

Board of Education Meeting Agenda
Monday, April 10, 2023 6:30 PM
Bellevue Public Schools Welcome Center
2600 Arboretum Dr
Bellevue, NE 68005

A. Routine Business

A.1. Call to Order
Board President

A.2. Roll Call
Board Secretary

A.3. Open Meetings Law
Board President

The Bellevue Board of Education abides by the Nebraska Open Meetings Law. A copy of the law is posted on the wall of our Board room.

A.4. Pledge of Allegiance
Board President

B. Special Recognition

B.1. Month of the Military Child
Jeff Rippe

April is Month of the Military Child - Bellevue Public Schools is fortunate to be at the heart of serving the Bellevue/Offutt Community. Military children play such an important role in the armed forces community. Regardless of military status or position, every child of a military personnel deserves the love and support of their community.

As part of this month-long celebration, local communities are invited to take part in PurpleUp Day, which for Nebraska is Saturday, April 15th. PurpleUp Day is a day to show your support for the military youth's strength and sacrifices by donning the color

purple. BPS will celebrate PurpleUp Day with Offutt Air Force Base on Friday, April 14, 2023.

As a proud neighbor to Offutt Air Force Base and DoDEA supporter, Bellevue Public Schools understands the importance of recognizing our communities' military children. Thank you for your service and sacrifice.

B.2. Boys State Basketball
Jeff Rippe

The Bellevue West basketball team will be recognized for being the 2023 Boys Class A State Basketball Champions.

B.3. NSAA State Speech
Jeff Rippe

Bellevue West students who placed 1st or 2nd will be recognized.

B.4. HOSA State Leadership Conference
Jeff Rippe

Bellevue East students who placed 1st or 2nd will be recognized.

C. Consent Agenda
Board President

Administrative Recommendation: The information in sections C, D, E and F were sent to all members of the Board of Education for review. The administration recommends approval by consent of the items in section C of the agenda identified with an asterisk and receipt of the information and proposals in sections D, E and F identified with an asterisk.

C.1. *Approval of Minutes
Board Secretary

Administrative Recommendation: Approve the Minutes of the March 6, 2023, Board of Education meeting.

C.2. *Treasurer's Report
Susan Brooks

Administrative Recommendation: Acknowledge receipt of the Treasurer's Report for March, 2023.

C.3. *Payment of Claims
Jeff Rippe

Administrative Recommendation: Approve the payment of claims totaling \$1,394,876.02.

C.4. *Release from Contract
Sharra Smith

Administrative Recommendation:(1) Ashlee Albers, (2) Vivian Brown, (3) Mallory Dillon, (4) Megan Flynn, (5) John Gengel, (6) Erin Gochenour, (7) Breanna Hamilton, (8) Christine Hecht, (9) Makenzie Logan (10) Michelle Melroy, (11) Madelyn Micek, (12) Ethan Molifua, (13) Megan Parker, (14) Elizabeth Pavlik, (15) Debra Quinn, (16) Chase Reis, (17) Rebecca Ross, (18) Natalie Sjostedt, (19) Kate Thier, (20) Kody Vervelde, (21) Sarah Waller, (22) Cynthia Watts, (23) Nadia Wonder, (24) Megan Wood and (25) James Woodard be released from their contracts effective May 24, 2023.

C.5. *Election of New Teachers
Sharra Smith

Administrative Recommendation:(1) Kristin Burt, (2) Josue Chavez-Herrera, (3) Jamie Christiansen, (4) Alyssa Conley, (5) McKenzie Cottle, (6) Benjamin Dalton, (7) Julie Damewood, (8) Jennifer Foreman, (9) Christine Hacker, (10) Kelsey Hardesty, (11) Danielle Havekost, (12) Jasmine Henry, (13) Kevin James, (14) Robert Klug, (15) Samantha Kraft, (16) Kylie Lenear, (17) Catherine Lodge, (18) Olivia Meyers, (19) Caleb Narva, (20) Rachel Nimmer, (21) Victoria Nott, (22) Stacey Puett, (23) Allison Romero, (24) Carla Roth, (25) Melissa Schult, (26) Angela Simoneschi, (27) Aimee Sip, (28) Mary Tamayo, (29) Cyndi Wolbert and (30) Lindsay Wright be elected to the certified staff for the 2023-24 school year effective August 4, 2023 subject to their release from any contractual agreements with other school districts.

C.6. Request for Leave of Absence

Administrative Recommendation: (1) Megan Schmitt be granted a leave of absence without pay effective March 20, 2023 through May 24, 2023.

D. Action Items

D.1. Teacher Negotiated Agreement

Sharra Smith

Nebraska law allows public school employees to organize and bargain collectively with school boards on the issue of salaries. An agreement has been reached and ratified by the Bellevue Education Association, the employee organization representing teachers, nurses, school psychologists, and therapists.

The negotiated agreement with teachers represents an agreement with a proposed total package increase of 3.085% for the 2023/2024 school year.

2023/2024

- Base Salary for teachers increases to \$37,929
- Professional Recognition Stipend increase to \$6900
- Health Insurance Stipend increase to \$9,138
- Vertical and Horizontal salary increases for individual employees

The current and proposed salary programs are attached. Also attached is the ratification notice from the Bellevue Education Association.

Administrative Recommendation: The administration recommends the Board approve the Teacher Negotiated Agreement as presented.

D.2. Superintendent's Contract Renewal

Board President

Tonight, the board will consider the renewal of the superintendent's contract until June 30, 2026. For all other contract amendments, the board will take final action before June 15th. The current and proposed contracts are attached, along with the Nebraska Department of Education Schedule D.

D.3. 2024-25 School Calendar

Robert Moore

Each year the Board is asked to approve the school calendar two years in advance, tonight the 2024-25 calendar is being presented. After receiving feedback the proposed calendar was finalized.

Attached is the 2024-25 proposed school calendar.

Administrative Recommendation: The administration recommends to approve the proposed 2024-25 school calendar as presented.

D.4. 2023-24 Revised School Calendar

Robert Moore

Tonight, the administration will ask the Board to approve the revision to the 2023-24 school calendar.

D.5. Bond Project Update

Jeff Rippe

The Board will receive an update on bond projects.

D.5.a. Bond Oversight Committee

Bond Oversight Committee

A member of the Bond Oversight Committee will provide a report to the Board.

D.5.b. Fort Crook Life/Safety

Ralph Gladbach

At the February 6th Board meeting, it was approved for GP Architecture to create the RFP and solicit bids for the upgrades to the life/safety system at Fort Crook. Tonight, the administration will ask the Board to approve the bid from Cheever Construction in the amount of \$1,230,000 for the life/safety upgrades at Fort Crook.

D.5.c. Lied Activity Center
Greg Boettger

Tonight, the administration will ask the Board for approval to solicit bids for the upgrade to the fire/safety system at the Lied Activity Center.

D.6. *Board Policy Review
Jeff Rippe

The following policies were presented for review by the Board at the March meeting and presented tonight for review by consent:

201.01	Purpose and Role of the Board	-	Reviewed
201.02	Membership	-	Reviewed
201.06	Vacancies	-	Reviewed
202.01	Code of Ethics for Board Members	-	Reviewed
202.02	Conflicts of Interest	-	Reviewed
203.01	Officers	-	Reviewed
203.02	Duties of the President of the Board	-	Reviewed
203.03	Duties of the Vice President of the Board	-	Reviewed
203.04	Duties of the Secretary of the Board	-	Reviewed
203.05	Duties of the Treasurer of the Board	-	Reviewed
203.06	Committee of the Whole	-	Reviewed
203.061	Standing Committees	-	Revised
203.08	Legal Counsel	-	Reviewed
204.01	Meetings	-	Revised
204.06	Closed Executive Sessions	-	Reviewed
204.07	Meeting Notice	-	Reviewed

204.10	Agenda	-	Reviewed
204.101	Order of Business	-	Reviewed
204.11	Meeting Minutes	-	Revised
204.12	Public Participation at Board of Education Meetings	-	Reviewed
205.01	Policy Development-Staff Participation	-	Reviewed
205.02	Policy Adoption	-	Reviewed
205.07	Administration	-	Reviewed
205.10	Formulation of Policy	-	Reviewed
205.11	Formulation of Administrative Regulations	-	Reviewed
205.60	Administration in the Absence of Policy	-	Reviewed
206.04	Compensation	-	Reviewed
207.01	Hiring a Superintendent	-	Reviewed
301.03	Succession of Authority to the Superintendent	-	Reviewed
302.02	Superintendent Contract and Evaluation	-	Reviewed
302.04	Role of Superintendent of Schools	-	Reviewed
303.04	Administrators-Principles of Salary Program	-	Reviewed

E. Commendations

E.1.*NSAA District Speech

Bellevue West had an excellent showing at NSAA A-3 District Speech March 4th. Bellevue West was district runner-up and qualified 13 events for State in Kearney, March 14-15, 2023.

Congratulations to the following finalists: Aarj Patel, 6th in extemporaneous; Addison Allen, 6th in Informative; and Andrew Hedin, 5th in Humorous.

Congratulations to the following State Qualifiers: Kilee Wilkinson, 4th in Program Oral Interpretation; Nathan Deters, 4th in Humorous; Eme Starbuck, 4th in Serious; Kilee Wilkinson and Tristan Tyson, 4th in DUO; Joe Reimer, 3rd in Entertainment; Nevaeh Seward, 2nd in Poetry; Carter Hamblin, 2nd in Persuasive and Extemp champion; Andrew Hedin and Lexie Dinverno, DUO champions; Bri Narick, Poetry Champion; Lexie Dinverno, Serious Champion; and Tamyia Bender, Persuasive Champion and Program Oral Interpretation Champion.

E.2.*NSAA State Speech

Bellevue West Forensics captured 3rd place at State Speech March 14-15. They had seven events advanced to finals. Individual Finalists: Tamyia Bender, Program Oral Interpretation Champion and 2nd in Persuasive; Kilee Wilkinson, 2nd in Program Oral Interpretation; Brianna Narick, 3rd in Poetry; Lexie Dinverno, 6th in Serious Prose; Tristan Tyson and Kilee Wilkinson, 3rd in DUO; and Lexie Dinverno and Andrew Hedin, 4th in DUO.

E.3.*HOSA State Leadership Conference

Bellevue East HOSA recently competed in the State Leadership Conference.

The students had a great showing with 2 first place finishes and 1 second place. The 5 out of 9 students who participated at State qualified to represent Bellevue East and Nebraska at the International Leadership Conference in Dallas, Texas this June.

Angel Hoang, Isabella Keuhn, Christine Adzaufi - 1st in Creative Problem Solving
Annabella Shockey - 1st in Veterinary Medicine
Maame Ayensu-Aboagye - 2nd in Medical Spelling

E.4.*UNO High School Media Contest

Congratulations to Bellevue East newspaper and yearbook. They competed at the UNO High School Media Contest in March.

Vincent Niewald, third place, best new story

The Tom Tom newspaper, staff, third place, best overall newspaper

Sheyenne Stites, first place, best news/feature photograph

E.5.*Latin State Convention 2023

Bellevue East competed at the state convention in March. Congratulations the following students:

Claire Bossman: Mythology I, 2nd place; Reading Comp I, 3rd place; 2D Art, 2nd place

Mary Ziegerer: Mythology I, 1st place; Reading Comp I, 1st place; Vocabulary I, 1st place

Alyssa Osborn: Reading Comp I, 2nd place; Vocabulary I, 3rd place; Impromptu Art, 3rd place

Connor Linder: Mythology III, 2nd place; 2D Art, 1st place; 3D Art, 1st place

Eowyn Ziegerer: Mythology III, 1st place; Reading Comp III, 2nd place; Impromptu Art, 1st place

Ewan Milligan: Reading Comp II, 3rd place

David Oxtoby: Reading Comp IV, 1st place; Derivatives IV, 2nd place

Bellevue East also took 1st place in overall Art and 1st place in overall academics for Latin 1. They will have 3 members of the state board for next year: Alyssa Osborn, Editor; Clair Bossman, Historian; and Connor Linder, Secretary

E.6.*2023 Nebraska Black History Art Contest

Congratulations to Amya Small, 5th grader at LeMay Elementary School on being selected a winner of the 2023 Nebraska Black History Art Contest. This is the 11th annual Nebraska Black History Art Contest.

F. Information Items

F.1. Legislative Update Jeff Rippe

Walt Radcliffe from Radcliffe and Associates will report on the 2023 Legislative session.

F.2. Parent/Student/Teacher Conferences Report

Robert Moore

The administration will give an update on Parent/Student/Teacher Conferences that were held in February.

F.3. Board Policy Review

Jeff Rippe

The following Board Policies will be presented for review:

402.05	Certificated	Employee-Grievance	Procedure	-	Reviewed
402.051	Classified	Employee-Complaint	Procedure	-	Reviewed
402.06	Personnel	Records		-	Reviewed
402.08	Employee	Travel	Compensation	-	Reviewed
402.09	Recognition	for	Service	-	Reviewed
402.10	Political	Activities		-	Reviewed
402.14	Employee	Use	of Electronic Technology	-	Reviewed
402.15	Employee-Military	Leave	of Absence	-	Reviewed
402.16	Employee-Family	and	Medical Leave	-	Reviewed
402.17	Workplace	Privacy		-	Reviewed
403.01	Release	of	Employee Information	-	Revised
403.02	Child Abuse	and	Neglect Reporting	-	Reviewed
403.04	Gifts	to	School Personnel	-	Reviewed
403.05	Complaints	Concerning	School Personnel	-	Reviewed

403.051	Complaints	-	Reviewed
403.07	Soliciting Funds from School Personnel	-	Reviewed
403.08	Employees and Jury Duty	-	Reviewed
403.09	Employees Serving on Commissions, Boards and Committees	-	Reviewed
404.01	Employee-Physical Examination	-	Reviewed
404.06	Anti-Harassment	-	Reviewed
404.07	Drug and Alcohol Free Workplace and Schools	-	Reviewed
404.08	Drug and Alcohol Testing for School Bus Drivers	-	Reviewed
404.10	HIPAA Compliance Policy	-	Reviewed
404.11	Wellness	-	Reviewed
406.02	Certificated Employee Recruitment and Selection	-	Reviewed
406.03	Certificated Employee Appointment	-	Reviewed
406.031	Certificated Employee Nebraska Certification	-	Reviewed

The board policies are presented for review with approval scheduled for the May Board meeting.

F.4. *Administrative Regulation Update Jeff Rippe

The following Administrative Regulation will be presented for review:

201.02	Membership	-	Reviewed
204.10	Agenda	-	Reviewed
204.12	Public Participation at Board of Education Meetings	-	Reviewed
303.04	Professional Staff-Allocation and Establishing of Salaries	-	Reviewed
303.041	Severance Pay - Years of Service	-	Eliminate

F.5.*Kindergarten Registration

Jeff Rippe

The Kindergarten registration process for the 2023-2024 school year kicked off February 27th and is available online through the BPS District website for parents/guardians to enroll their child(ren). Kindergarten Orientation/Roundup events will take place in April at each elementary school. To date, 367 students have registered for kindergarten. By state law, a child must be five years of age on or before July 31 in order to enter kindergarten. The law also includes a provision for early entrance assessment. Five children are scheduled for early entrance assessment.

G. Public Comment Period

Public Comment pertaining to items not otherwise on the Agenda must be submitted to the Secretary of the Board five days prior to the Board meeting.

Edward T. Ventura, Jr. - Racist Mascots

H. Board of Education Member Reports on Meetings They Have Attended

Board President

BPS Foundation - Scott Eby, Maureen McNamara and Nina Wolford

MABE - Maureen McNamara

Other Meetings Attended

I. Future Business

Board President

April 28, BPS Foundation Scholarship Breakfast, BPS Lied Activity Center

May 2, District Retirement Reception, BPS Lied Activity Center

May 8, Board of Education Meeting, Welcome Center, 6:30 p.m.

J. Executive Session
Board President

Adjourn to Executive Session to consider matters relating to strategy sessions with respect to collective bargaining which are necessary to be considered in closed session for the protection of the public interest.

BELLEVUE PUBLIC SCHOOLS
Board of Education Meeting
Bellevue, Nebraska

DRAFT Minutes
March 6, 2023

The Board of Education at Bellevue, Nebraska, met in open and public session at 6:30 p.m. on Monday, March 6, 2023, at Bellevue Public Schools Welcome Center 2600 Arboretum Dr. Bellevue, NE 68005.

Notice of the meeting was given in the advance notice thereof by publication in the Sarpy County Times and posting, the designated method of giving notice, a copy of the proof of publication being kept on file with the Board Secretary. All proceedings hereafter shown were taken while the meeting was open to the public.

A. Routine Business

A.1. Call to Order

A.2. Roll Call

Attendance Taken at 6:30 p.m.

Board Members in Attendance:

Sarah Centineo:	Present
Phil Davidson:	Present
Scott Eby:	Present
Kristy Kiviniemi:	Present
Maureen McNamara:	Present
Nina Wolford:	Present

Also, in Attendance:

Jeff Rippe, Superintendent
Col. Cooley, Military Advisor
Staff Members

A.3. Open Meetings Law

President Maureen McNamara noted a copy of the Open Meetings Act is posted on the wall of the Board room.

A.4. Pledge of Allegiance

President Maureen McNamara led those in attendance in the Pledge of Allegiance.

B. Special Recognition

B.1. State Bowling

President Maureen McNamara and Dr. Rippe offered congratulations to Bellevue West bowlers Carie Mascarello and Nate Centineo for being State Runner-Up's. Carie and Nate received a certificate on behalf of the Bellevue Public School District.

B.2. State Wrestling

President Maureen McNamara and Dr. Rippe offered congratulations to Grant Moraski from Bellevue West for being State Runner-Up in Class A wrestling. Grant received a certificate on behalf of the Bellevue Public School District.

C. Consent Agenda

Motion Passed: Approved by consent items in section C of the Agenda identified with an asterisk and receive the information and proposals in sections D, E and F identified with an asterisk. Passed with a motion by Phil Davidson and a second by Sarah Centineo.

Sarah Centineo: Yea
Phil Davidson: Yea
Scott Eby: Yea
Kristy Kiviniemi: Yea
Maureen McNamara: Yea
Nina Wolford: Yea

C.1. *Approval of Minutes

Approved the Minutes of the February 6, 2023, Board of Education Meeting.

C.2. *Treasurer's Report

Acknowledged receipt of the Treasurer's Report for February, 2023.

C.3. *Payment of Claims

Approved the payment of claims totaling \$1,447,290.45.

C.4. *Release from Contract

(1) Jessica Bailey, (2) Maggie Burke, (3) Erin Byers, (4) Jessica Cushing, (5) Elizabeth Dyrstad, (6) Michelle Flynn, (7) Ashley French, (8) Christine Gatewood, (9) Sharae Geldes, (10) Kathleen Hennagir, (11) Jack Kalina, (12) Jeremy Lenz, (13) Jerry Lovell, (14) Brianna Mather, (15) Kelly McVey, (16) Wade McVey, (17) Cherie Oraivej, (18) Brianne Ott, (19) Michael Polak, (20) Amy Quantrille, (21) Rex Ramage, (22) Jordyn Rippe, (23) Deanna Ryan, (24) Erika Schroeder, (25) Jerry Schumacher, (26) Jessica Simmons and (27) Marjorie Simons-Bester were released from their contracts effective May 24, 2023 and that (28) Richard Casey was released from his contract effective June 30, 2023.

C.5. *Election of New Teachers

(1) Zachary Acamo, (2) Leslie Baxter, (3) Shylo Harkness, (4) Tina Pollock, (5) Megan Waldron, (6) Nicholas Walker and (7) Delaney Williams were elected to the certified staff for the 2023-24 school year effective August 4, 2023 subject to their release from any contractual agreements with other school districts.

C.6. *Request for Leave of Absence

(1) Julia Kruger was granted a leave of absence without pay effective August 4, 2023 through May 23, 2024.

D. Action Items

D.1. Budget Parameters

Susan Brooks, Director of Fiscal Affairs proposed the Budget Parameters for the 2023-2024 Budgetary Planning. The parameters are based on the class size and teachers FTE’s. Mrs. Brooks shared there are not any changes to the parameters at this time. Dr. Rippe went on to explain, if there would be changes that come from the legislative session, this could impact the Budget Parameters. The updated Budget Parameters would then be presented to the Board for approval.

Motion Passed: I move to approve the proposed Parameters for 2023-2024 Budgetary Planning. Passed with a motion by Sarah Centineo and a second by Phil Davidson.

Sarah Centineo: Yea
Phil Davidson: Yea
Scott Eby: Yea
Kristy Kiviniemi: Yea
Maureen McNamara: Yea
Nina Wolford: Yea

D.2. Enrollment Option Resolution

Dr. Robert Moore, Assistant Superintendent presented to the Board the Enrollment Option Resolution that is required by the state to be reviewed annually. The district is required to create specific standards of acceptance and rejections of applications thru the Enrollment Option Resolution. Option students will be accepted based on the staffing plan for the building being requested. If the staffing does not allow for additional students, the student will be given an option of a different building. Special education students will be accepted based on the available space and if a program is available for their needs. Dr. Moore explained to the Board if there are changes that come from the legislative session, this could change how the district accepts special education students. Currently the district has approximately 1250 students that are Option Enrollment.

Motion Passed: I move to approve the attached Enrollment Option Resolution. Passed with a motion by Nina Wolford and a second by Scott Eby.

Sarah Centineo: Yea
Phil Davidson: Yea
Scott Eby: Yea
Kristy Kiviniemi: Yea
Maureen McNamara: Yea
Nina Wolford: Yea

D.3. District Copy Machine Contract

Greg Boettger, Director of Facilities and Technology reported the current contract with Bishop Business Equipment Company will be expiring this summer. The district received seven bids for the new copy machine contract. After Mr. Boettger completed due diligence on the top three bids, it was determined the district would renew the contract with Bishop Business Equipment Company. Tonight, the Board was asked to approve the new contract with Bishop Business Equipment Company for another five years.

Motion Passed: I move to approve the new district copy machine 5-year contract with Bishop Business Equipment Company. Passed with a motion by Phil Davidson and a second by Scott Eby.

- Sarah Centineo: Yea
- Phil Davidson: Yea
- Scott Eby: Yea
- Kristy Kiviniemi: Yea
- Maureen McNamara: Yea
- Nina Wolford: Yea

D.4. Fort Crook Project

At the February, 2023 board meeting the Board approved for G.P. Architecture to create the RFP and solicit bids for the replacement of the chiller at Fort Crook. Tonight, Ralph Gladbach reported there were five bids received for the project, along with alternate bids which were higher than the base bids. It was determined that Grunwald Mechanical was the low bid in the amount of \$334,610. With the supply chain issues, the district would need to order the Trane chiller which has a lead time of approximately 40-50 weeks. The new chiller is anticipated to be installed in the Spring, 2024. Tonight, Mr. Gladbach asked the Board to approve the bid from Grunwald Mechanical.

Motion Passed: I move to approve the bid from Grunwald Mechanical for the replacement of the chiller at Fort Crook. Passed with a motion by Phil Davidson and a second by Maureen McNamara.

- Sarah Centineo: Yea
- Phil Davidson: Yea
- Scott Eby: Yea
- Kristy Kiviniemi: Yea
- Maureen McNamara: Yea
- Nina Wolford: Yea

D.5. Bellevue West Boilers

At the February, 2023 board meeting, the Board approved for G.P. Architecture to create the RFP and solicit bids for the replacement of two boiler units at Bellevue West. Tonight, Ralph Gladbach reported there were four bids received for the project, along with voluntary alternate boiler manufacture. Mr. Gladbach completed due diligence on the boilers, which it was recommended by the mechanical engineers not to accept the voluntary alternate bids. Tonight, Mr. Gladbach asked the board to approve the bid from Fluid Mechanical in the amount of \$263,500 for the replacement of the two boilers at Bellevue West.

Motion Passed: I move to approve the bid from Fluid Mechanical for the replacement of two boilers at Bellevue West. Passed with a motion by Phil Davidson and a second by Kristy Kiviniemi.

Sarah Centineo: Yea
Phil Davidson: Yea
Scott Eby: Yea
Kristy Kiviniemi: Yea
Maureen McNamara: Yea
Nina Wolford: Yea

D.6. *Board Policy Review

Accepted the Board Policy Review by consent.

102 Statement of Philosophy – The policy would be revised to align to the BPS Mission, Vision and Beliefs Statement of the Strategic Plan.

103 Equal Educational Opportunity – Review without any changes.

104.01 Annual School Census – Review without any changes.

503.04 Attendance Policy – The policy would be revised to align with the changes made to the Superintendent’s Plan to Improve Student Attendance.

E. Commendations

E.1. *State AcaDeca

E.2. *Bellevue West Forensics

E.3. *US Army Corps of Engineers Workshop

F. Information Items

F.1. Early Childhood Update

Tracie Burton, Coordinator of Early Childhood and Kim Rausch, School Psychologist presented to the Board an update of the districts Early Childhood P-3 Plan, which is birth to 8-years old. A report was provided on the Early Development Network, Pre-School, and Homebased. Currently there are 574 students in the program, along with 1500 registered families attending the Early Childhood Center that is at the BPS Welcome Center. An update was also provided on the Buffet Early Childhood Institute 3 Domains, which are Leadership, Instructional Excellence, along with Family and Community Partnerships.

F.2. Board Policy Review

Dr. Rippe reminded the Board the district has begun to review all board policies and will present changes to the Board for approval. Tonight, Dr. Rippe presented the following policies for the Board to review with approval at the April Board meeting.

201.01 Purpose and Role of the Board – Review without any changes.

201.02 Membership – Review without any changes.

201.06 Vacancies – Review without any changes.

202.01 Code of Ethics for Board Members – Review without any changes.

202.02 Conflicts of Interest – Review without any changes.

203.01 Officers – Review without any changes.

203.02 Duties of the President of the Board – Review without any changes.

203.03 Duties of the Vice President of the Board – Review without any changes.

203.04 Duties of the Secretary of the Board – Review without any changes.

203.05 Duties of the Treasurer of the Board – Review without any changes.

203.06 Committee of the Whole – Review without any changes.

203.061 Standing Committees – The policy would be revised to reflect the correct name of the Committee on American Civics.

203.08 Legal Counsel – Review without any changes.

204.01 Meetings – The policy would be revised to give the district the option of conducting the board meeting a different day other than the first Monday of each month.

204.06 Closed Executive Sessions – Review without any changes.

204.07 Meeting Notice – Review without any changes.

204.10 Agenda – Review without any changes.

204.101 Order of Business – Review without any changes.

204.11 Meeting Minutes – The policy would be revised to reflect the correct title of the minutes that are posted in the local newspaper.

204.12 Public Participation at Board of Education Meetings – Review without any changes.

205.01 Policy Development-Staff Participation – Review without any changes.

205.02 Policy Adoption – Review without any changes.

205.07 Administration – Review without any changes.

205.10 Formulation of Policy – Review without any changes.

205.11 Formulation of Administrative Regulations – Review without any changes.

205.60 Administration in the Absence of Policy – Review without any changes.

206.04 Compensation – Review without any changes.

207.01 Hiring a Superintendent – Review without any changes.

301.03 Succession of Authority to the Superintendent – Review without any changes.

302.02 Superintendent Contract and Evaluation – Review without any changes.

302.04 Role of Superintendent of Schools – Review without any changes.

303.04 Administrators-Principles of Salary Program – Review without any changes.

F.3. Legislative Update

Prior to Dr. Rippe's Legislative Update, public comment was accepted from Christine Clerc. Dr. Rippe and the Board the proceeded to hold a discussion on the legislative session, the timeline for priority bills to be identified, along with the process for a bill that does not get addressed this session. Sarah Centineo reported she testified on behalf of the NASB and personally on a few of the bills. Dr. Rippe shared that Walt Radcliffe of Radcliffe and Associates, the district's lobbyist, will provide the Board an update of the Legislative session during the April 10th board meeting.

F.4. *Administrative Regulation Review

Accepted the Administrative Regulation Review by consent.

G. Public Comment Period

Christine Clerc – Legislative Review – Consider participating in public discussion on legislation related to public school.

H. Board of Education Member Reports on Meetings They Have Attended

BPS Foundation – Scott Eby reported the BPS Foundation approved the student scholarship that will be presented at the Scholarship Breakfast that will be held on April 28th. Also, the Foundation members held a discussion on future fundraising, the budget and Kids’ Time.

MABE – Maureen McNamara reported a discussion was held regarding board policy reviews, Strategic Plans, and the legislative session.

Other Meetings Attended – Sarah Centineo joined a weekly NASB Legislative Committee call.

I. Future Business

March 7, BPS Staff Appreciation Day

April 10, Board of Education Meeting, Welcome Center, 6:30 p.m.

J. Executive Session

Motion Passed: Adjourn to Executive Session to consider matters relating to strategy session with respect to personnel and employee negotiations which is necessary to be considered in closed session for the protection of the public interest. Passed with a motion at 7:16 p.m. by Kristy Kiviniemi and a second by Phil Davidson.

Sarah Centineo: Yea
Phil Davidson: Yea
Scott Eby: Yea
Kristy Kiviniemi: Yea
Maureen McNamara: Yea
Nina Wolford: Yea

Motion Passed: Reconvene in Open Session at 8:57 p.m. Passed with a motion by Kristy Kiviniemi and a second by Maureen McNamara.

Sarah Centineo: Yea
Phil Davidson: Yea
Scott Eby: Yea
Kristy Kiviniemi: Yea
Maureen McNamara: Yea
Nina Wolford: Yea

Motion Passed: Adjourn the March 6, 2023, Board of Education meeting passed at 8:58 p.m. Passed with a motion by Phil Davidson and a second by Kristy Kiviniemi.

Secretary

**Treasurer's Report
to the
Board of Education**

March, 2023

**BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska**

BELLEVUE PUBLIC SCHOOLS
Financial Summary
March 2023

Accounts	Book Balance 02-27-2023	Receipts	Expenditures	Book Balance 03-31-2023	Funds Invested 03-31-2023	Adjusted Balance 03-31-2023
General Fund*	7,338,690.08	9,495,091.79	10,060,643.37	6,773,138.50	1,178,957.70	5,594,180.80
District Revolving Account*	78,268.87	26,058.84	16,870.66	87,457.05	-	87,457.05
Special Building Fund*	4,507,758.78	18,349.16	44,848.60	4,481,259.34	3,967,197.01	514,062.33
Social Security & Retirement Fund*	5,701.01	114.34	845.83	4,969.52	-	4,969.52
Bond Debt Fund *	394,944.23	212,227.79	550,000.00	57,172.02	-	57,172.02
Bond Projects ICS Fund**	11,406,097.63	589,852.13	30,320.00	11,965,629.76	11,965,629.76	(0.00)
School Lunch Fund*	1,088,163.32	605,258.55	575,529.94	1,117,891.93	590,273.35	527,618.58
Severance Leave*	10,902.99	-	-	10,902.99	992.95	9,910.04
General Severance*	170,044.81	-	9,583.18	160,461.63	29,934.06	130,527.57
Student Fees Fund*	35,927.30	-	-	35,927.30	-	35,927.30
Lewis & Clark Activity Fund*	51,187.39	6,391.18	2,718.85	54,859.72	-	54,859.72
Logan Activity Fund****	20,912.10	2,479.87	3,544.46	19,847.51	-	19,847.51
Mission Activity Fund*	18,080.93	11,334.95	4,282.10	25,133.78	-	25,133.78
Bellevue East Activity Fund*	391,300.18	68,144.78	38,345.14	421,099.82	-	421,099.82
Bellevue West Activity Fund*	418,912.52	67,473.39	50,866.34	435,519.57	-	435,519.57
District Activity Fund****	1,841,242.41	151,038.76	33,457.37	1,958,823.80	58,664.94	1,900,158.86
Totals	27,779,512.76	11,253,815.53	11,421,855.84	27,611,472.45	17,791,649.77	9,819,822.68

FOOTNOTES: * = First Interstate Bank ** = First Interstate Bank and Liquid Asset combined for Bond Project Fund **** = American National Bank
NOTE: Funds are invested assuming some checks will not be submitted to the bank for payment immediately. As a result, the "adjusted book balance" listed above may reflect a negative adjusted book balance.

