

Board of Education Regular Meeting  
Monday, May 11, 2020 7:30 PM  
Library--Superior High School, Superior, NE  
PO Box 288  
Superior, NE 68978

1. Routine Business
  1. Call Meeting to Order
  2. Roll Call
  3. Excuse Absent Board Member(s)
  4. Approval of Agenda
2. Regular Meeting Agenda
  1. Consent Agenda
    1. Approval of Previous Minutes
    2. Approval of Treasurer's Report
    3. Approval of School Activity Fund Report
    4. Approval of Revenue Budget Report
    5. Approval of Expense Budget Report
  2. Approval of Previous Months Claims
  3. Certified Hire
  4. Teacher Evaluation Instrument
3. Correspondence
4. Discussion Items
  1. Graduation
  2. Beef Board Report

3. Discussion of Strategic Planning Process
4. Principals' Reports
5. Superintendent's Report
  
6. Report from Board Committees
5. Items for Next Board Meeting
6. Adjournment

NUCKOLLS COUNTY SCHOOL DISTRICT 65-0011  
SUPERIOR PUBLIC SCHOOLS  
SUPERIOR, NEBRASKA  
April 13, 2020

Notice of the meeting was given in advance through the school webpage and the Superior Express.

Board members were notified in advance of the meeting.

Matt Bargaen: Present, Brad Biltoft: Present, Jason Jensen: Present, Peggy Meyer: Present, Luke Meyers: Present, Matt Sullivan: Present. Present: 6.

1. Routine Business

1.1. Call Meeting to Order

Meeting was called to order at 7:30 p.m. by Matt Sullivan.

1.2. Roll Call

1.3. Excuse Absent Board Member(s)

1.4. Approval of Agenda

Motion to approve agenda as presented carried with a motion by Jason Jensen and a second by Brad Biltoft.

Matt Bargaen: Aye, Brad Biltoft: Aye, Jason Jensen: Aye, Peggy Meyer: Aye, Luke Meyers: Aye, Matt Sullivan: Aye

Aye: 6, Nay: 0

2. Regular Meeting Agenda

2.1. Consent Agenda

Motion to approve consent agenda as presented carried with a motion by Luke Meyers and a second by Peggy Meyer.

Matt Bargaen: Aye, Brad Biltoft: Aye, Jason Jensen: Aye, Peggy Meyer: Aye, Luke Meyers: Aye, Matt Sullivan: Aye

Aye: 6, Nay: 0

2.1.1. Approval of Previous Minutes

2.1.2. Approval of Treasurer's Report

2.1.3. Approval of School Activity Fund Report

2.1.4. Approval of Revenue Budget Report

2.1.5. Approval of Expense Budget Report

2.2. Approval of Previous Months Claims

Motion to approve General Fund claims for March 2020 in the amount of \$579,131.91 carried with a motion by Matt Bargaen and a second by Peggy Meyer.

Matt Bargaen: Aye, Brad Biltoft: Aye, Jason Jensen: Aye, Peggy Meyer: Aye, Luke Meyers: Aye, Matt Sullivan: Aye

Aye: 6, Nay: 0

Mr. Kobza explained the purchase of Kajeet devices for internet access during COVID closure.

### 2.3. Certified Hire

Motion to hire Rachel Renz as an Elementary Teacher for the 2020-2021 school year carried with a motion by Peggy Meyer and a second by Matt Bargaen.

Matt Bargaen: Aye, Brad Biltoft: Aye, Jason Jensen: Aye, Peggy Meyer: Aye, Luke Meyers: Aye, Matt Sullivan: Aye

Aye: 6, Nay: 0

### 2.4. Certified Hire

Motion to hire Ryan Renz as a Middle School Teacher for the 2020-2021 school year carried with a motion by Jason Jensen and a second by Luke Meyers.

Matt Bargaen: Aye, Brad Biltoft: Aye, Jason Jensen: Aye, Peggy Meyer: Aye, Luke Meyers: Aye, Matt Sullivan: Aye

Aye: 6, Nay: 0

### 2.5. Certified Hire

Motion to hire Brent Thomas as a Secondary Teacher for the 2020-2021 school year carried with a motion by Peggy Meyer and a second by Matt Bargaen.

Matt Bargaen: Aye, Brad Biltoft: Aye, Jason Jensen: Aye, Peggy Meyer: Aye, Luke Meyers: Aye, Matt Sullivan: Aye

Aye: 6, Nay: 0

### 2.6. Certified Hire

Motion to hire Jacob Nannen as an Elementary Teacher and Head Girls' Basketball Coach for the 2020-2021 school year carried with a motion by Luke Meyers and a second by Brad Biltoft.

Matt Bargaen: Aye, Brad Biltoft: Aye, Jason Jensen: Aye, Peggy Meyer: Aye, Luke Meyers: Aye, Matt Sullivan: Aye

Aye: 6, Nay: 0

### 2.7. Title I Authorization

Motion to authorize Martin Kobza, Superintendent, to serve as the board's authorized representative for all matters relating to Title I and to authorize Superior Public Schools to renew membership in the ESU 9 Title I Cooperative for the 2020-2021 school year carried with a motion by Peggy Meyer and a second by Luke Meyers.

Matt Bargaen: Aye, Brad Biltoft: Aye, Jason Jensen: Aye, Peggy Meyer: Aye, Luke Meyers: Aye, Matt Sullivan: Aye

Aye: 6, Nay: 0

### 2.8. 2020-2021 ESU 9 Contract

Motion to approve the 2020-2021 services contract with Educational Service Unit #9 for \$180,477.96 carried with a motion by Peggy Meyer and a second by Jason Jensen.

Matt Bargaen: Aye, Brad Biltoft: Aye, Jason Jensen: Aye, Peggy Meyer: Aye, Luke Meyers: Aye, Matt Sullivan: Aye

Aye: 6, Nay: 0

### 3. Correspondence

Brad Biltoft shared information on the Nebraska legislature.

#### 4. Discussion Items

Mr. Kobza discussed that the school is closed for the rest of the academic school year by the directed health measure, therefore Prom, Music trip to Dallas and the FFA trip to France will be canceled. He discussed that as far as graduation the recommendation from the governor's office is to not plan an event until August at the earliest. He shared different options that had been discussed such as drive thru events, but those have also been discouraged. His suggestions would be to deliver caps, gowns and diplomas individually at this time or to postpone any decision until after June 1st. Board discussion followed. Board consensus was to postpone graduation indefinitely and to revisit discussion at the May meeting. Discussion was also held on the possibility of virtual meetings for some of the Awards nights, banquets, etc. The administration is currently exploring options. Discussion was held on trip scheduling in future years.

##### 4.1. Superintendent's Report

Mr. Kobza updated the board on the breakfast and lunch program distribution during our closure. He shared information on the backpack program occurring on the weekends. He also discussed the format of the continuous learning that is being provided to our students as well as other outreach activities taking place. There are certain educational requirements that are yet to be addressed by the governor's office and the Nebraska Department of Education. He shared information on possible funding to be received from the CARES Act. An update was given on school construction projects, Middle School class scheduling, summer school scheduling, and CNA class continuation.

##### 4.2. Report from Board Committees

##### 5. Items for Next Board Meeting

Items for next board meeting: revisit graduation and other year end events, possible resolutions from legal, teacher and principal evaluation instruments and a report from the beef committee.

##### 6. Adjournment

Meeting adjourned at 8:32 p.m. by Matt Sullivan.

# Superior Public Schools

## April 2020 Cash Summary Report

<b>Fund</b>	<b>Description</b>	<b>Beginning Balance</b>	<b>Revenue</b>	<b>Expenditure</b>	<b>Ending Balance</b>
01	General Fund	\$2,206,474.31	\$462,013.82	(\$579,090.64)	\$2,089,397.49
02	Depreciation Fund	\$151,251.96	\$49.22	(\$15,255.00)	\$136,046.18
03	Employee Benefit Fund	\$60,462.83	\$2.48	\$0.00	\$60,465.31
06	School Nutrition Fund	\$26,038.71	\$12,405.84	(\$19,936.90)	\$18,507.65
07	Bond Fund	\$362,530.70	\$29,929.22	\$0.00	\$392,459.92
08	Special Building Fund	\$522,748.72	\$37,013.29	(\$70,999.00)	\$488,763.01
09	QCPUF Fund	\$4,506.38	\$326.39	\$0.00	\$4,832.77
10	Cooperative Fund	\$301,584.21	\$3.43	\$0.00	\$301,587.64
<b>Sub Total</b>		<b>\$3,635,597.82</b>	<b>\$541,743.69</b>	<b>(\$685,281.54)</b>	<b>\$3,492,059.97</b>

**April 2020**

**Bills**

Original List	\$	144,947.78
Voided Expenditure Checks	\$	(41.27)
Receipts Posted to Expenditure Accounts	\$	-
Total	\$	144,906.51

**Additions**

NONE	\$	-
	\$	-
	\$	-
Total Additions	\$	-

**Total Bills** \$ 144,906.51

**Payroll & Benefits**

Original Total	\$	434,184.13
Additions/Corrections	\$	-
Total	\$	434,184.13

**Total Payroll & Benefits** \$ 434,184.13

**April Expenditure Adjusted Grand Total** \$ 579,090.64

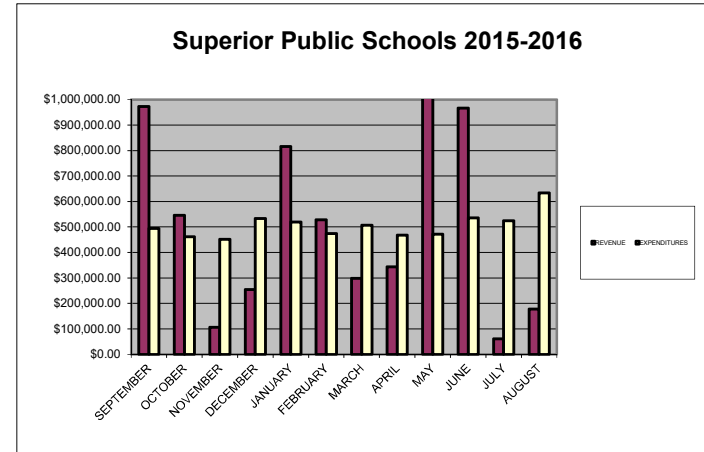
**GENERAL FUND RECAP - April 2020**

Beginning Balance 03-31-2020	\$	2,206,474.31
Receipts	\$	462,013.82
Expenditures	\$	579,090.64
Ending Balance 04-30-2020	\$	2,089,397.49

<b>DEPRECIATION FUND</b>	<b>F&amp;M Bank</b>	<b>NLAF</b>
Beg Balance 03/31/2020	\$54,482.79	\$96,769.17
Receipts	\$8.90 interest	\$40.32 dividends
Disbursements	\$15,255.00 Superior Outdoor Power (mower)	\$0.00 transfer to F&M
Ending Balance 04/30/2020	\$39,236.69	\$96,809.49
Total Depreciation Balance		\$136,046.18
<b>QUALIFIED CAPITAL PURPOSE FUND</b>		
	<b>F&amp;M Bank</b>	
Beg Balance 03/31/2020	\$4,506.38	
Receipts	\$326.01 County Proceeds \$0.38 interest	
Disbursements	\$0.00	
Ending Balance 04/30/2020	\$4,832.77	
<b>BOND FUND</b>		
	<b>Horizon Bank</b>	<b>NLAF</b>
Beg Balance 03/31/2020	\$161,070.56	\$201,460.14
Receipts	\$29,787.76 County Proceeds \$57.52 interest	\$83.94 dividends
Disbursements		
Ending Balance 04/30/2020	\$190,915.84	\$201,544.08
Total Bond Fund Balance		\$392,459.92
<b>SPECIAL BUILDING FUND</b>		
	<b>F&amp;M Bank</b>	
Beg Balance 03/31/2020	\$522,748.72	
Receipts	\$36,892.99 County Proceeds \$120.30 interest	
Disbursements	\$70,999.00 Community Building Solutions (pmt 1 - HVAC/electrical upgrades)	
Ending Balance 04/30/2020	\$488,763.01	
<b>CERTIFICATES OF DEPOSIT/SAVINGS</b>		
	<b>Cornerstone</b>	<b>NLAF CDs/savings</b>
Beg Balance 03/31/2020	\$136,843.88	\$164,740.33
Interest	\$0.00 \$0.00 cashed	\$0.00 CD interest \$3.43 dividends
Ending Balance 04/30/2020	\$136,843.88	\$164,743.76
Total Cooperative Balance		\$301,587.64

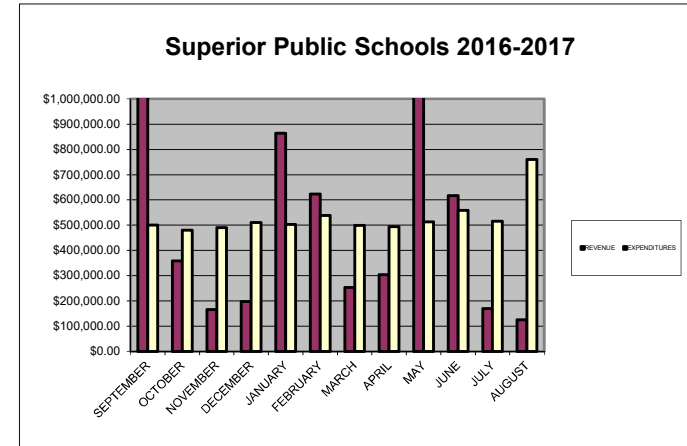
**SUPERIOR PUBLIC SCHOOL DISTRICT 65-0011  
GENERAL FUND  
2016-2017 FISCAL YEAR**

	BEG. BAL.	REVENUE	EXPENDITURES	END BALANCE
SEPTEMBER	\$2,019,504.69	\$973,034.06	\$493,897.31	\$2,498,641.44
OCTOBER	\$2,498,641.44	\$545,370.27	\$462,076.62	\$2,581,935.09
NOVEMBER	\$2,581,935.09	\$106,093.08	\$451,135.14	\$2,236,893.03
DECEMBER	\$2,236,893.03	\$254,768.19	\$533,122.23	\$1,958,538.99
JANUARY	\$1,958,538.99	\$815,695.02	\$519,813.32	\$2,254,420.69
FEBRUARY	\$2,254,420.69	\$527,881.75	\$473,755.37	\$2,308,547.07
MARCH	\$2,308,547.07	\$298,590.08	\$507,114.96	\$2,100,022.19
APRIL	\$2,100,022.19	\$343,055.87	\$467,709.83	\$1,975,368.23
MAY	\$1,975,368.23	\$1,165,257.84	\$471,630.76	\$2,668,995.31
JUNE	\$2,668,995.31	\$966,642.25	\$535,840.23	\$3,099,797.33
JULY	\$3,099,797.33	\$61,069.79	\$523,753.69	\$2,637,113.43
AUGUST	\$2,637,113.43	\$177,105.89	\$633,189.02	\$2,181,030.30



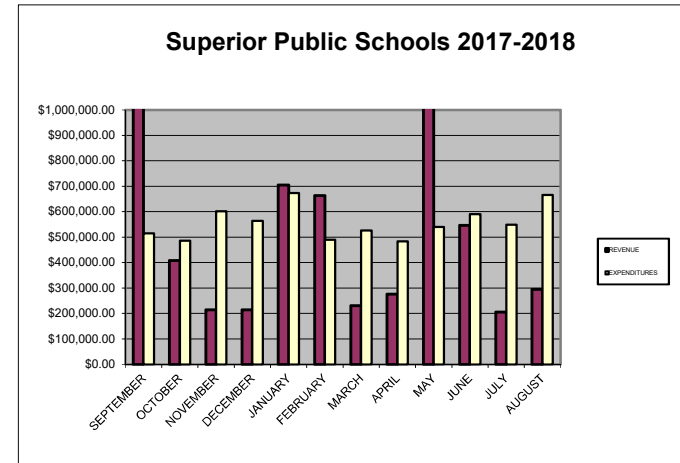
**SUPERIOR PUBLIC SCHOOL DISTRICT 65-0011  
GENERAL FUND  
2017-2018 FISCAL YEAR**

	BEG. BAL.	REVENUE	EXPENDITURES	END BALANCE
SEPTEMBER	\$2,181,030.30	\$1,119,270.98	\$500,244.63	\$2,800,056.65
OCTOBER	\$2,800,056.65	\$358,893.97	\$480,605.17	\$2,678,345.45
NOVEMBER	\$2,678,345.45	\$166,344.93	\$490,951.08	\$2,353,739.30
DECEMBER	\$2,353,739.30	\$197,119.16	\$510,728.63	\$2,040,129.83
JANUARY	\$2,040,129.83	\$864,513.40	\$503,624.37	\$2,401,018.86
FEBRUARY	\$2,401,018.86	\$623,163.35	\$538,072.19	\$2,486,110.02
MARCH	\$2,486,110.02	\$253,219.56	\$499,068.01	\$2,240,261.57
APRIL	\$2,240,261.57	\$303,981.81	\$494,240.72	\$2,050,002.66
MAY	\$2,050,002.66	\$1,596,500.95	\$512,663.51	\$3,133,840.10
JUNE	\$3,133,840.10	\$616,663.58	\$558,894.01	\$3,191,609.67
JULY	\$3,191,609.67	\$170,396.55	\$516,223.32	\$2,845,782.90
AUGUST	\$2,845,782.90	\$125,580.82	\$759,715.85	\$2,211,647.87



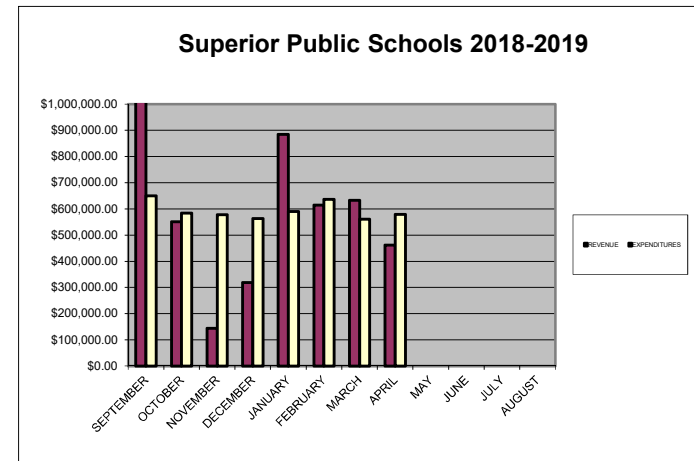
**SUPERIOR PUBLIC SCHOOL DISTRICT 65-0011  
GENERAL FUND  
2018-2019 FISCAL YEAR**

	BEG. BAL.	REVENUE	EXPENDITURES	END BALANCE
SEPTEMBER	\$2,211,647.87	\$1,179,294.60	\$514,619.07	\$2,876,323.40
OCTOBER	\$2,876,323.40	\$408,247.35	\$486,399.08	\$2,798,171.67
NOVEMBER	\$2,798,171.67	\$214,450.66	\$601,826.77	\$2,410,795.56
DECEMBER	\$2,410,795.56	\$214,513.74	\$563,437.36	\$2,061,871.94
JANUARY	\$2,061,871.94	\$704,774.93	\$673,228.58	\$2,093,418.29
FEBRUARY	\$2,093,418.29	\$663,288.73	\$490,225.81	\$2,266,481.21
MARCH	\$2,266,481.21	\$230,221.70	\$526,622.90	\$1,970,080.01
APRIL	\$1,970,080.01	\$275,606.87	\$483,913.91	\$1,761,772.97
MAY	\$1,761,772.97	\$1,618,621.40	\$539,819.49	\$2,840,574.88
JUNE	\$2,840,574.88	\$546,574.89	\$590,013.02	\$2,797,136.75
JULY	\$2,797,136.75	\$204,807.75	\$548,279.53	\$2,453,664.97
AUGUST	\$2,453,664.97	\$294,025.51	\$666,084.59	\$2,081,605.89



**SUPERIOR PUBLIC SCHOOL DISTRICT 65-0011  
GENERAL FUND  
2019-2020 FISCAL YEAR**

	BEG. BAL.	REVENUE	EXPENDITURES	END BALANCE
SEPTEMBER	\$2,081,605.89	\$1,140,743.32	\$649,859.92	\$2,572,489.29
OCTOBER	\$2,572,489.29	\$551,559.00	\$584,510.28	\$2,539,538.01
NOVEMBER	\$2,539,538.01	\$143,851.40	\$577,781.45	\$2,105,607.96
DECEMBER	\$2,105,607.96	\$318,249.77	\$563,042.07	\$1,860,815.66
JANUARY	\$1,860,815.66	\$885,052.02	\$589,545.70	\$2,156,321.98
FEBRUARY	\$2,156,321.98	\$614,680.36	\$636,514.66	\$2,134,487.68
MARCH	\$2,134,487.68	\$632,297.03	\$560,310.40	\$2,206,474.31
APRIL	\$2,206,474.31	\$462,013.82	\$579,090.64	\$2,089,397.49
MAY				
JUNE				
JULY				
AUGUST				



# Current Cash Balance

Sorted by Site ID, Reporting ID, Activity ID.

