

**RAYMOND CENTRAL PUBLIC SCHOOLS - DISTRICT #55-0161**  
BOARD OF EDUCATION REGULAR MEETING, WEDNESDAY, JANUARY 11, 2023  
- 6:00 PM  
RAYMOND CENTRAL JR-SR HIGH SCHOOL - MUSTANG ROOM  
1800 WEST AGNEW ROAD  
RAYMOND, NE 68428-9783

**AGENDA**

1. Call to Order and Pledge of Allegiance
2. Annual Organizational Meeting
  - 2.1. Swear in New Board Members



RAYMOND CENTRAL PUBLIC SCHOOL DISTRICT  
BOARD OF EDUCATION

**OATH OF OFFICE**

I, \_\_\_\_\_, do solemnly swear that I will support the Constitution of the United States and the Constitution of State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation or for purpose of evasion; and that I will faithfully and impartially perform the duties of the Office as a member of the Board of Education of Lancaster County School District #55-0161 according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence. So help me God.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

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**Member**, Board of Education  
Lancaster County School District #55-0161  
a/k/a Raymond Central Public School District

Witnessed by:

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## 2.2. Elections of officers

2.2.1. Elect President

2.2.2. Elect Vice President

2.2.3. Elect Secretary

2.2.4. Elect Treasurer

## 2.3. Review Board Policy 8272 Code of Ethics

**Code of Ethics**

It shall be the policy of Raymond Central Public Schools that members of the Board of Education will exercise their responsibilities in accordance with the following Code of Ethics:

1. As a member of the local Board of Education, representing all the citizens of the Raymond Central School District, each Board member will recognize:
  - a. That he or she has been entrusted with the educational development of the children and youth of the community.
  - b. That the community expects that the first and greatest concern of a school Board member will be the best interest of each and every one of the young people enrolled in the district's schools.
  - c. That the future welfare of this community, of this state, and of our nation depends in the largest measure upon the quality of education provided in Raymond Central Public School to meet the needs of every learner.
  - d. That members of the Board of Education must collectively take the initiative in helping all the people in this community to have updated, accurate information about the public schools system, and to provide the finest possible school programs, school staff, and school facilities.
  - e. That by statute the authority of the Board of Education is derived from the state which is ultimately responsible for the organization and operation of the public schools and which determines the degree of discretionary power exercised by the Board representing the people of the Raymond Central community.
  - f. That a school Board member must never neglect his or her personal obligation to the community and legal obligation to the State of Nebraska, nor surrender these responsibilities to any other person, group or organization; but that, beyond this, each school Board member has a moral and civic obligation to our country which can remain strong and free only so long as public schools in the United States are kept strong and free.
2. In view of the foregoing consideration, it must be the constant endeavor of each school Board member:
  - a. To devote time, thought and study to the duties and responsibilities of a school Board member so that he/she may render effective and creditable service.
    - i. If a board member is absent from more than two consecutive (regular) board meetings and the individual is not excused by the board, a vacancy is created in that seat.
  - b. To work with fellow school Board members in a spirit of harmony and cooperation so as to convert differences of opinion which arise during discussion and debate into a consensus for the benefit of the students enrolled in Raymond Central Public Schools.
  - c. To base personal decisions upon all available facts in each situation, to vote honest conviction in every case, unswayed by partisan bias of any kind; thereafter, to abide by and uphold the final majority decision of the Board of Education.

- d. To remember at all times that individual Board members have no local authority outside the meetings of the Board of Education, and to conduct relationships with school staff members, local citizens, and all media of communication on the basis of this fact.
- e. To resist every temptation and outside pressure to use the position as a school Board member to benefit either oneself or any other individual or agency apart from the total interest of the school system.
- f. To recognize that it is as important for the Board of Education to understand and evaluate the educational program of Raymond Central Public Schools as it is to plan for the business of the school district.
- g. To bear in mind under all circumstances that the primary function of the Board of Education is to establish and maintain the policies by which the schools are to be administered, but that the administration of the educational program and the conduct of school business shall be the primary responsibility of the Superintendent of Schools and the professional and non-professional staff members who are employed to work with the Superintendent of Schools.
- h. To welcome and encourage active cooperation by citizens, organizations, and the media of communication in Raymond Central Public Schools with respect to the establishment of policy on current school operation and proposed future developments.
- i. To strive step by step to achieve the ideal conditions for the most effective service by a Board of Education to its community, in a spirit of teamwork and unwavering commitment to the American system of public education as a primary means for preservation and perpetuation of our representative democracy.

Date of Adoption: May 18, 2009

Date of Revision: September 11, 2019

## 2.4. Approval of committees, positions, and designations

- 2.4.1. Discuss, Consider and Take Action to approve Perry Law Firm and KSB Law Firm as the primary legal counsel.
- 2.4.2. Discuss, Consider and Take Action to elect Committees as determined by the BOE
- 2.4.3. Discuss, Consider and Take Necessary Action to select Jones Bank, Ceresco Bank and First Northeast Bank of Nebraska as depositories of record
- 2.4.4. Discuss, Consider and Take Necessary action to select the Waverly News, or other newspapers of general circulation in the event of the need to publish a notice on short notice, as District Newspapers of record.
- 2.4.5. Discuss, Consider and Take Necessary Action to appoint Superintendent Johnson as the Every Student Succeeds Act (ESSA) and all federal programs representative

## 2.5. Review the plan for Review of Board Policy

## 2.6. Disseminate to Board members the conflict of interest policies

**Conflict of Interest/Other Than Contracts or Employment**

1. Members of the Board of Education of this School District shall abstain from voting on matters on which they may have a conflict of interest. Any Board member who would be required to take any action or make any decision in the discharge of his or her duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:
  - a. Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and,
  - b. Deliver a copy of the statement to the Secretary of the Board of Education, who shall enter the statement into the public records of the School District.

The Board member shall take such action as the Commission shall advise or prescribe to remove himself or herself from influence over the action or decision in the matter.

2. The provisions of paragraph 1 above shall not prevent a Board member from making or participating in the making of a School District-related decision to the extent that the individual's participation is legally required for the action or decision to be made. In such event, the Board member shall report the occurrence to the Commission.
3. Except as defined in Nebraska statute and this policy, conflict of interest of a Board member shall not prevent a Board member from serving on the Board or restrict the hiring or purchasing practices of this School District.
4. The Superintendent, or the Superintendent's designee, shall provide:
  - a. Each Board member with copies of state statutes of Nebraska pertaining to conflicts of interest at the organizational meeting of the Board of Education held at the regular School Board meeting in January of each year. In addition, any newly appointed or elected Board member shall be provided such statutes.
  - b. When possible, provide each Board member with a list of financial matters on the agenda to come before the Board of Education at the next regular meeting in sufficient detail to allow the Board member to identify potential conflicts of interest and report and receive advice from the Commission.
5. For purposes of this policy, immediate family member shall be defined as a child residing in the Board member's household, a Board member's spouse or an individual claimed by that Board member or the Board member's spouse as a dependent for federal income tax purposes.

Legal Reference: Neb. Rev. Stat. § 49-1425; § 49-14,101; § 49-14,102; § 49-14,103;  
§ 49-14,103.01; § 49-14,103.02; § 49-14,103.03; § 49-14,103.04;  
§ 49-14,103.05; § 49-14,103.06; § 79-818; § 79-544 and § 49-1499.

Date of Adoption: May 18, 2009

Date of Revision: July 13, 2016

**Conflict of Interest/Employment of Family Member of Board Member or Supervisor and Employment of Board Member**

1. A member of the Board of Education or an administrator or other employee with supervisory responsibilities may employ or recommend or supervise the employment of an immediate family member if:
  - a. He or she does not abuse his or her official position (for this purpose, “abuse” means employing an immediate family member: who is not qualified for and able to perform the duties of the position; at an unreasonably high salary; or who is not required to perform the duties of the position);
  - b. He or she makes a full disclosure on the record to the Board of Education and a written disclosure to the Superintendent and/or Secretary of the Board; and,
  - c. The Board of Education approves the employment or supervisory position.
2. No immediate family member of a Board of Education or an administrator or other employee with supervisory responsibilities shall be employed by the School District:
  - a. Without first having made a reasonable solicitation and consideration of applications for such employment.
  - b. Who is not qualified for and able to perform the duties of the position.
  - c. For any unreasonably high salary.
  - d. Who is not required to perform the duties of the position.
3. Neither the Board of Education nor an administrator or other employee with supervisory responsibilities shall terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.
4. This policy shall not apply to an immediate family member of a member of the Board of Education or an administrator or other employee with supervisory responsibilities who was previously employed in a position with the School District prior to the election or appointment of the Board member or employee. Prior to or as soon as reasonably possible after the official date a Board member takes office or an employee assumes his or her responsibilities, such Board member, administrator or other employee with supervisory responsibilities shall make a full disclosure of any immediate family member employed in a position subject to this policy.
5. A member of the Board of Education may not be engaged in a contract to teach with the Raymond Central Public School District. Nor shall a member of the Board of Education cast a vote in favor of the election of any employee when the Board member is related by blood or marriage to such employee.

Legal Reference: Neb. Rev. Stat. § 79-818; § 79-544; § 49-1499.04 and § 49-144.05

Date of Adoption: May 18, 2009

**Conflict of Interest/Contracts**

It shall be the policy of Raymond Central Public Schools that any contract whether oral or written, formal or informal, which is entered into by the school district and in which a member of the Board of Education is directly or indirectly interested, is voidable unless certain reporting, disclosure and abstention requirements are met. The school district is authorized to enter into a contract in which a member of the Board of Education is directly or indirectly interested so long as:

1. The Board member makes a declaration on the record regarding the nature of his/her interest prior to official consideration of the contract.
2. The affected Board member does not participate in consideration or discussion of the contract.
3. The Board member does not vote on the granting of the contract except that if the number of members of the Board declaring an interest in the contract would prevent the Board with all members present from securing a quorum in the issue, then all members may vote on the matter.
4. The Board member does not in any way participate in the inspection, operation, administration or performance under the contract on the part of the district.

It shall further be the policy of Raymond Central Public Schools that the above provisions apply not only to formal contracts but also to open accounts.

Legal Reference: Neb. Rev. Stat. § 49-14,103.01

Date of Adoption: May 18, 2009

2.7. Adjourn the Annual Organizational Meeting

3. Motion to Excuse Board Member's Absence

4. Open Meeting Law

5. Consent Agenda

5.1. Regular Minutes of December 14, 2022

## **Raymond Central Public Schools Board of Education Regular Meeting**

Wednesday, December 14, 2022 at 6:00 PM Central  
Raymond Central Jr-Sr High School - Mustang Room  
1800 West Agnew Road  
Raymond, NE 68428-9783

**Present:** Matt Blanchard, Brad Breitzkreutz, Cathy Burklund, Dr. Harriet Gould, Bill Lange, Derek Matulka. Also attending were: Lynn Johnson, Superintendent; Tony Kobza, Asst Principal/Activities Director; Steve Rose, Elementary Principal; Deb Kruse, Asst Elementary Principal; and Amanda Coufal, SpEd Director.

### Call to Order and Pledge of Allegiance

President Gould called the regular meeting to order at 6:05 PM and the Pledge of Allegiance was said.

### Motion to Excuse Board Member's Absence

All members were present.

### Open Meeting Law

The audience was reminded that Open Meeting Laws would be followed.

### Consent Agenda

Motion by Burklund, second by Lange to approve the consent agenda as presented including the November 16, 2022 regular meeting minutes; November financial statement; and monthly bills. RCV 6-0. Motion carried.

### Regular Minutes of November 16, 2022

#### Financial Statement/Report

#### Monthly Bills

#### Correspondence/Recognition

##### Recognition

Retiring board member Dr. Harriet Gould was presented with a plaque in recognition of her years of service to the Raymond Central School District.

Congratulations to student Morgan Lahm, who has published a book of her poetry titled *A Soul of Gold*, which can be purchased on Amazon, and to the cover page artist Mae Masek.

Congratulations to art teacher Taylor Craig for being an award winner in the 6th Annual Skies Art Exhibition, hosted by Fusion Arts, for her beautiful ceramic vase. The international competition had artwork submitted by artists from across the world.

#### Correspondence from Village of Ceresco

The Board received correspondence from the Village of Ceresco indicating their passing of Resolution #2022-18 in support of the "Save Our Schools" efforts to maintain the Elementary School in Ceresco.

### Public Forum

Dave Burklund addressed the Board during Public Forum speaking in support of community schools and the impact the communities would have if they were to lose them.

## Reports

### Administrative Reports

#### **Submitted by Scott Shepard, Jr-Sr High School Principal**

**Student Engagement** - This month during our late start, the teachers that have been going through the Discovery Ed training for the past 1½ years led our staff through several lessons they used to show how to engage students in the learning process. These lessons are hands-on and tied to standards to help the students make connections. Teachers are also entering their curriculum into common forms that will allow us to expand engaging activities moving forward.

**Community Engagement** - During this time of year, many school families have needs. Our various student groups have participated in collecting and delivering food items and meals to families in need. We provided 15 Thanksgiving meals and we are providing at least 12 meals at Christmas. Special thanks to Tasha for organizing these events.

**Activities** - The Winter Season continues as our teams prepare for the holiday tourneys. Our annual grades 6-12 Winter Band and Choir Concert will take place December 13.

**Go Stangs!**

#### **Submitted by Tony Kobza, Asst Jr-Sr High School Principal/Athletic Director**

**AD Newsletter** - We began a weekly newsletter laying out the upcoming events as well as the successes from the previous week.

**Athletic Fall Season** - Football awards:

All-Area 1st Team - Isaak Fredrickson and Kyle Peterson

All-District 1st Team - Isaak Fredrickson, Kyle Peterson, Mason Kreikemeier, Tyson Malousek and Carson Tice, Honorable Mention - Rylan Stover, Jude Burton, Colby Den Hartog, Dawson Potter

**Activities** - FFA qualified multiple to the State Competition in April including the district championship in Parliamentary Procedures; One Act placed 4th in a very competitive district; and Speech has been successful as they continue to have multiple placers in each of their events.

**Athletic Winter Season** - Wrestling started off the season by winning the Lakeview Invite as well as our own Dual Tournament. Sophia Schultz placed 1st at Lakeview in the newly formed Girls Wrestling Program. Girls basketball won their opening game of the season and are currently 2-1 going into the Saturday game vs Syracuse. Boys basketball won their first game over Wilber-Clatonia and are currently 1-2 going into the Saturday game vs Syracuse.

**Drug Testing** - We continue to randomly test students every other week. More students have been added to our pool as we enter the Winter Seasons.

**East of Building Tree Clearing** - We have established plans to clear out the trees and grade an area of land that is just East of the football practice field. We are hoping to clear and grade this land to potentially allow more practice space for softball and baseball which would keep our students on campus for after school practices. We are scheduled to have the trees, including stumps removed in January.

#### **Submitted by Steve Rose, Elementary Principal and Deb Kruse, Assistant Elementary Principal**

- Targeted Professional Development - This is structured to attend to increasing our capacity of reaching our Campus Improvement Goal of 80% Reading Proficiency.
  - Continued... Steve and Deb are conducting multiple walkthroughs weekly in teacher classrooms to determine district and individual teacher needs. Through those walkthroughs we have identified a need for staff instruction on the following:
  - Continued... Staff Meetings every 3 weeks to discuss

- 10 Big Ideas / Checks for Understanding with 100% active participation
      - Based on Explicit Instruction: Anita L. Archer
  - PD #5 was delivered around [Big Ideas #7 and #8](#)
    - These 2 ideas are centered around making sure that responses are monitored for accuracy to adjust instruction and students receive specific affirmative, corrective, and informative feedback on their responses.
- [Science of Reading](#)
  - **Continued...** Caryn from the ESU is aiding in the evaluation and selection of these materials with her knowledge of what we need and what other schools in this process have already chosen. We hope to have the curricular materials decided on by the first of the year.
  - **Continued...** We have received copies of three different sets of reading materials. The staff will be working on evaluating these materials in relation to information that we have been learning in our in-services with ESU2. These are the three:
    - Amplify [CKLA](#)
    - [EL](#)
    - [Wit & Wisdom / Geodes](#)
  - We met on December 7 as a staff to discuss our priorities in relation to ELA instruction and held discussions based on what we observed in each of the curricular materials that we are reviewing.
  - Teachers will meet on December 13 to continue this process with Monica and Caryn to further our understanding of how these curricular resources are a match for what we need to accomplish at Raymond Central.
- School News
  - December 6 was the [Winter Elementary Concert](#) for K-2 choirs and 5th Grade band. Ms. Spale put together a wonderful program and the gymnasium was packed with parents, grandparents, and friends.
  - Steve and Deb attended the Nebraska State Principals Conference on Wednesday and Thursday, December 7-8. The sessions we attended were informative and affirmative that we are working on the right components and guiding our staff in the right directions. We attended sessions dealing with MTSS, Finding your Why, and curriculum implementation processes.

**Submitted by Amanda Coufal, Director of Special Education**  
504's on SRS:

- Tasha Osten and Caitlin Roussan worked diligently to enroll all students on a 504 in the SRS system. Our district's 504s are now all housed in one place just like our IEP records and can be transferred from one school to the next if they are an SRS school. This will be a beneficial tool for our district and will streamline our process from elementary to high school.

Indicator 8 Parent Survey Data Collection Plan:

- I have submitted the parent survey data collection plan on the NDE portal on how RC will disseminate special education parent surveys. The methods proposed are: using Bright Arrow to send the survey link; mail survey links with student's progress reports; share at parent-teacher conferences; and have the case manager's communicate with their student's parents along with reminders to complete the survey either through email, phone calls, and/or during IEP meetings.

- Last year, the parent response rate was 51.3%. This year, we will be aiming for 65% or higher on parent participation.

#### Waiver Request Sent to NDE:

- The Justification for Exception to the 1.0 Percent Threshold was completed and sent on Monday. This projection is for students that participate in the NSCAS-Alternate Assessment. Due to the small overall population of the Raymond Central student body, it is anticipated that the students that participate in the alternate assessment will exceed the 1% threshold. We have six students in grades 3-8th and 11th grade that will take the NSCAS-AA. That puts us at 1.53%.

#### Student Board Member

##### **Submitted by Madison Parham, Student Body President**

Last meeting I highlighted how the Student Council was working to find ways to create more student involvement and inclusiveness. The Student Council as a whole has been working with Ms. Johnson, Mr. Shepard, Mr. Kobza, and the Student Council sponsor Ms. Starnier to compile a survey to understand students' interests and desires. While this survey has not been finalized, some examples of questions that have been proposed to insert into this survey for the student body to respond to are "What do you like most about Raymond Central?", "What are some areas we could improve in?", "Do you have a staff member or peer that you could talk to if you were struggling?", and "Overall, do you feel that RC education is setting you up for success and preparing you for your future?" The results of this survey will be presented to you school board members at the next meeting.

As we wind down into Christmas Break, students are gearing up for finals and some students have finals this week if they are in dual credit classes or online college classes. Right now the American Government class, which is taken by seniors, has been learning about how bills are proposed and move through Congress. One of the activities we are currently participating in as part of grasping an understanding of how laws are made is by creating our own bills that get voted on by one Government class, and if it passes it will be proposed to the other Government class for a vote. These bills are constructed based on changes we would like to see at Raymond Central from different categories of academics, extra curricular activities, policies, the Government classroom, and the community. Some mock bills that students have proposed include making changes to the grading policy, eliminating first period tardies, and having a designated Senior Night for those who participate in One Act. If these mock bills get passed in both Government classes, then they will move to the next step to reach to Mr. Shepard and then eventually the School Board. This activity has proven to be considered fun for us seniors as it is a way for us to share our opinions and let our voices be heard.

Overall, students have been counting down the days until Christmas break and it has been expressed that the part of Christmas break that they're looking forward to the most is being able to sleep in.

#### Superintendent's Report

##### NASB Monthly Update

###### Update on Superintendent Goals

Goal 1: Develop a visible presence within the schools, the school community, and the state.

Goal 2: Foster a learning environment in which every student has the maximum opportunity to achieve academic excellence.

Goal 3: Continue the development of a 10 year facilities strategic plan for implementation that addresses maintenance and improvements for existing building assets and new construction.

## Gola 4: Continue the development of safety and security practices for Raymond Central Public Schools.

### Safety Report

Jaxn has been working with Kidwell to get a quote for keyless remote entry to all of our buildings. This was a suggestion from our engineers as well as from our security audits. He has obtained a quote for about \$125,000 to get this in place at all three buildings. We will be discussing this in more detail with the Facilities Committee and making decisions on how to proceed.

We are planning our second meeting over the holiday break with the Lancaster County Sheriff to discuss reunification and other safety items.

We are participating in the LB 630 pilot project **supported by the Nebraska State Department of Education (NDE)** that the University of Nebraska at Lincoln is executing. The objective of this study is to evaluate the impacts of commercial air filters in classrooms on (1) indoor air quality, and (2) student academic and behavioral outcomes across the state of Nebraska. The target grade levels are grades 3rd through 8<sup>th</sup>. The study involves primarily elementary classrooms that conduct most of the teaching activities in their home classrooms. Last week the research team installed either commercial air filters or a placebo device in these classrooms (at no cost to you) in our 3-5 classrooms at both Valparaiso and Ceresco. The air filter/placebo device and IAQ loggers will remain in the classrooms for the remaining academic year.

### Calendar Clarification

Next Wednesday, December 21 will be a regular dismissal per the calendar that was approved as part of the handbooks in June and was published. There will be no early dismissal due to the extra days off before the holiday.

### Preschool Curriculum

Preschool teachers Ms. Larkins and Ms. Kemnitz, ESU#2 Early Childhood Coordinator Karen Vontz, and ESU#2 Early Childhood Consultant Erin Gangwish met to review and discuss curriculum implementation at the PK3 and PK4 levels. The curriculum is designed to serve 4 year olds on a five day schedule. Therefore, it needs to be adjusted to fit our 4 year old, two-day a week program and then modified again to meet the needs of the 3 year olds. The team is working on articulated alignment across both levels.

### Absenteeism Due to Cold and Flu

Last week ended with lower rates of absenteeism due to the cold and flu. On Friday, our elementaries were at 10% and 9% and our Jr-Sr High was at 10%. Earlier last week our Jr-Sr got slightly above 13% absenteeism. Prior to the Thanksgiving break our elementaries, particularly Valparaiso, had higher incidences of absenteeism due to a variety of illnesses including Influenza A, COVID, strep throat, and others. On the day before break we had one building hovering at a 40% absence rate. The public health department indicates that we can expect high rates of illnesses this season as we continue to rebound from COVID effects so we will continue to monitor. Local agencies have control over when it is prudent to shut down classrooms or buildings. Nurse Amanda and I will consider factors such as rates, types of illnesses, and staffing when making these decisions.

### Report on New Member Workshop

Mary Benes and I attended the New Board Member workshop in LaVista on December 13. Some items that I took away for the Board for future consideration include:

- Consult with legal counsel to assist in reviewing our policy regarding public participation through public forum.
- NASB recommends that all board members participate in the Oath of Office and review Code of Ethics policy 8272 during our organizational meeting in January.
- We discussed board committee's and shared information on how districts organized their committee work. It brought to mind a question about whether or not it would benefit us to combine some committees and/or have established committee meetings prior to board meetings? Possibly combine: Curriculum and Americanism, Facilities and Transportation, Finance and Negotiation, .... just thinking.
- It was noted that we need to be intentional/careful in the language we use in labeling meetings. Advisory Committees require a need to follow the open meetings act, while Board Committees in general do not require following the open meetings law.

