

Board of Education Regular Meeting
Monday, December 13, 2021 7:30 PM
Library--Superior High School, Superior, NE
PO Box 288
Superior, NE 68978

1. Routine Business
 - 1.1. Call Meeting to Order
 - 1.2. Pledge of Allegiance
 - 1.3. Roll Call
 - 1.4. Excuse Absent Board Member(s)
2. Regular Meeting Agenda
 - 2.1. Public Participation
 - 2.2. Presentations - Staff/Students
 - Teacher of the Quarter
 - 21st Century Learning Center
 - 2.3. Student Ambassador Report
 - 2.4. Consent Agenda
 - 2.4.1. Approval of Previous Minutes
 - 2.4.2. Approval of Treasurer's Report
 - 2.4.3. Approval of School Activity Fund Report
 - 2.4.4. Approval of Revenue Budget Report
 - 2.4.5. Approval of Expense Budget Report
 - 2.5. Approval of Previous Months Claims
 - 2.6. Clark & Enersen Update (via Zoom)

- 2.7. Review of COVID Protocols
- 2.8. Early Retirement Incentive
- 2.9. SEA Recognition
- 2.10. Federal Disaster Mitigation Act of 2000
- 2.11. 2021-2023 Superintendent Contract amendment
- 2.12. 2022-2024 Superintendent Contract
- 2.13. Accept 2020-2021 Audit
- 2.14. 2022-2023 Negotiated Agreement
- 2.15. Revise Policy 2009 Public Participation at Board Meetings
- 2.16. Revise Policy 6004 Curriculum Development
- 2.17. Revise Policy 6013 Teaching Controversial Issues
- 2.18. Revise Policy 6020 Multicultural Education
- 2.19. Policy Review
3. Correspondence
 - 3.1. ESU 9 Annual Report
4. Discussion Items
 - 4.1. Principals' Reports
 - 4.2. Superintendent's Report
 - 4.3. Report from Board Committees
5. Items for Next Board Meeting
6. Adjournment

NUCKOLLS COUNTY SCHOOL DISTRICT 65-0011
SUPERIOR PUBLIC SCHOOLS
SUPERIOR, NEBRASKA
November 8, 2021

Posted Locations:

- The Superior Express
- Superior Public Schools
- <https://www.superiorwildcats.org/>

Posted Dates: 11/01/2021 Superior Public Schools and <https://www.superiorwildcats.org/>
11/04/2021 The Superior Express

1. Call Meeting to Order

Meeting called to order at 7:15 p.m.

2. Purpose of the public committee meeting is for hearing support, position, criticism, suggestions or observations of patrons relating to the activities of the Committee on American Civics.

3. Committee meeting/reports

Mr. Kobza shared information on the Americanism Law and how it's incorporated in curriculum.

4. Public questions or comments

No public questions or comments.

5. Adjournment of Committee meeting

Meeting adjourned at 7:21 p.m. by M Sullivan.

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11/04/2021 The Superior Express

1. Routine Business

1.1. Call Meeting to Order

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

1.2. Pledge of Allegiance

1.3. Roll Call

1.4. Excuse Absent Board Member(s)

1.5. Approval of Agenda

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

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

Aye: 6, Nay: 0

2. Regular Meeting Agenda

2.1. Public Participation

2.2. Presentations - Staff/Students

2.2.1. Teacher of the Quarter

2.2.2. FFA Nationals

Mr. Thomas reported that 15 students made the trip to FFA Nationals in Indianapolis.

2.3. Student Ambassador Report

Rayne Bilstoft gave the student ambassador report.

2.4. Consent Agenda

Motion to approve consent agenda as presented carried with a motion by Peggy Meyer 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

2.4.1. Approval of Previous Minutes

2.4.2. Approval of Treasurer's Report

2.4.3. Approval of School Activity Fund Report

2.4.4. Approval of Revenue Budget Report

2.4.5. Approval of Expense Budget Report

2.5. Approval of Previous Months Claims

Motion to approve General Fund claims for October 2021 in the amount of \$784,131.71 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

2.6. Policy Review

Motion to accept policies as reviewed carried with a motion by Luke Meyers 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

No questions on policies.

2.7. Clark & Enersen Preliminary Design

Motion to accept Clark & Enersen's preliminary design of front entrance carried with a motion by Matt Bargaen 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

Discussed survey being done and reviewed design of front entry and renovations. Discussed Schematic design opinion of cost.

2.8. First National Capital Markets - Consideration of Bond Resolution

Motion to approve consideration of Bond Resolution authorizing the issuance of not-to-exceed \$1,300,000 of Limited Tax Building Improvement Bonds. Approval of the bond resolution authorizes the President or Secretary of the Board or Superintendent of Schools to make certain determinations regarding the final pricing and terms of the bonds 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

Mr. Kobza summarized resolution.

2.9. Lease Purchase - Kutak Rock

Motion to approve consideration and adoption of a resolution authorizing the creation of the Superior Educational Facilities Leasing Corporation and authorizing the District to enter into one or more lease purchase agreements with said Corporation in an aggregate principal amount of not to exceed \$850,000, for the purpose of leasing certain educational facilities and equipment from the Corporation 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

Mr. Kobza reviewed lease purchase option.

2.10. Opt in to 8-Man Football

Motion to opt in to 8-Man Football for the 2022-2023 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

Discussion was had on number of boys out for football and moving to 8-man.

2.11. COVID Leave for 2021-2022

Motion to provide COVID leave for 2021-2022 staff members 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 provided details of COVID leave application.

3. Correspondence

Board members will be attending education conference next week in Omaha.

3.1. NASB Board Quicks

3.2. NASB Monthly Board Agenda Video

4. Discussion Items

4.1. Principals' Reports

Mr. Cook gave secondary principal's report. Mrs. Fierstein provided report on elementary activities.

4.2. Superintendent's Report

Mr. Kobza talked about availability of COVID vaccines for eligible students. State legislators will be present on December 10 at ESU 9.

4.3. Report from Board Committees

Negotiations committee has met twice and will meet again in two weeks. Building and grounds committee met with architects. Safety committee met.

5. Items for Next Board Meeting

Superintendent's contract; financing; audit report; early retirement incentive; SEA recognition;

6. Executive Session-Superintendent Evaluation

Motion to move to executive session for Superintendent evaluation at 9:22 p.m carried with a motion by Jason Jensen 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

7. Reconvene to regular session

Motion to reconvene to regular session at 10:35 p.m carried with a motion by Jason Jensen 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

8. Adjournment

Meeting adjourned at 10:35 by M Sullivan.

Superior Public Schools

November 2021 Cash Summary Report

| Fund | Description | Beginning Balance | Revenue | Expenditure | Ending Balance |
|------------------|-----------------------|--------------------------|---------------------|-----------------------|-----------------------|
| 01 | General Fund | \$1,791,381.04 | \$181,757.45 | (\$783,156.37) | \$1,189,982.12 |
| 02 | Depreciation Fund | \$627,288.28 | \$55.00 | \$0.00 | \$627,343.28 |
| 03 | Employee Benefit Fund | \$37,869.35 | \$1.56 | \$0.00 | \$37,870.91 |
| 06 | School Nutrition Fund | \$70,571.26 | \$32,698.49 | (\$32,333.37) | \$70,936.38 |
| 07 | Bond Fund | \$685,832.66 | \$4,980.38 | \$0.00 | \$690,813.04 |
| 08 | Special Building Fund | \$421,425.79 | \$92,977.18 | \$0.00 | \$514,402.97 |
| 09 | QCPUF Fund | \$520.59 | \$0.00 | \$0.00 | \$520.59 |
| Sub Total | | \$3,634,888.97 | \$312,470.06 | (\$815,489.74) | \$3,131,869.29 |

November 2021

Bills

| | | |
|---|----|------------|
| Original List | \$ | 300,523.50 |
| Voided Expenditure Checks | \$ | - |
| Receipts Posted to Expenditure Accounts | \$ | (975.34) |
| Total | \$ | 299,548.16 |

Additions

| | | |
|-----------------|----|---|
| | \$ | - |
| | \$ | - |
| | \$ | - |
| Total Additions | \$ | - |

Total Bills \$ 299,548.16

Payroll & Benefits

| | | |
|-----------------------|----|------------|
| Original Total | \$ | 483,608.21 |
| Additions/Corrections | \$ | - |
| Total | \$ | 483,608.21 |

Total Payroll & Benefits \$ 483,608.21

November Expenditure Adjusted Grand Total \$ 783,156.37

GENERAL FUND RECAP - November 2021

| | | |
|------------------------------|----|--------------|
| Beginning Balance 10-31-2021 | \$ | 1,791,381.04 |
| Receipts | \$ | 181,757.45 |
| Expenditures | \$ | 783,156.37 |
| Ending Balance 11-30-2021 | \$ | 1,189,982.12 |

DEPRECIATION FUND**F&M Bank**

| | |
|---------------------------|------------------|
| Beg Balance 10/31/2021 | \$627,288.28 |
| Receipts | \$55.00 interest |
| Disbursements | \$0.00 |
| Ending Balance 11/30/2021 | \$627,343.28 |

QUALIFIED CAPITAL PURPOSE FUND**F&M Bank**

| | |
|---------------------------|---|
| Beg Balance 10/31/2021 | \$520.59 |
| Receipts | \$0.00 County Proceeds \$0.00 interest |
| Disbursements | \$0.00 |
| Ending Balance 11/30/2021 | \$520.59 |

BOND FUND**Horizon Bank**

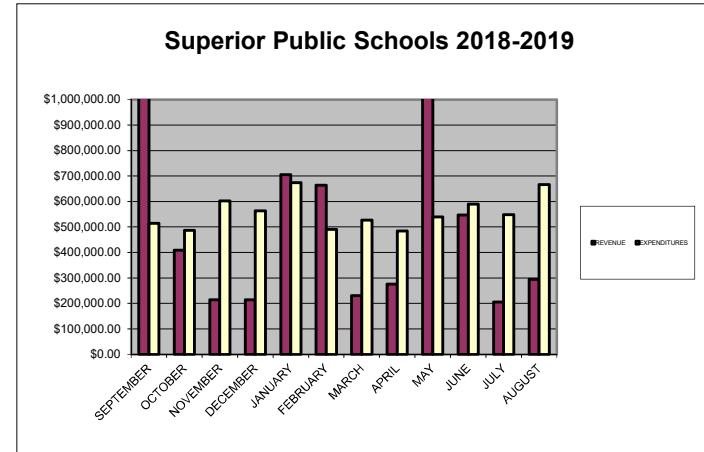
| | |
|---------------------------|---|
| Beg Balance 10/31/2021 | \$685,832.66 |
| Receipts | \$4,810.76 County Proceeds \$169.62 interest |
| Disbursements | \$0.00 |
| Ending Balance 11/30/2021 | \$690,813.04 |

SPECIAL BUILDING FUND**Home Federal**

| | |
|---------------------------|--|
| Beg Balance 10/31/2021 | \$421,425.79 |
| Receipts | \$4,447.74 County Proceeds \$129.44 interest \$88,400.00 State of NE - ESSER II bipolar ionization |
| Disbursements | |
| Ending Balance 11/30/2021 | \$514,402.97 |

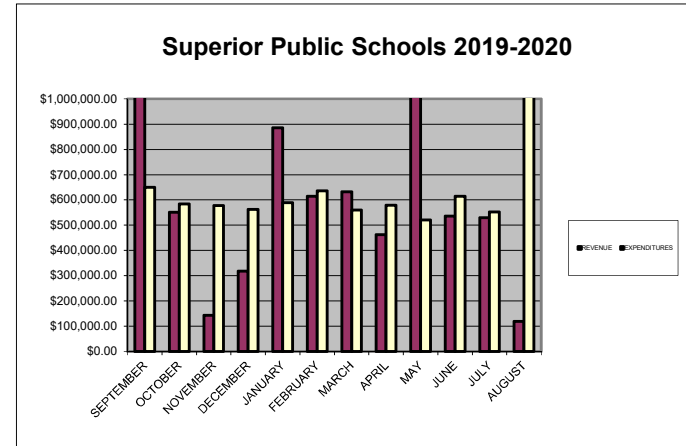
**SUPERIOR PUBLIC SCHOOL DISTRICT 65-0011
GENERAL FUND
2018-2019 FISCAL YEAR**

| | 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 |



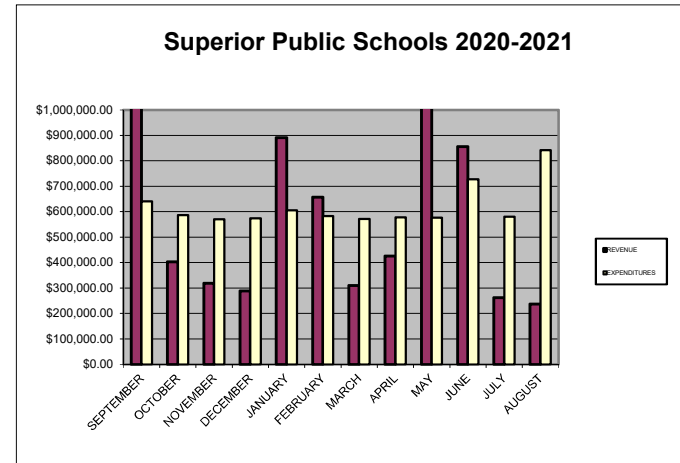
**SUPERIOR PUBLIC SCHOOL DISTRICT 65-0011
GENERAL FUND
2019-2020 FISCAL YEAR**

| | 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 | \$2,089,397.49 | \$1,271,335.81 | \$520,376.23 | \$2,840,357.07 |
| JUNE | \$2,840,357.07 | \$535,382.77 | \$614,054.80 | \$2,761,685.04 |
| JULY | \$2,761,685.04 | \$529,969.38 | \$552,830.43 | \$2,738,823.99 |
| AUGUST | \$2,738,823.99 | \$119,254.29 | \$1,107,848.56 | \$1,750,229.72 |



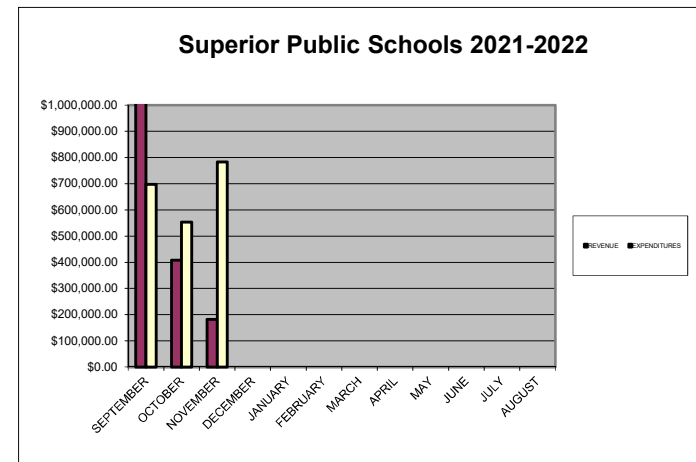
**SUPERIOR PUBLIC SCHOOL DISTRICT 65-0011
GENERAL FUND
2020-2021 FISCAL YEAR**

| | BEG. BAL. | REVENUE | EXPENDITURES | END BALANCE |
|-----------|----------------|----------------|--------------|----------------|
| SEPTEMBER | \$1,750,229.72 | \$1,270,816.74 | \$640,026.23 | \$2,381,020.23 |
| OCTOBER | \$2,381,020.23 | \$402,654.95 | \$586,564.61 | \$2,197,110.57 |
| NOVEMBER | \$2,197,110.57 | \$318,877.70 | \$570,306.88 | \$1,945,681.39 |
| DECEMBER | \$1,945,681.39 | \$288,275.08 | \$574,210.33 | \$1,659,746.14 |
| JANUARY | \$1,659,746.14 | \$891,465.75 | \$605,021.17 | \$1,946,190.72 |
| FEBRUARY | \$1,946,190.72 | \$656,809.29 | \$582,762.55 | \$2,020,237.46 |
| MARCH | \$2,020,237.46 | \$309,509.02 | \$571,916.06 | \$1,757,830.42 |
| APRIL | \$1,757,830.42 | \$425,963.71 | \$577,657.26 | \$1,606,136.87 |
| MAY | \$1,606,136.87 | \$1,207,261.61 | \$576,493.44 | \$2,236,905.04 |
| JUNE | \$2,236,905.04 | \$856,149.48 | \$727,280.15 | \$2,365,774.37 |
| JULY | \$2,365,774.37 | \$261,985.24 | \$580,055.64 | \$2,047,703.97 |
| AUGUST | \$2,047,703.97 | \$236,181.91 | \$841,394.51 | \$1,442,491.37 |



**SUPERIOR PUBLIC SCHOOL DISTRICT 65-0011
GENERAL FUND
2021-2022 FISCAL YEAR**

| | BEG. BAL. | REVENUE | EXPENDITURES | END BALANCE |
|-----------|----------------|----------------|--------------|----------------|
| SEPTEMBER | \$1,442,491.37 | \$1,192,592.22 | \$697,447.45 | \$1,937,636.14 |
| OCTOBER | \$1,937,636.14 | \$407,760.19 | \$554,015.29 | \$1,791,381.04 |
| NOVEMBER | \$1,791,381.04 | \$181,757.45 | \$783,156.37 | \$1,189,982.12 |
| DECEMBER | | | | |
| JANUARY | | | | |
| FEBRUARY | | | | |
| MARCH | | | | |
| APRIL | | | | |
| MAY | | | | |
| JUNE | | | | |
| JULY | | | | |
| AUGUST | | | | |



Current Cash Balance

Sorted by Site ID, Reporting ID, Activity ID.
From 11/01/2021 to 11/30/2021.

| 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 | | | 8,194.02 | 3,145.80 | 6,968.28 | 0.00 | 4,371.54 |
| 105 | Bowling | | | 0.00 | 1,060.00 | 0.00 | 0.00 | 1,060.00 |
| 110 | Boys' Basketball | | | 4,297.94 | 145.00 | 1,534.00 | 0.00 | 2,908.94 |
| 115 | Cross Country | | | 175.92 | 0.00 | 0.00 | 0.00 | 175.92 |
| 120 | Girls' Basketball | | | 6,241.37 | 185.00 | 470.01 | 0.00 | 5,956.36 |
| 125 | Boys' Golf | | | 440.40 | 0.00 | 0.00 | 0.00 | 440.40 |
| 130 | Football | | | 1,754.06 | 0.00 | 31.88 | 0.00 | 1,722.18 |
| 135 | JH Football | | | 8.50 | 0.00 | 0.00 | 0.00 | 8.50 |
| 140 | JH Volleyball | | | 460.11 | 0.00 | 0.00 | 0.00 | 460.11 |
| 145 | JH Girls Basketball | | | 620.63 | 35.00 | 540.00 | 0.00 | 115.63 |
| 150 | Girls' Golf | | | 1,206.04 | 0.00 | 595.39 | 0.00 | 610.65 |
| 170 | Volleyball | | | 2,461.98 | 358.00 | 0.00 | 0.00 | 2,819.98 |
| 180 | Wrestling | | | 361.86 | 173.59 | 0.00 | 0.00 | 535.45 |
| 190 | Track | | | 285.87 | 0.00 | 0.00 | 0.00 | 285.87 |
| 300 | Archery | | | 945.31 | 0.00 | 59.92 | 0.00 | 885.39 |
| 305 | Art Club | | | 220.72 | 180.00 | 0.00 | 0.00 | 400.72 |
| 320 | Community Service Club | | | 2,242.28 | 406.10 | 206.95 | 0.00 | 2,441.43 |
| 325 | Drama | | | 1,518.34 | 0.00 | 149.89 | 0.00 | 1,368.45 |
| 335 | FBLA | | | 4,544.71 | 308.00 | 258.15 | 0.00 | 4,594.56 |
| 345 | FFA | | | 10,015.19 | 20.00 | 2,445.62 | 0.00 | 7,589.57 |
| 350 | Foreign Language | | | 1,730.95 | 0.00 | 29.34 | 0.00 | 1,701.61 |
| 355 | S Club | | | 63.63 | 0.00 | 0.00 | 0.00 | 63.63 |
| 360 | Speech | | | 1,204.28 | 0.00 | 119.14 | 0.00 | 1,085.14 |
| 365 | Student Council | | | 9,315.46 | 10.00 | 485.35 | 0.00 | 8,840.11 |
| 370 | Drill Team | | | 2,734.00 | 0.00 | 0.00 | 0.00 | 2,734.00 |
| 500 | Elementary K-5 | | | 9,631.89 | 0.00 | 78.73 | 0.00 | 9,553.16 |
| 501 | Elementary PBiS | | | 215.00 | 0.00 | 59.95 | 0.00 | 155.05 |
| 503 | Kids' Club | | | 1,055.00 | 0.00 | 82.53 | 0.00 | 972.47 |
| 505 | Middle School | | | 1,241.08 | 0.00 | 168.05 | 0.00 | 1,073.03 |
| 510 | Secondary | | | 1,416.80 | 80.00 | 0.00 | 0.00 | 1,496.80 |
| 511 | Secondary PBiS | | | 558.74 | 0.00 | 19.02 | 0.00 | 539.72 |
| 519 | Class of 2019 | | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 520 | Class of 2020 | | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 521 | Class of 2021 | | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 522 | Class of 2022 | | | 3,580.53 | 0.00 | 2.56 | 0.00 | 3,577.97 |
| 523 | Class of 2023 | | | 6,174.95 | 0.00 | 33.96 | 0.00 | 6,140.99 |
| 524 | Class of 2024 | | | 3,062.37 | 0.00 | 0.00 | 0.00 | 3,062.37 |
| 525 | Class of 2025 | | | 150.00 | 0.00 | 79.96 | 0.00 | 70.04 |
| 610 | Ag Ed | | | 592.52 | 0.00 | 0.00 | 0.00 | 592.52 |
| 615 | Ag Trip | | | 6,876.54 | 0.00 | 0.00 | 0.00 | 6,876.54 |
| 620 | Art Fund | | | 2,699.29 | 0.00 | 0.00 | 0.00 | 2,699.29 |
| 630 | Music | | | 29,305.58 | 464.52 | 679.99 | 0.00 | 29,090.11 |
| 640 | Flashlight | | | 13,827.46 | 0.00 | 168.00 | 0.00 | 13,659.46 |

Current Cash Balance

Sorted by Site ID, Reporting ID, Activity ID.
From 11/01/2021 to 11/30/2021.

| Site ID | Site Name | | | | | |
|-----------------------|--------------------|--------------------------|-------------------------|-------------------------|--------------------|--------------------------|
| Rep ID | Reporting ID Name | | | | | |
| Activity ID | Activity Name | Beginning Cash | Receipts | Disbursements | Adjustments | Cash Balance |
| 650 | Greenhouse | 58.43 | 0.00 | 0.00 | 0.00 | 58.43 |
| 660 | Industrial Arts | 3,985.01 | 0.00 | 0.00 | 0.00 | 3,985.01 |
| 670 | Student Purchases | 72.00 | 0.00 | 0.00 | 0.00 | 72.00 |
| 690 | Yearbook | 1,851.94 | 1,888.00 | 0.00 | 0.00 | 3,739.94 |
| 800 | Backpack Program | 11,707.36 | 0.00 | 0.00 | 0.00 | 11,707.36 |
| 805 | EPOCH | 519.10 | 0.00 | 0.00 | 0.00 | 519.10 |
| 810 | Flower Fund | 503.89 | 0.00 | 0.00 | 0.00 | 503.89 |
| 820 | Alumni Board | 361.49 | 0.00 | 0.00 | 0.00 | 361.49 |
| 830 | Library Fund | 563.99 | 0.00 | 0.00 | 0.00 | 563.99 |
| 850 | Weight Room | 60.91 | 0.00 | 0.00 | 0.00 | 60.91 |
| 860 | Teachers' Workroom | 1,521.58 | 70.60 | 111.20 | 0.00 | 1,480.98 |
| 870 | Therapy Dog | 516.45 | 0.00 | 0.00 | 0.00 | 516.45 |
| 880 | Wildcat Food | 5,959.26 | 7,100.85 | 5,020.69 | 0.00 | 8,039.42 |
| 890 | Wellness Grant | 0.00 | 405.00 | 0.00 | 0.00 | 405.00 |
| 990 | Interest | 532.53 | 6.72 | 0.00 | 0.00 | 539.25 |
| Totals: | | <u>169,645.26</u> | <u>16,042.18</u> | <u>20,398.56</u> | <u>0.00</u> | <u>165,288.88</u> |
| SPS Totals: | | <u>169,645.26</u> | <u>16,042.18</u> | <u>20,398.56</u> | <u>0.00</u> | <u>165,288.88</u> |
| Report Totals: | | <u><u>169,645.26</u></u> | <u><u>16,042.18</u></u> | <u><u>20,398.56</u></u> | <u><u>0.00</u></u> | <u><u>165,288.88</u></u> |

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2021 to 11/30/2021.

| 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 |
|---|---|--|-------|----------------|---|----------|
| 100 | Athletics | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033985 Printed | 11/05/2021 11/05/2021 | Bomgaars Supply | No | 95071787 | Kim Williams Hudl camera outlet | 14.99 |
| 033986 Printed | 11/05/2021 11/05/2021 | Burwell Public Schools | No | 103021 | Kim Williams District VB mileage, share | 319.30 |
| 033988 Printed | 11/05/2021 11/05/2021 | Fillmore Central High School | No | 10252021 | Kim Williams VB Subdistrict mileage, share | 150.00 |
| 033991 Printed | 11/05/2021 11/05/2021 | Ideal Market | No | Oct 2021 #1493 | Kim Williams Gatorade | 29.85 |
| 033991 Printed | 11/05/2021 11/05/2021 | Ideal Market | No | Oct 21 1493 | Kim Williams Food for VB teams-District final | 105.63 |
| 033994 Printed | 11/05/2021 11/05/2021 | Kenny's Lumber & Farm Supply Inc | No | 2110-029854 | Kim Williams supplies for Focus camera install | 8.56 |
| 033994 Printed | 11/05/2021 11/05/2021 | Kenny's Lumber & Farm Supply Inc | No | 2110-030311 | Kim Williams supplies for Focus camera install | 11.49 |
| 033995 Printed | 11/05/2021 11/05/2021 | Lincoln Christian High School | No | 10042021 | Kim Williams Girls Golf Districts entry fee | 125.00 |
| 033997 Printed | 11/05/2021 11/05/2021 | Nebraska School Activities Association | No | 10262021 | Kim Williams VB Subdistrict share | 1,619.19 |
| 033997 Printed | 11/05/2021 11/05/2021 | Nebraska School Activities Association | No | 10302021 | Kim Williams VB District share | 657.49 |
| 034000 Printed | 11/05/2021 11/05/2021 | Sandy Creek Schools | No | 10252021 | Kim Williams VB Subdistrict mileage, share | 204.89 |
| 034005 Printed | 11/05/2021 11/05/2021 | Sutton Public Schools | No | 10262021 | Kim Williams VB Subdistrict mileage, share | 325.59 |
| 034006 Printed | 11/05/2021 11/05/2021 | Thayer Central Community Schools | No | 10252021 | Kim Williams VB Subdistrict mileage, share | 139.00 |
| 034007 Printed | 11/05/2021 11/05/2021 | U.S. Bank | No | 39915 | Kim Williams District Golf meal (Olive Garden) | 145.44 |
| 034007 Printed | 11/05/2021 11/05/2021 | U.S. Bank | No | 10102021 | Kim Williams State golf-meals, practice round | 398.59 |
| 034007 Printed | 11/05/2021 11/05/2021 | U.S. Bank | No | 89980 | Kim Williams State Golf motel room (Ramada) | 104.83 |
| 034009 Printed | 11/05/2021 11/05/2021 | Sara Fuller | No | Aug-Oct 2021 | Kim Williams Music for Video Board (Fall) | 38.79 |

