

Board of Education Meeting Agenda  
Monday, May 8, 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  
Board President

B.1. State FBLA Conference  
Jeff Rippe

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

B.2. State Science Olympiad  
Jeff Rippe

Mission Middle School, 1st place and Logan Fontenelle, 2nd place State Science Olympiad teams 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 April 10, 2023, Board of Education meeting.

C.2. \*Treasurer's Report  
Susan Brooks

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

C.3. \*Payment of Claims  
Jeff Rippe

Administrative Recommendation: Approve the payment of claims totaling \$2,417,248.93.

C.4. \*Release from Contract  
Sharra Smith

Administrative Recommendation:(1) Cheryl Frederick, (2) Laurie Girard, (3) Chad Mustard and (4) Jason Sanderson be released from their contracts effective May 24, 2023.

C.5. \*Election of New Teachers

Sharra Smith

Administrative Recommendation: that (1) Kathryn Andersen, (2) Hayley Block, (3) Diane Campbell, (4) Chara Eckery, (5) Amy Eggers, (6) Wendy Harris, (7) Allison Kamper, (8) Maria Munoz, (9) Mikayla Niemoth, (10) Stephanie Perrin, (11) Meredith Starr and (12) Victoria Suto 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.

D. Action Items

D.1. Approval of Negotiated Agreement with Transportation

Sharra Smith

A two-year salary agreement has been reached and ratified by Local 226 representing transportation employees.

Attached are copies of the current and proposed salary programs.

D.2. Non-Union Staff Salary Programs

Jeff Rippe

Each year the Board of Education considers the compensation package for non-union employee groups. This year a total package increase of 3.085% for 2023/2024 is proposed for the Administrators (B), Secretaries (E), Sign Language Interpreters (I), Supervisor/Specialists (K), Custodial and Maintenance (C) and Full-time Transportation (G). Substitute Teachers (Sub), Summer School Teacher, Curriculum/Instruction Pay, and the Part Time & Temporary Staff (T) schedules continue to be competitive within the metro area.

Administrative Recommendation: Approve the compensation package for non-union employee groups as presented.

D.3. Bond Project Update

The Board will receive an update on bond projects.

D.3.a. Bond Oversight Committee  
Bond Oversight Committee

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

D.3.b. Bond Refunding  
Jeff Rippe

Tonight, D.A. Davidson will present the option to the Board to consider a Resolution to authorize the issuance of Tax Exempt General Obligation Refunding Bonds, Series 2023, in the amount NOT TO EXCEED \$11,605,000, for the purpose of refunding a portion of the District's outstanding General Obligation School Building Bond, Series 2020, in order to achieve principle cost savings.

D.3.c. Lied Activity Center  
Greg Boettger

Tonight, the administration will ask the Board to approve the bid from General Fire and Safety for the upgrade to the fire/safety system at the Lied Activity Center.

D.4. \*Board Policy Review  
Jeff Rippe

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

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	-	Revised
406.03	Certificated Employee Appointment	-	Reviewed
406.031	Certificated Employee Nebraska Certification	-	Reviewed

## E. Commendations

### E.1.\*State Latin Convention 2023

Bellevue East competed at the 2023 State Latin Convention at the end of March. Results are as follows:

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

### E.2.\*Science Olympiad

State Science Olympiad students from middle schools and high schools across Nebraska competed at the State Science Olympiad Tournament the end of April. Mission Middle School took first place for the 17th time in the past 2 decades. Logan Fontenelle Middle School took 2nd place and Bellevue East High School took 4th place. The Mission team advances to Nationals. Congratulations to all the students and teams on a great year.

Mission individual student results include:  
Codebusters - 1st place - Sofia Skudler, Erin Baker, Adah Dishmon  
Sounds of Music - 2nd place - Emerson Loarca Pol

Dynamic Planet - 6th place - Emerson Loarca Pol, Aarv Patel  
 Experimental Design - 1st place - Adah Dishmon, Chase Parson, Shaylen  
 Dearth Rocks & Minerals - 1st place - Erin Baker  
 Anatomy & Physiology - 2nd place - Aarv Patel, Chase Parson  
 Bio Process Lab - 1st place - Erin Baker, Sofia Skudler  
 Crime Busters - 3rd place - Noah Wartenbee, Rudy Bonilla  
 Storm the Castle - 6th place - Erin Baker, Chase Parson  
 Write It Do It - 1st place - Aarv Patel, Killian O'Lone  
 Road Scholar - 6th place - Rudy Bonilla, Noah Wartenbee  
 Disease Detectives - 4th place - Chase Parson, Sofia Skudler  
 Meteorology - 6th place - Noah Wartenbee, Rudy Bonilla  
 Green Generation - 2nd place - Adah Dishmon, Killian O'Lone  
 Fast Facts - 5th place - Ayden McShane, Killian O'Lone  
 Wheeled Vehicle - 2nd place - Emerson Loarca Pol,  
 Aarv Patel Flight - 1st place - Sofia Skudler, Adah Dishmon  
 Forestry - 1st place - Killian O'Lone  
 Roller Coaster - 6th place - Shaylen Dearth, Ayden McShane  
 Can't Judge a Powder - 5th place - Shaylen Dearth, Ayden McShane

Logan Fontenelle individual student results include:  
 Josh Hall and Mattie Bosworth - 5th Place in Bio Process  
 Ashlynn Erickson and Sebastian Krewson - 2nd Place in Can't Judge a Powder  
 Gabby Machio and Kaylee Douglass - 2nd Place in Crave the Wave  
 Aurora Sedlacek and Ashlynn Erickson - State Champions in Crimebusters  
 Judson Gregory and Charlotte Sonntag - State Champions in Dynamic Planet  
 Sebastian Krewson, Lily Sanford and Kale Altman - 5th Place in Experimental Design  
 Gabby Marchio and Finn Lawton - 3rd Place in Flight  
 Ashlynn Erickson and Pearl Sproul - 2nd Place in Forestry  
 Judson Gregory and Charlotte Sonntag - 5th Place in Green Generation  
 Kaylee Douglass and Kale Altman - 4th Place in Meteorology  
 Aurora Sedlacek and Charlotte Sonntag - 2nd Place in Rocks and Minerals  
 Pearl Sproul and Clara Petrow - 2nd Place in Roller Coaster  
 Gabby Marchio and Lily Stanford - 6th Place in Solar System  
 EJ Garret and Kaylee Douglass - 3rd Place in Sound of Music  
 Charlotte Sonntag and Ashlynn Erickson - 3rd Place in Wheeled Vehicle  
 Clara Petrow and Pearl Sproul - 3rd Place in Write It - Do it  
 Sayer Kearns finished in 3rd Place in Towers

Bellevue East individual student results include:  
 Thomas Gleason - 5th Fermi Questions, 6th Detector Building, 3rd Astronomy  
 Chloe Zarp - 6th Anatomy  
 Jacob Mendick - 2nd Flight, 5th Fermi Questions, 2nd Chem Lab  
 Avary Rech - 1st Remote Sensing, 5th Forestry, 3rd Astronomy, 3rd Dynamic Planet  
 Annabelle Bindel - 3rd Rocks and Minerals, 6th Anatomy  
 Will Eby - 6th Trajectory, 2nd It's About Time  
 Brady Zimmerman - 2nd WiFi Lab, 6th Detector Building, 2nd Chem Lab

Carter Accosta - 3rd Disease Detectives, 5th Forestry

### E.3.\*FBLA State Leadership Conference

Bellevue East and Bellevue West competed in the 2023 State FBLA Leadership Conference in April, 2023. Individual/Team results are listed below. The National Leadership Conference will be held in Atlanta June 27-30. Bellevue West results include:

Amy Oltman, John Barrientos - 1st place, Community Service Project  
Javon Jarmon - 2nd place, Help Desk  
Amy Oltman - 2nd place, Social Media Strategy  
Riley Foss - 3rd place - Cyber Security  
Adam Williams - 4th place, Introduction to Information Technology Ethan Arul - 5th place - Introduction to Business Concepts  
Jackson Hall - 6th, Computer Problem Solving  
Kelsey Long, Caroline Reisz - 6th place, Introduction to Business Presentation  
David Waller - 6th, Job Interview  
Hayden Thompson - 6th, Supply Chain Management  
Hayden Thompson - 7th place, Accounting II  
Jackson Hall - 7th, Business Calculations  
Adam Williams - 7th place, Introduction to Business Concepts  
Hayden Schultz - 7th, Supply Chain Management  
Joseph Sims - 8th, Marketing

Honorable mentions (top 4%):  
Hayden Schultz and Hayden Thompson - Banking & Financial Systems  
Jackson Hall - Computer Applications  
John Barrientos, Jason Mlnarik, Joseph Sims - Entrepreneurship  
Jackson Andersen, John Barrientos, Riley Foss - International Business  
Ethan Arul - Introduction to Financial Math  
Christopher Lawton - Introduction to Information Technology  
Javon Jarmon - Job Interview  
Amy Oltman - Organizational Leadership  
John Barrientos, Amy Oltman - Sports & Entertainment Management

Bellevue West FBLA Chapter received the following awards:  
Nebraska FBLA Foundation Fundraiser - 2nd place Gold Seal Award of Merit Sweepstakes Award

Bellevue East results:  
Vitalia Holcomb - 1st place, Introduction to Business Procedures and 6th place, Introduction to FBLA.

Rose Boukal - 3rd place, Business Law

#### E.4.\*Operation Read

Operation Read was a great success at the BPS Lied Activity Center. Our elementary schools participated with 53 teams totaling 240 students grades 4th-6th. Students who participated read at least 4 of the 10 Golden Sower chapter book nominees, and practiced and studied to prepare to answer trivia questions about the books. After tough competition it came down to the final round between Fairview and Two Springs.

Congratulations to Fairview - the winning team members are Kate Armstrong, Peyton Luck, Andrea Adams, Jenna Powers, Aubrey Surley and team librarian Ms. Amber Gibson! Congratulations to all of our students, librarians, and coaches that participated!

Thank you to Kari Schroder and Deb Kendall for their work and coordination of Operation Read. Special thanks to Bellevue Public Schools Foundation for helping support this great event!

#### E.5.\*Bellevue West Journalism Celebrations

Bellevue West journalism students had 9 of their films screened at the Wayne State WildCAT Film Festival.

Results are as follows:  
Eliot Althof's "Watch Your Back" won Best Horror  
Raegan Rains' "West holds mock election" won for Best Documentary

They also competed in the Nebraska Press Women's High School Communications Contest and placed third overall.

Additional results are as follows:  
Rowan Clang, Emmalie Herd, Jacquelyn Petrow, Cole Schreck earned 4th in the state for In-Depth Newspaper Coverage  
Sarah Breaux, Aletha Bates, Lydia Torres won 8th in the state for Yearbook Theme Development

Raegan Rains won 6th in the state for Broadcast News Story  
Eliot Althof won 8th in the state for Broadcast Sports Story  
Lucas Pechacek won 7th in the state for Broadcast Feature Story

E.6.\*Festival of Music

The East High Singers participated in the annual Festival of Music at Worlds of Fun the end of April. This is a two day competition with choirs from Nebraska, Iowa, Kansas, and Missouri.

Results are as follows:  
East High Singers - 2nd Place in their division  
East High Women's Choir - First Place in their division  
East High Women's Choir - Sweepstakes Award (which means the top choir of the entire two day competition)

Congratulations East High Singers!

F. Information Items

F.1.Legislative Update

Jeff Rippe

The Board will discuss any legislative updates.

F.2.Board Policy Review

Jeff Rippe

The following Board Policies will be presented for review:  
406.04 Certificated Employee-Continuing Contract - Reviewed  
406.06 Certificated Employee Assignment or Transfer - Reviewed  
406.08 Certificated Employee Evaluation - Reviewed  
407.03 Certificated or Licensed Employee Continued Education Credit - Reviewed  
407.05 Salary Protection - Reviewed  
407.07 Longevity-Certificated Employee - Reviewed  
408.05 Certificated Employee-Reduction in Force - Reviewed

408.06 Certificated Employee-Voluntary Separation Program - Reviewed

409.01 Certificated or Licensed Employee Professional Development - Reviewed

409.02 Certificated Employees-Attendance at Meetings and Conferences - Reviewed

409.05 Certificated Employee Tutoring - Reviewed

410.01 Certificated Employees-Annual Leave - Reviewed

410.011 Certificated Employees-Vacations, Holidays and Length of Contract - Revised

410.08 Certificated Employees Reduction in Pay - Reviewed

411.01 Substitute Teachers - Reviewed 411.02 Summer School Teachers - Reviewed

411.02 Summer School Teachers - Reviewed

411.04 Paraprofessionals (Classified Staff) - Reviewed

411.05 Student Teachers - Reviewed

412.05 Classified Employee Assignment - Reviewed

413.06 Longevity - Classified Employees - Reviewed

415.01 Classified Employee Vacation - Revised

415.02 Classified Employees-Sick Leave - Reviewed

415.03 Employee-Extended Periods of Absence Without Pay - Reviewed

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

### F.3. \*Administrative Regulation Review

Jeff Rippe

The following Administrative Regulation will be presented for review:

402.01 Employment Procedures - Diversity - Reviewed

402.05 Certificated Employee-Grievance Procedure - Reviewed

402.051	Classified Employee-Complaint Procedure	-	Reviewed
402.06	Personnel Records	-	Revised
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
402.16	Employee-Family and Medical Leave	-	Reviewed
403.02	Child Abuse and Neglect Reporting	-	Reviewed
403.05	Complaints Concerning School Personnel	-	Reviewed
403.08	Employees and Jury Duty	-	Reviewed
404.01	Employee-Physical Examination	-	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 Regulations	-	Reviewed
404.11	Wellness	-	Reviewed
406.02	Certificated Employee Recruitment and Selection	-	Revised
406.03	Certificated Employee Appointment	-	Reviewed
406.031	Certificated Employees Nebraska Certification	-	Reviewed

F.4. \*Outside the District Professional Continuing Contract Unit Policy  
Nicole Fox

Bellevue Public Schools offers opportunities for certified staff to earn Continuing Contract Units (CCU). These CCU's can be used for salary advancement for some approved activities that are completed outside of contract day/year.

A list of the proposed 2023-2024 Continuing Contract Unit Activities recommended

for Board approval is included in the attachment.

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

May 24, Last Day for Students/Staff

May 27, High School Graduation Ceremonies, 9:30 a.m.

June 5, 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**  
**April 10, 2023**

The Board of Education at Bellevue, Nebraska, met in open and public session at 6:30 p.m. on Monday, April 10, 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  
Maureen McNamara: Present  
Nina Wolford: Present

**Also, in Attendance:**

Jeff Rippe, Superintendent  
Ms. Nikki Nader, Military Advisor  
Staff Members

**Absent Board Members:**

Kristy Kiviniemi: Absent

**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. Month of the Military Child**

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**

President Maureen McNamara and Dr. Rippe offered congratulations to the Bellevue West Varsity Boys Basketball team for being the 2023 Class "A" State Basketball Champions and for having a perfect season. Each student received a certificate on behalf of the Bellevue Public School District.

**B.3. NSAA State Speech**

President Maureen McNamara and Dr. Rippe offered congratulations to Tamyia Bender from Bellevue West for being the Program Oral Interpretation Champion and 2<sup>nd</sup> in Persuasive and Kilee Wilkinson from Bellevue West for being 2<sup>nd</sup> in Program Oral Interpretation at the NSAA State Speech. Tamyia and Kilee were presented a certificate on behalf of the Bellevue Public School District.

**B.4. HOSA State Leadership Conference**

President Maureen McNamara and Dr. Rippe offered congratulations to Bellevue East students Angel Hoang, Isabella Keuhn, Christine Adzafui, Maame Ayensu-Aboagye, and Annabella Shockey for placing either 1<sup>st</sup> or 2<sup>nd</sup> at the 2023 HOSA-Future Health Professionals State Leadership Conference. The students 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  
Maureen McNamara: Yea

Nina Wolford: Yea

**C.1. \*Approval of Minutes**

Approved the Minutes of the March 6, 2023, Board of Education meeting.

**C.2. \*Treasurer's Report**

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

**C.3. \*Payment of Claims**

Approved the payment of claims totaling \$1,394,876.02.

**C.4. \*Release from Contract**

(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 were released from their contracts effective May 24, 2023.

**C.5. \*Election of New Teachers**

(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 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) Megan Schmitt was granted a leave of absence without pay effective March 20, 2023 through May 24, 2023.

**D. Action Items**

**D.1. Teacher Negotiated Agreement**

Dr. Sharra Smith, Executive Director of Personnel presented the Certified Negotiated Agreement representing teachers, nurses, school psychologist, and therapists. The negotiated agreement represents a proposed total package increase of 3.085% for the 2023/2024 school year. For 2023/2024 the base salary for teachers increases to \$37,929, professional recognition stipend increase to \$6,900, health insurance stipend increases to \$9,138, and vertical and horizontal salary increases for individual employees.

**Motion Passed:** I move to approve the Teacher Negotiated Agreement as presented. Passed with a motion by Phil Davidson and a second by Nina Wolford.

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

**D.2. Superintendent's Contract Renewal**

The Board considered the renewal of the Superintendent's contract until June 30, 2026. The current and proposed contracts, along with the Nebraska Department of Education Schedule D were shared with the Board.

**Motion Passed:** I move to approve the renewal of the superintendent's contract until June 30, 2026. Passed with a motion by Phil Davidson and a second by Scott Eby.

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

**D.3. 2024-25 School Calendar**

Dr. Robert Moore, Assistant Superintendent shared a joint survey was sent to parents/guardians and staff to provide feedback on the district calendar and feedback on parent/student/teacher conferences. Tonight, Dr. Moore shared the majority of parents/guardians and staff agreed with the calendar. The district will add an early release day in March to allow for teachers to complete 3<sup>rd</sup> quarter grading. Dr. Moore explained this will still allow for there to be 176 student contact days and 188 teacher contract days.

**Motion Passed:** I move to approve the 2024-2025 school calendar as presented. Passed with a motion by Sarah Centineo and a second by Phil Davidson.

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

**D.4. 2023-24 Revised School Calendar**

Dr. Moore asked the Board to approve the revision of the 2023-24 school calendar to add an early release day in March to allow teachers time to complete 3<sup>rd</sup> quarter grading.

**Motion Passed:** I move to approve the revision to the 2023-24 school calendar. Passed with a motion by Sarah Centineo and a second by Phil Davidson.

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

## **D.5. Bond Project Update**

### **D.5.a. Bond Oversight Committee**

John Carozza shared the Committee did not meet in March, but received information regarding the Fort Crook and Lied Activity Center projects that will be presented tonight for approval. The Committee concurred all projects that will be presented to the Board are within the scope of the bond.

### **D.5.b. Fort Crook Life/Safety**

At the February 6<sup>th</sup> board meeting, the Board approved for G.P. Architecture to create the RFP and solicit bids to upgrade the life/safety system at Fort Crook. Tonight, Mr. Gladbach shared on April 1<sup>st</sup>, there was only one bid received for the project. Cheever Construction submitted a bid of \$1,230,000 for the project. Mr. Gladbach is having discussions with the project manager at Cheever Construction to identify items that could save the district money. Summer school will be held at LeMay, so that work can begin on the upgrade to the system. The Board was asked to approve the bid from Cheever Construction.

**Motion Passed:** I move to approve the bid from Cheever Construction for the life/safety upgrades at Fort Crook. Passed with a motion by Scott Eby and a second by Phil Davidson.

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

### **D.5.c. Lied Activity Center**

Mr. Gladbach explained to the Board the fire alarm panel at the Lied Activity Center is no longer working and is needing to be replaced. Bond funds would be used for the project. Tonight, the Board was asked to approve the district to solicit bids for the upgrade to the fire/safety system at the Lied Activity Center.

**Motion Passed:** I move to approve the district to solicit bids for the upgrade to the fire/safety system at the Lied Activity Center. Passed with a motion by Sarah Centineo and a second by Phil Davidson.

Sarah Centineo: Yea  
Phil Davidson: Yea  
Scott Eby: Yea

Maureen McNamara: Yea  
Nina Wolford: Yea

**D.6. \*Board Policy Review**

Accepted the Board Policy Review by consent.

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.

**E. Commendations**

**E.1. \*NSAA District Speech**

**E.2. \*NSAA State Speech**

**E.3. \*HOSA State Leadership Conference**

**E.4. \*UNO High School Media Contest**

**E.5. \*Latin State Convention 2023**

**E.6. \*2023 Nebraska Black History Art Contest**

## **F. Information Items**

### **F.1. Legislative Update**

Walt Radcliffe and Justin Brady of Radcliffe and Associates, who are the district's lobbyist, gave an update on the 2023 Legislative session that is scheduled to end June 6<sup>th</sup>. Mr. Radcliffe discussed Governor Pillen's bills, the Education Committee package bill, and LB583 Provide for foundation aid and special education supplemental aid under the Tax Equity and Educational Opportunities Support Act. LB583 did pass the first round.

### **F.2. Parent/Student/Teacher Conferences Report**

Dr. Robert Moore shared the feedback that was received from the joint parent/guardian and staff survey on the calendar and conferences. Dr. Moore reminded the Board, since COVID-19, the district has been using a hybrid model to conduct conferences. Parents/Guardians are given the option of meeting with a teacher via Zoom, email, having a phone conversation or meeting face to face. There were approximately 400 parent/guardian and 200 staff responses. The district has determined it will continue with the hybrid model to conduct conferences.

### **F.3. Board Policy Review**

Dr. Rippe reminded the Board the district continues to review the board policies and will present any changes to the Board for approval. Tonight, Dr. Rippe presented the following policies for Board review with approval to take place at the May board meeting.

402.05 Certificated Employee-Grievance Procedure – Review without any changes.

402.051 Classified Employee-Complaint Procedure – Review without any changes.

402.06 Personnel Records – Review without any changes.

402.08 Employee Travel Compensation – Review without any changes.

402.09 Recognition for Service – Review without any changes.

402.10 Political Activities – Review without any changes.

402.14 Employee Use of Electronic Technology – Review without any changes.

402.15 Employee-Military Leave of Absence – Review without any changes.

402.16 Employee-Family and Medical Leave – Review without any changes.

402.17 Workplace Privacy – Review without any changes.

403.01 Release of Employee Information – The policy would be revised the process to release employee information.

403.02 Child Abuse and Neglect Reporting – Review without any changes.

- 403.04 Gifts to School Personnel – Review without any changes.
- 403.05 Complaints Concerning School Personnel – Review without any changes.
- 403.051 Complaints – Review without any changes.
- 403.07 Soliciting Funds from School Personnel – Review without any changes.
- 403.08 Employees and Jury Duty – Review without any changes.
- 403.09 Employees Serving on Commissions, Boards and Committees – Review without any changes.
- 404.01 Employee-Physical Examination – Review without any changes.
- 404.06 Anti-Harassment – Review without any changes.
- 404.07 Drug and Alcohol Free Workplace and Schools – Review without any changes.
- 404.08 Drug and Alcohol Testing for School Bus Drivers – Review without any changes.
- 404.10 HIPAA Compliance Policy – Review without any changes.
- 404.11 Wellness – Review without any changes.
- 406.02 Certificated Employee Recruitment and Selection – Review without any changes.
- 406.03 Certificated Employee Appointment – Review without any changes.
- 406.031 Certificated Employee Nebraska Certification – Review without any changes.