#### Important Upcoming Dates:

- December 21: Last Day of School for 1st Semeste
- January 3: Teacher Inservice / Work Day
- January 4: Student Day

#### Facilities Report

- Jared was finally able to pick up the new pickup that we ordered over a year ago and it looks really nice. He also got a bed protector for the vehicle.
- The grant that was being advertised for a 90/10 split from the power company for installation of a charging unit for electric vehicles will be slightly altered in January. The owner organization has to make the charging unit available to the general public in order to qualify for the grant. After speaking with the grant manager about the complexities of that scenario, it doesn't seem like a good fit for us at this time. We still have the \$20,000 grant from the federal government, but we will not be exploring the grant from Nebraska power company.

Moser Drilling - They are set up on the southeast portion of our property to do a drill. Our preliminary plan is to do around five test drills. On Monday they drilled their first hole and were encouraged to hit sandstone at 123' and we plan to go ahead and case that hole. They were able to get a gauge on that hole today. It measured at about 100 gpm. With a 4" pump they estimate a result of about 50 gpm and with a 6" pump, probably 70-75 gpm. They recommended another drill in the same area as it is more cost efficient to tie together pumps in proximity. According to Allen Moser, there was sandstone found along the driveway as well the last time we drilled.

#### Review of Technology Plan

##### Infrastructure

- New servers at the JH/HS installed and working on migrating data.
- Ordered new servers for Val and Ceresco as the servers were old and needing replaced as well as critical vulnerabilities in the chipset of the server at Val.

## Technology Projects

- Working on Building a 7 year plan for all technology rotations and system implementations.
- New website data migrated. Working on cleaning up links and weeding out old/unneeded documents.
- Working on getting an e-rate request for purchase out in the next few weeks. This project will upgrade the network infrastructure for Val and Ceresco. This hardware can move if a central site is built.
- New backup infrastructure in place and working. Need to get a secure off site location to house monthly backups.
- Rolling out two factor authentication to staff accounts.

## Issues/Concerns

- Working on securing our network and meeting the requirements for cyber insurance.
- Still waiting for our servers to be built to start that project.
- Going to start a vulnerability scan from the Department of Homeland Security. This is a free service.
- Need to get a centralized logging system in place.
- Need to start working on an Incident Response plan.
- Need to get an internal vulnerability scan.

We have come so far on the security side of things since July. We are ahead of the majority of schools when it comes to cyber security and that is something to be proud of. Our next big hurdle to get over will be changing the mindset of staff to be more security conscious. We are waiting to get cyber security training that the state has purchased for all schools. This will help staff understand the major role they play in keeping our school and networks secure and safe.

## Board Committee Reports

Committee on American Civics (Breitkreutz-chair, Burklund, Matulka)

Transportation Committee (Breitkreutz-chair, Lange, Matulka)

Finance Committee (Blanchard-chair, Breitkreutz, Burklund)

Facilities Committee (Blanchard-chair, Burklund, Matulka)

Negotiations Committee (Blanchard-chair, Gould, Lange)

Curriculum Committee (Gould-chair, Burklund, Lange)

Policy Committee (Gould-chair, Lange, Matulka)

Review Public Forum Presentation(s) - Consider, discuss, and take all necessary action

Old Business

New Business

Discuss, Consider and Take Necessary Action to Approve Substitute(s)

Motion by Breitreutz, second by Burklund to approve Paige Maly as a substitute teacher. RCV 6-0. Motion carried.

#### Discuss, Consider and Take Necessary Action to Approve Student Teacher(s)

Motion by Matulka, second by Lange to approve Dawna Miller as a student teacher who will be working with Kendra Carlson in Kindergarten and Nicole Kliment in SpEd. RCV 6-0. Motion carried.

#### Discuss, Consider and Take Necessary Action to approve the support staff salary schedule for 2023-24.

Support staff salary schedule for 2023-24 was tabled until next month.

#### Discuss, Consider and Take Necessary Action to approve the Annual Audit as presented

Motion by Matulka, second by Lange to accept the Annual Audit as presented. RCV 6-0. Motion carried.

#### Approval of Next Regular Board Meeting

Motion by Burklund, second by Breitreutz to approve the next Regular Board Meeting on Wednesday, January 11, 2023. RCV 6-0. Motion carried.

#### Adjournment

Motion by Breitreutz, second by Matulka to adjourn the meeting at 7:09 PM. RCV 6-0. Motion carried.

## 5.2. Financial Statement/Report

**RAYMOND CENTRAL PUBLIC SCHOOLS  
FINANCIAL REPORT TO THE BOARD OF EDUCATION  
POOLED CASH - BANK RECONCILIATION**

**December 31, 2022**

	12/1/2022 12/31/2022	12/1/2021 12/31/2021
Bank Balance - Beginning of month	\$2,467,787.53	\$1,527,345.13
Deposits	\$267,313.22	\$295,744.63
Interest	\$2,426.93	\$129.83
Less Debits	<u>-\$887,480.65</u>	<u>-\$752,969.77</u>
Bank Balance - End of Month	\$1,850,047.03	\$1,070,249.82
Plus Outstanding Deposits	\$0.00	\$0.00
Less Outstanding Checks	<u>-\$116,390.40</u>	<u>-\$206,493.11</u>
Book Balance - End of month	<u>\$1,733,656.63</u>	<u>\$863,756.71</u>

**RAYMOND CENTRAL PUBLIC SCHOOLS  
GENERAL FUND RECEIPTS AND DISBURSEMENTS - DECEMBER 2022**

DECEMBER 1, 2022 BOOK BALANCE		2,339,435.78
LANCASTER COUNTY TREASURER		
	TAXES	22,130.69
	MOTOR VEHICLE TAXES	22,712.30
	FINES & FEES	1,136.88
	PERSONAL PROPERTY TAX CREDIT	167.66
SAUNDERS COUNTY TREASURER		
	TAXES	13,037.53
	MOTOR VEHICLE TAXES	18,108.53
	FINES & FEES	1,578.05
	HOMESTEAD EXEMPTION	4,801.25
SEWARD COUNTY TREASURER		
	TAXES	5,599.52
	MOTOR VEHICLE TAXES	64.92
	FINES & FEES	267.44
BUTLER COUNTY TREASURER		
	FINES & FEES	6.72
STATE OF NEBRASKA		
	STATE AID	96,348.00
	SPECIAL ED PROGRAM School Age	74,082.00
	MEDICAID	4,456.09
TUITION COLLECTED		
	PRE K TUITION	324.34
NON REVENUE RECEIPTS		
	Refund RN's Prof Dev registration, Staff purchase postage stamps	295.00
	Insurance claim check from S.Tvrdy (Window at Ceresco)	450.00
	RCEF Teacher Wishlists	1,746.30
JONES BANK		
	GENERAL FUND INTEREST - DEC.	2,426.93
	DEC RECEIPTS	269,740.15
	TOTAL RECEIPTS	2,609,175.93
	DEC DISBURSEMENTS	875,519.30
DECEMBER 31, 2022 BOOK BALANCE		1,733,656.63

**RAYMOND CENTRAL PUBLIC SCHOOL  
FINANCIAL STATEMENT JANUARY 1, 2023**

**GENERAL FUND**

Cash Balance - December 1, 2022		\$2,339,435.78
December Receipts		\$267,313.22
December Interest Earned		<u>\$2,426.93</u>
	Total	\$2,609,175.93
December Disbursements		<u>-\$875,519.30</u>
	Cash Balance - December 31, 2022	\$1,733,656.63

**LUNCH FUND**

Cash Balance - December 1, 2022		\$231,033.73
December Receipts		\$57,864.32
December Interest Earned		<u>\$75.54</u>
	Total	\$288,973.59
December Disbursements		<u>-\$39,824.09</u>
	Cash Balance - December 31, 2022	\$249,149.50

**BUILDING/SINKING FUND**

Cash Balance - December 1, 2022		\$2,312,791.15
December Receipts		\$4,109.65
December Interest Earned		<u>\$2,381.38</u>
	Total	\$2,319,282.18
December Disbursements	(Moved to Cert. of Deposit: 21 months, 4	<u>-\$441,145.61</u>
	Cash Balance - December 31, 2022	\$1,878,136.57
Certificate of Deposit + Interest		<u>\$1,000,000.00</u>
	Combined Balance -December 31, 2022	\$2,878,136.57

**HIGH SCHOOL BOND FUND**

Cash Balance - December 1, 2022		\$930,121.20
December Receipts		\$5,126.93
December Interest Earned		<u>\$368.09</u>
	Total	\$935,616.22
December Disbursements		<u>-\$635,728.75</u>
	Cash Balance - December 31, 2022	\$299,887.47

**DEPRECIATION FUND**

Cash Balance - December 1, 2022		\$688,623.96
December Receipts		\$0.00
December Interest Earned		<u>\$158.47</u>
	Total	\$688,782.43
December Disbursements		<u>-\$71,845.46</u>
	Cash Balance - December 31, 2022	\$616,936.97
Certificate of Deposit (new 11/22)		\$600,000.00
Certificate of Deposit + Interest		<u>\$629,360.96</u>
	Combined Balance -December 31, 2022	\$1,246,297.93

**QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND**

Cash Balance - December 1, 2022		\$10,516.49
December Receipts		\$0.00
December Interest Earned		<u>\$5.47</u>
	Total	\$10,521.96
December Disbursements		<u>\$0.00</u>
	Cash Balance - December 31, 2022	\$10,521.96

**EMPLOYEE BENEFIT FUND - UNEMPLOYMENT**

Cash Balance - December 1, 2022		\$135,161.70
December Receipts		\$0.00
December Interest Earned		<u>\$74.62</u>
	Total	\$135,236.32
December Disbursements		\$0.00
	Cash Balance - December 31, 2022	\$135,236.32
Certificate of Deposit + Interest		<u>\$16,140.35</u>
	Combined Balance -December 31, 2022	\$151,376.67

**TAXES - 2022-2023**

Requested Amount of Taxes	\$8,135,208.00	
Taxes Received	<u>\$1,283,848.17</u>	12/31/22: 15.78%
Balance	\$6,851,359.83	Received

DECEMBER 2022	Percent of Year Completed		33.00%		
2022-2023 RECEIPTS		M-T-D	Y-T-D	Y-T-D	Y-T-D
ACCOUNT	2022-2023	RECEIVED	RECEIVED	RECEIVED	% Received
	ANTICIPATED	2022-2023	2022-2023	2021-2022	2022-2023
Property Taxes	\$8,135,208.00	\$40,767.74	\$1,282,227.04	\$1,326,794.71	15.76%
Motor Vehicle Tax	\$450,000.00	\$40,885.75	\$188,228.45	\$170,671.05	41.83%
Public Power Tax (5% Gross)	\$35,000.00	\$0.00	3,826.29	\$0.00	10.93%
Carline Taxes	\$3,000.00	\$0.00	\$474.26	\$1,078.82	15.81%
Other Tuition	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Interest	\$3,200.00	\$2,426.93	8,667.76	835.10	270.87%
Local License Fees	\$2,000.00	\$0.00	\$0.00	\$600.00	0.00%
Other Local Receipts(Pre-School)	\$12,000.00	\$324.34	4,281.25	5,910.40	35.68%
Fines & License Fees	\$30,000.00	\$2,989.09	\$12,354.17	\$10,281.51	41.18%
ESU Receipts	\$7,000.00	\$0.00	\$3,312.96	\$0.00	0.00%
State Aid	\$963,483.00	\$96,348.00	385,392.00	\$375,644.00	40.00%
Special Education	\$490,000.00	\$74,082.00	74,082.00	\$75,578.00	15.12%
Special Education Transportation	\$21,000.00	\$0.00	\$0.00	\$0.00	0.00%
Homestead Exemption	\$0.00	\$4,801.25	4,801.25	\$0.00	0.00%
Payments for High Ability Learners	\$6,000.00	\$0.00	\$5,909.00	\$6,041.00	98.48%
Pro-Rate Motor Vehicles	\$18,000.00	\$0.00	\$2,474.40	\$2,662.42	13.75%
State Apportionment	\$70,000.00	\$0.00	\$0.00	\$0.00	0.00%
Relief to Property Tax Payers	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Other State Receipts	\$23,000.00	\$0.00	\$0.00	\$0.00	0.00%
Personal Property Tax Credit	\$0.00	\$167.66	10,311.78	9,387.84	0.00%
Title I Funds	\$27,000.00	\$0.00	\$0.00	\$41,010.00	0.00%
Title II, Part A ESSA (NCLB)	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Other Federal Receipts	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
SPED IDEA Grant	\$123,000.00	\$0.00	\$0.00	\$0.00	0.00%
Private Grants	\$0.00	\$0.00	\$3,101.61	\$2,500.00	0.00%
Carl Perkins	\$500.00	\$0.00	\$0.00	\$325.00	0.00%
Other Non-Revenue Receipts	\$0.00	\$2,491.30	3,128.16	9,461.00	0.00%
Ag Land Property Credit	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
ESSER (COVID-19) Funds	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Sale of Property	\$3,000.00	\$0.00	\$0.00	\$0.00	0.00%
MIPS-Medicaid in Public Schools	\$9,400.00	\$4,456.09	\$8,043.71	\$1,598.66	0.00%
Transfer from Other Fund/ Imprest	\$0.00	\$0.00	\$60.00	\$0.00	0.00%
Insurance Adjustments	\$0.00	\$0.00	\$9,231.50	25,551.54	0.00%
TOTAL	\$10,431,791.00	\$269,740.15	\$2,009,907.59	\$2,065,931.05	19.27%
2021-2022 DISBUREMENTS		M-T-D	Y-T-D	Y-T-D	Y-T-D
CATEGORY	2022-2023	DISBURSED	DISBURSED	DISBURSED	% Disbursed
	BUDGET	2022-2023	2022-2023	2021-2022	2022-2023
Instructional Services	\$5,206,425.00	\$377,016.54	1,496,954.17	\$1,447,522.30	28.75%
Special Education	\$1,996,647.00	\$153,490.26	\$559,255.71	\$548,880.31	28.01%
Guidance	\$227,900.00	\$19,163.77	77,844.97	68,003.04	34.16%
School Health Nurse	\$112,750.00	\$9,047.94	37,156.15	26,715.10	32.95%
Safety & Security	\$52,151.00	\$20,712.33	\$21,622.82	\$26,010.16	41.46%
Activities	\$95,020.00	\$5,419.32	\$36,962.36	\$34,148.51	38.90%
Media, Audio Visual, Technology	\$710,125.00	\$76,898.23	\$197,652.87	\$278,208.80	27.83%
General Administration	\$428,800.00	\$27,539.29	\$105,026.21	\$124,633.54	24.49%
School Administration	\$762,100.00	\$55,556.47	\$226,345.79	\$226,145.24	29.70%
Business	\$322,600.00	\$24,782.30	57,660.72	\$25,539.83	17.87%
Operation of Plant	\$789,500.00	\$40,380.40	\$200,585.72	\$196,639.72	25.41%
Maintenance of Plant	\$517,500.00	\$13,361.81	\$84,346.13	\$211,875.25	16.30%
Pupil Transportation	\$536,549.00	\$21,143.49	\$101,271.71	\$72,766.72	18.87%
Fed. Grants (PreK, previously ESSRS \$)	\$129,975.00	\$12,458.56	\$42,602.41	\$90,121.36	32.78%
Transfers	\$75,000.00	\$0.00	\$0.00	\$0.00	0.00%
				\$0.00	
TOTAL	\$11,963,042.00	\$856,970.71	\$3,245,287.74	\$3,377,209.88	27.13%
Cash Reserves in General Fund	\$1,939,135.00			\$0.00	0.00%
TOTAL	\$13,902,177.00		\$3,245,287.74		

COMPARISON OF MONTHLY TAXES RECEIVED											
Month	2018-2019	%	2019-2020	%	2020-2021	%	2021-2022	%	2022-2023	%	
September	1,170,806.38	16.70%	1,260,760.01	17.15%	1,293,582.25	17.33%	1,053,351.40	13.67%	1,012,655.31	12.45%	
October	190,594.78		208,036.17		152,337.10		183,817.80		152,824.49		
November	1,361,401.16	19.42%	1,468,796.18	19.98%	1,445,919.35	19.37%	1,237,169.20	16.06%	1,165,479.80	14.33%	
	59,110.39		66,613.72		69,360.57		35,796.78		77,600.63		
December	1,420,511.55	20.26%	1,535,409.90	20.89%	1,515,279.92	20.29%	1,272,965.98	16.52%	1,243,080.43	15.28%	
	52,730.14		57,161.20		42,518.48		53,828.74		40,767.74		
January	1,473,241.69	21.01%	1,592,571.10	21.67%	1,557,798.40	20.86%	1,326,794.72	17.22%	1,283,848.17	15.78%	
	741,025.47		453,120.85		799,328.09		909,800.08				
February	2,214,267.16	31.58%	2,045,691.95	27.83%	2,357,126.49	31.57%	2,236,594.80	29.03%			
	414,098.03		647,369.02		361,555.66		401,714.10				
March	2,628,365.19	37.49%	2,693,060.97	36.64%	2,718,682.15	36.41%	2,638,308.90	34.24%			
	138,689.69		143,993.36		167,995.83		184,171.63				
April	2,767,054.88	39.47%	2,837,054.33	38.60%	2,886,677.98	38.66%	2,822,480.53	36.63%			
	1,098,725.96		1,240,829.27		1,330,751.05		1,521,265.27				
May	3,865,780.84	55.14%	4,077,883.60	55.48%	4,217,429.03	56.49%	4,343,745.80	56.37%			
	1,574,164.23		1,498,524.29		1,514,563.86		1,283,373.78				
June	5,439,945.07	77.59%	5,576,407.89	75.87%	5,731,992.89	76.77%	5,627,119.58	73.03%			
	208,173.85		227,328.03		163,221.74		205,695.79				
July	5,648,118.92	80.56%	5,803,735.92	78.96%	5,895,214.63	78.96%	5,832,815.37	75.70%			
	77,911.62		75,030.69		133,684.23		82,849.46				
August	5,726,030.54	81.67%	5,878,766.61	79.98%	6,028,898.86	80.75%	5,915,664.83	76.77%			
	947,773.70		998,702.71		1,043,646.65		1,129,549.01				
Total for YTD	6,673,804.24	95.19%	6,877,469.32	93.57%	7,072,545.51	94.73%	7,045,213.84	91.43%	1,283,848.17	15.78%	
COMPARISON OF TAXES REQUESTED TO TAXES RECEIVED											
	2017-2018		2019-2020		2020-2021		2021-2022		2022-2023		
Taxes Requested	7,010,940.00		7,350,000.00		7,466,374.00		\$7,705,208.00		\$8,135,208.00		
Taxes Received	6,673,804.24		6,877,469.32		7,072,545.51		7,045,213.84		1,283,848.17		

**RAYMOND CENTRAL PUBLIC SCHOOLS****Student Activities Account Balances - December 2022**

<u>Activity Name</u>	<u>Beginning Balance</u>	<u>Revenues</u>	<u>Expenses</u>	<u>Balance</u>
After School Club	2,387.13	0.00	60.00	2,327.13
Class of 2028 Field Trips V	326.00	0.00	0.00	326.00
Class of 2029 Field Trip Funds V	361.37	0.00	0.00	361.37
Class 2030 Field Trip Funds V	338.19	0.00	0.00	338.19
Class 2031 Field Trip Funds V	298.49	0.00	0.00	298.49
Class 2032 Field Trip Funds V	308.42	0.00	0.00	308.42
Class 2033 Field Trip Funds V	358.03	0.00	0.00	358.03
APEX	369.05	0.00	0.00	369.05
ART CLUB	270.48	0.00	0.00	270.48
Service Fees (Activity Acct)	1,185.02	497.28	135.28	1,547.02
Class 2022	498.33	0.00	0.00	498.33
Class 2023	370.99	0.00	0.00	370.99
Class 2024	(857.10)	0.00	0.00	(857.10)
Class 2025	91.78	0.00	0.00	91.78
Class of 2026	165.00	35.25	0.00	200.25
Class of 2027	2,028.49	339.49	0.00	2,367.98
Class 2028	2,342.84	339.49	0.00	2,682.33
Class 2029 Field Trip Funds C	241.23	0.00	0.00	241.23
Class 2030 Field Trip Funds C	348.12	0.00	0.00	348.12
Class 2031 Field Trip Funds C	487.82	0.00	0.00	487.82
Class 2032 Field Trip Funds C	328.27	0.00	0.00	328.27
Class 2033 Field Trip Funds C	318.34	0.00	0.00	318.34
Class of 2034 Ceresco	0.00	300.00	0.00	300.00
Athletics	217,337.33	40,463.51	54,244.55	203,556.29
Score Vision	41,721.26	32,324.01	62,568.63	11,476.64
Boys BB	1,954.71	2,231.04	3,031.49	1,154.26
Cross Country	1,367.72	353.84	0.00	1,721.56
Baseball	810.49	0.00	0.00	810.49
Football	7,819.57	368.30	881.44	7,306.43
Girls BB	891.44	847.22	0.00	1,738.66
Golf Activity	1,068.91	0.00	0.00	1,068.91
Softball	7,832.09	874.96	2,429.80	6,277.25
Track	1,351.20	0.00	0.00	1,351.20
VolleyBall	7,448.94	815.84	853.52	7,411.26
Weight Room	4,000.00	0.00	0.00	4,000.00
Wrestling	3,441.25	1,840.50	3,918.16	1,363.59
Spanish Club	1,324.82	102.00	0.00	1,426.82
Life Skills	2.41	0.00	0.00	2.41
Ceresco Book Fair	25.61	1,010.14	1,013.36	22.39
Ceresco Box Tops	414.49	0.00	0.00	414.49
Ceresco Field Trips	2,994.32	0.00	0.00	2,994.32
Ceresco Playground	1,462.75	0.00	0.00	1,462.75
Ceresco Pop	36.86	7.38	0.00	44.24
Elem Fines	526.05	0.00	13.60	512.45
Elem PE	2,167.50	0.00	0.00	2,167.50
Elem Pictures	3,070.62	0.00	0.00	3,070.62
Elem Prof Development	2,028.73	0.00	0.00	2,028.73