From 04/01/2020 to 04/30/2020.

Site ID	Site Name	Rep ID	Reporting ID Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
Activity ID	Activity Name							
SPS	Superior Public Schools							
100	Athletics			-2,184.55	10,000.00	2,036.50	0.00	5,778.95
110	Boys' Basketball			234.70	50.00	0.00	0.00	284.70
115	Cross Country			185.93	0.00	0.00	0.00	185.93
120	Girls' Basketball			2,328.99	113.00	0.00	0.00	2,441.99
125	Boys' Golf			697.46	0.00	0.00	0.00	697.46
130	Football			552.92	0.00	0.00	0.00	552.92
135	JH Football			8.50	0.00	0.00	0.00	8.50
140	JH Volleyball			943.45	0.00	188.94	0.00	754.51
145	JH Girls Basketball			8.81	0.00	0.00	0.00	8.81
150	Girls' Golf			0.00	0.00	0.00	0.00	0.00
170	Volleyball			4,155.72	0.00	445.00	0.00	3,710.72
180	Wrestling			1,039.66	0.00	430.04	0.00	609.62
190	Track			1,671.36	0.00	0.00	0.00	1,671.36
300	Archery			909.71	0.00	55.91	0.00	853.80
305	Art Club			123.52	0.00	0.00	0.00	123.52
320	Community Service Club			1,825.04	1,000.00	1,659.75	0.00	1,165.29
325	Drama			1,103.15	0.00	0.00	0.00	1,103.15
335	FBLA			1,244.56	0.00	0.00	0.00	1,244.56
345	FFA			6,840.91	4,387.00	1,264.77	0.00	9,963.14
350	Foreign Language			1,832.09	0.00	0.00	0.00	1,832.09
355	S Club			757.88	0.00	131.39	0.00	626.49
360	Speech			159.07	0.00	0.00	0.00	159.07
365	Student Council			7,693.69	311.55	58.70	0.00	7,946.54
370	Drill Team			4,412.55	0.00	0.00	0.00	4,412.55
500	Elementary K-6			10,991.06	95.70	88.94	0.00	10,997.82
505	Jr. High 7-8			869.65	0.00	0.00	0.00	869.65
510	Secondary			1,513.62	263.80	0.00	0.00	1,777.42
511	Secondary PBIS			647.37	0.00	0.00	0.00	647.37
519	Class of 2019			0.00	0.00	0.00	0.00	0.00
520	Class of 2020			4,143.39	19.15	3,221.08	0.00	941.46
521	Class of 2021			6,205.70	0.00	251.49	0.00	5,954.21
522	Class of 2022			3,650.71	0.00	0.00	0.00	3,650.71
523	Class of 2023			2,357.08	0.00	0.00	0.00	2,357.08
610	Ag Ed			56.94	0.00	0.00	0.00	56.94
615	Ag Trip			395.65	0.00	0.00	0.00	395.65
620	Art Fund			2,837.82	0.00	0.00	0.00	2,837.82
630	Music			25,119.27	0.00	158.20	0.00	24,961.07
640	Flashlight			9,006.44	0.00	140.00	0.00	8,866.44
650	Greenhouse			158.73	126.00	147.05	0.00	137.68
660	Industrial Arts			4,275.29	120.00	49.13	0.00	4,346.16
670	Student Purchases			0.00	0.00	0.00	0.00	0.00
690	Yearbook			4,223.61	1,000.00	4,297.50	0.00	926.11
800	Backpack Program			10,320.97	0.00	0.00	0.00	10,320.97

# Current Cash Balance

Sorted by Site ID, Reporting ID, Activity ID.  
From 04/01/2020 to 04/30/2020.

Site ID	Site Name					
Rep ID	Reporting ID Name					
Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
805	EPOCH	519.10	0.00	0.00	0.00	519.10
810	Flower Fund	576.29	0.00	0.00	0.00	576.29
830	Library Fund	134.79	43.00	0.00	0.00	177.79
850	Weight Room	300.55	0.00	85.93	0.00	214.62
860	Teachers' Workroom	994.73	0.00	55.00	0.00	939.73
870	Therapy Dog	516.45	0.00	0.00	0.00	516.45
880	Wildcat Food	3,924.05	1,348.50	12.96	0.00	5,259.59
890	Wellness Grant	1,135.28	0.00	0.00	0.00	1,135.28
990	Interest	3,274.44	17.85	228.46	0.00	3,063.83
<b>Totals:</b>		<u>134,694.10</u>	<u>18,895.55</u>	<u>15,006.74</u>	<u>0.00</u>	<u>138,582.91</u>
<b>SPS Totals:</b>		<u>134,694.10</u>	<u>18,895.55</u>	<u>15,006.74</u>	<u>0.00</u>	<u>138,582.91</u>
<b>Report Totals:</b>		<u><u>134,694.10</u></u>	<u><u>18,895.55</u></u>	<u><u>15,006.74</u></u>	<u><u>0.00</u></u>	<u><u>138,582.91</u></u>

# Check Detail

Sorted by Activity ID, Site ID.  
From 04/01/2020 to 04/30/2020.

Activity ID Site ID Check # Status	Activity Name Site Name Issue Date Status Date	Vendor Name PO Number	1099?	Invoice Number	Approved by Description	Amount
<b>100 Athletics</b>						
SPS Superior Public Schools						
033125 Cleared	04/08/2020 04/30/2020	Eakes Office Solutions	No	8001239-0	Kim Williams labels for medals	12.49
033133 Cleared	04/08/2020 04/30/2020	SYNCB/AMAZON	No	3249841	Kim Williams volleyballs, setter training gloves	171.95
033133 Cleared	04/08/2020 04/30/2020	SYNCB/AMAZON	No	4497049	Kim Williams speaker	40.83
033133 Cleared	04/08/2020 04/30/2020	SYNCB/AMAZON	No	8085054	Kim Williams laser distance measure	473.98
033134 Cleared	04/08/2020 04/30/2020	U.S. Bank	No	0097	Kim Williams State GBB food	119.68
033134 Cleared	04/08/2020 04/30/2020	U.S. Bank	No	03052020	Kim Williams State GBB lodging	1,119.16
033134 Cleared	04/08/2020 04/30/2020	U.S. Bank	No	INV00842785	Kim Williams HUDL play tools FB	98.41
Total for SPS - Superior Public Schools:						2,036.50
Total for 100 - Athletics:						2,036.50
<b>140 JH Volleyball</b>						
SPS Superior Public Schools						
033133 Cleared	04/08/2020 04/30/2020	SYNCB/AMAZON	No	3249841	Kim Williams volleyballs, setter training gloves	188.94
<b>170 Volleyball</b>						
SPS Superior Public Schools						
033134 Cleared	04/08/2020 04/30/2020	U.S. Bank	No	03022020	Kim Williams State VB team photos	180.00
033134 Cleared	04/08/2020 04/30/2020	U.S. Bank	No	03292020	Kim Williams UNK Club tourney fees	265.00
Total for SPS - Superior Public Schools:						445.00
Total for 170 - Volleyball:						445.00

# Check Detail

Sorted by Activity ID, Site ID.  
From 04/01/2020 to 04/30/2020.

Activity ID Site ID Check # Status	Activity Name Site Name Issue Date Status Date	Vendor Name PO Number	1099?	Invoice Number	Approved by Description	Amount
<b>180 Wrestling</b>						
SPS Superior Public Schools						
033134 Cleared	04/08/2020 04/30/2020	U.S. Bank	No	35844135	Kim Williams Mat Jam registration	225.00
033134 Cleared	04/08/2020 04/30/2020	U.S. Bank	No	03072020	Kim Williams Mat Jam lodging	135.00
033134 Cleared	04/08/2020 04/30/2020	U.S. Bank	No	03072020	Kim Williams coaches meal	28.04
033134 Cleared	04/08/2020 04/30/2020	U.S. Bank	No	37565643	Kim Williams AAU Registrations	42.00
Total for SPS - Superior Public Schools:						430.04
Total for 180 - Wrestling:						430.04
<b>300 Archery</b>						
SPS Superior Public Schools						
033128 Cleared	04/08/2020 04/30/2020	Ideal Market	No	Mar 20 #1493	Kim Williams drinks for Archery team	55.91
<b>320 Community Service Club</b>						
SPS Superior Public Schools						
033130 Cleared	04/08/2020 04/30/2020	Linpepco-Hastings	No	Mar 20 #69494	Kim Williams machine drinks	159.75
033136 Printed	04/17/2020 04/17/2020	Emily Tietjen	No	2020	Kim Williams Community Service Club Scholarship	250.00
033140 Printed	04/17/2020 04/17/2020	Zaveah Kobza	No	2020	Kim Williams Community Service Club scholarship	250.00
033141 Printed	04/27/2020 04/27/2020	Emma Schnakenberg	No	2020	Kim Williams Louise Henderson Memorial scholarship	1,000.00
Total for SPS - Superior Public Schools:						1,659.75
Total for 320 - Community Service Club:						1,659.75

# Check Detail

Sorted by Activity ID, Site ID.  
From 04/01/2020 to 04/30/2020.

Activity ID Site ID Check # Status	Activity Name Site Name Issue Date Status Date	Vendor Name PO Number	1099?	Invoice Number	Approved by Description	Amount
<b>345 FFA</b>						
SPS Superior Public Schools						
033126 Printed	04/08/2020 04/08/2020	FFA Convention Tour-NE Group	No	03182020	Kim Williams National Convention rooms & travel payment	750.00
033145 Printed	04/29/2020 04/29/2020	Westel Greenhouse, LLC	No	43238	Kim Williams bedding plants	514.77
Total for SPS - Superior Public Schools:						1,264.77
Total for 345 - FFA:						1,264.77
<b>355 S Club</b>						
SPS Superior Public Schools						
033144 Printed	04/29/2020 04/29/2020	Awards Unlimited, Inc.	No	486574	Kim Williams service bars, volleyball pins	131.39
<b>365 Student Council</b>						
SPS Superior Public Schools						
033130 Cleared	04/08/2020 04/30/2020	Linpepco-Hastings	No	Mar 20 #60601	Kim Williams machine drinks	58.70
<b>500 Elementary K-6</b>						
SPS Superior Public Schools						
033128 Cleared	04/08/2020 04/30/2020	Ideal Market	No	Mar 20 #1227	Kim Williams Bounce House rental	50.00
033134 Cleared	04/08/2020 04/30/2020	U.S. Bank	No	2026397	Kim Williams Dr. Seuss Week supplies	11.00
033134 Cleared	04/08/2020 04/30/2020	U.S. Bank	No	1095954	Kim Williams Dr. Seuss week supplies	27.94
Total for SPS - Superior Public Schools:						88.94
Total for 500 - Elementary K-6:						88.94

# Check Detail

Sorted by Activity ID, Site ID.  
From 04/01/2020 to 04/30/2020.

Activity ID Site ID Check # Status	Activity Name Site Name Issue Date Status Date	Vendor Name PO Number	1099?	Invoice Number	Approved by Description	Amount
<hr/> <b>520</b> <b>Class of 2020</b> <hr/>						
SPS      Superior Public Schools						
033142 Printed	04/27/2020 04/27/2020	Jostens Inc	No	24345913	Kim Williams caps & gowns	2,221.08
033143 Cleared	04/27/2020 04/30/2020	Yearbook Activity Account	No	2020	Kim Williams color yearbook pages for senior photos	1,000.00
Total for SPS - Superior Public Schools:						3,221.08
Total for 520 - Class of 2020:						3,221.08
<hr/> <b>521</b> <b>Class of 2021</b> <hr/>						
SPS      Superior Public Schools						
033134 Cleared	04/08/2020 04/30/2020	U.S. Bank	No	2043013	Kim Williams Prom invitations	251.49
<hr/> <b>630</b> <b>Music</b> <hr/>						
SPS      Superior Public Schools						
033132 Cleared	04/08/2020 04/30/2020	Superior Publishing Co., Inc	No	Mar 2020	Kim Williams Music dinner ads	56.00
033134 Cleared	04/08/2020 04/30/2020	U.S. Bank	No	134050	Kim Williams Class C t-shirts	64.20
033139 Cleared	04/17/2020 04/30/2020	Yandas Music & Pro Audio	No	441676	Kim Williams instrument repairs	38.00
Total for SPS - Superior Public Schools:						158.20
Total for 630 - Music:						158.20
<hr/> <b>640</b> <b>Flashlight</b> <hr/>						
SPS      Superior Public Schools						
033132 Cleared	04/08/2020 04/30/2020	Superior Publishing Co., Inc	No	03262020	Kim Williams printing of Flashlights	140.00

# Check Detail

Sorted by Activity ID, Site ID.  
From 04/01/2020 to 04/30/2020.

Activity ID Site ID Check # Status	Activity Name Site Name Issue Date Status Date	Vendor Name PO Number	1099?	Invoice Number	Approved by Description	Amount
<b>650 Greenhouse</b>						
SPS Superior Public Schools						
033131 Cleared	04/08/2020 04/30/2020	Superior Ace Hardware	No	203982	Kim Williams soil, hose	32.45
033145 Printed	04/29/2020 04/29/2020	Westel Greenhouse, LLC	No	43239	Kim Williams bedding plants	114.60
Total for SPS - Superior Public Schools:						147.05
Total for 650 - Greenhouse:						147.05
<b>660 Industrial Arts</b>						
SPS Superior Public Schools						
033129 Cleared	04/08/2020 04/30/2020	Kenny's Lumber & Farm Supply Inc	No	216178	Kim Williams polycrylic, U-posts	33.15
033131 Cleared	04/08/2020 04/30/2020	Superior Ace Hardware	No	204399	Kim Williams wire connectors, switches	15.98
Total for SPS - Superior Public Schools:						49.13
Total for 660 - Industrial Arts:						49.13
<b>690 Yearbook</b>						
SPS Superior Public Schools						
033138 Cleared	04/17/2020 04/30/2020	Walsworth	No	2020-2	Kim Williams 2020 Yearbook Deposit #2	4,297.50
<b>850 Weight Room</b>						
SPS Superior Public Schools						
033133 Cleared	04/08/2020 04/30/2020	SYNCB/AMAZON	No	8032214	Kim Williams medicine ball, lifting straps	85.93
<b>860 Teachers' Workroom</b>						
SPS Superior Public Schools						
033130 Cleared	04/08/2020 04/30/2020	Linpepco-Hastings	No	Mar 20 #61105	Kim Williams machine drinks	55.00

# Check Detail

Sorted by Activity ID, Site ID.  
From 04/01/2020 to 04/30/2020.

Activity ID	Activity Name				Approved by	
Site ID	Site Name	Vendor Name	1099?	Invoice Number	Description	Amount
Check #	Issue Date	PO Number				
Status	Status Date					
<hr/>						
880	Wildcat Food					
<hr/>						
SPS	Superior Public Schools					
033137	04/17/2020	Sam's Club/Synchrony Bank			Kim Williams	
Cleared	04/30/2020	No		48302852	candy	12.96
<hr/>						
990	Interest					
<hr/>						
SPS	Superior Public Schools					
033127	04/08/2020	Harris School Solutions			Kim Williams	
Cleared	04/30/2020	No		MN00126593	AAWeb software upgrade	228.46
<b>Grand Total :</b>						15,006.74

# Superior Public Schools

## April 2020 Revenue Budget Report

Account Code	Description	April 2020 Receipts	2019-20 Budget	Actual (YTD)	Available (YTD)	% of Budget Received
01-1-01100-000-000	Local Property Taxes	(\$127,180.18)	(\$4,548,000.00)	(\$2,852,824.21)	(\$1,695,175.79)	62.72
01-1-01115-000-000	Carline Tax	\$0.00	(\$4,500.00)	(\$591.76)	(\$3,908.24)	13.15
01-1-01120-000-000	Pub Power 5% Gross	\$0.00	(\$6,000.00)	(\$7,194.04)	\$1,194.04	119.90
01-1-01125-000-000	Motor Vehicle Taxes	(\$16,852.26)	(\$210,000.00)	(\$158,257.74)	(\$51,742.26)	75.36
01-1-01140-000-000	Pen/Int on Delinquent Taxes	(\$4,448.40)	\$0.00	(\$20,965.57)	\$20,965.57	0.00
01-1-01311-000-000	Tuition - Indiv Reg Ed	\$0.00	(\$2,000.00)	(\$2,000.00)	\$0.00	100.00
01-1-01331-000-000	Tuition Otr Dist Reg Ed	\$0.00	(\$32,000.00)	(\$79,000.00)	\$47,000.00	246.87
01-1-01423-000-000	Trans-Oth Dist SPED	\$0.00	(\$2,500.00)	\$0.00	(\$2,500.00)	0.00
01-1-01510-000-000	Interest	(\$1,144.69)	(\$18,000.00)	(\$12,792.91)	(\$5,207.09)	71.07
01-1-01911-000-000	Local License Fees	\$0.00	(\$1,000.00)	(\$1,200.00)	\$200.00	120.00
01-1-01920-000-000	Contributions and Donations From Private Sources	(\$20,000.00)	\$0.00	(\$25,000.00)	\$25,000.00	0.00
01-1-01921-000-000	City Police Court Fines	\$0.00	(\$1,000.00)	(\$600.00)	(\$400.00)	60.00
01-1-01955-000-000	Postsecondary Receipts	\$0.00	\$0.00	(\$270.00)	\$270.00	0.00
01-1-01990-000-000	Other Local Receipts	(\$180.00)	(\$2,500.00)	(\$1,374.56)	(\$1,125.44)	54.98
01-1-02110-000-000	Co Fines & License Fees	(\$1,020.87)	(\$18,000.00)	(\$13,904.66)	(\$4,095.34)	77.24
01-1-02210-000-000	ESU Receipts	\$0.00	(\$1,566.00)	(\$1,950.00)	\$384.00	124.52
01-1-03110-000-000	State Aid	(\$35,363.00)	(\$353,634.00)	(\$282,904.00)	(\$70,730.00)	79.99
01-1-03120-000-000	Sped - School Age	(\$65,951.00)	(\$375,000.00)	(\$335,665.00)	(\$39,335.00)	89.51
01-1-03125-000-000	Sped Transport - SA	\$0.00	(\$22,000.00)	(\$30,470.00)	\$8,470.00	138.50
01-1-03130-000-000	Homestead Exemption	(\$9,050.63)	\$0.00	(\$17,837.08)	\$17,837.08	0.00
01-1-03131-000-000	Property Tax Credit	(\$112,276.97)	\$0.00	(\$269,407.70)	\$269,407.70	0.00
01-1-03132-000-000	Personal Prop Tax Credit	(\$8,727.46)	\$0.00	(\$11,058.95)	\$11,058.95	0.00
01-1-03133-000-000	Nameplate Capacity	(\$5,177.38)	\$0.00	(\$5,177.38)	\$5,177.38	0.00
01-1-03180-000-000	Pro-Rate Motor Vehicle	(\$5,476.98)	(\$9,500.00)	(\$7,863.93)	(\$1,636.07)	82.77
01-1-03400-000-000	State Apportionment	\$0.00	(\$38,000.00)	(\$60,404.32)	\$22,404.32	158.95
01-1-03512-000-000	Distance Ed Incentive	\$0.00	(\$1,000.00)	\$0.00	(\$1,000.00)	0.00
01-1-03535-000-000	High Ability Learners	\$0.00	(\$4,000.00)	(\$4,943.00)	\$943.00	123.57
01-1-03990-000-000	Other State Receipts	\$0.00	(\$500.00)	\$0.00	(\$500.00)	0.00
01-1-04310-000-000	REAP	\$0.00	(\$25,000.00)	(\$34,258.20)	\$9,258.20	137.03
01-1-04505-000-000	Title I	\$0.00	(\$60,000.00)	\$0.00	(\$60,000.00)	0.00
01-1-04509-000-000	Title II A	(\$26,866.00)	(\$15,000.00)	(\$26,866.00)	\$11,866.00	179.10
01-1-04516-000-000	IDEA Presc (619) Base, E/P	\$0.00	(\$4,000.00)	(\$3,898.00)	(\$102.00)	97.45
01-1-04519-000-000	IDEA E/Poverty	\$0.00	(\$103,000.00)	\$0.00	(\$103,000.00)	0.00
01-1-04525-000-000	Fed Voc (Carl Perkins)	\$0.00	(\$18,800.00)	\$0.00	(\$18,800.00)	0.00
01-1-04530-000-000	PBiS (SPDG) grant	\$0.00	\$0.00	(\$5,640.61)	\$5,640.61	0.00
01-1-04708-000-000	Medicaid	\$0.00	(\$3,000.00)	(\$10,047.03)	\$7,047.03	334.90
01-1-04709-000-000	NEBMAC Receipts	\$0.00	(\$7,500.00)	(\$12,128.71)	\$4,628.71	161.71
01-1-05200-000-000	Transfer	\$0.00	\$0.00	(\$418,334.35)	\$418,334.35	0.00
01-1-05300-000-000	Sale Of Property	\$0.00	\$0.00	(\$562.00)	\$562.00	0.00