**F.4. \*Administrative Regulation Update**

Accepted the Administrative Regulation Update by consent.

- 201.02 Membership – Review without any changes.
- 204.10 Agenda – Review without any changes.
- 204.12 Public Participation at Board of Education Meetings – Review without any changes.
- 303.04 Professional Staff-Allocation and Establishing of Salaries – Review without any changes.

303.041 Severance Pay - Years of Service - Eliminated

**F.5. \*Kindergarten Registration**

Accepted the Kindergarten Registration report by consent.

**G. Public Comment Period**

Edward T. Ventura, Jr. – Racist Mascots

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

BPS Foundation – Maureen McNamara reported the BPS Foundation scholarship recipients have been announced. The Frank Kumor Scholarship recipient(s) will be announced soon. As a reminder, the BPS Foundation Scholarship Breakfast will be on April 28<sup>th</sup> at the Lied Activity Center.

MABE – Maureen McNamara reported April will be the last meeting of the school year for the MABE Board.

Other Meetings Attended – Sarah Centineo reported the Legislative Committee did not meet.

**I. Future Business**

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**

**Motion Passed:** I move to 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. Passed with a motion at 7:48 p.m. by Sarah Centineo and a second by Phil Davidson.

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

**Motion Passed:** Reconvene in Open Session at 8:36 p.m. Passed with a motion by Sarah Centineo and a second by Maureen McNamara.

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

**Motion Passed:** Adjourn the April 10, 2023, Board of Education meeting at 8:37 p.m. Passed with a motion by Sarah Centineo and a second by Maureen McNamara.

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

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Secretary

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

**April, 2023**

**BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska**

**BELLEVUE PUBLIC SCHOOLS**  
Financial Summary  
April 2023

Accounts	Book Balance 03-31-23	Receipts	Expenditures	Book Balance 04-28-23	Funds Invested 04-28-23	Adjusted Balance 04-28-23
General Fund*	6,773,138.50	24,686,961.83	21,014,760.86	10,445,339.47	9,189,353.29	1,255,986.18
District Revolving Account*	87,457.05	16,870.66	34,270.99	70,056.72	-	70,056.72
Special Building Fund*	4,481,259.34	17,193.88	66,462.54	4,431,990.68	3,977,548.03	454,442.65
Social Security & Retirement Fund*	4,969.52	114.34	845.84	4,238.02	-	4,238.02
Bond Debt Fund *	57,172.02	2,411,295.31	-	2,468,467.33	-	2,468,467.33
Bond Projects ICS Fund**	11,965,629.76	10,522,898.51	50,267.38	22,438,260.89	22,438,260.89	(0.00)
School Lunch Fund*	1,117,891.96	501,418.13	509,668.38	1,109,641.71	538,965.15	570,676.56
Severance Leave*	10,902.99	1.91	-	10,904.90	994.86	9,910.04
General Severance*	160,461.63	57.48	9,166.52	151,352.59	29,991.54	121,361.05
Student Fees Fund*	35,927.30	21,980.00	-	57,907.30	-	57,907.30
Lewis & Clark Activity Fund*	54,859.72	150.00	2,228.10	52,781.62	-	52,781.62
Logan Activity Fund****	19,847.51	689.09	378.01	20,158.59	-	20,158.59
Mission Activity Fund*	25,134.59	0.98	820.54	24,315.03	-	24,315.03
Bellevue East Activity Fund*	421,099.82	80,915.43	91,166.48	410,848.77	-	410,848.77
Bellevue West Activity Fund*	435,519.57	50,498.23	58,818.94	427,198.86	-	427,198.86
District Activity Fund****	1,958,823.80	69,355.90	206,552.17	1,821,627.53	859,986.59	961,640.94
<b>Totals</b>	<b>27,611,473.29</b>	<b>38,380,401.68</b>	<b>22,045,406.75</b>	<b>43,946,468.22</b>	<b>37,035,100.35</b>	<b>6,911,367.87</b>

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.

April, 2023

Percent of Year

67%

**RECEIPTS**

ACCOUNT	ANTICIPATED	Y-T-D RECEIVED 2022-23	Y-T-D RECEIVED 2021-22	Year To Date % Received 2022-23
Cash Reserve	\$ 2,507,371	\$ -	\$ -	0.00%
Taxes	\$ 41,369,403	\$ 23,360,618	\$ 21,680,484	56.47%
Public Power Sales Tax	\$ 500,850	\$ -	\$ -	0.00%
Motor Vehicle Tax	\$ 3,800,000	\$ 2,457,344	\$ 2,427,935	64.67%
Interest	\$ 3,000	\$ 59,080	\$ 2,521	1969.33%
Other Local Receipts	\$ 550,000	\$ 177,601	\$ 401,100	32.29%
County Fines & Licenses	\$ 200,000	\$ 150,582	\$ 129,615	75.29%
State Aid	\$ 49,714,733	\$ 39,813,200	\$ 40,827,331	80.08%
Special Ed. Programs	\$ 7,450,000	\$ 4,559,739	\$ 4,713,167	61.20%
Special Ed. Transportation	\$ 825,000	\$ -	\$ -	0.00%
High Ability Learners	\$ 63,000	\$ 59,889	\$ 62,759	95.06%
ProRata Motor Vehicle	\$ 88,000	\$ 66,958	\$ 65,333	76.09%
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	\$ 642,490	\$ 1,074,436	49.42%
Title IIA	\$ 225,000	\$ 167,186	\$ 140,561	74.30%
Title III	\$ 55,000	\$ 86,570	\$ 3,386	157.40%
IDEA	\$ 2,600,000	\$ 547,666	\$ 1,835,407	21.06%
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	\$ 3,162,041	84.45%
Federal Vocational Ed	\$ 80,000	\$ 82,570	\$ 82,557	103.21%
Migrant Grant (OPS)	\$ -	\$ -	\$ -	0.00%
Other Federal Source	\$ 14,082,500	\$ 7,730,119	\$ 3,256,641	54.89%
ROTC	\$ 130,000	\$ 94,032	\$ 103,474	72.33%
Services Coordination	\$ 425,000	\$ 286,826	\$ 234,621	67.49%
Loans	\$ -	\$ -	\$ -	0.00%
<b>TOTAL</b>	<b>\$ 131,599,865</b>	<b>\$ 85,418,200</b>	<b>\$ 81,624,614</b>	<b>64.91%</b>

**DISBURSEMENTS**

CATEGORY	BUDGET	CURRENT DISBURSED 2022-23	PRIOR YEAR DISBURSED 2021-22	Year To Date % Disbursed 2022-23
Instructional Services	\$ 70,908,065	\$ 46,319,002	\$ 41,167,551	65.32%
<b>Support Services</b>				
Special Education	\$ 20,627,596	\$ 14,642,860	\$ 13,595,578	70.99%
Pupil Services	\$ 6,023,631	\$ 4,074,892	\$ 3,863,826	67.65%
Staff Services	\$ 6,217,100	\$ 3,325,492	\$ 4,331,180	53.49%
General Administration	\$ 1,944,976	\$ 1,226,981	\$ 1,191,017	63.08%
School Administration	\$ 6,055,699	\$ 4,192,624	\$ 3,903,558	69.23%
Business	\$ 1,090,633	\$ 657,710	\$ 631,720	60.31%
Operation of Plant	\$ 8,725,242	\$ 5,725,572	\$ 5,699,388	65.62%
Maintenance of Plant	\$ 3,405,950	\$ 2,583,001	\$ 2,353,919	75.84%
Pupil Transportation	\$ 5,065,616	\$ 3,491,869	\$ 3,420,588	68.93%
Debt Services	\$ 25,000	\$ 1,000	\$ 1,000	4.00%
Summer School	\$ 1,510,358	\$ 845	\$ -	0.06%
<b>TOTAL</b>	<b>\$ 131,599,865</b>	<b>\$ 86,241,847</b>	<b>\$ 80,159,325</b>	<b>65.53%</b>
<b>REVENUE OVER EXPENSE</b>	<b>\$ -</b>	<b>\$ (823,647)</b>	<b>\$ 1,465,289</b>	<b>-0.63%</b>

## 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**  
Apr-23

<u>FUND NAME</u>	<u>BALANCE MAR</u>	<u>RECEIPTS APR</u>	<u>DISBURSEMENTS APR</u>	<u>BALANCE APR</u>
SPECIAL BUILDING FUND	\$ 4,481,259.34	\$ 17,193.88	\$ (66,462.54)	\$ 4,431,990.68
BANK BALANCE	\$ 4,431,990.68			
PLUS O/S DEPOSITS	\$ -			
LESS O/S CHECKS	\$ -			
TOTAL CASH	\$ 4,431,990.68			

**Bellevue Public Schools Bond Fund**  
Apr-23

<u>FUND NAME</u>	<u>BALANCE MAR</u>	<u>RECEIPTS APR</u>	<u>DISBURSEMENTS APR</u>	<u>BALANCE APR</u>
BOND FUND (Debt)	\$ 57,172.02	\$ 2,411,295.31	\$ -	\$ 2,468,467.33
BOND PROJECT FUND	\$ 11,965,629.76	\$ 10,522,898.51	\$ (50,267.38)	\$ 22,438,260.89

**Lunch Program Income Statement**  
Apr-23

Revenues:	
Lunch Program	\$176,290.77
State & Federal Funding	\$310,259.43
Catering	\$12,060.77
Vending	\$1,577.31
Total Revenues	<u>\$500,188.28</u>
Expenses:	
Salaries	\$281,642.61
Supplies	\$215,866.00
Repairs	\$9,650.44
Miscellaneous	\$2,509.33
Total Expenses	<u>\$509,668.38</u>
Net Income (Loss)	<u>\$ (9,480.10)</u>

<u>FUND NAME</u>	<u>BALANCE 9/1/22</u>	<u>RECEIPTS YTD</u>	<u>DISBURSEMENTS YTD</u>	<u>BALANCE 4/30/23</u>
Lunch Fund	\$ 1,082,734.39	\$ 4,271,753.64	\$ (4,244,846.32)	\$ 1,109,641.71

**Bellevue Public Schools Employee Benefit Fund**  
Apr-23

<b>FUND NAME</b>	<b>BALANCE MAR</b>	<b>RECEIPTS APR</b>	<b>DISBURSEMENTS APR</b>	<b>BALANCE APR</b>
Social Security & Retirement	\$ 4,969.52	\$ 114.34	\$ (845.84)	\$ 4,238.02
Severance Leave	\$ 10,902.99	\$ 1.91	\$ -	\$ 10,904.90
General Severance	\$ 160,461.63	\$ 57.48	\$ (9,166.52)	\$ 151,352.59
<b>TOTAL</b>	<b>\$ 176,334.14</b>	<b>\$ 173.73</b>	<b>\$ (10,012.36)</b>	<b>\$ 166,495.51</b>

**Bellevue Public Schools Student Fees Fund**  
Apr-23

<b>FUND NAME</b>	<b>BALANCE MAR</b>	<b>RECEIPTS APR</b>	<b>DISBURSEMENTS APR</b>	<b>BALANCE APR</b>
BELLEVUE EAST HS	\$ 165.18	\$ 21,980.00	\$ -	\$ 22,145.18
BELLEVUE WEST HS	\$ 35,762.12	\$ -	\$ -	\$ 35,762.12
<b>TOTAL</b>	<b>\$ 35,927.30</b>	<b>\$ 21,980.00</b>	<b>\$ -</b>	<b>\$ 57,907.30</b>

**LEWIS & CLARK MIDDLE SCHOOL**

**General Ledger Report**

**Financial Report**

**From Date:** 4/1/2023  
**To Date:** 04/28/2023

**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	\$297.11	\$0.00	\$0.00	\$0.00	\$297.11	\$0.00	\$297.11
110	STAFF AFFAIRS	\$603.00	\$150.00	\$(850.00)	\$0.00	\$(97.00)	\$0.00	\$(97.00)
120	FINES	\$361.89	\$0.00	\$0.00	\$0.00	\$361.89	\$0.00	\$361.89
130	FACILITY USE FEES	\$4,193.45	\$0.00	\$0.00	\$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	\$388.48	\$0.00	\$(67.96)	\$0.00	\$320.52	\$0.00	\$320.52
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	\$(38.47)	\$0.00	\$945.95	\$0.00	\$945.95
220	GRANTS	\$2,703.18	\$0.00	\$0.00	\$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	\$490.00	\$0.00	\$0.00	(\$300.00)	\$190.00	\$0.00	\$190.00
250	BPS BANDS	\$995.21	\$0.00	\$(300.00)	\$300.00	\$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	\$(13.67)	\$0.00	\$(187.31)	\$0.00	\$(187.31)
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	\$14,161.63	\$0.00	\$(256.00)	\$0.00	\$13,905.63	\$0.00	\$13,905.63
400	TEAMMATES	\$279.20	\$0.00	\$0.00	\$0.00	\$279.20	\$0.00	\$279.20
402	NATIONAL JR HONOR SOCIETY	\$3,433.05	\$0.00	\$0.00	\$0.00	\$3,433.05	\$0.00	\$3,433.05
404	STUDENT COUNCIL	\$7,870.62	\$0.00	\$0.00	\$0.00	\$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	\$7,258.74	\$0.00	\$0.00	\$0.00	\$7,258.74	\$0.00	\$7,258.74
426	BUILDERS CLUB	\$220.26	\$0.00	\$0.00	\$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	\$1,910.05	\$0.00	\$(702.00)	\$0.00	\$1,208.05	\$0.00	\$1,208.05
<b>Activity Accounts Grand Total</b>		<b>\$54,859.72</b>	<b>\$150.00</b>	<b>\$(2,228.10)</b>	<b>\$0.00</b>	<b>\$52,781.62</b>	<b>\$0.00</b>	<b>\$52,781.62</b>

LOGAN FONTENELLE MID SCH

General Ledger Report

Financial Report

From Date: 4/1/2023  
To Date: 04/28/2023

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	(\$11,722.94)	\$0.00	\$(162.91)	\$0.00	(\$11,885.85)	\$0.00	\$(11,885.85)
110	STAFF AFFAIRS	(\$13,488.70)	\$150.00	\$0.00	\$0.00	(\$13,338.70)	\$0.00	\$(13,338.70)
120	FINES	\$23,372.04	\$3.00	\$0.00	\$0.00	\$23,375.04	\$0.00	\$23,375.04
130	FACILITY USE FEES	\$1,057.84	\$0.00	\$0.00	\$0.00	\$1,057.84	\$0.00	\$1,057.84
140	INTEREST	\$3.69	\$0.09	\$0.00	\$0.00	\$3.78	\$0.00	\$3.78
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	\$116.62	\$0.00	\$0.00	\$0.00	\$116.62	\$0.00	\$116.62
410	SERVICE CLUB	\$538.22	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	\$1,294.58	\$0.00	\$1,294.58
416	VOCAL MUSIC	\$1,811.91	\$36.00	\$0.00	\$0.00	\$1,847.91	\$0.00	\$1,847.91
418	DRAMA CLUB	\$334.25	\$0.00	\$0.00	\$0.00	\$334.25	\$0.00	\$334.25
420	DIVERSITY CLUB	\$1,104.78	\$0.00	\$0.00	\$0.00	\$1,104.78	\$0.00	\$1,104.78
424	YEARBOOK	(\$17,074.16)	\$210.00	\$0.00	\$0.00	(\$16,864.16)	\$0.00	(\$16,864.16)
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	\$2,860.47	\$150.00	\$(187.12)	\$0.00	\$2,823.35	\$0.00	\$2,823.35
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	\$135.00	\$0.00	\$0.00	\$27,338.82	\$0.00	\$27,338.82
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	(\$1,520.88)	\$5.00	\$(27.98)	\$0.00	(\$1,543.86)	\$0.00	(\$1,543.86)
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)
<b>Activity Accounts Grand Total</b>		<b>\$19,847.51</b>	<b>\$689.09</b>	<b>\$(378.01)</b>	<b>\$0.00</b>	<b>\$20,158.59</b>	<b>\$0.00</b>	<b>\$20,158.59</b>

MISSION MIDDLE SCHOOL

General Ledger Report

Financial Report

From Date: 4/1/2023  
To Date: 04/28/2023

From Acct: 100  
To Acct: 500

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	STUDENT AFFAIRS	\$6,270.97	\$0.00	\$(417.79)	\$0.00	\$5,853.18	\$0.00	\$5,853.18
105	STAFF SOCIAL FUNDS	\$184.30	\$0.00	\$(38.18)	\$0.00	\$146.12	\$0.00	\$146.12
110	STAFF AFFAIRS	\$12.72	\$0.00	\$0.00	\$0.00	\$12.72	\$0.00	\$12.72
120	FINES	\$319.31	\$0.00	\$0.00	\$0.00	\$319.31	\$0.00	\$319.31
130	FACILITY USE FEES	\$3,531.00	\$0.00	\$0.00	\$0.00	\$3,531.00	\$0.00	\$3,531.00
140	INTEREST	\$80.83	\$0.98	\$0.00	\$0.00	\$81.81	\$0.00	\$81.81
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	\$558.89	\$0.00	\$(328.60)	\$0.00	\$230.29	\$0.00	\$230.29
260	ACADEMIC TEAMS	\$87.73	\$0.00	\$0.00	\$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	\$(9,224.20)	\$0.00	\$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	\$7,130.86	\$0.00	\$0.00	\$0.00	\$7,130.86	\$0.00	\$7,130.86
474	COUNSELING	\$1,851.52	\$0.00	\$(35.97)	\$0.00	\$1,815.55	\$0.00	\$1,815.55
476	ROBOTICS CLUB	\$6,023.09	\$0.00	\$0.00	\$0.00	\$6,023.09	\$0.00	\$6,023.09
478	MISSION PARENT GROUP	\$2,384.13	\$0.00	\$0.00	\$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
<b>Activity Accounts Grand Total</b>		<b>\$25,134.59</b>	<b>\$0.98</b>	<b>\$(820.54)</b>	<b>\$0.00</b>	<b>\$24,315.03</b>	<b>\$0.00</b>	<b>\$24,315.03</b>

BELLEVUE EAST HIGH SCHOOL

General Ledger Report

Financial Report

From Date: 4/1/2023  
To Date: 04/28/2023

From Acct: 100  
To Acct: 505

Activity Accounts

Acct	Account Name	Beg. Bal.	Recept / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	STUDENT AFFAIRS	\$10,142.87	\$800.00	\$(237.46)	\$500.00	\$11,205.41	\$0.00	\$11,205.41
110	STAFF AFFAIRS	\$1,394.56	\$0.00	\$(676.37)	\$500.00	\$1,218.19	\$0.00	\$1,218.19
120	FINES	\$2,676.60	\$85.00	\$0.00	\$0.00	\$2,761.60	\$0.00	\$2,761.60
130	FACILITY USE FEES	\$32,299.44	\$24,780.00	\$(5,316.40)	\$0.00	\$51,763.04	\$0.00	\$51,763.04
140	INTEREST	\$496.81	\$0.00	\$0.00	\$0.00	\$496.81	\$0.00	\$496.81
150	School Store/Trading Post	\$15,230.65	\$2,369.15	\$(2,152.91)	(\$1,000.00)	\$14,446.89	\$0.00	\$14,446.89
160	Activity Fees	\$21,980.00	\$0.00	\$(21,980.00)	\$0.00	\$0.00	\$0.00	\$0.00
170	Grants	\$11,384.21	\$0.00	\$(333.98)	\$0.00	\$11,050.23	\$0.00	\$11,050.23
180	Facebook Grant	\$13,249.03	\$0.00	\$0.00	\$0.00	\$13,249.03	\$0.00	\$13,249.03
210	Freshman Class	\$287.59	\$70.00	\$0.00	\$0.00	\$357.59	\$0.00	\$357.59
220	Sophomore Class	\$904.47	\$250.00	\$0.00	\$0.00	\$1,154.47	\$0.00	\$1,154.47
230	Junior Class	\$355.88	\$5,339.00	\$(3,077.92)	\$0.00	\$2,616.96	\$0.00	\$2,616.96
240	Senior Class	\$1,937.10	\$0.00	\$(995.00)	\$0.00	\$942.10	\$0.00	\$942.10
250	Alumni Class	\$856.02	\$0.00	\$0.00	\$0.00	\$856.02	\$0.00	\$856.02
260	Senior Sendoff	\$1,895.00	\$90.00	\$(625.00)	\$500.00	\$1,860.00	\$0.00	\$1,860.00
300	Athletics	\$33,772.51	\$14,312.87	\$(9,174.87)	(\$73.98)	\$38,836.53	\$0.00	\$38,836.53
310	Athletic Training	\$176.16	\$0.00	\$0.00	\$0.00	\$176.16	\$0.00	\$176.16
320	Athletic Team Sub Accts	\$54,501.08	\$6,418.99	\$(3,300.74)	\$0.00	\$57,619.33	\$0.00	\$57,619.33
340	Cheerleaders	(\$9,111.13)	\$10,320.23	\$(31,352.91)	\$0.00	(\$30,143.81)	\$0.00	(\$30,143.81)
400	Hope Squad	\$105.78	\$0.00	\$0.00	\$0.00	\$105.78	\$0.00	\$105.78
402	National Honor Society	\$1,487.21	\$1,792.00	\$(603.42)	\$73.98	\$2,749.77	\$0.00	\$2,749.77
404	Student Council	\$22,301.52	\$0.00	\$0.00	\$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	\$2,309.14	\$0.00	\$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	\$1,883.79	\$0.00	\$(225.00)	\$0.00	\$1,658.79	\$0.00	\$1,658.79
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	\$69,742.03	\$140.00	\$(2,256.01)	\$0.00	\$67,626.02	\$0.00	\$67,626.02
426	Publications-Image	\$653.53	\$0.00	\$0.00	\$0.00	\$653.53	\$0.00	\$653.53
428	Newspaper-Tom Tom	\$22,430.37	\$0.00	\$0.00	\$0.00	\$22,430.37	\$0.00	\$22,430.37
430	Play/Musical Productions	\$4,041.89	\$0.00	\$0.00	\$0.00	\$4,041.89	\$0.00	\$4,041.89
432	Dance Team/Bellevedettes	(\$9,228.94)	\$1,671.05	\$0.00	\$0.00	(\$7,557.89)	\$0.00	(\$7,557.89)
440	ROTC	\$20,849.84	\$300.00	\$(322.18)	\$0.00	\$20,827.66	\$0.00	\$20,827.66
445	Maxwell/ROTC	\$24,918.06	\$1,500.00	\$0.00	\$0.00	\$26,418.06	\$0.00	\$26,418.06
452	German Club	\$411.09	\$0.00	\$(54.75)	\$0.00	\$356.34	\$0.00	\$356.34
454	French Club	\$293.76	\$0.00	\$0.00	\$0.00	\$293.76	\$0.00	\$293.76
456	Spanish Club	\$680.27	\$0.00	\$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	\$2,269.01	\$417.14	\$(591.56)	\$0.00	\$2,094.59	\$0.00	\$2,094.59
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	\$3,625.86	\$0.00	\$(600.00)	\$0.00	\$3,025.86	\$0.00	\$3,025.86
480	Family Consumer Science	\$1,181.28	\$0.00	\$0.00	\$0.00	\$1,181.28	\$0.00	\$1,181.28
482	Culinary Arts	\$1,320.58	\$0.00	\$0.00	\$0.00	\$1,320.58	\$0.00	\$1,320.58
484	Skills USA	\$288.52	\$100.00	\$0.00	\$0.00	\$388.52	\$0.00	\$388.52
486	History Club	\$263.25	\$0.00	\$0.00	\$0.00	\$263.25	\$0.00	\$263.25
487	Science	\$1,732.03	\$0.00	\$0.00	\$0.00	\$1,732.03	\$0.00	\$1,732.03