Elem Reading Promotion	548.06	0.00	60.00	488.06
Elem Student Council	483.85	0.00	0.00	483.85
JH Boys BB	15.31	0.00	0.00	15.31
JH Football	624.31	267.28	402.08	489.51
JH Girls BB	112.68	584.72	600.00	97.40
JH Student Council	872.31	426.33	258.36	1,040.28
JH Track	515.96	0.00	0.00	515.96
JH Volleyball	1,015.38	0.00	0.00	1,015.38
JH Speech	380.35	0.00	120.00	260.35
Computer	7,581.91	0.00	0.00	7,581.91
HS Pop	66.87	444.81	94.05	417.63
HS Caring Shelves	5,144.53	760.00	989.70	4,914.83
AP Funds	34,666.73	0.00	7,305.75	27,360.98
Fines	2,040.58	180.00	0.00	2,220.58
HAL	59.66	0.00	0.00	59.66
Hot Lunch	347.63	0.00	0.00	347.63
Pre-Kindergarten	6,238.55	156.30	1,133.51	5,261.34
PTO	191.63	0.00	544.94	(353.31)
Restitution	0.00	140.00	0.00	140.00
Staff Inservice	854.92	0.00	0.00	854.92
Testing	3,987.23	576.00	0.00	4,563.23
TFK - Ceresco	347.92	0.00	0.00	347.92
TFK - Valparaiso	2,127.82	0.00	0.00	2,127.82
Val Book Fair	9,559.51	657.23	676.56	9,540.18
Val Box Tops	3,315.33	0.00	0.00	3,315.33
Val Field Trips	6,022.24	0.00	0.00	6,022.24
Val In-Service	1,815.96	0.00	0.00	1,815.96
Val Movie Night	3,310.84	0.00	0.00	3,310.84
Val Office Book Fund	953.25	0.00	0.00	953.25
Culinary Snack Cart	1,209.47	0.00	0.00	1,209.47
Val Pop	1,098.80	6.20	0.00	1,105.00
College Access Grant	693.52	3,111.61	1,270.67	2,534.46
Annual	10,873.11	2,260.00	1,553.21	11,579.90
Band	812.96	240.00	504.00	548.96
Band Trip	10,669.76	0.00	0.00	10,669.76
Cheerleaders	7,607.37	3,229.25	1,920.19	8,916.43
Choir	14,194.03	0.00	70.96	14,123.07
DI	4,614.68	0.00	0.00	4,614.68
Drama Act	2,096.27	376.00	394.93	2,077.34
Drill Team	(191.21)	1,575.88	461.50	923.17
FBLA Act	4,000.72	3,659.20	2,803.84	4,856.08
FFA Act	18,076.14	37,199.00	18,350.60	36,924.54
'Stang Gang Student Section	15.98	0.00	0.00	15.98
JR Achievements	629.57	0.00	0.00	629.57
Kindness Acct	19,420.73	0.00	0.00	19,420.73
Library	2,613.66	19.00	0.00	2,632.66
Mock Trial	380.96	0.00	0.00	380.96
National Honor Society	382.85	385.40	0.00	768.25
Rain Garden	459.50	0.00	0.00	459.50
RC PACTS	(62.65)	0.00	0.00	(62.65)
SADD	61.17	0.00	0.00	61.17
Social Justice	194.12	0.00	0.00	194.12

<b>Speech</b>	<b>8,448.19</b>	<b>6,865.90</b>	<b>5,038.42</b>	<b>10,275.67</b>
<b>Student Council</b>	<b>4,264.87</b>	<b>2,132.77</b>	<b>727.56</b>	<b>5,670.08</b>
<b>Tonettes</b>	<b>159.86</b>	<b>0.00</b>	<b>0.00</b>	<b>159.86</b>
<b>RC Foundation</b>	<b>0.00</b>	<b>6,359.22</b>	<b>8,112.51</b>	<b>(1,753.29)</b>
<b>Concessions</b>	<b>22,746.04</b>	<b>0.00</b>	<b>1,420.47</b>	<b>21,325.57</b>
<b>RC Concessions</b>	<b>3,385.38</b>	<b>33,969.18</b>	<b>33,275.04</b>	<b>4,079.52</b>
<b>Student Pop</b>	<b>361.07</b>	<b>117.60</b>	<b>0.00</b>	<b>478.67</b>
<b>Professional Development</b>	<b>17,348.68</b>	<b>6,200.00</b>	<b>2,848.44</b>	<b>20,700.24</b>

**RAYMOND CENTRAL PUBLIC SCHOOLS**  
**Student Fees Account Balances -December 2022**

<u>Activity Name</u>	<u>Beginning Balance</u>	<u>Receipts</u>	<u>Expenses</u>	<u>Balance</u>
Activity Pass	12,360.00	2,065.00	0.00	14,425.00
Service Fees (Student Fees)	239.99	103.39	147.93	195.45
Ag-Ed Labs	6,047.14	25.00	2,401.08	3,671.06
Art Class	1,299.95	120.00	1,323.44	96.51
Band Dry Cleaning	235.52	33.00	0.00	268.52
Band Repair/Rental	1,298.62	50.00	377.63	970.99
Choir Dry Cleaning	433.10	0.00	0.00	433.10
Chromebooks	14,890.55	1,383.00	0.00	16,273.55
Computer Science	380.00	7.96	0.00	387.96
Drama	391.64	0.00	0.00	391.64
FBLA	(297.91)	955.00	495.00	162.09
FFA	1,445.58	825.00	972.00	1,298.58
Foods Class	3,233.36	270.00	333.46	3,169.90
Mock Trial	450.01	0.00	0.00	450.01
NFL	15.00	0.00	0.00	15.00
Skills USA	2,110.95	175.00	0.00	2,285.95
Speech	250.00	25.00	0.00	275.00
Sports Fees	22,405.22	240.00	0.00	22,645.22
Tech Ed	5,232.43	451.00	4,525.25	1,158.18

### 5.3. Monthly Bills

**RAYMOND CENTRAL PUBLIC SCHOOLS**  
**BOARD OF EDUCATION MEETING JANUARY 2023**

General Fund - Report of Bills Paid December 2022

	<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
1	12/20/22	RCPS	December Payroll	672331.11
2	12/9/22	Educational Service Unit #2	SPED Fall Quarter 22-23	22,107.51
3	12/9/22	Lancaster County Sheriff's Office	SRO Piitz 22-23 Annual Contract	20,712.33
4	12/1/22	Educational Service Unit #2	Firewall Filter License 3 yrs	19,141.06
5	12/1/22	Apptegy, Inc	New RC Website	17,465.00
6	12/1/22	Check Point Software Tech, Inc	Email Filter	12,311.85
7	12/1/22	Shaw, Hull & Navarrette, CPAs	Auditors Fee	11,736.92
8	12/9/22	Educational Service Unit #2	Indepen. School 1st Quarter Bill 22-23	10,589.05
9	12/14/22	Norris Public Power	Electricity HS	9,339.99
10	12/9/22	Flinn Science	Science Items	6,166.80
11	12/1/22	U. S. Bank Equipment Finance	Photo Copiers Lease	3,866.78
12	12/21/22	Shaw, Hull & Navarrette, CPAs	Auditors Fee Nov 2022 Work	3,793.05
13	12/1/22	Educational Service Unit #2	Title 1 6% Admin Fee	2,693.00
14	12/14/22	Butler Public Power District	Electricity V	2,523.55
15	12/21/22	Electronic Contracting Company	Repairs -HS Fire Panels	2,000.00
16	12/21/22	CDW Government	2 Computers, LJ and Spare	1,933.20
17	12/9/22	CDW Government	Projectors C,V,HS	1,923.00
18	12/21/22	Electronic Contracting Company	Repair Sprinkler Heads/Smoke Detect V C	1,750.96
19	12/1/22	Dashrsystems	Laser timer system, jump system, scale	1,670.00
20	12/19/22	US Bank	Tech Dept Laptop	1,649.99
21	12/9/22	KSB School Law PC LLO	Legal Service	1,460.00
22	12/9/22	Flinn Science	Hot plates for sci department	1,240.51
23	12/21/22	Interstate All Battery Center	Batteries: Vans, Bus 11,17A/B Maint	1,194.00
24	12/16/22	US Bank	Tech Ed Classroom Supplies	1,129.73
25	12/9/22	Perry Guthery Haase & Gessford	Legal Services	1,129.60
26	12/14/22	EMC Insurance	Additional Premium Vehicles	1,110.00
27	12/14/22	Brooke L. Cheleen	Nov 2022 SPED Physical Therapy	1,011.26
28	12/9/22	Farmers Cooperative	Bus Barn Propane	803.03
29	12/21/22	Menards Lincoln	Tech Ed Class consumables	784.17
30	12/9/22	MCS	Custodial Supplies	671.09
31	12/9/22	Wahoo-Wav.-Ashl. News	Publications	638.27
32	12/9/22	Nelson Gas & Oil Co.	Oil, DEF, Belts	619.25
33	12/21/22	Voss Lighting	Lightbulbs	615.60
34	12/9/22	Waste Connections Co	Garbage HS, V	577.61
35	12/1/22	TK Elevator Corporation	Elevator Maintenance V, HS	550.02
36	12/9/22	Image Market	Dance Team Supplies	472.44
37	12/21/22	Follett Content solutions	Book Order Library HS	470.53
38	12/21/22	Windstream	HS Phone	453.49
39	12/9/22	Liberty Lawn & Landscape	Winterize Treatment- Lawn	440.00
40	12/21/22	Doty, Marita	SLP Services at NA Martyrs Nov 2022	426.25
41	12/21/22	Hauff Sports	Helmet Cart for football storage	389.84
42	12/19/22	US Bank	Step Ladder - Safety Committee Recom.	384.95
43	12/21/22	NCSA	2022 Principals Conf. SR.DK	380.00

44	12/14/22	Bauer Built Tire & Service	Tires Bus 19D	371.84
45	12/9/22	Pine Cove Consulting	Hard drives for backup NAS	368.35
46	12/21/22	CDW Government	Chromebook JH/HS Sped Para	364.70
47	12/21/22	Nebraska State fire Marshal Agency	Annual Fee	360.00
48	12/19/22	US Bank	Red Cross Training Certification AE	350.00
49	12/16/22	US Bank	SPED Supplies C	347.62
50	12/16/22	US Bank	HS Art Supplies	341.50
51	12/9/22	Village Of Ceresco	Utilities C	338.15
52	12/21/22	Interstate All Battery Center	Batteries - PreK Sink, Floor Scrubber C	334.60
53	12/1/22	Kobza, Jaxn	Oct/Nov Mileage Reimb. Tech Director	328.75
54	12/19/22	US Bank	F&CS Classroom Supplies	296.76
55	12/16/22	US Bank	Custodial Supplies HS C, V	264.95
56	12/21/22	Home Depot Pro	Maint.Supplies HS	258.69
57	12/21/22	Johnstone Supply	Building Maint Supplies HS	251.68
58	12/9/22	Nebraska Association- School Boards	New Board Member Workshop-MB & LJ	250.00
59	12/1/22	Deidel, Shay	Replacing Lost Payroll check 9/20/2019	249.01
60	12/9/22	PowerSchool Group LLC	Applicant Tracking Annual Fee	247.93
61	12/16/22	US Bank	Stage for Veterans Day	241.16
62	12/1/22	Rcps Hot Lunch Fund	Transfer to HL acct fbo Cannon Bestwick	230.00
63	12/1/22	Summit Fire Protection	Fire Extinguisher Annual Inspect. V	222.00
64	12/14/22	Lincoln High School	Speech Entry Fees	208.00
65	12/1/22	Donald R. Prentice	Extermination Service	205.00
66	12/9/22	Educational Service Unit #6	Prof Development- Admin	200.00
67	12/21/22	Lincoln Southeast High School	Entry fees for speech meet	200.00
68	12/14/22	Malcolm Public Schools	Entry Fee JH Girls BB	200.00
69	12/9/22	Village Of Valparaiso	Utilities V	197.57
70	12/12/22	Jackson Services Inc.	Mats/Mops	194.27
71	12/16/22	US Bank	Supplies for Veterans Day	192.34
72	12/1/22	US Bank	Foods/Culinary Groceries, 7th Pillow sup	188.65
73	12/9/22	City Clock Co.	Time Cards	188.00
74	12/14/22	School Specialty/Classroom Direct	Classroom Supplies	186.64
75	12/21/22	NE Public Health Environmental Lab	Water Testing HS	174.00
76	12/14/22	Norris High School	Speech Entry Fees	168.00
77	12/1/22	Coufal, Amanda	Oct/Nov Mileage Reimbursement	166.88
78	12/1/22	Lakeview Community Schools	Wrestling Entry fee	165.00
79	12/21/22	Summit Fire Protection	Fire Alarm Semi-Annual Inspect. C	163.00
80	12/16/22	US Bank	SPED Life Skills Thanksgiving Meal	162.29
81	12/1/22	Pitney Bowes Global (Lease)	Postage Machine HS Lease	159.57
82	12/9/22	Lincoln Journal Star Advertising	Publications	157.00
83	12/16/22	US Bank	BOE Meeting- Omaha Meal	156.62
84	12/21/22	Pine Cove Consulting	Remote Support	150.00
85	12/14/22	Platteview HS	Entry Fee Wrestling	150.00
86	12/1/22	US Bank	Groceries for Foods and Culinary	146.76
87	12/9/22	Windstream	Fax	144.68
88	12/1/22	Larkins, Chelsea	Reimb Mileage to ESU Training	143.75
89	12/1/22	US Bank	Classroom Supplies F&CS	142.73
90	12/9/22	Plattsmouth High School	Pmt for Plattsmouth HSVB Tourney	140.00
91	12/1/22	Trenhaile, Clair	Nov Mileage Reimbursement	137.13
92	12/16/22	US Bank	8 background checks	124.00
93	12/14/22	Avila, Amzi	Spch Judge Fees for Norris/Lincoln High	120.00

94	12/14/22 Enevoldsen, Eleanah	Spch Judge Fees for Norris/Lincoln High	120.00
95	12/14/22 Hain, Haley	Spch Judge Fees for Norris/Lincoln High	120.00
96	12/14/22 Jackson, Matthew	Spch Judge Fees for Norris/Lincoln High	120.00
97	12/21/22 Lincoln Journal Star	Digital Subscription-52 weeks	120.00
98	12/14/22 McFarling, Andrea	Spch Judge Fees for Norris/Lincoln High	120.00
99	12/1/22 Amanda Ehlers	Oct/Nov Mileage Reimbursement	114.19
100	12/9/22 Fillmore Central High School	FCEMF Softball Tournament Fee	100.00
101	12/14/22 Heartland Academic Competitions	Tournament Entry Fee Quiz Bowl	100.00
102	12/21/22 Seward County Clerk	Postage LB644 postcards	100.00
103	12/16/22 US Bank	Classroom Supplies K V	93.84
104	12/1/22 Crees, Jennifer	Mileage Reimbursement Health Tech	93.13
105	12/9/22 Palmyra Schools	Entry Fee BBB JrHS	90.00
106	12/21/22 Electronic Contracting Company	Quarterly Monitoring Fee- Alarms HS	87.00
107	12/14/22 Company Care	Random Drug TestFee	84.00
108	12/16/22 US Bank	Basketball Gear - Girls	81.97
109	12/1/22 Electronic Contracting Company	Quarterly Monitoring Fee- Alarms C	81.00
110	12/21/22 J.W. Pepper	Music for HS Band.	80.00
111	12/19/22 US Bank	SMore.com School Newsletter Annual Fee	79.00
112	12/21/22 J.W. Pepper	Sheet Music Choir	78.99
113	12/21/22 Kobza, Anthony	Reimb. Gas in Suburban 12/18/22	77.73
114	12/9/22 Oak Valley Lumber Co	Building Maint Supplies	71.85
115	12/16/22 US Bank	Supplies Veteran's Day	65.20
116	12/9/22 Awards Unlimited Inc	Plaque/Name Plate	63.10
117	12/16/22 US Bank	Supt Office Supplies	62.68
118	12/21/22 Avila, Amzi	Speech Judge LSE	60.00
119	12/14/22 Davis, Matthew	Lincoln High Speech Judge Fees	60.00
120	12/21/22 Enevoldsen, Eleanah	Speech Judge LSE	60.00
121	12/21/22 Hain, Haley	Speech Judge LSE	60.00
122	12/21/22 Haug, Riley	Speech Judge LSE	60.00
123	12/14/22 Higgins, Ellie	Lincoln High Speech Judge Fees	60.00
124	12/21/22 Jackson, Matthew	Speech Judge LSE	60.00
125	12/21/22 McFarling, Andrea	Speech Judge LSE	60.00
126	12/14/22 Tvrdy's One Stop	Balance/Rotate Tires Van#4	60.00
127	12/21/22 Menards Lincoln	Custodial Supplies C	58.95
128	12/1/22 Truck Center Companies	Light Assembly, Light bulb 17B	57.82
129	12/1/22 ASI	Payflex Admin Fees	50.00
130	12/9/22 RC Annual	2022-2023 School Yearbook	50.00
131	12/21/22 Matheson Tri-Gas Inc.	Gas Cylinders for OA Welding	48.35
132	12/1/22 Hauff Sports	Books for HS GBB	47.63
133	12/21/22 York High School	District One Act Expenses	42.10
134	12/16/22 US Bank	Classroom Supplies K V	34.67
135	12/16/22 US Bank	SPED Supplies C	31.86
136	12/16/22 US Bank	HS Office Supplies	30.97
137	12/1/22 Becky Studebaker	Reimb. Electricity-Bus	30.00
138	12/1/22 Leann Wiese	Reimb. Electricity-Bus	30.00
139	12/1/22 Matt Smith	Reimb. Electricity-Bus	30.00
140	12/1/22 Opplinger, Stephen	Reimb. Electricity-Bus	30.00
141	12/16/22 US Bank	Lysol Spray	23.94
142	12/7/22 RevTrak	Revtrak Fees	23.87

143	12/16/22 US Bank	Health Office Supplies	20.99
144	12/14/22 Wayne State College Honor Choir	Honor Choir Audition Fee	20.00
145	12/9/22 Donahue, Katie	Reimb. Fuel FFA Districts	18.00
146	12/16/22 US Bank	Label maker tape refill for office HS	14.98
147	12/16/22 US Bank	SPED Supplies V	14.59
148	12/16/22 US Bank	Reading Room Supplies C	13.99
149	12/16/22 US Bank	Key tags AD Supplies	9.99
150	12/16/22 US Bank	Supt Supplies	9.98
151	12/1/22 US Bank	Batteries for Kitchen Timers	7.99

Depreciation Fund - Report of Bills Paid December 2022

1	12/7/22 Sid Dillon Ford Inc.	2022 Ford Truck	53,461.00
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Hot Lunch Fund - Report of Bills Paid December 2022

1	12/12/22 Cash-Wa Distributing	Food	19,328.44
2	12/20/22 RCPS	Hot Lunch Payroll	18,328.44
3	12/12/22 Sysco Lincoln	Food	4,346.18
4	12/9/22 Sysco Lincoln	Food	2,974.10
5	12/12/22 Hiland Dairy	Milk	2,944.63
6	12/19/22 US Bank	Fresh Beef- Buresh Meats	2,437.80
7	12/12/22 US Foods Inc.	Food	2,036.26
8	12/16/22 Patty Hudson	Reimb purchase Buresh Meats	1,955.00
9	12/2/22 TechMasters Heating & Air	Repair Freezer Door, Ice Maker HS	1,458.32
10	12/21/22 TechMasters Heating & Air	Repair Freezer HS	529.50
11	12/16/22 US Bank	Snack PreK	428.26
12	12/21/22 Summit Fire Protection	Inspect Fire Hoods Kitchens HS,C	408.00
13	12/6/22 RevTrak	Revtrak Fees	382.38
14	12/12/22 Jackson Services Inc.	Kitchen Linens	129.51
15	12/12/22 School Nutrition Association	Membership Fee PH	58.50
16	12/21/22 ECOLAB	Soap - Kitchens	47.38

**RAYMOND CENTRAL PUBLIC SCHOOLS**  
**Student Activities Checks - December 2022**

<u>Activity Name</u>	<u>Date</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
Service Fees (Activity Acct)	12/07/2022	RevTrak	Service Fees (Activity Acct)	29.95
Athletics	12/16/2022	Tobin, Reinwald	12/17 JV BB Official	60.00
Athletics	12/01/2022	DYNAMIC FITNESS & STRENGTH	Athletics	2,317.76
Athletics	12/01/2022	Dashrsystems	Laser timer system, jump system	1,670.00
Athletics	12/01/2022	Derowitsch, Luke	12/3 Varsity BBall official	150.00
Athletics	12/01/2022	Keeney, Jordyn	12/3 Varsity BBall official	150.00
Athletics	12/01/2022	Gore, Coleman	Fee for 12/9 Dual Tourney	150.00
Athletics	12/01/2022	Keeney, Taylor	12/3 Varsity BBall official	150.00
Athletics	12/01/2022	Simpson, Amanda	Athletic Trainer Coverage 12/9 Dual	150.00
Athletics	12/01/2022	Tobin, Reinwald	12/5 JHBBB official	120.00
Athletics	12/01/2022	Wall, Jerry	12/3 B/G JV Bball official	120.00
Athletics	12/01/2022	Tjaden, Gayle	12/5 JHBBB official	120.00
Athletics	12/01/2022	NE High School Sports Hall of Fame	Payment from Jamboree Basketball	92.00
Athletics	12/02/2022	Hunt, Rusty(Donald)	12/9 Dual Wrestling Tourney official	275.00
Athletics	12/02/2022	Lanman, Andrew	12/9 Dual Wrestling Tourney official	250.00
Athletics	12/02/2022	Nick, Sadd	12/9 Dual Wrestling Tourney official	250.00
Athletics	12/09/2022	Hunt, Rusty(Donald)	12/9 Wrestlingdualtourn adtl pmt.	25.00
Athletics	12/09/2022	Nick, Sadd	12/9 Wrestlingdualtourn adtl pmt.	50.00
Athletics	12/09/2022	Spatz, Ryley	12/9 Wrestling Dual Tourney official	300.00
Athletics	12/09/2022	Keeney, Triston	12/3 jv game official	60.00
Athletics	12/09/2022	Aylward, John	12/3 jv game official	60.00
Athletics	12/09/2022	Lanman, Andrew	12/3 jv game official	50.00
Athletics	12/12/2022	Holtz, Heath	Reserve bball official 12/12	55.00
Athletics	12/12/2022	Benes, Adam	Reserve bball official 12/12	55.00
Athletics	12/16/2022	Scheel, Ken	12/16 JV BB Official	60.00
Athletics	12/16/2022	Gubbels, Chuck	12/16 Varsity BB Official	150.00
Athletics	12/16/2022	Gerlach, Brenden	12/17 JV BB Official	60.00
Athletics	12/16/2022	Greenfield, Brett	12/17 JV BB Official	60.00
Athletics	12/16/2022	Risueno, Carlos	12/16 Varsity BB Official	150.00
Athletics	12/16/2022	Godtel, Shane	12/17 Varsity BB Official	150.00
Athletics	12/16/2022	McCormack, Chris	12/16 Varsity BB Official	150.00
Athletics	12/16/2022	Daniels, Art	12/16 JV BB Official	60.00
Athletics	12/16/2022	Wall, Jerry	12/16 JV BB Official	60.00
Athletics	12/16/2022	Saenz, Omar	12/17 JV BB Official	60.00
Athletics	12/16/2022	Hunt, Mat	12/17 Varsity BB Official	150.00
Athletics	12/16/2022	Hayes, Troy	12/17 Varsity BB Official	150.00
Athletics	12/16/2022	Scheef, Ben	12/16 JV BB Official	60.00
Athletics	12/16/2022	US Bank	ipad charging cord	15.96
Athletics	12/16/2022	US Bank	ipad charging cord	19.98
Athletics	12/19/2022	US Bank	Athletics	10.54
Athletics	12/20/2022	Nebraska Sports	Athletics	561.55
Athletics	12/20/2022	Greenfield, Brett	JV BB Official 12/20	60.00
Athletics	12/20/2022	Holtz, Heath	JV BB Official 12/20	60.00
Athletics	12/20/2022	Terry, Graver	12/20 Varsity BB Official	150.00
Athletics	12/20/2022	Saenz, Omar	JV BB Official 12/20	60.00
Athletics	12/20/2022	Tjaden, Gayle	JV BB Official 12/20	60.00
Athletics	12/20/2022	Krivohlavek, Seth	12/20 Varsity BB Official	150.00
Athletics	12/20/2022	Krivohlavek, Bo	12/20 Varsity BB Official	150.00
Score Vision	12/09/2022	Computer Hardware	Score Vision	1,983.29
Score Vision	12/19/2022	US Bank	Score Vision	1,829.85
Score Vision	12/20/2022	Power Source Electric LLC	Scorevision Wiring and Electrical	5,800.00
Boys BB	12/20/2022	Nebraska Sports	Boys BB	65.96
Boys BB	12/20/2022	Nebraska Sports	Boys BB	408.59
Boys BB	12/20/2022	Nebraska Sports	Boys BB	1,822.25
Boys BB	12/20/2022	Nebraska Sports	Boys BB	40.80
Wrestling	12/16/2022	US Bank	Takedown machine	1,660.00
Wrestling	12/20/2022	Lou's Sporting Goods	Ts	516.29
Wrestling	12/20/2022	Lou's Sporting Goods	Wrestling	546.65
Elem Fines	12/14/2022	Heather Caha	Refund	13.60
HS Caring Shelves	12/16/2022	US Bank	Caring Shelves HAM	136.53
HS Caring Shelves	12/19/2022	US Bank	Clothing and food for families from	200.60