March, 2023

Percent of Year

58%

RECEIPTS

ACCOUNT	ANTICIPATED	Y-T-D	Y-T-D	Year To Date
		RECEIVED 2022-23	RECEIVED 2021-22	% Received 2022-23
Cash Reserve	\$ 2,507,371	\$ -	\$ -	0.00%
Taxes	\$ 41,369,403	\$ 5,602,462	\$ 5,867,038	13.54%
Public Power Sales Tax	\$ 500,850	\$ -	\$ -	0.00%
Motor Vehicle Tax	\$ 3,800,000	\$ 2,104,819	\$ 2,095,913	55.39%
Interest	\$ 3,000	\$ 47,393	\$ 2,405	1579.77%
Other Local Receipts	\$ 550,000	\$ 161,888	\$ 400,912	29.43%
County Fines & Licenses	\$ 200,000	\$ 133,054	\$ 89,554	66.53%
State Aid	\$ 49,714,733	\$ 34,836,550	\$ 35,948,333	70.07%
Special Ed. Programs	\$ 7,450,000	\$ 3,960,082	\$ 3,764,897	53.16%
Special Ed. Transportation	\$ 825,000	\$ -	\$ -	0.00%
High Ability Learners	\$ 63,000	\$ 59,889	\$ 62,759	95.06%
ProRata Motor Vehicle	\$ 88,000	\$ 21,702	\$ 30,560	24.66%
State Apportionment	\$ 1,150,000	\$ 1,562,860	\$ 1,058,028	135.90%
PEAK Grant	\$ 73,508	\$ 33,002	\$ 60,602	0.00%
Other State Receipts	\$ 50,000	\$ 24,240	\$ 30,522	48.48%
Title I	\$ 1,300,000	\$ 315,085	\$ 1,074,436	24.24%
Title IIA	\$ 225,000	\$ 132,785	\$ 140,561	59.02%
Title III	\$ 55,000	\$ 24,579	\$ 3,386	44.69%
IDEA	\$ 2,600,000	\$ 541,962	\$ 1,405,635	20.84%
SPED Region 20 Grant	\$ 22,500	\$ 12,112	\$ 15,239	53.83%
MIPS	\$ 385,000	\$ 179,690	\$ 171,736	46.67%
Med Admin NASB	\$ 200,000	\$ 96,866	\$ 85,118	48.43%
Impact Aid	\$ 3,750,000	\$ 3,166,959	\$ 2,127,011	84.45%
Federal Vocational Ed	\$ 80,000	\$ 82,570	\$ 82,557	103.21%
Migrant Grant (OPS)	\$ -	\$ -	\$ -	0.00%
Other Federal Source	\$ 14,082,500	\$ 7,299,300	\$ 3,179,908	51.83%
ROTC	\$ 130,000	\$ 84,164	\$ 90,353	64.74%
Services Coordination	\$ 425,000	\$ 248,246	\$ 210,463	58.41%
Loans	\$ -	\$ -	\$ -	0.00%
TOTAL	\$ 131,599,865	\$ 60,732,259	\$ 57,997,926	46.15%

DISBURSEMENTS

CATEGORY	BUDGET	CURRENT	PRIOR YEAR	Year To Date
		DISBURSED 2022-23	DISBURSED 2021-22	% Disbursed 2022-23
Instructional Services	\$ 70,908,065	\$ 40,674,277	\$ 36,444,456	57.36%
Support Services				
Special Education	\$ 20,627,596	\$ 12,806,427	\$ 11,951,210	62.08%
Pupil Services	\$ 6,023,631	\$ 3,564,542	\$ 3,408,738	59.18%
Staff Services	\$ 6,217,100	\$ 2,876,058	\$ 3,841,999	46.26%
General Administration	\$ 1,944,976	\$ 1,087,274	\$ 1,048,711	55.90%
School Administration	\$ 6,055,699	\$ 3,694,617	\$ 3,433,111	61.01%
Business	\$ 1,090,633	\$ 585,950	\$ 556,989	53.73%
Operation of Plant	\$ 8,725,242	\$ 4,942,598	\$ 4,985,640	56.65%
Maintenance of Plant	\$ 3,405,950	\$ 2,464,135	\$ 2,196,648	72.35%
Pupil Transportation	\$ 5,065,616	\$ 3,030,407	\$ 3,022,858	59.82%
Debt Services	\$ 25,000	\$ 1,000	\$ 1,000	4.00%
Summer School	\$ 1,510,358	\$ 781	\$ -	0.05%
TOTAL	\$ 131,599,865	\$ 75,728,066	\$ 70,891,360	57.54%
REVENUE OVER EXPENSE	\$ -	\$ (14,995,807)	\$ (12,893,434)	-11.40%

State of Nebraska Disbursement Categories

Instructional Services

Carl Perkins Vocational Innovation Grant
DoDEA Discovery Ed Grant
DoDEA Health Sciences Grant
DoDEA World Language Grant
Dept of Education School Climate Grant
Early Childhood Instruction
ELL Plan
Flex Funding
High Ability Learners Program
Instructional Substitutes
Migrant Grant
Poverty Plan
Regular K-12 Instruction
Summer School
Textbook Loan Program
Title I
Title III - Immigrant/Limited English Proficiency
ESSERS Grants

Special Education

Contracted Services
Diagnostic Services
Homebased Services
IDEA Programs
Region 20 Grant
School Age Special Education
SCIP Grant
SPED Health Services
SPED Preschool

Pupil Services

Attendance Services
Extra Curricular Programs
Guidance
Health Services
Safety

Staff Services

Assessment
Curriculum & Instruction
Instructional Coaching
Library/Media
Technology
Title IIA Grant

General Administration

Board of Education
Communications
Executive Administration
Personnel

School Administration

Building Secretaries
Principals

Business

District Vehicle Maintenance
Fiscal Affairs

Operation of the Plant

Custodial Services
Trash Collection
Utilities

Maintenance of the Plant

General Liability Insurance
Maintenance and Repairs
Site Maintenance (Grounds)

Transportation

Learning Community Transportation
Regular School Age Transportation
SPED Below Age Five Transportation
SPED School Age Transportation

Debt Service

Loan Principal and Interest

Bellevue Public Schools Building Fund
Mar-23

FUND NAME	BALANCE FEB	RECEIPTS MAR	DISBURSEMENTS MAR	BALANCE MAR
SPECIAL BUILDING FUND	\$ 4,507,758.78	\$ 18,349.16	\$ (44,848.60)	\$ 4,481,259.34
BANK BALANCE	\$ 4,481,259.34			
PLUS O/S DEPOSITS	\$ -			
LESS O/S CHECKS	\$ -			
TOTAL CASH	\$ 4,481,259.34			

Bellevue Public Schools Bond Fund
Mar-23

FUND NAME	BALANCE FEB	RECEIPTS MAR	DISBURSEMENTS MAR	BALANCE MAR
BOND FUND (Debt)	\$ 394,944.23	\$ 212,227.79	\$ (550,000.00)	\$ 57,172.02
BOND PROJECT FUND	\$ 11,406,097.63	\$ 589,852.13	\$ (30,320.00)	\$ 11,965,629.76

Lunch Program Income Statement
Mar-23

Revenues:	
Lunch Program	\$177,403.46
State & Federal Funding	\$379,782.58
Catering	\$37,764.48
Vending	\$8,152.53
Total Revenues	\$603,103.05
Expenses:	
Salaries	\$286,544.54
Supplies	\$269,134.78
Repairs	\$17,508.52
Miscellaneous	\$2,342.10
Total Expenses	\$575,529.94
Net Income (Loss)	\$ 27,573.11

FUND NAME	BALANCE 9/1/22	RECEIPTS YTD	DISBURSEMENTS YTD	BALANCE 3/31/23
Lunch Fund	\$ 1,082,734.39	\$ 3,770,335.51	\$ (3,735,177.94)	\$ 1,117,891.96

Bellevue Public Schools Employee Benefit Fund
Mar-23

FUND NAME	BALANCE FEB	RECEIPTS MAR	DISBURSEMENTS MAR	BALANCE MAR
Social Security & Retirement	\$ 5,701.01	\$ 114.34	\$ (845.83)	\$ 4,969.52
Severance Leave	\$ 10,902.99	\$ -	\$ -	\$ 10,902.99
General Severance	\$ 170,044.81	\$ -	\$ (9,583.18)	\$ 160,461.63
TOTAL	\$ 186,648.81	\$ 114.34	\$ (10,429.01)	\$ 176,334.14

Bellevue Public Schools Student Fees Fund
Mar-23

FUND NAME	BALANCE FEB	RECEIPTS MAR	DISBURSEMENTS MAR	BALANCE MAR
BELLEVUE EAST HS	\$ 165.18	\$ -	\$ -	\$ 165.18
BELLEVUE WEST HS	\$ 35,762.12	\$ -	\$ -	\$ 35,762.12
TOTAL	\$ 35,927.30	\$ -	\$ -	\$ 35,927.30

LEWIS & CLARK MIDDLE SCHOOL

General Ledger Report

Financial Report

From Date:	2/28/2023
To Date:	03/31/2023

From Acct:	100
To Acct:	470

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	STUDENT AFFAIRS	\$417.11	\$0.00	\$(60.00)	(\$60.00)	\$297.11	\$0.00	\$297.11
110	STAFF AFFAIRS	\$453.00	\$150.00	\$0.00	\$0.00	\$603.00	\$0.00	\$603.00
120	FINES	\$361.89	\$0.00	\$0.00	\$0.00	\$361.89	\$0.00	\$361.89
130	FACILITY USE FEES	\$4,792.45	\$0.00	\$(599.00)	\$0.00	\$4,193.45	\$0.00	\$4,193.45
140	INTEREST	\$73.49	\$0.00	\$0.00	\$0.00	\$73.49	\$0.00	\$73.49
150	ACTIVITY CARDS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
160	MEDIA CENTER	\$100.00	\$0.00	\$0.00	\$0.00	\$100.00	\$0.00	\$100.00
170	SCOUT BREW	\$325.48	\$93.00	\$(30.00)	\$0.00	\$388.48	\$0.00	\$388.48
180	ROBOTICS	\$514.31	\$0.00	\$0.00	\$0.00	\$514.31	\$0.00	\$514.31
190	DISCOVERY SHOW CHOIR	\$417.54	\$0.00	\$0.00	\$0.00	\$417.54	\$0.00	\$417.54
200	H.A.L.	\$1,952.29	\$0.00	\$0.00	\$0.00	\$1,952.29	\$0.00	\$1,952.29
210	BPS FOUNDATION GRANTS	\$984.42	\$0.00	\$0.00	\$0.00	\$984.42	\$0.00	\$984.42
220	GRANTS	\$2,790.13	\$0.00	\$(86.95)	\$0.00	\$2,703.18	\$0.00	\$2,703.18
230	NATIONAL HISTORY DAY	\$16.30	\$0.00	\$0.00	\$0.00	\$16.30	\$0.00	\$16.30
240	BPS VOCAL MUSIC	\$230.00	\$260.00	\$0.00	\$0.00	\$490.00	\$0.00	\$490.00
250	BPS BANDS	\$995.21	\$0.00	\$0.00	\$0.00	\$995.21	\$0.00	\$995.21
260	ACADEMIC TEAMS	\$1,347.71	\$0.00	\$0.00	\$0.00	\$1,347.71	\$0.00	\$1,347.71
270	ATHLETIC TEAMS	\$1,164.44	\$0.00	\$0.00	\$0.00	\$1,164.44	\$0.00	\$1,164.44
300	PBIS	\$(173.64)	\$0.00	\$0.00	\$0.00	\$(173.64)	\$0.00	\$(173.64)
350	GSA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
360	SPIRIT CLUB	\$98.56	\$0.00	\$0.00	\$0.00	\$98.56	\$0.00	\$98.56
380	ATHLETICS	\$12,761.53	\$1,400.10	\$0.00	\$0.00	\$14,161.63	\$0.00	\$14,161.63
400	TEAMMATES	\$279.20	\$0.00	\$0.00	\$0.00	\$279.20	\$0.00	\$279.20
402	NATIONAL JR HONOR SOCIETY	\$2,268.50	\$1,869.01	\$(704.46)	\$0.00	\$3,433.05	\$0.00	\$3,433.05
404	STUDENT COUNCIL	\$6,808.70	\$1,787.07	\$(785.15)	\$60.00	\$7,870.62	\$0.00	\$7,870.62
406	CHESS CLUB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
408	ART CLUB	\$68.09	\$0.00	\$0.00	\$0.00	\$68.09	\$0.00	\$68.09
410	SERVICE CLUB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
412	DRUG FREE CLUB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
414	INSTRUMENTAL MUSIC	\$612.97	\$0.00	\$0.00	\$0.00	\$612.97	\$0.00	\$612.97
416	VOCAL MUSIC	\$467.21	\$0.00	\$0.00	\$0.00	\$467.21	\$0.00	\$467.21
418	DRAMA CLUB	\$571.77	\$0.00	\$0.00	\$0.00	\$571.77	\$0.00	\$571.77
420	DIVERSITY CLUB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
422	BOOK CLUB	\$550.11	\$0.00	\$0.00	\$0.00	\$550.11	\$0.00	\$550.11
424	YEARBOOK	\$7,416.89	\$0.00	\$(158.15)	\$0.00	\$7,258.74	\$0.00	\$7,258.74
426	BUILDERS CLUB	\$167.40	\$72.00	\$(19.14)	\$0.00	\$220.26	\$0.00	\$220.26
428	HOPE SQUAD	\$166.05	\$0.00	\$0.00	\$0.00	\$166.05	\$0.00	\$166.05
430	SCOUT SHOUT	\$496.00	\$0.00	\$0.00	\$0.00	\$496.00	\$0.00	\$496.00
450	WORLD LANGUAGE CLUB	\$174.18	\$0.00	\$0.00	\$0.00	\$174.18	\$0.00	\$174.18
460	SCIENCE CLUB	\$92.05	\$0.00	\$0.00	\$0.00	\$92.05	\$0.00	\$92.05
462	SCIENCE OLYMPIAD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
468	MATH CLUB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
470	CIRCLE OF FRIENDS	\$1,426.05	\$760.00	\$(276.00)	\$0.00	\$1,910.05	\$0.00	\$1,910.05
Activity Accounts Grand Total		\$51,187.39	\$6,391.18	\$(2,718.85)	\$0.00	\$54,859.72	\$0.00	\$54,859.72

LOGAN FONTENELLE MID SCH

General Ledger Report

Financial Report

From Date: 2/28/2023
To Date: 03/31/2023

From Acct: 100
To Acct: 479

Activity Accounts

Acct	Account Name	Beg. Bal.	Recept / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	STUDENT AFFAIRS	(\$10,951.57)	\$0.00	\$(771.37)	\$0.00	(\$11,722.94)	\$0.00	\$(11,722.94)
110	STAFF AFFAIRS	(\$13,459.71)	\$150.00	\$(178.99)	\$0.00	(\$13,488.70)	\$0.00	\$(13,488.70)
120	FINES	\$23,372.04	\$0.00	\$0.00	\$0.00	\$23,372.04	\$0.00	\$23,372.04
130	FACILITY USE FEES	\$2,057.84	\$0.00	\$(1,000.00)	\$0.00	\$1,057.84	\$0.00	\$1,057.84
140	INTEREST	\$3.52	\$0.17	\$0.00	\$0.00	\$3.69	\$0.00	\$3.69
200	H.A.L.	(\$77.40)	\$0.00	\$0.00	\$0.00	(\$77.40)	\$0.00	(\$77.40)
260	ACADEMIC TEAMS	\$527.15	\$0.00	\$0.00	\$0.00	\$527.15	\$0.00	\$527.15
360	SPIRIT CLUB	\$752.65	\$0.00	\$0.00	\$0.00	\$752.65	\$0.00	\$752.65
400	TEAMMATES	\$2.86	\$0.00	\$0.00	\$0.00	\$2.86	\$0.00	\$2.86
402	NATIONAL JR HONOR SO	(\$1,887.60)	\$0.00	\$0.00	\$0.00	(\$1,887.60)	\$0.00	(\$1,887.60)
404	STUDENT COUNCIL	(\$717.88)	\$0.00	\$0.00	\$0.00	(\$717.88)	\$0.00	(\$717.88)
406	CHESS CLUB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
408	ART CLUB	\$128.61	\$0.00	\$(11.99)	\$0.00	\$116.62	\$0.00	\$116.62
410	SERVICE CLUB	\$497.20	\$50.00	\$(8.98)	\$0.00	\$538.22	\$0.00	\$538.22
412	DRUG FREE CLUB	(\$472.13)	\$0.00	\$0.00	\$0.00	(\$472.13)	\$0.00	(\$472.13)
414	INSTRUMENTAL MUSIC	\$1,294.58	\$184.00	\$(184.00)	\$0.00	\$1,294.58	\$0.00	\$1,294.58
416	VOCAL MUSIC	\$2,014.21	\$182.70	\$(385.00)	\$0.00	\$1,811.91	\$0.00	\$1,811.91
418	DRAMA CLUB	\$334.25	\$0.00	\$0.00	\$0.00	\$334.25	\$0.00	\$334.25
420	DIVERSITY CLUB	\$912.29	\$250.00	\$(57.51)	\$0.00	\$1,104.78	\$0.00	\$1,104.78
424	YEARBOOK	(\$17,914.16)	\$840.00	\$0.00	\$0.00	(\$17,074.16)	\$0.00	(\$17,074.16)
450	WORLD LANGUAGE CLU	\$94.51	\$0.00	\$0.00	\$0.00	\$94.51	\$0.00	\$94.51
460	SCIENCE CLUB	\$64.54	\$0.00	\$0.00	\$0.00	\$64.54	\$0.00	\$64.54
462	SCIENCE OLYMPIAD	\$2,614.66	\$823.00	\$(577.19)	\$0.00	\$2,860.47	\$0.00	\$2,860.47
468	MATH CLUB	(\$13.52)	\$0.00	\$0.00	\$0.00	(\$13.52)	\$0.00	(\$13.52)
469	SKILLS USA	(\$36.46)	\$0.00	\$0.00	\$0.00	(\$36.46)	\$0.00	(\$36.46)
470	ATHLETIC	\$27,203.82	\$0.00	\$0.00	\$0.00	\$27,203.82	\$0.00	\$27,203.82
471	BPS FOUNDATION GRANT	\$4,161.00	\$0.00	\$0.00	\$0.00	\$4,161.00	\$0.00	\$4,161.00
472	FAMILY CONSUMER SCIENCE	\$200.00	\$0.00	\$0.00	\$0.00	\$200.00	\$0.00	\$200.00
473	CIRCLE OF FRIENDS	\$196.55	\$0.00	\$0.00	\$0.00	\$196.55	\$0.00	\$196.55
474	GSA	(\$3.75)	\$0.00	\$0.00	\$0.00	(\$3.75)	\$0.00	(\$3.75)
475	Robotics	\$281.23	\$0.00	\$0.00	\$0.00	\$281.23	\$0.00	\$281.23
476	LEADERSHIP ACADEMY	\$11.34	\$0.00	\$0.00	\$0.00	\$11.34	\$0.00	\$11.34
477	PBIS	(\$1,151.45)	\$0.00	\$(369.43)	\$0.00	(\$1,520.88)	\$0.00	(\$1,520.88)
478	UNIFIED ATHLETICS	\$900.00	\$0.00	\$0.00	\$0.00	\$900.00	\$0.00	\$900.00
479	HOPE SQUAD	(\$27.12)	\$0.00	\$0.00	\$0.00	(\$27.12)	\$0.00	(\$27.12)
Activity Accounts Grand Total		\$20,912.10	\$2,479.87	\$(3,544.46)	\$0.00	\$19,847.51	\$0.00	\$19,847.51

MISSION MIDDLE SCHOOL

General Ledger Report

Financial Report

From Date: 2/28/2023
To Date: 03/31/2023

From Acct: 100
To Acct: 500

Activity Accounts

Acct	Account Name	Beg. Bal.	Recept / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	STUDENT AFFAIRS	(\$1,861.53)	\$8,629.50	\$(497.00)	\$0.00	\$6,270.97	\$0.00	\$6,270.97
105	STAFF SOCIAL FUNDS	\$209.30	\$0.00	\$(25.00)	\$0.00	\$184.30	\$0.00	\$184.30
110	STAFF AFFAIRS	\$141.56	\$370.00	\$(498.84)	\$0.00	\$12.72	\$0.00	\$12.72
120	FINES	\$136.07	\$725.00	\$(541.76)	\$0.00	\$319.31	\$0.00	\$319.31
130	FACILITY USE FEES	\$3,575.73	\$200.00	\$(244.73)	\$0.00	\$3,531.00	\$0.00	\$3,531.00
140	INTEREST	\$79.30	\$0.72	\$0.00	\$0.00	\$80.02	\$0.00	\$80.02
200	H.A.L.	\$364.51	\$0.00	\$0.00	\$0.00	\$364.51	\$0.00	\$364.51
210	MISSION 150	\$3,316.59	\$0.00	\$0.00	\$0.00	\$3,316.59	\$0.00	\$3,316.59
220	ATHLETICS/GATE	\$2,016.59	\$126.00	\$(1,583.70)	\$0.00	\$558.89	\$0.00	\$558.89
260	ACADEMIC TEAMS	\$118.86	\$0.00	\$(31.13)	\$0.00	\$87.73	\$0.00	\$87.73
360	SPIRIT CLUB	\$177.11	\$0.00	\$0.00	\$0.00	\$177.11	\$0.00	\$177.11
400	TEAMMATES	(\$124.18)	\$0.00	\$0.00	\$0.00	(\$124.18)	\$0.00	(\$124.18)
402	NATIONAL JR HONOR SO	\$0.53	\$0.00	\$0.00	\$0.00	\$0.53	\$0.00	\$0.53
404	STUDENT COUNCIL	\$0.29	\$0.00	\$0.00	\$0.00	\$0.29	\$0.00	\$0.29
406	CHESS CLUB	\$241.19	\$0.00	\$0.00	\$0.00	\$241.19	\$0.00	\$241.19
408	ART CLUB	\$217.12	\$0.00	\$0.00	\$0.00	\$217.12	\$0.00	\$217.12
410	SERVICE CLUB	\$54.40	\$0.00	\$0.00	\$0.00	\$54.40	\$0.00	\$54.40
412	DRUG FREE CLUB	(\$337.01)	\$0.00	\$0.00	\$0.00	(\$337.01)	\$0.00	(\$337.01)
414	INSTRUMENTAL MUSIC	\$78.14	\$0.00	\$0.00	\$0.00	\$78.14	\$0.00	\$78.14
416	VOCAL MUSIC	(\$251.02)	\$0.00	\$0.00	\$0.00	(\$251.02)	\$0.00	(\$251.02)
418	DRAMA CLUB	\$0.02	\$0.00	\$0.00	\$0.00	\$0.02	\$0.00	\$0.02
420	DIVERSITY CLUB	\$136.17	\$0.00	\$0.00	\$0.00	\$136.17	\$0.00	\$136.17
424	YEARBOOK	(\$9,561.20)	\$337.00	\$0.00	\$0.00	(\$9,224.20)	\$0.00	(\$9,224.20)
450	WORLD LANGUAGE CLUB	\$687.36	\$0.00	\$0.00	\$0.00	\$687.36	\$0.00	\$687.36
460	SCIENCE CLUB	\$0.15	\$0.00	\$0.00	\$0.00	\$0.15	\$0.00	\$0.15
462	SCIENCE OLYMPIAD	(\$185.56)	\$0.00	\$0.00	\$0.00	(\$185.56)	\$0.00	(\$185.56)
468	MATH CLUB	\$281.38	\$0.00	\$0.00	\$0.00	\$281.38	\$0.00	\$281.38
470	CIRCLE OF FRIENDS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
472	BPS Foundation Grants	\$6,514.13	\$946.73	\$(330.00)	\$0.00	\$7,130.86	\$0.00	\$7,130.86
474	COUNSELING	\$1,851.52	\$0.00	\$0.00	\$0.00	\$1,851.52	\$0.00	\$1,851.52
476	ROBOTICS CLUB	\$6,023.09	\$0.00	\$0.00	\$0.00	\$6,023.09	\$0.00	\$6,023.09
478	MISSION PARENT GROUP	\$2,914.07	\$0.00	\$(529.94)	\$0.00	\$2,384.13	\$0.00	\$2,384.13
480	DICKS SPORTING FOUNDATION	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00
500	Unified Soccer	\$266.25	\$0.00	\$0.00	\$0.00	\$266.25	\$0.00	\$266.25
Activity Accounts Grand Total		\$18,080.93	\$11,334.95	\$(4,282.10)	\$0.00	\$25,133.78	\$0.00	\$25,133.78

BELLEVUE EAST HIGH SCHOOL

General Ledger Report

Financial Report

From Date: 2/28/2023
To Date: 03/31/2023

From Acct: 100
To Acct: 505

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	STUDENT AFFAIRS	\$10,279.95	\$97.00	\$(234.08)	\$0.00	\$10,142.87	\$0.00	\$10,142.87
110	STAFF AFFAIRS	\$1,008.57	\$550.00	\$(64.01)	(\$100.00)	\$1,394.56	\$0.00	\$1,394.56
120	FINES	\$2,476.60	\$200.00	\$0.00	\$0.00	\$2,676.60	\$0.00	\$2,676.60
130	FACILITY USE FEES	\$19,790.03	\$16,520.00	\$(4,010.59)	\$0.00	\$32,299.44	\$0.00	\$32,299.44
140	INTEREST	\$431.51	\$65.30	\$0.00	\$0.00	\$496.81	\$0.00	\$496.81
150	School Store/Trading Post	\$14,808.55	\$6,207.35	\$(5,885.25)	\$100.00	\$15,230.65	\$0.00	\$15,230.65
160	Activity Fees	\$20,440.00	\$1,540.00	\$0.00	\$0.00	\$21,980.00	\$0.00	\$21,980.00
170	Grants	\$12,002.43	\$1,000.22	\$(951.64)	(\$666.80)	\$11,384.21	\$0.00	\$11,384.21
180	Facebook Grant	\$13,249.03	\$0.00	\$0.00	\$0.00	\$13,249.03	\$0.00	\$13,249.03
210	Freshman Class	\$405.19	\$0.00	\$(117.60)	\$0.00	\$287.59	\$0.00	\$287.59
220	Sophomore Class	\$904.47	\$0.00	\$0.00	\$0.00	\$904.47	\$0.00	\$904.47
230	Junior Class	\$139.72	\$481.35	\$(265.19)	\$0.00	\$355.88	\$0.00	\$355.88
240	Senior Class	\$1,937.10	\$0.00	\$0.00	\$0.00	\$1,937.10	\$0.00	\$1,937.10
250	Alumni Class	\$856.02	\$0.00	\$0.00	\$0.00	\$856.02	\$0.00	\$856.02
260	Senior Sendoff	\$1,795.00	\$100.00	\$0.00	\$0.00	\$1,895.00	\$0.00	\$1,895.00
300	Athletics	\$42,695.61	\$5,989.73	\$(13,929.09)	(\$983.74)	\$33,772.51	\$0.00	\$33,772.51
310	Athletic Training	\$176.16	\$0.00	\$0.00	\$0.00	\$176.16	\$0.00	\$176.16
320	Athletic Team Sub Accts	\$34,509.75	\$27,257.28	\$(8,583.09)	\$1,317.14	\$54,501.08	\$0.00	\$54,501.08
340	Cheerleaders	(\$10,883.20)	\$1,772.07	\$0.00	\$0.00	(\$9,111.13)	\$0.00	(\$9,111.13)
400	Hope Squad	\$105.78	\$0.00	\$0.00	\$0.00	\$105.78	\$0.00	\$105.78
402	National Honor Society	\$1,487.21	\$0.00	\$0.00	\$0.00	\$1,487.21	\$0.00	\$1,487.21
404	Student Council	\$22,396.52	\$0.00	\$(95.00)	\$0.00	\$22,301.52	\$0.00	\$22,301.52
406	Strategic Games Club	\$149.02	\$0.00	\$0.00	\$0.00	\$149.02	\$0.00	\$149.02
408	Art Club	\$361.35	\$0.00	\$0.00	\$0.00	\$361.35	\$0.00	\$361.35
410	Key Club	\$133.55	\$0.00	\$0.00	\$0.00	\$133.55	\$0.00	\$133.55
412	HOSA	\$2,144.14	\$165.00	\$0.00	\$0.00	\$2,309.14	\$0.00	\$2,309.14
414	Instrumental Music	\$1,561.16	\$0.00	\$0.00	\$0.00	\$1,561.16	\$0.00	\$1,561.16
416	Vocal Music	\$1,868.81	\$0.00	\$14.98	\$0.00	\$1,883.79	\$0.00	\$1,883.79
418	Drama Club/Thespians	(\$37.21)	\$0.00	\$0.00	\$0.00	(\$37.21)	\$0.00	(\$37.21)
420	GSA	\$109.30	\$0.00	\$0.00	\$0.00	\$109.30	\$0.00	\$109.30
424	Yearbook-Chieftain	\$70,584.03	\$480.00	\$(1,322.00)	\$0.00	\$69,742.03	\$0.00	\$69,742.03
426	Publications-Image	\$653.53	\$0.00	\$0.00	\$0.00	\$653.53	\$0.00	\$653.53
428	Newspaper-Tom Tom	\$22,270.37	\$160.00	\$0.00	\$0.00	\$22,430.37	\$0.00	\$22,430.37
430	Play/Musical Productions	\$1,582.68	\$2,722.00	\$(262.79)	\$0.00	\$4,041.89	\$0.00	\$4,041.89
432	Dance Team/Bellevedettes	(\$10,587.42)	\$1,358.48	\$0.00	\$0.00	(\$9,228.94)	\$0.00	(\$9,228.94)
440	ROTC	\$20,849.84	\$0.00	\$0.00	\$0.00	\$20,849.84	\$0.00	\$20,849.84
445	Maxwell/ROTC	\$24,996.50	\$0.00	\$(78.44)	\$0.00	\$24,918.06	\$0.00	\$24,918.06
452	German Club	\$411.09	\$0.00	\$0.00	\$0.00	\$411.09	\$0.00	\$411.09
454	French Club	\$293.76	\$0.00	\$0.00	\$0.00	\$293.76	\$0.00	\$293.76
456	Spanish Club	\$613.27	\$67.00	\$0.00	\$0.00	\$680.27	\$0.00	\$680.27
457	Latina Leaders	\$857.63	\$0.00	\$0.00	\$0.00	\$857.63	\$0.00	\$857.63
458	Latin Club	\$41.61	\$0.00	\$0.00	\$0.00	\$41.61	\$0.00	\$41.61
470	FBLA	\$3,568.16	\$0.00	\$(1,299.15)	\$0.00	\$2,269.01	\$0.00	\$2,269.01
472	DECA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
474	FEA	\$132.16	\$0.00	\$0.00	\$0.00	\$132.16	\$0.00	\$132.16
476	Forensics	\$3,922.44	\$0.00	\$(296.58)	\$0.00	\$3,625.86	\$0.00	\$3,625.86
480	Family Consumer Science	\$546.94	\$900.00	\$(265.66)	\$0.00	\$1,181.28	\$0.00	\$1,181.28
482	Culinary Arts	\$1,035.62	\$50.00	\$(98.44)	\$333.40	\$1,320.58	\$0.00	\$1,320.58
484	Skills USA	\$409.49	\$0.00	\$(120.97)	\$0.00	\$288.52	\$0.00	\$288.52
486	History Club	\$263.25	\$0.00	\$0.00	\$0.00	\$263.25	\$0.00	\$263.25
487	Science	\$1,435.03	\$297.00	\$0.00	\$0.00	\$1,732.03	\$0.00	\$1,732.03