01-1-05301-000-000	Insurance Adjustments	(\$22,298.00)	\$0.00	(\$33,055.01)	\$33,055.01	0.00
<b>Subtotal 01 - General Fund</b>		<b>(\$462,013.82)</b>	<b>(\$5,887,000.00)</b>	<b>(\$4,748,446.72)</b>	<b>(\$1,138,553.28)</b>	<b>80.66</b>
02-1-01510-000-000	Interest	(\$49.22)	(\$500.00)	(\$1,467.05)	\$967.05	293.41
02-1-05200-000-000	Gen Fund Transfer	\$0.00	(\$750,000.00)	\$0.00	(\$750,000.00)	0.00
<b>Subtotal 02 - Depreciation Fund</b>		<b>(\$49.22)</b>	<b>(\$750,500.00)</b>	<b>(\$1,467.05)</b>	<b>(\$749,032.95)</b>	<b>0.20</b>
03-1-01510-000-000	Interest On Account	(\$2.48)	\$0.00	(\$36.85)	\$36.85	0.00
03-1-05200-000-000	General Fund Transfers	\$0.00	(\$40,000.00)	\$0.00	(\$40,000.00)	0.00
<b>Subtotal 03 - Employee Benefit Fund</b>		<b>(\$2.48)</b>	<b>(\$40,000.00)</b>	<b>(\$36.85)</b>	<b>(\$39,963.15)</b>	<b>0.09</b>
06-1-01510-000-000	Interest On Account	(\$0.98)	(\$30.00)	(\$20.55)	(\$9.45)	68.50
06-1-01611-000-000	Student Lunch	\$0.00	(\$90,000.00)	(\$52,687.65)	(\$37,312.35)	58.54
06-1-01612-000-000	Student Breakfast	\$0.00	(\$20,000.00)	(\$1,345.60)	(\$18,654.40)	6.72
06-1-01620-000-000	Extra Items (A La Carte)	(\$358.57)	(\$13,770.00)	(\$26,861.54)	\$13,091.54	195.07
06-1-01990-000-000	Other Local (Misc)	(\$106.11)	\$0.00	(\$657.46)	\$657.46	0.00
06-1-04210-000-000	Federal Reimbursement	(\$11,940.18)	(\$152,000.00)	(\$104,292.35)	(\$47,707.65)	68.61
06-1-05200-000-000	General Fund Transfer	\$0.00	(\$20,000.00)	\$0.00	(\$20,000.00)	0.00
<b>Subtotal 06 - School Nutrition Fund</b>		<b>(\$12,405.84)</b>	<b>(\$295,800.00)</b>	<b>(\$185,865.15)</b>	<b>(\$109,934.85)</b>	<b>62.83</b>
07-1-01100-000-000	Property Tax	(\$14,471.75)	(\$495,043.00)	(\$315,608.95)	(\$179,434.05)	63.75
07-1-01115-000-000	Carline Tax	\$0.00	(\$530.00)	(\$65.62)	(\$464.38)	12.38
07-1-01120-000-000	Pub Power 5% Gross	\$0.00	\$0.00	(\$783.06)	\$783.06	0.00
07-1-01140-000-000	Pen/Int on Delinquent Taxes	\$0.00	\$0.00	(\$848.20)	\$848.20	0.00
07-1-01510-000-000	Interest	(\$141.46)	(\$8,750.00)	(\$5,591.81)	(\$3,158.19)	63.90
07-1-03130-000-000	Homestead Exemption	(\$985.13)	\$0.00	(\$1,942.26)	\$1,942.26	0.00
07-1-03131-000-000	Prop Tax Credit	(\$12,221.37)	\$0.00	(\$29,324.82)	\$29,324.82	0.00
07-1-03132-000-000	Personal Prop Tax Credit	(\$949.79)	\$0.00	(\$1,203.56)	\$1,203.56	0.00
07-1-03133-000-000	Nameplate Capacity	(\$563.55)	\$0.00	(\$563.55)	\$563.55	0.00
07-1-03180-000-000	Pro Rate MV	(\$596.17)	\$0.00	(\$860.39)	\$860.39	0.00
07-1-05101-000-000	Bond Refunded	\$0.00	(\$5,500,000.00)	\$0.00	(\$5,500,000.00)	0.00
<b>Subtotal 07 - Bond Fund</b>		<b>(\$29,929.22)</b>	<b>(\$6,004,323.00)</b>	<b>(\$356,792.22)</b>	<b>(\$5,647,530.78)</b>	<b>5.94</b>
08-1-01100-000-000	Property Tax	(\$16,628.04)	(\$655,000.00)	(\$340,274.44)	(\$314,725.56)	51.95
08-1-01115-000-000	Carline Tax	\$0.00	(\$400.00)	(\$61.28)	(\$338.72)	15.32
08-1-01120-000-000	Pub Power 5% Gross	\$0.00	\$0.00	(\$1,036.09)	\$1,036.09	0.00
08-1-01140-000-000	Pen/Int on Delinquent Taxes	\$0.00	\$0.00	(\$697.88)	\$697.88	0.00
08-1-01510-000-000	Interest	(\$120.30)	(\$400.00)	(\$792.49)	\$392.49	198.12
08-1-03130-000-000	Homestead Exempt	(\$1,303.47)	\$0.00	(\$2,594.22)	\$2,594.22	0.00
08-1-03131-000-000	Prop Tax Credit	(\$16,170.12)	\$0.00	(\$38,800.06)	\$38,800.06	0.00
08-1-03132-000-000	Personal Prop Tax Credit	(\$1,256.92)	\$0.00	(\$1,592.70)	\$1,592.70	0.00
08-1-03133-000-000	Nameplate Capacity	(\$745.65)	\$0.00	(\$745.65)	\$745.65	0.00
08-1-03180-000-000	Pro Rate MV	(\$788.79)	(\$1,000.00)	(\$1,044.96)	\$44.96	104.49
<b>Subtotal 08 - Special Building Fund</b>		<b>(\$37,013.29)</b>	<b>(\$656,800.00)</b>	<b>(\$387,639.77)</b>	<b>(\$269,160.23)</b>	<b>59.02</b>

09-1-01100-000-000	Property Tax	(\$326.01)	\$0.00	(\$10,786.54)	\$10,786.54	0.00
09-1-01115-000-000	Carline Tax	\$0.00	\$0.00	(\$3.58)	\$3.58	0.00
09-1-01140-000-000	Pen/Int on Delinquent Taxes	\$0.00	\$0.00	(\$56.12)	\$56.12	0.00
09-1-01510-000-000	Interest	(\$0.38)	\$0.00	(\$16.20)	\$16.20	0.00
09-1-03180-000-000	Pro Rate MV	\$0.00	\$0.00	(\$13.10)	\$13.10	0.00
<b>Subtotal 09 - QCPUF Fund</b>		<b>(\$326.39)</b>	<b>\$0.00</b>	<b>(\$10,875.54)</b>	<b>\$10,875.54</b>	<b>0.00</b>
10-1-01510-000-000	Interest on Account	(\$3.43)	(\$10,000.00)	(\$3,587.28)	(\$6,412.72)	35.87
<b>Subtotal 10 - Cooperative Fund</b>		<b>(\$3.43)</b>	<b>(\$10,000.00)</b>	<b>(\$3,587.28)</b>	<b>(\$6,412.72)</b>	<b>35.87</b>
<b>Grand Total</b>		<b>(\$541,743.69)</b>	<b>(\$13,644,423.00)</b>	<b>(\$5,694,710.58)</b>	<b>(\$7,949,712.42)</b>	<b>41.74</b>

# Superior Public Schools

## April 2020 Expense Budget Report

FUND	FUNCTION	Apr 2020 Expenditures	2019-20 Budget	Actuals (YTD)	Available	% of Budget Spent
01 - General Fund	01100 - Regular Instruction	\$243,612.72	\$2,921,100.00	\$1,788,893.75	\$1,132,206.25	61.24
01 - General Fund	01125 - Regular Instructional Programs School Age (Flex-Spending)	\$2,409.51		\$2,409.51	(\$2,409.51)	
01 - General Fund	01150 - Limited English Proficiency Programs	\$0.00	\$5,700.00	\$0.00	\$5,700.00	0.00
01 - General Fund	01160 - Poverty Programs	\$20,501.48	\$257,500.00	\$164,011.14	\$93,488.86	63.69
01 - General Fund	01200 - Special Education Instructional Programs - School Age	\$78,481.44	\$993,750.00	\$651,090.80	\$344,159.20	65.42
01 - General Fund	01291 - Special Education Instructional Programs - Ages 3-5	\$9,881.26	\$119,300.00	\$86,013.77	\$33,286.23	72.10
01 - General Fund	01292 - Special Education Instructional Programs - Ages 0-2	\$4,084.62	\$36,950.00	\$31,530.75	\$5,419.25	85.33
01 - General Fund	01300 - Summer School	\$0.00	\$27,500.00	\$117.85	\$27,382.15	0.43
01 - General Fund	01400 - Adult Education	\$1,349.10	\$3,200.00	\$2,698.17	\$501.83	84.32
01 - General Fund	02110 - Attendance and Social Work Services	\$0.00	\$8,000.00	\$6,554.08	\$1,445.92	81.93
01 - General Fund	02120 - Guidance Services	\$10,243.35	\$136,000.00	\$82,116.91	\$53,883.09	60.38
01 - General Fund	02130 - Health Services	\$430.07	\$34,050.00	\$15,477.44	\$18,572.56	45.46
01 - General Fund	02140 - Psychological Services	\$3,310.79		\$4,801.99	(\$4,801.99)	
01 - General Fund	02141 - Psychological Services - SPED - School Age	\$8,805.11	\$160,000.00	\$53,900.33	\$106,099.67	33.69
01 - General Fund	02142 - Psychological Services - SPED - Ages 3-5	\$1,013.78	\$10,000.00	\$1,560.08	\$8,439.92	15.60
01 - General Fund	02143 - Psychological Services - SPED - Ages 0-2	\$0.00	\$10,000.00	\$0.00	\$10,000.00	0.00
01 - General Fund	02151 - Speech Pathology and Audiology Services - SPED - School Age	\$13,084.36	\$215,500.00	\$107,668.72	\$107,831.28	49.96
01 - General Fund	02152 - Speech Pathology and Audiology Services - SPED - Ages 3-5	\$1,583.47	\$24,000.00	\$6,333.88	\$17,666.12	26.39
01 - General Fund	02153 - Speech Pathology and Audiology Services - SPED - Ages 0-2	\$2,761.97	\$24,000.00	\$19,096.98	\$4,903.02	79.57
01 - General Fund	02161 - Occupational Therapy-Related Services - SPED - School Age	\$0.00	\$30,000.00	\$6,475.60	\$23,524.40	21.59
01 - General Fund	02162 - Occupational Therapy-Related Services - SPED - Ages 3-5	\$0.00	\$15,000.00	\$3,487.49	\$11,512.51	23.25
01 - General Fund	02163 - Occupational Therapy-Related Services - SPED - Ages 0-2	\$0.00	\$5,000.00	\$249.18	\$4,750.82	4.98
01 - General Fund	02171 - Physical Therapy-Related Services - SPED - School Age	\$1,386.00	\$13,000.00	\$5,280.00	\$7,720.00	40.62
01 - General Fund	02172 - Physical Therapy-Related Services - SPED - Ages 3-5	\$561.00	\$6,500.00	\$1,485.00	\$5,015.00	22.85
01 - General Fund	02173 - Physical Therapy-Related Services - SPED - Ages 0-2	\$264.00	\$3,000.00	\$1,765.50	\$1,234.50	58.85
01 - General Fund	02181 - Visually Impaired or Vision Services - SPED - School Age	\$1,451.38	\$9,000.00	\$6,835.67	\$2,164.33	75.95
01 - General Fund	02190 - Support Services - Student - Other	\$759.53	\$21,950.00	\$16,158.61	\$5,791.39	73.62
01 - General Fund	02212 - Instruction and Curriculum Development	\$3,629.00	\$33,500.00	\$37,391.60	(\$3,891.60)	111.62
01 - General Fund	02213 - Instructional Staff Training	\$2,209.00	\$25,500.00	\$9,073.61	\$16,426.39	35.58
01 - General Fund	02220 - Library or Media Services	\$4,111.92	\$74,000.00	\$58,572.50	\$15,427.50	79.15
01 - General Fund	02224 - Educational Television Services	\$1,275.57	\$14,000.00	\$9,462.26	\$4,537.74	67.59
01 - General Fund	02230 - Instruction-Related Technology	\$9,680.62	\$70,000.00	\$99,056.38	(\$29,056.38)	141.51
01 - General Fund	02240 - Academic Student Assessment	\$1,455.00	\$8,000.00	\$1,455.00	\$6,545.00	18.19
01 - General Fund	02310 - Board of Education	\$101.20	\$25,000.00	\$20,220.83	\$4,779.17	80.88
01 - General Fund	02320 - Executive Administration	\$18,045.00	\$240,000.00	\$151,308.32	\$88,691.68	63.05
01 - General Fund	02330 - District Legal Services	\$759.00	\$30,000.00	\$4,161.98	\$25,838.02	13.87
01 - General Fund	02410 - Office of the Principal	\$30,072.85	\$385,000.00	\$244,297.30	\$140,702.70	63.45
01 - General Fund	02510 - Fiscal Services	\$7,931.30	\$189,400.00	\$104,466.14	\$84,933.86	55.16
01 - General Fund	02530 - Printing, Publishing, and Duplicating Services	\$0.00		\$600.00	(\$600.00)	

01 - General Fund	02570 - Personnel Services	\$243.50	\$23,000.00	\$1,024.05	\$21,975.95	4.45
01 - General Fund	02610 - Operation of Buildings	\$25,542.01	\$301,100.00	\$191,707.76	\$109,392.24	63.67
01 - General Fund	02620 - Maintenance of Buildings	\$17,216.51	\$282,800.00	\$155,501.36	\$127,298.64	54.99
01 - General Fund	02630 - Care and Upkeep of Grounds	\$6,182.51	\$79,100.00	\$14,251.83	\$64,848.17	18.02
01 - General Fund	02650 - Vehicle Operation and Maintenance (Other Than Student)	\$475.16	\$6,500.00	\$2,691.16	\$3,808.84	41.40
01 - General Fund	02660 - Security	\$725.00	\$17,000.00	\$14,680.25	\$2,319.75	86.35
01 - General Fund	02670 - Safety	\$396.00	\$5,000.00	\$2,185.38	\$2,814.62	43.71
01 - General Fund	02710 - Vehicle Operation and Purchasing - Regular Education	\$13,549.07	\$262,250.00	\$200,855.33	\$61,394.67	76.59
01 - General Fund	02712 - Vehicle Operation and Purchasing - School Age SPED	\$6,710.77	\$80,500.00	\$57,779.22	\$22,720.78	71.78
01 - General Fund	02713 - Vehicle Operation and Purchasing - Below Age 5 SPED	\$826.23	\$36,500.00	\$6,402.60	\$30,097.40	17.54
01 - General Fund	02730 - Vehicle Servicing and Maintenance - Regular Education	\$1,429.63	\$13,450.00	\$11,228.24	\$2,221.76	83.48
01 - General Fund	02732 - Vehicle Servicing and Maintenance - School Age SPED	\$441.13	\$12,500.00	\$4,281.22	\$8,218.78	34.25
01 - General Fund	02733 - Vehicle Servicing and Maintenance - Below Age 5 SPED	\$51.20	\$5,500.00	\$139.94	\$5,360.06	2.54
01 - General Fund	03512 - Distance Education Incentive Payments	\$0.00	\$1,000.00	\$0.00	\$1,000.00	0.00
01 - General Fund	03535 - High Ability Learners	\$6,394.45	\$24,400.00	\$26,247.15	(\$1,847.15)	107.57
01 - General Fund	06200 - Federal Services - Title I, Part A ESSA	\$7,291.54	\$99,325.00	\$58,332.33	\$40,992.67	58.73
01 - General Fund	06310 - Federal Services - Title II, Part A ESSA	(\$13,814.25)	\$55,000.00	\$26,866.00	\$28,134.00	48.85
01 - General Fund	06404 - Federal Services - IDEA Part B (611) Base Allocation - 0-4	\$0.00	\$37,200.00	\$15,475.00	\$21,725.00	41.60
01 - General Fund	06406 - Federal Services - IDEA Preschool (619) Base Allocation	\$0.00	\$4,000.00	\$6,333.98	(\$2,333.98)	158.35
01 - General Fund	06408 - Federal Services - IDEA Part B (611); Base & Enrollment Poverty -	\$7,737.50		\$46,425.00	(\$46,425.00)	
01 - General Fund	06410 - Federal Services - IDEA Enrollment or Poverty (611)	\$0.00	\$57,500.00	\$0.00	\$57,500.00	0.00
01 - General Fund	06455 -	\$0.00	\$1,500.00	\$0.00	\$0.00	
01 - General Fund	06690 - Federal Services - Other Federal Non-Categorical Expenditures	\$0.00	\$13,000.00	\$528.52	\$12,471.48	4.07
01 - General Fund	06700 - Federal Services - Federal Vocational and Applied Technology	\$0.00	\$26,850.00	\$11,173.77	\$15,676.23	41.62
01 - General Fund	06968 - Federal Services - 21st Century Learning	\$2,447.28	\$74,625.00	\$36,207.71	\$38,417.29	48.52
01 - General Fund	06992 - Federal Services - REAP	\$0.00	\$31,000.00	\$34,258.20	(\$3,258.20)	110.51
01 - General Fund	08000 - Transfers (Outgoing)	\$10,000.00	\$55,000.00	\$10,000.00	\$45,000.00	18.18
<b>Subtotal 01 - General Fund</b>		<b>\$579,090.64</b>	<b>\$7,790,000.00</b>	<b>\$4,740,655.12</b>	<b>\$3,049,344.88</b>	
02 - Depreciation	02900 - Other Support Services	\$15,255.00	\$1,008,500.00	\$127,770.41	\$880,729.59	12.67
<b>Subtotal 02 - Depreciation Fund</b>		<b>\$15,255.00</b>	<b>\$1,008,500.00</b>	<b>\$127,770.41</b>	<b>\$880,729.59</b>	
03 - Employee	02290 - Other Support Services - Instructional Staff	\$0.00		\$39,000.00	(\$39,000.00)	
03 - Employee	02900 - Other Support Services	\$0.00	\$141,450.00	\$0.00	\$141,450.00	0.00
<b>Subtotal 03 - Employee Benefit Fund</b>		<b>\$0.00</b>	<b>\$141,450.00</b>	<b>\$39,000.00</b>	<b>\$102,450.00</b>	
06 - School Nutrition	03100 - Food Services Operations	\$19,936.90	\$316,218.00	\$194,836.79	\$121,381.21	61.61
06 - School Nutrition	03990 - NE Thursdays mini grant	\$0.00		\$500.00	(\$500.00)	
<b>Subtotal 06 - School Nutrition Fund</b>		<b>\$19,936.90</b>	<b>\$316,218.00</b>	<b>\$195,336.79</b>	<b>\$120,881.21</b>	
07 - Bond Fund	05000 - Debt Service	\$0.00	\$6,830,000.00	\$968,963.63	\$5,861,036.37	14.19
<b>Subtotal 07 - Bond Fund</b>		<b>\$0.00</b>	<b>\$6,830,000.00</b>	<b>\$968,963.63</b>	<b>\$5,861,036.37</b>	
08 - Special Building	02515 - Building and Sites	\$70,999.00	\$837,600.00	\$155,879.62	\$681,720.38	18.61

