

STERLING PUBLIC SCHOOL DISTRICT #33, JOHNSON COUNTY

Board of Education Regular Meeting
Wednesday, October 16, 2019 7:00 PM
Sterling Public Schools
250 Main Street
Sterling, NE 68443

- A. Call Meeting to Order
- B. Recognize Nebraska Open Meetings Law
- C. Publication of Meeting
- D. Roll Call
- E. Pledge of Allegiance
- F. Approval of agenda
- G. Public Comment
- H. Board Committee Reports
- I. Administration Reports
- J. Consent Agenda
- K. Action Items
 - 1. Commendations
 - 2. Select NASB Delegate Assembly Voting Member
 - 3. Snow Removal Contract for 2019-2020
 - 4. Recognize the Sterling Education Association as the exclusive bargaining agent for the district's non-supervisory certificated staff for the 2021-2022 contract year
- L. Discussion Items:
 - 1. Graduation Time for 2020
 - 2. Legal Update
 - 3. Fall District Enrollment Figures from October 1, 2019
 - 4. Upcoming Dates
 - 5. Administration/Board Goal Updates
- M. Closed Session to receive Legal Advice
- N. Adjourn

The Sterling Board of Education reserves the right to go into Closed Session at any time for purposes in accordance with § 84-1410(1).

CURRICULUM REPORT

Addie Heusman

October 16, 2019

- On October 2, juniors and a few seniors attended an EPP (Educational Planning Program, i.e. college fair) at Southeast Community College and then toured Doane College. Other visits this year include UNL, NWU, Peru State, UNO, NWMSU, IWCC, Metro CC, Southeast CC, Bryan Health, and possibly Wayne State or UNK. Some visits are whole class visits and then some are elective.
- On October 3, we held our second Apply2College event for our seniors which is a national campaign that EducationQuest promotes in the State of Nebraska. During the event, seniors submitted college applications, listened to a presentation by EducationQuest, and started the financial aid process of filing their FAFSA.
 - Les Monroe from EducationQuest also held a parent meeting at 4:30 for junior and senior parents with two parents in attendance. In 2016, EducationQuest made a switch from doing evening Financial Aid meetings to daytime meetings. At the request of the board, we have held parent meetings around 4:30 in both 2018 and 2019 with low attendance at both. Les discussed with me options moving forward as neither one of us felt that what we are doing is working. The only option to hold a later evening meeting would be to zoom/video conference in with either the Kearney or Omaha offices. We discussed that 4:30 might be a difficult time for parents who work out of town and that maybe it would work to start the day off with a parent and student meeting first thing in the morning before our Apply2College event. The idea behind having parents and students at the meeting together would be that they can start doing the work for filing for their FSA ID's and the financial aid process together with the help of EducationQuest expertise in attendance. Hopefully by having the meeting first thing in the morning, parents could attend the meeting and then travel to work.
 - Les made a great comment about where we are as far as information. "We get what we want, when we want to get it." With the internet and resources, it is easy to use more excuses to not attend something scheduled like a financial aid meeting because they will just get that information later because they have other commitments and activities that take priority.

TRANSPORTATION/MAINTENANCE REPORT

Brent Heusman
October 16, 2019

- Our activity bus is currently in Lincoln at Cornhusker International in need of a new fuel pump. The cost for the pump and labor is in the \$5000-\$5500 range. We are looking at about \$3500 for trade in value of the activity bus as it is, not fixed. They would give us \$10,000 if we get it fixed prior to trade in. We have told them to hold off on repairs at this time. We will have more information for you once the transportation committee meets prior to Wednesday's meeting.
- We have finished the 1st round of 80-day inspections. We had a few things that needed attention, but nothing major this go around.
- We have bids from both Blue Bird and Thomas for new buses. A new bus is in the \$90,000 - \$100,000 range depending on what options/features we choose. The transportation committee will have more information to share at the meeting in regards to this as well.
- We are looking forward to hosting the Pioneer Conference VB Tournament on Monday, Tuesday, and Friday, Oct. 21-25th. Cheri is providing food for the hospitality room for the tournament. Board members should stop by the hospitality room if you are here for any of the tournament action. We also have a HS FB game at Dorchester on Friday, Oct. 25th due to their conference VB tournament playing their finals on Thursday.
- The mowing season is finally coming to an end. Mother Nature kept me busy this summer/fall. All of our mowing equipment made it through the year without any major issues.
- We are sending our middle school kids (Grades 6-8) to a Life Skills Sportsmanship rally at Pinnacle Bank Arena on Wednesday, November 6th. This event will coincide with the opening game for the Nebraska women's basketball season.

Scott Harrington

October 16, 2019

Grandparents/Grandfriends Day

- On Tuesday afternoon, we invited our K-6 students to invite their grandparents or grandfriends to come in and spend the afternoon with them.
- Events they participated in were:
 - Fun photo booth pictures
 - Pumpkin painting
 - Cookie decorating
 - Various other classroom specific activities
- This was a well attended event and something that we will continue each year. There were a lot of great comments from our visitors on this day.

Early Out Professional Development - October 9th

- Offerings included:
 - Diabetic Training from ESU4
 - PBiS - Behavior Definition (Beginning to work on consistent definitions and expectations)
 - Annual Report Review
 - Career Readiness Standards Alignment - Just began on this and ran short of time. We will continue these discussions.
 - Tireless Teacher/Staff Member of the Month Awards
 - September - Wusk, Alm, & Bianchi
 - October - Kinney, Phillips, McAuliffe
 - Newsela Presentation by Ms. Harlan
 - L to J Presentation by Ms. Schultz

Grandma Rose Turns 90!

- Mr. Richardson started the day by saying some nice words about her and having her lead the elementary in The Pledge of Allegiance.
- We celebrated with a short birthday party at 10:00 on Thursday morning.
- We surprised her by having all K-6 students and multiple family members there. Most of her 8 children were present.
 - The students presented her with cards and artwork.
- Pictures can be seen on our social media outlets.

Digital Signage

- On October 15, I will be meeting with Ron from Omaha Neon Sign about digital signage options. Rick knows Ron and helped set up this meeting.
- I will have topics we discussed on paper for the meeting.

School Website

- Our new school website design is nearly done.
- Hopefully, we should be able to roll this out soon.

Random Drug Testing Policy

- We have been doing some research into the possibility of adding a random drug testing policy.
- Several neighboring schools have one.
- If it was a path we chose to explore, we would hold several parent/student meetings before we implemented a policy.
- Students and parents would have to sign the release opting into the random drug testing before they could participate in any extracurricular activity in grades 7-12.
- Freeman and Fairbury's policies are attached for the board to review.
- Differences between the two:
 - Drug Testing Coordinator - Freeman has the Superintendent and Fairbury has the Activities Director.
 - Selection Pool Eligibility
 - Freeman - Once you sign the form you are in the pool for all year.
 - Fairbury - If you quit or are cut from the season or activity you are removed from the pool (As long as you quit prior to being selected).
 - Type of Test:
 - Fairbury - Has "Other testing methods will be confirmed via industry-recognized processes and equipment."
 - First Offense:
 - Fairbury is 10 participation days & Freeman is 28 calendar days.
 - Second Offense:
 - Fairbury is 45 participation days & Freeman is 40 calendar days.
 - Fourth Offense:
 - Fairbury is that the student is done for the rest of their high school career.
 - Freeman doesn't have a 4th offense, their stiffest penalty is a year.
 - Tampering:
 - Fairbury - Considered a positive test and penalties that go with it.
 - Freeman - Considered a positive test and done with everything for the rest of the year.

October 16, 2019

We have been in the process of working with the auditor to get our books tied up for the end of the 2018-2019 fiscal year. Our last day with the auditor will be on Tuesday, October 15. I will have more information to share at the board meeting.

A letter was mailed to all parents on October 4, 2019 in regards to the possibility of busing students from the north side of Highway 41 to school each day. Parents have been told to respond directly to me in regards to this need. At this time there are eight families in this area of town. Five of them have responded. Four of them said yes and one of them said it was not needed. Mr. Harrington and Mr. McAuliffe spoke to the Sterling Town Board about the logistics of this. My goal is to get this service up and running by November 4, 2019.

Our AQuESTT classifications were released on Wednesday, October 9. These are our ratings for the 2018-2019 school year. Based on all of our data our elementary is rated as a "good", our secondary is rated as a "great" and our district is rated as a "great". The teachers did have time during the Wednesday In-Service Day to review some of these results. We have additional work to do to see what areas were our lowest so we can make plans for improvement. We also will be celebrating some of our highest areas. I have put together a report for all of you to review. Some of this information will also be included in the Annual Report that will be sent in December or January to all patrons. We have one area "Elementary Economically Disadvantaged Population" that is an area of Targeted Support & Improvement. More information will be shared with the board as we work on a plan to improve in this area.

STUDENT ENROLLMENT

Data Years	PK	KG	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	Total
2004-2005	0	22	14	21	16	19	15	19	14	15	19	16	22	15	227
2005-2006	0	13	19	14	20	18	22	15	19	12	16	20	17	23	228
2006-2007	0	16	14	19	15	19	15	23	17	16	13	17	20	19	223
2007-2008	0	11	19	15	17	17	19	18	22	17	17	13	20	22	227
2008-2009	1	13	14	19	14	18	15	17	17	21	15	18	12	20	214
2009-2010	1	17	13	13	18	14	20	15	17	17	20	14	19	18	216
2010-2011	2	14	18	13	12	17	12	21	15	20	17	19	19	18	217
2011-2012	6	17	17	15	13	12	17	11	20	15	19	16	18	19	215
2012-2013	12	15	18	15	15	13	13	17	12	22	15	19	16	18	220
2013-2014	13	7	15	18	14	16	14	12	18	14	23	15	18	19	216
2014-2015	20	11	8	13	19	14	17	14	12	18	13	22	17	18	216
2015-2016	12	14	10	9	12	19	15	17	16	12	19	14	21	18	208
2016-2017	18	7	14	11	7	12	19	15	17	15	10	18	11	22	196
2017-2018	29	10	9	12	11	8	13	19	14	17	16	11	19	10	198
2018-2019	31	17	10	11	10	12	11	14	20	15	17	16	10	22	216





STUDENT ATTENDANCE RATE	STATE PERCENTAGE	DISTRICT PERCENTAGE
2012-2013	95.3	96.79
2013-2014	95.18	96.65
2014-2015	95.17	95.53
2015-2016	94.89	95.78
2016-2017	94.59	95.48
2017-2018	94.30	94.13
2018-2019	94.48	95.96

HIGHLY MOBILE	PERCENTAGE	PERCENTAGE
YEARS	STATE	DISTRICT
2014-2015	4.36	7.11
2015-2016	4.45	1.48
2016-2017	4.23	6.67
2017-2018	4.24	8.63

TEACHER Information

TEACHER COUNT & MASTERS DEGREE	TOTAL TEACHER FTE		TOTAL TEACHER COUNT W/MASTERS DEGREES		PERCENTAGE OF TEACHER COUNT WITH MASTER'S DEGREES	
DATA YEARS	STATE	DISTRICT	STATE	DISTRICT	STATE	DISTRICT
2014-2015	22702.27	20.92	12146	9	52.16	39.13
2015-2016	23001.85	21.62	12491	8	53.07	34.78
2016-2017	23322.10	21.67	12922	8	54.14	33.33
2017-2018	23492.07	22.67	13199	8	54.92	32.00
2018-2019	23702.34	22.73	13570	9	55.99	36.00

TEACHING EXPERIENCE

	AVERAGE YEARS OF TEACHING EXPERIENCE	
DATA YEARS	STATE	DISTRICT
2014-2015	14.34	17.96
2015-2016	14.15	16.61
2016-2017	14.09	17.08
2017-2018	14.03	17.36
2018-2019	14.01	10.16

TEACHING SALARY

	AVERAGE TEACHING SALARY	
DATA YEARS	STATE	DISTRICT
2014-2015	50,681	47,829
2015-2016	51,520	47,708
2016-2017	52,534	48,879
2017-2018	54,422	50,229
2018-2019	54,601	47,158