HS Caring Shelves	12/19/2022	US Bank	Thanksgiving box food	357.08
HS Caring Shelves	12/20/2022	Tasha Osten	Finish off Christmas boxes	21.97
Cheerleaders	12/20/2022	Deidel, Shay	cheer sounds.	260.00
Drama Act	12/09/2022	Jorgensen, Emma	Reimb. One Act Supplies	106.93
Drill Team	12/09/2022	Ralston High School	Competition Entry Fee	60.00
Drill Team	12/16/2022	US Bank	Estimated food supplies cost.	31.50
Drill Team	12/20/2022	Midland University Cheer	Competition Fee	120.00
FBLA Act	12/14/2022	Super C	Meeting Supplies	119.00
FFA Act	12/01/2022	Pratt Industries	FFA Act	572.50
FFA Act	12/01/2022	Clarkson Public Schools	Lunches	132.00
FFA Act	12/09/2022	Wahoo Locker	Meat Products FFA Fruit Sales	6,400.55
FFA Act	12/09/2022	Ely Farms, LLC	Pickled Products for Fruit Sales	1,392.40
FFA Act	12/14/2022	Livestockjudging.com	Subscription cost increase	200.00
FFA Act	12/14/2022	Jisa Farmstead Cheese, LLC	Cheese	2,227.68
FFA Act	12/19/2022	US Bank	Gingerbread House Kits FFA Mtg	153.46
FFA Act	12/19/2022	US Bank	Ham FFA Mtg	37.97
Student Council	12/09/2022	Alisha Marie Starner	Reimb.StuCo Decals	14.00
RC Foundation	12/16/2022	US Bank	K Schaffer Wish List	951.30
RC Foundation	12/16/2022	US Bank	Cabinets for PK3	795.00
RC Concessions	12/01/2022	Pepsi Cola Of Lincoln	RC Concessions	86.90
RC Concessions	12/01/2022	RCPS FBLA	profit from 11/28 concessions	317.70
RC Concessions	12/01/2022	RC Athletics	profit from 11/28 concessions	211.80
RC Concessions	12/14/2022	RC Jr High Football	gatorades from JH football leftover	22.40
RC Concessions	12/14/2022	RC Athletics	profit from 12/5 concessions	118.45
RC Concessions	12/14/2022	RC Athletics	profit from 12/3 concessions	175.25
RC Concessions	12/14/2022	RC Athletics	Profit from 12/9 Wr. Concessions	287.15
RC Concessions	12/14/2022	RC Softball	profit from 12/5 concessions	177.68
RC Concessions	12/14/2022	RC Softball	profit from 12/3 concessions	262.88
RC Concessions	12/14/2022	RC Class of 2026	Profit from 12/12 Conc.	35.25
RC Concessions	12/14/2022	Pepsi Cola Of Lincoln	pop/water for concessions	357.10
RC Concessions	12/14/2022	Del Gould Meat Co., Inc	RC Conc. hot dog restock	132.00
RC Concessions	12/14/2022	Super C	RC Conc. pizzas for 11/10 JHBBB	68.00
RC Concessions	12/14/2022	Super C	RC Concessions	51.00
RC Concessions	12/19/2022	US Bank	Stand for popcorn machine for	237.35
RC Concessions	12/19/2022	US Bank	RC Concessions	381.56
RC Concessions	12/20/2022	RC Athletics	Profit from 12/16 concessions	285.58
RC Concessions	12/20/2022	RC Athletics	Profit from 12/17 concessions	236.00
RC Concessions	12/20/2022	RC FFA	Profit from 12/16 concessions	428.36
RC Concessions	12/20/2022	RC Softball	Profit from 12/17 concessions	354.00
RC Concessions	12/20/2022	Pepsi Cola Of Lincoln	pop/water for concessions	469.35
RC Concessions	12/20/2022	Super C	RC Conc. pizzas for 12/5 jhbbb	77.04
RC Concessions	12/20/2022	Super C	Pizza for 12/17 concessions	90.00
RC Concessions	12/20/2022	Super C	Pizza for 12/16 Concessions	90.00
Professional Development	12/16/2022	US Bank	lunch for sub teachers	70.66
Professional Development	12/19/2022	US Bank	Supplies for 12 days xmas for staff	188.80
Professional Development	12/19/2022	US Bank	Supplies for 12 days xmas for staff	31.02
Professional Development	12/19/2022	US Bank	Supplies for 12 days xmas for staff	68.12
Professional Development	12/19/2022	US Bank	Supplies for Teachers	43.74
Pre-Kindergarten	12/19/2022	US Bank	Christmas art project supplies	169.43

# RAYMOND CENTRAL PUBLIC SCHOOLS

## Student Fees Checks - December 2022

<u>Activity Name</u>	<u>Date</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
Band Repair Fees	12/09/2022	Dietze Music	Band Repair/Rental Stud. Fee	146.88
Tech Ed Fees	12/16/2022	US Bank	Tech Ed Student Supplies	740.60
Art Fees	12/21/2022	Matheson Tri-Gas Inc.	Ag Ed Student Supplies	82.35
Service Fees (Student Fees)	12/07/2022	RevTrak	Service Fees (Student Fees)	2.75

6. Correspondence/Recognition

7. Public Forum

8. Reports

8.1. Administrative Reports

Scott Shepard, 6-12 Principal  
January Board Report

### **Student Engagement**

1st Semester grades are complete and being sent out. Parents have access throughout the semester to see current grades through the parent portal. We have a large number of failing grades and are looking for ways to engage with students and parents on this issue. Although I do not like having this many students fail, it is important that students understand that failure is a consequence for not engaging in daily work and making learning a priority. At the same time, it is important for our team to ensure students understand the importance of each class and the content to their futures and that we are creating engaging lessons and follow-up with students when they don't get it the first time. Our PD day continued to challenge staff with engaging learning practices and we also gave them time to continue to work on the curriculum maps.

### **Community Engagement**

We met with each of the departments on Tuesday, January 3rd and one of the discussions was the formation of an Honors Night to recognize students for academic excellence by each department. Awards will be given for top students along with most improved for those that have given great effort throughout the year. More information will be shared in the near future.

### **Student Teachers**

We are fortunate to host three student teachers that you approved.

Peyton Dubbert - Math with Greg Wilmes

Erin Schwager - English with Jill Huck and Jenna Winfrey

Breanna Chase - FCS with Rebecca Parks

This is a great opportunity to assist new teachers and also help us recruit potential teachers to the district in the future.

### **2nd Semester Numbers**

We have 4 new students that moved into the district over the past two weeks along with 2 more expected to start in February. The new 6-12 total is 415.

6th - 48

7th - 63

8th - 74

9th - 55

10th - 63

11th - 61

12th - 51

The winter activities are in full swing and kids are competing all over the place. Please check out the RC App and come out and support our kids!

Go Stangs!  
Scott Shepard

January Board Report  
Mr. Steve Rose  
Principal | Elementary

Mrs. Deb Kruse  
Assistant Principal | Elementary

### Topics

- Targeted Professional Development - This is structured to attend to increasing our capacity of reaching our Campus Improvement Goal of 80% Reading Proficiency.
  - **Continued...** Steve and Deb are conducting multiple walkthroughs weekly in teachers classrooms to determine district and individual teacher needs. Through those walkthroughs we have identified a need for staff instruction on the following:
    - **Continued...** Staff Meetings every 3 weeks to discuss
      - 10 Big Ideas / Checks for Understanding with 100% active participation
        - Based on Explicit Instruction: Anita L. Archer
    - PD on 1/3/2023 was delivered around Big Ideas #6 and #10
      - These 2 ideas are centered around making sure that responses are given adequate wait time for students to respond and the concept that Active Participation is a mindset.
      - Teachers spent time reviewing all 10 Big Ideas that we have learned throughout the first semester and reflecting on their current knowledge and comfortability with them.
      - The teachers developed a personal goal centered around those ideas and their reflections with special consideration given to how Mr. Rose and Mrs. Kruse can best aid them in growing in those areas.
      - Also, Brad Hoffman from the ESU delivered PD focused on changing our mind set from punitive to proactive, preventative, and positive. This is a next step in relation to the work we are doing involving MTSS-B (Behavior).
- School News
  - Mrs. Hlavaty & Mrs. Blank hosted a "Winter Break Reading Challenge" encouraging students to read over the holiday break. Activities included reading in front of the Christmas tree, reading to a friend or family member over the phone, reading with a hat or scarf on, and more. The goal was to get students to read for 10-15 minutes a day over break. Ceresco and Valparaiso Elementary Schools combined had over 55 students participate in the challenge. As a reward, a book was provided by the Raymond Central PTO

January AD Board Report  
Mr. Tony Kobza  
Assistant Principal/AD

### **AD Newsletter**

We began a weekly newsletter laying out the upcoming events as well as the successes from the previous week. Please take a look at them below with more in depth information:

[12/11/22](#)

[12/18/22](#)

[12/25/22](#)

[1/4/22](#)

### **Athletic Winter Season**

Wrestling is off to a great season and currently has a 13-2 record in dual competition. They have also won multiple team tournaments as well. Sophia Shultz has continued to dominate and is still undefeated.

Girls and Boys Basketball are both steadily improving. Both teams finished Runner-Up in the Holiday Tournament.

### **Activities**

Speech continues to have success individually as well as from a team standpoint. We look forward to hosting our own Invite in January as well as the NCC Invite in mid-February.

### **Drug Testing**

We are continuing to randomly test students every other week. More students have been added to our pool as we enter the Winter Seasons.

### **East of Building Tree Clearing**

We have established plans to clear out the trees and grade an area of land that is just East of the football practice field. We are hoping to clear and grade this land to potentially allow more practice space for softball and baseball which would keep our students on campus for after school practices. We are scheduled to have the trees, including stumps removed in January.

January Board Report  
Mrs. Amanda Coufal  
Special Education Director

### 6th Grade Reading:

- All 6th grade special education students have increased reading fluency scores from August to December. The average Fall reading fluency for 6th grade SPED was 83 WPM with 93% accuracy. The average Winter reading fluency for 6th grade SPED kids was 98 WPM with 96% accuracy. There are eight special education students receiving reading instruction from Mrs. Jackson and Mr. Croghan. Mr. Croghan is teaching Corrective Reading and novel reading and review. Mrs. Jackson is using StudySync and also teaching novel reading. I would like to commend them on the hard work that they have put into teaching students with disabilities to succeed. I would also like to praise the students for not giving up and progressing in their reading abilities. We are all very proud of them!

### Speech Language Therapy Services Update:

- This year's speech room theme in Valparaiso is Under the Sea. Currently, there are 16 students at the Speech Beach working hard on their goals! At the speech beach, the most common goal is for /r/ and favorite activities include color to 100 speech sounds and articulation Candyland. In Ceresco, the speech room theme is Super Mario Brothers. Currently, there are 19 students who are on the Rainbow Road to success! Here, the most common goals for students are for /r, s/ and "th." Favorite activities include articulation magnet boards and articulation UNO, where students use clear speech sounds to try and beat Miss Clair! (She currently has a winning record.) This is also a favorite activity of students at the junior high and high school level, where 25 students receive speech-language services.
- During Fall semester, the students benefited greatly from the purchase of a 3-D mouth model, which helps students visualize where their articulators (i.e., tongue and teeth) need to be in order to say their sounds correctly. We also received a generous donation of a language game, Pickles to Penguins, which has been enjoyed by students at all three schools who are working on identifying similarities, differences, and categories.

## 8.2. Superintendent's Report

### 8.2.1. NASB Monthly Update

# NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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## THANK YOU, AND WELCOME

<http://members.nasbonline.org/index.php/news-resources/videos>

As this year's school board member "Graduating Class" make their final motions and leave their board room one last time, NASB would like to thank them for their time, commitment, and dedication to the betterment of all things public education in Nebraska. Your district, community, and the state is a better place because of you and the path you've paved for the next generation of school board members.

And to all of you newly elected school board members who will be sworn in this January, welcome.

We were fortunate to meet many of you this December at the six New Board Member Workshops across the state, and look forward to working with you as you begin your board service.



*Thank you*

The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at [www.NASBonline.org](http://www.NASBonline.org)

# TRAINING, NETWORKING, ENGAGEMENT & EVENTS

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<http://members.nasbonline.org/index.php/events>



Your Monthly Board Agenda Update Video Links from NASB

<http://members.nasbonline.org/index.php/news-resources/videos>



NASB's Legislative Issues Conference - January 22-23 - Lincoln

NASB Board President Retreat - January 29-30 - York



NASB Board President Retreat - February 5-6 - Ogallala

Budget & Finance Workshop - February 8 - Kearney

Budget & Finance Workshop - February 15 - La Vista

NEW!

New Board Member Workshop - Virtual Webinar - February 22 - 7:00 PM CT



NAEP State Convention - March 28-29 - Grand Island



NASB is sad to announce the passing of Alan Moore. Alan was a member of the ESU 3 Board in La Vista for 24 years, also serving on the NASB Board of Directors for the past 12 years. Our thoughts & prayers go out to his family, friends, and anyone who got a chance to know Alan.

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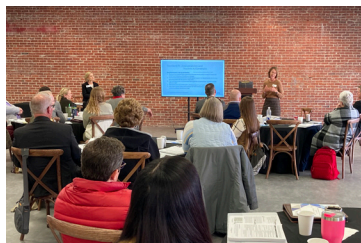


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<http://members.nasbonline.org/index.php/news-resources/videos>



*Welcome*



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## BOARD CALENDAR AGENDA ITEMS FOR YOUR JANUARY MEETINGS

<http://members.nasbonline.org/index.php/board-leadership>

Each month, this space reflects the recommended and required upcoming agenda items to be included in the regular board meeting agenda. If you have questions about the monthly board meeting agenda items or recommendations for improving the Annual Board Calendar, please never hesitate to contact Marcia at 800-422-4572 or [mherring@NASBonline.org](mailto:mherring@NASBonline.org). View the full calendar at: <http://members.nasbonline.org/index.php/resources>

### ANNUAL BOARD REORGANIZATION MEETING

- Reorganization Meeting: Election of Officers
- The superintendent shall assume chairmanship of the meeting for the purpose of electing a board president. Ballots for officers may be cast in secret ballot but the total vote for each candidate shall be recorded by the secretary. \*Officers include: President, Vice President, Secretary and Treasurer. Note: Class III or IV School District; Treasurer shall within 10 days after his/her election, secure appropriate insurance bond per § 79-586. Note: ESU Boards 79-1218: Board; meetings; organization; duties. The board of each ESU shall meet and organize by naming one of its members as president, one as vice president, and one as secretary. The board shall employ a treasurer who shall be paid a salary to be fixed by the board. §79-1218.
- Review and Adopt Board Code of Conduct Policy
- Sign and file NADC form. [Conflict of Interest form] with School District Board Secretary
- Adopt 2023 NASB Annual Board Calendar and Board Meeting Schedule.
- Annually designate and approve. Legal Counsel, Depository bank(s), District Newspaper(s) of record
- Appoint annually. Non-discrimination Compliance Coordinator to meet federal Equal Employment Opportunity requirements and a Title IX Coordinator for Title IX enforcement.
- Readopt Existing Policies, Regulations, and Handbooks for the governance of the school district, pending any further actions of the board.

### MISSION, VISION & GOALS

- Annual Leadership Team Planning Meeting (Set Date); Strategic Plan Update; District Goals Update
- Annually review the District Mission, Vision, and Belief or Value Statements.

### POLICY GOVERNANCE

- Adopt Board Committee Assignments (per board policy).
- Establish and adopt a Board Policy Review Process to ensure the review, update, and adoption of board policy during monthly board meetings.
- Review the School District Report Card.

### ACCOUNTABILITY & STUDENT ACHIEVEMENT

- District Assurance Statement Corrections. On or before February 1 corrections of violations must be submitted in writing to the NDE Office of Accountability, Accreditation, and Program Approval. \*Cross reference October.

### ADVOCACY

- Review 2023 Legislative Calendar; Review the NASB Advocacy Handbook; Legislative representative and contact information; Appoint a local board Legislative Committee to monitor and support district response and action;

CONTINUED ON PAGE 5

# AT THE BOARD TABLE

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## BOARD CALENDAR AGENDA ITEMS FOR YOUR JANUARY MEETINGS

<http://members.nasbonline.org/index.php/board-leadership>

CONTINUED FROM PAGE 4

### DISTRICT/ESU RESOURCES (BUDGET)

- Budget - Review Monthly Financial Reports and Finance Committee Monthly Report.
- Collective Bargaining on or before February 8. If an agreement is not reached, the parties shall submit to mandatory mediation or fact-finding as ordered by the commission, unless the parties mutually agree, in writing, to forgo mandatory mediation or fact finding. NOTE: The negotiations process begins in August.

### REPORTS

- Negotiations Committee; Superintendent; Administrators;

### BOARD OPERATIONS

- Reference Annual Board Reorganization Meeting Agenda Items

### BOARD-SUPERINTENDENT RELATIONS

- Collaborate with superintendent/ESU Administrator to develop new and/or updated goals to align to the individual's recent evaluation summary.

### BOARD LEADERSHIP

- Administer the NASB Board Self-Assessment Survey via NASB Online Survey System.
- Review the New Board Member Orientation Agenda and Schedule
- Register for NASB Board Leadership President Retreat – See NASB Event Calendar for details.
- Register for NASB Legislative Issues Conference – See NASB Event Calendar for details.

### LEARNING COMMUNITY

- Diversity plan; contents; approval; report. On or before February 1 of each odd-numbered year the Learning Community Coordinating Council shall report electronically to the Education Committee of the Legislature the diversity and changes in diversity at each grade level in each school building within the learning community and on the academic achievement for different demographic groups in each school building within the learning community. § 79-2118

THE 2023 ANNUAL BOARD CALENDAR AND BOARD MEETING GUIDE IS NOW AVAILABLE.

NASB STAFF HAS BEEN DISTRIBUTING COPIES AT EACH NASB EVENT AT THE REGISTRATION TABLE.

YOU MAY REQUEST A FREE COPY FOR EACH BOARD MEMBER AND THE SUPERINTENDENT BY CONTACTING MARCIA AT [mherring@NASBOnline.org](mailto:mherring@NASBOnline.org)

### NASB NEW BOARD MEMBER (LIVE) WEBINAR ... WEDNESDAY, FEBRUARY 22 AT 7:00 PM CT

To support our members who did not have the opportunity to participate in the New Board Member Workshops, the NASB New Board Member Webinar (Live) will be presented on Wednesday, February 22, at 7:00 PM CT. Please register at [www.NASBOnline.org](http://www.NASBOnline.org), the registration for this event will include the Fundamentals of Board Governance binder.

If you prefer the in-person discussion and opportunity for all board members to participate, consider a Board Retreat to engage with your newly elected board members to support their transition into this new role. Please contact Marcia Herring, NASB Director of Board Leadership at [mherring@NASBOnline.org](mailto:mherring@NASBOnline.org) or 402-817-0296 to schedule at the convenience of the board.



# YOUR 2023 ADVOCACY HANDBOOK IS NOW POSTED

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## DIRECT DOWNLOAD

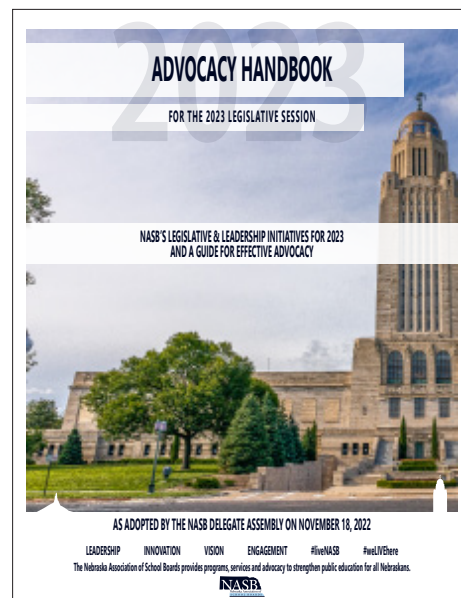
<http://members.nasbonline.org/index.php/advocacy-handbook>

With the official approvals taking place by you and your peer school board members at this year's Delegate Assembly, we are now able to post the 2023 Advocacy Handbook, to be used as a guideline during the upcoming Legislative Session which begins Wednesday, January 4th.

The Advocacy Handbook, which includes NASB's legislative and leadership initiatives, as well as tips for effective advocacy and much more, is now available to view, download and print at the Government Relations section of the NASB website.

We look forward to working for and with you this session ... do not hesitate to reach out to NASB at anytime with questions on particular bills, initiatives, becoming more engaged, or the overall legislative process in general.

Matt, Colby, John & Lindsey  
Your NASB Legislative Team



REG NOW!

## NEW FACES - NASB'S LEGISLATIVE ISSUES CONFERENCE

<http://members.nasbonline.org/index.php/legislative-issues-conference>

New Governor, State Senators, Speaker, Committee Chairs, New Faces On Your Board, Etc Etc. Presented annually, the Legislative Issues Conference is where you'll hear from the movers and shakers inside the Legislature about the key issues affecting Nebraska's public schools.

The Governor's Office, Speaker, key Committee Chairs, a number of other Senators and education stakeholders are invited to share their respective views throughout the morning.

See what key bills are in play and get a first hand look at anything that will have an impact on public education in Nebraska during this year's legislative session.

### SUNDAY, JANUARY 22

6:00 PM Reception, Dinner & Program. Hospitality Event to Follow.  
"UP THE MOUNTAIN" with Senators Tom Brewer & Justin Wayne

### MONDAY, JANUARY 23

8:00 AM Registration  
8:30 AM Welcome, Introductions & Speakers  
12:00 PM Lunch with the Senators  
1:30 PM Adjournment (Speaker list subject to change)



Register now at <https://nasb.envisiams.com/>

# LOOKING AT THE BIG (SCHOOL ASSESSMENT) PICTURE

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*Prior to her election to the State Board of Education in November 2020, Patti Gubbels served on the Norfolk Board of Education, and was a member of the NASB Board of Directors, and the NASB Legislation Committee since 2016. This month, she is joined by Norfolk Superintendent, Jami Jo Thompson.*



The highly-decorated American gymnast, Shannon Miller, once said, “I think it’s really important to look at the big picture instead of just one competition”. The same is true when you look at student assessment.