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2021 to 11/30/2021.

| 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 |
|---|---|---------------------------|-------|----------------|--|--------|
| 100 | Athletics | | | | | |
| SPS | Superior Public Schools | | | | | |
| 034010 Printed | 11/05/2021 11/05/2021 | Younes Hospitality | No | 1010112021 | Kim Williams State Girls Golf Motel-HI Columbus | 769.65 |
| 034011 Printed | 11/12/2021 11/12/2021 | Cailyn Barry | No | 11092021 | Kim Williams JHGBB scoreclock 11/9/21 | 15.00 |
| 034012 Printed | 11/12/2021 11/12/2021 | Jim Peterson | Yes | 11092021 | Kim Williams JHGBB official 11/9/21 | 100.00 |
| 034013 Printed | 11/12/2021 11/12/2021 | Mark Tachovsky | No | 11132021 | Kim Williams JHWR officials 11/13/21 | 300.00 |
| 034016 Printed | 11/12/2021 11/12/2021 | Ryan Butler | No | 11122021 | Kim Williams JHGBB official 11/12/21 | 100.00 |
| 034019 Printed | 11/16/2021 11/16/2021 | Jim Peterson | Yes | 11162021 | Kim Williams JHGBB official | 100.00 |
| 034021 Printed | 11/16/2021 11/16/2021 | Madison Heusinkvelt | No | 11122021 | Kim Williams JHGBB clock operator | 15.00 |
| 034025 Printed | 11/16/2021 11/16/2021 | Ryan Butler | No | 11162021 | Kim Williams JHGBB official | 100.00 |
| 034029 Printed | 11/16/2021 11/16/2021 | Tony White | No | 2021 | Kim Williams VB line judging-13 matches | 260.00 |
| 034032 Printed | 11/19/2021 11/19/2021 | Brad Biltoft | No | Fall 2021 | Kim Williams FB chain gang x5 | 50.00 |
| 034033 Printed | 11/19/2021 11/19/2021 | Brady Stindt | No | 11232021 | Kim Williams Jamboree official | 90.00 |
| 034034 Printed | 11/19/2021 11/19/2021 | Dennis Johnson | No | 11232021 | Kim Williams Jamboree official | 80.00 |
| 034035 Printed | 11/19/2021 11/19/2021 | DeWayne Grove | No | 11232021 | Kim Williams Jamboree official | 80.00 |
| 034036 Printed | 11/19/2021 11/19/2021 | Dorchester Public Schools | No | 11162021 | Kim Williams JHWR entry fee | 80.00 |
| 034037 Printed | 11/19/2021 11/19/2021 | Josh Meyer | No | 11232021 | Kim Williams Jamboree official | 80.00 |
| 034038 Printed | 11/19/2021 11/19/2021 | Mark Hintz | No | 11232021 | Kim Williams Jamboree official | 90.00 |
| 034040 Printed | 11/19/2021 11/19/2021 | Tony White | No | 2021 FB | Kim Williams FB Announcer x4 | 80.00 |

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2021 to 11/30/2021.

| 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 |
|---|---|--------------------------|-------|----------------|-----------------------------------|----------|
| 100 Athletics | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 034041 Printed | 11/19/2021 11/19/2021 | Wilson Alber | No | 11232021 | Kim Williams Jamboree official | 80.00 |
| 034043 Printed | 11/22/2021 11/22/2021 | Jim Peterson | Yes | 11222021 | Kim Williams JHGGB official | 50.00 |
| 034044 Printed | 11/22/2021 11/22/2021 | Ryan Butler | No | 11222021 | Kim Williams JHGGB official | 50.00 |
| Total for SPS - Superior Public Schools: | | | | | | 6,968.28 |
| Total for 100 - Athletics: | | | | | | 6,968.28 |

| | | | | | | |
|--|--------------------------|----------------|----|----------|---|----------|
| 110 Boys' Basketball | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 034026 Printed | 11/16/2021 11/16/2021 | Stadium Sports | No | 11946 | Kim Williams shooting shirts, practice jerseys | 1,064.00 |
| 034026 Printed | 11/16/2021 11/16/2021 | Stadium Sports | No | 11945 | Kim Williams Skills Academy shirts | 442.50 |
| 034042 Printed | 11/22/2021 11/22/2021 | Jacob Nannen | No | 11172021 | Kim Williams reimburse vehicle gas | 27.50 |
| Total for SPS - Superior Public Schools: | | | | | | 1,534.00 |
| Total for 110 - Boys' Basketball: | | | | | | 1,534.00 |

| | | | | | | |
|--|--------------------------|----------------|----|----------|---------------------------------------|--------|
| 120 Girls' Basketball | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 034026 Printed | 11/16/2021 11/16/2021 | Stadium Sports | No | 11945 | Kim Williams Skills Academy shirts | 442.50 |
| 034042 Printed | 11/22/2021 11/22/2021 | Jacob Nannen | No | 11172021 | Kim Williams reimburse vehicle gas | 27.51 |
| Total for SPS - Superior Public Schools: | | | | | | 470.01 |
| Total for 120 - Girls' Basketball: | | | | | | 470.01 |

| | | | | | | |
|-----------------------------|--------------------------|--------------|----|--------------|--------------------------|-------|
| 130 Football | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 033991 Printed | 11/05/2021 11/05/2021 | Ideal Market | No | Oct 21 #1493 | Kim Williams Gatorade | 31.88 |

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2021 to 11/30/2021.

| 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 |
|---|---|--------------------------|-------|----------------|---|--------|
| 145 JH Girls Basketball | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 034039 Printed | 11/19/2021 11/19/2021 | Sarah Kirchhoff | No | 17 | Kim Williams JHGBB warm ups | 540.00 |
| 150 Girls' Golf | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 034007 Printed | 11/05/2021 11/05/2021 | U.S. Bank | No | 088536 | Kim Williams Golf balls (Holmes Clubhouse) | 25.00 |
| 034007 Printed | 11/05/2021 11/05/2021 | U.S. Bank | No | 519847 | Kim Williams District golf meal (Pine Lake Yogurt) | 39.04 |
| 034007 Printed | 11/05/2021 11/05/2021 | U.S. Bank | No | 20076 | Kim Williams District Golf meal (Noodles & Co.) | 60.38 |
| 034007 Printed | 11/05/2021 11/05/2021 | U.S. Bank | No | 10042021 | Kim Williams District Golf motel rooms (AmericInn) | 329.97 |
| 034007 Printed | 11/05/2021 11/05/2021 | U.S. Bank | No | 06-711 | Kim Williams team meal (Superior CC) | 141.00 |
| Total for SPS - Superior Public Schools: | | | | | | 595.39 |
| Total for 150 - Girls' Golf: | | | | | | 595.39 |
| 300 Archery | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 034015 Printed | 11/12/2021 11/12/2021 | Rhonda Myers | No | 79747 | Kim Williams Funeral flowers-Jim Keifer | 59.92 |
| 320 Community Service Club | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 033998 Printed | 11/05/2021 11/05/2021 | Linpepco-Hastings | No | Oct 21 69494 | Kim Williams machine drinks | 206.95 |

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2021 to 11/30/2021.

| 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/> 325 Drama <hr/> | | | | | |
| SPS Superior Public Schools | | | | | |
| 033994 Printed | 11/05/2021 11/05/2021 | Kenny's Lumber & Farm Supply Inc | No Oct 2021 | Kim Williams Set design lumber | 66.17 |
| 034002 Printed | 11/05/2021 11/05/2021 | Superior Ace Hardware | No 217303/1 | Kim Williams paint, brushes - set design | 83.72 |
| Total for SPS - Superior Public Schools: | | | | | 149.89 |
| Total for 325 - Drama: | | | | | 149.89 |
| <hr/> 335 FBLA <hr/> | | | | | |
| SPS Superior Public Schools | | | | | |
| 033991 Printed | 11/05/2021 11/05/2021 | Ideal Market | No Oct 21 #658 | Kim Williams donuts for meeting | 10.50 |
| 033991 Printed | 11/05/2021 11/05/2021 | Ideal Market | No Oct 2021 #658 | Kim Williams teacher appreciation | 22.34 |
| 034007 Printed | 11/05/2021 11/05/2021 | U.S. Bank | No 788461 | Kim Williams National Dues (FBLA-PBL) | 60.00 |
| 034007 Printed | 11/05/2021 11/05/2021 | U.S. Bank | No 448886651 | Kim Williams staff appreciation (Boxed) | 165.31 |
| Total for SPS - Superior Public Schools: | | | | | 258.15 |
| Total for 335 - FBLA: | | | | | 258.15 |
| <hr/> 345 FFA <hr/> | | | | | |
| SPS Superior Public Schools | | | | | |
| 033999 Printed | 11/05/2021 11/05/2021 | Sam's Club/Synchrony Bank | No 129200566731 | Kim Williams Feed the Farmer supplies | 283.40 |
| 034007 Printed | 11/05/2021 11/05/2021 | U.S. Bank | No 51971901 | Kim Williams shirts (Custom Ink) | 992.22 |
| 034023 Printed | 11/16/2021 11/16/2021 | Nebraska FFA Association | No 646322 | Kim Williams State & National dues | 1,152.00 |
| 034023 Printed | 11/16/2021 11/16/2021 | Nebraska FFA Association | No 655115 | Kim Williams State & National dues | 18.00 |
| Total for SPS - Superior Public Schools: | | | | | 2,445.62 |
| Total for 345 - FFA: | | | | | 2,445.62 |

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2021 to 11/30/2021.

| 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/> 350 Foreign Language <hr/> | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033993 Printed | 11/05/2021 11/05/2021 | Kelsea Blevins | No | 60321670 | Kim Williams Day of the Dead supplies | 29.34 |
| <hr/> 360 Speech <hr/> | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033991 Printed | 11/05/2021 11/05/2021 | Ideal Market | No | Oct 21 #1492 | Kim Williams concession supplies | 19.24 |
| 034007 Printed | 11/05/2021 11/05/2021 | U.S. Bank | No | 066912 | Kim Williams concessions pizza (Caseys) | 99.90 |
| Total for SPS - Superior Public Schools: | | | | | | 119.14 |
| Total for 360 - Speech: | | | | | | 119.14 |
| <hr/> 365 Student Council <hr/> | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033989 Printed | 11/05/2021 11/05/2021 | Gail Anne Aurand | No | 11042021 | Kim Williams repair of gift bearer outfits | 15.00 |
| 033991 Printed | 11/05/2021 11/05/2021 | Ideal Market | No | Oct 21 #1474 | Kim Williams Homecoming dance, project supplies | 218.22 |
| 033998 Printed | 11/05/2021 11/05/2021 | Linpepco-Hastings | No | Oct 21 60601 | Kim Williams machine drinks | 138.80 |
| 034003 Printed | 11/05/2021 11/05/2021 | Superior Pharmacy | No | 390239 | Kim Williams Homecoming photos | 1.44 |
| 034007 Printed | 11/05/2021 11/05/2021 | U.S. Bank | No | 054114 | Kim Williams Homecoming pizza (Caseys) | 111.89 |
| Total for SPS - Superior Public Schools: | | | | | | 485.35 |
| Total for 365 - Student Council: | | | | | | 485.35 |

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2021 to 11/30/2021.

| 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 |
|---|---|--------------------------|-------|----------------|--|--------|
| 500 Elementary K-5 | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 033991 Printed | 11/05/2021 11/05/2021 | Ideal Market | No | Oct 21 #1227 | Kim Williams Classroom of the Quarter donuts | 8.93 |
| 033991 Printed | 11/05/2021 11/05/2021 | Ideal Market | No | Oct 21 1227 | Kim Williams Classroom treats | 32.78 |
| 034007 Printed | 11/05/2021 11/05/2021 | U.S. Bank | No | 20248473 | Kim Williams student treats (Walmart) | 37.02 |
| Total for SPS - Superior Public Schools: | | | | | | 78.73 |
| Total for 500 - Elementary K-5: | | | | | | 78.73 |
| 501 Elementary PBiS | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 034007 Printed | 11/05/2021 11/05/2021 | U.S. Bank | No | 2046100 | Kim Williams PBiS pizza party (Caseys) | 59.95 |
| 503 Kids' Club | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 033991 Printed | 11/05/2021 11/05/2021 | Ideal Market | No | Oct 2021 #1227 | Kim Williams concession supplies | 82.53 |
| 505 Middle School | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 033987 Printed | 11/05/2021 11/05/2021 | Dave's Place | No | 40788 | Kim Williams pizza for MS carnival | 45.00 |
| 033991 Printed | 11/05/2021 11/05/2021 | Ideal Market | No | Oct 21 #1226 | Kim Williams supplies for MS carnival | 63.22 |
| 034020 Printed | 11/16/2021 11/16/2021 | Katrina Hansen | No | 57207810 | Kim Williams Halloween carnival food & prizes | 59.83 |
| Total for SPS - Superior Public Schools: | | | | | | 168.05 |
| Total for 505 - Middle School: | | | | | | 168.05 |
| 511 Secondary PBiS | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 033991 Printed | 11/05/2021 11/05/2021 | Ideal Market | No | Oc 21 #658 | Kim Williams PBiS incentives | 19.02 |

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2021 to 11/30/2021.

| 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 |
|---|---|--------------------------|-------|----------------|--|--------|
| 522 Class of 2022 | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033996 Printed | 11/05/2021 11/05/2021 | Melissa Schuster | No | 3449240-2 | Kim Williams postage to send Josten's forms | 2.56 |
| 523 Class of 2023 | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033991 Printed | 11/05/2021 11/05/2021 | Ideal Market | No | Oct 2021 #265 | Kim Williams concession supplies | 33.96 |
| 525 Class of 2025 | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 034002 Printed | 11/05/2021 11/05/2021 | Superior Ace Hardware | No | 217057/1 | Kim Williams lime for painting paws | 79.96 |
| 630 Music | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033984 Printed | 11/05/2021 11/05/2021 | Amazon Capital Services | No | 14PC-LFWX-4NM6 | Kim Williams clarinet swabs | 34.95 |
| 033984 Printed | 11/05/2021 11/05/2021 | Amazon Capital Services | No | 19G1-4GX1-93PT | Kim Williams practice bell set | 59.95 |
| 033990 Printed | 11/05/2021 11/05/2021 | Holiday Cleaners | No | 183298 | Kim Williams uniform dry cleaning | 519.65 |
| 034002 Printed | 11/05/2021 11/05/2021 | Superior Ace Hardware | No | 216957/1 | Kim Williams drum screws | 4.59 |
| 034007 Printed | 11/05/2021 11/05/2021 | U.S. Bank | No | 363676189 | Kim Williams Honor Choir music (JW Pepper) | 5.85 |
| 034007 Printed | 11/05/2021 11/05/2021 | U.S. Bank | No | 363662093 | Kim Williams Honor Choir music (JW Pepper) | 20.00 |
| 034030 Printed | 11/16/2021 11/16/2021 | Yandas Music & Pro Audio | No | 557219 | Kim Williams trumpet repair | 35.00 |
| Total for SPS - Superior Public Schools: | | | | | | 679.99 |
| Total for 630 - Music: | | | | | | 679.99 |

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2021 to 11/30/2021.

| Activity ID | Activity Name | Site ID | Site Name | Check # | Issue Date | Vendor Name | Approved by | Status | Status Date | PO Number | 1099? | Invoice Number | Description | Amount |
|-------------|-------------------------|---------|-----------|---------|------------|------------------------------|--------------|---------|-------------|-----------|-------|----------------|----------------------------------|--------|
| 640 | Flashlight | | | | | | | | | | | | | |
| SPS | Superior Public Schools | | | | | | | | | | | | | |
| 034004 | | | | | 11/05/2021 | Superior Publishing Co., Inc | Kim Williams | Printed | 11/05/2021 | | No | October 2021 | Flashlight printing, advertising | 168.00 |
| 860 | Teachers' Workroom | | | | | | | | | | | | | |
| SPS | Superior Public Schools | | | | | | | | | | | | | |
| 033998 | | | | | 11/05/2021 | Linpepco-Hastings | Kim Williams | Printed | 11/05/2021 | | No | Oct 21 61105 | machine drinks | 111.20 |

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2021 to 11/30/2021.

| 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/> | | | | | | |
| 880 | Wildcat Food | | | | | |
| <hr/> | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033984 Printed | 11/05/2021 11/05/2021 | Amazon Capital Services | No | 1KL7-QTV9- Q4WQ | Kim Williams popcorn oil | 176.68 |
| 033984 Printed | 11/05/2021 11/05/2021 | Amazon Capital Services | No | 1PCG-1WQ1- 349L | Kim Williams ring pops | 48.99 |
| 033991 Printed | 11/05/2021 11/05/2021 | Ideal Market | No | Oct 21 #265 | Kim Williams concession supplies | 428.06 |
| 033998 Printed | 11/05/2021 11/05/2021 | Linpepco-Hastings | No | Oct 21 60832 | Kim Williams concession drinks | 944.85 |
| 034001 Printed | 11/05/2021 11/05/2021 | S.N.A.C. | No | 10302021 | Kim Williams VB concessions profit | 317.00 |
| 034014 Printed | 11/12/2021 11/12/2021 | Ozark Delight Candy Co., Inc | No | 0182608 | Kim Williams concession lollipops | 224.35 |
| 034017 Printed | 11/12/2021 11/12/2021 | Superior Historic Redevelopment | No | 11092021 | Kim Williams JHGGB concession proceeds | 252.87 |
| 034018 Printed | 11/16/2021 11/16/2021 | Alaina Brown | No | 111321 | Kim Williams JHWR concessions profit 11/13/21 | 284.76 |
| 034022 Printed | 11/16/2021 11/16/2021 | Megan McMeen | No | 111321 | Kim Williams JHWR concessions profit 11/13/21 | 145.15 |
| 034024 Printed | 11/16/2021 11/16/2021 | Ozark Delight Candy Co., Inc | No | 0182858-IN | Kim Williams concessions lollipops | 224.35 |
| 034027 Printed | 11/16/2021 11/16/2021 | SYAA | No | 11142021 | Kim Williams SYAA BB concessions 11/14/21 | 1,487.43 |
| 034028 Printed | 11/16/2021 11/16/2021 | Sysco Lincoln | No | 361996391 | Kim Williams concessions supplies | 467.41 |
| 034031 Printed | 11/16/2021 11/16/2021 | Ideal Market | No | Sept 2021 #1492 9/2 | Kim Williams charge-butter, napkins, foam plates | 18.79 |
| Total for SPS - Superior Public Schools: | | | | | | 5,020.69 |
| Total for 880 - Wildcat Food: | | | | | | 5,020.69 |
| Grand Total : | | | | | | 20,398.56 |

Superior Public Schools

November 2021 Revenue Budget Report

| Account Code | Description | November 2021 Receipts | 2021-2022 Budget | Actual (YTD) | Available (YTD) | % of Budget Received |
|--|--------------------------------|------------------------|-------------------------|-------------------------|-------------------------|----------------------|
| 01-1-01100-000-000 | Local Property Taxes | (\$38,411.18) | (\$4,388,900.00) | (\$1,324,120.74) | (\$3,064,779.26) | 30.16 |
| 01-1-01115-000-000 | Carline Tax | \$0.00 | (\$4,300.00) | (\$1,285.73) | (\$3,014.27) | 29.90 |
| 01-1-01120-000-000 | Pub Power 5% Gross | \$0.00 | (\$7,000.00) | \$0.00 | (\$7,000.00) | 0.00 |
| 01-1-01125-000-000 | Motor Vehicle Taxes | (\$15,573.97) | (\$225,000.00) | (\$52,102.49) | (\$172,897.51) | 23.15 |
| 01-1-01140-000-000 | Pen/Int on Delinquent Taxes | (\$984.54) | \$0.00 | (\$3,122.03) | \$3,122.03 | 0.00 |
| 01-1-01331-000-000 | Tuition Otr Dist Reg Ed | \$0.00 | (\$50,000.00) | \$0.00 | (\$50,000.00) | 0.00 |
| 01-1-01510-000-000 | Interest | (\$289.98) | (\$15,000.00) | (\$1,134.00) | (\$13,866.00) | 7.56 |
| 01-1-01911-000-000 | Local License Fees | \$0.00 | (\$1,500.00) | (\$300.00) | (\$1,200.00) | 20.00 |
| 01-1-01920-000-000 | Donations | \$0.00 | \$0.00 | (\$15,950.00) | \$15,950.00 | 0.00 |
| 01-1-01955-000-000 | Postsecondary Receipts | \$0.00 | \$0.00 | (\$750.00) | \$750.00 | 0.00 |
| 01-1-01990-000-000 | Other Local Receipts | \$0.00 | (\$15,000.00) | (\$204.00) | (\$14,796.00) | 1.36 |
| 01-1-02110-000-000 | Co Fines & License Fees | (\$2,461.21) | (\$17,000.00) | (\$6,596.72) | (\$10,403.28) | 38.80 |
| 01-1-02210-000-000 | ESU Receipts | \$0.00 | (\$2,500.00) | \$0.00 | (\$2,500.00) | 0.00 |
| 01-1-03110-000-000 | State Aid | (\$112,753.00) | (\$1,127,531.00) | (\$338,259.00) | (\$789,272.00) | 29.99 |
| 01-1-03120-000-000 | Sped - School Age | \$0.00 | (\$400,000.00) | \$0.00 | (\$400,000.00) | 0.00 |
| 01-1-03125-000-000 | Sped Transport - SA | \$0.00 | (\$32,000.00) | \$0.00 | (\$32,000.00) | 0.00 |
| 01-1-03132-000-000 | Personal Prop Tax Credit | \$0.00 | \$0.00 | (\$2.65) | \$2.65 | 0.00 |
| 01-1-03133-000-000 | Nameplate Capacity | \$0.00 | (\$2,000.00) | \$0.00 | (\$2,000.00) | 0.00 |
| 01-1-03180-000-000 | Pro-Rate Motor Vehicle | \$0.00 | (\$9,000.00) | (\$1,556.93) | (\$7,443.07) | 17.29 |
| 01-1-03400-000-000 | State Apportionment | \$0.00 | (\$50,000.00) | \$0.00 | (\$50,000.00) | 0.00 |
| 01-1-03535-000-000 | High Ability Learners | (\$5,014.00) | (\$4,946.00) | (\$5,014.00) | \$68.00 | 101.37 |
| 01-1-04310-000-000 | REAP | (\$6,269.57) | \$0.00 | (\$6,269.57) | \$6,269.57 | 0.00 |
| 01-1-04505-000-000 | Title I | \$0.00 | (\$80,000.00) | \$0.00 | (\$80,000.00) | 0.00 |
| 01-1-04509-000-000 | Title II A | \$0.00 | (\$20,000.00) | \$0.00 | (\$20,000.00) | 0.00 |
| 01-1-04516-000-000 | IDEA Presc (619) Base, E/P | \$0.00 | (\$4,000.00) | \$0.00 | (\$4,000.00) | 0.00 |
| 01-1-04518-000-000 | IDEA Part B (611) Base, E/P | \$0.00 | (\$96,000.00) | (\$25,442.00) | (\$70,558.00) | 26.50 |
| 01-1-04525-000-000 | Fed Voc (Carl Perkins) | \$0.00 | (\$9,000.00) | \$0.00 | (\$9,000.00) | 0.00 |
| 01-1-04531-000-000 | Title IV, Part B, 21st Century | \$0.00 | (\$10,000.00) | \$0.00 | (\$10,000.00) | 0.00 |
| 01-1-04708-000-000 | MIPS | \$0.00 | (\$15,000.00) | \$0.00 | (\$15,000.00) | 0.00 |
| 01-1-04709-000-000 | MAAPS | \$0.00 | (\$10,000.00) | \$0.00 | (\$10,000.00) | 0.00 |
| 01-1-04997-000-000 | ESSER II | \$0.00 | (\$165,000.00) | \$0.00 | (\$165,000.00) | 0.00 |
| 01-1-04998-000-000 | ESSER III | \$0.00 | (\$558,500.00) | \$0.00 | (\$558,500.00) | 0.00 |
| 01-1-05300-000-000 | Sale Of Property | \$0.00 | (\$100.00) | \$0.00 | (\$100.00) | 0.00 |
| Subtotal 01 - General Fund | | (\$181,757.45) | (\$7,319,277.00) | (\$1,782,109.86) | (\$5,537,167.14) | 24.35 |
| | | | | | | |
| 02-1-01510-000-000 | Interest | (\$55.00) | (\$1,600.00) | (\$173.93) | (\$1,426.07) | 10.87 |
| Subtotal 02 - Depreciation Fund | | (\$55.00) | (\$1,600.00) | (\$173.93) | (\$1,426.07) | 10.87 |

| | | | | | | |
|--|-----------------------------|-----------------------|--------------------------|-------------------------|-------------------------|--------------|
| 03-1-01510-000-000 | Interest On Account | (\$1.56) | (\$50.00) | (\$5.36) | (\$44.64) | 10.72 |
| Subtotal 03 - Employee Benefit Fund | | (\$1.56) | (\$50.00) | (\$5.36) | (\$44.64) | 10.72 |
| 06-1-01510-000-000 | Interest On Account | (\$2.66) | (\$25.00) | (\$8.01) | (\$16.99) | 32.04 |
| 06-1-01611-000-000 | Student Lunch | \$0.00 | (\$4,000.00) | \$0.00 | (\$4,000.00) | 0.00 |
| 06-1-01612-000-000 | Student Breakfast | \$0.00 | (\$1,000.00) | \$0.00 | (\$1,000.00) | 0.00 |
| 06-1-01620-000-000 | Extra Items (A La Carte) | (\$2,113.41) | (\$15,000.00) | (\$5,754.77) | (\$9,245.23) | 38.36 |
| 06-1-01990-000-000 | Other Local (Misc) | (\$5.00) | (\$1,250.00) | (\$255.69) | (\$994.31) | 20.45 |
| 06-1-03150-000-000 | State Lunch Reimb | \$0.00 | (\$1,500.00) | \$0.00 | (\$1,500.00) | 0.00 |
| 06-1-04210-000-000 | Federal Reimbursement | (\$30,577.42) | (\$230,000.00) | (\$83,409.86) | (\$146,590.14) | 36.26 |
| Subtotal 06 - School Nutrition Fund | | (\$32,698.49) | (\$252,775.00) | (\$89,428.33) | (\$163,346.67) | 35.38 |
| 07-1-01100-000-000 | Property Tax | (\$4,660.45) | (\$530,000.00) | (\$160,932.91) | (\$369,067.09) | 30.36 |
| 07-1-01115-000-000 | Carline Tax | \$0.00 | (\$400.00) | (\$156.27) | (\$243.73) | 39.06 |
| 07-1-01140-000-000 | Pen/Int on Delinquent Taxes | (\$150.31) | (\$1,000.00) | (\$410.55) | (\$589.45) | 41.05 |
| 07-1-01510-000-000 | Interest | (\$169.62) | (\$1,000.00) | (\$487.13) | (\$512.87) | 48.71 |
| 07-1-03132-000-000 | Personal Prop Tax Credit | \$0.00 | \$0.00 | (\$0.31) | \$0.31 | 0.00 |
| 07-1-03180-000-000 | Pro Rate MV | \$0.00 | (\$900.00) | (\$189.24) | (\$710.76) | 21.02 |
| Subtotal 07 - Bond Fund | | (\$4,980.38) | (\$533,300.00) | (\$162,176.41) | (\$371,123.59) | 30.41 |
| 08-1-01100-000-000 | Property Tax | (\$4,304.64) | (\$600,000.00) | (\$147,665.04) | (\$452,334.96) | 24.61 |
| 08-1-01115-000-000 | Carline Tax | \$0.00 | (\$500.00) | (\$143.38) | (\$356.62) | 28.67 |
| 08-1-01140-000-000 | Pen/Int on Delinquent Taxes | (\$143.10) | (\$1,000.00) | (\$371.69) | (\$628.31) | 37.16 |
| 08-1-01510-000-000 | Interest | (\$129.44) | (\$600.00) | (\$342.78) | (\$257.22) | 57.13 |
| 08-1-01920-000-000 | Donations | \$0.00 | (\$10,000.00) | \$0.00 | (\$10,000.00) | 0.00 |
| 08-1-03132-000-000 | Personal Prop Tax Credit | \$0.00 | \$0.00 | (\$0.29) | \$0.29 | 0.00 |
| 08-1-03180-000-000 | Pro Rate MV | \$0.00 | (\$900.00) | (\$173.62) | (\$726.38) | 19.29 |
| 08-1-04997-000-000 | ESSER II | (\$88,400.00) | \$0.00 | (\$88,400.00) | \$88,400.00 | 0.00 |
| 08-1-05400-000-000 | Loan Proceeds | \$0.00 | (\$3,000,000.00) | \$0.00 | (\$3,000,000.00) | 0.00 |
| Subtotal 08 - Special Building Fund | | (\$92,977.18) | (\$3,613,000.00) | (\$237,096.80) | (\$3,375,903.20) | 6.56 |
| 09-1-01100-000-000 | Property Tax | \$0.00 | \$0.00 | (\$4.65) | \$4.65 | 0.00 |
| 09-1-01140-000-000 | Pen/Int on Delinquent Taxes | \$0.00 | \$0.00 | (\$3.19) | \$3.19 | 0.00 |
| 09-1-01510-000-000 | Interest | \$0.00 | \$0.00 | (\$0.05) | \$0.05 | 0.00 |
| Subtotal 09 - QCPUF | | \$0.00 | \$0.00 | (\$7.89) | \$7.89 | 0.00 |
| Grand Total | | (\$312,470.06) | (\$11,720,002.00) | (\$2,270,998.58) | (\$9,449,003.42) | 19.38 |