**BELLEVUE EAST HIGH SCHOOL**

**General Ledger Report**

**Financial Report**

<b>From Date:</b>	4/1/2023
<b>To Date:</b>	04/28/2023

<b>From Acct:</b>	100
<b>To Acct:</b>	505

**Activity Accounts**

<b>Acct</b>	<b>Account Name</b>	<b>Beg. Bal.</b>	<b>Recpt / JV</b>	<b>Disb / JV</b>	<b>Transfers</b>	<b>End. Bal.</b>	<b>YTD Payables</b>	<b>Work Bal</b>
488	Leadership Academy	\$15.98	\$0.00	\$0.00	\$0.00	\$15.98	\$0.00	\$15.98
490	POST PROM	\$7,015.39	\$8,160.00	\$(7,290.00)	(\$500.00)	\$7,385.39	\$0.00	\$7,385.39
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	\$42,586.42	\$2,000.00	\$0.00	\$0.00	\$44,586.42	\$0.00	\$44,586.42
<b>Activity Accounts Grand Total</b>		<b>\$421,099.82</b>	<b>\$80,915.43</b>	<b>\$(91,166.48)</b>	<b>\$0.00</b>	<b>\$410,848.77</b>	<b>\$0.00</b>	<b>\$410,848.77</b>



BELLEVUE WEST HIGH SCHOOL

General Ledger Report

Financial Report

From Date: 4/1/2023  
To Date: 04/28/2023

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	\$339.03	\$0.00	\$0.00	\$0.00	\$339.03	\$0.00	\$339.03
430	Play/Musical Productions	\$30,140.10	\$0.00	\$(2,295.00)	\$0.00	\$27,845.10	\$0.00	\$27,845.10
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	\$5,090.00	\$(1,400.00)	\$0.00	\$6,461.70	\$0.00	\$6,461.70
434	Envirothon Grant	\$475.00	\$0.00	\$0.00	\$0.00	\$475.00	\$0.00	\$475.00
440	ROTC	\$56,885.98	\$1,560.00	\$(1,450.30)	\$0.00	\$56,995.68	\$0.00	\$56,995.68
445	Maxwell/ROTC	\$(2,066.78)	\$0.00	\$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	\$140.00	\$497.10	\$0.00	\$0.00	\$637.10	\$0.00	\$637.10
461	FBLA-Thunder Brew	\$164.87	\$105.00	\$0.00	\$0.00	\$269.87	\$0.00	\$269.87
464	Science Olympiad Acct.	\$88.79	\$0.00	\$0.00	\$0.00	\$88.79	\$0.00	\$88.79
470	FBLA	\$4,421.73	\$9,070.00	\$0.00	\$0.00	\$13,491.73	\$0.00	\$13,491.73
472	DECA	\$289.75	\$1,255.43	\$0.00	\$0.00	\$1,545.18	\$0.00	\$1,545.18
474	FEA	\$91.48	\$0.00	\$0.00	\$0.00	\$91.48	\$0.00	\$91.48
476	Forensics	\$(78.23)	\$25.00	\$0.00	\$0.00	\$(53.23)	\$0.00	\$(53.23)
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	\$1,991.92	\$75.00	\$(599.41)	\$0.00	\$1,467.51	\$0.00	\$1,467.51
482	Culinary Arts	\$1,212.51	\$0.00	\$(579.96)	\$0.00	\$632.55	\$0.00	\$632.55
484	Skills USA	\$6,473.47	\$0.00	\$(797.82)	\$0.00	\$5,675.65	\$0.00	\$5,675.65
486	History Club	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
490	After Prom (Post Prom)	\$9,775.97	\$875.00	\$(2,200.00)	\$0.00	\$8,450.97	\$0.00	\$8,450.97
500	Activity Clearing	\$(3,550.00)	\$0.00	\$0.00	\$0.00	\$(3,550.00)	\$0.00	\$(3,550.00)
501	Mascots	\$1,343.84	\$104.30	\$0.00	\$0.00	\$1,448.14	\$0.00	\$1,448.14
504	Bowling	\$1,520.64	\$0.00	\$(35.00)	\$0.00	\$1,485.64	\$0.00	\$1,485.64
505	Counseling	\$47,344.18	\$0.00	\$0.00	\$0.00	\$47,344.18	\$0.00	\$47,344.18
506	Baseball	\$185.00	\$92.00	\$0.00	\$0.00	\$277.00	\$0.00	\$277.00
507	Boys Basketball	\$2,191.14	\$250.00	\$(685.00)	\$0.00	\$1,756.14	\$0.00	\$1,756.14
508	Girl's Basketball	\$717.98	\$0.00	\$(600.00)	\$0.00	\$117.98	\$0.00	\$117.98
509	Football	\$7,562.04	\$0.00	\$(1,460.21)	\$0.00	\$6,101.83	\$0.00	\$6,101.83
510	Boy's Golf	\$180.27	\$0.00	\$0.00	\$0.00	\$180.27	\$0.00	\$180.27
511	Boy's Tennis	\$126.71	\$16.00	\$0.00	\$0.00	\$142.71	\$0.00	\$142.71
512	Girl's Tennis	\$64.93	\$990.00	\$(997.00)	\$0.00	\$57.93	\$0.00	\$57.93
513	Track	\$5,929.18	\$375.00	\$(2,130.38)	\$0.00	\$4,173.80	\$0.00	\$4,173.80
514	Swimming	\$282.35	\$0.00	\$(55.00)	\$0.00	\$227.35	\$0.00	\$227.35
515	Volleyball	\$2,496.58	\$629.78	\$0.00	\$0.00	\$3,126.36	\$0.00	\$3,126.36
516	Softball	\$1,277.61	\$96.90	\$(249.10)	\$0.00	\$1,125.41	\$0.00	\$1,125.41
517	Boy's Wrestling	\$2,838.44	\$1,177.00	\$0.00	\$0.00	\$4,015.44	\$0.00	\$4,015.44
518	Boys Soccer	\$765.87	\$0.00	\$0.00	\$0.00	\$765.87	\$0.00	\$765.87
519	Girl's Soccer	\$1,525.46	\$0.00	\$0.00	\$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
<b>Activity Accounts Grand Total</b>		<b>\$435,519.57</b>	<b>\$50,498.23</b>	<b>\$(58,818.94)</b>	<b>\$0.00</b>	<b>\$427,198.86</b>	<b>\$0.00</b>	<b>\$427,198.86</b>

**BELLEVUE PUBLIC SCHOOLS**

**General Ledger Report**

**Financial Report**

**From Date:** 4/1/2023  
**To Date:** 04/28/2023

**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	\$15,885.59	\$100.00	\$(176.85)	\$0.00	\$15,808.74	\$0.00	\$15,808.74
1002	BELLEAIRE	\$2,389.46	\$100.00	\$(123.33)	\$0.00	\$2,366.13	\$0.00	\$2,366.13
1004	BERTHA BARBER	\$10,165.28	\$46,085.00	\$(45,538.00)	\$0.00	\$10,712.28	\$0.00	\$10,712.28
1005	BETZ	\$15,064.44	\$100.00	\$(1,284.16)	\$0.00	\$13,880.28	\$0.00	\$13,880.28
1006	BIRCHCREST	\$43,095.90	\$3,600.00	\$(426.46)	\$0.00	\$46,269.44	\$0.00	\$46,269.44
1007	CENTRAL	\$8,109.16	\$1,696.27	\$(730.42)	\$0.00	\$9,075.01	\$0.00	\$9,075.01
1008	FORT CROOK	\$17,230.39	\$299.00	\$(112.92)	\$0.00	\$17,416.47	\$0.00	\$17,416.47
1009	LEMAY	\$18,688.06	\$3,173.57	\$(2,017.11)	\$0.00	\$19,844.52	\$0.00	\$19,844.52
1010	PETER SARPY	\$1,766.76	\$709.55	\$(357.56)	\$0.00	\$2,118.75	\$0.00	\$2,118.75
1011	TWIN RIDGE	\$10,214.79	\$100.00	\$(593.82)	\$0.00	\$9,720.97	\$0.00	\$9,720.97
1014	WAKE ROBIN	\$26,777.50	\$1,262.28	\$(3,100.81)	\$0.00	\$24,938.97	\$0.00	\$24,938.97
1015	LEONARD LAWRENCE	\$4,673.63	\$364.55	\$(443.27)	\$0.00	\$4,594.91	\$0.00	\$4,594.91
1016	TWO SPRINGS	\$8,393.26	\$404.78	\$(236.75)	\$0.00	\$8,561.29	\$0.00	\$8,561.29
1017	FAIRVIEW	\$7,938.88	\$100.00	\$(419.80)	\$0.00	\$7,619.08	\$0.00	\$7,619.08
1018	BELLEVUE ELEMENTARY	\$6,920.65	\$362.00	\$(516.29)	\$0.00	\$6,766.36	\$0.00	\$6,766.36
1101	CHAP CENTER	\$5,116.86	\$50.00	\$0.00	\$0.00	\$5,166.86	\$0.00	\$5,166.86
9910	BEST PROGRAM	\$1,872.63	\$0.00	\$(142.90)	\$0.00	\$1,729.73	\$0.00	\$1,729.73
9911	ACE PROGRAM	\$3,011.34	\$0.00	\$(111.96)	\$0.00	\$2,899.38	\$0.00	\$2,899.38
9912	CAREER LAUNCH CTR-CLC	\$26,743.01	\$0.00	\$0.00	\$0.00	\$26,743.01	\$0.00	\$26,743.01
9920	GIVEMART PROC FEES	\$179.33	\$89.17	\$(179.48)	\$0.00	\$89.02	\$0.00	\$89.02
9921	STEM CAMP	\$11,361.18	\$2,460.00	\$0.00	\$0.00	\$13,821.18	\$0.00	\$13,821.18
9922	ANB INTEREST	\$3,831.33	\$0.00	\$0.00	\$0.00	\$3,831.33	\$0.00	\$3,831.33
9923	WELCOME CENTER	\$1,661.76	\$100.00	\$(309.00)	\$0.00	\$1,452.76	\$0.00	\$1,452.76
9924	MISSION ANNEX	\$905.48	\$0.00	\$0.00	\$0.00	\$905.48	\$0.00	\$905.48
9926	EARLY CHILDHOOD CENTER	\$4,001.66	\$0.00	\$(113.23)	\$0.00	\$3,888.43	\$0.00	\$3,888.43
9927	FASE TEAM	\$11,162.62	\$0.00	\$(337.19)	\$0.00	\$10,825.43	\$0.00	\$10,825.43
9928	DISTRICT APPRECIATION	\$41,748.40	\$3,700.00	\$(21,597.42)	\$0.00	\$23,850.98	\$0.00	\$23,850.98
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	\$6,447.09	\$150.00	\$0.00	\$0.00	\$6,597.09	\$0.00	\$6,597.09
9932	ELEM. PRINCIPAL SUNSHINE	\$347.85	\$0.00	\$0.00	\$0.00	\$347.85	\$0.00	\$347.85
9934	TRANSPORTATION	\$6,875.15	\$100.00	\$0.00	\$0.00	\$6,975.15	\$0.00	\$6,975.15
9935	SENSORY ROOM	\$4,500.00	\$0.00	\$0.00	\$0.00	\$4,500.00	\$0.00	\$4,500.00
9936	GENERAL USE - ACTIVITY	\$59,792.59	\$0.00	\$(2,830.00)	\$0.00	\$56,962.59	\$0.00	\$56,962.59
9937	ELEMENTARY BAND FUND	\$318.13	\$0.00	\$0.00	\$0.00	\$318.13	\$0.00	\$318.13
9938	COOPERATING TEACHER	\$30,000.00	\$0.00	\$0.00	\$0.00	\$30,000.00	\$0.00	\$30,000.00
9939	ELEMENTARY BLDG.	\$36,851.14	\$600.00	\$0.00	\$0.00	\$37,451.14	\$0.00	\$37,451.14
9940	SECONDARY BLDG.	\$100,790.45	\$2,000.00	\$(7,750.00)	\$0.00	\$95,040.45	\$0.00	\$95,040.45
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	\$40,080.72	\$598.23	\$0.00	\$0.00	\$40,678.95	\$0.00	\$40,678.95
9945	TECHNOLOGY	\$1,274,745.27	\$759.00	\$(115,339.57)	\$0.00	\$1,160,164.70	\$0.00	\$1,160,164.70
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	\$(528.95)	\$0.00	\$52.79	\$0.00	\$52.79
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	\$(123.35)	\$0.00	\$(1,234.92)	\$0.00	\$(1,358.27)	\$0.00	\$(1,358.27)
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	\$17,165.99	\$292.50	\$0.00	\$0.00	\$17,458.49	\$0.00	\$17,458.49

**BELLEVUE PUBLIC SCHOOLS**

**General Ledger Report**

**Financial Report**

<b>From Date:</b>	4/1/2023
<b>To Date:</b>	04/28/2023

<b>From Acct:</b>	1001
<b>To Acct:</b>	9960

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<b>Activity Accounts Grand Total</b>	<b>\$1,958,823.80</b>	<b>\$69,355.90</b>	<b>\$(206,552.17)</b>	<b>\$0.00</b>	<b>\$1,821,627.53</b>	<b>\$0.00</b>	<b>\$1,821,627.53</b>
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**Bellevue Public Schools General Obligation Bonds  
Summary as of 4/30/2023**

<b>Bonds Approved by Voters</b>	76,000,000.00
<b>Bonds Sold</b>	76,000,000.00
Premium Received on Sale of Bonds	10,181,683.90
<b>Gross Proceeds</b>	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	-
<b>Net Funds Received To Date</b>	85,251,690.40
 <b>Bonds Remaining to be Sold</b>	 -
 <b>FY21 Activity:</b>	
<b>Beginning Cash Balance as of April 1, 2023</b>	22,465,629.26
Income through April 30, 2023	22,899.01
Expenditures through April 30, 2023	(50,267.38)
<b>Ending cash balance on April 30, 2023</b>	22,438,260.89

BELLEVUE PUBLIC SCHOOLS  
BOARD OF EDUCATION

05-01-2023

IT IS RECOMMENDED THAT THE FOLLOWING CLAIMS  
BE APPROVED FOR PAYMENT

GENERAL FUND	2,006,759.99
SPECIAL BUILDING FUND	55,042.63
FOOD SERVICE FUND	266,576.73
BOND PROJECT	83,528.87
STUDENT FEES	5,340.71
<b>TOTAL</b>	<b>2,417,248.93</b>

05-01-2023

General Fund	Check No	Check Date	Vendor Name	Amount	Description
	00254710	05/01/23	A-1 FLAGS POLES & REPAIR LLC	688.60	BUILDING IMPROVEMENT
	00254711	05/01/23	ABANTE MARKETING	526.45	SUPPLIES
	00254712	05/01/23	ADAMS & SULLIVAN P.C.	675.00	LEGAL SERVICES
	00254713	05/01/23	ALBERTSON GLASS	175.00	REPAIRS
	00254714	05/01/23	ALL BRITE GLASS & SCREEN, INC.	180.00	BUILDING IMPROVEMENT
	00254715	05/01/23	APPLE, INC.	8,900.00	SUPPLIES
	00254716	05/01/23	ARROW TOWING, INC.	300.00	REPAIRS
	00254717	05/01/23	AUTO VALUE	208.57	SUPPLIES
	00254717	05/01/23	AUTO VALUE	7,826.69	TIRES & PARTS
	00254718	05/01/23	B & D DIAMOND PRO, INC.	1,844.00	SITE IMPROVEMENTS
	00254719	05/01/23	BAKER'S SUPERMARKET	1,058.89	SUPPLIES
	00254719	05/01/23	BAKER'S SUPERMARKET	63.40	TEXTBOOKS & PERIODICALS
	00254720	05/01/23	BAKER'S SUPERMARKET	460.60	SUPPLIES
	00254721	05/01/23	BATTERIES PLUS BULBS	554.18	SUPPLIES
	00254722	05/01/23	BAUER BUILT TIRE	300.27	SUPPLIES
	00254723	05/01/23	BEARCOM	2,581.69	SUPPLIES
	00254724	05/01/23	BEARDMORE CHEVROLET, INC	685.40	REPAIRS
	00254724	05/01/23	BEARDMORE CHEVROLET, INC	594.92	TIRES & PARTS
	00254725	05/01/23	BELLEVUE LEADER	37.80	SUPPLIES
	00254726	05/01/23	BEST CARE EMPLOYEE ASSIST.	6,749.44	PROFESSIONAL SERVICES
	00254727	05/01/23	BIG GAME	1,854.80	SUPPLIES
	00254728	05/01/23	BIG INK, INC.	1,620.00	SUPPLIES
	00254729	05/01/23	BIG RED LOCKSMITHS, INC.	28.00	BUILDING IMPROVEMENT
	00254730	05/01/23	BISHOP BUSINESS EQUIPMENT	1,545.95	SUPPLIES
	00254731	05/01/23	BLICK ART MATERIALS, LLC.	4,862.23	SUPPLIES
	00254732	05/01/23	BLUETARP FINANCIAL, INC	132.97	SUPPLIES
	00254732	05/01/23	BLUETARP FINANCIAL, INC	42.79	TIRES & PARTS
	00254733	05/01/23	BOILER CHILLER SYSTEMS LLC	5,140.33	BUILDING IMPROVEMENT
	00254734	05/01/23	BOUND TO STAY BOUND	116.38	SUPPLIES
	00254735	05/01/23	BREAKOUT INC.	99.00	SUPPLIES
	00254736	05/01/23	BRIGGS, INC.	1,574.61	BUILDING IMPROVEMENT
	00254736	05/01/23	BRIGGS, INC.	168.34	SUPPLIES
	00254737	05/01/23	BUS PARTS WAREHOUSE	56.38	TIRES & PARTS
	00254738	05/01/23	CARNEGIE LEARNING	8,428.60	TEXTBOOKS & PERIODICALS
	00254739	05/01/23	CAROLINA BIOLOGICAL SUPPLY	24.90	SUPPLIES
	00254740	05/01/23	CARPENTER PAPER COMPANY	9,318.43	SUPPLIES
	00254741	05/01/23	CATEGORY ONE CONSULTING	11,000.00	PROFESSIONAL SERVICES
	00254742	05/01/23	CCS PRESENTATION SYSTEMS	3,810.00	SUPPLIES
	00254743	05/01/23	CF WEBTOOLS	1,900.00	COMPUTER HARDWARE

05-01-2023

00254744	05/01/23	CHEMSTATION OF IOWA	750.00	SUPPLIES
00254745	05/01/23	CINTAS CORPORATION	908.08	PROFESSIONAL SERVICES
00254746	05/01/23	COGNIA INC	25,200.00	PROFESSIONAL SERVICES
00254747	05/01/23	COLLINS SPORTS MEDICINE	4,563.27	SUPPLIES
00254748	05/01/23	CORNHUSKER INTL TRUCKS, INC.	2,105.54	TIRES & PARTS
00254749	05/01/23	COUNCIL BLUFFS COMMUNITY	206.85	TUITION - OTHER DISTRICTS
00254750	05/01/23	COX BUSINESS SERVICES	17,186.02	TELECOMMUNICATIONS
00254751	05/01/23	COX BUSINESS SERVICES	12,776.57	TELECOMMUNICATIONS
00254752	05/01/23	CUMMINS CENTRAL POWER, LLC	173.74	TIRES & PARTS
00254753	05/01/23	D.C. ELECTRIC/HEARTLAND	145.72	BUILDING IMPROVEMENT
00254754	05/01/23	DATASHIELD CORPORATION	68.00	TRASH REMOVAL
00254755	05/01/23	DELTA FOREMOST CHEMICAL	4,498.74	SUPPLIES
00254756	05/01/23	DEMIDEC	895.00	SUPPLIES
00254757	05/01/23	DIANE ELLIS	2,336.50	PROFESSIONAL SERVICES
00254758	05/01/23	DIETZE MUSIC	44.10	SUPPLIES
00254759	05/01/23	DIETZE MUSIC	181.07	SUPPLIES
00254760	05/01/23	E.S.U. #3	100.00	EMPLOYEE TRAINING & DEVEL.
00254761	05/01/23	EAI EDUCATION ERIC ARMIN, INC.	145.80	SUPPLIES
00254762	05/01/23	ECHO ELECTRIC SUPPLY	433.96	BUILDING IMPROVEMENT
00254762	05/01/23	ECHO ELECTRIC SUPPLY	667.81	SUPPLIES
00254763	05/01/23	EDUCATIONAL AND COMMUNITY	500.00	SUPPLIES
00254764	05/01/23	EGAN SUPPLY	909.76	REPAIRS
00254764	05/01/23	EGAN SUPPLY	20,592.49	SUPPLIES
00254765	05/01/23	ELECTRONIC CONTRACTING	2,745.30	BUILDING IMPROVEMENT
00254766	05/01/23	ENABLING DEVICES, INC.	1,045.80	SUPPLIES
00254767	05/01/23	EQUIFAX WORKFORCE	60.00	PROFESSIONAL SERVICES
00254768	05/01/23	EYMAN PLUMBING, INC.	9,378.22	BUILDING IMPROVEMENT
00254769	05/01/23	FAMILY FARE SUPERMARKET	403.94	SUPPLIES
00254770	05/01/23	FERRELLGAS	7,099.04	GAS, DIESEL, OIL
00254771	05/01/23	FIELD PAPER COMPANY	2,576.12	SUPPLIES
00254772	05/01/23	FIRST WIRELESS, INC.	515.00	REPAIRS
00254773	05/01/23	FLEETPRIDE	695.42	TIRES & PARTS
00254774	05/01/23	FLINN SCIENTIFIC, INC.	1,924.02	SUPPLIES
00254775	05/01/23	FOLLETT CONTENT SOLUTIONS	7,015.85	SUPPLIES
00254776	05/01/23	FUN EXPRESS, LLC.	130.88	SUPPLIES
00254777	05/01/23	GALVIN GLASS	633.50	BUILDING IMPROVEMENT
00254778	05/01/23	GENERAL FIRE AND SAFETY	4,090.75	BUILDING IMPROVEMENT
00254779	05/01/23	GLENNA FISHER	7,120.25	PROFESSIONAL SERVICES
00254780	05/01/23	GOALS	1,200.00	PROFESSIONAL SERVICES
00254781	05/01/23	GOODWIN TUCKER GROUP	647.50	BUILDING IMPROVEMENT