STUDENT TESTING RESULTS

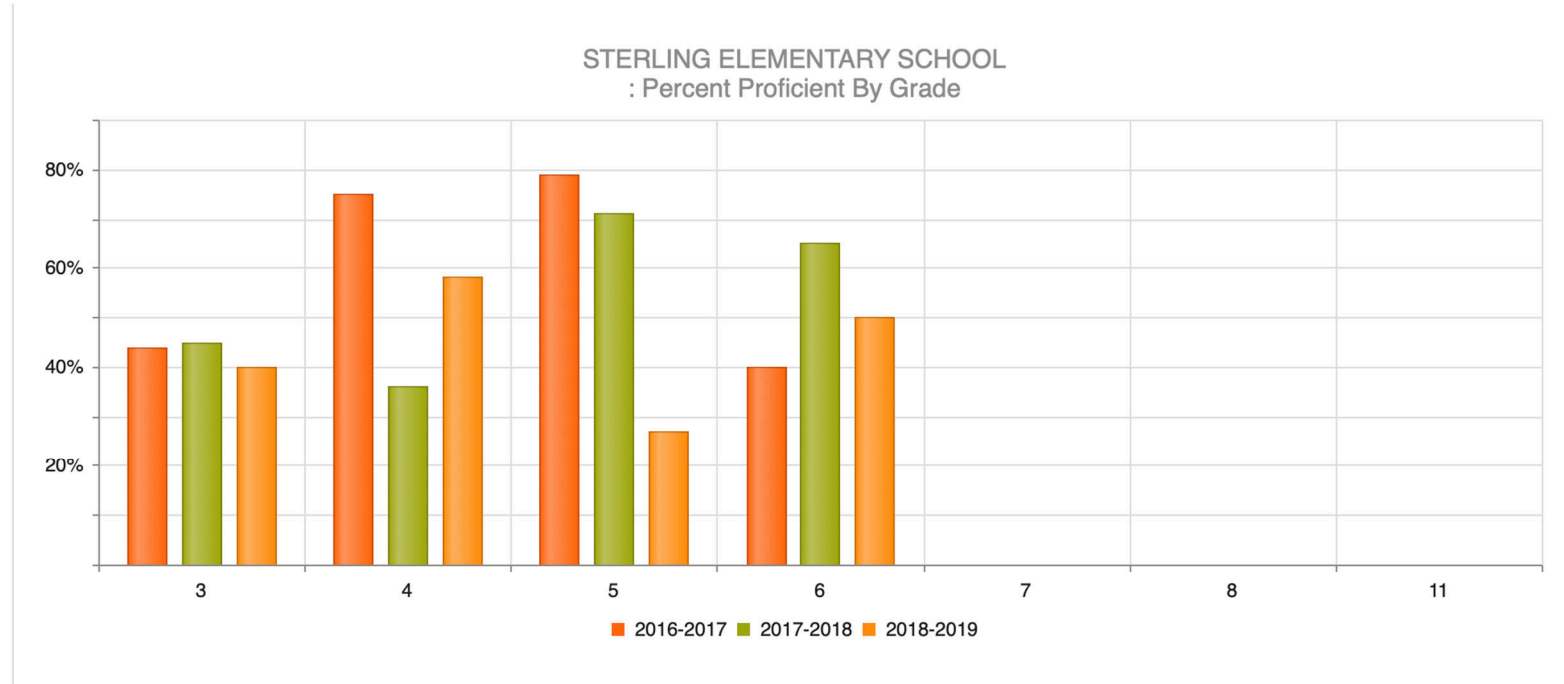
PERCENT PROFICIENT ELEMENTARY

DATA YEARS	ENGLISH LANGUAGE ARTS*	MATHEMATICS*	SCIENCE*
2016-2017	62%	**	84%
2017-2018	57%	57%	86%
2018-2019	44%	56%	55%

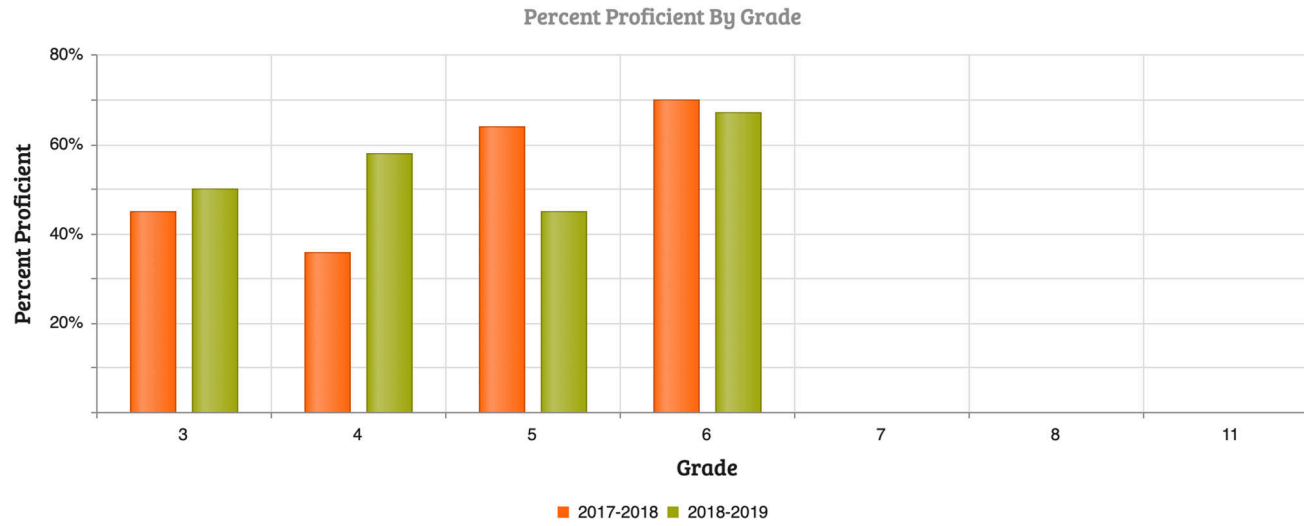
*The statewide percents above include only students in grades 3-8 (NSCAS).

**2016-2017 is the first year the English Language Arts exam was administered and 2017-2018 is the first year the Math exam was administered.

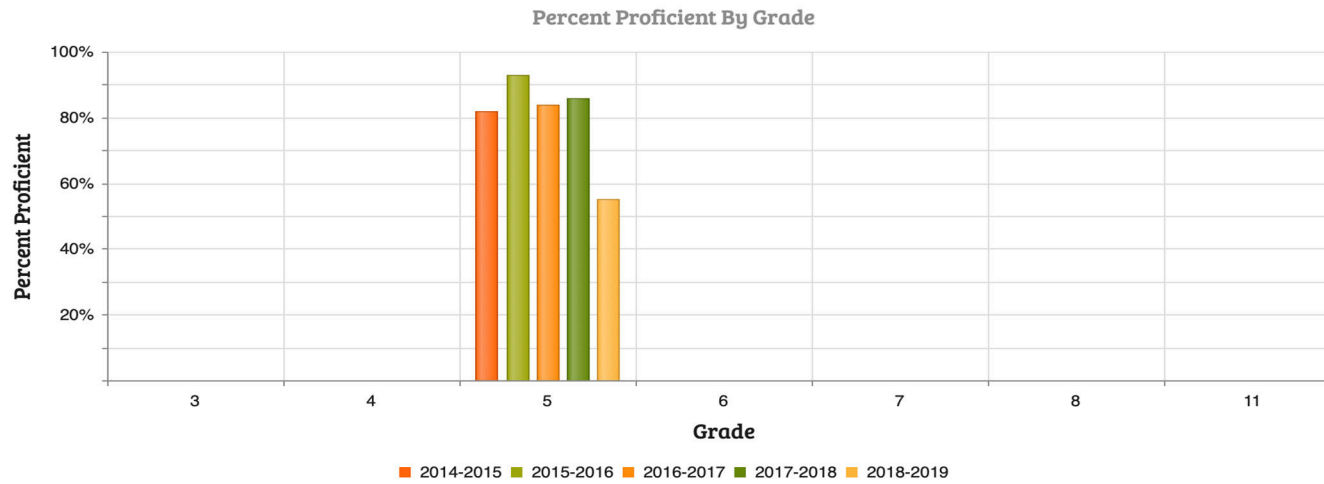
ENGLISH LANGUAGE ARTS



MATHEMATICS



SCIENCE



ACT DATA

Percent Meeting Expectations

Percent Meeting Expectations			
Data Years	English Language Arts	Mathematics	Science
2016-2017	60 %	70 %	70 %
2017-2018	56 %	67 %	83 %
2018-2019	45 %	55 %	45 %

COLLEGE GOING RATE

Data Years	PERCENTAGE				
	Public School	Private School	2-Year College	4-Year College	Total Rate
2018-2019	65.00%	10.00%	30.00%	45.00%	75.00%
2017-2018	83.33%	11.11%	55.56%	44.44%	83.33%

Our participation rate is 100%.

AQUESTT CLASSIFICATIONS:

DISTRICT: Great

ELEMENTARY: Good

HIGH SCHOOL: Great

Financial Receipts for school year: 2017-2018

	Receipts	Percent
County Receipts	\$19,575.70	0.62 %
Federal Receipts	\$65,568.64	2.07 %
Local Receipts	\$2,603,113.14	82.3 %
Other Receipts	\$44,741.98	1.41 %
State Aid (TEEOSA)	\$20,199.00	0.64 %
State Receipts other than TEEOSA	\$410,916.53	13.0 %
Total Receipts	\$3,164,114.99	100 %

Financial Expenditures for school year: 2017-2018

	Expenditures	Percent
All Instruction Expenditures	<u>\$1,893,905.32</u>	57.6 %
Categorical Grants from Corps & Private	<u>\$0.00</u>	0.00 %
Federal Expenditures	<u>\$157,816.46</u>	4.80 %
General Administration	<u>\$171,005.86</u>	5.20 %
Maintenance & Operation Expenditures	<u>\$257,772.73</u>	7.85 %
Office of the Principal Expenditures	<u>\$104,259.77</u>	3.17 %
Other Expenditures	<u>\$13,216.46</u>	0.40 %
State Categorical Programs	<u>\$0.00</u>	0.00 %
Support Services - Business	<u>\$148,934.38</u>	4.53 %
Support Services - Pupils Expenditures	<u>\$184,815.56</u>	5.62 %

	Expenditures	Percent
Support Services - Pupils Transportation	<u>\$194,742.11</u>	5.93 %
Support Services - Staff Expenditures	<u>\$159,253.44</u>	4.85 %
Total Expenditures	<u>\$3,285,722.09</u>	100 %

5013 - Extracurricular Drug Testing Program

The school district supports and values student participation in extracurricular activities, but such participation in school district extracurricular activities is a privilege and not a right. Students in all extracurricular activities in grades 7-12 shall be subject to mandatory and random testing for the presence of tobacco/nicotine, alcohol, or illegal drugs.

1. Purpose of Random Drug Testing

- a. The school district has recognized that observed and suspected drug, alcohol, and tobacco/nicotine use and abuse has increased among the student population, including students participating in extracurricular activities.
- b. The school district seeks to provide safe, substance-free schools.
- c. The school district seeks to deter the use of illegal and prohibited drugs, alcohol, and tobacco/nicotine among students.
- d. The school district recognizes that students who use illegal and prohibited substances pose a threat to the health and safety of themselves, other students, teachers, administrators, and other persons.
- e. The school district believes that the drug, alcohol, and tobacco/nicotine problem among the student body will be addressed by making sure that the large number of students participating in extracurricular activities do not use drugs, alcohol, and tobacco/nicotine.

2. **Notice.** Each student who participates or seeks to participate in extracurricular activities shall be given a copy of this policy. This policy may also be included in the student handbook.

3. **Drug Testing Coordinator.** The Drug Testing Coordinator shall be the Activities Director or his or her designee unless otherwise indicated.

4. **Extracurricular Activities.** This policy applies to any activity that meets the guidelines of an extracurricular activity at the school district which includes but is not necessarily limited to the following:

Basketball	Band/Jazz Band	Student Council
Cheerleading	Skills USA	Swim Team
Trap	Musicals/One Act	Journalism
FCCLA	Energizeers	Track
Cross Country	Show Choir	Volleyball
FFA	FBLA	Wrestling
Football	Softball	Reading Classics
Golf	Speech	Quiz Bowl Baseball

5. **Students Who Are Required to Submit to Drug Testing**

- a. **Grades.** All students in grades 7-12 who participate in any extracurricular activity or competition are part of the pool subject to random drug testing.
- b. **Consent.** A student and his or her parent(s)/guardian(s) must sign a consent form before the student shall be eligible to try out for, practice with, or participate in the extracurricular activity. The consent form is attached to this policy.
- c. **Selection Pool Eligibility.** Students shall remain in the selection pool for an entire calendar year (365 days) from the date the consent form is received by the school district except that students who quit during the season or activity (prior to being selected for testing) or students who are cut from an activity will be removed from the testing pool.
- d. **Withdrawal.** Students who have a consent form on file remain eligible for drug tests from the date the consent form is received by the school district and throughout the remainder of the school year or until the student files a Withdrawal of Student from Activity form signed by the student and his or her parent(s)/guardian(s). Upon withdrawal, the student shall not be eligible to participate in any activity that is subject to drug testing for the remainder of the school year. A student who files

a Withdrawal of Student from Activity form after selected for a random drug test but before submitting to the test or after testing positive shall be ineligible to participate in any extracurricular activities for one calendar year from the date the Withdrawal of Student from Activity form is received by the Drug Testing Coordinator.

6. **Drugs.** Students participating in extracurricular activities are prohibited from using, possessing, distributing, manufacturing, or having drug, alcohol, and tobacco/nicotine present in their system. For purposes of this policy, "drugs" means:
- a. Any substance considered illegal by the Uniform Controlled Substances Act, Neb. Rev. Stat. § 28-401 *et seq.*
 - b. Any substance which is controlled by the Food and Drug Administration unless prescribed to the student by any licensed medical practitioner authorized to prescribe controlled substances or other prescription drugs;
 - c. Alcohol for any student under the age of 21. Alcohol shall have the meaning as provided in NEB. REV. STAT. § 48-1902(1);
 - d. Any tobacco or other substance which introduces nicotine and other tobacco-related substances into the body, including alternative nicotine products ingested in in way, such as by use of an e-cig, vape pen, or juul.

7. **Testing Procedures**

- a. **Student Selection.** All students who participate in extracurricular activities and submit a consent form will be included in a master list and will be subject to random drug screening. The master list shall be submitted to the company employed by the district to conduct the testing.
- b. **Reasonable Suspicion Testing.** In addition to random drug testing, a student is subject to drug testing at any time when the Drug Testing Coordinator determines there is individualized reasonable suspicion based upon articulable facts to believe that the student has used a drug. The Drug Testing Coordinator will notify the student and take the necessary steps to schedule a test as soon as practicable.
- c. **Parental Request.** Students who do not participate in extracurricular activities may be added to the random drug screening master list upon parental request.

Parent(s)/guardians may also request that their student be subject to non-random drug screening. The school will arrange for the test as soon as practicable. The parent(s)/guardian(s) making a request under this subparagraph must submit a signed consent form and indicate which type of test is being requested. Any cost associated with tests administered as a result of parental request must be paid by the parent(s)/guardian(s) in advance of the test.

- d. Type of Test.** The school district reserves the right to utilize breath, saliva, hair, urinalysis, or any other reliably recognized testing procedures. Urine and oral fluid samples which screen positive will be confirmed by GC/MS. Positive saliva or breath alcohol tests will be confirmed by EBT (Evidential Breath Tester). Other testing methods will be confirmed via industry-recognized processes and equipment.
- e. Collection Site.** The Drug Testing Coordinator will designate the collection site at which student will provide specimens. The collection site may be off the premises of the school district.
- f. Collection Procedures.** The school board will select a Drug Program Administrator (DPA). The DPA shall randomly select the students subject to drug testing from the master list on a monthly basis during the official time activities on in-season.