Superior Public Schools

November 2021 Expense Budget Report

| Account Description | November 2021 Expenditures | Adopted Budget | YTD Expenditures | Available | % of Budget Spent |
|---|----------------------------|----------------|------------------|----------------|-------------------|
| GENERAL FUND | | | | | |
| 01100 - Regular Instruction | \$231,800.24 | \$3,136,360.00 | \$691,908.32 | \$2,444,451.68 | 22.06 |
| 01125 - Academic Intervention (Flex-Spending) | \$0.00 | \$6,950.00 | \$0.00 | \$6,950.00 | 0.00 |
| 01150 - Limited English Proficiency | \$532.55 | \$5,650.00 | \$1,617.61 | \$4,032.39 | 28.63 |
| 01160 - Poverty Programs | \$19,241.21 | \$220,100.00 | \$59,298.26 | \$160,801.74 | 26.94 |
| 01200 - Special Education - School Age | \$71,426.07 | \$905,500.00 | \$204,891.73 | \$700,608.27 | 22.63 |
| 01291 - Special Education - Ages 3-5 | \$6,772.59 | \$159,500.00 | \$33,745.80 | \$125,754.20 | 21.16 |
| 01292 - Special Education - Ages 0-2 | \$6,435.98 | \$35,000.00 | \$13,571.37 | \$21,428.63 | 38.78 |
| 01300 - Summer School | \$0.00 | \$27,740.00 | \$0.00 | \$27,740.00 | 0.00 |
| 01400 - Adult Education | \$0.00 | \$3,200.00 | \$0.00 | \$3,200.00 | 0.00 |
| 02110 - Attendance/Social Work Services | \$0.00 | \$10,000.00 | \$0.00 | \$10,000.00 | 0.00 |
| 02120 - Guidance Services | \$7,151.33 | \$124,800.00 | \$23,036.65 | \$101,763.35 | 18.46 |
| 02130 - Health Services | \$868.18 | \$16,700.00 | \$3,694.96 | \$13,005.04 | 22.13 |
| 02140 - Psychological Services | \$0.00 | \$20,000.00 | \$4,471.65 | \$15,528.35 | 22.36 |
| 02141 - Psychological Services - School Age | \$16,323.99 | \$80,000.00 | \$17,596.01 | \$62,403.99 | 22.00 |
| 02142 - Psychological Services - Ages 3-5 | \$497.96 | \$5,000.00 | \$768.31 | \$4,231.69 | 15.37 |
| 02143 - Psychological Services - Ages 0-2 | \$0.00 | \$4,000.00 | \$0.00 | \$4,000.00 | 0.00 |
| 02151 - Speech Path and Deaf Ed - School Age | \$24,544.09 | \$246,200.00 | \$40,222.60 | \$205,977.40 | 16.34 |
| 02152 - Speech Path and Deaf Ed - Ages 3-5 | \$1,760.87 | \$32,300.00 | \$5,282.61 | \$27,017.39 | 16.35 |
| 02153 - Speech Path and Deaf Ed - Ages 0-2 | \$5,123.06 | \$20,000.00 | \$10,024.87 | \$9,975.13 | 50.12 |
| 02161 - Occupational Therapy- School Age | \$0.00 | \$22,000.00 | \$196.49 | \$21,803.51 | 0.89 |
| 02162 - Occupational Therapy - Ages 3-5 | \$0.00 | \$8,000.00 | \$0.00 | \$8,000.00 | 0.00 |
| 02163 - Occupational Therapy-Ages 0-2 | \$0.00 | \$4,000.00 | \$42.35 | \$3,957.65 | 1.06 |
| 02171 - Physical Therapy - School Age | \$0.00 | \$13,000.00 | \$2,073.75 | \$10,926.25 | 15.95 |
| 02172 - Physical Therapy-Ages 3-5 | \$0.00 | \$4,000.00 | \$632.00 | \$3,368.00 | 15.80 |
| 02173 - Physical Therapy-Ages 0-2 | \$0.00 | \$2,000.00 | \$434.50 | \$1,565.50 | 21.73 |
| 02181 - Vision Services - School Age | \$519.35 | \$5,000.00 | \$519.35 | \$4,480.65 | 10.39 |
| 02190 - Student Activities | \$1,681.01 | \$33,000.00 | \$5,095.65 | \$27,904.35 | 15.44 |
| 02212 - Instruction/Curriculum Development | \$3,260.40 | \$55,500.00 | \$12,620.80 | \$42,879.20 | 22.74 |
| 02213 - Instructional Staff Training | \$350.00 | \$14,000.00 | \$3,486.75 | \$10,513.25 | 24.91 |
| 02220 - Library/Media Services | \$9,198.72 | \$119,500.00 | \$31,655.05 | \$87,844.95 | 26.49 |
| 02224 - Educational Television Services | \$305.49 | \$5,000.00 | \$916.47 | \$4,083.53 | 18.33 |
| 02230 - Instruction-Related Technology | \$8,859.95 | \$134,500.00 | \$30,262.96 | \$104,237.04 | 22.50 |
| 02240 - Academic Student Assessment | \$0.00 | \$1,500.00 | \$0.00 | \$1,500.00 | 0.00 |
| 02310 - Board of Education | \$70.40 | \$35,000.00 | \$9,895.45 | \$25,104.55 | 28.27 |
| 02320 - Superintendent | \$19,056.46 | \$260,000.00 | \$58,232.40 | \$201,767.60 | 22.40 |
| 02330 - District Legal Services | \$0.00 | \$12,000.00 | \$933.00 | \$11,067.00 | 7.78 |
| 02410 - Principal | \$31,020.94 | \$390,000.00 | \$96,655.39 | \$293,344.61 | 24.78 |
| 02510 - Business Office | \$11,442.82 | \$173,800.00 | \$57,671.63 | \$116,128.37 | 33.18 |

| | | | | | |
|--|---------------------|-----------------------|-----------------------|-----------------------|--------|
| 02530 - Publishing Services | \$0.00 | \$1,000.00 | \$0.00 | \$1,000.00 | 0.00 |
| 02570 - Personnel Services | \$0.00 | \$5,200.00 | \$292.95 | \$4,907.05 | 5.63 |
| 02610 - Custodial | \$23,780.02 | \$388,000.00 | \$98,604.52 | \$289,395.48 | 25.41 |
| 02620 - Building Maintenance | \$12,888.40 | \$407,000.00 | \$51,458.53 | \$355,541.47 | 12.64 |
| 02630 - Grounds Maintenance | \$1,204.91 | \$80,000.00 | \$6,578.59 | \$73,421.41 | 8.22 |
| 02650 - Non-Pupil Vehicle | \$813.84 | \$11,500.00 | \$2,481.41 | \$9,018.59 | 21.58 |
| 02660 - Security | \$1,055.00 | \$17,000.00 | \$2,837.00 | \$14,163.00 | 16.69 |
| 02670 - Safety | \$0.00 | \$8,000.00 | \$8,776.48 | (\$776.48) | 109.71 |
| 02710 - Regular Transportation | \$123,299.50 | \$464,300.00 | \$164,657.14 | \$299,642.86 | 35.46 |
| 02712 - School Age SPED Transportation | \$4,931.08 | \$62,700.00 | \$14,991.33 | \$47,708.67 | 23.91 |
| 02713 - Preschool Transportation | \$1,901.87 | \$28,300.00 | \$6,881.44 | \$21,418.56 | 24.32 |
| 02730 - Regular Vehicle Maintenance | \$2,132.50 | \$29,200.00 | \$5,405.68 | \$23,794.32 | 18.51 |
| 02732 - School Age SPED Vehicle Maintenance | \$0.00 | \$11,000.00 | \$423.00 | \$10,577.00 | 3.85 |
| 02733 - Preschool Vehicle Maintenance | \$0.00 | \$5,000.00 | \$56.80 | \$4,943.20 | 1.14 |
| 03535 - High Ability Learners | \$2,680.85 | \$40,000.00 | \$3,362.55 | \$36,637.45 | 8.41 |
| 06200 - Title IA | \$8,605.78 | \$112,200.00 | \$29,859.68 | \$82,340.32 | 26.61 |
| 06310 - Title IIA | \$8,462.00 | \$26,500.00 | \$25,386.00 | \$1,114.00 | 95.80 |
| 06406 - IDEA Preschool (619) Base Allocation | \$0.00 | \$4,000.00 | \$0.00 | \$4,000.00 | 0.00 |
| 06408 - IDEA Part B (611) | \$8,405.33 | \$108,200.00 | \$25,215.99 | \$82,984.01 | 23.30 |
| 06421 - IDEA ARP Part B 611 | \$7,404.01 | | \$7,404.01 | (\$7,404.01) | |
| 06422 - IDEA ARP Part B 619 | \$495.78 | | \$495.78 | (\$495.78) | |
| 06968 - 21st Century Learning | \$4,798.73 | \$76,400.00 | \$13,626.32 | \$62,773.68 | 17.84 |
| 06992 - REAP | \$6,269.57 | \$30,000.00 | \$6,269.57 | \$23,730.43 | 20.90 |
| 06997 - ESSER II | \$6,170.25 | \$83,000.00 | \$18,510.98 | \$64,489.02 | 22.30 |
| 06998 - ESSER III | \$79,613.29 | \$404,700.00 | \$119,588.62 | \$285,111.38 | 29.55 |
| 08000 - Transfers (Outgoing) | \$0.00 | \$55,000.00 | \$0.00 | \$55,000.00 | 0.00 |
| | \$783,156.37 | \$8,809,000.00 | \$2,034,619.11 | \$6,774,380.89 | |
| | \$783,156.37 | \$8,809,000.00 | \$2,034,619.11 | \$6,774,380.89 | 23.10% |
| | | | | | |
| Depreciation Fund | | | | | |
| 02900 - Other Support Services | \$0.00 | \$759,522.00 | \$126,952.52 | \$632,569.48 | 16.71 |
| | \$0.00 | \$759,522.00 | \$126,952.52 | \$632,569.48 | |
| | \$0.00 | \$759,522.00 | \$126,952.52 | \$632,569.48 | |
| | | | | | |
| Employee Benefit Fund | | | | | |
| 02900 - Other Support Services | \$0.00 | \$95,630.00 | \$57,720.00 | \$37,910.00 | 60.36 |
| | \$0.00 | \$95,630.00 | \$57,720.00 | \$37,910.00 | |
| | \$0.00 | \$95,630.00 | \$57,720.00 | \$37,910.00 | |
| | | | | | |
| School Nutrition Fund | | | | | |
| 03100 - Food Services Operations | \$32,333.37 | \$320,000.00 | \$97,966.89 | \$222,033.11 | 30.61 |
| | \$32,333.37 | \$320,000.00 | \$97,966.89 | \$222,033.11 | |
| | \$32,333.37 | \$320,000.00 | \$97,966.89 | \$222,033.11 | |

| | | | | | |
|---|---------------------|------------------------|-----------------------|------------------------|------|
| Bond Fund | | | | | |
| 05000 - Debt Service | \$0.00 | \$530,000.00 | \$0.00 | \$530,000.00 | 0.00 |
| | \$0.00 | \$530,000.00 | \$0.00 | \$530,000.00 | |
| | \$0.00 | \$530,000.00 | \$0.00 | \$530,000.00 | |
| | | | | | |
| Special Building Fund | | | | | |
| 02620 - Building Maintenance | \$0.00 | \$955,787.00 | \$0.00 | \$955,787.00 | 0.00 |
| 02670 - Safety | \$0.00 | | \$7,500.00 | (\$7,500.00) | |
| 04100 - Land Acquisition | \$0.00 | \$200,000.00 | \$0.00 | \$200,000.00 | 0.00 |
| 04700 - Building Improvements | \$0.00 | \$3,000,000.00 | \$53,400.00 | \$2,946,600.00 | 1.78 |
| 06997 - ESSER II | \$0.00 | | \$88,400.00 | (\$88,400.00) | |
| | \$0.00 | \$4,155,787.00 | \$149,300.00 | \$4,006,487.00 | |
| | \$0.00 | \$4,155,787.00 | \$149,300.00 | \$4,006,487.00 | |
| | | | | | |
| QCPUF | | | | | |
| 04500 - Building Acquisition and Construction | \$0.00 | \$509.00 | \$0.00 | \$509.00 | 0.00 |
| | \$0.00 | \$509.00 | \$0.00 | \$509.00 | |
| | \$0.00 | \$509.00 | \$0.00 | \$509.00 | |
| | \$815,489.74 | \$14,670,448.00 | \$2,466,558.52 | \$12,203,889.48 | |

Superior Public Schools

December 2021 Checks for Payment Listing

| Payee | Description | Amount |
|--|--|------------|
| Alexander Motors, Inc | PALLS Van 7 inspection | \$31.00 |
| Alexander Motors, Inc | PALLS Van 8 inspection | \$31.00 |
| Alexander Motors, Inc | SPED Bus 17 inspection | \$31.00 |
| Alexander Motors, Inc | SPED '10 Impala inspection | \$31.00 |
| Alexander Motors, Inc | 16 bus/van/car inspections | \$496.00 |
| Amazon Capital Services | PK storage bins | \$37.93 |
| Amazon Capital Services | Loucks supplies | \$39.99 |
| Amazon Capital Services | Casper supplies | \$25.98 |
| Amazon Capital Services | Kids Club supplies | \$176.15 |
| Amazon Capital Services | Kids Club supplies | \$27.98 |
| Amazon Capital Services | thermometer covers | \$35.04 |
| Amazon Capital Services | Matthews laptop battery | \$39.71 |
| Amazon Capital Services | K iPad cases | \$186.89 |
| Amazon Capital Services | Library books, supplies | \$418.41 |
| Amazon Capital Services | video production supplies | \$44.49 |
| Amazon Capital Services | video production supplies | \$89.99 |
| Amazon Capital Services | PK supplies | \$20.86 |
| Amazon Capital Services | Henry textbooks | \$249.69 |
| Amazon Capital Services | chargers-Arsenian, Kottmeyer | \$29.98 |
| Amazon Capital Services | video production supplies | \$311.77 |
| Amazon Capital Services | Elem office supplies | \$139.53 |
| Apple Inc. | Kindergarten iPads | \$2,990.00 |
| Apple Inc. | Chadwell iPad | \$299.00 |
| ASK Supply Company | custodial supplies | \$1,078.65 |
| ASK Supply Company | flags | \$131.70 |
| ASK Supply Company | custodial supplies | \$2,839.94 |
| ASK Supply Company | custodial supplies | \$247.10 |
| ASK Supply Company | floor scrubber parts | \$255.00 |
| B-Green Lawn Care | Application #4 | \$1,850.00 |
| Betka Plumbing, Heating & Air Conditioning | drain & toilet repairs | \$1,248.46 |
| Bomgaars Supply | maintenance supplies | \$10.36 |
| Bomgaars Supply | drill bit | \$21.99 |
| Bomgaars Supply | bolts-bus barn | \$1.45 |
| Brian Faust | CPI staff training | \$500.00 |
| Brodstone Memorial Hospital | Heller bus physical | \$190.00 |
| Brodstone Memorial Hospital | Nov 2021 LMHP services | \$2,447.07 |
| Brodstone Memorial Hospital | Nov 2021 Nursing services | \$759.41 |
| Brodstone Memorial Hospital | Nov 2021 PT services | \$2,508.25 |
| Brodstone Memorial Hospital | Oct 2021 LMHP services | \$2,483.51 |
| Brodstone Memorial Hospital | Oct 2021 PT services | \$1,639.25 |
| Central Community College | Fall 2021 26 student tuitions | \$5,028.00 |
| Computer Hardware | Chromebook repair | \$199.00 |
| Computer Hardware | Chromebook repair | \$239.00 |
| Cooperative Producers, Inc | Van gas | \$58.07 |
| Cornhusker International Trucks, Inc | Bus 20 part | \$67.36 |
| CPI | NCI training renewal-Faust | \$1,199.00 |
| Curriculum Leadership Institute | 2021-22 pymt 6 | \$2,850.00 |
| Eakes Office Solutions | custodial supplies | \$318.94 |
| Eakes Office Solutions | copy charges | \$4,363.79 |
| Educational Design Solutions | Lexia student licenses | \$1,282.20 |
| Educational Service Unit #9 | Blackstone PLC | \$15.00 |
| Educational Service Unit #9 | Math Cadre-Henry, Kuhlmann, Ehlers, Renz | \$280.00 |
| Educational Service Unit #9 | Oct 21 BAF Psych | \$1,717.79 |
| Educational Service Unit #9 | Oct 2021 BAF SLP | \$2,395.70 |

| | | |
|-------------------------------------|---|-------------|
| Educational Service Unit #9 | Oct 2021 Deaf Educator | \$465.00 |
| Educational Service Unit #9 | Oct 2021 Homebase | \$3,345.82 |
| Educational Service Unit #9 | Oct 21 School Age Psych | \$7,791.04 |
| Educational Service Unit #9 | Oct 21 School Age SLP | \$10,800.93 |
| Educational Service Unit #9 | Oct 21 Vision Consultant | \$942.50 |
| Energized Electric | HVAC repair | \$65.00 |
| Energized Electric | outlet installation | \$139.36 |
| First National Capital Markets, Inc | 2020-2021 EFAST NDE Budget Submissions | \$2,500.00 |
| Glenwood Telecommunications | Dec 21 internet services | \$235.95 |
| Glenwood Telecommunications | Dec 21 landlines | \$199.16 |
| Haley Coffey | screening assistance | \$568.00 |
| Harris School Solutions | 2021 tax forms | \$276.25 |
| Harris School Solutions | General Fund checks | \$246.70 |
| Hometown Leasing | Dec 21 eGold fax | \$64.63 |
| Hometown Leasing | copiers/printers lease | \$1,777.00 |
| Ideal Market | Kindergarten supplies | \$1.85 |
| Ideal Market | FCS groceries | \$56.66 |
| Ideal Market | Kids Club supplies | \$20.58 |
| Ideal Market | Kids Club supplies | \$9.84 |
| Ideal Market | water for bus barn | \$20.70 |
| Ideal Market | cups & plates | \$19.13 |
| Ideal Market | Kids Club supplies | \$78.67 |
| Ideal Market | Kids Club supplies | \$24.17 |
| Integrated Controls | Elem HVAC system service | \$5,018.00 |
| Jodi Fierstein | cell phone stipend | \$50.00 |
| John Druba | Oct 2021 trash service | \$600.00 |
| Kenny's Lumber and Farm Supply Inc | sound system plug | \$4.98 |
| Kenny's Lumber and Farm Supply Inc | maintenance supplies | \$506.37 |
| Kenny's Lumber and Farm Supply Inc | fiber run supplies | \$127.06 |
| KSB School Law, PC LLO | negotiations comparability | \$731.00 |
| KSB School Law, PC LLO | Title IX training | \$50.00 |
| KSB School Law, PC LLO | Nov 21 legal services | \$160.00 |
| KSB School Law, PC LLO | negotiations comparability | \$1,792.00 |
| KSB School Law, PC LLO | Oct 2021 legal services | \$432.00 |
| Lawson Products | custodial supplies | \$232.01 |
| LEA Account | reimb-Bus 22 Title fee | \$10.00 |
| Logan Christianity | cell phone stipend | \$50.00 |
| Lost Creek Welding | welding iron | \$948.66 |
| Lou's Sporting Goods | staff shirts | \$239.34 |
| Lunch Fund | Nov 21 Kindergarten snacks | \$117.40 |
| Lunch Fund | Nov 21 PK snacks | \$385.94 |
| Lunch Fund | Nov 21 SPED snacks | \$24.16 |
| Lunch Fund | PK snack milk | \$51.09 |
| Marty Kobza | cell phone stipend | \$50.00 |
| Matheson Tri-Gas Inc | welding gas | \$94.82 |
| Matheson Tri-Gas Inc | welding gas monthly | \$45.85 |
| Monoprice, Inc | audio enhancement install supplies | \$154.17 |
| Monoprice, Inc | audio enhancement install supplies | \$6.70 |
| Monoprice, Inc | audio enhancement install supplies | \$368.23 |
| NACTE Summit | Kobza Educator Shortage Summit | \$65.00 |
| National Art & School Supplies Inc | replace lost check-Heusinkvelt supplies | \$15.84 |
| Nebraska Assn Of School Boards | State Ed Conference registrations | \$2,324.00 |
| Nex-Tech | security cameras lease | \$725.00 |
| Nex-Tech | offsite backup | \$260.00 |
| One Source | background checks | \$65.00 |
| Petro Plus | Bus 16 brakes, tire balance | \$222.00 |
| Petro Plus | SPED Bus 17 tires | \$788.64 |
| Petro Plus | Van 3 tire repair | \$20.00 |
| Petro Plus | pick up tires | \$707.96 |

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| Petro Plus | mower gas | \$193.59 |
| Petro Plus | maintenance/staff gas | \$434.47 |
| Petro Plus | PALLS Van 7 gas | \$157.54 |
| Petro Plus | PALLS Van 8 gas | \$146.84 |
| Petro Plus | bus/van gas | \$3,268.22 |
| Petro Plus | SPED '10 Impala gas | \$281.43 |
| Petro Plus | SPED Bus 17 gas | \$845.07 |
| Pine Cove Consulting, LLC | monthly restore | \$295.00 |
| Pine Cove Consulting, LLC | monthly managed services/network | \$3,256.66 |
| Protex Central Inc | remote alarm monitoring | \$120.00 |
| Robert Cook | cell phone stipend | \$50.00 |
| Rutt's Heating & AC - Mechanical | Feb 21 HVAC repairs | \$2,771.52 |
| Rutt's Heating & AC - Mechanical | April 21 HVAC repairs | \$845.00 |
| Rutt's Heating & AC - Mechanical | Aug 2021 HVAC repairs | \$1,235.00 |
| Superior Ace Hardware | Thomas supplies | \$25.15 |
| Superior Ace Hardware | maintenance supplies | \$302.95 |
| Superior Exterminating | Sept treatment | \$233.20 |
| Superior Implement | maintenance supplies | \$39.50 |
| Superior Motor Parts | SPED Bus 17 filters | \$37.68 |
| Superior Motor Parts | bus/van maint supplies | \$309.97 |
| Superior Outdoor Power Center | grounds care supplies | \$76.68 |
| Superior Pharmacy | Tylenol | \$16.77 |
| Superior Pharmacy | thermometer covers | \$8.19 |
| Superior Publishing Co., Inc | Kitchen help ad | \$17.60 |
| Superior Publishing Co., Inc | maintenance/custodian ads | \$11.34 |
| Superior Publishing Co., Inc | building blueprint paper | \$15.00 |
| Superior Publishing Co., Inc | mtg notices/proceedings | \$97.72 |
| Superior Utilities | monthly utilities | \$8,079.82 |
| U.S. Bank | Casper/White convention meals/parking | \$105.69 |
| U.S. Bank | Hulu monthly subscription | \$69.54 |
| U.S. Bank | American Airlines-Fuller WBL flight | \$471.36 |
| U.S. Bank | McGraw-Hill SPED Reading workbooks | \$330.53 |
| U.S. Bank | NASN-McMeen dues | \$125.00 |
| U.S. Bank | TPT-Blevins class material | \$13.38 |
| U.S. Bank | speechpathology.com Trumble membership | \$99.00 |
| U.S. Bank | TPT-Lit Lab supplies | \$2.50 |
| U.S. Bank | Cornhusker-Chadwell SHAPE conference | \$112.00 |
| U.S. Bank | Kobza gas | \$90.48 |
| U.S. Bank | Cornhusker-Casper/White convention | \$224.00 |
| U.S. Bank | Premier Stop-Heusinkvelt gas | \$47.01 |
| U.S. Bank | ConnectWise remote access software | \$468.00 |
| U.S. Bank | State Education convention-lodging, meals | \$2,756.39 |
| U.S. Bank | TPT-Lit Lab | \$5.50 |
| U.S. Bank | AASA-Kobza National convention | \$805.00 |
| U.S. Bank | Lonestar Percussion-drum stand | \$88.07 |
| U.S. Bank | copyright license | \$14.99 |
| Verizon Wireless | Kids Club phone | \$51.12 |
| Verizon Wireless | maintenance phone | \$51.12 |
| Verizon Wireless | PALLS Van 7 phone | \$18.77 |
| Verizon Wireless | PALLS Van 8 phone | \$18.77 |
| Verizon Wireless | bus/van phones | \$182.51 |
| Verizon Wireless | SPED '10 impala phone | \$18.77 |
| Verizon Wireless | SPED Bus 17 phone | \$18.77 |
| WageWorks, Inc. | Oct 21 Flex plan admin fee | \$163.68 |
| Woodmaster Tools, Inc | planer | \$7,961.00 |
| Woodwards Disposal | shredding service | \$20.00 |
| | | \$128,606.40 |
| December 2021 Payroll & Benefits | | \$483,034.93 |

\$611,641.33



Superior Public Schools 2021-2022 Return to School Protocol

Superior Public Schools is committed to providing the best learning experience for our students. Our priority is to keep students safe and healthy when they are in our buildings. In an effort to balance both the safety and health of students and to continue to provide the best education possible to them, the following plan has been developed. The designation of the zones is determined by the designation of the zone within the South Heartland Health Department and by analyzing what is happening within our district boundaries. We will make a determination of the zone we are in by analyzing those two factors. Our zone may not always match the zone designated by the South Heartland Health District. If you have any questions do not hesitate to contact your school or me.