If a person were to focus solely on a school’s Nebraska Student Centered Assessment System (NSCAS) results, he/she could get the impression that Nebraska public schools are not doing very well. However, that is only one small piece of a much bigger picture. You need to look at the entire (bigger) picture if you truly want to understand how Nebraska public schools are performing.

In its quest for academic excellence, the Nebraska Department of Education (NDE) has set our state proficiency benchmarks extremely high. Every Junior attending a Nebraska Public School is required to take the American College Test (ACT). This is the assessment that the Nebraska Department of Education (NDE) uses to determine NSCAS proficiency. However, NDE does not use ACT benchmarks – NDE sets their own benchmarks, which are even higher. These benchmarks make our performance seem low, when in fact we are doing very well.

When you compare Nebraska’s ACT results with the average of states across our nation that have at least an 80 percent participation rate, you see that Nebraska has the 2nd highest score. In addition, when you compare Nebraska’s performance on the National Assessment of Educational Progress (NAEP) to other states you see that Nebraska’s fourth and eighth graders (the only grade levels assessed) scored higher than the national average in reading and math. In fact, they scored higher than most other states across the country.

- No other state scored higher than Nebraska in fourth-grade math.
- Only one state scored higher in eighth-grade math.
- Only three states outscored Nebraska in fourth grade reading.
- Only seven states scored higher than Nebraska in eighth grade reading.

On the other hand, when you look at our NSCAS data, you see that fewer than 50% of our students met the NSCAS proficiency benchmarks set by NDE in English-language arts and math. That doesn’t fit well with the rest of the picture and occurs because of the high benchmarks set by the Nebraska Department of Education.

The Nebraska Department of Education and State Board of Education understand the importance of setting high performance expectations and that high proficiency benchmarks report deflated performance levels in comparison to ACT and NAEP. Because NSCAS results are used for accountability, and are most visible to the public, they may negatively impact how the public perceives Nebraska schools’ academic performance. The results also underrepresent the high levels of academic performance occurring in Nebraska schools. To reduce the inconsistencies between NSCAS proficiency benchmarks and ACT and NAEP the Nebraska Department of Education will be reviewing and revising proficiency benchmarks in 2023.

We are doing extremely well in comparison to other states across the nation. The high NDE benchmarks have pushed us to work hard, make smart decisions for our students and to perform even better...but they do not portray a complete picture of our performance. Nebraska is ranked the ninth best school system in the nation by both Wallethub and U.S. News and World Report!

*Disclaimer: The opinions from Dr. Patti S. Gubbels are hers and do not represent the Nebraska State Board of Education.*

Sources:  
American College Test (2022). <https://www.act.org/content/act/en/research/services-and-resources/data-and-visualization/grad-class-database-2022.html>  
-- Nebraska Department of Education (2022) [https://www.education.ne.gov/press\\_release/nebraska-students-score-among-the-best-in-the-country-on-2022-national-math-and-reading-assessments/#:~:text=Nebraska's%202022%20of%20fourth%20and%20eighth,Nebraska%20in%20of%20fourth%20Dgrade%20math](https://www.education.ne.gov/press_release/nebraska-students-score-among-the-best-in-the-country-on-2022-national-math-and-reading-assessments/#:~:text=Nebraska's%202022%20of%20fourth%20and%20eighth,Nebraska%20in%20of%20fourth%20Dgrade%20math) -- Nebraska Education Profile (2022) <https://nep.education.ne.gov/> -- U.S. News and World Report (2022) <https://www.usnews.com/news/best-states/rankings/education>  
-- WalletHub (2022) <https://wallethub.com/edu/the/states-with-the-best-schools/5335>

# JOIN US THIS JANUARY & FEBRUARY

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<http://members.nasbonline.org/index.php/events>



## 2023 NASB Board President Retreat

JANUARY 29-30 - YORK

Holthus Center

Hotel Room Block: Holiday Inn Express & Suites - \$98  
Call 402-745-6272 by January 15 and ask for the NASB block

FEBRUARY 5-6 - OGALLALA

Driftwood (Sunday), Kathleen Lute Public Library (Monday)

Hotel Room Block: Holiday Inn Express & Suites - \$98  
Call 308-284-6080 by January 22 and ask for the NASB block

### AGENDA

Sunday - 4:30 PM CT - Training, Social & Dinner  
Monday - 7:30 AM to 3:00 PM CT - President Training

Register for the Retreat today at [www.NASBonline.org](http://www.NASBonline.org)

Log in using your email and password

Register by January 25 for York

Register by February 1 for Ogallala

REGISTRATION FEE: \$165

Earn 15 Awards of Achievement Points  
\$20 cancellation fee by the registration deadline  
No refunds after the deadline.

### SUGGESTED AUDIENCE:

Board President, Aspiring Presidents,  
Superintendents and/or ESU Administrators



JANUARY 29-30 - YORK

Holthus Center

Hotel Room Block: Holiday Inn Express & Suites - \$98  
Call 402-745-6272 by January 15 and ask for the NASB block

Register by January 25

FEBRUARY 5-6 - OGALLALA

Driftwood (Sunday), Kathleen Lute Public Library (Monday)

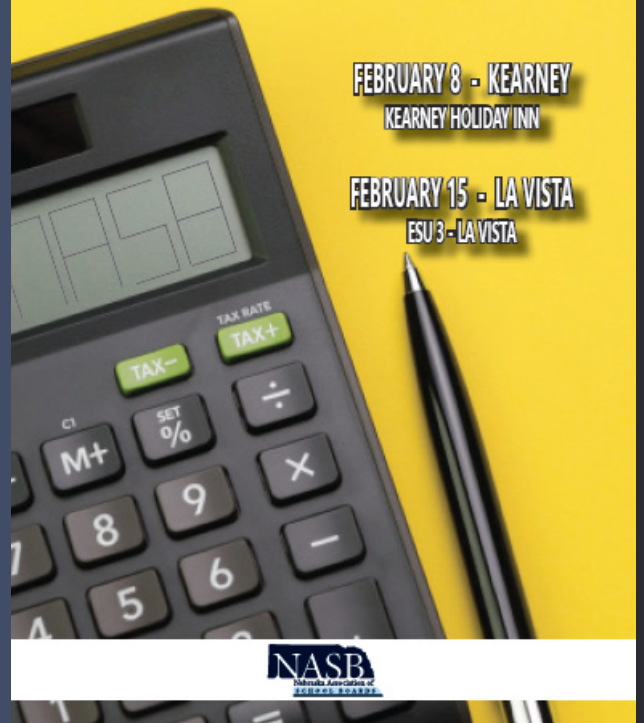
Hotel Room Block: Holiday Inn Express & Suites - \$98  
Call 308-284-6080 by January 22 and ask for the NASB block

Register by February 1

## BUDGET & FINANCE WORKSHOPS

FEBRUARY 8 - KEARNEY  
KEARNEY HOLIDAY INN

FEBRUARY 15 - LA VISTA  
ESU 3 - LA VISTA



FEBRUARY 8 - KEARNEY - HOLIDAY INN

Register by February 3

FEBRUARY 15 - LA VISTA - ESU 3

Register by February 10

Both new and veteran school board members need to have a fundamental understanding of school finance. Superintendents, business managers, and bookkeepers are required to have a deep and comprehensive understanding of finance. Taxpayers and citizens are asking districts to provide more detailed information about their finances, so now is the time to learn! This evening workshop will feature former superintendents Carl Dietz and Matt Fisher, two school finance experts, who will structure the presentation around all aspects of the school district finances.

# FROM OUR FAMILIES TO YOURS, MERRY CHRISTMAS

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<http://members.nasbonline.org/index.php/nasb-staff>



# THIS MONTH IN ...

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## ... SEARCH, STRENGTHS & AWARDS

### EDUCATION LEADERSHIP SEARCH SERVICE

Contact us with questions on superintendent search protocol, to schedule a proposal, or inquire about a vacancy. Current vacancies include

Creek Valley and Sidney

<https://nasb.myrevelus.com>

NASB is also facilitating the Interim Superintendent search at Grand Island Public Schools. Contact Shari for information.

### GALLUP STRENGTHSFINDER

Those with *Futuristic* can see the possibilities, are inspired by their vision and can inspire others by what they see. They can leverage their talents to provide hope and inspire change.

Email Shari Becker today at [sbecker@NASBonline.org](mailto:sbecker@NASBonline.org) for searches or to schedule a Gallup team session.

- Shari -

## ... BOARD LEADERSHIP

Check out "At the Board Table" on pages 4 & 5.

### BOARD PRESIDENT RETREATS

January 29-30 - York

February 5-6 - Ogallala

### NEW BOARD MEMBER WORKSHOPS

February 22 - Virtual Webinar

Marcia, Kari, Katie, Caden & Stacie

## ... ADVOCACY & GOVERNMENT RELATIONS

We know the "New Faces"! Here are some upcoming dates to keep in mind and be prepared for. Plan to join us to help advocate for public education in your district, community, and Nebraska!

### 1st Day of the 2023 Legislative Session

Wednesday, January 4

### Day 10 ... Final Day to Introduce Bills

January 18

### Legislative Issues Conference

NEW FACES

January 22-23 - Embassy Suites Lincoln

*Register Now!*

Your 2023 Advocacy Handbook is now available as well. Check out Page 6 to learn more and access your copy!

*Call Colby & Matt with any questions!*

## ... TECHNOLOGY

As staff negotiations begin to wind down, please remember to enter your 2023-2024 negotiated agreement into the Contract Settlement Form. If you need assistance, please email Darion at [dmiller@nasbonline.org](mailto:dmiller@nasbonline.org).

Darion - [dmiller@NASBonline.org](mailto:dmiller@NASBonline.org)

Nicole - [nkobus@NASBonline.org](mailto:nkobus@NASBonline.org)

[www.sparqdata.com](http://www.sparqdata.com)

## ... ALICAP & INSURANCE

ALICAP's December Safety Topic is Winter Driver Safety. ALICAP is encouraging schools to assign SafeSchools courses with the topic of winter driving. In short, remember "SPACE" – Speed, Patience, Awareness, Concentration and Exit. It's a great reminder for all drivers:

- Speed is the #1 cause of winter driving incidents.
- Patience and courtesy saves lives and property.
- Awareness of other vehicles and your environment is essential.
- Concentration is required for winter driving.
- Exit – always leave yourself an out.

*Happy New Year ... Thanks, Megan!*

## ... ENERGY PURCHASING

Natural gas storage levels have nearly reached their 5-year average, a good sign going into cold weather. With all the economic uncertainties this year, price volatility is very high and spot prices for covering demand during extreme weather seem to spike very quickly. Our natural gas purchasing programs, NJUMP and CJUMP, have hedged substantial supplies for this winter to protect our districts' budgets. If your district is not one of the 111 members enrolled in one of the programs, consider visiting with our staff about getting enrolled this spring.

*Contact Jim to learn more!*

# THIS MONTH IN ...

Leadership

Innovation

Vision

Engagement

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1,960,000 Nebraskans

324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

## ... POLICY

Prior to your Board's January meeting, it is worth reviewing the language of your Organizational Meeting Policy. Since this is the time of year you elect officers and appoint committees, it's important to know the process your board has in place. State statutes say very little about this, so your local policy will guide the details. Statutes allow a secret vote for the officer positions, but the total vote for or against each officer election must be recorded in the minutes. Again, while not mentioned in statutes, your policy should describe a process for resolving repeated ties during these votes since many prolonged tie votes may create ill will within the board. Officers must be in place to continue the meeting.

Whether your method employs a coin flip, continuing with the highest returning officer as President until a vote decides otherwise, or some other agreed upon method, it is important to be able to hold your meetings and handle routine business in a timely manner. Committees are generally appointed by the Board President.

*Contact Jim to learn more!*

## ... DATA ANALYTICS

Your fellow board members and administrators will soon be visiting with state senators about your district's educational needs. It's worth taking a look at recent years' changes in your levy rates, per pupil costs, mobility, and poverty rates. They can tell you much about the future your district faces and the issues your representative should understand. We can give you a picture of how that data compares with nearby districts or districts of a similar size. Our staff can help you examine what those changes may mean for your schools.

*Contact Jim to learn more!*

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Nebraska Association of School Boards  
1311 Stockwell Street - Lincoln, NE 68502  
Matt Belka, Editor - John Spatz, Publisher

## Building a Better Future with Nebraska's Public Finance Partner

D.A. Davidson & Co. has long been a leader in innovative debt financing for school districts. What we're most proud of are the relationships we've nourished and the strong community improvements that are made as a result.

Our public finance professionals take a personal interest and a hands-on approach, carrying our deals from start to finish. Because you deserve solutions tailored to fit you.

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**Paul Grieger**  
(800) 528-5145  
pgrieger@dadco.com



**Cody Wickham**  
(866) 809-5596  
cwickham@dadco.com



**Andy Forney**  
(866) 809-5443  
aforney@dadco.com

## ... MEMBER ENGAGEMENT

Our staff has been on the road for New Board Member Workshops throughout December. It's been wonderful to meet the newly elected board members.

Thank you to the veteran board members and superintendents that have taken the time to attend with the new folks. You are setting a great example of service!

*Merry Christmas! Sharon*

# YOUR NASB BOARD OF DIRECTORS & STAFF

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## YOUR NASB OFFICERS

<http://members.nasbonline.org/index.php/brdofdirectors>



Kim Burry - President  
Bayard



Sandy Noffsinger - President-Elect  
Dundy County Stratton



Stacy Jolley - Vice President  
Millard



Brad Wilkins - Past President  
Ainsworth

## YOUR NASB REGION DIRECTORS

<http://members.nasbonline.org/index.php/brdofdirectors>



Region 1 - Neal Kanel  
HTRS



Region 2 - Sarah Centineo  
Bellevue



Region 3 - Vacant



Region 4 - Elizabeth Kumru  
Ralston



Region 5 - Shavonna Holman  
Omaha



Region 6 - Ricky Smith  
Omaha



Region 7 - Tracy Casady  
Omaha



Region 8 - Bob Rauner  
Lincoln



Region 9 - Annie Mumgaard  
Lincoln



Region 10 - Ed Swotek  
Malcolm



Region 11 - Jim Vlach  
Lyons-Decatur Northeast



Region 12 - Lisa Wagner  
Central City



Region 13 - Marilyn Bohn  
ESU 10



Region 14 - Steve Koch  
Hershey



Region 15 - Joel Carlson  
Cozad



Region 16 - Stephanie Summers  
David City



Region 17 - Michelle Reikofski  
Osmond



Region 18 - Susan Ernest  
Leyton



Region 19 - Amanda McGill Johnson  
Millard

## YOUR NASB STAFF

<http://members.nasbonline.org/index.php/nasb-staff>

John Spatz  
Executive Director



Makenzie Barry  
ALICAP Data &  
Financial Specialist



Shari Becker  
Director of Education  
Leadership Search Service



Matt Belka  
Director of Marketing,  
Communications & Advocacy



Megan Boldt  
Associate Executive Director/  
Director of ALICAP



Craig Caples  
Director of Technology



Abi Carlson  
Event & Search Service  
Associate



Colby Coash  
Associate Executive Director/  
Dir. of Government Relations



Katie Coble  
Board Leadership Associate



Sharon Endorf  
Director of  
Member Engagement



Caden Frank  
Board Leadership Associate



Marcia Herring  
Director of Board Leadership



Stacie Higgins  
Board Leadership Associate



Sallie Horky  
Chief Operating Officer



Rachel Horstman  
Business Manager



Nicole Kraus  
Events & Engagement  
Associate



Kem Loecker  
Executive Administrative  
Assistant



Jim Luebbe  
Director of Policy Services



Kari Stephens  
Board Leadership Associate



Lindsey Wooton  
Administrative Specialist



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## YOUR 2022 PLATINUM AFFILIATES

<http://members.nasbonline.org/index.php/affiliate-member>


## YOUR 2022 GOLD AFFILIATES


### ACCOUNTING

Watts and Hershberger, P.C.  
 Jim Watts  
 402-483-7512 - [jw1cpa@aol.com](mailto:jw1cpa@aol.com) - <https://gowh.com/>  
 (CPA, Accounting)

### ARCHITECTS

BCDM Architects  
 Pat Carson - 402-384-6422  
[pcarson@bcdm.net](mailto:pcarson@bcdm.net) - [www.bcdm.net](http://www.bcdm.net)  
 (Creating environments that form people)  
 \* PLATINUM LEVEL AFFILIATE

BVH Architecture  
 Cleve Reeves - 402-475-4551  
[creeves@bvh.com](mailto:creeves@bvh.com) - [www.bvh.com](http://www.bvh.com)  
 (A design-centered critical practice embracing a creative and collaborative process to design architecture that enhances the community in which it serves.)  
 \* PLATINUM LEVEL AFFILIATE

### ARCHITECTS

Clark & Enersen  
 Steve Miller - 402-477-9291  
[steve.miller@clarkenersen.com](mailto:steve.miller@clarkenersen.com) - [www.clarkenersen.com](http://www.clarkenersen.com)  
 (From the very beginning, partnership has defined us.)  
 \* PLATINUM LEVEL AFFILIATE

CMBA Architects  
 Jim Brisnehan - [brisnehan.j@cmbaarchitects.com](mailto:brisnehan.j@cmbaarchitects.com)  
 Troy Keilig - [keilig.t@cmbaarchitects.com](mailto:keilig.t@cmbaarchitects.com)  
 Courtney Koch - [koch.c@cmbaarchitects.com](mailto:koch.c@cmbaarchitects.com)  
 308-384-4444 - [www.cmbaarchitects.com](http://www.cmbaarchitects.com)  
 (Architecture, Master Planning, Interiors, Bond Assistance/Community Engagement)  
 \* PLATINUM LEVEL AFFILIATE

Carlson West Povondra Architects  
 Jamie Eckmann - 402-551-1500  
[jeckmann@cwparhitects.com](mailto:jeckmann@cwparhitects.com) - [www.cwparhitects.com](http://www.cwparhitects.com)  
 (Architecture, planning, feasibility studies)  
 \* GOLD LEVEL AFFILIATE

### ARCHITECTS

DLR Group  
 Vanessa Schutte - 402-393-4100  
[vschutte@dlrgroup.com](mailto:vschutte@dlrgroup.com) - [www.dlrgroup.com](http://www.dlrgroup.com)  
 (Architecture, engineering, Ed. facility planning)

### AWARDS & PLAQUES

Awards Unlimited  
 Tim Moravec - 402-474-0815  
[tmoravec@awardsunlimited.com](mailto:tmoravec@awardsunlimited.com)  
[www.awardsunlimited.com](http://www.awardsunlimited.com)  
 (Trophies, awards, plaques, etc.)

### BUILDING CONTROLS/SERVICES

Control Management Inc.  
 Nathan Haug - 402-571-9454  
[nathan@cmiomaha.com](mailto:nathan@cmiomaha.com) - [www.cmiomaha.com](http://www.cmiomaha.com)  
 (Building Automation, Security and Energy Optimization for New and Existing Systems)

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## CONSULTING

Akagi Consulting LLC  
Mark Akagi - markakagi3@gmail.com

## CONSTRUCTION SERVICES

BD Construction  
Marsha Wilkerson - 308-234-1836  
mwilkerson@bdconstruction.com - BDconstruction.com  
(Construction Management at Risk and as Agent, Facility Planning, Site Selection, Pre-bond Community Education, Stakeholder Engagement)  
\*GOLD LEVEL AFFILIATE

Boyd Jones Construction  
Emily Bannick - 402-550-1808  
ebannick@boydjones.biz - www.boydjones.biz  
(Construction Mgmt, Pre-Bond, Pre-Construction, Facility Evaluation, Early Stage Planning)  
\* PLATINUM LEVEL AFFILIATE

Cheever Construction  
Douglas Klute - 402-477-6745  
dklute@cheeverconstruction.com  
www.cheeverconstruction.com  
\* GOLD LEVEL AFFILIATE

Kingery Construction Co  
Rod Berens - 402-465-4400  
rodb@kccobuilders.com - www.kccobuilders.com  
(Design-Bid-Build, Design-Build, Construction Mgmt, General Contractor, Pre-Bond/Pre-Construction)  
\* GOLD LEVEL AFFILIATE

MCL Construction  
Heather Fredrick - 402-339-2221  
haf@mcconstruction.com - www.mcconstruction.com  
(Navigating the entire construction process)  
\* GOLD LEVEL AFFILIATE

Nemaha Sports Construction Inc  
Don Traska - 402-434-5488  
don.traska@nemaha.net - www.nemaha.net  
(Athletic Fields, Parks & Recreation, Hardscapes)  
\* GOLD LEVEL AFFILIATE

Tetrad Property Group  
Cassie Paben - 402-580-2355  
cpaben@tetradpropertygroup.com - tetradpropertygroup.com  
(Owner's Representative, Facility Planning, Site Selection, Pre-Bond Community Education, Stakeholder Engagement, Facility Management)

W. A. Klinger  
Matt Thompson - 712-233-3233  
mthompson@waklinger.com - www.waklinger.com  
(Pre-Construction, Construction Management, Design-Build, and General Contracting Services.)