05-01-2023

00254782	05/01/23	GOPHER	1,116.60	SUPPLIES
00254783	05/01/23	GRAINGER, INC.	1,164.17	BUILDING IMPROVEMENT
00254783	05/01/23	GRAINGER, INC.	884.29	REPAIRS
00254784	05/01/23	GREAT PLAINS PIANO COMPANY	700.00	PROFESSIONAL SERVICES
00254784	05/01/23	GREAT PLAINS PIANO COMPANY	240.00	SUPPLIES
00254785	05/01/23	HASSE AND LOVIN ASSOCIATES	4,025.00	PROFESSIONAL SERVICES
00254786	05/01/23	HAUFF SPORTS	1,436.56	SUPPLIES
00254787	05/01/23	HEARTLAND FAMILY SERVICE	150.00	TUITION-OTHER AGENCIES
00254788	05/01/23	HEGGERTY	192.24	SUPPLIES
00254789	05/01/23	HILLYARD	2,736.34	SUPPLIES
00254790	05/01/23	INDUSTRIAL ARTS SUPPLY CO	4,414.09	SUPPLIES
00254791	05/01/23	INTERSTATE POWER SYSTEMS	176.40	TIRES & PARTS
00254792	05/01/23	J & J SMALL ENGINE SERVICE, INC.	4,235.71	REPAIRS
00254792	05/01/23	J & J SMALL ENGINE SERVICE, INC.	1,460.99	SUPPLIES
00254793	05/01/23	J.W. PEPPER & SON, INC.	599.18	SUPPLIES
00254794	05/01/23	JEANNE FIELDER	500.00	EMPLOYEE TRAINING & DEVEL.
00254795	05/01/23	JODON'S	147.00	SUPPLIES
00254796	05/01/23	JOHNSTONE SUPPLY	1,463.67	BUILDING IMPROVEMENT
00254797	05/01/23	KIMBALL MIDWEST	651.64	SUPPLIES
00254797	05/01/23	KIMBALL MIDWEST	578.45	TIRES & PARTS
00254798	05/01/23	KODO	4,290.00	SUPPLIES
00254799	05/01/23	L.I.F.E. STAFFING AND	528.26	PROFESSIONAL SERVICES
00254800	05/01/23	LAKESHORE LEARNING	2,847.21	SUPPLIES
00254801	05/01/23	LANGUAGE LINE SERVICES	73.69	SUPPLIES
00254802	05/01/23	LANGUAGE TESTING	25.00	PROFESSIONAL SERVICES
00254803	05/01/23	LATITUDE SIGNAGE + DESIGN	2,084.94	SITE IMPROVEMENTS
00254804	05/01/23	LEADING EDGE LAMINATING	3,900.00	SUPPLIES
00254805	05/01/23	LEGO EDUCATION	16,017.00	SUPPLIES
00254806	05/01/23	LOU'S SPORTING GOODS	23,308.85	SUPPLIES
00254807	05/01/23	LOWE'S	298.87	SUPPLIES
00254808	05/01/23	MACGILL	1,120.03	SUPPLIES
00254809	05/01/23	MAKERBOT	485.25	SUPPLIES
00254810	05/01/23	MATHESON TRI-GAS, INC.	92.79	REPAIRS
00254810	05/01/23	MATHESON TRI-GAS, INC.	404.73	SUPPLIES
00254811	05/01/23	MAX I WALKER	938.32	PROFESSIONAL SERVICES
00254812	05/01/23	MAXIM HEALTHCARE SERVICES	9,704.96	TUITION-OTHER AGENCIES
00254813	05/01/23	MCGRAW-HILL SCHOOL	4,655.70	TEXTBOOKS & PERIODICALS
00254814	05/01/23	MECHANICAL SALES, INC.	520.25	BUILDING IMPROVEMENT
00254815	05/01/23	MEJIA ROOFING & CONTRACTORS	1,050.00	BUILDING IMPROVEMENT
00254816	05/01/23	MENARDS, INC.	1,926.78	BUILDING IMPROVEMENT

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00254816	05/01/23	MENARDS, INC.	2,473.41	REPAIRS
00254816	05/01/23	MENARDS, INC.	2,701.35	SUPPLIES
00254817	05/01/23	MENARDS-RALSTON	318.98	SUPPLIES
00254818	05/01/23	METAL DOORS & HARDWARE	1,050.00	BUILDING IMPROVEMENT
00254819	05/01/23	METROPOLITAN UTILITIES DIST.	15,552.20	FUEL
00254819	05/01/23	METROPOLITAN UTILITIES DIST.	19,714.73	WATER & SEWER
00254820	05/01/23	MICHAEL J MILLER MUSIC LLC	1,000.00	RENTALS/LEASE PURCHASE
00254821	05/01/23	MICROFILM IMAGING SYSTEMS,	171.00	SUPPLIES
00254822	05/01/23	MIDLAND UNIVERSITY	4,725.00	PROFESSIONAL SERVICES
00254823	05/01/23	MIDLANDS TESTING SERVICES,	40.00	PROFESSIONAL SERVICES
00254824	05/01/23	MIDWEST PETROLEUM	319.75	GAS, DIESEL, OIL
00254825	05/01/23	MIDWEST TECHNOLOGY	80.59	SUPPLIES
00254826	05/01/23	MINNESOTA CLAY CO., USA	1,185.17	SUPPLIES
00254827	05/01/23	NAPA AUTO PARTS	136.95	SUPPLIES
00254827	05/01/23	NAPA AUTO PARTS	113.25	TIRES & PARTS
00254828	05/01/23	NASCO	3,186.47	SUPPLIES
00254829	05/01/23	NE DEPARTMENT OF LABOR	360.00	BUILDING IMPROVEMENT
00254830	05/01/23	NEBRASKA - IOWA SUPPLY CO.	15,842.85	GAS, DIESEL, OIL
00254831	05/01/23	NEBRASKA COUNCIL OF SCHOOL	180.00	EMPLOYEE TRAINING & DEVEL.
00254832	05/01/23	NEBRASKA SCIENTIFIC	101.51	SUPPLIES
00254833	05/01/23	NEBRASKA/CENTRAL EQUIPMENT	227.72	TIRES & PARTS
00254834	05/01/23	NUMOTION	375.00	SUPPLIES
00254835	05/01/23	O'REILLY AUTOMOTIVE, INC.	43.73	REPAIRS
00254835	05/01/23	O'REILLY AUTOMOTIVE, INC.	161.85	SUPPLIES
00254835	05/01/23	O'REILLY AUTOMOTIVE, INC.	319.43	TIRES & PARTS
00254836	05/01/23	OCCUPATIONAL HEALTH	911.00	PROFESSIONAL SERVICES
00254837	05/01/23	OFFICE DEPOT, INC	4,894.54	SUPPLIES
00254838	05/01/23	OHARCO	140.72	BUILDING IMPROVEMENT
00254839	05/01/23	OMAHA NEON SIGN COMPANY	413.70	BUILDING IMPROVEMENT
00254840	05/01/23	OMAHA PUBLIC POWER DISTRICT	141,735.05	ELECTRICITY
00254841	05/01/23	ONE SOURCE, INC.	849.50	PROFESSIONAL SERVICES
00254842	05/01/23	OPC DIRECT	1,726.33	SUPPLIES
00254843	05/01/23	PAPILLION SANITATION	3,186.09	TRASH REMOVAL
00254844	05/01/23	PASCO SCIENTIFIC	79.00	SUPPLIES
00254845	05/01/23	PAUL LUCHT & SONS, INC	1,190.04	REPAIRS
00254846	05/01/23	POWERSCHOOL GROUP, LLC.	1,900.00	SOFTWARE
00254847	05/01/23	PRESTO-X	1,518.00	SITE IMPROVEMENTS
00254848	05/01/23	PRIME SECURED, INC	915.00	BUILDING IMPROVEMENT
00254849	05/01/23	RADCLIFFE, GILBERTSON & BRADY	4,500.00	LOBBYIST
00254850	05/01/23	RAPIDSCALE INC	1,540.00	SOFTWARE

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00254851	05/01/23	RAY MARTIN COMPANY	4,385.71	BUILDING IMPROVEMENT
00254852	05/01/23	REALLY GREAT READING CO. LLC.	3,750.00	PROFESSIONAL SERVICES
00254853	05/01/23	SARPY CHAMBER	420.00	PROFESSIONAL SERVICES
00254854	05/01/23	SAVVAS LEARNING COMPANY LLC	8,478.36	TEXTBOOKS & PERIODICALS
00254855	05/01/23	SCANTRON CORPORATION	2,005.70	SUPPLIES
00254856	05/01/23	SCHOLASTIC, INC.	104.39	TEXTBOOKS & PERIODICALS
00254857	05/01/23	SCHOOL BUS PARTS COMPANY	243.00	TIRES & PARTS
00254858	05/01/23	SCHOOL HEALTH CORPORATION	49.09	SUPPLIES
00254859	05/01/23	SCHOOL SPECIALTY, LLC	383,860.67	SUPPLIES
00254860	05/01/23	SCHULMERICH BELLS	81.00	SUPPLIES
00254861	05/01/23	SHERWIN-WILLIAMS	300.06	REPAIRS
00254862	05/01/23	SITE ONE LANDSCAPE SUPPLY	429.48	BUILDING IMPROVEMENT
00254863	05/01/23	SNYDER CHARLESON THERAPY	29,187.68	TUITION-OTHER AGENCIES
00254864	05/01/23	SOLARWINDS	11,893.00	SOFTWARE
00254865	05/01/23	SOLIANT CONSULTING, INC.	21,999.97	TUITION-OTHER AGENCIES
00254866	05/01/23	SPORTS FACILITY MAINTENANCE	492.67	BUILDING IMPROVEMENT
00254867	05/01/23	STAPLES ADVANTAGE	957.89	SUPPLIES
00254868	05/01/23	STERICYCLE INC.	151.14	SUPPLIES
00254869	05/01/23	STEVE'S FLOOR COVERINGS, INC.	285.00	BUILDING IMPROVEMENT
00254870	05/01/23	STEVEN D. DENNIS	495.00	BUILDING IMPROVEMENT
00254871	05/01/23	STUDENT TRANSPORATION OF	46,480.14	CONTRACTED TRANSPORTATION
00254872	05/01/23	STUDIES WEEKLY	345.38	TEXTBOOKS & PERIODICALS
00254873	05/01/23	SUE BAINTER	450.00	EMPLOYEE TRAINING & DEVEL.
00254874	05/01/23	SUPREME SCHOOL SUPPLY	382.78	SUPPLIES
00254875	05/01/23	TALX UC EXPRESS	954.18	PROFESSIONAL SERVICES
00254876	05/01/23	TANGIBLE PLAY	3,930.00	SUPPLIES
00254877	05/01/23	TEXTBOOK WAREHOUSE	492.75	TEXTBOOKS & PERIODICALS
00254878	05/01/23	THE FILTER SHOP	130.00	SUPPLIES
00254879	05/01/23	THE GRAPHIC EDGE	8,062.58	SUPPLIES
00254880	05/01/23	THE HOME DEPOT PRO	1,590.36	SUPPLIES
00254881	05/01/23	TREETOP PUBLISHING	85.00	SUPPLIES
00254882	05/01/23	TRUCK CENTER COMPANIES	9,718.53	TIRES & PARTS
00254883	05/01/23	U.S. BANK CORPORATE PAYMENT	1,880.54	BUILDING IMPROVEMENT
00254883	05/01/23	U.S. BANK CORPORATE PAYMENT	3,649.11	EMPLOYEE TRAINING & DEVEL.
00254883	05/01/23	U.S. BANK CORPORATE PAYMENT	69.71	REPAIRS
00254883	05/01/23	U.S. BANK CORPORATE PAYMENT	644.00	SOFTWARE
00254883	05/01/23	U.S. BANK CORPORATE PAYMENT	11,331.11	SUPPLIES
00254884	05/01/23	U.S. BANK EQUIPMENT FINANCE	10,033.77	RENTALS/LEASE PURCHASE
00254884	05/01/23	U.S. BANK EQUIPMENT FINANCE	10,201.64	SUPPLIES
00254885	05/01/23	UNIVERSITY OF NEB MEDICAL	24,063.82	TUITION-OTHER AGENCIES

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	00254886	05/01/23	UNIVERSITY OF NEBRASKA-OMAHA	250.00	PROFESSIONAL SERVICES
	00254887	05/01/23	VOSS LIGHTING	1,749.80	SUPPLIES
	00254888	05/01/23	WALKER ORGAN TUNING & REPAIR	465.00	PROFESSIONAL SERVICES
	00254889	05/01/23	WARD'S SCIENCE	1,230.38	SUPPLIES
	00254890	05/01/23	WEST MUSIC CO	120.57	RENTALS/LEASE PURCHASE
	00254890	05/01/23	WEST MUSIC CO	34.45	SUPPLIES
	00254891	05/01/23	WESTLAKE HARDWARE	243.85	REPAIRS
	00254891	05/01/23	WESTLAKE HARDWARE	69.39	SUPPLIES
	00254892	05/01/23	WESTSIDE COMMUNITY SCHOOLS	4,598.70	TUITION - OTHER DISTRICTS
	00254893	05/01/23	WHITE WOLF WEB OFFSET	403.26	SUPPLIES
	00254894	05/01/23	WINDSTAR LINES, INC.	36,048.40	CONTRACTED TRANSPORTATION
	00254895	05/01/23	WONDER WORKSHOP, INC.	789.85	SUPPLIES
	00254896	05/01/23	WOODCRAFT OF OMAHA	653.38	SUPPLIES
	00254897	05/01/23	WOODRIVER ENERGY	64,018.36	FUEL
	00254898	05/01/23	WORLD OF WONDER	750.00	SUPPLIES
			<b>General Fund Total:</b>	<b>1,281,320.69</b>	

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General Fund	Check No	Check Date	Vendor Name	Amount	Description
	00254581	04/05/23	AT&T MOBILITY	172.81	TELECOMMUNICATIONS
	00254582	04/05/23	BP BUSINESS SOLUTIONS	248.67	GAS, DIESEL, OIL
	00254583	04/05/23	CIVIL AIR PATROL NHQ	70.00	PROFESSIONAL SERVICES
	00254584	04/05/23	DE LAGE LANDEN FINANCIAL	446.87	FURNITURE & EQUIPMENT
	00254585	04/05/23	DISTRICT REVOLVING	312.76	PROFESSIONAL SERVICES
	00254585	04/05/23	DISTRICT REVOLVING	1,384.40	RENTALS/LEASE PURCHASE
	00254585	04/05/23	DISTRICT REVOLVING	104.97	REPAIRS
	00254585	04/05/23	DISTRICT REVOLVING	14,291.53	SUPPLIES
	00254585	04/05/23	DISTRICT REVOLVING	777.00	TRASH REMOVAL
	00254586	04/05/23	MAKERBOT	256.50	SUPPLIES
	00254587	04/05/23	MINNESOTA CLAY CO., USA	1,308.91	SUPPLIES
	00254588	04/05/23	NEBRASKA SCHOOL PUBLIC	35.00	PROFESSIONAL SERVICES
	00254589	04/05/23	OFFICE DEPOT, INC	163.52	SUPPLIES
	00254590	04/05/23	REMEDY ROAD LLC	6,396.46	TUITION-OTHER AGENCIES
	00254635	04/11/23	BLACK HILLS ENERGY	1,087.32	FUEL
	00254636	04/11/23	ELAN FINANCIAL SERVICES	230.49	CONTRACTED TRANSPORTATION
	00254636	04/11/23	ELAN FINANCIAL SERVICES	2,135.00	PROFESSIONAL SERVICES
	00254636	04/11/23	ELAN FINANCIAL SERVICES	12,569.57	SUPPLIES
	00254637	04/11/23	GREAT PLAINS PIANO	120.00	SUPPLIES
	00254638	04/11/23	NEBRASKA SCIENCE	80.00	SUPPLIES
	00254639	04/11/23	OMAHA SYMPHONY	485.00	SUPPLIES
	00254640	04/11/23	PAUL YSUSI	15.72	CONTRACTED TRANSPORTATION
	00254641	04/11/23	PINNACLE PUBLIC FINANCE	671,814.50	SUPPLIES
	00254642	04/11/23	THE ROSE THEATER	45.00	SUPPLIES
	00254643	04/12/23	BAKER'S SUPERMARKET	13.35	SUPPLIES
	00254644	04/12/23	MENARDS, INC.	99.15	SUPPLIES
	00254645	04/12/23	NEBRASKA SCIENCE	40.00	SUPPLIES
	00254646	04/18/23	ABIGAIL HENRY	160.00	EMPLOYEE TRAINING & DEVELOPMNT
	00254647	04/18/23	ALL BRITE GLASS & SCREEN	150.00	BUILDING IMPROVEMENT
	00254648	04/18/23	ANGIE PALMER	265.72	EMPLOYEE TRAINING & DEVELOPMNT
	00254649	04/18/23	BISHOP BUSINESS	1,310.95	SUPPLIES
	00254651	04/18/23	GINA LONG	160.00	EMPLOYEE TRAINING & DEVELOPMNT
	00254652	04/18/23	KIM RAUSCH	160.00	EMPLOYEE TRAINING & DEVELOPMNT
	00254653	04/18/23	LISA RIPPE	160.00	EMPLOYEE TRAINING & DEVELOPMNT
	00254654	04/18/23	METROPOLITAN UTILITIES	1,946.22	WATER & SEWER
	00254655	04/18/23	SCHOLASTIC BOOK FAIRS	468.00	SUPPLIES
	00254656	04/18/23	SHARA CULLIVER	96.00	EMPLOYEE TRAINING & DEVELOPMNT
	00254657	04/18/23	STEVE JARRETT	153.58	EMPLOYEE TRAINING & DEVELOPMNT
	00254658	04/18/23	VERIZON WIRELESS	135.18	TELECOMMUNICATIONS

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00254659	04/21/23	ACTFL	405.00	PROFESSIONAL SERVICES
00254660	04/21/23	DIANN RAUSCH	360.00	PROFESSIONAL SERVICES
00254661	04/21/23	MELISSA L MURTAUGH	360.00	PROFESSIONAL SERVICES
00254662	04/21/23	MELISSA WAGNER	360.00	PROFESSIONAL SERVICES
00254663	04/21/23	SCHOOL SPECIALTY, LLC	148.12	SUPPLIES
00254664	04/21/23	SUSAN COLVIN	48.00	SUPPLIES
00254704	04/28/23	ASHLEY WYNNE	29.00	EMPLOYEE TRAINING & DEVELOPMNT
00254705	04/28/23	COMMERCE BANK	207.78	CONTRACTED TRANSPORTATION
00254706	04/28/23	KEVIN MCHUGH	16.84	CONTRACTED TRANSPORTATION
00254708	04/28/23	MARQUES ECKHOFF	387.52	CONTRACTED TRANSPORTATION
00254709	04/28/23	QUADIENT	3,246.90	POSTAGE
<b>General Fund Immediate Pays Released Prior to Board Meeting:</b>			<b>725,439.31</b>	

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Special Bldg	Check No	Check Date	Vendor Name	Amount	Description
	00254899	05/01/23	ALBIREO ENERGY LLC	408.00	BUILDING PROJECTS
	00254900	05/01/23	BOILER CHILLER SYSTEMS LLC	2,088.88	BUILDING PROJECTS
	00254901	05/01/23	BRIGGS, INC.	612.14	BUILDING PROJECTS
	00254902	05/01/23	D.C. ELECTRIC/HEARTLAND	4,071.30	BUILDING PROJECTS
	00254903	05/01/23	EYMAN PLUMBING, INC.	4,660.21	BUILDING PROJECTS
	00254904	05/01/23	GENERAL FIRE AND SAFETY	11,165.00	BUILDING PROJECTS
	00254905	05/01/23	GREENLIFE GARDENS, INC.	13,445.60	BUILDING PROJECTS
	00254906	05/01/23	PRIME SECURED, INC	377.50	BUILDING PROJECTS
	00254907	05/01/23	PRIME SECURED, INC	3,150.72	BUILDING PROJECTS
	00254908	05/01/23	RAY MARTIN COMPANY	10,063.28	BUILDING PROJECTS
			<b>Special Building Fund Total:</b>	<b>50,042.63</b>	

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Special Bldg	Check No	Check Date	Vendor Name	Amount	Description
	00254650	04/18/23	CREATIVE SITES, LLC	5,000.00	BUILDING PROJECTS
<b>Special Building Fund Immediate Pays Released Prior to Board Meeting:</b>				<b>5,000.00</b>	

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Bond Fund	Check No	Check Date	Vendor Name	Amount	Description
	00030611	05/01/23	ELECTRIC COMPANY OF OMAHA	17,167.81	BUILDING PROJECTS
	00030612	05/01/23	FLUID MECHANICAL, LLC	66,361.06	BUILDING PROJECTS
			<b>Bond Project Fund Total:</b>	<b>83,528.87</b>	

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Food Service	Check No	Check Date	Vendor Name	Amount	Description
	00254909	05/01/23	AMERICAN BOTTLING COMPANY	1,794.37	FOOD
	00254910	05/01/23	BPS FOUNDATION - LAC	100.00	SUPPLIES
	00254911	05/01/23	BRIGGS, INC.	525.44	REPAIRS
	00254912	05/01/23	C-S BEVERAGE REPAIR, LLC.	408.99	REPAIRS
	00254913	05/01/23	CARPENTER PAPER COMPANY	7,081.55	SUPPLIES
	00254914	05/01/23	COCA-COLA OF OMAHA	6,418.85	FOOD
	00254916	05/01/23	DISTRICT ACTIVITY FUND	1,690.00	SUPPLIES
	00254917	05/01/23	EAST HIGH ACTIVITY ACCOUNT	550.00	SUPPLIES
	00254918	05/01/23	EGAN SUPPLY	62.50	SUPPLIES
	00254919	05/01/23	FARNER-BOCKEN COMPANY	3,629.79	FOOD
	00254920	05/01/23	GENERAL PARTS, LLC.	652.45	REPAIRS
	00254921	05/01/23	GREATER AMERICA DISTRIBUTING	997.21	REPAIRS
	00254922	05/01/23	GREENBERG FRUIT COMPANY	4,894.40	FOOD
	00254923	05/01/23	HILAND DAIRY	44,891.33	FOOD
	00254924	05/01/23	LEWIS & CLARK ACTIVITY FUND	150.00	SUPPLIES
	00254925	05/01/23	LOGAN FONTENELLE ACTIVITY	150.00	SUPPLIES
	00254926	05/01/23	MARY HANSEN	107.38	SUPPLIES
	00254927	05/01/23	MISSION ACTIVITY FUND	150.00	SUPPLIES
	00254928	05/01/23	MMC CONTRACTORS, INC.	3,452.50	REPAIRS
	00254929	05/01/23	NEBRASKA - IOWA SUPPLY CO.	438.86	GAS, DIESEL, OIL
	00254930	05/01/23	OFFICE DEPOT, INC	1,191.33	SUPPLIES
	00254931	05/01/23	PAPILLION SANITATION	2,247.92	TRASH REMOVAL
	00254932	05/01/23	PEPSI COLA COMPANY	831.50	FOOD
	00254933	05/01/23	ROTELLA'S ITALIAN BAKERY, INC.	9,749.09	FOOD
	00254934	05/01/23	SYSCO LINCOLN	172,450.44	FOOD
	00254935	05/01/23	WEST HIGH ACTIVITY FUND	550.00	SUPPLIES
			<b>Food Service Fund Total:</b>	<b>265,165.90</b>	