Marty Kobza, Superintendent

Operational Zones

| Tiered Responses | | | |
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| The following factors will be considered for movement from one tier to the next | | | |
| Green--DHM Phase IV--Low Risk | Yellow--DHM Phase III--Moderate Risk | Orange--DHM Phase II--Elevated Risk | Red--DHM Phase I--Pandemic |
| No Cases in school. Low number in community. No community spread A vaccine is available | Few cases in the community Low/No community Spread | Active cases in community Community Spread Several cases in the school | High Community Spread Many cases in the school |

| Building Procedures | | | |
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| Green--DHM Phase IV --Low Risk | Yellow--DHM Phase III --Moderate Risk | Orange--DHM Phase II--Elevated Risk | Red--DHM Phase I --Pandemic |
| School/Academic Plan <ul style="list-style-type: none"> School conducted as normal Buildings open | <ul style="list-style-type: none"> Increased social distancing Buildings open Classrooms/instructional space redesigned Masks are optional Isolation room for students with symptoms | <ul style="list-style-type: none"> Limited student contact Buildings open Classrooms/instructional space redesigned Masks may be required for up close, direct instruction and for spread-out, independent work Isolation room for students with symptoms | <ul style="list-style-type: none"> School buildings closed Remote learning for PK-12 students |
| Student Temperature Checks | Parents perform daily monitoring of symptoms <ul style="list-style-type: none"> 100.4 threshold (home 24 hours fever free w/o medication) When health concerns are present at school, temperature will be re-checked to verify and send home. | Parents perform daily monitoring of symptoms. <ul style="list-style-type: none"> 100.4 threshold (home 48 hours fever free w/o medication) and consultation with a school nurse. When health concerns are present at school, temperature will be re-checked to verify and send home. | Temperature checks will be conducted at school twice per day. <ul style="list-style-type: none"> 100.4 threshold (home 72 hours fever free w/o medication) and consultation with a school nurse. |

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| | | | <ul style="list-style-type: none"> An earlier return may be possible with a doctor's return to school note. Students who have been out for a temperature will be checked upon arrival and again during the school day. <p>Students leaving for school sponsored activities, if still available, will have their temperatures taken prior to departure.</p> <p>When health concerns are present at school, temperature will be re-checked to verify and send home.</p> | |
| Staff Temperature Checks | <p>Staff Temperature Check:</p> <ul style="list-style-type: none"> Staff will take their own temp every morning. | <p>Staff Temperature Check:</p> <ul style="list-style-type: none"> Staff will take their own temp every morning. If temp is at 100.4 or above, it is reported to the school nurse for documentation purposes. Staff is held to the same guidelines as students in regard to fevers. | <p>Staff Temperature Check:</p> <ul style="list-style-type: none"> Staff will take their own temp every morning and again at lunch. If temp is at 100.4 or above, it is reported to the school nurse for documentation purposes. Staff is held to the same guidelines as students in regard to fevers. | |
| Custodial | <ul style="list-style-type: none"> Daily routine cleaning procedures of student attendance centers Routine infectious disease protocol <ul style="list-style-type: none"> Staff will comply with State and/or local health department requirements Staff will follow manufacturer's instructions regarding the use and maintenance of equipment & use & storage of chemicals for cleaning & sanitizing. Spray bottles with disinfectant provided | <ul style="list-style-type: none"> Continue Level I procedures <u>plus</u> heightened disinfection of touch points or areas. Custodians will provide heightened disinfection of touch points or areas of specific concern in student attendance centers identified by the Custodial Staff Custodial Staff will determine routine cleaning schedules at each building and will require modification to meet heightened disinfection needs. Hand sanitizer stations | <ul style="list-style-type: none"> Continue Level I and II services <u>plus</u> increase disinfection procedures. Increased frequency and increased number of surfaces within classrooms to be disinfected to include daily midday disinfection of desktops and touch points or areas of specific concern identified by the custodial staff. Principals will communicate to custodians of affected student attendance centers the specific area(s), surfaces(s), schedule, procedure and product to be used for heightened disinfection. Securing affected buildings | <ul style="list-style-type: none"> Securing affected buildings Building access prohibited by all user groups. Head Custodian(s) to designate staff to shut down and secure affected building(s). Cleaning of buildings <ul style="list-style-type: none"> Affected building(s) will be cleaned as directed by the Health Department prior to student return. Head Custodian(s) will determine staffing assignments and/or procedure modifications required. |
| Lunch and Breakfast | Breakfast and lunch served in the cafeteria. | Breakfast and Lunch Served in Cafeteria | <ul style="list-style-type: none"> Elementary Breakfast served in the classroom. MS/HS Breakfast in the cafeteria with physical distancing. Extra sanitation procedures will be used. Some food items may be limited. Parents will not be allowed to eat lunch with students. No self-serve salad bar. Designated grade level areas. | Meals will be provided for students through delivery. |

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| Recess | Schools will continue to have recess as scheduled with handwashing or hand sanitizer upon entry. | <ul style="list-style-type: none"> Schools will have handwashing and/or hand sanitization upon entry. | <ul style="list-style-type: none"> Schools may implement zones for recess for assigned students to support physical distancing. Schedules may be modified to ensure max of 1 grade in designated areas at one time. Cleaning will be completed daily. | |
| PK-5 Field Trips | Regular field trip opportunities can be scheduled. | Regular field trip opportunities can be scheduled. | No field trips will be available. | |
| Specials | Students transition to music, art, PE, and media. | Students transition to music, art, PE, and media. | Specials' teachers may transition to classrooms. | |
| Handwashing | <ul style="list-style-type: none"> PK-5 after transitions in and out of the classroom. 6-12--Announcements supporting hand washing. Hand sanitizer in each classroom. | <ul style="list-style-type: none"> PK-5 after transitions in and out of the classroom 6-12 Announcements supporting hand washing. Hand sanitizer in each classroom. | Same as yellow zone. | |
| Hallways | <ul style="list-style-type: none"> PK-5 students transition normally with staff support. 6-12--Regular transitions with encouraged social distancing. | <ul style="list-style-type: none"> PK-5 students transition normally with staff support. 6-12--Regular transitions with encouraged social distancing.. | <ul style="list-style-type: none"> PK-5 students transition and all specials' teachers come to classrooms. PK-12 students may be in isolated classrooms with only limited and scheduled hallway access. | |
| Lockers | <ul style="list-style-type: none"> Lockers will be used normally | <ul style="list-style-type: none"> Lockers will be used normally | <ul style="list-style-type: none"> Buildings may implement a restricted use of lockers. | |
| Beginning of the day staff | <p>K-12</p> <ul style="list-style-type: none"> Teachers will report for duty as assigned. | <p>K-12</p> <ul style="list-style-type: none"> Teachers will report for duty as assigned | <p>Teachers will report based on the schedule created and direction provided by the administration.</p> <p>K-5</p> <ul style="list-style-type: none"> Teachers should be in their room and ready to receive students by 7:45 am. <p>MS/HS</p> <ul style="list-style-type: none"> Staff will supervise areas as assigned. Teachers should be in their rooms and ready to receive students by 7:45. | |
| Beginning of the day students | <p>PreK Teachers will meet parents outside of the building</p> <p>K-5</p> <ul style="list-style-type: none"> Students will enter the building when doors open and go directly to their assigned areas as determined by the principal. <p>6-12</p> <ul style="list-style-type: none"> Students in the building prior to 7:45 need to be in an approved meeting/practice and be supervised by a teacher/coach/sponsor until the 7:45 bell Students who are dropped off or arrive with a ride before 7:45 should remain in the cafeteria commons and social distancing practices will be followed. | <p>PreK Teachers will meet parents outside of the building.</p> <p>K-5</p> <ul style="list-style-type: none"> Students will enter the building when doors open and go directly to their assigned areas as determined by the principal. <p>6-12</p> <ul style="list-style-type: none"> Students in the building prior to 7:45 need to be in an approved meeting/practice and be supervised by a teacher/coach/sponsor until the 7:45 bell Students who are dropped off or arrive with a ride before 7:45 should remain in the cafeteria commons and social distancing practices will be followed. | <p>Students will report based on the schedule created and direction provided by the administration.</p> <p>PreK-5</p> <ul style="list-style-type: none"> Students will enter the building when doors open at 7:45 and go directly to their classroom. <p>6-12</p> <ul style="list-style-type: none"> Students in the building prior to 7:45 need to be in an approved meeting/practice and be supervised by a teacher/coach/sponsor until the 7:45 bell Students who are dropped off or arrive with a ride before 7:45 at should remain in the cafeteria commons and social distancing practices will be followed. When the first bell rings, all students will | |

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| | | | be released from their practice/meeting/cafeteria and will report to their classroom for temperature checks. | |
| End of the day | <ul style="list-style-type: none"> Regular dismissal. All students will be required to leave the building at the end of the day unless in an approved activity or working with a teacher. | <ul style="list-style-type: none"> Buildings may stagger or vary dismissal to a max of 10 minute difference from ending time. (Example: One class at a time.) | <ul style="list-style-type: none"> Buildings may stagger dismissal to a max of 10 minute difference from ending time. This will be based upon the needs of the alternate schedule being used. (Example: One bus at a time.) | |
| Building Access | <ul style="list-style-type: none"> Events will not require a mask, but masks are encouraged if needed with appropriate social distancing utilized when possible. Non school sponsored events are at the discretion of the event sponsors. Parents/Guardians may eat lunch with their child when scheduled with the principal. | <ul style="list-style-type: none"> Events will not require a mask, but masks are encouraged if needed with appropriate social distancing utilized when possible. Non school sponsored events are at the discretion of the event sponsors. Parents/Guardians may eat lunch with their child when scheduled with the principal | <ul style="list-style-type: none"> Outside visitors or user groups may not allowed on campus. | No campus access available beyond required personnel. |
| Facemasks | Face masks and shields will be provided as requested for everyone but not required for anyone. | Face masks and shields will be provided as requested for everyone but not required for anyone. | <ul style="list-style-type: none"> Face Masks and/or shields provided for all staff and students, as requested. K-12 Student mask use is per State Directive Health Measures. Documented ADA/medical/religious reasons can exempt masks. | |
| Restrooms | Regularly scheduled | Regularly Scheduled | Restroom use may be prohibited during passing periods. | |
| Water Fountains | <ul style="list-style-type: none"> Regularly scheduled water breaks. Students are encouraged to bring individual water bottles. | <ul style="list-style-type: none"> Regularly scheduled water breaks. Students are encouraged to bring individual water bottles. | <p>The Water Fountain may be closed and students are encouraged to bring individual water bottles.</p> <ul style="list-style-type: none"> Elementary students will use the water fountains and sinks in the classroom to fill their water bottles. | |
| Classroom Seating/Materials Usage/Sanitization | <ul style="list-style-type: none"> Regular classroom/teacher preferred arrangement. Social distancing will be utilized when possible. Regular classroom supply usage. <ul style="list-style-type: none"> Encourage individual student supplies. Regular classroom cleaning. | <ul style="list-style-type: none"> Regular classroom/teacher preferred arrangement. Social distancing will be utilized when possible. Regular classroom supply usage. <ul style="list-style-type: none"> Encourage individual student supplies. Regular classroom cleaning. | <p>The following Guidelines May be implemented</p> <ul style="list-style-type: none"> Redesigned classrooms/instructional spaces allowing for social distancing Students will be limited to specific classrooms. Locations in the building as determined and outlined in the alternate schedule. Increased sanitization measures Some materials will not be allowed. Only necessary items. Center will not be utilized | |
| Transportation | <ul style="list-style-type: none"> Regular transportation schedule and practices. | <ul style="list-style-type: none"> Regular transportation schedule and practices. | <ul style="list-style-type: none"> Face Masks and/or shields provided for | |

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| <p>**We ask parents to take the temperature of their bus riding students prior to boarding. If the child's temperature is at or above 100.4, they will not be allowed on the bus.</p> | <ul style="list-style-type: none"> Seating charts for all riders may be established. | <ul style="list-style-type: none"> Seating charts for all riders may be established | <p>all staff and students, as requested.</p> <ul style="list-style-type: none"> K-12 Student mask use is per State Directive Health Measures. Documented ADA/medical/religious reasons can exempt masks. | |
| <p>Technology</p> | <ul style="list-style-type: none"> 1-to-1 devices provided to all 6-12 students. 1-to-1 devices K-5 stay at the building. | <ul style="list-style-type: none"> 1-to-1 devices provided to all 6-12 students. 1-to-1 devices K-5 stay at the building. | <ul style="list-style-type: none"> 1-to-1 devices may be sent home K-12. Devices will be cleaned according to tech department guidance. | <p>1 to 1 Devices are used to complete online/remote learning.</p> |
| <p>K-12 Activities (school sponsored)</p> | <ul style="list-style-type: none"> Activities and Athletics will be conducted in accordance with NSAA guidelines. After School activities will continue as normal. | <ul style="list-style-type: none"> Activities and Athletics will be conducted in accordance with NSAA guidelines. After school activities will continue as allowed with administrator/Athletic Director approval. | <ul style="list-style-type: none"> Activities and Athletics will be conducted in accordance with NSAA guidelines. Students participating in Extended Learning opportunities may be asked to participate in alternate activities or not report to their mentorships. No non-school sponsored group activities or competitions allowed. | <p>Activities and Athletics will be conducted in accordance with NSAA guidelines.</p> |
| <p>Student Attendance</p> | <ul style="list-style-type: none"> All students in grades PK-12 will attend school in person. COVID Distance Learning Accommodations will be made for students in PK-12 who are unable to attend in person to utilize asynchronous online learning through remote learning tools. Synchronous means that students log on to receive instruction with their class at certain set times during the school day. Students will only have this option with a medical excuse provided by a doctor with a specified period of time notated. | <ul style="list-style-type: none"> All students in grades PK-12 will attend school in person. COVID Distance Learning Accommodations will be made for students in PK-12 who are unable to attend in person to utilize asynchronous online learning through remote learning tools. Synchronous means that students log on to receive instruction with their class at certain set times during the school day. Students will only have this option with a medical excuse provided by a doctor with a specified period of time notated. | <p>All students in grades PK-12 will attend school in person. COVID Distance Learning Accommodations will be made for students in PK-12 who are unable to attend in person to utilize asynchronous online learning through remote learning tools. Synchronous means that students log on to receive instruction with their class at certain set times during the school day. Students will only have this option with a medical excuse provided by a doctor with a specified period of time notated.</p> | |
| <p>Staff Attendance</p> | <ul style="list-style-type: none"> All staff will report as normal. Any questions or concerns relative to work expectations should be directed to the Superintendent | <ul style="list-style-type: none"> All staff will report as directed. Any questions or concerns relative to work expectations should be directed to the Superintendent. | <ul style="list-style-type: none"> All staff will report as directed. Any questions or concerns relative to work expectations should be directed to the Superintendent. | |

Potential Tiered Responses/Consultation with Health Department

1 or more confirmed case(s)* in the building of a student or staff member.

- A more restrictive environment may be implemented up to potential extended (6 days or more) building closure.

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| | <ul style="list-style-type: none"> ● The District will communicate the situation with building stakeholders. ● In the event of repeated confirmed cases, district officials will confer with the health department for a closure plan of that building. ● Building will execute an immediate remote learning plan and schedule (if the building is closed). ● Reopening communications will be provided to stakeholders from the district. | |
| 1 confirmed case* of immediate household members of a staff member. | <ul style="list-style-type: none"> ● Staff are considered essential employees and will comply with health department regulations. ● If staff shows no symptoms and is not running a fever they may continue to work while wearing a mask and maintaining social distancing. | |
| Confirmed exposure* of staff or travel to an impacted state/country/location. | <ul style="list-style-type: none"> ● Staff are considered essential employees and will comply with health department regulations. ● If staff shows not symptoms and is not running a fever they may continue to work while wearing a mask and maintaining social distancing. | |
| Visitor who has entered our building and is a confirmed case. | <p>The District will communicate the situation with building stakeholders.</p> <ul style="list-style-type: none"> ● District officials will confer with the health department for a closure plan (if needed) of that building. ● Sanitization plan will be executed by the district facilities team. ● Building will execute an immediate remote learning plan and schedule (if the building is closed). ● Reopening communications will be provided to stakeholders from the district. | |
| <p><i>*A case is considered "confirmed" when the individual has had a positive test conducted by a medical professional.</i></p> <p><i>*A confirmed exposure will be based on the continued tracing of the medical community.</i></p> | | |
| Short Term Closure | School building closed for up to 2-5 school days | <ul style="list-style-type: none"> ● Remote learning will be used by teachers |
| Extended Building Closure | School building closed for 6 school days or more | <ul style="list-style-type: none"> ● Remote learning will be used by teachers |

4021

Voluntary Early Retirement Incentive Program

Qualifications

- A. To be eligible to participate a person must be employed by Superior Public School District as a certified teacher or administrator.
- B. Full time and part time certified employees may participate in the Voluntary Early Retirement Incentive Program. Part time certified employees must be employed halftime or more to be eligible and credited with service.
- C. In order for a certified employee to be eligible for the Voluntary Early Retirement Incentive Program they must: (1) be fifty-five (55) years of age on or before August 1st of the calendar year the application deadline of February 1st is to be met; and have completed at least twenty (20) years of credited service to the Superior Public School District, including credited service to Guide Rock, Lawrence, Nelson, Sandy Creek, and Superior Public Schools—Prior to 2007-2008 or the end of the unification with mentioned schools. Credited service shall be calculated on the yearly full time equivalency (F.T.E.).

Enrollment Requirements

- A. Participants in the Voluntary Early Retirement Incentive Program shall resign from their certified position with the Superior Public School District effective for the end of the current contract year. The resignation and application for the Voluntary Early Retirement Incentive Program must be made by February 1st for the following year. The resignation shall be contingent upon the acceptance of the application for the Voluntary Early Retirement Incentive Program.
- B. The Superintendent shall deliver to all qualifying certified employees a copy of the Voluntary Early Retirement Incentive Program along with the Application and Agreement on or before December 1st preceding the February 1st application deadline. The Application and Agreement is attached hereto as Exhibit "A" and is incorporated herein by this reference.

- C. If the person participating in the Voluntary Early Retirement Incentive Program is reemployed by the Superior Public School District as a certified employee to a position of .5 F.T.E. or greater within four (4) years of September 1st of the year in which said resignation is effective, said employee shall refund to the school district that portion of the monies received under this program that has not elapsed as of the date said employee is reemployed on a per diem pro rata basis. This provision shall not apply to the person if serving as a substitute teacher for the school district on a per diem basis.

Application

Any certified employee who meets the qualifications set forth above shall be eligible to participate in the Voluntary Early Retirement Incentive Program. Each qualifying employee has until February 1st to submit a signed Application and Agreement along with a letter of resignation effective at the conclusion of the current contract year to the Board of Education via the Superintendent's office. The Superintendent shall review the Application and Agreement to verify the employee's record to determine eligibility for the program. If eligible, the Board of Education of Superior Public School District shall approve or disprove the Application and Agreement at the March Board Meeting. If the Board of Education believes that the number of requests for the Early Retirement Incentive Program exceeds the funds available to pay the requested and currently in effect Voluntary Early Retirement Incentive Program's separation benefits, the Board of Education shall, in its own discretion, determine the number of applications to be approved. If the Board of Education receives more applications for the program than it approves, the Board of Education shall approve the applications on the basis of the credited years of service of the applicants with the applicant having the greatest credited years of service receiving approval in preference to those with lesser credited years of service. If the affected certified employees have equal service, then the applicant who first submitted their application shall be given priority.

Eligibility of Employees Receiving Notice of Change in Contract, Termination, Cancellation, or Reduction in Force

A certified employee who receives notice of possible contract termination or contract modification because of reduction in force, shall be eligible to participate in the Voluntary Early Retirement Incentive Program if: 1) the certified employee is otherwise eligible to participate in the Voluntary Early Retirement Incentive Program; 2) the certified

employee submits to the Superintendent an application within seven (7) days after receiving notice of possible termination or modification of contract due to reduction in force; 3) the certified employee resigns their employment with the school district effective for the end of the current contract year; 4) the certified employee expressly waives their right to a hearing before the Board of Education concerning the possible termination or modification of contract due to reduction in force; 5) the certified employee waives any and all other rights they may have concerning the reduction in force, including, but not limited to, any and all recall rights.

If a decision by the Board of Education to terminate or cancel a certified employee's contract is subsequently set aside by a court of law, the certified employee shall be permitted to participate in the program if: 1) the Voluntary Early Retirement Incentive Program is not at a financial obligation capacity; 2) the certified employee is otherwise eligible to participate in the Voluntary Early Retirement Incentive Program; 3) the certified employee enters into an agreement in a form which is satisfactory to the school district , whereby the certified employee agrees to waive any claim to back pay or damages arising out of wrongful termination and/or cancellation of the certified employee's contract.

Benefits

A qualified certified employee shall receive a monetary benefit equal to \$1,040.00 per year of service to the Superior Public School District up to a maximum of \$26,000.00 (25 years).

The amount of the benefit to be paid to the qualified certified employee shall be paid in four equal payments. Those four equal payments will be made on September 15 of the first year, September 15 of the second year, September 15 of the third year, and September 15 of the fourth year.

The Superior Public School District shall fund the entire cost of the Voluntary Early Retirement Incentive Program. The Board of Education shall, through the Superintendent, administer the Voluntary Early Retirement Incentive Program.

The certified employee shall name a beneficiary on the application before the application is considered complete. If, upon the death of the certified employee and prior to the full yearly benefit payout, the

beneficiary shall receive the remaining benefits as scheduled each of the remaining years.

The Voluntary Early Retirement Incentive Program has been determined to be taxable Income for state and federal income tax purposes, and will be treated as such. To provide a tax deferred program the Superior Public School District has selected Edward Jones as the fiscal agent for all retirees of this program. Each retiree will select a tax deferred account at Edward Jones. All benefit payments will be made to the retiree via their account at Edward Jones.

A retired employee will have the opportunity to continue participation in the school District's group health insurance benefit plan pursuant to the provisions of COBRA (Comprehensive Omnibus Budget Reconciliation Act) following retirement upon payment by the employee of the monthly insurance premiums or by becoming life members in their professional organization and participating in the retiree EHA health/dental plan.

Modification or Elimination of the Program

The Board of Education of the Superior Public School District may choose to modify or eliminate the provisions of the program upon majority vote of the board at a Regular or Special Board Meeting.

Adopted on: June 11, 2018

Revised on: February 11, 2020

Reviewed on: _____

Voluntary Early Retirement Incentive Program Application and Agreement

This Agreement made this _____ day of _____ 20____,
between Superior Public School District (hereinafter referred to as
"School District") and _____
(hereinafter referred to as "Teacher").

RECITALS

- A. The School District has established a Voluntary Early Retirement Incentive program (hereinafter referred to as the 'Program') for the purpose of encouraging eligible certificated employees who are considering an early leaving decision to accelerate their retirement plans;
- B. The Teacher is desirous of voluntarily participating in the Program sponsored by the School District; and
- C. The Teacher is fifty-five (55) years of age by August 1st of the calendar year the application deadline of February 1st; the Teacher has completed at least 20 years of credited service to the School District; and the Teacher has been continuously employed by the School District with an F.T.E. of a least .5 preceding the date on which this application is submitted.

TERMS OF AGREEMENT

The parties to this agreement, in consideration of the mutual covenants and stipulations set forth above, hereby agree as follows:

- 1. INCORPORATION OF BOARD POLICY: This agreement is made pursuant to the policy of the Board of Education dealing with the Voluntary Early Retirement Incentive Program, a true and correct copy of which is attached hereto. The provisions of that policy are incorporated by this reference and made part of this agreement.
- 2. TEACHER RESIGNATION: The Teacher hereby voluntarily, unconditionally, and irrevocably (1) resigns their teaching position with the School District effective at the end of the current school year; (2) waives any and all further notice of action by the Board of Education to terminate the Teachers continuing contract; and (3) waives any and all rights the Teacher may have under NEB. REV. STAT. 79-817 to 79-849, as those statutes now exist or as they may be amended. The Teacher further authorizes the Board of Education to advertise for and contract with a

replacement certificated employee for the Teacher's position for the next school year, if appropriate. The School District hereby unconditionally and irrevocably accepts such resignation.

3. EARLY RETIREMENT BENEFITS: In consideration for the Teacher's resignation set forth in Paragraph 1 above, the Teacher shall receive the following benefits, to wit: (a) COMPUTATION OF BENEFITS: The Teacher shall be paid the sum of \$_____ which was calculated based on the following formula, to wit: (b) PAYMENT OF BENEFITS: The benefits to be paid to the Teacher shall be paid in four equal payments beginning on September 15, 20__ and continuing on September 15 of each year thereafter for an additional three years.
4. LIMITATIONS ON PARTICIPATION: The teacher understands that the Board of Education reserves the right to limit participation in the Program. If the Board believes that the number of requests for early retirement exceeds the funds available to pay the requested early retirement separation benefits, the Board shall, in its own discretion, determine the number set forth in the Board policy dealing with the Voluntary Early Retirement Incentive Program.
5. BENEFICIARY DESIGNATION: The Teacher hereby designates _____ whose address is _____ Social Security Number is _____ to be the Teacher's beneficiary in case of the Teacher's death. In the event of the Teacher's death, any sum of money otherwise due to the Teacher under the terms of this agreement will be paid to the designated beneficiary pursuant to the provisions of this agreement.
6. TAX CONSEQUENCES: The Voluntary Early Retirement Incentive Program has been determined to be taxable income for state and federal income tax purposes, and will be treated as such. To provide a tax deferred program the Superior Public School District has selected Edward Jones as the fiscal agent for all retirees of this program. Each retiree will select a tax deferred account at Edward Jones. All benefit payments will be made to the retiree via their account at Edward Jones.
7. TEACHER'S VOLUNTARY ACT: The Teacher acknowledges that the Teacher's participation in said program is voluntary; and that the

Teacher was not coerced in any manner to participate in the Program sponsored by the School District.