<b>Subtotal 08 - Special Building</b>		<b>\$70,999.00</b>	<b>\$837,600.00</b>	<b>\$155,879.62</b>	<b>\$681,720.38</b>	
09 - QCPUF Fund	02515 - Building and Sites	\$0.00		\$2,922.61	(\$2,922.61)	
09 - QCPUF Fund	02620 - Maintenance of Buildings	\$0.00	\$50,705.00	\$8,941.69	\$41,763.31	17.63
09 - QCPUF Fund	02670 - Safety	\$0.00		\$13,838.00	(\$13,838.00)	
<b>Subtotal 09 - QCPUF Fund</b>		<b>\$0.00</b>	<b>\$50,705.00</b>	<b>\$25,702.30</b>	<b>\$25,002.70</b>	
10 - Cooperative	08000 - Transfers (Outgoing)	\$0.00	\$725,000.00	\$418,334.35	\$306,665.65	57.70
<b>Subtotal 10 - Cooperative Fund</b>		<b>\$0.00</b>	<b>\$725,000.00</b>	<b>\$418,334.35</b>	<b>\$306,665.65</b>	
<b>Grand Total</b>		<b>\$685,281.54</b>	<b>\$17,699,473.00</b>	<b>\$6,671,642.22</b>	<b>\$11,027,830.78</b>	

# Superior Public Schools

## May 2020 General Fund Check Listing Report

Payee	Description	Amount
Acadience Learning	2019-2020 Academic Data Management	\$190.00
Apple Inc.	Grabast iPad	\$299.00
ASK Supply Company	vacuum parts	\$30.00
B-Green Lawn Care	grounds care-track, FB field soil test	\$495.00
Brodstone Memorial Hospital	Jason Jensen bus physical	\$188.00
Brodstone Memorial Hospital	Apr 2020 IT services	\$2,211.97
Brodstone Memorial Hospital	Apr 2020 LMHP/Social Work	\$1,126.53
Brodstone Memorial Hospital	April 2020 PT services	\$726.00
Computer Hardware Inc	Hass Chromebook	\$165.00
Computer Hardware Inc	Google Chrome Mgt Consoles	\$167.93
Computer Hardware Inc	SPED para Chromebooks	\$1,019.94
Curriculum Leadership Institute	2019-20 contract, payment 11	\$1,475.00
DAS State Acctg-Central Finance	Mar 2020 Network NE	\$229.32
Dude Solutions, Inc	2020-2021 maintenamce contract	\$2,266.72
Dude Solutions, Inc	2020-21 Technology contract	\$1,805.09
Eakes Office Solutions	Boyles supplies	\$224.30
Eakes Office Solutions	Boyles supplies	\$119.47
Eakes Office Solutions	PK laminate	\$204.06
Educational Service Unit #9	18+ Program	\$3,730.06
Educational Service Unit #9	BAF School Psychologist	\$2,027.55
Educational Service Unit #9	Deaf Educator	\$323.79
Educational Service Unit #9	Education Consultant	\$7,770.96
Educational Service Unit #9	Home Base Services	\$1,303.08
Educational Service Unit #9	School Psychologist	\$6,058.51
Educational Service Unit #9	BAF SLP	\$535.00
Educational Service Unit #9	Vision Consultant	\$2,800.91
Energized Electric	maint supplies	\$30.60
Fun Express, LLC	C Utecht supplies	\$71.53
Glenwood Telecommunications	GTV services	\$117.19
Glenwood Telecommunications	internet services	\$780.00
Glenwood Telecommunications	landline service	\$207.77
Hometown Leasing	copiers/printers lease	\$1,889.00
Ideal Market	custodial supplies	\$9.98
John Druba	trash service	\$513.00
Jostens Inc	diploma covers	\$37.71
Kenny's Lumber and Farm Supply Inc	plasma table supplies	\$17.98
Kenny's Lumber and Farm Supply Inc	mulch	\$126.96
Kenny's Lumber and Farm Supply Inc	maintenance supplies	\$233.40
KSB School Law, PC LLO	HVAC project, student funds	\$832.50
KSB School Law, PC LLO	COVID related legal guidance	\$639.50
M & B Storage	second storage unit rental 2020-21	\$715.00
Marty Kobza	cell phone stipend	\$50.00
Menards	ticket booth supplies	\$61.98
Nebraska Council of School Administrators	2020-2021 B Cook membership	\$585.00
Nebraska Council of School Administrators	2020-21 membership K Williams	\$125.00
Nebraska Council of School Administrators	Williams NASBO Virtual Convention	\$75.00
Nex-Tech	offsite backup	\$260.00
Nex-Tech	security cameras lease	\$725.00
Nutrien Ag Solutions	grounds care chemicals	\$55.50
One Source	Fullerton background check	\$25.00
Petro Plus	SPED '10 Impala tire rotate	\$20.00
Petro Plus	PALLS Van 7 tire rotate	\$20.00
Petro Plus	mower, tractor gas	\$19.17
Petro Plus	custodian gas	\$27.25

Petro Plus	PALLS Van 7 gas	\$77.78
Petro Plus	van gas	\$421.58
Petro Plus	SPED Van 3 gas	\$296.04
Pine Cove Consulting, LLC	Elem office laptop (replace flood damaged)	\$1,077.89
Pine Cove Consulting, LLC	monthly restore	\$295.00
Pine Cove Consulting, LLC	monthly managed services, network	\$4,090.00
Protex Central Inc	fire extinguisher	\$104.83
Protex Central Inc	fuse	\$9.00
Protex Central Inc	fire extinguisher supplies	\$25.65
Sara Fuller	Library books	\$211.90
Scholastic Inc.	2020-21 Secondary Scholastics	\$1,403.78
Strategic Intervention Solutions	May 2020 PK-5 Professional Development	\$6,930.00
Superior Ace Hardware	paint, paint supplies	\$53.57
Superior Ace Hardware	weed killer	\$16.99
Superior Ace Hardware	maintenance supplies	\$19.17
Superior Chamber of Commerce	Teacher Appreciation Week-Chamber Bucks	\$450.00
Superior Exterminating	2020-21 termite service	\$220.00
Superior Industries LLC	mower hitch	\$119.95
Superior Motor Parts	transportation supplies	\$48.97
Superior Outdoor Power Center	mower maint supplies	\$35.85
Superior Outdoor Power Center	mower maint supplies	\$15.93
Superior Publishing Co., Inc	records destruction ad	\$13.04
Superior Publishing Co., Inc	paper	\$22.00
Superior Publishing Co., Inc	mtg notice, proceedings	\$68.95
Superior Utilities	monthly utilities	\$7,508.40
SYNCB/AMAZON	Library books	\$325.01
SYNCB/AMAZON	Battery backups	\$959.98
SYNCB/AMAZON	CCLC-Kinetic sand	\$53.92
SYNCB/AMAZON	sheet protectors	\$51.42
SYNCB/AMAZON	CCLC program supplies	\$99.99
SYNCB/AMAZON	Whiteboard, library books	\$424.40
SYNCB/AMAZON	Patch cables, Chromebook charger	\$91.38
SYNCB/AMAZON	Ehlers-Calculus text	\$244.95
SYNCB/AMAZON	Chromebook screens	\$109.56
SYNCB/AMAZON	Chromebook chargers	\$79.96
U.S. Bank	bags, bookmarks	\$131.56
U.S. Bank	prepaid envelopes-COVID closure mailings	\$662.45
U.S. Bank	totes	\$38.75
U.S. Bank	PK Enrichment packet supplies	\$68.80
U.S. Bank	student mailing	\$7.50
U.S. Bank	West-TPT supplies	\$6.93
U.S. Bank	Lit Lab supplies	\$19.20
U.S. Bank	prepaid envelopes-COVID closure mailings	\$1,312.75
U.S. Bank	STEM Con 2020 registration	\$39.98
U.S. Bank	Grabast-monthly Co-writer	\$4.99
U.S. Bank	Student mailings, notifications	\$58.00
U.S. Bank	postage-COVID related SPED notification mailings	\$180.00
U.S. Bank	Kobza mailing	\$7.75
U.S. Bank	21st Century stamps-mailings	\$55.00
Verizon Wireless	admin/cust phones	\$166.05
Verizon Wireless	afterschool program phone	\$55.35
Verizon Wireless	PALLS Van 7 phone	\$23.67
Verizon Wireless	bus/van phones	\$232.26
Verizon Wireless	SPED Bus 17 phone	\$23.67
Verizon Wireless	SPED Van 3 phone	\$23.67
Victorian Inn	Heuskivelt lodging	\$140.64
WageWorks, Inc.	Flex plan admin fee	\$209.50
Windstream Nebraska Inc	100 MB service	\$149.06
Wittkes Heating and Cooling	greenhouse heater repair parts	\$545.00

Woodwards Disposal	shredding service	\$5.00
Payroll & Benefits	May 2020 Payroll	\$444,467.65
<b>Total</b>		<b>\$520,376.23</b>

# Alison Brittenham

618 Road 3200  
Superior, NE 68978  
(402) 879-1454  
alisonbrittenham@gmail.com

## EDUCATION

### **University of Nebraska-Lincoln**, Lincoln, NE — *Bachelor of Science in Education and Human Sciences*

August 2012 - May 2016

Endorsement: English/Language Arts

Cumulative GPA: 3.683 on 4.0 scale

## EXPERIENCE working with youth

### **Schoo Middle School**, Lincoln, NE — *Student Teacher*

January 2016 - April 2016

English 8, five sections, two co-taught with Special Education teacher, two sections of differentiated instruction for gifted and highly gifted students

- Taught the Elements of Nonfiction through the lens of the Civil Rights Movement
- Instructed and guided students through the Elements of Descriptive Writing
- Taught lessons on Text dependent analysis and character analysis
- Close study of the Holocaust through reading *Prisoner B-3087* by Alan Gratz and *Night* by Elie Wiesel
- Differentiated instruction, lessons, and assessments based on the needs of the students

Reading Skills 7, one section of students with varied reading abilities

- Read *Blackwater*, *Miracle's Boys*, and *Dead Letter* using reading strategies such as summarize and predict

### Comprehensive Responsibilities

- Participated in all aspects of teaching, including mid-term reports and Parent-Teacher Conferences
- Attended and participated in Team Meetings, faculty meetings, and in-services
- Participated in planning meetings
- Assigned and graded formative and summative assessments
- Attended IEP meetings and worked with student accommodations
- Chaperoned sixth and eighth grade field trips

### **St. Malachy Catholic School**, Brownsburg, IN— *Instructional Assistant*

## Certifications

Nebraska Initial  
Teaching Certificate -7-12  
English/Language Arts

CPR Certified Feb.  
2019

Suicide Prevention  
Training

Stop the Bleed  
Training

## Community Involvement

**P.E.O. Indiana Chapter ET**  
2017-Present, Served as chaplain and corresponding secretary, helped with annual fundraisers

**Here We Grow Again  
Consignment Sale**  
volunteer at this biannual community event

August 2018- May 2019

Instructional Assistant in a Kindergarten Classroom

- Supported teacher in classroom with instruction and behavior
- Prepared necessary paperwork for teacher
- Provided small group instruction to help reteach concepts and practice reading and math skills
- Attended staff meetings and workshops, including training for suicide prevention and Stop the Bleed

**Faith Lutheran Elementary School, Kirksville, MO —  
*Substitute Teacher***

September 2016 - January 2017

- Filled in for preschool teachers and teacher aides in the 2-3 year old, 3-4 year old, and pre-kindergarten classes
- Completed other tasks as needed, including serving lunch and assisting in the physical education class

**Improv Camp, YRTC, Geneva, NE— *Staff Member***

Summer 2010 - Summer 2016

Adult Trainer, 2015 and 2016 Camps

- Planned and implemented activities in order to practice and teach communication, problem-solving, and team building skills while preparing my group to perform scenes and learn theater skills such as staging, characterization, and scripting as well as developing a positive community within my small group.
- Facilitated small group discussions and activities as well as directed my group as they created their own improv scene
- Co-planned and facilitated workshops for the whole group

Peer Trainer, 2010-2013 Camps

- My job included leading energizers and demonstrating scenes. I also assisted the adult staff members, led activities, and helped with anything else that needed to be done

**REFERENCES**

# NETWORK FOR EDUCATOR EFFECTIVENESS

Agreement  
University of Missouri  
Assessment Resource Center  
and  
the District

This Agreement is between The Curators of the University of Missouri, a public institution of higher education organized and existing under the laws of the State of Missouri, on behalf of the Assessment Resource Center (“ARC”) in the College of Education (collectively “University”) and \_\_\_\_\_, having an address of \_\_\_\_\_ 601 W 8th St, Superior, NE 68978 \_\_\_\_\_ (“District”) relating to District’s subscription to the University’s web-based tool called the Network for Educator Effectiveness (“NEE Tool”), which includes evaluation material and training material.

The term of this Agreement is a 12-month period from July 1 to June 30, and that term is automatically renewed by the District for an additional 12-month period with payment of the appropriate fee set forth in Part II if paid by September 1. The standard terms and conditions set forth in Exhibit A form part of this Agreement, and are incorporated by reference. To the extent there is a conflict between this Agreement and Exhibit A, Exhibit A controls.

**Part I.** As part of this Agreement, the University agrees to do the following:

1. Provide access to the web-based NEE Tool for all End Users (as defined in Exhibit A). Each End Users’ level of access to NEE will be based on the role identified for each End User (e.g., principle, teacher) by the District.
2. Provide certification trainings to the District.

**Part II.** As part of this Agreement, the District agrees to do the following:

1. Make timely payment to the University based on the fee schedule available at <https://nee-onlinemanager.missouri.edu/FeeSchedule> on July 1 of each year. Fees will be based on the student head count reported to the applicable state Department of Education.
2. Submit electronically (import) all requested rosters that identify End Users and their NEE Role, as soon as available but not later than September 1, and to maintain and update throughout the year and establish a policy to ensure secure access.
3. Ensure the appropriate End Users complete the certification trainings.
4. As more generally set forth in Exhibit A, grant permission to the University the following rights regarding all District NEE Data (including data at the District, school, and End User level) that the District provides to NEE through the NEE Tool or other means, during the term of this Agreement and thereafter. This includes the right of the University:
  - a. To digitally store the District NEE Data on University servers;
    - i. District NEE Data entered into NEE’s digital storage space is not confidential as between the District and NEE.
    - ii. The District represents and warrants that it is legally authorized to enter the District NEE Data into NEE’s digital storage space. The District represents and warrants that it has gained any and all necessary releases and authorizations pertaining to District NEE Data entered into NEE’s digital storage space, including but not limited to parental releases for student

- information and/or images.
- iii. The District acknowledges that by entering District NEE Data into NEE's digital storage space, no confidential, fiduciary, contractually implied or other relationship is created between the District and the University.
  - b. To identify the District as a NEE Member;
  - c. To use District NEE Data for monitoring, analysis, evaluation and research;
    - i. Reports that may identify the District NEE Data will only be viewable internally by NEE staff for purposes such as quality assurance, technical support, and improvement of NEE.
    - ii. Reports, publications, or presentations that may be published or disseminated publically will not include any identifying information of the District, school, or any individual end user.
    - iii. NEE encourages researchers to use the de-identified and/or aggregated data to improve education. No personally identifying information will be shared.
  5. As more generally set forth in Exhibit A, acknowledge that the intent of the NEE Tool is to enhance the effectiveness of educators by highlighting areas for growth and that NEE is not purporting to be the District's exclusive tool of evaluation for purposes of promotion, discipline, or termination. The District further acknowledges that any choice to incorporate the NEE Tool into its evaluation processes is at the sole discretion, responsibility, and liability of the District. The District is responsible for results obtained from the use of the NEE Tool and that the University and its service units have no liability in relation to what the District chooses to do with the District NEE Data obtained from the use of the NEE Tool; nor can the University or its units be liable for fraud or fraudulent misrepresentation knowingly or unknowingly undertaken by the District or any of its End Users.
  6. Ensure the appropriate End Users complete the orientation trainings.
  7. Designate a District staff member as the NEE Point of Contact who will serve as the primary conduit for communication related to this Agreement, the NEE Tool, and training and support and services related to membership in NEE. When requested, the NEE Point of Contact will channel NEE communication to appropriate District staff, including communications to End Users or District Technical Support Staff.

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8. Consider participation in opportunities initiated by the University, by member Districts, or others, to enhance the performance and content of NEE based on End User experiences, to share best practices for its implementation, to share learning from analysis of NEE and other data, and other forms of knowledge sharing to the NEE members.

This Agreement, together with Exhibit A, is executed on \_\_\_\_\_, 20\_\_.

For the District:

\_\_\_\_\_  
Superintendent of Schools

University of Missouri:

*Kurt Jensen*

\_\_\_\_\_  
Director, NEE

*Craig David*

\_\_\_\_\_  
Craig David, Director, OSPA

*William M. Turpin*

\_\_\_\_\_  
William M. Turpin, Interim Associate Vice  
Chancellor for Economic Development,  
TAO

## EXHIBIT A: NEE TOOL SUBSCRIPTION AGREEMENT

### **STANDARD TERMS AND CONDITIONS**

#### **Article I. Definitions**

Section 1.01 “Customer” legal entity identified as the District in the first paragraph of page 1 of this Agreement.

Section 1.02 “Customer Data” means all information, data, or material which is uploaded to, transferred through, posted, processed, entered, collected by, collected on behalf of, or generated using the NEE Tool by Customer. “Customer Data” includes, for example, all documents, spreadsheets, text, and reports generated by an End User using the NEE Tool.

