

RAYMOND CENTRAL PUBLIC SCHOOLS - DISTRICT #55-0161
BOARD OF EDUCATION REGULAR MEETING, WEDNESDAY, NOVEMBER 13, 2024
- 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. Motion to Excuse Board Member's Absence
3. Open Meeting Law
4. District Mission Statement
The Raymond Central community is committed to providing a positive, challenging learning environment which prepares each individual to be a responsible citizen in an ever-changing society.
5. Consent Agenda
 - 5.1. Regular Minutes of October 16, 2024

Raymond Central Public Schools (District 0161) Board of Education Regular Meeting

Wednesday, October 16, 2024 at 6:00 PM

Raymond Central Jr-Sr High School - Mustang Room

1800 West Agnew Road

Raymond, NE 68428-9783

Present: Mary Benes, Brad Breitreutz, Cathy Burklund, Larry Heyen, Bill Lange, **Absent:** Derek Matulka. Also in attendance were: Bryon Hanson, Superintendent; Troy Lurz, Jr-Sr High Principal; Tony Kobza, Activities Director/Asst Principal; Steve Rose, Elementary Principal; Deb Kruse, Asst Elementary Principal; and Amanda Coufal, SpEd Director.

Call to Order and Pledge of Allegiance

President Breitreutz called the meeting to order at 6:00 PM and the Pledge of Allegiance was said.

Motion to Excuse Board Member's Absence

Motion by Benes, second by Lange to excuse the absence of Derek Matulka. RCV 5-0. Motion carried.

Open Meeting Law

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

District Mission Statement

The Raymond Central community is committed to providing a positive, challenging learning environment which prepares each individual to be a responsible citizen in an ever-changing society.

Consent Agenda

Motion by Heyen, second by Burklund to approve the consent agenda as presented including the Budget/Tax Asking Hearing and Regular Meeting Minutes of September 11, 2024; September financial statement; monthly bills; and approval of substitute teachers Alexis Dubas and Brooke Quadhamer. RCV 5-0. Motion carried.

Regular Minutes of 9-11-2024 and Workshop Minutes of 9-30-24

Financial Statement/Report

Monthly Bills

Policy Review

Certificated staff hires/reassignment/resignations

Correspondence/Recognition

Presentation to the Board on Fall 2024 Assessment Data

Steve Rose presented the elementary Fall 2024 Assessment Data to the Board.

Public Forum

Reports

Administrative Reports

Submitted by Troy Lurz, Jr-Sr High School Principal

First Months: We continue to develop strong working relationships with our students and staff. Evidence indicates that we are beginning to get some traction toward our administrative vision and plan of action. Visibility has been our calling card and we are being very intentional about making our presence known, seen, and felt. There are bulleted points written on my office board that I personally hoped to be addressing at this point of the school year. They are part of the transition plan I shared when I applied as school principal here. We are currently targeting about five of them and are right where I anticipated us to be as a school. I am impressed with our educational family as we learn the nuances of each other. I am further impressed at the quality of students, parents, and staff, and leadership we have at Raymond Central. We have the ingredients to do something pretty special this year.

Professional Development: We met on October 11 to work on our instructional model. The power in this process is that it is being taught to them through a network of trusted colleagues. This Professional Learning Team is able to relay information and teach the content of the 6 Phase Model without fear of ridicule. This is paper driven and collaboratively designed. Our current focus is Getting Students Interested and we dedicated the day to this phase of the learning model. After this session was complete, there were various other activities being completed as defined by job duty and by building. These included CPI training, Math curriculum work, and curriculum mapping at the high school level.

Achievement Scores and Testing: Fall MAP Growth and NSCAS testing began this week. Make-ups are being completed. We also took the HAL assessment this week for students identified by our HAL team as potentially qualifying.

Counseling/ACT/Senior Experience/Scholarships (Mrs. Osten): September 25 Apply to College Day; almost 80 seniors/parents in attendance for the Financial Aid Meeting; 10 representatives for the College/Career/Military Fair; 4 of them stayed to help with applications.

50 college applications have been submitted; 40 letters of acceptance have been received with a handful of kids who have already decided on their plans which include apprenticeship programs, college, or the military.

17 kids took the PSAT/NMSQT. Juniors took a college visit to SCC Beatrice and visited a college fair on September 17. Dual enrollment numbers are up from last year and we are looking to add additional programs with our amazing staff! Stay tuned for when those proposals are done.

31 seniors have completed college visits and more visits are scheduled.

Next College/Career/Military Fair is on Oct. 23rd.

Awards and Recognition (Staff Member of Merit): Laura Tvrdy and Melissa Nierman were the latest recipients of the staff member of merit. They, along with five more students, including a preschooler, were honored last Thursday. The process to be selected for one of these awards requires that a student or staff member be nominated by at least two people. They are then placed on a ballot for consideration. The ballot is sent to staff each week where they vote on the candidates choosing the week's winners based upon the characteristics offered in the notes. I think it has been well received. I have even considered a patron nomination among the candidates several times this year.

Friday Celebration: Our Friday Celebrations are continuing. The most recent have involved the unveiling of, practicing of, and singing of the new school song lyrics. Thank you to Mr. Ochsner and Mrs. Nierman for their efforts in getting this up and running. A special thank you to everyone that took part in the rewrite of the lyrics. This was a huge endeavor. We hope that we will all be able to take pride in the words that we have chosen to represent us.

Legacy Statements/Sentences: As we continue to redefine our culture and climate, we had our students write legacy statements that we laminated and put on their lockers. Each grade was given a different color. The idea was to have the students think of how they want to be remembered when their time at RCHS is complete. They are interesting to read and tell a lot about the author/owner of the statement. When you frequent our halls, look for them. They are good reading.

Evaluation Update: Formal Evaluations are beginning presently. The high school has tallied around 60 walkthroughs with the new device. This does not include observations conducted before the device was completed where emails were being used to deliver positive feedback and reflective questions.

Collectively, the high school has around 90 total document walkthroughs completed this year. Of course, there are many interactions that are not listed in these numbers occurring as we correspond with our staff.

Staffing: Nothing to report. Our staff is fantastic!

MTSS Update (Breanne): A number of positives with our MTSS teams and process- increased communication and problem-solving opportunities, more authentic relationships as well as student support in all areas: academic, behavioral, social-emotional. The Cloud9 kick-off rally was a great success and character development lessons are now in full swing, taking place three days a week during Advisory. Additionally, we have three LMHPs who all carry full schedules, serving students in grades 6-12.

FBLA: [Newsletter](#)

FBLA Officers and members attended the Fall Leadership Conference at Midland University where they listened to a keynote speaker and attended leadership workshops. Three members competed in the Wildcat Business Invitational. Sarah Lange received first place in Job Interview and Marissa Jensen earned fifth in Introduction to FBLA. Next week we have our Highway Cleanup event, where FBLA and FFA members pick up trash on Agnew Road. FBLA members will be out and about the weekend of October 26 Trick-or-Treating for canned goods.

The Fall Craft Fair and Car Show will be held on Saturday, October 26. We currently have 46 businesses registered, and of those five of them are student created businesses. Students will be selling crocheted items, woodworking projects, bracelets, and other projects. More information can be found here: <https://www.facebook.com/share/GsvHucgFoxkjiYiP/>

Veteran's Day Program: We are putting the final pieces together on this year's Veteran's Day program. It will be on **Monday, November 11 @ 9:30 AM**. Our hope is to make this a very student-centered learning event that honors our Veterans in amazing ways. We hope to see you there.

School Song: It's Alive! Sing it with pride. We put the words on the program for last Friday's football game. This will be standard practice as we learn to sing it as a family. The students are starting to memorize it now.

Tell Our Story! We have been visible and we have been loud so far this year. We continue to encourage members of our educational family to tell the world about the great things we are doing as a school. We are using social media to help spread the good word. We are also using our time in the public to share our story. Communicating face to face still has great value and when given a chance, we are touting all the good things happening here. We need to all be telling the world that Raymond Central is a force to be reckoned with.

#WeAreMustangs, #HerdMetality, #MustangNation

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

Facilities

Basketball hoops and motors were replaced and a new touchscreen has been installed to raise and lower hoops. Shot clocks were also installed and will be ready to go for basketball season.

Stage and Wall mats have been replaced and look great!

Water couplings have been installed and we are able to water the practice area in the hopes that grass will be established and ready to use in the Spring. The heavy rain had caused some havoc on the area and adjustments have been made to help alleviate that in the future.

Athletics

Cross Country, Football, Softball and Volleyball are in full swing. Schedules and results are included in the Mustang Minutes link each week.

Upcoming event: 10/25 Football Senior Night

Softball Finished the season with 9 wins on the season.

Volleyball and Cross Country are competing in Conference and District events over the next couple of weeks.

Football will be finishing their regular season on Friday, October 25.

Winter Sports will begin on November 18.

We are moving Junior High Girls Wrestling to November to try to encourage and allow more participation as opposed to the same time as Girls Basketball in January and February.

Activities

The **FBLA** year is off to a great start! The national theme this year is "Dare to Dream...Dare to Lead." FBLA Officers attended the Fall Leadership Conference at Midland University on September 25.

The officer team has been working hard to organize the Fall Craft Fair and Car Show. This event will be held on Saturday, October 26 at the High School.

The **Quiz Bowl** group continues to grow in size! Quiz Bowl will be competing at a number of tournaments this fall in Seward, Ralston, Central City and more. We are also hosting a tournament on November 16!

The 2024 **One Act**, *The Fall of Lafontaine Manor*, has begun rehearsals and is working hard with a stellar group of students!

Art Club elected officers for the year are: Kinsley Seufferer-President, Aliviah Ceja-Vice President, Kayla Behn-Secretary, and Alyssa Monnier-Social Media Manager. Students are working on creating work for the Scholastic Art Competition coming up in December and prepping for Inktober designs in October. Art Club is open to any students in grades 9-12, they do not have to be taking an art class to join.

FFA: Fifteen FFA members competed in the District Land Judging Contest on October 2. Central FFA's team placed 4th and will compete at the State Land Judging Contest on October 16. The team consists of Isaac Zobel, Grace Reed, Amirah Potter, and Makenna Hellerich. Isaac placed 20th overall out of 273 individuals.

Sixteen FFA members traveled to the Leigh FFA Livestock Judging Invitational on October 9.

- The senior team placed 1st overall
- Out of 87 individuals:
 - Bailey Grant -- 2nd place individual
 - Elizabeth Funk -- 5th place individual
 - Khloe Cuttlers -- 6th place individual
 - Addison Grant -- 15th place individual
 - Erika Donahue -- 19th place individual
 - Carlee Wolfe -- 22nd place individual
- The junior team walked away with a 4th place finish!
- Out of 141 Individuals
 - Morgan Kliment -- 4th place individual
 - Lydia Donahue -- 21st place individual
 - Julia Wolfe -- 22nd place individual
 - Jolee Kliment -- 27th place individual

FFA is also hosting two Feed-A-Farmer events at the local cooperatives this year. The first one was on Friday, October 11 at Frontier Cooperative in Ceresco. The second one will be on Friday, October 18 at Farmers Cooperative in Raymond.

Submitted by Elementary Principals Steve Rose and Deb Kruse

Classroom Visits: The leadership team has made a concerted effort to provide teachers more feedback through walkthroughs, informal and formal observations. Feedback has been focused on previous professional learning: 100% active participation and Classroom Culture. As we provide professional learning around the new instructional model, we will provide teachers feedback on their use of the strategies in their classrooms. We have conducted 41 walkthrough/informal/formal observations so far. This does not include the informal daily visits to classrooms. Our daily visits to classrooms allow us the opportunity to support teachers, interact with students, foster a culture of continuous learning and development and identify areas of

improvement.

Fall Data

Peer Coaching: We will soon provide structures for teachers to reflect and learn from each other. Professional learning without structures for teachers to work with their peers is not effective. Breanne Poston and Monica Blank will introduce peer coaching to the staff on November 1.

Professional Learning: October 11, we had professional learning on the RC Instructional Model. The professional learning team presented the first phase of learning: Become Interested. In order for information to start the journey through the stages of memory, we must first pay attention to it. Our brain receives 11 million bits of information per second but can only process 120 bits per second. So how do we make sure students pay attention to what we want them to pay attention to in the classroom? One way is to use Cognitive Interest Cues, which is our first instructional strategy in our RC Instructional Model. Staff also had the opportunity to analyze student and teacher Panorama Data. The Panorama Data is information about what stakeholders think and feel about the school environment. This data is important because in order to learn, students must first feel safe and cared for. Teachers had the opportunity to create innovation configuration maps. Innovation configuration maps identify the major components of our instructional model and describe how each element looks along a continuum from low-level implementation to high-fidelity implementation.

Elementary Student Leadership Conference: Mrs. White took eight students from the 4th and 5th Grade at Valparaiso and Ceresco to the NAESP Region 1 Elementary Leadership Conference at Doane University on October 9. The students spent the day doing team building and learning how to be leaders in their classrooms and their schools. [Pictures from the event](#)

Fire Safety Day: Elementary students from both sites went on an exciting field trip to the Valparaiso Rural Fire Department on Thursday, October 10, for a hands-on learning experience about fire safety. The event, hosted by fire personnel from Valparaiso, Ceresco, and Raymond, allowed students to use a fire hose, try on gear, and learn safety procedures in case of a fire. A coin drive was done at both elementary schools with a bit of a competition through some "penny wars" The combined schools were able to raise over \$2200 to donate to the fire department. [Pictures from the Event](#)

Submitted by Amanda Coufal, Director of Special Education

Sensory Safari:

The life skills students were able to attend the Sensory Safari again this year at the Lincoln Children's Zoo on October 2. The weather was great and the students were fantastic. This is always an anticipated event for our students to get together with their peers, and have the opportunity to touch, feel, hear, and smell at interpretive stations located throughout the zoo. After the Sensory Safari, students had a picnic at the zoo and time to play on the equipment. This year, we had 10 students attend from Kindergarten through the 18-21 year program. We also had 10 adults assisting during this time. A big thank you to Patty and her lunch staff for preparing sack lunches for our students and staff. Also, a big thank you to Mr. Hanson for allowing the students to participate in this event. And to our adults who took great care of our students and made sure that everyone was safe and able to participate in all the activities: Nicole Kliment, Paige Mestl, Stacey Doan, Jessica Knopp, Ashley Matulka, Melani Nelson, Courtney Barry, Clair Turman, Jody Albrecht, and Leann Wiese. Scroll down for pictures to make your heart happy!

Treat Trolley:

The Middle and High School Life Skills Students are in full force with the Treat Trolley again this year. Staff can sign up for salty or sweet snacks, lemonade, tea or water with propel packets on a Google form. Then the students have to take their orders, create a receipt of items ordered, where the items are to be delivered and the final cost. Students are working on their organizational skills, taking inventory, communication and money skills. They also package the

items in brown paper bags and staple the receipt for the recipient. Thursdays are an anticipated time for staff to receive their treats and communicate with our students!

Project Search

One of our students is completing her transition programming by attending Project Search at the Lincoln Marriott Cornhusker Hotel. During her IEP and employment meeting this week, they commended Raymond Central on the work that we have done to prepare her for this opportunity. They quickly recognized that she had prior job experience, could follow a schedule and adapt to changes, stay focused on tasks, and how to dress appropriately for a job site. The opportunity that she had at Raymond Central is allowing her to continue to develop her job-related skills and employability.











Student Board Member

Student Board Member Ellie White reported on happenings at school.

Superintendent's Report

Classified Staff hires/reassignment/resignations

NASB Monthly Update

NRCSA Monthly Report

Update on Superintendent Goals

Superintendent Hanson has submitted his goals and will report on them quarterly.

Safety Report

The first safety meeting was held on September 26. We reviewed the Rule 10 Audit and the Raymond Central Safety Manual. We will be working to add language and procedures regarding a repose to potentially tragic situations involving students or staff.

Facilities Report

- The Transportation and Facilities Committee will meet on October 29.
- We are locating some of the areas where the new driveway will be for water and electrical.
- I am working on getting things rolling for the new heat pumps at Valparaiso for phase 2.
- We are doing a boiler cleaning on all 5 at the high school. We had one refractory burn down in boiler 5.
- New cameras were installed and 3 new door accesses are complete.
- Working hard to keep the school operating and clean. Chris comes back on November 1.
- This summer we installed new switches at the high school, so all campuses have new switches. Next year we will need to do a WIFI upgrade. We will be putting out an e-rate bid at the end of this year.
- We also just completed camera install at the football field, PK modular, and north side of the high school, and Access control has been added to some entrances at the high school.

Important Upcoming Dates:

- Rule 10 Assurances has been submitted prior to the deadline
- NDE Consolidated Data Collection Reports were submitted before the deadline
- State Conference - November 20-22
- Superintendent Evaluation - October 17-27

Board Committee Reports

Curriculum & American Civics Committee (Burklund-chair, Lange, Matulka)

The Curriculum & American Civics Committee is required to hold at least two public meetings annually. This committee met prior to the meeting to review the Americanism Report submitted by the elementary and secondary principals. It was determined that the Raymond Central social studies curriculum is aligned with state standards.

Facilities & Transportation Committee (Matulka-chair, Burklund, Lange)

Finance Committee (Breitkreutz-chair, Burklund, Heyen)

Negotiations Committee (Lange-chair, Benes, Heyen)

Policy Committee (Benes-chair, Breitkreutz, Heyen)

Old Business

New Business

Discuss, Consider, and Take Action regarding the re-affirmation of the Raymond Central Public School District's Commitment to Action and Change.

Motion by Benes, second by Heyen to approve the re-affirmation of the Raymond Central Public School District's Commitment to Action and Change. RCV 5-0. Motion carried.

Discuss and consider the approval of changes to Policy 4132 which would provide stipends to students teachers in the Raymond Central School District.

Motion by Heyen, second by Burklund to approve changes to Student Teacher Policy 4132 which would provide stipends to student teachers in the Raymond Central School District. RCV 5-0. Motion carried.

Discuss, Consider and Take Necessary Action to approve a resolution that establishes option enrollment capacities.

Motion by Burklund, second by Lange to adopt Resolution 5006a and Appendix 1 establishing option enrollment capacities for the 2025-2026 school year. RCV 5-0. Motion carried.

Discuss, Consider and Take Necessary Action to Approve Snow Removal Bids

Motion by Benes, second by Heyen to approve the snow removal bid from Haxton Excavating and Grading for the Valparaiso Elementary school and from Joseph Metzger for the Ceresco Elementary school. RCV 5-0. Motion carried.

Discuss, Consider, and Take Necessary Action to remove Education Association Account 6030 from our TIN at Jones Bank

Motion by Burklund, second by Benes to remove the Raymond Central Education Association account from the school's TIN at Jones Bank. RCV 5-0. Motion carried.

Discus, Consider and Take Necessary Action to make a banking resolution that identifies the Superintendent be in charge of opening and maintaining bank accounts for RCPS per Board approval

Motion by Heyen, second by Burklund to approve a banking resolution that identifies the Superintendent with the authority to open and maintain bank accounts for Raymond Central per Board approval. RCV 5-0. Motion carried.

Consider, Discuss, and Take Necessary Action to Consider the Purchase and Installation of Phase 2 of the Heat Pump Replacements at Valparaiso Elementary.

We currently use 410-A refrigerant. If we wait past the end of this month to make the purchase, we will have to switch to R-32 Refrigerant, which means half our units at Valparaiso will be on a different refrigerant and the cost will increase by 3%. Motion by Burklund, second by Lange to approve the purchase and installation of Phase 2 of the heat pump replacements at Valparaiso Elementary at a cost of \$145,200.00. RCV 5-0. Motion carried.

Next Regular Board Meeting

The next regular Board of Education Meeting will be held Wednesday, November 13, 2024.

Adjournment

Motion by Lange, second by Benes to adjourn the meeting at 6:48 PM. RCV 5-0. Motion carried.

5.2. Financial Statement/Report



Raymond Central Public Schools
General Fund Comparison to Previous Year
October 2024

	10/1/2024 - 10/31/2024	10/1/2023 - 10/31/2023
Balance - Beginning of Month	\$3,032,685.06	\$3,941,060.77
Receipts	\$344,252.39	\$385,022.84
Interest Earned	\$5,363.36	\$7,512.24
Disbursements	<u>-\$1,029,644.61</u>	<u>-\$939,108.85</u>
Certificate of Deposit	<u>\$1,011,717.81</u>	
Balance - End of Month	\$3,364,374.01	\$3,394,487.00



Raymond Central Public Schools General Fund Receipts Oct 2024

LANCASTER COUNTY TREASURER		
TAXES		\$20,749.50
PERSONAL PROPERTY TAX		\$1,215.94
MOTOR VEHICLE TAXES		\$32,528.30
FINES & FEES		\$1,322.17
SAUNDERS COUNTY TREASURER		
TAXES		\$110,336.98
MOTOR VEHICLE TAXES		\$18,124.27
FINES & FEES		\$1,817.26
MOTOR VEHICLE PRO-RATE		\$1,014.05
SEWARD COUNTY TREASURER		
TAXES		\$3,473.36
MOTOR VEHICLE TAXES		\$746.86
FINES & FEES		\$105.27
MOTOR VEHICLE PRO-RATE		\$29.92
BUTLER COUNTY TREASURER		
FINES & FEES		\$8.29
MOTOR VEHICLE PRO-RATE		\$2.15
STATE OF NEBRASKA		
STATE AID		\$123,367.00
FEDERAL RECEIPTS		
MEDICAID CFDA		\$1,864.71
NON-REVENUE RECEIPTS		
BIG IRON - MISC ITEMS		\$526.25
TCI - RETURN		\$180.00
PRESCHOOL TUITION		
TUITION PAYMENTS		\$5,000.00
RCPS HOT LUNCH FUND		
OCT. PAYROLL REIMBURS.		\$21,840.11
JONES BANK		
GENERAL FUND INTEREST Oct		\$5,363.36
TOTAL		\$349,615.75

OCTOBER 2024	Percent of Year Completed		16.00%			
2024-2025 RECEIPTS		M-T-D	Y-T-D	Y-T-D	Y-T-D	Y-T-D
	ANTICIPATED	RECEIVED	RECEIVED	RECEIVED	% Received	% Received
ACCOUNT	2024-2025	2024-2025	2024-2025	2023-2024	2024-2025	2023-2024
Property Taxes	\$8,049,417.00	\$134,559.84	\$1,229,621.10	\$1,271,456.44	15.28%	15.67%
Motor Vehicle Tax	\$550,000.00	\$51,399.43	\$79,048.74	\$99,111.72	14.37%	19.86%
Public Power Tax (5% Gross)	\$33,000.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Carline Taxes	\$2,500.00	\$0.00	\$268.20	\$539.88	10.73%	21.34%
Other Tuition	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Interest	\$30,000.00	\$5,363.36	12,010.12	\$14,922.25	40.03%	186.53%
Local License Fees	\$500.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Other Local Receipts(Pre-K)	\$20,000.00	\$5,000.00	9,825.00	\$4,302.62	49.13%	35.86%
Fines & License Fees	\$40,000.00	\$3,252.99	\$4,530.06	\$6,143.15	11.33%	23.63%
ESU Receipts	\$2,900.00	\$0.00	\$0.00	\$2,112.20	0.00%	28.93%
State Aid	\$1,237,141.00	\$123,367.00	250,202.00	\$253,121.00	20.22%	20.85%
Special Education	\$1,140,000.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Special Educ. Transportation	\$55,000.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Homestead Exemption	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
High Ability Learners	\$5,500.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Pro-Rate Motor Vehicles	\$17,000.00	\$1,046.12	\$1,046.12	\$2,520.87	6.15%	13.27%
State Apportionment	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Relief to Property Tax Payers	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Other State Receipts	\$15,000.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Personal Property Tax Credit	\$0.00	\$0.00	\$0.00	\$7,236.52	0.00%	100.00%
Title I /II Funds	\$75,000.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Other Federal Receipts	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
SPED IDEA Grant PreK	\$137,000.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Private Grants-College Access	\$3,500.00	\$0.00	\$0.00	\$3,150.00	0.00%	100.00%
Carl Perkins	\$3,000.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Other Non-Revenue Receipts	\$2,000.00	\$180.00	\$1,800.00	\$838.00	90.00%	100.00%
Ag Land Property Credit	\$0.00	\$1,215.94	10,035.59	\$0.00	0.00%	100.00%
ESSER (COVID-19) Funds	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Sale of Property	\$3,000.00	\$526.25	526.25	\$0.00	17.54%	0.00%
MIPS-Medicaid-Public Schools	\$40,000.00	\$1,864.71	\$9,882.70	\$13,334.66	24.71%	149.83%
TransferOther Fund/ Imprest	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Insurance Adjustments	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	100.00%
TOTAL	\$11,461,458.00	\$327,775.64	\$1,608,795.88	\$1,678,789.31	14.04%	14.91%
2024-2025 DISBUREMENTS		M-T-D	Y-T-D	Y-T-D	Y-T-D	Y-T-D
	BUDGET	DISBURSED	DISBURSED	DISBURSED	% Disbursed	% Disbursed
CATEGORY	2024-2025	2024-2025	2024-2025	2023-2024	2024-2025	2023-2024
Instructional Services	\$5,900,000.00	\$400,554.28	\$799,124.38	\$824,700.04	13.54%	15.60%
Special Education	\$2,450,000.00	\$239,343.57	383,033.01	\$367,652.37	15.63%	18.22%
Guidance	\$200,000.00	21,473.57	43,449.02	\$57,700.22	21.72%	25.32%
School Health Nurse	\$116,000.00	9,199.10	18,446.54	\$18,104.16	15.90%	16.06%
Safety & Security	\$52,151.00	\$0.00	\$0.00	\$8,395.57	0.00%	16.10%
Activities	\$90,000.00	\$11,255.67	\$25,462.71	\$45,232.19	28.29%	47.60%
Media, Technology	\$800,000.00	\$53,609.73	\$141,014.75	\$108,579.57	17.63%	15.29%
Gen.Admin (Supt/BOE/Legal)	\$430,000.00	\$24,319.77	\$51,382.99	\$50,680.24	11.95%	11.82%
School Admin (Principals)	\$860,000.00	69,491.68	246,607.66	\$119,503.18	28.68%	15.68%
Business	\$350,000.00	10,557.47	23,109.50	\$19,880.02	6.60%	6.16%
Operation of Plant	\$635,000.00	105,447.87	173,851.21	\$113,623.19	27.38%	14.39%
Maintenance of Plant	\$550,808.00	37,380.77	304,637.92	\$47,080.86	55.31%	9.10%
Pupil Transportation	\$421,129.00	\$19,108.66	\$233,067.36	\$33,035.06	55.34%	6.16%
Fed. Grants (Title,Perkins)	\$290,000.00	5,882.36	11,748.19	\$15,048.10	4.05%	11.58%
Transfers	\$0.00		100,000.00	\$0.00	0.00%	0.00%
TOTAL	\$13,145,088.00	\$1,007,624.50	\$2,554,935.24	\$1,829,214.77	19.44%	15.26%



Raymond Central Public Schools

Financial Report 10-31-2024

GENERAL FUND

Purpose: Pays day to day expenses for District

Funded by: Local Taxes, State/Fed Reimb. for SPED, State Aid, Title 1, other misc. grants

For RC: Salaries, benefits, educ expenses, technology, building and grounds maintenance, transportation

Cash Balance - Oct. 1, 2024	\$3,032,685.06
Oct. Receipts	\$349,615.75
Oct. Disbursements	<u>-\$1,029,644.61</u>
Cash Balance - Oct. 31, 2024	\$2,352,656.20
Certificate of Deposit	<u>\$1,011,717.81</u>
Combined Balance - Oct. 31, 2024	\$3,364,374.01

LUNCH FUND

Purpose: Pays all expenses for Hot Lunch program including kitchen payroll.

Funded by: Parent/Student/Staff payments for meals and State/Fed Reimb. for meals served.

For RC: Salaries, benefits for HL staff, food, milk, supplies, equipment, repairs associated with HL program.

Note: On 8/2024, the General Fund transferred \$100,000.00 to the HL account. No transfers out of HL Fund.

Cash Balance - Oct. 1, 2024	\$155,053.67
Oct. Receipts	\$22,204.09
Oct. Disbursements	<u>-\$62,965.19</u>
Cash Balance - Oct. 31, 2024	\$114,292.57

BUILDING/SINKING FUND

Purpose: To acquire new sites, improve existing buildings, all new building/construction expenses.

Funded by: Local Taxes, sale of property.

For RC: Previously used for HVAC projects, new propane tank HS, pays property taxes on farmland south of HS.

Used for new additions/construction.

Cash Balance - Oct. 1, 2024	\$1,971,098.38
Oct. Receipts	\$17,723.53
Oct. Disbursements	<u>-\$83,906.00</u>
Cash Balance - Oct. 31, 2024	\$1,904,915.91
Certificate of Deposit	<u>\$1,071,164.35</u>
Combined Balance - Oct. 31, 2024	\$2,976,080.26

HIGH SCHOOL BOND FUND

Purpose: Pay principal/interest on loans for new construction and additions.

Funded by: Local Taxes through a bond.

For RC: Used to pay interest/principal payts on 2009 HS Bond

Cash Balance - Oct. 1, 2024	\$967,992.11
Oct. Receipts	\$78,007.72
Oct. Disbursements	<u>\$0.00</u>
Cash Balance - Oct. 31, 2024	\$1,045,999.83

DEPRECIATION FUND

Purpose: Pays to 'replace' not add. Fixing a roof, replacing a bus, upgrading systems.