8. **WAIVER AND RELEASE OF CLAIMS:** By entering into this Agreement, the Teacher hereby waives the Teacher's rights under the Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protector Act (OWBPA), 29 U.S.C. 621-634, the Act Prohibiting Unjust Discrimination in Employment Because of Age, NEB. REV. STAT. 48-1001 et seq., and all other state and federal constitutions, statutes and regulations that relate to the validity of the Program, or any rights or claims arising thereunder. Such waiver and release of claims does not cover rights or claims arising after the date of the execution of this contract. This waiver and release is given in exchange for consideration in addition to what the Teacher is already entitled to receive from the School District. The Teacher acknowledges that they have been advised to consult with an attorney before signing this Voluntary Early Retirement Incentive Program Agreement. The Teacher further acknowledges that the Teacher has had sufficient time to decide whether or not to execute this Agreement, including the waiver and release of claims arising under the ADEA and the Act Prohibiting Discrimination in Employment Because of Age.

9. **REVOCATION AND CANCELLATION OF AGREEMENT:** The Teacher and the School District acknowledge that the Teacher may cancel this contract at any time on or before March 1 of the current school year. In order to cancel the agreement, the Teacher must submit a written statement in writing to the Superintendent of Schools indicating that they are exercising their right to cancel the Agreement.

Dated: _____ Teacher _____

Dated: _____ Board President _____
Superior Public School District

November 8, 2021

Matt Sullivan, President
Superior Board of Education

Dear Superior Board Members,

The Superior Education Association requests that the Superior Board of Education recognize the Association as the exclusive bargaining agent for the 2023-2024 contract year. Bargaining for the 2023-2024 school year will begin by November 1, 2022.

Please direct your response to the undersigned.

Sincerely,

A handwritten signature in black ink, appearing to read "Seth Going", with a stylized flourish at the end.

Seth Going
President, Superior Education Association

Superior Public Schools

RESOLUTION NUMBER _____

WHEREAS, the Federal Disaster Mitigation Act of 2000 was signed in to law on October 30, 2000, placing new emphasis on state and local mitigation planning for natural hazards and requiring communities to adopt a hazard mitigation action plan to be eligible for pre-disaster and post-disaster federal funding for mitigation purposes; and

WHEREAS, a Multi-Jurisdictional Hazard Mitigation Plan was prepared by the Little Blue Natural Resources District and the Lower Big Blue Natural Resources District, with assistance from JEO Consulting Group, Inc. of Lincoln, NE. and,

WHEREAS, the purpose of the mitigation plan was to lessen the effects of disasters by increasing the disaster resistance of the Natural Resources Districts and participating jurisdictions located within the planning boundary by identifying the hazards that affect the Superior Public Schools and prioritize mitigation strategies to reduce potential loss of life and property damage from those hazards, and

WHEREAS, the Nebraska Emergency Management Agency and FEMA reviewed and approved the Little Blue Natural Resources District and the Lower Big Blue Natural Resources District Multi-Jurisdictional Hazard Mitigation Plan Update as of October 25, 2021, and

WHEREAS, FEMA regulations require documentation that the plan has been formally adopted by the governing body of the Superior Public Schools in the form of a resolution and further requesting approval of the plan at the Federal Level; and

NOW, THEREFORE, the governing body of the Superior Public Schools does herewith adopt the FEMA approved Little Blue Natural Resources District and the Lower Big Blue Natural Resources District Multi-Jurisdictional Hazard Mitigation Plan Update in its entirety; and

PASSED AND APPROVED this _____ day of _____, 202__.

Superintendent

ATTEST:

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT SUPERIOR PUBLIC SCHOOLS

THIS CONTRACT is made by and between the **Board of Education of Superior Public Schools**, legally known as **Nuckolls County School District 65-0011**, and referred to as "the Board" and "the School District" respectively, and **Martin Kobza**, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Superintendent shall be employed for a period of two (2) years beginning on July 1, 2021, and expiring on June 30, 2023. References to "contract year" shall mean the period from July 1st through June 30th and shall consist of all days except Saturdays and Sundays and any holidays or leave days listed in Section 11.

Section 2. Renewal of Contract. If a Board representative does not inform the Superintendent in writing on or before **the seventh day after the regular December board meeting** of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of **one year** from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision no later than **its regular November meeting** of each year of this contract and shall make the renewal of his employment contract an agenda item for the regular **December** board meeting during each year of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to insure that the district has complied with the Superintendent Pay Transparency Act.

Section 3. Salary. The Superintendent's salary for the contract year shall be \$145,000.00 which shall be paid in 12 equal monthly installments beginning in the month of July 2021. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property

or money have not properly been returned to the District. The school district shall withhold other deductions as the Superintendent and Board may agree.

Section 5. Professional Status. The Superintendent affirms that he is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, he will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which he will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that he registers his certificate. The Superintendent represents that: (1) all information he provided in connection with his application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he will advise the Board immediately; (2) he has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he has not had any professional licenses or certificates suspended or revoked.

Section 6. Superintendent's Duties. The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Superintendent agrees to devote his time, skill, labor, and attention to his duties throughout the contract term. He shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns to him. By agreement with the Board, he may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his duties and obligations to the school district.

Section 7. Board-Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the district and shall be responsible for implementing Board policy. He shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. He is responsible for administering the instruction of students and the business affairs of the school district. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study, and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the

Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education: (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of his duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with his duties under Section 2 (Renewal of Contract) or Section 15 (Evaluation) shall constitute a material breach of this contract.

Section 9. Disability. If the Superintendent is unable to perform his duties by reason of illness, accident or other disability beyond his control, and the disability continues for a period of more than six (6) months or if the disability is permanent, irreparable, or of such a nature as to make performance of his duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the district.

Section 10. Transportation. The Board shall provide the Superintendent with transportation or reimburse his for mileage required in the performance of his official duties at the rate approved by the Board.

Section 11. Fringe Benefits. The Board shall provide the Superintendent with the following fringe benefits:

a. Health Insurance. Family health insurance that is provided to certificated staff through the District's health insurance carrier.

b. Dental Insurance. Family dental insurance that is available to certificated staff through the District's health insurance carrier.

- c. Life Insurance.** Term life insurance with a total death benefit of Fifty-Thousand Dollars (\$50,000).
- d. Sick Leave.** The Superintendent shall be entitled to ten (10) days of sick leave per year which may accumulate to a total of forty-five (45) days. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Superintendent qualifies for disability pay under the long-term disability policy, he shall be required to take the disability pay instead of sick leave pay. The Superintendent shall keep complete and accurate records of his sick days and shall provide the Board of Education with a report of his accumulated sick days at least quarterly. The Superintendent shall not be compensated for unused days of sick leave upon the ending of his employment with the District.
- e. Disability Insurance.** The Superintendent shall purchase long-term disability insurance from the school district's carrier at his own expense. The Board will increase his salary by the amount of the premium cost.
- f. Vacation.** The Board shall give the Superintendent the number of days necessary to restore his total to twenty (20) days. For example, if he uses 12 days of vacation one year, the board will provide him with 12 days the following year to bring his total to 20 days. He may use vacation days at times he chooses so long as his absence does not interfere with the proper performance of his duties. Any extended vacation period while school is in session will require advance approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. The Superintendent shall develop a system for recording his use of vacation days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of his vacation days and shall provide the Board of Education with a report of his accumulated vacation days at least quarterly. The Board may require him to use his vacation days and shall compensate him for unused vacation days upon the conclusion of his employment.
- g. Professional Development.** The Superintendent is expected to continue his professional development and to participate in relevant learning experiences. With the approval of the Board, he may attend appropriate

professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Superintendent attends a national convention and does not return following the initial year of employment as Superintendent, the Superintendent agrees to repay the District in full for national convention expenses paid by the District.

- h. Professional Dues.** The school district will pay the annual dues for the Superintendent's membership in organizations approved by the board.
- i. Physical Examination.** The Superintendent may voluntarily undergo a physical examination. The Superintendent agrees that he will authorize the physician performing each such examination to provide the Board with all records, results, and medical judgments of the examination. Up to \$100 of the cost of such physical examination and physician's reports which are not paid for by the Superintendent's insurance coverage shall be paid by the District.
- j. Bereavement Leave.** The Superintendent shall be permitted bereavement leave as provided in District policy. In the event that the District does not have a bereavement leave policy, the Superintendent will be allowed up to two (2) days of paid bereavement leave per year.
- k. Holidays.** The Superintendent shall receive the following paid holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day.
- l. Cell Phone.** The Superintendent shall be required to purchase and maintain a cellular phone so that he can be reached at all times for work-related emergencies or while away from school grounds during the workday. The School District will reimburse the Superintendent up to a maximum of \$50 per month for the actual cost of a cellular phone service plan.
- m. Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board

before incurring any such expense when the anticipated aggregate expense of any single event is \$500.00 or more.

- n. Additional FSA Health Account Payment.** The Board shall pay \$500.00 annually into the Superintendent's Flex Medical Health Account (FSA). This contribution will be reported on the Form W-2 by the district as nontaxable earnings. The contribution will not be included in the district's calculation of required contributions to the Nebraska Public Employees Retirement System.

Section 12. Residence/Domicile in School District. The Superintendent shall have his domicile and principal residence within the boundaries of the District as they exist on the first duty day for the Superintendent under the terms of this contract; and, the Superintendent shall maintain his domicile and residence within the boundaries of the District during the term of this agreement, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. If the Superintendent is in his first year of employment with the District and does not have his domicile and principal place of residence within the District at the time of his employment, the Superintendent shall move his domicile and principal place of residence into the corporate limits of the District before the expiration of the first six months from the Superintendent's first duty day under this contract. It is the purpose of this paragraph to require the Superintendent to, at all times during such employment, live and maintain his domicile and principal place of residence in the District to encourage the Superintendent: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the district as a legal voter of the school district; (3) to be involved in school and community activities bringing him in contact with parents and community leaders and be committed to the future of the district and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Superintendent; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children of the school community and are thus less likely to be considered isolated from the community in which he is the educational leader.

Section 13. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 14. Compensation Upon Termination and Credit for Accrued Vacation. Upon lawful termination of this contract for any reason,

the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary he was paid but had not earned prior to the date of termination of this contract. He shall be paid for any unused vacation days at the daily compensation rate then in effect at the termination of employment.

Section 15. Evaluation. The Board shall evaluate the Superintendent twice during his first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the **regular December meeting**. The Superintendent shall: remind the Board members in writing of this provision no later than its **regular November meeting**; make his evaluation an agenda item for the regular **December** board meeting during each year of this contract; and provide them with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 16. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by him carrying out his duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of his performance of his duties or his position as Superintendent of the district, the Board will provide him with a legal defense to the maximum extent permitted by law so long as he acted in good faith and in a manner which he reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful.

Section 17. Physical or Mental Examination. The Superintendent agrees that, at the request of the Board, he will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of his position.

Section 18. Disciplinary Action. The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the school district to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the

Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising him of the alleged reasons for the proposed action and provided the opportunity to present his version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a formal due process hearing under section 79-832. If such a request is not delivered within such time, the action of the Board shall become final.

Section 19. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

Section 20. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 21. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this ____ day of _____, 202__.

President, Board of Education

Secretary, Board of Education

Executed by the Superintendent this ____ day of _____, 202__.

Superintendent

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT SUPERIOR PUBLIC SCHOOLS

THIS CONTRACT is made by and between the **Board of Education of Superior Public Schools**, legally known as **Nuckolls County School District 65-0011**, and referred to as "the Board" and "the School District" respectively, and **Martin Kobza**, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Superintendent shall be employed for a period of two (2) years beginning on **July 1, 2022, and expiring on June 30, 2024**. References to "contract year" shall mean the period from July 1st through June 30th and shall consist of all days except Saturdays and Sundays and any holidays or leave days listed in Section 11.

Section 2. Renewal of Contract. If a Board representative does not inform the Superintendent in writing on or before **the seventh day after the regular December board meeting** of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of **one year** from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision no later than **its regular November meeting** of each year of this contract and shall make the renewal of his employment contract an agenda item for the regular **December** board meeting during each year of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to insure that the district has complied with the Superintendent Pay Transparency Act.

Section 3. Salary. The Superintendent's salary for the contract year shall be **\$154,000.00** which shall be paid in 12 equal monthly installments beginning in the month of July 2022. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property

or money have not properly been returned to the District. The school district shall withhold other deductions as the Superintendent and Board may agree.

Section 5. Professional Status. The Superintendent affirms that he is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, he will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which he will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that he registers his certificate. The Superintendent represents that: (1) all information he provided in connection with his application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he will advise the Board immediately; (2) he has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he has not had any professional licenses or certificates suspended or revoked.

Section 6. Superintendent's Duties. The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Superintendent agrees to devote his time, skill, labor, and attention to his duties throughout the contract term. He shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns to him. By agreement with the Board, he may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his duties and obligations to the school district.

Section 7. Board-Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the district and shall be responsible for implementing Board policy. He shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. He is responsible for administering the instruction of students and the business affairs of the school district. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study, and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the

Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education: (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of his duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with his duties under Section 2 (Renewal of Contract) or Section 15 (Evaluation) shall constitute a material breach of this contract.

Section 9. Disability. If the Superintendent is unable to perform his duties by reason of illness, accident or other disability beyond his control, and the disability continues for a period of more than six (6) months or if the disability is permanent, irreparable, or of such a nature as to make performance of his duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the district.

Section 10. Transportation. The Board shall provide the Superintendent with transportation or reimburse his for mileage required in the performance of his official duties at the rate approved by the Board.

Section 11. Fringe Benefits. The Board shall provide the Superintendent with the following fringe benefits:

a. Health Insurance. Family health insurance that is provided to certificated staff through the District's health insurance carrier.

b. Dental Insurance. Family dental insurance that is available to certificated staff through the District's health insurance carrier.

- c. Life Insurance.** Term life insurance with a total death benefit of Fifty-Thousand Dollars (\$50,000).
- d. Sick Leave.** The Superintendent shall be entitled to ten (10) days of sick leave per year which may accumulate to a total of forty-five (45) days. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Superintendent qualifies for disability pay under the long-term disability policy, he shall be required to take the disability pay instead of sick leave pay. The Superintendent shall keep complete and accurate records of his sick days and shall provide the Board of Education with a report of his accumulated sick days at least quarterly. The Superintendent shall not be compensated for unused days of sick leave upon the ending of his employment with the District.
- e. Disability Insurance.** The Superintendent shall purchase long-term disability insurance from the school district's carrier at his own expense. The Board will increase his salary by the amount of the premium cost.
- f. Vacation.** The Board shall give the Superintendent the number of days necessary to restore his total to twenty (20) days. For example, if he uses 12 days of vacation one year, the board will provide him with 12 days the following year to bring his total to 20 days. He may use vacation days at times he chooses so long as his absence does not interfere with the proper performance of his duties. Any extended vacation period while school is in session will require advance approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. The Superintendent shall develop a system for recording his use of vacation days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of his vacation days and shall provide the Board of Education with a report of his accumulated vacation days at least quarterly. The Board may require him to use his vacation days and shall compensate him for unused vacation days upon the conclusion of his employment.
- g. Professional Development.** The Superintendent is expected to continue his professional development and to participate in relevant learning experiences. With the approval of the Board, he may attend appropriate

professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Superintendent attends a national convention and does not return following the initial year of employment as Superintendent, the Superintendent agrees to repay the District in full for national convention expenses paid by the District.

- h. Professional Dues.** The school district will pay the annual dues for the Superintendent's membership in organizations approved by the board.
- i. Physical Examination.** The Superintendent may voluntarily undergo a physical examination. The Superintendent agrees that he will authorize the physician performing each such examination to provide the Board with all records, results, and medical judgments of the examination. Up to \$100 of the cost of such physical examination and physician's reports which are not paid for by the Superintendent's insurance coverage shall be paid by the District.
- j. Bereavement Leave.** The Superintendent shall be permitted bereavement leave as provided in District policy. In the event that the District does not have a bereavement leave policy, the Superintendent will be allowed up to two (2) days of paid bereavement leave per year.
- k. Holidays.** The Superintendent shall receive the following paid holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day.
- l. Cell Phone.** The Superintendent shall be required to purchase and maintain a cellular phone so that he can be reached at all times for work-related emergencies or while away from school grounds during the workday. The School District will reimburse the Superintendent up to a maximum of \$50 per month for the actual cost of a cellular phone service plan.
- m. Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board

before incurring any such expense when the anticipated aggregate expense of any single event is \$500.00 or more.

- n. **Additional FSA Health Account Payment.** The Board shall pay \$500.00 annually into the Superintendent's Flex Medical Health Account (FSA). This contribution will be reported on the Form W-2 by the district as nontaxable earnings. The contribution will not be included in the district's calculation of required contributions to the Nebraska Public Employees Retirement System.

Section 12. Residence/Domicile in School District. The Superintendent shall have his domicile and principal residence within the boundaries of the District as they exist on the first duty day for the Superintendent under the terms of this contract; and, the Superintendent shall maintain his domicile and residence within the boundaries of the District during the term of this agreement, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. If the Superintendent is in his first year of employment with the District and does not have his domicile and principal place of residence within the District at the time of his employment, the Superintendent shall move his domicile and principal place of residence into the corporate limits of the District before the expiration of the first six months from the Superintendent's first duty day under this contract. It is the purpose of this paragraph to require the Superintendent to, at all times during such employment, live and maintain his domicile and principal place of residence in the District to encourage the Superintendent: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the district as a legal voter of the school district; (3) to be involved in school and community activities bringing him in contact with parents and community leaders and be committed to the future of the district and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Superintendent; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children of the school community and are thus less likely to be considered isolated from the community in which he is the educational leader.

Section 13. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 14. Compensation Upon Termination and Credit for Accrued Vacation. Upon lawful termination of this contract for any reason,

the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary he was paid but had not earned prior to the date of termination of this contract. He shall be paid for any unused vacation days at the daily compensation rate then in effect at the termination of employment.

Section 15. Evaluation. The Board shall evaluate the Superintendent twice during his first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the **regular December meeting**. The Superintendent shall: remind the Board members in writing of this provision no later than its **regular November meeting**; make his evaluation an agenda item for the regular **December** board meeting during each year of this contract; and provide them with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 16. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by him carrying out his duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of his performance of his duties or his position as Superintendent of the district, the Board will provide him with a legal defense to the maximum extent permitted by law so long as he acted in good faith and in a manner which he reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful.

Section 17. Physical or Mental Examination. The Superintendent agrees that, at the request of the Board, he will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of his position.

Section 18. Disciplinary Action. The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the school district to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the

Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising him of the alleged reasons for the proposed action and provided the opportunity to present his version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a formal due process hearing under section 79-832. If such a request is not delivered within such time, the action of the Board shall become final.

Section 19. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

Section 20. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 21. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this ____ day of _____, 202__.

President, Board of Education

Secretary, Board of Education

Executed by the Superintendent this ____ day of _____, 202__.

Superintendent

SUPERIOR PUBLIC SCHOOL DISTRICT #65-0011
2021-2022 NEGOTIATED AGREEMENT

PREAMBLE:

This agreement is made and entered into by and between the Board of Education of the Superior Public Schools, School District 65-0011, (herein referred to as the "Board" or "District") and the Superior Education Association (herein referred to as the "Association").

GENERAL PURPOSE:

The Board and the Association recognize that the development of a quality educational program for the children attending the public schools of the Superior Public School District is a joint responsibility which can best be achieved by agreement that all parties work toward common goals. The Board and the Association enter in this Agreement with mutual dedication, recognizing that the experience, creativity and judgment of all parties are necessary to reach the educational needs of the community.

Any item and/or provision contained in this Agreement which may unknowingly be in violation of Federal or State Law(s) or Statute(s) shall be declared null and void.

NEGOTIATION PROCEDURE:

The Association Bargaining Unit will be recognized no later than the August Board meeting.

The Board and the Association must begin negotiations by November 1.

The Board and Association must engage in a minimum of four bargaining sessions unless they reach agreement on a contract before the fourth session.

If the Board and Association have not reached agreement by February 8 they must submit the matter to a resolution officer for fact finding and or/mediation.

When both parties to this Agreement agree, by mutual consent, to enter into professional negotiations in ensuing years, any item and/or provisions contained in this Agreement not requested for change by either party shall be automatically renewed.

RECOGNITION:

The Board recognizes the Association as the exclusive and sole collective bargaining representative for all Certified Contracted Employees of the District. The Association represents all Certificated Contracted Employees who are paid according to the terms and conditions of the master negotiated agreement. The Board shall affirm its recognition as part of a regularly scheduled Board meeting, no later than the August Board of Education meeting during each contract year.

CERTIFIED CONTRACTED EMPLOYEES RIGHTS:

Nothing contained in this Agreement shall be construed to deny any Certified Contracted Employee those rights provided under Nebraska law, other applicable laws, and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided in State and Federal Laws or Statutes, Board Policies, Rules and Regulations of the Nebraska Department of Education, Professional Practices Commission, and the Negotiated Master Agreement.

The Board will not discriminate against any Certified Contracted Employees with respect to terms and conditions of employment, by reason of membership in the Association and its affiliates, participation in collective negotiations with the Board, or institution of a grievance under the terms of this Agreement

PART TIME EMPLOYEES:

An employee must be employed a minimum of 0.5 full-time equivalency (FTE) to qualify for fringe benefits. The Salary and fringe benefits of employees who are contracted from 0.5 to 0.99 FTE shall be prorated based on the employees' FTE.

SALARY SCHEDULE:

The salary of Certified Contracted Employees covered by this Agreement shall be determined by the salary schedule attached as Appendix 'A' to this agreement.

The salary schedule recognizes years of experience and advanced educational course work through the Master Degree plus 36 hours, step 15.

The salary schedule is a 4 x 5 schedule. This is defined as a percentage increase of four percent (4%) vertical and five percent (5%) horizontal based on the base salary.

INITIAL SALARY SCHEDULE PLACEMENT:

When Certified Employees are hired by the Superior Public Schools, they shall be credited with all years of previous teaching experience and placed on the salary schedule according to their degree level.

HORIZONTAL MOVEMENT ON THE SALARY SCHEDULE:

The salary schedule recognizes credit hours of work completed beyond the Bachelors Degree and earned after the employee has been awarded the Masters Degree. Graduate credit hours need not apply toward a specific Masters Degree for the movement on the salary schedule up to the Bachelors + 36 / Masters Degree Column (Column E).

For a Certified Contracted Employee to move horizontally on the salary schedule, for additional credit hours beyond the BA level, the credit hours must be presented to the Superintendent's office on an official transcript from the higher educational institution granting the credit hours by September 1 of each school year.

Community College or undergraduate hours necessary for the improvement of instruction may be used for advancement upon approval of the Superintendent.

Graduate hours, applied toward the columns beyond the Bachelors + 36 / Masters Degree Column (Column E) of the salary schedule, must be taken after the certified contracted employee has acquired the Masters Degree.

The Superintendent's office shall request each spring, on an Intent of Horizontal Movement Form, each Certified Contracted Employee's intent to move horizontally on the salary schedule for the next school year.

VERTICAL MOVEMENT ON THE SALARY SCHEDULE:

Certified Contracted Employees shall advance one vertical step for each year of experience in the District until they have reached the last step in the salary schedule column they are placed in. Vertical movement can only be one step per school year.

BASE SALARY:

The base salary for a 185-day contract for the **2022-23 school year** shall be Thirty-Six Thousand Three Hundred Fifty Dollars (\$37,250) for Certified Contracted Employees.

SALARY PAY DATE:

Certified Contracted Employees shall be paid in twelve (12) equal payments on or before the 15th of each month.

REGISTRATION OF CERTIFICATE:

A valid certificate must be registered with the Superintendent and filed in the Central Office. Failure to meet this requirement by September 15th will result in wages being held.

EXTRA-DUTY SCHEDULE:

When an agreement has been reached between an individual employee and the District relating to the performance of extra duty/curricular duties, the salary shall be in accordance with the extra duty/curricular salary schedule attached as Appendix 'B' to this Agreement.

Steps on the extra duty/curricular schedule are applicable to experience as duty has been assigned.

COVERAGE TIME COMPENSATION:

When a Certified Contracted Employee is asked and agrees to cover another Certified Contracted Employee's class(es), the Certified Contracted Employee shall have the option of being paid 12.5 % of the daily substitute teacher rate per class period, prorated for elementary time, or receive compensation in the form of paid release time

at a rate of one period for every period covered as a substitute teacher. Certified Contracted Employees selecting the 12.5 % of the daily substitute teacher rate per class period option shall be paid in the June paycheck for the hours accumulated during the most recent school year.

Certified Contracted Employees selecting the paid release time option may take such accrued release time in increments of periods, half-day and full days(s) upon request to and approval of the administration. The paid release time may accumulate from year to year to a maximum amount of a 5-day equivalency (40 class periods).

The number of coverage time(s) (periods) accumulated by each certified contracted employee during the most recent school year as well as hours accumulated during previous school years shall be kept by the Building Principals. Each certified contracted employee will be informed in writing of previously accumulated hours and hours accumulated during the most recent school year the third week of January and prior to checkout in May.

OVERLOAD PAY:

In the event that it is mutually agreed by the District and a Certified Contracted Employee to accept an additional assignment that precludes them from having a planning period that Certified Contracted Employee will be paid overload pay at the rate of 12.5% of the base.

In the event any certified contracted employee is assigned to two (2) separate sites on an everyday basis and travel time precludes them from having a full planning period, that Certified Contracted Employee will be allocated 1/2 of the overload rate or 6.25% of the base salary.

DISTANCE LEARNING:

Assignment of Certified Contracted Employees to a distance learning class held before or after the normal student school day shall be considered a voluntary assignment. This voluntary assignment shall be compensated at the designated overload pay. The Association recognizes that the School District belongs to the Central Nebraska Distance Education Consortium and has adopted the necessary policies of the consortium to manage and operate the distance learning classroom.

HEALTH - DENTAL INSURANCE:

The District shall provide for each Certified Contracted Employee the Educators Health Alliance Dual Choice Option which includes a choice between the \$1,050 Deductible PPO Health Insurance Plan OR the \$3,800 Deductible HSA-Eligible Plan provided by Blue Cross Blue Shield of Nebraska. If the HSA-Eligible option is selected, the district will contribute the difference in premium between the PPO plan and the HSA-eligible plan to the employee's HSA. There are four tiers of coverage available for employees: Employee Only, Employee & Spouse, Employee & Child(ren) or Employee, Spouse & Child(ren).