BELLEVUE EAST HIGH SCHOOL

General Ledger Report

Financial Report

From Date:	2/28/2023
To Date:	03/31/2023

From Acct:	100
To Acct:	505

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
488	Leadership Academy	\$15.98	\$0.00	\$0.00	\$0.00	\$15.98	\$0.00	\$15.98
490	POST PROM	\$6,864.38	\$165.00	\$(13.99)	\$0.00	\$7,015.39	\$0.00	\$7,015.39
495	Special Education	\$2,796.07	\$0.00	\$0.00	\$0.00	\$2,796.07	\$0.00	\$2,796.07
497	Circle of Friends	\$188.67	\$0.00	\$0.00	\$0.00	\$188.67	\$0.00	\$188.67
500	Activity Clearing	(\$2,800.00)	\$0.00	\$0.00	\$0.00	(\$2,800.00)	\$0.00	(\$2,800.00)
505	Counseling	\$43,052.98	\$0.00	\$(466.56)	\$0.00	\$42,586.42	\$0.00	\$42,586.42
Activity Accounts Grand Total		\$391,300.18	\$68,144.78	\$(38,345.14)	\$0.00	\$421,099.82	\$0.00	\$421,099.82

BELLEVUE WEST HIGH SCHOOL

General Ledger Report

Financial Report

From Date: 2/28/2023
To Date: 03/31/2023

From Acct: 100
To Acct: 523

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
428	Newspaper-Westwind	\$159.03	\$180.00	\$0.00	\$0.00	\$339.03	\$0.00	\$339.03
430	Play/Musical Productions	\$24,049.50	\$7,390.60	\$(1,300.00)	\$0.00	\$30,140.10	\$0.00	\$30,140.10
431	Bellevue West Art	\$162.93	\$0.00	\$0.00	\$0.00	\$162.93	\$0.00	\$162.93
432	Dance Team/Thunderettes	\$2,771.70	\$0.00	\$0.00	\$0.00	\$2,771.70	\$0.00	\$2,771.70
434	Envirothon Grant	\$475.00	\$0.00	\$0.00	\$0.00	\$475.00	\$0.00	\$475.00
440	ROTC	\$55,607.96	\$7,447.50	\$(6,169.48)	\$0.00	\$56,885.98	\$0.00	\$56,885.98
445	Maxwell/ROTC	\$(2,116.78)	\$50.00	\$0.00	\$0.00	\$(2,066.78)	\$0.00	\$(2,066.78)
452	German Club	\$(10.37)	\$0.00	\$0.00	\$0.00	\$(10.37)	\$0.00	\$(10.37)
454	French Club	\$88.78	\$0.00	\$0.00	\$0.00	\$88.78	\$0.00	\$88.78
456	Spanish Club	\$254.97	\$0.00	\$0.00	\$0.00	\$254.97	\$0.00	\$254.97
458	Latin Club	\$71.82	\$0.00	\$0.00	\$0.00	\$71.82	\$0.00	\$71.82
460	The Bird Box	\$0.00	\$140.00	\$0.00	\$0.00	\$140.00	\$0.00	\$140.00
461	FBLA-Thunder Brew	\$90.87	\$74.00	\$0.00	\$0.00	\$164.87	\$0.00	\$164.87
464	Science Olympiad Acct.	\$88.79	\$0.00	\$0.00	\$0.00	\$88.79	\$0.00	\$88.79
470	FBLA	\$5,853.88	\$969.90	\$(2,264.00)	\$(138.05)	\$4,421.73	\$0.00	\$4,421.73
472	DECA	\$1,096.84	\$1,053.67	\$(1,998.81)	\$138.05	\$289.75	\$0.00	\$289.75
474	FEA	\$91.48	\$0.00	\$0.00	\$0.00	\$91.48	\$0.00	\$91.48
476	Forensics	\$(78.23)	\$0.00	\$0.00	\$0.00	\$(78.23)	\$0.00	\$(78.23)
478	Debate	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
479	HOSA	\$115.00	\$0.00	\$0.00	\$0.00	\$115.00	\$0.00	\$115.00
480	Family Consumer Science	\$1,092.04	\$1,167.00	\$(267.12)	\$0.00	\$1,991.92	\$0.00	\$1,991.92
482	Culinary Arts	\$620.99	\$680.50	\$(88.98)	\$0.00	\$1,212.51	\$0.00	\$1,212.51
484	Skills USA	\$6,293.47	\$180.00	\$0.00	\$0.00	\$6,473.47	\$0.00	\$6,473.47
486	History Club	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
490	POST PROM	\$9,775.97	\$0.00	\$0.00	\$0.00	\$9,775.97	\$0.00	\$9,775.97
500	Activity Clearing	\$(3,550.00)	\$0.00	\$0.00	\$0.00	\$(3,550.00)	\$0.00	\$(3,550.00)
501	Mascots	\$1,235.84	\$108.00	\$0.00	\$0.00	\$1,343.84	\$0.00	\$1,343.84
504	Bowling	\$2,102.64	\$0.00	\$(582.00)	\$0.00	\$1,520.64	\$0.00	\$1,520.64
505	Counseling	\$47,344.18	\$0.00	\$0.00	\$0.00	\$47,344.18	\$0.00	\$47,344.18
506	Baseball	\$185.00	\$0.00	\$0.00	\$0.00	\$185.00	\$0.00	\$185.00
507	Boys Basketball	\$2,191.14	\$0.00	\$0.00	\$0.00	\$2,191.14	\$0.00	\$2,191.14
508	Girl's Basketball	\$955.96	\$0.00	\$(237.98)	\$0.00	\$717.98	\$0.00	\$717.98
509	Football	\$10,839.24	\$0.00	\$(3,277.20)	\$0.00	\$7,562.04	\$0.00	\$7,562.04
510	Boy's Golf	\$140.27	\$40.00	\$0.00	\$0.00	\$180.27	\$0.00	\$180.27
511	Boy's Tennis	\$126.71	\$0.00	\$0.00	\$0.00	\$126.71	\$0.00	\$126.71
512	Girl's Tennis	\$64.93	\$0.00	\$0.00	\$0.00	\$64.93	\$0.00	\$64.93
513	Track	\$3,098.47	\$3,600.10	\$(769.39)	\$0.00	\$5,929.18	\$0.00	\$5,929.18
514	Swimming	\$408.60	\$328.50	\$(454.75)	\$0.00	\$282.35	\$0.00	\$282.35
515	Volleyball	\$2,053.58	\$443.00	\$0.00	\$0.00	\$2,496.58	\$0.00	\$2,496.58
516	Softball	\$1,177.39	\$197.00	\$(96.78)	\$0.00	\$1,277.61	\$0.00	\$1,277.61
517	Boy's Wrestling	\$2,838.44	\$0.00	\$0.00	\$0.00	\$2,838.44	\$0.00	\$2,838.44
518	Boys Soccer	\$430.87	\$2,625.00	\$(2,290.00)	\$0.00	\$765.87	\$0.00	\$765.87
519	Girl's Soccer	\$949.03	\$595.75	\$(19.32)	\$0.00	\$1,525.46	\$0.00	\$1,525.46
520	Girl's Golf	\$226.30	\$0.00	\$0.00	\$0.00	\$226.30	\$0.00	\$226.30
521	T-bird Customs	\$98.51	\$0.00	\$0.00	\$0.00	\$98.51	\$0.00	\$98.51
522	Cross Country	\$98.39	\$0.00	\$0.00	\$0.00	\$98.39	\$0.00	\$98.39
523	Girl's Wrestling	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Activity Accounts Grand Total		\$418,912.52	\$67,473.39	\$(50,866.34)	\$0.00	\$435,519.57	\$0.00	\$435,519.57

BELLEVUE PUBLIC SCHOOLS

General Ledger Report

Financial Report

From Date:	2/28/2023
To Date:	03/31/2023

From Acct:	1001
To Acct:	9960

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
1001	AVERY	\$13,728.12	\$5,426.01	\$(3,268.54)	\$0.00	\$15,885.59	\$0.00	\$15,885.59
1002	BELLELAIRE	\$3,786.05	\$662.00	\$(2,058.59)	\$0.00	\$2,389.46	\$0.00	\$2,389.46
1004	BERTHA BARBER	\$8,952.61	\$1,270.00	\$(57.33)	\$0.00	\$10,165.28	\$0.00	\$10,165.28
1005	BETZ	\$15,040.27	\$100.00	\$(75.83)	\$0.00	\$15,064.44	\$0.00	\$15,064.44
1006	BIRCHCREST	\$38,528.88	\$6,490.55	\$(1,923.53)	\$0.00	\$43,095.90	\$0.00	\$43,095.90
1007	CENTRAL	\$8,577.75	\$70.00	\$(538.59)	\$0.00	\$8,109.16	\$0.00	\$8,109.16
1008	FORT CROOK	\$18,120.09	\$100.00	\$(989.70)	\$0.00	\$17,230.39	\$0.00	\$17,230.39
1009	LEMAY	\$2,263.33	\$16,900.00	\$(475.27)	\$0.00	\$18,688.06	\$0.00	\$18,688.06
1010	PETER SARPY	\$2,278.87	\$160.00	\$(672.11)	\$0.00	\$1,766.76	\$0.00	\$1,766.76
1011	TWIN RIDGE	\$10,618.49	\$100.00	\$(503.70)	\$0.00	\$10,214.79	\$0.00	\$10,214.79
1014	WAKE ROBIN	\$27,680.32	\$809.00	\$(1,711.82)	\$0.00	\$26,777.50	\$0.00	\$26,777.50
1015	LEONARD LAWRENCE	\$2,161.15	\$2,590.24	\$(77.76)	\$0.00	\$4,673.63	\$0.00	\$4,673.63
1016	TWO SPRINGS	\$8,834.78	\$100.00	\$(541.52)	\$0.00	\$8,393.26	\$0.00	\$8,393.26
1017	FAIRVIEW	\$7,899.06	\$100.00	\$(60.18)	\$0.00	\$7,938.88	\$0.00	\$7,938.88
1018	BELLEVUE ELEMENTARY	\$7,165.60	\$967.25	\$(1,212.20)	\$0.00	\$6,920.65	\$0.00	\$6,920.65
1101	CHAP CENTER	\$5,339.90	\$50.00	\$(273.04)	\$0.00	\$5,116.86	\$0.00	\$5,116.86
9910	BEST PROGRAM	\$1,923.51	\$0.00	\$(50.88)	\$0.00	\$1,872.63	\$0.00	\$1,872.63
9911	ACE PROGRAM	\$3,301.28	\$0.00	\$(289.94)	\$0.00	\$3,011.34	\$0.00	\$3,011.34
9912	CAREER LAUNCH CTR-CLC	\$26,743.01	\$0.00	\$0.00	\$0.00	\$26,743.01	\$0.00	\$26,743.01
9920	GIVESMART PROC FEES	\$279.14	\$201.47	\$(301.28)	\$0.00	\$179.33	\$0.00	\$179.33
9921	STEM CAMP	\$5,801.18	\$5,560.00	\$0.00	\$0.00	\$11,361.18	\$0.00	\$11,361.18
9922	ANB INTEREST	\$2,022.14	\$1,809.19	\$0.00	\$0.00	\$3,831.33	\$0.00	\$3,831.33
9923	WELCOME CENTER	\$1,606.76	\$100.00	\$(45.00)	\$0.00	\$1,661.76	\$0.00	\$1,661.76
9924	MISSION ANNEX	\$1,442.35	\$140.00	\$(676.87)	\$0.00	\$905.48	\$0.00	\$905.48
9926	EARLY CHILDHOOD CENTER	\$3,851.66	\$150.00	\$0.00	\$0.00	\$4,001.66	\$0.00	\$4,001.66
9927	FASE TEAM	\$11,162.62	\$0.00	\$0.00	\$0.00	\$11,162.62	\$0.00	\$11,162.62
9928	DISTRICT APPRECIATION	\$24,864.45	\$33,200.00	\$(16,316.05)	\$0.00	\$41,748.40	\$0.00	\$41,748.40
9929	SEL GRANT	\$8,945.00	\$0.00	\$0.00	\$0.00	\$8,945.00	\$0.00	\$8,945.00
9930	STEM - FACEBOOK GRANT	\$1.19	\$0.00	\$0.00	\$0.00	\$1.19	\$0.00	\$1.19
9931	STAFF DEVELOPMENT	\$6,172.09	\$275.00	\$0.00	\$0.00	\$6,447.09	\$0.00	\$6,447.09
9932	ELEM. PRINCIPAL SUNSHINE	\$347.85	\$0.00	\$0.00	\$0.00	\$347.85	\$0.00	\$347.85
9934	TRANSPORTATION	\$5,887.14	\$1,275.79	\$(287.78)	\$0.00	\$6,875.15	\$0.00	\$6,875.15
9935	SENSORY ROOM	\$4,500.00	\$0.00	\$0.00	\$0.00	\$4,500.00	\$0.00	\$4,500.00
9936	GENERAL USE - ACTIVITY	\$59,383.32	\$409.27	\$0.00	\$0.00	\$59,792.59	\$0.00	\$59,792.59
9937	ELEMENTARY BAND FUND	\$318.13	\$0.00	\$0.00	\$0.00	\$318.13	\$0.00	\$318.13
9938	COOPERATING TEACHER	\$0.00	\$30,000.00	\$0.00	\$0.00	\$30,000.00	\$0.00	\$30,000.00
9939	ELEMENTARY BLDG.	\$36,851.14	\$0.00	\$0.00	\$0.00	\$36,851.14	\$0.00	\$36,851.14
9940	SECONDARY BLDG.	\$77,590.45	\$24,000.00	\$(800.00)	\$0.00	\$100,790.45	\$0.00	\$100,790.45
9941	UNIFIED SOCCER	\$12,444.17	\$0.00	\$0.00	\$0.00	\$12,444.17	\$0.00	\$12,444.17
9943	HAL	\$284.26	\$0.00	\$0.00	\$0.00	\$284.26	\$0.00	\$284.26
9944	COMMUNICATIONS	\$39,703.90	\$376.82	\$0.00	\$0.00	\$40,080.72	\$0.00	\$40,080.72
9945	TECHNOLOGY	\$1,267,030.42	\$7,714.85	\$0.00	\$0.00	\$1,274,745.27	\$0.00	\$1,274,745.27
9946	AFTER PROM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9947	EL PARENT GROUP (PADRE)	\$581.74	\$0.00	\$0.00	\$0.00	\$581.74	\$0.00	\$581.74
9948	WEST BASEBALL FIELD PROJ.	\$46,280.06	\$0.00	\$0.00	\$0.00	\$46,280.06	\$0.00	\$46,280.06
9949	LAC FIELD PROJECT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9950	OPERATION READ	\$(8.00)	\$0.00	\$(115.35)	\$0.00	\$(123.35)	\$0.00	\$(123.35)
9951	EAST BASEBALL FIELD PROJ.	\$3,587.00	\$0.00	\$0.00	\$0.00	\$3,587.00	\$0.00	\$3,587.00
9960	DISTRICT CLEARING	\$7,369.18	\$9,931.32	\$(134.51)	\$0.00	\$17,165.99	\$0.00	\$17,165.99

BELLEVUE PUBLIC SCHOOLS

General Ledger Report

Financial Report

From Date:	2/28/2023
To Date:	03/31/2023

From Acct:	1001
To Acct:	9960

Activity Accounts Grand Total	\$1,841,242.41	\$151,038.76	\$(33,457.37)	\$0.00	\$1,958,823.80	\$0.00	\$1,958,823.80
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**Bellevue Public Schools General Obligation Bonds
Summary as of 3/31/2023**

Bonds Approved by Voters	76,000,000.00
Bonds Sold	76,000,000.00
Premium Received on Sale of Bonds	10,181,683.90
Gross Proceeds	86,181,683.90
Other Activity:	
Underwriter's Discount (netted against proceeds)	(708,197.50)
Costs of Issuance (expense)	(221,796.00)
Interest Income received	-
Net Funds Received To Date	85,251,690.40
 Bonds Remaining to be Sold	 -
 FY21 Activity:	
Beginning Cash Balance as of March 1, 2023	22,456,097.13
Income through March 31, 2023	39,852.13
Expenditures through March 31, 2023	(30,320.00)
Ending cash balance on March 31, 2023	22,465,629.26

BELLEVUE PUBLIC SCHOOLS
BOARD OF EDUCATION

04-01-2023

IT IS RECOMMENDED THAT THE FOLLOWING CLAIMS
BE APPROVED FOR PAYMENT

GENERAL FUND	1,055,790.22
SPECIAL BUILDING FUND	61,462.54
FOOD SERVICE FUND	227,355.88
BOND PROJECT	50,267.38
TOTAL	1,394,876.02

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General Fund	Check No	Check Date	Vendor Name	Amount	Description
	00254369	04/01/23	ADVANCED OFFICE AUTOMATION	18.22	SUPPLIES
	00254370	04/01/23	AE SUPPLY	750.00	SUPPLIES
	00254371	04/01/23	ALBIREO ENERGY LLC	922.58	BUILDING IMPROVEMENT
	00254372	04/01/23	ALL BRITE GLASS & SCREEN, INC.	225.00	BUILDING IMPROVEMENT
	00254373	04/01/23	ALL FLAGS, ETC	723.82	REPAIRS
	00254374	04/01/23	AMERICAN RED CROSS HEALTH	95.00	EMPLOYEE TRAINING & DEVEL.
	00254375	04/01/23	AMERICAN TIME	692.42	BUILDING IMPROVEMENT
	00254376	04/01/23	APPLE, INC.	5,703.80	SUPPLIES
	00254377	04/01/23	AQUA-CHEM, INC.	1,680.85	REPAIRS
	00254378	04/01/23	ASI	135.00	BUILDING IMPROVEMENT
	00254379	04/01/23	AUTO VALUE	333.71	SUPPLIES
	00254379	04/01/23	AUTO VALUE	469.43	TIRES & PARTS
	00254380	04/01/23	BADGER BODY & TRUCK	1,549.00	REPAIRS
	00254381	04/01/23	BAKER'S SUPERMARKET	2,956.21	SUPPLIES
	00254382	04/01/23	BAKER'S SUPERMARKET	371.34	SUPPLIES
	00254383	04/01/23	BATTERIES PLUS BULBS	349.95	SUPPLIES
	00254383	04/01/23	BATTERIES PLUS BULBS	593.70	TIRES & PARTS
	00254384	04/01/23	BAUER BUILT TIRE	1,420.16	TIRES & PARTS
	00254385	04/01/23	BAXTER FORD OF PAPILLION	103.03	SUPPLIES
	00254385	04/01/23	BAXTER FORD OF PAPILLION	30.65	TIRES & PARTS
	00254386	04/01/23	BEARDMORE CHEVROLET, INC	161.39	REPAIRS
	00254386	04/01/23	BEARDMORE CHEVROLET, INC	71.18	SUPPLIES
	00254387	04/01/23	BELLEVUE LEADER	37.80	SUPPLIES
	00254388	04/01/23	BIG RED LOCKSMITHS, INC.	15.00	REPAIRS
	00254389	04/01/23	BLICK ART MATERIALS, LLC.	89.64	SUPPLIES
	00254390	04/01/23	BOILER CHILLER SYSTEMS LLC	3,103.16	BUILDING IMPROVEMENT
	00254391	04/01/23	BOUND TO STAY BOUND	153.54	SUPPLIES
	00254392	04/01/23	BOYS TOWN PRESS	435.00	SUPPLIES
	00254393	04/01/23	BREAKOUT INC.	248.00	SUPPLIES
	00254394	04/01/23	BRENDA SAXE	1,200.00	EMPLOYEE TRAINING & DEVEL.
	00254395	04/01/23	BRIGGS, INC.	347.33	BUILDING IMPROVEMENT
	00254396	04/01/23	C.A.P. INC.	1,056.00	SOFTWARE
	00254397	04/01/23	CAROLINA BIOLOGICAL SUPPLY	449.04	SUPPLIES
	00254398	04/01/23	CARPENTER PAPER COMPANY	10,153.31	SUPPLIES
	00254399	04/01/23	CCS PRESENTATION SYSTEMS	405.00	BUILDING IMPROVEMENT
	00254400	04/01/23	CF WEBTOOLS	475.00	PROFESSIONAL SERVICES
	00254401	04/01/23	CINTAS CORPORATION	887.21	PROFESSIONAL SERVICES
	00254402	04/01/23	CORNHUSKER INTL TRUCKS, INC.	1,760.75	REPAIRS
	00254402	04/01/23	CORNHUSKER INTL TRUCKS, INC.	1,100.00	SOFTWARE

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00254402	04/01/23	CORNHUSKER INTL TRUCKS, INC.	2,095.18	TIRES & PARTS
00254403	04/01/23	COUNCIL BLUFFS COMMUNITY	455.07	TUITION - OTHER DISTRICTS
00254404	04/01/23	COX BUSINESS SERVICES	17,241.68	TELECOMMUNICATIONS
00254405	04/01/23	COX BUSINESS SERVICES	12,776.57	TELECOMMUNICATIONS
00254406	04/01/23	CUMMINS CENTRAL POWER, LLC	1,090.32	REPAIRS
00254406	04/01/23	CUMMINS CENTRAL POWER, LLC	806.96	TIRES & PARTS
00254407	04/01/23	D.C. ELECTRIC/HEARTLAND	1,574.43	BUILDING IMPROVEMENT
00254408	04/01/23	DEMCO, INC.	146.10	SUPPLIES
00254409	04/01/23	DIANE ELLIS	2,211.25	PROFESSIONAL SERVICES
00254410	04/01/23	DIETZE MUSIC	689.46	SUPPLIES
00254411	04/01/23	DUKE RENTAL	364.80	BUILDING IMPROVEMENT
00254412	04/01/23	DeMOULIN BROS & COMPANY	9,494.25	SUPPLIES
00254413	04/01/23	E.S.U. #3	201.75	EMPLOYEE TRAINING & DEVEL.
00254413	04/01/23	E.S.U. #3	200.00	SUPPLIES
00254413	04/01/23	E.S.U. #3	2,380.00	TUITION-OTHER AGENCIES
00254414	04/01/23	EBSCO PUBLISHING	2,276.07	SUPPLIES
00254415	04/01/23	EGAN SUPPLY	667.14	REPAIRS
00254415	04/01/23	EGAN SUPPLY	53,216.77	SUPPLIES
00254416	04/01/23	ELECTRONIC CONTRACTING	317.53	BUILDING IMPROVEMENT
00254416	04/01/23	ELECTRONIC CONTRACTING	815.04	SITE IMPROVEMENTS
00254417	04/01/23	EQUIFAX WORKFORCE	40.00	PROFESSIONAL SERVICES
00254418	04/01/23	EVAN HINDS	1,500.00	SUPPLIES
00254419	04/01/23	EYMAN PLUMBING, INC.	2,089.09	BUILDING IMPROVEMENT
00254420	04/01/23	FAMILY FARE SUPERMARKET	1,345.96	SUPPLIES
00254421	04/01/23	FATHER FLANAGAN'S BOYS' HOME	21,150.00	PROFESSIONAL SERVICES
00254422	04/01/23	FERRELLGAS	7,375.32	GAS, DIESEL, OIL
00254423	04/01/23	FIELD PAPER COMPANY	1,705.11	SUPPLIES
00254424	04/01/23	FIRST WIRELESS, INC.	1,179.60	SUPPLIES
00254425	04/01/23	FLEETPRIDE	6.58	SUPPLIES
00254425	04/01/23	FLEETPRIDE	495.92	TIRES & PARTS
00254426	04/01/23	FOLLETT CONTENT SOLUTION	1,864.10	SUPPLIES
00254427	04/01/23	FOLLETT SCHOOL SOLUTION	4,759.59	SUPPLIES
00254428	04/01/23	FOLLETT SCHOOL SOLUTION	66,156.79	SOFTWARE
00254429	04/01/23	GALVIN GLASS	50.00	BUILDING IMPROVEMENT
00254430	04/01/23	GENERAL FIRE AND SAFETY	4,034.00	BUILDING IMPROVEMENT
00254431	04/01/23	GLENNA FISHER	4,154.90	PROFESSIONAL SERVICES
00254432	04/01/23	GOPHER	346.08	SUPPLIES
00254433	04/01/23	GRAINGER, INC.	611.56	BUILDING IMPROVEMENT
00254433	04/01/23	GRAINGER, INC.	952.60	REPAIRS
00254433	04/01/23	GRAINGER, INC.	156.74	SUPPLIES

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00254434	04/01/23	GREAT PLAINS PIANO COMPANY	60.00	PROFESSIONAL SERVICES
00254434	04/01/23	GREAT PLAINS PIANO COMPANY	240.00	SUPPLIES
00254435	04/01/23	GREENLIFE GARDENS, INC.	3,270.00	DISTRICT SNOW REMOVAL
00254436	04/01/23	HASSE AND LOVIN ASSOCIATES	2,175.00	PROFESSIONAL SERVICES
00254437	04/01/23	HAUFF SPORTS	900.00	SUPPLIES
00254438	04/01/23	HEARTLAND FAMILY SERVICE	150.00	TUITION-OTHER AGENCIES
00254439	04/01/23	HEARTLAND SAFETY AND	216.00	PROFESSIONAL SERVICES
00254440	04/01/23	HILLYARD	1,490.64	SUPPLIES
00254441	04/01/23	I KNOW IT	150.00	SUPPLIES
00254442	04/01/23	INTERNATIONAL ACADEMY OF	900.00	SUPPLIES
00254443	04/01/23	J & J SMALL ENGINE SERVICE,	282.08	REPAIRS
00254443	04/01/23	J & J SMALL ENGINE SERVICE,	505.98	SUPPLIES
00254444	04/01/23	J.P. COOKE COMPANY	33.60	SUPPLIES
00254445	04/01/23	J.W. PEPPER & SON, INC.	2,015.43	SUPPLIES
00254446	04/01/23	JANICE LEE	572.00	EMPLOYEE TRAINING & DEVEL.
00254447	04/01/23	JILL M. KOCH	456.00	PROFESSIONAL SERVICES
00254448	04/01/23	JODON'S	12.00	SUPPLIES
00254449	04/01/23	JOHNSON HARDWARE CO	500.85	REPAIRS
00254450	04/01/23	JOHNSTONE SUPPLY	591.73	BUILDING IMPROVEMENT
00254451	04/01/23	JOSH TEDDER CONSTRUCTION	7,650.00	DISTRICT SNOW REMOVAL
00254452	04/01/23	JOSTENS INC.	353.15	SUPPLIES
00254453	04/01/23	KIMBALL MIDWEST	147.19	SUPPLIES
00254453	04/01/23	KIMBALL MIDWEST	651.52	TIRES & PARTS
00254454	04/01/23	KONE INC.	2,554.80	SITE IMPROVEMENTS
00254455	04/01/23	KRIHA FLUID POWER CO. INC.	9.74	TIRES & PARTS
00254456	04/01/23	L.I.F.E. STAFFING AND	527.04	PROFESSIONAL SERVICES
00254457	04/01/23	LANGUAGE TESTING	775.00	PROFESSIONAL SERVICES
00254458	04/01/23	LEADING EDGE LAMINATING	247.92	SUPPLIES
00254459	04/01/23	LOU'S SPORTING GOODS	21,449.27	SUPPLIES
00254460	04/01/23	LOWE'S	5,483.92	SUPPLIES
00254461	04/01/23	MACGILL	374.09	SUPPLIES
00254462	04/01/23	MARY M SPILLANE	1,342.00	EMPLOYEE TRAINING & DEVEL.
00254463	04/01/23	MATHESON TRI-GAS, INC.	86.22	REPAIRS
00254464	04/01/23	MAX I WALKER	1,549.17	PROFESSIONAL SERVICES
00254465	04/01/23	MAXIM HEALTHCARE SERVICES	4,563.20	PROFESSIONAL SERVICES
00254465	04/01/23	MAXIM HEALTHCARE SERVICES	7,578.88	TUITION-OTHER AGENCIES
00254466	04/01/23	MEJIA ROOFING & CONTRACTORS	500.00	BUILDING IMPROVEMENT
00254467	04/01/23	MENARDS, INC.	552.01	BUILDING IMPROVEMENT
00254467	04/01/23	MENARDS, INC.	2,039.47	REPAIRS
00254467	04/01/23	MENARDS, INC.	1,905.88	SUPPLIES

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00254467	04/01/23	MENARDS, INC.	147.55	TIRES & PARTS
00254468	04/01/23	METROPOLITAN UTILITIES DIST.	25,547.47	FUEL
00254468	04/01/23	METROPOLITAN UTILITIES DIST.	19,178.65	WATER & SEWER
00254469	04/01/23	MICHAEL J MILLER MUSIC LLC	1,500.00	RENTALS/LEASE PURCHASE
00254470	04/01/23	MIDLANDS TESTING SERVICES	690.00	PROFESSIONAL SERVICES
00254471	04/01/23	MIDWEST PETROLEUM	1,726.13	BUILDING IMPROVEMENT
00254471	04/01/23	MIDWEST PETROLEUM	204.76	REPAIRS
00254472	04/01/23	MIDWEST TECHNOLOGY	896.41	SUPPLIES
00254473	04/01/23	NAPA AUTO PARTS	229.65	SUPPLIES
00254473	04/01/23	NAPA AUTO PARTS	126.56	TIRES & PARTS
00254474	04/01/23	NATIONAL CATHOLIC	940.00	EMPLOYEE TRAINING & DEVEL.
00254475	04/01/23	NCS PEARSON INCORPORATED	178.40	SUPPLIES
00254476	04/01/23	NE ASSOC OF SCHOOL BOARDS	1,500.00	EMPLOYEE TRAINING & DEVEL.
00254477	04/01/23	NEBRASKA - IOWA SUPPLY CO.	43,737.31	GAS, DIESEL, OIL
00254478	04/01/23	NEBRASKA EXTENSION IN	25.00	SUPPLIES
00254479	04/01/23	NEBRASKA-IOWA INDUSTRIAL	31.44	TIRES & PARTS
00254480	04/01/23	NEBRASKA/CENTRAL EQUIPMENT	272.35	TIRES & PARTS
00254481	04/01/23	NETA	884.00	EMPLOYEE TRAINING & DEVEL.
00254482	04/01/23	O'REILLY AUTOMOTIVE, INC.	21.99	TIRES & PARTS
00254483	04/01/23	OCCUPATIONAL HEALTH	1,187.00	PROFESSIONAL SERVICES
00254484	04/01/23	OCCUPATIONAL HEALTH	256.00	PROFESSIONAL SERVICES
00254485	04/01/23	OFFICE DEPOT, INC	2,883.00	SUPPLIES
00254486	04/01/23	OHARCO	425.71	BUILDING IMPROVEMENT
00254487	04/01/23	OMAHA PUBLIC POWER DISTRICT	138,991.87	ELECTRICITY
00254488	04/01/23	ONE SOURCE, INC.	916.00	PROFESSIONAL SERVICES
00254489	04/01/23	OPC DIRECT	2,402.31	SUPPLIES
00254490	04/01/23	PAPILLION SANITATION	3,179.82	TRASH REMOVAL
00254491	04/01/23	PERCUSSION SOURCE	1,274.21	RENTALS/LEASE PURCHASE
00254492	04/01/23	PRESTO-X	1,518.00	SITE IMPROVEMENTS
00254493	04/01/23	PRIME SECURED, INC	5,580.31	BUILDING IMPROVEMENT
00254493	04/01/23	PRIME SECURED, INC	170.00	TECHNOLOGY REPAIRS
00254494	04/01/23	PURITAN MANUFACTURING, INC.	32.00	TIRES & PARTS
00254495	04/01/23	QUADIENT	3,525.10	POSTAGE
00254496	04/01/23	RADCLIFFE, GILBERTSON &	4,500.00	LOBBYIST
00254497	04/01/23	RAPIDSCALE INC	3,025.00	SOFTWARE
00254498	04/01/23	READ TO THEM	2,677.50	SUPPLIES
00254499	04/01/23	REMEDY ROAD LLC	4,988.64	TUITION-OTHER AGENCIES
00254500	04/01/23	RESEARCH PRESS CO., INC	62.99	SUPPLIES
00254501	04/01/23	RUDIS	523.00	SUPPLIES
00254502	04/01/23	SARPY COUNTY TREASURER	1,530.00	CONTRACTED TRANSPORTATION