 - (i) The DPA will make selection based on 10% of Student pool monthly.
 - (ii) The DPA will maintain and follow generally accepted industry standards for collecting, maintaining, shipping, and accessing all specimens. The DPA will seek to obtain the sample in a manner designed to insure accurate testing protocols while minimizing intrusion into a student's privacy.
 - (iii) The DPA and the school district will provide a copy of the collection procedures upon request.
- g. Drugs.** Students may be randomly tested for any drugs, including but not limited to nicotine, alcohol, amphetamines, marijuana or cannabinoids, cocaine, methadone, methaqualone, propoxyphene, hallucinogens, opiates, phencyclidine, synthetic opiates and PCP, steroids, barbiturates, benzodiazepines, alcohol, and any prescription drug that was obtained without proper authorization.

- h. Results.** The DPA shall notify the student and the Drug Testing Coordinator of any positive test after the initial screening. The school representative shall notify the student's parents. The DPA will use a secure method to transmit all positive test results to the DPA's Medical Review Officer (MRO). The MRO will be certified by an MRO accreditation body. The MRO will be responsible for reviewing test results and determining whether the use of a substance identified by the sample analysis is from illicit use or a legitimate medical use. Prior to making a final decision, the MRO or his or her assistant shall contact the student and his or parent(s)/guardian(s) to discuss the result either face-to-face or over the telephone. If the MRO determines the test results are negative, no further action shall be taken against the student. The MRO will report results of verified positives to the DPA. The DPA shall then notify the Drug Testing Coordinator of the positive test result. The Drug Testing Coordinator shall notify the student and his or her parent(s)/guardian(s) and any staff members responsible for implementing the consequences of this policy.
- i. Request for a Retest.** A split specimen will be collected for all testing methods, with the exception of alcohol testing. A positive alcohol test will be confirmed with an EBT device. A student's parent(s)/guardian(s) may request that the split specimen be tested at a second nationally certified laboratory from a list provided by the MRO. The request for the test must be submitted in writing to the MRO (with a copy sent to the Drug Testing Coordinator) within 72 hours of being notified of the final testing result. The student and his or her parent(s)/guardian(s) must pay the associated costs for an additional test in advance. The costs will be reimbursed if the result of the split sample test is negative. The student will remain subject to the consequences of this policy during the retesting procedure.
- 8. Negative Tests.** Students and their parents will receive verbal or written notice when the student's test result is negative.
- 9. Consequences for Testing Positive.** Whenever the test results indicate the presence of drugs, Drug Testing Coordinator shall schedule and hold a confidential meeting with the student, parent/guardian, and sponsor/coach. Other members of the school's administration may also attend the meeting. At the meeting, the Drug Testing Coordinator shall explain the drug testing procedures and the policy of the district. The consequences shall be as follows (**All**

offenses are cumulative in grades 7-8. Offenses that occur in grades 7-8 shall not count as offenses in grades 9-12. All offenses are cumulative in grades 9-12):

a. First Offense

- i. The student shall miss 10 participation days of practice and shall be required to attend practice.
- ii. The student will be ineligible to publicly perform in any extracurricular activity for **10 participation days**. The day of the positive test result shall be the first day for counting purposes. If the end of the activity precedes the end of the **10 participation days**, the remaining days will carry over to the next activity so the student completes the required number of days.
- iii. The student shall attend 12 hours of drug, alcohol, and/or tobacco/nicotine counseling or educational program at the student's expense as arranged or approved by Drug Testing Coordinator.
- iv. The student must submit to a district administered test and test negative before returning to the activity. The student will return to the random pool.

b. Second Offense

- i. The student shall miss **45 participation days** of practice and shall be required to attend practice.
- ii. The student will be ineligible to publicly perform in any extracurricular activity for **45 participation days**. The day of the positive test result shall be the first day for counting purposes. If the end of the activity precedes the end of the **45 participation days**, the remaining days will carry over to the next activity so the student completes the required number of days.
- iii. The student shall obtain a drug and alcohol assessment at student's expense from a certified substance abuse counselor or licensed mental health provider who holds a valid license that includes in its scope of practice the ability to administer substance abuse

evaluations and/or treatment. The student shall provide written proof of obtaining the assessment to Drug Testing Coordinator. The student is strongly encouraged to comply with the assessment recommendations.

- iv. The student must submit to a district administered test and test negative before returning to the activity. The student will be subject to follow-up drug tests at least one time per month for the next **six (6) months** or end upon graduation.

c. Third Offense

- i. The student will be ineligible to practice or publicly perform in any extracurricular activity for one year from the date of the third positive test or end upon graduation. The day of the positive test result shall be the first day for counting purposes.
- ii. The student must submit to a district administered test and test negative before returning to the activity. The student will be subject to follow-up drug tests at least one time per month for the next **twelve (12) months** or end upon graduation.

d. Fourth Offense

- i. The student will be ineligible to participate in any extracurricular activity for the remainder of the student's time at the school district.

10. Refusal to Test

A student who refuses to submit to a drug test authorized under this policy, or fails or refuses to comply with any other provision of this policy, shall not be eligible to participate in any activities covered under this policy including all meetings, practices, performances and competitions for the **next twelve (12) months**.

11. Tampering

Tampering is the use of any agent or technique which is designed to avoid detection of a drug and/or compromise the integrity of a drug test and is prohibited. This includes providing false urine samples (for

example, urine substitution), contaminating the urine sample with chemicals or chemical products, the use of diuretics to dilute urine samples, and the use of masking. If the Drug Testing Coordinator determines that a student tampered with a drug test, the student shall be deemed to have submitted a positive test.

The use of any such agent or technique shall be treated as a positive test for drugs prohibited by this Policy and shall be subject to the penalties set forth in Section 9 of this Policy.

12. Maintenance of Records

All results of drug testing shall be confidential. Procedures for maintaining confidentiality will be developed by the school district and the testing organization. The Drug Testing Coordinator shall maintain records of positive tests in a secure location. This information will not be available to anyone other than appropriate school personnel and parents. This information will be destroyed upon the student's graduation or one year after the student's class graduates. Under no circumstances will this information become a part of the student's permanent file, nor will it be sent to another school when the student moves to another district or transfers to another school. The school district will not share drug testing results with any law enforcement agencies.

13. Appeal.

The school district will rely solely upon the opinion of the MRO to determine whether the positive test result was the result of the consumption of a drug. There shall be no appeal of the test result to any school administrator or the board of education.

14. Severability

If any portion of this policy is deemed to be contrary to the law of the state of Nebraska or the United States by judicial decision or an act of Congress, then only such portion or provision directly deemed to be unconstitutional shall be stricken, and the remainder of the policy shall remain in full force.

Adopted on: July 12, 2017
Revised on: June 10, 2019
Reviewed on: _____

Fairbury Jr. & Sr. High School
CONSENT TO PERFORM RANDOM DRUG TESTING
2019-202__

Student Name _____ Grade _____

As a student and parent:

- < We understand and agree that participation in extracurricular activities is a privilege that may be withdrawn for violations of the Extracurricular Drug Testing Policy.
- < We have read the Extracurricular Drug Testing Policy and understand the responsibilities and consequences as an activity participant if the student violates the policy.
- < We understand that when students participate in any extracurricular activity, they will be subjected to random drug testing, and if they refuse, will not be allowed to practice or participate in any extracurricular activity. We have read this consent statement and agree to its terms.
- < We understand this is binding while a student is enrolled in Fairbury Public School District.

CONSENT TO PERFORM DRUG TESTING

We hereby consent to allow the student named on this form to undergo drug testing for the presence of drugs, alcohol, and tobacco/nicotine in accordance with the Extracurricular Drug Testing Program adopted by the Board of Education. We understand that any samples will be sent only to a qualified laboratory for actual testing. We hereby give our consent to the medical vendor selected by the school board, their Medical Review Office (MRO), laboratory, doctors, employees, or agents, together with any clinic, hospital, or laboratory designated by the selected medical vendor to perform testing for the detection of drugs and to release the results of those tests as provided in the policy. We understand these results will be forwarded to school district officials and will also be made available to us. We agree to sign any necessary releases if requested to do so.

We understand that consent pursuant to this Consent to Perform Random Drug Testing will be effective for all extracurricular activities in which this student might participate during the current school year.

We hereby release the Fairbury Board of Education and its employees from any legal responsibility or liability for the release of such information and records, pursuant to the policy.

Student Signature _____ Date _____

Parent/Guardian Signature _____ Date _____

Fairbury Jr. & Sr. High School
WITHDRAWAL OF STUDENT FROM ACTIVITY
2019-2__ SCHOOL YEAR

I understand that by signing this form I am rescinding my permission for random drug, alcohol, and tobacco/nicotine screening and no longer wish to participate in any extracurricular activity. I further understand that I am forfeiting my privilege to participate in athletics and/or extracurricular activities for the remainder of this school year.

I hereby rescind my consent to the administration of the drug screening and forfeit all participation in extracurricular activities for the remainder of the school year at the school district.

Student's Printed Name: _____

Signature: _____

Date: _____

Parent/Guardian's Printed Name: _____

Signature: _____

Date: _____

5021 Extracurricular Drug Testing Program

The school district supports and values student participation in extracurricular activities, but such participation in school district extracurricular activities is a privilege and not a right. Students in all extracurricular activities in grades 7-12 shall be subject to mandatory and random testing for the presence of alcohol or illegal drugs.

1. Purpose of Random Drug Testing

- a.** The school district has recognized that observed and suspected drug and alcohol use and abuse is present among the student population, including students participating in extracurricular activities.
- b.** The school district seeks to provide safe, drug-free schools.
- c.** The school district seeks to deter the use of illegal and prohibited drugs and alcohol among students.
- d.** The school district recognizes that students who use illegal and prohibited drugs pose a threat to the health and safety of themselves, other students, teachers, administrators, and other persons.
- e.** The school district calculates that the drug and alcohol issue among the student body can be effectively impacted by making sure that the large number of students participating in extracurricular activities do not use drugs and alcohol.

2. Notice. Each student who participates or seeks to participate in extracurricular activities shall be given a copy of this policy. This policy may also be included in the student handbook.

3. Drug Testing Coordinator. The Drug Testing Coordinator shall be the Superintendent or his or her designee unless otherwise indicated.

4. Extracurricular Activities. This policy applies to any activity that meets the guidelines of an extracurricular activity at the school district which includes but is not necessarily limited to the following:

Basketball

Band

Student Council

Cheerleading

Speech/Debate

Swim Team

FBLA	One Act Plays	Track
Drill Team	Choir	Volleyball
FFA	Softball	Wrestling
Football		

5. Students Who Are Required to Submit to Drug Testing

- a. **Grades.** All students in grades 7-12 who participate in any extracurricular activity or competition are part of the pool subject to random drug testing.
 - b. **Consent.** A student and his or her parent(s)/guardian(s) must sign a consent form before the student shall be eligible to try out for, practice with, or participate in the extracurricular activity. The consent form is attached to this policy.
 - c. **Selection Pool Eligibility.** Students shall remain in the selection pool for an entire calendar year (365 days) from the date the consent form is received by the school district.
 - d. **Withdrawal.** Students who have a consent form on file remain eligible for drug tests from the date the consent form is received by the school district and throughout the remainder of the school year or until the student files a Withdrawal of Student from Activity form signed by the student and his or her parent(s)/guardian(s). Upon withdrawal, the student shall not be eligible to participate in any activity that is subject to drug testing for the remainder of the school year. A student who files a Withdrawal of Student from Activity form after being selected for a random drug test but before submitting to the test or after testing positive shall be ineligible to participate in any extracurricular activities for one calendar year from the date the Withdrawal of Student from Activity form is received by the Drug Testing Coordinator.
6. **Drugs.** Students participating in extracurricular activities are prohibited from using, possessing, distributing, manufacturing, or having drugs present in their system. "Drugs" means:
- a. Any substance considered illegal by the Uniform Controlled Substances Act, Neb. Rev. Stat. § 28-401 *et seq.*
 - b. Any substance which is controlled by the Food and Drug

Administration unless prescribed to the student by any licensed medical practitioner authorized to prescribe controlled substances or other prescription drugs;

- c. Alcohol for any student under the age of 21. Alcohol shall have the meaning as provided in NEB. REV. STAT. § 48-1902(1).

7. Testing Procedures

- a. **Student Selection.** All students who participate in extracurricular activities and submit a consent form will be included in a master list and will be subject to random drug screening. The master list shall be submitted to the company employed by the district to conduct the testing.
- b. **Reasonable Suspicion Testing.** In addition to random drug testing, a student is subject to drug testing at any time when the Drug Testing Coordinator determines there is individualized reasonable suspicion based upon articulable facts to believe that the student has used a drug. The Drug Testing Coordinator will notify the student and take the necessary steps to schedule a test as soon as practicable.
- c. **Parental Request.** Students who do not participate in extracurricular activities may be added to the random drug screening master list upon parental request. Parent(s)/guardians may also request that their student be subject to non-random drug screening. The school will arrange for the test as soon as practicable. The parent(s)/guardian(s) making a request under this subparagraph must submit a signed consent form and indicate which type of test is being requested. Any cost associated with tests administered as a result of parental request must be paid by the parent(s)/guardian(s) in advance of the test.
- d. **Type of Test.** The school district reserves the right to utilize breath, saliva, hair or urinalysis testing procedures. Urine and oral fluid samples which screen positive will be confirmed by GC/MS. Positive saliva or breath alcohol tests will be confirmed by EBT (Evidential Breath Tester).
- e. **Collection Site.** The Drug Testing Coordinator will designate the collection site at which student will provide specimens. The collection site may be off the premises of the school district.
- f. **Collection Procedures.** The school board will select a Drug

Program Administrator (DPA). The DPA shall randomly select the students subject to drug testing from the master list. The DPA will maintain and follow generally accepted industry standards for collecting, maintaining, shipping, and accessing all specimens. The DPA will seek to obtain the sample in a manner designed to insure accurate testing protocols while minimizing intrusion into a student's privacy. The DPA and the school district will provide a copy of the collection procedures upon request.