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Food Service	Check No	Check Date	Vendor Name	Amount	Description
	00254636	04/11/23	ELAN FINANCIAL SERVICES	1,353.57	SUPPLIES
	00254658	04/18/23	VERIZON WIRELESS	34.31	SUPPLIES
	00254707	04/28/23	LISA DYRDA	22.95	MISCELLANEOUS
<b>Food Service Immediate Pays Released Prior to Board Meeting:</b>				<b>1,410.83</b>	

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Student Fees	Check No	Check Date	Vendor Name	Amount	Description
	00254915	05/01/23	COLLINS SPORTS MEDICINE	5,340.71	SUPPLIES
			<b>Student Fees Fund Total:</b>	<b>5,340.71</b>	

**Bellevue Public Schools - Publication Of Checks**

Vendor Name	Amount	Description
A-1 CONTAINERS	225.00	SITE IMPROVEMENTS
ABIGAIL HENRY	160.00	EMPLOYEE TRAINING & DEVELOPMNT
ACCUCUT SYSTEMS	74.00	SUPPLIES
ACCUPRINT LASER SERVICES, INC.	151.90	SUPPLIES
ACTFL	405.00	PROFESSIONAL SERVICES
ADAMS & SULLIVAN P.C.	1,300.00	LEGAL SERVICES
ADVANCED OFFICE AUTOMATION INC	16.00	SUPPLIES
AKSARBEN PIPE & SEWER CLEANING CO.	3,092.50	BUILDING IMPROVEMENT
AKSARBEN PIPE & SEWER CLEANING CO.	125.00	SUPPLIES
ALL AMERICAN SPORTS/RIDDELL	209.00	SUPPLIES
ALL AMERICAN SPORTS/RIDDELL	7,350.39	BUILDING PROJECTS
ALL BRITE GLASS & SCREEN, INC.	680.00	BUILDING IMPROVEMENT
ALL BRITE GLASS & SCREEN, INC.	150.00	BUILDING IMPROVEMENT
AMERICAN BOTTLING COMPANY	5,739.70	FOOD
AMERICAN FENCE COMPANY	482.33	REPAIRS
AMERICAN FOODS GROUP, LLC	2,600.00	FOOD
ANDREW BUTTERMORE PAINTING	19,700.00	BUILDING PROJECTS
ANGIE PALMER	265.72	EMPLOYEE TRAINING & DEVELOPMNT
AQUA-CHEM, INC.	1,457.60	REPAIRS
ARBOR SCIENTIFIC	217.17	SUPPLIES
ARROW STAGE LINES	720.00	CONTRACTED TRANSPORTATION
ASHLEY WYNNE	29.00	EMPLOYEE TRAINING & DEVELOPMNT
AT&T MOBILITY	172.81	TELECOMMUNICATIONS
AUTO VALUE	56.50	TIRES & PARTS
BAKER'S SUPERMARKET	529.53	SUPPLIES
BAKER'S SUPERMARKET	736.14	SUPPLIES
BAKER'S SUPERMARKET	169.41	FOOD
BAKER'S SUPERMARKET	13.35	SUPPLIES
BATTERIES PLUS BULBS	484.42	SUPPLIES
BATTERIES PLUS BULBS	207.25	TIRES & PARTS
BAUER BUILT TIRE	49.79	REPAIRS
BAUER BUILT TIRE	545.51	TIRES & PARTS
BEARCOM	138.43	REPAIRS
BEARDMORE CHEVROLET, INC	9,774.79	SUPPLIES
BEARDMORE CHEVROLET, INC	1,510.13	TIRES & PARTS
BEAVER EXCAVATION, INC.	1,980.00	SITE IMPROVEMENTS

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BELLEVUE LEADER	67.55	SUPPLIES
BIG RED LOCKSMITHS, INC.	21.00	BUILDING IMPROVEMENT
BIL-DEN GLASS INC	3,167.00	BUILDING PROJECTS
BIMBO BAKERIES USA	8,147.53	FOOD
BIO CORPORATION	1,570.08	SUPPLIES
BISHOP BUSINESS EQUIPMENT	132.00	SUPPLIES
BISHOP BUSINESS EQUIPMENT	1,310.95	SUPPLIES
BLACK HILLS ENERGY	10,739.60	FUEL
BLACK HILLS ENERGY	1,087.32	FUEL
BLICK ART MATERIALS, LLC.	809.11	SUPPLIES
BOOKSOURCE	743.17	SUPPLIES
BOUND TO STAY BOUND	2,442.72	SUPPLIES
BP BUSINESS SOLUTIONS	248.67	GAS, DIESEL, OIL
BRIGGS, INC.	395.00	BUILDING IMPROVEMENT
CAROLINA BIOLOGICAL SUPPLY CO	616.15	SUPPLIES
CARPENTER PAPER COMPANY	5,814.20	SUPPLIES
CARPENTER PAPER COMPANY	6,380.73	SUPPLIES
CCS PRESENTATION SYSTEMS, INC.	8,070.99	COMPUTER HARDWARE
CHEMSTATION OF IOWA	650.00	TIRES & PARTS
CHRISTINA J. BRENNEMAN	25.00	EMPLOYEE TRAINING & DEVELOPMNT
CINTAS CORPORATION #749	583.08	PROFESSIONAL SERVICES
CINTAS CORPORATION #749	145.77	SUPPLIES
CIVIL AIR PATROL NHQ	70.00	PROFESSIONAL SERVICES
CLAY-KING.COM, INC	3,200.95	SUPPLIES
CLAY'S PUMP & EQUIPMENT CO.	552.50	REPAIRS
COCA-COLA OF OMAHA	5,851.87	FOOD
COMFORT INN	299.85	EMPLOYEE TRAINING & DEVELOPMNT
COMMERCE BANK	207.78	CONTRACTED TRANSPORTATION
CONSTELLATION ENERGY	32,840.75	FUEL
CONTINENTAL RESEARCH CORP.	626.64	SUPPLIES
CONTROL DEPOT	440.55	SUPPLIES
CONTROLTEMP, INC.	88,144.00	BUILDING PROJECTS
CORNHUSKER IDEALEASE	440.00	CONTRACTED TRANSPORTATION
CORNHUSKER INTERNATIONAL TRUCKS, INC.	184.42	CONTRACTED TRANSPORTATION
CORNHUSKER INTERNATIONAL TRUCKS, INC.	428.54	TIRES & PARTS
COX BUSINESS SERVICES	40,031.30	TELECOMMUNICATIONS
CRAIG HOME CARE	4,527.04	TUITION-OTHER AGENCIES
CREATIVE SITES, LLC	5,000.00	BUILDING PROJECTS
C-S BEVERAGE REPAIR, LLC.	108.30	REPAIRS
D.C. ELECTRIC/HEARTLAND LIGHTING, INC.	21,318.16	BUILDING PROJECTS

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D.C. ELECTRIC/HEARTLAND LIGHTING, INC.	1,908.00	BUILDING IMPROVEMENT
D.C. ELECTRIC/HEARTLAND LIGHTING, INC.	4,240.00	BUILDING PROJECTS
DE LAGE LANDEN FINANCIAL SERVICES, INC	446.87	FURNITURE & EQUIPMENT
DELTA FOREMOST CHEMICAL CORP.	1,887.60	SUPPLIES
DEMCO, INC.	174.85	SUPPLIES
DIANN RAUSCH	360.00	PROFESSIONAL SERVICES
DIETZE MUSIC	0.00	SUPPLIES
DIETZE MUSIC	40.00	SUPPLIES
DISCOVERY EDUCATION	56,000.00	EMPLOYEE TRAINING & DEVELOPMNT
DISTRICT REVOLVING ACCOUNT	312.76	PROFESSIONAL SERVICES
DISTRICT REVOLVING ACCOUNT	1,384.40	RENTALS/LEASE PURCHASE
DISTRICT REVOLVING ACCOUNT	104.97	REPAIRS
DISTRICT REVOLVING ACCOUNT	14,291.53	SUPPLIES
DISTRICT REVOLVING ACCOUNT	777.00	TRASH REMOVAL
DOUGLAS COUNTY TREASURER	865.49	EMPLOYEE TRAINING & DEVELOPMNT
E.S.U. #3	1,800.00	EMPLOYEE TRAINING & DEVELOPMNT
E.S.U. #3	3,076.80	TUITION-OTHER AGENCIES
EGAN SUPPLY	22.50	BUILDING IMPROVEMENT
EGAN SUPPLY	2,796.30	REPAIRS
EGAN SUPPLY	42,813.22	SUPPLIES
EGAN SUPPLY	7,909.08	BUILDING PROJECTS
ELAN FINANCIAL SERVICES	230.49	CONTRACTED TRANSPORTATION
ELAN FINANCIAL SERVICES	2,135.00	PROFESSIONAL SERVICES
ELAN FINANCIAL SERVICES	13,923.14	SUPPLIES
ELECTRONIC CONTRACTING COMPANY	2,606.00	BUILDING IMPROVEMENT
ELECTRONIC CONTRACTING COMPANY	4,377.00	SITE IMPROVEMENTS
ELITE PROFESSIONALS - OMAHA	6,120.00	TUITION-OTHER AGENCIES
EMBASSY SUITES BY HILTON	318.00	EMPLOYEE TRAINING & DEVELOPMNT
FAMILY FARE SUPERMARKET	161.68	SUPPLIES
FAMILY FARE SUPERMARKET	459.78	FOOD
FARNER-BOCKEN COMPANY	7,302.28	FOOD
FATHER FLANAGAN'S BOYS' HOME	3,914.00	EMPLOYEE TRAINING & DEVELOPMNT
FIELD PAPER COMPANY	2,752.17	SUPPLIES
FLEETPRIDE	851.04	TIRES & PARTS
FLINN SCIENTIFIC, INC.	83.45	SUPPLIES
FOLLETT SCHOOL SOLUTIONS, INC.	4,160.63	SUPPLIES
FONTENELLE NATURE ASSOCIATION	4,118.00	SUPPLIES
FUN EXPRESS, LLC.	221.19	SUPPLIES
GENERAL FIRE AND SAFETY EQUIPMENT CO.	3,722.25	BUILDING IMPROVEMENT
GENERAL FIRE AND SAFETY EQUIPMENT CO.	1,938.75	PROFESSIONAL SERVICES

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GENERAL PARTS, LLC.	6,828.13	REPAIRS
GINA LONG	160.00	EMPLOYEE TRAINING & DEVELOPMNT
GLASER CERAMICS	576.00	SUPPLIES
GLENNA FISHER	3,557.53	PROFESSIONAL SERVICES
GOALS	1,500.00	PROFESSIONAL SERVICES
GP ARCHITECTURE, LLC.	29,442.25	BUILDING PROJECTS
GRAINGER, INC.	584.18	BUILDING IMPROVEMENT
GRAINGER, INC.	1,591.26	REPAIRS
GRANTPROSE INC.	6,925.00	PROFESSIONAL SERVICES
GREAT PLAINS PIANO COMPANY	120.00	SUPPLIES
GREATER AMERICA DISTRIBUTING INC.	78.00	REPAIRS
GREENBERG FRUIT COMPANY	2,849.30	FOOD
HEARTLAND FAMILY SERVICE	150.00	TUITION-OTHER AGENCIES
HEMPEL SHEET METAL WORKS, LLC.	450.00	BUILDING IMPROVEMENT
HEMPEL SHEET METAL WORKS, LLC.	627.00	SUPPLIES
HILAND DAIRY	35,295.25	FOOD
HOLDAHL, INC.	240.00	BUILDING IMPROVEMENT
HOTSY EQUIPMENT CO.	463.10	REPAIRS
IDN-H. HOFFMAN, INC.	71.85	BUILDING IMPROVEMENT
INSTRU-MED, INC.	125.00	SUPPLIES
INTERSTATE POWER SYSTEMS, INC.	161.24	REPAIRS
IT SAVVY	7,615.38	SOFTWARE
IXL LEARNING	1,145.00	SUPPLIES
J & J SMALL ENGINE SERVICE, INC.	224.61	REPAIRS
J & J SMALL ENGINE SERVICE, INC.	113.86	SUPPLIES
JOHN DEERE FINANCIAL	772.20	REPAIRS
JOHNSON HARDWARE CO	728.00	SUPPLIES
JOHNSTONE SUPPLY	9.48	BUILDING IMPROVEMENT
KEVIN MCHUGH	16.84	CONTRACTED TRANSPORTATION
KIM RAUSCH	160.00	EMPLOYEE TRAINING & DEVELOPMNT
KIMBALL MIDWEST	568.34	SUPPLIES
KIMBALL MIDWEST	730.10	TIRES & PARTS
K-LOG, INC.	668.88	SUPPLIES
KONE INC.	16,470.00	BUILDING PROJECTS
KONE INC.	898.67	BUILDING IMPROVEMENT
KONE INC.	2,265.32	SITE IMPROVEMENTS
KRIHA FLUID POWER CO. INC.	388.62	TIRES & PARTS
LEADING EDGE LAMINATING	269.90	SUPPLIES
LEARNING A-Z	1,399.30	SUPPLIES
LISA DYRDA	22.95	MISCELLANEOUS

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LISA RIPPE	160.00	EMPLOYEE TRAINING & DEVELOPMNT
LISA S DALY	342.00	PROFESSIONAL SERVICES
LOU'S SPORTING GOODS	1,253.50	PRIOR YEAR PAYABLE
LOWE'S	222.24	SUPPLIES
MACGILL	1,087.40	SUPPLIES
MAKERBOT	256.50	SUPPLIES
MARQUES ECKHOFF	387.52	CONTRACTED TRANSPORTATION
MARY HANSEN	426.25	SUPPLIES
MATHESON TRI-GAS, INC.	45.89	REPAIRS
MAXIM HEALTHCARE SERVICES, INC.	16,294.22	TUITION-OTHER AGENCIES
MCKESSON	971.59	SUPPLIES
MECHANICAL SALES, INC.	352.00	BUILDING IMPROVEMENT
MECHANICAL SYSTEMS, INC.	140,730.30	BUILDING PROJECTS
MEJIA ROOFING & CONTRACTORS	1,050.00	BUILDING IMPROVEMENT
MELISSA L MURTAUGH	360.00	PROFESSIONAL SERVICES
MELISSA WAGNER	360.00	PROFESSIONAL SERVICES
MENARDS, INC.	242.74	BUILDING IMPROVEMENT
MENARDS, INC.	1,202.62	REPAIRS
MENARDS, INC.	744.04	SUPPLIES
MENARDS, INC.	-6.59	TIRES & PARTS
MENARDS, INC.	99.15	SUPPLIES
METAL DOORS & HARDWARE COMPANY	382.00	BUILDING IMPROVEMENT
METROPOLITAN UTILITIES DIST.	13,261.08	FUEL
METROPOLITAN UTILITIES DIST.	17,866.32	WATER & SEWER
METROPOLITAN UTILITIES DIST.	1,946.22	WATER & SEWER
MICHAEL J MILLER MUSIC LLC	2,000.00	SUPPLIES
MID-PLAINS INSULATION	928.00	BUILDING PROJECTS
MIDWEST SOUND & LIGHTING INC.	550.00	BUILDING IMPROVEMENT
MIDWEST TECHNOLOGY PRODUCTS	58.50	SUPPLIES
MIDWEST TENNIS & TRACK	506.00	REPAIRS
MILLARD REFRIGERATED SERVICES, LLC	85.41	PROFESSIONAL SERVICES
MINNESOTA CLAY CO., USA	1,308.91	SUPPLIES
MMC CONTRACTORS, INC.	2,358.94	BUILDING IMPROVEMENT
MMC CONTRACTORS, INC.	2,059.58	SITE IMPROVEMENTS
MMC CONTRACTORS, INC.	3,620.49	BUILDING PROJECTS
MMC CONTRACTORS, INC.	888.50	REPAIRS
MUSIC IS ELEMENTARY	65.84	SUPPLIES
NAPA AUTO PARTS	218.11	SUPPLIES
NAPA AUTO PARTS	343.38	TIRES & PARTS
NEBRASKA - IOWA SUPPLY CO. INC.	22,233.63	GAS, DIESEL, OIL

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NEBRASKA - IOWA SUPPLY CO. INC.	544.05	GAS, DIESEL, OIL
NEBRASKA ASSOC. FOR THE GIFTED	2,600.00	EMPLOYEE TRAINING & DEVELOPMNT
NEBRASKA FURNITURE MART	1,868.79	SUPPLIES
NEBRASKA SCHOOL PUBLIC RELATIONS ASSOCIA	35.00	PROFESSIONAL SERVICES
NEBRASKA SCIENCE OLYMPIAD	80.00	SUPPLIES
NEBRASKA SCIENCE OLYMPIAD	40.00	SUPPLIES
NEBRASKA STATE FIRE MARSHAL FUELS	240.00	BUILDING IMPROVEMENT
NEBRASKA STATE FIRE MARSHAL FUELS	480.00	SITE IMPROVEMENTS
NEBRASKA-IOWA INDUSTRIAL FASTENERS, CORP	28.91	SUPPLIES
NETA	1,321.00	EMPLOYEE TRAINING & DEVELOPMNT
NETA	417.00	TECH TRAINING & DEVELOPMENT
OFFICE DEPOT, INC	189.98	FURNITURE & EQUIPMENT
OFFICE DEPOT, INC	5,131.02	SUPPLIES
OFFICE DEPOT, INC	159.98	SUPPLIES
OFFICE DEPOT, INC	163.52	SUPPLIES
OFFUTT COLLISION REPAIR	1,607.39	REPAIRS
OHARCO	230.95	BUILDING IMPROVEMENT
OMAHA DOOR & WINDOW CO, INC	1,080.37	SITE IMPROVEMENTS
OMAHA DOOR & WINDOW CO, INC	360.12	SUPPLIES
OMAHA NEON SIGN COMPANY	192.50	BUILDING IMPROVEMENT
OMAHA PUBLIC POWER DISTRICT	137,914.04	ELECTRICITY
OMAHA STAGE EQUIPMENT	8,274.60	BUILDING PROJECTS
OMAHA SYMPHONY	485.00	SUPPLIES
OMAHA WORLD-HERALD MEDIA GROUP	4,032.00	ADVERTISING/PUBLICATION
ONE SOURCE, INC.	1,083.00	PROFESSIONAL SERVICES
OPC DIRECT	3,239.45	SUPPLIES
OPTIMIZED SYSTEMS ENGINEERING & CONSULTI	8,000.00	BUILDING PROJECTS
PAUL YSUSI	15.72	CONTRACTED TRANSPORTATION
PEPSI COLA COMPANY	5,409.73	FOOD
PINNACLE PUBLIC FINANCE, INC	671,814.50	SUPPLIES
PITNEY BOWES, INC	468.32	POSTAGE
PITNEY BOWES, INC	72.67	SUPPLIES
PLATTEVIEW TURF INC.	225.00	SUPPLIES
PLIBRICO COMPANY, LLC.	15,267.20	BUILDING IMPROVEMENT
PLIBRICO COMPANY, LLC.	1,536.68	BUILDING PROJECTS
POWERSCHOOL GROUP, LLC.	420.00	SUPPLIES
PREMIER WASTE SOLUTIONS	324.40	SITE IMPROVEMENTS
PREMIER WASTE SOLUTIONS	2,901.05	TRASH REMOVAL
PREMIER WASTE SOLUTIONS	1,554.00	TRASH REMOVAL
PRESTO-X	54.00	BUILDING IMPROVEMENT

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PRESTO-X	2,514.00	SITE IMPROVEMENTS
PRIME COMMUNICATIONS, INC.	12,318.41	BUILDING PROJECTS
PRIME COMMUNICATIONS, INC.	1,146.82	BUILDING IMPROVEMENT
PRIME COMMUNICATIONS, INC.	1,956.60	COMPUTER HARDWARE
QUADIENT	3,246.90	POSTAGE
RADCLIFFE, GILBERTSON & BRADY	4,500.00	LOBBYIST
RAKA	1,237.50	GAS, DIESEL, OIL
RAY MARTIN COMPANY	225,823.00	BUILDING PROJECTS
RAY MARTIN COMPANY	5,923.37	BUILDING IMPROVEMENT
REALLY GREAT READING CO. LLC.	2,305.60	SUPPLIES
REMEDY ROAD LLC	6,396.46	TUITION-OTHER AGENCIES
SAFELITE FULFILLMENT, INC.	369.95	REPAIRS
SAPP BROS, INC.	3,914.99	GAS, DIESEL, OIL
SARPY COUNTY TREASURER	1,530.00	CONTRACTED TRANSPORTATION
SCANTRON CORPORATION	3,972.29	SUPPLIES
SCHOLASTIC BOOK FAIRS	468.00	SUPPLIES
SCHOOL HEALTH CORPORATION	722.32	SUPPLIES
SCHOOL SPECIALTY, INC.	3,549.19	SUPPLIES
SCHOOL SPECIALTY, LLC	148.12	SUPPLIES
SHARA CULLIVER	96.00	EMPLOYEE TRAINING & DEVELOPMNT
SNYDER CHARLESON THERAPY SERVICES PC	23,400.00	TUITION-OTHER AGENCIES
SOCIAL THINKING	290.83	SUPPLIES
SOLARWINDS	9,913.00	SOFTWARE
SOUTHERNCARLSON, INC.	45.88	SUPPLIES
SOUTHSIDE PLUMBING, LLC.	6,336.68	BUILDING IMPROVEMENT
SPORTS CAREER COUNSULTING, LLC.	599.00	SUPPLIES
STAPLES ADVANTAGE	387.14	SUPPLIES
STERICYCLE INC.	131.91	SUPPLIES
STEVE JARRETT	153.58	EMPLOYEE TRAINING & DEVELOPMNT
STEVEN LEHR, RPT	170.00	SUPPLIES
STEVE'S FLOOR COVERINGS, INC.	3,355.00	BUILDING IMPROVEMENT
STURGEON EDUCATION CONSULTING	684.00	TUITION-OTHER AGENCIES
SUBURBAN NEWSPAPERS, INC.	2,039.36	ADVERTISING/PUBLICATION
SUSAN COLVIN	48.00	SUPPLIES
SYSCO LINCOLN	102,974.63	FOOD
T. HANSEN CONSTRUCTION, INC.	43,170.00	BUILDING PROJECTS
TALX CORPORATION	52.00	PROFESSIONAL SERVICES
TERRY HUGHES TREE SERVICE	1,050.00	BUILDING IMPROVEMENT
THE FILTER SHOP	616.24	SUPPLIES
THE GRAPHIC EDGE	166.68	SUPPLIES

