Worker (6 hrs)	Kathleen Rosenbach	Retirement	5/31/2020	Grant Elementary	Posted/Pending Hire	TBD
Food Service Worker (6.25 hrs)	Lida Sieh	Retirement	5/21/2020	Linden	Posted/Pending Hire	TBD
Food Service Worker (7.5 hrs)	Lois Kreitman	Retirement	6/1/2020	Linden	Dalene Arnold	8/1/2020
In House Suspension Supervisor (7.5 hrs)	Tessa Soto	Transfer	August 2020	Middle School	Posted/Pending Hire	TBD

Inventory Specialist	Lauren Light	Resignation	7/2/2020	Facilities Management	TBD	TBD
Inventory Specialist/General Maintenance (8 hrs) - Will now be Inventory Specialist (8 hrs).	Johanna Culver	Resignation	11/2/2018	Facilities Management	Lauren Light	6/12/2020
Library/Media Aide (6.5 hrs)	Elizabeth Manes	Retirement	5/21/2020	Washington	Nancy Roeder	August 2020
Special Ed. Aide (8 hrs)	Melinda Wallace	Transfer	August 2020	Middle School	Kathy Gregory	August 2020
Special Ed. Aide (BD) (7 hrs)	Kathy Gregory	Transfer	August 2020	Middle School	Tessa Soto	August 2020
Special Ed. Aide (BD) (7.25 hrs)	Stacy Hollander	Transfer	August 2020	Middle School	Posted/Pending Hire	TBD
Special Ed. Aide (BD) (7.25 hrs)	Julie Miller	Transfer	August 2020	Pathfinder	Posted/Pending Hire	TBD
Special Ed. Aide (BS) (7.5 hrs)	Chelsea Going	Transfer	August 2020	Johnson Crossing	Posted/Pending Hire	TBD
Special Ed. Aide (BS) (7.5 hrs)	Jennifer Prall	Transfer	August 2020	Middle School	Stacy Hollander	August 2020
Special Ed. Health Aide (7.5 hrs)	N/A	Additional Position	August 2020	Middle School	Chelsea Going	TBD
Special Ed. Health Para (7.5 hrs)	Chelsea Ryan-Wilson	Transfer	August 2020	High School	Will Not Be Filled	TBD
Special Ed. Health Para (7.5 hrs)	Danielle Walraven	Resignation	4/3/2020	Middle School	Chelsea Ryan-Wilson	August 2020
Special Ed. Para (7 hrs)	Carolyn Maurer*	Retirement	5/21/2020	Bell Field	Lindsey Boehlke	August 2020
Was Aide Elementary (6.5 hrs) - Adding Special Ed. Aide (1 hr) (in addition to current position)	Cruz Salazar	Additional Position	August 2020	Grant	N/A	N/A
21st CENTURY/EXPANDED LEARNING/AFTER SCHOOL PROGRAM						
Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Activity Leader (3.25 hrs)	Sadeo Yates	Resignation	5/21/2020	Clarmar	TBD	TBD
Activity Leader (3.25 hrs)	Alexis Saxton	Resignation	5/21/2020	Washington	TBD	TBD
Activity Leader (3.25 hrs)	Amanda Fleming	Resignation	5/21/2020	Linden	TBD	TBD
Activity Leader (3.25 hrs)	Katelyn Morton	Resignation	5/21/2020	Linden	TBD	TBD

2.6. Business Reports

2.6.1. Bill Listing

2.6.2. Fund Reports

2.7. Surplus/Salvage Items

Lists:

SpEd Dept

FMS (2)

3. REPORT ITEMS

3.1. FEA

FEA President Doug Shepard was present. Teachers in the audience introduced themselves. Doug reported on the positive benefits for students and teachers from the Jumpstart Program currently underway.

3.2. FPS Return to School Blueprint

Mark Shepard reviewed the 2020 Return to School Blueprint. Terra Uhing from Three Rivers was present and reported on the Risk Dial which is based on current data and can be viewed at www.threeriverspublichealth.org. After discussion, it was decided that a plan for masking would be added.

4. ACTION ITEMS

4.1. Board Items

4.1.1. Policy Hearing, Parent Involvement Policy 12A

State statute requires that the board hold a public hearing on this policy to discuss, consider, and receive input, and then either alter and adopt the revised policy or reaffirm the policy as written. Motion to open hearing on the Parent Involvement Policy passed with a motion by Jon Ludvigsen and a second by Todd Hansen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea

Yea: 5, Nay: 0

The public was given the opportunity to present information and opinions on the Parent Involvement policy. There was no public comment. There was board member discussion regarding PTA.

Motion to close hearing and reaffirm the policy as written passed with a motion by Jon Ludvigsen and a second by Terry Sorensen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea

Yea: 5, Nay: 0

4.1.2. Policy Hearing - Student Fees 53C.4

Statutes require that there be a public hearing each year concerning the revenues under student fees and any policy revisions. The President will call for a motion to open the hearing on Student Fees.

Motion to open the hearing on the Student Fee Policy passed with a motion by

Mike Petersen and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Mike Petersen: Yea, Sandi Proskovec:

Yea, Terry Sorensen: Yea

Yea: 5, Nay: 0

Brad Dahl reviewed the Student Fee Policy and the Student Fee Funds. The public was given the opportunity to present information and opinions on the proposed Student Fee Policy. There was no public comment.

Motion to close the hearing on the Student Fee Policy passed with a motion by Terry Sorensen and a second by Todd Hansen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Mike Petersen: Yea, Sandi Proskovec:

Yea, Terry Sorensen: Yea

Yea: 5, Nay: 0

4.1.3. Revised Board Policy 53C.4 Student Fees, 1st Reading

It is requested that the Board waive the two-reading requirement as provided in Board Policy 85E and approve the policy and administrative regulations after one reading. This is requested in order to publish the policy as a part of the handbooks rather than as an addendum.

Motion to approve Revised Board Policy 53C.4 Student Fees after one reading, waiving the 2nd reading, passed with a motion by Jon Ludvigsen and a second by Todd Hansen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea

Yea: 5, Nay: 0

4.1.4. Revised Board Policy Appendix 1 and 1a to 51A.2a Open Enrollment Option Program, 1st Reading

Because of apparent litigation that has occurred in other locations in the state, legal counsel has advised us to update program and grade level capacities each year to be in effect for the following year.

It was requested that the Board waive the two-reading requirement as provided in Board Policy 85E and approve the policy and administrative regulations after one reading, along with 53C.4 Student Fees, in order to publish the policies as a part of the handbooks rather than as an addendum.

Motion to approve program capacities and the numbers of option students that can be accommodated for 2020-2021 passed with a motion by Terry Sorensen and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Mike Petersen: Yea, Sandi Proskovec:

Yea, Terry Sorensen: Yea

Yea: 5, Nay: 0

4.2. Elementary/Secondary Items

4.2.1. Foreign Exchange Student 2020-2021

Motion to approve 2020-2021 Foreign Exchange Student Youngho Kim from South Korea who will be staying with the Steve and LouAnn Bauer family passed with a motion by Todd Hansen and a second by Jon Ludvigsen.

Mike Petersen: Abstain, Todd Hansen: Yea, Jon Ludvigsen: Yea, Sandi

Proskovec: Yea, Terry Sorensen: Yea

Yea: 4, Nay: 0, Abstain: 1

4.2.2. Request for Early Dismissal

See Memo

Motion to approve early dismissal at Fremont Middle School on April 30, 2021 at noon for the Annual Middle School Track Invitational hosted by Fremont Middle School passed with a motion by Terry Sorensen and a second by Jon Ludvigsen.

4.2.3. 2020-2021 FPS Student Handbook Revisions: Elementary, Johnson Crossing, Middle School, High School, Pathfinder Program, Young Adult Program

Motion to approve revisions to the 2020-2021 Student Handbooks for Elementary, Johnson Crossing, Middle School, High School, Pathfinder Program, Young Adult Program passed with a motion by Jon Ludvigsen and a second by Mike Petersen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Mike Petersen: Yea, Sandi Proskovec:

Yea, Terry Sorensen: Yea

Yea: 5, Nay: 0

4.2.4. 2020-2021 Employee Handbook Changes - Certified, Classified, Substitute

Motion to approve the 2020-2021 Certified and Classified Handbooks and Substitute Teacher Handbooks passed with a motion by Jon Ludvigsen and a second by Terry Sorensen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Mike Petersen: Yea, Sandi Proskovec:

Yea, Terry Sorensen: Yea

Yea: 5, Nay: 0

4.3. Curriculum and Instruction Items

4.4. Personnel Items

4.5. Business/Facility Items

4.5.1. Chromebook Purchase K-1

Motion to approve purchase of 375 Chromebooks from Staples Technology Solutions in the amount of \$271.62 each for a total of \$101,857.50 passed with a motion by Todd Hansen and a second by Mike Petersen.

4.5.2. Headset Purchase K-1

See Memo

Motion to proceed with the purchase of 750 Gumdrop 01H012 Headsets from Journey Ed at \$15.92 per headset for a total cost of \$11,940.00 passed with a motion by Jon Ludvigsen and a second by Terry Sorensen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 5, Nay: 0

4.5.3. Tuition Rates 2020-2021

Motion to approve 2020-2021 Tuition Rates as presented passed with a motion by Terry Sorensen and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 5, Nay: 0

5. CLOSED SESSION

There was no closed session.

6. ADJOURNMENT

Motion to adjourn passed with a motion by Terry Sorensen and a second by Jon Ludvigsen. Todd Hansen: Yea, Jon Ludvigsen: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea 8:53 p.m.

Yea: 5, Nay: 0

Board Secretary

**FREMONT PUBLIC SCHOOLS
OPTION ENROLLMENT REPORT
August 10, 2020**

Enter 2020-2021

Langemeier, Astrid
2 year rule applies

Grade

4

From

Lincoln Public Schools

Exit 2020-2021

Anthony, Brantley
Anthony, Neleigh

Grade

2

K

To

Cedar Bluffs

Campbell, Gatlin

5

Arlington

Christensen, Caitlin

1

Arlington

Davis, Matthew

5

Galloway, Jordan

5

Galloway, Joshua

7

Logan View

Guerrero, Azalia

11

Logan View

2 yr rule applies

Kenney, Liam

11

Cedar Bluffs

Marfisi, Peyton

5

Arlington

Schmidt, Barron

5

Arlington

Wel, James

K

Cedar Bluffs

Young, Americus

7

Young, Savannah

9

Cedar Bluffs

Change of Status

Farkas, Abigail

10

Farkas, Grace

11

Previously optioned from Elkhorn to Fremont, returned to resident district Elkhorn

Morris, Delilah

K

Previously approved to option from Fremont to Arlington, withdrew application

Vacha, Aiden

8

Previously optioned from Fremont to Logan View, returned to resident district Fremont

Denied

Baker, Grace

On previous report to option from Fremont to Logan View, denied by Logan View, program at capacity

Jones, Cherish 10

No longer option from Fremont to Logan View

Graduated

Elementary – Julie Anderson
Elementary Secretaries
Middle School Guidance
Senior High Guidance
Student Services – Brad Dahl
Transportation – Jeff Rump
Athletic Director – Scott Anderson
Registrar – Lori Essen
K-12 Principals

FPS Human Resources Report

August 10, 2020

The following report is position centric. The 'Employee' column is the name of the current/previous employee in that position. The 'Effective Date' is the date in which the Action takes effect. The 'Replacement Status/New Hire' column is the newly hired employee who will fill the position noted in the 'Position' column. Action items are bold/highlighted and are new to the report.