- g. Drugs.** Students may be randomly tested for any drugs, including but not limited to alcohol, amphetamines, marijuana or cannabinoids, cocaine, methadone, methaqualone, propoxyphene, hallucinogens, opiates, phencyclidine, synthetic opiates and PCP, steroids, barbiturates, benzodiazepines, alcohol, and any prescription drug that was obtained without proper authorization.
- h. Results.** The DPA shall notify the student and the Drug Testing Coordinator of any positive test after the initial screening. The school representative shall notify the student's parents. The DPA will use a secure method to transmit all positive test results to the DPA's Medical Review Officer (MRO). The MRO will be certified by an MRO accreditation body. The MRO will be responsible for reviewing test results and determining whether the use of a substance identified by the sample analysis is from illicit use or a legitimate medical use. Prior to making a final decision, the MRO or his or her assistant shall contact the student and his or parent(s)/guardian(s) to discuss the result either face-to-face or over the telephone. If the MRO determines the test results are negative, no further action shall be taken against the student. The MRO will report results of verified positives to the DPA. The DPA shall then notify the Drug Testing Coordinator of the positive test result. The Drug Testing Coordinator shall notify the student and his or her parent(s)/guardian(s) and any staff members responsible for implementing the consequences of this policy.
- i. Request for a Retest.** A split specimen will be collected for all testing methods, with the exception of alcohol testing. A positive alcohol test will be confirmed with an EBT device. A student's parent(s)/guardian(s) may request that the split specimen be tested at a second nationally certified laboratory from a list provided by the MRO. The request for the test must be submitted in writing to the MRO (with a copy sent to the Drug Testing Coordinator) within 72 hours of being notified of the final testing

result. The student and his or her parent(s)/guardian(s) must pay the associated costs for an additional test in advance. The costs will be reimbursed if the result of the split sample test is negative. The student will remain subject to the consequences of this policy during the retesting procedure.

8. Negative Tests. Students and their parents will receive verbal or written notice when the student's test result is negative.

9. Consequences for Testing Positive. Whenever the test results indicate the presence of drugs, Drug Testing Coordinator shall schedule and hold a confidential meeting with the student, parent/guardian, and sponsor/coach. Other members of the school's administration may also attend the meeting. At the meeting, the Drug Testing Coordinator shall explain the drug testing procedures and the policy of the district. The consequences shall be as follows (**All offenses are cumulative within each year in grades 7-8. Offenses that occur in grades 7-8 shall not count as offenses in grades 9-12. All offenses are cumulative within each year in grades 9-12**):

a. First Offense

- i. The student shall be required to attend practice.
- ii. The student will be ineligible to publicly perform in any extracurricular activity for 28 calendar days. The day of the positive test result shall be the first day for counting purposes. If the end of the activity precedes the end of the 28 days, the remaining days will carry over to the next activity so the student completes the required number of days.
- iii. The student shall attend an approved program of drug and alcohol counseling or educational program at the student's expense as arranged or approved by Freeman Public Schools.
- iv. The student will be subject to follow-up drug tests at least one time per month for the next 2 months or end upon graduation.

b. Second Offense

- i. The student shall be required to attend practice.

- ii. The student will be ineligible to publicly perform in any extracurricular activity for 40 calendar days. The day of the positive test result shall be the first day for counting purposes. If the end of the activity precedes the end of the 40 days, the remaining days will carry over to the next activity so the student completes the required number of days.
- iii. The student shall obtain a drug and alcohol assessment at student's expense from a certified substance abuse counselor or licensed mental health provider who holds a valid license that includes in its scope of practice the ability to administer substance abuse evaluations and/or treatment. The student shall provide written proof of obtaining the assessment to Freeman's Drug Testing Coordinator. The student is strongly encouraged to comply with the assessment recommendations.
- iv. The student will be subject to follow-up drug tests at least one time per month for the next 2 months or end upon graduation.

c. Third Offense

- i. The student will be ineligible to practice or publicly perform in any extracurricular activity for one year from the date of the third positive test or end upon graduation. The day of the positive test result shall be the first day for counting purposes.
- ii. The student must submit to a district administered test and test negative before returning to the activity. The student will be subject to follow-up drug tests at least one time per month for the next 12 months or end upon graduation.

10. Refusal to Test

A student who refuses to submit to a drug test authorized under this policy, or fails or refuses to comply with any other provision of this policy, shall not be eligible to participate in any activities covered under this policy including all meetings, practices, performances and competitions for the remainder of the school year.

11. Tampering

Tampering is the use of any agent or technique which is designed to avoid detection of a drug and/or compromise the integrity of a drug test and is prohibited. This includes providing false urine samples (for example, urine substitution), contaminating the urine sample with chemicals or chemical products, the use of diuretics to dilute urine samples, and the use of masking. If the Drug Testing Coordinator determines that a student tampered with a drug test, the student shall not be eligible to participate in any activities covered under this policy including all meetings, practices, performances and competitions for the remainder of the school year.

The use of any such agent or technique shall be treated as a positive test for drugs prohibited by this Policy and shall be subject to the penalties set forth in Section 9 of this Policy.

12. Maintenance of Records

All results of drug testing shall be confidential. Procedures for maintaining confidentiality will be developed by the school district and the testing organization. The Drug Testing Coordinator shall maintain records of positive tests in a secure location. This information will not be available to anyone other than appropriate school personnel and parents. This information will be destroyed upon the student's graduation or one year after the student's class graduates. Under no circumstances will this information become a part of the student's permanent file, nor will it be sent to another school when the student moves to another district or transfers to another school. The school district will not share drug testing results with any law enforcement agencies.

13. Appeal.

The school district will rely solely upon the opinion of the MRO to determine whether the positive test result was the result of the consumption of a drug. There shall be no appeal of the test result to any school administrator or the board of education.

14. Severability

If any portion of this policy is deemed to be contrary to the law of the state of Nebraska or the United States by judicial decision or an act of

Congress, then only such portion or provision directly deemed to be unconstitutional shall be stricken, and the remainder of the policy shall remain in full force.

[PRINT ON SCHOOL DISTRICT LETTERHEAD]
CONSENT TO PERFORM RANDOM DRUG TESTING
201__-201__

Student Name _____ Grade _____

As a student and parent:

- < We understand and agree that participation in extracurricular activities is a privilege that may be withdrawn for violations of the Extracurricular Drug Testing Policy.
- < We have read the Extracurricular Drug Testing Policy and understand the responsibilities and consequences as an activity participant if the student violates the policy.
- < We understand that when students participate in any extracurricular activity, they will be subjected to random drug testing, and if they refuse, will not be allowed to practice or participate in any extracurricular activity. We have read this consent statement and agree to its terms.
- < We understand this is binding while a student is enrolled in _____ School District.

CONSENT TO PERFORM DRUG TESTING

We hereby consent to allow the student named on this form to undergo drug testing for the presence of drugs and alcohol in accordance with the Extracurricular Drug Testing Program adopted by the Board of Education. We understand that any samples will be sent only to a qualified laboratory for actual testing. We hereby give our consent to the medical vendor selected by the school board, their Medical Review Office (MRO), laboratory, doctors, employees, or agents, together with any clinic, hospital, or laboratory designated by the selected medical vendor to perform testing for the detection of drugs and to release the results of those tests as provided in the policy. We understand these results will be forwarded to school district officials and will also be made available to us. We agree to sign any necessary releases if requested to do so.

We understand that consent pursuant to this Consent to Perform Random Drug Testing will be effective for all extracurricular activities in which this student might participate during the current school year.

We hereby release the _____ Board of Education and its employees from any legal responsibility or liability for the release of such information and records, pursuant to the policy.

Student Signature _____ Date _____

Parent/Guardian Signature _____ Date _____

[PLACE FORM ON SCHOOL DISTRICT LETTERHEAD]

WITHDRAWAL OF STUDENT FROM ACTIVITY

20__-__ SCHOOL YEAR

I understand that by signing this form I am rescinding my permission for random drug screening and no longer wish to participate in any extracurricular activity. I further understand that I am forfeiting my privilege to participate in athletics and/or extracurricular activities for the remainder of this school year.

I hereby rescind my consent to the administration of the drug screening and forfeit all participation in extracurricular activities for the remainder of the school year at the school district.

Student's Printed Name: _____

Signature: _____

Date: _____

Parent/Guardian's Printed Name: _____

Signature: _____

Date: _____

MINUTES OF THE SPECIAL HEARING MEETING OF THE BOARD OF
EDUCATION OF STERLING PUBLIC SCHOOLS, DISTRICT #33

Monday, September 16, 2019

A regular meeting of the Board of Education of Sterling Public Schools was convened in open and public session on Monday, September 16, 2019, at Sterling Public Schools.

A. Call Meeting to Order. Meeting was called to order at 6:43 PM by President Wirthele.

B. Recognize Nebraska Open Meetings Law

C. Publication of Meeting Notice of the meeting was given in advance by posting in accordance with the Board approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. The agenda was posted in accordance to board policy. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

D. Roll Call The roll was called and the following Board members were present or absent: **Present:** John Harms, Mark Horstman, Stan Karr, Kevin McAuliffe, Rick Vollman, Cheri Wirthele.

E. Approval of agenda. No changes.

F. Public Comment. None.

G. Discussion Items:

G.1. Discuss 2019-2020 Budget

H. Adjourned meeting at 6:49 PM.

MINUTES OF THE SPECIAL HEARING OF THE BOARD OF EDUCATION OF
STERLING PUBLIC SCHOOLS, DISTRICT #33

Monday, September 16, 2019

A regular meeting of the Board of Education of Sterling Public Schools was convened in open and public session on Monday, September 16, 2019, at Sterling Public Schools.

A. Call Meeting to Order. Meeting was called to order at 6:50 PM by President Wirthele.

B. Recognize Nebraska Open Meetings Law

C. Publication of Meeting Notice of the meeting was given in advance by posting in accordance with the Board approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. The agenda was posted in accordance to board policy. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

D. Roll Call The roll was called and the following Board members were present or absent: Present: John Harms, Mark Horstman, Stan Karr, Kevin McAuliffe, Rick Vollman, Cheri Wirthele.

E. Approval of agenda. No changes.

F. Public Comment. None.

G. Discussion Items:

G.1. . Discuss 2019-2020 Final Tax Request

H. Adjourned meeting at 6:59 PM.

MINUTES OF THE REGULAR MEETING OF THE BOARD OF EDUCATION
OF STERLING PUBLIC SCHOOLS, DISTRICT #33

Monday, September 16, 2019

A regular meeting of the Board of Education of Sterling Public Schools was convened in open and public session on Monday, September 16, 2019, 7:00 PM at Sterling Public Schools.

A. Call Meeting to Order. Meeting called to order at 7:00 PM by President Wirthele.

B. Recognize Nebraska Open Meetings Law

C. Publication of Meeting Notice of the meeting was given in advance by posting in accordance with the Board approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. The agenda was posted in accordance to board policy. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

D. Roll Call The roll was called and the following Board members were present or absent:

Present: John Harms, Mark Horstman, Stan Karr, Kevin McAuliffe, Rick Vollman, Cheri Wirthele.

E. Pledge of Allegiance

F. Approval of agenda. No changes.

G. Public Comment

H. Teacher Report was given by Coach Heusman & Coach Pfeiffer in regards to football.

I. Board Committee Reports. Members Harms and Wirthele discussed the meeting they had with the auditor and Superintendent Heusman.

J. Administration Reports were given.

K. Consent Agenda

Move to approve the consent agenda as presented Passed with a motion by Vollman and a second by Karr. Yea: 6, Nay: 0

L. Action Items

L.1. Second Reading of Board Policies: 5015 Protection of Pupil Rights, 4039 Employment of Classified Staff, 5044 Safe Pupil Transportation Plan and Pupil Transportation Vehicle Driver Satisfactory Driving Criteria

Move to approve Board Policies: 5015 Protection of Pupil Rights, 4039 Employment of Classified Staff, 5044 Safe Pupil Transportation Plan and Pupil Transportation Vehicle Driver Satisfactory Driving Criteria Passed with a motion by Horstman and a second by McAuliffe. Yea: 6, Nay: 0

L.2. Discuss and Approve Tax Request Resolution. Move to approve the 2019-2020 Tax Request Resolution passed with a motion by McAuliffe and a second by Wirthele. Yea: 6, Nay: 0

L.3. Discussion and Approval of the 2019-2020 Budget

Move to approve the 2019-2020 budget as presented Passed with a motion by Horstman and a second by McAuliffe. Yea: 6, Nay: 0

M. Discussion Items:

M.1. Upcoming Dates

- Wednesday, September 16 @ 5:00 in NC. Horstman and Wirthele are registered.
- Tuesday, October 8 from 1:30-3:00. Grandparents and Grandfriends Day for K-6.
- Monday, October 21 @ 7:00--Regular Monthly Meeting. THIS WAS CHANGED TO Wednesday, October 16 @ 7:00 PM due to
- Wednesday, October 16 @ 6:20--Negotiations Meeting for board committee (Harms, Vollman, Wirthele). 6:40--Meeting with SEA Reps (Boldt, Davenport Salberg)

M.2. District and Board Goal Discussion was held.