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00254503	04/01/23	SAVVAS LEARNING COMPANY LLC	496.80	SUPPLIES
00254504	04/01/23	SCHOLASTIC, INC.	217.98	SUPPLIES
00254505	04/01/23	SCHOLASTIC, INC.	329.67	SUPPLIES
00254506	04/01/23	SCHOOL NURSE SUPPLY, INC.	403.21	SUPPLIES
00254507	04/01/23	SCHOOL SPECIALTY, LLC	4,156.19	SUPPLIES
00254508	04/01/23	SECOND LIFE MAC	4,400.00	PROFESSIONAL SERVICES
00254509	04/01/23	SHERWIN-WILLIAMS	684.66	REPAIRS
00254509	04/01/23	SHERWIN-WILLIAMS	2,110.43	SUPPLIES
00254510	04/01/23	SHIP ENTERPRISES, INC. DBA	288.00	BUILDING IMPROVEMENT
00254511	04/01/23	SNYDER CHARLESON THERAPY	16,533.93	TUITION-OTHER AGENCIES
00254512	04/01/23	SOLIANT CONSULTING, INC.	22,875.00	TUITION-OTHER AGENCIES
00254513	04/01/23	SORENSEN COMMUNITY	200.55	PROFESSIONAL SERVICES
00254514	04/01/23	SPORTS FACILITY MAINTENANCE	425.00	BUILDING IMPROVEMENT
00254515	04/01/23	STAPLES ADVANTAGE	892.67	SUPPLIES
00254516	04/01/23	STEVE'S FLOOR COVERINGS, INC.	150.00	BUILDING IMPROVEMENT
00254517	04/01/23	STUDENT TRANSPORTATION OF	43,897.91	CONTRACTED TRANSPORTATION
00254518	04/01/23	SUBURBAN NEWSPAPERS, INC.	163.29	ADVERTISING/PUBLICATION
00254519	04/01/23	SYNTECH	61.00	DUES AND FEES
00254520	04/01/23	TDTB PROPERTIES, LLC	9,175.00	DISTRICT SNOW REMOVAL
00254521	04/01/23	THE FILTER SHOP	9,895.36	SUPPLIES
00254522	04/01/23	THE HOME DEPOT PRO	461.16	SUPPLIES
00254523	04/01/23	THERAPY WORKS OF NEBRASKA	23,153.00	TUITION-OTHER AGENCIES
00254524	04/01/23	THOMPSON MUSIC	89.90	SUPPLIES
00254525	04/01/23	TRUCK CENTER COMPANIES	10,735.45	TIRES & PARTS
00254526	04/01/23	TYLER TECHNOLOGIES, INC.	6,594.59	SOFTWARE
00254527	04/01/23	U.S. BANK CORPORATE PAYMENT	1,143.24	BUILDING IMPROVEMENT
00254527	04/01/23	U.S. BANK CORPORATE PAYMENT	2,541.40	EMPLOYEE TRAINING & DEVEL.
00254527	04/01/23	U.S. BANK CORPORATE PAYMENT	300.00	PROFESSIONAL SERVICES
00254527	04/01/23	U.S. BANK CORPORATE PAYMENT	2,272.50	SOFTWARE
00254527	04/01/23	U.S. BANK CORPORATE PAYMENT	5,600.97	SUPPLIES
00254528	04/01/23	U.S. BANK EQUIPMENT FINANCE	10,306.56	RENTALS/LEASE PURCHASE
00254528	04/01/23	U.S. BANK EQUIPMENT FINANCE	10,206.52	SUPPLIES
00254529	04/01/23	ULINE	706.28	SUPPLIES
00254530	04/01/23	UNIFIRST CORPORATION	498.08	PROFESSIONAL SERVICES
00254531	04/01/23	UNIVERSITY OF NEB MEDICAL	23,992.42	TUITION-OTHER AGENCIES
00254532	04/01/23	UNIVERSITY OF NEBRASKA STATE	183.75	SUPPLIES
00254533	04/01/23	UNIVERSITY OF NEBRASKA	79,000.00	CERTIFIED PROFESSIONAL SAL.
00254534	04/01/23	UPS	145.98	POSTAGE
00254535	04/01/23	VOSS LIGHTING	2,272.80	SUPPLIES
00254536	04/01/23	WESTLAKE HARDWARE	9.99	BUILDING IMPROVEMENT

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	00254536	04/01/23	WESTLAKE HARDWARE	143.36	REPAIRS
	00254536	04/01/23	WESTLAKE HARDWARE	6.57	TIRES & PARTS
	00254537	04/01/23	WOBBLEWORKS, INC.	751.98	SUPPLIES
	00254538	04/01/23	WOODRIVER ENERGY	68,250.78	FUEL
	00254539	04/01/23	WORLD BOOK SCHOOL AND	6,437.43	SUPPLIES
	00254540	04/01/23	ZEP SALES & SERVICE	291.70	SUPPLIES
			General Fund Total:	996,067.50	

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General Fund	Check No	Check Date	Vendor Name	Amount	Description
	00254286	03/07/23	BAKER'S SUPERMARKET	219.86	SUPPLIES
	00254287	03/07/23	BLACK HILLS ENERGY	1,204.32	FUEL
	00254288	03/07/23	BP BUSINESS SOLUTIONS	241.74	GAS, DIESEL, OIL
	00254290	03/07/23	DE LAGE LANDEN FINANCIAL	426.79	FURNITURE & EQUIPMENT
	00254291	03/07/23	DISTRICT REVOLVING	78.61	POSTAGE
	00254291	03/07/23	DISTRICT REVOLVING	3,859.97	PROFESSIONAL SERVICES
	00254291	03/07/23	DISTRICT REVOLVING	352.84	REPAIRS
	00254291	03/07/23	DISTRICT REVOLVING	20,787.10	SUPPLIES
	00254291	03/07/23	DISTRICT REVOLVING	581.99	TEXTBOOKS & PERIODICALS
	00254291	03/07/23	DISTRICT REVOLVING	388.50	TRASH REMOVAL
	00254292	03/07/23	EMILY SALIE	236.98	EMPLOYEE TRAINING & DEVELOPMNT
	00254293	03/07/23	METROPOLITAN UTILITIES DIST.	2,037.44	WATER & SEWER
	00254294	03/07/23	SEESAW LEARNING, INC.	3,420.00	SUPPLIES
	00254295	03/07/23	TRICIA SOARES	55.02	MILEAGE REIMBURSEMENT (STAFF)
	00254297	03/10/23	AT&T MOBILITY	172.81	TELECOMMUNICATIONS
	00254298	03/10/23	CITY OF BELLEVUE	50.00	BUILDING IMPROVEMENT
	00254299	03/10/23	ELAN FINANCIAL SERVICES	639.17	CONTRACTED TRANSPORTATION
	00254299	03/10/23	ELAN FINANCIAL SERVICES	540.00	SOFTWARE
	00254299	03/10/23	ELAN FINANCIAL SERVICES	2,278.71	SUPPLIES
	00254300	03/10/23	GOGI SUPENSKI	32.37	EMPLOYEE TRAINING & DEVELOPMNT
	00254301	03/10/23	KEVIN MCHUGH	14.57	CONTRACTED TRANSPORTATION
	00254302	03/10/23	USPS	117.41	SUPPLIES
	00254303	03/14/23	JANET MCDONALD	30.63	SUPPLIES
	00254304	03/14/23	NCSA	150.00	EMPLOYEE TRAINING & DEVELOPMNT
	00254305	03/14/23	QUADIENT	6,399.21	POSTAGE
	00254306	03/14/23	SUE FJELSTAD	36.04	SUPPLIES
	00254307	03/21/23	ALYSSA GAHL	224.00	EMPLOYEE TRAINING & DEVELOPMNT
	00254308	03/21/23	ANGIE PALMER	224.00	EMPLOYEE TRAINING & DEVELOPMNT
	00254309	03/21/23	ASHLEY WYNNE	224.00	EMPLOYEE TRAINING & DEVELOPMNT
	00254310	03/21/23	CONCORDIA LANGUAGE	10,535.00	PROFESSIONAL SERVICES
	00254311	03/21/23	EMMA FREEMAN	224.00	EMPLOYEE TRAINING & DEVELOPMNT
	00254312	03/21/23	JIMMY JOHN'S	278.50	EMPLOYEE TRAINING & DEVELOPMNT
	00254313	03/21/23	KALLIE LAWRENCE	71.28	CONTRACTED TRANSPORTATION
	00254314	03/21/23	KELLY GOMEZ	162.67	SUPPLIES
	00254315	03/21/23	KERRY TRENT	37.50	PROFESSIONAL SERVICES
	00254316	03/21/23	NASPA	190.00	EMPLOYEE TRAINING & DEVELOPMNT
	00254317	03/21/23	SERENITY TARR	25.57	SUPPLIES
	00254318	03/21/23	VOSS LIGHTING	142.00	SUPPLIES
	00254319	03/24/23	J.W. PEPPER & SON, INC.	154.99	SUPPLIES

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00254320	03/24/23	JOLENE SOBCZYK	59.53	SUPPLIES
00254321	03/24/23	MISSION MIDDLE SCHOOL	946.73	PROFESSIONAL SERVICES
00254322	03/24/23	VERIZON WIRELESS	135.18	TELECOMMUNICATIONS
00254360	03/28/23	LOGAN FONTENELLE MIDDLE	56.00	SUPPLIES
00254361	03/28/23	THINKING CAP QUIZ BOWL	55.00	SUPPLIES
00254362	03/29/23	COMMERCE BANK	600.69	CONTRACTED TRANSPORTATION
00254363	03/29/23	DANIEL BOUSKA	95.00	PROFESSIONAL SERVICES
00254364	03/29/23	JAMES JOHNSON-STRAWN	95.00	PROFESSIONAL SERVICES
00254366	03/29/23	PHILLIP LOOMIS	99.00	EMPLOYEE TRAINING & DEVELOPMNT
00254367	03/29/23	SHARI L. DeVENEY	350.00	EMPLOYEE TRAINING & DEVELOPMNT
00254368	03/30/23	CIVIL AIR PATROL NHQ	385.00	PROFESSIONAL SERVICES
General Fund Immediate Pays Released Prior to Board Meeting:			59,722.72	

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Special Bldg	Check No	Check Date	Vendor Name	Amount	Description
	00254541	04/01/23	AE SUPPLY	1,300.00	BUILDING PROJECTS
	00254545	04/01/23	BOILER CHILLER SYSTEMS LLC	24,435.40	BUILDING PROJECTS
	00254549	04/01/23	CONTROL DEPOT	759.81	BUILDING PROJECTS
	00254550	04/01/23	D.C. ELECTRIC/HEARTLAND	7,645.34	BUILDING PROJECTS
	00254552	04/01/23	DOSTALS CONSTRUCTION	3,450.00	BUILDING PROJECTS
	00254555	04/01/23	EYMAN PLUMBING, INC.	12,620.38	BUILDING PROJECTS
	00254557	04/01/23	GENERAL FIRE AND SAFETY	4,005.50	BUILDING PROJECTS
	00254564	04/01/23	MEJIA ROOFING & CONTRACTORS	500.00	BUILDING PROJECTS
	00254565	04/01/23	METAL DOORS & HARDWARE	753.00	BUILDING PROJECTS
	00254573	04/01/23	PRAIRIE MECHANICAL	495.00	BUILDING PROJECTS
	00254574	04/01/23	PRIME SECURED, INC	502.50	BUILDING PROJECTS
	00254575	04/01/23	RAY MARTIN COMPANY	4,050.61	BUILDING PROJECTS
	00254578	04/01/23	TERRY HUGHES TREE SERVICE	945.00	BUILDING PROJECTS
			Special Building Fund Total:	61,462.54	

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Bond Project	Check No	Check Date	Vendor Name	Amount	Description
	00030609	04/01/23	ELECTRIC COMPANY OF OMAHA	11,888.10	BUILDING PROJECTS
	00030610	04/01/23	GP ARCHITECTURE, LLC.	32,779.28	BUILDING PROJECTS
	00030610	04/01/23	GP ARCHITECTURE, LLC.	5,600.00	PROFESSIONAL SERVICES
			Bond Project Fund Total:	50,267.38	

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Food Service	Check No	Check Date	Vendor Name	Amount	Description
	00254542	04/01/23	AMERICAN BOTTLING COMPANY	1,663.85	FOOD
	00254543	04/01/23	AUTO VALUE	9.32	SUPPLIES
	00254544	04/01/23	BAXTER FORD OF PAPHILLION	24.52	SUPPLIES
	00254546	04/01/23	BPS FOUNDATION - LAC	100.00	SUPPLIES
	00254547	04/01/23	CARPENTER PAPER COMPANY	15,410.23	SUPPLIES
	00254548	04/01/23	COCA-COLA OF OMAHA	3,776.15	FOOD
	00254551	04/01/23	DISTRICT ACTIVITY FUND	1,690.00	SUPPLIES
	00254553	04/01/23	EAST HIGH ACTIVITY ACCOUNT	550.00	SUPPLIES
	00254554	04/01/23	EGAN SUPPLY	1,347.08	SUPPLIES
	00254556	04/01/23	FARNER-BOCKEN COMPANY	1,737.02	FOOD
	00254558	04/01/23	GENERAL PARTS, LLC.	1,901.79	REPAIRS
	00254559	04/01/23	GREENBERG FRUIT COMPANY	3,157.22	FOOD
	00254560	04/01/23	HILAND DAIRY	48,907.07	FOOD
	00254561	04/01/23	LEWIS & CLARK ACTIVITY FUND	150.00	SUPPLIES
	00254562	04/01/23	LOGAN FONTENELLE ACTIVITY	150.00	SUPPLIES
	00254563	04/01/23	MARY HANSEN	65.63	SUPPLIES
	00254566	04/01/23	MISSION ACTIVITY FUND	150.00	SUPPLIES
	00254567	04/01/23	MMC CONTRACTORS, INC.	7,748.65	REPAIRS
	00254568	04/01/23	NEBRASKA - IOWA SUPPLY CO.	1,313.72	GAS, DIESEL, OIL
	00254569	04/01/23	OFFICE DEPOT, INC	121.98	SUPPLIES
	00254570	04/01/23	OMAHA WORLD-HERALD MEDIA	464.40	SUPPLIES
	00254571	04/01/23	PAPHILLION SANITATION	2,247.92	TRASH REMOVAL
	00254572	04/01/23	PEPSI COLA COMPANY	373.41	FOOD
	00254576	04/01/23	ROTELLA'S ITALIAN BAKERY, INC.	7,079.19	FOOD
	00254577	04/01/23	SYSCO LINCOLN	125,687.33	FOOD
	00254579	04/01/23	WEST HIGH ACTIVITY FUND	550.00	SUPPLIES
			Food Service Total:	226,376.48	

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Food Service	Check No	Check Date	Vendor Name	Amount	Description
	00254289	03/07/23	CATHY HUDSON	70.70	MISCELLANEOUS
	00254296	03/07/23	VERIZON WIRELESS	34.31	SUPPLIES
	00254299	03/10/23	ELAN FINANCIAL SERVICES	874.39	SUPPLIES
Food Service Immediate Pays Released Prior to Board Meeting:				979.40	

Bellevue Public Schools - Publication Of Checks

Vendor Name	Amount	Description
ADVANCED OFFICE AUTOMATION INC	18.22	SUPPLIES
AE SUPPLY	750.00	SUPPLIES
AE SUPPLY	1,300.00	BUILDING PROJECTS
ALBIREO ENERGY LLC	922.58	BUILDING IMPROVEMENT
ALL BRITE GLASS & SCREEN, INC.	225.00	BUILDING IMPROVEMENT
ALL FLAGS, ETC	723.82	REPAIRS
ALYSSA GAHL	224.00	EMPLOYEE TRAINING & DEVELOPMNT
AMERICAN BOTTLING COMPANY	1,663.85	FOOD
AMERICAN RED CROSS HEALTH & SAFETY	95.00	EMPLOYEE TRAINING & DEVELOPMNT
AMERICAN TIME	692.42	BUILDING IMPROVEMENT
ANGIE PALMER	224.00	EMPLOYEE TRAINING & DEVELOPMNT
APPLE, INC.	5,703.80	SUPPLIES
AQUA-CHEM, INC.	1,680.85	REPAIRS
ASHLEY WYNNE	224.00	EMPLOYEE TRAINING & DEVELOPMNT
ASI	135.00	BUILDING IMPROVEMENT
AT&T MOBILITY	172.81	TELECOMMUNICATIONS
AUTO VALUE	333.71	SUPPLIES
AUTO VALUE	469.43	TIRES & PARTS
AUTO VALUE	9.32	SUPPLIES
BADGER BODY & TRUCK EQUIPMENT CO.	1,549.00	REPAIRS
BAKER'S SUPERMARKET	2,956.21	SUPPLIES
BAKER'S SUPERMARKET	371.34	SUPPLIES
BAKER'S SUPERMARKET	219.86	SUPPLIES
BATTERIES PLUS BULBS	349.95	SUPPLIES
BATTERIES PLUS BULBS	593.70	TIRES & PARTS
BAUER BUILT TIRE	1,420.16	TIRES & PARTS
BAXTER FORD OF PAPIILLION	103.03	SUPPLIES
BAXTER FORD OF PAPIILLION	30.65	TIRES & PARTS
BAXTER FORD OF PAPIILLION	24.52	SUPPLIES
BEARDMORE CHEVROLET, INC	161.39	REPAIRS
BEARDMORE CHEVROLET, INC	71.18	SUPPLIES
BELLEVUE LEADER	37.80	SUPPLIES
BIG RED LOCKSMITHS, INC.	15.00	REPAIRS
BLACK HILLS ENERGY	1,204.32	FUEL
BLICK ART MATERIALS, LLC.	89.64	SUPPLIES
BOILER CHILLER SYSTEMS LLC	3,103.16	BUILDING IMPROVEMENT

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BOILER CHILLER SYSTEMS LLC	24,435.40	BUILDING PROJECTS
BOUND TO STAY BOUND	153.54	SUPPLIES
BOYS TOWN PRESS	435.00	SUPPLIES
BP BUSINESS SOLUTIONS	241.74	GAS, DIESEL, OIL
BPS FOUNDATION - LAC	100.00	SUPPLIES
BREAKOUT INC.	248.00	SUPPLIES
BRENDA SAXE	1,200.00	EMPLOYEE TRAINING & DEVELOPMNT
BRIGGS, INC.	347.33	BUILDING IMPROVEMENT
C.A.P. INC.	1,056.00	SOFTWARE
CAROLINA BIOLOGICAL SUPPLY CO	449.04	SUPPLIES
CARPENTER PAPER COMPANY	10,153.31	SUPPLIES
CARPENTER PAPER COMPANY	15,410.23	SUPPLIES
CATHY HUDSON	70.70	MISCELLANEOUS
CCS PRESENTATION SYSTEMS, INC.	405.00	BUILDING IMPROVEMENT
CF WEBTOOLS	475.00	PROFESSIONAL SERVICES
CINTAS CORPORATION	887.21	PROFESSIONAL SERVICES
CITY OF BELLEVUE	50.00	BUILDING IMPROVEMENT
CIVIL AIR PATROL NHQ	385.00	PROFESSIONAL SERVICES
COCA-COLA OF OMAHA	3,776.15	FOOD
COMMERCE BANK	600.69	CONTRACTED TRANSPORTATION
CONCORDIA LANGUAGE VILLAGES	10,535.00	PROFESSIONAL SERVICES
CONTROL DEPOT	759.81	BUILDING PROJECTS
CORNHUSKER INTL TRUCKS, INC.	1,760.75	REPAIRS
CORNHUSKER INTL TRUCKS, INC.	1,100.00	SOFTWARE
CORNHUSKER INTL TRUCKS, INC.	2,095.18	TIRES & PARTS
COUNCIL BLUFFS COMMUNITY SCHOOL DIST	455.07	TUITION - OTHER DISTRICTS
COX BUSINESS SERVICES	17,241.68	TELECOMMUNICATIONS
COX BUSINESS SERVICES	12,776.57	TELECOMMUNICATIONS
CUMMINS CENTRAL POWER, LLC	1,090.32	REPAIRS
CUMMINS CENTRAL POWER, LLC	806.96	TIRES & PARTS
D.C. ELECTRIC/HEARTLAND LIGHTING, INC.	1,574.43	BUILDING IMPROVEMENT
D.C. ELECTRIC/HEARTLAND LIGHTING, INC.	7,645.34	BUILDING PROJECTS
DANIEL BOUSKA	95.00	PROFESSIONAL SERVICES
DE LAGE LANDEN FINANCIAL SERVICES, INC	426.79	FURNITURE & EQUIPMENT
DEMCO, INC.	146.10	SUPPLIES
DeMOULIN BROS & COMPANY	9,494.25	SUPPLIES
DIANE ELLIS	2,211.25	PROFESSIONAL SERVICES
DIETZE MUSIC	689.46	SUPPLIES
DISTRICT ACTIVITY FUND	1,690.00	SUPPLIES
DISTRICT REVOLVING ACCOUNT	78.61	POSTAGE

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DISTRICT REVOLVING ACCOUNT	3,859.97	PROFESSIONAL SERVICES
DISTRICT REVOLVING ACCOUNT	352.84	REPAIRS
DISTRICT REVOLVING ACCOUNT	20,787.10	SUPPLIES
DISTRICT REVOLVING ACCOUNT	581.99	TEXTBOOKS & PERIODICALS
DISTRICT REVOLVING ACCOUNT	388.50	TRASH REMOVAL
DOSTALS CONSTRUCTION	3,450.00	BUILDING PROJECTS
DUKE RENTAL	364.80	BUILDING IMPROVEMENT
E.S.U. #3	201.75	EMPLOYEE TRAINING & DEVELOPMNT
E.S.U. #3	200.00	SUPPLIES
E.S.U. #3	2,380.00	TUITION-OTHER AGENCIES
EAST HIGH ACTIVITY ACCOUNT	550.00	SUPPLIES
EBSCO PUBLISHING	2,276.07	SUPPLIES
EGAN SUPPLY	667.14	REPAIRS
EGAN SUPPLY	53,216.77	SUPPLIES
EGAN SUPPLY	1,347.08	SUPPLIES
ELAN FINANCIAL SERVICES	639.17	CONTRACTED TRANSPORTATION
ELAN FINANCIAL SERVICES	540.00	SOFTWARE
ELAN FINANCIAL SERVICES	3,153.10	SUPPLIES
ELECTRIC COMPANY OF OMAHA	11,888.10	BUILDING PROJECTS
ELECTRONIC CONTRACTING COMPANY	317.53	BUILDING IMPROVEMENT
ELECTRONIC CONTRACTING COMPANY	815.04	SITE IMPROVEMENTS
EMILY SALIE	236.98	EMPLOYEE TRAINING & DEVELOPMNT
EMMA FREEMAN	224.00	EMPLOYEE TRAINING & DEVELOPMNT
EQUIFAX WORKFORCE SOLUTIONS LLC	40.00	PROFESSIONAL SERVICES
EVAN HINDS	1,500.00	SUPPLIES
EYMAN PLUMBING, INC.	2,089.09	BUILDING IMPROVEMENT
EYMAN PLUMBING INC.	12,620.38	BUILDING PROJECTS
FAMILY FARE SUPERMARKET	1,345.96	SUPPLIES
FARNER-BOCKEN COMPANY	1,737.02	FOOD
FATHER FLANAGAN'S BOYS' HOME	21,150.00	PROFESSIONAL SERVICES
FERRELLGAS	7,375.32	GAS, DIESEL, OIL
FIELD PAPER COMPANY	1,705.11	SUPPLIES
FIRST WIRELESS, INC.	1,179.60	SUPPLIES
FLEETPRIDE	6.58	SUPPLIES
FLEETPRIDE	495.92	TIRES & PARTS
FOLLETT CONTENT SOLUTIONS, LLC	1,864.10	SUPPLIES
FOLLETT SCHOOL SOLUTIONS, INC.	4,759.59	SUPPLIES
FOLLETT SCHOOL SOLUTIONS, INC.	66,156.79	SOFTWARE
GALVIN GLASS	50.00	BUILDING IMPROVEMENT
GENERAL FIRE AND SAFETY EQUIPMENT CO.	4,034.00	BUILDING IMPROVEMENT

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GENERAL FIRE AND SAFETY EQUIPMENT CO.	4,005.50	BUILDING PROJECTS
GENERAL PARTS, LLC.	1,901.79	REPAIRS
GLENNA FISHER	4,154.90	PROFESSIONAL SERVICES
GOGI SUPENSKI	32.37	EMPLOYEE TRAINING & DEVELOPMNT
GOPHER	346.08	SUPPLIES
GP ARCHITECTURE, LLC.	32,779.28	BUILDING PROJECTS
GP ARCHITECTURE, LLC.	5,600.00	PROFESSIONAL SERVICES
GRAINGER, INC.	611.56	BUILDING IMPROVEMENT
GRAINGER, INC.	952.60	REPAIRS
GRAINGER, INC.	156.74	SUPPLIES
GREAT PLAINS PIANO COMPANY	60.00	PROFESSIONAL SERVICES
GREAT PLAINS PIANO COMPANY	240.00	SUPPLIES
GREENBERG FRUIT COMPANY	3,157.22	FOOD
GREENLIFE GARDENS, INC.	3,270.00	DISTRICT SNOW REMOVAL
HASSE AND LOVIN ASSOCIATES, LLC	2,175.00	PROFESSIONAL SERVICES
HAUFF SPORTS	900.00	SUPPLIES
HEARTLAND FAMILY SERVICE	150.00	TUITION-OTHER AGENCIES
HEARTLAND SAFETY AND WELLNESS	216.00	PROFESSIONAL SERVICES
HILAND DAIRY	48,907.07	FOOD
HILLYARD	1,490.64	SUPPLIES
I KNOW IT	150.00	SUPPLIES
INTERNATIONAL ACADEMY OF SCIENCE	900.00	SUPPLIES
J & J SMALL ENGINE SERVICE, INC.	282.08	REPAIRS
J & J SMALL ENGINE SERVICE, INC.	505.98	SUPPLIES
J.P. COOKE COMPANY	33.60	SUPPLIES
J.W. PEPPER & SON, INC.	2,015.43	SUPPLIES
J.W. PEPPER & SON, INC.	154.99	SUPPLIES
JAMES JOHNSON-STRAWN	95.00	PROFESSIONAL SERVICES
JANET MCDONALD	30.63	SUPPLIES
JANICE LEE	572.00	EMPLOYEE TRAINING & DEVELOPMNT
JILL M. KOCH	456.00	PROFESSIONAL SERVICES
JIMMY JOHN'S	278.50	EMPLOYEE TRAINING & DEVELOPMNT
JODON'S	12.00	SUPPLIES
JOHNSON HARDWARE CO	500.85	REPAIRS
JOHNSTONE SUPPLY	591.73	BUILDING IMPROVEMENT
JOLENE SOBCZYK	59.53	SUPPLIES
JOSH TEDDER CONSTRUCTION, INC.	7,650.00	DISTRICT SNOW REMOVAL
JOSTENS INC.	353.15	SUPPLIES
KALLIE LAWRENCE	71.28	CONTRACTED TRANSPORTATION
KELLY GOMEZ	162.67	SUPPLIES

KERRY TRENT	37.50	PROFESSIONAL SERVICES
KEVIN MCHUGH	14.57	CONTRACTED TRANSPORTATION
KIMBALL MIDWEST	147.19	SUPPLIES
KIMBALL MIDWEST	651.52	TIRES & PARTS
KONE INC.	2,554.80	SITE IMPROVEMENTS
KRIHA FLUID POWER CO. INC.	9.74	TIRES & PARTS
L.I.F.E. STAFFING AND CONSULTING	527.04	PROFESSIONAL SERVICES
LANGUAGE TESTING INTERNATIONAL, INC	775.00	PROFESSIONAL SERVICES
LEADING EDGE LAMINATING	247.92	SUPPLIES
LEWIS & CLARK ACTIVITY FUND	150.00	SUPPLIES
LOGAN FONTENELLE ACTIVITY FUND	150.00	SUPPLIES
LOGAN FONTENELLE MIDDLE SCHOOL	56.00	SUPPLIES
LOU'S SPORTING GOODS	21,449.27	SUPPLIES
LOWE'S	5,483.92	SUPPLIES
MACGILL	374.09	SUPPLIES
MARY HANSEN	65.63	SUPPLIES
MARY M SPILLANE	1,342.00	EMPLOYEE TRAINING & DEVELOPMNT
MATHESON TRI-GAS, INC.	86.22	REPAIRS
MAX I WALKER	1,549.17	PROFESSIONAL SERVICES
MAXIM HEALTHCARE SERVICES, INC.	4,563.20	PROFESSIONAL SERVICES
MAXIM HEALTHCARE SERVICES, INC.	7,578.88	TUITION-OTHER AGENCIES
MEJIA ROOFING & CONTRACTORS	500.00	BUILDING IMPROVEMENT
MEJIA ROOFING & CONTRACTORS	500.00	BUILDING PROJECTS
MENARDS, INC.	552.01	BUILDING IMPROVEMENT
MENARDS, INC.	2,039.47	REPAIRS
MENARDS, INC.	1,905.88	SUPPLIES
MENARDS, INC.	147.55	TIRES & PARTS
METAL DOORS & HARDWARE COMPANY	753.00	BUILDING PROJECTS
METROPOLITAN UTILITIES DIST.	25,547.47	FUEL
METROPOLITAN UTILITIES DIST.	19,178.65	WATER & SEWER
METROPOLITAN UTILITIES DIST.	2,037.44	WATER & SEWER
MICHAEL J MILLER MUSIC LLC	1,500.00	RENTALS/LEASE PURCHASE
MIDLANDS TESTING SERVICES, INC	690.00	PROFESSIONAL SERVICES
MIDWEST PETROLEUM EQUIPMENT	1,726.13	BUILDING IMPROVEMENT
MIDWEST PETROLEUM EQUIPMENT	204.76	REPAIRS
MIDWEST TECHNOLOGY PRODUCTS	896.41	SUPPLIES
MISSION ACTIVITY FUND	150.00	SUPPLIES
MISSION MIDDLE SCHOOL	946.73	PROFESSIONAL SERVICES
MMC CONTRACTORS, INC.	7,748.65	REPAIRS
NAPA AUTO PARTS	229.65	SUPPLIES