Funded by: General Fund (GF) transfers at YE only with specific purpose identified.

For RC: In 8/2024, \$500,000.00 was transferred from the GF budget that was planned but not spent. This transfer was earmarked for a bus purchase, technology and updates needed for school buildings.

Cash Balance - Oct. 1, 2024	\$690,662.56
Oct. Receipts	\$1,466.47
Oct. Disbursements	<u>\$0.00</u>
Cash Balance - Oct. 31, 2024	\$692,129.03
Certificate of Deposit	<u>\$1,726,810.70</u>
Combined Balance - Oct. 31, 2024	<u>\$2,418,939.73</u>

QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND

Purpose: Pays for removal of environmental hazards (mold, asbestos) and reduction/removal of accesibility barriers in school buildings.

Funded by: Local taxes via tax levy.

For RC: Use funds for accessibility improvements on elementary playground updates in 2024.

Cash Balance - Oct. 1, 2024	\$4,067.21
Oct. Receipts	\$1.15
Oct. Disbursements	<u>\$0.00</u>
Cash Balance - Oct. 31, 2024	\$4,068.36

EMPLOYEE BENEFIT FUND - UNEMPLOYMENT

Purpose: Part of the General Fund. Can be used to pay unemployment, benefits, early retirement

Funded by: General Fund transfers at YE only with specific purpose identified.

For RC: In 8/2024 \$100,000.00 was transferred from the GF earmarked to pay Admin Benefit costs .

Cash Balance - Oct. 1, 2024	\$102,057.51
Oct. Receipts	\$65.01
Oct. Disbursements	<u>\$0.00</u>
Cash Balance - Oct. 31, 2024	\$102,122.52
Certificate of Deposit	<u>\$261,886.33</u>
Combined Balance - Oct. 31, 2024	<u>\$364,008.85</u>



Raymond Central Public Schools
Student Activities Fund Balances Oct 2024

<u>Activity Name</u>	<u>Beginning Balance</u>	<u>Revenues</u>	<u>Expenses</u>	<u>Balance</u>
After School Club	50.00	0.00	0.00	50.00
Annual	10,890.00	880.00	0.00	11,770.00
AP Funds	43,341.84	0.00	1,453.36	41,888.48
APEX	119.05	0.00	0.00	119.05
ART CLUB	598.88	218.24	0.00	817.12
Athletics	127,670.21	14,918.30	22,727.67	119,860.84
Band	42.05	48.00	47.90	42.15
Band Trip	10,669.76	0.00	0.00	10,669.76
Baseball	164.42	0.00	0.00	164.42
Boys BB	7,686.71	150.00	2,164.77	5,671.94
Ceresco Book Fair	(4.60)	0.00	0.00	(4.60)
Ceresco Pop	6.62	19.64	0.00	26.26
Cheerleaders	(7,155.89)	4,638.24	67.95	(2,585.60)
Choir	14,359.76	0.00	256.04	14,103.72
Class 2025	1,097.52	0.00	0.00	1,097.52
Class 2028	4,248.35	0.00	0.00	4,248.35
Class 2029 Field Trip Funds C	2,806.38	0.00	0.00	2,806.38
Class 2030 Field Trip Funds C	3,045.11	0.00	0.00	3,045.11
Class 2031 Field Trip Funds C	3,807.53	0.00	0.00	3,807.53
Class 2031 Field Trip Funds V	2,961.89	0.00	0.00	2,961.89
Class 2032 Field Trip Funds C	2,494.28	0.00	75.00	2,419.28
Class 2032 Field Trip Funds V	2,357.37	0.00	75.00	2,282.37
Class 2033 Field Trip Funds C	1,349.43	0.00	79.50	1,269.93
Class 2033 Field Trip Funds 2033	1,386.85	0.00	79.50	1,307.35
Class 2035 Cer	265.88	0.00	0.00	265.88
Class 2035 Val	1,042.51	0.00	0.00	1,042.51
Class 2036 C	90.45	0.00	0.00	90.45
Class 2036 Val	201.75	0.00	0.00	201.75
Class 2037 C	0.00	0.00	222.00	(222.00)
Class 3037 V	0.00	0.00	174.00	(174.00)
Class of 2026	293.31	12.70	0.00	306.01
Class of 2027	3,613.18	0.00	0.00	3,613.18
Class of 2034 Ceresco	922.23	0.00	0.00	922.23
Class of 2034 V	831.30	0.00	0.00	831.30
College Access Grant	4,448.94	0.00	0.00	4,448.94
Cross Country	2,141.45	160.00	394.93	1,906.52
Culinary Snack Cart	1,639.50	0.00	0.00	1,639.50
DI	4,614.68	0.00	0.00	4,614.68
Drama Act	1,557.06	725.93	0.00	2,282.99
Drill Team	487.27	74.19	0.00	561.46
Elem Fundraising	52,898.38	0.00	1,735.66	51,162.72
Elem Pictures/Yearbook	2,983.42	0.00	0.00	2,983.42
Elem Student Council	483.85	0.00	0.00	483.85
FBLA Act	1,775.29	1,479.16	601.88	2,652.57
FFA Act	18,693.94	7,162.00	4,420.55	21,435.39

<u>Activity Name</u>	<u>Beginning Balance</u>	<u>Revenues</u>	<u>Expenses</u>	<u>Balance</u>
Fines	741.31	0.00	0.00	741.31
Football	5,760.36	1,429.26	1,035.00	6,154.62
Girls BB	683.02	273.30	0.00	956.32
Girls Wrestling	55.07	0.00	0.00	55.07
Golf Activity	1,068.91	0.00	0.00	1,068.91
HAL	59.66	0.00	0.00	59.66
HS Caring Shelves	3,126.33	0.00	37.99	3,088.34
HS Pop	1,872.57	243.64	0.00	2,116.21
HS Quiz Bowl	(519.43)	100.00	0.00	(419.43)
JH Boys BB	128.71	0.00	0.00	128.71
JH Football	659.73	85.46	229.50	515.69
JH Girls BB	809.70	0.00	0.00	809.70
JH Speech	2,065.54	0.00	0.00	2,065.54
JH Student Council	904.43	0.00	33.85	870.58
JH Track	1,350.09	0.00	0.00	1,350.09
JH Volleyball	1,339.13	0.00	0.00	1,339.13
JR Achievements	629.57	0.00	0.00	629.57
Library	2,066.77	0.00	0.00	2,066.77
Life Skills	2.41	0.00	0.00	2.41
Mock Trial	380.96	0.00	0.00	380.96
National Honor Society	291.49	0.00	0.00	291.49
Professional Development	13,659.70	0.00	814.17	12,845.53
RC Backpack	25,282.44	237.64	0.00	25,520.08
RC Blue Crew	42.73	0.00	0.00	42.73
RC Concessions	7,207.35	18,183.69	10,016.05	15,374.99
RC Foundation	24.00	0.00	0.00	24.00
Restitution	190.00	0.00	0.00	190.00
Score Vision	13,401.64	0.00	0.00	13,401.64
Service Fees (Activity Acct)	10,608.94	467.81	2,979.00	8,097.75
Skills USA	330.99	0.00	0.00	330.99
Social Justice	194.12	0.00	0.00	194.12
Softball	4,903.08	288.09	0.00	5,191.17
Spanish Club	860.05	30.00	0.00	890.05
Speech	8,209.97	1,796.80	492.36	9,514.41
Spring Musical	2,193.04	0.00	0.00	2,193.04
'Stang Gang Student Section	(0.01)	0.00	0.00	(0.01)
Student Council	8,157.08	1,339.79	886.50	8,610.37
Student Pop	990.45	151.73	30.00	1,112.18
Testing	4,598.23	90.00	0.00	4,688.23
Track	1,326.20	0.00	0.00	1,326.20
TShirt Press Acct	(763.42)	2,371.42	126.45	1,481.55
Unified Team	600.00	0.00	0.00	600.00
Val Book Fair	10,014.29	0.00	0.00	10,014.29
Val Pop	4.49	6.78	0.00	11.27
VolleyBall	11,935.75	19.12	0.00	11,954.87
Weight Room	4,050.00	0.00	0.00	4,050.00
Wrestling	508.05	608.07	491.03	625.09
Weight Room	4,050.00	0.00	0.00	4,050.00
Wrestling	468.05	40.00	0.00	508.05



Raymond Central Public Schools
Student Fees Fund Balances Oct 2024

<u>Activity Name</u>	<u>Beginning Balance</u>	<u>Receipts</u>	<u>Expenses</u>	<u>Balance</u>
Activity Pass	10,011.00	0.00	0.00	10,011.00
Service Fees (Student Fees)	2,956.31	586.43	2,206.95	1,335.79
Ag-Ed Labs	2,470.23	0.00	0.00	2,470.23
Art Class	288.41	10.00	0.00	298.41
Chromebooks	12,519.57	220.00	0.00	12,739.57
FBLA	106.00	0.00	0.00	106.00
Foods Class	889.87	25.00	437.63	477.24
Skills USA	1,150.33	0.00	0.00	1,150.33
Sports Fees	8,985.22	160.00	0.00	9,145.22
Tech Ed	(785.64)	0.00	0.00	(785.64)

5.3. Monthly Bills



Raymond Central Public Schools

Bills Paid October 2024

General Fund - Report of Bills Paid October 2024

<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
10/18/2024	RCPS Payroll	Oct 2024 Payroll	747,552.82
10/25/2024	ESU#2	Indepen. School 1st quarter 24-25	51,553.78
10/04/2024	Integrated Controls	HVAC Controls for Val	47,335.00
10/25/2024	ESU#2	SPED 1st Quarter 24-25	31,566.69
10/15/2024	Norris Public Power	Electricity HS	13,074.90
10/16/2024	ESU#2	Online Courses,Licenses,Firewall,Zoom	10,269.00
10/14/2024	Trane US Inc	Repairs HVAC #8	9,492.00
10/25/2024	Electronic Contracting Company	New Fire Panel V 1st payt	9,423.33
10/25/2024	Foundations Occupational Therapy	SPED Services OT 1st quarter24-25	8,272.59
10/25/2024	St of NE-E-rate	Erate Cost Recovery	7,576.14
10/25/2024	Otte Oil & Propane Inc.	Propane HS	7,300.53
10/25/2024	JourneyEd.com, Inc.	Microsoft EES Renewal	5,891.60
10/14/2024	Pine Cove Consulting	2 Newline Touch Screens- HS, V	5,050.00
10/14/2024	Pine Cove Consulting	Managed Tech Service Oct 2024	4,500.00
10/04/2024	Wolfe Construction Inc.	Masonry Work, V, HS	3,500.00
10/15/2024	Butler Public Power District	Electricity V	3,482.15
10/16/2024	Computer Hardware	5 I pads 3 SPED, 2 PreK	2,445.00
10/11/2024	Access Systems, Inc	Copiers- Monthly	2,357.52
10/16/2024	Computer Hardware	Macbook Air	2,049.00
10/16/2024	Brooke L. Cheleen	Sept 2024 SPED Physical Therapy	1,442.88
10/15/2024	Pine Cove Consulting	Veeam Backup Essentials/Prod Support 24-	1,284.00
10/04/2024	Wolfe Construction Inc.	Repair Shingles/gutters C	1,240.00
10/25/2024	Summit Fire Protection	Fire Extinguisher Annual Inspect. HS	1,141.35
10/17/2024	US Bank	One Act Supplies	1,074.68
10/04/2024	NE FFA Assoc.	State/National Dues FFA	1,008.00
10/16/2024	Liberty Lawn & Landscape	Lawn Treatment#4 HS	1,000.00
10/17/2024	US Bank	HS Art Supplies	863.09
10/14/2024	Pitney Bowes Bank Purchase Power	Postage HS	821.75
10/25/2024	Village of Ceresco	Utilities C 2 months	806.85
10/14/2024	Perry Guthery Haase & Gessford P.C.	Legal Services	806.25
10/14/2024	Scott Tvrdy	Sept Mowing C, V	800.00
10/11/2024	Nebraska Dept Of Revenue	Motor Fuels Tax	740.00
10/17/2024	US Bank	PE Equipment C,V	718.92
10/11/2024	Diversified Drug Testing	Bus Driver Random Drug Testing	710.00
10/14/2024	Pioneer Manufacturing Co	Paint - Ground Supplies FB Field. HS	705.75
10/14/2024	Sentry Electric Inc.	Find Conduits Wells/Waterlines HS	703.00
10/14/2024	Waste Connections Co	Garbage HS, V	677.20
10/16/2024	Computer Hardware	I pad/Case SPED	649.90
10/16/2024	MCS	Custodial Supplies, all Locations	623.42
10/14/2024	Windstream	Phone HS, Fax	575.98
10/14/2024	Voss Lighting	Lightbulbs LED	544.48
10/16/2024	NCS Pearson Inc.	Educ Psych. Eval materials	524.03
10/25/2024	Grunwald Mechanical Contractors&	HS Water Heater servicing	520.00
10/17/2024	US Bank	Materials Sped C ,V,HS	516.46
10/04/2024	Priefert, Tom	Parent Mileage Reimb Sept 2024	515.58
10/16/2024	ESU#2	Staff Prof Development	512.36
10/25/2024	Sentry Electric Inc.	Check/Replace Connections to Sprinklers	487.78
10/17/2024	US Bank	Pre-k supplies	485.61
10/17/2024	US Bank	FBLA Jr/Sr HS regist.	480.00
10/11/2024	Dietze Music	Band Instruments, Supplies	425.78
10/16/2024	J.W. Pepper	Vocal Music Winter Concerts & Conference	402.84
10/16/2024	National Time & Signal	Wall Clock JrHS	394.08
10/25/2024	MIDWEST Bus Repair	Replace AM/FM Radio bus 21	371.46
10/17/2024	US Bank	Table /Shelves SLP -V	357.07

<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
10/14/2024	Village of Valparaiso	Utilities V	355.49
10/25/2024	Steve Rose	Reimbursement Mileage Aug/Sept/Nov2024	347.06
10/16/2024	Matheson Tri-Gas Inc.	Welding Wire/Welding Tank Rental	320.78
10/25/2024	MIDWEST Bus Repair	Fixed AM/FM Radio & back up camera #17A	317.50
10/15/2024	US Postal Service	Stamps C,V,Supt office	292.00
10/17/2024	US Bank	Staff Dev C, HS	275.20
10/25/2024	Summit Fire Protection	Fire Extinguisher Annual Inspect. V,C	270.00
10/16/2024	NE Public Health Environ. Lab	Water Testing HS	256.00
10/16/2024	Nebraska Safety Center	Bus Diriver Training JS	255.00
10/11/2024	Nelson, Ritch	Activity Work Pay	255.00
10/07/2024	NAESP Region 1 Principals	Elem Leadership Conference	250.00
10/16/2024	Follett School Solutions	Library Supplies	244.24
10/14/2024	Donald R. Prentice	Extermination Service Fall Outside	241.00
10/25/2024	Intermedia.net, INC	Phone Service 9/22/24- 10/22/24	235.16
10/16/2024	Intermedia.net, INC	Phone Service 8/22/24- 9/21/24	233.83
10/04/2024	Nebraska Speech CommTheatre	2024 RegistrationNSCTA Conven	225.00
10/17/2024	US Bank	Maint Supplies PreK, HS	224.94
10/14/2024	TechMasters Heating & Air	Concessions- Pizza Oven, Voltage	215.50
10/25/2024	Roussan, Caitlin	Mileage Reimbursement	207.90
10/16/2024	Jackson Services Inc.	Mats/Mops	207.65
10/14/2024	Donald R. Prentice	Extermination Service	205.00
10/16/2024	Lincoln Journal Star Advertising	Publications	202.71
10/17/2024	US Bank	STEM Jr HS supplies	179.50
10/16/2024	Crees, Jennifer	Mileage Reimb HealthTech Aug/Sept	168.84
10/14/2024	Column Software PBC	Waverly Newspaper Publication	162.69
10/16/2024	Coufal, Amanda	Reimb Sept Mileage	160.80
10/16/2024	NCSA	NASES Fall Conf Registr. AC	160.00
10/16/2024	NCSA	Labor Relations Conf Regist. Supt	160.00
10/11/2024	Midland University	Midland One Act Competition	150.00
10/25/2024	Column Software PBC	Waverly Newspaper Publication	148.87
10/11/2024	Rezac, Mark	Activity Work Pay	142.50
10/14/2024	Oak Valley Lumber Co	Building Maint Supplies	136.70
10/17/2024	US Bank	FCS Supplies- Students/Classroom	134.56
10/16/2024	Menards Lincoln	Tech Ed Class Supplies	133.08
10/25/2024	Follett Content Solutions	Follett Book Order Library HS	130.44
10/25/2024	Trutna, Nicole	Title1 Services-St Johns-Weston Sept	120.00
10/14/2024	Wahoo Newspaper	Annual Newspaper Renewal V	100.59
10/11/2024	Ashland-Greenwood Music Boosters	Oxbow marching invitational fee	100.00
10/11/2024	Brosius, Karlee	Activity Work Pay	100.00
10/11/2024	Diversified Drug Testing	New Membership	100.00
10/11/2024	Goings, Gracee	Activity Work Pay	100.00
10/11/2024	Kolle, Carissa	Activity Work Pay	100.00
10/17/2024	US Bank	Parent Teacher Conf Scheduling Tool	100.00
10/11/2024	Van Tol, Clair	Activity Work Pay	100.00
10/11/2024	Wolgemuth, Abigail	Activity Work Pay	100.00
10/17/2024	US Bank	CAG Apply to College Day Lunch	99.99
10/11/2024	Wiese, Collin	Activity Work Pay	97.50
10/14/2024	Waverly News	HS Office Newspaper	84.99
10/16/2024	KSB School Law PC LLO	Legal Service	75.00
10/07/2024	Mestl, Paige	Reimb Sensory Safari Admission at Zoo	70.00
10/16/2024	HD Supply FKA Home Depot Pro	Custodial Supplies HS	69.43
10/14/2024	Turman, Clair	Sept Mileage Reimbursement SLP	66.20
10/17/2024	US Bank	Supt Office Supplies	65.39
10/14/2024	Quest Diagnostics	3rd Party Drug Testing	64.50
10/14/2024	Ward's Science	Animal Science Class Supplies	62.96
10/11/2024	Kobza, Sydney	Activity Work Pay	60.00
10/11/2024	Nelson, Lena	Activity Work Pay	60.00
10/15/2024	RC Annual	Supt Office Yearbook	60.00
10/14/2024	Tvrdy's One Stop	Tire Repairs, Van and ATV	60.00
10/15/2024	Menards Lincoln	Welding Class Supplies	59.89

<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
10/17/2024	US Bank	Ipad cases	58.42
10/11/2024	Novak, Richard	Activity Work Pay	52.50
10/11/2024	ASI	Payflex Admin Fees	50.00
10/17/2024	US Bank	Supplies Reading C	42.98
10/11/2024	Lurz, Toni	Activity Work Pay	37.50
10/17/2024	US Bank	Kleenex - office C	36.98
10/17/2024	US Bank	Calendar HS Office Supplies	31.99
10/17/2024	US Bank	Tech Ed Shop Supply	29.99
10/16/2024	J. W. Pepper & Son Inc.	Replacing Band music from last year	26.99
10/25/2024	J.W. Pepper	Band Sheet Music	26.99
10/17/2024	US Bank	Binders for buses/vans	26.61
10/16/2024	Jensen Publishing	Huskerland Prep Magazine	25.00
10/04/2024	Nebraska Music Education Assoc	All State Audition Regist	25.00
10/14/2024	National Wildlife Federation	Zoobooks Subscription Renewal C Library	19.26
10/10/2024	Madison Nat'l Life Ins Co, Inc	LTD/STD Sept extra payt	16.45
10/11/2024	Wiese, Brian	Activity Work Pay	15.00
10/17/2024	US Bank	FCS Room Supplies	7.99
10/10/2024	Principal Life Insurance Co	LTD/STD Aug 2024 final payt difference	5.53
10/14/2024	One Source	Employee Background Check	5.00

Hot Lunch Fund - Report of Bills Paid October 2024

<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
10/16/2024	Sysco Lincoln	Food and supply	25,808.63
10/18/2024	RCPS Dist 161	Hot Lunch Staff October Payroll	21,840.11
10/17/2024	US Bank	Meat- Buresh Meats David City	4,703.22
10/16/2024	Hiland Dairy	Milk	3,801.24
10/15/2024	US Foods Inc.	Food	3,000.06
10/16/2024	Cash-Wa Distributing	Food	1,038.35
10/16/2024	Performance FoodService	Food	812.03
10/16/2024	Hobart Service, Food Equip Group	Dishwasher Curtain HS	811.61
10/10/2024	EduTrak Fees	Edutrack Fee	444.15
10/17/2024	US Bank	Water and pre school snack	340.16
10/16/2024	NE Dept HHS Foods Distribution	Food	227.20
10/16/2024	Jackson Services Inc.	Kitchen Cloths	138.43

Building/Sinking Fund - Report of Bills Paid October 2024

<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
10/03/2024	Wolfe Construction Inc.	Hail Damage- V R/R 39 windows-Labor	83,906.00



Raymond Central Public Schools

Student Activities Fund Checks Oct 2024

<u>Activity Name</u>	<u>Date</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
Athletics	10/02/2024	Black Squirrel Timing	xc meet timing system 10/3	894.14
Athletics	10/02/2024	Tarr, Jack	XC meet starter 10/3	100.00
Athletics	10/04/2024	SCOREVISION, LLC	Annual subscription	5,500.00
Athletics	10/04/2024	Sway Medical	Concussion Program Annual Subsc.	897.50
Athletics	10/07/2024	Woita, Andrea	JHVB Official 10/10/24	105.00
Athletics	10/07/2024	Miller, Gail	JHVB Official 10/10/24	105.00
Athletics	10/07/2024	Kwapnioski, Kim	JV/Varsity VB Official 10/8/24	120.00
Athletics	10/07/2024	Kwapnioski, Emma	JV/Varsity VB Official 10/8/24	120.00
Athletics	10/11/2024	Rivalry	Volleyball Coach apparel	169.00
Athletics	10/11/2024	Rivalry	activities gear for workers	740.00
Athletics	10/11/2024	Rivalry	XC Coach Gear	180.00
Athletics	10/11/2024	Super C	hospitality room	35.76
Athletics	10/11/2024	Hauff Mid America Sports	Girls HS Bball uniforms	6,679.00
Athletics	10/11/2024	Hauff Mid America Sports	sideline markers, chain set, etc.	3,266.80
Athletics	10/11/2024	Lott, Kirk	Varsity FB Official 10/11	140.00
Athletics	10/11/2024	Lomax, Jeff	Varsity FB Official 10/11	140.00
Athletics	10/11/2024	Tibbles, Jim	Varsity FB Official 10/11	140.00
Athletics	10/11/2024	Stoa, Jason	Varsity FB Official 10/11	140.00
Athletics	10/11/2024	Schneider, Dean	Varsity FB Official 10/11	140.00
Athletics	10/11/2024	Papillion High School	JH State XC Meet	90.00
Athletics	10/15/2024	Burmood, Adam	JHFB Official 10/15	100.00
Athletics	10/15/2024	Drews, Aaron	JHFB Official 10/15	100.00
Athletics	10/17/2024	US Bank	coaches meal for fb	186.37
Athletics	10/17/2024	US Bank	Pizza for coaches	62.52
Athletics	10/17/2024	US Bank	park passes - timing company XC	14.00
Athletics	10/17/2024	US Bank	VB Hospitality Room	78.88
Athletics	10/17/2024	US Bank	food for hospitality room vb	251.57
Athletics	10/17/2024	US Bank	athletics	171.13
Athletics	10/24/2024	Schoenfelder, Joe	Varsity FB Official 10/25	140.00
Athletics	10/23/2024	rSchool Today (DWC)	Scheduling Software Renewal	900.00
Athletics	10/24/2024	Merrill, Jeff	Varsity FB Official 10/25	140.00
Athletics	10/23/2024	NCC @ Logan View	Gate from NCC VB	461.00
Athletics	10/24/2024	Leitschuk, David	Varsity FB Official 10/25	140.00
Athletics	10/24/2024	Aerosmith, Clete	Varsity FB Official 10/25	140.00
Athletics	10/24/2024	Cedar, Eric	Varsity FB Official 10/25	140.00
Band	10/11/2024	Band Shoppe	Single pair of marching band shoes	47.90
Boys BB	10/11/2024	Hauff Mid America Sports	Apparel / Backpacks	2,164.77
Cheerleaders	10/11/2024	Rcps Hot Lunch Fund	Gianni & Serenity Johnson transfer	67.95
Choir	10/16/2024	US Bank	Student Lunches- Kearney Choir trip	256.04
Class 2023 C Field Trip	10/15/2024	CONSTELLATION STUDIOS	5th Grade Field Trip C	75.00
Class 2023 C Field Trip	10/16/2024	Lincoln Symphony Orchestra	5th Grade Field Trip C	79.50
Class 2023 V Field Trip	10/15/2024	CONSTELLATION STUDIOS	5th Grade Field Trip V	75.00
Class 2023 V Field Trip	10/16/2024	Lincoln Symphony Orchestra	5th Grade Field Trip V	79.50
Class 2037-C Field Trip	10/04/2024	Martin's Hillside Orchard	Kindergarten Field Trip C	222.00
Class 2037-V Field Trip	10/04/2024	Martin's Hillside Orchard	Kindergarten Field Trip V	174.00
College Access Grant	10/16/2024	US Bank	SCC lunch college visit for juniors	284.35
College Access Grant	10/16/2024	US Bank	Apply to College Day	969.01
College Access Grant	10/16/2024	US Bank	SCC Comp Zoo Tickets	200.00
Cross Country	10/16/2024	US Bank	Pastries, Bagels, Orange Juice,	102.50
Cross Country	10/16/2024	US Bank	Sports drink for hydration	182.27
Cross Country	10/17/2024	US Bank	Food / nutrition	79.18
Cross Country	10/17/2024	US Bank	Pink Sunglass x 20	30.98
Elem Fundraising	10/14/2024	Premier Polysteel	Outdoor Bench C	1,735.66
FBLA	10/16/2024	US Bank	T Shirt Order	126.45
FBLA	10/16/2024	US Bank	Food for Meeting	161.88
FBLA	10/23/2024	Future Bus. Leaders of America	Student NFLC Registration	225.00
FBLA	10/23/2024	Future Bus. Leaders of America	Advisor NFLC Registration	115.00
FBLA	10/24/2024	NE Council on Econ. Educ.	UNL Buiness Invite	100.00
FFA	10/04/2024	National FFA Organization	Registration Fee	1,360.00
FFA	10/04/2024	Kentucky Derby Museum	Tour	736.00
FFA	10/04/2024	Squire Boone Caverns	Tour	192.00
FFA	10/04/2024	Leigh FFA Chapter	Entry Fee	80.00
FFA	10/11/2024	Del Gould Meat Co., Inc	Hamburger Patties	88.20

<u>Activity Name</u>	<u>Date</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
FFA	10/11/2024	Rivalry	Officer Polos	250.00
FFA	10/16/2024	US Bank	Food	219.70
FFA	10/16/2024	US Bank	Supplies	139.25
FFA	10/16/2024	US Bank	Parking	451.00
FFA	10/23/2024	Del Gould Meat Co., Inc	Burgers for ffa	176.40
FFA	10/23/2024	Rivalry	T-shirts	728.00
HS Caring Shelves	10/17/2024	US Bank	HS Caring Shelves	37.99
HS Football	10/04/2024	Rivalry	Football camp shirts	1,035.00
JH Student Council	10/17/2024	US Bank	Decorations for Homecoming	33.85
JHFB	10/23/2024	Super C	pizza for JH football	198.00
JHFB	10/25/2024	RC Concessions	pop for JH football	31.50
Professional Development	10/17/2024	US Bank	Professional Development	100.00
Professional Development	10/17/2024	US Bank	Professional Development	98.30
Professional Development	10/17/2024	US Bank	Coffee	27.98
Professional Development	10/17/2024	US Bank	Professional Development	81.89
Professional Development	10/23/2024	Hy-Vee Accounts Receivable	Professional Development	220.00
Professional Development	10/23/2024	Martin's Hillside Orchard	PK Field trip	286.00
RC Concessions	10/11/2024	RCPS Wrestling	Profit from 10/3 conc.	491.03
RC Concessions	10/04/2024	Cash-Wa Distributing	Pizza restock for concessions	1,192.05
RC Concessions	10/11/2024	Raymond Central One Act Play	Profit from 10/5 conc.	267.90
RC Concessions	10/11/2024	Raymond Central Art Club	profit from 10/1 conc.	140.40
RC Concessions	10/11/2024	RCPS Speech	profit from 9/27 conc.	794.10
RC Concessions	10/11/2024	Sysco Lincoln	Nacho Chips	21.64
RC Concessions	10/11/2024	Pepsi Cola Of Lincoln	Outside concessions restock	1,464.00
RC Concessions	10/11/2024	Pepsi Cola Of Lincoln	inside concessions restock	272.75
RC Concessions	10/11/2024	Del Gould Meat Co., Inc	Meat for concessions	676.80
RC Concessions	10/11/2024	Teammates of RC	Square profit from conc.	128.47
RC Concessions	10/11/2024	Raymond Central Youth Football	square profit from conc.	24.64
RC Concessions	10/11/2024	Raymond Central Youth Football	Profit from youth football conc.	228.60
RC Concessions	10/11/2024	Jorgensen, Emma	Donuts for concession stand	40.10
RC Concessions	10/15/2024	RCPS Speech	Profit from 10/10 conc.	207.75
RC Concessions	10/15/2024	RCPS Speech	Profit from 10/8/24 conc.	223.50
RC Concessions	10/15/2024	RC Post Prom	Profit from 10/11 concessions	803.55
RC Concessions	10/15/2024	Raymond Central Youth Football	Profit from 10/12 conc.	226.73
RC Concessions	10/16/2024	US Bank	Buns for concessions	55.70
RC Concessions	10/17/2024	US Bank	conc. restock, candy/pretzels, etc.	860.64
RC Concessions	10/17/2024	US Bank	RC Concessions	1,646.04
RC Concessions	10/17/2024	US Bank	battery charger for misting fan	39.99
RC Concessions	10/17/2024	US Bank	shop vac for outside concessions	32.00
RC Concessions	10/23/2024	RCPS Baseball	profit from 10/15 conc.	64.80
RC Concessions	10/23/2024	RCPS FBLA	Profit from 10/15 conc.	191.70
RC Concessions	10/23/2024	Del Gould Meat Co., Inc	Concession restock	412.20
Service Fees (Activity Acct)	10/11/2024	Dietze Music	Instruments for Band Program	2,979.00
Speech	10/16/2024	US Bank	Hotel rooms for NSCTA Convention	492.36
Student Council	10/07/2024	Alisha Marie Starner	fabric	79.08
Student Council	10/16/2024	US Bank	DJ	550.00
Student Council	10/16/2024	US Bank	Student Council	116.53
Student Council	10/17/2024	US Bank	decor	140.89
Student Pop	10/04/2024	Ceresco American Legion	Memorial Check- Staff	30.00



Raymond Central Public Schools Student Fees Fund Checks Oct. 2024

<u>Activity Name</u>	<u>Date</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
Service Fees (Student Fees)	10/11/2024	RCPS General Fund	Transfer to Student Activities	2,000.00
FCS Student Fees	10/16/2024	US Bank	Groceries Foods, 7th and Culinary	437.63
Service Fees (Student Fees)	10/10/2024	EduTrak Fees	Service Fees (Student Fees)	156.95
Service Fees (Student Fees)	10/11/2024	RCPS Speech	Transfer to Student Activities	50.00

5.4. Policy Review

5.5. Certificated staff hires/reassignment/resignations

6. Correspondence/Recognition

6.1. Presentation regarding options for lower class sizes at the elementary level.

Elementary Class Size

Reduction Options



The Raymond Central Community is **Committed** to providing a **Positive, Challenging** learning environment which **Prepares Each** individual **Student** to be a responsible citizen in an **Ever-changing** society.