Section 1.03 “End User” means an individual employed by Customer:

- (a) Who has been assigned a Customer Role by the Customer;
- (b) Who has been supplied a user identification and password by Customer (or by University at Customer’s request); and
- (c) Who has attended and satisfactorily completed training and certification to the extent required by University.

Customer is solely responsible for assigning each End User an appropriate Customer Role. Further, failure to receive the required initial University certification/training or re-certification/re-training will result in access privileges to the NEE Tool being denied or revoked to the individual.

Section 1.04 “Intellectual Property” means, without limitation, all patents, trademarks, trade names, copyrights, trade secrets, and confidential information, further including all ideas, inventions, original works of authorship, mask works, technical data, know how, machines, research, plans, products, processes, services, software, developments, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing material and plans, logos, artwork, trade dress, service marks, business methods, and business information, whether or not protectable by applicable patent, copyright, trade name, trademark, trade secret or other laws.

Section 1.05 “NEE Tool” means the on-line tools available at <https://NEEAdvantage.com> and any associated software, including any new releases, modifications, updates, improvements or enhancements to the web site. The NEE Tool includes all computer code, graphics, user interfaces, page headers, images, footers, links, illustrations, graphics, animations, video clip, multimedia clips, text and audiovisual content used.

Section 1.06 “Third Party Content” means any information, data, or materials, including without limitation documents, spreadsheets, text, images, audiovisual media, designs, patterns, entries, web pages, reports, and similar material – regardless of whether in visual, written, audible, or electronic form, which is owned or controlled by third parties that is displayed, included, or made available using the NEE Tool. Third Party Content may be either (1) internally accessible using the NEE Tool or (2) externally accessible, for example, by providing a link to such Third Party Content.

#### **Article II. Grant of License**

Section 2.01 License to Customer and End Users.

- (a) For the fee set forth at <https://nee-onlinemanager.missouri.edu/FeeSchedule> and otherwise subject to the terms and conditions of this Agreement, University hereby grants to Customer and its End Users a limited, non-exclusive, non-transferable, non-sublicensable license to access and use the NEE Tool for Customer's non-commercial internal purposes only during the term of this Agreement. Continuing access to the NEE Tool is allowed only to those Customers and their individual End Users who comply with the terms and conditions of this Agreement.
- (b) End Users may download, print and store selected portions of the material on the NEE Tool under the licenses set forth in Section 2.01(a) provided such End User:
  - (i) only uses copies of the NEE Tool material (other than Customer Data provided by such End User) for End User's own personal, non-commercial, educational, training, evaluation, and professional development purposes; and
  - (ii) does not copy, reproduce or post any NEE Tool material (other than Customer Data provided by such End User) on any network computer or broadcast or redistribute the material (other than Customer Data provided by such End User) in any media or through any channel; and
  - (iii) does not modify or alter the NEE Tool material (other than Customer Data provided by such End User); and
  - (iv) does not delete, obscure or change any copyright, trademark or other proprietary notice or disclaimers contained in the NEE Tool material (other than Customer Data provided by such End User); and
  - (v) attributes the source of the NEE Tool material if the material states the name of the author (in the case of a copyrightable work), the performer (in the case of a performer's performance), the maker (in the case of a sound recording) or the broadcaster (in the case of a communication signal); and
  - (vi) complies with any purposes or conditions for which such NEE Tool material was uploaded, created, or otherwise made.

Section 2.02 License to University. Customer hereby grants to University a perpetual, irrevocable, worldwide, royalty-free, sublicensable, transferable, non-exclusive license to:

- (a) use, reproduce, display, adapt, modify, create derivative works of, translate, or use the Customer Data for purposes of quality assurance, technical support, and improvement of the NEE Tool; and
- (b) use, reproduce, display, adapt, modify, create derivative works of, translate, use, or distribute any aggregated anonymized Customer Data for reporting, research, academic, or educational purposes, provided that the same: (i) does not contain any personally identifying information; and (ii) does not identify Customer or any particular End User in anyway.

Section 2.03 Revisions. All fees set forth in the current University price schedule may be revised by University on an annual basis.

Section 2.04 Nonpayment. Any amount not received by University when due and not disputed in good faith shall be subject to a late fee of 1.5% per month, or the maximum charge permitted by law, whichever is less. If Customer's account is overdue (except with respect to charges disputed in good faith), in addition to any of its other rights or remedies, University reserves the right to suspend use and access to the NEE Tool provided to Customer and its End Users, without liability to Customer,

until such amounts are paid in full.

Section 2.05 End User Agreement. Customer understands and agrees that in order to gain access to and use the NEE Tool, all End Users must create an account with the University and comply with the terms of this Agreement.

Section 2.06 Security. Customer is responsible for ensuring that all End Users maintain security by safeguarding passwords. Further, because of the sensitive and confidential nature of the Customer Data stored by University using the NEE Tool, Customer agrees to inform its End Users that they must prevent unauthorized access to the NEE Tool, including maintaining security of passwords.

Section 2.07 Liability for End Users. Customer is responsible and liable for any and all acts and omissions of its End Users made in connection with this Agreement. Without limiting the foregoing, Customer agrees to be jointly and severally liable for any and all acts and omissions of its employees, consultants, and independent contractors made in connection with this Agreement.

Section 2.08 End User Access Not Transferable. Unless otherwise agreed in writing, an individual End User's right to use the NEE Tool is not transferable to another individual End User. It is a material breach of this Agreement for Customer (or its End Users) to allow unauthorized access to the NEE Tool.

### **Article III. Customer Responsibilities**

Section 3.01 Representations and Warranties. Customer, on behalf of its employees, consultants, and independent contractors, represents and warrants that Customer:

- (a) has the authority and capacity to enter into this Agreement and to carry out and perform its obligations as set forth herein;
- (b) shall be solely responsible for ensuring that its access and/or use of the NEE Tool by its End Users does not violate any laws to which Customer is subject or violate or infringe the rights of any third party, including without limitation those involving spamming, privacy, obscenity, or defamation, copyright, trademark, patent, child protective email address registry, FERPA, and export control;
- (c) shall not remove any proprietary notices or labels of University or third parties with respect to Third Party Content;
- (d) shall be solely responsible for the fairness, adequacy, accuracy, completeness, quality, integrity, reliability, truthfulness, and legality of all Customer Data and of the means of acquisition of the Customer Data;
- (e) shall provide to University such information and data as is reasonably necessary to enable University to perform its obligations under this Agreement;
- (f) shall use commercially reasonable efforts to prevent unauthorized access to or use of the NEE Tool, and notify University promptly of any such unauthorized access or use;
- (g) shall not use the NEE Tool to store or transmit any unlawful, hateful, infringing, harmful, threatening, abusive, harassing, offensive, libelous, defamatory, slanderous, immoral, pornographic, indecent, obscene, fraudulent, discriminatory, or objectionable or unacceptable material;
- (h) shall not use the NEE Tool to store or transmit viruses, worms, time bombs, Trojan horses and other harmful or malicious code, files, scripts, agents or programs;
- (i) shall not interfere with or disrupt the integrity or performance of the NEE Tool;

- (j) shall not attempt to gain unauthorized access to the NEE Tool or its related systems or networks, including any access to the NEE Tool code;
- (k) shall not, except as expressly permitted in this Agreement, permit any third party to access the NEE Tool by anyone beyond those authorized End Users;
- (l) shall not copy, distribute, reproduce, publish, license, create derivative works based on, transfer, rent, lease, sublicense, modify, adapt, translate, reverse engineer, decompile, or disassemble any or a portion of the NEE Tool;
- (m) shall not advertise or solicit funds for goods or services using the NEE Tool;
- (n) shall not, except for Customer's own internal non-commercial use, copy, frame, or mirror any part or content of the NEE Tool; and
- (o) shall not build a service or web site that competes with the NEE Tool.

Section 3.02 University Rights. Customer is solely responsible for the Customer Data as part of the NEE Tool. University has the right to monitor the Customer Data but shall have no obligation to do so. If University, in its sole discretion, deems any Customer Data to be unlawful, hateful, infringing, harmful, threatening, abusive, harassing, offensive, libelous, defamatory, slanderous, immoral, pornographic, indecent, obscene, fraudulent, discriminatory, or objectionable or unacceptable, University has the right, but not the obligation, to remove or deny access to such Customer Data. Customer agrees that University shall not be liable to Customer for any action taken by University to remove or restrict access to such Customer Data, nor for any action taken to restrict access to any Customer Data posted in violation of any law, regulation or rights of a third party. University reserves the right to take all reasonable actions to remove or restrict access to any such Customer Data, including restriction, suspension or termination of Customer's access to NEE Tool and/or deletion of the Customer Data in question.

Section 3.03 Equipment. Customer shall be responsible for obtaining and maintaining any equipment and ancillary services needed to connect to, access or otherwise use the NEE Tool, including, without limitation, modems, hardware, server, software, operating system, networking, web servers, long distance or local telephone service (collectively, "Equipment"). Customer shall be responsible for ensuring that such Equipment is compatible with the NEE Tool and complies with all configurations and specifications provided by University, which may be amended from time to time.

#### **Article IV. Proprietary Rights and Customer Content**

Section 4.01 University Ownership of IP in the NEE Tool. Customer acknowledges that University shall own all right, title, and interest to the NEE Tool and all Intellectual Property therein. Without limiting the foregoing, the software, workflow processes/protocols, indicator scoring guides, designs, know-how and other technologies provided by University as part of the NEE Tool are the proprietary property of University and its licensors, and all right, title and interest in and to such items, including all associated intellectual property rights, remain only with University and its licensors. University reserves all rights unless expressly granted in this Agreement.

Section 4.02 Customer Data. All Customer Data is and will be, as between University, and End User, and Customer, the property of Customer or End User. The Customer Data is licensed to University in accordance with Section 2.02.

Section 4.03 Feedback. University has and will have a perpetual, irrevocable, worldwide, royalty-free, sub-licensable, transferable, non-exclusive license to use or incorporate into the NEE

Tool, without any obligation to compensate Customer in any way, any comments, suggestions, enhancement requests, recommendations or other feedback provided by Customer, its End Users, and any other Customer employees or agents relating to the NEE Tool.

Section 4.04 Disclaimer of Third Party Content. University makes no representations or warranties, and expressly disclaims all implied warranties and conditions with respect to all Third Party Content, and will not be liable to Customer or any End User for any damage, cost, loss, expense or liability suffered or incurred by Customer as a result of its use or inability to use any Third Party Content.

Section 4.05 Access to Third Party Content. The NEE Tool features and functionalities that interoperate with Third Party Content are entirely dependent upon the continuing availability of such Third Party Content and any Intellectual Property related thereto. If a third party ceases to make available any such Third Party Content on which any aspect of the NEE Tool depends, then University may alter or cease providing such features or functionality without prior notice to Customer or any End User. Similarly, University will alter or cease providing features or functionality if required to do so by applicable laws. In addition, Third Party Content that may be accessed from, displayed on, or linked to from the NEE Tool are not available in all languages or in all countries or regions. University makes no representation that the NEE Tool or such Third Party Content is appropriate or available for use in any particular location. To the extent that any End User chooses to use or access the NEE Tool and/or Third Party Content, each End User does so as his/her own initiative and shall be solely responsible for compliance with any applicable laws, including but not limited to applicable local laws. University reserves the right to change, suspend, remove, or disable access to any Third Party Content at any time without notice. In no event will University be liable for the removal of or disabling of access to any such Third Party Content. University may also impose limits on the use of or access to certain Third Party Content, in any case and without notice or liability.

## **Article V. Confidential Information**

### Section 5.01 Confidentiality

- (a) Customer understands and acknowledges that Customer Data is not confidential as between Customer and University. Customer represents and warrants that it is legally authorized to enter the Customer Data using the NEE Tool and that Customer has gained any and all necessary releases and authorizations pertaining to the Customer Data, including but not limited to parental releases for student information and/or images and compliance with the Family Educational Rights and Privacy Act (FERPA). Customer acknowledges that by entering data using the NEE Tool, no confidential, fiduciary, contractually implied or other relationship is created between Customer and University.
- (b) In accordance with the license granted in Section 2.02(b) for all Customer Data used for reporting, research, academic, or educational purposes, including any academic publications, University shall remove any personally identifying information in the Customer Data.
- (c) Customer understands and agrees that University may store the Customer Data indefinitely and may also disclose the same to third parties, without notice to Customer or the End User if required by law or in the good faith belief that such disclosure is reasonably necessary to (a) enforce or comply with this Agreement or (b) respond to

claims that the Customer Data violates the rights of any third party.

Section 5.02 Sunshine Law. Customer acknowledges that University is subject to the Missouri Sunshine Act, 610 RSMo. All Customer Data shall be owned by Customer and to the extent permitted by law, shall be deemed to constitute “individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment” of Customer under RSMo 610.021(13).

**Article VI. Disclaimer of Warranties**

Section 6.01 No Editorial Control. Customer acknowledges that University exercises no editorial control over Customer Data. The views and opinions expressed in such information do not reflect those of University. University makes no warranties or representations regarding the fairness, adequacy, accuracy, completeness, quality, integrity, reliability, truthfulness, and legality of such information.

Section 6.02 No Warranty. Notwithstanding anything else contained in this Agreement, University does not represent or warrant that:

- (a) the features or functionality contained in the NEE Tool (including the NEE Tool) will meet the requirements of Customer or any of its End Users; or
- (b) any particular results can or will be achieved from the use of the NEE Tool; or
- (c) any educational, training, evaluation, or professional development programs contained in the NEE Tool are suitable for any purpose;
- (d) the operation or availability of the NEE Tool will be uninterrupted or error-free; or
- (e) any requirements of any civil or governmental authority to which Customer is subject shall be met.

Section 6.03 No Warranty. THE NEE TOOL (AND ANY THIRD PARTY CONTENT) IS PROVIDED “AS IS” AND “AS AVAILABLE” WITHOUT WARRANTIES OF ANY KIND, EITHER EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO WARRANTIES OF TITLE OR IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE OR USE, OR WARRANTIES OF NON-INFRINGEMENT. TO THE FULLEST EXTENT PERMISSIBLE BY LAW, UNIVERSITY MAKES NO WARRANTIES AND SHALL NOT BE LIABLE FOR THE USE OF THE NEE TOOL, INCLUDING WITHOUT LIMITATION ANY INTERRUPTION OR ERROR IN THE NEE TOOL UNDER ANY CIRCUMSTANCES.

**Article VII. Limitations of Liabilities and Remedies, and Indemnities**

Section 7.01 Limitation of Liabilities. IN NO EVENT SHALL UNIVERSITY ITS CURRENT OR FORMER CURATORS, AGENTS, EMPLOYEES, AND AFFILIATES BE LIABLE FOR ANY SPECIAL, EXEMPLARY, INDIRECT, PUNITIVE, INCIDENTAL OR CONSEQUENTIAL DAMAGES OF ANY KIND, REGARDLESS OF THE FORM OF ACTION, WHETHER IN CONTRACT (INCLUDING FUNDAMENTAL BREACH), STRICT LIABILITY, OR IN TORT (INCLUDING NEGLIGENCE OR OTHERWISE), AND INCLUDING ECONOMIC DAMAGE OR INJURY TO PROPERTY AND LOST PROFITS, ATTORNEYS' AND EXPERTS' FEES, REGARDLESS OF WHETHER UNIVERSITY MAY BE ADVISED, MAY HAVE OTHER REASON TO KNOW, OR IN FACT MAY KNOW OF THE POSSIBILITY, INCLUDING BUT NOT LIMITED TO ALL CLAIMS ARISING OUT OF THIS AGREEMENT, ALL USE OF THE NEE TOOL, OR WITH RESPECT TO THE

INSTALLATION, IMPLEMENTATION, CUSTOMIZATION, USE, INABILITY TO USE, OPERATION OR SUPPORT OF THE NEE TOOL. Without limiting the foregoing, Customer acknowledges that it is solely responsible and liable for any results obtained from the use of the NEE Tool and that University has no liability in relation to what Customer chooses to do with the Customer Data obtained from the use of the NEE Tool.

Section 7.02 Remedies: Aggregate Liability. In no event will the total aggregate liability of University to Customer for any and all claims relating to this Agreement, based upon any legal theory, including but not limited to breach of warranty, breach of contract (including fundamental breach), negligence, other tort claims or strict liability exceed the annual fee set forth at <https://neelinemanager.missouri.edu/FeeSchedule>.

Section 7.03 Indemnity. To the extent permitted by applicable law, Customer will defend, indemnify, and hold harmless University, its current or former, curators, agents, employees, and affiliates from any and all claims, actions or demands, including, without limitation, reasonable legal fees, accounting fees, and expert fees, arising out of, related to, or in conjunction with (a) the use of the NEE Tool by Customer, its End Users, directors, agents, employees or others under its control of Customer, including but not limited to those based on any fraudulent, invalid, duplicate, incomplete, unauthorized, or misleading information submitted or reported, (b) any unauthorized use, access or distribution of the NEE Tool caused, in whole, or in part, by Customer or its End Users; (c) any breach of any term, condition, obligation, covenant, representation, or warranty by Customer or its End Users, (d) any violation of any law or regulation by Customer or its End Users (including but not limited to any rights of privacy), (e) the infringement, misappropriation or violation by Customer or its End Users of any patent, copyright, trademark, trade secret or other proprietary or privacy right of a third party, or (f) the exercise or any rights granted to Customer under this Agreement.

### **Article VIII. Term and Termination**

Section 8.01 Term. The term of this agreement is set forth in the second paragraph on page one of this Agreement.

Section 8.02 University's Right to Terminate. University may, in its sole discretion, immediately terminate this Agreement, suspend Customer's ability to access the NEE Tool (in whole or in part), or suspend the delivery of the NEE Tool (in whole or in part) if Customer or its End User commits a breach of the terms of this Agreement or any other agreement between Customer and University, and such breach has not been rectified within twenty (20) days of receipt of notice by Customer requiring that Customer remedy such breach.

Section 8.03 No Waiver. Notwithstanding termination of this Agreement for any reason, such termination will not relieve either party from any obligation or liability that has accrued under this Agreement to the date thereof, or from the performance of its obligations under this Agreement to the date thereof.

Section 8.04 Survival. All provisions of this Agreement that would reasonably be expected to survive the termination or expiration of this Agreement shall do so, including Section 2.02 (License to University), Section 3.01 (Representations and Warranties), Section 4.01 (University Ownership of the NEE Tool), Section 4.03 (Feedback), Section 4.04 (Disclaimer of Third Party Content), Section 4.05 (Access to Third Party Content), Article V (Confidential Information), Article VI (Disclaimer of Warranties), Article VII (Limitation of Liabilities, Remedies, and

Indemnities), Article VIII (Term and Termination) and Article IX (Miscellaneous).

Section 8.05 Customer Data Portability Upon Termination. For a period of one year after termination, University will make the Customer Data available to Customer for export or download solely in a Microsoft Excel (.XLS) or Common Separated Values (.CSV) file format which shall only include end user records (demographics, educator profile data, and performance based data). After that one (1) year period, University will have no obligation to maintain or provide any Customer Data to Customer.

**Article IX. Miscellaneous**

Section 9.01 Headings. The headings of the paragraphs of this Agreement are inserted for convenience only and shall not constitute a part hereof.

Section 9.02 Polls/Feedback. University, may, from time to time (but no more than quarterly), conduct polls of End Users to ascertain and measure the use and enjoyment of the NEE Tool by End Users. Customer agrees to encourage its End Users to cooperate with University by providing the information requested by University in order for University to improve and expand the NEE Tool.

Section 9.03 Publicity. Customer agrees that University will have the right to use the name and logo of Customer in its University's promotional materials (including, without limitation, on any web sites owned or controlled by University), and to indicate that Customer is a subscriber of the NEE Tool.