*Classified employee is staying on in a substitute status

ACTION ITEMS

CERTIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Teacher, Newcomer (ELL)	N/A	Additional	2020/2021 School Year	Was Milliken Park, will now be Washington	Manee Lor	2020/2021 School Year

CLASSIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Administrative Assistant (8 hrs)	Lauren Light	Transfer	6/12/2020	Facilities Management	Gail Anderson	7/28/2020
Aide - Elementary (7.5 hrs)	Julie Miller	Resignation	7/31/2020	Bell Field	Posted/Pending Hire	August 2020
Bus Aide (6 hrs)	Michelle Williams	Resignation	7/31/2020	Transportation	Posted/Pending Hire	TBD
Bus Aide (7.5 hrs)	Mickey Kroeger	Retirement	8/3/2020	Transportation	Vicki Crestoni	8/10/2020
Bus Aide (7.5 hrs)	Denise Neal	Retirement	2/21/2020	Transportation	Daniella Lemus	8/10/2020
Credit Recovery Para (7.75 hrs)	Theresa Hamilton	Retirement	5/22/2020	High School	Nick Howell	8/3/2020

Custodian II (8 hrs)	Zach Obershaw	Resignation	7/7/2020	High School	Posted/Pending Hire	TBD
Elementary Aide (6.5 hrs)	Alexis Saxton*	Resignation	5/21/2020	Bell Field	Sarah Seelhoff	8/7/2020
Elementary Aide (7.25 hrs)	Lindsey Boehlke	Transfer	8/1/2020	Bell Field	Elizabeth Malinowski	August 2020
ELL Para (7 hrs)	Nancy Roeder	Transfer	August 2020	Washington	Miriam Berganza	August 2020
ELL Para (7.5 hrs)	Miriam Berganza	Transfer	August 2020	Washington	Posted/Pending Hire	August 2020
ELL Paraeducator (was 7.5 hrs, now 8 hrs)	Jazmine Sanchez	Resignation	7/27/2020	Johnson Crossing	Posted/Pending Hire	TBD
Food Service Worker (6 hrs)	Deborah Maas	Retirement	8/5/2020	JCAC	Posted/Pending Hire	TBD
Food Service Worker (6 hrs)	Kathleen Rosenbach	Retirement	5/31/2020	Grant Elementary	April Wadleigh	8/7/2020
Food Service Worker (6.25 hrs)	Lida Sieh	Retirement	5/21/2020	Linden	Carol Nelsen	8/3/2020
Food Service Worker (7.5 hrs)	Patricia Harris	Resignation	9/30/2020	JCAC	Posted/Pending Hire	TBD
In House Suspension Supervisor (7.5 hrs)	Tessa Soto	Transfer	August 2020	Middle School	Nairobi Manriquez Rojas	8/4/2020
Maintenance Operations Supervisor	David Millet	Deceased	4/24/2020	Facilities Management	Brett Pierce	7/20/2020
Special Ed. Aide (BD) (7.25 hrs)	Julie Miller	Transfer	August 2020	Pathfinder	Lisa Saxton	TBD
Special Ed. Aide (BD) (7.25 hrs)	Stacy Hollander	Transfer	August 2020	Was at Middle School, Will Now Be at Pathfinder	Victoria Warner	8/6/2020
Special Ed. Aide (BS) (7.5 hrs)	Stacy Hollander	Resignation	7/27/2020	Middle School	Posted/Pending Hire	August 2020

Special Ed. Aide (BS) (8 hrs)	N/A	Additional Position	8/3/2020	Middle School	Melinda Wallace	8/3/2020
Special Ed. Health Aide (7.5 hrs)	Chelsea Going	Resignation	7/27/2020	Middle School	Posted/Pending Hire	TBD
Special Ed. Health Para (7.5 hrs)	Stacey Nossem	Resignation	7/20/2020	High School	Chelsea Ryan-Wilson	August 2020
Special Ed. Health Para (7.5 hrs)	Chelsea Ryan-Wilson	Transfer to FHS	8/1/2020	Middle School	Posted/Pending Hire	TBD
Special Ed. Para - Young Adult Program (7 hrs)	Jennifer Kosnjek	Resignation	5/20/2020	Pathfinder	Beatriz Olmedo	8/6/2020
Special Ed. Para (BD) (7 hrs)	Alicia Kardisco*	Resignation	7/24/2020	Pathfinder	Sandra Jessen	8/5/2020
Special Ed. Para (BD) (7 hrs)	Jennifer Kellogg	Resignation	5/20/2020	Pathfinder	Judy Sharrai	8/3/2020
Special Ed. Para (BS) (7.5 hrs)	N/A	Additional Position	8/1/2020	Middle School	Jennifer Prall	8/1/2020
Special Ed. Para, Basic Skills (7.5 hrs)	Samantha Granger	Resignation	7/24/2020	High School	Posted/Pending Hire	TBD
Special Ed. Paraeducator (6.75 hrs)	Shawn Monroe*	Resignation	2/5/2019	Was High School, will now be Clarmar	Posted/Pending Hire	TBD
Special Ed. Paraeducator (7.5 hrs)	Brenda Ibarra	Resignation	10/18/2019	High School	Posted/Pending Hire	TBD
Technical Support Network Aide (7.5 hrs)	Cheryl Seaman	Retirement	5/22/2020	High School	Mandy Downey	7/20/2020

21st CENTURY/EXPANDED LEARNING/AFTER SCHOOL PROGRAM

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
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Activity Leader (3.25 hrs)	n/a	Additional	n/a	Washington	Javonte Williams	8/7/2020
Activity Leader (3.25 hrs)	Katelyn Morton	Resignation	5/21/2020	Linden	Will Be Replaced in future based on program enrollment and need	n/a
Activity Leader (3.25 hrs)	Francisca Alvarez	Resignation	7/16/2020	Milliken Park	Will Be Replaced in future based on program enrollment and need	n/a

General Fund Expenditures
JULY 2020

Accounts Payable	\$623,752.05
Payroll	\$3,537,101.41
	<hr/>
TOTAL General Fund	\$4,160,853.46

Fremont Public Schools

Check Listing

2019-2020

Bank Account: First State Bank A/P 451126 From: 7/1/2020 To: 7/31/2020

Check Number	Date	Payee	Amount
119164	7/31/2020	ACE HARDWARE	\$14.82
119078	7/14/2020	ACE HARDWARE	\$118.05
119165	7/31/2020	ADP, LLC	\$3,007.20
119154	7/29/2020	AERCOR WIRELESS, INC.	\$504.00
119166	7/31/2020	ALL SYSTEMS LLC	\$65.00
119167	7/31/2020	AMAZON.COM LLC	\$9,851.91
119155	7/29/2020	AMAZON.COM LLC	\$2,057.49
119079	7/14/2020	AMAZON.COM LLC	\$3,674.43
119080	7/14/2020	AWARDS UNLIMITED, INC.	\$183.03
119168	7/31/2020	BAHR, VERMEER & HAECKER ARCHITECTS, LTD	\$39.10
119169	7/31/2020	BAIRD HOLM LLP	\$62.05
119170	7/31/2020	BAUER BUILT INC	\$20.00
119081	7/14/2020	BAUER BUILT INC	\$20.00
119082	7/14/2020	BENICOMP INC	\$4,560.79
119083	7/14/2020	BIL-DEN GLASS INC	\$1,880.00
119171	7/31/2020	BLACKBURN STORAGE LLC	\$280.00
119172	7/31/2020	BLICK ART MATERIALS	\$3,126.32
119084	7/14/2020	BLICK ART MATERIALS	\$126.39
119173	7/31/2020	BOMGAARS SUPPLY INC	\$642.94
119085	7/14/2020	BOMGAARS SUPPLY INC	\$680.93
119174	7/31/2020	BORDER STATES INDUSTRIES INC	\$74.80
119086	7/14/2020	BOYS TOWN NATIONAL	\$2,000.00
119175	7/31/2020	BSN SPORTS	\$620.69
119176	7/31/2020	CAPPEL AUTO SUPPLY INC	\$433.32
119087	7/14/2020	CARE CORPS INC	\$1,651.71
119177	7/31/2020	CDW-G	\$1,435.80
119088	7/14/2020	CDW-G	\$4,861.26
119156	7/29/2020	CENTRAL VALLEY AG	\$1,164.86
119157	7/29/2020	Century Link	\$1,009.20
119178	7/31/2020	CONTROL LOGIC	\$600.00
119179	7/31/2020	CORNHUSKER INTERNATIONAL TRUCKS INC	\$105.23
119158	7/29/2020	CRISIS PREVENTION INSTITUTE, INC.	\$2,910.00
119180	7/31/2020	CULLIGAN	\$273.00
119089	7/14/2020	CULLIGAN	\$544.50
119181	7/31/2020	DECKER INC	\$372.62
119090	7/14/2020	DECKER INC	\$62.11
119182	7/31/2020	DENNY ELECTRIC INC	\$1,050.00
119091	7/14/2020	EASTERN NEBRASKA OCCUPATIONAL THERAPY	\$2,508.00
119183	7/31/2020	ECO WATER SYSTEMS	\$165.80
119092	7/14/2020	ECO WATER SYSTEMS	\$325.75
119093	7/14/2020	EDUCATIONAL CONSULTING SERVICE	\$1,660.00
119184	7/31/2020	EDUCATIONAL SERVICE UNIT #2	\$50.00
119094	7/14/2020	EGAN SUPPLY CO	\$2,258.40

Check Number	Date	Payee	Amount
119185	7/31/2020	EMBROIDERY CONNECTION	\$3,498.00
119095	7/14/2020	EMBROIDERY CONNECTION	\$31,800.00
119153	7/21/2020	FAARSP	\$55.00
119186	7/31/2020	FASTENAL COMPANY	\$4.16
119096	7/14/2020	FBG SERVICE CORPORATION	\$4,247.00
119097	7/14/2020	FIFTH SEASON, INC.	\$402.00
119098	7/14/2020	FILTER SHOP INC	\$2,072.84
119187	7/31/2020	FIRST NATIONAL BANK OMAHA	\$8,507.16
119099	7/14/2020	FIRST NATIONAL BANK OMAHA	\$609.52
119188	7/31/2020	FOLLETT SCHOOL SOLUTIONS INC	\$4,322.99
119100	7/14/2020	FOLLETT SCHOOL SOLUTIONS INC	\$3,118.31
119076	7/7/2020	FPS FOOD SERVICE	\$3,549.82
119101	7/14/2020	FPS FOUNDATION	\$150.00
119189	7/31/2020	FREMONT AREA CHAMBER	\$2,250.00
119190	7/31/2020	FREMONT AREA UNITED WAY	\$700.00
119102	7/14/2020	FREMONT AREA UNITED WAY	\$700.00
119191	7/31/2020	FREMONT DEPT OF UTILITIES	\$41,951.48
119103	7/14/2020	FREMONT DEPT OF UTILITIES	\$62,951.89
119192	7/31/2020	FREMONT ELECTRIC INC	\$432.74
119104	7/14/2020	FREMONT ELECTRIC INC	\$94.80
119193	7/31/2020	FREMONT FAMILY YMCA	\$4,967.92
119105	7/14/2020	FREMONT FAMILY YMCA	\$5,024.61
119194	7/31/2020	FREMONT ROTARY CLUB	\$175.00
119106	7/14/2020	FREMONT ROTARY CLUB	\$175.00
119107	7/14/2020	FREMONT SANITATION	\$2,220.13
119108	7/14/2020	FREMONT TRIBUNE	\$67.30
119109	7/14/2020	GALLS INC	\$602.41
119110	7/14/2020	GALLUP INC	\$5,150.00
119111	7/14/2020	GENE STEFFY CHRYSLER CENTER, INC.	\$107.30
119195	7/31/2020	GETZSCHMAN HEATING, LLC	\$262.44
119112	7/14/2020	GLASS HOUSE	\$759.00
119159	7/29/2020	GREAT PLAINS COMMUNICATIONS	\$1,356.52
119196	7/31/2020	HEIDY R TARANGO	\$10,055.00
119077	7/13/2020	HEIDY R TARANGO	\$10,055.00
119113	7/14/2020	HILLYARD SIOUX FALLS, RAPID CITY, SD, OM	\$5,087.95
119197	7/31/2020	HireRight LLC	\$62.80
119198	7/31/2020	HOMETOWN LEASING	\$20,578.43
119114	7/14/2020	HOMETOWN LEASING	\$16,141.06
119199	7/31/2020	HURST LAWN SERVICE SRHL INC	\$385.60
119115	7/14/2020	HY-VEE INC	\$415.91
119200	7/31/2020	INTER-STATE STUDIO & PUBLISHING CO	\$116.40
119116	7/14/2020	JOSTENS INC	\$63.23
119201	7/31/2020	JOURNEY ED.COM INC	\$12,440.00
119202	7/31/2020	KENCO LEASING CO	\$175.00
119117	7/14/2020	KIDWELL, INC	\$1,360.00
119203	7/31/2020	LAKESHORE LEARNING MATERIALS	\$766.74
119118	7/14/2020	LAKESHORE LEARNING MATERIALS	\$1,508.52
119119	7/14/2020	LANGUAGE LINE SERVICES, INC.	\$65.62