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NAPA AUTO PARTS	126.56	TIRES & PARTS
NASPA	190.00	EMPLOYEE TRAINING & DEVELOPMNT
NATIONAL CATHOLIC EDUCATIONAL ASSOCIATIO	940.00	EMPLOYEE TRAINING & DEVELOPMNT
NCS PEARSON INCORPORATED	178.40	SUPPLIES
NCSA	150.00	EMPLOYEE TRAINING & DEVELOPMNT
NE ASSOC OF SCHOOL BOARDS	1,500.00	EMPLOYEE TRAINING & DEVELOPMNT
NEBRASKA - IOWA SUPPLY CO. INC.	43,737.31	GAS, DIESEL, OIL
NEBRASKA - IOWA SUPPLY CO. INC.	1,313.72	GAS, DIESEL, OIL
NEBRASKA EXTENSION IN LANCASTER COUNTY	25.00	SUPPLIES
NEBRASKA/CENTRAL EQUIPMENT	272.35	TIRES & PARTS
NEBRASKA-IOWA INDUSTRIAL FASTENERS, CORP	31.44	TIRES & PARTS
NETA	884.00	EMPLOYEE TRAINING & DEVELOPMNT
OCCUPATIONAL HEALTH CENTERS OF NEBRASKA	1,187.00	PROFESSIONAL SERVICES
OCCUPATIONAL HEALTH CENTERS OF NEBRASKA	256.00	PROFESSIONAL SERVICES
OFFICE DEPOT, INC	2,883.00	SUPPLIES
OFFICE DEPOT, INC	121.98	SUPPLIES
OHARCO	425.71	BUILDING IMPROVEMENT
OMAHA PUBLIC POWER DISTRICT	138,991.87	ELECTRICITY
OMAHA WORLD-HERALD MEDIA GROUP	464.40	SUPPLIES
ONE SOURCE, INC.	916.00	PROFESSIONAL SERVICES
OPC DIRECT	2,402.31	SUPPLIES
O'REILLY AUTOMOTIVE, INC.	21.99	TIRES & PARTS
PAPILLION SANITATION	3,179.82	TRASH REMOVAL
PAPILLION SANITATION	2,247.92	TRASH REMOVAL
PEPSI COLA COMPANY	373.41	FOOD
PERCUSSION SOURCE	1,274.21	RENTALS/LEASE PURCHASE
PHILLIP LOOMIS	99.00	EMPLOYEE TRAINING & DEVELOPMNT
PRAIRIE MECHANICAL CORPORATION	495.00	BUILDING PROJECTS
PRESTO-X	1,518.00	SITE IMPROVEMENTS
PRIME SECURED, INC	5,580.31	BUILDING IMPROVEMENT
PRIME SECURED, INC	170.00	TECHNOLOGY REPAIRS
PRIME SECURED, INC	502.50	BUILDING PROJECTS
PURITAN MANUFACTURING, INC.	32.00	TIRES & PARTS
QUADIENT	3,525.10	POSTAGE
QUADIENT	6,399.21	POSTAGE
RADCLIFFE, GILBERTSON & BRADY	4,500.00	LOBBYIST
RAPIDSCALE INC	3,025.00	SOFTWARE
RAY MARTIN COMPANY	4,050.61	BUILDING PROJECTS
READ TO THEM	2,677.50	SUPPLIES
REMEDY ROAD LLC	4,988.64	TUITION-OTHER AGENCIES

04-01-2023

RESEARCH PRESS CO., INC	62.99	SUPPLIES
ROTELLA'S ITALIAN BAKERY, INC.	7,079.19	FOOD
RUDIS	523.00	SUPPLIES
SARPY COUNTY TREASURER	1,530.00	CONTRACTED TRANSPORTATION
SAVVAS LEARNING COMPANY LLC	496.80	SUPPLIES
SCHOLASTIC, INC.	217.98	SUPPLIES
SCHOLASTIC, INC.	329.67	SUPPLIES
SCHOOL NURSE SUPPLY, INC.	403.21	SUPPLIES
SCHOOL SPECIALTY, LLC	4,156.19	SUPPLIES
SECOND LIFE MAC	4,400.00	PROFESSIONAL SERVICES
SEESAW LEARNING, INC.	3,420.00	SUPPLIES
SERENITY TARR	25.57	SUPPLIES
SHARI L. DeVENEY	350.00	EMPLOYEE TRAINING & DEVELOPMNT
SHERWIN-WILLIAMS	684.66	REPAIRS
SHERWIN-WILLIAMS	2,110.43	SUPPLIES
SHIP ENTERPRISES, INC. DBA CRITTER CONTR	288.00	BUILDING IMPROVEMENT
SNYDER CHARLESON THERAPY SERVICES PC	16,533.93	TUITION-OTHER AGENCIES
SOLIANT CONSULTING, INC.	22,875.00	TUITION-OTHER AGENCIES
SORENSEN COMMUNITY INTERPRETING SERVICES	200.55	PROFESSIONAL SERVICES
SPORTS FACILITY MAINTENANCE, LLC	425.00	BUILDING IMPROVEMENT
STAPLES ADVANTAGE	892.67	SUPPLIES
STEVE'S FLOOR COVERINGS, INC.	150.00	BUILDING IMPROVEMENT
STUDENT TRANSPORATION OF AMERICA	43,897.91	CONTRACTED TRANSPORTATION
SUBURBAN NEWSPAPERS, INC.	163.29	ADVERTISING/PUBLICATION
SUE FJELSTAD	36.04	SUPPLIES
SYNTECH	61.00	DUES AND FEES
SYSCO LINCOLN	125,687.33	FOOD
TDTB PROPERTIES, LLC	9,175.00	DISTRICT SNOW REMOVAL
TERRY HUGHES TREE SERVICE	945.00	BUILDING PROJECTS
THE FILTER SHOP	9,895.36	SUPPLIES
THE HOME DEPOT PRO	461.16	SUPPLIES
THERAPY WORKS OF NEBRASKA	23,153.00	TUITION-OTHER AGENCIES
THINKING CAP QUIZ BOWL	55.00	SUPPLIES
THOMPSON MUSIC	89.90	SUPPLIES
TRICIA SOARES	55.02	MILEAGE REIMBURSEMENT (STAFF)
TRUCK CENTER COMPANIES	10,735.45	TIRES & PARTS
TYLER TECHNOLOGIES, INC.	6,594.59	SOFTWARE
U.S. BANK CORPORATE PAYMENT SYSTEMS	1,143.24	BUILDING IMPROVEMENT
U.S. BANK CORPORATE PAYMENT SYSTEMS	2,541.40	EMPLOYEE TRAINING & DEVELOPMNT
U.S. BANK CORPORATE PAYMENT SYSTEMS	300.00	PROFESSIONAL SERVICES

04-01-2023

U.S. BANK CORPORATE PAYMENT SYSTEMS	2,272.50	SOFTWARE
U.S. BANK CORPORATE PAYMENT SYSTEMS	5,600.97	SUPPLIES
U.S. BANK EQUIPMENT FINANCE	10,306.56	RENTALS/LEASE PURCHASE
U.S. BANK EQUIPMENT FINANCE	10,206.52	SUPPLIES
ULINE	706.28	SUPPLIES
UNIFIRST CORPORATION	498.08	PROFESSIONAL SERVICES
UNIVERSITY OF NEB MEDICAL CENTER	23,992.42	TUITION-OTHER AGENCIES
UNIVERSITY OF NEBRASKA STATE MUSEUM	183.75	SUPPLIES
UNIVERSITY OF NEBRASKA-OMAHA	79,000.00	CERTIFIED PROFESSIONAL SALARY
UPS	145.98	POSTAGE
USPS	117.41	SUPPLIES
VERIZON WIRELESS	34.31	SUPPLIES
VERIZON WIRELESS	135.18	TELECOMMUNICATIONS
VOSS LIGHTING	2,272.80	SUPPLIES
VOSS LIGHTING	142.00	SUPPLIES
WEST HIGH ACTIVITY FUND	550.00	SUPPLIES
WESTLAKE HARDWARE	9.99	BUILDING IMPROVEMENT
WESTLAKE HARDWARE	143.36	REPAIRS
WESTLAKE HARDWARE	6.57	TIRES & PARTS
WOBBLEWORKS, INC.	751.98	SUPPLIES
WOODRIVER ENERGY	68,250.78	FUEL
WORLD BOOK SCHOOL AND LIBRARY	6,437.43	SUPPLIES
ZEP SALES & SERVICE	291.70	SUPPLIES
EMPLOYEES	9,122,581.61	SALARIES & BENEFITS

(b) Election of New Teachers

Recommended action: "that (1) Kristin Burt, (2) Josue Chavez-Herrera, (3) Jamie Christiansen, (4) Alyssa Conley, (5) McKenzie Cottle, (6) Benjamin Dalton, (7) Julie Damewood, (8) Jennifer Foreman, (9) Christine Hacker, (10) Kelsey Hardesty, (11) Danielle Havekost, (12) Jasmine Henry, (13) Kevin James, (14) Robert Klug, (15) Samantha Kraft, (16) Kylie Lenear, (17) Catherine Lodge, (18) Olivia Meyers, (19) Caleb Narva, (20) Rachel Nimmer, (21) Victoria Nott, (22) Stacey Puett, (23) Allison Romero, (24) Carla Roth, (25) Melissa Schult, (26) Angela Simoneschi, (27) Aimee Sip, (28) Mary Tamayo, (29) Cyndi Wolbert and (30) Lindsay Wright be elected to the certified staff for the 2023-24 school year effective August 4, 2023 subject to their release from any contractual agreements with other school districts."

Summary

<u>Name</u>	<u>College</u>	<u>Degree/ Experience</u>	<u>Assignment</u>
1. Kristin Burt	UNL	MS/10 years	Math
2. Josue Chavez-Herrera	UNO	MS/9 years	Dean of Students
3. Jamie Christiansen	UNO	MS/19 years	Elementary
4. Alyssa Conley	UNO	BS/none	Spanish
5. McKenzie Cottle	UNL	BS/1 year	Elementary
6. Benjamin Dalton	UNO	BS/none	Business
7. Julie Damewood	UNO	MS/25 years	Special Education
8. Jennifer Foreman	Creighton University	MS/7 years	Special Education
9. Christine Hacker	UNO	MS/6 years	Special Education
10. Kelsey Hardesty	UNO	BS/2 years	ECSE
11. Danielle Havekost	UNL	BS/UNL	Math
12. Jasmine Henry	UNO	BS/none	Elementary
13. Kevin James	Metro Community College	AS/9.5 years	Auto Maintenance
14. Robert Klug	Wayne State College	EdS/14 years	Dean of Students
15. Samantha Kraft	Drexel University	MS/13 years	Elementary

16. Kylie Lenear	Concordia	BS/1 year	Elementary
17. Catherine Lodge	UNO	MS/25 years	Special Education
18. Olivia Meyers	Cairn University	MS/4 years	Elementary
19. Caleb Narva	UNO	MS/6.5 years	English
20. Rachel Nimmer	UNO	BS/none	Elementary
21. Victoria Nott	Creighton University	MS/1 year	Counselor
22. Stacey Puett	Concordia	MS/3.5 years	Elementary
23. Allison Romero	NE Wesleyan University	BS/none	Elementary
24. Carla Roth	UNO	BS/14.5 years	Elementary
25. Melissa Schult	Peru State	MS/7 years	Elementary
26. Angela Simoneschi	Chapman University	MS/30 years	Elementary
27. Aimee Sip	Peru State	MS/9 years	Elementary
28. Mary Tamayo	UNL	BS/.5 year	Elementary
29. Cyndi Wolbert	Peru State	BS/none	Elementary
30. Lindsay Wright	UNI	MS/8 years	Elementary

**AGREEMENT BETWEEN THE NEGOTIATING TEAM REPRESENTING
THE BOARD OF EDUCATION, BELLEVUE PUBLIC SCHOOLS AND
THE BELLEVUE EDUCATION ASSOCIATION**

The following agreement has been reached by the teams of the Board of Education and the Bellevue Education Association as a result of the negotiations process. This agreement will be presented to the Bellevue Education Association and the Board of Education with the recommendation that it be ratified.

Article I: General Provisions

A. Recognition

The Board recognizes the Association as the exclusive and sole collective bargaining representatives for all teachers, nurses, psychologists, occupational therapists, and physical therapists employed by the District.

B. Duration of Contract

This contract shall be effective as of the beginning of the 2021-2022 school year and shall continue in effect until the end of the 2022-2023 school year. If upon the expiration of this agreement, the parties hereto have not agreed to a collective bargaining agreement for the next school year, the terms of the 2022-2023 contract shall continue in full force and effect until a new agreement is ratified.

Article II: Salary

A. Salary Schedule

The present index salary schedule identified as "Teachers' Salary Schedule A" will continue based on 188 contract days, twelve of which would not be student contact days.

B. Base Salary

The base salary is increased to \$36,934 for school year 2021-2022 and to \$37,679 for the school year 2022-2023.

C. Longevity Pay

Payment in recognition of professional service in excess of twenty (20) years shall be included in basic contract salary.

It is agreed that a payment in recognition of professional service be made in the amount of 3.75% of basic contract salary to those individuals who have completed twenty (20) years of cumulative professional service with the District as a certificated employee.

D. Supplementary Compensation

The District will provide each full time employee with \$6,500 in supplemental compensation for professional service for the school year 2021-2022 and to \$6,700 for the school year 2022-2023.

Article III: Insurance

A. Health Insurance

The District will apply \$8,181 for health and accident insurance offered by the District. Employees selecting the HDHP will receive \$7,181 toward premium costs and \$1,000 deposited in an HSA account. Married employees may apply both district shares (\$16,362 or \$14,362/\$2,000) toward a family health insurance policy. The District will apply \$8,481 for the school year 2022-2023 for health and accident insurance offered by the District distributed as previously described.

B. Section 125 Benefit Plan

A Section 125 Benefit Plan will be available to employees for insurance.

C. Life Insurance

The District will provide term life insurance in the amount of \$25,000.

D. Disability Insurance

The Long Term Disability plan will be continued.

Article IV: Leave

A. Annual Leave

Ten days of leave will be earned annually. In the event an employee is employed on a part-time basis, leave days will be prorated according to the percent of time employed.

B. Special Leave Days

Two of the annual leave days, subject to the availability of a substitute as verified by Personnel, may be used as special leave days each year at the certified employee's discretion without explanation. With a minimum of one week advance notice, special leave days will be granted on a first come first served basis assuming no more than 2 elementary, 3 middle school, or 6 high school certificated staff members per building will need a substitute on a given day for a predetermined absence/alternative assignment. A black-out calendar will be created annually by Personnel to reflect dates that certificated staff may not use special leave days. Special leave days will accrue annually as part of the employee's overall leave bank. A maximum of two special leave days may be used each school year.

C. Compensation for Unused Leave

Additional pay will be provided to employees with a balance of at least 33 days who have shown exemplary attendance by accruing more than 7 days of leave during that contract year. If the exemplary attendance payment option is selected, accumulated leave will be limited to 7 days for that year. Pay for exemplary attendance shall be paid at the employee's applicable rate of pay over a 12 month period beginning in July.

Additional pay will be provided to employees who have shown exemplary attendance by accruing more than 110 days of leave. Annual leave is limited to 110 days. Any employee who accumulates more than 110 days in a given contract year will automatically receive exemplary attendance pay for the additional days. Pay for exemplary attendance shall be paid at the employee's applicable rate of pay over a 12 month period beginning in July.

Upon resignation after twenty years of service, compensation for one-half of the days accumulated shall be paid to certificated employees at the applicable rate of pay. Those certified employees with less than twenty years of service, will receive compensation for one-fourth of the days accumulated at the applicable rate of pay.

D. Bereavement Leave

Five days of non-accumulating bereavement leave will be available annually, separate from the employee's Annual Leave Days, which will be granted following the death of the employee's spouse or child. Three days of non-accumulating bereavement leave will be available annually, separate from the employee's Annual Leave Days, which will be granted following the death of the employee's parent. Two days of non-accumulating bereavement leave will be available annually, separate from the employee's Annual Leave Days, which will be granted following the death of the employee's brother, sister, grandchild, mother-in-law, father-in-law, grandparent, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, grandparent-in-

law, or any other individual who is a permanent resident in the employee's home. In the event additional leave is needed, the employee will work with their administrator. Any additional leave time will be deducted from the employee's Annual Leave Days.

Article V: Voluntary Separation

A. The Program

The Voluntary Separation Program shall continue through a Bellevue School District plan.

B. Insurance upon Voluntary Separation

Those employees who are 55 years of age or older and elect participation in the program shall be provided \$2,500 toward the district's health and accident program: This benefit will continue until age 65.

Article VI: Bellevue Education Association

A. President's Release Time

The Bellevue School District agrees to provide the President of the Bellevue Education Association with one (1) class period/or the equivalent of release time to be used for association work.

B. Association Leave

The Bellevue School District agrees to provide the Bellevue Education Association with twenty (20) days of paid association leave. Five additional association leave days may be purchased on the basis of substitute deduction. The association leave shall be only for the purpose of professional association work at the local, state, and national level and all such days shall require the authorization of the Association President and Executive Board and Superintendent.

Article VII: Points of Interest

A. Grievance Procedure

It is the policy of the Bellevue Public School System to discover and practice reasonable and effective means of resolving difficulties which may arise among employees, to reduce potential areas of grievances, and establish and maintain recognized two-way channels of communication between staff and administration. A grievance procedure will be provided for the prompt and equitable adjustment of differences at the most immediate level of supervision.

B. Plan Time

The district recognizes the importance of plan time and will strive to provide regular plan time for all teachers.

APPROVED this 8th day of March, 2021

BELLEVUE EDUCATION ASSOCIATION TEAM

BY *A. Daughtry*

BOARD OF EDUCATION TEAM

BY *Shana Smith*

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

TEACHERS
Salary Schedule A
2022-2023

STEPS	A01A		A02A		A03A		A04A		A05A		A06A	
	Index	BA	Index	BA12	Index	BA24	Index	MA or BA36	Index	MA18	Index	MA36
0	1.00	\$37,679	1.04	\$39,186	1.08	\$40,693	1.12	\$42,200	1.18	\$44,461	1.24	\$46,722
1	1.03	\$38,809	1.08	\$40,693	1.12	\$42,200	1.16	\$43,708	1.22	\$45,968	1.28	\$48,229
2	1.06	\$39,940	1.12	\$42,200	1.16	\$43,708	1.20	\$45,215	1.26	\$47,476	1.32	\$49,736
3	1.09	\$41,070	1.16	\$43,708	1.20	\$45,215	1.24	\$46,722	1.30	\$48,983	1.36	\$51,243
4	1.12	\$42,200	1.20	\$45,215	1.24	\$46,722	1.28	\$48,229	1.34	\$50,490	1.40	\$52,751
5	1.16	\$43,708	1.25	\$47,099	1.29	\$48,606	1.33	\$50,113	1.39	\$52,374	1.45	\$54,635
6	1.20	\$45,215	1.30	\$48,983	1.34	\$50,490	1.38	\$51,997	1.44	\$54,258	1.50	\$56,519
7					1.39	\$52,374	1.43	\$53,881	1.49	\$56,142	1.55	\$58,402
8					1.44	\$54,258	1.48	\$55,765	1.54	\$58,026	1.60	\$60,286
9					1.49	\$56,142	1.53	\$57,649	1.59	\$59,910	1.65	\$62,170
10							1.58	\$59,533	1.64	\$61,794	1.70	\$64,054
11							1.64	\$61,794	1.70	\$64,054	1.76	\$66,315
12							1.70	\$64,054	1.76	\$66,315	1.82	\$68,576
13							1.76	\$66,315	1.82	\$68,576	1.88	\$70,837
14									1.88	\$70,837	1.94	\$73,097
15									1.94	\$73,097	2.00	\$75,358
16											2.06	\$77,619
17											2.12	\$79,879

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

SCHOOL NURSES
Salary Schedule D
2022-2023

Steps	D01A		D02A		D03A		D04A	
		Class I		Class II		Class III		Class IV
0	0.75	\$28,259	0.80	\$30,143	0.85	\$32,027	1.00	\$37,679
1	0.78	\$29,390	0.83	\$31,274	0.88	\$33,158	1.03	\$38,809
2	0.81	\$30,520	0.86	\$32,404	0.91	\$34,288	1.06	\$39,940
3	0.84	\$31,650	0.89	\$33,534	0.94	\$35,418	1.09	\$41,070
4	0.87	\$32,781	0.92	\$34,665	0.97	\$36,549	1.12	\$42,200
5			0.96	\$36,172	1.01	\$38,056	1.16	\$43,708
6			1.00	\$37,679	1.05	\$39,563	1.20	\$45,215
7					1.09	\$41,070	1.25	\$47,099
8					1.13	\$42,577	1.30	\$48,983
9							1.35	\$50,867
10							1.40	\$52,751
11							1.45	\$54,635
12							1.50	\$56,519
13							1.55	\$58,402
14							1.60	\$60,286

CLASS I

Graduate nurse of an accredited training school and who is a registered nurse.

CLASS II

Registered nurse who, subsequent to graduation from nursing training, has earned 15 semester hours of approved college credit.

CLASS III

Registered nurse who, subsequent to graduation from nursing training, has earned 30 semester hours of approved college credit.

CLASS IV

Registered nurse who holds a Bachelors Degree in nursing or a Bachelor of Science or Arts.

SPECIAL PROVISIONS

1. School nurses will be placed on the salary depending on preparation, experience, and credit.

2. School nurses with more than ten years of experience through fifteen years of experience District will receive a career stipend of 3.25% of basic contract salary. School nurses with more than fifteen years of experience through twenty years of experience with the District will receive a stipend of 3.5% of basic contract salary.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

PSYCHOLOGISTS
Salary Schedule M
2022-2023

Steps	Index	
0	1.60	\$37,679
1	1.63	\$60,286
2	1.66	\$61,417
3	1.69	\$62,547
4	1.73	\$63,678
5	1.77	\$65,185
6	1.81	\$66,692
7	1.85	\$68,199
8	1.89	\$69,706
9	1.93	\$71,213
10	1.97	\$72,720
11	1.97	\$74,228
12	2.02	\$76,112
13	2.07	\$77,996
14	2.12	\$79,879
15	2.17	\$81,763
16	2.22	\$83,647
17	2.27	\$85,531
	2.32	\$87,415

1. Based on 205 contract days.
2. Eleven days of annual leave.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

PHYSICAL/OCCUPATIONAL THERAPISTS
Salary Schedule N
2022-2023

Steps	Index	
0	1.22	\$37,679 \$45,968
1	1.26	\$47,476
2	1.30	\$48,983
3	1.34	\$50,490
4	1.38	\$51,997
5	1.43	\$53,881
6	1.48	\$55,765
7	1.53	\$57,649
8	1.58	\$59,533
9	1.63	\$61,417
10	1.68	\$63,301
11	1.74	\$65,561

1. Based on 195 contract days.
2. Ten days of annual leave.

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THE BOARD OF EDUCATION, BELLEVUE PUBLIC SCHOOLS AND
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Article I: General Provisions

A. Recognition

The Board recognizes the Association as the exclusive and sole collective bargaining representatives for all teachers, nurses, psychologists, occupational therapists, and physical therapists employed by the District.

B. Duration of Contract

This contract shall be effective as of the beginning of the 2023-2024 school year and shall continue in effect until the end of the 2023-2024 school year. If upon the expiration of this agreement, the parties hereto have not agreed to a collective bargaining agreement for the next school year, the terms of the 2023-2024 contract shall continue in full force and effect until a new agreement is ratified.

Article II: Salary

A. Salary Schedule

The present index salary schedule identified as "Teachers' Salary Schedule A" will continue based on 188 contract days, twelve of which would not be student contact days.

B. Base Salary

The base salary is increased to \$37,929 for school year 2023-2024.

C. Longevity Pay

Payment in recognition of professional service in excess of twenty (20) years shall be included in basic contract salary.

It is agreed that a payment in recognition of professional service be made in the amount of 3.75% of basic contract salary to those individuals who have completed twenty (20) years of cumulative professional service with the District as a certificated employee.

D. Supplementary Compensation

The District will provide each full time employee with \$6,900 in supplemental compensation for professional service.

Article III: Insurance

A. Health Insurance

The District will apply \$9,138 for health and accident insurance offered by the District. Employees selecting the HDHP will receive \$8,138 toward premium costs and \$1,000 deposited in an HSA account. Married employees may apply both district shares (\$18,276 or \$16,276/\$2,000) toward a family health insurance policy.

B. Section 125 Benefit Plan

A Section 125 Benefit Plan will be available to employees for insurance.

C. Life Insurance

The District will provide term life insurance in the amount of \$25,000.

D. Disability Insurance

The Long Term Disability plan will be continued.

Article IV: Leave

A. Annual Leave

Ten days of leave will be earned annually. In the event an employee is employed on a part-time basis, leave days will be prorated according to the percent of time employed.

B. Special Leave Days

Two of the annual leave days, subject to the availability of a substitute as verified by Personnel, may be used as special leave days each year at the certified employee's discretion without explanation. With a minimum of one week advance notice, special leave days will be granted on a first come first served basis assuming no more than 2 elementary, 3 middle school, or 6 high school certificated staff members per building will need a substitute on a given day for a predetermined absence/alternative assignment. A black-out calendar will be created annually by Personnel to reflect dates that certificated staff may not use special leave days. Special leave days will accrue annually as part of the employee's overall leave bank. A maximum of two special leave days may be used each school year.

C. Compensation for Unused Leave

Additional pay will be provided to employees with a balance of at least 33 days who have shown exemplary attendance by accruing more than 7 days of leave during that contract year. If the exemplary attendance payment option is selected, accumulated leave will be limited to 7 days for that year. Pay for exemplary attendance shall be paid at the employee's applicable rate of pay over a 12 month period beginning in July.

Additional pay will be provided to employees who have shown exemplary attendance by accruing more than 110 days of leave. Annual leave is limited to 110 days. Any employee who accumulates more than 110 days in a given contract year will automatically receive exemplary attendance pay for the additional days. Pay for exemplary attendance shall be paid at the employee's applicable rate of pay over a 12 month period beginning in July.

Upon resignation after twenty years of service, compensation for one-half of the days accumulated shall be paid to certificated employees at the applicable rate of pay. Those certified employees with less than twenty years of service, will receive compensation for one-fourth of the days accumulated at the applicable rate of pay.

D. Bereavement Leave

Five days of non-accumulating bereavement leave will be available annually, separate from the employee's Annual Leave Days, which will be granted following the death of the employee's spouse or child. Three days of non-accumulating bereavement leave will be available annually, separate from the employee's Annual Leave Days, which will be granted following the death of the employee's parent. Two days of non-accumulating bereavement leave will be available annually, separate from the employee's Annual Leave Days, which will be granted following the death of the employee's brother, sister, grandchild, mother-in-law, father-in-law, grandparent, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, grandparent-in-law, or any other individual who is a permanent resident in the employee's home. In the event additional leave is needed, the employee will work with their administrator. Any additional leave time will be deducted from the employee's Annual Leave Days.

Article V: Voluntary Separation

A. The Program

The Voluntary Separation Program shall continue through a Bellevue School District plan.

B. Insurance upon Voluntary Separation

Those employees who are 55 years of age or older and elect participation in the program shall be provided \$2,500 toward the district's health and accident program. This benefit will continue until age 65.

Article VI: Bellevue Education Association

A. President's Release Time

The Bellevue School District agrees to provide the President of the Bellevue Education Association with one (1) class period/or the equivalent of release time to be used for association work.

B. Association Leave

The Bellevue School District agrees to provide the Bellevue Education Association with twenty (20) days of paid association leave. Five additional association leave days may be purchased on the basis of substitute deduction. The association leave shall be only for the purpose of professional association work at the local, state, and national level and all such days shall require the authorization of the Association President and Executive Board and Superintendent.

Article VII: Points of Interest

A. Grievance Procedure

It is the policy of the Bellevue Public School System to discover and practice reasonable and effective means of resolving difficulties which may arise among employees, to reduce potential areas of grievances, and establish and maintain recognized two-way channels of communication between staff and administration. A grievance procedure will be provided for the prompt and equitable adjustment of differences at the most immediate level of supervision.

B. Plan Time

The district recognizes the importance of plan time and will strive to provide regular plan time for all teachers.

APPROVED this 10th day of April, 2023

BELLEVUE EDUCATION ASSOCIATION TEAM

BOARD OF EDUCATION TEAM

BY _____

BY _____

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

TEACHERS
Salary Schedule A
2023-2024
PROPOSED

STEPS	A01A		A02A		A03A		A04A		A05A		A06A	
	Index	BA	Index	BA12	Index	BA24	Index	MA or BA36	Index	MA18	Index	MA36
0	1.00	\$37,929	1.04	\$39,446	1.08	\$40,963	1.12	\$42,480	1.18	\$44,756	1.24	\$47,032
1	1.03	\$39,067	1.08	\$40,963	1.12	\$42,480	1.16	\$43,998	1.22	\$46,273	1.28	\$48,549
2	1.06	\$40,205	1.12	\$42,480	1.16	\$43,998	1.20	\$45,515	1.26	\$47,791	1.32	\$50,066
3	1.09	\$41,343	1.16	\$43,998	1.20	\$45,515	1.24	\$47,032	1.30	\$49,308	1.36	\$51,583
4	1.12	\$42,480	1.20	\$45,515	1.24	\$47,032	1.28	\$48,549	1.34	\$50,825	1.40	\$53,101
5	1.16	\$43,998	1.25	\$47,411	1.29	\$48,928	1.33	\$50,446	1.39	\$52,721	1.45	\$54,997
6	1.20	\$45,515	1.30	\$49,308	1.34	\$50,825	1.38	\$52,342	1.44	\$54,618	1.50	\$56,894
7					1.39	\$52,721	1.43	\$54,238	1.49	\$56,514	1.55	\$58,790
8					1.44	\$54,618	1.48	\$56,135	1.54	\$58,411	1.60	\$60,686
9					1.49	\$56,514	1.53	\$58,031	1.59	\$60,307	1.65	\$62,583
10							1.58	\$59,928	1.64	\$62,204	1.70	\$64,479
11							1.64	\$62,204	1.70	\$64,479	1.76	\$66,755
12							1.70	\$64,479	1.76	\$66,755	1.82	\$69,031
13							1.76	\$66,755	1.82	\$69,031	1.88	\$71,307
14									1.88	\$71,307	1.94	\$73,582
15									1.94	\$73,582	2.00	\$75,858
16											2.06	\$78,134
17											2.12	\$80,409

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

SCHOOL NURSES
Salary Schedule D
2023-2024
PROPOSED

Steps	D01A		D02A		D03A		D04A	
	0.75	Class I	0.80	Class II	0.85	Class III	1.00	Class IV
0	0.75	\$28,447	0.80	\$30,343	0.85	\$32,240	1.00	\$37,929
1	0.78	\$29,585	0.83	\$31,481	0.88	\$33,378	1.03	\$39,067
2	0.81	\$30,722	0.86	\$32,619	0.91	\$34,515	1.06	\$40,205
3	0.84	\$31,860	0.89	\$33,757	0.94	\$35,653	1.09	\$41,343
4	0.87	\$32,998	0.92	\$34,895	0.97	\$36,791	1.12	\$42,480
5			0.96	\$36,412	1.01	\$38,308	1.16	\$43,998
6			1.00	\$37,929	1.05	\$39,825	1.20	\$45,515
7					1.09	\$41,343	1.25	\$47,411
8					1.13	\$42,860	1.30	\$49,308
9							1.35	\$51,204
10							1.40	\$53,101
11							1.45	\$54,997
12							1.50	\$56,894
13							1.55	\$58,790
14							1.60	\$60,686

CLASS I

Graduate nurse of an accredited training school and who is a registered nurse.

CLASS II

Registered nurse who, subsequent to graduation from nursing training, has earned 15 semester hours of approved college credit.

CLASS III

Registered nurse who, subsequent to graduation from nursing training, has earned 30 semester hours of approved college credit.

CLASS IV

Registered nurse who holds a Bachelors Degree in nursing or a Bachelor of Science or Arts.