RAYMOND CENTRAL VALUES

- **We will promote a quality education as the cooperative responsibility of students, staff, parents, and community.**
- **We will provide a safe learning environment where all individuals are treated with dignity and respect.**
- **We will encourage parents to reinforce skill building at home.**
- **We will promote life-long learning and responsible citizenship.**
- **We will empower students to be problem solvers and independent learners.**
- **We will provide each student with the opportunity to learn and achieve success.**
- **We will meet the needs of individual students through a variety of approaches to learning.**
- **We will use available time and resources to stay on top of current educational practices.**
- **We will continuously evaluate, update and assess our district's goals.**

Objectives

- District Needs - Lowering Class Sizes K-5
- Options to Accomplish this Task
- Important Information for the Public
- Public Feedback Sessions
 - Monday, November 18th - Ceresco Elementary 7:00
 - Tuesday, November 19th - Valparaiso Elementary 7:00

Timeline of Information

- The grade alike option was discussed in 2022 as a part of bond issue considerations.
- The grade alike option was discussed in open session of the October 2023 BOE Meeting.
- The topic of lowering class sizes was brought up at community listening sessions.
- The need to lower class sizes with grade alike being an option was discussed at the September 30, 2024 Board of Education Workshop. This was an open meeting.
- The need to lower class sizes is being discussed with options this evening.
- Community input sessions will be held.

What Research Says Regarding Class Size and Student Growth

- Conclusive research has shown the benefits of class sizes of 1:15, especially in the primary grades.
 - Obtain higher test scores
 - Participate more in school
 - Demonstrate improved behavior
 - Retain many benefits of early class-size reductions in their later years of schooling

(School Superintendent Association, Charles Achilles. 2010)
- "Results consistently indicated that all types of students benefit more in later grades from being in small classes in early grades. These positive effects are significant through grade 8. Longer periods in small classes produced higher increases in achievement in later grades for all types of students."

(Chung, American Journal of Education)
- Brookings Institute reports that a large reduction in class sizes, 7 students or roughly 30%, results in an increase in student achievement equal to 3 months of learning over a four year period.
- LR319 - Interim study to determine whether student-to-teacher ratio requirements should be considered or implemented in Nebraska by statute or regulation.

Our Current Situation

* 3rd Section In Place

Current Year 2024-25

	Ceresco	VAL	Total
K	24	25	49
1	18	21	39
2 *	22	32	54
3	20	21	41
4	25	28	53
5	25	22	47

Projections with Moderate 2% Growth 2025-26

	Ceresc o	Val	Total
K	25	25	50
1	25	25	50
2	19	21	40
3 *	23	33	55
4	21	21	42
5	25	29	54

What The Research Says About Teacher Retention

- A decrease in class size from 23 to 20 students decreases the probability that a teacher will leave a school district by 4.2 percentage points. *(John Ringer Syracuse University)*
- Why teachers leave. Dissatisfaction with working conditions, including large class sizes (10%). *(Learning Policy Institute)*
- The cumulative effect of smaller class sizes can increase job satisfaction for teachers making them less likely to depart the profession. Viewed from this perspective, investments in small class-sizes may well be cost effective when compared to the annual costs of recruiting and training new teachers and the loss of sustained learning for students. *(National Council of Professors of Educational Administration)*
- While at the UNL and Wayne State teacher recruitment events I was asked by a high percentage of elementary teacher candidates about our class sizes.

What The Research Says About Collaboration

- We already provide time for grade alike collaboration and feedback from the teachers has been positive.
- We are looking for opportunities to enhance and solidify this process.
- “Schools that embrace teacher collaboration tend to ensure the success of educational reform, in part because teaching as a profession needs to be cured of its isolationist tendencies. Moreover, these schools also tend to ensure teacher satisfaction” *(Sutula UCF)*
- “Teacher collaboration has strong and positive effects on student achievement, particularly when the collaboration is about assessment.” *(Ronfeldt, American Education Research Journal)*
- “Data shows the impact collaboration in value-added achievement in the areas of math and reading.” *(Avila, Cal Poly-Tech)*
- “Teachers are professionals and possess unique knowledge about their students and how they learn. When effective collaboration occurs, teachers’ knowledge and experience are diffused and instruction is enhanced. Teachers with various levels of experience that collectively focus on improving student learning are most effective in increasing student achievement” *(Burton University of South Carolina)*

Option 1- Keep Both Buildings K-5

- 2025-26- Add 3 staff members per building for a total of 6 to lower class sizes in our larger sections- projected increased cost- \$600,000.
- 2026-27- Potentially add 3 staff members in Ceresco and 2 in Valparaiso depending on growth in our smaller sections. This would bring us to two sections per grade level in each building. Projected increased cost - \$500,000.
- 2026-27- Potential need to add space at Ceresco - 2 room portable classrooms.
 - Monthly Unit Rent- \$3,300
 - Set Up Costs- \$37,000
- Plumbing and electrical costs for portable unit.- \$10,000
- Classroom furnishing over 2 Years depending on growth at \$5,000 per room- \$55,000.

Option 2 Split K-2 (Ceresco) and 3-5 (Valparaiso)

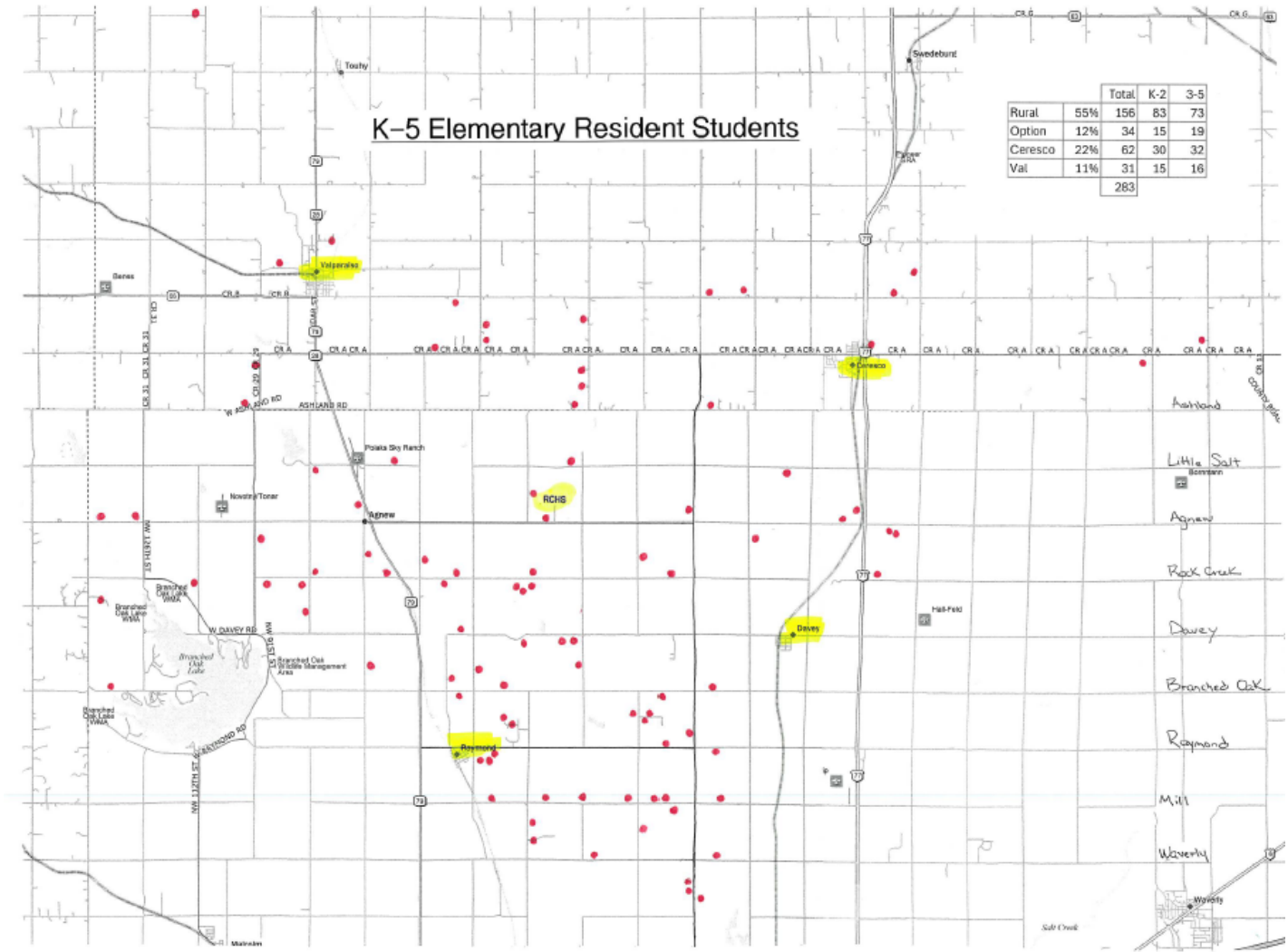
- 2025-26- Add 3 staff members total, projected increased cost- \$300,000.
- 2026-27- Potentially add 2 staff members depending on growth in smaller classrooms, projected increased cost- \$200,000.
- This would allow for 3 sections per grade level.
- The current configuration at Ceresco can support 9 traditional classrooms.
- The current configuration at Valparaiso can support 12 traditional classrooms.
- Classroom furnishing over 2 Years depending on growth at \$5,000 per room- \$25,000.

Bussing

- Projections based on current enrollment:
 - K-2- 80 current bus riders - Would add 15 Valparaiso Students- 95 total riders.
 - 3-5- 74 current bus riders - Would add 32 Ceresco Students- 106 total riders.
- The Raymond Central School District was already planning on adding a route based on increased ridership in the southern part of the district.
- We currently use a system where students are bussed to the central site then take a shuttle to either Ceresco or Valparaiso. This practice will continue.
- Our goal is to have students on a bus for no longer than 1 hour. With the additional route we are confident that we can maintain this expectation.
- Projected cost: \$10,000 in additional fuel for shuttles to the elementary buildings.

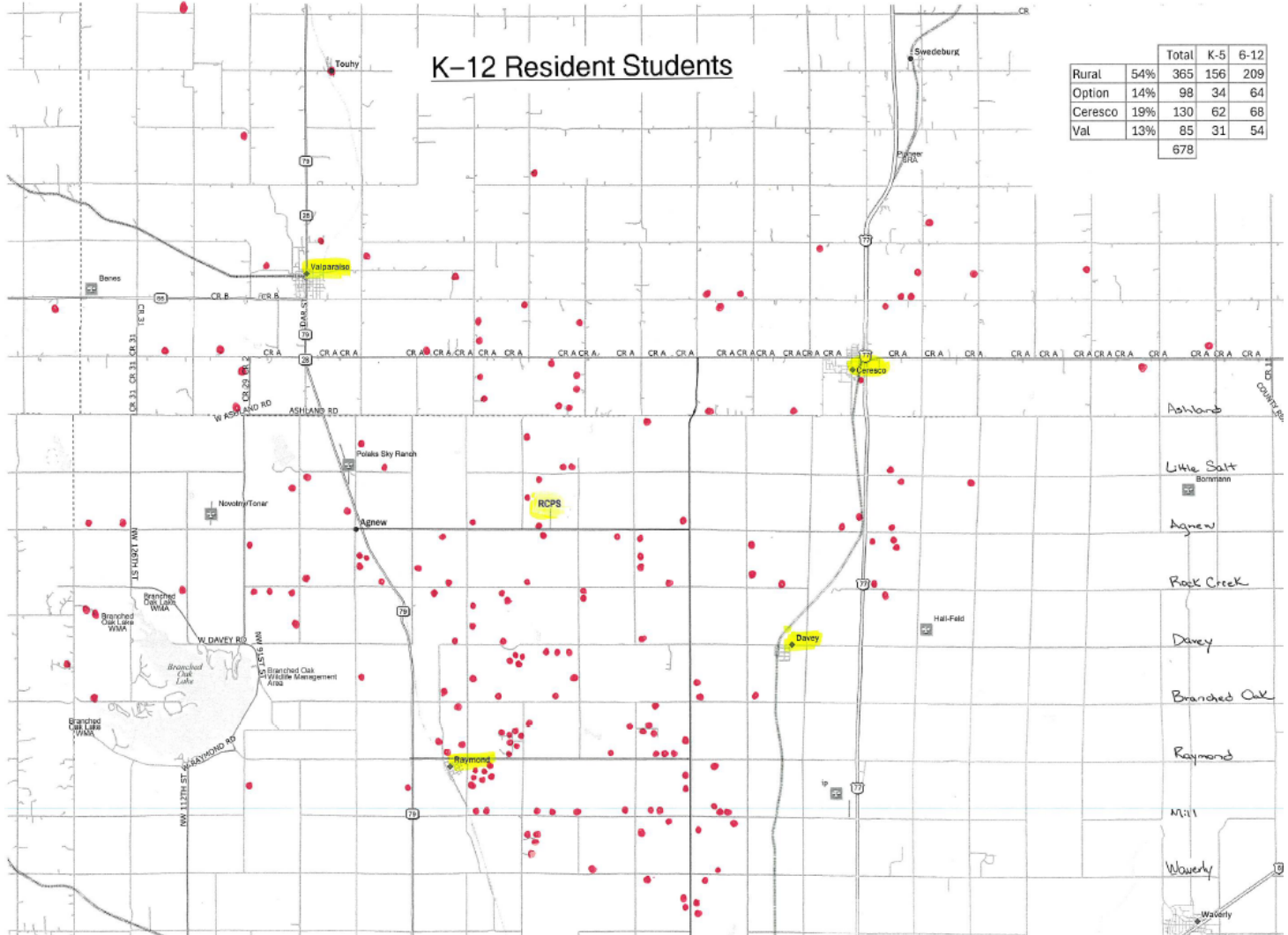
K-5 Elementary Resident Students

	Total	K-2	3-5	
Rural	55%	156	83	73
Option	12%	34	15	19
Ceresco	22%	62	30	32
Val	11%	31	15	16
		283		



K-12 Resident Students

	Total	K-5	6-12	
Rural	54%	365	156	209
Option	14%	98	34	64
Ceresco	19%	130	62	68
Val	13%	85	31	54
		678		



Pro's and Con's BOE from Workshop 8-31-2022

Pros of Split Option

- Utilizes Space
- Numbers Solution
- Collaboration of Teaching
- More Cost Effective
- Communities Keep Their Schools
- Earlier Integration of towns and kids
- Small Town EMT's Closer

Cons of Split Option

- Splits Families More
- Transportation Logistics
- Lack of Unity
- Could Lose Students.
- Temporary Solution- This was as compared to a single site.
- Doesn't Solve Playground Issue
- Still an Old Building
- Are the Rooms Big Enough?

Timeline of Implementation

- There is no rational reason to delay doing what is in the best educational interest of our students and educators. Whichever option is selected it should be implemented for the 2025-26 School Year.
- Depending on the option chosen, teachers would be given contract time at the end of the year. We would monitor instructional hours and potentially release elementary students two days early so they have time to pack up their classroom.
- Projects will be completed over the summer to enhance our current learning facilities. These are not additional costs, but planned maintenance and upkeep.
- Depending on the option chosen, the best options to move furniture between the buildings will be used. Will start in Mid-July- Projected cost \$10,000
- Depending on the options chosen, teachers would be given two days prior to report day to get their classrooms put together. Projected Cost- \$5,000

The Ultimate Goal

- In the most educationally sound and fiscally responsible manner to provide the most effective learning environment for our students, while ensuring that our teachers have manageable educational loads that allow them to meet the unique needs of our students.

6.2. HAL Report



High Ability Learners

Raymond Central

November 2024



Purpose and Role of RESTORE

Rural Exceptional Student Talent Opportunities, Resources, and Experiences

- Grant through the ESU
- Purpose is to enhance HAL opportunities especially in rural areas
- Created and are implementing the testing services to identify HAL students
- Helping with differentiation in the classroom and additional experiences
 - Classroom badges
 - Canvas courses for teachers and/or students
 - Special Ops experiences
 - Wildlife Encounters (Oct.)
 - Inventors Hall of Fame, future of AI debate (Nov.)
 - Quiz Bowl
 - Battle of the Books



HAL Certifications:

- Taking courses through Wayne for our HAL Endorsement
- We are currently midway through the program and will be completing it in May of '25. This will also include 90 practicum hours that will be split between high school and elementary.
- Through the ESU we attended 3 workshops that covered HAL basics, social/emotional needs, and differentiation for HAL students..
- We will be sending 3-4 teachers in the spring to attend the same workshops.

Who and What is HAL?

High Ability Learners are students who have exceptional capabilities or talent in several areas

- Intellectual
- Creative
- Artistic
- Leadership

HAL programs are designed to provide differentiated learning experiences

- Acceleration
- Classroom differentiation
- Outside experiences



Identification of HAL students:

Universal Screening

- Allows all students to show potential
- Early screening
 - CARS assessment is two levels: 3-5 and 6-8
- Assessment needs to be effective, efficient, and equitable
 - Effective: identify as many HAL students as possible
 - Efficient: assessment should be minimal cost and time efficient
 - Equitable: identification system needs to account for potential biases

Two Phase identification system

- Cognitive assessment
- Teacher rating



Identification of HAL students at RC:

- MAPS testing
 - 95% or higher in Reading or Math
 - Automatic qualifier
 - 75-94%
 - Referred to ESU for CARS testing

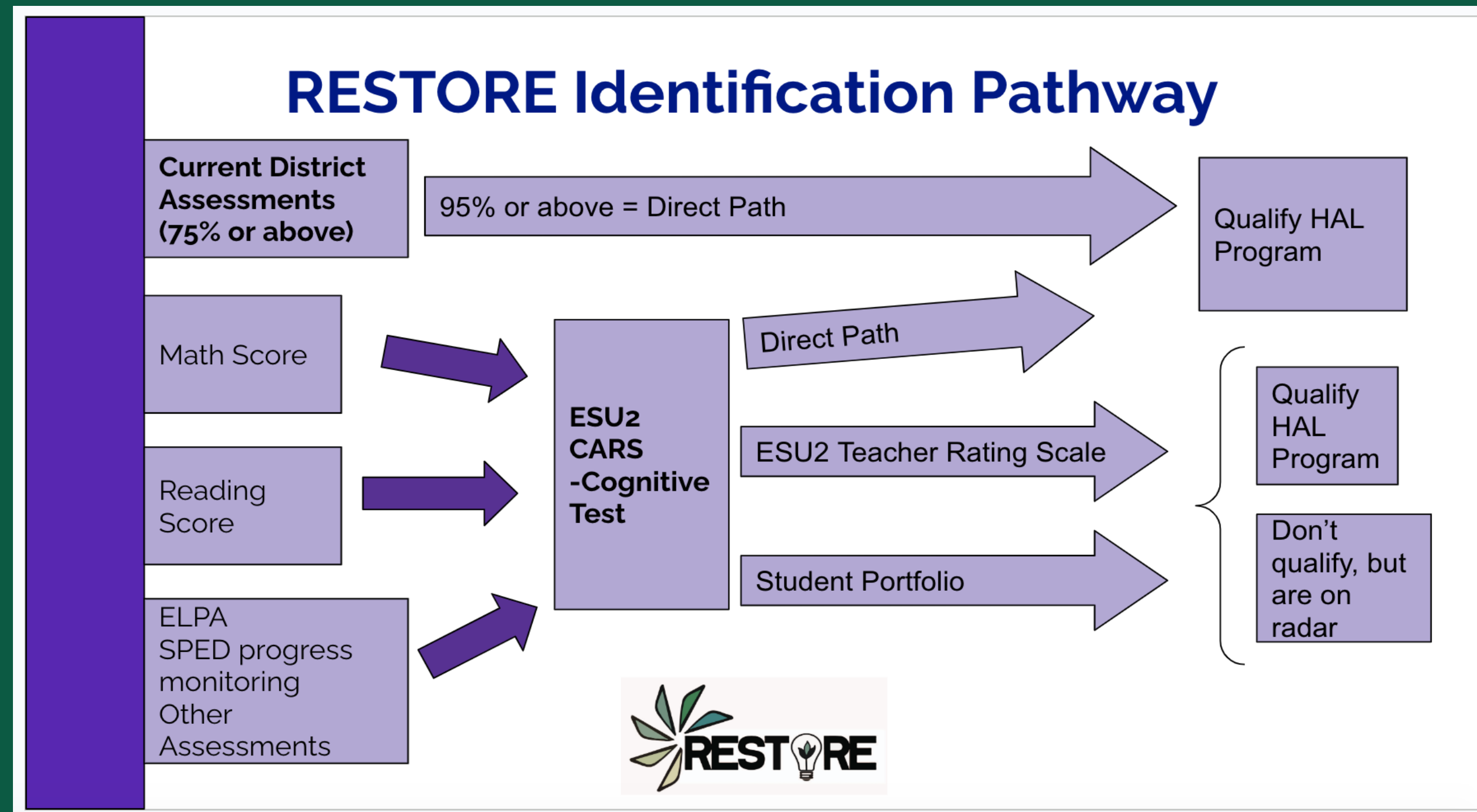
- CARS assessment
 - Cut score for RC set by ESU
 - Move to next step if they don't reach cut score

- Teacher rating
 - 2-3 teachers rate students for final evaluation

What is the CARS?

- Similar to a CogAT
 - Large nonverbal reasoning section
 - Verbal reasoning
 - Quantitative reasoning

RESTORE Visualization



Automatic Qualifiers

- 13 students
 - 4 in reading
 - 11 in math

Took CARS from ESU (75-94%)

- 82 students
 - 3 qualified through CARS

Current Identification at RC

Teacher Evals

15 Qualified through Teacher Evaluations

Total HAL qualifiers:

31 students

13 Middle Schoolers

11 Val Elem.

7 Ceresco Elem.

Next Steps for RC

Arts or Performance based

- Students who do not qualify even after teacher recommendation but there is still exceptional performance in art or other hands-on tasks
- Qualify through a portfolio
 - Intentionally vague
 - Student must determine best method of showcasing exceptional talent



Differentiation:



Different does not equal differentiated!

Different

- More or less work
- Choice books
- Worksheet vs. Presentation

Differentiated

- Content
- Process
- Product
- Learning Environment



THANK
YOU!



High Ability Learners

...

Professional Development for RC Teachers

HAL Certifications:

- Started courses through Wayne State College in the summer of '24 to receive our HAL endorsement.
- These courses covered theory, process of creating a HAL program, identification procedures, differentiation, and creating curriculum for HAL students.
- We are currently midway through the program and will be completing it in May of '25. This will also include 90 practicum hours that will be split between high school and elementary.

Through the ESU we have attended 3 workshops that covered HAL basics, social/emotional needs, twice exceptional, and differentiation.

We will be sending 3-4 teachers in the spring to attend the same workshops.