N. Adjourn. Meeting adjourned at 9:10 PM

Sterling Public Schools

Cash Summary Report

Accounting Cycle: FY19/20; Beginning Period: Period 01 (09/01/2019 - 09/30/2019) ; Ending Period: Period 01 (09/01/2019 - 09/30/2019) ; Show Prior Year Expense/Encumbrance: No; Prior Year Ending Balance for Beginning Balance: Yes; Include Transactions after the Last Period: None; Exclude Closing Entries: No; Include Unposted Transactions: Yes; Created On: 10/16/2019 4:21:30 PM

Fund	Description	Beginning Balance	Revenue	Expenditure	Other	Ending Balance	Encumbrances	Liabilities	Available
01	General Fund	\$437,285.26	\$0.00	(\$387,033.15)	\$1,948.00	\$52,200.11	(\$7,405.24)	(\$1,948.00)	\$42,846.87
02	Depreciation Fund	\$309,936.56	\$0.00	\$0.00	\$0.00	\$309,936.56	\$0.00	\$0.00	\$309,936.56
03	Employee Benefit Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
05	Activity Fund	\$40,529.54	\$0.00	\$0.00	\$0.00	\$40,529.54	(\$219.88)	\$0.00	\$40,309.66
06	School Nutrition Fund	\$18,216.36	\$0.00	(\$13,349.54)	\$0.00	\$4,866.82	\$0.00	\$0.00	\$4,866.82
07	Bond Fund	\$110,842.54	\$0.00	\$0.00	\$0.00	\$110,842.54	\$0.00	\$0.00	\$110,842.54
08	Special Building Fund	\$271,562.82	\$0.00	\$0.00	\$0.00	\$271,562.82	\$0.00	\$0.00	\$271,562.82
09	QCPIUF Fund	\$79,297.69	\$0.00	\$0.00	\$0.00	\$79,297.69	\$0.00	\$0.00	\$79,297.69
10	Cooperative Fund	\$0.00	\$0.00	(\$7,658.96)	\$0.00	(\$7,658.96)	\$0.00	\$0.00	(\$7,658.96)
12	Student Fees Fund	\$591.00	\$0.00	\$0.00	\$0.00	\$591.00	\$0.00	\$0.00	\$591.00
	Sub Total	\$1,268,261.77	\$0.00	(\$408,041.65)	\$1,948.00	\$862,168.12	(\$7,625.12)	(\$1,948.00)	\$852,595.00

Sterling Public Schools

Check Listing Report

Accounting Cycle: FY19/20; Begin Date: 09/14/2019; End Date: 10/11/2019; Bank: First National Ban

Check Date	Check Number	Payee	Amount
09/26/2019	29121	CORPORATE PAYMENT SYSTEMS	\$3,156.97
09/26/2019	29122	BC/BS of Nebraska	\$1,464.90
10/04/2019	29123	United States Postal Service	\$83.22
10/04/2019	29124	United States Postal Service	\$32.35
10/11/2019	29125	Al's Johns	\$121.33
10/11/2019	29126	Amazon Capital Services	\$4,619.52
10/11/2019	29127	Bianchi, Angie	\$24.67
10/11/2019	29128	BLACK HILLS ENERGY	\$69.49
10/11/2019	29129	BMI	\$152.72
10/11/2019	29130	BODEN, RON	\$25.00
10/11/2019	29131	BOLDT, LUKE	\$25.00
10/11/2019	29132	Boslau, Dennis	\$25.00
10/11/2019	29133	Brent Heusman	\$25.00
10/11/2019	29134	Buss Pest Control	\$263.34
10/11/2019	29135	CAPITAL BUSINESS SYSTEMS, INC	\$1,680.14
10/11/2019	29136	Cash-wa Distribution	\$933.48
10/11/2019	29137	CenterPoint Energy Services Retail, LLC	\$318.33
10/11/2019	29138	CORNHUSKER INTERNATIONAL TRUCKS, INC.	\$2,391.29
10/11/2019	29139	CORPORATE PAYMENT SYSTEMS Supplies for Classes	\$2,963.25
10/11/2019	29140	DAS State Accounting - Central Finance	\$229.32
10/11/2019	29141	Dottie Heusman Cell Phone & Expenses	\$94.68
10/11/2019	29142	ECOLAB	\$564.24
10/11/2019	29143	ELECTRONIC CONTRACTING COMPANY	\$81.00
10/11/2019	29144	ESU #4	\$16,576.41
10/11/2019	29145	ESU #5	\$7,140.00
10/11/2019	29146	ESU #6	\$73.74
10/11/2019	29147	Fairfield Inn & Suites MTSS Conference in Kearney	\$203.95
10/11/2019	29148	FILTER SHOP	\$250.07
10/11/2019	29149	Fossler, Jennae Supplies	\$71.84
10/11/2019	29150	FREEDOM STEELE Supplies	\$52.21
10/11/2019	29151	Hancock Lumber, LLC Supplies	\$312.91
10/11/2019	29152	Harrington, Scott Cell phone	\$50.00
10/11/2019	29153	Heffelfinger, Ami LMHP	\$684.00
10/11/2019	29154	HILAND DAIRY	\$1,240.30
10/11/2019	29155	Jenna Sedivy supplies	\$178.07
10/11/2019	29156	JET STOP INC.	\$2,111.68
10/11/2019	29157	Johnson County Hospital OT/PT	\$1,585.48
10/11/2019	29158	JW PEPPER & SON, INC	\$37.00
10/11/2019	29159	KSB SCHOOL LAW	\$567.00

10/11/2019	29160	KUDU LAWN CARE	\$210.00
10/11/2019	29161	Life Track Services	\$154.00
10/11/2019	29162	MAX Cases	\$1,270.15
10/11/2019	29163	MCGRAW-HILL SCHOOL EDUCATION HOLDINGS, LLC	\$1,203.00
10/11/2019	29164	Midwest Grads	\$291.90
10/11/2019	29165	Mindy Cross Cell Phone	\$12.50
10/11/2019	29166	NCECBVI Special Education expenses	\$9,455.61
10/11/2019	29167	Nebraska Association Of Scbd Workshops	\$564.00
10/11/2019	29168	Nebraska Council School Admin Workshops	\$215.00
10/11/2019	29169	Nebraska Public Power Distric	\$10,359.92
10/11/2019	29170	ONE SOURCE Background Check	\$35.00
10/11/2019	29171	PANKO Repairs	\$394.46
10/11/2019	29172	Phillips, Jesse Cell Phone	\$25.00
10/11/2019	29173	PIONEER MANUFACTURING COMPANY	\$371.45
10/11/2019	29174	Recycling Enterprises	\$60.00
10/11/2019	29175	SCHOLASTIC INC	\$229.63
10/11/2019	29176	School Specialty Abilitations	\$377.40
10/11/2019	29177	SYSCO OF LINCOLN	\$6,836.76
10/11/2019	29178	Tecumseh Chieftain	\$410.40
10/11/2019	29179	The Home Depot Pro	\$57.48
10/11/2019	29180	UNITE PRIVATE NETWORKS, LLC	\$2,493.00
10/11/2019	29181	United States Postal Service	\$9.60
10/11/2019	29182	Village Of Sterling	\$172.00
10/11/2019	29183	VOICE NEWS	\$1,056.34
10/11/2019	29184	WASTE CONNECTIONS OF NEBRASKA	\$400.00
10/11/2019	29185	Water Engineering Inc.	\$135.00
10/11/2019	29186	WINDSTREAM COMMUNICATIONS, INC	\$400.25
10/11/2019	29187	Wusk Power Equipment & Repair	\$607.06
Sub Total			\$88,285.81

k; Sort

Oct 10th, 2019

Sterling Public School
Board of Education
250 Main St.
Sterling, NE 68443

Dear Negotiations Committee:

The Sterling Education Association requests that the school board of the Sterling Public Schools take action to recognize Sterling Education Association as exclusive bargaining agent for the district's non-supervisory certificated staff for the 2021-22 contract year.

Please direct your response to the undersigned.

Sincerely,



Sara Hier
President

Sterling Education Association

October 1, 2019 SNAPSHOT

Grade	Boys	Girls	Total
Preschool	19	13	32
K	9	7	16
1	8	9	17
2	6	5	11
3	7	4	11
4	6	5	11
5	6	6	12
6	5	5	10
7	7	7	14
8	6	13	19
9	11	4	15
10	9	7	16
11	5	12	17
12	6	8	14
TOTALS	110	105	215

October 1, 2018 SNAPSHOT

Grade	Boys	Girls	Total	
Preschool	16	12	28	
K	7	10	17	
1	6	4	10	
2	6	5	11	
3	5	5	10	
4	5	7	12	
5	7	4	11	
6	5	9	14	
7	7	13	20	
8	11	4	15	
9	10	7	17	
10	5	11	16	
11	6	5	11	
12	11	11	22	
TOTALS	107	107	214	

CURRICULUM REPORT

Addie Heusman

October 16, 2019

- On October 2, juniors and a few seniors attended an EPP (Educational Planning Program, i.e. college fair) at Southeast Community College and then toured Doane College. Other visits this year include UNL, NWU, Peru State, UNO, NWMSU, IWCC, Metro CC, Southeast CC, Bryan Health, and possibly Wayne State or UNK. Some visits are whole class visits and then some are elective.
- On October 3, we held our second Apply2College event for our seniors which is a national campaign that EducationQuest promotes in the State of Nebraska. During the event, seniors submitted college applications, listened to a presentation by EducationQuest, and started the financial aid process of filing their FAFSA.
 - Les Monroe from EducationQuest also held a parent meeting at 4:30 for junior and senior parents with two parents in attendance. In 2016, EducationQuest made a switch from doing evening Financial Aid meetings to daytime meetings. At the request of the board, we have held parent meetings around 4:30 in both 2018 and 2019 with low attendance at both. Les discussed with me options moving forward as neither one of us felt that what we are doing is working. The only option to hold a later evening meeting would be to zoom/video conference in with either the Kearney or Omaha offices. We discussed that 4:30 might be a difficult time for parents who work out of town and that maybe it would work to start the day off with a parent and student meeting first thing in the morning before our Apply2College event. The idea behind having parents and students at the meeting together would be that they can start doing the work for filing for their FSA ID's and the financial aid process together with the help of EducationQuest expertise in attendance. Hopefully by having the meeting first thing in the morning, parents could attend the meeting and then travel to work.
 - Les made a great comment about where we are as far as information. "We get what we want, when we want to get it." With the internet and resources, it is easy to use more excuses to not attend something scheduled like a financial aid meeting because they will just get that information later because they have other commitments and activities that take priority.

TRANSPORTATION/MAINTENANCE REPORT

Brent Heusman
October 16, 2019

- Our activity bus is currently in Lincoln at Cornhusker International in need of a new fuel pump. The cost for the pump and labor is in the \$5000-\$5500 range. We are looking at about \$3500 for trade in value of the activity bus as it is, not fixed. They would give us \$10,000 if we get it fixed prior to trade in. We have told them to hold off on repairs at this time. We will have more information for you once the transportation committee meets prior to Wednesday's meeting.
- We have finished the 1st round of 80-day inspections. We had a few things that needed attention, but nothing major this go around.
- We have bids from both Blue Bird and Thomas for new buses. A new bus is in the \$90,000 - \$100,000 range depending on what options/features we choose. The transportation committee will have more information to share at the meeting in regards to this as well.
- We are looking forward to hosting the Pioneer Conference VB Tournament on Monday, Tuesday, and Friday, Oct. 21-25th. Cheri is providing food for the hospitality room for the tournament. Board members should stop by the hospitality room if you are here for any of the tournament action. We also have a HS FB game at Dorchester on Friday, Oct. 25th due to their conference VB tournament playing their finals on Thursday.
- The mowing season is finally coming to an end. Mother Nature kept me busy this summer/fall. All of our mowing equipment made it through the year without any major issues.
- We are sending our middle school kids (Grades 6-8) to a Life Skills Sportsmanship rally at Pinnacle Bank Arena on Wednesday, November 6th. This event will coincide with the opening game for the Nebraska women's basketball season.

Scott Harrington

October 16, 2019

Grandparents/Grandfriends Day

- On Tuesday afternoon, we invited our K-6 students to invite their grandparents or grandfriends to come in and spend the afternoon with them.
- Events they participated in were:
 - Fun photo booth pictures
 - Pumpkin painting
 - Cookie decorating
 - Various other classroom specific activities
- This was a well attended event and something that we will continue each year. There were a lot of great comments from our visitors on this day.

Early Out Professional Development - October 9th

- Offerings included:
 - Diabetic Training from ESU4
 - PBiS - Behavior Definition (Beginning to work on consistent definitions and expectations)
 - Annual Report Review
 - Career Readiness Standards Alignment - Just began on this and ran short of time. We will continue these discussions.
 - Tireless Teacher/Staff Member of the Month Awards
 - September - Wusk, Alm, & Bianchi
 - October - Kinney, Phillips, McAuliffe
 - Newsela Presentation by Ms. Harlan
 - L to J Presentation by Ms. Schultz

Grandma Rose Turns 90!

- Mr. Richardson started the day by saying some nice words about her and having her lead the elementary in The Pledge of Allegiance.
- We celebrated with a short birthday party at 10:00 on Thursday morning.
- We surprised her by having all K-6 students and multiple family members there. Most of her 8 children were present.
 - The students presented her with cards and artwork.
- Pictures can be seen on our social media outlets.

Digital Signage

- On October 15, I will be meeting with Ron from Omaha Neon Sign about digital signage options. Rick knows Ron and helped set up this meeting.
- I will have topics we discussed on paper for the meeting.

School Website

- Our new school website design is nearly done.
- Hopefully, we should be able to roll this out soon.

Random Drug Testing Policy

- We have been doing some research into the possibility of adding a random drug testing policy.
- Several neighboring schools have one.
- If it was a path we chose to explore, we would hold several parent/student meetings before we implemented a policy.
- Students and parents would have to sign the release opting into the random drug testing before they could participate in any extracurricular activity in grades 7-12.
- Freeman and Fairbury's policies are attached for the board to review.
- Differences between the two:
 - Drug Testing Coordinator - Freeman has the Superintendent and Fairbury has the Activities Director.
 - Selection Pool Eligibility
 - Freeman - Once you sign the form you are in the pool for all year.
 - Fairbury - If you quit or are cut from the season or activity you are removed from the pool (As long as you quit prior to being selected).
 - Type of Test:
 - Fairbury - Has "Other testing methods will be confirmed via industry-recognized processes and equipment."
 - First Offense:
 - Fairbury is 10 participation days & Freeman is 28 calendar days.
 - Second Offense:
 - Fairbury is 45 participation days & Freeman is 40 calendar days.
 - Fourth Offense:
 - Fairbury is that the student is done for the rest of their high school career.
 - Freeman doesn't have a 4th offense, their stiffest penalty is a year.
 - Tampering:
 - Fairbury - Considered a positive test and penalties that go with it.
 - Freeman - Considered a positive test and done with everything for the rest of the year.

Dottie Heusman

October 16, 2019

We have been in the process of working with the auditor to get our books tied up for the end of the 2018-2019 fiscal year. Our last day with the auditor will be on Tuesday, October 15. I will have more information to share at the board meeting.

A letter was mailed to all parents on October 4, 2019 in regards to the possibility of busing students from the north side of Highway 41 to school each day. Parents have been told to respond directly to me in regards to this need. At this time there are eight families in this area of town. Five of them have responded. Four of them said yes and one of them said it was not needed. Mr. Harrington and Mr. McAuliffe spoke to the Sterling Town Board about the logistics of this. My goal is to get this service up and running by November 4, 2019.