SPECIAL PROVISIONS

1. School nurses will be placed on the salary depending on preparation, experience, and credentials.
2. School nurses with more then ten years of experience through fifteen years of experience with the District will receive a career stipend of 3.25% of basic contract salary. School nurses with more than fifteen years of experience through twenty years of experience with the District will receive a career stipend of 3.5% of basic contract salary.

**BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska**

**PSYCHOLOGISTS
Salary Schedule M
2023-2024
PROPOSED**

Steps	Index	
		\$37,929
0	1.60	\$60,686
1	1.63	\$61,824
2	1.66	\$62,962
3	1.69	\$64,100
4	1.73	\$65,617
5	1.77	\$67,134
6	1.81	\$68,651
7	1.85	\$70,169
8	1.89	\$71,686
9	1.93	\$73,203
10	1.97	\$74,720
11	2.02	\$76,617
12	2.07	\$78,513
13	2.12	\$80,409
14	2.17	\$82,306
15	2.22	\$84,202
16	2.27	\$86,099
17	2.32	\$87,995

1. Based on 205 contract days.
2. Eleven days of annual leave.

BELLEVUE PUBLIC SCHOOLS
Bellevue, Nebraska

PHYSICAL/OCCUPATIONAL THERAPISTS
Salary Schedule N
2023-2024
PROPOSED

Steps	Index	
0	1.22	\$37,929
1	1.26	\$46,273
2	1.30	\$47,791
3	1.34	\$49,308
4	1.38	\$50,825
5	1.43	\$52,342
6	1.48	\$54,238
7	1.53	\$56,135
8	1.58	\$58,031
9	1.63	\$59,928
10	1.68	\$61,824
11	1.74	\$63,721
12	1.80	\$65,996
13	1.86	\$68,272
14	1.92	\$70,548
15	1.98	\$72,824
16	2.04	\$75,099
17	2.10	\$77,375
		\$79,651

1. Based on 195 contract days.
2. Ten days of annual leave.



Smith, Sharra <sharra.smith@bpsne.net>

BEA Negotiated Agreement

1 message

Bowen, Andrew <andrew.bowen@bpsne.net>

Tue, Apr 4, 2023 at 9:39 PM

To: Sharra Smith <Sharra.Smith@bpsne.net>

The BEA has voted to approve the negotiated agreement. Thank you for your work this year. Please let me know if there is anything else you need from me at this time.

--

Andrew Bowen
Music Educator
Avery Elementary
CHAP Center

This communication, along with any attachments, is covered by federal and state laws governing electronic communications and may contain **confidential and legally privileged information**. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, use or copying of this message is strictly prohibited. If you have received this email in error, please reply immediately to the sender and delete this message. Thank you.

Superintendent Pay Transparency Notice—Contract of Dr. Jeff Rippe

Notice is hereby given that Bellevue Public Schools has approval of a proposed superintendent employment contract on its agenda for the board meeting to be held on April 10, 2023 at 6:30 pm at the Welcome Center in Bellevue, Nebraska.

After the 2023/24 school year, how many years remain on the contract:

2

The estimated costs to the district for the 2023/24 year and future years are listed below:

	2023/24 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 257,439.00	\$ 514,878.00	\$ 772,317.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>			\$
• <i>Bonus/Incentive/Performance Pay</i>			\$
• <i>Stipends</i>	\$ 14,200.00	\$ 28,400.00	\$ 42,600.00
• <i>All other costs not mentioned above</i>	\$ 9,653.96	\$ 19,307.93	\$ 28,961.89
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, LTD, Supplemental Life)</i>	\$ 11,321.00	\$ 22,642.00	\$ 33,963.00
• <i>Cafeteria Plan Stipend</i>			\$
• <i>Cash in lieu of insurance</i>			\$
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>			\$
• <i>District's share of retirement, FICA and Medicare</i>	\$ 44,979.00	\$ 89,958.00	\$ 134,937.00
• <i>IRS value of housing allowance</i>			\$
• <i>IRS value of vehicle allowance</i>			\$
• <i>Additional leave days</i>	\$ 15,000.00	\$ 30,000.00	\$ 45,000.00
• <i>Annuities</i>	\$ 7,080.00	\$ 14,160.00	\$ 21,240.00
• <i>Service credit purchase</i>			\$
• <i>Association / Membership dues</i>	\$ 1,150.00	\$ 2,300.00	\$ 3,450.00
• <i>Cell Phone/Internet reimbursement</i>	\$ 2,400.00	\$ 4,800.00	\$ 7,200.00
• <i>Relocation reimbursement</i>			\$
• <i>Travel allowance/reimbursement</i>	\$ 8,400.00	\$ 16,800.00	\$ 25,200.00
• <i>Mileage Allowance</i>			\$
• <i>Educational tuition assistance</i>			\$
• <i>All other benefit costs not mentioned above</i>			\$
Totals:	\$ 371,622.96	\$ 743,245.93	\$ 1,114,868.89

**BELLEVUE PUBLIC SCHOOLS
BELLEVUE, NEBRASKA
CONTRACT OF SUPERINTENDENT**

This contract is made by and between the Board of Education of Bellevue Public Schools, legally known as Sarpy County School District No. 77-001 and referred to herein as the “Board” and “School District” respectively, and Dr. Jeff Rippe, referred to herein as the “Superintendent.”

WITNESSETH: In accordance with action taken by the Board as recorded in the minutes of its meeting of April 10, 2023, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment subject to the terms and conditions set forth below.

SECTION 1. Term of Contract. Subject to Neb.Rev.Stat. §§ 79-824 through 79-845, as amended from time to time, the Superintendent shall be employed for a term being July 1, 2023 and expiring on June 30, 2026. References to “Contract Year” shall mean the period from July 1 of one year through June 30 of the following year. On or before April 15th of each year, the Board may take action to extend the Contract for one additional Contract Year. Such action shall be attached to this Contract and become a part thereof. If the Board does not take action, the Contract will not be extended beyond its original term or any extension thereof.

SECTION 2. Salary. The Superintendent’s salary for each term shall be Two Hundred Fifty Seven Thousand Four Hundred Thirty Nine Dollars and No Cents (\$257,439.00), which shall be paid in equal installments in accordance with the Board’s policy governing payment of other administrators.

SECTION 3. Professional Status. The Superintendent affirms that he is not under contract with any other school board or board of education covering any part of or all of any term of this Contract. Throughout his terms, he will hold a valid and appropriate certificate to act as Superintendent of Schools in the State of Nebraska, which certificate shall be filed with the School District on or before the beginning of the initial term.

SECTION 4. Superintendent’s Duties. The Superintendent shall faithfully perform the duties of the Superintendent of Schools as prescribed by the laws of the State of Nebraska, the rules and regulations of the Nebraska Department of Education, and the Board’s policies. The Superintendent is subject to the Board’s direction and control at all times and shall carry out and perform such administrative duties as the Board may assign to him from time to time. Regular, dependable attendance is an essential function of the Superintendent’s duties. He will devote his full-time skill, labor and attention to the performance of his duties; provided, however, that: (a) the Superintendent may, without prior Board approval, undertake speaking engagements, writing, lecturing or other professional duties and obligations for which the only remuneration is reimbursement of expenses, and (b) this other work shall not interfere in a material or substantial manner with the obligations as set forth in this Contract.

The Superintendent may undertake speaking engagements, writing, lecturing or other professional duties and obligations for which there is remuneration in excess of reimbursement of expenses and any other consultative work only upon prior approval of the Board, and the Superintendent shall be obligated to use his vacation days as hereinafter described when such activities occur during business hours of the School District.

SECTION 5. Administration. The Superintendent shall be responsible for organizing, reorganizing and arranging School District administrative and supervisory staff in a manner which, in his judgment and in consultation with the Board, best serves the School District. He, with the assistance of

his staff, shall administer instruction and business affairs. The Superintendent shall be responsible for the selection, placement and transfer of personnel and shall inform the Board of the selection, placement and transfer of administrators.

SECTION 6. Board-Superintendent Relationship. The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the School District, and shall have primary responsibility for implementing Board policy. The Board agrees, individually and collectively, to promptly refer all criticism, complaints and suggestions concerning operations of the School District, including matters relating to personnel and students, to the Superintendent for study, recommendation or action as appropriate, and not to comment or take action on such matters except upon the recommendation of the Superintendent or upon the Superintendent's having been permitted sufficient opportunity to respond to the matter. The Superintendent shall not be responsible for performance of duties assigned by individual members of the Board, or duties assigned without official action of the Board, except as specifically set forth in the Board's policies.

SECTION 7. Legal Actions. If any legal action, including a professional practice complaint, is threatened or filed by someone other than the Board, against the Superintendent as a result of the performance of his duties under this Contract or his position as Superintendent of Schools for the District, the Board shall provide him with a legal defense to the maximum extent permitted by law so long as he acted in good faith and a manner which he reasonably believed to be in or not opposed to the best interests of the School District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful.

SECTION 8. Cancellation or Mid-Term Amendment. A majority of the Board members may cancel or amend this Contract during any of its terms for any of the following reasons: (a) the cancellation, termination, revocation or suspension of the Superintendent's certificate (Nebraska 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 material provisions of this Contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immoral conduct or conduct involving moral turpitude; (i) physical or mental incapacity; (j) intemperance; (k) conviction of a felony; or, (l) any conduct that substantially interferes with the Superintendent's continued performance of his duties. The procedures for cancellation and amendment shall be in accordance with the statutes of the State of Nebraska. In the event of a cancellation, the Contract shall be deemed to have terminated on the date of cancellation and the School District shall not have any further obligations to the Superintendent except those obligations that accrued up to the date of cancellation and any obligations that survive the termination of the Contract.

SECTION 9. Physical and/or Mental Examination. At the direction of the Board, the Superintendent shall undergo a physical or mental examination by a licensed physician or psychologist chosen by the Board to determine whether the Superintendent can perform the essential functions of his position. The Superintendent may also choose a licensed physician or psychologist for a second opinion also to be presented to the Board. The Superintendent shall authorize the physician and/or psychologist to disclose to the Board his or her written determination whether the Superintendent can perform such essential functions. The cost of such examination(s) and report(s) shall be subject to health insurance, and the School Board shall pay any amount not so covered. In the event the Superintendent becomes disabled and is unable to perform the duties of the Superintendent and all leave has been exhausted, either party to this Contract may terminate this Contract by giving written notice to the other party. Upon termination,

neither party will have any further obligations of the other party except the extent of any vested fringe benefits.

SECTION 10. Transportation/Mobile Communications. The Board shall provide the Superintendent a monthly vehicle expense allowance of Seven Hundred Dollars and No Cents (\$700.00) for in-metro area travel, less applicable withholding. The Board shall provide the Superintendent a monthly mobile data/telephone expense allowance of Two Hundred Dollars and No Cents (\$200.00), less applicable withholding.

SECTION 11. Professional Development/Civic and Professional Meetings. The Superintendent may become a member of appropriate professional organizations and attend appropriate professional and civic meetings at the local, state and national levels, provided that such attendance does not interfere with the proper performance of his duties.

SECTION 12. Fringe Benefits. In addition to the compensation set forth in Section 2 herein, the School District shall provide to the Superintendent with, or make available to him, the following fringe benefits:

- a) The expense of membership in the professional and civic organizations and attendance at their meetings pursuant to Section 11 herein when the Board has authorized such membership and/or attendance;
- b) In addition to the transportation allowance in Section 10 herein, reimbursement at the state-approved rate for mileage incurred while during his personal vehicle on School District business outside of the metro area;
- c) The employee and employer paid § 403(b) plan provided by the School District under the same terms and conditions provided to other administrators of the School District;
- d) A term life insurance policy will be provided by the School District;
- e) Health and accident insurance provided by the School District under the same terms and conditions provided from time to time to other administrators of the School District;
- f) A disability income insurance policy on the same terms and conditions provided from time to time provided to other administrators of the School District;
- g) Voluntary Separation Program on the same terms and conditions provided from time to time to other administrators of the School District;
- h) Sick, vacation, personal or bereavement days and holidays on the same terms and conditions provided to other administrators of the School District. An additional 5 days of vacation will be provided;
- i) A professional stipend in the amount of \$14,200 will be provided;
- j) Longevity on the same terms and conditions provided to other administrators of the School District.

SECTION 13. No Penalty for Release or Resignation. There shall be no penalty for release or resignation by the Superintendent from this Contract, provided no resignation shall become effective until the expiration of this Contract unless accepted by the Board, and the Board shall fix the time at which the resignation shall take effect.

SECTION 14. Compensation Upon Termination or Cancellation. Upon lawful termination or cancellation 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 or cancellation bears to the 12 months in the annual salary period in which termination or cancellation occurs. Any portion of the salary paid, but not earned, prior to the date of termination or cancellation of this Contract shall be refunded by the Superintendent. Alternatively, if the Superintendent may authorize the School District to deduct from his final paycheck any portion of the salary paid, but not earned.

SECTION 15. Residence. The Superintendent shall reside within the boundaries of the School District.

SECTION 16. Governing Law. The parties shall be governed by all applicable Nebraska state and federal laws, rules and regulations in performance of their respective duties and obligations under this Contract.

SECTION 17. Amendments to be in Writing. This Contract may be modified or amended only by a written statement duly authorized and executed by the Superintendent and the Board.

SECTION 18. Severability. If a court of competent jurisdiction declares any portion of this Contract invalid or unenforceable, such declaration shall not affect the validity or enforceability of the remaining provisions.

SECTION 19. Evaluation. The Board will evaluate and assess the Superintendent's performance in writing each Contract Year. Upon completing such evaluation, the Board or a duly designated committee thereof shall meet with the Superintendent to review the results of the evaluation. The Board shall give the Superintendent a copy of the written evaluation, and he shall have the right to make a written response to it. The evaluations and written responses will be placed in the Superintendent's personnel file.

SECTION 20. Supersede. This Contract shall supersede and terminate all previous agreements between the parties.

IN WITNESS HEREOF, the parties have executed his Contract on the dates set forth below.

EXECUTED BY THE BOARD this 10 day of April, 2023.

President, Board of Education

Secretary, Board of Education

EXECUTED BY THE SUPERINTENDENT this 10 day of April, 2023.

Dr. Jeff Rippe, Superintendent

**BELLEVUE PUBLIC SCHOOLS
BELLEVUE, NEBRASKA
CONTRACT OF SUPERINTENDENT**

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WITNESSETH: In accordance with action taken by the Board as recorded in the minutes of its meeting of May 9, 2022, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment subject to the terms and conditions set forth below.

SECTION 1. Term of Contract. Subject to Neb.Rev.Stat. §§ 79-824 through 79-845, as amended from time to time, the Superintendent shall be employed for a term being July 1, 2022 and expiring on June 30, 2025. References to "Contract Year" shall mean the period from July 1 of one year through June 30 of the following year. On or before April 15th of each year, the Board may take action to extend the Contract for one additional Contract Year. Such action shall be attached to this Contract and become a part thereof. If the Board does not take action, the Contract will not be extended beyond its original term or any extension thereof.

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his staff, shall administer instruction and business affairs. The Superintendent shall be responsible for the selection, placement and transfer of personnel and shall inform the Board of the selection, placement and transfer of administrators.

SECTION 6. Board-Superintendent Relationship. The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the School District, and shall have primary responsibility for implementing Board policy. The Board agrees, individually and collectively, to promptly refer all criticism, complaints and suggestions concerning operations of the School District, including matters relating to personnel and students, to the Superintendent for study, recommendation or action as appropriate, and not to comment or take action on such matters except upon the recommendation of the Superintendent or upon the Superintendent's having been permitted sufficient opportunity to respond to the matter. The Superintendent shall not be responsible for performance of duties assigned by individual members of the Board, or duties assigned without official action of the Board, except as specifically set forth in the Board's policies.

SECTION 7. Legal Actions. If any legal action, including a professional practice complaint, is threatened or filed by someone other than the Board, against the Superintendent as a result of the performance of his duties under this Contract or his position as Superintendent of Schools for the District, the Board shall provide him with a legal defense to the maximum extent permitted by law so long as he acted in good faith and a manner which he reasonably believed to be in or not opposed to the best interests of the School District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful.

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SECTION 9. Physical and/or Mental Examination. At the direction of the Board, the Superintendent shall undergo a physical or mental examination by a licensed physician or psychologist chosen by the Board to determine whether the Superintendent can perform the essential functions of his position. The Superintendent may also choose a licensed physician or psychologist for a second opinion also to be presented to the Board. The Superintendent shall authorize the physician and/or psychologist to disclose to the Board his or her written determination whether the Superintendent can perform such essential functions. The cost of such examination(s) and report(s) shall be subject to health insurance, and the School Board shall pay any amount not so covered. In the event the Superintendent becomes disabled and is unable to perform the duties of the Superintendent and all leave has been exhausted, either party to this Contract may terminate this Contract by giving written notice to the other party. Upon termination,

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SECTION 12. Fringe Benefits. In addition to the compensation set forth in Section 2 herein, the School District shall provide to the Superintendent with, or make available to him, the following fringe benefits:

- a) The expense of membership in the professional and civic organizations and attendance at their meetings pursuant to Section 11 herein when the Board has authorized such membership and/or attendance;
- b) In addition to the transportation allowance in Section 10 herein, reimbursement at the state-approved rate for mileage incurred while during his personal vehicle on School District business outside of the metro area;
- c) The employee and employer paid § 403(b) plan provided by the School District under the same terms and conditions provided to other administrators of the School District;
- d) A term life insurance policy will be provided by the School District;
- e) Health and accident insurance provided by the School District under the same terms and conditions provided from time to time to other administrators of the School District;
- f) A disability income insurance policy on the same terms and conditions provided from time to time provided to other administrators of the School District;
- g) Voluntary Separation Program on the same terms and conditions provided from time to time to other administrators of the School District;
- h) Sick, vacation, personal or bereavement days and holidays on the same terms and conditions provided to other administrators of the School District. An additional 5 days of vacation will be provided;
- i) A professional stipend in the amount of \$14,200 will be provided;
- j) Longevity on the same terms and conditions provided to other administrators of the School District.

SECTION 13. No Penalty for Release or Resignation. There shall be no penalty for release or resignation by the Superintendent from this Contract, provided no resignation shall become effective until the expiration of this Contract unless accepted by the Board, and the Board shall fix the time at which the resignation shall take effect.

SECTION 14. Compensation Upon Termination or Cancellation. Upon lawful termination or cancellation 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 or cancellation bears to the 12 months in the annual salary period in which termination or cancellation occurs. Any portion of the salary paid, but not earned, prior to the date of termination or cancellation of this Contract shall be refunded by the Superintendent. Alternatively, if the Superintendent may authorize the School District to deduct from his final paycheck any portion of the salary paid, but not earned.

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SECTION 19. Evaluation. The Board will evaluate and assess the Superintendent's performance in writing each Contract Year. Upon completing such evaluation, the Board or a duly designated committee thereof shall meet with the Superintendent to review the results of the evaluation. The Board shall give the Superintendent a copy of the written evaluation, and he shall have the right to make a written response to it. The evaluations and written responses will be placed in the Superintendent's personnel file.

SECTION 20. Supersede. This Contract shall supersede and terminate all previous agreements between the parties.

IN WITNESS HEREOF, the parties have executed his Contract on the dates set forth below.

EXECUTED BY THE BOARD this 9 day of May, 2022:

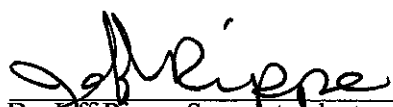


President, Board of Education



Secretary, Board of Education

EXECUTED BY THE SUPERINTENDENT this 9 day of May, 2022.



Dr. Jeff Rippe, Superintendent

BELLEVUE PUBLIC SCHOOLS CALENDAR 2024-2025 (Proposed)

July/August 2024

S	M	T	W	Th	F	S
	July N	N	N	N	PWF	
	PL PW	PL	PW	8	9	
	12	13	14	15	16	
	19	20	21	22	23	
	26	27	28	29	30	

October 2024

S	M	T	W	Th	F	S
		1	2	3	4	
	7	8	9	10	PL PW	
	14	15	16	17	18	
	21	22	23	24	25	
	28	29	30	31		

December 2024

S	M	T	W	Th	F	S
	2	3	4	5	6	
	9	10	11	12	13	
	16	17	18	19	PWE	
	23	24	25	26	27	
	30	31				

February 2025

S	M	T	W	Th	F	S
	3	4	5	6	7	
	10	11	12	13	14	
	PL	18	19	20	21	
	24	25	26	27	28	

April 2025

S	M	T	W	Th	F	S
		1	2	3	4	
	7	8	9	10	11	
	14	15	16	PWE	18	
	21	22	23	24	25	
	28	29	30			

June 2025

S	M	T	W	Th	F	S
	2	3	4	5	6	
	9	10	11	12	13	
	16	17	18	19	20	
	23	24	25	26	27	
	30					

September 2024

S	M	T	W	Th	F	S
	2	3	4	5	6	
	9	10	11	12	PL PW	
	16	17	18	19	20	
	23	24	25	26	27	
	30					

November 2024

S	M	T	W	Th	F	S
					1	
	4	5	6	7	8	
	11	12	13	14	15	
	18	19	20	21	22	
	25	26	27	28	29	

January 2025

S	M	T	W	Th	F	S
			1	2	3	
	PL PW	7	8	9	10	
	13	14	15	16	17	
	20	21	22	23	24	
	27	28	29	30	31	

March 2025

S	M	T	W	Th	F	S
	3	4	5	6	7	
	10	11	12	13	PWE	
	17	18	19	20	21	
	24	25	26	27	28	
	31					

May 2025

S	M	T	W	Th	F	S
				1	2	
	5	6	7	8	9	
	12	13	14	15	16	
	19	20	21	PWE	PWF	G
	26	27	28	29	30	

July 2025

S	M	T	W	Th	F	S
		1	2	3	4	
	7	8	9	10	11	
	14	15	16	17	18	
	21	22	23	24	25	
	28	29	30	31		

July 29 to August 1	2	New Teacher Orientation
August	2	Professional Work Time (Flex Day)
August	5	Professional Learning/Professional Work Time
August	6	Professional Learning
August	7	Professional Work Time
August	8	First Day for Students
August	9	First Day for Returning Students Grades 10-12
September	2	Labor Day (No School)
September	13	Professional Learning/Professional Work Time (No School)
October	10	End of First Quarter
October	11	Professional Learning/Professional Work Time (No School)
October	14-17	Parent/Student/Teacher Conference Week
October	18	No School
November	11	Veteran's Day Observance (No School)
November	25-29	Thanksgiving Break (No School)
December	20	End of Second Quarter Professional Work Time (Early Dismissal)
Dec. 23 to Jan.3		Holiday Break (No School)
January	6	Professional Learning/Professional Work Time (No School)
January	7	School Resumes
January	20	Martin Luther King, Jr. Day (No School)
February	10-13	Parent/Student/Teacher Conference Week
February	14	No School
February	17	Professional Learning (No School)
March	14	End of Third Quarter Professional Work Time (Early Dismissal)
March	17-21	Spring Break (No School)
April	17	Professional Work Time (Early Dismissal)
April	18	No School
May	22	End of Fourth Quarter/Professional Work Time (Last Day for Students - Early Dismissal)
May	23	Professional Work Time (Flex Day)
May	24	High School Graduation
June	2-20	Summer School (grades K-12)
June	19	Juneteenth Holiday (No School)

Month	Teacher Days	Student Days (K-12)
Aug	21	17
Sept	20	19
Oct	23	21
Nov	15	15
Dec	15	15
Jan	19	18
Feb	20	18
Mar	16	16
Apr	21	21
May	16	16
TOTAL	188*	176

*Includes two days for time spent outside the normal school day fulfilling professional responsibilities

N=New Teacher Orientation

PL= Professional Learning

PWF=Professional Worktime (Flex Days)

PWE= Professional Worktime-Early Dismissal (2 hours earlier than normal dismissal)

/ = Teacher Compensation Day

G = Graduation

PWF=Professional Work Time

BELLEVUE PUBLIC SCHOOLS CALENDAR 2023-2024

July/August 2023

S	M	T	W	Th	F	S
	July N	N	N	N	PWF	
	PL PW	PL	PW	10	11	
	14	15	16	17	18	
	21	22	23	24	25	
	28	29	30	31		

September 2023

S	M	T	W	Th	F	S
					1	
	4	5	6	7	8	
	11	12	13	14	PL PW	
	18	19	20	21	22	
	25	26	27	28	29	

October 2023

S	M	T	W	Th	F	S
	2	3	4	5	6	
	9	10	11	12	PL PW	
	16	17	18	19	20	
	23	24	25	26	27	
	30	31				

November 2023

S	M	T	W	Th	F	S
			1	2	3	
	6	7	8	9	10	
	13	14	15	16	17	
	20	21	22	23	24	
	27	28	29	30		

December 2023

S	M	T	W	Th	F	S
					1	
	4	5	6	7	8	
	11	12	13	14	15	
	18	19	20	21	PWE	
	25	26	27	28	29	

January 2024

S	M	T	W	Th	F	S
	1	2	3	4	5	
	PL PW	9	10	11	12	
	15	16	17	18	19	
	22	23	24	25	26	
	29	30	31			

February 2024

S	M	T	W	Th	F	S
				1	2	
	5	6	7	8	9	
	12	13	14	15	16	
	PL	20	21	22	23	
	26	27	28	29		

March 2024

S	M	T	W	Th	F	S
					1	
	4	5	6	7	8	
	11	12	13	14	15	
	18	19	20	21	PWE	
	25	26	27	28	29	

April 2024

S	M	T	W	Th	F	S
	1	2	3	4	5	
	8	9	10	11	12	
	15	16	17	18	PWE	
	22	23	24	25	26	
	29	30				

May 2024

S	M	T	W	Th	F	S
			1	2	3	
	6	7	8	9	10	
	13	14	15	16	17	
	20	21	22	PWE	PWF	G
	27	28	29	30	31	

June 2024

S	M	T	W	Th	F	S
	3	4	5	6	7	
	10	11	12	13	14	
	17	18	19	20	21	
	24	25	26	27	28	

July 2024

S	M	T	W	Th	F	S
	1	2	3	4	5	
	8	9	10	11	12	
	15	16	17	18	19	
	22	23	24	25	26	
	29	30	31			

July 31 to August 3		New Teacher Orientation
August	4	Professional Work Time (Flex Day)
August	7	Professional Learning/Professional Work Time
August	8	Professional Learning
August	9	Professional Work Time
August	10	First Day for Students
August	11	First Day for Returning Students Grades 10-12
September	4	Labor Day (No School)
September	15	Professional Learning/Professional Work Time (No School)
October	12	End of First Quarter
October	13	Professional Learning/Professional Work Time (No School)
October	16-19	Parent/Student/Teacher Conference Week
October	20	No School
November	10	Veteran's Day Observance (No School)
November	20-24	Thanksgiving Break (No School)
December	22	End of Second Quarter Professional Work Time (Early Dismissal)
Dec. 25 to Jan. 5		Holiday Break (No School)
January	8	Professional Learning/Professional Work Time (No School)
January	9	School Resumes
January	15	Martin Luther King, Jr. Day (No School)
February	12-15	Parent/Student/Teacher Conference Week
February	16	No School
February	19	Professional Learning (No School)
March	11-15	Spring Break (No School)
March	22	End of Third Quarter Professional Work Time (Early Dismissal)
March	29	No School
April	19	Professional Work Time (Early Dismissal)
May	23	End of Fourth Quarter/Professional Work Time (Last Day for Students - Early Dismissal)
May	24	Professional Work Time (Flex Day)
May	25	High School Graduation
June	3-21	Summer School (grades K-12)
June	19	Juneteenth Holiday (No School)

Month	Teacher Days	Student Days (K-12)
Aug	20	16
Sept	20	19
Oct	22	20
Nov	16	16
Dec	16	16
Jan	17	16
Feb	21	19
Mar	15	15
Apr	22	22
May	17	17
TOTAL	188*	176

*Includes two days for time spent outside the normal school day fulfilling professional responsibilities

N=New Teacher Orientation
 PL= Professional Learning
 PWF=Professional Worktime (Flex Days)
 PWE= Professional Worktime-Early Dismissal (2 hours earlier than normal dismissal)
 /= Teacher Compensation Day
 G = Graduation
 PW=Professional Work Time

REVIEWED - Purpose and Role of the Board

The Board of Education is charged by the state with the duty of providing public elementary and secondary education for the citizens of the district, and it derives from the legislature the powers to perform that duty.

The legislature has also created the State Board of Education and the State Department of Education and has delegated to them certain regulatory and advisory functions. The Board has a responsibility to these agencies as specified in law.

Where the legislature has enumerated the powers and/or duties, the Board is strictly governed by the provisions of law and has little or no discretion in making policy. In those areas not specifically enumerated in law, the Board has a wide discretionary latitude to adopt those policies and to take actions which it deems proper and necessary to accomplish the task which the state has delegated to the Board, so long as the Board does not act in an arbitrary or capricious manner which would infringe upon those rights guaranteed the individual.

It is the intent of the Board to employ a Superintendent of Schools as the chief executive officer and to delegate to the Superintendent, through policy statements and procedures for accountability, the administration of the school program.

At different times, Board actions may take on any one of three dimensions, legislative, executive or quasi-judicial.

The legislative function is accomplished as the Board performs one of its primary duties, that of setting policies that provide for the instructional program and the necessary supporting services for the District.

The executive function is performed as the Board employs a Superintendent and conducts routine business at Board Meetings. An important part of the executive function is to evaluate the Superintendent and follow up on the accountability procedures that have been established, as prescribed by law and district policy.

The judicial function is performed as the Board sits as a judge and jury in its deliberations following an appeal to it from a staff member, a parent, a patron or an interested citizen. It is the intent of the Board that a hearing will be granted to all who seek to state their case before the Board, and that a decision will be rendered by the Board, if so requested. However, in the interest of resolving the problem as expeditiously as possible, the Board will encourage those having a complaint to follow the procedures that are established for handling complaints before making an appeal to the Board.

Legal References:

Cross References:

Adopted: June 5, 1972
Reviewed: January 11, 1988
Revised: February 5, 1996
Reviewed: January 25, 2003
Reviewed: December, 2004
Revised: June 3, 2013
Reviewed: May, 2017
Reviewed: April 10, 2023

REVIEWED - Membership

The biennial school election takes place on the first Tuesday after the first Monday in November. Terms shall be staggered so that at least three board members are elected at each general election. Members of the Board will be elected at large.

Incumbents must file for election at the Office of the County Clerk, Sarpy County, by February 15 prior to the date of the primary election. All other candidates must file for election by March 1 prior to the date of the primary election.

If a vacancy occurs on the board it may be filled by appointment of a qualified registered voter by the remaining members of the board for the remainder of the unexpired term. If the Board does not fill the vacancy by appointment, the vacancy may be filled by election at a special election or school district meeting called for that purpose. If a majority of the offices of the School Board members are vacant, the Secretary of State will call a special school district election to fill the vacancies.

It is prohibited to meet in closed session for discussion of the appointment or election of a new board member.

Legal Reference:

Neb. Statue 32-501 et seq.
32.560 (Vacancy,when)
32.570 (School Board, ClassII)
32.574 (45 days)

Adopted: October 17, 1955
Reviewed: February 18, 1960
Revised: January 8, 1973
Reviewed: January 11, 1988
Reviewed: January 25, 2003
Reviewed: December, 2004
Revised: April 13, 2009
Revised: April 14, 2014
Revised: March 6, 2017
Revised: May 7, 2018
Reviewed: April 10, 2023

REVIEWED - Vacancies

A vacancy occurs when a Board member resigns, forfeits or otherwise leaves the office. A vacancy also includes, but is not limited to, the following: failure to elect at an election when there is no incumbent to continue in office until his or her successor is elected and qualified, failure to reside in the school district or a continuous absence from the district of more than 60 days, absence from more than 2 consecutive regular board meetings unless excused by a majority of the remaining members of the board, death of the incumbent, a court order declaring the seat vacant, conviction of a felony, or any public offense in violation of the oath of office.