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THE HOME DEPOT PRO	978.67	SUPPLIES
THE ROSE THEATER	45.00	SUPPLIES
THERMO KING CHRISTENSEN	77.94	TIRES & PARTS
TJ CABLE & UNDERGROUND SVCS, LLC.	100.00	BUILDING IMPROVEMENT
TRANE U.S., INC.	1,390.78	SUPPLIES
TRUCK CENTER COMPANIES	13,451.50	TIRES & PARTS
TY'S OUTDOOR POWER INC.	250.10	REPAIRS
U.S. BANK CORPORATE PAYMENT SYSTEMS	418.41	BUILDING IMPROVEMENT
U.S. BANK CORPORATE PAYMENT SYSTEMS	6,529.40	EMPLOYEE TRAINING & DEVELOPMNT
U.S. BANK CORPORATE PAYMENT SYSTEMS	200.00	SOFTWARE
U.S. BANK CORPORATE PAYMENT SYSTEMS	2,627.63	SUPPLIES
U.S. BANK CORPORATE PAYMENT SYSTEMS	210.00	TECHNOLOGY REPAIRS
U.S. BANK CORPORATE PAYMENT SYSTEMS	699.75	TEXTBOOKS & PERIODICALS
U.S. BANK EQUIPMENT FINANCE	10,355.93	RENTALS/LEASE PURCHASE
U.S. BANK EQUIPMENT FINANCE	11,453.20	SUPPLIES
UNIFIRST CORPORATION	652.44	PROFESSIONAL SERVICES
UNITY SCHOOL BUS PARTS	1,147.76	TIRES & PARTS
UNIVERSITY OF NEB MEDICAL CENTER	23,912.46	TUITION-OTHER AGENCIES
UNL ASD NETWORK	690.00	EMPLOYEE TRAINING & DEVELOPMNT
VERIZON WIRELESS	34.31	SUPPLIES
VERIZON WIRELESS	135.18	TELECOMMUNICATIONS
VOSS LIGHTING	2,538.55	SUPPLIES
WELDON PARTS OMAHA	129.96	TIRES & PARTS
WEST MUSIC CO	201.20	SUPPLIES
WESTLAKE HARDWARE	15.77	BUILDING IMPROVEMENT
WESTLAKE HARDWARE	106.32	REPAIRS
WESTLAKE HARDWARE	71.70	SUPPLIES
WESTLAKE HARDWARE	4.59	TIRES & PARTS
WESTSIDE COMMUNITY SCHOOLS	3,894.29	TUITION-OTHER AGENCIES
WHITE WOLF WEB OFFSET PRINTERS	382.08	SUPPLIES
WINDSTAR LINES, INC.	895.00	CONTRACTED TRANSPORTATION
WORK FIT, INC.	1,690.00	PROFESSIONAL SERVICES
ZTRIP NE	1,634.41	CONTRACTED TRANSPORTATION
EMPLOYEES	9,136,517.00	SALARIES & BENEFITS

(b) Election of New Teachers

Recommended action: "that (1) Kathryn Andersen, (2) Hayley Block, (3) Diane Campbell, (4) Chara Eckery, (5) Amy Eggers, (6) Wendy Harris, (7) Allison Kamper, (8) Maria Munoz, (9) Mikayla Niemoth, (10) Stephanie Perrin, (11) Meredith Starr and (12) Victoria Suto 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. Kathryn Andersen	UNO	BS/3 years	Elementary
2. Hayley Block	UNO	MS/8 years	Science
3. Diane Campbell	UNK	MS/15 years	Elementary
4. Chara Eckery	UNL	MS/14 years	Math
5. Amy Eggers	Doane	MS/17 years	Reading
6. Wendy Harris	Western Governor's Univ.	MS/none	Elementary
7. Allison Kamper	UNO	MS/3 years	Elementary
8. Maria Munoz	UNL	PhD/23 years	Counselor
9. Mikayla Niemoth	UNO	MS/none	Speech Pathologist
10. Stephanie Perrin	Doane	MS/8 years	Science
11. Meredith Starr	UNO	BS/5 years	Elementary
12. Victoria Suto	College of St. Mary	BS/none	Art

**BELLEVUE TRANSPORTATION NEGOTIATIONS AGREEMENT**  
**School District of Bellevue and Service Employees Local Number 226**  
**2021-2023**  
**REVISED**

THIS AGREEMENT, made and entered into as of September 1, 2021/2022, by and between the Service Employees International Union Local 226, here after referred to as the Union, and School District Number 1, Sarpy County, also known as the Bellevue School District, hereinafter referred to as the District.

**ARTICLE I**  
**RECOGNITION**

The District recognizes the Union as the sole and exclusive bargaining agent for all part-time bus drivers currently employed by the Bellevue School District.

**ARTICLE 2**  
**DISCRIMINATION**

The hiring and employment of all employees shall be without regard to race, color, religious creed, gender, marital status, disability, age, national origin or participation or nonparticipation in a labor organization.

**ARTICLE 3**  
**MANAGEMENT**

The School District specifically reserves all rights and prerogatives not abridged or delegated by this agreement including the right to hire, assign jobs, transfer employees within the District, increase or decrease the work force, contract for services, suspend, discharge for any reason deemed sufficient by the District if such discharge shall not be for constitutionally impermissible reasons, determine the hours of work and days to be worked and all other procedures necessary to provide for the education of the students in the District.

**ARTICLE 4**  
**JOB VACANCIES**

Generally, the School District shall publish notice of all job vacancies and shall describe the qualifications required therefore. Any employee may apply for such job vacancy. Employees are encouraged to apply for other positions in the District for which they may feel qualified.

The personnel files for all employees who make application will be reviewed and an interview may be requested by the District for the purpose of establishing individual qualifications for the job vacancy. Applicants interviewed will be notified of the selection for the opening.

**ARTICLE 5**  
**DUTY HOURS**

Part-time bus drivers will be compensated at the rate of time and 1/2 for any hour over 8 hours in any one day or over 40 hours worked in any one week.

**ARTICLE 6**  
**DEDUCTIONS**

1. All deductions required by law will be made from the salary or wages of each employee.
2. A single salary deduction, agreed to by the School District, shall be made upon the written authorization of any employee through an association or organization which is the recognized employment relations representative of such employee. The amount specified in the authorization shall be withheld each pay period from the employee's wages and paid over to the labor organization to which the employee belongs. This deduction shall continue each pay period until the employee revokes his or her request in writing, received not prior to June 30, and not later than August 1 of any calendar year.
  - a. Written authorizations must be received by the first of the month to be deducted in the next regularly scheduled paycheck. Only one written authorization will be accepted per year.

- b. In the event of a termination of employment, the School District shall deduct from the final paycheck of the covered employee a full month's Union dues for the final month of employment even though it be less than a full month of covered employment.
- c. The School District shall not be held responsible to the Union for any failure to deduct the dues of any covered employee having submitted written authorization.

#### **ARTICLE 7 LEAVE**

Employees will earn 1 paid sick leave hour for each 20 hours of work. Employees who have perfect attendance for the entire school year will earn 1 additional paid sick leave day annually. Hours will be credited to the employees leave balance on a monthly basis. Sick leave hours may be accumulated without limit. Hours may be used in one hour increments. Upon termination, employees with at least 5 years of service will be paid for 1/2 of the accumulated days of sick leave above 4 per year at the employee's current hourly wage rate. Employees who terminate after completion of a school year will have the sick leave hours earned during their final year of service credited to their leave balance at the time of termination.

An employee may apply for Paid Personal Leave for special obligations or emergencies which cannot be scheduled on non-duty days or at a time other than school hours. A request in writing shall be submitted to the immediate supervisor, who shall in turn approve or disapprove the application. Paid personal leave, if granted, will be deducted from accumulated leave. Paid personal leave will not be granted for the following reasons:

- a. Personal recreation activities.
- b. To accompany spouse on business or vacation.
- c. Routine medical or dental matters.
- d. Ill health of those individuals beyond the immediate family.
- e. College course requirements (i.e. field trips, etc.)
- f. Personal business (profit potential).
- g. Interviews and examinations - not administered by a college or university for an advanced degree program.

Employees will be eligible to purchase leave hours from their accrued leave bank in lieu of paid holidays.

#### **Bereavement Leave**

Five days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's spouse or child. Three days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's parent. Two days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, 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 Leave.

#### **ARTICLE 8 LEAVES OF ABSENCE**

1. **Military Leave.** Employees shall be entitled to military leave as set forth by District policy and as provided for by laws of the State of Nebraska and of the United States.
2. **Jury Duty.** Employees who are called for jury duty are required to remit to the Secretary of the Board any compensation (other than expenses) received for the hours the employee was excused from duty. If such compensation is not remitted to the Secretary of the Board, an identical amount will be deducted from the employee's salary. Jury service typically consists of reporting every day or every other day until actually selected and impaneled for a jury. Employees shall report to work during all periods that the employee is not actually required to serve in the capacity of a juror.
3. **Family and Medical Leave Act.** Covered employees shall be entitled to leave provided by the Family and Medical Leave Act of 1993.

**ARTICLE 9  
GRIEVANCE PROCEDURE**

A dispute, disagreement, or difference arising between a part-time bus driver and a supervisor shall be handled initially by direct contact between the employee and the supervisor.

If not settled in this manner within 7 working days of the direct contact between the employee and the supervisor and if the dispute, disagreement or difference concerns disciplinary action taken or interpretation or application of recognized work rules or practices, the grievance may be taken to the building administrator for direct discussion and resolution. If the grievance is not settled at this point, the employee may discuss the matter with the appropriate central office administrator.

If the matter is not settled in this manner, the grievance may be written on a form to be supplied by the central office personnel administrator or the Union stating the facts, including the individual or individuals involved, and basis for the grievance. The person with the grievance shall sign the grievance and deliver the grievance to the Superintendent. If the grievance is not so filed within 30 calendar days of the alleged occurrence, it will not be heard.

Within seven working days of the filing of the written grievance, the Superintendent will notify the employee of the date, time and location of the meeting to resolve the grievance. At that meeting, which shall be before the Superintendent or such members of the Superintendent's staff as he shall designate, the grievant and the supervisor shall be present. A written decision will be submitted by the Superintendent or his designee to the employee involved in the grievance.

At any of the steps mentioned above the employee may appear:

1. alone on his/her own behalf; or
2. accompanied by union representatives as desired. If union representation is desired, the meeting time will be set so that the employee's union representative may attend.

Nothing contained herein shall interfere with an employee's right to meet voluntarily with the administration.

Failure in any step of this procedure to communicate the decision on the grievance within seven working days shall permit lodging an appeal at the next step of the procedure.

**ARTICLE 10  
INSURANCE**

The district payment to be applied to the health and accident insurance offered by the district for September 1, 2021/2022 through August 31, 2022/2023 will be adjusted to the monthly amount stated in the Bellevue Education Association negotiation agreement. A Section 125 benefit plan will be available to employees for insurance.

**ARTICLE 11  
ACTS IN VIOLATION OF LAWS AND ORDER**

Nothing in this Agreement shall be construed to require either party to act in violation of any state or federal law or Presidential order, and in the event such conditions should arise, this Agreement shall be considered modified to the extent necessary to comply with the law.

**ARTICLE 12  
EMERGENCY CLOSING**

Transportation employees may use their accumulated personal days, on emergency closing days, due to weather conditions or other occasions when classes are cancelled.

**ARTICLE 13  
MISCELLANEOUS**

1. The official personnel records of employees are maintained in the Personnel Office and at the employee's assigned building. These records contain seniority, assignment, date of hiring, performance ratings, and other personal ratings and may be reviewed by the employee.

2. The District will furnish in the transportation office a bulletin board for the posting of information to part-time bus drivers. The information on the bulletin board shall be limited to general information regarding meetings, instructional information, schedules, wages, vacancies, and other information pertinent to the function of school business.

**ARTICLE 14  
WAGES**

	<u>2021/2022</u>	<u>2022/2023</u>
Part-time Bus Drivers	(0) \$20.00/hr. (1) \$21.50/hr.	(0) \$20.00/hr. (1) \$21.50/hr.
Step (0)	Hired by District after June 1, 2021/2022	
Step (1)	Hired by District before June 1, 2021/2022	

A one-time hiring bonus of \$1000, paid in four quarterly installments, will be provided to new district employees. This item will be reviewed annually during collective bargaining for feasibility.

Long Service Increment

The District will pay to each qualified employee the following long service increment:

1. An additional 2% of the base hourly wage to each employee who has completed 5 years of continuous service.
2. An additional 2.75% of the base hourly wage to each employee who has completed 10 years of continuous service.
3. An additional 3.75% of the base hourly wage to each employee who has completed 15 years of continuous service.
4. An additional 4.75% of the base hourly wage to each employee who has completed 20 years of continuous service.
5. An additional 5.75% of the base hourly wage to each employee who has completed 25 years of continuous service.
6. An additional 6.75% of the base hourly wage to each employee who has completed 30 years of continuous service.

Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.

**ARTICLE 15  
TERM OF CONTRACT**

This Agreement shall be in full force and effect from September 1, 2021, to and including August 31, 2023.

**IN WITNESS WHEREOF**, the parties hereto have caused this instrument to be executed on this 9th day of June, 2021.

SCHOOL DISTRICT NUMBER 1  
SARPY COUNTY, NEBRASKA

BY Shawna Smith

SERVICE EMPLOYEES INTERNATIONAL UNION  
LOCAL 226

BY [Signature]

**BELLEVUE TRANSPORTATION NEGOTIATIONS AGREEMENT**  
**School District of Bellevue and Service Employees Local Number 226**  
**2023-2025**  
**PROPOSED**

THIS AGREEMENT, made and entered into as of September 1, 2023/2024, by and between the Service Employees International Union Local 226, here after referred to as the Union, and School District Number 1, Sarpy County, also known as the Bellevue School District, hereinafter referred to as the District.

**ARTICLE I**  
**RECOGNITION**

The District recognizes the Union as the sole and exclusive bargaining agent for all part-time bus drivers currently employed by the Bellevue School District.

**ARTICLE 2**  
**DISCRIMINATION**

The hiring and employment of all employees shall be without regard to race, color, religious creed, gender, marital status, disability, age, national origin or participation or nonparticipation in a labor organization.

**ARTICLE 3**  
**MANAGEMENT**

The School District specifically reserves all rights and prerogatives not abridged or delegated by this agreement including the right to hire, assign jobs, transfer employees within the District, increase or decrease the work force, contract for services, suspend, discharge for any reason deemed sufficient by the District if such discharge shall not be for constitutionally impermissible reasons, determine the hours of work and days to be worked and all other procedures necessary to provide for the education of the students in the District.

**ARTICLE 4**  
**JOB VACANCIES**

Generally, the School District shall publish notice of all job vacancies and shall describe the qualifications required therefore. Any employee may apply for such job vacancy. Employees are encouraged to apply for other positions in the District for which they may feel qualified.

The personnel files for all employees who make application will be reviewed and an interview may be requested by the District for the purpose of establishing individual qualifications for the job vacancy. Applicants interviewed will be notified of the selection for the opening.

**ARTICLE 5**  
**DUTY HOURS**

Part-time bus drivers will be compensated at the rate of time and 1/2 for any hour over 8 hours in any one day or over 40 hours worked in any one week.

**ARTICLE 6**  
**DEDUCTIONS**

1. All deductions required by law will be made from the salary or wages of each employee.
2. A single salary deduction, agreed to by the School District, shall be made upon the written authorization of any employee through an association or organization which is the recognized employment relations representative of such employee. The amount specified in the authorization shall be withheld each pay period from the employee's wages and paid over to the labor organization to which the employee belongs. This deduction shall continue each pay period until the employee revokes his or her request in writing, received not prior to June 30, and not later than August 1 of any calendar year.
  - a. Written authorizations must be received by the first of the month to be deducted in the next regularly scheduled paycheck. Only one written authorization will be accepted per year.

- b. In the event of a termination of employment, the School District shall deduct from the final paycheck of the covered employee a full month's Union dues for the final month of employment even though it be less than a full month of covered employment.
- c. The School District shall not be held responsible to the Union for any failure to deduct the dues of any covered employee having submitted written authorization.

## **ARTICLE 7**

### **LEAVE**

Employees will earn 1 paid sick leave hour for each 20 hours of work. Employees who have perfect attendance for the entire school year will earn 1 additional paid sick leave day annually. Hours will be credited to the employees leave balance on a monthly basis. Sick leave hours may be accumulated without limit. Hours may be used in one hour increments. Upon termination, employees with at least 5 years of service will be paid for 1/2 of the accumulated days of sick leave above 4 per year at the employee's current hourly wage rate. Employees who terminate after completion of a school year will have the sick leave hours earned during their final year of service credited to their leave balance at the time of termination.

An employee may apply for Paid Personal Leave for special obligations or emergencies which cannot be scheduled on non-duty days or at a time other than school hours. A request in writing shall be submitted to the immediate supervisor, who shall in turn approve or disapprove the application. Paid personal leave, if granted, will be deducted from accumulated leave. Paid personal leave will not be granted for the following reasons:

- a. Personal recreation activities.
- b. To accompany spouse on business or vacation.
- c. Routine medical or dental matters.
- d. Ill health of those individuals beyond the immediate family.
- e. College course requirements (i.e. field trips, etc.)
- f. Personal business (profit potential).
- g. Interviews and examinations - not administered by a college or university for an advanced degree program.

Employees will be eligible to purchase leave hours from their accrued leave bank in lieu of paid holidays, assuming they are actively working and have not resigned their position.

### **Bereavement Leave**

Five days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's spouse or child. Three days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's parent. Two days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, 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 Leave.

## **ARTICLE 8**

### **LEAVES OF ABSENCE**

1. **Military Leave.** Employees shall be entitled to military leave as set forth by District policy and as provided for by laws of the State of Nebraska and of the United States.
2. **Jury Duty.** Employees who are called for jury duty are required to remit to the Secretary of the Board any compensation (other than expenses) received for the hours the employee was excused from duty. If such compensation is not remitted to the Secretary of the Board, an identical amount will be deducted from the employee's salary. Jury service typically consists of reporting every day or every other day until actually selected and impaneled for a jury. Employees shall report to work during all periods that the employee is not actually required to serve in the capacity of a juror.
3. **Family and Medical Leave Act.** Covered employees shall be entitled to leave provided by the Family and Medical Leave Act of 1993.

**ARTICLE 9  
GRIEVANCE PROCEDURE**

A dispute, disagreement, or difference arising between a part-time bus driver and a supervisor shall be handled initially by direct contact between the employee and the supervisor.

If not settled in this manner within 7 working days of the direct contact between the employee and the supervisor and if the dispute, disagreement or difference concerns disciplinary action taken or interpretation or application of recognized work rules or practices, the grievance may be taken to the building administrator for direct discussion and resolution. If the grievance is not settled at this point, the employee may discuss the matter with the appropriate central office administrator.

If the matter is not settled in this manner, the grievance may be written on a form to be supplied by the central office personnel administrator or the Union stating the facts, including the individual or individuals involved, and basis for the grievance. The person with the grievance shall sign the grievance and deliver the grievance to the Superintendent. If the grievance is not so filed within 30 calendar days of the alleged occurrence, it will not be heard.

Within seven working days of the filing of the written grievance, the Superintendent will notify the employee of the date, time and location of the meeting to resolve the grievance. At that meeting, which shall be before the Superintendent or such members of the Superintendent's staff as he shall designate, the grievant and the supervisor shall be present. A written decision will be submitted by the Superintendent or his designee to the employee involved in the grievance.

At any of the steps mentioned above the employee may appear:

1. alone on his/her own behalf; or
2. accompanied by union representatives as desired. If union representation is desired, the meeting time will be set so that the employee's union representative may attend.

Nothing contained herein shall interfere with an employee's right to meet voluntarily with the administration.

Failure in any step of this procedure to communicate the decision on the grievance within seven working days shall permit lodging an appeal at the next step of the procedure.

**ARTICLE 10  
INSURANCE**

The district payment to be applied to the health and accident insurance offered by the district for September 1, 2023/2024 through August 31, 2024/2025 will be adjusted to the monthly amount stated in the Bellevue Education Association negotiation agreement. A Section 125 benefit plan will be available to employees for insurance.

**ARTICLE 11  
ACTS IN VIOLATION OF LAWS AND ORDER**

Nothing in this Agreement shall be construed to require either party to act in violation of any state or federal law or Presidential order, and in the event such conditions should arise, this Agreement shall be considered modified to the extent necessary to comply with the law.

**ARTICLE 12  
EMERGENCY CLOSING**

Transportation employees may use their accumulated personal days, on emergency closing days, due to weather conditions or other occasions when classes are cancelled.

**ARTICLE 13  
MISCELLANEOUS**

1. The official personnel records of employees are maintained in the Personnel Office and at the employee's assigned building. These records contain seniority, assignment, date of hiring, performance ratings, and other personal ratings and may be reviewed by the employee.

2. The District will furnish in the transportation office a bulletin board for the posting of information to part-time bus drivers. The information on the bulletin board shall be limited to general information regarding meetings, instructional information, schedules, wages, vacancies, and other information pertinent to the function of school business.

**ARTICLE 14  
WAGES**

	<u>2023/2024</u>	<u>2024/2025</u>
Part-time Bus Drivers	(0) \$20.90/hr. (1) \$22.40/hr.	(0) \$20.90/hr. (1) \$22.40/hr.
Step (0)	Hired by District after June 1, 2023/2024	
Step (1)	Hired by District before June 1, 2023/2024	

A one-time hiring bonus of \$1000, paid in four quarterly installments, will be provided to new district employees. This item will be reviewed annually during collective bargaining for feasibility.

Long Service Increment

The District will pay to each qualified employee the following long service increment:

1. An additional 2% of the base hourly wage to each employee who has completed 5 years of continuous service.
2. An additional 2.75% of the base hourly wage to each employee who has completed 10 years of continuous service.
3. An additional 3.75% of the base hourly wage to each employee who has completed 15 years of continuous service.
4. An additional 4.75% of the base hourly wage to each employee who has completed 20 years of continuous service.
5. An additional 5.75% of the base hourly wage to each employee who has completed 25 years of continuous service.
6. An additional 6.75% of the base hourly wage to each employee who has completed 30 years of continuous service.

Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.