Our AQuESTT classifications were released on Wednesday, October 9. These are our ratings for the 2018-2019 school year. Based on all of our data our elementary is rated as a "good", our secondary is rated as a "great" and our district is rated as a "great". The teachers did have time during the Wednesday In-Service Day to review some of these results. We have additional work to do to see what areas were our lowest so we can make plans for improvement. We also will be celebrating some of our highest areas. I have put together a report for all of you to review. Some of this information will also be included in the Annual Report that will be sent in December or January to all patrons. We have one area "Elementary Economically Disadvantaged Population" that is an area of Targeted Support & Improvement. More information will be shared with the board as we work on a plan to improve in this area.

STUDENT ENROLLMENT

Data Years	PK	KG	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	Total
2004-2005	0	22	14	21	16	19	15	19	14	15	19	16	22	15	227
2005-2006	0	13	19	14	20	18	22	15	19	12	16	20	17	23	228
2006-2007	0	16	14	19	15	19	15	23	17	16	13	17	20	19	223
2007-2008	0	11	19	15	17	17	19	18	22	17	17	13	20	22	227
2008-2009	1	13	14	19	14	18	15	17	17	21	15	18	12	20	214
2009-2010	1	17	13	13	18	14	20	15	17	17	20	14	19	18	216
2010-2011	2	14	18	13	12	17	12	21	15	20	17	19	19	18	217
2011-2012	6	17	17	15	13	12	17	11	20	15	19	16	18	19	215
2012-2013	12	15	18	15	15	13	13	17	12	22	15	19	16	18	220
2013-2014	13	7	15	18	14	16	14	12	18	14	23	15	18	19	216
2014-2015	20	11	8	13	19	14	17	14	12	18	13	22	17	18	216
2015-2016	12	14	10	9	12	19	15	17	16	12	19	14	21	18	208
2016-2017	18	7	14	11	7	12	19	15	17	15	10	18	11	22	196
2017-2018	29	10	9	12	11	8	13	19	14	17	16	11	19	10	198
2018-2019	31	17	10	11	10	12	11	14	20	15	17	16	10	22	216





STUDENT ATTENDANCE RATE	STATE PERCENTAGE	DISTRICT PERCENTAGE
2012-2013	95.3	96.79
2013-2014	95.18	96.65
2014-2015	95.17	95.53
2015-2016	94.89	95.78
2016-2017	94.59	95.48
2017-2018	94.30	94.13
2018-2019	94.48	95.96

HIGHLY MOBILE	PERCENTAGE	PERCENTAGE
YEARS	STATE	DISTRICT
2014-2015	4.36	7.11
2015-2016	4.45	1.48
2016-2017	4.23	6.67
2017-2018	4.24	8.63

TEACHER Information

TEACHER COUNT & MASTERS DEGREE	TOTAL TEACHER FTE		TOTAL TEACHER COUNT W/MASTERS DEGREES		PERCENTAGE OF TEACHER COUNT WITH MASTER'S DEGREES	
DATA YEARS	STATE	DISTRICT	STATE	DISTRICT	STATE	DISTRICT
2014-2015	22702.27	20.92	12146	9	52.16	39.13
2015-2016	23001.85	21.62	12491	8	53.07	34.78
2016-2017	23322.10	21.67	12922	8	54.14	33.33
2017-2018	23492.07	22.67	13199	8	54.92	32.00
2018-2019	23702.34	22.73	13570	9	55.99	36.00

TEACHING EXPERIENCE

	AVERAGE YEARS OF TEACHING EXPERIENCE	
DATA YEARS	STATE	DISTRICT
2014-2015	14.34	17.96
2015-2016	14.15	16.61
2016-2017	14.09	17.08
2017-2018	14.03	17.36
2018-2019	14.01	10.16

TEACHING SALARY

	AVERAGE TEACHING SALARY	
DATA YEARS	STATE	DISTRICT
2014-2015	50,681	47,829
2015-2016	51,520	47,708
2016-2017	52,534	48,879
2017-2018	54,422	50,229
2018-2019	54,601	47,158

STUDENT TESTING RESULTS

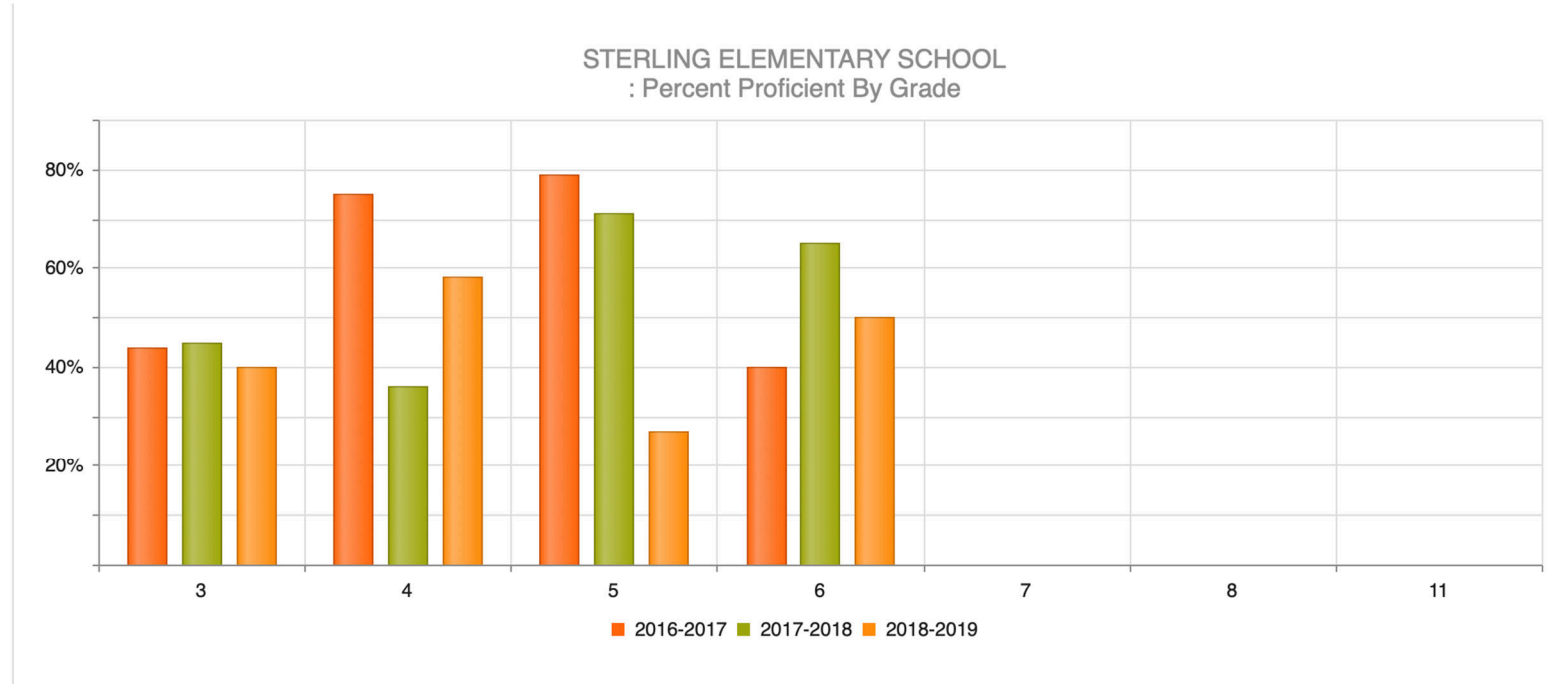
PERCENT PROFICIENT ELEMENTARY

DATA YEARS	ENGLISH LANGUAGE ARTS*	MATHEMATICS*	SCIENCE*
2016-2017	62%	**	84%
2017-2018	57%	57%	86%
2018-2019	44%	56%	55%

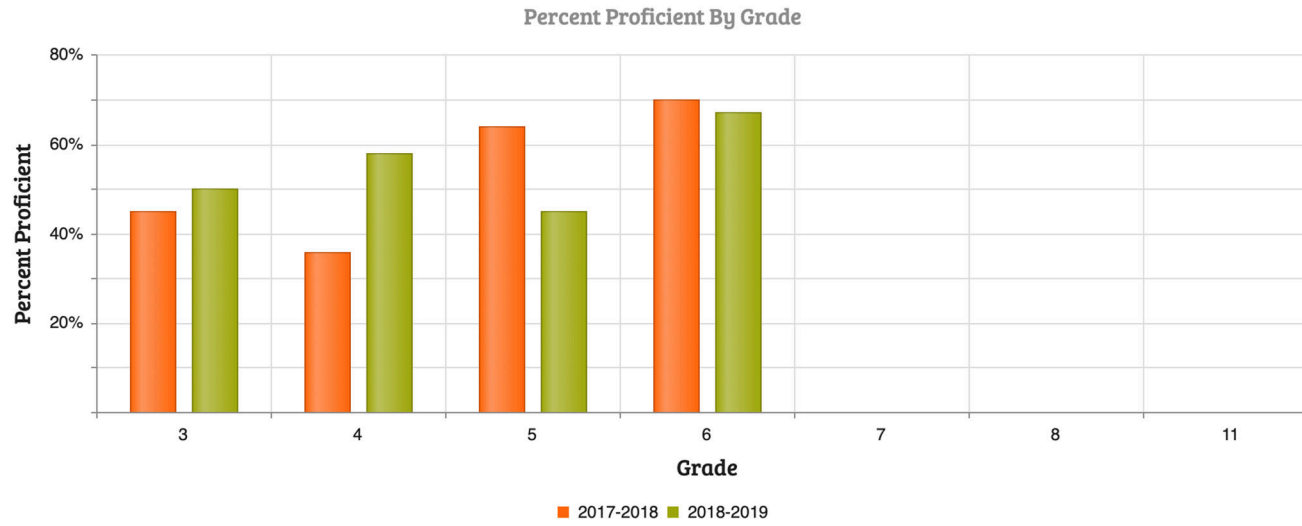
*The statewide percents above include only students in grades 3-8 (NSCAS).

**2016-2017 is the first year the English Language Arts exam was administered and 2017-2018 is the first year the Math exam was administered.

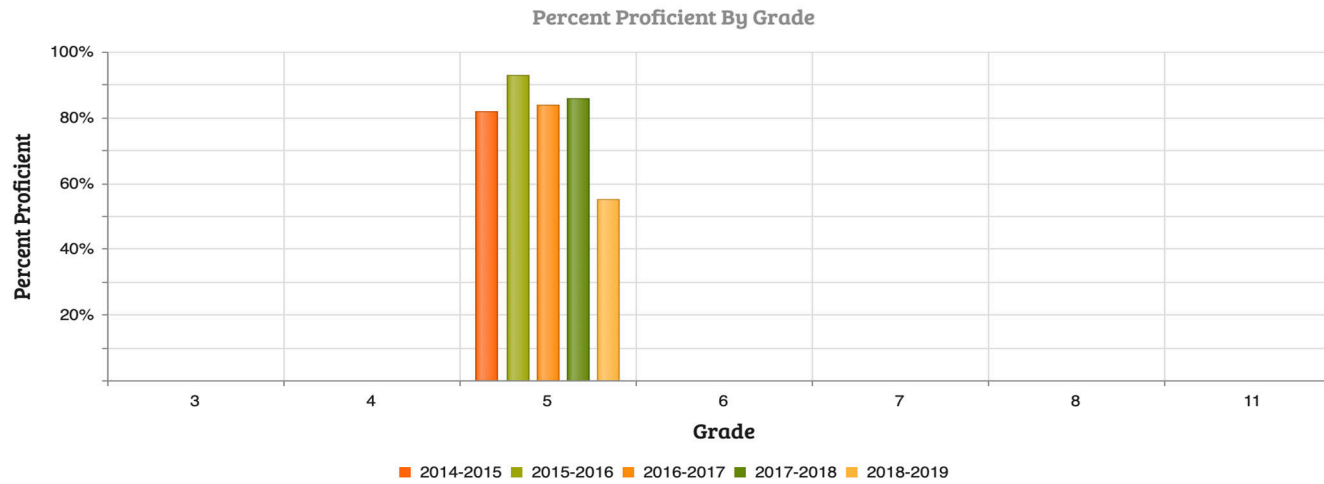
ENGLISH LANGUAGE ARTS



MATHEMATICS



SCIENCE



ACT DATA

Percent Meeting Expectations

Percent Meeting Expectations			
Data Years	English Language Arts	Mathematics	Science
2016-2017	60 %	70 %	70 %
2017-2018	56 %	67 %	83 %
2018-2019	45 %	55 %	45 %

COLLEGE GOING RATE

Data Years	PERCENTAGE				
	Public School	Private School	2-Year College	4-Year College	Total Rate
2018-2019	65.00%	10.00%	30.00%	45.00%	75.00%
2017-2018	83.33%	11.11%	55.56%	44.44%	83.33%

Our participation rate is 100%.

AQUESTT CLASSIFICATIONS:

DISTRICT: Great

ELEMENTARY: Good

HIGH SCHOOL: Great

Financial Receipts for school year: 2017-2018

	Receipts	Percent
County Receipts	\$19,575.70	0.62 %
Federal Receipts	\$65,568.64	2.07 %
Local Receipts	\$2,603,113.14	82.3 %
Other Receipts	\$44,741.98	1.41 %
State Aid (TEEOSA)	\$20,199.00	0.64 %
State Receipts other than TEEOSA	\$410,916.53	13.0 %
Total Receipts	\$3,164,114.99	100 %

Financial Expenditures for school year: 2017-2018

	Expenditures	Percent
All Instruction Expenditures	<u>\$1,893,905.32</u>	57.6 %
Categorical Grants from Corps & Private	<u>\$0.00</u>	0.00 %
Federal Expenditures	<u>\$157,816.46</u>	4.80 %
General Administration	<u>\$171,005.86</u>	5.20 %
Maintenance & Operation Expenditures	<u>\$257,772.73</u>	7.85 %
Office of the Principal Expenditures	<u>\$104,259.77</u>	3.17 %
Other Expenditures	<u>\$13,216.46</u>	0.40 %
State Categorical Programs	<u>\$0.00</u>	0.00 %
Support Services - Business	<u>\$148,934.38</u>	4.53 %
Support Services - Pupils Expenditures	<u>\$184,815.56</u>	5.62 %

	Expenditures	Percent
Support Services - Pupils Transportation	<u>\$194,742.11</u>	5.93 %
Support Services - Staff Expenditures	<u>\$159,253.44</u>	4.85 %
Total Expenditures	<u>\$3,285,722.09</u>	100 %

5013 - Extracurricular Drug Testing Program

The school district supports and values student participation in extracurricular activities, but such participation in school district extracurricular activities is a privilege and not a right. Students in all extracurricular activities in grades 7-12 shall be subject to mandatory and random testing for the presence of tobacco/nicotine, alcohol, or illegal drugs.