Check Number	Date	Payee	Amount
119120	7/14/2020	LIVING WATER IRRIGATION	\$1,145.00
119204	7/31/2020	LOU'S SPORTING GOODS	\$378.00
119121	7/14/2020	LOU'S SPORTING GOODS	\$8.50
119205	7/31/2020	MAX D. SIGNS	\$1,605.12
119122	7/14/2020	MAX D. SIGNS	\$959.52
119206	7/31/2020	MENARDS	\$960.34
119123	7/14/2020	MENARDS	\$359.94
119207	7/31/2020	METHODIST FREMONT HEALTH	\$2,677.50
119124	7/14/2020	METHODIST FREMONT HEALTH	\$3,867.50
119208	7/31/2020	METHODIST PHYSICIANS CLINIC FREMONT	\$450.00
119209	7/31/2020	MIDWEST PLASTICS	\$4,892.30
119125	7/14/2020	MONOPRICE INC	\$44.15
119126	7/14/2020	NASCO	\$4,777.44
119128	7/14/2020	NATIONAL AUTISM RESOURCES INC	\$65.48
119127	7/14/2020	NAT'L EVERYTHING WHOLESALE	\$2,529.56
119210	7/31/2020	NEBRASKA ESU	\$8,750.00
119129	7/14/2020	NEBRASKA ESU	\$3,697.00
119211	7/31/2020	NEBRASKA FURNITURE MART	\$503.99
119130	7/14/2020	NEBRASKA FURNITURE MART	\$894.00
119212	7/31/2020	NEBRASKA SAFETY CENTER @ UNK	\$400.00
119213	7/31/2020	NEBRASKA SIGN & COVER-IT	\$65.00
119131	7/14/2020	NMC EXCHANGE LLC	\$1,039.50
119216	7/31/2020	OFFICENET	\$179.00
119214	7/31/2020	O'KEEFE ELEVATOR CO INC	\$519.89
119132	7/14/2020	O'KEEFE ELEVATOR CO INC	\$499.91
119217	7/31/2020	Omaha World Herald	\$8,203.00
119133	7/14/2020	ONE SOURCE	\$68.00
119215	7/31/2020	O'REILLY AUTOMOTIVE INC	\$626.98
119218	7/31/2020	PAINTIN PLACE CERAMICS INC	\$4,272.00
119134	7/14/2020	PAPER TIGER SHREDDING INC	\$272.00
119160	7/29/2020	PERFORMANCE DIESEL SERVICE	\$9,688.64
119135	7/14/2020	PERRY, GUTHERY, HAASE & GESSFORD, P.C.,	\$6,268.50
119161	7/29/2020	PINNACLE BANK	\$6,225.01
119162	7/29/2020	PMT (PREDICTIVE MAINTENANCE TECHNOLOGIES	\$14,355.00
119136	7/14/2020	PMT (PREDICTIVE MAINTENANCE TECHNOLOGIES	\$73,000.00
119219	7/31/2020	PRAIRIE MECHANICAL CORP	\$5,245.50
119220	7/31/2020	Psychological Counseling & Therapy Prod	\$263.82
119137	7/14/2020	PUSH-PEDAL-PULL	\$1,495.00
119221	7/31/2020	RAWHIDE CHEMOIL INC	\$188.89
119222	7/31/2020	REALLY GOOD STUFF INC	\$58.98
119138	7/14/2020	RIVERSIDE CONSTRUCTION INC	\$682.50
119223	7/31/2020	ROCHESTER MIDLAND CORP	\$1,273.00
119224	7/31/2020	SAM'S CLUB	\$108.36
119225	7/31/2020	SCANTRON CORP	\$440.00
119139	7/14/2020	SCHMITT MUSIC CO	\$106.60
119226	7/31/2020	SCHOLASTIC MAGAZINES	\$1,623.17
119227	7/31/2020	SCHOOL SPECIALTY	\$2,140.85
119140	7/14/2020	SCHOOL SPECIALTY	\$2,394.08

Check Number	Date	Payee	Amount
119228	7/31/2020	SEAN ROSS PAINTING INC	\$862.00
119141	7/14/2020	SEIDLITZ EDUCATION, LLC	\$375.00
119142	7/14/2020	SLP TOOLKIT LLC	\$645.00
119143	7/14/2020	SOL LEWIS ENGINEERING CO	\$11,853.00
119242	7/31/2020	STAPLES ADVANTAGE	\$1,454.55
119229	7/31/2020	STAPLES ADVANTAGE	\$10,627.05
119144	7/14/2020	STAPLES ADVANTAGE	\$15,101.14
119243	7/31/2020	STAPLES CONTRACT AND COMMERCIAL	\$9,172.50
119230	7/31/2020	STEINBACH GRADING & HAULING INC	\$900.00
119231	7/31/2020	STERLING COMPUTERS	\$18,193.77
119232	7/31/2020	STRIV, INC.	\$2,975.00
119233	7/31/2020	SUPER DUPER INC	\$958.30
119234	7/31/2020	T SQUARE SUPPLY LLC	\$730.75
119145	7/14/2020	TALX UC EXPRESS	\$731.99
119235	7/31/2020	TEACHING STRATEGIES, INC.	\$3,943.50
119236	7/31/2020	THE HOME DEPOT PRO	\$9,276.40
119146	7/14/2020	THE HOME DEPOT PRO	\$1,630.24
119237	7/31/2020	THEMES & VARIATIONS INC	\$5,248.25
119238	7/31/2020	THOMPSON MUSIC	\$813.80
119239	7/31/2020	TRACTOR SUPPLY CREDIT PLAN	\$600.00
119147	7/14/2020	TRUCK CENTER COMPANIES	\$115.62
119240	7/31/2020	TSA CONSULTING GROUP, INC.	\$68.97
119148	7/14/2020	U.S. POSTAL SERVICE	\$4,000.00
119163	7/29/2020	VERIZON WIRELESS	\$222.84
119241	7/31/2020	VOYAGER SOPRIS LEARNING, INC	\$416.85
119149	7/14/2020	WALNUT RADIO LLC	\$3,777.50
119152	7/14/2020	WIESE PLUMBING & EXCAVATING INC	\$248.50
119150	7/14/2020	WIESE PLUMBING & EXCAVATING INC	\$258.65
119151	7/14/2020	WORTHINGTON DIRECT HOLDINGS, LLC	\$7,959.00
DDP	7/15/2020	ANDERSON, SCOTT	\$282.91
DDP	7/15/2020	ANKERSEN, MARK	\$9.89
DDP	7/15/2020	BRUNER, LEA	\$31.78
DDP	7/15/2020	GLEASON, LATOSHA	\$4.72
DDP	7/15/2020	HANSEN, SHANNON	\$41.40
DDP	7/15/2020	HLADIK, LEAH	\$40.00
DDP	7/15/2020	HOFFMAN, GINA	\$248.44
DDP	7/15/2020	LEEPER, TIM	\$3.57
DDP	7/15/2020	MARTIN, KARIE	\$199.00
DDP	7/15/2020	NOLAN, JIMMY	\$825.00
DDP	7/15/2020	PHILLIPPE, DAVID	\$18.98
DDP	7/15/2020	TALKINGTON, BEVERLY	\$3.57
		TOTAL	<u>\$623,752.05</u>

Fremont Public Schools
Financial Reports

Recommendation

July 31, 2020

Submitted by: Susan Plank

The attached reports are for your information, review and approval:

Summary Statement of General Fund Accounts (at July 31)
Activity Fund Balance Sheets

This Summary of General Fund accounts for the Fiscal Year 2019-20 represents our approved budget and corresponding expenditures through this month-end. It is recommended that the July 2020 Financial Statements be accepted by the Board of Education as presented.

Moved by: _____

Seconded by: _____

Roll Call Vote --

Aye: _____

No: _____

Absent: _____

Fremont Public Schools
July 31, 2020

<u>Fund Name</u>	<u>Balance 6/30/2020</u>	<u>Receipts July</u>	<u>Disbursements July</u>	<u>Statement Balance 7/31/2020</u>	<u>Interfund Transfers</u>	<u>Account Balance Without Transfers</u>
<u>First National Bank Fremont:</u>						
General Fund	\$11,003,720.23	\$2,047,996.77	\$5,332,558.98	\$7,719,158.02	\$0.00	\$7,719,158.02
Payroll	\$37,876.31	\$4,189,522.28	\$3,659,328.68	\$568,069.91	\$0.00	\$568,069.91
Flex Benefit Fund	\$53,784.84	\$18,020.88	\$13,337.84	\$58,467.88	\$0.00	\$58,467.88
Employee Benefit Fund (Closed)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Special Building Fund	\$174,971.27	\$2,106.00	\$0.00	\$177,077.27	\$0.00	\$177,077.27
Life Safety	\$124,571.64	\$5.17	\$4,363.49	\$120,213.32	\$0.00	\$120,213.32
Depreciation Fund	\$2,900,757.24	\$500,136.41	\$143,595.25	\$3,257,298.40	\$0.00	\$3,257,298.40
2010 FPS 5-6 Bond Fund (Closed)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Bond District 11	\$19,324.18	\$0.00	\$0.00	\$19,324.18	\$0.00	\$19,324.18
<u>Pinnacle Bank:</u>						
General Fund	\$25,737.08	\$2.19	\$0.00	\$25,739.27	\$0.00	\$25,739.27
QCPUF Fund	\$15.89	\$0.00	\$0.00	\$15.89	\$0.00	\$15.89
<u>First State Bank:</u>						
Disbursing Account	\$353,387.65	\$643,056.89	\$628,533.60	\$367,910.94	\$0.00	\$367,910.94
<u>US Bank:</u>						
District Activity Fund	\$95,184.22	\$4,324.78	\$13,566.29	\$85,942.71	\$0.00	\$85,942.71

Fremont Public Schools
General Fund
School Year 2019-2020
July 2020

FPS GENERAL FUND

Receipts:	Budgeted	Actual Receipts	% Received
Local Sources	2,378,000	2,409,997	101.35%
County Sources	405,000	363,118	89.66%
State Aide	17,760,967	15,984,870	90.00%
State Sources	4,052,596	8,215,533	202.72%
Federal Sources	3,730,483	3,430,556	91.96%
Personal and Property Taxes	26,108,990	22,789,407	87.29%
	54,436,035	53,193,482	97.72%
Expenditures:	Budgeted	Expenditures YTD	% Disbursed
Regular Instruction	26,693,161	22,873,079	85.69%
Special Education	5,958,838	4,962,077	83.27%
Pupil Support Services	3,853,112	4,037,228	104.78%
Instruct Support Services	2,388,394	2,179,258	91.24%
Board of Education	317,135	322,613 *	101.73%
General Administration	1,568,495	1,373,368	87.56%
School Administration	1,966,229	1,808,649	91.99%
Business Support	1,615,929	1,524,962	94.37%
Facilities & Operations	4,970,585	4,742,583	95.41%
Regular Transportation	663,184	336,349	50.72%
Special Ed Transportation	910,237	852,179	93.62%
State Grants	191,788	287,687	150.00%
Debt Services (Tax Repayment)	0	10,174	0.00%
Federal Programs	3,288,016	2,956,737	89.92%
Summer Programs	24,732	12,553	50.76%
Transfers to Other Funds	26,200	3,370	0.00%
	54,436,035	48,282,865	88.70%

*Includes District Liability Insurance Premiums

**Fremont Public Schools
Pledged Securities
7/31/2020**

Fremont National Bank

Description	Receipt #	Maturity Date	Current Face
FNMA REMIC TRUST 2018-M15	3136B3YM6	12/25/2026	\$8,162,207.04
FNMA REMIC TRUST 2017-12	3136AVUL1	4/25/2042	\$5,461,435.59
FHLMC REMIC SERIES 4673	3137BXBY7	11/15/2043	\$3,482,076.50
			<u>\$17,105,719.13</u>

First State Bank

Description	Receipt #	Maturity Date	Current Face
Fremont NE GO Unltd	357406DV6	8/1/2026	\$205,676.00
Gretna NE GO Unltd	397802MJ5	8/15/2027	\$226,681.40
Tecumseh NE GO Unltd	878848JM3	12/15/2026	\$123,622.80
Fairbury NE Go Unltd	303665GH0	10/15/2026	\$178,763.50
			<u>\$734,743.70</u>

**Fremont Public Schools
Pledged Securities Recap
July 31, 2020**

Fund Name	Statement Balance 7/31/2020	Total All Accounts	Total Pledged Securities Required	Total Pledged Securities Market Value	Pledging Excess/(Shortage)
<u>First National Bank Fremont:</u>					
General Fund	\$7,719,158.02				
Payroll	\$568,069.91				
Flex Benefit Fund	\$58,467.88				
Special Building Fund	\$177,077.27				
Life Safety	\$120,213.32				
Depreciation Fund	\$3,257,298.40				
2010 FPS 5-6 Bond Fund	\$0.00				
Bond District 11	\$19,324.18				
Learning Center	\$2,454.55				
FDIC Insured \$250,000		<u>\$11,922,063.53</u>	<u>\$11,672,063.53</u>	<u>\$17,105,719.13</u>	<u>\$5,433,655.60</u>
<u>Pinnacle Bank:</u>					
General Fund	\$25,739.27				
QCPUF Fund	\$15.89				
FDIC Insured \$250,000		<u>\$25,755.16</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
<u>First State Bank:</u>					
Disbursing Account	\$367,910.94				
Food Service	\$250,000.00				
FDIC Insured \$250,000		<u>\$617,910.94</u>	<u>\$367,910.94</u>		
High School Activity	\$138,932.07				
MS/JCAC Activity	\$101,045.70				
COD #22255 (Cashed)	\$0.00				
COD #22256	\$35,626.81				
COD #30362	\$19,736.87				
FDIC Insured \$250,000		<u>\$295,341.45</u>	<u>\$45,341.45</u>		
Food Service Sweep	\$618,826.31				
ICS Sweep		<u>\$618,812.69</u>	<u>\$13.62</u>		
			<u>\$413,266.01</u>		
Pledging Requirement 102% of Above Balance			<u>\$421,531.33</u>	<u>\$734,743.70</u>	<u>\$313,212.37</u>
<u>US Bank:</u>					
District Activity Fund	\$85,942.71				
Elementary Activity Fund	\$27,288.12				
FDIC Insured \$250,000		<u>\$113,230.83</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>