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 - Effective: identify as many HAL students as possible
 - Efficient: assessment should be minimal cost and time efficient
 - Equitable: identification system needs to account for potential biases

Two Phase identification system

- Cognitive assessment
- Teacher rating

Identification of HAL Students at RC

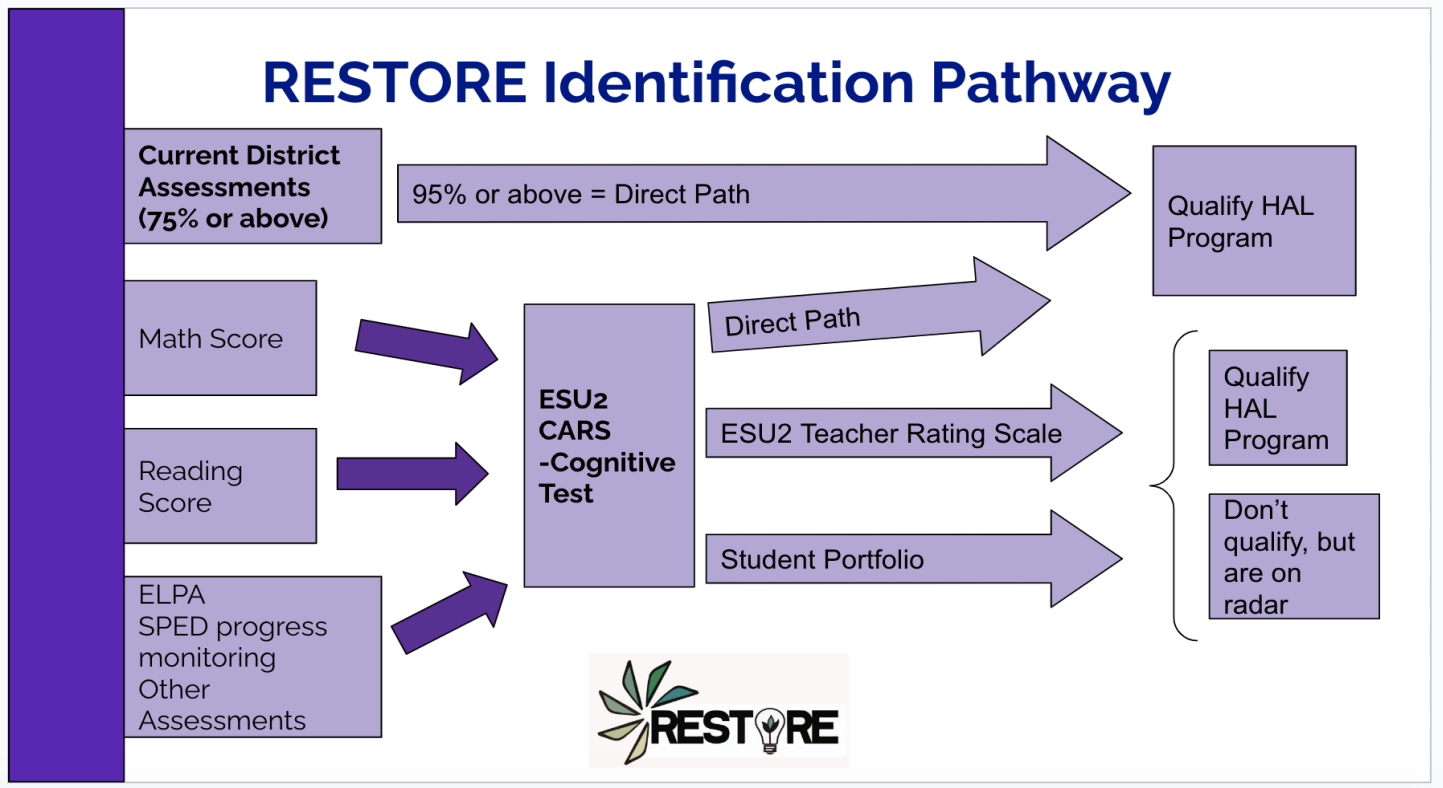
Initial identification

- MAPS testing
 - 95% or higher in Reading or Math
 - Automatic qualifier
 - 75-94%
 - Referred to ESU for CARS testing
- CARS assessment
 - Cut score for RC set by ESU
 - Move to next step if they don't reach cut score
- Teacher rating
 - 2-3 teachers rate students for final evaluation

CARS Assessment

- Similar to a CogAT
 - Large nonverbal reasoning section
 - Verbal reasoning
 - Quantitative reasoning

RESTORE visualization



Current Identification at RC

Automatic Qualifiers (95%)

- 13 students
 - 4 in reading
 - 11 in math

Took CARS from ESU (75-94%)

- 82 students
 - 3 qualified through CARS

Teacher Evals

- 15 qualified through teacher evals

Total HAL qualifiers:
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- Students who do not qualify even after teacher recommendation but there is still exceptional performance in art or other hands-on tasks
- Qualify through a portfolio
 - Intentionally vague
 - Student must determine best method of showcasing exceptional talent

Classroom Differentiation

Different does not equal differentiated

Different

- More or less work
- Choice books
- Worksheet vs. Presentation

Differentiated

- Content
- Process
- Product
- Learning Environment

6.3. Secondary Data Report

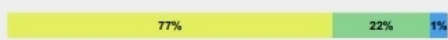

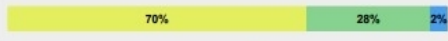





Fall 2024 Growth & Achievement Data

6th-11th



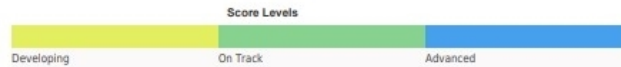
NSCAS Data Math Fall 2024

Organization	Type	Grade	Mathematics Scores		
			Students Tested	Avg Score	Score Levels
State	State	06	5331	1181	
MIDDLE SCHOOL	School	06	54	1204	
State	State	07	5267	1201	
MIDDLE SCHOOL	School	07	51	1228	
State	State	08	5195	1209	
MIDDLE SCHOOL	School	08	47	1238	



NSCAS Data ELA Fall 2024

Organization	Type	Grade	English Language Arts Scores		
			Students Tested	Avg Score	Score Levels
State	State	06	5325	2493	
MIDDLE SCHOOL	School	06	54	2518	
State	State	07	5249	2508	
MIDDLE SCHOOL	School	07	51	2548	
State	State	08	5206	2526	
MIDDLE SCHOOL	School	08	47	2537	



Growth & Achievement Overview: Math 6th-8th

Percentiles Key ● 1st - 20th ● 21st - 40th ● 41st - 60th ● 61st - 80th ● >80th

Grade 6	<p>Growth Median and Distribution</p> <p>46th 27% 15% 22% 20% 16%</p> <hr/> <p>Achievement Fall 2023-2024 Median and Distribution Achievement Fall 2024-2025 Median and Distribution</p> <p>60th 7% 13% 36% 31% 13% 57th 20% 36% 33% 9%</p>	45
Grade 7	<p>Growth Median and Distribution</p> <p>40th 36% 15% 23% 11% 15%</p> <hr/> <p>Achievement Fall 2023-2024 Median and Distribution Achievement Fall 2024-2025 Median and Distribution</p> <p>67th 19% 17% 34% 28% 58th 21% 32% 36% 11%</p>	47
Grade 8	<p>Growth Median and Distribution</p> <p>68th 16% 11% 14% 32% 27%</p> <hr/> <p>Achievement Fall 2023-2024 Median and Distribution Achievement Fall 2024-2025 Median and Distribution</p> <p>54th 25% 41% 25% 7% 58th 18% 34% 30% 16%</p>	44


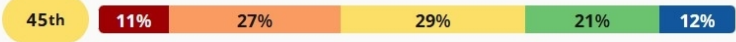






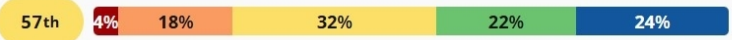
Growth & Achievement Overview: Reading 6th-8th

Percentiles Key ● 1st - 20th ● 21st - 40th ● 41st - 60th ● 61st - 80th ● >80th

Grade 6	<p>Growth Median and Distribution</p> <p>26th 35% 27% 9% 18% 11%</p> <hr/> <p>Achievement Fall 2023-2024 Median and Distribution Achievement Fall 2024-2025 Median and Distribution</p> <p>63rd 11% 13% 18% 27% 31% 61st 11% 13% 25% 42% 9%</p>	45
Grade 7	<p>Growth Median and Distribution</p> <p>43rd 21% 26% 23% 13% 17%</p> <hr/> <p>Achievement Fall 2023-2024 Median and Distribution Achievement Fall 2024-2025 Median and Distribution</p> <p>59th 4% 13% 34% 36% 13% 59th 6% 11% 34% 32% 17%</p>	47
Grade 8	<p>Growth Median and Distribution</p> <p>41st 38% 11% 13% 11% 27%</p> <hr/> <p>Achievement Fall 2023-2024 Median and Distribution Achievement Fall 2024-2025 Median and Distribution</p> <p>50th 13% 22% 27% 27% 11% 45th 22% 11% 33% 25% 9%</p>	45

Growth & Achievement Overview: Math 9th-11th

Percentiles Key ● 1st - 20th ● 21st - 40th ● 41st - 60th ● 61st - 80th ● >80th

Grade 9	<p>Growth Median and Distribution</p>  <p>Achievement Fall 2023-2024 Median and Distribution</p>  <p>Achievement Fall 2024-2025 Median and Distribution</p> 	52
Grade 10	<p>Growth Median and Distribution</p>  <p>Achievement Fall 2023-2024 Median and Distribution</p>  <p>Achievement Fall 2024-2025 Median and Distribution</p> 	60
Grade 11	<p>Growth Median and Distribution</p>  <p>Achievement Fall 2023-2024 Median and Distribution</p>  <p>Achievement Fall 2024-2025 Median and Distribution</p> 	50

Growth & Achievement Overview: Reading 9th-11th

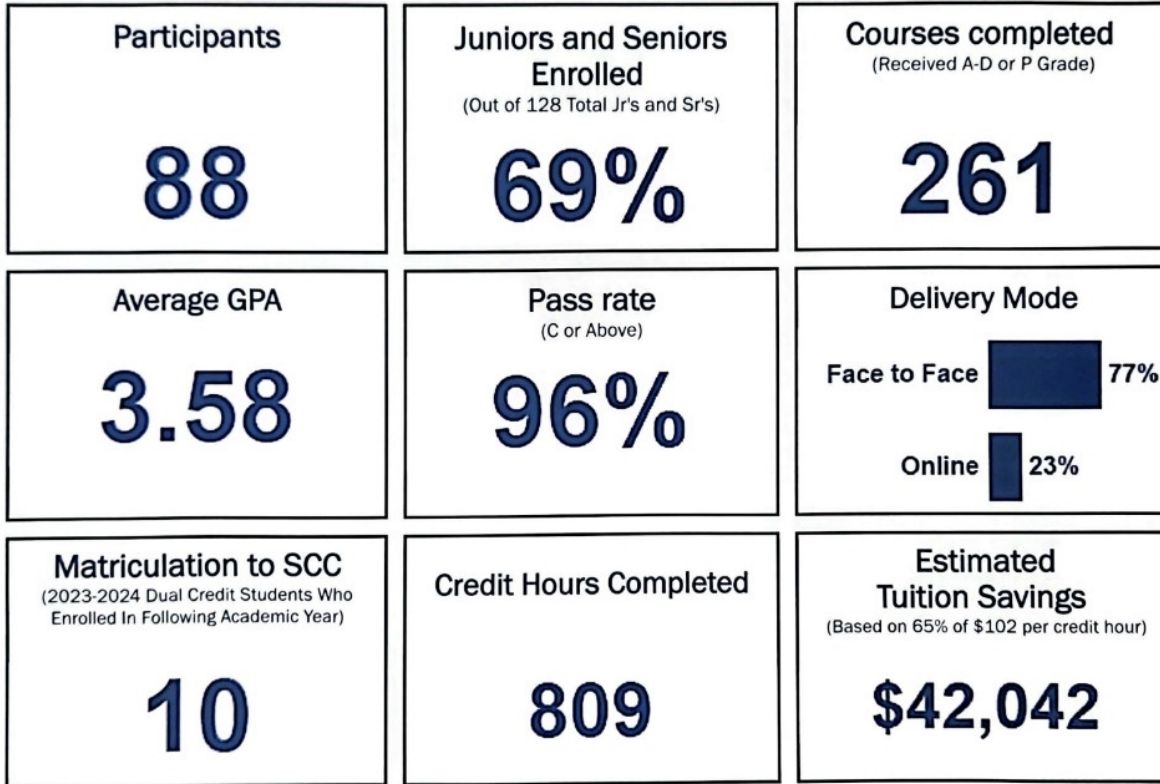
Percentiles Key ● 1st - 20th ● 21st - 40th ● 41st - 60th ● 61st - 80th ● >80th

Grade 9	<p>Growth Median and Distribution</p> <p>Achievement Fall 2023-2024 Median and Distribution</p> <p>Achievement Fall 2024-2025 Median and Distribution</p>	52
Grade 10	<p>Growth Median and Distribution</p> <p>Achievement Fall 2023-2024 Median and Distribution</p> <p>Achievement Fall 2024-2025 Median and Distribution</p>	56
Grade 11	<p>Growth Median and Distribution</p> <p>Achievement Fall 2023-2024 Median and Distribution</p> <p>Achievement Fall 2024-2025 Median and Distribution</p>	49

PSAT/NMSQT Scores

	# of Test Takers	% Met Both Benchmarks	% Met ERW Benchmark	% Met Math Benchmark
RC 10th Grade	14	57%	93%	57%
RC 11th Grade	3	Meet/Exceeds	Meet/Exceeds	Meet/Exceeds
NE 10th Grade (Public Schools)	537	64%	95%	65%
NE 10th Grade (All Schools)	739	65%	94%	65%
US 10th Grade	386,812	37%	66%	38%

SCC Dual Credit Data from 23-24



7. Public Forum

8. Reports

8.1. Administrative Reports

November 2024 AD Board Report
Mr. Tony Kobza
Assistant Principal/AD

AD Newsletter

Here are the links to our 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:

[10/13/24](#)

[10/20/24](#)

[10/27/24](#)

[11/3/24](#)

Facilities

Valedictorian and Salutatorian plaques have been ordered to update our record board area. We are working on updating the recognition for activity and athletic accomplishments. The Senior Picture screen will be moved to the blue wall with the Val and Sal plaques to start to create an academic celebration wall.

The activity bus has been delivered to the inspection site in Grand Island. It will go through inspections and then be wrapped in Aurora before being delivered to the school.

Athletics

Cross Country: Cole Dubas competed at the State Cross Country Meet

Softball Finished the season with 9 wins on the season.

Volleyball won the conference tournament for the first time in 22 years.

Football won their first playoff game in 24 years.

Unified Bowling Season has begun and has had great participation.

We are moving Junior High Girls Wrestling to November to try to encourage and allow more participation as opposed to the same time as Girls Basketball in January and February.

High School Winter Sports start officially on November 18th.

Activities

FBLA:

[Newsletter](#)

FBLA Officers and members attended the Fall Leadership Conference at Midland University. Where they listened to a keynote speaker and attended leadership workshops. Three members competed in the Wildcat Business Invitational. Sarah Lange received first place in Job Interview and Marissa Jensen earned fifth in Introduction to FBLA. Next week we have our Highway Cleanup event, where FBLA and FFA members pick up trash on Agnew Road. FBLA members will be out and about the weekend of October 26 Trick-or-Treating for canned goods.

The Fall Craft Fair and Car Show will be held on Saturday, October 26. We currently have 46 businesses registered, and of those five of them are student created businesses. Students will be selling crocheted items, woodworking projects, bracelets, and other projects. More information can be found here: <https://www.facebook.com/share/GsvHucgFoxkjiYiP/>

Quiz Bowl:

The Girls Quiz Bowl team earned 4th place at the Seward tournament last week. They place 4th out of 19 teams.

Speech:

Central Players started off strong this season with competing at Millard North Novice the first Friday of November. Mitchell Hellerich won 1st place in Impromptu Speaking and Alyssa Grundin placed 2nd in Entertainment. Overall, the team won 2nd place. Buena Vista on Saturday, November 9th will be the first Varsity tournament. The team has been working hard to prepare and we feel confident that it will be a good year!

One Act:

The Fall of Lafontaine Manor, auditioned this week and the cast list is being released on Friday 9/6. We begin rehearsals on Monday and will be working hard with a stellar group of students! On October we have the chance to see two professional productions: *To Kill a Mockingbird* with Crane River Theater Company and *Back to the Future* at the Lied Center.

Art Club:

Art Club focussed this last month on Inktober which is a worldwide drawing challenge that takes place every October, where participants create an ink drawing each day and share it online! Some of the many that were created are posted outside the Art room in the closed cabinet. They are also starting to compile projects over the past year that they will submit to the Scholastic Art and Writing Awards which is the nation's longest-running, most prestigious recognition program for creative teens. A few of our members submitted artwork into the MSU's juried exhibition and are patiently waiting for results around December.

FFA:

On Wednesday, October 2nd 15 FFA members competed in the District Land Judging Contest. Central FFA's team placed 4th and will compete at the State Land Judging Contest on Wednesday, October 16. The team consists of Isaac Zobel, Grace Reed, Amirah Potter, and Makenna Hellerich. Isaac placed 20th overall out of 273 individuals.

On Wednesday, October 9th 16 FFA members traveled to the Leigh FFA Livestock Judging Invitational.

- The senior team placed 1st overall
- Out of 87 individuals:
 - Bailey Grant-- 2nd place individual
 - Elizabeth Funk -- 5th place individual
 - Khloe Cuttlers-- 6th place individual
 - Addison Grant -- 15th place individual
 - Erika Donahue-- 19th place individual
 - Carlee Wolfe -- 22nd place individual
- The junior team walked away with a 4th place finish!
- Out of 141 Individuals
 - Morgan Kliment-- 4th place individual
 - Lydia Donahue-- 21st place individual
 - Julia Wolfe -- 22nd place individual
 - Jolee Kliment-- 27th place individual

FFA is also hosting 2 Feed-A-Farmer events at the local cooperatives this year. The first one was on Friday, October 11 at Frontier Cooperative in Ceresco. The 2nd one will be on Friday, October 18 at Farmers Cooperative in Raymond.

Band:

HS Band: The HS band just finished with VB pep bands and will finish FB on October 25th. They have been doing a great job playing loud for our varsity teams and at morning celebrations! Our first competition was at Bennington on October 5th and we

received a Division II Excellent. Our second competition is at Ashland on October 19th.

The 8-12 grade had an amazing pep band performance together on Homecoming Night Friday, September 27th. It was great to see & hear the two bands play together!

6-7th Grade: This year, students have the option to go the extra mile and learn songs out of their books to earn Karate Belts (6th grade) and Infinity Stones (7th grade). They get recognized in the Newsletter and at Concerts, and can earn a final prize once all of the belts/stones are complete. Congratulations to these students' accomplishments so far!

- Lita R. - White & Yellow Belt
- Charlotte W. - White & Yellow Belt
- Kate F - Power, Mind & Soul Stone
- Perrin M - Power and Mind Stone

The JH/HS Band/Choir Concert is Thursday, December 5th with 6-7 Grade at 6:00pm and 8-12 Grade at 7:30pm. The times changed due to a JH Basketball Game. 3-5 Band/Choir Concert is December 10th at 7:00pm

November 2024 Board Report

Mr. Steven Rose
Principal | Elementary

Mrs. Deb Kruse
Principal | Elementary

Topics

- Veterans Day Observance
 - On Monday, November 11th, our elementary students traveled to the HS for a Veterans Day assembly. It was great to see our entire student body gathered together on such a special day.
 - Elementary students also made art projects and Thank You cards for the veterans in attendance.
- [Professional Learning](#)
 - On Friday, Nov. 1st, the professional learning team finished presenting on the first phase of learning: become interested. In this learning phase, we want to capture student's attention so they will commit to learning, which is the next phase of learning. To do this, staff explored cognitive interest cues. Cognitive interest cues motivate learning by framing units and lessons in a way that makes learning stimulating and relevant to students.
 - **Peer Coaching:** A study conducted by Bryce Joyce and Beverly Showers suggests, "With the addition of peer coaching, 95 of 100 teachers can be expected to apply the PD in their classrooms where it can impact student performance. If we were to include every component but peer coaching, the best we can expect is that 5 of those 100 will transfer their learning to their classrooms and students (McREL, 2017.)
 - Breanne Poston and Monica Blank introduced peer coaching to the staff and revealed Raymond Central's peer coaching plan. Through peer coaching, Raymond Central educators will share knowledge, skills, and experiences to perfect their craft and enhance student learning. Teachers will observe their peers and provide feedback on the use of cognitive interest cues. Administrators will put structures in place to allow teachers time to complete these peer coaching sessions.
- HAL Special Ops
 - On October 29th a group of 29 students from grades 3-8 traveled to Mead with Mrs. Hudson and Mr. Placke to participate in the first enrichment opportunity provided by the ESU RESTORE Grant for our G-T / HAL students. The students were able to participate in an assembly from Wildlife Encounters, a non-profit organization out of Elkhorn, engaging students in wildlife conservation and environmental education. Students took a deep dive into animal habitats, roles in the food chain/web, classification, International Union for Conservation of Nature (IUCN) status, conservation, as well as other topics.
 - In November the next event will take place at Fremont and our 3rd-5th Grade students will be split between Elementary and Middle School activities.
 - HAL students in grades 3-5 will work to design and construct a project developed by the National Inventors Hall of Fame, an organization that honors the greatest inventors who have built the world around us, and

seeks to inspire the innovators of tomorrow and challenge today's creative thinkers to design the future.

- HAL students in grades 6-8 will participate in a session called "Droids, Jedis, Rebels, Scoundrels, and the Empire: Star Wars, Political Science, and the Future of STEAM," developed and taught by Dr. Jenny Miller, assistant professor in the History, Politics, and Geography Department at Wayne State College. In this program students will learn how to debate the future of artificial intelligence using a format based on Star Wars.

November 2024 PK Board Report
Breanne Poston
Preschool Director | Asst. Principal 6-12

"Play is often talked about as if it were a relief from serious learning. But for children, play is serious learning. Play is really the work of childhood." - Mr. Fred Rogers

Preschool has had a phenomenal start to the school year! Outside of daily learning experiences, highlights have included a visit from the Volunteer Fire Department during Fire Safety Week, Martin's Orchard field trip, parent-teacher conferences, and a plethora of fall festivities in the classroom. We also just recently completed the CLASS observation through the Nebraska Department of Education as part of Rule 11 compliance. The visit to Mrs. Megan's PK3 classroom focused specifically on teacher and student interactions and offered feedback for future planning. Truly, this was an opportunity for our program and PK team to shine and they certainly did not disappoint.

Coming up very soon is our annual fall Early Childhood Advisory Meeting on Monday, November 18th at 6 PM with the RC Preschool team, ESU2 service providers, preschool families, and local community partnerships. We will share news and celebrations, review GOLD data, discuss the addition of a PK sensory space. We will also discuss anticipated future enrollment and early intervention. It's going to be a great place to be on November 18th, so please join us!

**RC EARLY CHILDHOOD
ADVISORY MEETING**

MONDAY, NOVEMBER 18, 2024

@
6 PM
RC PK

WE HOPE
TO SEE YOU
THERE!

1800 W AGNEW RD
RAYMOND, NE 68428

November Board Report
Amanda Coufal
Director of Special Education

Unified Bowling:

Unified Bowling has officially started for the 2024-2025 school year. Six athletes and around 14 partners are participating! On Monday, October 28th, 20 students attended practice from 4:00-5:00 at SunValley Lanes in Lincoln. Then on Monday, November 4th, we participated in our first Invite that was held at SunValley Lanes. The kids competed against 16 schools and 42 teams! Our bowlers did a great job, are competitive and supportive of all of their teammates. It was a fun time and the kids are excited for the next meet. Big shout out to our coaches Shawn Semler, Stacey Doan, Peggy Breitreutz, Paige Mestl and myself. They are taking time out of their busy schedules to make sure that Unified Bowling is a success at Raymond Central. Also, thank you to Tony Kobza and Bryon Hanson for being so supportive of this endeavor and allowing this new program that will create an inclusive environment at Raymond Central.

If you have never been to Unified Bowling, I encourage you to attend!!! (Pictures below)

Schedule:

Tuesday, November 12th - Quad at Elkhorn with a 3:30pm start

Thursday, November 14th - Quad at York with a 10:00am start

Monday, November 18th - Quad at Elkhorn with a 3:30pm start

Thursday, November 21st - Dual with Norris with a 2:00pm start

Districts - December 4th

State - December 9th

Tri-State Regional Special Education Law Conference:

Last Thursday and Friday, Shawn Semler, Caitlin Roussan, Clair Turman and myself attended the Special Education Law Conference (which is my favorite conference)! We left with a lot of great ideas and knowledge that will continue to help not only students with disabilities but also supporting our special education and general education staff. Some of the sessions that we attended are:

- Special Education Boot Camp
- Child Find under Section 504 and IDEA
- Discipline of Students with Disabilities and Why It Matters
- Facilitating High-Conflict IEP Meetings
- Goals, Grades, and Goldilocks
- Navigating General Supervision: Impact of Indicator 18
- Addressing Challenging Behaviors of Students with Disabilities

- Collaboration Between Special Education and General Education
- Legal Issues When the School Provides FAPE at Home
- Demystifying Dyslexia in Child Find and Services

Collaboration Meetings:

I have started to meet individually with the special education teachers, speech language pathologist and school psychologist every other week. This time allows us to celebrate the work that they are doing and brag about their students. This is also a time to reflect on challenges and problem solve situations. We also discuss paperwork and how we can continue to improve. Even though everyone is busy, this has been a beneficial time for all of us and allows me to better understand what is happening in each building with our students.

Thanksgiving Lunch:

Stacey Doan and her crew will be hosting their annual Thanksgiving lunch on November 26th at noon in the Mustang Room. This is a chance for the life skills students to plan a meal, go grocery shopping, prep, cook, and serve a delicious meal for their families. This is a highlight for our students and their parents. The tradition continues through the hard work of the life skills staff and students!



Board Report: November 2024

Professional Development: The Professional Learning Team spent time with teaching staff on Friday, November 1st introducing cognitive interest cues, innovation configuration maps, and peer coaching. We look forward to our next inservice at the beginning of January.

Achievement Scores and Testing:

PSAT testing was in October.

ASVAB for juniors is Nov. 13th.

Counseling/ACT/Senior Experience/Scholarships (Tasha):

Clover has been a fun addition to the staff. Students and staff are enjoying spending time with him and talking. Junior job shadow day was Nov. 6th. Students experienced everything from fence installation to dental hygienist to interior design. All grade levels are working on Naviance career education, 9th graders took the Gallup Strengthsfinder survey at the end of October and 6th grade explored their interests. We have hosted two college/career/military fairs with a variety of representatives. We are always looking for more local businesses, please send them my way!

Connor Tice- represented RC at the HOBY Leadership Day on Nov. 9th in Lincoln.

Raymond Central High School Youth Salute Scholarship Awards include Erika Donahue, Sarah Lange, Brooke Munford, and Ellerie White. These include a scholarship amount for up to five different schools. Sarah Lange was also awarded the Outstanding Youth Leaders Award.

The American Legion Auxiliary made a note to let us know that they were proud of RC student Sarah Lange for representing Nebraska at ALA GirlsNation in Washington DC this past July.

Evaluation Update: Semester one teacher evaluations are steadily in progress.

Staffing: Nothing to Report other than we have great people working on behalf of our students.

Athletics/Activities (Tony): See AD report

FFA:



FBLA: FBLA hosted a successful craft fair! Thank you to everyone who came out to support us. This past week, FBLA students went on our business tour field trip, with 17 students visiting the UNL College of Business and Hudl. At UNL, students participated in workshops on entrepreneurship and economics. Additionally, Sarah Lange is attending the National Fall Leadership Conference in Columbus, Ohio, this week.

Student Council: Student Council has started a canned food drive to help stock the Caring Shelves and they are planning to collect toys and winter wear for the Salvation Army.

School Improvement: No immediate updates.

8.2. Student Board Member

8.3. Superintendent's Report





	Bill #	Introducer	P	One Liner	Theme	Committee	Hearing Day	Position	Bill Status
1	LB1 SS	Linehan At the request of the Governor		Adopt the Property Tax Growth Limitation Act, the School District Property Tax Relief Act, and the Advertising Services Tax Act and change revenue and taxation provisions More...		Revenue	07/30/2024		
2	LB3 SS	Clements At the request of the Governor		Provide, change, and eliminate provisions relating to funds and fees		Appropriations	07/30/2024		Passed by Legislature
3	LB9 SS	Hughes		Change, add, and eliminate certain calculations and provisions under the Tax Equity and Educational Opportunities Support Act, state intent regarding transfers to the Education Future Fund, and change provisions relating to property tax levies for school districts More...		Revenue	07/29/2024		
4	LB34 SS	Brewer		Change the method of assessment of real property More...		Revenue	08/01/2024		Passed by Legislature
5	LR303	Murman		Interim study to examine the viability of adopting the Classical Learning Test as an option for meeting admissions requirements at the University of Nebraska and the Nebraska state colleges		Education	11/08/2024		Interim Study



6	LR319	Conrad		Interim study to determine whether student-to-teacher ratio requirements should be considered or implemented in Nebraska by statute or regulation		Education			Interim Study
7	LR320	Conrad		Interim study to examine changes to the enrollment option program to ensure students with disabilities have an increased ability to access enrollment opportunities		Education	11/07/2024		Interim Study
8	LR321	Conrad		Interim study to determine the scope and use of student surveillance, monitoring, and tracking technology by school officials in Nebraska		Education	11/01/2024		Interim Study
9	LR333	Conrad		Interim study to determine whether legislation similar to the model Hunger-Free Campus Bill is needed to address hunger and basic needs insecurity of Nebraska college students		Education			Interim Study
10	LR341	McKinney		Interim study to determine the scope and use by school districts of a ban and bar action, banning and barring individuals from school property		Education	11/01/2024		Interim Study
11	LR347	Dungan		Interim study to examine the frequency of claims brought under the Political Subdivisions Torts Claims Act and the State Tort Claims Act and the frequency of tort claims brought against other states		Judiciary			Interim Study


12	LR349	Linehan		Interim study to examine the funding sources, including tax incentives and other methods, used for early childhood education programs in Nebraska		Revenue	09/13/2024		Interim Study
13	LR362	Brewer		Interim study to examine the dangers posed by artificial intelligence for elections		Government, Military and Veterans Affairs	09/19/2024		Interim Study
14	LR365	Day		Interim study to examine school guidelines and policies relating to LGBTQ bullying prevention		Education			Interim Study
15	LR367	Day		Interim study to examine mechanisms to slow the rise of property tax valuations during periods of rapid property value increases		Revenue	09/20/2024		Interim Study
16	LR368	Day		Interim study to examine the process for school districts to change the boundaries of individual schools within their districts		Education			Interim Study
17	LR378	Murman		Interim study to examine the viability of selling land managed by the Board of Educational Lands and Funds		Education	11/08/2024		Interim Study
18	LR382	McDonnell		Interim study to examine the governance and representation of the Board of Regents of the University of Nebraska		Education			Interim Study
19	LR383	Hughes		Interim study to examine improvements to the Tax Equity and Educational Opportunities Support Act and potential alternative funding mechanisms for Nebraska public schools		Education			Interim Study


20	LR384	Linehan		Interim study to examine nonprofit organizations, their nonprofit status, the way they use their nontaxable income, and the ways they use their nontaxable income for political purposes		Revenue	09/06/2024		Interim Study
21	LR385	Linehan		Interim study to examine state standardized testing required in elementary and secondary public schools and the (AQuESTT) system used to classify schools under the Quality Education Accountability Act		Education	11/08/2024		Interim Study
22	LR406	McDonnell		Interim study to explore the development of an institution dedicated to providing instruction, orientation, and professional development tailored for elected officials and office holders in Nebraska		Government, Military and Veterans Affairs			Interim Study
23	LR409	McDonnell		Interim study to carry out the provisions of section 13-2402, which requires the Nebraska Retirement Systems to monitor underfunded defined benefit plans administered by political subdivisions		Nebraska Retirement Systems	11/21/2024		Interim Study
24	LR412	J. Cavanaugh		Interim study to examine changes to state law regarding the use of artificial intelligence in political campaigns		Government, Military and Veterans Affairs	09/19/2024		Interim Study
25	LR418	Dover		Interim study to examine the current property tax valuation process		Revenue	09/20/2024		Interim Study
26	LR419	Hughes		Interim study to examine school meal programs in Nebraska		Education	11/08/2024		Interim Study

27	LR423	Hansen		Interim study to examine child care providers in Nebraska and the shortage of child care options in rural Nebraska		Health and Human Services			Interim Study
28	LR424	Linehan		Interim study to examine occupation taxes		Revenue			Interim Study
29	LR425	Murman		Interim study to examine the challenges faced by families with special needs students in enrolling such students as option students in other school districts under the enrollment option program		Education	11/07/2024		Interim Study
30	LR426	Conrad		Interim study relating to public records requests to determine whether reports of the resistance of government entities to public record requests are representative or isolated		Government, Military and Veterans Affairs			Interim Study
31	LR430	Bostar		Interim study to examine the impact of artificial intelligence on Nebraska's private and public sectors, including the technology and insurance sectors		Banking, Commerce and Insurance			Interim Study
32	LR439	McKinney		Interim study to explore whether the size of school districts has contributed to historical student underachievement within the Class V school district		Education	11/01/2024		Interim Study
33	LR440	McKinney		Interim study to examine how to close the educational achievement gap in the Class V school district		Education	11/01/2024		Interim Study

34	LB855	Conrad		Prohibit school districts from taking certain actions relating to outstanding debts on a school lunch or breakfast account More...		Education	01/23/2024		Passed by Legislature as AM
35	LB962	Wayne		Prohibit the use of certain projection maps in public schools and require each school board to adopt a policy relating to projection maps More...		Education	02/20/2024		Passed by Legislature as AM
36	LB964	Dungan		Adopt the Special Education Teacher Forgivable Loan Program Act and provide for scholarships under the Nebraska Career Scholarship Act More...		Education	02/12/2024		Passed by Legislature as AM
37	LB1005	Walz		Change provisions relating to the Attracting Excellence in Teaching Program and the Excellence in Teaching Cash Fund under the Excellence in Teaching Act More...	Educational Workforce	Education	01/30/2024		Passed by Legislature as AM
38	LB1012	Walz		Change provisions relating to certain tax levy and bonding authority of school districts More...	Construction	Education	02/06/2024		Passed by Legislature as AM
39	LB1027	Clements	P	Change provisions relating to schools which elect not to meet accreditation and approval requirements More...		Education	01/22/2024		Approved by Governor

40	LB1029	Conrad		Change provisions relating to compulsory school attendance regarding illness More...		Education	02/06/2024		Approved by Governor
41	LB1050	Conrad		Require school districts to provide menstrual products to students More...		Education	02/12/2024		Passed by Legislature as AM
42	LB1074	Slama	P	Adopt changes to federal law regarding banking and finance and change provisions of the Commodity Code, the Credit Union Act, and the Securities Act of Nebraska		Banking, Commerce and Insurance	01/30/2024		Approved by Governor
43	LB1092	Murman	P	Adopt the Online Age Verification Liability Act More...		Judiciary	02/21/2024		Approved by Governor
44	LB1193	Conrad		Provide a process for a parent or guardian to request that such person's child repeat a grade under certain circumstances More...		Education	02/05/2024		Passed by Legislature as AM
45	LB1201	Hardin		Change provisions relating to the Early Childhood Education Grant Program and redefine terms under the Tax Equity and Educational Opportunities Support Act More...		Education	02/05/2024		Passed by Legislature as AM
46	LB1253	Linehan		Create the Dyslexia Research Grant Program More...		Education	02/12/2024		Passed by Legislature as AM

47	LB1254	Linehan		Provide for a professional learning system and regional coaches for teaching students to read More...		Education	02/13/2024		Passed by Legislature as AM
48	LB1284	Walz	P	Provide for a statewide computer science education expansion program More...		Education	02/06/2024		Approved by Governor
49	LB1306	Education Committee	P	Eliminate the Professional Practices Commission and provide, change, and eliminate provisions relating to standards for and conduct of teachers and administrators More...		Education	01/30/2024		Approved by Governor
50	LB1328	Murman		Change provisions relating to the classification of school districts More...		Education	01/30/2024		Passed by Legislature as AM
51	LB1329	Murman	P	Change provisions of the Nebraska Career Scholarship Act More...		Education	01/30/2024		Approved by Governor
52	LB1339	Brewer		Change provisions relating to possession of firearms in schools and authorize schools to provide emergency response mapping data to public safety agencies More...		Education	02/06/2024		Passed by Legislature as AM
53	LB1377	Walz at the request of the Governor		Change requirements relating to training for certain school employees More...		Education	01/30/2024		Passed by Legislature as AM

54	LB1402	Linehan	P	Appropriate funds to the State Treasurer for the purpose of providing grants to scholarship-granting organizations More...		Appropriations	02/06/2024		Approved by Governor
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8.3.1. Classified Staff hires/reassignment/resignations

8.3.2. NASB Monthly Update

NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



1,900,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance. All Dates & Locations Tentative & Subject to Change

JOIN US!