1. Purpose of Random Drug Testing

- a. The school district has recognized that observed and suspected drug, alcohol, and tobacco/nicotine use and abuse has increased among the student population, including students participating in extracurricular activities.
- b. The school district seeks to provide safe, substance-free schools.
- c. The school district seeks to deter the use of illegal and prohibited drugs, alcohol, and tobacco/nicotine among students.
- d. The school district recognizes that students who use illegal and prohibited substances pose a threat to the health and safety of themselves, other students, teachers, administrators, and other persons.
- e. The school district believes that the drug, alcohol, and tobacco/nicotine problem among the student body will be addressed by making sure that the large number of students participating in extracurricular activities do not use drugs, alcohol, and tobacco/nicotine.

2. **Notice.** Each student who participates or seeks to participate in extracurricular activities shall be given a copy of this policy. This policy may also be included in the student handbook.

3. **Drug Testing Coordinator.** The Drug Testing Coordinator shall be the Activities Director or his or her designee unless otherwise indicated.

4. **Extracurricular Activities.** This policy applies to any activity that meets the guidelines of an extracurricular activity at the school district which includes but is not necessarily limited to the following:

Basketball	Band/Jazz Band	Student Council
Cheerleading	Skills USA	Swim Team
Trap	Musicals/One Act	Journalism
FCCLA	Energizeers	Track
Cross Country	Show Choir	Volleyball
FFA	FBLA	Wrestling
Football	Softball	Reading Classics
Golf	Speech	Quiz Bowl Baseball

5. **Students Who Are Required to Submit to Drug Testing**

- a. **Grades.** All students in grades 7-12 who participate in any extracurricular activity or competition are part of the pool subject to random drug testing.
- b. **Consent.** A student and his or her parent(s)/guardian(s) must sign a consent form before the student shall be eligible to try out for, practice with, or participate in the extracurricular activity. The consent form is attached to this policy.
- c. **Selection Pool Eligibility.** Students shall remain in the selection pool for an entire calendar year (365 days) from the date the consent form is received by the school district except that students who quit during the season or activity (prior to being selected for testing) or students who are cut from an activity will be removed from the testing pool.
- d. **Withdrawal.** Students who have a consent form on file remain eligible for drug tests from the date the consent form is received by the school district and throughout the remainder of the school year or until the student files a Withdrawal of Student from Activity form signed by the student and his or her parent(s)/guardian(s). Upon withdrawal, the student shall not be eligible to participate in any activity that is subject to drug testing for the remainder of the school year. A student who files

a Withdrawal of Student from Activity form after selected for a random drug test but before submitting to the test or after testing positive shall be ineligible to participate in any extracurricular activities for one calendar year from the date the Withdrawal of Student from Activity form is received by the Drug Testing Coordinator.

6. **Drugs.** Students participating in extracurricular activities are prohibited from using, possessing, distributing, manufacturing, or having drug, alcohol, and tobacco/nicotine present in their system. For purposes of this policy, "drugs" means:
- a. Any substance considered illegal by the Uniform Controlled Substances Act, Neb. Rev. Stat. § 28-401 *et seq.*
 - b. Any substance which is controlled by the Food and Drug Administration unless prescribed to the student by any licensed medical practitioner authorized to prescribe controlled substances or other prescription drugs;
 - c. Alcohol for any student under the age of 21. Alcohol shall have the meaning as provided in NEB. REV. STAT. § 48-1902(1);
 - d. Any tobacco or other substance which introduces nicotine and other tobacco-related substances into the body, including alternative nicotine products ingested in in way, such as by use of an e-cig, vape pen, or juul.

7. **Testing Procedures**

- a. **Student Selection.** All students who participate in extracurricular activities and submit a consent form will be included in a master list and will be subject to random drug screening. The master list shall be submitted to the company employed by the district to conduct the testing.
- b. **Reasonable Suspicion Testing.** In addition to random drug testing, a student is subject to drug testing at any time when the Drug Testing Coordinator determines there is individualized reasonable suspicion based upon articulable facts to believe that the student has used a drug. The Drug Testing Coordinator will notify the student and take the necessary steps to schedule a test as soon as practicable.
- c. **Parental Request.** Students who do not participate in extracurricular activities may be added to the random drug screening master list upon parental request.

Parent(s)/guardians may also request that their student be subject to non-random drug screening. The school will arrange for the test as soon as practicable. The parent(s)/guardian(s) making a request under this subparagraph must submit a signed consent form and indicate which type of test is being requested. Any cost associated with tests administered as a result of parental request must be paid by the parent(s)/guardian(s) in advance of the test.

- d. Type of Test.** The school district reserves the right to utilize breath, saliva, hair, urinalysis, or any other reliably recognized testing procedures. Urine and oral fluid samples which screen positive will be confirmed by GC/MS. Positive saliva or breath alcohol tests will be confirmed by EBT (Evidential Breath Tester). Other testing methods will be confirmed via industry-recognized processes and equipment.
- e. Collection Site.** The Drug Testing Coordinator will designate the collection site at which student will provide specimens. The collection site may be off the premises of the school district.
- f. Collection Procedures.** The school board will select a Drug Program Administrator (DPA). The DPA shall randomly select the students subject to drug testing from the master list on a monthly basis during the official time activities on in-season.

 - (i) The DPA will make selection based on 10% of Student pool monthly.
 - (ii) The DPA will maintain and follow generally accepted industry standards for collecting, maintaining, shipping, and accessing all specimens. The DPA will seek to obtain the sample in a manner designed to insure accurate testing protocols while minimizing intrusion into a student's privacy.
 - (iii) The DPA and the school district will provide a copy of the collection procedures upon request.
- g. Drugs.** Students may be randomly tested for any drugs, including but not limited to nicotine, alcohol, amphetamines, marijuana or cannabinoids, cocaine, methadone, methaqualone, propoxyphene, hallucinogens, opiates, phencyclidine, synthetic opiates and PCP, steroids, barbiturates, benzodiazepines, alcohol, and any prescription drug that was obtained without proper authorization.

- h. Results.** The DPA shall notify the student and the Drug Testing Coordinator of any positive test after the initial screening. The school representative shall notify the student's parents. The DPA will use a secure method to transmit all positive test results to the DPA's Medical Review Officer (MRO). The MRO will be certified by an MRO accreditation body. The MRO will be responsible for reviewing test results and determining whether the use of a substance identified by the sample analysis is from illicit use or a legitimate medical use. Prior to making a final decision, the MRO or his or her assistant shall contact the student and his or parent(s)/guardian(s) to discuss the result either face-to-face or over the telephone. If the MRO determines the test results are negative, no further action shall be taken against the student. The MRO will report results of verified positives to the DPA. The DPA shall then notify the Drug Testing Coordinator of the positive test result. The Drug Testing Coordinator shall notify the student and his or her parent(s)/guardian(s) and any staff members responsible for implementing the consequences of this policy.
- i. Request for a Retest.** A split specimen will be collected for all testing methods, with the exception of alcohol testing. A positive alcohol test will be confirmed with an EBT device. A student's parent(s)/guardian(s) may request that the split specimen be tested at a second nationally certified laboratory from a list provided by the MRO. The request for the test must be submitted in writing to the MRO (with a copy sent to the Drug Testing Coordinator) within 72 hours of being notified of the final testing result. The student and his or her parent(s)/guardian(s) must pay the associated costs for an additional test in advance. The costs will be reimbursed if the result of the split sample test is negative. The student will remain subject to the consequences of this policy during the retesting procedure.
- 8. Negative Tests.** Students and their parents will receive verbal or written notice when the student's test result is negative.
- 9. Consequences for Testing Positive.** Whenever the test results indicate the presence of drugs, Drug Testing Coordinator shall schedule and hold a confidential meeting with the student, parent/guardian, and sponsor/coach. Other members of the school's administration may also attend the meeting. At the meeting, the Drug Testing Coordinator shall explain the drug testing procedures and the policy of the district. The consequences shall be as follows (**All**

offenses are cumulative in grades 7-8. Offenses that occur in grades 7-8 shall not count as offenses in grades 9-12. All offenses are cumulative in grades 9-12):

a. First Offense

- i. The student shall miss 10 participation days of practice and shall be required to attend practice.
- ii. The student will be ineligible to publicly perform in any extracurricular activity for **10 participation days**. The day of the positive test result shall be the first day for counting purposes. If the end of the activity precedes the end of the **10 participation days**, the remaining days will carry over to the next activity so the student completes the required number of days.
- iii. The student shall attend 12 hours of drug, alcohol, and/or tobacco/nicotine counseling or educational program at the student's expense as arranged or approved by Drug Testing Coordinator.
- iv. The student must submit to a district administered test and test negative before returning to the activity. The student will return to the random pool.

b. Second Offense

- i. The student shall miss **45 participation days** of practice and shall be required to attend practice.
- ii. The student will be ineligible to publicly perform in any extracurricular activity for **45 participation days**. The day of the positive test result shall be the first day for counting purposes. If the end of the activity precedes the end of the **45 participation days**, the remaining days will carry over to the next activity so the student completes the required number of days.
- iii. The student shall obtain a drug and alcohol assessment at student's expense from a certified substance abuse counselor or licensed mental health provider who holds a valid license that includes in its scope of practice the ability to administer substance abuse

evaluations and/or treatment. The student shall provide written proof of obtaining the assessment to Drug Testing Coordinator. The student is strongly encouraged to comply with the assessment recommendations.

- iv. The student must submit to a district administered test and test negative before returning to the activity. The student will be subject to follow-up drug tests at least one time per month for the next **six (6) months** or end upon graduation.

c. Third Offense

- i. The student will be ineligible to practice or publicly perform in any extracurricular activity for one year from the date of the third positive test or end upon graduation. The day of the positive test result shall be the first day for counting purposes.
- ii. The student must submit to a district administered test and test negative before returning to the activity. The student will be subject to follow-up drug tests at least one time per month for the next **twelve (12) months** or end upon graduation.

d. Fourth Offense

- i. The student will be ineligible to participate in any extracurricular activity for the remainder of the student's time at the school district.

10. Refusal to Test

A student who refuses to submit to a drug test authorized under this policy, or fails or refuses to comply with any other provision of this policy, shall not be eligible to participate in any activities covered under this policy including all meetings, practices, performances and competitions for the **next twelve (12) months**.

11. Tampering

Tampering is the use of any agent or technique which is designed to avoid detection of a drug and/or compromise the integrity of a drug test and is prohibited. This includes providing false urine samples (for

example, urine substitution), contaminating the urine sample with chemicals or chemical products, the use of diuretics to dilute urine samples, and the use of masking. If the Drug Testing Coordinator determines that a student tampered with a drug test, the student shall be deemed to have submitted a positive test.

The use of any such agent or technique shall be treated as a positive test for drugs prohibited by this Policy and shall be subject to the penalties set forth in Section 9 of this Policy.

12. Maintenance of Records

All results of drug testing shall be confidential. Procedures for maintaining confidentiality will be developed by the school district and the testing organization. The Drug Testing Coordinator shall maintain records of positive tests in a secure location. This information will not be available to anyone other than appropriate school personnel and parents. This information will be destroyed upon the student's graduation or one year after the student's class graduates. Under no circumstances will this information become a part of the student's permanent file, nor will it be sent to another school when the student moves to another district or transfers to another school. The school district will not share drug testing results with any law enforcement agencies.

13. Appeal.

The school district will rely solely upon the opinion of the MRO to determine whether the positive test result was the result of the consumption of a drug. There shall be no appeal of the test result to any school administrator or the board of education.

14. Severability

If any portion of this policy is deemed to be contrary to the law of the state of Nebraska or the United States by judicial decision or an act of Congress, then only such portion or provision directly deemed to be unconstitutional shall be stricken, and the remainder of the policy shall remain in full force.

Adopted on: July 12, 2017
Revised on: June 10, 2019
Reviewed on: _____

Fairbury Jr. & Sr. High School
CONSENT TO PERFORM RANDOM DRUG TESTING
2019-202__

Student Name _____ Grade _____

As a student and parent:

- < We understand and agree that participation in extracurricular activities is a privilege that may be withdrawn for violations of the Extracurricular Drug Testing Policy.
- < We have read the Extracurricular Drug Testing Policy and understand the responsibilities and consequences as an activity participant if the student violates the policy.
- < We understand that when students participate in any extracurricular activity, they will be subjected to random drug testing, and if they refuse, will not be allowed to practice or participate in any extracurricular activity. We have read this consent statement and agree to its terms.
- < We understand this is binding while a student is enrolled in Fairbury Public School District.

CONSENT TO PERFORM DRUG TESTING

We hereby consent to allow the student named on this form to undergo drug testing for the presence of drugs, alcohol, and tobacco/nicotine in accordance with the Extracurricular Drug Testing Program adopted by the Board of Education. We understand that any samples will be sent only to a qualified laboratory for actual testing. We hereby give our consent to the medical vendor selected by the school board, their Medical Review Office (MRO), laboratory, doctors, employees, or agents, together with any clinic, hospital, or laboratory designated by the selected medical vendor to perform testing for the detection of drugs and to release the results of those tests as provided in the policy. We understand these results will be forwarded to school district officials and will also be made available to us. We agree to sign any necessary releases if requested to do so.

We understand that consent pursuant to this Consent to Perform Random Drug Testing will be effective for all extracurricular activities in which this student might participate during the current school year.