The resignation of a member or any other reason for a vacancy shall be made a part of the minutes of the school board. The Board shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term in writing to the election commissioner or county clerk, and by a notice published in a newspaper of general circulation in the school district.

It is prohibited to meet in closed session for discussion of the appointment or election of a new board member.

Legal References: Neb. Statute 32-560 et seq.
32-130884-1410(1)(d)
32-570

Cross References:

Adopted: February 7, 2011
Revised: April 14, 2014
Revised: March 6, 2017
Reviewed: April 10, 2023

REVIEWED - Code of Ethics for Board Members

Board members of Bellevue Public Schools, like all public officers are trustees of public funds, and are obligated to serve the public with the highest fidelity.

Board members will make decisions in terms of the educational welfare of all children with an understanding that “same” is not always equal.

Board members will hold confidential all matters pertaining to the Bellevue Public Schools which, if disclosed, would needlessly injure individuals, the Board, or the Bellevue Public School District.

Legal References:

Cross References:

Adopted:	October 17, 1955
Reviewed:	February 18, 1960
Revised:	June 5, 1972
Reviewed:	January 11, 1988
Revised:	February 5, 1996
Revised:	February 10, 2003
Reviewed:	December, 2004
Revised:	July 7, 2014
Reviewed:	May, 2017
Reviewed:	April 10, 2023

REVIEWED - Conflicts of Interest

A. Use of Bellevue Public Schools District Office, Information, or Resources

This policy applies to all members of the Board of Education, the Superintendent and all employees of the Bellevue Public School District. No such individual shall use or authorize the use of BPS public office, confidential information received through BPS public office or employment, or BPS personnel, resources, or funds for personal financial gain, financial gain of an immediate family member (parent, spouse, child, sibling), or financial gain of a business with which the individual is associated, other than compensation as provided by law.

Nor shall a person's position be used for purposes of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot issue under that individual's care or control other than in accordance with prescribed constitutional, statutory, and regulatory procedures.

B. Interest in Contracts

Any contract whether oral or written, formal or informal, including open accounts, is voidable if a member of the Board of Education is directly or indirectly interested in the contract, and legal reporting and disclosure and abstention requirements are not met. Board members with such an interest shall therefore:

1. Make a declaration on the record regarding the nature of the interest prior to official consideration of the contract (Defined in Section E).
2. Not participate in consideration or discussion of the contract.
3. Not vote on the granting of the contract. If the number of members of the Board of Education declaring an interest in the contract would prevent the Board from securing a quorum in the issue, then all members may vote on the matter.
4. Not in any way participate in the inspection, operation, administration or performance under the contract on behalf of the Bellevue Public School District.

C. Hiring of an Immediate Family Member

1. A Board member may recommend or supervise the employment of an immediate family member if he or she does not abuse his or her official position and he or she makes a full disclosure on the record to the Board of Education and a written disclosure to the Secretary of the Board of Education, and the Board of Education approves the employment or supervisory position. Abuse of an official position includes, but is not limited to, employing an immediate family member who is not qualified for nor able to perform the duties of the position, who is hired for an unreasonably high salary, or who is not required to perform the duties of the position.
2. A Board member's immediate family member shall not be employed without the school district first having made a reasonable solicitation and consideration of other applications for such employment.

3. If a Board member's immediate family member is an employee of the school district the board member may vote on all issues of the contract which are generally applicable to all employees or all employees within a classification and do not single out his or her immediate family member for special action.
4. The school district shall not terminate the employment of another employee so as to make funds or a position available for the purpose of hiring a Board member's immediate family member.
5. If a Board member's immediate family member was employed by the school district prior to the election or appointment of the board member, then as soon as reasonably possible after the official date of taking office a newly elected or appointed board member shall make a full disclosure to the Board of Education of any immediate family member employed by the school district.

D. Nebraska Accountability and Disclosure Commission

A Board member may apply to the Nebraska Accountability and Disclosure Commission for an advisory opinion as to whether he or she has a conflict of interest and take such action as the Commission advises to remove him or herself from influence over the decision.

E. Reporting Procedures

Any Board member who has a direct or indirect interest in a contract entered into with the Bellevue Public School District, or an open account, shall provide the Secretary of the Board with the following to be kept on file:

1. Names of the contracting parties.
2. Nature of the interest of the Board member.
3. Date that the contract was approved by the Board.
4. Amount of the contract.
5. Basic terms of the contract.

Legal References: Neb. Rev. Stat. §49-14,101; § 49-14,101.01; § 49-1425; § 49-1499; §49-1499.03; § 49-14,102; § 49-14,103; § 49-103.01; § 49-14,103.02; § 49-14,103.03; § 49-14,103.04; § 49-14,103.05; § 49-14,103.06; § 49-14,103.02; §79-818; and §79-544.

Cross References: Nebraska Political Accountability and Disclosure Act,
Neb. Rev. Stat. §49--1401 et. seq.

Adopted: July 2, 1984
Reviewed: January 11, 1988
Revised: February 10, 2003
Reviewed: December, 2004
Revised: July 7, 2014
Reviewed: May, 2017
Reviewed: April 10, 2023

REVIEWED - Officers

The officers of the Board of Education shall be President, Vice President, Secretary and Treasurer. The President and Vice President shall be elected annually from the membership of the Board in January and shall assume their duties forthwith.

The Secretary and the Treasurer shall be elected by the Board at the January meeting.

Legal References:

Neb. Rev. Stat. 79-520

Neb. Rev. Stat. 79-564

Cross References:

Adopted:	October 17, 1955
Reviewed:	February 18, 1960
Revised:	January 8, 1973
Revised:	June 3, 1974
Reviewed:	January 11, 1988
Revised:	March 1, 1993
Revised:	February 10, 2003
Reviewed:	December, 2004
Revised:	September 9, 2013
Reviewed:	May, 2017
Reviewed:	April 10, 2023

REVIEWED - Duties of the President of the Board

The President shall preside at all meetings, shall decide questions of order in accord with the latest edition of *Robert's Rules of Order*, and shall appoint all committees unless otherwise directed by the Board. The President shall have the right, as other members of the Board, to offer resolutions and to discuss questions, and to vote thereon.

In all matters not covered by policy or by statute, parliamentary procedures are governed by *Robert's Rules of Order* latest edition except that (1) the number of votes needed to carry a motion shall in all cases be a majority of a quorum unless otherwise required by law and (2) a motion and a second motion are always required.

The President shall be an ex-officio member of all committees. The President shall countersign all orders upon the treasury for money to be disbursed by the District and all warrants on the County Treasurer for money raised for District purposes and shall keep a record of all warrants drawn of the amount, purpose and name of person to whom issued. The President shall administer the oath to the Secretary and Treasurer when such oath is required by law. It shall be the duty of the President to represent or appear on behalf of the District in all suits brought by or against the same. When so designated by Board Resolution, the President sign all reports, agreements and documents relating to federal aid funds.

Legal References: Neb. Statute 79-564 &
79-566 to 574

Cross References:

Adopted: October 17, 1955
Reviewed: February 18, 1960
Revised: January 8, 1973
Reviewed: January 11, 1988
Revised: March 1, 1993
Reviewed: January 25, 2003
Reviewed: December, 2004
Revised: March 1, 2010
Reviewed: May, 2017
Reviewed: April 10, 2023

REVIEWED - Duties of the Vice President of the Board

In the absence of the President, the Vice President shall perform the duties and have the obligations of the President.

Legal References:

Cross References:

Adopted: October 17, 1955
Reviewed: February 18, 1960
Revised: January 8, 1973
Reviewed: January 11, 1988
Reviewed: January 25, 2003
Reviewed: December, 2004
Reviewed: May, 2017
Reviewed: April 10, 2023

REVIEWED - Duties of the Secretary of the Board

The Secretary shall have such duties as are imposed upon secretaries of Class III school districts by the statutes of the State of Nebraska.

The Secretary of the Board shall be responsible for preserving minutes of meetings, all records and official papers of the Board of Education and publishing reports as required by law.

The Secretary of the Board shall furnish each member of the Board and the Superintendent of Schools a copy of the minutes of each regular or special meeting.

The Secretary shall draw and sign all orders on the District Treasury that have been approved by the Board of Education and warrants on the County Treasurer for funds belonging to the School District.

The Secretary shall furnish those reports that are required by law.

The Secretary shall coordinate Board of Education activities and perform other duties as assigned by the Superintendent of Schools. The Superintendent of Schools is authorized to appoint an individual to function as the acting Secretary to record proceedings of the Board if the Secretary is not in attendance.

Legal References:

Cross References:

Adopted:	October 17, 1955
Reviewed:	February 18, 1960
Revised:	January 8, 1973
Reviewed:	January 11, 1988
Revised:	January 8, 2001
Reviewed:	January 25, 2003
Reviewed:	December, 2004
Reviewed:	May, 2017
Reviewed:	April 10, 2023

REVIEWED - Duties of the Treasurer of the Board

It shall be the duty of the Treasurer to receive from the County Treasurer all school money apportioned to the District or collected for the same by the County Treasurer and such other funds as may legally belong to the District, excepting school lunch and activity funds, and pay out the same on warrant signed by the Secretary and countersigned by the President. A complete record of all receipts and their sources and of all warrants issued shall be kept by the Treasurer.

The Treasurer shall submit a monthly report to the Board showing all receipts and expenditures for the month and the balance on hand. At the end of the fiscal year, the Treasurer shall submit to the auditor, selected by the Board of Education, all books, records, orders, vouchers, and cancelled warrants as may be necessary for an effective audit of the accounts.

Legal References:

Cross References:

Adopted: October 17, 1955
Reviewed: February 18, 1960
Revised: January 8, 1973
Reviewed: January 11, 1988
Reviewed: January 25, 2003
Reviewed: December, 2004
Reviewed: May, 2017
Reviewed: April 10, 2023

REVIEWED - Committee of the Whole

The business of the Board shall be conducted by the Board acting as a committee of the whole and there shall be no standing committees, except those permitted by law and the Student Discipline Committee. Special committees may be appointed by the President for specific tasks and when their work is completed the committee will be discharged.

Legal References: Neb. Statute 79-724

Cross References:

Adopted:	October 17, 1955
Reviewed:	February 18, 1960
Revised:	June 5, 1972
Reviewed:	January 11, 1988
Revised:	February 10, 2003
Reviewed:	December, 2004
Revised:	April 13, 2009
Reviewed:	April 10, 2023

REVIEWED - Legal Counsel

The duties of the Legal Counsel are to provide legal advice to the Board of Education and its authorized representatives.

More specifically, these duties include:

1. The routine legal services of a public corporation, such as review of specifications of bidding, drafting of legal notices and proposed legislation, the review of school board minutes, the review of contracts for goods and services, the review of proposed agendas, advise on hearings on teacher dismissal, suspension of students and budgets.
2. Counseling the Board of Education on the legal implications of alternative approaches to administrative problems. This may take the form of informal discussion, or may be represented by a formal written opinion as the situation requires.
3. Attendance at the Board of Education meetings when requested.

Additional services that are required as a result of litigation or unusual circumstances, such as a bond issue, will be contracted for on an individual basis with the Legal Counsel or with an attorney of the Board's choice.

Legal References:

Cross References:

Adopted:	October 5, 1970
Reviewed:	January 8, 1973
Reviewed:	January 11, 1988
Revised:	February 10, 2003
Reviewed:	December, 2004
Revised:	January 5, 2014
Reviewed:	May, 2017
Reviewed:	April 10, 2023

REVISED - Standing Committees

The President shall appoint annually at the first meeting of the newly organized Board a committee of three to be known as the Student Discipline Committee and a committee of three to be known as the ~~Committee on Americanism~~ **Committee on American Civics**, whose duties shall be as outlined in Nebraska School Law.

The Student Discipline Committee serves in a quasi-judicial role and hears any student discipline appeals.

Legal References: Neb. Statute 79-724

Cross References:

Adopted: October 17, 1955
Reviewed: February 18, 1960
Revised: June 5, 1972
Reviewed: January 11, 1988
Revised: February 10, 2003
Reviewed: December, 2004
Revised: April 13, 2009
Revised: April 10, 2023

REVISED - Meetings

The Board of Education shall normally meet in open session at 6:30 p.m. on the first Monday of each month, **unless otherwise scheduled**. The presence of four members is required for a quorum.

The Board shall generally adhere to this meeting date unless the Board requires additional meetings, or, due to circumstances beyond the Board's control, the meeting cannot be held on the regular meeting date, and the meeting will be re-scheduled at the Board's convenience. Public notice of the meetings shall be given.

All actions taken by the Board shall occur in open session by a roll call vote of the Board with a record of the voting kept for the minutes. The voting requirements may be met by using an electronic voting device which allows the vote of each Board member to be readily seen by the public.

Special Meetings may be called by the President, by two members of the Board, or by the Superintendent. Publication of Notice of Special Meetings shall be made in accordance with law.

Executive Sessions will be held when, in the Board's opinion, they are necessary for the protection of the public interest or for the protection of an individual, excepting that any discussion of the appointment or election of a new member to the Board will be conducted in an open session. Executive sessions will be held only as permitted by law.

To the extent possible, the intent to hold an Executive Session will be listed in the meeting agenda and the purpose for such session will be stated. The purpose for such meeting will be stated in as specific terms as is possible without defeating the purpose of the Executive Session. Discussion in the Executive Session will be limited to the stated purposes.

The Board shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

Legal References: Neb. Statute 79-554
79-560
79-561
84-1412

Cross References:

Adopted: October 17, 1955
Reviewed: February 18, 1960
Reviewed: June 5, 1972
Revised: November 10, 1975
Reviewed: January 11, 1988
Revised: February 10, 2003

Reviewed: December, 2004
Revised: August, 2006
Revised: March 2, 2009
Revised: March 6, 2017
Revised: April 10, 2023

REVIEWED - Closed Executive Sessions

A closed, or executive, session will take place as part of an open meeting of the Board. The item(s) for discussion in the closed session shall be listed as part of the tentative agenda on the public notice. The motion for a closed session, including its subject matter and the reason necessitating the closed session, shall be made and seconded during the open meeting, and approved by a majority of the voting members. The closed executive session is for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The minutes shall state the entire motion for the closed session, the roll call vote to enter closed session, and the time the closed session began and ended. Following approval of the motion to close, the presiding officer shall restate on the record the limitation of the subject matter of the closed session immediately prior to the closed session.

The Board shall restrict its considerations to only those matters set forth in the minutes as the reason for the closed session. Reasons for the Board entering into a closed session from an open meeting include, but are not limited to, the following:

1. Strategy sessions with respect to collective bargaining, real estate purchases, or litigation;
2. Discussion regarding the use of security personnel or devices;
3. Investigative proceedings regarding allegations of criminal misconduct;
4. Evaluations of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if that person has not requested a public meeting.

No formal action may be taken until the Board has reconvened in open session.

Any Board member may challenge the continuation of a closed session if he or she believes the session has exceeded the reason stated in the motion to hold the closed session. A majority vote of the Board is required in order to overrule the challenge. The challenge and its disposition shall be recorded in the meeting minutes.

Legal Reference: Neb. Statute 84-1410

Cross Reference: 204.01 Meetings
204.10 Agenda

Adopted: August, 2006
Reviewed: May, 2017
Reviewed: April 10, 2023

REVIEWED - Meeting Notice

Reasonable advance public notice shall be given for meetings and work sessions held by the Board by a method designated and recorded in the board minutes. Public notice shall indicate the time, place, date and tentative agenda of board meetings. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. The notice shall be transmitted to the public and a copy kept readily available for public inspection at the principal office of the district. Except for items of an emergency nature the agenda shall not be altered later than 24 hours before the meeting.

A copy of the public notice will be provided to those who have filed a request for notice with the Superintendent. These requests for notice must be in writing. A copy of the public notice will also be accessible to employees and students.

In the case of special meetings, public notice shall be given in the same manner as for a regular meeting unless it is an emergency meeting. Public notice of emergency meetings shall be given as soon as practical and possible in light of the situation. Reasonable efforts shall be made to notify news media who have requested notification of meetings.

It shall be the responsibility of the Secretary to the Board of Education to give public notice of board meetings and work sessions. The Superintendent shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification of the time and place of each meeting and the subjects to be discussed.

Legal Reference: Neb. Statute 84-1408 to 1414
 79-554
 79-560
 79-561

Cross Reference: 204.01 Meetings
 204.06 Closed Executive Sessions
 204.10 Agenda

Adopted: August, 2006
Reviewed: May, 2017
Reviewed: April 10, 2023

REVIEWED - Agenda

The Board President and the Superintendent shall determine the content of the agenda and the order of the items. In the event the Board President and the Superintendent do not agree on placing a particular item on the agenda, the item shall be placed on the agenda, if either the Superintendent receives support from two other Board members or the Board President receives support from one other Board member. If two or more Board members wish to have an item placed on the agenda, the item shall be placed on the agenda.

The Superintendent or designee shall prepare the agenda and supporting documents which shall be delivered to Board members for their examination and study at least forty-eight (48) hours before each regular meeting. The supporting documents should include the recommendation of the Superintendent and such information as is required to justify the recommended action.

Legal References:

Cross References:

Adopted:	October 17, 1955
Reviewed:	February 18, 1960
Reviewed:	June 5, 1972
Reviewed:	January 11, 1988
Reviewed:	January 25, 2003
Reviewed:	December, 2004
Revised:	April 8, 2013
Revised:	August 3, 2015
Reviewed:	May, 2017
Reviewed:	April 10, 2023

REVISED - Meeting Minutes

The Board shall keep and maintain permanent records of the board including, but not limited to, records of the minutes of board meetings, documentation received or disclosed in open session of the meetings, and other required records of the board.

It shall be the responsibility of the Secretary to the Board of Education to keep the minutes of the board meetings. The minutes of each board meeting shall include as a minimum the following items: a record of the date, time, place, members present, action taken and the vote of each member, and the schedule of bills allowed shall be attached. The minutes shall also include all required information regarding any closed sessions as stated in policy 204.06. This information shall be available within 10 days of the board meeting or prior to the next convened meeting, if earlier. The **Summary of Proceedings Minutes** shall be forwarded to the newspaper designated as the official newspaper for publication. The schedule of bills allowed may be published on a once monthly basis in lieu of publication with the minutes. The permanent records of the board minutes may include more detail than is required for the publication of the minutes.

Minutes awaiting approval at the next board meeting will be available for inspection at the Office of the Superintendent ~~of the district~~ after the office transcribes the notes into typewritten material which has been proofread for errors and retyped.

Legal Reference: Neb. Statute 79-577
 79-582, 583
 84-712
 84-1408 to 1414

Cross Reference: 204.01 Meetings
 204.06 Closed Executive Sessions

Adopted: July, 2006
Reviewed: May, 2017
Revised: April 10, 2023

REVIEWED - Public Participation at Board of Education Meetings

The Board of Education recognizes and upholds the right of citizens and the professional staff to attend, observe, and participate in regularly scheduled public meetings of the Board of Education.

Meetings of the Bellevue Board of Education shall be open to the public and conducted in accordance with the Open Meetings Law. A copy of the Open Meetings Law will be posted in the boardroom.

Meetings are held for the purpose of conducting the official business of the school district by the Board before the public. In order to preserve both the orderly conduct of business and to provide opportunities for legitimate discussion and analysis of issues, the Board of Education authorizes the Superintendent of Schools to establish such regulations as will:

1. Encourage visitors to attend board meetings.
2. Provide for appropriate hospitality for visitors.
3. Channel expressions of approval as well as criticism to the Board.
4. Insure that such visits enhance the effect of the educational program.
5. Provide an orderly process for visitors who wish to discuss specified issues at board meetings.
6. Provide visitors with material explaining the operations of the Board and the purpose of regulations applying to the conduct of board meetings.

The Board of Education expects that patrons and staff members having specific concerns will have followed all the avenues established in Board Policy and Administrative Regulations before the Board is asked to hear such concerns.

Advance public notices of Board of Education meetings will be provided through publication in the local press, provided time permits, or by posting of notices of meetings at least two days in advance of the meeting, excepting when an emergency meeting is called by the Board of Education. Posting places shall include:

1. The Administrative Office of the School District
2. The School District Website

The Secretary or other designee of each public body shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide notification to them of the time and place of each meeting, including emergency meetings and the subjects to be discussed at that meeting.

Legal References: Neb. Statute 84-1408 to 1414

Cross References:

Adopted: July 12, 1971
Revised: October 6, 1975
Reviewed: January 11, 1988
Reviewed: November 1, 2004
Revised: March 1, 2010
Revised: July 10, 2017
Reviewed: April 10, 2023

REVIEWED - Order of Business

The Superintendent of Schools is responsible for arranging the order of items on meeting agendas within the parameters of state statute and the policies of the Board of Education.

The meeting of the Board of Education each month will follow the specific format outlined below whenever possible.

A consent grouping on the agenda will be used for those items which usually do not require discussion or explanation. Any Board member may request the withdrawal of any item from the consent grouping for independent consideration.

Order of Business

- A. Call to Order
 - Roll Call
 - Excused Absences
 - Open Meetings Law
 - Pledge of Allegiance
- B. Recommended Actions
 - 1. Routine Matters
 - a. Approval of Minutes
 - b. Approval of Treasurer's Report
 - c. Approval of Claims and Accounts
 - 2. Personnel Items
 - 3. Other items for approval
- C. Information and Reports
 - 1. Commendations
 - 2. Reports
 - 3. Public Comment Period
- D. Board of Education Member Reports on Meetings They Have Attended
- E. Future Business
 - 1. Meeting Dates
- F. Adjournment
- G. Executive Session

Legal References: Neb. Statute 84-712 & 84-1408 to 1414

Cross References:

Adopted:	October 17, 1955
Reviewed:	February 18, 1960
Reviewed:	June 5, 1972
Revised:	January 11, 1988
Revised:	February 4, 1991
Revised:	February 10, 2003
Reviewed:	December, 2004
Revised:	April 13, 2009
Reviewed:	May, 2017
Reviewed:	April 10, 2023

REVIEWED - Policy Development-Staff Participation

In keeping with the philosophy of the Bellevue Public Schools, it is the belief of the Board of Education:

That providing a high quality education for the children attending the Bellevue Public Schools is the paramount aim of this school district and that fostering a good morale in the teaching staff is necessary for the best education of all children.

That there is an intrinsic value in soliciting local viewpoints and in local decision making which is worth preserving to the maximum extent consistent with the obligations of citizenship in the state and nation.

That shared responsibility in policy development is an acceptable and desirable concept. It assumes a commonality of goals and interests among school personnel, and instructional provisions for all staff members represent a means to an end.

That the right to participate in policy development does not imply the right to make decisions. Although consensus should always be patiently sought and will often prevail between staff personnel, administrative officers, and the Board of Education, the Bellevue Board of Education must retain its final responsibility and legal obligation to make decisions that establish policies for the school district. As an integral part of this belief, the Superintendent and the staff have the responsibility of aiding the implementation by providing the best possible education in the classroom. With respect to policy implementation, a prime responsibility of the Board of Education is to evaluate the effectiveness and efficiency with which the administration and teaching staff implement the board policies.

That the best interests of public education will be served by establishing procedures to provide an orderly method for the Board of Education, the administrative staff, and representatives of teacher groups and/or organizations to discuss matters of mutual concern, and to reach an agreement on these matters that is mutually satisfactory.

That there is no one best procedure for sharing responsibility for policy development. School Board members, administrators, classroom teachers, and other personnel must develop a number of practices that are appropriate to local conditions. Each procedure that is developed must encourage a full and open exchange of views from all parties participating in deliberation leading to the determination of matters of mutual concern.

Legal References:

Cross References:

Adopted: October 7, 1968
Reviewed: January 11, 1988
Revised: February 6, 1995
Reviewed: November, 2004
Reviewed: May, 2017
Reviewed: April 10, 2023

REVIEWED - Policy Adoption

The Board of Education shall give notice of proposed policy changes or adoption of new policies by placing the item on the agenda of two regular board meetings. The proposed policy changes shall be distributed and public comment will be allowed at each meeting. This notice procedure shall be required except for emergency situations. If the policy is adopted in an emergency situation, a statement regarding the emergency and the need for immediate adoption of the policy shall be included in the minutes. The Board of Education shall have complete discretion to determine what constitutes an emergency situation.

The final action taken to adopt the proposed policy shall be approved at a regular meeting of the Board of Education. The policy will be effective on the date of passage.

In the case of an emergency, a new or revised policy may be adopted. The emergency policy shall expire at the close of the fourth regular meeting following the emergency action, unless the policy adoption procedure stated above is followed and the policy is reaffirmed.

Legal Reference: Neb. Statute 79-520 (Class III)
 79-526
 84-712 et seq.
 NDE Rule 10.004.01A1

Cross Reference:

Adopted: August 2, 2004
Reviewed: May, 2017
Reviewed: April 10, 2023

REVIEWED - Administration

The Superintendent of Schools or any member of the Board may at any time propose that all or part of a plan for the administration of any of the phases of work of the school be made a matter of Board regulation, and such proposal shall be considered in the regular manner established for the enactment of rules and regulations.

Legal References:

Cross References:

Adopted:	October 17, 1955
Reviewed:	February 18, 1960
Reviewed:	January 11, 1988
Reviewed:	November, 2004
Reviewed:	May, 2017
Reviewed:	April 10, 2023

REVIEWED - Formulation of Policy

No member of the Board of Education, acting individually and by virtue of the office, shall exercise any administrative responsibility with respect to the schools or as an individual command the services of any school employee.

Legal References:

Cross References:

Adopted: October 17, 1955
Reviewed: February 18, 1960
Revised: August 2, 1971
Reviewed: January 11, 1988
Reviewed: January 25, 2003
Reviewed: December, 2004
Reviewed: May, 2017
Reviewed: April 10, 2023

REVIEWED - Formulation of Administrative Regulations

The Board of Education delegates to the Superintendent the function of specifying the required actions and designed the detailed arrangements under which the schools shall be operated.

Such specific actions and detailed arrangements shall constitute the administrative regulations governing the operation of the schools and to the extent possible shall be in writing and coded with a file number corresponding to the policy statement to which they relate.

The administrative regulations must be in ever respect consistent with the policies adopted by the Board.

In the absence of an applicable policy and during the time required to prepare needed policies for consideration by the Board, the Superintendent is authorized to take appropriate action through administrative regulations and operating procedures.

Only these administrative regulations which are required by law or which are presented by the Superintendent for approval require Board adoption. All administrative regulations shall be furnished to each member of the Board along with the official policy statements of the Board of Education.

The Board of Education reserves the right to amend the administrative regulations, should they, in the Board's judgment, be inconsistent with the policies adopted by the Board.

Legal References:

Cross References:

Adopted:	October 17, 1955
Reviewed:	February 18, 1960
Revised:	September 13, 1971
Reviewed:	January 11, 1988
Revised:	February 10, 2003
Reviewed:	December, 2004
Reviewed:	May, 2017
Reviewed:	April 10, 2023

REVIEWED - Administration in the Absence of Policy

In the absence of board policy to provide guidance on a matter, the Superintendent is authorized to act appropriately.

The Superintendent may also develop administrative regulations for review by the Board of Education or issue procedure, directive, or guidance documents.

Legal References:

Cross References:

Adopted: April 11, 2005
Reviewed: May, 2017
Reviewed: April 10, 2023

REVIEWED - Compensation

Board members shall serve without compensation. Reimbursement for actual travel, meeting, and other expenses will be authorized by the Board, in accordance with written procedures issued by the Superintendent of Schools, for any member or members while participating in authorized school business.

Legal References:

Cross References:

Adopted:	October 17, 1955
Reviewed:	February 18, 1960
Revised:	June 5, 1972
Reviewed:	January 11, 1988
Revised:	February 10, 2003
Reviewed:	December, 2004
Reviewed:	May, 2017
Reviewed:	April 10, 2023

REVIEWED - Hiring a Superintendent

The Board of Education will employ a Superintendent of Schools to administer the educational program of the Bellevue Public Schools in accordance with the policies and directives of the Board of Education. The following procedure will be used for the selection and employment of the Superintendent:

I. Board acceptance of a resignation or a receipt of a retirement letter from the Superintendent, death of the Superintendent, or a letter of termination directed to the Superintendent by the Board of Education upon a two-thirds vote of all Board members shall cause the process for the employment of a Superintendent to begin.

II. A time line and allocation of funds to conduct the search will be developed and approved by the Board.

III. The Board will develop and approve criteria and procedures for selecting a Superintendent and in the development of such criteria and procedures may request and receive input from staff members, business and community leaders and parents. The Board may use a Superintendent search firm to assist in these matters.

IV. The Board will determine salary to be included in the contract. The Board will also prescribe the job description and time lines for evaluations. The Board will determine with legal counsel the fringe benefits, term of office, terms and conditions relating to contract termination to be included in the contract.

V. The candidate selected will be contacted by the President and Secretary to confirm the candidate's acceptance of the position and the contract terms and conditions prior to the presentation of the contract to the Board for approval.

VI. The Board of Education will elect the Superintendent at a Board meeting by a majority vote of all members of the Board. The Superintendent elect shall be notified as to the date of the Board meeting in order that any public announcement will be coordinated with the Superintendent elect.

VII. The Board President will notify all unsuccessful applicants of the election of the Superintendent.

VIII. All candidate application materials shall be retained and shall be disposed of three years after the date of the applications.

Legal References: Neb. Statute 79-101
 79-125
 79-519
 79-1248
 79-1249

Cross References:

Adopted: February 7, 2011
Reviewed: May, 2017
Reviewed: April 10, 2023

REVIEWED - Succession of Authority to the Superintendent

In the absence of the Superintendent, it shall be the responsibility of other administrators to fulfill the Superintendent's role.

The Assistant Superintendent may work with the Directors as needed to handle the responsibilities of the Superintendent in his absence. If the absence of the Superintendent is temporary, the Assistant Superintendent shall assume only those responsibilities of the Superintendent that require immediate action. The Assistant Superintendent shall assume the duties and responsibilities of the Superintendent when the Superintendent is absent and cannot be reached by telephone or when assigned by the Superintendent or the board.

References to "Superintendent" in this policy manual shall mean the "Superintendent or the Superintendent's designee" unless otherwise stated in the board policy.

Legal References:

Cross References:

Adopted: April 11, 2005
Revised: July 10, 2017
Reviewed: April 10, 2023

REVIEWED - Superintendent Contract and Evaluation

It shall be the responsibility of the Board to provide the contract for the position of Superintendent. The length of the contract for employment between the Superintendent and the Board shall be determined by the Board, but shall not exceed three years. The contract will begin on July 1 and end on June 30. The contract shall state the terms of employment.

The Superintendent serves the Board as a probationary certificated employee, regardless of length of service. On an annual basis before April 15th, the Board will: conduct an evaluation of the Superintendent, review of the Superintendent's contract and take action as to whether the contract will be extended. For all other contract amendments, the Board will take final action before June 15th unless there is an agreement to continue from both parties.

Before the Board approves a proposed contract for Superintendent services, or any proposed amendment to an existing contract, the Board shall publish a copy of the contract or amendment, and a reasonable estimate and description of all current and future costs to the district if the proposed contract or amendment were to be approved, at least three days before the board meeting at which it will be considered. This publication shall also specify the date, time, and place of this public meeting. Electronic publication on the web site of the district shall satisfy this publication requirement if it is prominently displayed and allows public access to the entire proposed contract or amendment.

After the Board approves the contract or contract amendments the Board shall publish a copy of the contract, and a reasonable estimate and description of all current and future costs to the district that will be incurred as a result of the contract, within two days after the board meeting at which it was approved. Electronic publication on the web site must be prominently displayed as described above.