Elementary School Activities Fund
Balance Sheet
As of July 31, 2020

	<u>Jul 31, 20</u>
ASSETS	
Current Assets	
Checking/Savings	
1000 - Checking	27,213.93
Total Checking/Savings	<u>27,213.93</u>
Total Current Assets	<u>27,213.93</u>
TOTAL ASSETS	<u><u>27,213.93</u></u>
LIABILITIES & EQUITY	
Equity	
Net Income	27,213.93
Total Equity	<u>27,213.93</u>
TOTAL LIABILITIES & EQUITY	<u><u>27,213.93</u></u>

Fremont Middle School and Johnson Crossing Academic Center

Balance Sheet 2019-20

July 2020

	Jul 31, 20
ASSETS	
Current Assets	
Checking/Savings	
FMS Checking	99,390.37
Investments	
MS Student Council CD	19,447.75
Total Investments	19,447.75
Total Checking/Savings	118,838.12
Total Current Assets	118,838.12
TOTAL ASSETS	118,838.12
LIABILITIES & EQUITY	
Equity	
1110 - Fund Balance	-206.73
Net Income	119,044.85
Total Equity	118,838.12
TOTAL LIABILITIES & EQUITY	118,838.12

Fremont High Activities Fund
Balance Sheet
As of July 31, 2020

	<u>Jul 31, 20</u>	<u>Jun 30, 20</u>
ASSETS		
Current Assets		
Checking/Savings		
Checking	129,156.02	139,576.28
Investments		
FHS Scholarship Fund CD	36,461.92	36,461.92
Total Investments	<u>36,461.92</u>	<u>36,461.92</u>
Total Checking/Savings	165,617.94	176,038.20
Other Current Assets		
1499 - Undeposited Funds	550.00	0.00
Total Other Current Assets	<u>550.00</u>	<u>0.00</u>
Total Current Assets	<u>166,167.94</u>	<u>176,038.20</u>
TOTAL ASSETS	<u>166,167.94</u>	<u>176,038.20</u>
LIABILITIES & EQUITY		
Equity		
Net Income	166,167.94	176,038.20
Total Equity	<u>166,167.94</u>	<u>176,038.20</u>
TOTAL LIABILITIES & EQUITY	<u>166,167.94</u>	<u>176,038.20</u>

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08/03/20

Accrual Basis

LC Activity Account

Balance Sheet

As of August 3, 2020

	<u>Aug 3, 20</u>
ASSETS	
Current Assets	
Checking/Savings	
Fremont National Bank	2,454.55
Total Checking/Savings	<u>2,454.55</u>
Total Current Assets	<u>2,454.55</u>
TOTAL ASSETS	<u>2,454.55</u>
LIABILITIES & EQUITY	
Equity	
Retained Earnings	2,007.81
Net Income	446.74
Total Equity	<u>2,454.55</u>
TOTAL LIABILITIES & EQUITY	<u>2,454.55</u>

Fremont Public School Food Service

130 East 9th Street
Fremont NE 68025
Rowan Lang, Director

Monthly Report of: Jul-20

Receipts for the month of: Jul-20

1611	Income	.....	\$	4,584.94
1510	Interest	.....	\$	10.62
4210	Federal Reimbursement	.....	\$	103,252.00
3150	State Reimbursement	.....	\$	-
Total Monthly Income				<u>\$ 107,847.56</u>

Expenditures For the month of: Jul-20

630	Food	Purchased During: June	.....	\$	42,795.10
110	Labor	June 1 - June 30	.....	\$	35,667.74
430	Repairs & Maintenance	Purchased During: June	.....	\$	33.80
650	Supplies & Technology	Purchased During: June	.....	\$	1,526.03
890	Misc Expenditures	Purchased During: June	.....	\$	1,953.01
810	Dues & Fees	Purchased During: June	\$	10.00
Total Expenditures				<u>\$ 81,985.68</u>	

Monthly Summary	31-Jul-20	\$	<u>25,861.88</u>
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MILLIKEN PARK		
Discard 8/10/20 Board of Education Meeting		
What is it? (CD Player, VCR etc.)	Barcode	
CD Player	8205167	Obsolete
CD Player	8203477	Obsolete
CD Player	8202383	Obsolete
Overhead Cart	8202443	Obsolete
CD Player	8205164	Obsolete
CD Player	8201004	Obsolete
CD Player	8203479	Obsolete
CD Player	8203238	Obsolete
CD Player	8205161	Obsolete

Legislative Update for BOE August 10th, 2020

Legislation	Subject	Status
LB 147	<p>Sponsored by Senator Groene, this bill would provide for the use of physical force or physical restraint or removal from a class in response to a student's behavior..</p> <p>If a student becomes physically violent toward themselves, a teacher, an administrator or another student, a teacher or administrator may use the necessary physical contact or restraint to control the student until the student no longer presents a danger.</p> <p>This legislation has faced opposition from the ACLU and support by the NSEA.</p>	Failed to advance after 6 hours of debate in the 2020 session and is not expected to return.
LB 1089 (AM3176)	<p>Sponsored by Senator Vargas, this bill would require each public high school student to complete and submit to the US Department of Education a Free Application for Federal Student Aid (FAFSA) prior to graduating.</p> <p>Mandatory FAFSA filing is intended to increase the completion rate and close the filling gap between high and low income districts. The amendment to the bill will allow a student's parent or legal guardian to submit a signed form indicating that they authorize the student to decline to complete and submit the FAFSA.</p>	Advanced to Select File on a 28- 9 vote.
LB 1107 (AM3316)	<p>Sponsored by Senator Scheer, this bill is attempting to address three major issues including property tax, corporate income tax and funding to UNMC for a future project.</p> <p>The legislation provides property tax relief through the Property Tax Credit Fund at a minimum of \$275 million dollars a year and possible gambling proceeds if the petition passess in November. A new Property Tax Refundable Tax Credit would provide additional relief based on claims from individual or corporate tax returns.</p> <p>New caps on the ImagiNE Act (corporate income tax credits would range from \$25 million to \$150 over the next five years. In addition, up to \$300 million dollars would be set aside for a potential \$2.6 billion dollar all-hazard response facility at UNMC.</p> <p>This legislation leaves school funding (at least directly) out of the debate as written. State revenues would have to exceed expectations over the next 5 years to pay for this legislation. If not, school funding may be affected.</p>	Advanced to Select file on a 43-2 vote.



FREMONT PUBLIC SCHOOLS

Legislative Update

Board of Education Meeting
August 10, 2020

Nebraska Unicameral Activity

- LB 147 - Student Discipline
- LB 1089, AM 3176 - FAFSA Graduation Requirement
- LB 1107, AM 3316 - Property Tax Relief, Business Incentives, Funding for UNMC



Federal Legislation Activity

CARES Act Emergency Relief Grant Funding

- March 27th the Coronavirus Aid, Relief and Economic Security (CARES) was signed
- Allotment of \$1,089,784 that may be used for 1 or more of 13 areas
 - FPS allotment \$980,672
 - \$109, 112 of the allotment to be provided to non-publics. Bergan \$83,078 and Trinity \$26,034
 - Consultation with non-publics competed on 6/22/20.
 - All purchasing and payments handled through FPS Business office
 - Allowable expenditures include: administration, ESEA & IDEA costs, training, professional development, supplies, educational technology, mental health, summer programs
- Period of Grant Funding
 - Funds may be used for allowable costs incurred on or after March 13,2020
 - Funds need to be obligated by September 30, 2022
 - Funds need to be liquidated by October 15, 2022
- \$583,665 paid/encumbered leaving \$397,007



Human Resources

Working Closely With FEA Leadership

Absences - Leaves vs Work From Home Options

Accommodations - Individual Considerations (Medical Documentation)

[Guidance](#)



FREMONT PUBLIC SCHOOLS

Opening Of School Blueprint

Document developed / adjusted from early May to present

Developed with input from over 45 staff members

Based on guidance from 3 Rivers Public Health, NDE, NSEA, CDC, DHHS, UNMC

Presented publicly July 13 - referenced and linked to communication to staff and parents

Utilizes the Risk Dial and associated protocol for each level of Risk.

Encompasses each area of school operations/considerations (Tenets)

Document is a fluid document that is designed to change as circumstances and guidance develop. (Fine Arts, Athletics, Virtual Learning, Masks, etc.)



Social- Emotional Well-Being

Priority first two weeks and beyond

FPS Multi-Tiered System of Support positioned us well

Tier 1 & 2 team planning all buildings, all levels

Disaster Response Grant

Training Opportunities

Building & Classroom Level Lessons

Ongoing Student Monitoring



Virtual Learning 2020-2021

FPS Guaranteed Viable Curriculum

Flexibility for students move in & out of virtual learning as needed

Parents are leaders of learning

Asynchronous, pre-recorded instruction

Learning Management Systems - Seesaw (K-4) & Canvas (5-12)

Training & Professional Learning Plan

Long-Term Benefits



FREMONT PUBLIC SCHOOLS

Elementary

Prior to Opening:

Jump Start

Protocol Work relating to the Blueprint

Summer Training on SeeSaw

Drive Through Back-to-School Night

Communications from Bldgs

Welcome Videos



FREMONT PUBLIC SCHOOLS

Elementary

1st two weeks will be focused on Social Emotional Learning, procedures and expectations (to include COVID related procedures)

Protocols

- Arrival / Departure (including screening)
- Meals
- Special Area Instruction
- Recess / Restrooming / Water / Masks and Mask Breaks

Focus on keeping “cohorts” from mixing as much as possible



Secondary

Prior to Opening

Canvas Training - Summer and Workshop

Open Houses - JCAC, FMS and FHS(9th Grade and Virtual Bash)

Summer School and Summer Sports

Develop School and Activity Safety Procedures/Protocols

Inclusion and Implicit Bias Training (FHS and FMS)



Secondary

MTSS Process will focus on:

First two weeks - Social Emotional Learning, Procedures and Expectations

Building Expectations and Covid Procedures/Protocols

Arrival/Departure, Classroom Procedures, Breakfast/Lunch, Locker Room

Restroom, Passes, Mask Requirements, Mask Breaks, Water Fountains,

Athletics, Activities.

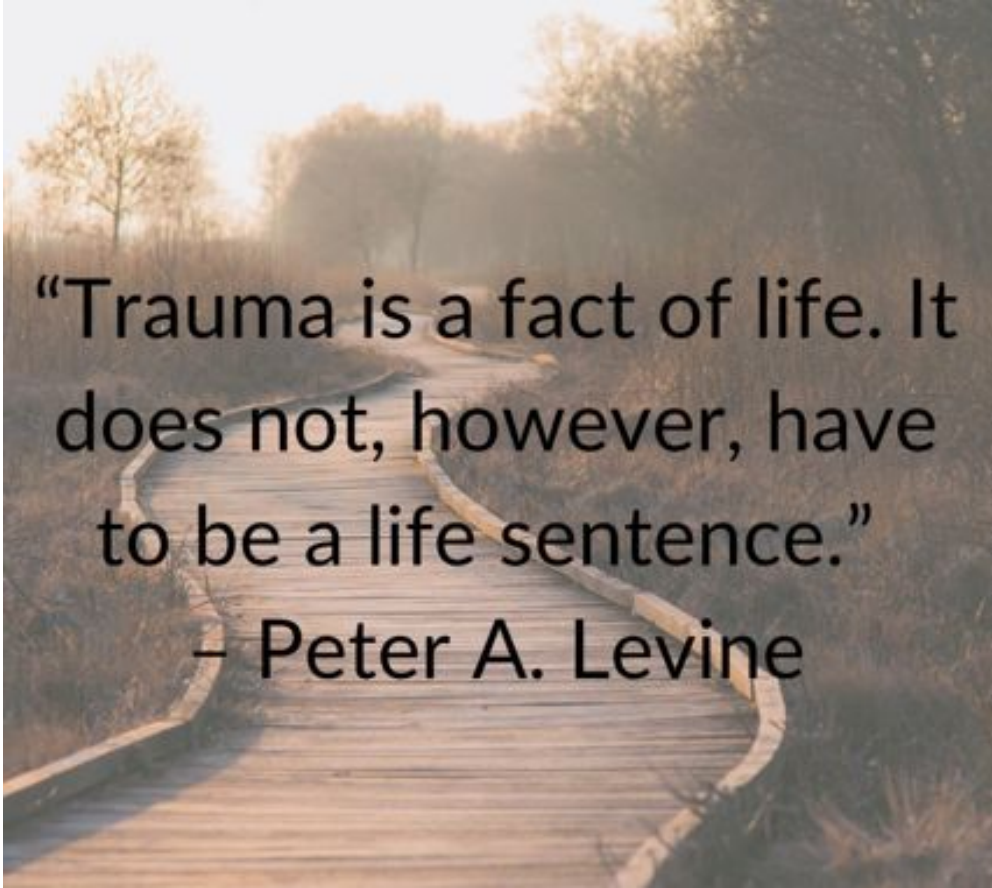




FPS/ESU 2
Disaster Response Grant
2020-2021

Goals

1. Improve district crisis preparedness and response
2. Increase capacity to build trauma-informed infrastructures/systems
3. Increase capacity to support students experiencing trauma using evidence-based strategies
4. Increase access to therapy for students, staff, and families affected by trauma caused by the 2019 flooding disaster (and now COVID-19)



“Trauma is a fact of life. It does not, however, have to be a life sentence.”
– Peter A. Levine



SUMMER FEEDING REPORT 2020

Summer Feeding Numbers

Bell Field, Linden, Washington, and Meadowbrook

March 23-April 3 daily meal hand out.