We hereby release the Fairbury Board of Education and its employees from any legal responsibility or liability for the release of such information and records, pursuant to the policy.

Student Signature _____ Date _____

Parent/Guardian Signature _____ Date _____

Fairbury Jr. & Sr. High School
WITHDRAWAL OF STUDENT FROM ACTIVITY
2019-2__ SCHOOL YEAR

I understand that by signing this form I am rescinding my permission for random drug, alcohol, and tobacco/nicotine screening and no longer wish to participate in any extracurricular activity. I further understand that I am forfeiting my privilege to participate in athletics and/or extracurricular activities for the remainder of this school year.

I hereby rescind my consent to the administration of the drug screening and forfeit all participation in extracurricular activities for the remainder of the school year at the school district.

Student's Printed Name: _____

Signature: _____

Date: _____

Parent/Guardian's Printed Name: _____

Signature: _____

Date: _____

5021 Extracurricular Drug Testing Program

The school district supports and values student participation in extracurricular activities, but such participation in school district extracurricular activities is a privilege and not a right. Students in all extracurricular activities in grades 7-12 shall be subject to mandatory and random testing for the presence of alcohol or illegal drugs.

1. Purpose of Random Drug Testing

- a.** The school district has recognized that observed and suspected drug and alcohol use and abuse is present among the student population, including students participating in extracurricular activities.
- b.** The school district seeks to provide safe, drug-free schools.
- c.** The school district seeks to deter the use of illegal and prohibited drugs and alcohol among students.
- d.** The school district recognizes that students who use illegal and prohibited drugs pose a threat to the health and safety of themselves, other students, teachers, administrators, and other persons.
- e.** The school district calculates that the drug and alcohol issue among the student body can be effectively impacted by making sure that the large number of students participating in extracurricular activities do not use drugs and alcohol.

2. Notice. Each student who participates or seeks to participate in extracurricular activities shall be given a copy of this policy. This policy may also be included in the student handbook.

3. Drug Testing Coordinator. The Drug Testing Coordinator shall be the Superintendent or his or her designee unless otherwise indicated.

4. Extracurricular Activities. This policy applies to any activity that meets the guidelines of an extracurricular activity at the school district which includes but is not necessarily limited to the following:

Basketball

Band

Student Council

Cheerleading

Speech/Debate

Swim Team

FBLA	One Act Plays	Track
Drill Team	Choir	Volleyball
FFA	Softball	Wrestling
Football		

5. Students Who Are Required to Submit to Drug Testing

- a. **Grades.** All students in grades 7-12 who participate in any extracurricular activity or competition are part of the pool subject to random drug testing.
 - b. **Consent.** A student and his or her parent(s)/guardian(s) must sign a consent form before the student shall be eligible to try out for, practice with, or participate in the extracurricular activity. The consent form is attached to this policy.
 - c. **Selection Pool Eligibility.** Students shall remain in the selection pool for an entire calendar year (365 days) from the date the consent form is received by the school district.
 - d. **Withdrawal.** Students who have a consent form on file remain eligible for drug tests from the date the consent form is received by the school district and throughout the remainder of the school year or until the student files a Withdrawal of Student from Activity form signed by the student and his or her parent(s)/guardian(s). Upon withdrawal, the student shall not be eligible to participate in any activity that is subject to drug testing for the remainder of the school year. A student who files a Withdrawal of Student from Activity form after being selected for a random drug test but before submitting to the test or after testing positive shall be ineligible to participate in any extracurricular activities for one calendar year from the date the Withdrawal of Student from Activity form is received by the Drug Testing Coordinator.
6. **Drugs.** Students participating in extracurricular activities are prohibited from using, possessing, distributing, manufacturing, or having drugs present in their system. "Drugs" means:
- a. Any substance considered illegal by the Uniform Controlled Substances Act, Neb. Rev. Stat. § 28-401 *et seq.*
 - b. Any substance which is controlled by the Food and Drug

Administration unless prescribed to the student by any licensed medical practitioner authorized to prescribe controlled substances or other prescription drugs;

- c. Alcohol for any student under the age of 21. Alcohol shall have the meaning as provided in NEB. REV. STAT. § 48-1902(1).

7. Testing Procedures

- a. **Student Selection.** All students who participate in extracurricular activities and submit a consent form will be included in a master list and will be subject to random drug screening. The master list shall be submitted to the company employed by the district to conduct the testing.
- b. **Reasonable Suspicion Testing.** In addition to random drug testing, a student is subject to drug testing at any time when the Drug Testing Coordinator determines there is individualized reasonable suspicion based upon articulable facts to believe that the student has used a drug. The Drug Testing Coordinator will notify the student and take the necessary steps to schedule a test as soon as practicable.
- c. **Parental Request.** Students who do not participate in extracurricular activities may be added to the random drug screening master list upon parental request. Parent(s)/guardians may also request that their student be subject to non-random drug screening. The school will arrange for the test as soon as practicable. The parent(s)/guardian(s) making a request under this subparagraph must submit a signed consent form and indicate which type of test is being requested. Any cost associated with tests administered as a result of parental request must be paid by the parent(s)/guardian(s) in advance of the test.
- d. **Type of Test.** The school district reserves the right to utilize breath, saliva, hair or urinalysis testing procedures. Urine and oral fluid samples which screen positive will be confirmed by GC/MS. Positive saliva or breath alcohol tests will be confirmed by EBT (Evidential Breath Tester).
- e. **Collection Site.** The Drug Testing Coordinator will designate the collection site at which student will provide specimens. The collection site may be off the premises of the school district.
- f. **Collection Procedures.** The school board will select a Drug

Program Administrator (DPA). The DPA shall randomly select the students subject to drug testing from the master list. The DPA will maintain and follow generally accepted industry standards for collecting, maintaining, shipping, and accessing all specimens. The DPA will seek to obtain the sample in a manner designed to insure accurate testing protocols while minimizing intrusion into a student's privacy. The DPA and the school district will provide a copy of the collection procedures upon request.

- g. Drugs.** Students may be randomly tested for any drugs, including but not limited to alcohol, amphetamines, marijuana or cannabinoids, cocaine, methadone, methaqualone, propoxyphene, hallucinogens, opiates, phencyclidine, synthetic opiates and PCP, steroids, barbiturates, benzodiazepines, alcohol, and any prescription drug that was obtained without proper authorization.
- h. Results.** The DPA shall notify the student and the Drug Testing Coordinator of any positive test after the initial screening. The school representative shall notify the student's parents. The DPA will use a secure method to transmit all positive test results to the DPA's Medical Review Officer (MRO). The MRO will be certified by an MRO accreditation body. The MRO will be responsible for reviewing test results and determining whether the use of a substance identified by the sample analysis is from illicit use or a legitimate medical use. Prior to making a final decision, the MRO or his or her assistant shall contact the student and his or parent(s)/guardian(s) to discuss the result either face-to-face or over the telephone. If the MRO determines the test results are negative, no further action shall be taken against the student. The MRO will report results of verified positives to the DPA. The DPA shall then notify the Drug Testing Coordinator of the positive test result. The Drug Testing Coordinator shall notify the student and his or her parent(s)/guardian(s) and any staff members responsible for implementing the consequences of this policy.
- i. Request for a Retest.** A split specimen will be collected for all testing methods, with the exception of alcohol testing. A positive alcohol test will be confirmed with an EBT device. A student's parent(s)/guardian(s) may request that the split specimen be tested at a second nationally certified laboratory from a list provided by the MRO. The request for the test must be submitted in writing to the MRO (with a copy sent to the Drug Testing Coordinator) within 72 hours of being notified of the final testing

result. The student and his or her parent(s)/guardian(s) must pay the associated costs for an additional test in advance. The costs will be reimbursed if the result of the split sample test is negative. The student will remain subject to the consequences of this policy during the retesting procedure.

8. Negative Tests. Students and their parents will receive verbal or written notice when the student's test result is negative.

9. Consequences for Testing Positive. Whenever the test results indicate the presence of drugs, Drug Testing Coordinator shall schedule and hold a confidential meeting with the student, parent/guardian, and sponsor/coach. Other members of the school's administration may also attend the meeting. At the meeting, the Drug Testing Coordinator shall explain the drug testing procedures and the policy of the district. The consequences shall be as follows (**All offenses are cumulative within each year in grades 7-8. Offenses that occur in grades 7-8 shall not count as offenses in grades 9-12. All offenses are cumulative within each year in grades 9-12**):

a. First Offense

- i. The student shall be required to attend practice.
- ii. The student will be ineligible to publicly perform in any extracurricular activity for 28 calendar days. The day of the positive test result shall be the first day for counting purposes. If the end of the activity precedes the end of the 28 days, the remaining days will carry over to the next activity so the student completes the required number of days.
- iii. The student shall attend an approved program of drug and alcohol counseling or educational program at the student's expense as arranged or approved by Freeman Public Schools.
- iv. The student will be subject to follow-up drug tests at least one time per month for the next 2 months or end upon graduation.

b. Second Offense

- i. The student shall be required to attend practice.

- ii. The student will be ineligible to publicly perform in any extracurricular activity for 40 calendar days. The day of the positive test result shall be the first day for counting purposes. If the end of the activity precedes the end of the 40 days, the remaining days will carry over to the next activity so the student completes the required number of days.
- iii. The student shall obtain a drug and alcohol assessment at student's expense from a certified substance abuse counselor or licensed mental health provider who holds a valid license that includes in its scope of practice the ability to administer substance abuse evaluations and/or treatment. The student shall provide written proof of obtaining the assessment to Freeman's Drug Testing Coordinator. The student is strongly encouraged to comply with the assessment recommendations.
- iv. The student will be subject to follow-up drug tests at least one time per month for the next 2 months or end upon graduation.

c. Third Offense

- i. The student will be ineligible to practice or publicly perform in any extracurricular activity for one year from the date of the third positive test or end upon graduation. The day of the positive test result shall be the first day for counting purposes.
- ii. The student must submit to a district administered test and test negative before returning to the activity. The student will be subject to follow-up drug tests at least one time per month for the next 12 months or end upon graduation.

10. Refusal to Test

A student who refuses to submit to a drug test authorized under this policy, or fails or refuses to comply with any other provision of this policy, shall not be eligible to participate in any activities covered under this policy including all meetings, practices, performances and competitions for the remainder of the school year.

11. Tampering

Tampering is the use of any agent or technique which is designed to avoid detection of a drug and/or compromise the integrity of a drug test and is prohibited. This includes providing false urine samples (for example, urine substitution), contaminating the urine sample with chemicals or chemical products, the use of diuretics to dilute urine samples, and the use of masking. If the Drug Testing Coordinator determines that a student tampered with a drug test, the student shall not be eligible to participate in any activities covered under this policy including all meetings, practices, performances and competitions for the remainder of the school year.

The use of any such agent or technique shall be treated as a positive test for drugs prohibited by this Policy and shall be subject to the penalties set forth in Section 9 of this Policy.

12. Maintenance of Records

All results of drug testing shall be confidential. Procedures for maintaining confidentiality will be developed by the school district and the testing organization. The Drug Testing Coordinator shall maintain records of positive tests in a secure location. This information will not be available to anyone other than appropriate school personnel and parents. This information will be destroyed upon the student's graduation or one year after the student's class graduates. Under no circumstances will this information become a part of the student's permanent file, nor will it be sent to another school when the student moves to another district or transfers to another school. The school district will not share drug testing results with any law enforcement agencies.

13. Appeal.

The school district will rely solely upon the opinion of the MRO to determine whether the positive test result was the result of the consumption of a drug. There shall be no appeal of the test result to any school administrator or the board of education.

14. Severability

If any portion of this policy is deemed to be contrary to the law of the state of Nebraska or the United States by judicial decision or an act of

Congress, then only such portion or provision directly deemed to be unconstitutional shall be stricken, and the remainder of the policy shall remain in full force.

[PRINT ON SCHOOL DISTRICT LETTERHEAD]
CONSENT TO PERFORM RANDOM DRUG TESTING
201__-201__

Student Name _____ Grade _____

As a student and parent:

- < We understand and agree that participation in extracurricular activities is a privilege that may be withdrawn for violations of the Extracurricular Drug Testing Policy.
- < We have read the Extracurricular Drug Testing Policy and understand the responsibilities and consequences as an activity participant if the student violates the policy.
- < We understand that when students participate in any extracurricular activity, they will be subjected to random drug testing, and if they refuse, will not be allowed to practice or participate in any extracurricular activity. We have read this consent statement and agree to its terms.
- < We understand this is binding while a student is enrolled in _____ School District.

CONSENT TO PERFORM DRUG TESTING

We hereby consent to allow the student named on this form to undergo drug testing for the presence of drugs and alcohol in accordance with the Extracurricular Drug Testing Program adopted by the Board of Education. We understand that any samples will be sent only to a qualified laboratory for actual testing. We hereby give our consent to the medical vendor selected by the school board, their Medical Review Office (MRO), laboratory, doctors, employees, or agents, together with any clinic, hospital, or laboratory designated by the selected medical vendor to perform testing for the detection of drugs and to release the results of those tests as provided in the policy. We understand these results will be forwarded to school district officials and will also be made available to us. We agree to sign any necessary releases if requested to do so.

We understand that consent pursuant to this Consent to Perform Random Drug Testing will be effective for all extracurricular activities in which this student might participate during the current school year.

We hereby release the _____ Board of Education and its employees from any legal responsibility or liability for the release of such information and records, pursuant to the policy.

Student Signature _____ Date _____

Parent/Guardian Signature _____ Date _____

[PLACE FORM ON SCHOOL DISTRICT LETTERHEAD]

WITHDRAWAL OF STUDENT FROM ACTIVITY

20__-__ SCHOOL YEAR

I understand that by signing this form I am rescinding my permission for random drug screening and no longer wish to participate in any extracurricular activity. I further understand that I am forfeiting my privilege to participate in athletics and/or extracurricular activities for the remainder of this school year.

I hereby rescind my consent to the administration of the drug screening and forfeit all participation in extracurricular activities for the remainder of the school year at the school district.

Student's Printed Name: _____

Signature: _____

Date: _____

Parent/Guardian's Printed Name: _____

Signature: _____

Date: _____