Events & Networking - <https://members.nasbonline.org/events>

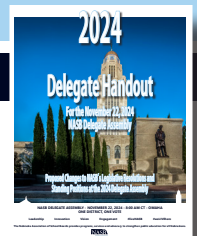


Last Day To Register For The State Education Conference Is FRIDAY, November 8!

State Education Conference - November 20-22 - Omaha

NASB Delegate Assembly - November 22 - 8:00 AM - Omaha

Download your 'Delegate Handout' for the Delegate Assembly now at <https://members.nasbonline.org/government-relations>



2024 NEW BOARD MEMBER WORKSHOPS

New Board Member Workshops

CALL TO ORDER:

WELCOME TO THE BOARD TABLE

NORFOLK - KEARNEY - GERING - NORTH PLATTE - YORK - LA VISTA

December 2 - Norfolk

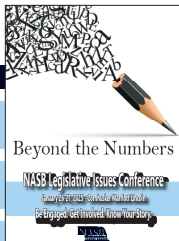
December 3 - Kearney

December 4 - Gering

December 5 - North Platte

December 10 - York

December 11 - La Vista



2025

Legislative Issues Conference - January 26-27 - Lincoln

School Board Member Week - January 26 to February 1

President's Retreat - February 16-17 - Kearney

Continued on Page 2



Leadership

Innovation

Vision

Engagement

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NASB provides programs, services, and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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PAGE 2

Educators Health Alliance Sets 2025-26 School Year Rates

Overall premium increase of 5.49% continues single-digit streak

There will be an overall increase of 5.49% in premiums next year for the medical and dental insurance plans used by nearly every Nebraska school district, following action by the Educators Health Alliance (EHA) Board of Directors. The EHA is a consortium of three statewide public school groups that manages the plan. All medical insurance rates and dental insurance rates for active employees and retirees will increase 5.49% from the 2024-25 rate level.

"While our medical claims have increased in the most recent months, we are comfortable approving a rate increase below some of the industry surveys we have seen," said Trish Guinan, EHA Board Chair and NSEA Executive Director. "Given the rate of inflation over the last few years, we are pleased we've been able to maintain our streak of more than 20 years without a double-digit increase in rates, and to average an increase of 4.77% for the last decade."

Read the full release now at www.ehapan.org/sites/default/files/2025-26-insurance-rate-news-release.pdf

YOUR 2024 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit: <https://members.nasbonline.org/about-us/affiliate-members>

Leadership

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8.3.3. NRCSA Monthly Report



Nebraska Rural Community Schools Association

Member Update

November 8, 2024



Photo Credit: Osmond Community Schools



NRCSA Calendar

NRCSA Events

NRCSA Legislative Forum

February 20, 2025
Cornhusker Hotel in Lincoln

[More about this event](#)

NRCSA Spring Conference

March 20 & 21, 2025
Crowne Plaza & Younes North Convention Center in
Kearney

[More about this event](#)

NRCSA Golf Tournament

July 22, 2025
Meadowlark Hills Golf Course in Kearney

[More about this event](#)

Committee Meetings

NRCSA Executive Committee

November 20, 2024 9:00 AM
CHI Center in Omaha, Room 206-207

NRCSA Scholarship & Recognition Committee

November 20, 2024, 10:00 AM
CHI Center in Omaha, Room 208

NRCSA/UNO Closing the Achievement Gap Research Team

November 20, 2024, 11:00 AM
CHI Center in Omaha, Room 206-207

NRCSA Legislative Committee

November 20, 2024, 1:00 PM
CHI Center in Omaha, Room 206-207

NRCSA Rural Teacher Committee

November 20, 2024, 3:00 PM
CHI Center in Omaha, Room 206-207



NRCSA Search Service

Please let Jack Moles know where superintendent vacancies occur, so that NRCSA Superintendent Search can make direct contact. We need to hear as soon as possible in anticipation of getting promotional materials specific to that board of education ready. It is critical that Board Presidents have the NRCSA contact information so that if they choose to consider a Superintendent Search Service, NRCSA is one they hopefully will consider.



Boyd County Schools

Application Process Complete

Finalists Selected: **Nov. 13, 2024**

Interviews: **Nov. 18 & 19 or Nov. 23, 2024**

Contract Begins: **July 1, 2024**



Lawrence-Nelson Public Schools

[Announcement of Vacancy](#)

[Apply for this Vacancy](#)

Application Deadline: **Nov. 18, 2024**

Finalists Selected: **Nov. 25, 2024**

Interviews: **Dec. 4 & 5, 2024**

Contract Begins: **July 1, 2025**

Access the Members area of www.nrcsa.net anytime.

Login: member Password: playground

NRCSA has moved to a new office. The new address for NRCSA is:

440 S 13th St, Suite B
Lincoln, NE 68508

SUPERINTENDENT SEARCH & PLANNING

We are in the midst of the time in which we see movement of Superintendents. NRCSA has an outstanding Superintendent Search Service and I would encourage your Board of Education to closely consider these services if you are in need of a Superintendent.

In 2023-24, NRCSA assisted the Boards of Education at Sioux County Sioux County and Raymond Central in identifying their next Superintendent. We also assisted Deshler and Fairbury in identifying Interim Superintendents for next year. We are currently assisting the Boards of Education at Lawrence-Nelson and Boyd County in their Superintendent searches.

One of the more outstanding features of the NRCSA Superintendent Search Service is that the consultants who assist Boards of Education with their searches are all retired rural school Superintendents who experienced great success in their careers. They know what it takes to be successful in a rural school district and community, and how to work closely with a rural school Board of Education.

If your district finds a need to locate your next school leader, please be sure to keep the NRCSA Superintendent Search Service in mind. For more information you can contact Executive Director Jack Moles at jmoles@nrcsa.net or by phone at 402-335-7732.

Another service that is offered is a planning service. It is a common practice for Boards of Education and the Superintendent to develop short and long-term plans. We are currently assisting Anselmo-Merna in their planning process. NRCSA does provide a quality service using experienced consultants. If you are interested in more information, please contact Executive Director Jack Moles.

NRCSA Leadership

Dr. Heather Nebesniak, President.
Ord Public Schools

Mark Lenihan, Past President.
Wayne Community Schools

Chris Kuncl, Pres-Elect.
Mullen Public Schools

Chris Prosocki, Secretary.
Southern School District # 1

District Representatives:

Eugene Hanks, West
Crawford Public Schools

Dale Hafer, North Central
Ainsworth Community Schools

Daryl Schrunk, Northeast
Randolph Public Schools

Paul Sheffield, Southeast
Exeter-Milligan Public Schools

Jon Davis, South Central
Alma Public Schools

Jane Davis, Southwest
Hershey Public Schools

Executive Director:

Jack Moles

Lobbyists:

Jon Edwards
Scott Moore
Russell Westerhold

Legislative Co- Chairs:

Dr. Jason Dolliver
Pender Public Schools

Bryce Jorgenson
Southern Valley Schools

Scholarship & Recognition Co Chairs:

Tim Heckenlively,
Falls City Public Schools

Jim Widdifield
Minden Public Schools



SYRACUSE-DUNBAR-AVOCA used the NRCSA Planning Service in 2022. NRCSA Consultants Rob Hanger and Fred Helmink assisted the district with its planning.

[NRCSA Search Service Experience](#)

[NRCSA Planning Support Brochure](#)

NRCSA’s annual membership drive is nearing its end. Notices were sent out in time for your July Board meetings, but members were welcome to pay their dues in the 2024-25 budget year. Annual Dues remain at \$850. Last year we had 221 school districts, ESU’s, and State colleges and we expect to continue our annual growth. Thanks to you for being a member. This energizes our representation and advocacy for rural Nebraska, no matter who we are engaged with on education, legislation, or community issues. Without your support, there is less rural advocacy. Whether we like it or not, the outstate and rural population does not create a legislative majority anymore. In fact, rural Nebraska lost another seat in the Unicameral in the most recent redistricting. Finding success, whether passing, amending, or stopping legislation comes from membership, relationships, and focus. Thanks to your membership in NRCSA, rural is at the table and making a difference on behalf of our rural students, schools, and communities.

We do expect a growth in membership this year as we have already been informed that three Boards of Education have already voted to become new members for the 2024-25 school year. We are excited to welcome **Osmond ESU 1, and Shelby-Rising City** to NRCSA! We are very excited to have you as partners.

Nebraska was well represented at the National Rural Education Association’s “National Forum to Advance Rural Education” in Savannah, GA. Members of NRCSA’s Executive Committee, NRCSA’s administrative staff, and other Nebraska educators attended the conference on Oct. 31 and Nov. 1



L-R: Daryl Schrunk (Supt at Randolph), Laurie Smith (Elem Teacher at Sumner-Eddyville-Miller/2021 National Rural Teacher of the Year), Heather Nebesniak (Supt at Ord), Andrew Easton (ESUCC), Jeff Bundy (NRCSA Office Manager), Jane Davis (Supt at Hershey), Jack Moles (NRCSA Executive Director), Paul Sheffield (Supt at Exeter-Milligan)

The NRCSA Executive Committee has made a positive move to assist non-traditional educators move toward full teaching certification. As a result of this move, new scholarship opportunities were created for paras who are in a “para to teacher program” and for transitional educators. NRCSA will provide three \$1,000 scholarships for the fall semester and three \$1,000 scholarships for the spring semester for the 2024-25 school year. Applicants for the scholarships must be current employees of a NRCSA-member district or ESU. Applicants must be enrolled for that semester in one of two types of programs: (1) in a recognized “para to teacher” program such as is offered by the three State Colleges (Chadron State, Peru State, or Wayne State), or (2) a transition to teaching program in which a person with a minimum of a bachelor’s degree who is employed to teach in a member school while working through a transitional program, such as offered by the University of Nebraska-Kearney. The applicant could currently be teaching under a transitional certificate. Application materials for Spring scholarships were distributed to member Superintendents and ESU Administrators, who were then asked to share with potential candidates in their buildings. Applications are due on **December 2, 2024**. The NRCSA Scholarship and Recognitions Committee will the three scholarship winners.

NRCSA Executive Director Jack Moles visited the districts of the three recipients Fall scholarships to make the scholarship presentations. The Fall recipients are: Kayla Christensen (Morrill), Lauren Nichols (Sioux County), and Tabitha Nelson (Falls City).

Kayla Christensen is currently a para at Morrill Elementary School. She has a Bachelors degree in Sports and Exercise Science and is working to obtain teaching certification in Early Childhood Education (Inclusive) through UNK.

Lauren Nichols is currently a Science teacher (provisional certificate) at Sioux County Public Schools. She has a Bachelors degree in Applied Sciences and is working to obtain a teaching certificate in Secondary Science through UNK.

Tabitha Nelson is currently a para with Falls City Public Schools. She is working on a teaching certificate in K-12 Special Education through Chadron State College.



Morrill Board President Bill Watson, Jack Moles, Kayla Christensen, Morrill Elementary Principal Delinda Lackey.



Sioux County Superintendent Liz Baker, Lauren Nichols, and Jack Moles



Falls City Superintendent Tim Heckenlively, Tabitha Nelson, and Jack Moles



FOLLOWING IS A REPORT FROM NRCSA’S LOBBYIST, RUSS WESTERHOLD:

Nebraska voters turned out at historic levels Tuesday during the statewide General Election. Preliminary figures from Nebraska Secretary of State Bob Evnen indicate that 74 percent of all registered Nebraska voters participated in this year’s election, breaking the previous turnout record set in 2020.

All members of Nebraska’s incumbent Republican congressional delegation were reelected. Senator Deb Fischer fended off a tough challenge from Dan Osborn for another six year term, and Republican Congressman Don Bacon again narrowly won reelection to Nebraska’s Second Congressional District seat.

Nebraska voters approved ballot initiatives proposing a constitutional 12 week abortion ban (Initiative 434), paid sick leave (Initiative 436), and legalizing medical marijuana (Initiatives 437 and 438).

Nebraska voters also filled 25 of the Legislature’s 49 seats. From unofficial results, it appears that Republicans will hold 33 seats in the officially nonpartisan body, and that a total of 18 new senators will be sworn in when the Legislature reconvenes in January.

You can view our full report on elections to the Nebraska Legislature by clicking on the button below.

[2024 General Election Results \(Edwards, Westerhold, & Moore\)](#)

The Special Session of the Unicameral adjourned on August 20. The special session of the Nebraska Legislature was called by Governor Jim Pillen with the goal of reducing property tax levels. There were three days of bill introductions and a week’s worth of bill hearings.

LB 1, introduced by Sen. Linehan, contained the Governor’s plan for property tax relief. In part, this bill would have had the effect of the state taking over the funding of public schools. The plan had many issues from many different individual Senators and did not move forward. LB 9, introduced by Sen. Hughes, contained a plan that was more beneficial for NRCSA-member districts. This bill was taken over by the Revenue Committee as the vehicle to move the Governor’s plan forward. As amended, it also did not gain traction.

LB 34 ended up being the next vehicle by which the Unicameral’s Revenue Committee attempted to move forward with concepts in the Governor’s plan. After much debate, the amended LB 34 was again amended. In the end, property tax relief that was originally provided through income tax credits in LB 1107 from a few years ago will now be “front-loaded”. In the past these income tax credits for property taxes paid had to be claimed when property owners filed their income taxes. It is estimated that between 40% and 50% of property owners did not file for these credits. With LB 34, property owners will now automatically receive the reductions without having to file for them.

The cost of the new credit is \$750 million in FY25, then increasing 3% every year after that. The state will reimburse school districts for the cost of the new credit. The bill also changes growth in property tax levy authority for cities and counties. LB 2 and 3, referred to the Appropriations Committee, change provisions relating to appropriations and funds to lapse unexpended funds from FY2023-24, reduce General Fund appropriations in the current fiscal year, to provide for transfers of cash funds to the General Fund, and to provide for the crediting of investment earnings from certain cash and revolving funds to the General Fund. LB 2 and LB 3 provide the additional funding for LB 34.

The 2024 regular session of the Unicameral ended in April. Below you will find a link to NRCSA's summary of bills that were passed. A few bills that did not pass are also listed. Bills signed by Governor Pillen become effective three calendar months after adjournment (July 18, 2024), unless the bill has a specific operative date or was adopted with an emergency clause. Bills adopted with an emergency clause take effect the day after being signed. All bills not enacted at the conclusion of this year's session are indefinitely postponed and will not carry over to the next Nebraska Legislature. They may, however, be re-introduced by a Senator as a new bill.

[NRCSA Bill Summaries \(Jack Moles\)](#)

NRCSA has developed a "resource" document to assist members when they want insight on a particular topic. Often we are contacted and asked if we know of a school that has experience in a topic of interest. Many times we can point them in the right direction, but often we need to put out a request for information to the members. We have developed a list to begin from and already have some contact information on some of the topics. The plan is to feature this list in each of our monthly updates. Below is a link to a copy of this "early" list. If you would be willing to be listed as a resource or if you would like to suggest other topics for inclusion, please contact Jack Moles.

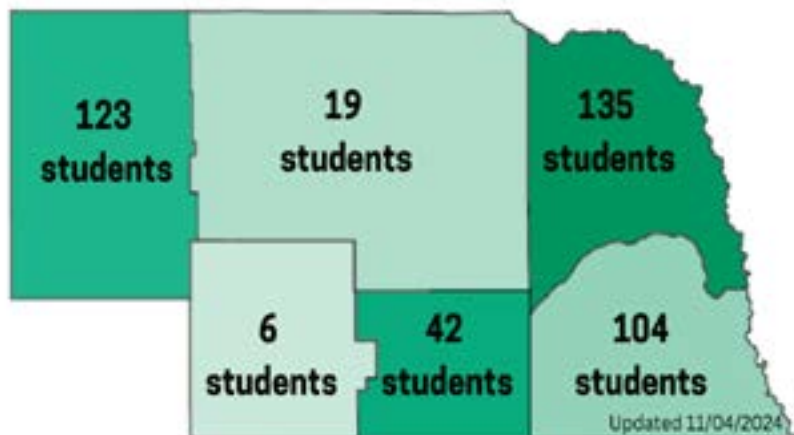
[NRCSA School Programs](#)

From NRCSA Executive Director Jack Moles: *NRCSA is backing the work of the Nebraska State College System and the Nebraska SMART program. This is a unique approach to providing free tutoring services to your students. Information on the program is provided below. This program is beneficial on many levels. Among them are:*

- *The program is FREE for kids and families.*
- *The program provides valuable experience for prospective teachers.*
- *The program provides a paying job for prospective teachers.*
- *The program provides another great connection between Chadron State, Peru State, and Wayne State with NRCSA member school districts. All three of the State Colleges are NRCSA members.*
- *The program provides an opportunity to connect prospective teachers with rural schools. Some of the tutors did not attend rural high schools and this provides an opportunity for them to connect with rural.*
- *The program provides an opportunity to connect YOUR school with prospective teachers. You may be in the market to hire one of these tutors in the future and this connection could help!*

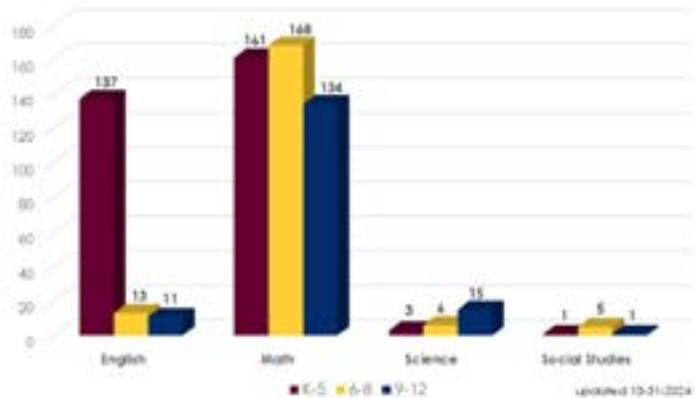
Nebraska SMART Free Online Tutoring for K-12 Students

Since the end of the Spring 2024 Semester, over 286 new students have registered, bringing the total to 429 students, 74% of whom attend NRCSA member school districts.



Our Tutors have been busy, conducting an average of 50-60 sessions each week. We have seen a steady increase

in both student registrations and tutoring sessions. Since the start of the current semester in September, 445 sessions have been completed, totaling 655 sessions since tutoring began in February. Our Tutors have spent over 237 hours this semester helping students across rural Nebraska. Below is a breakdown of tutoring sessions completed by subject and grade level.



Thank you for your efforts to raise awareness and promote this valuable program!

How to Access Tutoring

To access tutoring, parents need to register their student(s) through our website. After registering, parents and students can log in to schedule tutoring appointments or request on-demand tutoring with a Tutor. Students are encouraged to provide the homework or assignment for which they need help. Assignments can be uploaded to the secure classroom, sent to the Tutor in advance via message, or a picture can be taken of the assignment when connected to the Tutor in the classroom.

Fall Tutoring Hours

Tutoring for the Fall 2024 Semester is available Monday through Thursday, from 3:30 to 7:30 PM local time.

No Tutoring November 26-28

Tutoring will not be available from Tuesday, November 26 through Thursday, November 28, due to the State Colleges' Fall Break.



Student Registration

Parents and students can schedule tutoring appointments with a Nebraska SMART Tutor by logging in to their accounts through the [website](#). Students should provide homework for which they wish to receive help. Assignments can be uploaded to the secure classroom, can be messaged to the Tutor in advance, or a picture can be taken of the assignment when connected to the Tutor.

How can school districts help?

Your assistance in communicating with parents in your school district is essential to expand awareness and generate interest in this program. Below are ways that you can help:

Share about Nebraska SMART

- In school/district/classroom parent newsletters
- During Parent/Teacher Conferences
- With Teachers, Counselors, Parent/Teacher Associations, and district staff
- Link [Nebraska SMART](#) as a student resource on school district websites
- Distribute bookmarks to each K-12 student in school/district
- Connect with Nebraska SMART on social media: [Facebook](#), [Instagram](#), and [X \(Twitter\)](#)
- Share with district technology team the domain [allowlist guide](#)

For more information, visit: www.nscs.edu/nebraskasmart

Questions, comments, or concerns? Email: nebraskasmart@nscs.edu

School districts can request additional promotional supplies by emailing nebraskasmart@nscs.edu.

Thank you for your support in broadening awareness of Nebraska SMART within your school districts! We look forward to serving your students.

Julie Dickerson, Nebraska SMART Director

nebraskasmart@nscs.edu

From Rebecca Vogt, UNL

Today we are releasing the first of the reports from the 2024 Rural Poll, focusing on the well-being of rural Nebraskans. The report can be accessed online. The press release for this report can be found here.

[Well Being of Rural Nebraskans](#)

From Jay Martin, NDE Director of School Safety & Security

It is time for a new school year, and I hope you all found time this summer to do something fun and/or relaxing! Below you will find the School Safety Newsletter – Fall Edition. In the first five pages is the quarterly school safety updates and trainings. The **Badge Certification** is underway, and we already have several schools who will be getting their Diamond Badges to show their communities the challenging work they are doing to keep students, staff, and visitors safe and secure. Make sure to sign-in and get your badge today!

Due to many requests the **Digital Parent Academy is now available on our YouTube Channel**. Also, there is a Promo video for parents that can go up on schools Digital Billboards to direct parents to view the 4-part series on being digitally wise with their children. Thanks to those of you who suggested the billboard.

Once you have read the School Safety Newsletter there is **seven different flyers with trainings** that are available this fall. Please use the links to get your staff signed up for these opportunities to aid in keeping others safe.

Lastly, please join us in Kearney on October 17th YCC, South from 8:30 to 4:30 for the **School Safety Summit**. Anyone from our schools is welcome to attend including the first responders in your communities. **School Safety is not just for specific people** it is for everyone, and we will have a great keynote Lisa Hamp, Virginia Tech survivor, several breakouts, and a panel discussion on two emergency situations. Registration will be coming soon this month or the first part of September.

Take care and have a safe school year!

[School Safety Newsletter - Fall 2024](#)

UNL Extension Center: Embracing Innovation: Exploring the Dynamics of New Partnerships

Developing business & Industry, organizational, and postsecondary partnerships with school districts can play a pivotal role in enriching the educational experience, supporting student achievement, and strengthening connections between schools and their communities. By leveraging external resources, expertise, and support, schools can create a more inclusive, engaging, and supportive learning environment for all students. While partnerships within school districts can bring numerous benefits, there are also challenges that may be encountered. These can be overcome by fostering a culture of collaboration, prioritizing communication and relationship-building, seeking creative funding solutions, and promoting equity and inclusivity in partnership efforts. Additionally, leveraging support from district leadership, community stakeholders, and external resources can help schools overcome obstacles and maximize the benefits of collaborative partnerships.

We in the Institute of Agriculture and Natural Resources (IANR), specifically the College of Agricultural Sciences & Natural Resources (CASNR) and Nebraska Extension 4-H, believe this strategy for K-12 partnerships will result in a strong learning innovation network of support for every learner and every educator in the state of Nebraska. The world of higher education is evolving, driven by changes in technology, demographics, workforce demands, and societal expectations. To meet the needs of today's learners in the 21st century and prepare them for the challenges of tomorrow, we are embracing innovation, collaboration, and a student-centered approach.

In recent years, CASNR has created two new positions to help in this work. Dr. Tammy Mittelstet (tmittelstet@unl.edu) is serving as the CASNR Statewide Education and Career Pathways Coordinator and Bailey Feit (bailey.feit@unl.edu) serves as the LPS/CASNR Early College and Career Pathways Coordinator. They engage in co-creating education and career pathways for students and supporting teachers by:

- creating opportunities and minimizing barriers for all learners in the exploration of education and career pathways,
- investing in and supporting teachers to innovate and integrate cross-curricular concepts of Food, Energy, Water, and Societal Systems (FEWSS) throughout K-12 education,
- encouraging our higher education institutions to share content expertise to build curriculum that will inform best practices in the areas of FEWSS and mentor future systems thinkers for the continuum of learners through our higher education institutions,
- connecting and developing a team of community leaders to build partnerships that combine resources to support student and teacher innovation, and
- building a workforce of tomorrow with the support of the industry of today by developing work-based learning opportunities.

If you would like to get monthly updates, consider signing up for the L.I.N.K.S. newsletter at <https://casnr.unl.edu/k-12-partners>.

Nebraska Extension brings University of Nebraska expertise and research in 8 key areas of impact directly to Nebraskans from all walks of life in each of the state's 93 counties. Nebraskans turn to Nebraska Extension to strengthen their families, inspire their communities, empower young people, conserve and protect natural resources and advance their farms, ranches and businesses. Nebraska 4-H represents one of the eight key areas, and has been a leader in the career and college readiness field by being one of the first in the country to support a statewide educator position and team to provide leadership in program development and delivery.

The College & Career Success Team is led by Dr. Dawn Lindsley (dawn.lindsley@unl.edu) at the State 4-H Office and Jacie Milius (jacie.milius@unl.edu) in Gage County. In 4-H, we believe in the

power of young people. With nearly six million members nationwide and 140,000 in Nebraska, we empower youth to lead for a lifetime. In a rapidly changing world, it's crucial for young people to be equipped with the right mix of knowledge, skills, and experiences for their transition from education to the workforce. Through our programming, we provide developmentally appropriate, experiential learning opportunities to help youth and adults explore postsecondary education and career options, preparing them to reach their fullest potential in today's dynamic job market. If you would like to learn more, please visit <https://4h.unl.edu/programs-priorities-career-college-success>.

Nebraska students are the leaders, innovators, and problem-solvers of tomorrow. Through collaboration with business & industry, organizational, and postsecondary partners, school districts can provide students with invaluable real-world experiences, access to resources, and insights into the demands of the workforce. We can bridge the gap between education and employment, equipping students with the skills, knowledge, and connections they need to thrive in the competitive global economy. Together, we can create a brighter future for our students and our communities.

NRCSA has had the great privilege to work closely with Open Sky Policy Institute over the years. They provide great information on the fiscal impact of legislation that is very helpful to me in my work as NRCSA's chief lobbyist. I would encourage Superintendents and Board of Education members to sign up to receive Open Sky's email updates.