April 6-August 6 two times per week.

Provided approximately 140,853 meals

To families this summer.

Provided approximately 3024 weekend

Back packs from the Food bank and about

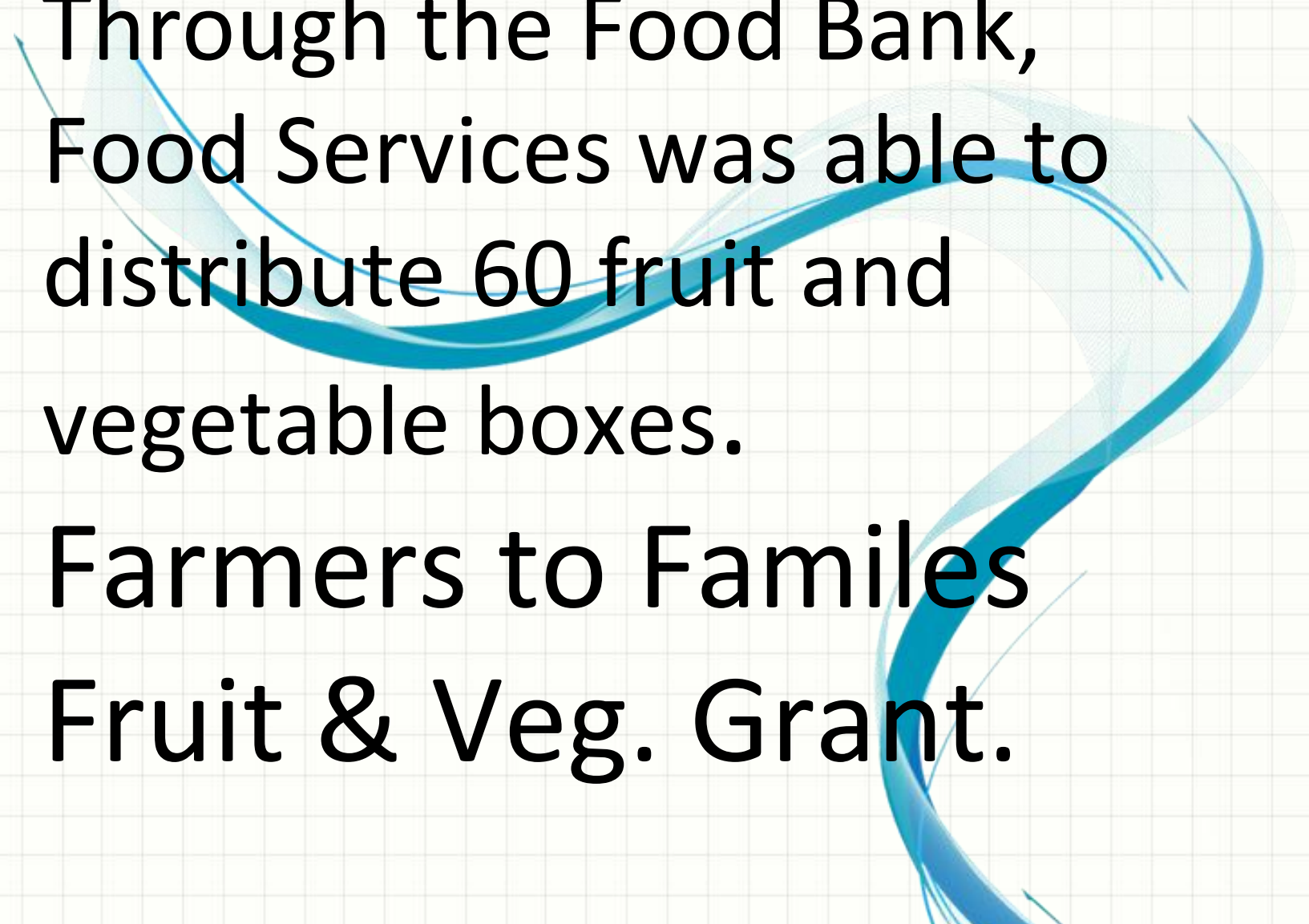
An additional 3500 back packs from area churches.

Average number of summer meals is around 8300



GROUP EFFORT

- Administration
- Fremont Area Churches
- LifeHouse Food Pantry
- Transportation Department
- Feeding Fremont Group
- Many Volunteers
- Food Bank of the Heartland
- Fremont Food Security Committee

A decorative graphic consisting of several overlapping, wavy blue lines that flow from the top left towards the bottom right, framing the text.

Through the Food Bank,
Food Services was able to
distribute 60 fruit and
vegetable boxes.

Farmers to Families
Fruit & Veg. Grant.





REMOTE LEARNERS

Starting tomorrow, meals are provided through the NSLP. Students would need to pick up, and sign up for meals.

Hurdles to consider:

- *staffing to handle pick up
- *refrigeration to store meals
- *ordering and charging meals
- *NSLP guidelines to follow

SEXUAL HARASSMENT (EMPLOYEE AND STUDENT)

Statement of Commitment. ~~Fremont Public Schools is committed to providing its employees and students with a positive learning and working environment that is free from sexual harassment and sexual violence. It shall be a violation of this policy for any student or employee of Fremont Public Schools to harass a student or employee through conduct or communication of a sexual nature as defined by this policy. The School District will investigate all complaints, either formal or informal, oral or written, of sexual harassment or sexual violence, and will discipline any person who sexually harasses an individual or is sexually violent to an individual.~~

Illegality. ~~Sexual harassment violates federal and state laws. Under certain circumstances, sexual harassment may subject the harasser to criminal prosecution and make the harasser liable to criminal suit.~~

Definition. ~~Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other verbal or physical misconduct of a sexual nature when the conduct has the purpose or effect of interfering with work, career opportunities, services or benefits, and in the case of students, educational opportunities, academic performance, productivity, extracurricular activities, academic or career opportunities, or the services or benefits of school district programs. The following are examples of behavior that is generally considered to be sexual harassment when it is unwanted:~~

- ~~direct or indirect threats or bribes for unwanted sexual activity;~~
- ~~sexual innuendoes and comments;~~
- ~~asking or commenting about a person's sexual activities;~~
- ~~humor or jokes about sex of females/males in general;~~
- ~~sexually suggestive sounds or gestures, including sucking noises, winking, and throwing kisses;~~
- ~~pestering a person for dates or sexual behavior;~~
- ~~touching, patting, pinching, stroking, squeezing, tickling or brushing against a person;~~
- ~~giving a neck or shoulder massage;~~
- ~~rating a person's sexuality or attractiveness, as on a scale of 1 to 10;~~
- ~~ogling or leering;~~
- ~~spreading rumors about a person's sexuality;~~
- ~~graffiti about a person's sexuality;~~
- ~~name calling such as but not limited to, "bitch," "whore," "fag," "fairy," "dyke," and "slut";~~
- ~~insulting and belittling a person – sexual ridicule;~~
- ~~letters, notes, telephone calls or materials of a sexual nature;~~
- ~~pejorative (sexist or stereotyped) comments about females or males;~~
- ~~displaying pictures, calendars, cartoons or other materials with sexual content;~~
- ~~stalking a person either inside or outside the school; and~~
- ~~attempted or actual sexual assault.~~

Consequences for Sexual Harassment. ~~Consequences for sexual harassment include, but are not limited to, advice and counseling, an apology to the victim, a written warning, and in the case of students, in-school suspension, out-of-school suspension, mandatory reassignment, expulsion, required attendance at a sexual harassment training program, police involvement, and in the case of students, suspension from holding office and from participating in activities, including sports.~~

Procedures. ~~The School District encourages those who feel they have been sexually harassed to inform the offending person that such conduct or communication is offensive and must stop. However, this may not be workable, may not have been successful, or may be too uncomfortable. To encourage individuals experiencing alleged sexual harassment to come forward, the School District provides both informal and formal complaint resolution processes.~~

Informal Complaint Process. ~~Any individual may seek advice, information or counseling regarding sexual harassment without having to file a formal complaint. Those who feel they are being harassed, or are uncertain as to whether what they are experiencing is sexual harassment, are encouraged to talk with counselors, or any building or Central Office Administrator.~~

~~At any stage of the informal resolution process, the individual seeking information and advice will be counseled as to the options for action available under this policy. To the extent possible, information disclosed through this informal process, will be kept in confidence. Informal complaint resolution is intended to resolve the concern promptly at the lowest possible level and to insure that the offending behavior ceases, but is not intended to determine whether the offending person intended to harass anyone.~~

Formal Complaint Process. ~~If the concern cannot be resolved satisfactorily through the informal procedure, the complainant (student or employee) or School District may pursue the issue through the formal complaint process. Students and employees are encouraged to initiate the formal complaint process within 15 days of the conclusion of the informal process, or 15 days of the behavior on which the complaint is based. This will help the School District in investigating the complaint. However, complainants are not prohibited from filing a formal complaint more than 15 days after the informal complaint procedure or behavior in question. The individual should file a written complaint, which should include information regarding the alleged harassment including the name(s) of the person(s) involved, date(s), time(s), location(s), details of the incident(s), witness(es), and any resolution, which the complainant is requesting. The person responsible for investigating the formal complaint shall conclude the investigation and file a written report within 15 days of the filing of the complaint. The investigator shall investigate complaints on a case-by-case basis, taking into account such factors as the record as a whole, the totality of the circumstances, the nature of allegedly inappropriate conduct, and the context in which it occurred.~~

~~Either the complainant or the person accused of sexual harassment may appeal the decision of the investigator regarding a formal complaint through the established complaint procedure of the School District. Refer to Complaint Policies # 44E.3, 44E.3a, and 52B.8a.~~

~~Even if a formal complaint is not filed, the School District may determine that an~~

~~investigation is warranted either because of the severity of the factual allegations by the complainant or because of the frequency of allegations against the alleged offender.~~

~~**Intent.** The fact that an individual did not intend to harass another person sexually is generally not considered a defense to a complaint of sexual harassment. In most cases, it is the effect and characteristics of the behavior that will determine whether the behavior constitutes sexual harassment.~~

~~**Confidentiality.** The School District will endeavor to maintain the confidentiality of any individual reporting sexual harassment, provided it does not interfere with the school's ability and responsibility to investigate or take corrective action.~~

~~**Retaliation.** Retaliation against anyone reporting or thought to have reported sexual harassment is prohibited. Retaliation will be considered a serious violation of the policy independent of whether a charge or informal complaint of sexual harassment is substantiated. Encouraging others to retaliate also violates the policy.~~

~~**False Charges.** False charges of sexual harassment will be treated as a serious offense.~~

~~**Right To Use Alternative Procedures.** The procedures set out in this policy do not deny any individual the right to pursue other avenues of recourse, which may include filing charges with state or federal agencies, initiating civil action, or seeking redress under state criminal statutes.~~

Adopted: November 9, 1987

Revised: December 15, 1997

Revised: July 19, 1999

Reviewed: April 16, 2001

Revised: July 18, 2005

Revised (Replaced w/New Title, Same Policy Numbers):

GRIEVANCE PROCEDURE FOR COMPLAINTS OF SEXUAL HARASSMENT**A. Grievance 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, or the Executive Director of 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 Executive Director of Human Resources, if the offending conduct continues or has not been resolved to 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 who may file a formal complaint and begin the following grievance 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 in writing (using the approved 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

Kevin Eairleywine
130 E. 9th Street
Fremont, NE 68025
kevin.eairleywine@fpsmail.org

The formal complaint must be signed by the complainant or by the Title IX Coordinator. **The following procedures apply only in the event that a formal complaint is filed. All other allegations of sexual harassment shall be resolved using the general grievance procedure outlined above.**

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 grievance 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 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, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The Investigator 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 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 grievance 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 Coordinators, investigators, decision-makers, 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 grievance process including hearings, appeals, and informal resolution processes, as applicable, and 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 grievance 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?)

(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 grievance 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 grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice. 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 an 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, expulsion, and in the case of an employee disciplinary action up to and including dismissal from 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.

The request for an appeal shall be in writing and submitted on the appropriate document. The appeal document shall be submitted to the Superintendent of Schools or his/her designee.

Upon notice of an appeal by either party, the Superintendent of Schools or his/her designee shall notify the other party in writing when the appeal is filed and of the appeal procedures, which apply equally to both parties.

The Superintendent of Schools or his/her designee shall give both parties a reasonable, and equal opportunity to submit a written statement in support of, or challenging the outcome.

The Superintendent of Schools or his/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 of Schools or his/her designee shall provide the written decision simultaneously to both parties.

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.