## DATA SECURITY, VIDEO & COMMUNICATIONS

Filament Essential Services  
Lisa Lewis - 402-479-6661  
lisa@fes.org - www.filamentservices.org  
(SOCS websites+apps, Marketing/Branding/Video, Data, Filament Essential Services is a new division of FES)  
\* PLATINUM LEVEL AFFILIATE

## DESIGN BUILD

Ayars & Ayars, Inc.  
Darl Naumann - 402-435-8600 - 402-570-9214  
dnaumann@ayarsayars.com - www.ayarsayars.com  
(Design-build leader focused on creating opportunities by building beneficial relationships, processes, and projects)  
\*GOLD LEVEL AFFILIATE

## ENERGY SERVICES

Community Building Solutions  
Jacob Hurla - 785-580-3014  
jhurla@communitybuildingsolutions.com  
(Providing a cost-effective avenue for school districts to address outdated equipment, resolve comfort challenges, and reduce energy and maintenance costs. Serving underserved rural communities cost-effectively is the core of our mission.)  
\* PLATINUM LEVEL AFFILIATE

Facility Advocates  
Dave Raymond - 402-206-8777  
draymond@facilityadvocates.com  
www.facilityadvocates.com  
(Building Construction & Energy Services)  
\* GOLD LEVEL AFFILIATE

Navitas  
Nick Rosenberry - 402-840-0370  
nrosenberry@navitas.us.com - https://navitas.us.com/  
(Energy Savings, Building Construction, Energy Management, Guaranteed Results)  
\* GOLD LEVEL AFFILIATE

Optimized Systems  
Peter Larson - 605-212-0783  
peter.larson@optimized-systems.com  
www.Optimized-Systems.com  
(Energy Optimization, Energy Management, Commissioning, Metering, Energy Studies, Mechanical System Assessments, Troubleshooting)  
\* GOLD LEVEL AFFILIATE

TRANE  
Matt Foertsch - 402-596-8007  
mfoertsch@trane.com - www.trane.com/omaha  
(Building Construction & Energy Services. A global provider of indoor comfort systems)  
\* GOLD LEVEL AFFILIATE

## FINANCIAL SERVICES

Ameritas Investment Company  
Jennifer Kobza - 402-214-2118  
jennifer.kobza@ameritas.com - (Public Finance)  
\* PLATINUM LEVEL AFFILIATE

D.A. Davidson & Co.  
Paul Grieger - 402-392-7986 - pgrieger@dadco.com  
Cody Wickham - 402-392-7989 - cwickham@dadco.com  
Andy Forney - 402-392-7988 - aforney@dadco.com  
www.dadavidson.com  
(Bonds/Election Services, Lease Purchase)  
\* PLATINUM LEVEL AFFILIATE

## FINANCIAL SERVICES

First National Capital Markets  
Tobin Buchanan - 308-352-8328 - tbuchanan@fnni.com  
Carl Dietz - 308-289-3920 carldietz@fnni.com  
Matt Fisher - 308-380-3831 mfisher@fnni.com  
www.fncapitalmarkets.com  
(Public Finance, Election Guidance)  
\* GOLD LEVEL AFFILIATE

Nebraska Liquid Asset Fund - NLAFF  
Barry Ballou - 402-705-0350  
balloub@pfmam.com - www.NLAFFpool.org  
(Liquid Asset Fund, financing programs)  
\* PLATINUM LEVEL AFFILIATE

Piper Sandler  
Jay Spearman - 402-599-0307  
jay.spearman@psc.com  
(Financing for Capital Construction Products, Bonds, Refunding Bonds, Notes, NASB Lease Purchase)  
\* PLATINUM LEVEL AFFILIATE

## FOOD SERVICE

Lunchtime Solutions  
Susan Gracey - 402-984-4546  
s.gracey@lunchtimesolutions.com  
www.lunchtimesolutions.com  
(Progressive Food Service Management)  
\* GOLD LEVEL AFFILIATE

Opaa! Food Management of Nebraska  
Greg Frost - 816-210-9359  
gfrost@opaafod.com - www.opaafod.com  
(Contract Food Service Management)

## FUNDRAISING

Omaha Public Schools Foundation  
Toba Cohen-Dunning  
402-502-3003 - toba.cohendunning@ops.org  
https://omahapublicschoolsfoundation.org  
(The Omaha Public Schools Foundation enriches students' lives by funding opportunities for success.)

## INSURANCE SERVICES

American Fidelity  
Stacey Anderson  
402-432-2251 - Stacey.anderson@americanfidelity.com  
www.americanfidelity.com/nebraska  
(Solutions built for the education community)  
\* PLATINUM LEVEL AFFILIATE

Blue Shield of Nebraska  
Cortney Ray - 402-458-4823  
cortney.ray@nebraskablue.com  
www.nebraskablue.com  
(Group health insurance)  
\* GOLD LEVEL AFFILIATE

National Insurance Services  
Steve Ott - 800-627-3660  
sott@nisbenefits.com - www.nisbenefits.com  
(Group LTD, Life, Vision, Special Pay Plans, HRAs)

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## INSURANCE SERVICES

Public Risk Management  
Sheri Shonka - 402-884-3751 - 877-649-4612  
sheri.shonka@prmne.com - www.alicap.org  
(ALICAP, Insurance services)  
\* PLATINUM LEVEL AFFILIATE

## LEGAL SERVICES

Mueller Robak, LLC  
William Mueller - 402-434-3399  
mueller@muellerrobak.com  
(Lobby firm)

## MENTORING

TeamMates Mentoring  
Hannah Miller - 319-610-8538  
hannah@teammates.org - www.teammates.org  
(Together we transform lives)  
\* Silver Level Affiliate

## PLAYGROUND/SCOREBOARDS/SURFACING

Creative Sites, LLC  
Julie Kutilek - 402-614-4606 - 800-266-1250  
julie@creativesitesllc.com  
(Playground equipment and site furnishings)  
\* GOLD LEVEL AFFILIATE

Crouch Recreation  
Eric Crouch - 402-496-2669  
eric@crouchrec.com - www.crouchrec.com  
(Playgrounds, Shelters, Scoreboards, Safety Surfacing & Site Amenities Manufacturers Rep)  
\* PLATINUM LEVEL AFFILIATE

Fisher Tracks, Inc.  
Jordan Fisher - 800-432-3191 - 515-432-3191  
jfisher@fishertracks.com - www.fishertracks.com  
(Installation, Refurbishment & Design Build of All-Weather Running Tracks)

Outdoor Recreation Products  
Don Wilson - 402-289-0400 - don@outdoorrec.net  
www.outdoorrecreationproducts.com  
(Your choice for a reputable playground and splashpad company serving Nebraska)  
\* GOLD LEVEL AFFILIATE

## SAFETY & SECURITY SERVICES

One Source The Background Check Company  
Neal Josten - 402-933-9999  
njosten@onesourcebackground.com  
www.onesourcebackground.com  
(Employment, Volunteer, Contractor Screening)  
\* GOLD LEVEL AFFILIATE

## TECHNOLOGY CONSULTING

PRISM advisors  
Jason Richards - 402-593-8911  
jprichards@prism-advisors.com  
www.prism-advisors.com  
(PEOPLE, PROCESS & SYSTEMS. IT strategic planning and project management through RFP to implementation)

## TECHNOLOGY/SOFTWARE

JMC  
Shelby Valkos - 800-524-8182  
shelby@jmcinc.com - https://www.jmcinc.com/  
(Smart software for even smarter schools)  
\* PLATINUM LEVEL AFFILIATE

Midwest Alarm Services  
Mike Wells - 402-331-6111 - 402-474-3737  
Mike.Wells@mw-as.com  
(Life Safety Systems provider)  
\* GOLD LEVEL AFFILIATE

Sparq Data Solutions  
Craig Caples - 402-423-4951  
ccaples@sparqdata.com - www.sparqdata.com  
(Paperless Board Meetings, Teacher Negotiations, Public Document Management, Document Imaging & Scanning, Online Policy)  
\* PLATINUM LEVEL AFFILIATE

## THERAPY SERVICES

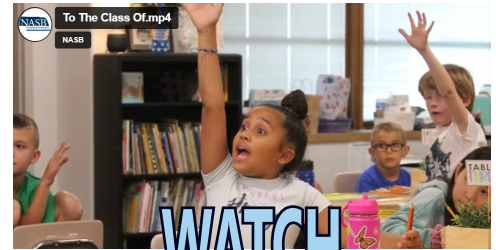
Central Nebraska Rehabilitation Services  
Mary Walsh-Sterup - 308-675-1853 ext. 3222  
mary@cnrehab.com - www.cnrehab.com  
(Providing PT, OT and Speech therapy in the school system)

## TRANSPORTATION

Cornhusker International  
Russ Folts - 402-466-8461 ext 206  
russ.folts@cornhuskerinternational.com  
www.cornhuskerinternational.com  
(With six locations across Nebraska, Cornhusker International offers your best choice in new and pre-owned School Buses, Compliant Activity Buses, plus full parts and service for all makes and models)  
\* GOLD LEVEL AFFILIATE

Master's Transportation  
Mariya Goodbrake - 800-783-3613  
mgoodbrake@masterstransportation.com  
www.masterstransportation.com  
(Your trusted source for safe, reliable, and innovative group transportation solutions.)  
\* GOLD LEVEL AFFILIATE

BOARD NOTES IS PUBLISHED ON A MONTHLY BASIS AS A MEMBER SERVICE. ADVERTISING IS AVAILABLE IN EVERY ISSUE. TO ADVERTISE OR BECOME AN AFFILIATE, PLEASE CONTACT MATT BELKA FOR FURTHER INFORMATION. ARTICLES OR ADVERTISING CONTAINED HEREIN DO NOT NECESSARILY REPRESENT THE VIEWS OR POLICIES OF NASB.



# WATCH

## TO THE CLASS OF ∞

<http://members.nasbonline.org/index.php/news-resources/videos>

As this year's School Board Member Graduating Class make their final motions and leave their board room one last time we asked them what exactly they would like the next crop of school board members to know.

And thank you, to the Class of 2022 for your time, commitment, and dedication to the betterment of all things public education in Nebraska. Your district, community, and the state is a better place because of you and the path you've paved for the next generation of school board members.

Thanks to our sponsors of this video: ALICAP, American Fidelity, Boyd Jones, BVH Architecture, Crouch Recreation, DA Davidson, DLR Group, Facility Advocates, First National Capital Markets, Sparq Data Solutions, & VS America.



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RETURN SERVICE REQUESTED

# NASB BOARD NOTES



A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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**THANK YOU, AND WELCOME  
AT THE BOARD TABLE**

**YOUR 2023 ADVOCACY HANDBOOK IS NOW POSTED**

**NEW FACES - NASB'S LEGISLATIVE ISSUES CONFERENCE**

**LOOKING AT THE BIG (SCHOOL ASSESSMENT) PICTURE**

**JOIN US THIS JANUARY & FEBRUARY**

**FROM OUR FAMILIES TO YOURS, MERRY CHRISTMAS**

**THIS MONTH IN ...**

**... AND MUCH MORE!**

The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at [www.NASBonline.org](http://www.NASBonline.org)

8.2.2. Update on Superintendent Goals

Goal 1: Develop a visible presence within the schools, the school community, and the state.

Goal 2: Foster a learning environment in which every student has the maximum opportunity to achieve academic excellence.

Goal 3: Continue the development of a 10 year facilities strategic plan for implementation that addresses maintenance and improvements for existing building assets and new construction.

Goal 4: Continue the development of safety and security practices for Raymond Central Public Schools.

8.2.3. Safety Report

8.2.4. Important Upcoming Dates:

8.3. Facilities and Transportation Report

8.4. Review of Technology Plan

January Board Report  
Mr. Jaxn Kobza  
Technology Director

### Infrastructure

- Erate RFP is out for bid. This will be for Val and Ceresco network infrastructure (switches) and UPS (Battery backups).
- Still working on new servers getting set up with the ESU.

### Technology Projects

- Working with ESU 2 to get servers upgraded
- New website goes live January 13th.
- Working on Building a 7 year plan for all technology rotations and system implementations.
- Two-Factor authentication is rolled out to all staff.
- Need to get a centralized logging system in place.
- Need to start working on an Incident Response plan.
- Need to get an internal vulnerability scan.
- I found out the ESU has us setup for external vulnerability scans through DHS.

### Issues/Concerns

- Working on securing our network and meeting the requirements for cyber insurance.

## 8.5. Board Committee Reports

- 8.5.1. Committee on American Civics (Breitkreutz-chair, Burklund, Matulka)
- 8.5.2. Transportation Committee (Breitkreutz-chair, Lange, Matulka)
- 8.5.3. Finance Committee (Blanchard-chair, Breitkreutz, Burklund)
- 8.5.4. Facilities Committee (Blanchard-chair, Burklund, Matulka)
- 8.5.5. Negotiations Committee (Blanchard-chair, Gould, Lange)
- 8.5.6. Curriculum Committee (Gould-chair, Burklund, Lange)
- 8.5.7. Policy Committee (Gould-chair, Lange, Matulka)

## 9. Old Business

## 10. New Business

- 10.1. Discuss, Consider and Take Necessary Action to approve amending Policy 8346 on first reading

### **Public Participation at Board Meetings**

#### A. Attend

Members of the public shall be permitted to attend and to speak at board meetings. They will not be required to identify themselves as a condition for admission to the meeting.

The Board may allow advisors, consultants, and other persons who are not Board members to appear at the meeting via telephone or other similar means.

The chair has the authority to assure that people conduct themselves in an orderly manner at the meeting. Undue interruption or other interference with the orderly conduct of business will not be allowed. The chair may order persons who are disorderly to be removed from the meeting.

<b>Legal Reference:</b>	§§ 79-570; 79-571; § 84-1411 (3) and (6); § 84-1412 (1) and (3)
-------------------------	--

#### B. Hear

The board will, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at the meeting.

<b>Legal Reference:</b>	§ 84-1412 (7)
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#### C. Record

Members of the public may use recording devices (tape recorder, video camera, etc.) to record any part of a meeting of a public body, except for closed sessions. No recording, other than note taking, shall be done without informing the President in advance. The President shall control the placement of the recording device so the device does not obstruct the view of Board members or other members of the public attending the meeting and does not otherwise interfere with the meeting.

<b>Legal Reference:</b>	§ 84-1412 (1)
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#### D. Access to Written Materials

At least one copy of all reproducible written material to be discussed at an open meeting will be made available at the meeting for examination and copying by members of the public.

<b>Legal Reference:</b>	§ 84-1412 (8)
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#### E. Speak

Members of the public will be permitted to speak at Board meetings at which a public forum is on the Agenda. Members of the public may also speak when invited to make a presentation or when recognized by the chair. The Board is not required to allow members of the public to speak at each meeting. However, the Board will not forbid public participation at all meetings.

Members of the public will not be required to have their name be placed on the agenda prior to the meeting in order to speak about items on the agenda.

Any member of the public desiring to address the body shall be required to identify himself or herself, including an address and the name of any organization represented by such person, unless the address requirement is waived to protect the security of the individual.

Individual speakers will be limited to three minutes to speak at each regular meeting in which a public forum is on the agenda. The board will hear a maximum of 45 minutes of public comment at regular meetings. If necessary, individual speaking time will be adjusted to meet the maximum time limit. A speaker may only speak once at each regular meeting. No speaker may transfer their time to a different speaker. The Board will generally not respond to comments or questions during public comment. Instead, the Board may ask the appropriate staff members to follow up with speakers about particular comments or questions.

Speakers will be permitted to address the Board consistent with free speech rights. However, offensive language, defamatory remarks, and hostile conduct will not be tolerated. Further, charges or complaints against a school employee shall not be made for the first time at a public Board meeting without having followed the school's complaint procedure.

<b>Legal Reference:</b>	§ 84-1412 (1) (2) and (3)
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Date of Adoption: May 18, 2009

Date of Revision: June 15, 2022

10.2. Discuss, Consider and Take Necessary Action to approve amending Policy 9310  
Advance Delivery of Meeting Materials on first reading

**Advance Delivery of Meeting Materials**

The Board shall require the Superintendent to prepare an agenda which, with the minutes, shall be ~~electronically emailed or~~ delivered to the Board members on Friday or prior to each regular monthly Board meeting.

Items not placed on the regular agenda may be shelved until the regular meeting on the following month to provide the Board adequate time to research the item in question. ~~Citizens may have an item placed on the agenda by permission of the President of the Board or the Superintendent of Schools.~~

Legal Reference: Neb. Rev. Stat. § 79-520

Date of Adoption: May 18, 2009

10.3. Discuss, Consider and Take Necessary Action to approve the 2023-2025 Master Agreement with the RCEA

**Negotiated Agreement**  
**between the**  
**Raymond Central School District**  
**and the**  
**Raymond Central Education Association**



**2023-2025**

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**ARTICLE 1  
RECOGNITION**

The Board recognizes the Association as the official negotiating representative for all certified personnel, excluding the Superintendent, Principals, and Assistant Principal for the purposes of collective bargaining with respect to wages, hours and other terms and conditions of employment.

**ARTICLE 2  
AGREEMENT**

**SECTION 1  
COMPENSATION**

**1a) Base Salary**

The base salary will be \$40,000 for the 2023-2024 contract year and the base salary will be \$40,500 for the 2024-2025 school year, based on a 186 day contract with increments of 4% for longevity and 5% for professional; Appendix A attached hereto.

**1b) Salary Schedule**

The following number of professional preparation columns and longevity steps will be allowed:

BA	7 steps
BA + 9	9 steps
BA + 18	11 steps
BA + 27	12 steps
*BA + 36/MA	16 steps
MA + 9	16 steps
MA + 18	16 steps
MA + 27	16 steps
MA + 36	16 steps

See, Appendix A attached hereto.

Beginning with the 2012-13 contract year, the Salary Schedule PhD column will be replaced with MA + 36 and only columns containing 13 steps will have one step added for a total of 14 steps. Beginning with the 2015-16 contract year, only columns containing 14 steps will have one added for a total of 15 steps. Beginning with the 2023-24 contract year, only columns containing 15 steps will have one added for a total of 16 steps.

**1c) Schedule Placement**

1. Vertical Movement

One step vertical movement represents one year of experience in the school district. Staff shall move one step vertically each year unless they are at the bottom step of the column appropriate for their education, in which case they would be frozen vertically. No one may move more than one step vertically in any year.

2. New Staff Placement

Upon their initial hire, employees new to the school system shall be credited up to ten (10) years of acceptable teaching service outside the district. Exception: Teachers who are hired to teach in a shortage endorsement area as that term is defined by the Nebraska Department of Education shall be granted all of their acceptable years of teaching experience. In no event will any teacher be placed on a step of the salary

schedule that is beyond his/her actual years of experience or be offered any type of hiring bonus in excess of \$2,500 without approval of the RCEA.

### 3. Horizontal Advancement

In order to advance horizontally beyond the BA Column on the salary schedule, only graduate hours can be used and must have prior approval from the Superintendent. The staff member is also required to present an official college transcript or proof of completed course work until an official transcript can be presented prior to September 10 of the contract year demonstrating:

- Earned post-baccalaureate degree graduate hours from an accredited institution in an educational related field of study provided by the education college or department, or which would lead to an additional Nebraska teaching or administrative certificate endorsement or endorsements.

Employees covered by this agreement will need to notify the Superintendent by May 15 if they intend to advance horizontally on the salary schedule for the following school year. If the employee fails to notify the Superintendent or indicates that they will not advance horizontally they will be frozen in their column placement and not be allowed to advance horizontally during the following contract year.

### 4. Master's Degree Placement

In order to advance horizontally to the Masters Degree (MA) or Masters Degree Plus (MA+) columns, a staff member shall have earned a Masters Degree and presented an official college transcript representing the completed requirements or additional hours by September 10 of the contract year. Hours beyond the MA column must be graduate hours in an educational field of study or directly related to a teacher's current teaching assignment. A Masters Degree shall be defined as an earned Master's Degree from an accredited college or university.

#### 1d) **Longevity Pay-Incentive**

~~When a teacher retires after a minimum of 25 years of service to Raymond Central Public Schools and the certified staff member has accumulated 35 unused sick days, 15 of the unused sick days will be compensated at the rate of \$100 per day. The certified staff member must also agree to donate their remaining days to the catastrophic sick leave bank. The certified staff member must agree to the above qualifications to receive the 15 days of compensation.~~

**A longevity increment of 3% will be added to the index of employees who have bottomed out on the salary schedule based on years of experience. The 3% increment will be added for employees at year 20, 25, 30, 35, 40 years of service to Raymond Central Public Schools.**

#### 1e) **Noon Duty**

The Board of Education shall provide a free lunch to teachers who accept noon duty in place of their duty free lunch period.

#### 1f) **Event Workers**

Event workers shall receive \$15 per hour for up to five hours. In the event that there is an activity that needs to be staffed, the Activities Director will first notify certified staff and ask for positions to be filled. If positions are not filled, the Activities Director will assign certified staff to fill those activity staffing positions. Compensation will apply.

#### 1g) **Plan Period / Covering Classes**

Secondary teachers shall ordinarily have one of the regularly scheduled class periods, or ninety (90) minutes, free for educational planning purposes every other day (whether the teacher has a plan period on an A block day or a B block day). Elementary teachers shall have an amount of planning time approximately equal to

forty-five (45) minutes. This dedicated planning time can be split up throughout the day as long as each segment is allocated for dedicated educational planning time. Teaching duty is defined as that time between the beginning of classes in the morning and the dismissal of classes in the afternoon, excluding the time provided for lunch and before or after school.

A teacher shall receive additional compensation when they cover a class during their plan period at the rate of \$25 for 31-60 minutes and ~~\$45~~ \$50 for 61-90 minutes.

School Counselors, media specials, or other teachers who do not have a specific scheduled plan time, but are needed to cover classes will be compensated at the above rates not to exceed ~~\$45~~ \$50-daily for covering classes.

#### 1h) **Personal Expenses**

Staff members will receive full reimbursement for actual and necessary expenses incurred as a part of teaching duties, conferences, and workshops delegated and/or assigned to them by the administration. Reimbursement for actual and necessary travel expenses if assigned to teach in several buildings within a school day will be paid by the district. This reimbursement is to be paid only when travel is actual and necessary to perform assigned duties in several buildings on the same day. If the staff member is not provided a school vehicle for transportation they will be paid at the legal rate established by the State of Nebraska.

#### 1i) **Extended Contract**

Teachers who are assigned to work days in addition to the 186 regular contract days will be compensated at their per diem rate by the District for each extended contract day actually worked as assigned. The per diem rate shall be based solely on the scheduled salary and shall not include extra duty pay, cash in lieu (if applicable), or any other compensation. Per Diem rate will be calculated on the Teacher's placement on the then-current salary schedule divided by the number of regular contract days.

All first year teachers to the RC school district, regardless of previous experience, shall have two (2) extra contract days during the first year of employment. First year teachers shall be paid \$210.00 per day for each of the two extra contract days. The extra contract days shall be accounted for outside of the regular 186 contract days, and those work days and activities shall be determined by the administration. Upon completion of the first year of employment the extended contracts shall no longer be offered. Any mentors for new hires who are also required to come in to meet and work with mentees will be compensated at the rate of \$30 an hour for up to four (4) hours during either of the two (2) extra contract days for new hires.

#### 1j) **Activities Assignment**

Activities assignments are paid from a schedule based on years of experience and category of responsibility; Appendix B attached hereto. The rate of pay shall be calculated by multiplying the appropriate percentage times the base salary as agreed upon for the current year. New assignments not presently on the schedule will be categorized according to the degree of difficulty and areas of responsibility by the Superintendent. Placement for previous experience can be recommended by the Superintendent and approved by the Board of Education. Assistant coaches/sponsors will be considered for Categories IV when the number of participants exceeds twenty-five (25) students per activity.

The School District and Association agree to appoint a joint committee composed of the Athletic Director, the High School Principal, a representative from the athletic coaching staff, a representative from the activities staff, and an Association member at-large to make findings and recommendations for changes to the existing extra duty schedule attached to this Agreement. The committee's recommendations will be presented to the Board of Education for approval by June of each year at the regular board meeting.

### 1k) Teachers Recruitment and Retention Grant

The School District may apply, on behalf of certain eligible teachers, for Teachers Recruitment and Retention Grant funds via the Nebraska Department of Labor. If the District receives such Grant funds, then the Board and Association jointly agree that those eligible teachers may receive said Grant funds in addition to, and not in substitute of, their regular salary and extra duty pay, if any. The payment of such Grant funds will not be deemed a violation or deviation from this Negotiated Agreement by either Party. The Parties agree to this provision for as long as the Grant funds remain available to the School District, or until otherwise modified by both Parties in writing. The Superintendent or designee shall administer and implement the application and implementation of the grant program.

## SECTION 2 INSURANCE

### 2a) Health

Beginning with the 2023-2024 contract year, the Board of Education has agreed to pay the full cost of health insurance for which the employee qualifies and single dental insurance through the Blue Cross-Blue Shield EHA Plans for all employees that are .5 FTE or greater. The board agrees to pay the full cost of single health insurance/single dental for employees less than .5 FTE or that equivalency toward another tier. Group health insurance will be made available to all bargaining unit members through a Dual Enrollment Option of either the Preferred ~~\$1,050~~ \$1,200 deductible or Health Savings Account (HSA) ~~\$3,600~~ \$3,800 deductible. Group dental insurance at the PPO 80% A & B with 50% C coverage single dental. Those employees electing the HSA option will receive the correlating premium difference as a deposit to their individual HSA. If the bargaining unit member (excluding the single policy holder) wishes to upgrade their dental policy, the premium will be the difference between the policy they request and the single dental premium which will be deducted from the member's monthly salary. When both spouses are on the staff with eligible dependents, the Board will pay for the family dental plan as well as health insurance. In situations where both spouses are employed by the school district the employee will be offered the insurance package that best fits their situation and provides the least cost to the district along with appropriate health insurance coverage.