Section 9.04 Trademarks. "Network for Educator Effectiveness", "NEE", and "EDHUB" are trademarks, service marks, and/or trade names of The Curators of the University of Missouri. All other company names, brand names, trademarks and logos are the property of their respective owners. Nothing contained on the NEE Tool or this Agreement will be construed as granting any license or right to use any trademarks (whether by implication or otherwise), including "Network for Educator Effectiveness", "NEE", and "EDHUB" except with the express written permission of University or such other party that may be the owner thereof.

Section 9.05 Force Majeure. University shall not be liable for any delay or failure to perform its obligations under this Agreement resulting from any cause beyond its reasonable control, including but not limited to fires, explosions, earthquakes, floods, strikes, work stoppages or slow-downs or other industrial disputes, accidents, riots or civil disturbances, acts of civil or military authorities, delays by carriers, suppliers or materials shortages, and interruption or failure of telecommunication of digital transmission links or internet slowdowns or failures. Notwithstanding the foregoing, each party acknowledges and agrees that the foregoing does not operate so as to excuse it from prompt payment of any and all sums due by it to the other in accordance with terms and conditions of this Agreement.

Section 9.06 Sovereign Immunity. Customer agrees that nothing in this Agreement is intended or shall be construed as a waiver, either express or implied, of any of the immunities, rights, benefits, defenses or protections provided to University under governmental or sovereign immunity laws from time to time applicable to University.

Section 9.07 Notices. Any notice permitted or required under this Agreement must be in writing. Unless otherwise specified herein, any such notice will be deemed delivered: (a) on the day of delivery in person; (b) one day after deposit with an overnight courier, fully prepaid; (c) on the date sent by facsimile transmission; or (d) on the date sent by e-mail, if confirmed a "read receipt"

if made to the following:

If to University:

Associate Director  
Sponsored Programs Administration  
University of Missouri  
115 Business Loop 70W  
Mizzou North, Room 501  
Columbia, MO 65211

with a copy to:

Director  
Technology Advancement Office  
University of Missouri  
Mizzou North, Room 706  
115 Business Loop 70 W  
Columbia, MO 65211-8375

With a copy to:

Director  
Network for Educator Effectiveness  
College of Education  
University of Missouri  
2800 Maguire Boulevard  
Columbia, MO 65201

If to Customer:

The address set forth for the District in the first paragraph of this Agreement.

Section 9.08 No Waiver. Neither party's failure to enforce strict performance of any provision of this Agreement will be construed as a waiver of any provision or right.

Section 9.09 Relationship of the Parties. This Agreement does not create a partnership, joint venture, agency, franchise, and fiduciary or employment relationship between the parties.

Section 9.10 Assignment. This Agreement is binding upon and shall inure to the benefit of University, its successors and assigns. University may assign this Agreement in connection with a merger or sale of substantially all the assets of the NEE Tool as a business-like unit within University. This Agreement shall not be transferred or assigned, in whole or in part, by Customer without the prior written consent of University, and any attempted transfer or assignment without such consent shall be void.

Section 9.11 Third Party Contractors. University will have the right to engage the services of third party contractors to perform any NEE Tool on its behalf without the prior consent of Customer.

Section 9.12 Further Assurances. University and Customer, from time to time, promptly and duly execute and deliver all documents and take such action as may be necessary or desirable in order to effectively carry out the intent and purposes of this Agreement, to protect the interests of

the parties and to establish, protect and perfect the rights, remedies and interests granted or intended to be granted under this Agreement.

Section 9.13 No reliance. Customer hereby acknowledges and agrees that in entering into this Agreement it has not relied on any warranty, representation or undertaking except as expressly set out in this Agreement.

Section 9.14 Injunctive Relief. Customer acknowledges that University will be irreparably harmed by any breach of this Agreement by the unauthorized use of the NEE Tool and, further, that monetary damages may not be a sufficient remedy for such harm. Customer agrees that University shall be entitled, without waiving any other rights or remedies and without further demonstration of irreparable harm or the inadequacy of monetary damages, to obtain injunctive or other equitable relief in the event of any breach of this Agreement by Customer or by Customer's unauthorized use of the NEE Tool.

Section 9.15 Severability. If any term or provision of this Agreement shall be found by a court of competent jurisdiction to be invalid, illegal or otherwise unenforceable, the same shall not affect the other terms or provisions hereof or the whole of this Agreement, but such term or provision shall be deemed modified to the extent necessary in the court's opinion to render such term or provision enforceable, and the rights and obligations of the parties shall be construed and enforced accordingly, preserving to the fullest permissible extent the intent and agreement of the parties herein set forth.

Section 9.16 Headings. The headings of the paragraphs of this Agreement are inserted for convenience only and shall not constitute a part hereof.

Section 9.17 No Offset. Customer will have no right to set-off or deduct any amount from any subscription fees owing to University under this Agreement or any training or certifications fees otherwise due to University.

Section 9.18 Entire Agreement. This Agreement, together with the other documents incorporated into this Agreement by reference, constitutes the entire agreement between the parties with regard to the matters dealt with in this Agreement, and supersedes all prior representation, negotiations, understandings and agreements, oral or written, between the parties, with respect thereto.



**NETWORK** for  
**EDUCATOR**  
**EFFECTIVENESS**

REVIEW OF PROCEDURES  
SUBMITTED TO **NDE**

In affiliation with the



University of Missouri

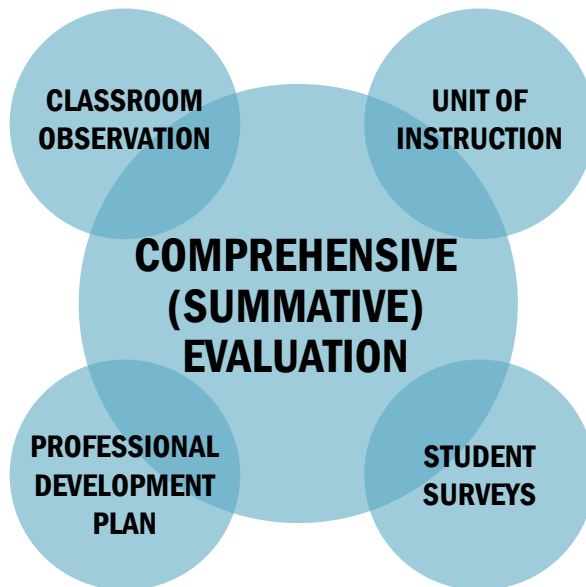
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## OVERVIEW

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The Network for Educator Effectiveness (NEE) is a simple yet powerful comprehensive system for educator evaluation. Developed in 2011 through a collaboration of preK-12 practitioners and experts at the University of Missouri's College of Education, the NEE process combines multiple measures of educator effectiveness: classroom observation, student surveys, teacher curriculum planning, and professional development.



Data from these four sources come together in the **NEE Data Tool**, a secure custom-built online portal. Through the Data Tool, NEE schools also enjoy access to **EdHub**, a unique web-based training resource library with more than 300 training modules that educators can use in their professional learning activities. When NEE data identify opportunities for professional growth, educators can find targeted professional development materials in EdHub. The NEE process truly is a total system for educator effectiveness that is designed to help educators grow in their professional practice.

NEE is a unit of the Assessment Resource Center, a self-supporting service center within the College of Education at the University of Missouri. NEE has five field service staff that each cover a cluster of schools in a region. All five are extensively experienced K-12 practitioners with administrative experiences. NEE is used by 280 districts in Missouri and, for the 2019-20 school year, NEE is adding districts in Nebraska.

## RESEARCH-BASED PRACTICES

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The standards and indicators utilized by NEE are aligned to the InTASC National Standards developed by the Council of Chief State School Officers. NEE meets teacher evaluation criteria as set forth by the waiver process for No Child Left Behind and continued via the Every Student Succeeds Act. NEE standards align with the Nebraska state standards.

NEE uses multiple measures to provide wraparound data on the numerous responsibilities and duties of educators. Those multiple measures are left independent of each other, to more accurately guide decisions in both formative and summative circumstances (Close, Beardley, & Collins, 2018). The measures used extend the source of evaluation to go beyond building-level leadership and include students, as well as the opportunity for subject-area

specialists to evaluate specific artifacts. The variation in evaluator sourcing provides opportunities for a cadre of school leaders and supervisors to evaluate teachers, taking time and logistical pressure off of one administrator (Pecheone & Wei, 2009). Each measure is also layered with multiple indicators (also measured independently). Such layering allows districts to capture the complex and diverse nature of an educator's responsibilities, duties, and effectiveness (Mathis, 2012). Through a multiple measure and independent metric approach, NEE seeks to provide an educator, building-level leadership, and district office personnel the clearest and most rich dataset possible to advance educator effectiveness for individuals, buildings, and districts.

NEE also recognizes the differentiation in professional duties across educators within a building. As part of NEE evaluation, there are evaluative modules for (1) teachers, (2) principals, (3) speech-language pathologists, (4) school librarians, (5) school counselors, (6) instructional coaches, and (7) paraprofessionals. Through providing each type of professional their own unique and customizable evaluation, NEE provides the opportunity for more relevant and meaningful conversations in formative and summative evaluations.

Every evaluation component within NEE is linked to professional development through our online professional development library, EdHub. The library has been created to significantly increase the access of high-quality educator development materials for educators from urban to extremely rural locations. EdHub has been successful in acquiring additional funds from the Bill and Melinda Gates Foundation to create and offer some of the topic strands of modules within the library. This effort to collectively build an integrated platform of learning for all educators within NEE to access is a vital component of our mission. Current topic strands include but are not limited to: Assessment, Beginning Teacher Assistance, Classroom Management, Data Analysis, Video Examples, Instructional Strategies, Social/Emotional Learning, and Professional Practices.

**Classroom Observations:** The Network for Educator Effectiveness recommends principals conduct classroom observations six to eight times per evaluation cycle per teacher. Classroom observations are conducted on three to five selected indicators of effective teaching practice, which are selected through local decisions. Principals score the observations using a standard rubric for each indicator and enter their scores in an online database that stores data on every educator in the district and automatically generates reports. The database is linked to online professional development, and teachers can be offered professional development targeted to specific behaviors with low scores. NEE is about promoting growth, rather than merely evaluating teachers.

The classroom observation scoring rubric used in NEE is not merely a checklist, nor does it categorize teachers, but rather asks principals to assign a continuous score for discrete teaching behaviors. The rubric scale is from 0 to 7, with anchor descriptions provided at scores of 1, 3, 5, and 7. Scores are given for each teaching behavior separately; for instance, a teacher may score a "2" on "promotes critical thinking" but a "6" on "positive interactions with students." Therefore, teachers get detailed and independent feedback on areas of strength and areas needing improvement, which is the most effective kind of feedback for promoting growth.

**Professional Development Plan:** The purpose of the Teacher Professional Development Plan (TPDP) is to align an individual teacher's professional development plan to the goals of the school and district. This helps teachers to construct a specific, focused timeline of professional development activities centered on one goal and generates conversations about that professional development throughout the evaluation cycle.

The professional development plan is structured as a continual check-in between administrator and teacher. Sample elements of the professional development plan a teacher creates include: "Uses data to determine professional development goals," "Cites research to inform and justify professional development activities," and "Includes collaboration with other educators."

**Unit of Instruction:** The NEE Unit of Instruction (UOI) continues the practice of using lesson plans as factual evidence of a teacher’s ability to turn written curriculum into taught curriculum. The NEE UOI is meant to be one part of the total data picture that provides teachers with meaningful feedback for ongoing growth.

The Unit of Instruction is structured as the opportunity for teachers to showcase how they turn curriculum into instruction that promotes student growth. The Unit of Instruction as an evaluation measure provides leaders the opportunity to assess the instructional planning and decision making of a teacher, as well as provides for student growth measure documentation. Sample elements of the Unit of Instruction a teacher creates include: “Unit objectives are aligned with Board of Education (BOE)-approved content standards and curriculum,” “Includes a process of formative assessment to inform instruction and summative assessment to evaluate student learning,” “Describes instructional strategies for differentiated instruction appropriate for diverse learners present in the classroom,” and “Describes how the UOI will improve family and community involvement in the learning process.”

**Student Survey of Teacher Performance:** Student surveys are an increasingly common component of teacher evaluation systems, which are classified as normal educational practices. The student survey provides teachers with feedback on areas of strengths and areas needing improvement, linked to specific, concrete teacher behaviors rather than global ratings. Research suggests this is the most effective kind of feedback for promoting growth. On the survey, students rate their teachers from 0 to 3 on a Likert scale for each indicator of teaching effectiveness. Sample items include: “This teacher makes us use the vocabulary we learn,” “This teacher tells us the goals for each lesson,” “This teacher makes us explain our answers,” and “This teacher gives us choices in our classwork.”

**Training:** As part of onboarding as a NEE district, each administrator within the district participates in training of the evaluation process. The majority of training is spent on using the classroom observation scoring rubric and calibrating evaluators with each other. Initial training involves two days of instruction, followed by a one-day re-calibration session each subsequent year. Training is carefully designed to follow best practices. NEE uses a “rater error” training approach in which raters are trained to recognize and avoid making leniency errors and halo errors, and to use the full scale. Raters are trained to begin with a rating of “3” and then only move up or down the scale if the evidence clearly justifies doing so. NEE also uses a “performance dimension” training approach in which raters learn to understand common teaching practices through discussion and literature review. The NEE classroom observation rubric includes several teaching practices that reflect different types of observable behaviors that have been found to contribute to student learning (e.g., Muijs et al., 2014; Van der Lans et al., 2018). Finally, NEE also uses a “practice-with feedback” training approach in which raters watch and rate carefully selected videos of authentic classes that portray a range of teaching effectiveness (across a range of subjects and grade levels). Together, these training approaches reduce error and increase accuracy (Chafouleas, 2011; Woehr & Huffcutt, 1994). At the end of training, principals must take an exit exam in which they independently rate videos of authentic classroom teaching episodes. Their ratings on the exams are compared to master scores, which were provided by rubric developers and selected principals who had substantial experience using the rubric in authentic observations. The master scoring process involved having several expert raters make ratings independently followed by small-group discussion to justify scores and resolve discrepancies. The process was repeated with a second group of expert raters to ensure master scores were robust.

Other components addressed as part of training include providing effective feedback to teachers through discussions around the NEE Guide to Effective Feedback Conversations, a five-step approach synthesized from best practices in human resources and educational leadership; guided instruction on linking evaluation and professional development building leadership teams, district leadership teams, professional learning communities, and individual teachers; walkthroughs of the NEE Data Tool and EdHub; and introductory conversations concerning the other evaluation measures and modules within the Network for Educator Effectiveness.

## **IMPLEMENTATION PROCESS**

NEE has a well-defined induction process that provides districts with a specific set of steps to follow for successful long-term adoption. This induction process also allows for some degree of flexibility for each district. The following is a sequence of induction steps used to onboard districts:

**I. Awareness Sessions and Decision to Join NEE:** Awareness sessions are presented to review all NEE components and processes. Awareness sessions are led by a NEE Member Services staff member to provide all key district and building-level stakeholders the opportunity to review measurement instruments (rubrics, surveys, organizers, etc.), participate in question-and-answer forums, and see demonstrations of the Data Tool and EdHub. This effort is intended to provide all parties the chance to learn everything necessary to assist in the decision-making process.

**II. Development of District NEE Implementation Plan:** NEE assists each district in the development of a local NEE implementation plan. This allows each district to address local needs and provides them with a clear roadmap to their desired objectives. These plans are typically two or three years in length and can be adjusted as implementation is underway. NEE has completed this step so many times that we have completed plans we share with districts to provide them with proven implementation plans from districts similar to their situation. These plans describe the key personnel involved in the plan and an estimated timeline for key implementation events.

**III. Orientation to Administration and Teachers:** A critical step in successful implementation and long-term impact of NEE at the classroom level is the orientation of all administrators and instructional staff. NEE suggests this be done in the spring of the school year prior to implementing NEE in August. Providing this long window of time for questions and answers typically helps in a smooth implementation because teachers and staff do not feel they have been rushed into an unfamiliar situation. NEE provides a wide range of orientation materials to give administrators and teachers a number of methods to complete the orientation process.

**IV. Year 1 Training for All Evaluators:** NEE works with a cluster of districts joining NEE to schedule a Year 1 Training session in late May or early June, during which all evaluators will receive their initial NEE training. This regional cluster approach is used to allow for a more diverse learning experience by bringing administrators from several districts together into one session. This two-day event is the initial step of a multi-year training program that NEE has successfully used to increase the inter-rater reliability of nearly 2,000 evaluators. By joining NEE, districts agree that their evaluators will attend follow-up half-day trainings each summer after the initial year of NEE implementation. NEE tests every training event participant each summer after their training experience and uses this data for participant intervention in the case of poor rating scores and for internal analysis to determine modifications to future training events. While the focus of the NEE Year 1 Training session is building greater inter-rater reliability between evaluators using NEE's extensive library of classroom video segments, time also is allocated to train evaluators on how to properly provide specific, actionable feedback to teachers after each classroom observation.

**V. Teacher "Intro to NEE" Online Mini-Course:** As teachers and other instructional staff return to school from summer break, they are provided with their NEE Data Tool logins and login instructions to access the online educator training resource library in the Data Tool. This library contains more than 300 online interactive learning activities on a wide range of education topics. The first online activity teachers are instructed to complete is the "Intro to NEE." The intro module provides teachers with a refresher of key NEE concepts provided in the spring orientation and adds specific details on how to access their data reports in the Data Tool, the extensive collection of resources in the Data Tool's "Help and Resources" section, and how to use the online educator training resource library for their professional growth efforts in unison with the evaluation-related feedback provided by their supervisor during the school year.

**VI. Follow-up Calibration Visit from NEE Member Services Staff:** Typically in the fall, after five to eight weeks of school have been completed, a NEE Member Services staff member will contact each school that started NEE that year for an on-site visit to provide follow-up support to principals. This could include a small group “Calibration Walk” where local principals join the NEE staff person in performing two to three walkthroughs in one building, then have debrief conversations to ensure the principals are following the NEE observation protocols and to reinforce the concepts of inter-rater reliability covered during the summer training. These “Calibration Walk” activities provide an opportunity for administrators to ask questions and learn tips from the NEE Member Services staff person.

Another helpful resource for continued evaluator observation reliability training is the Classroom Observation Scoring Practice Modules in EdHub. These resources provide evaluators with an extensive set of master-scored classroom video segments across a wide variety of performance indicators, subjects, and grade levels for principals to improve their observation scoring practices. NEE districts also use these video segment resources during admin meetings during the school year to continue to build strong inter-rater reliability within the admin team. This activity is among a set of recognized “NEE Best Practices” that are shared with district leaders as their district enters NEE. These best practices and NEE-specific protocol build stronger leadership skills and behaviors in building leaders. In fact, over the last three years, an interesting trend has been noticed in Missouri principal-position hiring notices: Job postings have included “NEE Training Completion/Experience Preferred” as a desired characteristic of potential candidates. This is evidence that NEE is superior to the standard training process.

## **WRITTEN RESPONSE TO EVALUATION**

The Network for Educator Effectiveness allows for employees to respond to the summative evaluation in two ways, as determined by the district: paper signature or electronic signature. Examples of both options are available on the following pages. A signature indicates that an employee has viewed the summative evaluation. An employee signature is required before a summative evaluation can be complete.