PROFESSIONAL GROWTH OPPORTUNITIES

The Superintendent of Schools, or his/her designee, is directed to develop rules and regulations to fulfill state statute ~~79-12,113~~, 79-830 which requires ~~periodic additional training for all teachers~~ evidence of professional growth for all certified staff.

Professional growth activities completed by the employee and opportunities offered to the employee will be monitored and reviewed as part of the evaluation process.

Adopted: April 28, 1980

Adopted: November 9, 1987

Adopted: November 17, 1997

Revised: January 18, 1999

Revised: April 16, 2001

Revised: November 17, 2003

Reviewed: September 12, 2011

PROFESSIONAL GROWTH OPPORTUNITIES:

Rules and Regulations for Professional Growth

All certificated staff members are encouraged to grow professionally by ~~attending graduate school, workshops, educational meetings, and serving on District committees~~ successfully completing college credit and/or district provided professional learning. ~~While each administrator and teacher is expected to contribute professional time and talent to the School District, there are assignments or tasks that exceed normal professional and contractual expectations. In these cases, it is appropriate to award Professional Growth Points.~~

Every six years, each certificated employee must complete ~~90~~ 60 professional growth points in order to maintain employment. According to state statute (79 – 12, 112 to 79 – 12, 113), a permanent certificated employee shall give evidence of professional growth every six years. Six semester hours of college credit shall be accepted as evidence of professional growth or, in the alternative, such other activities as are approved by the school board. Failure of a certificated employee to show evidence of sufficient professional growth at the end of his/her six year cycle would be in violation of District policy and also of the above mentioned state statute, and could be grounds for termination under the heading “just cause.”

Upon completion of each professional growth activity, the certificated employee must ~~record the activity on their professional growth form~~ provide the transcript for the college credit. This form is to be submitted to the Human Resources Office at the end of each semester. Verification of activity (attendance, grade slips, etc.) must be attached to the form.

The following are basic guidelines that will apply when determining if a specific activity warrants assignment of Professional Growth Points.

Guidelines

1. Each certificated employee must earn 90 points every six years.
2. Professional Growth Points may be granted for a new six-year cycle when the activity is completed the summer prior to the next six-year cycle.
3. ~~Any activity, local or university class for which college graduate credit from an accredited institution is assigned, will qualify for Professional Growth.~~
4. ~~Major School District and Board of Education committee assignments will qualify for Professional Growth Points.~~
5. ~~Special in-service classes or activities organized by the School District for teachers and administrators will qualify for Professional Growth.~~

- ~~6. Staff members are expected to keep their own records on Professional Growth activities and to report these to the Human Resources Office at the end of each semester in which points are earned.~~
- ~~7. Professional Growth does not include activities such as faculty meetings, Parent/Teacher Conferences, supervising various activities, etc.~~
- ~~8. Professional Growth points may be granted, upon approval, during the regular contractual day.~~
3. All professional growth points must be completed by the last day of school at the conclusion of the six-year cycle.
4. Any class for which college graduate credit from an accredited institution is assigned, will qualify for Professional Growth.
5. Professional learning activities organized by the School District for teachers and administrators will qualify for Professional Growth. Professional Learning Makeup activities count toward professional growth points.
6. For any questions regarding a college course or activity which may qualify for salary advancement, please consult the building administrator who, in turn, will then verify the activity with the Executive Director of Human Resources and Elementary Operations.

Procedures

- ~~1. Each certificated staff member must check the staff development opportunities contained herein.~~
- ~~2. If a question arises concerning the activity, certificated employees should check with their building administrator or the Executive Director of Human Resources and Administrative Operations.~~
- ~~3. The chairperson(s) of District recognized committees will report Professional Growth Points to the Human Resources Office a minimum of one time each school year. Committee members will not submit an individual request for Professional Growth Points for committee work.~~
- ~~4. Upon the completion of an activity, the Professional Growth Points Individual Request Form will be completed and submitted to the Human Resources Office.~~
- ~~5. A computerized Professional Growth Report will reflect all activities and Professional Growth Points earned regardless of whether or not the minimal requirement of points has been met within the six-year period. The certificated staff member may surpass the maximum amount of points allowable per category, but these surplus points will not count in the 90-point accumulation.~~

~~6. Each September, the certificated staff member will receive a computer printout indicating progress to date. Upon request, a current printout will be made available. In case of error, the Human Resources Office should be contacted immediately.~~

~~7. Upon completion of the growth cycle, a copy of Professional Growth activities and points earned by the staff member will be placed in his/her Professional Growth file.~~

FREMONT PUBLIC SCHOOLS
Fremont, Nebraska

PROFESSIONAL GROWTH ACTIVITIES/OPPORTUNITIES
(To satisfy Professional Growth requirements)

<u>CATEGORY</u>	<u>ACTIVITY</u>
1**	College Course — Graduate Level: 1 Credit Hour = 15 Points ● — Grade slip, transcript, course related to graduate program or related to areas of endorsement.
2**	College Course — Undergraduate Level: 1 Credit Hour = 10 Points (Prior approval from the Director of Human Resources is necessary) ● — Grade slip, transcript, course related to program or future endorsement area.
3**	Approved Staff Development Course: 1 Credit Hour = 15 Points ● — Verification from instructor.
4	Teaching a Formal Fremont Public Schools Staff Development Course: Local teachers interested in teaching a course must make application with the Central Office Administration. 1 Credit Hour = 15 Points (A maximum of 75 points allowed per cycle) ● — Verification from Central Office Administrator.
5	Auditing a College or School District Course: 1 Credit Hour = 10 Points (A maximum of 30 points allowed per cycle) ● — Audit slip, grade slip, transcript, certificate or letter from instructor.
6	Workshops/Inservice: 1 Hour = 1 Point (A maximum of 30 points allowed per cycle) ● — Verification from workshop instructor or sponsor. (Activities sponsored and/or required by the district do not need verification).
7	Curriculum Work: 1 Hour = 1 Point (A maximum of 45 points per cycle) ● — Verification for all committee members is submitted by the committee chairperson at least once a year.
8	Approved System-Wide Committees: 1 Hour = 1 Point (A maximum of 45 points allowed per cycle. A <u>minimum</u> of 2 points will be allowed per committee member per year.) ● — Committee chairperson will record and report number of points to the Human Resources Office.
9	Approved State Committees: 1 Hour = 1 Point (A maximum of 30 points allowed per cycle.) ● — Copy of program, agenda, letter of participation or thank you, other materials or verification from committee chairperson and/or administrator.

PROFESSIONAL GROWTH ACTIVITIES/OPPORTUNITIES — Page 2

- 10 Approved National Committees: 1 Hour = 1 Point (A maximum of 30 points allowed per cycle)**
 ● Copy of program, agenda, letter of participation or thank you, other materials or verification from committee chairperson and/or administrator.
- 11 Educational Travel: Needs prior approval from the Director of Human Resources. (A maximum of 30 points allowed per cycle)**
 ● Verification from Executive Director of Human Resources and Administrative Operations — prior approval is necessary. An explanation of how the educational travel will benefit classroom duties and instruction should accompany the request.
- 12 Professional Publications: (A maximum of 25 points allowed per cycle)**
 ● A copy of the article will verify the activity. The Human Resources Office will award points on an individual basis.
- 13 Student Teacher Supervision: 15 points each (A maximum of 30 points per cycle)**
 ● Letter from the college, verification from the building administrator.
- 14 Innovative Projects/Action Research: Needs prior approval from the Director of Human Resources. (Up to 25 points)**
 ● Verification from the Executive Director of Human Resources and Administrative Operations — prior approval is necessary. An explanation of how innovative projects/action research will benefit classroom duties and instruction should accompany the request.
- 15 Clinician/Presenter at State or Regional Convention: 1 Hour = 5 Points (A maximum of 30 points allowed per cycle)**
 ● Copy of program, verification from convention sponsor. Realizing that preparation is necessary for a presentation, the following formula shall be used as a guideline — 1 hour of presentation = 5 points.
- 16 Clinician/Presenter at National Convention: 1 Hour = 5 Points (A maximum of 30 points allowed per cycle)**
 ● Copy of program, verification from convention sponsor. Realizing that preparation is necessary for a presentation, the following formula shall be used as a guideline — 1 hour of presentation = 5 points.
- 17 Attendance at State/National Conventions or Clinics: 1 Hour = 1 Point (A maximum of 20 points allowed per cycle)**
 Receipt or canceled check, copy of program.

PROFESSIONAL GROWTH ACTIVITIES/OPPORTUNITIES — Page 3

- 18** ~~State/National Officer in Professional Organizations: 1 Hour = 1 Point (A maximum of 20 points allowed per cycle)~~
 ● ~~Copy of program, agenda, letter of participation or thank you, other materials, or verification from the committee chairperson and/or administrator.~~
- 19** ~~Other Approved Activities: Needs prior approval from the Executive Director of Human Resources and Administrative Operations. (A maximum of 20 points allowed per cycle)~~
 ● ~~An explanation of how the activity will benefit classroom duties and instruction should accompany the request.~~
- 20** ~~*Approved Building Level Activities: 1 Hour = 1 Point (A maximum of 30 points allowed per cycle) *added 12/91~~
 ● ~~Verification from the team/leader will be sent in at the end of each school year. Points allowed only for called committee meetings, not other related work.~~

~~** These areas may also qualify for salary advancement at the discretion of the Superintendent~~

Professional Growth Activities / Opportunities

College Course - Graduate Level including Tiger U => 10 points per credit

Attend a Full Day PLC / PD Days = 2 points

Attend a Half Day PLC / PD Days = 1 point

Any teacher who attends all PLC / PD Days would meet / exceed the required point total. In the event a teacher misses a PLC / PD Day, credit will be granted upon completion of the make-up activity.

Transition

Beginning with the 2020-21 school year teachers will be credited 14 points per year since they were hired to be applied to their Growth Point Total (60 pts) until the end of their current 6 year cycle. All points from the current 6 year cycle will be applied for the teacher.

PROFESSIONAL BOUNDARIES BETWEEN EMPLOYEES AND STUDENTS

All employees are expected to observe and maintain professional boundaries between themselves and students. A violation of professional boundaries will be regarded as a form of misconduct and may result in disciplinary action.

All electronic communication with students will never occur in a “one-to-one” format but will always include at least one other FPS employee (e.g. Administrator, AD, Assistant AD, Coach, Teacher) unless the student is a child or family friend of the employee.

The following non-exclusive list of actions will be regarded as a violation of the professional boundaries that employees are expected to maintain with a student:

- Engaging students in inappropriate topics of communication through the use of technology (such as social networking sites, text messaging and email).
- Posting material on social networks that is publicly available to those in the school community that does not reflect the professional image applicable to the employee’s position and impairs the employee’s capacity to maintain the respect of students and parents or impairs the employee’s ability to serve as a role model for children.
- Engaging in sexual activity, a romantic relationship, or dating a student of the District or a former student within one year of the student graduating or otherwise leaving the District or a person who is age 18 or below.
- Making any sexual advance – verbal, written, or physical – towards a student.
- Showing sexually inappropriate materials or objects to a student.
- Discussing with a student sexual topics that are not related to a specific curriculum.
- Telling sexual or inappropriate jokes to a student.
- Invading a student’s physical privacy (e.g., walking in on the student in a restroom) except as appropriate in relation to the child’s needs.
- Hugging or other physical contact with a student that is initiated by the employee when the student does not seek or want this attention - being overly “touchy”.
- Discussing with the student the employee’s problems that would normally be discussed with adults (e.g., marital problems).

- Giving a student a ride in the employee’s personal vehicle without express permission of the student’s parent/guardian and or school administrator unless another adult is in the vehicle, and except in circumstances that are appropriate, such as driving a babysitter home or driving the friend or teammate of the employee’s child home. If there is any question as to whether it is appropriate or not, the employee should notify the employee’s direct supervisor for direction.
- Addressing students or permitting students to address staff member with personalized terms of endearment, pet names, or otherwise in an overly familiar manner.
- Allowing a specific student to get away with misconduct that is not tolerated from other students, except as appropriate for students with an IEP or 504 plan.
- Taking a student on an outing without obtaining prior express permission of the student’s parent or and school administrator.
- Inviting a student to the employee’s home without prior express permission of the student’s parent and school administrator.
- Going to the student’s home when the student’s parent or a proper chaperone is not present.
- Giving gifts of a personal nature to a specific student.

Appropriate exceptions are permitted to the foregoing for legitimate health, safety, or educational purposes, and for reasons of familial relationships between employees and their children who are students in the District. Exceptions for emergencies or extenuating circumstances will be reported to an administrator ~~at earliest possible opportunity~~ within 24 hours.

Reporting Violations

Students and their parents/guardians are strongly encouraged to notify the principal (or other administrator) if they believe a teacher or other staff member may be engaging in conduct that violates this policy.

Staff members are required to promptly notify the principal (or other administrator or the Executive Director of Human Resources, if they become aware of a situation that may constitute a violation of this policy.

If a student contacts a staff member and they do not use their FPS email account or through other approved electronic methods, the staff member must notify their immediate supervisor of the communication within 24 hours, unless circumstances warrant an

immediate contact. The staff member is also responsible to ensure the student is aware of and utilizes appropriate/approved methods of communication.