The District shall provide for each Certified Contracted Employee the Nebraska Educators Health Alliance individual PPO - 100% A, 75% B, 50% C Coverage- Option 2 Dental Plan provided by Blue Cross Blue Shield of Nebraska. The District shall provide the Employee & Spouse PPO - 100% A, 75% B, 50% C Coverage- Option 2 Dental Plan for those Certified Contracted Employees who are married couples who both teach in the District. Further, Certified Contracted Employees may select the Employee & Spouse, Employee & Child(ren) or Employee, Spouse & Child(ren) Dental Plan by paying for the difference in such plan through payroll deduction. The premiums for health and dental insurance are paid to the insurance company and will not be paid as cash or salary to the employee in place of the health and dental insurance coverage.

Any Certified Contracted Employee of 0.5 F.T.E. and less than 1.0 F.T.E. will have health and dental benefits prorated based on F.T.E. equivalency.

LIFE INSURANCE:

Each Certified Contracted Employee may elect at the beginning of each school year an option to purchase term life insurance for themselves and/or dependents at the Certified Contracted Employee expense. This expense will be payroll deducted.

The Superintendent's office will assist the individual and/or family with initial filing of such claim.

DISABILITY INSURANCE:

The District shall provide a group Disability Insurance Plan (LTD) for each Certified Contracted Employee. The District will include the premium of such LTD insurance as part of each Certified Contracted Employee's total salary plus the health/dental insurance premium. The premium for each Certified Contracted Employee will then be payroll deducted monthly for the cost of such premium for LTD insurance. The Disability Insurance Plan will provide a 66 and 2/3 percent of salary and health/dental insurance premium upon the disability of the certified employee.

The individual must meet the waiting period qualifications of the plan. The waiting period will not exceed the maximum accumulation of sick leave (45) days or at the end of the accumulated sick leave. Further, the plan will have a minimal waiting period for preexisting conditions.

The Superintendent's office will assist the affected individual and/or family members with the initial filing with the insurance carrier.

SECTION 125 PLAN:

Each Certified Contracted Employee shall be entitled to participate in a Section 125 Plan.

ANNUAL COVERAGE:

The District shall make the payments of premiums, as provided in this Agreement, for Health, Dental, and Disability Insurance for the entire annual fiscal year of the District. That year is September 1 to August 31. An exception to this provision will be separation of contractual terms between a Certified Contracted Employee and the District.

SICK LEAVE:

Certified Contracted Employees shall be credited with ten (10) days per year sick leave, cumulative to forty-five (45) days.

The time granted under this leave may be used for personal illness or illness in the Certified Contracted Employee's immediate family.

After ten (10) consecutive years of service to the District, upon separation from the District, the Certified Contracted Employee shall be compensated for all unused, accumulated sick leave days. This compensation shall be at the rate of 25% of the District's current rate of substitute teacher pay for each day of unused sick leave. Payment will be made in the June paycheck.

PERSONAL LEAVE:

At the beginning of each school year, each Certified Contracted Employee shall be credited with two (2) days of paid personal leave at no cost to the Certified Contracted Employee. Notification to the Certified Contracted Employee's Building Principal, or immediate supervisor, for personal leave shall be made at the earliest time possible by the Certified Contracted Employee making the request. If the Certified Contracted Employee has unused personal leave at the end of the contract year, the Certified Contracted Employee will be given the option of being paid for the unused day(s) or banking the unused day(s) for use in a future school year. If the Certified Contracted Employee chooses to cash in the unused day(s) the rate of pay will be the regular substitute rate that is set by the district. Payment will be made in the June paycheck.

Personal leave requests may be made in hour increments. No personal leave will be granted one (1) day before and/or one (1) day after scheduled vacation periods as listed on the adopted school calendar or during Parent Teacher Conference days. Vacations shall include but not limited to: Labor Day, fall break, Thanksgiving Vacation, Christmas Vacation, winter break, and Easter Weekend. This can be waived by the Superintendent for emergency situations.

The Superintendent shall have the authority to limit the number of approved requests for any given day, if over 3 teachers request personal leave on the same day at any one of the school sites, depending on the availability of substitutes.

If the Certified Contracted Employee has unused personal leave at the end of the contract year and chooses to bank the unused day(s) for future use the days(s) may be banked cumulative to a total of five (5) days. The Certified Contracted Employee may use any number of personal days up to the total accumulated amount during the contract year subject to conditions listed in the PERSONAL LEAVE section of this agreement. Once a personal leave day is banked for future use by the Certified Contracted Employee, the day must be used as a personal leave day and may not be cashed in.

The number of personal leave days accumulated by each Certified Contracted Employee during the most recent school year as well as personal leave days banked from previous school years shall be kept by the Building Principals. The third week of

January and prior to checkout in May each Certified Contracted Employee will be informed in writing of the number of unused personal leave days that they have accumulated.

In addition to the two (2) days of personal leave credited to the Certified Contracted Employee at the beginning of each school year under the criteria listed above, each Certified Contracted Employee shall be entitled to one (1) additional day of leave under the following terms and conditions:

A. The Certified Contracted Employee will reimburse the District for the cost of a substitute teacher for that day dependent on the request of one-half (1/2) or full day increment.

B. If the Certified Contracted Employee elects to have the reimbursement deducted from their paycheck the District will do so and no further deduction will be made from the Certified Contracted Employee's paycheck.

C. This day will be contingent upon the availability of a substitute teacher.

D. The one (1) additional personal leave day that may be given to the Certified Contracted Employee is not available to be reimbursed monetarily at the end of the contract year and/or can not be banked for use in a future school year.

PROFESSIONAL LEAVE:

The District recognizes that it is in the best interest of the District to further the professional growth and development of the District's Certified Contracted Employees. Therefore, professional growth activities recognized and approved by the Superintendent may be requested by an individual or by the administration. This professional leave shall be granted for Certified Contracted Employees attendance at professional meetings and visitations in their own teaching field, coaching field, or in an area deemed to help improve the quality of some area in the District. The fees, travel, lodging, etc. required to attend the activity shall be paid by the District unless both parties agree otherwise.

It is also recognized that there may, from time to time, be requests made for professional leave that may be recognized, mutually by the Superintendent and the Certified Contracted Employee involved, as self improvement for the Certified Contracted Employee. This type of request is subject to approval of the Superintendent. Any cost to attend this activity will be the sole responsibility of the individual making the leave request.

If the Certified Contracted Employee is an elected official of a state or national professional organization, the Certified Contracted Employee may request professional leave to attend official meetings to carry out the duties of the office, with the Certified Contracted Employee paying the wages of his/her substitute. This type of request is subject to approval of the Superintendent.

Any Certified Contracted Employee who is a member of a community service organization or is requested by such organization to attend or participate in meetings or activities of the organization conducted during school hours shall request professional leave. This type of request is subject to approval of the Superintendent.

BEREAVEMENT LEAVE:

Five (5) paid days shall be granted to Certified Contracted Employees in the event of death of the Certified Contracted Employee's spouse, child, or parent, which shall not be charged against sick leave. Five (5) additional days, if needed, shall be charged against sick leave. If needed, full pay deduction based on the Certified Contracted Employees per daily rate of salary shall be made after ten (10) days.

Three (3) paid days shall be granted in the event of death of grandparents, grandparents-in-law, parents-in-law, sister, brother, sons-in-law, daughters-in-law, sister-in-law, brother-in-law or grandchildren, which shall not be charged against sick leave. Five (5) additional days, if needed, shall be charged against sick leave. If needed, full pay deduction based on the Certified Contracted Employees per daily rate of salary shall be made after eight (8) days.

Death of friend or relative, not covered in bereavement leave, would be charged against sick leave. Five days maximum per school year allowed.

In the case of the death of a student or immediate relative of a present or past student the school district will be represented by granting bereavement leave to selected staff.

SABBATICAL LEAVE:

Sabbatical leave may be granted up to one full year (12 months) for the purpose of educational advancement upon written request to the Board of Education. The Certified Contracted Employee granted sabbatical leave shall agree to return to the District's employment for one contract year following the sabbatical leave. The Certified Contracted Employee granted sabbatical leave shall retain their year's of experience and placement on the index salary schedule, but will not accrue a year's credit of service for such leave. Upon return to active employment, the District may assign the Certified Contracted Employee to duties by reason of certification and endorsement. Sabbatical leave will be unpaid leave. A certified Contracted Employee granted sabbatical leave must reimburse the District for the premium for Health and Dental Insurance if the Certified Contracted Employee wishes to maintain Health and Dental Insurance. All other fringe benefits shall be maintained by the District.

SAFETY COMMITTEE

Pursuant to NEB. REV. STAT. §§ 48-443, the parties agree that the Superintendent may appoint members of the staff to serve on the safety committee as appropriate and as required by law.

WAIVER OF BARGAINING RIGHTS AND AMENDMENT TO AGREEMENT:

During the negotiations resulting in this Agreement, the District and the Association each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter as to which any state or federal law imposes an obligation to bargain, including but not necessarily limited to, the Industrial Relations Act (NEB. REV. STAT. §§ 48-801 through 48-839). Except as specifically set forth elsewhere in this Agreement, the District expressly waives its right to require the

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

NONDISCRIMINATION:

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

GRIEVANCE PROCEDURE:

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

A. Definitions

Grievance: Any claim or claims, by a teacher, a group of teachers, or the Association that there has been a violation, misinterpretation, or misapplication of any District policies covering terms and conditions of employment including, but not limited to the terms of the Agreement.

Grievant: Teacher, group of teachers, or the Association making the claim as provided in the paragraph above.

Time Limits: All time limits herein shall consist of teacher working days except when a grievance is submitted after the end of the school year, or the grievance process extends beyond the school year. The time limits shall consist of all weekdays of Monday through Friday. The number of days indicated at each level should be considered maximum and every effort shall be made at all levels to expedite the process. Failure of any grievant to comply with the time limits contained herein shall constitute a waiver of right to appeal to the next step of the grievance procedure. Failure of the Board, or its representatives to comply with the time limits at any level shall permit the grievant to appeal the grievance to the next level.

Grievance Meetings or Hearings: All meetings and hearings under this procedure up to and including Step 2 shall be conducted in private and shall include only the administration's representatives, the grievant, and the grievant's designated representative. If the grievant chooses to not have a representative assist them, the Association shall have the right to be present as provided in Section B of this procedure. All parties shall have the right to record the proceedings of any hearing or meetings at all formal levels of the grievance procedure. Hearings before the Board of Education shall be closed at the discretion of the grievant.

B. Representation

A grievant shall have the right to have representative(s), local and/or state, present to represent the grievant at each level of the grievance procedure. Nothing herein shall be construed as limiting the right of any teacher to discuss their grievance informally with his or her immediate supervisor, or building principal, and having the grievance settled informally.

The settlement shall not be inconsistent with the terms of the negotiated Agreement.

C. Reprisals

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

D. Withdrawal of a Grievance

An employee may withdraw their grievance at any level of the procedure without fear of reprisal from any party.

E. Advanced Step Filing

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

F. Grievance Procedure

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

Step 1. Written Grievance to the Principal. The grievant shall initiate the grievance in writing within five (5) school days to the principal. The failure to present the grievance within five (5) school days shall result in the waiver of the grievance. The grievance must contain a detailed description of all facts giving rise to the grievance, a list of all witnesses, all relevant documents, and the requested resolution. The grievant shall sign and date the grievance.

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

Step 2. Written appeal to the Superintendent of Schools. If the determination of the principal is not satisfactory to the grievant, the grievant may appeal the decision to the superintendent of schools or his or her designee. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) school days of the receipt of the principal's determination. The appeal shall be based on, and limited to, the facts produced in Step 1. In other words, this is an "appeal on record".

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

Step 3. Appeal to the Board of Education. If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five (5) days of the receipt of the superintendent's decision. The appeal shall be based on, and limited to, the facts produced in step 1. In other words, this is an "appeal on the record." The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision with five (5) school days of hearing the grievance.

Written Presentation. All grievances presented at Step 1 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 1 and appeals at Steps 2 and 3 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

DURATION OF THE AGREEMENT:

This agreement shall be effective for the **2022-2023** school year and shall continue in effect until a successor agreement is adopted.

DOCUMENT AGREEMENT AUTHORIZATION:

In witness whereof the parties hereto caused this agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signature to be placed hereon, all on this day and year December 13, 2021.

Board of Education:

Association

By _____
President

By _____
President

By _____
Chief Negotiator

By _____
Chief Negotiator

Appendix 'A'

SALARY SCHEDULE 2022-2023 SCHOOL YEAR

4 X 5 INDEX

BASE OF

\$37,250.

represents 185 days of contacted service

| STEP/EXP. | B.A. | | | | M.A. | M.A. | | | |
|-----------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | A | B | C | D | E | F | G | H | I |
| 1 | 1.00 \$37,250. | 1.05 \$39,113. | 1.10 \$40,975. | 1.15 \$42,838. | 1.20 \$44,700. | 1.25 \$46,563. | 1.30 \$48,425. | 1.35 \$50,288. | 1.40 \$52,150. |
| 2 | 1.04 \$38,740. | 1.09 \$40,603. | 1.14 \$42,465. | 1.19 \$44,328. | 1.24 \$46,190. | 1.29 \$48,053. | 1.34 \$49,915. | 1.39 \$51,778. | 1.44 \$53,640. |
| 3 | 1.08 \$40,230. | 1.13 \$42,093. | 1.18 \$43,955. | 1.23 \$45,818. | 1.28 \$47,680. | 1.33 \$49,543. | 1.38 \$51,405. | 1.43 \$53,268. | 1.48 \$55,130. |
| 4 | 1.12 \$41,720. | 1.17 \$43,583. | 1.22 \$45,445. | 1.27 \$47,308. | 1.32 \$49,170. | 1.37 \$51,033. | 1.42 \$52,895. | 1.47 \$54,758. | 1.52 \$56,620. |
| 5 | 1.16 \$43,210. | 1.21 \$45,073. | 1.26 \$46,935. | 1.31 \$48,798. | 1.36 \$50,660. | 1.41 \$52,523. | 1.46 \$54,385. | 1.51 \$56,248. | 1.56 \$58,110. |
| 6 | 1.20 \$44,700. | 1.25 \$46,563. | 1.30 \$48,425. | 1.35 \$50,288. | 1.40 \$52,150. | 1.45 \$54,013. | 1.50 \$55,875. | 1.55 \$57,738. | 1.60 \$59,600. |
| 7 | | 1.29 \$48,053. | 1.34 \$49,915. | 1.39 \$51,778. | 1.44 \$53,640. | 1.49 \$55,503. | 1.54 \$57,365. | 1.59 \$59,228. | 1.64 \$61,090. |
| 8 | | 1.33 \$49,543. | 1.38 \$51,405. | 1.43 \$53,268. | 1.48 \$55,130. | 1.53 \$56,993. | 1.58 \$58,855. | 1.63 \$60,718. | 1.68 \$62,580. |
| 9 | | | 1.42 \$52,895. | 1.47 \$54,758. | 1.52 \$56,620. | 1.57 \$58,483. | 1.62 \$60,345. | 1.67 \$62,208. | 1.72 \$64,070. |
| 10 | | | | 1.51 \$56,248. | 1.56 \$58,110. | 1.61 \$59,973. | 1.66 \$61,835. | 1.71 \$63,698. | 1.76 \$65,560. |
| 11 | | | | 1.55 \$57,738. | 1.60 \$59,600. | 1.65 \$61,463. | 1.70 \$63,325. | 1.75 \$65,188. | 1.80 \$67,050. |
| 12 | | | | | 1.64 \$61,090. | 1.69 \$62,953. | 1.74 \$64,815. | 1.79 \$66,678. | 1.84 \$68,540. |
| 13 | | | | | 1.68 \$62,580. | 1.73 \$64,443. | 1.78 \$66,305. | 1.83 \$68,168. | 1.88 \$70,030. |
| 14 | | | | | 1.72 \$64,070. | 1.77 \$65,933. | 1.82 \$67,795. | 1.87 \$69,658. | 1.92 \$71,520. |
| 15 | | | | | | 1.81 \$67,423. | 1.86 \$69,285. | 1.91 \$71,148. | 1.96 \$73,010. |

CATEGORY I

Appendix 'B'

Head Football
 Head Volleyball
 Head Basketball-Boys
 Head Basketball-Girls
 Head Wrestling
 Head Sr High Track
 FFA
 Instrumental Music
 Drill Team

| YEARS OF EXPERIENCE | PERCENT OF BASE | |
|---------------------|-----------------|-------------|
| 1 | 12.5% | \$ 4,656.25 |
| 2 | 13.0% | \$ 4,842.50 |
| 3 | 13.5% | \$ 5,028.75 |
| 4 | 14.0% | \$ 5,215.00 |
| 5 | 14.5% | \$ 5,401.25 |
| 6 | 15.5% | \$ 5,773.75 |

CATEGORY II

Head Cross Country
 Head Golf-Boys
 Head Golf-Girls
 Assistant Football
 Assistant Volleyball
 Assistant Basketball-Boys
 Assistant Basketball-Girls
 Assistant Wrestling
 7th & 8th Head Track
 Vocal Music

| YEARS OF EXPERIENCE | PERCENT OF BASE | |
|---------------------|-----------------|-------------|
| 1 | 8.0% | \$ 2,980.00 |
| 2 | 8.5% | \$ 3,166.25 |
| 3 | 9.0% | \$ 3,352.50 |
| 4 | 9.5% | \$ 3,538.75 |
| 5 | 10.0% | \$ 3,725.00 |
| 6 | 10.5% | \$ 3,911.25 |

CATEGORY III

Assistant Sr High Track
 One Act Plays (Minimum Conference & Districts)
 FBLA
 FCCLA

| YEARS OF EXPERIENCE | PERCENT OF BASE | |
|---------------------|-----------------|-------------|
| 1 | 6.0% | \$ 2,235.00 |
| 2 | 6.5% | \$ 2,421.25 |
| 3 | 7.0% | \$ 2,607.50 |
| 4 | 7.5% | \$ 2,793.75 |
| 5 | 8.0% | \$ 2,980.00 |
| 6 | 8.5% | \$ 3,166.25 |

CATEGORY IV

7th & 8th Football
 7th & 8th Volleyball
 7th & 8th Basketball-Boys
 7th & 8th Basketball-Girls
 7th & 8th Wrestling
 Assistant 7th & 8th Track
 Two-Act Production
 Head Speech
 Student Council
 Concessions

| YEARS OF EXPERIENCE | PERCENT OF BASE | |
|---------------------|-----------------|-------------|
| 1 | 5.0% | \$ 1,862.50 |
| 2 | 5.5% | \$ 2,048.75 |
| 3 | 6.0% | \$ 2,235.00 |
| 4 | 6.5% | \$ 2,421.25 |
| 5 | 7.0% | \$ 2,607.50 |
| 6 | 7.5% | \$ 2,793.75 |

CATEGORY V

Yearbook/Flashlight

DC Trip (three day minimum)
 Community Service Club
 Bowling
 Adult Education

| YEARS OF EXPERIENCE | PERCENT OF BASE | |
|---------------------|-----------------|-------------|
| 1 | 4.0% | \$ 1,490.00 |
| 2 | 4.5% | \$ 1,676.25 |
| 3 | 5.0% | \$ 1,862.50 |
| 4 | 5.5% | \$ 2,048.75 |
| 5 | 6.0% | \$ 2,235.00 |
| 6 | 6.5% | \$ 2,421.25 |

CATEGORY VI

Assistant Drama
 Assistant Speech
 TeamMates Coordinator
 Secondary Quiz Bowl
 Junior Class Sponsor

| YEARS OF EXPERIENCE | PERCENT OF BASE | |
|---------------------|-----------------|-------------|
| 1 | 3.0% | \$ 1,117.50 |
| 2 | 3.5% | \$ 1,303.75 |
| 3 | 4.0% | \$ 1,490.00 |
| 4 | 4.5% | \$ 1,676.25 |
| 5 | 5.0% | \$ 1,862.50 |
| 6 | 5.5% | \$ 2,048.75 |

CATEGORY VII

Art Club
 After School Hours Enrichment

| YEARS OF EXPERIENCE | PERCENT OF BASE | |
|---------------------|-----------------|-------------|
| 1 | 3.0% | \$ 1,117.50 |
| 2 | 3.5% | \$ 1,303.75 |
| 3 | 4.0% | \$ 1,490.00 |

CATEGORY VIII

Class Sponsors-9th, 10th, 12th, Mid Sch
 National Honor Society
 S-Club
 Accompanist

| YEARS OF EXPERIENCE | PERCENT OF BASE | |
|---------------------|-----------------|-----------|
| 1 | 1.5% | \$ 558.75 |
| 2 | 2.0% | \$ 745.00 |
| 3 | 2.5% | \$ 931.25 |

SUMMER WEIGHT ROOM SUPERVISION

Head Summer Weights - \$1,000; Assistant Summer Weights and Junior High - \$500

SUMMER CURRICULUM WORK

Summer curriculum work as assigned will be paid 0.00070% of base minus \$2.00 per hour - [(0.00070 x base salary) - \$2.00] Work to be completed by August 1st.

ELEMENTARY QUIZ BOWL

The District will pay the Elementary Quiz Bowl sponsor at the hourly rate paid for certified staff through the After School Program up to 2 hours per week of practice not to exceed 15 hours total.

COLLEGE COURSE STIPEND

The District will pay a stipend of \$500 per course for any Superior School District Teacher who meets the requirements of a College, Community College, or University to teach a dual credit course on the Superior High School Campus. The class must include Superior High School students and must be taught by the teacher and not delivered as a virtual class from the college or university.

VIDEO BOARD/STRIV STIPEND

The District will pay a stipend per event of \$40 up to a triangular. A tournament will be

paid a stipend of \$100.

2009
Public Participation at Board Meetings

The board of education shall conduct its meetings in accordance with the Nebraska Open Meetings Act.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall make available at the meeting, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed in open session of the meeting.

The board is not required to allow citizens to speak at each meeting, but it will provide the opportunity for public participation at least four times per year. The board may make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board shall not require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. However, the board ~~may~~ shall require members of the public desiring to address the board to identify themselves, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

Adopted on: _____

Revised on: _____

Reviewed on: _____

6004 Curriculum Development

The board of education jealously guards its right, prerogative, and discretion to exercise local control of the curriculum development of the district to the greatest extent permitted by state and federal law, and has no intention of ceding such right, prerogative, or discretion.

The superintendent or his/her designee shall be responsible for providing and directing system-wide planning for curriculum, instruction, assessment and staff development.

The curriculum shall be standards-driven and accountability-based. The district's academic content standards shall be those required by the Nebraska State Board of Education in the subject areas of reading and writing (language arts), mathematics, and science only. The standards shall be the same as the measurable model academic content standards adopted by or required by the State Board of Education and shall cover at least the same grade levels required by the State Board. The curriculum shall be articulated to include all programs and grade levels offered within the district, K-12 and, if applicable, shall include a preschool program. The curriculum shall reflect the comprehensive plan of the school district. All professional staff members are responsible for implementing the curriculum.

The superintendent or his/her designee will present this curriculum to the board for approval or modification.

The superintendent shall be responsible for establishing curriculum guides to articulate and coordinate the written curriculum, and to provide consistency of the written curriculum from one level of the district to the next. Curriculum guides shall provide for the development of the school district's curriculum and shall set academic standards, identify essential educational outcome criteria, and provide for the implementation, monitoring and evaluation of student learning.

Teachers are responsible for following the curriculum guides and teaching the written curriculum. Principals are responsible for monitoring the curriculum and evaluating teachers to ensure that they are teaching in compliance with the curriculum guides and written curriculum. The superintendent and his/her designee shall ensure that principals monitor the curriculum and evaluate teachers.

Curriculum and Textbook Adoption Schedule

The District will review curriculum and adopt associated textbooks on the following schedule.

| SCHOOL YEAR | K-12 REVIEW | TEXTBOOK ADOPTION |
|-------------|---|---|
| | Foreign Language Fine Arts/Music | Foreign Language Fine Arts/Music |
| | K-12 Language Arts | 6-12 Language Arts |
| | Math | Math |
| | Technology | Technology |
| | Science | Science |
| | Physical Ed/Health | Physical Ed/Health |
| | Foreign Language Vocational Fine Arts/Music | Foreign Language Vocational Fine Arts/Music |
| | | |
| | | |
| | | |

Adopted on: _____

Revised on: _____

Reviewed on: _____

6013 Teaching Controversial Issues

The ability to discuss, listen, and dissent are essential elements of responsible citizenship. The school district encourages students to develop skills in analyzing issues, respecting the opinion of others, distinguishing between fact and opinion, considering all pertinent factors in reaching decisions, and arriving at group decisions.

Teachers may teach or lead discussions about controversial issues if they comply with the following criteria contained in this policy. Controversial issues may be questions, subjects, or problems which can create a difference of opinion. They can include issues which may have political, social, environmental, or personal impacts on pupils and/or the wider community: locally, nationally or internationally. Often they have no easy answer, in part, because solutions may be based on an individual's personal values and beliefs.÷

1. The issues discussed must be relevant to the curriculum and be part of a planned educational program.
2. Students must have free access to appropriate materials and information for analysis and evaluation of the issues.
3. The teacher must encourage students to consider and discuss a variety of viewpoints.
4. The topic and materials used must be within the range, knowledge, maturity, and competence of the students.
5. The teacher must inform parents and the building principal before discussing sensitive or controversial issues.
6. The teacher must keep detailed, documentary evidence to prove that both sides and/or all facts available were presented.
7. Teachers must refrain from advocating partisan causes, sectarian religious views, or selfish propaganda of any kind through any classroom

or a school device. However, a teacher shall not be prohibited from expressing a personal opinion as long as the student is encouraged to reach his/her own decision independently.

Teachers who are unsure of their obligations under this policy must confer with their principal prior to discussing controversial issues in the classroom.

Adopted on: _____

Revised on: _____

Reviewed on: _____

6020 Multicultural Education

In every curriculum area and at all grades, the school district will provide programs which foster and develop an appreciation and understanding of the racial, ethnic, and cultural heritage of all students. These programs will allow students to explore the history and contributions made by various ethnic groups and will emphasize human relations, sensitivity toward all races, and the rich diversity of the population of the United States. The district's multicultural education curriculum will be consistent with the district's responsibility under state law to ensure that youth are given the opportunity to become competent, responsible, patriotic, and civil citizens. The district's civics curriculum and multicultural curriculum will work together to make students fully aware of the liberties, opportunities, and advantages we possess and the sacrifices and struggles through whose efforts these benefits were gained. The programs shall be implemented within the guidelines of the State Department of Education and in accordance with any other applicable laws and/or regulations.

Commented [1]: This is lifted directly from the first section of 79-724.

Philosophy, Mission, and Program Goals. The school district respects and appreciates cultural diversity and seeks to promote the understanding of unique cultural and ethnic heritage. The district will promote the development of a culturally responsible and responsive curriculum. The school district's program will explore the attitudes, skills, and knowledge necessary to function in various cultures.

District Guides, Frameworks, or Standards. Appropriate district staff and/or committee(s) will review the school district curriculum guides, frameworks, or standards to determine that they appropriately incorporate multicultural education.