**ARTICLE 15  
TERM OF CONTRACT**

This Agreement shall be in full force and effect from September 1, 2023, to and including August 31, 2025.

**IN WITNESS WHEREOF**, the parties hereto have caused this instrument to be executed on this 21st day of April, 2023.

SCHOOL DISTRICT NUMBER 1  
SARPY COUNTY, NEBRASKA

BY Shana Smith

SERVICE EMPLOYEES INTERNATIONAL UNION  
LOCAL 226

BY [Signature]

**BELLEVUE PUBLIC SCHOOLS**  
**ADMINISTRATOR RANGES**  
Salary Schedule B  
2021-2023  
PROPOSED

	<u>2021/2022</u>
Assistant Superintendent	155,000 – 203,000
Executive Director	120,000 – 167,000
Director	79,000 – 158,000
High School Principal	120,000 – 183,000
Middle School Principal	85,500 – 137,000
Secondary Assistant Principal	85,500 – 135,000
Elementary School Principal	85,500 – 128,000
Coordinator	71,500 – 158,000

**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. Disability Insurance**

The income protection plan for administrators will be continued. (80%)

**D. Life Insurance**

The District will provide term life insurance in the amount of \$50,000 to each administrator.

**E. Insurance upon retirement**

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

**Salary**

**A. Supplementary Compensation**

The District will provide each full time administrator 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.

**B. Longevity Pay**

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 professional service with the District.

### **C. Severance Pay Plan**

The severance pay program for administrators hired prior to 2014-2015 contract year ends June 30, 2021.

### **D. Non-Elective Deferral Program**

The Non-Elective Deferral Program for Eligible Employees will be continued (former SEP-IRA program).

### **E. Professional Memberships**

The District will provide one-half of the cost of an NCSA annual membership.

## **Leave**

### **A. Annual Leave**

Twelve days of leave will be earned annually, determined by the number of contract days assigned.

### **B. Compensation for Unused Leave**

Additional pay will be provided administrators 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 administrator's applicable rate of pay over a 12-month period beginning in July.

Additional pay will be provided administrators who have shown exemplary attendance by accruing more than 110 days of leave. Annual leave is limited to 110 days. Any administrator who accumulates more than 110 days in a given contract year will automatically receive exemplary attendance pay for the additional days of work. Pay for exemplary attendance shall be paid at the administrator'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 leave days accumulated shall be paid to administrators at the applicable rate of pay. Those administrators with less than twenty years of service will receive compensation for one-fourth of the leave days accumulated at the applicable rate of pay.

### **C. 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 parent, 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.

### **D. Vacation**

Administrators will receive twenty vacation days annually. Beginning with the 2012-2013 contract year, new accumulation of vacation will not exceed thirty days. At the end of each contract year, up to ten days of unused vacation can be reimbursed at the administrator's current daily rate of pay. Vacation accumulated prior to the 2012-2013 contract year may be used or reimbursed with permission of the superintendent. Upon resignation, compensation for the vacation days accumulated shall be paid to the administrator at the applicable daily rate of pay.

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

SECRETARIAL  
Salary Schedule E  
2021-2023

SECRETARIAL SALARY RANGE  
\$31,000 - \$54,000

SPECIAL PROVISIONS

1. Employees will receive a longevity payment of 3% of schedule salary after 15 years of experience with the district. Continuous years of service will be calculated from the employee's current hire date. Eligibility for longevity pay will begin on the first day of the monthly pay period following the employee's anniversary.
2. The employee who is the secretary to the high school principal will receive an additional \$110.00 per month.
3. The district will pay \$681.75 per month to be applied to the health and accident insurance offered by the district in 21/22 and \$706.75 per month in 22/23.
4. The district will provide \$25,000 of life insurance for 12 month employees.
5. Leave time shall be accumulated at the rate of 1 day vacation per month and 1 day sick leave per month after the first year of employment. During the first year of employment, ½ day vacation and ½ day sick leave shall be accumulated per month. See Board Policies 415.01 and 415.02 for further clarification.
6. Severance Leave.  
Secretaries with a balance of at least 33 sick days, who have shown exemplary attendance by accruing more than 7 days of sick leave during that fiscal year, will be offered exemplary attendance pay. As a result, accumulated leave will be limited to 7 days for that year. Pay for exemplary attendance shall be paid at the secretary's applicable rate of pay over a 12-month period beginning in September.

Any secretary who accumulates more than 110 sick days in a given fiscal year will automatically receive exemplary attendance pay. Sick leave accumulation is limited to 110 days. Pay for exemplary attendance shall be paid at the secretary's applicable rate of pay over a 12-month period beginning in September.

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

7. Five days of non-accumulating bereavement leave will be available annually, separate from the employee's 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 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 leave days, which will be granted following the death of the employee's parent, 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 leave days.

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

SIGN LANGUAGE INTERPRETER  
Salary Schedule  
2021-2023

The rate of pay for Sign Language Interpreters employed by the Bellevue Public Schools District is as follows:

Sign Language Interpreter - \$23.40 hourly rate for 2021/2022  
Sign Language Interpreter - \$24.25 hourly rate for 2022/2023

1. The district will provide \$8,181 to be applied to the health and accident insurance offered by the district for 21/22 and \$8,481 for 22/23.
2. Leave time shall be accumulated at the rate of one hour for every 20 hours worked.

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

SUPERVISORS/SPECIALISTS  
Salary Schedule K  
2021-2022

STEPS		K01A Class I		K02A Class II	K Range Class III
0	(1.00)	\$36,603			\$41,000 – 102,000
1	(1.03)	\$37,701	(1.10)	\$40,263	
2	(1.06)	\$38,799	(1.13)	\$41,361	
3	(1.09)	\$39,897	(1.16)	\$42,459	
4	(1.12)	\$40,995	(1.19)	\$43,558	
5	(1.15)	\$42,093	(1.22)	\$44,656	
6	(1.18)	\$43,192	(1.25)	\$45,754	
7	(1.23)	\$45,022	(1.28)	\$46,852	
8	(1.27)	\$46,486	(1.32)	\$48,316	
9	(1.30)	\$47,584	(1.36)	\$49,780	
10	(1.33)	\$48,682	(1.40)	\$51,244	
11	(1.37)	\$50,146	(1.44)	\$52,708	
12			(1.48)	\$54,172	

Classification

- Class I - Supervisor with less than eight full-time assistants or special assignment.
- Class II - Supervisor more than eight full-time assistants or special assignment.
- Class III - Services Coordinators, Social Workers, or special assignment.

Special Provisions

1. Employees in Class I and Class II will receive a longevity payment of 2.25% of schedule salary after ten years of experience with the district. Employees in Class I and Class II will receive a longevity payment of 3% of schedule salary after fifteen years of experience with the district. Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.
2. The District will provide each full time employee with \$6,500 in recognition of service to the District.
3. All supervisors may be granted credit on the salary schedule not to exceed three years for similar experience.
4. The District will pay \$8,181 annually (\$681.75 per month) to be applied to the health and accident insurance offered by the District.
5. Long Term Disability.
6. Severance Pay.
7. Salaries for employees working less than 12-month contracts will be prorated based on days of employment.
8. Life insurance.
9. Class I and Class II employees will accumulate 1 vacation day per month and 1 sick leave day per month. Class III will receive 20 vacation days and 12 sick leave days annually. See Board Policies 415.01 and 415.02 for further clarification.
10. Five days of non-accumulating bereavement leave will be available annually, separate from the employee's 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 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 leave days, which will be granted following the death of the employee's parent, 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 leave days.

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

SUPERVISORS/SPECIALISTS  
Salary Schedule K  
2022-2023

STEPS		K01A Class I		K02A Class II	K Range Class III
0	(1.00)	\$37,920			\$41,000 – 106,000
1	(1.03)	\$39,058	(1.10)	\$41,712	
2	(1.06)	\$40,195	(1.13)	\$42,850	
3	(1.09)	\$41,333	(1.16)	\$43,987	
4	(1.12)	\$42,470	(1.19)	\$45,125	
5	(1.15)	\$43,608	(1.22)	\$46,262	
6	(1.18)	\$44,746	(1.25)	\$47,400	
7	(1.23)	\$46,642	(1.28)	\$48,538	
8	(1.27)	\$48,158	(1.32)	\$50,054	
9	(1.30)	\$49,296	(1.36)	\$51,571	
10	(1.33)	\$50,434	(1.40)	\$53,088	
11	(1.37)	\$51,950	(1.44)	\$54,605	
12			(1.48)	\$56,122	

Classification

- Class I - Supervisor with less than eight full-time assistants or special assignment.
- Class II - Supervisor more than eight full-time assistants or special assignment.
- Class III - Services Coordinators, Social Workers, or special assignment.

Special Provisions

1. Employees in Class I and Class II will receive a longevity payment of 2.25% of schedule salary after ten years of experience with the district. Employees in Class I and Class II will receive a longevity payment of 3% of schedule salary after fifteen years of experience with the district. Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.
2. The District will provide each full time employee with \$6,500 in recognition of service to the District.
3. All supervisors may be granted credit on the salary schedule not to exceed three years for similar experience.
4. The District will pay \$8,481 annually (\$706.75 per month) to be applied to the health and accident insurance offered by the District.
5. Long Term Disability.
6. Severance Pay.
7. Salaries for employees working less than 12-month contracts will be prorated based on days of employment.
8. Life insurance.
9. Class I and Class II employees will accumulate 1 vacation day per month and 1 sick leave day per month. Class III will receive 20 vacation days and 12 sick leave days annually. See Board Policies 415.01 and 415.02 for further clarification.
10. Five days of non-accumulating bereavement leave will be available annually, separate from the employee's 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 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 leave days, which will be granted following the death of the employee's parent, 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 leave days.

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

PART TIME AND TEMPORARY STAFF  
Salary Schedule T  
2021-2023

A. Custodial and Maintenance		
Part-Time Maintenance		12.75
Temporary and Substitute Staff		11.50
Student Employees		9.75
B. Drivers		
Temporary and Substitute Staff		17.00*
C. Paraprofessionals		
Temporary and Substitute Paras		11.50
Student Employees		9.75
D. Clerical		
Temporary and Substitute Staff		11.50
Student Employees		9.75
E. Food Service		
Temporary and Substitute Staff		11.50

Note: Temporary includes employees hired for the summer.

\*updated 10/4/21

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

CURRICULUM/INSTRUCTION PROJECT PAY  
Salary Schedule  
2021-2023

The rate of pay for curriculum/instruction projects paid to teachers by the Bellevue Public School District is as follows:

Curriculum/Instruction - \$25.00 hourly rate

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

SUBSTITUTE TEACHERS  
Salary Schedule  
2021-2023

The rate of pay for substitute teachers employed by the Bellevue Public School District:

A. \$165.00 per day.

When substituting for the same teacher in one classroom for a long-term assignment:

B. \$175.00 per day beginning the first long-term teaching day.

C. Substitute teachers, properly certified, who have taught continuously for 90 student days, and are continuing their assignment shall have their daily rate of pay adjusted beginning the ninety-first day to reflect their appropriate placement on the teacher's salary schedule.

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

SUMMER SCHOOL TEACHERS  
Salary Schedule  
2021-2023

The rate of pay for summer school teachers employed by the Bellevue Public School District is as follows:

Certified Staff

1. All classroom teachers will be paid at the rate of \$38.50 per hour.
2. Substitutes pay will be \$17.50 per hour spent with students.

Adjusted 5/2023

**BELLEVUE PUBLIC SCHOOLS**  
**ADMINISTRATOR RANGES**  
Salary Schedule B  
2023-2024  
PROPOSED

Assistant Superintendent	175,000 – 215,000
Executive Director	140,000 – 175,000
Director	92,000 – 158,000
High School Principal	140,000 – 193,000
Middle School Principal	86,500 – 146,000
Secondary Assistant Principal	86,500 – 143,000
Elementary School Principal	86,500 – 129,000
Coordinator	88,000 – 167,000

**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. Disability Insurance**

The income protection plan for administrators will be continued. (80%)

**D. Life Insurance**

The District will provide term life insurance in the amount of \$50,000 to each administrator.

**E. Insurance upon retirement**

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

**Salary**

**A. Supplementary Compensation**

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

**B. Longevity Pay**

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 professional service with the District.

### **C. Severance Pay Plan**

The severance pay program for administrators hired prior to 2014-2015 contract year ends June 30, 2021.

### **D. Non-Elective Deferral Program**

The Non-Elective Deferral Program for Eligible Employees will be continued (former SEP-IRA program).

### **E. Professional Memberships**

The District will provide one-half of the cost of an NCSA annual membership.

## **Leave**

### **A. Annual Leave**

Twelve days of leave will be earned annually, determined by the number of contract days assigned.

### **B. Compensation for Unused Leave**

Additional pay will be provided administrators 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 administrator's applicable rate of pay over a 12-month period beginning in July.

Additional pay will be provided administrators who have shown exemplary attendance by accruing more than 110 days of leave. Annual leave is limited to 110 days. Any administrator who accumulates more than 110 days in a given contract year will automatically receive exemplary attendance pay for the additional days of work. Pay for exemplary attendance shall be paid at the administrator'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 leave days accumulated shall be paid to administrators at the applicable rate of pay. Those administrators with less than twenty years of service will receive compensation for one-fourth of the leave days accumulated at the applicable rate of pay.

### **C. 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 parent, 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.

### **D. Vacation**

Administrators will receive twenty vacation days annually. Accumulation of vacation will not exceed thirty-five days. Vacation accumulated prior to the 2012-2013 contract year may be used or reimbursed with permission of the superintendent. Upon resignation, compensation for the vacation days accumulated shall be paid to the administrator at the applicable daily rate of pay.

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

SECRETARIAL  
Salary Schedule E  
2023-2024  
PROPOSED

SECRETARIAL SALARY RANGE  
\$31,000 - \$54,000

SPECIAL PROVISIONS

1. Employees will receive a longevity payment of 3% of schedule salary after 15 years of experience with the district. Continuous years of service will be calculated from the employee's current hire date. Eligibility for longevity pay will begin on the first day of the monthly pay period following the employee's anniversary.
2. The employee who is the secretary to the high school principal will receive an additional \$110.00 per month.
3. The district will pay \$9,138 to be applied to the health and accident insurance offered by the district.
4. The district will provide \$25,000 of life insurance for 12 month employees.
5. Leave time shall be accumulated at the rate of 1 day vacation per month and 1 day sick leave per month after the first year of employment. During the first year of employment, ½ day vacation and ½ day sick leave shall be accumulated per month. See Board Policies 415.01 and 415.02 for further clarification.
6. Severance Leave.  
Secretaries with a balance of at least 33 sick days, who have shown exemplary attendance by accruing more than 7 days of sick leave during that fiscal year, will be offered exemplary attendance pay. As a result, accumulated leave will be limited to 7 days for that year. Pay for exemplary attendance shall be paid at the secretary's applicable rate of pay over a 12-month period beginning in September.

Any secretary who accumulates more than 110 sick days in a given fiscal year will automatically receive exemplary attendance pay. Sick leave accumulation is limited to 110 days. Pay for exemplary attendance shall be paid at the secretary's applicable rate of pay over a 12-month period beginning in September.

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

7. Five days of non-accumulating bereavement leave will be available annually, separate from the employee's 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 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 leave days, which will be granted following the death of the employee's parent, 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 leave days.

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

LANGUAGE INTERPRETER  
Salary Schedule  
2023-2024  
PROPOSED

The rate of pay for Language Interpreters employed by the Bellevue Public Schools District is as follows:

Language Interpreter - \$24.93\* hourly rate

1. The district will provide \$9,138 to be applied to the health and accident insurance offered by the district.
2. Leave time shall be accumulated at the rate of one hour for every 20 hours worked.

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

SUPERVISORS/SPECIALISTS  
Salary Schedule K  
2023-2024  
PROPOSED

STEPS	K01A		K02A		K Range
		Class I		Class II	Class III
0	(1.00)	\$38,982			\$42,000 – 108,000
1	(1.03)	\$40,152	(1.10)	\$42,880	
2	(1.06)	\$41,320	(1.13)	\$44,050	
3	(1.09)	\$42,490	(1.16)	\$45,219	
4	(1.12)	\$43,659	(1.19)	\$46,389	
5	(1.15)	\$44,829	(1.22)	\$47,557	
6	(1.18)	\$45,999	(1.25)	\$48,727	
7	(1.23)	\$47,948	(1.28)	\$49,897	
8	(1.27)	\$49,506	(1.32)	\$51,456	
9	(1.30)	\$50,676	(1.36)	\$53,015	
10	(1.33)	\$51,846	(1.40)	\$54,574	
11	(1.37)	\$53,405	(1.44)	\$56,134	
12			(1.48)	\$57,693	

Classification

- Class I - Supervisor with less than eight full-time assistants or special assignment.
- Class II - Supervisor more than eight full-time assistants or special assignment.
- Class III - Services Coordinators, Social Workers, Athletic Trainers, or special assignment.

Special Provisions

1. Employees in Class I and Class II will receive a longevity payment of 2.25% of schedule salary after ten years of experience with the district. Employees in Class I and Class II will receive a longevity payment of 3% of schedule salary after fifteen years of experience with the district. Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.
2. The District will provide each full time employee with \$6,900 in recognition of service to the District.
3. All supervisors may be granted credit on the salary schedule not to exceed three years for similar experience.
4. The District will pay \$9,138 annually to be applied to the health and accident insurance offered by the District.
5. Long Term Disability.
6. Severance Pay.
7. Salaries for employees working less than 12-month contracts will be prorated based on days of employment.
8. Life insurance.
9. Class I and Class II employees will accumulate 1 vacation day per month and 1 sick leave day per month. Class III will receive 20 vacation days and 12 sick leave days annually. See Board Policies 415.01 and 415.02 for further clarification.
10. Five days of non-accumulating bereavement leave will be available annually, separate from the employee's 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 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 leave days, which will be granted following the death of the employee's parent, 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 leave days.

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

PART TIME AND TEMPORARY STAFF  
Salary Schedule T  
2023-2024  
PROPOSED

A. Custodial and Maintenance	
Part-Time Maintenance	14.25
Temporary and Substitute Staff	13.00
Student Employees	11.00
B. Drivers	
Temporary and Substitute Staff	18.50
C. Paraprofessionals	
Temporary and Substitute Paras	13.00
Student Employees	11.00
D. Clerical	
Temporary and Substitute Staff	13.00
Student Employees	11.00
E. Food Service	
Temporary and Substitute Staff	13.00

Note: Temporary includes employees hired for the summer.

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

CURRICULUM/INSTRUCTION PROJECT PAY  
Salary Schedule  
2023-2024  
PROPOSED

The rate of pay for curriculum/instruction projects paid to certified staff by the Bellevue Public School District is as follows:

Curriculum/Instruction - \$25.00 hourly rate

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

SUBSTITUTE TEACHERS  
Salary Schedule  
2023-2024  
PROPOSED

The rate of pay for substitute teachers employed by the Bellevue Public School District:

A. \$165.00 per day.

When substituting for the same teacher in one classroom for a long-term assignment:

B. \$175.00 per day beginning the first long-term teaching day.

C. Substitute teachers, properly certified, who have taught continuously for 90 student days, and are continuing their assignment shall have their daily rate of pay adjusted beginning the ninety-first day to reflect their appropriate placement on the teacher's salary schedule.

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

SUMMER SCHOOL TEACHERS  
Salary Schedule  
2023-2024  
PROPOSED

The rate of pay for summer school teachers employed by the Bellevue Public School District is as follows:

Certified Staff

1. All classroom teachers will be paid at the rate of \$38.50 per hour.
2. Substitutes pay will be \$17.50 per hour spent with students.

BELLEVUE PUBLIC SCHOOLS  
 Bellevue, Nebraska  
 CUSTODIAL AND MAINTENANCE  
 Full-Time Employees Salary Schedule C  
 2023-2024  
 PROPOSED

<b>Step</b>	<b>C01M Class I</b>	<b>C02M Class II</b>
Probation	\$17.82	\$18.44
1	17.96	18.58
2	18.11	18.68
3	18.25	18.86
4	18.93	19.01
5	18.65	19.26
6	18.79	19.41
7	18.93	19.55
8	19.06	19.68
9	19.13	19.75
10	19.26	19.89
11	19.41	20.03
12	19.55	20.18
13	19.70	20.32
14	19.84	20.46
15	19.94	20.60
16	20.12	20.74
17	20.27	20.89
18	20.41	21.07
19	20.56	21.26
20	20.70	21.43
21	20.84	21.57
22	20.98	21.85
23	21.13	22.02
24	21.47	22.20

**CLASSIFICATION**

Class I - Carries on the responsibilities and work as scheduled by the building supervisor.

Class II - Special assignment.

## PROVISIONS

1. All full-time personnel may be granted credit on the salary schedule not to exceed three years for similar experience.
2. All full-time personnel will be placed on the salary schedule at the end of a 180-calendar day probationary period unless not recommended by the building principal. Personnel going from part-time positions to full-time positions do not have to go through a probation period, provided they have maintained a good work record.
3. Employees paid from this schedule with more than twenty years experience on salary schedule C and/or G will receive a longevity payment of \$.25 per hour. Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.
4. A shift differential will be paid to night employees at the rate of \$.15 an hour. A shift differential will be paid to Class I custodial leaders at the rate of \$1.35 an hour.
5. The district will pay \$9,138 annually to be applied to the health and accident insurance offered by the District. A Section 125 benefit plan will be available to employees.
6. When absence occurs as a result of injury on the job related to the performance of duty assigned by the district, the employee shall not forfeit sick leave. Injury absence shall be limited to a maximum of five working days. Employees must provide the building supervisor with a doctor's statement that the employee was unable to work because of the injury. Employees injured during the course of employment and eligible for compensation are required to report all accidents or injuries to their supervisor immediately. Failure on the part of the employee to report an injury within (24) twenty-four hours may prejudice and defeat a claim for injury absence.
7. Upon termination, employees with twenty years of service to the district will receive \$1000 severance pay.
8. The district will provide annual vacations (paid days off) for full-time employees according to the following plan:
  - (a) Employees with less than eight (8) years will accumulate vacation days at one (1) day per month. After eight (8) years of employment, an employee shall be granted three (3) additional days of annual vacation as of June 1 each year; a total of fifteen (15) days a year. After fifteen (15) years of employment, an employee will be granted six (6) additional days of annual vacation as of June 1 each year; a total of eighteen (18) days a year. After twenty (20) years of employment, each employee will be granted eight (8) additional days of annual vacation as of June 1 each year; a total of twenty (20) days a year. As of September 1, each year, employees with more than forty (40) days accumulated vacation shall lose all days over forty (40).
  - (b) Vacations to be taken at discretion of building principal.
  - (c) Upon termination, unused accrued vacation will be paid as salary.
9. The district will provide sick leave for each full-time employee according to the following plan:
  - (a) Employees to accumulate sick leave (paid days off) at the rate of one day per month. Employees, who on August 31 have accumulated more than 125 days of sick leave, will be paid at their daily rate for August for the days in excess of 125. Payments will begin in September.
  - (b) Sick leave to be charged and recorded against each member's accumulated balance.
  - (c) A member with 20 or more consecutive years of service shall be compensated at 50% of the employee's daily rate of pay for all of their unused sick days upon retirement.
10. Five days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's spouse or child. Three days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's parent. Two days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, 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 vacation.
11. The district will provide one day of emergency leave with pay per school year. There will be no accumulation. Application shall be made to the Principal prior to the requested date of leave. The decision will be made by the Principal. Examples:
  1. Legal matters related to the immediate family of the employee;
  2. Death leave. When the distance to the funeral is in excess of 200 miles, one additional day will be provided; and
  3. Family emergencies such as surgery, serious illnesses that are not covered by sick leave.
12. The district will pay full-time employees at the rate of one and one-half time the employee's hourly rate for each hour of time worked in excess of forty (40) hours in any one week.
13. The district will provide all full-time employees with term life insurance in the amount of \$25,000 per employee.
14. The district will provide a calendar for full-time employees hired prior to September 1, 2005, setting twelve (12) paid holidays.
15. All salary benefit calculations shall use September 1 as the beginning of the year, unless otherwise stated. Any fraction of a year over half shall be credited as a full year for the purposes of step placement.