Adopted: April 11, 2011

REVISED:

MOONLIGHTING

(A Policy for Professional and Classified Staff)

Employment by the Fremont School District is considered the primary and predominant occupation for certificated teachers, administrators, and classified employees, in the eyes of the Board of Education.

This does not mean, however, that employees may not engage in other occupational, business, political, community, or social activities, provided that such activities do not interfere with the complete and successful discharge of the duties of School District employment, according to the terms of the employee's contract and as determined by the Superintendent.

The Board directs the Superintendent to develop appropriate Administrative Regulations for this policy.

Violation of the outside employment policy shall constitute just cause for termination of employment as provided by law and in accordance with legal provisions for notice and hearing.

Adopted: November 9, 1987

Reviewed: November, 1997

Revised: April 16, 2001

MOONLIGHTING

Personnel

Non-School Employment

1. When a staff member is employed outside school hours, it shall be understood that this employment can in no way interfere with the duties for which the employee is contracted. Employees shall notify the office of the Superintendent of any outside employment.
2. The number of hours devoted to outside employment should be curtailed so that the employee can devote reasonable energy and time to his assigned duties.
3. No employee shall use his position to solicit business from students or parents nor should any employee conduct personal business during school time. No employee can use school supplies, equipment or facilities, or other school employees to conduct outside employment, without the permission of the Superintendent.
4. A staff member may not hold an additional job if such employment would result in a dual salary for the same hours of work or would overlap into the school day. This includes coaching for another educational entity. If time away from the normal work day then personal leave must be used. If personal days have been exhausted, then dock in pay will occur.

Tutoring

1. A teacher may not arrange to tutor for pay, any child enrolled in his/her class.
2. Teachers who accept outside tutoring engagements must make their own arrangements with the parents for fees to be assessed.
3. No tutoring, for which a teacher receives a fee, will be allowed in a school building. Use of school materials is also prohibited.

GRADUATION CEREMONY

It is the policy of the Board of Education that the keynote speaker and addresses that are part of graduation ceremonies shall be presented by the President or Vice President of the Board of Education, the superintendent and the high school principal. Other speeches and addresses shall be limited to current students as chosen by the high school administration.

ADOPTED:

RULES OF ORDER

The Board of Education shall generally use Robert's Rules of Order, latest edition, as the parliamentary guide for meeting procedures. All meeting procedures adopted in Board policy shall supersede Robert's Rules.

Adopted: November 9, 1987

Revised:

FPS Board of Education Policy Committee

Review and consideration of policies for change.

Professional Boundaries Between Employees and Students - 42C.6a

[Proposed Changes to Policy](#)

Professional Growth Opportunities - Certificated Employees - 41B.2

[Proposed Changes to Policy](#)

Moonlighting - 42C.9

It is recommended that the policy ([link](#)) be replaced with the following statement in the Employee Handbook:

Employees shall not perform duties unrelated to District employment during duty hours. In addition, employees shall not engage in employment which conflicts with their school duties. Employees are not required to notify the District of outside employment except: (1) employees who are also employed by another Nebraska school district in order to comply with Nebraska State Retirement System regulations and (2) employees who have a work-related injury in order to comply with workers' compensation requirements.

Grievance Procedure for Complaints of Sexual Harassment - 40A.4 and 53C.1b

Due to significant changes in the Federal regulations, our attorney has recommended replacing our current policies ([link](#)) with one that completely meets the requirements of those regulations ([link](#)).

Rules of Order - 86F.8

The Board of Education shall **generally** use Robert's Rules of Order, latest edition, as the parliamentary guide for meeting procedures. All meeting procedures adopted in Board policy shall supersede Robert's Rules.

By inserting the word “generally” prior to “use Robert's Rules of Order” in the first sentence this will provide more flexibility and be in line with current practice.

Graduation Ceremony - 52B.7d

It is the policy of the Board of Education that the keynote speaker and addresses that are part of graduation ceremonies shall be presented by the President or Vice President of the Board of Education, the superintendent and the high school principal. Other speeches and addresses shall be limited to current students as chosen by the high school administration.

This will be a new policy.



FREMONT HIGH SCHOOL ACTIVITIES

1750 North Lincoln Avenue
Fremont, NE 68025
402-727-3050
(fx) 402-727-3033

August 6, 2020

Board of Education Members,

NSAA, this past Spring, voted to implement two new sports: Boys and Girls Bowling and Girls Wrestling. Boys and Girls Bowling will be a fully sanctioned sport, Girls Wrestling for the 2020-2021 school year and potentially for the next three years will be an emerging sport.

Both Bowling and Girls Wrestling will be part of the Winter Sports season. As an emerging sport Girls Wrestling athletes will compete with the Boys Athletes in Co-ed contests and in Girl-only events as the opportunities present themselves.

Below is a budget for both sports and information regarding facilities to be used. The budget will fluctuate based on the actual number of events, athletes participating, travel and entry fees for events.

For Bowling we anticipate using Thirty Bowl for our home events and utilizing a Head Coach. For Girls Wrestling (and the boys program) we anticipate utilizing the East Gym at the High School for practices. For Wrestling we anticipate a Head Coach over the Boys and Girls programs - a head assistant Boys Coach and a head assistant Girls Coach. There will also be two general assistant coaches that will help with both programs. At this time we do not anticipate adding bowling or girls wrestling as a middle school sport - this may evolve in subsequent years. We have worked with the FEA to identify the appropriate placement on the Extra-Duty Schedule for the coaches identified above.

The District anticipates continued participation in Unified Bowling - a sport that has achieved great success both on the lanes and beyond.

During the hearing on the Student Fees Policy in July both Bowling and Girls Wrestling were identified with the appropriate expectation of student fees identified.



FREMONT HIGH SCHOOL ACTIVITIES

Anticipated Budget:

Bowling

Coaches Stipends:	\$ 5,450
Lane Fees:	\$ 3,500
Entry Fees:	\$ 1,500
Equipment and Uniforms:	\$ 2,500
Travel:	\$ 4,000
Total Budget:	\$16,950

Girls Wrestling

Coaches Stipends:	\$ 3,630
Entry Fees:	\$ 1,200
Equipment and Uniforms:	\$ 1,500
Travel:	\$ 4,000
Total Budget:	\$10,330

We anticipate partnering with Archbishop Bergan in a Co-op arrangement for Girls and Boys Bowling. NSAA currently does not have the application open for cooperatives in bowling - we anticipate the application opening soon. Our current Co-op agreement with Archbishop Bergan and Arlington Public Schools for swimming is also due for renewal at this time. Upon approval we will file the appropriate paperwork to enter into a cooperative for bowling and extend our swimming cooperative through the 2021-22 school year.

It is the recommendation of the High School Administration and High School Activities Department to add Bowling and Girls Wrestling to the FHS sports offerings for the 2020-2021 school year and enter into a cooperative agreement with Archbishop Bergan for bowling. We would further recommend that the cooperative agreement with Archbishop Bergan and Arlington for swimming be extended through the 2021-22 school year.

Sincerely,

Scott Anderson
Assistant Principal/Activities Director
Fremont High School



FREMONT HIGH SCHOOL ACTIVITIES

August 5, 2020

Board of Education Members,

Fremont High School would like to request an alternate schedule on Tuesday, September 22, 2020 to coincide with building-wide ACT and Pre-ACT testing. On September 22, 2020, Fremont High School staff will be administering the ACT Exam to all seniors. This is a make-up opportunity for seniors (last year's juniors), as the original April 7, 2020 ACT exam date was cancelled due to our school closure. Also on September 22, the PreACT will be given to all current juniors as pre-test in preparation for the state-mandated ACT exam in the Spring of 2021.

The ACT is now required by the State of Nebraska and is an extremely important measure of academic success. The ACT reading, mathematics, science, and social science assessments administered on this day will be used to assess the academic progress of our students and will compare the performance of students in the Fremont Public Schools with students across the state of Nebraska. The ACT is also an entrance exam for students who wish to attend a two- or four-year college or university and success on this test can lead to college entrance and scholarship opportunities.

The PreACT will be administered to all Fremont High School 11th-grade students on this same day, September 22. This test is a preview of the actual ACT that all juniors will take in the spring of 2021. This opportunity will allow Fremont High School 11th-grade students to be exposed to the rigor of the ACT and to have a greater insight into any academic areas where they need focus for improvement. The PreACT was scheduled to be administered to our juniors as sophomores last spring, but it was cancelled due to the school closure.

Additionally on the morning of September 22, we will administer the MAP Growth assessment to FHS freshmen and sophomores. MAP Growth is the most trusted and innovative assessment for measuring achievement and growth in K–12 math, reading, language usage.. It provides teachers with accurate, and actionable evidence to help target instruction for each student or groups of students regardless of how far above or below they are from their grade level. The MAP Growth assessment has been administered at Fremont High School for the last several years and is completed at the beginning, the middle, and the end of the school year.

The format that will be used is as follows:

Grade	Activity	Schedule
9th Grade	MAP Test	8:10 a.m. - 12:15 p.m.
10th Grade	MAP Test	8:10 a.m. - 12:15 p.m.
11th Grade	PreACT Test	7:50 a.m. - 12:15 p.m.
12th Grade	ACT Test	7:50 a.m. - 12:15 p.m.

***All students will be served both breakfast and lunch on this day.**

The afternoon time after testing dismissal will be used by teachers to further create and build curriculum in our Canvas Learning Management System. This plan will allow the high school teachers to have a full work day when combined with the afternoon of Thursday, October 8 after morning final exams. This full work day will match what teachers in other buildings will have at the end of the 1st Quarter.

Sincerely,



Mr. Myron Sikora
Principal
Fremont High School

FMS Health 101

1st 7 Weeks: 8/11/2020 - 9/29/2020 (34 Days)

2nd 7 Weeks: 9/30/2020 - 11/19/2020 (33 Days)

3rd 7 Weeks: 11/20/2020 - 1/29/2021 (35 Days)

4th 7 Weeks: 2/1/2021 - 3/31/2021 (35 Days)

5th 7 Weeks: 4/1/2021 - 5/20/2021 (34 Days)

Class Introduction, Expectations, Syllabus, Etc.

Unit 1: Adolescent Growth & Development

Day 1: Human Development & Puberty: Discussion of body systems & common changes experienced during puberty; introduce the idea of a trusted adult

Day 2: Physical Changes: Physical changes during puberty & the importance of hygiene

Day 3: Social, Emotional & Behavioral Changes: Personal development & changes youth experience during puberty; Emphasize importance of having a trusted adult

Day 4: Mental Health & Wellness: Discussion of common mental health disorders (stress & depression) & strategies for relieving them (trusted adults & therapy)

Day 5: Decision Making Skills: Explaining the SMART decision model & practicing how to use it

Day 6: Goal Setting: How to set & maintain goals & healthy habits into adulthood; SMART Goals

Day 7: Assessment

Unit 2: Nutrition

Day 1: Nutrition: How to read nutrition labels, sugars in foods,

Day 2: Water & Other Beverages: Importance of water & other healthy beverage choices

Day 3: Physical Activity: Benefits of being active vs the consequences of inactivity

Day 4: Obesity: Discussion of obesity & common health issues that can result such as diabetes & heart issues

Day 5: Eating Disorders

Day 6: Assessment

Unit 3: Human Growth & Development

Day 1: Male Reproductive System: Introduction to Male Reproductive Systems

Female Reproductive System: Introduction to the Female Reproductive System

Day 2: Pregnancy & Prevention: Discussion of menstrual and/or pregnancy cycle & how to prevent pregnancy including birth control methods & abstinence

Day 4: STD Basics: Discussion of risks factors for STDs & HIV; high risk vs low risk behaviors/activities; factors such as unprotected vs protected, number of partners, getting tested or not, etc.

Day 5: Preventing STDs & HIV: Discuss the use of testing to reduce STD numbers, talking to partners, using protection and abstinence.

Day 6: Assessment

Unit 4: Healthy Communication & Relationships

Day 1: Communication Skills: Discussion of Passive, Aggressive & Assertive Communication; practice using these skills in different situations

Day 2: Setting Boundaries: Define boundary & how to set/be clear about personal boundaries

Day 3: Healthy Relationships: Healthy vs unhealthy behaviors in a relationship (many youths normalize looking at each other's phones & jealousy being healthy so important to talk about that)

Day 4: Consent: Lesson emphasizing "clear, enthusiastic consent"; factors that affect consent; Discussion on decision making & communication skills for setting boundaries.

Day 5: Online Safety: Uses for the internet & social media; awareness of grooming & human trafficking

Day 6: Bullying & Cyberbullying:

Day 7: Assessment

Unit 5: Risky Behaviors & Prevention

Day 1: Drug Use & Prevention: Basic review of the types of drugs & substances and their effects on the body & development. Discussion of boundary & communication skills for refusing.

Day 2: Alcohol Abuse & Prevention: How alcohol affects the body (long term use versus binge drinking). Discussion of risk factors for alcoholism. Discussion of boundary & communication skills for refusing.