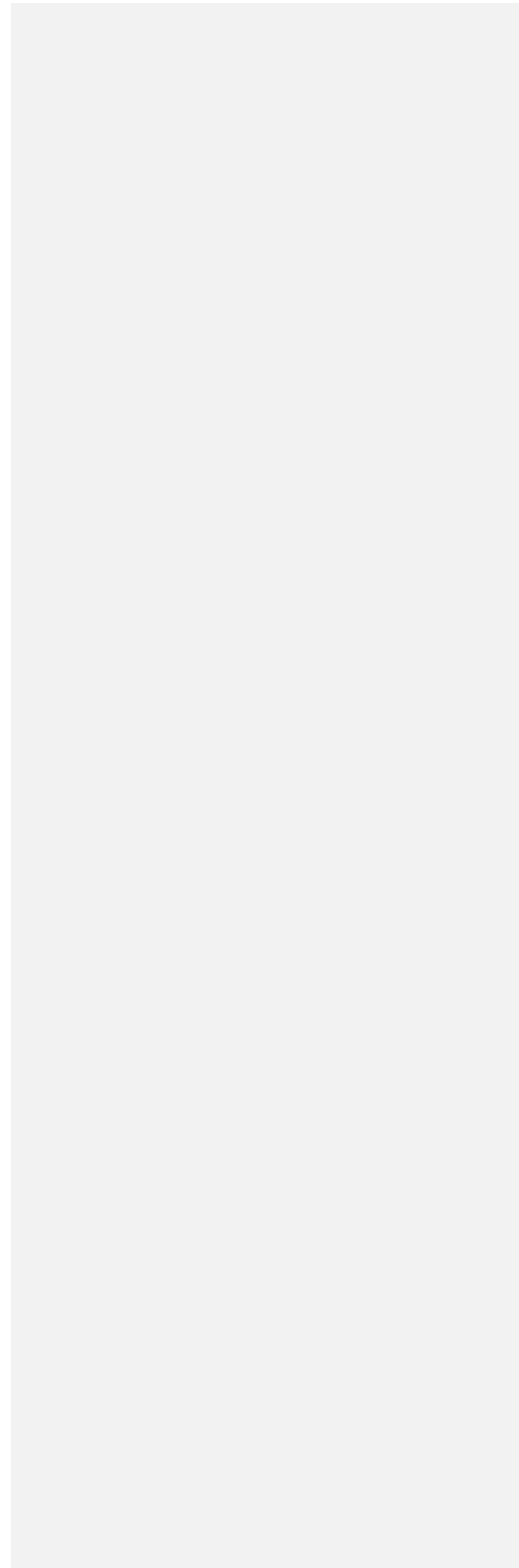
Selecting Appropriate Instructional Materials. Appropriate school district staff and/or committee(s) will review instructional materials and make a recommendation regarding those that are appropriate for the school district's multicultural education program.

Providing Staff Development. Appropriate school district staff and/or committee(s) will review the staff development provided for administrators, teachers, and support staff to determine that it includes appropriate multicultural education that is consistent with school district and program goals.

Periodic Assessment. Appropriate school district staff and/or committee(s) will periodically review the school district's multicultural education program by reviewing the criteria in this policy to assess whether the school district is adequately and appropriately incorporating multicultural education in all curriculum areas in all grades.

Annual Status Report. The superintendent will provide the board with a report on the status of the school district's multicultural education program annually.

Adopted on: _____
Revised on: _____
Reviewed on: _____



5001
Compulsory Attendance and Excessive Absenteeism

Required Attendance

Every person residing in the school district who has legal or actual charge or control of any child who is of mandatory attendance age shall cause that child to attend a public or private school regularly unless the child has graduated from high school or has been allowed to disenroll pursuant to this policy.

Mandatory Attendance Age

All children who are or will turn six years old before January 1 of the current school year are of mandatory attendance age. Children who have not turned eighteen years of age are of mandatory attendance age.

Exceptions

This policy does not apply when attendance is made impossible or impracticable by severe weather conditions or by the temporary illness of the student or a child whom the student is parenting.

A child who will not reach age 7 before January 1 of the current school year may be excused from mandatory attendance if the child's parent or guardian completes an affidavit affirming that alternative educational arrangements have been made for the child. A copy of the required affidavit is attached to this policy.

Discontinuing Enrollment – 5 Year Old Students

The person seeking to discontinue the enrollment of a student who will not reach six years of age prior to January 1 of the current school year shall submit a signed, written request and to the superintendent using the form which is attached to this policy. The school district may request written verification or documentation that the person signing the form has legal or actual charge or control of the student. The school district shall discontinue the enrollment of any student who satisfies these requirements. Any student whose enrollment is discontinued under this subsection shall not be eligible to reenroll in this school district until the beginning of the following school year unless otherwise required by law.

Discontinuing Enrollment – 16 and 17 Year Old Students

Only children who are at least 16 years of age may be disenrolled from the district. The person seeking to discontinue the child's enrollment shall submit a signed, written request and submit it to the superintendent using the form which is attached to this policy. The district will follow the procedures outlined on the attached form in considering requests to disenroll.

Only children disenrolling to attend a non-accredited school may be exempt from this policy. The person with legal or actual charge or control of the child must provide the superintendent with a copy of the signed request submitted to the State Department of Education for attending non-accredited schools. The superintendent may confirm the validity of the submission with the State Department of Education.

Attendance Officer

Each building principal is designated as an attendance officer for the district. Each building principal, at his or her discretion, may delegate these responsibilities to any other qualified individual. The attendance officer is responsible for enforcing the provisions of state law relating to compulsory attendance. This responsibility includes but is not limited to filing a report with the county attorney of the county in which a student resides. Compensation for the duties of attendance officer is included in the salary for the superintendent or designee.

Excused Absences

The following absences will be considered excused if they are confirmed by communication to the school from the student's parent/guardian:

1. Physical or mental illness of the student (a physician's verification is required after four (4) consecutive days of absence for illness)
2. Severe weather
3. Medical appointments for the student
4. Death or serious illness of the student's family member

Commented [A1]: This sample list is very liberal in what the school considers "excused." Schools that adopt this sample list will have very few students who accrue many "unexcused" absences. Boards may eliminate any of these categories of excused absence except for illness documented by a physician, suspension/expulsion and severe weather. Boards may also add additional requirements before an absence will be excused (e.g. require funeral card to verify family funeral, etc.)

5. Attending a funeral, wedding or graduation
6. Appearance at court or for other legal matters
7. Observance of religious holidays of the student's own faith
8. College planning visits
9. Personal or family vacations

Excessive Absenteeism

When a student receives 5 unexcused absences or the hourly equivalent in any semester, the Attendance Officer will follow the attached procedure for addressing barriers to the student's attendance.

Commented [A2]: The board may select any number of unexcused absences to trigger the meeting requirements.

When a student is absent more than twenty days per year or the hourly equivalent and any portion of the absences is unexcused, the Attendance Officer may/must file a report with the county attorney of the county in which the student resides. For example, if the student accumulates 23 days of excused absences due to documented illness and is tardy one time, the Attendance Officer may file a report with the appropriate county attorney.

Commented [A3]: The board can require the attendance officer to report to the county attorney by changing "may" to "shall"

Adopted on: June 11, 2018

Revised on: _____

Reviewed on: _____

5002
Admission of Students

Students shall be admitted to the school district who are:

- legal residents of the school district or otherwise entitled by Nebraska law to attend the schools of the district tuition-free;
- approved for option enrollment pursuant to policy;
- approved as foreign exchange students pursuant to policy;
- legal residents of a district that has contracted with this district for their educational services;
- statutorily entitled to attend the schools of the district on a part-time basis pursuant to policy; or
- out-of-state students who have been enrolled pursuant to policy.

Students who have been placed in a foster home within the school district are not residents of the district and will not be permitted to enroll unless the district has received a written determination from the Nebraska Department of Health and Human Services that it is in the best interests of the student not to attend his or her district of residence.

Prior to enrolling any student who is a ward of the state of Nebraska or a ward of any court, the district will ask to review a completed copy of the "Education Court Report Form" promulgated by the Nebraska Supreme Court's Commission on Children and Families in the Courts – Education Sub-Committee. If there is no such completed form, district staff will offer assistance to the appropriate responsible individual in securing the information necessary to complete the form as part of the district's enrollment process.

Except in adult education classes or when otherwise required by law, no student who is of 21 years of age or older, or who has earned a high school diploma or its equivalent will be allowed to be enrolled in or continue to attend school in the district.

Students who seek to enroll in the district must comply with each board policy, state statute and regulation that applies to their situation. Grade level placement will be determined in accordance with district policy.

Adopted on: June 11, 2018

Revised on: July 8, 2019

Reviewed on: _____

5002.1

Admission of Students Who Reside Out of the State of Nebraska

Students who reside in a state other than Nebraska must submit an application to enroll in the district at least four weeks prior to the beginning of the semester in which they wish to begin attending the district. Out of state students may not enroll mid-semester.

The administration will review each application and is authorized to admit out-of-state students whose academic history, disciplinary records, prior school community involvement and other relevant factors indicate that they will be successful in this school district. Those who have verified disabilities pursuant to the Individuals with Disabilities in Education Act or section 504 of the Rehabilitation Act will not be excluded from admission based solely on their disability. The administration may reject an out-of-state student when acceptance of the student:

- Would increase the operating costs of the school district, such as by requiring the hiring of new staff or contracting with outside entities to provide services to the student;
- Would require the procurement of new equipment, technology, or furnishings;
- Would cause or require the rearrangement of caseloads for staff and contracted professionals;
- Is reasonably deemed by appropriate school staff to pose a potential risk to the health or safety of students or staff;
- May pose a risk of adversely affecting the quality of educational services being provided to resident students, as determined by appropriate school staff.

The administration's approval or disapproval of an out-of-state student's application is final. (Consult with legal for further direction if needed.)

Out-of-state students who are admitted pursuant to this policy must meet the requirements of board policy 5002 and must comply with each board policy, state statute and regulation that applies to their situation. Once admitted, they will be subject to the same disciplinary rules and procedures as resident students. Students must apply for admission prior to attending the district, and their admission status, eligibility and continued attendance will be reviewed by the Superintendent or Superintendent's designee each semester.

Upon review, continued attendance at the district may be denied for students who are not academically and/or behaviorally successful. Once admitted, out-of-state students' grade level placement will be determined in accordance with district policy.

Out-of-state students are not entitled to transportation or reimbursement for transportation.

Out-of-state students will be charged tuition of \$1,000 per semester by the district. Payment is due on or before October 1 for first semester and March 1 for second semester, unless an alternative tuition payment schedule is approved in advance by the Superintendent. The tuition fee may be changed by the board of education prior to any semester with or without notice to the out-of-state student's family or resident school district. Failure to make timely tuition payment is grounds to terminate the out-of-state student's attendance at the district immediately.

Adopted on: June 11, 2018

Revised on: June 17, 2019

Reviewed on: _____

5003 Admission of Part-Time Students

Full Time Enrollment

Students must be enrolled in Superior Public Schools on a full-time basis. Full-time basis is defined as attending classes for the full instructional day within the public school system.

Exceptions are permitted only for:

1. enrolled students attending another state accredited institution such as a vocational-technical school or a college or university for school credit;
2. enrolled students taking the limited number of credits needed to graduate in the school year;
3. enrolled students in need of modified school attendance as an accommodation for a disability or similar unique circumstance;
4. enrolled students receiving special education services where the student's IEP requires a modified schedule, or non-enrolled students receiving special education services or other legally mandated services required to be provided to eligible resident children under state and federal laws and regulations;
5. students from other school districts participating in programs offered by the District pursuant to an inter-local agreement or other arrangement approved by the School Board; and
6. non-public school students in accordance with the policies and procedures set forth in this policy.

Part-Time Enrollment of Non-Public School Students

The School Board shall allow the part-time enrollment of students who are residents of the school district and who are also enrolled in a private, denominational, or parochial school or in a school which elects pursuant to section 79-1601 not to meet accreditation or approval requirements. Such students are referred to herein as "nonpublic school students."

The School Board establishes the following guiding principles for enrollment of nonpublic school students:

- (1) The primary school for a non-public school student is the student's private, denominational, parochial or home school.
- (2) Non-public school students are not to be given priority over full-time students.
- (3) Non-public school students are to be enrolled only in programs or courses that are educationally appropriate for the student.
- (4) Enrollment of non-public school students is not to negatively affect the educational services to be provided to full-time students.

The School Board establishes the following specific policies and

procedures for enrollment of non-public school students. In the event the specific policies and procedures require interpretation or do not fully resolve an issue, the above established guiding principles are to be considered.

A. Non-Public School Student Enrollment Application Procedures

1. Application. Parent or guardian must submit an Application of Non-Public School Student for Part-Time Enrollment to the principal of the school the student desires to attend.

2. Deadline for Applications. The application must be received by August 1st preceding the school year the student wishes to enroll.

a. Change of Residence Exception: The application deadline for a student who becomes a resident of the District after the school year has commenced is: 20 calendar days after the student becomes a resident of the District. The principal may delay enrollment until the next following quarter or semester starts, or at such other time as determined to be educationally appropriate.

b. High School Course Exception: The application deadline for a student who desires to enroll in a second semester high school course is December 1st.

3. Action on Applications. The principal will review the application and will notify the parent of the approval or denial of the application within 2 weeks of receipt of the application or 2 weeks prior to the start of school or 2 weeks prior to the start of the next semester, whichever is later.

4. Appeals. The parent or guardian may appeal the principal's action to deny their application. Any such appeal must be submitted to the Superintendent within 14 calendar days from the date of the principal's action. The appeal shall be in writing and shall be decided on the basis of the written submission. The Superintendent may request the parent or guardian to provide further explanation or information and the appeal may be denied in the event the parent or guardian fails to fully respond on a timely basis. The Superintendent shall decide the appeal within 10 calendar days of the submission of the appeal. The Superintendent may make a decision later than the 10 days in the event good reason for delay exists. Good reason includes but is not limited to the Superintendent being unable to gather the information the

Superintendent determines necessary to make the decision within the decision period.

5. Annual Applications. Part-time enrollment is determined annually. Application must be made each school year. There will be no guarantee that enrollment will be continued from one year to the next.

B. Non-Public School Student Admission

1. Admission Requirements. Students must meet the normal admission requirements. This includes the requirements that the student: be a resident of the District, be of school attendance age and not have graduated or have received a GED.

2. Admission Process. Students must complete the normal enrollment process and forms required by the District and/or the building for enrollment of all children. This includes the requirements relating to: birth certificates, immunizations, physical examinations, and visual evaluations.

C. Non-Public School Student Enrollment Standards

1. Maximum Enrollment. Students may not enroll in more than 10 middle school or high school semester credit hours during any one semester. Elementary students may not enroll in programming of greater than 90 minutes of instruction each day. A student who is attending an exempt school and who is enrolled on a part-time basis in the District's middle school will be required to enroll in 20 semester credit hours of classes in the event the student has an interest in participating in extracurricular activities. Students in Grades 9-12 will be required to enroll in 20 semester hours of classes in the event the student has an interest in extracurricular activities.

2. Capacity Limits. Enrollment will be subject to capacity limits. Any grade level, program, or course which has been determined to be at capacity for option enrollment purposes shall not be available for non-public school students. The middle school principal and counselor shall also establish capacity limits for particular courses each semester. Students will not be permitted to enroll in courses beyond the established capacity limits.

3. Integrated Courses. Students must meet prerequisite requirements to be enrolled in a course by appropriate credits earned through an accredited program. The principal may on a

discretionary basis allow prerequisite requirements to be satisfied where the student provides reasonable indications that the academic criteria have been met, such as results from achievement tests or other indications of adequate preparation.

4. Educationally Appropriate Programs and Courses. Students will not be allowed to enroll in programs or courses which the school administration determines to not be educationally appropriate for the student. Determination of whether a program or course is educationally appropriate will be made based on the standards the District uses for making academic placement decisions.

5. Exempt school students will be able to enroll in core (math, science, social science or English) or non-core (PE, ART, BAND, etc.) classes. Students in Grades 7-8 will be required to enroll in 20 semester hour of classes to participate in activities. Students in Grades 9-12 will be required to enroll in 20 semester hours to participate in any activities.

D. Non-Public School Student Policies

1. General Standard. Non-public school students who are enrolled part-time are to be subject to the same standards as full-time enrolled students except where appropriate to reflect their part-time status.

2. Building assignment. Students must enroll in the attendance center that serves the student's residence, provided that the administration reserves the authority to make a different attendance center assignment.

3. No Partial Part-Time Enrollment. Students must apply for enrollment and attend the entire school year for which enrollment is made or, for high school courses, for the full length of the course. Once enrolled, part-time students will be required to participate in all activities, programs, and tests related to the program or course for which the student is enrolled, including as applicable State or District-wide assessments, as full-time students.

4. Student Conduct Policies. Students enrolled on a part-time basis shall be required to follow all school policies that apply to other students at any time the part-time student is present on school grounds or at a school-sponsored activity or athletic event.

This includes the District's student conduct policies. Students enrolled on a part-time basis shall be subject to discipline, including suspension or expulsion, for violation of student conduct rules.

5. Attendance. Students enrolled on a part-time basis are not exempt from the compulsory attendance laws or from the District's attendance policies. Students who engage in excessive absenteeism as defined in Board policy are to be reported under the truancy laws.

6. Presence on School Grounds. Students enrolled on a part-time basis are to be present on school grounds during the school day only at the times required for their attendance in the program or course in which they are enrolled. Exceptions may be made in the discretion of the principal or the principal's designee. Students must sign in and out of the school by following the building level procedure. Students are responsible for being aware of any changes in the school schedule during inclement weather or for other reasons.

7. Transportation. Students enrolled on a part-time basis are not entitled to transportation or transportation reimbursement. Full-time students will be given first consideration for parking on the high school campus.

8. Academic Honors. Students enrolled on a part-time basis will not be eligible to graduate or receive a diploma from the District or receive academic honors (for example, class rank and honor roll) except to the extent the student meets all requirements of the District's policies for such, including attainment of minimum credits and semesters of attendance.

9. Extracurricular Activities. Students enrolled on a part-time basis may be permitted, in the discretion of the principal and athletic director, to participate in extracurricular activities. Participation in activities that are subject to the bylaws of the Nebraska School Activities Association (NSAA) will be limited to those students who meet the NSAA bylaws.

Adopted on: June 11, 2018

Revised on: _____

Reviewed on: _____

5004 Option Enrollment

The board of education supports the concept embodied in the Enrollment Option Program that parents and legal guardians have the primary responsibility for insuring that their children receive the best education possible. Accordingly, the school district will participate in the option enrollment program and receive option students as provided herein.

1. Definitions

- a. Option Student Defined.** Option student shall mean a nonresident student who has chosen to attend the school district under the provisions of the option enrollment program.
- b. Resident School District Defined.** Resident school district shall mean the school district in which a student resides or in which the student is admitted as a resident of the school district pursuant to state law.
- c. Option School District Defined.** Option school district shall mean the school district that a student chooses to attend other than his or her resident school district.

2. Persons Entitled to Apply for Option Enrollment of Students. Only parents and legal guardians may apply for option enrollment of students. Applications filed by foster parents and adults acting *in loco parentis* are not authorized and will be automatically denied.

3. Duties, Entitlements and Rights of Option Students. Except as otherwise provided herein, once an option student's option enrollment application has been accepted he/she shall be treated as a resident student of the school district.

4. Standards for Acceptance or Rejection of Option Students.

- a. Numeric Capacity.** The board of education may set the numeric capacity of programs, classes, grade levels, or school buildings by operation of this policy or through freestanding action by the board. Numeric Capacity will be determined based upon available staff, facilities, projected enrollment of resident students, projected number of students with which the option school district will contract based on existing contractual arrangements, and availability of appropriate special education programs. Individuals seeking information about the numeric capacity set by the board may contact the superintendent for a copy of that resolution.

- b. Programmatic Capacity.** In addition to the numeric capacity standards referred to above, the board may, by resolution, declare a program, a class, or a school unavailable to option students due to lack of capacity. Individuals seeking information about the programs that have been declared to be unavailable due to lack of capacity may contact the superintendent for a copy of the board's resolution.
- c. Other Standards for Acceptance or Rejection of Option Enrollment Applications.** In addition to the numeric and programmatic capacity standards outlined above, the school district shall not accept an option student when acceptance of the student:
- i. Would increase the operating costs of the school district, such as by requiring the hiring of new staff or contracting with outside entities to provide services to the student;
 - ii. Would require the procurement of new equipment, technology, or furnishings;
 - iii. Would cause or require the rearrangement of caseloads for staff and contracted professionals;
 - iv. Is reasonably deemed by appropriate school staff to pose a potential risk to the health or safety of students or staff;
 - v. May pose a risk of adversely affecting the quality of educational services being provided to resident students, as determined by appropriate school staff.
- d.** The school district shall accept an option student with a disability only to the extent that the school district's then current staff and facilities are sufficient to accommodate the student's needs without significantly increasing the operating costs of the school district, such as by requiring the hiring of new staff.
- e.** The school district shall not base the decision to accept or reject an option student on the student's previous academic achievement, athletic or other extracurricular ability, disabling condition(s), proficiency in the English language, or previous disciplinary proceedings.
- f.** If there are more option student applicants for any program, class, grade level or school building than can be accepted into such program, class, grade level or school building, applicants shall be accepted in the following order:

- i. students with brothers or sisters attending the school district, either as resident students or as option students, shall be granted first priority;
- ii. thereafter, option students shall be accepted into such program, class, grade level or school building in the order in which written applications were received by the school district.

5. False or Misleading Option Applications. If, prior to the student's attendance as an option student, the school district discovers that a previously accepted option application contained false or substantively misleading information, the option application will be rejected.

6. Academic Credits and Graduation. The school district shall accept credits toward graduation that were awarded by another school district, and shall award a diploma to an option student if the student meets the graduation requirements of the school district.

7. Information Regarding Schools, Programs, Policies and Procedures. The school district, its officers and employees, shall make information about the school district and its schools, programs, policies and procedures available to all interested people.

8. Procedure for Students Optioning Into or Out of the School District.

a. The parent or legal guardian of any student desiring to option into or out of the school district shall submit a proper and timely application to the board of education and the other affected school district for enrollment during the following and subsequent school years. Any application requiring the approval of the school district shall be deemed submitted when the application is actually received in the school district's business office.

b. On or before April 1st, the school district shall notify the parent or legal guardian of any student who has submitted an application to option into the school district and the resident school district, in writing, whether the application is accepted or rejected. If an application is rejected, the reason for such rejection shall be stated in the notification. This written notice shall be sent via certified mail to the address listed on the option application.

9. Late Applications and Requests for Release

- a.** The board of education may refuse a request of a student seeking to option out of the school district when the option application is submitted after March 15th under the following conditions:
 - i. When the district has already entered into contracts with teaching staff for the following school year;
 - ii. When the district has already contracted for the performance of specific services for the student;
 - iii. When the release of the student would have a negative financial impact or loss of revenue for the district.
- b.** The board of education will approve late applications to option into the district under the following conditions:
 - i. When the resident district has released the student;
 - ii. When the student's late enrollment into the district meets the standards for acceptance or rejection of option students contained elsewhere in this policy;
- c.** The superintendent will notify parents or guardians who have submitted properly completed option applications after March 15th no later than 60 days following submission of the application of the board's acceptance or rejection of the application.

10. Students Who Do Not Need a Release from the Resident District

- a.** A student does not need to be released from his/her resident district under the following circumstances:
 - i. When the student has relocated to a different resident school district after February 1
 - ii. When a student's option school district merges with another district effective after February 1
- b.** The school district shall accept or reject an application from a student under this paragraph using the criteria set forth in this policy and will accept or reject the application within forty-five days.

11. Cancellation of Option.

Students who option either into or out of the school district shall:

- a.** Attend the option school district until graduation or relocation/re-option in a different resident school district unless the student chooses to return to the resident school district, in which case the student's parent or legal guardian shall timely submit a cancellation form to the school board or board of education of the option school district and the resident school district for approval for the following year.
- b.** Attend an option school district for not less than one school year unless the student relocates to a different resident school district, completes requirements for graduation prior to the end the school year, transfers to a parochial or private school, or upon mutual agreement of the resident and option school districts cancels the enrollment option and returns to the resident school district.

12. Authority of Superintendent.

The board of education authorizes the superintendent of schools to make decisions on its behalf pursuant to and to apply the criteria articulated by this policy in determining whether to grant or deny option enrollment applications.

Adopted on: June 11, 2018
 Revised on: _____
 Reviewed on: _____

5005
Transportation of Option Students

The board of education provides transportation to option students only if (a) the option student lives on an existing bus route (b) the option student makes arrangements to be picked up and dropped off at preexisting stops along an existing bus route or (c) transportation cost would not increase for any reason. The district does not provide mileage reimbursement for option-enrolled students unless otherwise required by law.

Adopted on: June 11, 2018

Revised on: _____

Reviewed on: _____

5006
Foreign Exchange Students

The school district may accept a foreign exchange student on a non-tuition basis if the student is sponsored by an organized exchange program that is acceptable to the board of education, approved for enrollment, and resides with a host family that lives within district boundaries.

A foreign student is not entitled to tuition-free schooling in the school district merely because he or she resides with a family within the district. The host family and/or sponsoring exchange program must file an application with the administration to enroll the student. In reviewing the application, the administration will consider the following factors:

- whether the student possesses a sufficient command of the English language;
- whether an appropriate program is available;
- whether the student meets the general admission requirements for the school; and
- such other factors as are relevant to the admission of the student.

Foreign exchange students who are accepted and enrolled will be subject to all policies and regulations governing the conduct and behavior of resident students.

Foreign exchange students are not included in the class rank. Foreign exchange students are not eligible for homecoming royalty or prom servers.

Adopted on: June 11, 2018

Revised on: _____

Reviewed on: _____

5007
Enrollment of Expelled Students

The administration shall not enroll any student during the term of any known expulsion of the student from any public school in any state unless the board of education has approved the enrollment by a vote of a majority of the members of the board. The district shall not enroll any student during the known term of any expulsion of the student from a private school for an offense for which expulsion is authorized for a public school student unless the board has approved the enrollment by a vote of a majority of the members of the board. This policy does not require the board to take a vote on the enrollment application of any such student.

Adopted on: June 11, 2018

Revised on: _____

Reviewed on: _____

5008
Pregnant or Parenting Students

Students who are pregnant or parenting are encouraged to continue participating in the district's educational and extracurricular programs.

I. Accommodations Regarding Attendance and Participation

A. Generally

Students who anticipate deviations from their regular school experience or accrue absences due to pregnancy or parenting should notify their building principal as early as possible to discuss their educational programming. The building principal will work with the student to develop a plan to assist the student in participating in district curriculum and extra-curricular activities. Such a plan may include:

1. The provision of online courses;
2. The arrangement of meeting times with teachers;
3. The identification of child care providers that meet statutory requirements for quality and care; and
4. All other curricular adjustments, modifications, and means of supplementing classroom attendance deemed appropriate by the school administrators.

B. Students with Disabilities

For students with disabilities who have an IEP or Section 504 plan, the administrators, student's parents or guardians, and student if appropriate will collaborate with the student's educational team to coordinate accommodations consistent with state and federal law. As permitted by law, students may be entitled to accommodations as a result of pregnancy.