Open Sky has developed some awesome **Nebraska Public School District Profiles** instruments. It provides much information that can be used to tell the story of your district in comparison to other districts when discussing school finance. The instruments can be accessed at:

<https://www.openskypolicy.org/schooldistrictprofiles>

The mission of OpenSky Policy Institute is to provide impartial and precise research, analysis, education and leadership on fiscal policy-improving opportunities for all Nebraskans. Subscribe to their email updates at <https://bit.ly/OpenSkyUpdates> <https://bit.ly/OpenSkyUpdates> or contact Todd Henrichs at thenrichs@openskypolicy.org.

At the Membership Meeting during the Spring Conference the Executive Committee presented updated NRCSA Constitution/By-Laws for approval by the membership. According to NRCSA rules, such issues must be shared with the membership prior to the meeting. The updates were approved. Below are links to a working copy with suggested revisions and an adopted copy which was voted on and approved.

[Adopted copy](#)

The National Rural Education Association, in partnership with the Rural Schools Collaborative, has issued a study entitled WHY RURAL MATTERS. The report "looks critically at how educational supports and resources for student well-being are being distributed, casting light on which of our rural children are in need of additional support". The study is well done and shows Nebraska in a pretty positive light. I would encourage you to take a look at WHY RURAL MATTERS, which can be accessed here:

[Why Rural Matters](#)

The National Rural Education Advocacy Coalition (NREAC) partnered with AASA in producing a report on REAP. REAP is a program that benefits many of our smaller districts. The report can be accessed here:

<https://www.aasa.org/docs/default-source/resources/reports/rural-education-achievement-program-survey-report.pdf>

[Understanding REAP](#)

NRCSA is pleased to announce a partnership with New Leaf Teletherapy. New Leaf provides mental health teletherapy services for both staff and students. I became very interested in this possibility especially in terms of staff services. I know our members are working hard to provide services for their students, but there does not appear to be that same capability when looking at staff services.

I look at this service as helping to bolster what your district is already doing, not to take the place of those efforts. I believe this can be a cost effective means of furthering your efforts.

NRCSA recently hosted three introductory Zoom meetings with Mark Goldman and Deb Romano of New Leaf to have them explain what the program would look like. Below you can access the slide show from those meetings, as well as a recording of one of the meetings.

[New Leaf PowerPoint Presentation](#)

[New Leaf Zoom Meeting](#) (recording)



If you would like to be in contact with Mark Goldman or Deb Romano, please feel free to call or email me and I can help make that happen.



[Read the Full Blog](#)

Board of Education meeting visits. Beginning in December, 2019, I started attending Board of Education meetings in member school districts/ESUs. Since then, I have attended 113 such meetings. I most recently attended the Board meetings at Fullerton and St. Edward on Monday, October 14.

I am scheduled to attend the following Board of Education meetings in the near future:

MONDAY, NOV. 11: Stuart and West Holt

TUESDAY, NOV. 12: ESU 17

WEDNESDAY, NOV. 13: Valentine

I have really enjoyed attending meetings and am willing to attend Board meetings when I can. I take a few minutes to cover NRCSA news and offerings, as well as a legislative update. When I am going to be in a specific area on Board meeting days I may send out a notice to near-by Superintendents to make an offer to visit. I'd like to be able to schedule two or three in the same evening if I can.

If you would be interested in me attending a future Board meeting, please contact me to start the arrangements. I would also be willing to "attend" your Board meetings via Zoom if you preferred. I would still only do one at a time but would be able to do several in the same evening. Let me know and we will try to make the connection.



FULLERTON BOARD OF EDUCATION AND ADMINISTRATION



ST. EDWARD BOARD OF EDUCATION AND ADMINISTRATION

The American Heart Association is committed to partnering with schools in rural Nebraska to improve the health of their communities. A few of these opportunities include:

Tobacco Free Schools. Unfortunately, recent data reveals the ongoing challenges of youth tobacco use. The 2021 National Youth Tobacco Survey showed that: Approximately 2 million MS/HS students reported using e-cigarettes during the pandemic; nearly 85% of them used flavored tobacco products. More than 4 in 10 HS students and nearly 2 in 10 MS students who used e-cigarettes did so 2 out of 3 days and youth showed a strong brand preference.

Many schools have struggled to keep up with the continued innovation of the tobacco industry. To help address that, the American Heart Association created our Tobacco Free Schools Toolkit. The toolkit is designed to help schools update their policies so that now – and in the future – they will cover all products, people, and places while providing mechanisms that support students who are battling tobacco addiction. More information/resources are here.

Improving Cardiac Response in Schools. Did you know that the odds of surviving a cardiac arrest in rural areas is only about half of that in an urban area? In the aftermath of a cardiac emergency - minutes matter. The Chain of Survival starts with those who are present and requires everyone to do their part. The American Heart Association is committed to building a Nation of Lifesavers to and to helping school districts and other entities develop **Cardiac Emergency Response Plans**. These plans consider: access to functioning AED's, a strong base of CPR knowledge and training, as well as the identification of a response team and the annual practice of

a cardiac emergency. Tim Nikolai, Sr. Rural Health Director at the American Heart Association can help. Please reach out to: Tim.Nikolai@heart.org.

[Learn CPR in 60 Seconds](#)

A note from Mr. Nikolai:

*For those I have not met previously, I am the **American Heart Association's** lead for rural health in the Midwest Region, inclusive of your states. My role allows me to work collaboratively with all manner of organizations that are in a position to impact health in their communities – and schools are certainly near the top of that list.*

There are many ways our organization has worked to collaborate with schools – supporting access to nutritious, affordable food, helping to address the ongoing challenges of vaping/tobacco use, and more. Today, though I'm focusing primarily on our resources to assist with cardiac readiness / cardiac emergency response planning.

*Much of the country was watching – or has followed since – the **collapse of Buffalo Bills' safety, Damar Hamlin, on Monday Night Football**. Fortunately, Damar's story had a happy ending. Our goal is to maximize the opportunity for everyone to have a similar outcome should they experience a Sudden Cardiac Arrest. Most organizations will not have the resources that the NFL does to ensure player safety, but there is much that can be done, especially with proper planning.*

*Some data suggests that **nearly 1% of schools will be the site for an out of hospital cardiac arrest annually**. For a variety of reasons, rural areas are disproportionately impacted by both rates of cardiac arrest and poor outcomes. We know that prepared and equipped schools mean better outcomes for staff, students, visitors, and the communities that so often gather in school spaces.*

We have recently built out/updated a variety of tools to assist schools – and other organizations – with their cardiac readiness. These include:

- *Sample Cardiac Emergency Response Guidelines and Plans.*
- *A toolkit to maximize the impact of AED placement and implementation.*
- *Training and awareness tools to help with Hands-Only CPR knowledge for staff and students.*
- *A revamped, training site search feature, for coaches, nurses, and others who need CPR certification.*
- *In some cases, we may have – or be able to help secure – financial resources to help schools with purchasing/maintaining AEDs, CPR mannequins, etc. Hearing the scope of that need can help us secure additional resources, so please let us know!*

Please let me know if you see an opportunity or need to dialogue about these resources further or share them with your member districts. I'm happy to assist with newsletter copy, join or host webinars, or other ideas that fit your standard means of communication.

Finally, at the risk of sharing too much – a few other notes I wanted to highlight.

- *I've attached an invitation for our **Fall Educator Series**. Administrators/Educators from all districts are welcome to attend the sessions they are interested in. You'll see the one in November is on Cardiac Emergency Response Planning.*
- *Last year some 1300+ rural schools in the Midwest participated in our Kids Heart Challenge program. They raised life-saving money for our mission, earned PE equipment for their schools, and helped improve health knowledge in their community. Last year, tens of thousands of families learned Hands-Only CPR through the program.*
- *Thanks to the **Missouri Rural Health Association** for sharing our HeartCorps program on their home page. That opportunity exists for IA, KS, KY, MN, MO, NE, OH, and WI. Happy to chat more!*

Farm to School Network Takes Root in Nebraska

The Nebraska Department of Education, Center for Rural Affairs, Nebraska Extension, Buy Fresh Buy Local, and No More Empty Pots are pleased to announce the establishment of the Farm to School Network in Nebraska. The network aims to increase access to fresh and nutritious foods in Nebraska schools and strengthen connections between local farmers, educators, and communities.

To build this network, a Network Development Committee and Advisory Committee will lead the process and guide stakeholders to create a strategic, collective action plan that will move farm to school forward in Nebraska. The Network Committees are made up of representatives from key organizations and institutions across the state and are focused on breaking down barriers standing in the way of implementing farm to school initiatives.

The Network Committees will begin the network building process with mapping community assets, phase one of the Nebraska Farm to School Network Timeline. Through this phase, they will collect information on existing farm to school activities in the state and establish a vision for the network.

All stakeholders interested in building a stronger and healthier food system in Nebraska may participate in upcoming virtual and in-person listening sessions. These listening sessions will take place from October 10th to 18th and provide a platform for sharing information about current farm to school activities and discussing the future vision for the network.

“Pillars to farm to school success in a state include partnerships, policies, and supportive programming. A network will support development of these initiatives,” said Sarah Smith, Nebraska Department of Education Farm to School Specialist and Project Director.

To register for the listening sessions or to learn more about the Nebraska Farm to School Network, please visit the [Network’s webpage](#).

Southern Superintendent Chris Prosocki has shared a sample Superintendent Checklist that he uses. I thought this was a great instrument, one that I wished I had available to me when I was in the Superintendency. It can be especially helpful as you head into the new school year! Thanks to Chris for sharing this! You can access the updated checklist here:

[Superintendent Check List](#)

The ESUCC and ESU 3 have shared a document which outlines all of the trainings and mandates that are required of districts. The document, “School District Plans, Policies, and Annual Trainings Requirements”, is a handy reminder for districts. Thanks to ESUCC Executive Director Kraig Lofquist and ESU 3 Administrator Dan Schnoes for developing and distributing this handy tool. The document may be accessed here:

[School District Plans, Policies, & Annual Trainings](#)

We urge you to consider participation in the NRCSA Partner OneCard program as a tool for you in managing school expenditures, both large and small. Certainly, the card can help reduce/eliminate any issues relative to unverified cash expenditures. You decide who uses it, can get cards for each of those users, keep all cards wherever you wish, determine the amount to load on each individual card, and how long the time frame of use is. It is a terrific management tool and clearly identifies each expenditure/name/date/amount. Whether small purchases or very large purchases, the card is a terrific tool. NRCSA owns the state contract, so liability for misuse falls to NRCSA, not the district user. We have only had three circumstances of fraud and all three have been the theft of the card number information, not any district employee misuse. For 2023-24, 98 districts/ESUs participated in the program. We have received interest from several districts already this year, so we believe we will end up with over 100 entities using the program. Great job by all participating districts in protecting the card and program! Don't forget, the NRCSA rebate from the transaction fee paid by businesses that choose to accept plastic is used for scholarship, awards, and special needs. For 2023-24, the rebate was over \$30,000 to NRCSA, showing that use is increasing, and large purchases are being included. WIN, WIN, WIN! If you are considering joining the program and need more information, please contact Jack Moles (jmoles@nrdsa.net) or Jeff Bundy (jbundy@nrdsa.net).



The NCA & Proactive Coaching partner to bring Coach Bruce Brown's legendary insights about the parent's role in education-based athletics to your school & community.

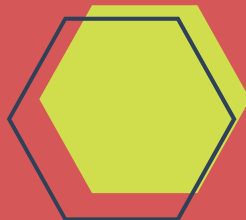
Book your School's Presentation

Parent Meetings or Special Events

THE ROLE OF PARENTS IN EDUCATION-BASED ATHLETICS

PRESENTED BY DARIN BOYSEN, NCA EXECUTIVE DIRECTOR

"Outstanding information, well delivered. There were times I thought he was talking directly to me, which is a sign of a great communicator. I personally feel I'm better today than yesterday as a sports parent because I was able to listen to this message." – Parent & School Board Member



Before the Season

What do Athletes/Kids Really Want?

Releasing Your Son/Daughter to the Experience

Parental Red Flags

During the Game/Event

Modeling Appropriate Behavior

Big Picture

One Instructional Voice

After the Game/Event

Time & Space

Confidence Building

Relationship Building

Six Powerful Words

NEBRASKA COACHES ASSOCIATION

500 Charleston St, Ste 2, Lincoln, Nebraska 68508

402-310-5472 | darin@ncacoach.org

Official Association Endorsements as of September 1



Nebraska School Administrators & School Board Members,

The Nebraska Coaches Association (NCA) is excited to announce a partnership with Proactive Coaching to bring Coach Bruce Brown's legendary insights about "**The Role of Parents in Education-Based Athletics**" to your school and community. Please see the attached flyer for highlights/focus of the in-person presentation.

NCA Executive Director, Darin Boysen, will begin travel across Nebraska multiple times throughout the 2024-2025 school year to deliver this powerful and passionate message. The NCA, Proactive Coaching and Darin are partnering to bring this message to your school at a **50% discounted rate from the standard Proactive Coaching in-person booking fee.**

Presentation Details:

45-Minute Parent Presentation with One School or Combined Schools

- Single school presentations are recommended but not required
- One presentation = one fee (no additional fee for schools merging)

Audio/Visual Requirements from the Host School:

- Overhead Projector with HDMI Connection
- Screen or Scoreboard Display
- Microphone

Cost – Payable the Day of Presentation:

- Within 75 miles of Lincoln/150 miles Round Trip
 - \$750 flat rate
- Beyond 75 miles of Lincoln/150 miles Round Trip
 - \$750 flat rate
 - 50 Cents per mile Round-Trip -OR- Cost of a Rental Vehicle/Gas
 - In some cases, a rental car may be cheaper for longer distances
 - Hotel Expense – if needed
- ***Please Note:*** Working together with other area schools to book separately on consecutive days of the week can greatly save travel and lodging expenses

The following booklets authored by Bruce Brown will be available for purchase for \$5 each (15% discount) after the presentation or ordered by the school in advance:

- *The Role of Parents in Athletics*
- *Playing with Confidence*
- *Life Lessons for Athletes*

Please let us know if you have any questions regarding the presentation or booking a date.
All the best,

Darin Boysen

Darin Boysen
Nebraska Coaches Association

Official Association Endorsements – as of September 1





NRCSA wishes to share in the celebration of the special accomplishments and recognitions going on in our member schools and ESUs.

November 2024:

* The Nebraska Art Teachers Association recently announced its 2024 award winners. Teachers from NRCSA-member districts who were recognized include:

- Kylie Kubicka of Kenesaw–NATA Outstanding Art Educator of the Year and NATA K-12 Art Educator of the Year
- Mike Trotter of Schuyler–NATA Secondary Art Educator of the Year.
- Carissa Hill of Southwest–NATA Francis Thurber Preservice Educator of the Year.

* Tiffany Heins of David City Public Schools was a finalist for the National Rural Education Association’s “Rural Teacher of the Year Award”. She was NRCSA’s nomination for the award.



TIFFANY HEIMS, DAVID CITY PUBLIC SCHOOLS

* Kara Suchsland of Minden was the Class C Individual State Champion in Girls Golf.



* Wayne won the Class C State Championship in Girls Golf. Minden finished as the runner-up.



* DC West finished as the Class C Runner-up in Girls Softball.

* Cross Country teams from NRCSA-member schools had strong State Meets.

- Holdrege was the Class C State Champion in Boys Cross Country.
- Auburn was the Class C State Champion in Girls Cross Country.
- Perkins County was the Class D Boys State Champion.
- McCool Junction was the Class D Girls State Champion and Sandy Creek was the Class D Girls Runner-up.
- Hailey O'Daniel of Arlington was the Class C Girls Individual Champion.
- Mason McGreer of Perkins County was the Class D Boys Individual Champion.
- Kayleigh Betka of McCool Junction was the Class D Girls Individual Champion.



Hailey O'Daniel

* Hailee and Hannah Greiner (freshmen twin sisters) of Johnson-Brock placed first in the Plant Systems Division of the Agriscience Fair at the FFA National Conference. Their project was the study of Color of Light vs Plant Growth.



* Palmyra was the Class 1A State Champion in the Nebraska State Bandmasters State Marching Band Competition.

* Currency and the Nebraska School Activities Association (NSAA) announced the 2024-25 Believers & Achievers honorees. Believers & Achievers is a statewide program designed to give recognition to Nebraska's future leaders. Students at NRCSA-member schools include: Evan Frink (Adams Central), Emma Kennedy (Ainsworth), Miley Whitney (Alma), Ava McFarland (Bloomfield), Aidyn Bonifas (Blue Hill), Brooklyn Eckert (Boyd County), Kit Brooks (Central City), Jorja Yocom (Cozad), Ava Cramer (Cross County), Addyson Hintz (Deshler), Taylor Burge (Gothenburg), Gavin Bell (Hemingford), Mattie Kamery (Minden), Cecilia Barron (Morrill), Peyton Paxton (Mullen), Ashley Sidak (O'Neill), Madison Enstrom (Oakland-Craig), Parker Walahoski (Overton), Skylar Scholting (Pierce), Jolie Dix (Plattsmouth), Allison Vavricek (Schuyler), Lane Lund (Twin River), Gavin Redden (Wayne), Cash Keslar (Wilber-Clatonia), Cara Bunger (Wilcox-Hildreth), and Eliza Lange (Wynot).

* The Nebraska Coaches Association and Custom Sports announced the 2024 Super State and Class All State teams for Girls Golf and Boys and Girls Cross Country. Athletes from NRCSA-member districts who were recognized included:

- GIRLS GOLF SUPER STATE: Mia Hiebner (Heartland), KayLynn Jorgensen (Minden), and Kara Suchsland (Minden).
- GIRLS GOLF CLASS C ALL STATE: Joslyn Johnson (Wayne)
- BOYS CROSS COUNTRY SUPER STATE: Trevor Zurn (Alliance), Mason McGreer (Perkins County), Elijah Goodell (Perkins County)
- BOYS CROSS COUNTRY CLASS C ALL STATE: Avery Carter (Milford), Tyler Hetz (Gothenburg), Haven Hauxwell (Chase County), Dayton Graves (Syracuse), Kolby Tighe (Arlington)
- BOYS CROSS COUNTRY CLASS D ALL STATE: Kaser Johnson (Doniphan-Trumbull), Jobjosiah Muthiani (Freeman)
- GIRLS CROSS COUNTRY SUPER STATE: Mallory Robbins (Plattsmouth), Hailey O'Daniel (Arlington), Kayleigh Betka (McCool Junction)
- GIRLS CROSS COUNTRY CLASS C ALL STATE: Brenna Benjamin (Holdrege), Scout Bell (Gothenburg), Liston Crotty (Auburn), Olivia Crotty (Auburn), Autumn Gasper (Boone Central)
- GIRLS CROSS COUNTRY CLASS D ALL STATE: Sage Holtmeier (Tri County) Angela Frick (North Central), Ashley Robertson (Wallace), Madison Shaw (Sandy Creek), Mazzy Kuchar (Elkhorn Valley), Ava Brennan (Ponca)

* Laura Barrett, Administrator at ESU 13, was honored by the University of Nebraska-Lincoln with the Educational Administration Impact Award.



* Many students from NRCSA-member districts were selected to Nebraska All State music ensembles. Included were:

- **ALL STATE BAND:** Landon Hergert (Plainview), Claire Vincent (Gothenburg), Elsie Gilliland (Randolph), Connor Holmstedt (Fort Calhoun), Gunner Lippold (Falls City), Lizzy Walton (Northwest), Aubrie Zimmerman (Pierce), Michael Tophof (Ogallala), Jorja Pohlmeier (Aurora), James Adle (Chase County), Aiden Bohnert (Wayne), Payton Ebmeier (Pierce), Lylla Sabata (Fullerton), Benjamin Johnson (Creighton), Katie Abbott (Hershey), Timothy Richey (Alliance), Alex Schuler (Fort Calhoun), Tyler Koenke (Auburn), Sutton LaBrie (McCook), Michael Maxon (Fort Calhoun), Calvin Miller (Aurora)
- **ALL STATE CHORUS:** Hadleigh Collison (Pierce), Amara Funk (Gordon-Rushville), Anna Guthner (Plattsmouth), Addie Hayman (Northwest), Sydney Hochstein (Bloomfield), Kristin Holcomb (Arapahoe), KristyAna Linder (Ord), Madyson Miller (Northwest), Delilah Qualset (Elkhorn Valley), Morgan Stevens (Crofton), Norah Armstrong (Wayne), Nix Johnson (Wisner-Pilger), Chelsea Kment (Stanton), Mallory Mackin (Blue Hill), Alicia Mueller (Lakeview), Shirley Cotant (Mitchell), Olivia Hanson (Wayne), Cadence Lambert (Chase County), Willing LilyAnn (Tekamah-Herman), Emilee Olson (Randolph), Marissa Sahagun (Bloomfield), Ava Thornton (Plattsmouth), Erin Wagner (Osmond), Miley Whitney (Alma), Adrienne Anderson (Wayne), Jordyn Clinchard (Wayne), Joslyn Hochstein (Wynot), Sienna Klinetobe (Wayne), Clara Ladman (Malcolm), Lillian Lang (Arlington), Hannah Strizek (East Butler), Will Bergsten (DC West), Landen Claussen (Wayne), Braydon Hoesing (Wausa), Henry Holtmeier (Tri County), Grayson Kester (DC West), Michael Ney (Ponca), Ethan Rosenthal (Tri County), Jax Tighe (Arlington), Kolby Tighe (Arlington), Peyton Conroy (Pender), Jacob Cover (Weeping Water), Austin Fletcher (DC West), Cole Huffman (Maxwell), Bradley Lentz (Ponca), McKinnley Mogus (Wakefield), Quinnlan Mosher (Crofton), Aaron Panning (Wilber-Clatonia), Micah Panning (Wilber-Clatonia), Lael Rathbun (Arapahoe), Ashten Schwarz (Northwest), Beau Weiss (Chase County), Gavin Anderson (Wayne), Gabriel Armstrong (Wayne), Blake Hochstein (Bloomfield), Clayton Coe (Arlington), Michael Dodge (Bloomfield), Braeden Guenther (Bloomfield), Tyler Kirk (Northwest), Zach Miller (Heartland), Brock Paul (Tekamah-Herman), Colby Raulston (Wayne), Matthew Rosenlund (Northwest), Grant Schieffer (Crofton), Benjamin Dodge (Bloomfield), Julian Duplessis (Northwest), Talon Gilfert (Weeping Water), Kaden Haverkamp (Bloomfield), Braden Janzen (Heartland), Ezekiel Larsen (DC West), Rafa Magnino (Arlington), Riley Morgan (Northwest), Revin Nyberg (Cross County), Kevin Salcido (Wilber-Clatonia), Jack Schieffer (Crofton), Caden Sheffield (Northwest)
- **ALL STATE JAZZ BAND:** Spencer Sindt (Pierce)
- **ALL STATE ORCHESTRA:** Ceilus Ibarra (Wayne), Omar Barrios (Schuyler), Ella Schlake (Ogallala), Riley Best (Alliance)

The National Rural Education Association's Legislative Committee (of which NRCSA is a member) continues to represent rural education on the Federal level. NRCSA Executive Director Jack Moles and NRCSA Legislative Committee Co-Chair Bryce Jorgenson (Supt. at Southern Valley) attended the NREA Federal Legislative Summit in Washington DC on April 28-30.



JACK MOLES AND BRYCE JORGENSEN AT THE U.S. CAPITOL



NRCSA EXECUTIVE DIRECTOR JACK MOLES AND NEBRASKA CONGRESSMAN ADRIAN SMITH

Bryce and Jack met with the offices of each of Nebraska's contingency in Congress. They specifically shared three points of emphasis with them:

- Copies of NREA's publication, "Why Rural Matters" was presented to each of the offices.
- Full funding of IDEA was stressed. This would bring about \$171 million more to Nebraska public schools in support of Special Education services.
- Passage of the Secure Rural Schools Reauthorization Act of 2023. This would bring about \$180,000 to school districts surrounded by tax-exempt public lands.

A brief description of the six NREAC legislative priorities

are as follows:

- 1) EDUCATION FUNDING: NREAC seeks preservation of critical federal funding for rural schools.
- 2) REAP FUNDING: NREAC urges Congress to increase funding to Title V, Part B of ESSA, the Rural Education Achievement Program, with a specific increase to the Rural Low-Income School Program.
- 3) INFRASTRUCTURE: NREAC supports efforts to ensure any infrastructure proposal in Congress must include funding for modernizing or maintaining rural school facilities.
- 4) FOOD AND NUTRITION: NREAC supports any effort to streamline processes and reduce the administrative burdens related to school meal programs.
- 5) SCHOOL SAFETY: NREAC supports flexible federal formula funding streams that channel resources to rural school districts for school safety that recognizes the geographic and economic challenges in rural communities.
- 6) BROADBAND AND CONNECTIVITY: NREAC believes access to high-speed internet is critical for providing equitable access to learning for students in rural schools. As such, NREAC strongly supports maintaining E-Rate as an element of the Universal Service Fund in its current funding structure.

NREAC Legislative Agenda

The Committee for Education Funding (CEF) is a group that the NREA Legislative Committee works with. Sarah Abernathy, CEF's Executive Director, provided an update following Tuesday's elections. Please bear in mind that this was written prior to all races being called. She does provide a decent overview of what the national landscape might look like moving forward. (Please note that all of CEF's views do not necessarily reflect all of the views of NREA or NRCSA.)

FROM SARAH:

I. The election and CEF's mission to support investments in education

Dear CEF Members:

As we digest the results of yesterday's election and wait to find out which party will lead the House in the 119th Congress, I imagine many of you are focused

on what this means for governing in general and for education funding and policy in particular. We will certainly be facing a more challenging environment for investing in education and for ensuring that the federal government supports and protects students, educators, and education institutions as the country continues to educate students of all ages. CEF's mission to increase the federal investment in education will not change, but we'll have to focus more on defense against funding cuts. We will continue to point out the results of education investments – for students immediately and for economic growth in the long term. We will need to communicate well, broaden our community of advocates, and target our efforts so they are as effective as possible.

Things to keep in mind – I generally hope for the best but try to prepare for the worst. I wasn't prepared for last night, but just made a list of some things I expect from a Trump Administration's education agenda, and how likely they are to happen. Key things to keep in mind:

Congress did not enact past Trump budgets that cut education funding – In fact, Congress ignored the Trump Administration's requested steep cuts and increased education funding. I don't expect education funding increases now but do know that Members of Congress do not want to vote for bills that will cost jobs in their district or harm their constituents. One of our jobs will be to continue to highlight why investments in education are so important to those who need to be convinced.

It is hard to make big changes in government quickly – Some Republicans want to eliminate the Department of Education, while continuing many programs at lower funding but in either the Department of Labor or in Health and Human Services. This type of change is hard to enact. There do appear to be some executive actions that would eliminate civil servant positions, and it's easy to shrink a government agency by not hiring behind staff who leave. If Republicans keep control of the House next Congress, they could use the budget reconciliation process to fast-track passage of tax cuts and cuts to entitlements, since reconciliation bills need only a majority in the Senate, not the customary 60-vote margin to pass.

Administrative/regulatory agendas change with each Administration – Since recent presidents have not been able to enact much of their agendas because they often split power with Congress, each successive administration has made changes with

executive action, which are then reversed by the next administration. A Trump administration is likely to reverse Biden Administration student loan debt relief executive actions and impose new ones that support their agenda, such as limiting Diversity, Equity, and Inclusion requirements, limiting transgender student participation in sports or protections at the school level, and changes in interpretation of student civil rights protections.

Possible Republican policy agenda focused on the private sector (except for IHEs) – Conservative theory tends to support the private sector as a more efficient than the public sector for accomplishing goals, and I'd expect to see a renewed focus on support for private school vouchers that families could use toward private school education, more tax policy supporting private school tuition, and "local control" for public schools. At the higher education level, Republicans are likely to sharpen their attention to college admission policies, protections for freedom of speech, policies regarding civil rights, and taxation of endowments. This can occur through appropriations and tax policy (forbidding federal funding if a recipient does a certain thing or requiring a certain action to receive federal funding), and through oversight hearings and federal administrative actions, among other actions.

What's next? Changes in House and Senate party and committee leadership – We'll know more after all House races are called. The Washington Post has a handy list of the current Republican and Democratic seats most likely to change party, and ACG Advocacy is updating its own list of seats still to call, which I'll share. Meanwhile, I've attached a document that ACG prepared on Friday showing who is in line to head each Senate and House committee for each party depending upon who is in the majority, and who is in line for party leadership positions. Republicans plan to hold leadership elections next week, although the House could push its schedule back depending on what is known about all the remaining elections still to be called.

FY 2025 appropriations likely not finalized in December – The government is operating on an extension of fiscal year (FY) 2024 funding that expires on December 20. I think it is now likely that Congress will not finalize FY 2025 appropriations bills by then and will instead extend funding into next Spring (this is what House Speaker Mike Johnson (R-LA) supported when the current 3-month extension was enacted in September), giving the new Republican Administration and Senate more say in the outcome. That outcome does not

bode well for investments in education; the current bipartisan appropriations bill approved by the Senate Appropriations Committee includes \$12 billion more for the Department of Education programs than the Republican bill approved by the House Appropriations Committee.

Two years ago, NRCSA began a Principal Search Service. This service is patterned after our successful Superintendent Search Service. Two options are available. Both options will involve NRCSA consultants recruiting candidates for the position. One option will involve the NRCSA consultant making background calls, while the reduced version of the service will place that role with the Superintendent. If you are interested in getting more information about the service now, please contact Jack. Here is a brochure outlining the service.