Day 3: Tobacco Use & Vaping: How tobacco & vaping affects the body; Discussion of companies & advertising to youth. Discussion of boundary & communication skills for refusing.

Day 4: Prescription Drug Use: The danger of prescription drug use. Effects of mixing prescription drugs with other things such as over-the-counter meds, alcohol or other illicit drugs. Discussion of boundary & communication skills for refusing.

Day 5: Prevention & Risk Reduction: Discussion of prevention strategies & practice of using communication skills to refuse engaging in substance use & other risky behaviors. Discussion of how substance use can affect decision making & consent.

Day 6: Assessment

INTERLOCAL AGREEMENT

THIS AGREEMENT (hereinafter referred to as the “Agreement”), made and entered into this _____ day of _____, 2020, pursuant to Neb. Rev. Stat. § 13-801 *et seq.* (Interlocal Cooperation Act), and other relevant laws and regulations, by and between **DODGE COUNTY SCHOOL DISTRICT 27-0001-000**, also known as the **FREMONT PUBLIC SCHOOLS** (hereinafter referred to as the “District”) and the **METROPOLITAN COMMUNITY COLLEGE AREA** (hereinafter referred to as the “College”).

WITNESSETH:

WHEREAS, the District and the College desire to develop a program for students who seek a career-based educational curriculum; and

WHEREAS, the District and the College have agreed that a program, project and activity which will mutually benefit both entities, will meet the need for diversified career education and dual credit opportunities for high school students, and is one that is intended to address the current, and typically ongoing, need for welding training in the Fremont area is a welding program (hereinafter referred to as the “Welding Program” or “Program”); and

WHEREAS, the College and the District hereby approve of continuing the creating a Welding Program at the District’s High School building

WHEREAS, the parties desire to enter into this Interlocal Agreement establishing a joint venture to provide and operate the Welding Program as provided herein.

IN CONSIDERATION OF the terms and conditions hereinafter set forth, the parties agree as follows:

ARTICLE I. **DEFINITIONS**

The following words and phrases used in this Agreement shall have the following meanings regardless of capitalization, unless the context or use indicates another or different meaning or intent:

1. **“Classroom Space”** shall mean the footprint of the welding lab classroom at the District’s high school facility located at 1750 North Lincoln Ave., Fremont, NE 68025, as shown on Exhibit “A”, attached hereto and incorporated herein by this reference, or at such other location or future areas as the parties may from time to time agree upon. It shall also mean any parking and common areas as agreed upon and designated by the Program Administrators from time to time.
2. **“Welding Program”** or **“Program”** shall mean a program of cooperative instructional delivery in the form of a set of core welding courses as determined and planned by the parties to be offered for dual credit, as provided herein along with the Classroom Space and all improvements, furniture and equipment.
3. **“Joint Venture”** shall mean a consortium and the contract of the parties to construct, equip and operate the Program.

4. **“Program Administrator(s)”** shall mean an individual appointed by the College and an individual appointed by the District as provided herein who shall jointly administer, operate and make day-to-day decisions regarding the Program, and administer the terms and conditions of this Agreement. The District and the College may also appoint a contingent or substitute Program Administrator to act in case of illness, incapacitation or other unforeseen circumstances.
5. **“The Parties”** shall mean and include the College and the District. The District and the College hereby acknowledge that they and their employees are each considered “other school officials” of the other with a legitimate educational interest such that they are entitled to student information under FERPA, 20 U.S.C. §1232g, the Protection of Pupil Rights Amendment (PPRA) and other applicable state or federal privacy laws, and by signing this Agreement are agreeing not to re-disclose any confidential student or personnel information of the other Party acquired during the course of performing under this Agreement or thereafter.
6. **“Dual Credit”** shall mean a college course taken by a high school student for which the student is awarded both college and high school credit.

ARTICLE II.

GENERAL TERMS

The following are the terms and conditions of this Agreement:

1. **Purposes.**

The purposes of this Agreement are:

- A. to develop and implement an approved set of core welding courses for high school students; and
- B. to broaden the scope of curricular options available to high school students and provide the opportunity to take courses for College credit while concurrently enrolled in high school.

A Joint Venture is hereby established between the parties for the principal purpose of providing a Program for dual credit for Fremont high school students:

The Joint Venture shall not be a separate legal entity to conduct the consortium and cooperative undertaking by the parties. The District and the College shall each be deemed to be “Members” of the Joint Venture and shall contribute to the Program as mutually agreed upon by the Parties or as provided herein. The District shall have priority of use of the Classroom Space for its school or other purposes when not in use for the Program. Also, when not in use for the Program or by the District, other and continuing cooperative uses of the Classroom Space, such as rental by the College for evening, weekend, and/or summer adult welding instruction may occur at such times and upon such terms and conditions as shall be mutually agreed upon by the Program Administrators from time to

time.

2. **Duration and Termination.** This Agreement shall commence upon execution by the last Party to sign and will continue to be in full force and effect through the District's 2025-2026 school fiscal year ending on August 31, 2026. The term may be extended by the mutual written agreement of the parties. Either Party may terminate this agreement without cause on thirty (30) days written notice to the other Party. Upon any such termination or expiration of this Agreement, consistent with the terms and provisions herein, the Parties will develop a plan for winding-up and ending the Program.
3. **Renovation and Construction.** The District will contract for and oversee any and all renovation and construction of the Classroom Space. Funding for such construction and renovation shall be determined by the District and the College.
4. **Fiscal Agent, Fiscal Year and Program Budget.** The District or its designee shall serve as fiscal agent for the Joint Venture, for construction and operations funds, and for all grants, donations, business contributions, and other fundraising related to the Program. As fiscal agent, the District shall keep and maintain records of the Program. All the books shall be open at all times for inspection, audit and examination by the agents of the District, and the College. The fiscal year of the Joint Venture shall run from September 1 through August 31. The Program Administrators shall prior to completion of construction and annually thereafter on or before August 31 of each year, conduct an annual planning meeting for courses, materials and other necessary operating matters, and develop an operating budget for the Program to include a costs and expenses allocation between the parties or others. The operating budget shall be funded upon billings from the Joint Venture to the District and College or from other agreed upon sources. Program personnel costs of the District and the College shall be paid separately by each entity and shall not be part of the Program budget, costs or expenses. In the event the proposed budget is not mutually approved by the District and the College, the budget last approved shall control until such time as a new budget is so mutually approved.
5. **Property Ownership.** The parties agree that the District retains ownership of the Classroom Space and all improvements as renovated and constructed for the Program and all Program fixtures, property, equipment, supplies and materials regardless of funding source, whether such was donated to the Program or however acquired unless otherwise agreed in writing by the Parties on a separate written ownership schedule. The Program Administrators shall keep a separate written ownership schedule of any property, equipment, supplies or materials of the Program the parties consider as being owned by someone other than the District. Such ownership schedule shall be signed by both Parties, shall be continually updated and shall list the separate property and its owner. Upon expiration or termination of this agreement, the District shall retain all Program property, funds, equipment, supplies and materials except any as shown on a separate ownership schedule, as provided above, which shall be returned to the listed owner.
6. **General Program Operations.** The District shall participate with the College in collaborative planning to develop all aspects of the Program and an approved set of core

College welding courses for high school students, manage daily operations of facility, supplies, and equipment, provide a certified instructor to supervise instruction within the high school and manage any/all disciplinary actions that may be required and enroll high school students to participate in the welding courses. The District High School Principal or a designee shall be responsible for the Program and all of its facets, and shall report to and be responsible to the Program Administrators. The District's disciplinary rules and other standards of student behavior shall apply to the students enrolled in the Program. Unless otherwise provided herein, or agreed to by the Program Administrators, all other policies, practices, and procedures of the District shall apply to the students enrolled in the Program.

The College shall coordinate collaborative development and implementation of a five-course (plus or minus) sequence of welding courses resulting in, to the furthest extent possible, both high school and college credit towards a College career certificate with workforce relevance to local employers, and serve as employer of record of the adjunct instructor, if adjunct status is deemed appropriate and necessary.

The parties further understand and agree that the on-going costs related to the welding program for Classroom Space utilities, insurance, cleaning, maintenance, upkeep, and snow removal and for books, lab materials, supplies, consumables and other necessary course materials will be jointly shared between the District and the College unless otherwise agreed by the Parties. All persons assigned for the operation of the Joint Venture shall be employees of either the College or the District and as such shall be evaluated and paid by the College or the District such salaries and benefits as may be determined by the College or District.

7. **Program Administrators.** In addition to the duties and responsibilities otherwise provided herein, the Program Administrators shall also be responsible for the following responsibilities:
 - A. Except as otherwise provided herein, the duty and responsibility for overall supervision of the Program and Program personnel, to recommend assignment and reassignment of Program personnel, and to administer all other aspects and related services as are necessary and authorized for the Program under such terms and conditions as mutually agreed upon.
 - B. Assist and advise the College and the District in assignment of personnel, any insurance plans in the event of damage or destruction of the Classroom Space or Program necessities, and in all financial matters under this Agreement.
 - C. Coordinate the providing of billings as necessary to the District and College to fund the Joint Venture budget, which billings shall be paid within thirty (30) days of any such invoice date.
 - D. Establish and enforce any necessary rules and regulations for the operation and use of the Program and Joint Venture, including enrollment by non-District students.
 - E. Coordinate with the District use of the Classroom Space, parking and common

areas for the Program understanding that the District may use such for non-Program instruction or other activities or rent or lease same to others.

F. For compliance with all legal and regulatory requirements applicable to the Program.

G. In collaboration with the College, determine any tuition and fees due to the College for “dual credit” aspect of the courses consistent with the Nebraska Public Elementary and Secondary Student Fee Authorization Act (Neb.Rev.Stat. §§79-2,125 et seq.), and determine the timing of payment and the rules for any refunds.

H. Approve business associates or business partners for the Program, and buy and sell personal property for the Program according to state law and the policies of the Parties.

I. Perform all other tasks as may be assigned by the District and the College from time to time or as may be necessary for Program purposes.

8. **Indemnity.** Except as otherwise provided in this Agreement, the College agrees to indemnify and hold the District harmless against any and all claims, actions, damages, liability, and expenses, including reasonable legal fees, in connection with injury or loss of life to person or damage to property caused by negligent or intentional acts or omissions which are attributed solely to the College related to or arising during its performance under this Agreement. Except as otherwise provided in this Agreement, the District agrees to indemnify and hold the College harmless against any and all claims, actions, damages, liability and expenses, including reasonable legal fees, in connection with injury or loss of life to person or damage to property caused by negligent or intentional acts or omissions which can be attributed solely to the District related to or arising during its performance under this Agreement.

9. **Credit and Grading Decisions.** All grading and credit decisions for District purposes shall be made by the District, subject to its policies, rules and regulations. All grading and credit decisions for College or dual credit purposes shall be made by the College, subject to its policies, rules and regulations. Students suspended or expelled from the District are not eligible for the Program.

10. **Miscellaneous.**

A. **Governing Law.** This Agreement and the rights and obligations of the parties under it are governed by and interpreted in accordance with the laws of the State of Nebraska.

B. **Entire Agreement; Modification.** This Agreement constitutes the entire understanding and agreement between the parties hereto with respect to the subject matter of this Agreement. No agreements, understandings, restrictions, representations, or warranties exist between or among the parties other than those in this Agreement or referred to or provided for in this Agreement. No modification or amendment of any provision of this Agreement will be binding on either Party unless in writing and signed by both parties.

C. **Further Effect.** The parties agree to execute other documents reasonably necessary to further effect and evidence the terms of this Agreement, as long as the terms and provisions of the other documents are fully consistent with the terms of this Agreement.

D. **Severability.** If any term or provision of this Agreement is held to be void or unenforceable, that term or provision will be severed from this Agreement, the balance of the Agreement will survive, and the balance of this Agreement will be reasonably construed to carry out the intent of the parties as evidenced by the terms of this Agreement.

E. **Captions.** The captions used in this Agreement are for the convenience of the parties only and will not be interpreted to enlarge, contract, or alter the terms and provisions of this Agreement.

F. **Notices.** All notices required to be given by this Agreement will be in writing and will be effective when actually delivered or, if mailed, when deposited as certified mail, postage prepaid, directed to the other Party.

G. **Counterparts.** This Agreement may be executed in multiple counterparts which counterparts when duly executed as provided herein shall constitute the agreement of the parties.

H. **Binding Agreement.** This Agreement shall inure to the benefit of, and be binding upon, the parties hereto, their successors and assigns.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and year first above written.

DODGE COUNTY SCHOOL DISTRICT 27-0001-000, also known as the FREMONT PUBLIC SCHOOLS

By: _____

Title: _____

METROPOLITAN COMMUNITY COLLEGE AREA

By: _____

Title: _____

EXHIBIT "A"

(INSERT GRAPHIC OF THE CLASSROOM SPACE" FOOTPRINT FOR THE WELDING LAB
CLASSROOM AT THE DISTRICT'S HIGH SCHOOL FACILITY LOCATED AT 1750 NORTH
LINCOLN AVE., FREMONT, NE 68025)