# WRITTEN RESPONSE TO EVALUATION: PAPER OPTION

## Summative Report of Educator Effectiveness

**Susie Teacher**

12 years of Experience

Positions: Teacher, Library Media Specialist

Subject Areas: ELA/Communication Arts, Library Media

Buildings: NEE High School, NEE Middle School

### **Indicator 1.2 - The teacher cognitively engages students in the content.**

#### **Classroom Observation**

Observed 2 times with a mean of 4.5  
Doss Building, NEE High School, NEE Middle School: Mean of 4.7  
NEE School District, NEE Summer Training District: Mean of 4.5  
Comparative: No comparative data found

#### **Unit Of Instruction**

3 Unit Of Instruction with a mean of 2.0

#### **Professional Development Plan**

3 Professional Development Plan with a mean of 4.0

### **Indicator 2.2 - The teacher sets and monitors student goals.**

#### **Unit Of Instruction**

3 Unit Of Instruction with a mean of 2.7

### **Indicator 2.3 – The teacher uses theory- and research-based strategies.**

#### **Unit Of Instruction**

3 Unit Of Instruction with a mean of 2.7

### **Indicator 3.1 - The teacher implements curriculum standards.**

#### **Unit Of Instruction**

3 Unit Of Instruction with a mean of 2.2

### **Indicator 3.2 - The teacher develops lessons for diverse learners.**

#### **Unit Of Instruction**

3 Unit Of Instruction with a mean of 2.7

#### **Professional Development Plan**

3 Professional Development Plan with a mean of 4.0

### **Indicator 4.1 - The teacher uses instructional strategies that lead students to problem-solving and critical thinking.**

#### **Classroom Observation**

Observed 2 times with a mean of 4.5  
Doss Building, NEE High School, NEE Middle School: Mean of 4.1  
NEE School District, NEE Summer Training District: Mean of 3.8  
Comparative: No comparative data found

#### **Unit Of Instruction**

3 Unit Of Instruction with a mean of 1.7

### **Indicator 4.2 - The teacher effectively uses appropriate instructional resources to enhance student learning.**

#### **Unit Of Instruction**

3 Unit Of Instruction with a mean of 2.0

### **Indicator 5.3b - The teacher establishes secure teacher-student relationships.**

#### **Classroom Observation**

Observed 1 time with a mean of 4.0  
Doss Building, NEE High School, NEE Middle School: Mean of 5.2  
NEE School District, NEE Summer Training District: Mean of 4.7  
Comparative: No comparative data found

**Indicator 7.2 - The teacher uses assessment data to improve learning.**

**Unit Of Instruction**

3 Unit Of Instruction with a mean of 2.3

**Indicator 7.4 - The teacher monitors the effect of instruction on the whole class and individual learning.**

**Classroom Observation**

Observed 1 time with a mean of 3.0  
Doss Building, NEE High School, NEE Middle School: Mean of 3.8  
NEE School District, NEE Summer Training District: Mean of 3.8  
Comparative: No comparative data found

**Indicator 8.1 - The teacher engages in self-assessment and improvement.**

**Professional Development Plan**

3 Professional Development Plan with a mean of 3.9

**Indicator 8.2 - The teacher seeks and creates professional learning opportunities.**

**Professional Development Plan**

3 Professional Development Plan with a mean of 3.9

**Indicator 9.2 - The teacher collaborates within historical, cultural, political, and social contexts to meet the needs of students.**

**Unit Of Instruction**

3 Unit Of Instruction with a mean of 2.3

**Indicator 9.3 - The teacher cooperates in partnerships to support student learning.**

**Professional Development Plan**

3 Professional Development Plan with a mean of 3.7

**Summative**

**Teacher Comments**

A summative meeting with my principal/supervisor was held and I verify we reviewed the contents of this Summative Report and the teacher has not verified it.

**Supervisor Comments**

Is the teacher eligible for reemployment? Yes \_\_\_\_\_  
Has met expectations for growth in student learning. Yes \_\_\_\_\_  
These are the supervisor comments that have been entered and saved.  
By Loesing, Cathie on 4/19/2019 3:44:18 PM

**Signatures**

Evaluator: \_\_\_\_\_ Date: \_\_\_\_\_  
Teacher: \_\_\_\_\_ Date: \_\_\_\_\_

*The teacher's signature does not indicate agreement or disagreement with the summative evaluation. The teacher's signature signifies that s/he has received the summative evaluation document and has had an opportunity to review it.*



# WRITTEN RESPONSE TO EVALUATION: ELECTRONIC OPTION

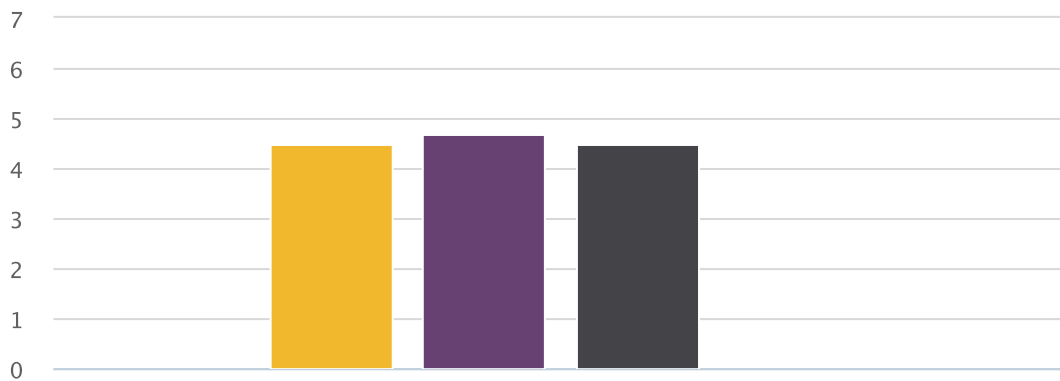
Summative Report February 19, 2018 - April 19, 2019

**Susie Teacher** Teacher, Library Media Specialist | ELA/Communication Arts, Library Media  
12 years experience. NEE Middle School, NEE High School

## Indicator 1.2 - The teacher cognitively engages students in the content.

### Classroom Observation

4.5  
Mean



■ Susie Teacher: Observed 2 times with a mean of 4.5

■ Doss Building, NEE High School, NEE Middle School: Mean of 4.7

■ NEE School District, NEE Summer Training District: Mean of 4.5

■ Comparative Group: No comparative data found

### Unit Of Instruction

2.0  
Mean

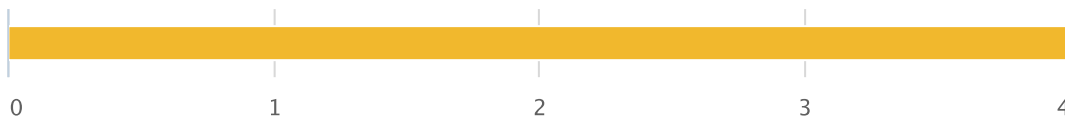


■ Susie Teacher: 3 Units of Instruction with a mean of 2.0

## Professional Development Plan

4.0

Mean



■ Susie Teacher: 3 Professional Development Plans with a mean of 4.0

## Indicator 2.2 - The teacher sets and monitors student goals.

### Unit Of Instruction

2.7

Mean



■ Susie Teacher: 3 Units of Instruction with a mean of 2.7

## Indicator 2.3 - The teacher uses theory- and research-based strategies.

### Unit Of Instruction

2.7

Mean



■ Susie Teacher: 3 Units of Instruction with a mean of 2.7

## Indicator 3.1 - The teacher implements curriculum standards.

### Unit Of Instruction

2.2

Mean

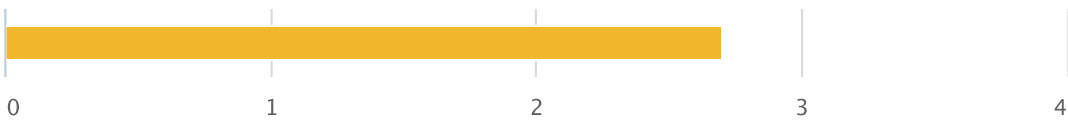


■ Susie Teacher: 3 Units of Instruction with a mean of 2.2

### Indicator 3.2 - The teacher develops lessons for diverse learners.

#### Unit Of Instruction

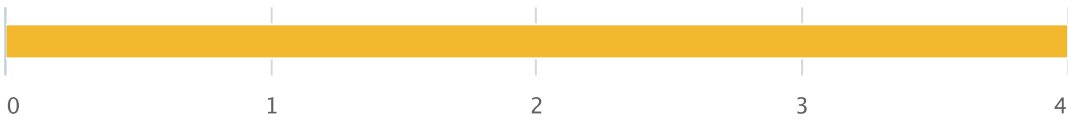
2.7  
Mean



■ Susie Teacher: 3 Units of Instruction with a mean of 2.7

#### Professional Development Plan

4.0  
Mean

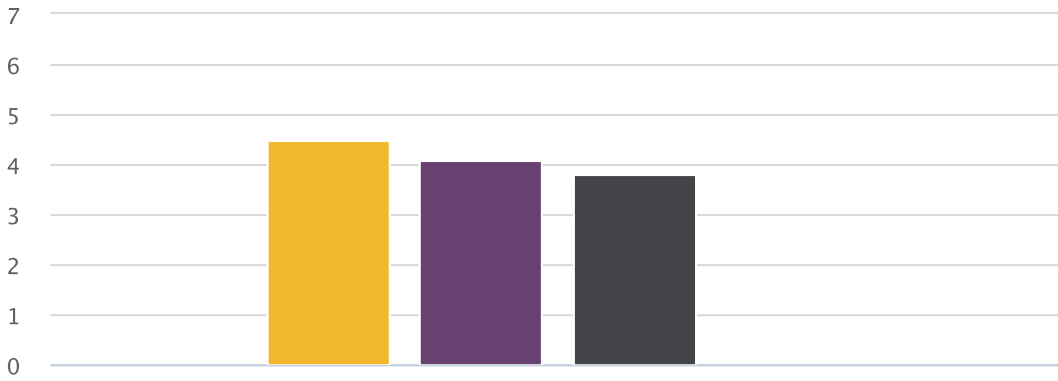


■ Susie Teacher: 3 Professional Development Plans with a mean of 4.0

### Indicator 4.1 - The teacher uses instructional strategies that lead students to problem-solving and critical thinking.

#### Classroom Observation

4.5  
Mean



■ Susie Teacher: Observed 2 times with a mean of 4.5

■ Doss Building, NEE High School, NEE Middle School: Mean of 4.1

■ NEE School District, NEE Summer Training District: Mean of 3.8

■ Comparative Group: No comparative data found

### Unit Of Instruction

1.7  
Mean



■ Susie Teacher: 3 Units of Instruction with a mean of 1.7

### Indicator 4.2 - The teacher effectively uses appropriate instructional resources to enhance student learning.

### Unit Of Instruction

2.0  
Mean



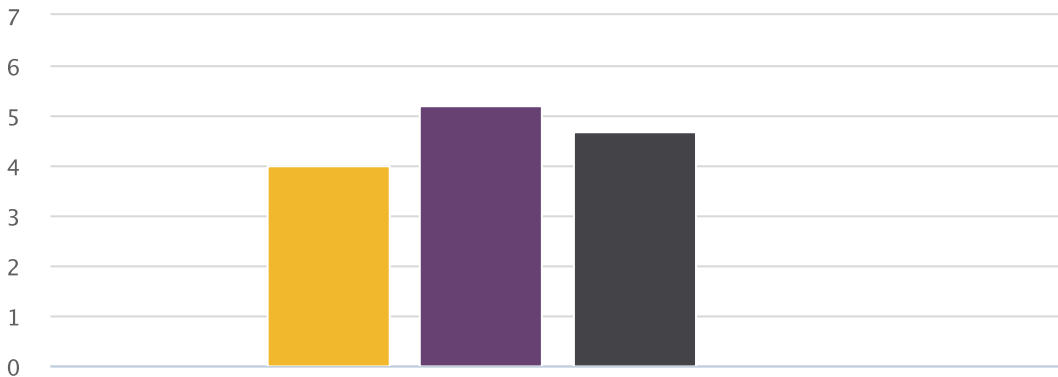
■ Susie Teacher: 3 Units of Instruction with a mean of 2.0

**Indicator 5.3b - The teacher establishes secure teacher-student relationships.**

**Classroom Observation**

4.0

Mean



■ Susie Teacher: Observed 1 time with a mean of 4.0

■ Doss Building, NEE High School, NEE Middle School: Mean of 5.2

■ NEE School District, NEE Summer Training District: Mean of 4.7

■ Comparative Group: No comparative data found

**Indicator 7.2 - The teacher uses assessment data to improve learning.**

**Unit Of Instruction**

2.3

Mean



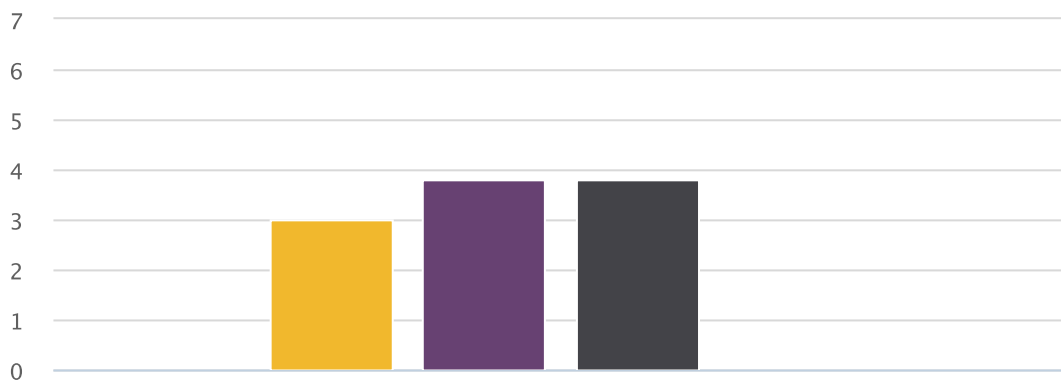
■ Susie Teacher: 3 Units of Instruction with a mean of 2.3

**Indicator 7.4 - The teacher monitors the effect of instruction on the whole class and individual learning.**

**Classroom Observation**

3.0

Mean



■ Susie Teacher: Observed 1 time with a mean of 3.0

■ Doss Building, NEE High School, NEE Middle School: Mean of 3.8

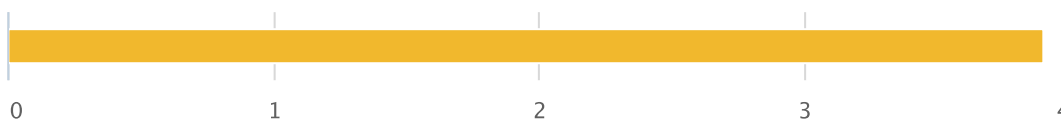
■ NEE School District, NEE Summer Training District: Mean of 3.8

■ Comparative Group: No comparative data found

### Indicator 8.1 - The teacher engages in self-assessment and improvement.

#### Professional Development Plan

3.9  
Mean



■ Susie Teacher: 3 Professional Development Plans with a mean of 3.9

### Indicator 8.2 - The teacher seeks and creates professional learning opportunities.

#### Professional Development Plan

3.9  
Mean



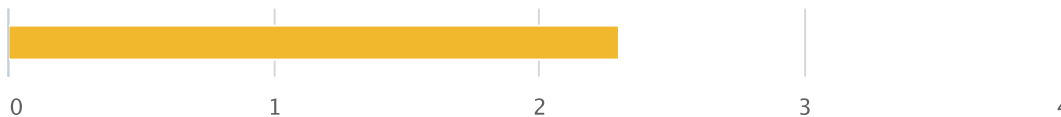
■ Susie Teacher: 3 Professional Development Plans with a mean of 3.9

**Indicator 9.2 - The teacher collaborates within historical, cultural, political, and social contexts to meet the needs of students.**

**Unit Of Instruction**

2.3

Mean



■ Susie Teacher: 3 Units of Instruction with a mean of 2.3

**Indicator 9.3 - The teacher cooperates in partnerships to support student learning.**

**Professional Development Plan**

3.7

Mean



■ Susie Teacher: 3 Professional Development Plans with a mean of 3.7

**Summative**

**Teacher Comments**

A summative meeting with my principal/supervisor was held and I verify we reviewed the contents of this Summative Report.

Comments

**Supervisor Comments**

These are the supervisor comments that have been entered and saved.

*By Loesing, Cathie on April 19, 2019*

---

**Reemployment**

Is the teacher eligible for reemployment?

**Yes**

**Growth in Student Learning**

Has met expectations for growth in student learning.

**Yes**

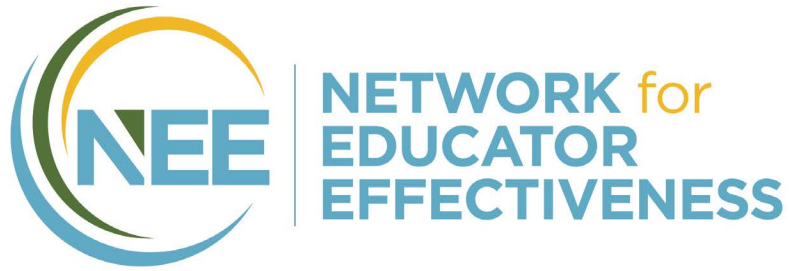
**Completed Information**

Completed By:Cathie Loesing

Completed On:April 19, 2019

Signature: \_\_\_\_\_

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**NETWORK** for  
**EDUCATOR**  
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[www.NEEAdvantage.com](http://www.NEEAdvantage.com)



# ABOUT US

The Network for Educator Effectiveness is a comprehensive educator evaluation system with a purpose: **to grow teachers and improve schools.** Developed at the University of Missouri's College of Education, NEE brings together multiple measures of educator effectiveness in a secure online portal designed to record feedback, start meaningful conversations, and provide high-quality resources for educator growth and development.

# HISTORY

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## 2011

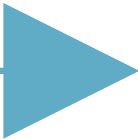
NEE was developed through a collaboration among K-12 practitioners and university researchers, who worked together to establish a powerful research basis while ensuring the system was simple and practical for schools to use. Nine districts were part of the first-year pilot.

## 2011-2015

There was rapid growth within the first four years as NEE expanded to serve 247 school districts. All growth occurred through word-of-mouth and positive reputation.

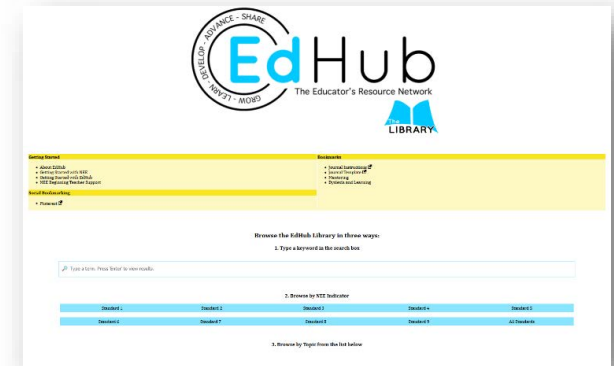
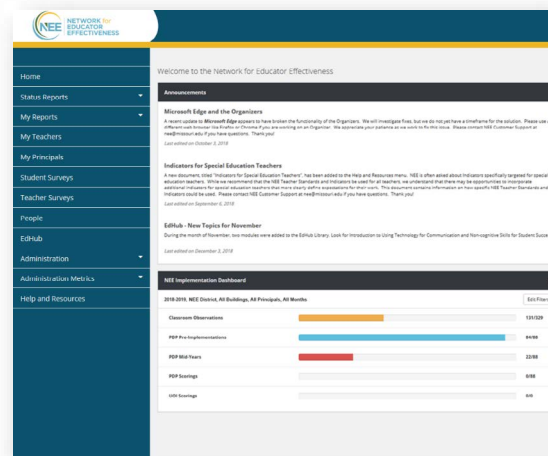
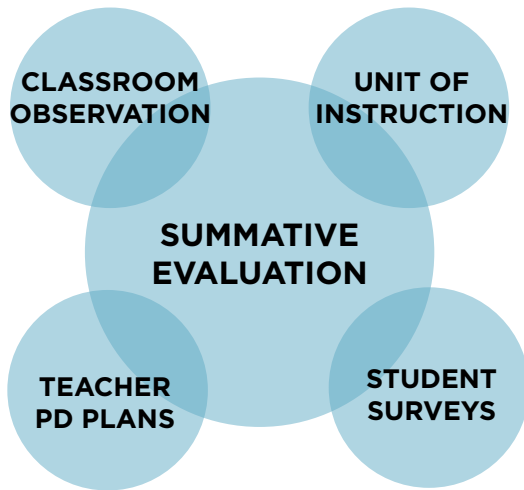
## 2019

NEE is now used by 280+ school districts in Missouri and Nebraska.