### 2b) Cash-in-Lieu of Insurance Benefit

The School District shall provide the option for teachers to enroll in a cash benefit plan of \$3,750.00 per year in place of the single health insurance coverage as shown in section 2 (a). (Revised February 15, 1993); (Revised August 4, 1997); (Revised July 19, 1999); (Revised February 27, 2002); (Revised March 8, 2004); (Revised June 20, 2005); (Revised August 17, 2009); and (Revised December 1, 2018).

### 2c) Long Term Disability Insurance

~~The District shall pay for long term disability insurance; such insurance to provide a benefit covering sixty percent (60%) of the teacher's salary and health insurance premium with a forty-five (45) day waiting period.~~ The District shall offer and the teachers shall purchase long-term disability insurance. The insurance will provide a benefit covering sixty percent (60%) of the teacher's salary and health insurance premium with a forty-five (45) day waiting period. The District agrees to add to each eligible teacher's gross pay the amount of the premium for a long-term disability insurance plan purchased by the teacher.

### 2d) 125 Plan

The School District will provide a 125 plan for all teachers. The School District will pay for the administration of the 125 Plan.

## SECTION 3 LEAVE

### 3a) ~~Unspecified Leave~~

~~Each full time teacher shall be allowed ten (10) days of unspecified leave the first day of school to be used to cover any absence of a personal nature. This shall include sick leave, personal leave, and bereavement leave. Teachers working less than full time will be granted days in direct proportion to their contract. Unspecified Leave days not used during the school year may be transferred into an individual sick leave bank which may be used to cover absences due to personal illness. Teachers shall be allowed to accumulate forty five (45) days in their individual sick leave bank. Teachers must use all of their yearly allotment of ten (10) personal/sick leave days prior to using any days that they might have in their own sick leave bank. The sick leave bank days are to be used for actual sick leave only, not for personal leave days. If a teacher has used up their allotted ten (10) days in any given year and needs additional personal days the time that is missed will be deducted at the rate of 1/186 of that individual's teaching contract. A teacher shall be allowed to use days from their sick leave bank only when their own, their spouse (effective 2005-2006), or that of their children's personal illness or injury is of such a nature that their attendance at school is prohibited, or for bereavement leave of immediate family members\*, and only after their ten (10) personal days have been used. (Routine doctor or dental appointments do not qualify as sick leave).~~

~~\*Immediate family is defined as: employee's spouse, the employee's or spouse's father, mother, children, grandparents, grandchildren, brothers, sisters, or their spouses and children.~~

~~Unless the request for Personal Leave is of an emergency nature, such as sickness (Family, self, bereavement, etc.) or deemed essential and outside the control of the employee by the Superintendent, the following rules shall apply:~~

- ~~1. Unspecified leave days shall be requested a minimum of seven (7) days in advance of the day(s) to be missed.~~
- ~~2. If three (3) staff members from the same building are already scheduled to be absent for other reasons (Sickness, workshops, medical appointments, etc.) personal leave requests will not be approved.~~
- ~~3. On June 1, leave days not used during the year will be transferred into the teacher's sick leave bank. If the teacher then has forty-five (45) days, all other unused personal leave days will be compensated at fifty (50) dollars per day (effective 2018-2019). Payment for these days will be considered as a bonus check between June 1st and July 1st.~~

### 3b) ~~Catastrophic Illness Leave~~

~~In the event of a catastrophic illness of a certified staff member or a member of their immediate family, the eligible staff member may make withdrawals from a Catastrophic Illness Leave Bank. Immediate family shall include spouse, parent, or child. A certificated staff member shall be allowed to use days from their sick leave bank only when their own, their spouse, or that of their children's personal illness or injury is of such a nature that their attendance at school is prohibited and after their ten (10) personal days have been used.~~

~~To be eligible, a staff member must have exhausted all of their ten (10) yearly personal leave days and accumulated sick leave days. Should the need arise, days in the Catastrophic Leave Bank are transferred voluntarily by fellow teachers from their unused personal leave or sick leave bank into the Catastrophic Leave Bank at a rate of one (1) "Personal Leave" or "Sick Leave Bank" days (effective 2006-2007) to equal one (1) "Catastrophic Leave" day. A retiring certified staff member with at least 25 years of service for Raymond Central Public Schools has the ability to donate 35 out of their 45 unused sick days to the Catastrophic Leave Bank (effective 2018-2019). Catastrophic leave days, if available from the district Catastrophic Leave Bank, will be limited to thirty (30) days per individual per contract year.~~

~~Requests from potential qualifying individuals shall be made to the RCEA President for review. The RCEA President will submit request(s) to the Superintendent for final approval determination.~~

~~A catastrophic illness or injury is defined as one which has totally incapacitated an employee's ability to work. Generally, if medical confirmation indicates that the condition causes the inability to work for an extended period of time, the condition can be considered catastrophic. Chronic conditions such as cancer, major surgeries, and residual effects of a stroke, may be considered catastrophic, even if the condition results in only intermittent absences. The school district will determine each situation on a case by case basis. Conditions which are short-term in nature (i.e. flu, common illnesses, common injuries, etc.) are not considered catastrophic.~~

### 3a) Personal Leave

At the beginning of each year, each teacher shall be credited with three (3) days of paid personal leave accumulative up to a maximum of five (5) days.

1. Teachers shall be allowed to use paid personal leave for emergencies, ceremonial events, and family or business appointments which unavoidably conflict with school hours.
2. Teachers are not allowed to request more than three consecutive days of personal leave.
3. Personal leave days shall be submitted to the building principal a minimum of seven (7) days in advance of the day(s) to be missed.
4. Requests for personal leave shall not normally be granted for days immediately preceding or immediately following regularly scheduled holiday and vacation periods, on scheduled days of parent-teacher conferences, on in-service days, or during the first two or last two weeks of the school year. However, leave may be granted within reason at the discretion of the Superintendent.
5. If three (3) staff members from the Jr/Sr building or two (2) from an elementary building are already scheduled to be absent for other reasons (Sickness, workshops, appointments, etc.) personal leave requests will not be approved.
6. The School District, through the superintendent, may grant additional days of leave, without pay. Generally speaking, these requests will be granted for emergency situations such as an extraordinary incident resulting from a natural disaster or storm, or unique personal circumstance that arose suddenly and could not have been anticipated. This may include participation in professional activities that are compensated and deemed beneficial to school related programming. An example being officiating district competitions.
7. Any unused personal leave days in excess of two (2) shall be repurchased at the rate of \$100/day payable by August 30th of each year.  
<Note: Teachers can convert 2 days of remaining unspecified leave from the 2022-23 school year to be converted to Personal Leave for the 2023-24 school year.>

### 3b) Sick Leave

1. Accrual. Each teacher shall be credited with ten (10) days of paid sick leave allowance per school year without loss of pay. The unused portion shall be accumulated from year to year up to a total of forty-five (45) days. Paid sick leave shall terminate upon a teacher's reaching eligibility for benefits under the long-term disability insurance coverage described elsewhere in this Agreement.
2. Expenditure. Teachers shall be allowed to use sick leave for the following:
  - a. Personal illness and/or disability;
  - b. When the teacher's parent, spouse, spouse's parent or child is too ill to remain alone and the teacher is needed to provide care to that family member;
  - c. Medical and dental appointments that can't be scheduled outside of contract hours;
  - d. The birth and/or adoption of children.
  - e. Teacher use of sick leave days for discretionary – elective surgery for themselves or dependent children will be prohibited. Such surgical procedures shall be accomplished outside the framework of the teacher's contracted days. A physician's statement may be required to verify the urgency of the scheduled surgery.
  - f. Doctor documentation may be required for illness resulting in an absence of more than two (2) days.

3. Physical Examination. In cases of absence of a teacher for illness or injury in excess of five (5) consecutive working days, or in cases of recurring illness, the School District, through the superintendent, may require an examination of the teacher by an independent physician, with such examination to be conducted at School District expense.
4. Repurchase. Those teachers who have, upon completing the dates contracted for the school year, accumulated more than 35 days of unused sick leave shall be paid \$75 for each unused sick day in excess of 35 days. Payment shall occur on the July payroll. All teachers will be included in the sick leave repurchase that have fulfilled their contractual obligations.

<Note: At the conclusion of the 2022-23 school year, the accumulation of unspecified leave, not committed to personal leave, would carry over to sick leave accumulation or be subject to the current buyback plan which is \$50/day.>

3c) Bereavement Leave -

1. Each teacher shall be granted four (4) consecutive contract days immediately following the death of an immediate relative without loss of pay or reduction in sick leave. For purposes of this paragraph, "death" shall be deemed to include pre-natal and postnatal death of a child. An "immediate relative" is defined as spouse, child, stepchild, parent, stepparent, grandparent, grandchild, brother, and/or sister.
2. Each teacher shall be granted two (2) consecutive contract days following the death of a near relative without loss of pay or reduction of sick leave. A "near" relative is defined as follows: father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, aunt, uncle, niece, and nephew and/or any other relative who is a permanent resident of the employee's home.
3. A maximum of one (1) day's absence without loss of pay or reduction in sick leave shall be granted for the purpose of attending the funeral of any other relative, a District employee and/or his/her immediate family member, and/or a current student in the District and/or his/her immediate family member.
4. A maximum of one-half (½) day's absence without loss of pay or reduction in sick leave shall be granted for the purpose of attending the funeral of a close friend.

3d) Professional Leave

Teachers who request and receive administrative permission to attend professional growth activities shall be reimbursed for expenses in accordance with current board policy relative to personnel expense reimbursement. Acceptable or approvable professional leave for teachers shall mean that the requested activity presents a reasonable expectation that the attending teachers' instructional performance will improve as a result of participation in the activity.

## SECTION 4 GRIEVANCE PROCEDURE

The purpose of this grievance procedure is to secure, at the lowest possible level, equitable solutions to the problems, which may from time to time arise concerning the interpretation, application, or meaning of the terms and conditions of employment in this school district. An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the district's employees.

**Definition of Grievance.** A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education.

**Procedural Steps.** The procedure for handling grievances is as set forth below.

**Step 1 - Oral Notice to Principal.** The grievant shall initiate the grievance by presenting it to his or her principal or immediate supervisor within seven (7) days from the date that the grievant knew or should have known of the incident giving rise to the grievance. A written communication (email or otherwise) should document the oral notice.

**Step 2 - Written Grievance to the Principal.** If the grievance is not resolved to the satisfaction of the grievant within five (5) days of the meeting with the principal, the grievant representative may present the grievance in writing to the principal. The failure to present the grievance within five (5) days shall result in the waiver of the grievance. The grievance must contain a detailed description of all facts giving rise to the grievance, a list of all witnesses, all relevant documents, and the requested resolution. The grievant shall sign and date the grievance.

The Principal shall schedule a meeting within three (3) days of receipt of the written grievance to discuss the elements of the grievance. The grievant must present all evidence at this meeting. The parties shall record this meeting. The principal shall submit his or her determination in writing to the grievant within five (5) days of the meeting.

**Step 3 - Written Appeal to the Superintendent of Schools.** If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) days of receipt of the principal's determination. The appeal shall be based on, and limited to, the facts produced at Step 2. In other words, this is an "appeal on the record."

The superintendent of schools or a designee shall hold a formal meeting within seven (7) days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) days of the date of the meeting.

**Step 4 - Appeal to the Board of Education.** If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five (5) days of receipt of the superintendent's decision. The appeal shall be based on, and limited to, the facts produced at Step 2. In other words, this is an "appeal on the record." The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

**Written Presentation.** All grievances presented at Step 2 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

**Grievance Meetings or Hearings.** All meetings and hearings conducted under this procedure up to and including Step 3 shall be conducted in private and shall include only the administration's representatives, the grievant, the grievant's representatives, and witnesses (Step 2 only) as necessary.

**Association Representation.** A grievant shall have the right to have an Association representative present to represent the grievant at each level of the grievance procedure.

**Reprisals.** No reprisals of any kind shall be taken against any employee who uses this grievance procedure in good faith.

**Withdrawal of a Grievance.** A grievant may withdraw his or her grievance at any level of the procedure without fear of reprisal from any party.

**Advanced Step Filing.** A grievance shall be filed initially at the level at which the decision resulting in the grievance was made.

**Time Limitations.** Time limitations herein are critical. All references to days are to calendar days. No grievance shall be accepted by the district unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1 or Step 2, it shall be deemed to be waived. If the grievance is not appealed to Step 3 in a timely manner, it shall be deemed to have been settled in accordance with the district's Step 2 determination. If the district fails to

answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

When the deadline for taking an action falls on a Saturday, a Sunday or a legal holiday, the time for taking the action shall be extended to the next working day.

#### **4a) Definitions**

- ~~1. **Grievance** - Any claim or claims by a teacher, a group of teachers, or the Association that there has been a violation, misinterpretations, or misapplication of any District policies covering terms and conditions of employment including, but not limited to, the terms of this Agreement.~~
- ~~2. **Grievant** - Teacher, group of teachers, or the Association making the claim as provided in the paragraph above.~~
- ~~3. **Time Limits** - All time limits herein shall consist of teacher working days except when a grievance is submitted after the end of the school year; the time limit shall consist of all weekdays Monday through Friday. The number of days indicated at each level should be considered maximum and every effort shall be made at all levels to expedite the process. Failure of any grievant to comply with the time limits contained herein shall constitute a waiver of right to appeal to the next step. Failure of the Board or its representatives to comply with the time limits at any level shall permit the grievant to appeal the grievance to the next level.~~
- ~~4. **Grievance Meetings or Hearings** - All meetings and hearings under this procedure up to and including Step 2, shall be conducted in private and shall include only the administration's representatives, the grievant, and grievant's designated representatives. If the grievant chooses to not have a representative assist them, the Association shall have the right to be present at all levels of the grievance procedure. All parties shall have the right to record the proceedings of any hearing or meeting at all formal levels of the grievance procedure. Hearings before the Board shall be closed, at the discretion of the grievant.~~

#### **4b) Association Representation**

~~A grievant shall have the right to have Association representatives present to represent the grievant at each level of the grievance procedure. Where a grievant chooses to not have a representative assist them, the Association, at its discretion, may have representatives present for any meetings, appeals, or other proceedings relating to a grievance which has been formally presented. Nothing herein shall be construed as limiting the right of any teacher to discuss their grievance informally with their immediate supervisor, and having the grievance adjusted informally. The Association shall be notified in writing of the issues and the settlement before any settlement becomes effective. The settlement shall not be inconsistent with the terms of the Negotiated Agreement.~~

#### **4c) Reprisals**

~~No reprisals of any kind shall be taken against any employee who utilizes this grievance procedure.~~

#### **4d) Withdrawal of a Grievance**

~~An employee may withdraw their grievance at any level of the procedure without fear of reprisal from any party. Where the Association feels that the issues involved should be resolved, the Association may assume the grievance at the point discontinued by the individual and proceed through the remainder of the procedures.~~

#### **4e) Advanced Step Filing**

~~The Grievance shall be initially filed at the level where the decision resulting in the grievance was made.~~

#### 4f) **Procedures**

##### Informal Resolution

The parties believe that it is usually most desirable for an employee and their immediate supervisor to resolve problems through free and informal communications. When requested by the teacher, a representative of the Association may assist in this resolution. However, when the grievance remains unresolved, then the grievance shall be processed as follows:

- ~~— Step 1 - The grievant shall present the grievance in writing to the employee's principal. A hearing shall be held within three (3) working days. Within two (2) days of the hearing the principal shall provide a written answer to the grievance.~~
- ~~— Step 2 - If not resolved Step 1, the grievant may appeal to the Superintendent. The Superintendent shall arrange for a hearing with the grievant within five (5) days of the appeal. Each party shall have the right to call such witnesses as deemed necessary to develop the facts pertinent to the grievance. The Superintendent will have four (4) days from the date of the hearings to provide the grievant and the Association a written decision.~~
- ~~— Step 3 - If the grievance is not resolved at Step 2, the grievant may appeal the grievance in writing to the Board president. Within ten (10) days from the date of the appeal is received, the Board president shall schedule a hearing on the grievance before the Board of Education, or a committee there from. The hearing shall be held no later than thirty (30) days from receipt of the appeal. Each party shall have the right to call such witnesses as it deems necessary to develop facts pertinent to the grievance. The Board will have five (5) days from the date of the hearing to notify, in writing, the grievant and the Association of the Board's decision.~~

#### **SECTION 5 PROFESSIONAL GROWTH**

Every six (6) years tenured certified employees shall give evidence of professional growth. Six (6) semester hours of college credit in the teaching field shall be accepted as evidence of professional growth. As an alternative such other professional growth activities as approved by the administration and Board of Education shall be accepted in place of or in combination with college credit in the teaching field. A listing of those alternative activities and their corresponding growth points shall be developed in cooperation with representatives of the teaching staff and made available to all members in the teaching staff following their approval.

#### **SECTION 6 MISCELLANEOUS**

##### 6a) **Contract Release**

Prior to April 15 teachers who for plausible and professionally sound reasons wish to be excused from performance under their present contract will be released therefrom upon written request, supported by cause, filed with the Board of Education.

##### 6b) **Bus Driving**

No coach or sponsor shall be required to drive a school bus to any school activity. A coach or sponsor may volunteer to drive a school bus if mutually agreeable with said party and the schools' administration. Each coach or sponsor who volunteers to drive must have an activity bus operator's permit as per NDE Rule 31 including a CDL license.

**6c) Parent Teacher Conferences (PTC)**

Teachers may not be excused from a date set by the administration for “Parent Teacher Conferences” (PTC). If a staff member does not attend the PTC’s, such failure will be considered a breach of the staff member’s employment contract and will result in a reduction in the Staff member’s salary at a rate of \$250 for each night of PTC missed. This rate will not be prorated. If a teacher decides to still miss a PTC, they have to make up the equivalent for 4 hours for each night of PTC missed. These hours MUST be scheduled AFTER school hours and must be submitted to the superintendent for approval prior to completing said hours. Teachers must then submit verification of completed hours to the superintendent. In the case of NCC/NSAA scheduled events, only coaches/sponsors who are required to attend these events that are scheduled on the same night as PTC, will be excused from any sort of penalty. In the case of an emergency situation, pending approval from the superintendent, a teacher may be excused from PTCs and will be excused from the aforementioned penalties.

**6d) Nondiscrimination**

~~The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.~~

The Board and the Association agree that there shall be no discrimination and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the administration of this agreement on the basis of race, creed, color, religion, national origin, sex, domicile, marital status, or sexual orientation in the hiring, training, assignment, promotion, transfer, or discipline of teachers or in the application of this agreement.

**6e) Safety Committee**

The establishment of the safety committee shall be accomplished as stated in NEB. REV.STAT. 48-443.

**6f) Joint Preparation and Construction**

This Negotiated Agreement is the product of a collectively-bargained negotiation, and all parties have cooperated in the drafting and preparation of the Agreement. Thus, this Negotiated Agreement should not be construed for or against any party.

**6g) Reopener Clause**

Negotiations may be reopened before the second year of the two-year agreement upon request of either party if any changes are made by the State Legislature dealing with teacher salary or state funding of public-school districts. Additionally, if the health insurance premiums increase by more than 5%, negotiations may be reopened for the second year of the two-year agreement.

**SECTION 7  
MANAGEMENT RIGHTS**

- 7a) Subject only to the limitation contained in this agreement, the Board retains the exclusive right to manage its business including (but not limited to) the right to determine the methods and means by which its operations are to be carried on, to hire, assign, and direct the staff and to conduct its operations in an effective manner.
- 7b) As the legislative body charged with the operations on the Raymond Central Public Schools, it is acknowledged that the Board has the final responsibility of establishing the educational policies of the Raymond Central Public Schools.
- 7c) During the negotiations resulting in this Agreement, the District and the Association each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter as to which any state

or federal law imposes an obligation to bargain, including but not necessarily limited to, the Industrial Relations Act (NEB. REV. STAT. §§ 48-801 through 48-839). Except as specifically set forth elsewhere in this Agreement, the District expressly waives its right to require the Association to negotiate, and the Association expressly waives its right to require the District to negotiate over all matter as to which state or federal law imposes an obligation to bargain, whether or not: (a) such matters are specifically referred to in this Agreement; (b) such matters were discussed between the District and the Association during the negotiations which resulted in this Agreement; or (c) such matters were within the contemplation or knowledge of the District or the Association at the time this Agreement was negotiated and executed. This Agreement contains the entire understanding, undertaking, and agreement of the District and the Association, after the exercise of the right and opportunity referred to in the first sentence of this section, and finally determines all matters of collective bargaining for its terms. Changes to this Agreement, whether by addition, waiver, deletion, amendment, or modification, must be reduced to writing and executed by both the District and the Association.

- 7d) Representatives of the Association and its affiliates shall be allowed to conduct Association business on school property during school hours or outside school hours, providing such business does not cause undue interruption of the school program. Time and place of such business shall be contingent on the approval of the Superintendent of Schools.
1. The Association shall be allowed the use of the school building for meetings, providing such use does not result in unscheduled maintenance costs. If such costs are incurred, an appropriate fee will be negotiated between the parties to the Agreement.
  2. The Association shall be allowed the use of school equipment including duplicating machines, audio-visual equipment, computers and standard office equipment on the premises.
  3. The Association shall be allowed to make reasonable use of the school’s communication system including teacher mailboxes, intercom, teacher bulletins, and other items, provided such use does not cause unnecessary interruption of the educational program of the school.

Both the Board and the Association agree that this contact constitutes a complete agreement on all matters and that if other proposals have been made or considered, they have been withdrawn in consideration of this contract.

**SECTION 8  
EFFECTIVE DATE**

Once signed by the below listed parties this contract becomes effective at the start of the 2023-2024 contract year and shall continue in effect until amended by mutual agreement of the Board of Education and the Association or by an order of the Commission of Industrial Relations.