The Superintendent and Board may mutually agree to terminate the Superintendent's contract at any time.

In the event of nonrenewal or termination of a contract, the Board shall afford the Superintendent appropriate due process.

If the Superintendent wishes to resign, to be released from a contract, or to retire, the Superintendent must comply with board policies dealing with retirement, release or resignation and the terms of the current contract.

Legal References: Neb. Statute 79-822 et seq.

Cross References:

Adopted: December 8, 2014
Reviewed: May, 2017
Reviewed: April 10, 2023

REVIEWED - Role of Superintendent of Schools

The administration of the schools in all their aspects shall be under the direction of the Superintendent of Schools operating in ministerial capacity with respect to legislation passed by state agencies or the Board of Education and in executive capacity with respect to the policies agreed upon by the Board in consultation with the Superintendent.

The Superintendent shall attend all meetings of the Board and its committees, and be granted the privilege of taking part in its deliberations. He or she shall exercise professional leadership in the planning the program of the schools and directing the activities of the staff, and make monthly reports and recommendations to the Board.

All matters relating to curricula, courses of study, testing program, methods of teaching, promotion of students, reports to parents, textbooks, and educational supplies, libraries, selection and management of personnel, school discipline, school health, extra-curricular activities shall be the responsibility of the Superintendent.

All purchases shall be made by order of the Superintendent and bills therefore verified by the Superintendent and presented to the Board for authorization of payment.

In the novel situations arising within the schools, the Superintendent shall have the power to act, but the decisions shall be subject to review by action of the Board at its next regular meeting.

Legal References:

Cross References:

Adopted:	October 17, 1955
Reviewed:	February 18, 1960
Reviewed:	January 11, 1988
Reviewed:	November, 2004
Reviewed:	May, 2017
Reviewed:	April 10, 2023

REVIEWED - Administrators-Principles of a Salary Program

The salary program for administrators in the Bellevue Public Schools shall:

1. Reward the administrator consistent with the responsibilities, the accountability, and the exercise of judgment required for the position.
2. Place the administrator in an appropriate relationship to salaries of all other employees in the school district.
3. Recognize and reward superior performance.
4. Fix the initial responsibility for judging performance upon the administrator's immediate superior. The final responsibility, however, must rest with the Superintendent.

Legal Reference:

Cross Reference:

Adopted:	February 5, 1968
Reviewed:	January 11, 1988
Revised:	February 5, 1996
Revised:	August 1, 2004
Reviewed:	November, 2004
Reviewed:	May, 2017
Reviewed:	April 10, 2023

REVIEWED - Certificated Employee-Grievance Procedure

It is the policy of the Bellevue Public School System to discover and practice reasonable and effective means of resolving difficulties which may arise among employees, to reduce potential areas of grievances, and establish and maintain recognized two-way channels of communication between staff and administration. A grievance procedure will be provided for the prompt and equitable adjustment of differences at the most immediate level of supervision.

Each employee is assured the opportunity for an orderly presentation and review of concerns and grievances. The individual who is the subject of the grievance will also be given the opportunity to present his/her side of the issue.

During the presentation and review of a grievance, all staff members involved will be expected to perform their duties as assigned until the grievance has been completely resolved.

No employee shall suffer reprisal or reduction of status as a result of having presented a grievance, or having represented an employee in a grievance.

Legal References:

Cross References:

Adopted: February 16, 1970
Revised: April 3, 1972
Reviewed: January 11, 1988
Reviewed: November, 2004
Reviewed: April, 2017
Reviewed: April 10, 2023

REVIEWED - Personnel Records

The right of privacy, the right of an individual to know what information is maintained in the individual's personnel files, and the right of the public to information, are recognized as long-standing principles of a democratic society.

Since the public school maintains extensive personal information about employees, the Board of Education recognizes the potential for abuse of these rights should such information be inaccurate or should it be released to unauthorized persons.

Therefore, the Board of Education directs the Superintendent of Schools to establish administrative regulations which will ensure each employee the right of access to his/her personnel files and the assurance that the right of privacy and the right of the public to information will not be violated.

The Superintendent is also directed to establish regulations and procedures for the safeguarding and maintenance of permanent records on all employees.

The policy and administrative regulations shall not be interpreted to restrict the general public from information about employees, former employees, or applicants for employment that the public is entitled to have. Thus, any information that can be, or has been released to the public through open board meetings or a published document such as the minutes or the budget, shall be considered public information; whereas, information such as teacher evaluations, grades received for courses taken, recommendations, references, health and family data shall not be released to the general public.

Legal References:

Cross References:

Adopted:	April 3, 1972
Revised:	October 1, 1973
Reviewed:	January 11, 1988
Revised:	March 1, 1993
Reviewed:	November, 2004
Reviewed:	April, 2017
Reviewed:	April 10, 2023

REVIEWED - Employee Travel Compensation

Employees traveling on behalf of the school district and performing approved school district business will be reimbursed for their travel expenses. Travel expenses shall include, but not be limited to, transportation and/or mileage costs, lodging expenses, meal expenses and registration costs.

Legal References:

Cross References:

Adopted: April 11, 2005
Reviewed: April, 2017
Reviewed: April 10, 2023

REVIEWED - Recognition for Service

The Board of Education desires to provide all staff members, elected and appointed officials, and volunteers with appropriate recognition for accomplishments.

The Board of Education directs the Superintendent of Schools to develop and implement appropriate ways to recognize and honor representatives of the district for longevity of service, retirement or leaving district employment, awards and other honors, and outstanding service and performance within the limitations established by law.

Limits on the value of any plaque, certificate of achievement, award, meal, or item of value awarded to representatives of the school district will be established in the annual budget.

Legal References:

Cross References:

Adopted: April 14, 1986
Reviewed: January 11, 1988
Revised: October 4, 1993
Reviewed: November, 2004
Reviewed: April 10, 2023

REVIEWED - Political Activities

The Board of Education encourages employees to exercise full rights of citizenship in the community.

Political activities of employees are sanctioned so long as they satisfy at least the following criteria:

1. School employees engaging in political activity shall make it clear that their utterances and actions are theirs, as individuals and will not use their position with the district as part of endorsing political activity.
2. School employees shall not engage in political activities during their official work day.
3. Classroom discussions of political significance will be conducted within the guidelines established by Board Policy Code: 606.03, dealing with Controversial Issues.

Legal References:

Cross References:

Adopted: January 10, 1972

Revised: May 7, 2012

Reviewed: April, 2017

Reviewed: April 10, 2023

REVIEWED - Employee Use of Electronic Technology

Use of electronic technology for communication; transmitting and receiving information; and for storing, retrieving, and manipulating data is an integral part of the daily operation. The Board of Education encourages and supports appropriate use of electronic technology within legal and ethical parameters.

The Board of Education recognizes that electronic technology is a rapidly expanding field and that the inappropriate use of that technology, whether intentional or accidental, could occur in the schools. To assure appropriate use of electronic technology in the Bellevue Public Schools, the Superintendent of Schools will develop regulations related to the appropriate use of electronic technology in the activities of the school district.

Any files created or maintained on Bellevue Public School District equipment are the property of the district. Employees and other authorized users have no expectation of privacy on district equipment or systems. The Bellevue Public School District reserves the right to access and/or audit any information created or maintained on district equipment.

Each employee of the Bellevue Public Schools shall consider the compliance with the policy to be a condition of employment. Any staff member determined to be in violation of the policy shall be subject to disciplinary action, including termination, provided by appropriate personnel policies.

Legal References:

Cross References:

Adopted: August 2, 1999
Reviewed: November, 2004
Reviewed: May, 2017
Reviewed: April 10, 2023

REVIEWED - Employee-Military Leave of Absence

Employees of the Bellevue Public Schools who are called to active service in the armed forces shall be granted a leave of absence for the duration of the period for which ordered to active duty.

Upon completion of active military service, the employee will be reinstated to employment subject to the following conditions:

1. That the employee is physically and mentally capable of performing the duties of the former position. Nothing herein shall be interpreted that the employee on military leave shall be returned to a position or building assignment identical to that previously held. Rejection by the employee of an assignment when offered will be sufficient reason for termination of employment.
2. That the employee makes written application for reinstatement and that such request is no later than ninety days following the date of separation from active military service.
3. That the employee furnishes proof of an honorable separation from military service.

Employees reassigned after military service will receive up to two years credit on the salary schedule for time in active service. Any leave balance in existence at the effective leave date will be credited to the employee upon reassignment.

Legal References:

Cross References:

Adopted:	October 17, 1955
Revised:	February 18, 1960
Revised:	July 2, 1973
Reviewed:	January 11, 1988
Revised:	February 5, 1996
Reviewed:	November, 2004
Reviewed:	April, 2017
Reviewed:	April 10, 2023

REVIEWED - Employee-Family and Medical Leave

Absence from work for family and medical purposes as defined in Federal and State law shall be accepted without retribution and all benefits will be granted within the regulations and guidelines established by law and by the Bellevue Public Schools. All benefits granted employees under other policies and regulations in force and effect shall not be limited in any way by family and medical leave provisions.

Legal References:

Cross References:

Adopted: October 4, 1993
Reviewed: November, 2004
Reviewed: April, 2017
Reviewed: April 10, 2023

REVIEWED - Workplace Privacy

The district will not:

1. Require or request that an employee or applicant provide or disclose any user name or password or any other related account information in order to gain access to the employee's or applicant's personal Internet account by way of an electronic communication device;
2. Require or request that an employee or applicant log into a personal Internet account by way of an electronic communication device in the presence of the employer in a manner that enables the employer to observe the contents of the employee's or applicant's personal Internet account or provides the employer access to the employee's or applicant's personal Internet account;
3. Require an employee or applicant to add anyone, including the employer, to the list of contacts associated with the employee's or applicant's personal Internet account or require or otherwise coerce an employee or applicant to change the settings on the employee's or applicant's personal Internet account which affects the ability of others to view the content of such account; or
4. Take adverse action against, fail to hire, or otherwise penalize an employee or applicant for failure to provide or disclose any of the information or to take any of the actions specified above.
5. Require an employee or applicant to waive or limit any protection granted under the Workplace Privacy Act as a condition of continued employment or of applying for or receiving an offer of employment.

The District shall maintain its right to control, monitor and review the use of its computers, technology and the Internet as stated in policy 606.06, to access any employee-related information available in the public domain, and conduct investigations related to employee actions prohibited by district policy to the extent those investigations are not expressly prohibited by the Workplace Privacy Act or other applicable state or federal law.

Legal Reference: Neb. Statutes, LB 821 (2016)

Adopted: May 7, 2018
Reviewed: April 10, 2023

REVIEWED - Classified Employee-Complaint Procedure

It is the policy of the Bellevue Public School System to practice reasonable and effective means of resolving difficulties which may arise among employees, to reduce potential areas of concern, and to establish and maintain recognized two-way communication. A complaint procedure will be provided for the prompt and equitable adjustment of differences at the most immediate level of supervision.

Each employee is assured the opportunity for an orderly presentation and review of concerns and complaints. The individual who is the subject of the complaint will also be given the opportunity to present his side of the issue.

No employee shall suffer reprisal or reduction of status as a result of having presented a complaint or having represented an employee in a complaint.

Legal References:

Cross References:

Adopted: June 5, 1978
Reviewed: January 11, 1988
Reviewed: December, 2004
Reviewed: April, 2017
Reviewed: April 10, 2023

REVISED - Release of Employee Information

The following information will be released to an entity with whom an employee has applied for credit or has obtained credit: title of position, income, and number of years employed. This information may be released without prior written notice to the employee.

If a current or former employee wishes the district to release information to a prospective employer, written consent must be provided. ~~on the district's Employee Information Release Form. Even with the receipt of the Employee Information Release Form, the district may,~~ At the Superintendent's discretion **the district may** refuse to release such information. ~~The Employee Information Release Form will be invalid six months after the signing date.~~

Legal References:

Cross References: 402.06 Employee Records

Adopted: August 6, 2012
Reviewed: April, 2017
Revised: April 10, 2023

REVIEWED - Child Abuse and Neglect Reporting

School employees who have reasonable cause to suspect a child is a victim of abuse or neglect, or who observe conditions which reasonably would result in abuse or neglect, shall report such suspicions immediately to the proper authorities.

The employee shall follow the requirements in the state statute for reporting suspected abuse and neglect including the filing of a written report with the proper authorities.

Legal Reference: Neb. Statute 28-707 through 28-717

Cross Reference:

Adopted: August 2, 2004
Revised: September, 2007
Reviewed: April, 2017
Reviewed: April 10, 2023

REVIEWED - Gifts to School Personnel

The presentation of gifts to district employees by students and/or their parents is discouraged.

Legal References:

Cross References:

Adopted: October 17, 1955
Reviewed: January 10, 1972
Reviewed: January 11, 1988
Reviewed: November, 2004
Reviewed: April, 2017
Reviewed: April 10, 2023

REVIEWED - Complaints Concerning School Personnel

Constructive criticism of the schools or its employees is welcome when it is motivated by a sincere desire to improve the quality of the educational program and to equip the schools more effectively for the task they are designed to perform.

Owing to the public nature of the teaching profession, school personnel are not exempt from criticism. The Board of Education places trust in its employees and desires to support their actions as far as is possible so that they are free from unnecessary or negative criticisms and complaints.

Whether a complaint concerning a school employee is made directly to the Board as a whole, to a Board member as an individual, or to another school employee, it shall be referred to the school administration for study and possible solution, providing the person receiving the complaint feels the complaint is worthy of further consideration.

The individual employee shall be advised of the nature of the complaint and shall be provided every opportunity for explanation, comment, and presentation of the facts as the employee sees them. The credibility of anonymous complaints will be suspected at all times. If requested, accused personnel shall have the right to know who has made the accusation.

Any person who upbraids, insults, or abuses a professional employee in the presence or hearing of a pupil may be liable for prosecution under the law.

Legal References:

Cross References:

Adopted:	May 13, 1968
Reviewed:	January 11, 1988
Revised:	February 6, 1995
Reviewed:	November, 2004
Reviewed:	April, 2017
Reviewed:	April 10, 2023

REVIEWED - Soliciting Funds from School Personnel

The Board of Education encourages school personnel to participate in the financial support of the various humanitarian agencies as a local and community project. However, any solicitation of funds from employees on school premises by non-school agencies must be approved by the Superintendent.

Legal Reference:

Cross Reference: 506.08 Fund Raising by Students and Parents
 506.081 Soliciting Funds from Students

Adopted: January 10, 1972
Reviewed: January 11, 1988
Revised: November 1, 2004
Revised: September 14, 2015
Reviewed: April, 2017
Reviewed: April 10, 2023

REVIEWED - Employees and Jury Duty

The Board of Education recognizes jury duty as a civic responsibility. Therefore, leave of absence with pay will be granted to an employee who is called to jury duty or subpoenaed as a witness. Compensation received by the employee from the court for such duty, excluding mileage payments, shall be paid to the school district.

Legal References:

Cross Reference:

Adopted: October 17, 1955
Revised: February 18, 1960
Revised: July 2, 1973
Reviewed: January 11, 1988
Reviewed: November, 2004
Reviewed: April, 2017
Reviewed: April 10, 2023

REVIEWED - Employees Serving on Commissions, Boards and Committees

The Board of Education recognizes that it may be in the best interest of the school district that employees represent the district on certain committees, boards or commissions. The Superintendent of Schools is authorized to approve such representation and attendance at meetings and conferences as part of official duties in those instances where the Superintendent believes the best interest of the district is served by having the district represented.

Compensation, if any, received by the employee while performing official duties through attending an approved activity, excepting mileage and subsistence expenses, shall be paid to the school district unless such activities take place outside of the employee's official work day.

This policy applies only to situations where an employee is representing the district as part of official duties. Activities in which the employee is representing their own private interests should be done outside of their official work day.

Legal References:

Cross References:

Adopted: April 4, 1974
Revised: May 7, 2012
Reviewed: April, 2017
Reviewed: April 10, 2023

REVIEWED - Complaints

School patrons or teachers having complaints regarding school matters are to first discuss their complaint with the teacher, principal and superintendent in the order named before bringing such matters to the Board of Education for action.

Legal References:

Cross References:

Adopted: October 17, 1955
Reviewed: February 18, 1960
Reviewed: January 10, 1972
Reviewed: January 11, 1988
Reviewed: November, 2004
Reviewed: April, 2017
Reviewed: April 10, 2023

REVIEWED - Employee-Physical Examination

Every person employed by the Bellevue Public Schools may be required to furnish a statement of satisfactory health at such times as deemed advisable. All health examination results will be placed on file with the Personnel Department.

Legal References: 29 CFR Pt 1630

Cross References:

Adopted:	February 2, 1970
Reviewed:	January 11, 1988
Reviewed:	November, 2004
Revised:	March 1, 2010
Reviewed:	April, 2017
Reviewed:	April 10, 2023

REVIEWED - Anti-Harassment

No school district employee, student, or person on school district property shall intentionally harass, intimidate, demean or abuse a person or group of persons (physically, verbally or by other conduct) with the purpose or effect of unreasonably interfering with such person's work or academic performance, or of creating an intimidating, hostile, or offensive work or academic environment in connection with any school activities or operations or on any school district property or at school-sponsored events.

This policy will be enforced to evidence the school district's commitment to equality of opportunity, human dignity, individuality, acceptance of diversity and respect for others.

No person shall retaliate or threaten retaliation against another person for reporting, testifying or otherwise participating in any investigation or proceeding relating to a complaint of harassment.

Any school district employee or student who has been found, after investigation, to have harassed any individual will be subject to disciplinary action according to the appropriate Board of Education policy and administrative regulation.

Legal References:

Cross References:

Adopted:	July 10, 2000
Reviewed:	Annually
Reviewed:	November, 2004
Reviewed:	April, 2017
Reviewed:	April 10, 2023

REVIEWED - Drug and Alcohol Free Workplace and Schools

The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance or an alcoholic beverage as defined in State and Federal law is prohibited on any property owned or operated by the Bellevue Public Schools; in any school owned or leased vehicle; or off school district property while on duty at any district-sponsored or district-approved activity, trip, event or function. All staff supervising or responsible for the supervision of students are prohibited from possessing, using, consuming or distributing any controlled substance or alcoholic beverage. All staff assigned to any district or school activity, event, school trip or facility in which student(s) are in attendance shall be considered in a supervisory role for the duration of the activity, school trip or event.

The Bellevue Public Schools hereby establishes a drug and alcohol free awareness program to inform employees about (1) the dangers of drug or alcohol abuse, (2) the district's policy of maintaining a drug and alcohol free workplace and school, (3) any available drug and alcohol abuse counseling, rehabilitation, and employee assistance programs, and (4) the penalties that may be imposed upon employees for drug abuse or alcohol use occurring in the workplace or on any property owned or operated by the Bellevue Public Schools; in any school owned or leased vehicle; or off school district property while on duty at any district-sponsored or district-approved activity, event or function. This awareness program may be apart from or incorporated into existing employee programs in the district.

Each employee of the Bellevue Public Schools shall consider the compliance with this policy to be a condition of employment with the Bellevue Public Schools.

The Superintendent of Schools shall develop rules and regulations that are consistent with the laws and constitutions of the State of Nebraska and the United States.

Legal References:

Cross References:

Adopted:	October 2, 1989
Reviewed:	November, 2004
Revised:	February 11, 2008
Reviewed:	April, 2017
Reviewed:	April 10, 2023

REVIEWED - Drug and Alcohol Testing for School Bus Drivers

The Omnibus Transportation Employee Testing Act of 1991 requires that all persons required to hold a Commercial Drivers License (CDL) be subject to a drug and alcohol testing program.

Bellevue Public Schools will adhere to federal laws and regulations requiring all employees who hold a CDL to adhere to a drug and alcohol testing program.

Legal References:

Cross References:

Adopted: November 6, 1995
Reviewed: November, 2004
Revised: August 7, 2017
Reviewed: April 10, 2023

REVIEWED - HIPAA Compliance Policy

It is the policy of the Bellevue Public School District to comply with the laws and regulations implementing the Health Insurance Portability and Accountability Act (HIPAA). The Board of Education authorizes the Superintendent of Schools to appoint a District Compliance Coordinator and Privacy Officers to develop and implement procedures for compliance with HIPAA. The Board of Education authorizes the Superintendent of Schools and designees to develop an administrative regulation and guideline to implement the requirements of HIPAA and implementing regulation.

Legal References:

Cross References:

Adopted: June 9, 2003
Reviewed: November, 2004
Reviewed: April, 2017
Reviewed: April 10, 2023

REVIEWED - Wellness

The Bellevue Public Schools encourages each employee to establish and maintain an individual wellness program. The school district will work with employees, community organizations, and local businesses to provide opportunities for employees to participate in wellness activities.

Legal References:

Cross References:

Adopted: June 10, 1985
Reviewed: January 11, 1988
Revised: October 2, 2000
Reviewed: December, 2004
Reviewed: April, 2017
Reviewed: April 10, 2023

REVIEWED - Certificated Employee Recruitment and Selection

The highest qualified personnel will be sought to staff the positions for certified personnel of the Bellevue Public School System. The Executive Director of Personnel will work cooperatively with the placement bureaus of colleges and universities in Nebraska and surrounding states in arranging for interviews with prospective teaching candidates. These candidates will be screened and those with high potential will be recommended for consideration. Previous acceptable experience will be sought, but an inexperienced candidate of more than ordinary promise will be considered.

Although recruitment and staffing is a responsibility of the Executive Director of Personnel, a large share of the actual task will be delegated to principals and certain key teachers in each school building. In the final selection, this group will have wide latitude in deciding who fits in and who provides the talents and capabilities now missing on the building staff. In general, this group is responsible for recommending the best staff it possibly can.

Legal References:

Cross References:

Adopted:	April 8, 1968
Reviewed:	January 11, 1988
Reviewed:	November, 2004
Reviewed:	April, 2017
Revised:	April 10, 2023

REVIEWED - Certificated Employee Appointment

All certified employees elected by the Board of Education shall be recommended by the Office of the Superintendent. All nominees shall be qualified as prescribed by law to fill the position for which nominated.

Legal References:

Cross References:

Adopted: April 8, 1968
Reviewed: January 11, 1988
Reviewed: November, 2004
Reviewed: April, 2017
Reviewed: April 10, 2023

REVIEWED - Certificated Employee Nebraska Certification

All professional employees must be duly certified in accordance with the laws of the State of Nebraska. All certificates are issued by the Nebraska State Department of Education.

Every person assigned to a professional position in the Bellevue Public School System is required by law to register a valid Nebraska certificate with the administrator of personnel services for the school district. If the professional employee fails to obtain or file a certificate on or before a date specified by the Nebraska Department of Education, their contract will be declared invalid.

Legal References:

Cross References:

Adopted: April 8, 1968
Reviewed: January 11, 1988
Revised: August 2, 1999
Reviewed: November, 2004
Reviewed: April, 2017
Reviewed: April 10, 2023

REVIEWED - Membership

In case of a vacancy on the Board of Education, the vacancy shall be published and a successor shall be chosen by a majority vote of the Board, said successor to serve until the next election.

Following the publication of the vacancy, the Board of Education may consider a candidate(s) without soliciting applications. After discussion of candidates, a successor may be determined by a majority vote of the Board.

If a successor is not selected by the above process, the Board will solicit applications to fill the vacancy from any eligible candidate.

All applications will be reviewed; the pool of candidates will be narrowed to no more than three candidates to be considered by the Board. The Board will conduct interviews of the selected candidates; interviews may be conducted by the whole board or by a specially selected sub-committee.

After the interviews, the Board will consider the candidate(s) during an open meeting of the Board. If a successor is not chosen by a majority vote, the Board may consider other applicants or reopen the application process.

If the Board is unable to fill the vacancy, a special election will be considered.

Adopted: March 3, 2014

Reviewed: April 10, 2023

REVIEWED - Agenda

Any Board member can propose topics for the agenda. To propose agenda items, Board members should bring the item to the attention of the Board President or Superintendent. The Board President and Superintendent will have the final decision as to whether any item will be included in a future agenda. In the event that the Board President and the Superintendent choose not to place the item on an agenda, the Board President and/or the Superintendent will communicate with the Board member proposing the item to provide the rationale for the decision.

Adopted: April 8, 2013
Reviewed: May, 2017
Reviewed: April 10, 2023

REVIEWED - Public Participation at Board of Education Meetings

In accordance with Board Policy, Code: 204.12, the following regulations are established for participation by the public or the professional staff at Board of Education meetings.

Matters Not on the Board Agenda

Any patron, organization or group may request the opportunity to speak regarding any matter not included in the Board's agenda. The following conditions will apply:

1. Each patron, organization or group who wishes to speak should submit a written request to the Secretary of the Board of Education by the end of the business day at least five calendar days prior to a scheduled meeting. The written request should state the person's name, address, and topic with a brief and specific description of what is going to be said in regard to the topic. If the description is determined by the administration to be vague the individual can be required to clarify it. The Secretary of the Board of Education will notify the petitioner of the placement of the item on the agenda.
2. Each patron, organization or group who has requested the opportunity to speak should be recognized by the President of the Board.
3. Presentations shall be limited to 5 minutes per speaker and 30 minutes total at each meeting unless the majority of the Board suspends the rule to provide for more or less time. If there are numerous requests to address the Board on the same topic, the President of the Board may recognize representatives to speak.
4. An organized group which wishes to speak before the Board should limit its comments to those of its appointed spokesperson. The President of the Board may limit the number of persons permitted to speak for any group.

Matters on the Board Agenda

Any patron, organization or group may request the opportunity to speak regarding any matter on the board meeting agenda. The following conditions will apply:

1. Each patron, organization or group who wishes to speak (except for items that require a public hearing) must fill out a form prior to the start of the meeting with the Secretary of the Board of Education, stating his/her name, address, and the item about which the individual or the group wishes to speak.
2. The President of the Board, at the appropriate time on the agenda, may recognize those who have requested to speak.

AR 204.12

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3. Presentations shall be limited to 3 minutes per speaker and 30 minutes in total per agenda item unless the majority of the Board suspends the rule to provide for more or less time. If there are numerous requests to address the Board on the same topic, the President of the Board may recognize representatives to speak.
4. An organized group which wishes to speak before the Board should limit its comments to those of its appointed spokesperson. The President of the Board may limit the number of persons permitted to speak for any group.

Special Conditions

1. Complaints against professional staff will be heard in the manner provided elsewhere in policy and regulations.
2. The Superintendent of Schools will prepare for distribution to visitors a brochure explaining the regulations applying to board meetings and why they are necessary.

General Provisions

1. The President of the Board has the discretion of recognizing individuals who are not citizens of the school district.
2. All persons speaking at a board meeting are to address the President of the Board.
3. Every person who addresses the Board should state his/her name, address, organization represented, if any, his/her relationship to the schools and the subject about which the individual wishes to speak.
4. Persons speaking at a Board of Education meeting are expected to conduct themselves in a professional manner. Comments shall not involve personal or slanderous attacks on employees, members of the Board or members of the general public. The use of profane or threatening language, or racial or ethnic slurs will not be tolerated.
5. The President of the Board of Education shall restrict comments that are frivolous, repetitive, harassing or in violation of paragraph 4 above.
6. Should the President of the Board determine that an issue has special and broad concern to a large number of citizens, the Board President may, within the limitations of state statutes, schedule a special meeting about the issue. Policy and Regulations apply to those who wish to speak to the Board.
7. Nebraska statutes 79-570 and 79-571 authorize the Board's presiding officer to order the withdrawal of a person who conducts himself/herself in a disorderly manner.

Approved: July 12, 1971
Reviewed: October 6, 1975
Reviewed: January 11, 1988
Revised: March 1, 1993
Reviewed: November, 2004
Revised: March 1, 2010
Revised: April 6, 2015
Reviewed: May, 2017
Reviewed: April 10, 2023

REVIEWED - Professional Staff-Allocation and Establishing of Salaries

In order to provide an orderly and systematic process for budgetary planning, allocation of staff and establishing salaries for professional staff, the following guidelines are provided.

Establishing Administrative Ranges

The ranges currently in effect for administrative salaries will be used as a base for the future until such time that they are specifically changed by Board action. New ranges for positions which may be created in the future are subject to Board approval.

In the event that an average percentage increase is granted to the professional staff the percent will be applied to an increase in the minimum and maximum of all ranges. The percent range adjustment may be adjusted by the Superintendent to maintain appropriate salary relationships with other professional employees and administrative compensation programs at schools of similar size.

Establishing Individual Salaries Within the Appropriate Range

Annual movement within a range will be determined by the Superintendent of Schools. There is no intent that the average increase allocated to movement shall apply equally to all individuals nor that any specific amount of movement shall apply to any individual.

Approved: March 18, 1974
Revised: September 21, 1982
Reviewed: January 11, 1988
Revised: August 2, 2004
Reviewed: November, 2004
Reviewed: May, 2017
Reviewed: April 10, 2023

ELIMINATED - Severance Pay – Years of Service

~~In accordance with board action, members of the administrative staff shall receive severance pay upon leaving employment with the district. The following guidelines shall apply.~~

- ~~1. The basic severance payment shall be two percent of accumulated salary, excluding fringe benefits, since the date of coverage by the program.~~
- ~~2. The basic severance payment shall be adjusted for years of service under the program by multiplying by the appropriate factor in table I.~~

Table I

<u>Years of Service</u>	<u>Factor</u>
1	1.0600
2	1.0972
3	1.1360
4	1.1765
5	1.2189
6	1.2630
7	1.3091
8	1.3571
9	1.4074
10	1.4599
11	1.5147
12	1.5720
13	1.6318
14	1.6944
15	1.7598
16	1.8282
17	1.8998
18	1.9745
19	2.0527
20	2.1347
21	2.2204
22	2.3101
23	2.4040
24	2.5022
25	2.6052
26	2.7130
27	2.8260
28	2.9443
29	3.0683
30	3.1982
31	3.3344
32	3.4772
33	3.6268

34	3.7838
35	3.9483
36	4.1210
37	4.3021
38	4.4920
39	4.6914
40	4.9006

- ~~3. A severance pay fund will be established as of July 1, 1975 in the amount of two percent of the 1975-76 salaries of the administrative staff. The fund will be invested and interest earned will be credited to the fund. Annual deposits, on or about July 1 will be made to the account in an amount estimated to generate sufficient funds to pay all obligations at the end of the ensuing school year. Salaries will be established annually by the board of education after taking into account the amount that will be required to fund the severance pay obligation for the upcoming year.~~
- ~~4. Severance payments will be made from the severance pay fund to administrators terminating according to the formula provided in paragraph two. Partial years of service shall be prorated in determining the service credit.~~
- ~~5. A permanent record will be made for each participant which details:
 - ~~a. Name~~
 - ~~b. Date of first enrollment in the program.~~
 - ~~c. Annual salary for each year covered by the program.~~
 - ~~d. Accumulated salary earnings while enrolled in the program.~~
 - ~~e. End of year severance pay obligations.~~
 - ~~f. Date of termination, date and amount of severance payment.~~~~
- ~~7. An end of year report will be made by the fiscal officer to the participants and a summary report will be provided the Superintendent of Schools.~~
- ~~8. In the event that the board of education decides that it is in the best interest of the district or of the participants to discontinue the program, severance payments will be made as of the end of the school year in which the decision is reached. In the event that the program is discontinued and the balance in the severance pay account is insufficient to pay the amounts calculated under paragraph two, payments will be prorated among the participants. In the event the balance exceeds the computed amounts, the excess will be distributed to participants on a pro rata basis.~~

Approved: October 12, 1976
Reviewed: January 11, 1988
Reviewed: November, 2004
Reviewed: May, 2017
Eliminated: April 10, 2023