II. Accommodations Regarding Lactation and Breastfeeding

A. Accommodations

1. In order to accommodate lactating and breastfeeding students, the district will provide reasonable opportunities to express breast milk or breastfeed in a place, other than a bathroom, which is shielded from view and free from intrusion from district students, employees, and the public.

2. Students who wish or need to express breast milk on a regular schedule will work with school administrators to create a schedule which accommodates the student's needs while facilitating education to the maximum extent possible.
3. The district will provide a location for students to store expressed breast milk in or near the location designated for students to express milk to create the least amount of disruption to the student's participation in class or activities.

B. Educational Process

In order to prevent interference with the educational process, no student shall express breast milk within school classrooms or buses. Nothing in this policy limits the authority of the administration to impose consequences consistent with the Student Discipline Act and other state and federal law.

Adopted on: June 11, 2018

Revised on: _____

Reviewed on: _____

5009
Adult Education

The board authorizes the administration to design and implement adult education as appropriate to the needs of the community and the programs of the district. The specific courses offered and expenditures necessitated by the adult education program will be approved by the board on an ad hoc basis.

Adopted on: June 11, 2018

Revised on: _____

Reviewed on: _____

5010 Immunizations

1. General Rule

- a. Each student wishing to enroll in the school district must be immunized as required by state law and the rules and regulations promulgated by the Nebraska Department of Health and Human Services in effect at the time of the student's enrollment.
- b. The district is not responsible for the cost of such immunizations.
- c. Any student who does not comply with this policy shall not be permitted to continue attending school.
- d. The building principal shall be responsible for maintaining immunization records for the students enrolled in his/her building and shall share that information with the school's threat assessment and crisis teams as appropriate.

2. Exceptions

a. Provisional Enrollment

Students who meet the statutory requirements for provisional enrollment may be allowed to attend school for sixty days without the necessary immunizations.

b. Immunization shall not be required if the student's parent or guardian submits one of the following to the superintendent of schools:

- i. A statement signed by a medical professional stating that the required immunization would be injurious to the health and well-being of the student or any member of the student's household; or
- ii. An affidavit signed by the student or a legally authorized representative of the student, stating that the immunization conflicts with the student's sincerely held religious beliefs.

c. Students who are excepted from the immunization requirement may be excluded from school in the event of an outbreak of any contagious disease in the school population.

Adopted on: June 11, 2018

Revised on: _____

Reviewed on: _____

5011
Physical Examination and Visual Evaluation of Students

I. Physical Examination

The following students shall provide evidence of a physical examination by a qualified health care provider:

- all incoming students in the beginner grade;
- students in seventh grade;
- all out-of-state transfer students; and
- 7-12 grade students participating in athletics.

Evidence of a physical examination must be dated no more than six months prior to entrance

II. Visual Evaluation for Students

The following students shall provide evidence of a vision evaluation by a qualified vision health care provider:

- all incoming students in the beginner grade and
- all out-of-state transfer students

The health care provider must test the student for amblyopia, strabismus and internal and external eye health, with testing sufficient to determine visual acuity. Evidence of a visual evaluation must be dated no more than six months prior to entrance.

Parents or guardians who wish to receive information regarding free or reduced-cost visual evaluations may contact Kids Connection at (877)-NEB-KIDS or the Nebraska Optometric Association at (800) 766-4466.

III. Objection to Examination

Any parent(s) or guardian(s) who object to a physical and/or vision examination and evaluation must submit a signed and dated refusal form to the school.

Adopted on: June 11, 2018

Revised on: _____

Reviewed on: _____

5012
Testing and Assessment Program

I. Basic Testing and Assessment Program

The school district will use a basic testing and assessment program to evaluate the outcome of the educational program and to provide information needed in working with individuals. The program will be supplemented by such individual and supplementary tests as the needs of the educational program and the district indicate. The superintendent and designees will coordinate the program from Kindergarten through twelfth grade to provide continuity. Teachers are prohibited from engaging in any behavior that adversely affects the validity of test scores as a measure of student achievement. Teachers should consult with relevant board policies and district protocols assessment administration and security.

II. Use and Dissemination of Test Results

At the board of education's regular October meeting, the superintendent of schools or principals shall provide an annual written report consisting of the results of the district's performance program including but not limited to: standardized norm-referenced assessments, criterion-referenced assessments, student performance, school system demographics, financial information, a follow-up study of graduates, and a learning climate survey. This report shall be made available to all patrons of the district. Building level results will be reported only to appropriate staff for review and goal setting.

This report shall not include any individual test scores or assessment, but individual student test scores or assessment results will be reported to the student's parents or legal guardian(s).

A comprehensive evaluation of the district shall be conducted at least once every five years using instruments and guides approved by the Department of Education.

Adopted on: June 11, 2018

Revised on: _____

Reviewed on: _____

5014 Homeless Students

- 1. General Policy.** The District will provide tuition free education for homeless children and youth who are in the district and accord them the educational rights and legal protections provided by state and federal law. Homeless children and youth shall not be stigmatized or segregated on the basis of their status as homeless and shall have access to the same services offered to other students. It is the intent of this policy to remove barriers to the enrollment and retention of homeless children and youth in the District.

- 2. Homeless Liaison.** The District's homeless liaison is the superintendent. Students in homeless situations who require assistance should contact the liaison at 402-879-3257 or in person at 601 West 8th Street, Superior, NE. The liaison's responsibilities include:
 - a. Ensuring homeless children and youth are identified through coordination with the Nebraska Department of Education, community groups, and other school personnel;
 - b. Receiving training regarding state and federal law governing homeless children and youth;
 - c. Ensuring homeless children and youth and their families are referred to appropriate health care, housing, and other relevant service providers and programs available in the community;
 - d. Assisting other District personnel to work with homeless children and youth and their families on regular attendance, participation in programs and activities of the District, and completing academic work to meet academic standards of the District;
 - e. Assisting homeless children and youth and working with other District employees to prepare for and improve college readiness, including assistance with applications, selection, financial aid, and status verification for purposes of the Free Application for Federal Student Aid; and
 - f. Carrying out other aspects of this policy.

- 3. Definitions**
 - a. "Homeless children and youth" means individuals who lack a fixed, regular, and adequate nighttime residence and includes:
 - i. Children and youths who are sharing the housing of other persons due to loss of housing, economic hardship, or a

similar reason; are living in motels, hotels, trailer parks, or camping grounds due to the lack of alternative accommodations; are living in emergency or transitional shelters; or are abandoned in hospitals;

- ii. Children and youths who have a primary nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings;
 - iii. Children and youths who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings; and
 - iv. Migratory children who qualify as homeless for the purposes of this subtitle because the children are living in circumstances described in clauses (i) through (iii).
- b. The term "homeless" or "homeless individual" does not include any individual imprisoned or otherwise detained by an act of Congress or by state law.
 - c. "Child" and "youth" refers to persons who, if they were children of residents of the District, would be entitled to a free education.
 - d. The term "unaccompanied youth" shall mean a homeless child or youth not in the physical custody of a parent or guardian.
 - e. "School of origin" means the school that the child or youth attended when permanently housed, or the school in which the child or youth was last enrolled.

4. School Stability and Enrollment. Generally, the District presumes that keeping a homeless child or youth in their school of origin is in the child's best interest unless it is contrary to a request of the child's parent, guardian, or in the case of an unaccompanied youth, the youth. The District will also consider factors including, but not limited to: the impact of mobility on achievement, education, health, and safety of the child.

5. Strategies to Address Enrollment Delays. In order to address enrollment delays resulting from homelessness, the school district shall immediately enroll homeless students even if they are unable to produce records normally required for enrollment such as immunization and medical records, residency documents, birth certificates, school records, or other documentation, or guardianship documents. The school district

shall immediately contact the school last attended by the student to obtain academic and other records. The school district's homeless liaison shall assist in obtaining necessary immunizations, or immunization or medical records.

6. Transportation. Transportation shall be provided to homeless students to the extent required by law and comparable to that provided to students who are not homeless. At the request of the parent or guardian (or in the case of an unaccompanied youth, the liaison), transportation shall be provided to and from the school of origin as follows:

- a. If the homeless child or youth continues to live in the area served by the school district, the child's or youth's transportation to and from the school of origin shall be provided or arranged by the school district.
- b. If the homeless child's or youth's living arrangements in the area served by the school district terminate and the child or youth, though continuing his or her education in the school district, begins living in an area served by another school district, the school district and the new school district in which the homeless child or youth is living shall negotiate to agree upon a method to apportion the responsibility and costs for providing the child with transportation to and from the school district. If the districts are unable to agree, the responsibility and cost for transportation shall be shared equally.

7. Records. The District will maintain and respond to requests for enrollment records for homeless children or youth consistent with its record policies and state and federal record laws. Any information about a homeless child's or youth's living situation shall be treated as a confidential education record and shall not be deemed directory information.

8. Dispute Process. If a dispute arises over school selection or enrollment in a school:

- a. The child or youth shall be admitted immediately to the school in which enrollment is sought, pending resolution of the dispute;
- b. The child, youth, parent, or guardian shall be referred to the district's homeless liaison who shall carry out the dispute

resolution process within (30) thirty calendar days after receiving notice of the dispute;

- c. The parent or guardian of the child or youth or, in the case of an unaccompanied youth, the youth, shall be provided with a written explanation of the school's decision regarding school selection or enrollment, including the rights of the parent, guardian, or unaccompanied youth to appeal the decision within (30) thirty calendar days of the time such complaint or dispute is brought.
- d. In the case of an unaccompanied youth, the homeless liaison shall ensure that the youth is immediately enrolled in the school in which enrollment is sought pending resolution of the dispute.

9. Appeal Process

- a. **Nebraska Department of Education.** If the Complainant is not satisfied with the written decision of the District after the dispute resolution process, the Complainant may appeal the decision of the District to the Commissioner of the Nebraska Department of Education within (30) thirty calendar days of receipt of the decision from the District, pursuant to Nebraska Department of Education Rule 19.
- b. **State Board of Education.** If the Complainant is not satisfied with the decision of the Commissioner, the Complainant may file a Petition with the State Board of Education within (30) thirty calendar days of the receipt of the decision of the Commissioner pursuant to Nebraska Department of Education Rule 19.

Adopted on: June 11, 2018

Reviewed on: _____

Revised on: _____

5015
Protection of Pupil Rights

The Board of Education respects the rights of parents and their children, and has adopted this policy in consultation with parents to comply with the federal Protection of Pupil Rights Amendment (PPRA).

1. Surveys

- a. Surveys Created by a Third Party
 - i. This section applies to every survey:
 - (1) that is created by a person or entity other than a district staff member or student;
 - (2) regardless of whether the student answering the questions can be identified; and
 - (3) regardless of the subject matter of the questions
 - ii. Parents have the right to inspect any survey created by a third party before that survey is distributed to their student.
- b. Surveys Requesting Particular Sensitive Information
 - i. Sensitive information shall include:
 - (1) Political affiliations or beliefs of the student or the student's parent(s);
 - (2) Mental or psychological problems of the student or the student's family;
 - (3) Sexual behavior or attitudes;
 - (4) Illegal, anti-social, self-incriminating, or demeaning behavior;
 - (5) Critical appraisals of other individuals with whom respondents have close family relationships;
 - (6) Legally recognized privileged or analogous relationships, such as those of lawyers; physicians, and ministers;
 - (7) Religious practices, affiliations, or beliefs of the student or student's parent(s); or
 - (8) Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program), without prior written consent of the parent or eligible student.
 - ii. No student shall be required to submit to a survey, analysis, or evaluation that requests sensitive information.
 - iii. If a survey requesting sensitive information is funded, in whole or in part, by a program administered by the U.S. Department of Education, the school district must obtain the

- written consent of a student's parent(s) before the student participates in the survey.
- iv. School officials and staff members shall not request, nor disclose, the identity of any student who completes any survey (created by any person or entity, including the district) containing any sensitive information.
 - v. Parents have the right to inspect any survey which requests sensitive information before that survey is distributed to their student.
- c. Survey Inspection Requests
- i. School officials shall inform parents of their right to inspect surveys requesting sensitive information before the surveys are distributed to any student.
 - ii. All survey inspection requests must be in writing to the building principal and delivered to the building principal prior to the date on which the survey is scheduled to be administered to the students.
 - iii. The principal shall respond to survey inspection requests without delay.

2. Invasive Physical Examinations

- a. The term "invasive physical examination" means:
 - i. any medical examination that involves the exposure of private body parts; or
 - ii. any act during such examination that includes incision, insertion, or injection into the body; and
 - iii. does not include a hearing, vision, or scoliosis screening.
- b. Parents may refuse to allow their student to participate in any non-emergency, invasive physical examination or screening that is:
 - i. required as a condition of attendance;
 - ii. administered by the school and scheduled by the school in advance; and
 - iii. not necessary to protect the immediate health and safety of the student, or of other students.
- c. This policy does not apply to any physical examination or screening that:
 - i. is permitted or required by an applicable state law, including physical examinations or screenings that are permitted without parental notification;

- ii. is administered to a student in accordance with the Individuals with Disabilities Education Act (20 U.S.C. §1400 *et seq.*)
- iii. is otherwise authorized by Board policy.

3. Collection of Personal Information from Students for Marketing

- a. The term "personal information" means individually identifiable information including:
 - i. student's and parent(s)' first and last name;
 - ii. home or other physical address;
 - iii. telephone number; and/or
 - iv. social security number.
- b. No school official or staff member shall administer or distribute to students a survey or other instrument for the purpose of collecting personal information for marketing or for selling that information.
- c. This policy does not apply to the collection, disclosure or use of personal information for the exclusive purpose of providing educational services to students, such as the following:
 - i. post-secondary education recruitment;
 - ii. military recruitment;
 - iii. tests and assessments to provide cognitive, evaluative, diagnostic or achievement information about students; and/or
 - iv. student recognition programs.

4. Inspection of Instructional Material

- a. Definition
 - i. The term "instructional materials" means instructional content that is provided to a student regardless of its format, printed or representational materials, audio-visual materials, and materials in electronic or digital formats (such as materials accessible through the Internet).
 - ii. The term does not include academic tests or academic assessments.
- b. Parents may inspect, upon their request, any instructional material used as part of their child's education curriculum.
- c. Curriculum inspection requests must be made to the building principal in writing.
- d. Building principals shall respond to inspection requests within a reasonable amount of time.

5. Notification of Rights and Procedures

- a. The superintendent shall notify parents of:
 - i. this policy and its availability upon request from the office of the district;
 - ii. how to opt their child out of participation in activities as provided for in this policy;
 - iii. the approximate dates during the school year when a survey requesting personal information is scheduled or expected to be scheduled; and
 - iv. how to request access to any survey or other material described in this policy.
- b. This notification shall be given to parents as least annually, at the beginning of the school year and within a reasonable period after any substantive change in this policy.

Adopted on: June 11, 2018

Revised on: _____

Reviewed on: _____

OUR VISION

Serving our school communities by providing excellence, inspiration, and innovation.

LEADERSHIP/ GOVERNANCE BOARD

Drew Harris, Chief Administrator
Ken Spray, President
Mary Yilk, Vice-President
Rick Poppe, Secretary

Members: Kevin Schneider Julie Jensen Scott Boyles
Danna Worford Rhonda Fleischer

Rick Poppe resigned his position effective August 17, 2021.

Regular board meetings: Third Monday of each month

WHAT WE OFFER

- Special Services
- Special Projects
- Professional Development Services
- Grant Management
- Media and Technology Services
- Leadership Support



NOTICE OF NON-DISCRIMINATION:

It is the policy of ESU 9 not to discriminate on the basis of race, color, national origin, gender, age, handicap, religion, or marital status in its educational programs, activities, or employment policies. ESU 9 is an equal opportunity employer.



AdvancED, Accredited
Spring 2019

PURPOSE OF ANNUAL REPORT

This annual report serves the following purposes:

- to provide an overview of the services offered by the Educational Service Unit 9
- to meet the legal requirements set forth by state statute
- to provide information about ESU 9 activities to our member schools and the public

A NOTE FROM OUR ADMINISTRATOR

The 2020-21 school year was filled with challenges for Nebraska schools and service units due to the continuation of the COVID-19 pandemic. Through planning and perseverance, our schools were able to provide in-person instruction for the vast majority, if not all, of the school year. Our staff supported our schools throughout this process, meeting regularly with school leaders and local health departments to ensure our districts were implementing appropriate safety protocols throughout the year. This past year, more than ever, our services were critical for districts to meet the educational needs of their students. ESU 9 and our member schools should be proud of their efforts to support families, communities, and each other during the pandemic.

WE SERVE

14 Public School Districts

766 Teachers

9,589 Students

- Adams Central
- Aurora
- Blue Hill
- Doniphan-Trumbull
- Giltner
- Hampton
- Harvard
- Hastings
- Kenesaw
- Red Cloud
- Silver Lake
- So Central NE Unified
- Superior
- Sutton

*Serving Adams, Clay, Southern Hall, Hamilton, Nuckolls, and Webster
Counties in South Central Nebraska*

Annual Report 2020-2021



**EDUCATE, EMPOWER,
AND SUPPORT**



**5807 Osborne Drive West
Hastings, NE 68901-9158**

Phone: (402) 463-5611 | FAX: (402) 463-9555

<https://esu9.org>

SPECIAL SERVICES

JOE HANEY, DIRECTOR

Deaf and Hard of Hearing: Teachers of the Deaf and Hard of Hearing and sign language interpreters/language facilitators work with students with a hearing loss from birth to 21 years, and their families, to better connect and learn in the classroom.

Early Childhood Education: Early Childhood Special Education Teachers educate children and families from birth to 5 years, supporting students with a variety of needs to increase developmental skills and support transition into the student's school.

Licensed Mental Health Practitioner: An LMHP is a state-certified mental health practitioner that can assess and treat students with mild to severe mental health issues that may impact their education.

School Psychologist: School Psychologists identify, diagnose, and verify students with disabilities. In addition to qualifying students for special education, this service provides information about students' abilities as well as offering recommendations for teaching strategies.

Behavioral Specialist: The Behavior Specialists assess, train/coach, advise, and develop programs to provide systems of care for students with social/emotional/behavioral needs in the schools.

Speech Language Pathology: Speech Language Pathologists provide assessment and intervention or instruction to students with communicative disorders from birth through 21 years of age.

Blind/Visually Impaired: The Teacher of the Blind/Visually Impaired provides vision education and instruction in Braille, assistive technology, expanded core curriculum, and compensatory techniques for students with vision needs in the school setting.

18+ Program: This program is designed to assist students in the transition to adulthood by providing opportunities for the students to experience various career/work possibilities that are appropriate for each student's unique needs. Students also participate in community activities that help promote independence.

Other Support Services

- Central Western Nebraska Partnership
- Materials and resources check-out
- Hastings Project SEARCH
- Migrant Education Program
- Special education trainings
- Supervision
- Transition
- Autism Team



PROFESSIONAL DEVELOPMENT

JACKIE EDIGER, DIRECTOR

- Curriculum, Instruction, and Assessment support
- Principal leadership
- Facilitation of curriculum development
- Content area workshops/cadres
- Explicit Instruction
- MTSS and PBIS Support
- Acadience Reading and Map
- Great Plains Summit- supporting Google Workspace, best practice and remote learning
- New teacher training series
- Instructional Frameworks (Danielson, Marzano, District-Developed)
- NWEA MAP and NSCAS
- Instructional Coaching
- Continuous Improvement Process Support
- Teaching and Learning Conference each fall for ESU 9 districts
- Fluency

Grant Consortium and Coordination

- IIA
- Carl Perkins V
- ReVISION
- PeAK

Youth Events

- Quiz Bowl
- Chess Tournament
- Invention Convention
- Science Olympiad
- Future Problem Solvers
- Youth Leadership

TECHNOLOGY SERVICES

GARY NEEDHAM, DIRECTOR

Infrastructure Services ensure smooth operation of technology within the schools. Reliable network infrastructure is a central mission, with emphasis on network security, internet connectivity, wireless networking, and utilizing e-rate funding. Additional services include a repair center with Apple certification, individualized consulting with schools, FTE-based tech services with schools, automated device management, assistance with cloud-based services, and facilitated events for school technology staff.

Educational Materials Services offer materials and services in these main categories:

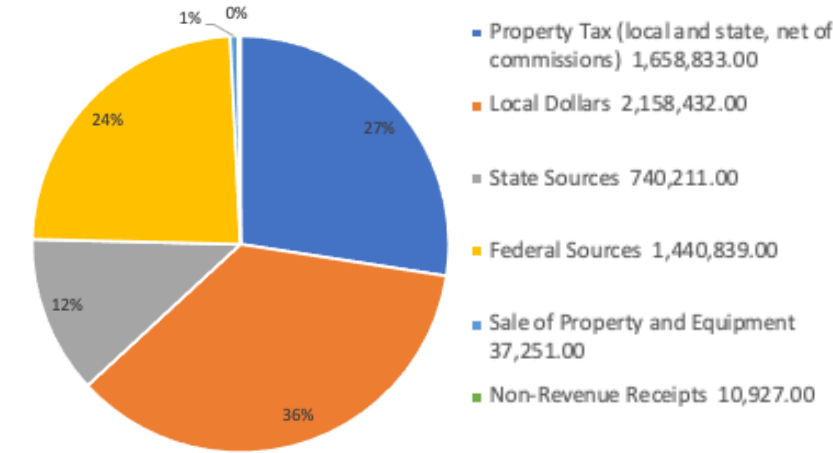
- Zoom video conferencing software is licensed for teachers as a core service and has been essential in COVID-19 response.
- Online subscription services were provided at group discounts to enhance media center materials and digital citizenship education. 2020-2021 subscriptions provided students access to an age-appropriate encyclopedia, an e-book library, and staff training on email security. We introduced maker space kits at the end of the year.
- Our print center offered 3-D printing, poster printing, lamination, and DVD duplication.

FINANCIAL

EMILY BURR, BUSINESS OFFICE MANAGER

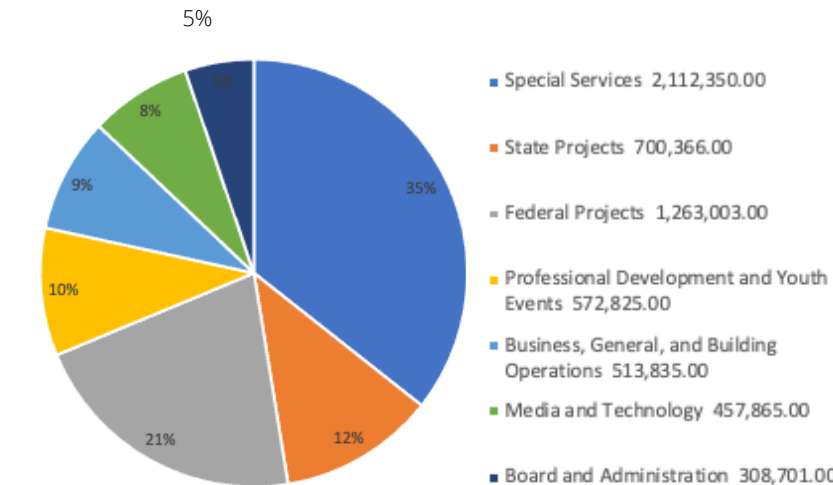
General Fund Receipts

Modified Cash Basis: \$6,046,493



General Fund Expenditures

\$5,928,945





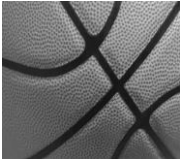
❑ **Superior High Drama Performs Plays**

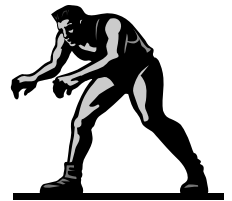


The Superior High School Drama Department, under the direction of Mr. Petersen and Ms. Arickx performed “A Virtual Whodunnit” – murder mystery/comedy for their competition piece this year. The cast and crew involved a total of 16 students who did an excellent job during the performance. The play was performed 3 times, including Conference and Districts. Four cast members were recognized as “outstanding actors” during the district competition. Those members included: Luka Benjamin, Ashleigh Primus, Caiden Smullins, and Grady Henderson. The drama department will also be putting together a variety program that will take place in the spring. The program will include short skits and musical performances as part of a “Dinner Theater” and will take place at the Superior Auditorium. This will be the main fund-raiser for the drama department.

❑ **Winter Sports Teams Begin Practice**

The Superior High School winter sports teams began practice on November 15, 2021. The following are number of participants in each sport.

| | | |
|---|------------------|---|
| | Boys Basketball | 20 |
|  | Girls Basketball | 13 |
| | Wrestling | 20 (1 girl from Superior, 4 from Deshler) |
| | Junior High GBB | 13 |
| | Junior High WR | 13 (9 from Superior, 4 from Deshler) |
| | Bowling | 17 (6 boys, 11 girls) |



❑ **Upcoming Events**

| | | |
|------------------|---|------------------|
| December 13 | JHGBB Superior Inv. | 4:00 p.m. |
| December 14 | G & BBB @ Blue Hill | 4:30 p.m. |
| December 16 | 6-12 Winter Music Concert | 6:30 p.m. |
| December 17 | G & BBB vs Southern Valley | 4:30 p.m. |
| December 17 | WR @ Oakland Craig | 7:00 p.m. |
| December 18 | WR @ Logan View | 9:30 a.m. |
| December 18 | G & BBB @ Centennial | 2:00 p.m. |
| December 21 | G & BBB vs Cross County | 6:00 & 7:45 p.m. |
| December 22-26 | NSAA 5-Day Moratorium | |
| December 27 - 28 | Runza Hoops Classic Basketball Tournament | T.B.D. |
| December 29 | WR @ Fillmore Central | 9:00 a.m. |
| January 3 & 4 | Staff In-service Day | |
| January 5 | School Resumes for Students | |

December 2021 School Board Report

Jodi Fierstein

Elementary Principal

Director of Special Services

World Kindness Day:

Friday, November 12th

Activities promoting kindness throughout the week: encouraging notes, thank you card, cross-grade level reading, kindness challenges/activities, kindness chain

Family Fun Night:

Tuesday, Nov. 16th

Literacy and Social Emotional Skills

Activities based on books by Julia Cook - following directions and kindness

Staff Inservice:

Wednesday, Nov. 17th

Math curriculum and assessment work

CliftonStrengths:

<https://www.gallup.com/cliftonstrengths/en/252137/home.aspx>

All PK-5 certificated and classified staff completed the online survey.

Learn about our own strengths and the strengths of others - improve collective efficacy

January - discuss results without PLC teams with ESU 9 PD support

Donuts for Grown Ups:

Thursday, Dec. 9th - 7:50-8:30am

2nd quarter family engagement activity

Elementary Winter Concert:

Thursday, Dec. 9

K-5 Acadience Screener:

Week of Dec. 13

Professional Development:

Nov. 12: ESU 9 Math Cadre - Kuhlmann, Henry

Dec. 8: CTE SAC: Mellott

Dec. 9: Curriculum Coordinating Council - Blackstone, Elting, Kuhlmann, Fierstein