# HOW IT WORKS

## A COMPREHENSIVE FRAMEWORK

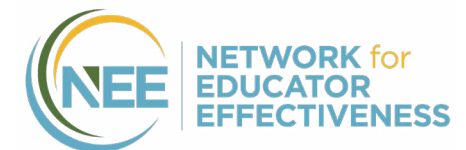


**MULTIPLE MEASURES OF EFFECTIVENESS**  
NEE provides for multiple measures of educator effectiveness: classroom observation, student surveys, teacher professional development plans, and unit of instruction plans.

**ENTERED IN AN ONLINE PLATFORM**  
Data from these four sources come together in the **NEE Data Tool**, a secure custom-built online portal designed to help administrators record and share feedback while keeping track of evaluations during the year.

**LINKED TO PROFESSIONAL DEVELOPMENT**  
Through the Data Tool, NEE schools enjoy access to EdHub, a unique web-based training resource library with more than 300 training modules that educators can use in their professional learning activities.

**NEE is about promoting growth, rather than merely evaluating teachers.**



# TEACHER STANDARDS

The teacher standards and indicators utilized by NEE are aligned to the InTASC National Standards developed by the Council of Chief State School Officers. Each standard is layered with multiple indicators. Nine standards and 39 indicators are part of the NEE system. Of the 39 indicators, 27 are observable and have NEE classroom observation rubrics available to use. NEE standards align with Missouri and Nebraska state standards.

**1: USES CONTENT KNOWLEDGE AND PERSPECTIVES ALIGNED WITH APPROPRIATE INSTRUCTION**

**2: UNDERSTANDS AND ENCOURAGES STUDENT LEARNING, GROWTH AND DEVELOPMENT**

**3: IMPLEMENTS CURRICULUM**

**4: TEACHES FOR CRITICAL THINKING**

**5: CREATES A POSITIVE CLASSROOM ENVIRONMENT**

**6: USES EFFECTIVE COMMUNICATION**

**7: USES STUDENT ASSESSMENT DATA TO ANALYZE AND MODIFY INSTRUCTION**

**8: DEVELOPS PROFESSIONAL PRACTICES**

**9: PARTICIPATES IN PROFESSIONAL COLLABORATIONS**

# CLASSROOM OBSERVATION

Classroom observations are the core of the NEE system. When a district first joins NEE, we recommend they focus solely on the classroom observation component for at least the first year before adding other components, if desired.

## OUR APPROACH TO CLASSROOM OBSERVATIONS INCLUDES:

▶ **FOCUS.** Schools select 3 to 5 indicators to focus on during classroom observations. Focusing on a select number of indicators allows for targeted growth in specific areas that have a high impact on student learning.

▶ **GROWTH.** The NEE system is a growth model. NEE encourages short, frequent classroom walkthroughs to provide ongoing feedback to teachers. If a full-period observation is required, the system can be adapted to accommodate for a longer observation in combination with a few short walkthroughs. NEE encourages administrators to conduct face-to-face feedback conversations after classroom observations.

NEE’s rubrics are on a 0-7 scale to (1) give administrators a more detailed distribution of teacher performance and (2) allow more room for growth. Scores are given for each teaching behavior separately, so teachers get detailed and independent feedback on areas of strength and areas needing improvement.

▶ **TRAINING.** In-depth training on classroom observation and other evaluation best practices is provided to each administrator. Initial training involves two days of instruction, followed by a half-day “refresher” training each subsequent year. Training takes place in the summer months in a location near your district. After the first year, there are online options available to complete the annual “refresher” training remotely.

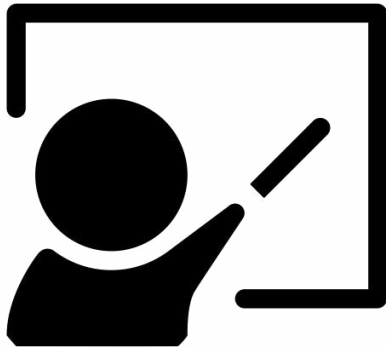
Standard 4: Teaches for Critical Thinking

SCORING RUBRIC	EXAMPLES OF EVIDENCE AND “LOOK-FORS”
<b>Indicator 4.1 – The teacher uses instructional strategies that lead students to problem-solving and critical thinking.</b>	
0 – The teacher does not use instructional strategies to promote student problem-solving or critical thinking skills.	<ul style="list-style-type: none"> <li>Students are not involved in problem-solving or critical thinking</li> </ul>
1 – The teacher seldom uses instructional strategies that require students to problem-solve and think critically.	<ul style="list-style-type: none"> <li>Seldom uses questions that demand more than basic recall or mere opinion</li> <li>Almost always responds to own questions without wait time for student response</li> <li>Uses routine applications of known procedures, or highly guided or constrained tasks</li> </ul>
3 – The teacher occasionally uses instructional strategies that require students to problem-solve and think critically less than half of the time, or with fewer than half of the students.	<ul style="list-style-type: none"> <li>Occasionally uses instructional strategies that require some students to reason, problem-solve, and think critically (e.g., to assess or develop an informed argument, weigh credibility of evidence, justify or evaluate thinking, use cause-and-effect charts)</li> <li>Uses some higher-order questions with skill (e.g., “how do you know?” or “why do others come to a different conclusion?”), but is not consistent</li> <li>May provide opportunities for higher-order thinking (e.g., compare, analyze, infer, evaluate, explain, justify) without appropriate follow-through</li> <li>Mostly uses routine applications of known procedures</li> <li>May provide too much or too little scaffolding for problem solving</li> </ul>
5 – The teacher often uses instructional strategies that require students to problem-solve and think critically more than half of the time, or with more than half of the students.	<ul style="list-style-type: none"> <li>Often uses instructional strategies that require most students to reason, problem-solve, and think critically</li> <li>Models critical thinking and steps necessary to problem-solve for students, but misses some opportunities</li> <li>May allow students to problem-solve independently instead of providing step-by-step instructions</li> <li>Implements meaningful learning experiences that require most students to apply disciplinary knowledge to real-world problems</li> </ul>
7 – The teacher almost always uses instructional strategies that engage almost all students in learning activities to promote problem-solving and critical thinking continuously through almost all the lesson.	<ul style="list-style-type: none"> <li>If time allows, progresses fluently through multiple instructional strategies that require almost all students to think critically and problem-solve</li> <li>Consistently requires students to explain or justify their thinking, problem-solve, formulate questions, predict, be creative, or make informed decisions</li> <li>Almost all students consistently engage in individual or collaborative critical thinking and problem-solving, analysis, synthesis, interpretation, and creation of original products</li> <li>Strongly models critical thinking</li> </ul>
<p><i>NOTE: In ECE, critical thinking may involve allowing learners to use materials in unique ways, looking at problems in different ways, generating their own ideas, or actively discovering, investigating, exploring, constructing, and creating. Also may involve letting learners take risks, experiment, and make mistakes. Another example includes allowing learners to lead and then following their lead.</i></p>	

An example of the NEE Classroom Observation Rubric. This is the rubric for Indicator 4.1 - The teacher uses instructional strategies that lead students to problem-solving and critical thinking.

# ADDITIONAL MEASURES

As districts move forward with NEE, they may choose to add additional measures of effectiveness within the NEE system, such as the **Unit of Instruction, Teacher Professional Development Plan, and/or Student Surveys**. Districts can choose to utilize any combination of the NEE components for a more comprehensive evaluation process.



## UNIT OF INSTRUCTION

The NEE Unit of Instruction is structured as an opportunity for teachers to showcase how they turn curriculum into instruction that promotes student growth. As an evaluation measure, the UOI allows leaders to assess the instructional planning and decision making of a teacher, as well as provides for student growth measure documentation.



## TEACHER PROFESSIONAL DEVELOPMENT PLAN

The Teacher Professional Development Plan (TPDP) aligns a teacher's professional development plan to the goals of the school and district. This helps teachers to construct a specific, focused timeline of professional development activities centered on one goal and generates conversations about that professional development throughout the evaluation cycle.



## STUDENT SURVEYS

(Grades 4-12)

The NEE Student Survey allows for students' perspectives to be part of the evaluation. On the survey, students rate their teachers from 0 to 3 on a Likert scale for each indicator of teaching effectiveness. The survey will be aligned to the indicators measured in classroom observations and takes less than 20 minutes to complete.

# ADDITIONAL SUPPORT

## EVALUATION FOR MULTIPLE SCHOOL PROFESSIONALS

As part of NEE evaluation system, there are evaluation materials for:

- ▶ Teachers
- ▶ Principals
- ▶ Speech-language pathologists
- ▶ School librarians
- ▶ School counselors
- ▶ Instructional coaches
- ▶ Paraprofessionals

Through providing each type of professional their own unique and customizable evaluation, NEE provides the opportunity for more relevant and meaningful conversations in formative and summative evaluations.

### STATE REPORTING

In Missouri, districts are required to submit certain evaluation data to the state (Screen 18A). The NEE Data Tool gives administrators the ability to easily export the required data and submit the report to the Missouri Department of Elementary and Secondary Education. (In Nebraska, the Nebraska Department of Education currently does not require districts to submit evaluation data.)

# THE NEE DATA TOOL

## ONLINE EVALUATION SYSTEM

The NEE Data Tool is a custom-built, password-protected online platform that allows administrators to record and store feedback, track observations, administer student and teacher surveys, and complete summative evaluations. All district personnel who are evaluated using the NEE system will have access to the NEE Data Tool.

The screenshot displays the 'Principal Dashboard' of the NEE Data Tool. The interface includes a navigation menu on the left with options like Home, Status Reports, My Reports, My Teachers, My Principals, Student Surveys, Teacher Surveys, People, EdHub, Administration, Administration Metrics, and Help and Resources. The main content area is titled 'Welcome to the Network for Educator Effectiveness' and features an 'Announcements' section. On the right, there are sections for 'Pending Reports' (Teacher Professional Development Plans, Classroom Observation, Student Survey) and a 'Surveys Completed' progress bar showing 0%. The 'NEE Implementation Dashboard' is a central feature with a 'Set Goals' button and a table of progress metrics for 2018-2019.

Metric	Progress	Total
Classroom Observations	80%	274
PDP Pre-Implementations	67%	88
PDP Mid-Years	17%	88
PDP Scoring	0%	88
UOI Scoring	0%	0

This screen shows the “Principal Dashboard,” which a principal would see after logging in to the NEE Data Tool. From this screen, administrators can launch classroom observations and student surveys, complete important to-do items (such as scoring TPDPs or UOIs), and keep track of progress toward NEE implementation goals.

# THE NEE DATA TOOL

## WHAT CAN ADMINISTRATORS DO?

### ▶ COMPLETE A CLASSROOM OBSERVATION

Principals can score classroom observations while they are in the classroom and provide comments that teachers can log in to view.

### ▶ EVALUATE OTHER NEE COMPONENTS

Launch student surveys, upload and evaluate the TPDP and/or UOI.

### ▶ VIEW TRENDS

Look at trends across the building or district. What are teachers' strengths? What are some topics that might present good opportunities for faculty-wide PD? The NEE Indicator Trend Report provides administrators with powerful insight.

### ▶ VIEW REPORTS

Numerous reports are available in the NEE Data Tool to help administrators track progress toward their NEE implementation goals.

### ▶ COMPLETE SUMMATIVES

Administrators complete summative evaluations in the NEE Data Tool. Teachers then can view the summatives and electronically sign to confirm they have viewed them.

### ▶ EXPORT REPORTS

Districts can export most reports in PDF and Excel format.

### ▶ ACCESS EDHUB

Both administrators and teachers can access EdHub through the NEE Data Tool. More details about EdHub are on the following pages.

### ▶ AND MORE...

The NEE Data Tool is a powerful tool for insight and decision-making.

The screenshot shows a 'Classroom Observation' form. At the top, it identifies the teacher as 'Christy Teacher' (Teacher | Fine Arts, Social Studies) with 6 years of experience in Grade Levels 9, 10, 11, 12 at NEE High School. There is an '+ Add Indicator' button and an 'Observation Date' field set to '08/12/2019'. The form is for 'Standard 1: Uses Content Knowledge and Perspectives Aligned with Appropriate Instruction' and specifically 'Indicator 1.2 - The teacher cognitively engages students in the content.' It features a vertical scale of radio buttons from 0 to 7, with descriptions for each level. Below the scale is a 'What To Look For' section and a 'Comments' text area.

This is the format of the classroom observation scoring and feedback form. Administrators can score a teacher while in the classroom and provide comments that the teacher can log in to view.



# IN CONCLUSION:

## WHAT MAKES NEE A SUPERIOR EVALUATION MODEL?

### ▶ **COMPREHENSIVE EVALUATION**

NEE brings together multiple measures to evaluate teachers, training for administrators, an online platform, and professional learning resources. The NEE process truly is a total system for educator effectiveness that is designed to help educators grow in their professional practice.

### ▶ **SUPERIOR TRAINING**

NEE trains administrators to conduct reliable, consistent classroom observations. NEE training is a leadership development opportunity for principals.

### ▶ **GROWTH MODEL**

NEE is designed to provide feedback to help teachers grow instructionally.

### ▶ **FOCUS**

NEE districts focus on three to five high-impact indicators (selected through local decisions), eliminating the burden on administrators to evaluate dozens of behaviors during a single observation.

### ▶ **AFFORDABLE**

NEE was developed to ensure all schools, regardless of size, have access to high-quality evaluation. NEE offers our full suite of services, for one price, on a sliding scale based on student count.

### ▶ **CUSTOMER SUPPORT**

Each NEE district is assigned a field representative, who will work with your district on training and implementation. All five NEE trainers are extensively experienced K-12 educators with administrative experiences. NEE has extremely high customer service and retention rate.

**97%**

of our customers rate NEE as “effective” or “very effective” at promoting professional growth in their districts

**93%**

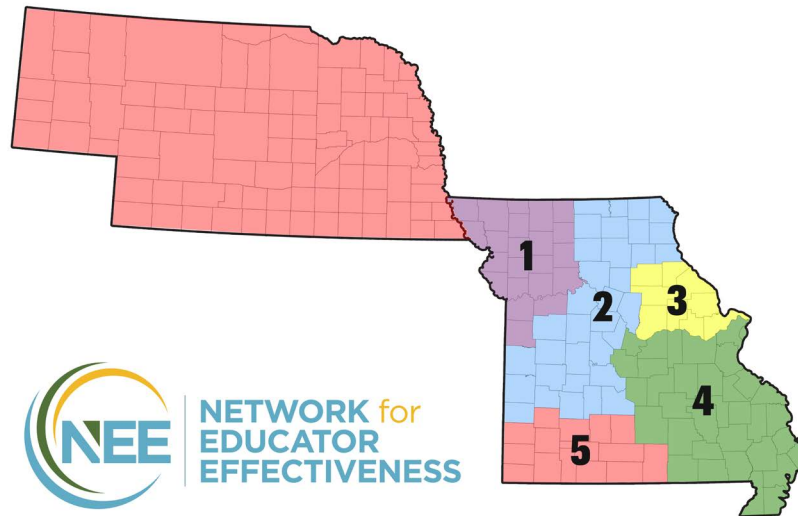
of our customers say NEE is “effective” or “very effective” at improving student achievement in their districts

**98%**

of our customers say they would encourage their districts to continue to subscribe to NEE



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# Elementary Principal Report

Doug Hoins, Principal

May 11, 2020

## • Elementary Distance Learning Plan – Acellus Learning Hours

Elementary grades are listed below with average student hours for April 2 through May 4 (21 school days) on the Acellus Learning program ONLY. This does NOT include online time for IXL, Classroom Zoom meetings, Google classroom activities, writing activities and flex activities.

2nd Grade 453.5 hours divided by 26 students = 17.4 hours per student

3rd Grade 594.2 hours divided by 29 students = 20.5 hours per student

4th Grade 494.2 hours divided by 25 students = 19.8 hours per student

5th Grade 237.7 hours divided by 22 students = 10.8 hours per student

6th Grade 735.8 hours divided by 38 students = 19.4 hours per student

## • PreK-5 Classrooms Transition

Most of the items for the PreK-5 move have relocated to the new rooms for the 2020-21 school year. The custodial staff and para professionals have done an outstanding job of facilitating the move which has helped our teachers tremendously! The restroom doors still need to be cut in the preschool rooms as part of this project. Signage will be ordered to help label rooms throughout the elementary building.

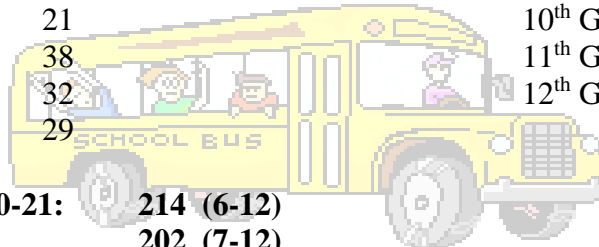
## • Enrollment Numbers – End of Year May 2020

Kindergarten	25
1st Grade	21
2nd Grade	26
3rd Grade	27
4th Grade	25
5th Grade	22
<u>6th Grade</u>	<u>38</u>
<b>Total</b>	<b>184</b>
(August 2019	185)



▪ **Enrollment Figures as of May 2020**

6 <sup>th</sup> Grade	21	10 <sup>th</sup> Grade	36
7 <sup>th</sup> Grade	38	11 <sup>th</sup> Grade	32
8 <sup>th</sup> Grade	32	12 <sup>th</sup> Grade	26
9 <sup>th</sup> Grade	29		



**Total Projected Enrollment 2020-21: 214 (6-12)**  
**September Enrollment 2019-20: 202 (7-12)**

▪ **Average Student Hours on Acellus During Continuity of Learning**

The following are the average hours students spent on the Acellus online learning program during the continuity of learning from April 2<sup>nd</sup> until May 4<sup>th</sup>. The continuity of learning will continue until May 15<sup>th</sup>.

7 <sup>th</sup> Grade	20.2	10 <sup>th</sup> Grade	23.1
8 <sup>th</sup> Grade	13.9	11 <sup>th</sup> Grade	28.1
9 <sup>th</sup> Grade	29.0		



• **Middle School Information**



The middle school schedule has been completed and students should be able to see their schedules on the JMC program. I want to thank everyone for their efforts in completing the schedule, especially Mrs. Porter and Mrs. Biltoft. I have also completed room assignments for the teachers and want to thank them for their cooperation in dealing with this. Some of the teachers will be switching ends of the building and will be teaching in a different classroom next year. I will be utilizing all the rooms that are available for classrooms. I tried to get as many middle school teachers in the west wing as possible, but due to the amount of rooms available, I was not able to get all of the rooms located in that wing. The middle school lockers will be in that wing of the building also. The 7<sup>th</sup> grade physical forms will be sent home when the current 6<sup>th</sup> grade students are able to complete check out. Mr. Hoins and I are planning on having three lunch periods, with the following breakouts for those: K-5, 6-8, 9-12. I am hoping to have an open house this fall to bring in students and their families to meet teachers, tour classrooms, and go over middle school expectations. I will also be working on getting a list of items needed for the students in their classes. The teachers will be involved in the development of this list. I will post the list on our social media page when it is complete.