[NRCSA Principal Search Brochure](#)

NRCSA developed a corporate sponsorship/partnership program. The program is designed to provide our corporate partners with more opportunities for contact with the decision makers in our member school districts, ESUs, and the colleges through increased exposure. Corporate partners are able to choose among three levels of sponsorship: Purple Ribbon Partners, Blue Ribbon Friends, and Red Ribbon Sponsors. Different forms of contact with our members are made available in each of the three levels.

All of NRCSA's corporate exhibit at the NRCSA Spring Conference.

This month we recognize:





School Shoutout

Cody-Kilgore's Circle C Market

How one rural Nebraska district is serving their community and giving students hands-on learning experiences

If you're ever driving through Nebraska's sprawling Sandhills, you'll come across something very special in the small village of Cody. Just off Highway 20 is a sign inviting you to shop at "Nebraska's Only Straw Bale Supermarket!" But Circle C Market's building isn't the only thing that makes it unique—it's actually a fully stocked grocery store run by the students of Cody-Kilgore Unified Schools (CKUS). It's also the only grocery store serving residents of the large rural district.

As food insecurity becomes a growing problem nationwide, the story of Circle C Market illustrates how the deep, necessary relationship between a community and its schools can be leveraged to make lasting change.

A Community in Need

Cody-Kilgore Unified Schools is a remote district in a massive county. Cherry County, Nebraska, is so large—encompassing nearly 6,000 square miles—that it takes up more land than the entire state of Connecticut. The people of Cody and Kilgore have a deep connection with that land, too. Many of the district's families have been farming and operating ranches there for generations.

But Cody and Kilgore together have a population of fewer than 250 people—and around 160 of them are students. So living and learning in the area presents a unique set of challenges, especially when it comes to finding jobs and resources. On top of all that, the school district itself serves a whopping 553 square miles of Cherry County, which includes three area codes. That means long commutes for many of the district's families and staff.

Sadly, the district's sole grocery store closed in 1995, forcing residents to drive long distances for food and other household goods. "Some of our kids travel over an hour to get here from their ranches," says Secondary Administrative Assistant Carrie Ford, who helps run the store outside of school hours. "One of the things that parents were always saying was: *If I'm going to enroll my kids in Cody-Kilgore, I need to be able to get groceries when we come to town.*" It became clear that CKUS needed a solution—one that would benefit the district and the entire community. And so the Circle C Market was born.

A Community Response

Circle C Market was the brainchild of Cody-Kilgore teachers Stacey Adamson and Tracee Ford, who started the planning process in 2008. To kick things off, they assembled a team of student volunteers who dubbed themselves the GRIT Committee—short for "Growing, Revitalizing, Investment, and Teamwork." These students helped spread enthusiasm around town about a student-operated store—one that would simultaneously serve the community and help teach students business practices and skills. And when the Circle C planning team discovered that a USDA Rural Development grant could help pay for the project, a town board member was so impressed with the idea that they helped write the application.

After securing the USDA grant and additional funding from independent organizations, there were still more hoops to jump through before construction could begin. First and foremost, they needed a location. Fortunately, there was an unused plot of land in Cody not far from the high school—but procuring it wouldn't be so easy. The land was owned by the Nebraska Game and Parks Department. So what did the GRIT Committee do? "The kids had to go five-and-a-half hours to Lincoln to give a presentation pleading their case for the store," Carrie Ford says. Their efforts were a success, and the students were granted a 99-year lease for the land.

And student involvement didn't stop there. The GRIT Committee played a part in everything from helping craft the business plan to building the actual store. Because straw is plentiful in the Nebraska Sandhills, the team decided to build the market in the energy-efficient "straw bale" technique, using donated straw for insulation. Students and other community volunteers broke down 1,300-pound straw bales into smaller square bales and placed them within the building's frame. There's even a viewing window inside the store where you can get a peek at the straw in its walls.



After a few hiccups, Circle C Market eventually found a supplier willing to travel to the area and stock its shelves. It also formed a partnership with a grocery store in nearby Valentine, Nebraska, to keep fruits and vegetables in

stock. And the unique market doesn't just sell the basics, either. It actually looks much more like a Trader Joe's than a typical grocery store, with shelves full of thoughtfully curated products and home goods, often chosen by the student workers themselves. "We have a really good selection to help our community out," says teacher and store manager Liz Ravenscroft. The store even sells locally crafted fruit and wine vinegar made at another of Cody's straw bale businesses.

Now the 3,500-square-foot market and "entrepreneurial learning laboratory" has been a staple of the Cody-Kilgore community for a decade, providing residents with a wide selection of food choices and students with unique, hands-on learning experiences.

More Than a Store

From the beginning, Circle C Market has been all about the students—and, for the most part, they're the ones keeping the store up and running. Student workers do everything: ordering products and supplies, managing inventory, stocking shelves, working cash registers, maintaining clean facilities, and even using bookkeeping software. "This teaches them so much more than just working in a grocery store, like how to work with others and how to handle the business side of things," Ravenscroft says. "The goal is to grow more future business people."

During the school year, students earn grades for their work, and they get paid hourly for working after school and on weekends. In the summertime, students have the opportunity to be paid for even more hours. "The kids run the store during the summer, too," Carrie Ford tells us. "We only default to adults if all our kids are absolutely busy." Some even work as "student managers," but overall operations are managed by Ravenscroft, who also serves as the district's business, accounting, and entrepreneurship teacher. "Part of the agreement with the district is that the business teacher is always the manager of the store," she tells SchoolCEO. "My main classroom is actually at the market, and it's set up like an official classroom. But there are also work-based learning classes where students come down to the store for an hour at a time and learn various skills."

Kate, a Cody-Kilgore student who will be a junior in the fall, just began training as an office assistant at the market. She approached Ravenscroft because she wanted to learn the software it takes to run a business. "I've always been interested in doing things like Quickbooks for a career, maybe being an accountant," Kate tells us. "And I live 40 miles away, so I get to come over for sports and then come to work, too."

The impact on the district's students is multifaceted—they're getting the opportunity to work and earn money in a rural area, to have hands-on learning experiences, and to support their community while growing as people. "The store has a good impact on the community, especially the students," Kate says. "It teaches us a lot of social skills, like how to talk to people and communicate better."

The market also helps the district in more ways than one. "The big challenge of being in a rural community is getting our kids to come back," says Ravenscroft. "But ranchers

need their books kept, too. So learning in the store can help students with many different things, even if they want to come back and start their own businesses. We're always trying to see where we can make this even better and help even more kids."

Because of this student-centered endeavor, area residents no longer live in a food desert, and they're also able to support their local schools by shopping at the store. "There's a lot of community support here that really understands the need on both levels," Ravenscroft explains. Customers can even round up their purchases to the nearest dollar to contribute to annual scholarships for high school seniors who have worked at the market.

When customers enter Circle C Market, they see big, bold orange letters painted on the far wall that read: "It's more than a store. It's our future!" In so many ways, this statement rings true. What started as an idea between two dedicated teachers has become an inspiring reminder that no community is too small for big ideas. No school district is too far out of the way to give its students the opportunity to grow their futures. "Not only is Circle C Market important for the kids," says Ravenscroft, "it's important for the community, and for everyone to see what we're doing here. You've got to come visit our store."

SchoolCEO is a research and perspectives magazine for school superintendents, communications professionals, and other K-12 leaders. Published quarterly in print and online, it is the only magazine focused on marketing in K-12 public education. With more than 20,000 readers, SchoolCEO is leading the conversation on communications, recruitment, and branding in public education.

SchoolCEO was launched in 2018 by Aptegy, an education technology company based in Little Rock, Arkansas. As a burgeoning startup, the company didn't want to just sell school apps and websites. They wanted to become a true thought leader in the world of school communications and marketing, providing value to clients and non-clients alike.

The result was an independent quarterly magazine full of high-quality journalism and research, all devoted to exploring high-level ideas in school leadership and marketing. The best part? It's completely free for K-12 school leaders and school communication directors.

Subscribe for free or learn more at schoolceo.com.



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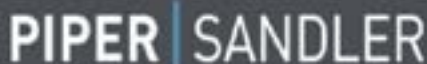
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US Bank

MEMBER SPOTLIGHT

Cozad Community Schools



Mascot: Haymakers

Enrollment: 950

Location(s): Pre-K - 5 building and 6 - 12 building in Cozad, NE

Interesting Fact: Cozad is the boyhood home of Robert Henri. Henri was originally born Robert Cozad and became a famous American artist known for both his use of color and his fluid and original draughtsmanship.

Superintendent: **Dr. Dan Endorf**



Principals: **Corey Fisher (9-12), Brian Regelin (6-8), Justin Dowdy (PK-5)**

Board of Education: **Ann Burkholder, Joel Carlson, Will Geiger, Kiley Goff, John Peden, Michele Starman**

Programs

Community Support: The district passed a \$26 million dollar bond issue in 2022 and will soon complete the accompanying construction project

Fine Arts: Cozad High School is a consistently high performer and four-time state play production champion



MEMBER SPOTLIGHT

Cross County Community Schools



Mascots: Cougars

Enrollment: 366

Location(s): Stromsburg & Benedict NE

Interesting Fact: We are located in the country surrounded by cornfields.

Superintendent: **Brent Hollinger**



Principals: Elementary Principal- **Ken Booth**

HS/MS Principal- **Justin DeWitt**



Board of Education: **Kurt Moore, Marla Teegerstrom, Quinn Peterson, Jason Fellows, Cindy Nyberg and Aaron Phillips**

Programs:

Program 1- Robotics

Cross County Schools participates in the VEX Robotics Program. Each year, a new game is announced and teams must build robots that best accommodate the game. Teams also keep an engineering notebook where they document their building process. This year, the game is High Stakes. In this game, points are scored by placing rings on poles which count for one point each. However, there are mobile goals that can be placed in a corner. Two corners double the score of the goal, and two subtract it. There are three main components of competition. In competition, teams of two are placed on the field and compete to get the most points in a match. In skills, a team plays by themselves to try to score as much as they can within a one minute time limit. In judging, judges decide who will get special awards based on the engineering notebook and in-person interview. This year, there are four VEX teams participating with seven people between the teams. The robotics program has seen a lot of success in the recent years at Cross County, having at least one team make worlds each of the last four years. So far this year, there is one team that is qualified for state in Omaha North this March. Our Robotics team is lead this year by Mr. Andrew Steskal.



Program 2.- FCCLA

Our FCCLA program continues to thrive under the direction of Mrs. Sarah Hubel. We have a large group of students participating every year, with many of them presenting in Local, State, and National competitions! We had a group of three students travel to Seattle, Washington in July of 2024 – Paxton Burke, Korah Hier, and Julia Stewart, to demonstrate cougar excellence at the 2024 National FCCLA Leadership Conference through Challenge Tests competitions. Congratulations Korah on placing 3 in the Early Childhood Challenge and Paxton for placing 3rd in Consumer Math and 1st in Nutrition Challenges! Last year was the third year in a row being recognized as a gold chapter. Our officer team does an awesome job planning a comprehensive program of work that includes member recognition, competitive events, public relations, and community.



MEMBER SPOTLIGHT

Weeping Water Public Schools



Mascot: Indians

Enrollment: 281 students

Location(s): Weeping Water, NE

Interestign Fact: Weeping Water Public Schools is dedicated to fostering a cradle-to-career educational experience, ensuring students are supported from infancy through their professional journeys. The district boasts an on-site childcare facility, partially funded by Sixpence, serving children from 6 weeks old to Pre-K, providing a strong foundation for early learning. This commitment to comprehensive education continues with the recent addition of the Jobs for America's Graduates (JAG) program at the middle and high school levels. Students engage with local employers, such as medical pathfinders through Syracuse Area Health and the region's limestone quarries, gaining valuable career exposure and practical skills that prepare them for future success.



Superintendent: **Kevin Reiman**

Principal(s): **Amy Kroll**, Director of school improvement & SPED/Secondary Principal; **Mary Mozena**, PreK-8 Principal; **Michelle Heath**, Assistant Principal / Activities Director

Board of Education: **Adam DeMike**, Board President; **Haley Dehne**, Vice President; **Neil Huskey**, Treasurer; **Jason Brack**; **Betty Harms**; **Doug Meyer**; **Mark Rathe**

FFA. Since its founding in 2022, Weeping Water High School's FFA program has quickly become a hub of leadership and innovation, blending agricultural education with practical experience. Notably, the chapter launched Limestone Coffee, a student-run business that teaches real-world skills in entrepreneurship and management. Beyond business success, the FFA chapter has excelled in district and state competitions, highlighted by reaching the finals of the state parliamentary procedure competition in 2023. Through hands-on projects, leadership training, and community involvement, the program has shaped students into future leaders equipped for both academic and professional success, setting a high standard for agricultural education at the school.



Circle of Friends. The elementary school has launched a program named Circle of Friends to address the growing mental health challenges faced by students. In response, the district has dedicated lessons focused on social, emotional, and behavioral learning. By organizing students into multigrade level groups, the program offers tailored lessons aimed at meeting the specific needs of each group. These sessions occur every Wednesday for the last thirty minutes of the school day. Additionally, the district has expanded this initiative to middle and high schools through Positive Action lessons, ensuring that the social-emotional learning (SEL) needs of all students are being addressed. This comprehensive approach aims to foster a supportive educational environment where students can better navigate their mental health challenges and develop essential social and emotional skills.



UNL Tuition Discount & GOLD Grant.

We have a new tuition discount program aimed at better serving folks from rural districts who are seeking school leadership degrees (MEd – principalship, EdD – superintendency) or endorsements. The program provides a 15% tuition discount for educators who serve in NRCSA member districts or are in an area classified by NCEES as rural or town. We think this is a small but important step toward helping rural schools be intentional about growing their own leaders. If interested, please contact Dr. Nick Pace at nick.pace@unl.edu

Big Red Leader Website

Big Red Leadership Flyer

In addition, invite your participation in a federal grant application aimed at helping Nebraska school districts. Led by the UNL Department of Educational Administration, the *Growth-Oriented Leadership Development (GOLD) Project* is a collaboration across NCSA, NRCSA, ESUCC, and NDE. Goals include:

- Developing current and future leaders in a grow-your-own model
- Strengthening School Leadership
- Improving Principal and Teacher Retention

GOLD Highlights:

- A focus on local, building/district level context, not a top-down, one-size-fits-all approach
- Research-based content aligned with Marzano's Balanced Leadership and other recent work
- Use of existing professional development structures led by credible leaders and coaches
- No additional costs or duties to ESUs or districts

GOLD Includes:

- Regular, large group professional development for the principal and 2-3 teacher leaders per building
- Small group coaching and facilitation provided by grant-funded coaches
- Application of material presented in sessions to local school improvement priorities and integration with the new NDE Nebraska Teacher and Principal Professional Standards (NTPPS)
- A stipend to participating schools to support implementation of GOLD dimensions and materials

To Learn More:

<https://cehs.unl.edu/edad/gold-project/>

Chadron State College Special Education Para-Teacher Program Initiative.

Purpose: This “Grow Your Own” Special Education Teacher program is designed to provide school districts with the opportunity to cultivate and participate in the training of their para-professionals who wish to continue their education to become special education teachers.

Who: Any individual who holds a minimum of an Associate's Degree (or equivalent credit hours) from an accredited higher education institution, and who is employed as a para-professional within a school district. What: Chadron State will provide required course work and enrichment activities via online, face-to-face (via Zoom), and on the job experiential learning, leading to a Bachelor's in Education Degree, and a Nebraska Teaching Certificate with an endorsement in Special Education (grades PK-12). With administrator input, program course work will be tailored to best fit your district practices and expectations. Each course will be offered in an 8-week format, with 12-13 credit hours to be completed each 16 week semester.

How: Program participants will be advised, monitored, and supported by CSC faculty/staff, and a CSC Education Program liaison is specifically assigned to facilitate their progress. District para-professionals may enter the program at any time in the academic year.

When: once participants reach their senior academic year they will embark on completing their capstone course work, via online and Zoom class sessions. This course work has been pared down considerably with the understanding and assumption that these student teachers will be learning “on-the-job”. For example, one section covers classroom management practices. Clearly, one can argue and attest that these student teacher interns are learning more about managing a classroom from being mentored by veteran teachers within your school, and observing them in action. This is the belief and learning approach embraced during this senior year. However, to ensure and assess concept learning, Chadron State faculty will be meeting with your student teacher cohort twice per week for 1.5 hours, via Zoom conferencing technology.

Graduation: At the completion of this program students/candidates graduate from Chadron State College, and apply for teaching licensure resulting in a valid initial teaching certificate with and endorsement

in PK-12 Special Education. Chadron State's education program is nationally and State accredited. As such, interstate certification reciprocity is not a problem.

Things for your consideration:

- 1) To qualify for this program participants must hold at least an Associate's Degree or the equivalent in college credit hours. (CSC will work with those applicants to provide them with the needed coursework leading up to program entry).
- 2) Districts must agree to maintain para-professional employment throughout the course of the program—including during the student teaching experience.

Please contact Dr. Adam Fette for more program information, at afette@csc.edu.

The UNL Department of Educational Psychology has received a grant from the Swanson Foundation which allows them to offer mental health services to rural schools.

From Dr. Michael Scheel, Chair of the UNL Department of Educational Psychology:

The UNL Department of Educational Psychology would like to offer counseling and psychological services, as well as consultation services to the schools and communities of Southeast Nebraska. We run a mental health counseling and therapy clinic and we are offering counseling and consultation services to teachers, administrators, students, and community members of Southeast Nebraska. Services will be provided through remote and confidential means (i.e., Zoom conferencing). We are hoping that schools, families, and individuals contact us to schedule an appointment for a telehealth counseling or consultation session.

We have recently learned that a donor will support our work with individuals living in rural Southeast NE by paying all fees for services. Thus, whoever seeks out our services will simply have to indicate they live in Southeast Nebraska, and any services we provide will be paid for through the UNL Foundation. Individual, couple, and family counseling will be provided without financial expense. Additionally, we can provide teachers, school administrators, school counselors, and school social workers consultation services for students of their schools without charge.

We are very excited to enter a partnership with schools and communities of SE Nebraska to promote mental health and well-being. We are aware of the mental health counseling disparities that exist in Nebraska rural areas, and our department, our College of Education and Human Sciences, and UNL are highly interested in offering our expertise and resources with the goal of enhancing the well-being of SE Nebraska individuals, schools, and communities. We are a group comprised of licensed psychologists and psychology graduate students who regularly provide services through our clinic to the Lincoln community. We are seeking to reach beyond Lincoln to connect more with surrounding rural areas. We also are acutely aware of the importance of addressing mental health concerns right now as we all are experiencing the stress of going through the COVID-19 pandemic.

The Counseling and School Psychology Clinic is a training clinic in which graduate students in counseling and school psychology work with clients under the supervision of licensed psychologists. Services are available to all on a sliding scale. For clients from SE Nebraska communities, services will be paid for through UNL Foundation funds supplied by a donor who cares deeply about the welfare of schools and communities in SE Nebraska. Counseling services are offered to improve well-being, improve academic and behavioral issues, stabilize mood, manage stress, and improve life-adjustment issues.

For more information, please visit our clinic website:

<https://cehs.unl.edu/edpsych/clinic/>

A common theme from some of the decision makers on the state level is that “out of control” local spending is to blame for the property tax problem. NRCSA, along with many other educational entities, maintains that we do not have a school spending issue, but instead have a school funding issue. Attached are two reports, one from NRCSA, the other from Open Sky, that discuss the myth of “out of control” school spending. It is my hope that administrators and Board of Education members will read, then use these reports to counter those claims. When you do please tell your district's story as that is the most powerful way to get this message across.

[NRCSA Spending Study](#)

[A Look at School Spending in NE from Open Sky](#)

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[Pete Ricketts](#)

U.S. House of Representatives

[Don Bacon](#)

[Mike Flood](#)

[Adrian Smith](#)

Nebraska Governor

[Jim Pillen](#)

NE State Senators

[Raymond Aguilar, Dist 35](#)

[Joni Albrecht, Dist 17](#)

[John Arch, Dist 14](#)

[Christy Armendariz, Dist 18](#)

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[Bruce Bostelman, Dist 23](#)

[Tom Brandt, Dist 32](#)

[Tom Brewer, Dist 43](#)

[John Cavanaugh, Dist 9](#)

[Machaela Cavanaugh, Dist 6](#)

[Robert Clements, Dist 2](#)

[Danielle Conrad, Dist 46](#)

[Jen Day, Dist 49](#)

[Wendy DeBoer, Dist 10](#)

[Barry DeKay, Dist 40](#)

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[Rick Holderoft, Dist 36](#)

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[Kathleen Kauth, Dist 31](#)

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[Brad Von Gillern, Dist 4](#)

[Lynne Walz, Dist 15](#)

[Justin Wayne, Dist 13](#)

[Anna Wishart, Dist 27](#)



NRCSA Programs

New Leaf Teletherapy

Planning Support Service

Scholarship and Awards Programs

Superintendent Search Service

USBank OneCard Program



NRCSA Rural Community Schools Association
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Lincoln, NE 68508



www.nrdsa.net



www.twitter.com/NRCSA1980



www.facebook.com/nrdsa/home/

8.3.4. Update on Superintendent Goals

8.3.5. Safety Report

8.3.6. Facilities Report

8.3.7. Important Upcoming Dates:

8.4. Board Committee Reports

8.4.1. Curriculum & American Civics Committee (Burklund-chair, Lange, Matulka)

8.4.2. Facilities & Transportation Committee (Matulka-chair, Burklund, Lange)

Project	Scheduled	Finished	Location	Estimated	Anticipated	Completion
Cleaning and Replacement	X	X	School	\$60,000	March 2018	August 2018
West Side of Ceiling Tile	X	X	Elementary	\$208,317	2018	August 2018
Ceiling Tile	X	X	Elementary	Cost: \$2,500		
Ceiling Tile	X	X	Elementary	\$3,900	2018	July 2018
6th grade	X	X	Elementary	\$3,900	2018	July 2018
Maintenance	X	X	School	\$6,000	2018	2018
Refinish	X	X	All Sites	\$1,900	2018	2018
	X	X	All Sites	\$10,000	2018	2018

Contractor(
Gana
Cheever
Adams
Brian Miller
Brian Miller
Blinds.com
Garland
Moe Floors,

Project	Scheduled	Finished	Location	Estimated	Anticipated	Completion
Lights (14	X	X	School	Watt WML	#####	#####
Sensory,	X	x	School	\$2,890.00	#####	#####
Additional	X	x	Elementary	\$53,235.00	2019	
Cooler	X		Elementary		2019	
on Jr/Sr High	X	X	School	\$5,431.25	2019	
Work	X	x	School	\$5,000	2019	
at Val		X	Elementary	Free	TBD	
Eroding	X	X	Elementary	\$10,469.00	2019	
Cleaning	X	X	Ceresco	\$3,000	2019	
Coating and	X	X	School	\$51,950	#####	

Contractor(
Sentry
Sentry
H & S
StoneClad
NL
Tom Rezac,
Trane
Shanahan
Midland
Midwest

Project	Scheduled	Finished	Location	Estimated	Anticipated	Completion
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Research and implement an online software to submit work orders for Jared and Keely

\$6,000 for Year 1 and \$4,000 for Year 2 and beyond.

roof and NE	X		Elementary		July 13	August 2020
outdoor and Concrete	X	X	School	Entryways (Hermanz)	August 7	August 2020
outdoor and Concrete	X	X	School	Entryways (Hermanz)	August 7	August 2020
Wall	X	X	School	(rezac)	July 2020	
Repaint New	X	X	School	\$6,500	June 2020	
Floor Repair			Elementary	TBD		
Repair	X	X	School	May 2020	May 2020	
Electric Box	X	X	School	\$3,150		
plan for Air	X		School	\$1,800,000	May 2020	August 2020
Buckling	X	X	Elementary	TBD		
Driveway			School	\$61,547		
Pendulums	X	X	School	\$100		
on exterior	X	X	Elementary	\$5,050		
Camera		X	All 3 Sites	\$28,055		
Barn and		X	School	\$7,304.75		
Softener	X	X	School	\$1,506.83	August 2019	August 2019
Water	X	X	School	\$5,786.60	2019	Nov 2019
Repair	X	X	Ceresco	\$1,195	#####	#####
Jr/Sr High	X		School	\$51,950		#####
at Val	X		Elementary	Free	of	

Contractor(

Weathercraf
Binswanger
Steven's and
Binswanger
Steven's and
Rezac
Shepard
tried to crawl
Barb
Sentry
Trane
PAVERS
Jared
Scott's
Kidwell
Kidwell
Jeff White -
Jeff White -
DavidWood
Midwest
Trane

Project	Scheduled	Finished	Location	Estimated	Anticipated	Completion
Drive	X	X	School	\$17,500	June 2020	August 2020
Field	X	X	School	\$6,000	May 2020	July 2020
Addition	X	X	School	\$168,000	August 2020	#####
Addison	X	X	School	\$475,000		
Security	X	X	Sites	\$58,000	#####	#####
2, 4, 6, 8	X	X	School	\$187,398	May 2021	August 2021
Repair	X	X	School	\$3,280	#####	#####
Faucets and	X	X	Elementary	\$13,000	#####	#####
Concrete	X	Handicap left	School	\$46,000		
Replacement	X	X	Valparaiso	\$4,000	#####	#####
Carpet in	X	X	Ceresco	(Ceresco)		
Repair	X		Elementary	\$3,000		
Internet	X	X	School	\$5,000	#####	#####
Drive	X	X	School	\$61,547		July 2021
Field	x	X	School	\$5,000	May 2020	June 2021
Addition	X	X	School	\$168,000		#####
Security	X	X	Sites (not	\$35,000		
Repair	X	X	School	\$3,280		2020
Concrete	X	X	School	000)		June 2021
Addison	X	X	School	\$300,000		July 2021
Carpet in	X	X	Ceresco			Spring 2021
Side-By-Side	X	X	School	\$14,000		Fall 2020
System for	X	X	School			(gym done)

Contractor(
PAVERS
LPS NRD
Kevin Wolfe
Facility
Kidwell
WeatherCraf
Stephens
Jared
Rezac
Rezac
Midwest
with NE
AIS -
PAVERS
LPS NRD
Stephens

Updated: 10.28.21, 8.23.22							
Project	Scheduled	Finished	Location	Cost / Total	Start Date	Date	Contractor(s)
Repair	X		Elementary	\$3,000			NE Custom
Main Drive			School	Solar -			
Gym Floor			Elementary	TBD			
Section			Elementary	\$190,000			
Roofs			Elementary	\$800,000			
and Paint			Elementary				Summer 2022
Replacement			Elementary	(40 heat			
Replacement -			Elementary	\$40,000			
classroom	X		School	RTU and 5 fan		Summer 2022	
Drinking	X	X	School	research		January 2021	
Repair North			School	research			
repair behind	X		Elementary	\$4,000		June 2021	
in front of FB	X		School	\$8,000		Summer 2022	
Kitchen			Elementary	\$5,000			Ernies
Carpet w/			Ceresco	October 2018			
Gravel from			Ceresco	research			fundraising
around			Ceresco	research			
Wooden			Ceresco				alternative
to N Parking			Elementary	\$13,350.00			
to the NE			School				
Tree Removal			Elementary	\$5,700			??
Outdoor			Ceresco				
replace to			JH/HS				
monitor entry			Elementary				Question
speakers at			School	Contracting			
Additional			School				
Main Drive			School				
Concrete			School				Summer 2022
Desks/Chairs			School	\$10,000			year
east of FB			School	\$12,000			
over main gym			School	Next 3 years			

Water	X		School			Summer 2022	
elevators/lifts			School and				
Alarm at							

Updated: 8.23.22, 1.26.23

Project	Priority (1-low..3-high)	Scheduled	Finished	Location	Estimated Cost / Total Cost	Anticipated Start Date	Completion Date	Contractor(s)
Lighting on Main Drive and N Parking Lot	1			Jr/Sr High School	TBD Solar - \$50,000 Electric - \$25,000			
Upgrade Security Lighting	1			Vall, Ceresco, JH/HS		Summer 2023, Summer 2024, Summer 2025	Partial completion	
NE Side of Gym Floor	1			Valparaiso Elementary	TBD			
Flat Roof Section	3			Ceresco Elementary	\$190,000	Summer 2023	August 2023	Not covered by hail insurance
Shingled Roofs	3			Ceresco Elementary	800000 (insurance)	Summer 2023*	August 2023	
Stucco Repair and Paint (Front Entrance)	2			Ceresco Elementary & Valparaiso		Summer 2023*	August 2023	May not be able to do all repairs at Ceresco with insurance \$\$
HVAC Replacement Schedule	2		1 replaced in 2022	Valparaiso Elementary	\$400,000 (40 heat pumps @ \$10,000)			
HVAC Replacement - 5 Units	1		1 replaced in 2023	Ceresco Elementary	\$50,000			
Replace or Repair North Pumphouse Roof	3			Jr/Sr High School	Jared will research	Summer 2023*		
Concrete repair behind school	4	X		Valparaiso Elementary	\$4,000		June 2021	
New Tile in Kitchen				Val Elementary	\$5,000			Ernies
Replace Carpet w/ square tile carpet (make color universal for all 3 sites)	2			Val and Ceresco Elementary	Met w/ Ernie's \$210,500.008	October 2018		

Remove Gravel from Playground(s) and add ADA approved black tile	3 at Ceresco/2 at Valparaiso			Val and Ceresco Elementary	Jared will research	Getting Quotes Ceresco \$136,000/Valp			***Possible fundraising project for PTO***
Put fencing around playground areas for safety	2			Val and Ceresco Elementary	Jared will research				
Replace Wooden Lockers w/ Metal	1			Val and Ceresco Elementary					***Look at alternative plans, can we remove doors and add hooks?
Add Concrete to N Parking Lot for Drainage	1			Val Elementary	\$13,350.00				
Tree Removal	1		(trees were trimmed)	Ceresco Elementary	\$5,700				
Upgrade Outdoor Lighting	1			Val and Ceresco Elementary					
Retrofit and/or replace to LED Lighting	2			Val, Ceresco, JH/HS					
Camera to monitor entry	4			Val and Ceresco Elementary		Summer 2023	Fall 2023	Keely Question	
Additional Interior Cameras	3			Val and Ceresco Elementary					
Keyless Door Entry	2 elem/3 MS/HS		Jr/Sr Completed Sept. 2023	Vall, Ceresco, JH/HS	\$180,000	Spring 2024			
Create Additional parking in west lot by hard surfacing	2			Jr/Sr High School					
Replace Desks/Chairs	3		Starner/Winfrey/Newman	Jr/Sr High School	\$10,000	Summer 2023		One room a year	
Upgrade Roof over main gym	1			Jr/Sr High School	Next 3 years				
Replace elevators/lifts	3			Jr/Sr High School and Valparaiso		Bond? Or Soon			
Fire Alarms at Valparaiso no longer supported	2			Valparaiso Elementary					

Light the Main Drive Jr/Sr High	1			Jr/Sr High					
Salad Bar Servers at Ceresco	4			Ceresco		Summer 2023			
TRANSPORTATION:									
Project		Scheduled	Finished	Location	Estimated Cost / Total Cost	Anticipated Start Date	Completion Date	Contractor(s)	
Purchase minivan		2023			\$54,000 (without discount)				Dispose #6
Purchase Activity Bus		2023			\$180,000				
Purchase SPED van		2023							
ACCOMPLISHED...									
Project		Scheduled	Finished	Location	Estimated Cost / Total Cost	Anticipated Start Date	Completion Date	Contractor(s)	
1911 Rock - Repair		X		Ceresco Elementary	\$3,000			Jared met with NE Custom Masonry in July... still waiting	
HVAC - 1995 classroom addition updates		X		Jr/Sr High School	\$175,000 (1 RTU and 5 fan powered boxes)		Summer 2022		
Add Concrete in front of FB stadium for Handicap spots		X		Jr/Sr High School	\$8,000		Summer 2022		
Phase II-III Concrete				Jr/Sr High School				Summer 2022	
Tree Removal east of FB				Jr/Sr High School	\$12,000				
Replace Water Fountains in Main Gym		X		Jr/Sr High School			Summer 2022		

*Replace siding/roof on concessions			X	Jr/Sr High School	Insurance		Summer 2022		
Remove Old Drinking Water Pressure Tank		X	X	Jr/Sr High School	Jared will research		January 2021		
Add Drainage to the NE section of FB Field				Jr/Sr High School				Not a concern	

Intercom Upgrades	3			Jr/Sr High School	\$6,000	Summer 2024	Spring/Summer 2024		Diode to get us a quote... updating an amplifier. We already have a controller.
Intercom Replacement	3			Valparaiso Elementary	\$12,000	Summer 2024	Spring 2024		What we did at Ceresco. New amplifier and put a schedule in there. Phones can work through the PA system.