**RAYMOND CENTRAL EDUCATION ASSOCIATION**

Official Representative	Date
Official Representative	Date
Official Representative	Date

**RAYMOND CENTRAL BOARD OF EDUCATION**

---

Official Representative

---

Date

**APPENDIX A**  
**RAYMOND CENTRAL PUBLIC SCHOOLS**  
**2023-2024 SALARY SCHEDULE**  
**Base = \$40,000 4% Down / 5% Across**

STEP	BA	BA +9	BA +18	BA +27	MA	MA +9	MA +18	MA +27	MA +36
<b>1-3</b>	1.08 \$43,200.00	1.13 \$45,200.00	1.18 \$47,200.00	1.23 \$49,200.00	1.28 \$51,200.00	1.33 \$53,200.00	1.38 \$55,200.00	1.43 \$57,200.00	1.48 \$59,200.00
4	1.12 \$44,800.00	1.17 \$46,800.00	1.22 \$48,800.00	1.27 \$50,800.00	1.32 \$52,800.00	1.37 \$54,800.00	1.42 \$56,800.00	1.47 \$58,800.00	1.52 \$60,800.00
5	1.16 \$46,400.00	1.21 \$48,400.00	1.26 \$50,400.00	1.31 \$52,400.00	1.36 \$54,400.00	1.41 \$56,400.00	1.46 \$58,400.00	1.51 \$60,400.00	1.56 \$62,400.00
6	1.20 \$48,000.00	1.25 \$50,000.00	1.30 \$52,000.00	1.35 \$54,000.00	1.40 \$56,000.00	1.45 \$58,000.00	1.50 \$60,000.00	1.55 \$62,000.00	1.60 \$64,000.00
7	1.24 \$49,600.00	1.29 \$51,600.00	1.34 \$53,600.00	1.39 \$55,600.00	1.44 \$57,600.00	1.49 \$59,600.00	1.54 \$61,600.00	1.59 \$63,600.00	1.64 \$65,600.00
8		1.33 \$53,200.00	1.38 \$55,200.00	1.43 \$57,200.00	1.48 \$59,200.00	1.53 \$61,200.00	1.58 \$63,200.00	1.63 \$65,200.00	1.68 \$67,200.00
9		1.37 \$54,800.00	1.42 \$56,800.00	1.47 \$58,800.00	1.52 \$60,800.00	1.57 \$62,800.00	1.62 \$64,800.00	1.67 \$66,800.00	1.72 \$68,800.00
10			1.46 \$58,400.00	1.51 \$60,400.00	1.56 \$62,400.00	1.61 \$64,400.00	1.66 \$66,400.00	1.71 \$68,400.00	1.76 \$70,400.00
11			1.50 \$60,000.00	1.55 \$62,000.00	1.60 \$64,000.00	1.65 \$66,000.00	1.70 \$68,000.00	1.75 \$70,000.00	1.80 \$72,000.00
12				1.59 \$63,600.00	1.64 \$65,600.00	1.69 \$67,600.00	1.74 \$69,600.00	1.79 \$71,600.00	1.84 \$73,600.00
13					1.68 \$67,200.00	1.73 \$69,200.00	1.78 \$71,200.00	1.83 \$73,200.00	1.88 \$75,200.00
14					1.72 \$68,800.00	1.77 \$70,800.00	1.82 \$72,800.00	1.87 \$74,800.00	1.92 \$76,800.00
15					1.76 \$70,400.00	1.81 \$72,400.00	1.86 \$74,400.00	1.91 \$76,400.00	1.96 \$78,400.00
<b>16</b>					<b>1.80</b> <b>\$72,000.00</b>	<b>1.85</b> <b>\$74,000.00</b>	<b>1.90</b> <b>\$76,000.00</b>	<b>1.95</b> <b>\$78,000.00</b>	<b>2.00</b> <b>\$80,000.00</b>

**APPENDIX A**  
**RAYMOND CENTRAL PUBLIC SCHOOLS**  
**2024-2025 SALARY SCHEDULE**  
**Base = \$40,500 4% Down / 5% Across**

STEP	BA	BA +9	BA +18	BA +27	MA	MA +9	MA +18	MA +27	MA +36
<b>1-3</b>	1.08 \$43,740.00	1.13 \$45,765.00	1.18 \$47,790.00	1.23 \$49,815.00	1.28 \$51,840.00	1.33 \$53,865.00	1.38 \$55,890.00	1.43 \$57,915.00	1.48 \$59,940.00
4	1.12 \$45,360.00	1.17 \$47,385.00	1.22 \$49,410.00	1.27 \$51,435.00	1.32 \$53,460.00	1.37 \$55,485.00	1.42 \$57,510.00	1.47 \$59,535.00	1.52 \$61,560.00
5	1.16 \$46,980.00	1.21 \$49,005.00	1.26 \$51,030.00	1.31 \$53,055.00	1.36 \$55,080.00	1.41 \$57,105.00	1.46 \$59,130.00	1.51 \$61,155.00	1.56 \$63,180.00
6	1.20 \$48,600.00	1.25 \$50,625.00	1.30 \$52,650.00	1.35 \$54,675.00	1.40 \$56,700.00	1.45 \$58,725.00	1.50 \$60,750.00	1.55 \$62,775.00	1.60 \$64,800.00
7	1.24 \$50,220.00	1.29 \$52,245.00	1.34 \$54,270.00	1.39 \$56,295.00	1.44 \$58,320.00	1.49 \$60,345.00	1.54 \$62,370.00	1.59 \$64,395.00	1.64 \$66,420.00
8		1.33 \$53,865.00	1.38 \$55,890.00	1.43 \$57,915.00	1.48 \$59,940.00	1.53 \$61,965.00	1.58 \$63,990.00	1.63 \$66,015.00	1.68 \$68,040.00
9		1.37 \$55,485.00	1.42 \$57,510.00	1.47 \$59,535.00	1.52 \$61,560.00	1.57 \$63,585.00	1.62 \$65,610.00	1.67 \$67,635.00	1.72 \$69,660.00
10			1.46 \$59,130.00	1.51 \$61,155.00	1.56 \$63,180.00	1.61 \$65,205.00	1.66 \$67,230.00	1.71 \$69,255.00	1.76 \$71,280.00
11			1.50 \$60,750.00	1.55 \$62,775.00	1.60 \$64,800.00	1.65 \$66,825.00	1.70 \$68,850.00	1.75 \$70,875.00	1.80 \$72,900.00
12				1.59 \$64,395.00	1.64 \$66,420.00	1.69 \$68,445.00	1.74 \$70,470.00	1.79 \$72,495.00	1.84 \$74,520.00
13					1.68 \$68,040.00	1.73 \$70,065.00	1.78 \$72,090.00	1.83 \$74,115.00	1.88 \$76,140.00
14					1.72 \$69,660.00	1.77 \$71,685.00	1.82 \$73,710.00	1.87 \$75,735.00	1.92 \$77,760.00
15					1.76 \$71,280.00	1.81 \$73,305.00	1.86 \$75,330.00	1.91 \$77,355.00	1.96 \$79,380.00
<b>16</b>					<b>1.80</b> <b>\$72,900.00</b>	<b>1.85</b> <b>\$74,925.00</b>	<b>1.90</b> <b>\$76,950.00</b>	<b>1.95</b> <b>\$78,975.00</b>	<b>2.00</b> <b>\$81,000.00</b>

**Appendix B**  
**Raymond Central Public Schools/Raymond Central Education Association**  
**2023-2024 Co-Curricular Salary Schedule**  
(Adopted by Board of Education June 15, 2022)

<u>Category I</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>Number of Assistants</u>	<u>Assistants</u>	
Basketball	12	13	14	16	18	2	6,7,8,9,11	
Football	12	13	14	16	18	3	6,7,8,9,11	
Track	12	13	14	16	18	3	6,7,8,9,11	
Volleyball	12	13	14	16	18	2	6,7,8,9,11	
Wrestling	12	13	14	16	18	2	6,7,8,9,11	
Speech	12	13	14	16	18	2	6,7,8,9,11	
Band	12	13	14	16	18			
<u>Category II</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>Number of Assistants</u>	<u>Assistants</u>	
Baseball	9	10	11	13	15	1	4,5,6,7,8	
Softball	9	10	11	13	15	1	4,5,6,7,8	
Vocal Music	9	10	11	13	15			
<u>Category III</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>Number of Assistants</u>	<u>Assistants</u>	
Cheerleaders	5	6	7	9	11	1	4,5,6	
Cross Country	5	6	7	9	11	1	4,5,6	
<u>Category IV</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>Number of Assistants</u>	<u>Assistants</u>	
Jr High Basketball (2)	3	4	5	7	9		2,3,4,5,6	
Jr High Football	3	4	5	7	9	1	2,3,4,5,6	
Jr High Track	3	4	5	7	9	2	2,3,4,5,6	
Jr High Volleyball (2)	3	4	5	7	9		2,3,4,5,6	
Jr High Wrestling	3	4	5	7	9		2,3,4,5,6	
Drill Team	3	4	5	7	9		2,3,4,5,6	
FBLA	3	4	5	7	9	2	2,3,4,5,6	
FFA	3	4	5	7	9	1	2,3,4,5,6	
Skills USA (VICA)	3	4	5	7	9	1	2,3,4,5,6	
One Act	3	4	5	7	9	1		
Spring Play**	3	4	5	7	9			
Mock Trial***	3	4	5	7	9			
Jr High Speech	3	4	5	7	9			
<u>Category V</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>		<u>Number of Assistants</u>	<u>Assistants</u>	
Destination Imagination***	3.5	5	7	8		1	2,3,4	
<u>Category VI</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>Category VIII</u>			<u>1st</u>	<u>3rd</u>
Junior Class Sponsor	2.5	3.5	4.5	Seventh Grade Class/JH SC Asst			0.4	0.8
Yearbook	2.5	3.5	4.5	Eighth Grade Class/JH SC Asst			0.4	0.8
				Freshman Class/SH SC Asst			0.4	0.8
				Sophomore Class/SH SC Asst			0.4	0.8
				National Honor Society			0.4	0.8
				Quiz Bowl			0.4	0.8
<u>Category VII</u>	<u>1st</u>	<u>3rd</u>	<u>Category IX</u>					
Senior Class Sponsor	0.8	0.15	Team Mates					
JH Student Council	0.8	0.15						
SH Student Council	0.8	0.15						
Art Club	0.8	0.15						
Spanish Club	0.8	0.15						
			<u>Category X</u>				<u>1st</u>	
			Teacher Leadership Committee				\$500/16 hr	

Coaches/sponsors who sign up to work in the weight room over the summer can be paid \$10.00/hr for either writing a workout or supervising the weightroom. No more than three coaches will be paid at a single time.

Total money paid to coaches/sponsors in summer weights cannot exceed \$4,500.00/year.

**Appendix C**  
**FORMAL GRIEVANCE PRESENTATION**  
**Step 1 - ORAL NOTICE TO THE PRINCIPAL**  
**(includes a written communication (email) as documentation of oral notice)**

**(Step 2 - Written Grievance to the Principal)**  
(To be completed by Grievant **within five (5) days of meeting with the principal**)

Date of Hearing \_\_\_\_\_  
\_\_\_\_\_ (Within 3 Working Days)

Grievant:

Home Address of Grievant:

School:

Subject Area or Grade:

Name of Association School Representative:

Statement of Grievance: **(Please identify all facts giving rise to grievance, the provisions of Agreement or policy alleged to have been violated and names of all witnesses.)**

Action Requested:

\_\_\_\_\_  
Signature of Grievant

\_\_\_\_\_  
Date

**Appendix D**  
**Step 2 - DECISION OF PRINCIPAL**  
**(Level II - Step One)**

(To be completed by principal or other appropriate administrator  
within ~~two (2)~~ **five (5)** days of ~~formal grievance hearing~~ **the meeting with the principal.**)

Grievant Person(s)

Date of Formal Grievance Presentation

~~Date of Hearing~~

School \_\_\_\_\_ Principal

Decision of Principal (or other Administrator) and reasons therefore:

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

\_\_\_\_\_  
Date of Decision

Grievant Person's Response: (To be completed by Grievant within five (5) days of decision)

\_\_\_\_\_ I accept the above decision of the Principal (or other administrator).

\_\_\_\_\_ I hereby refer the above decision to the Superintendent of Schools.

\_\_\_\_\_  
Signature of Grievant

\_\_\_\_\_  
Date of Response

**Appendix E**

**Step 3 - WRITTEN APPEAL TO THE SUPERINTENDENT**

(To be completed by Grievant within 5 days of receipt of principal's determination)

Grievant:

Home Address of Grievant:

School:

Subject Area or Grade:

Name of Association School Representative:

Presentation of Facts produced in Step 2. (Original copies can be attached or reproduced)

Action Requested:

Signature of Grievant

Date

**The Superintendent will hold a formal meeting within 7 days of receiving written appeal and make a written determination within five (5) days of the date of the meeting.**

Appendix F  
Step 4 - APPEAL TO THE BOARD OF EDUCATION  
(To be completed by Grievant within 5 days of receipt of superintendent's decision)

Grievant Person(s)

School:

Subject Area or Grade:

Name of Association School Representative:

Date of Formal Grievance Presentation

Date Appeal Received by Superintendent

Date ~~Hearing~~ **Formal Meeting** Held by Superintendent

Presentation of Facts produced in Step 2. (Original copies can be attached or reproduced)

Action Requested:

\_\_\_\_\_  
Signature of Grievant

\_\_\_\_\_  
Date

The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

**Appendix F**  
**Step 4 - REVIEW BY BOARD OF EDUCATION**  
**(Level II - Step Three)**

Grievant person(s) \_\_\_\_\_  
\_\_\_\_\_

Date of Formal Grievance Presentation \_\_\_\_\_

(To be completed within five (5) days of receipt of appeal from grievant.)

\_\_\_\_\_ The attached Grievance is hereby appealed to the Board of Education for a review and hearing.

Date of Referral to Board \_\_\_\_\_

Board Response: (To be completed by Board of Education Chairman within five (5) days after Board Hearing with grievant representation; Board Hearing to be held within thirty (30) days after receipt of appeal.)

Date Appeal Received by Board of Education \_\_\_\_\_

Date Hearing held by Board of Education \_\_\_\_\_

(Hearing must be scheduled within ten (10) days of date of appeal is received.)

Decision of Board of Education and Reasons Therefor \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
Signature of Board Chairman \_\_\_\_\_ Date of Decision \_\_\_\_\_

Grievant Person's Response: (To be completed by Grievant within five (5) days of decision)

\_\_\_\_\_ I accept the above decision of the Board of Education.

\_\_\_\_\_  
\_\_\_\_\_  
Signature of Grievant \_\_\_\_\_ Date of Response \_\_\_\_\_

- 10.4. Discuss, Consider and Take Necessary Action to approve the 12-month Employee's Salaries
- 10.5. Discuss, Consider and Take Necessary Action to approve the Classified Staff Salary Schedule
- 10.6. Discuss, Consider, and Take Necessary Action to approve the school nurse salary
- 10.7. Discuss, Consider and Take Necessary Action to approve the Superintendent Contract for 2023-2024

## AMENDED CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

THIS CONTRACT for the 2023-2024 school year is made by and between the Board of Education of the **Lancaster County School District 55-0161, a/k/a Raymond Central Public Schools**, hereinafter referred to as “the Board,” and **LYNN JOHNSON**, hereinafter referred to as “the Superintendent.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 11th day of January, 2023, the Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

**1. Term of Contract.** This Contract is for a term of one (1) year beginning on the 1st day of July, 2023, and expiring on the 30th day of June, 2024. A “contract year,” for purposes of this Contract, shall be from July 1st to June 30th.

**Renewal and Rollover.** This Contract may be extended in one (1) year increments under the terms of this Paragraph. An extension will extend the Contract for one additional contract year (July 1st through June 30th), unless otherwise agreed to in writing by both parties. Neither party is obligated to extend this Contract. Any extension under this Contract must occur as follows:

- a. Superintendent's Request to Extend. In each contract year, the Superintendent shall, by December 31st of such contract year, notify the Board President in writing if the Superintendent desires to extend this Contract for one additional year. If Superintendent does not notify the Board President in writing by December 31st, then this Contract shall not be extended and shall end on the final day of the existing Contract, unless both parties otherwise mutually agree in writing.
- b. Board Action on Request to Extend. If the Superintendent timely submits a request to extend this Contract for one additional year, then the Board shall, in each contract year, have until February 15th of such contract year to decide whether to extend the Contract. If the Board votes to extend the Contract for one year, or if the Board takes no action by February 15th, then this Contract shall automatically be extended by one contract year. If the Board decides against extending the Contract, then the Contract will not extend and will automatically end on the last day of the existing Contract.
- c. Notice of Non-Renewal. The parties agree that this Paragraph takes the place of and foregoes the need for the Board to deliver a notice of non-renewal of the Contract. Further, the Superintendent affirmatively waives the April 15th non-renewal deadline and acknowledges that this Paragraph shall have the same force and effect of a formal notice of non-renewal, if the Board votes against extending this Contract.

**2. Salary.** The salary for the first year shall be \$153,000.00. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment certificated employees of the District. In addition, the Superintendent shall receive \$2,500 per year if she lives within the Raymond Central School District. That provision shall extend through the first five years, provided the Superintendent remains employed by the Raymond Central School District.

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

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such

termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

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

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

- a. Leave Benefits. Paid leave is available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the District and (2) the paid leave day is taken on a day Superintendent would otherwise be expected to be at work.
  - 1) Vacation. The Superintendent shall be allowed 20 working days of vacation leave during each contract year. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled Board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year).
  - 2) Carry-over and Accumulation of Vacation Days. Since the Board and the Superintendent agree that periodic vacation is beneficial to "recharge," the Superintendent shall use at least (14) fourteen days of vacation each year. At the end of the contract year the Superintendent will be reimbursed for up to six (6) unused vacation days at the effective daily rate of pay in the amount of \$460/day.
  - 3) Personal/Sick/Bereavement Leave: The Superintendent's leave benefits will follow those set in the current Master Agreement.
  - 4) Carry-over and Accumulation of Personal Days. Unused unspecified leave may be carried over from one contract year as sick leave only to the next succeeding contract year to a maximum of 50 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing contract year or years until the accumulated number of days is less than 50, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 50 days.
  - 5) Professional Development Leave. The Superintendent shall be allowed 5 working days of professional leave during each contract year.
  - 6) Holidays. The following days shall be holiday days and not working days: July 4th, Labor Day, Thanksgiving, Friday following Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Good Friday, and Memorial Day.
  - 7) Log. The Superintendent shall maintain a current log of used vacation and unspecified leave days with the Superintendent's secretary.
- b. Health and Dental Insurance. The District shall pay for and provide the Superintendent with family health and single dental insurance for which the Superintendent is qualified for insurance under the District's group insurance plan. To the extent not covered by the District's medical insurance plan, the District shall reimburse the Superintendent for the full cost of a complete annual physical examination at such location and by such physician(s) as selected by the Superintendent with approval of the Board President.
- c. Long Term Disability Insurance. The District shall offer and the Superintendent shall purchase long-term disability insurance. The insurance will provide a benefit covering sixty percent (60%) of the Superintendent's salary and health insurance premium with a forty-five (45) day waiting period. The District agrees to add to the Superintendent's gross pay the amount of the premium for a long term disability insurance plan purchased by the Superintendent.
- d. Meetings and Dues. The Superintendent shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Superintendent's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. In addition, the District shall pay the cost of the Superintendent's annual dues to the Nebraska Council of School Administrators, American Association of

School Superintendents, and Nebraska Association for Curriculum and Development, and may pay dues to other professional organizations suitable for the Superintendent's position upon the Superintendent's request.

- e. Transportation Expenses. The Superintendent shall be reimbursed for reasonable expenses incurred in the performance of his duties as Superintendent. The Superintendent shall be reimbursed for mileage within and outside the District, when using a non-district owned vehicle and on District business (this does not apply to travel between home and work.) The Superintendent will provide a log of the miles and complete required District Documentation and the District will reimburse the miles at the rate set annually by the Board for District travel.
- f. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's individual capacity or the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District and the District is not in an adverse position in the legal proceedings.
- g. Other Benefits. The Superintendent may be provided such other benefits as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Superintendent meets the conditions and eligibility requirements for such benefits.
- h. Catastrophic Leave. The Superintendent shall receive 30 days of catastrophic leave (with other administrators to provide 3 days of the 30 days) by combining all remaining leave with the catastrophic leave and not to exceed 45 days. Other administrators will cover during the interim, the duties of the absent administrator. (Adopted by BOE July 19, 2010.)
- i. Tax Deferred Contribution. The Superintendent shall receive a \$15,000 contribution to a tax deferred plan of her choice to be deposited upon the completion of each year of service covered by this contract.

**8. Duties.** The Superintendent is employed as the Superintendent for the District. The Superintendent shall perform the duties of such position as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such positions. The Superintendent shall be subject to such other duties as the Board may assign from time to time. The Superintendent agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

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

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

**10. Evaluation of the Superintendent.** The Superintendent shall be evaluated twice during the first contract year with the District and once during each year thereafter, unless the Board deems additional evaluations appropriate. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Superintendent's personnel file. The Superintendent shall notify the President of the Board to remind the Board of the need to evaluate.

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

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

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

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

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

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

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

<p>Executed this _____ day of January, 2023.</p> <p>_____</p> <p>Superintendent</p>	<p>Executed this _____ day of January, 2023.</p> <p>Board of Education of Lancaster County School District 55-0161, a/k/a Raymond Central Public Schools</p> <p>By: _____</p> <p>President</p> <p>Attest: _____</p> <p>Secretary</p>
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10.8. Discuss, Consider and Take Necessary Action to approve administrator salaries for 2023-2024

10.9. Discuss, Consider and Take Necessary Action to approve new high school course offerings

The items to consider include:

**1. Dual Credit (SECC) US History (3 credits)** - we currently offer 3 sections of US History (full year). Our plan would be offer 1 of those sections as Dual Credit (unless enough students are interested for 2 sections) and not increase FTE needed to offer the course. Courtney Polak has been approved to the teach the class. If she was to leave, we would attempt to find someone dual credit certified, otherwise just go back to full sections of regular US History. (3 credits) Cost of books would be covered by the Dual Enrollment Activity Account.

**2. Dual Credit Statistics (SECC 3 credits)**- we currently offer 3 sections of Pre-Calculus (1st semester College Algebra - DC (SECC 3 credits), 2nd semester Trigonometry - DC (SECC 3 credits). If this class is added, juniors could double book Trig and Stats for 2nd semester. Seniors would just sign up for Stats. We would not add sections, we would just take one of the 2nd semester Pre-Calc sections and make it Stats. It will only run if we have enough interest. 12-15+ enrollment. Cost of books would be covered by the Dual Enrollment Activity Account. If Celia was to leave, again we would look to find a teacher dual credit certified, otherwise we would just teach the same classes without SECC credit attached.

**3. Veterinary Science** - This 1 semester class would serve as a pathway capstone in the ag department. There are prerequisites that we offer. This class would only run based on enough interest, which we believe we may have enough interest to run next fall with students that have the prerequisites. We would assume the minimal cost of materials/books.

**4. 2D Design** (ART 107 Two Dimensional Design is the Doane course name) - A course which focuses on the fundamentals of visual composition and design theory. Students work in various media, exploring the visual potential of line, color, texture, pattern, light and shadow, and space. Students will be able to apply the principles and elements of design, to understand how these principles and elements interact, and to analyze and evaluate the quality of design and form.

Students would be required to take Intro to Art and be 10th-12th graders (Doane requirement). Students can take this course for dual credit through Doane University and must apply to Doane and pay tuition or regular credit only. We will be one of the first schools to offer dual enrollment Art with Doane.

**5. 3D Design** (ART 110 Three Dimensional Design) - Study of three-dimensional design using various materials such as paper, white, plaster, tape, clay, and cardboard. Students will be able to construct three-dimensional sculptures from various materials using the principles and elements of design.

Students would be required to take Intro to Art and Ceramics 1 and be 10th-12th graders (Doane requirement). Students can take this course for dual credit through Doane University and must apply to Doane and pay tuition or regular credit only.

10.10. Discuss, Consider and Take Necessary Action to Approve Staff Hires for 2023-2024

10.11. Discuss, Consider and Take Necessary Action to Approve Substitutes

11. Approval of Next Regular Board Meeting

12. Adjournment