Number	Driver	Year	Model	Mileage	Description
23A		2023	Thomas Electric		71 Passenger Bus
23B		2023	Blue Bird		71 Passenger Bus
22	Matt	2022	Blue Bird	20,758	71 Passenger Bus
21	Becky	2021	Blue Bird	28,316	71 Passenger Bus
19A	Patty	2019	Blue Bird	54,851	71 Passenger Bus
19B	Steve	2019	Blue Bird	46,415	71 Passenger Bus
19C	SpEd	2018	Micro Bird	58,766	12 Passenger Bus
18	PK	2018	Trans Tech Bus	38,637	14 Passenger Bus
17A	Leann	2017	Thomas	62,247	72 Passenger Bus
17B	Spare	2017	Thomas	93,879	72 Passenger Bus
13	Spare	2013	Lion	127,562	71 Passenger Bus
11	Spare	2011	Thomas	148,389	65 Passenger Bus
07A	Spare	2008	Thomas	182,966	72 Passenger Bus
1	White	2020	Ford		Transit Van
2	White	2020	Ford	10,515	Transit Van
3	White	2014	Ford	76,389	10 Passenger Van
4	White	2014	Ford	84,683	10 Passenger Van
5	Silver (Cargo)	2003	Ford	123,497	Utility Van
6	White	2010	Ford	121,088	10 Passenger Van
	Suburban	2019	Chevy	28,138	Suburban
	Pickup	2012	Chevy		Chevy Silverado
	Pickup	2024	Chevy		Chevy Silverado
	H&H Trailer	2021	Flatbed		Trailer
	Side x Side	2020	Polaris/Ranger		Utility Vehicle
	H&H Trailer	2019	H&H		Enclosed Trailer

Notes:

Surplus

Big Iron

Newer motor
about 5 years
ago.

Surplus: Get rid of the 1986 2 wheel drive 2500

Getting
scrapped as
part of Clean
Diesel Grant

Alternate -
Sped to
Fremont

Dispose/Sell
Dispose/Sell

Keep for
cargo/get
topper/used to
push snow

8.4.3. Finance Committee (Breitkreutz-chair, Burklund, Heyen)

8.4.4. Negotiations Committee (Lange-chair, Benes, Heyen)

Raymond Central Board of Education
Negotiations Team
October 28, 2024
November 4, 2024

The Raymond Central Education Association (RCEA) would like to thank the Board of Education for your support of our students, staff, and communities. Our past collective bargaining agreements have been successful and fair and are highly appreciated. The Raymond Central Education Association once again hopes that a fair and equitable negotiations process will occur as we negotiate for the 2025-2026 contract year.

The RCEA appreciated having a two-year contract for our past negotiations and thus proposes another two-year contract. Below you will find the Raymond Central Education Association's collective bargaining proposal for the 2025-2027 contract years:

Proposal #1:

The RCEA proposes an increase of \$700 to teacher pay for 2025-2026 and another increase of \$700 to teacher pay for 2026-2027. The proposed pay scales are attached.

Rationale: Adding this amount each year over a two-year increment keeps us in the top part of our array and thus desirable for recruiting new teachers to our district and retaining the quality staff we currently have.

Appendix A

Raymond Central Public Schools

2025-2026 Salary Schedule

Base = \$41,200 4% Down / 5% Across

STEP	BA	BA +9	BA +18	BA +27	MA	MA +9	MA +18	MA +27	MA +36
1-3	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
	\$ 44,496.00	\$ 46,556.00	\$ 48,616.00	\$ 50,676.00	\$ 52,736.00	\$ 54,796.00	\$ 56,856.00	\$ 58,916.00	\$ 60,976.00
4	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
	\$ 46,144.00	\$ 48,204.00	\$ 50,264.00	\$ 52,324.00	\$ 54,384.00	\$ 56,444.00	\$ 58,504.00	\$ 60,564.00	\$ 62,624.00
5	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
	\$ 47,792.00	\$ 49,852.00	\$ 51,912.00	\$ 53,972.00	\$ 56,032.00	\$ 58,092.00	\$ 60,152.00	\$ 62,212.00	\$ 64,272.00
6	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
	\$ 49,440.00	\$ 51,500.00	\$ 53,560.00	\$ 55,620.00	\$ 57,680.00	\$ 59,740.00	\$ 61,800.00	\$ 63,860.00	\$ 65,920.00
7	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
	\$ 51,088.00	\$ 53,148.00	\$ 55,208.00	\$ 57,268.00	\$ 59,328.00	\$ 61,388.00	\$ 63,448.00	\$ 65,508.00	\$ 67,568.00
8		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
		\$ 54,796.00	\$ 56,856.00	\$ 58,916.00	\$ 60,976.00	\$ 63,036.00	\$ 65,096.00	\$ 67,156.00	\$ 69,216.00
9		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
		\$ 56,444.00	\$ 58,504.00	\$ 60,564.00	\$ 62,624.00	\$ 64,684.00	\$ 66,744.00	\$ 68,804.00	\$ 70,864.00
10			1.46	1.51	1.56	1.61	1.66	1.71	1.76
			\$ 60,152.00	\$ 62,212.00	\$ 64,272.00	\$ 66,332.00	\$ 68,392.00	\$ 70,452.00	\$ 72,512.00
11			1.50	1.55	1.60	1.65	1.70	1.75	1.80
			\$ 61,800.00	\$ 63,860.00	\$ 65,920.00	\$ 67,980.00	\$ 70,040.00	\$ 72,100.00	\$ 74,160.00
12				1.59	1.64	1.69	1.74	1.79	1.84
				\$ 65,508.00	\$ 67,568.00	\$ 69,628.00	\$ 71,688.00	\$ 73,748.00	\$ 75,808.00
13					1.68	1.73	1.78	1.83	1.88
					\$ 69,216.00	\$ 71,276.00	\$ 73,336.00	\$ 75,396.00	\$ 77,456.00
14					1.72	1.77	1.82	1.87	1.92
					\$ 70,864.00	\$ 72,924.00	\$ 74,984.00	\$ 77,044.00	\$ 79,104.00
15					1.76	1.81	1.86	1.91	1.96
					\$ 72,512.00	\$ 74,572.00	\$ 76,632.00	\$ 78,692.00	\$ 80,752.00
16					1.80	1.85	1.90	1.95	2.00
					\$ 74,160.00	\$ 76,220.00	\$ 78,280.00	\$ 80,340.00	\$ 82,400.00

Appendix A

Raymond Central Public Schools

2026-2027 Salary Schedule

Base = \$41,900 4% Down / 5% Across

STEP	BA	BA +9	BA +18	BA +27	MA	MA +9	MA +18	MA +27	MA +36
1-3	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
	\$ 45,252.00	\$ 47,347.00	\$ 49,442.00	\$ 51,537.00	\$ 53,632.00	\$ 55,727.00	\$ 57,822.00	\$ 59,917.00	\$ 62,012.00
4	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
	\$ 46,928.00	\$ 49,023.00	\$ 51,118.00	\$ 53,213.00	\$ 55,308.00	\$ 57,403.00	\$ 59,498.00	\$ 61,593.00	\$ 63,688.00
5	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
	\$ 48,604.00	\$ 50,699.00	\$ 52,794.00	\$ 54,889.00	\$ 56,984.00	\$ 59,079.00	\$ 61,174.00	\$ 63,269.00	\$ 65,364.00
6	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
	\$ 50,280.00	\$ 52,375.00	\$ 54,470.00	\$ 56,565.00	\$ 58,660.00	\$ 60,755.00	\$ 62,850.00	\$ 64,945.00	\$ 67,040.00
7	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
	\$ 51,956.00	\$ 54,051.00	\$ 56,146.00	\$ 58,241.00	\$ 60,336.00	\$ 62,431.00	\$ 64,526.00	\$ 66,621.00	\$ 68,716.00
8		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
		\$ 55,727.00	\$ 57,822.00	\$ 59,917.00	\$ 62,012.00	\$ 64,107.00	\$ 66,202.00	\$ 68,297.00	\$ 70,392.00
9		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
		\$ 57,403.00	\$ 59,498.00	\$ 61,593.00	\$ 63,688.00	\$ 65,783.00	\$ 67,878.00	\$ 69,973.00	\$ 72,068.00
10			1.46	1.51	1.56	1.61	1.66	1.71	1.76
			\$ 61,174.00	\$ 63,269.00	\$ 65,364.00	\$ 67,459.00	\$ 69,554.00	\$ 71,649.00	\$ 73,744.00
11			1.50	1.55	1.60	1.65	1.70	1.75	1.80
			\$ 62,850.00	\$ 64,945.00	\$ 67,040.00	\$ 69,135.00	\$ 71,230.00	\$ 73,325.00	\$ 75,420.00
12				1.59	1.64	1.69	1.74	1.79	1.84
				\$ 66,621.00	\$ 68,716.00	\$ 70,811.00	\$ 72,906.00	\$ 75,001.00	\$ 77,096.00
13					1.68	1.73	1.78	1.83	1.88
					\$ 70,392.00	\$ 72,487.00	\$ 74,582.00	\$ 76,677.00	\$ 78,772.00
14					1.72	1.77	1.82	1.87	1.92
					\$ 72,068.00	\$ 74,163.00	\$ 76,258.00	\$ 78,353.00	\$ 80,448.00
15					1.76	1.81	1.86	1.91	1.96
					\$ 73,744.00	\$ 75,839.00	\$ 77,934.00	\$ 80,029.00	\$ 82,124.00
16					1.80	1.85	1.90	1.95	2.00
					\$ 75,420.00	\$ 77,515.00	\$ 79,610.00	\$ 81,705.00	\$ 83,800.00

Proposal #2:

The RCEA proposes a change in wording to the contract in section 1g: Plan Period/Covering Classes.

The current wording is as follows:

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 \$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 \$50 daily for covering classes.

RCEA proposes the following wording with changes/additions shown in red:

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 **odd block day or an even block day**.) Elementary **and middle level teachers** shall have an amount of planning time approximately equal to forty-five (45) minutes **per day**. 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 **30-59** minutes and \$50 for **60-90** 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 \$50 daily for covering classes.

Rationale: Our teachers work hard to ensure quality lessons for our students as well as to have grades updated in a timely fashion. Protecting the planning time for teachers is imperative for both of these to happen. However, teachers also want to look out for each other and that includes covering when a colleague needs to be gone from their classroom. Changing this wording makes planning period time and coverage equitable across the district.

Proposal #3:

The RCEA asks for contract wording to be added to 1a: Base Salary for an option for new teachers to the district to receive a 13-month contract (August to August).

Rationale: Teachers just starting their educational career currently struggle within the first month as they have no income under our current contract. This will allow those new teachers to be paid in August so they don't have to struggle without a paycheck until September.

Current wording:

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.

RCEA proposes the following wording with changes/additions shown in red:

1a: Base Salary/**Payroll Checks**

The base salary will be \$41,200 for the 2025-2026 contract year and the base salary will be \$41,900 for the 2026-2027 school year, based on a 186-day contract with increments of 4% for longevity and 5% for professional; Appendix A attached hereto.

All teachers will be paid on the 20th of the month beginning in September each school year, with the exception that teachers just beginning their educational experience (1st year overall) will have the option to receive their yearly salary over a 13-month period beginning in August of the year they initiate services with the Raymond Central school district. (This will require teachers to sign a 409A Election Form to defer payment of their compensation over the thirteen month period.)

Proposal #4:

RCEA proposes to reconstruct the Catastrophic Leave Bank that was previously used to help teachers when a catastrophic event occurred that depleted their sick leave bank.

Rationale: The previous bank was originally funded utilizing donated days from teachers retiring from the district which allowed their banked days to not be wasted. This gives a sense of assurance to retiring teachers that, although they only receive compensation for ten (10) of their banked sick leave days, the remaining don't simply disappear, but instead go to potentially helping and supporting their colleagues.

RCEA proposes the following wording with changes/additions to Section 3 Leave by adding a new category "e" to the end of this section:

3e) Catastrophic 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 own personal days and sick leave days have been used. To be eligible, a staff member must have exhausted all of their current year's allotment of personal and sick 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 sick leave bank into the Catastrophic Leave Bank at a rate of one (1) Sick Leave Bank day 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 up to 35 unused sick days to the Catastrophic Leave Bank. Catastrophic Leave days, if available from the district Catastrophic Leave Bank, will be limited to thirty (30) days per individual per contract year. In order to be eligible to access Catastrophic Leave, the eligible staff member must have donated at least one (1) sick day towards the Catastrophic Leave Bank within the first thirty (30) days of that current contract year.

Requests from potential qualifying individuals shall be made to the RCEA President and a committee of no less than two (2) RCEA members for review. (The members of this committee will be appointed by the RCEA President in accordance with their bylaws.) 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, common pregnancy, etc) are not considered catastrophic.

8.4.5. Policy Committee (Benes-chair, Breitzkreutz, Heyen)

9. Old Business

10. New Business

10.1. Discuss, Consider and Take Necessary Action to Approve Early Graduation Requests

Hello, my name is Ainslee Southard and I'm a junior in high school at Raymond Central High. My three reasons for graduating early are to focus on saving financially for college, getting a head start on a job before college, and trying to start college sooner.

I want to graduate early so I am able to start focusing on financially saving for college. This would allow me to not only work after school as I'm still in school but allow me to work full time my whole second semester of senior year. Financially saving for college has a big part in why I want to graduate early, I would love to be able to have money saved up to be able to buy my own things such as food, dorm room essentials to live on my own, etc. This is why financially saving plays a big role in why I want to graduate early.

I also want to graduate early so I am able to get a head start on a decent paying job. As I'm currently in high school it's hard to find a job that will allow me to get the hours I'm wanting to be able to save. I'm already planning on starting to take a CNA class in February. This will help save money after school but also during my whole second semester of senior year because I would be able to work full time for a while before college.

My last reason for wanting to graduate early is to try to be able to start college sooner. Graduating early would help me focus on my future a lot more. This would also allow me to graduate college sooner and be able to start my job i'm going to college for. Thank you for your time.

Ainslee Southard

October 30, 2024



Mr Lurz,

I am writing to request approval to graduate a semester early next year in December, 2025. My family and I have thought a lot about this decision, and concluded it is the best route for me to take. There are several reasons for this. One of those is that I have completed a majority of my credits. I got a lot of important classes out of the way freshman year and the only classes I need to take as a senior would be the core classes and required senior classes. These I would be able to finish in the first semester. This leads me to my second reason which is that I would be able to complete all the academic requirements in the first semester. Finally, and most importantly, the main reason I want to graduate early is so I can begin working. I don't have my mind set on one specific career path for the future, but I do know I want to further explore my options as soon as I can. In my mind, one semester of working would get me a lot closer to finding out what I want to do for the rest of my life than going to school for that same semester. It would give me opportunities to explore possible job options while not having so many responsibilities because I would still be living with my parents and not have bills to pay. Last summer, I was proactive about this as I went to the Heavy Metal Summer Experience camp hosted by MMC Contractors and got a job for a landscaping company (Woody's Lawn and Landscaping). I have included my three letters of recommendation from Mrs. Osten, Sr. Karel, and Mr. Wilmes as well as a plan of action. I hope you will approve my application and would greatly appreciate it if you did.

Thank you for considering,

Jasmine Wells

Parent Signatures:

10.2. Discuss, Consider and Take Necessary Action to approve the Superintendent Evaluation



Raymond Central Public Schools

1800 W Agnew Road | Raymond, NE 68428
402-785-2615 | www.rcentral.org

11/13/2024

Raymond Central Board of Education

Brad Breitzkreutz
Board of Education President

Raymond Central Board of Education,

Per contract language, this letter is to express my intent to return for the 2025-26 contract school year as well as my desire to extend the initial contract by one year if the board approves.

Thank You,

Bryon Hanson
Superintendent
Raymond Central Public Schools

10.3. Discuss, Consider and Take Necessary Action to approve the 2025-2027 Master Agreement with the RCEA

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



2025-2027

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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/Payroll Checks

The base salary will be \$41,200 for the 2025-2026 contract year and the base salary will be \$41,900 for the 2026-2027 school year, based on a 186 day contract with increments of 4% for longevity and 5% for professional; Appendix A attached hereto.

All teachers will be paid on the 20th of the month beginning in September each school year, with the exception that teachers just beginning their educational experience (1st year overall) will have the option to receive their yearly salary over a 13-month period beginning in August of the year they initiate services with the Raymond Central School District. (This will require teachers to sign a 409A Election Form to defer payment of their compensation over the 13-month period.)

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
MA	16 steps
MA + 9	16 steps
MA + 18	16 steps
MA + 27	16 steps
MA + 36	16 steps

See Appendix A & B 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 Incentive

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 **odd block day** or **an even block day**.) Elementary **and middle level teachers** shall have an amount of planning time approximately equal to forty-five (45) minutes **per day**. 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 **30-59** minutes and \$50 for **60-90** 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 \$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 \$1,200 deductible, the \$0 PPO with \$1,200 PPO Alternative Network or Health Savings Account (HSA) \$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 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) 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.

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.

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.

3e) Catastrophic 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 own personal days and sick leave days have been used. To be eligible, a staff member must have exhausted all of their current year's allotment of personal and sick 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 sick leave bank into the Catastrophic Leave Bank at a rate of one (1) Sick Leave Bank day 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 up to 35 unused sick days to the Catastrophic Leave Bank. Catastrophic Leave days, if available from the district Catastrophic Leave Bank, will be limited to thirty (30) days per individual per contract year. In order to be eligible to access Catastrophic Leave, the eligible staff member must have donated at least one (1) sick day towards the Catastrophic Leave Bank within the first thirty (30) days of that current contract year.

Requests from potential qualifying individuals shall be made to the RCEA President and a committee of no less than two (2) RCEA members for review. (The members of this committee will be appointed by the RCEA President in accordance with their bylaws.) 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, common pregnancy, etc) are not considered catastrophic.

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.

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 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 contract 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 2025-2026 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
2025-2026 SALARY SCHEDULE
Base = \$41,200 4% Down / 5% Across

STEP	BA	BA +9	BA +18	BA +27	MA	MA +9	MA +18	MA +27	MA +36
1-3	1.08 \$44,496.00	1.13 \$46,556.00	1.18 \$48,616.00	1.23 \$50,676.00	1.28 \$52,736.00	1.33 \$54,796.00	1.38 \$56,856.00	1.43 \$58,916.00	1.48 \$60,976.00
4	1.12 \$46,144.00	1.17 \$48,204.00	1.22 \$50,264.00	1.27 \$52,324.00	1.32 \$54,384.00	1.37 \$56,444.00	1.42 \$58,504.00	1.47 \$60,564.00	1.52 \$62,624.00
5	1.16 \$47,792.00	1.21 \$49,852.00	1.26 \$51,912.00	1.31 \$53,972.00	1.36 \$56,032.00	1.41 \$58,092.00	1.46 \$60,152.00	1.51 \$62,212.00	1.56 \$64,272.00
6	1.20 \$49,440.00	1.25 \$51,500.00	1.30 \$53,560.00	1.35 \$55,620.00	1.40 \$57,680.00	1.45 \$59,740.00	1.50 \$61,800.00	1.55 \$63,860.00	1.60 \$65,920.00
7	1.24 \$51,088.00	1.29 \$53,148.00	1.34 \$55,208.00	1.39 \$57,268.00	1.44 \$59,328.00	1.49 \$61,388.00	1.54 \$63,448.00	1.59 \$65,508.00	1.64 \$67,568.00
8		1.33 \$54,796.00	1.38 \$56,856.00	1.43 \$58,916.00	1.48 \$60,976.00	1.53 \$63,036.00	1.58 \$65,096.00	1.63 \$67,156.00	1.68 \$69,216.00
9		1.37 \$56,444.00	1.42 \$58,504.00	1.47 \$60,564.00	1.52 \$62,624.00	1.57 \$64,684.00	1.62 \$66,744.00	1.67 \$68,804.00	1.72 \$70,864.00
10			1.46 \$60,152.00	1.51 \$62,212.00	1.56 \$64,272.00	1.61 \$66,332.00	1.66 \$68,392.00	1.71 \$70,452.00	1.76 \$72,512.00
11			1.50 \$61,800.00	1.55 \$63,860.00	1.60 \$65,920.00	1.65 \$67,980.00	1.70 \$70,040.00	1.75 \$72,100.00	1.80 \$74,160.00
12				1.59 \$65,508.00	1.64 \$67,568.00	1.69 \$69,628.00	1.74 \$71,688.00	1.79 \$73,748.00	1.84 \$75,808.00
13					1.68 \$69,216.00	1.73 \$71,276.00	1.78 \$73,336.00	1.83 \$75,396.00	1.88 \$77,456.00
14					1.72 \$70,864.00	1.77 \$72,924.00	1.82 \$74,984.00	1.87 \$77,044.00	1.92 \$79,104.00
15					1.76 \$72,512.00	1.81 \$74,572.00	1.86 \$76,632.00	1.91 \$78,692.00	1.96 \$80,752.00
16					1.80 \$74,160.00	1.85 \$76,220.00	1.90 \$78,280.00	1.95 \$80,340.00	2.00 \$82,400.00

APPENDIX A
RAYMOND CENTRAL PUBLIC SCHOOLS
2026-2027 SALARY SCHEDULE
Base = \$41,900 4% Down / 5% Across

STEP	BA	BA +9	BA +18	BA +27	MA	MA +9	MA +18	MA +27	MA +36
1-3	1.08 \$45,252.00	1.13 \$47,347.00	1.18 \$49,442.00	1.23 \$51,537.00	1.28 \$53,632.00	1.33 \$55,727.00	1.38 \$57,822.00	1.43 \$59,917.00	1.48 \$62,012.00
4	1.12 \$46,928.00	1.17 \$49,023.00	1.22 \$51,118.00	1.27 \$53,213.00	1.32 \$55,308.00	1.37 \$57,403.00	1.42 \$59,498.00	1.47 \$61,593.00	1.52 \$63,688.00
5	1.16 \$48,604.00	1.21 \$50,699.00	1.26 \$52,794.00	1.31 \$54,889.00	1.36 \$56,984.00	1.41 \$59,079.00	1.46 \$61,174.00	1.51 \$63,269.00	1.56 \$65,364.00
6	1.20 \$50,280.00	1.25 \$52,375.00	1.30 \$54,470.00	1.35 \$56,565.00	1.40 \$58,660.00	1.45 \$60,755.00	1.50 \$62,850.00	1.55 \$64,945.00	1.60 \$67,040.00
7	1.24 \$51,956.00	1.29 \$54,051.00	1.34 \$56,146.00	1.39 \$58,241.00	1.44 \$60,336.00	1.49 \$62,431.00	1.54 \$64,526.00	1.59 \$66,621.00	1.64 \$68,716.00
8		1.33 \$55,727.00	1.38 \$57,822.00	1.43 \$59,917.00	1.48 \$62,012.00	1.53 \$64,107.00	1.58 \$66,202.00	1.63 \$68,297.00	1.68 \$70,392.00
9		1.37 \$57,403.00	1.42 \$59,498.00	1.47 \$61,593.00	1.52 \$63,688.00	1.57 \$65,783.00	1.62 \$67,878.00	1.67 \$69,973.00	1.72 \$72,068.00
10			1.46 \$61,174.00	1.51 \$63,269.00	1.56 \$65,364.00	1.61 \$67,459.00	1.66 \$69,554.00	1.71 \$71,649.00	1.76 \$73,744.00
11			1.50 \$62,850.00	1.55 \$64,945.00	1.60 \$67,040.00	1.65 \$69,135.00	1.70 \$71,230.00	1.75 \$73,325.00	1.80 \$75,420.00
12				1.59 \$66,621.00	1.64 \$68,716.00	1.69 \$70,811.00	1.74 \$72,906.00	1.79 \$75,001.00	1.84 \$77,096.00
13					1.68 \$70,392.00	1.73 \$72,487.00	1.78 \$74,582.00	1.83 \$76,677.00	1.88 \$78,772.00
14					1.72 \$72,068.00	1.77 \$74,163.00	1.82 \$76,258.00	1.87 \$78,353.00	1.92 \$80,448.00
15					1.76 \$73,744.00	1.81 \$75,839.00	1.86 \$77,934.00	1.91 \$80,029.00	1.96 \$82,124.00
16					1.80 \$75,420.00	1.85 \$77,515.00	1.90 \$79,610.00	1.95 \$81,705.00	2.00 \$83,800.00

Appendix B
Raymond Central Public Schools/Raymond Central Education Association
2025-2026 Co-Curricular Salary Schedule
(Adopted by Board of Education June 15, 2022)

Category I	1st	2nd	3rd	4th	5th	Number of Assistants	Assistants	
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			
Category II	1st	2nd	3rd	4th	5th	Number of Assistants	Assistants	
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			
Category III	1st	2nd	3rd	4th	5th	Number of Assistants	Assistants	
Cheer	5	6	7	9	11	1	4,5,6	
Cross Country	5	6	7	9	11	1	4,5,6	
Category IV	1st	2nd	3rd	4th	5th	Number of Assistants	Assistants	
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	1	2,3,4,5,6	
Dance	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	1		
Mock Trial***	3	4	5	7	9			
Jr High Speech	3	4	5	7	9			
Category V	1st	2nd	3rd	4th		Number of Assistants	Assistants	
Destination Imagination***	3.5	5	7	8		1	2,3,4	
Category VI	1st	2nd	3rd	Category VIII			1st	3rd
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
Category VII	1st	3rd	Category IX					1st
Senior Class Sponsor	0.8	0.15	TeamMates					3
JH Student Council	0.8	0.15	Category X					1st
SH Student Council	0.8	0.15	Teacher Leadership Committee					\$500/16 hr
Art Club	0.8	0.15						
Spanish Club	0.8	0.15						

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)

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

(To be completed by principal or other appropriate administrator
within five (5) days of the meeting with the principal.)

Grievant Person(s) _____

Date of Formal Grievance Presentation _____

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 five (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 five (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 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.

10.4. Discuss, Consider, and Take Necessary Action to Appoint NASB Delegate for Assembly on 11/22.

10.5. Discuss, Consider, and Take Necessary Action To Declare the 2013 Lion Bus Surplus.

11. Next Regular Board Meeting

12. Adjournment