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska  
TRANSPORTATION  
Full-Time Employees Salary Schedule G  
2023-2024  
PROPOSED

<u>Step</u>	<u>G02M Class II</u>
Probation	\$18.04
1	18.18
2	18.33
3	18.47
4	18.58
5	18.87
6	19.03
7	19.16
8	19.29
9	19.36
10	19.49
11	19.64
12	19.78
13	19.93
14	20.07
15	20.21
16	20.36
17	20.53
18	20.68
19	20.84
20	20.98
21	21.14
22	21.27
23	21.44
24	21.64

CLASSIFICATION

Class II – Full-time Drivers and Delivery Drivers.

## PROVISIONS

1. All full-time personnel may be granted credit on the salary schedule not to exceed three years for similar experience.
2. All full-time personnel will be placed on the salary schedule at the end of a 180-calendar day probationary period unless not recommended by the building principal. Personnel going from part-time positions to full-time positions do not have to go through a probation period, provided they have maintained a good work record.
3. Employees paid from this schedule with more than twenty years experience on salary schedule C and/or G will receive a longevity payment of \$.25 per hour. Continuous years of service will be calculated from the employee's seniority date. Eligibility for long service increment will begin on the first day of the monthly pay period following the employee's anniversary.
4. A shift differential will be paid to night employees at the rate of \$.15 an hour. A shift differential will be paid to Class I custodial leaders at the rate of \$1.35 an hour.
5. The district will pay \$9,138 annually to be applied to the health and accident insurance offered by the District. A Section 125 benefit plan will be available to employees.
6. When absence occurs as a result of injury on the job related to the performance of duty assigned by the district, the employee shall not forfeit sick leave. Injury absence shall be limited to a maximum of five working days. Employees must provide the building supervisor with a doctor's statement that the employee was unable to work because of the injury. Employees injured during the course of employment and eligible for compensation are required to report all accidents or injuries to their supervisor immediately. Failure on the part of the employee to report an injury within (24) twenty-four hours may prejudice and defeat a claim for injury absence.
7. Upon termination, employees with twenty years of service to the district will receive \$1000 severance pay.
8. The district will provide annual vacations (paid days off) for full-time employees according to the following plan:
  - (a) Employees with less than eight (8) years will accumulate vacation days at one (1) day per month. After eight (8) years of employment, an employee shall be granted three (3) additional days of annual vacation as of June 1 each year; a total of fifteen (15) days a year. After fifteen (15) years of employment, an employee will be granted six (6) additional days of annual vacation as of June 1 each year; a total of eighteen (18) days a year. After twenty (20) years of employment, each employee will be granted eight (8) additional days of annual vacation as of June 1 each year; a total of twenty (20) days a year. As of September 1, each year, employees with more than forty (40) days accumulated vacation shall lose all days over forty (40).
  - (b) Vacations to be taken at discretion of building principal.
  - (c) Upon termination, unused accrued vacation will be paid as salary.
9. The district will provide sick leave for each full-time employee according to the following plan:
  - (a) Employees to accumulate sick leave (paid days off) at the rate of one day per month. Employees, who on August 31 have accumulated more than 125 days of sick leave, will be paid at their daily rate for August for the days in excess of 125. Payments will begin in September.
  - (b) Sick leave to be charged and recorded against each member's accumulated balance.
  - (c) A member with 20 or more consecutive years of service shall be compensated at 50% of the employee's daily rate of pay for all of their unused sick days upon retirement.
10. Five days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's spouse or child. Three days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, which will be granted following the death of the employee's parent. Two days (equivalent to the employee's assigned FTE) of non-accumulating bereavement leave will be available annually, separate from the employee's Leave, 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 vacation.
11. The district will provide one day of emergency leave with pay per school year. There will be no accumulation. Application shall be made to the Principal prior to the requested date of leave. The decision will be made by the Principal. Examples:
  1. Legal matters related to the immediate family of the employee;
  2. Death leave. When the distance to the funeral is in excess of 200 miles, one additional day will be provided; and
  3. Family emergencies such as surgery, serious illnesses that are not covered by sick leave.
12. The district will pay full-time employees at the rate of one and one-half time the employee's hourly rate for each hour of time worked in excess of forty (40) hours in any one week.
13. The district will provide all full-time employees with term life insurance in the amount of \$25,000 per employee.
14. The district will provide a calendar for full-time employees hired prior to September 1, 2005, setting twelve (12) paid holidays.
15. All salary benefit calculations shall use September 1 as the beginning of the year, unless otherwise stated. Any fraction of a year over half shall be credited as a full year for the purposes of step placement.

**ACKNOWLEDGMENT OF RECEIPT  
OF ADVANCE NOTICE OF MEETING**

The undersigned Members of the Board of Education of Sarpy County School District 0001 (Bellevue Public Schools) in the State of Nebraska acknowledge receipt of advance notice of a meeting of said body, and the agenda for such meeting, held at 6:30 p.m. on Monday, May 8, 2023, at the Bellevue Public Schools Welcome Center at 2600 Arboretum Drive in Bellevue, Nebraska.

DATED May 8, 2023.

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May 8, 2023  
Bellevue, Nebraska

A meeting of the Board of Education (the "Board") of Sarpy County School District 0001 (Bellevue Public Schools) in the State of Nebraska (the "District") was held at 6:30 p.m. on Monday, May 8, 2023, at the Bellevue Public Schools Welcome Center at 2600 Arboretum Drive in Bellevue, Nebraska. Advance publicized notice of such meeting was given in strict accordance with the provisions of Article 14, Chapter 84, Reissue Revised Statutes of Nebraska, as amended (the "Open Meetings Act"), and set forth (a) the time, date and place of this meeting, (b) that this meeting would be open to the attendance of the public and (c) that an agenda of then known subjects to be taken up at the meeting could be obtained from the office of the Superintendent of Schools (the "Superintendent"). A copy of said advance publicized notice (in the form of an affidavit of publication) was ordered annexed to the minutes of this meeting as Attachment 1. Each Board Member was previously furnished with a copy of said advance publicized notice, the same having been transmitted to each Board Member simultaneously with its publicizing, and a copy of their collective acknowledgment of receipt of such advance notice is attached to these minutes as Attachment 2. Additionally, reasonable efforts were made to provide advance notification of the meeting to all news media requesting the same of the time, date and place of the meeting.

The President of the Board, \_\_\_\_\_, presided, and the Secretary of the Board, \_\_\_\_\_, recorded the proceedings. On roll call the following Board Members were present: \_\_\_\_\_

\_\_\_\_\_.

The following Board Members were absent: \_\_\_\_\_.

A quorum being present and the meeting duly commenced, the following proceedings were had and done.

The President of the Board publicly stated to all in attendance that a current and complete copy of the Open Meetings Act was available for review and indicated the location of such copy in the room where the meeting was being held. All proceedings hereafter shown were taken while the meeting was open to the attendance of the public.

\* \* \* \* \*

(Other Business)

\* \* \* \* \*

Board Member \_\_\_\_\_ then introduced the following resolution and moved for its adoption, the full text of which is attached hereto as Attachment 3:

**A RESOLUTION OF THE BOARD OF EDUCATION OF SARPY COUNTY SCHOOL DISTRICT 0001 (BELLEVUE PUBLIC SCHOOLS) IN THE STATE OF NEBRASKA AUTHORIZING THE PURCHASE AND CANCELLATION OF ALL OR A PORTION OF THE DISTRICT'S OUTSTANDING GENERAL OBLIGATION REFUNDING BONDS, TAXABLE SERIES 2020, IN SUCH AMOUNTS, FROM SUCH MATURITIES AND AT SUCH PRICES AS SHALL BE DETERMINED BY THE AUTHORIZED OFFICIALS OF THE DISTRICT AUTHORIZING CERTAIN ACTIONS AND DOCUMENTS; AND PRESCRIBING OTHER MATTERS RELATING THERETO.**

The foregoing Resolution having been read, Board Member \_\_\_\_\_ seconded the motion for its passage and adoption, and after discussion, the roll was called and the following Members of the Board voted in favor of the passage and adoption of said Resolution:

\_\_\_\_\_  
\_\_\_\_\_.

The following Board Members voted against the same: \_\_\_\_\_.

The following Board Members were absent or did not vote: \_\_\_\_\_.

Said Resolution having been voted upon favorably by a majority of the Board, the same was by the President declared passed and adopted.

Board Member \_\_\_\_\_ then introduced the following resolution and moved for its adoption, the full text of which is attached hereto as Attachment 4:

**A RESOLUTION AUTHORIZING THE ISSUANCE BY SARPY COUNTY SCHOOL DISTRICT 0001 (BELLEVUE PUBLIC SCHOOLS) IN THE STATE OF NEBRASKA OF ITS GENERAL OBLIGATION REFUNDING BONDS, SERIES 2023, IN ONE OR MORE SERIES AND IN AN AGGREGATE PRINCIPAL AMOUNT NOT TO EXCEED TEN MILLION DOLLARS (\$10,000,000) FOR THE PURPOSE OF PURCHASING AND CANCELLING CERTAIN OUTSTANDING BONDS OF THE DISTRICT; PRESCRIBING THE FORM AND DETAILS OF SUCH BONDS; AUTHORIZING CERTAIN OFFICIALS TO DETERMINE THE FINAL AGGREGATE PRINCIPAL AMOUNT, MATURITIES, RATES, REDEMPTION PROVISIONS, TERMS AND OTHER DETAILS OF SUCH BONDS; IMPOSING AN AD VALOREM TAX ON ALL TAXABLE PROPERTY WITHIN THE DISTRICT TO PAY THE PRINCIPAL OF, PREMIUM, IF ANY, AND THE INTEREST ON SUCH BONDS; DESIGNATING THE BONDS AS QUALIFIED TAX-EXEMPT OBLIGATIONS; AUTHORIZING THE SALE AND DELIVERY OF THE BONDS TO THE PURCHASER THEREOF; ADOPTING CERTAIN POST-ISSUANCE TAX COMPLIANCE AND DISCLOSURE POLICIES AND PROCEDURES WITH RESPECT TO THE BONDS; AUTHORIZING CERTAIN ACTIONS AND DOCUMENTS; AND PRESCRIBING OTHER MATTERS RELATING THERETO.**

The foregoing Resolution having been read, Board Member \_\_\_\_\_ seconded the motion for its passage and adoption, and after discussion the roll was called and the following Members of the Board voted in favor of the passage and adoption of said Resolution:

\_\_\_\_\_  
\_\_\_\_\_.

The following Board Members voted against the same: \_\_\_\_\_.

The following Board Members were absent or did not vote: \_\_\_\_\_.

Said Resolution having been voted upon favorably by a majority of the Board, the same was by the President declared passed and adopted.

\* \* \* \* \*

(Other Business)

\* \* \* \* \*

Motion to adjourn.

DATED May 8, 2023.

ATTEST:

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President, Board of Education

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Secretary, Board of Education

**ATTACHMENT 1**

**AFFIDAVIT OF PUBLICATION OF NOTICE OF MEETING**

**ATTACHMENT 2**

**ACKNOWLEDGMENT OF RECEIPT OF ADVANCE NOTICE OF MEETING**

**ATTACHMENT 3**  
**PURCHASE RESOLUTION**

See Tab #3

**A RESOLUTION OF THE BOARD OF EDUCATION OF SARPY COUNTY SCHOOL DISTRICT 0001 (BELLEVUE PUBLIC SCHOOLS) IN THE STATE OF NEBRASKA AUTHORIZING THE PURCHASE AND CANCELLATION OF ALL OR A PORTION OF THE DISTRICT'S OUTSTANDING GENERAL OBLIGATION REFUNDING BONDS, TAXABLE SERIES 2020, IN SUCH AMOUNTS, FROM SUCH MATURITIES AND AT SUCH PRICES AS SHALL BE DETERMINED BY THE AUTHORIZED OFFICIALS OF THE DISTRICT; AUTHORIZING CERTAIN ACTIONS AND DOCUMENTS; AND PRESCRIBING OTHER MATTERS RELATING THERETO.**

**BE IT RESOLVED BY THE BOARD OF EDUCATION OF SARPY COUNTY SCHOOL DISTRICT 0001 (BELLEVUE PUBLIC SCHOOLS) IN THE STATE OF NEBRASKA AS FOLLOWS:**

**Section 1.** Sarpy County School District 0001 (Bellevue Public Schools) in the State of Nebraska (the "**District**") previously issued its General Obligation Refunding Bonds, Taxable Series 2020, dated September 1, 2020, in the original aggregate principal amount of \$12,055,000 (the "**Series 2020 Bonds**"), of which \$11,605,000 in aggregate principal amount are presently outstanding. The District issued the Series 2020 Bonds pursuant to a resolution (the "**Series 2020 Resolution**") duly passed and adopted by the District's Board of Education (the "**Board**") to (a) advance refund and defease all of the District's then-outstanding General Obligation School Building Bonds, Series 2016, dated December 29, 2016 (the "**Series 2016 Bonds**"), (b) advance refund and defease a portion of the District's then-outstanding General Obligation School Building Bonds, Series 2018, dated June 15, 2018 (the "**Series 2018 Bonds**" and together with the Series 2016 Bonds, the "**Prior Bonds**"), and (c) pay the costs of issuing the Series 2020 Bonds. The District issued the Prior Bonds pursuant to a resolution duly passed and adopted by the Board and were authorized by the required majority of the qualified voters of the District voting at an election held by the District on September 13, 2016 for the purposes of financing: (a) a portion of the costs of renovating, rehabilitating and improving the District's existing facilities, including but not limited to, safety and security upgrades and modifications, roof repairs and replacements, plumbing, electrical, heating, ventilation, air conditioning and other infrastructure improvements, technology upgrades and improvements, environmental abatement, athletic and performing arts facilities improvements and media center/computer lab upgrades, modernizations and conversions; acquisition and/or construction of real property and/or facilities for District use; constructing one or more additions to and related site improvements for such facilities and additions; and acquiring necessary furniture, equipment and apparatus for such facilities and additions and other use by the District, and (b) the costs of issuing the Prior Bonds.

**Section 2.** The Board authorizes the purchase of all or a portion of the Series 2020 Bonds at a purchase price to be negotiated between the District and any Series 2020 Bondholder, plus accrued interest on such principal amount being purchased to the date of purchase (the "**Purchase Price**"). The principal amount of such Series 2020 Bonds and maturities thereof to be purchased (the "**Purchased Bonds**") shall be determined by the President of the Board or the Superintendent of Schools (each, including any person authorized to act on his or her behalf, an "**Authorized Officer**"). Such determinations shall be set forth in a certificate of such Authorized

Officer. On the date the Purchased Bonds are so purchased (the “**Purchase Date**”), such Purchased Bonds shall be canceled, and the interest thereon shall cease.

**Section 3.** On the Purchase Date, the Purchase Price of the Purchased Bonds shall be paid upon presentation and surrender thereof at the corporate trust office of BOKF, National Association, Lincoln, Nebraska, as registrar and paying agent for the Series 2020 Bonds (the “**Registrar**”), or such other paying agent as may be determined by an Authorized Officer.

**Section 4.** Upon receipt of this Resolution, and in consultation with the District and Bond Counsel, the Registrar is instructed to file a Voluntary Notice of Potential Tender Offer with the Municipal Securities Rulemaking Board through its EMMA portal.

**Section 5.** The Board authorizes and approves of the following in connection with the purchase and cancellation of the Purchased Bonds:

(a) the use and distribution of one or more invitations to tender, pricing notices and any other documents relating to such purchase and cancellation;

(b) the execution and delivery of one or more dealer manager agreements with D.A. Davidson & Co., serving as dealer manager under such agreements, in form and substance acceptable to the Authorized Officers, or each individually; and

(c) the engagement of Globix Corporation (“**Globix**”) to assist in the procedures relating to the purchase and cancellation of the Purchased Bonds and the execution and delivery by the Authorized Officers, or each individually, of any documents relating to the engagement of Globix.

**Section 6.** Without in any way limiting the power, authority, or discretion elsewhere herein granted or delegated, the Board (a) authorizes and directs the Authorized Officers and all other officers, employees and agents of the District to carry out, or cause to be carried out, and to perform such obligations of the District and such other actions as they, or any one of them shall consider necessary, advisable, desirable, or appropriate in connection with this Resolution and the purchase and cancellation of the Purchased Bonds, including, without limitation and whenever applicable, the execution and delivery thereof and of all other related documents, instruments, certificates, and opinions; and (b) directs, authorizes and delegates to each of the Authorized Officers, the right, power, and authority to exercise such officers’ own independent judgment and absolute discretion in determining and finalizing the terms, provisions, form and contents of each of the foregoing. The execution and delivery by any Authorized Officer or by any other officer, officers, agent, or agents of the District of any such documents, instruments, certifications, and opinions, or the doing by them of any act in connection with any of the matters which are the subject of this Resolution, shall constitute conclusive evidence of both the District’s and their approval of all changes, modifications, amendments, revisions, and alterations made therein, and shall conclusively establish their absolute, unconditional, and irrevocable authority with respect thereto from the District and the authorization, approval, and ratification by the District of the documents, instruments, certifications, and opinions so executed and the action so taken.

**Section 7.** The purchase and cancellation of the Purchased Bonds authorized by this Resolution is subject to the prior issuance by the District of its General Obligation Refunding Bonds, Series 2023 (the “**Refunding Bonds**”). Notwithstanding anything to the contrary herein, the Board may set forth additional requirements and authorizations in the bond resolution authorizing the Refunding Bonds, which are intended to supplement, not contravene, any provisions herein.

**Section 8.** This Resolution shall be in full force and take effect from and after its passage as provided by law; provided, that this Resolution shall have no force and effect if the Refunding Bonds are not issued within one year of the date hereof.

**DATED** May 8, 2023.

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President, Board of Education

Attest:

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Secretary, Board of Education

ATTACHMENT 4  
BOND RESOLUTION

See Tab #4

**A RESOLUTION AUTHORIZING THE ISSUANCE BY SARPY COUNTY SCHOOL DISTRICT 0001 (BELLEVUE PUBLIC SCHOOLS) IN THE STATE OF NEBRASKA OF ITS GENERAL OBLIGATION REFUNDING BONDS, SERIES 2023, IN ONE OR MORE SERIES AND IN AN AGGREGATE PRINCIPAL AMOUNT NOT TO EXCEED TEN MILLION DOLLARS (\$10,000,000) FOR THE PURPOSE OF PURCHASING AND CANCELLING CERTAIN OUTSTANDING BONDS OF THE DISTRICT; PRESCRIBING THE FORM AND DETAILS OF SUCH BONDS; AUTHORIZING CERTAIN OFFICIALS TO DETERMINE THE FINAL AGGREGATE PRINCIPAL AMOUNT, MATURITIES, RATES, REDEMPTION PROVISIONS, TERMS AND OTHER DETAILS OF SUCH BONDS; IMPOSING AN AD VALOREM TAX ON ALL TAXABLE PROPERTY WITHIN THE DISTRICT TO PAY THE PRINCIPAL OF, PREMIUM, IF ANY, AND THE INTEREST ON SUCH BONDS; DESIGNATING THE BONDS AS QUALIFIED TAX-EXEMPT OBLIGATIONS; AUTHORIZING THE SALE AND DELIVERY OF THE BONDS TO THE PURCHASER THEREOF; ADOPTING CERTAIN POST-ISSUANCE TAX COMPLIANCE AND DISCLOSURE POLICIES AND PROCEDURES WITH RESPECT TO THE BONDS; AUTHORIZING CERTAIN ACTIONS AND DOCUMENTS; AND PRESCRIBING OTHER MATTERS RELATING THERETO.**

**BE IT RESOLVED BY THE BOARD OF EDUCATION OF SARPY COUNTY SCHOOL DISTRICT 0001 (BELLEVUE PUBLIC SCHOOLS) IN THE STATE OF NEBRASKA:**

**Section 1.** The Board of Education (the “**Board**”) of Sarpy County School District 0001 (Bellevue Public Schools) in the State of Nebraska (the “**District**”) hereby makes the following findings and determinations:

(a) The District is duly organized as a Class III School District under Sections 79-102 and 79-407, Reissue Revised Statutes of Nebraska, as amended; the District maintains both elementary and high school grades under the direction of a single board of education; and the District embraces territory having a population of not more than 150,000 inhabitants.

(b) The District previously issued its General Obligation Refunding Bonds, Taxable Series 2020, dated September 1, 2020, in the original aggregate principal amount of \$12,055,000 (the “**Series 2020 Bonds**”), of which \$11,605,000 in aggregate principal amount are presently outstanding. The District issued the Series 2020 Bonds pursuant to a resolution (the “**Series 2020 Resolution**”) duly passed and adopted by the Board to (a) advance refund and defease all of the District’s then-outstanding General Obligation School Building Bonds, Series 2016, dated December 29, 2016 (the “**Series 2016 Bonds**”), (b) advance refund and defease a portion of the District’s then-outstanding General Obligation School Building Bonds, Series 2018, dated June 15, 2018 (the “**Series 2018 Bonds**”) and together with the Series 2016 Bonds, the “**Prior Bonds**”), and (c) pay the costs

of issuing the Series 2020 Bonds. The District issued the Prior Bonds pursuant to a resolution duly passed and adopted by the Board and which were authorized by the required majority of the qualified voters of the District voting at an election held by the District on September 13, 2016 for the purposes of financing: (a) a portion of the costs of renovating, rehabilitating and improving the District's existing facilities, including but not limited to, safety and security upgrades and modifications, roof repairs and replacements, plumbing, electrical, heating, ventilation, air conditioning and other infrastructure improvements, technology upgrades and improvements, environmental abatement, athletic and performing arts facilities improvements and media center/computer lab upgrades, modernizations and conversions; acquisition and/or construction of real property and/or facilities for District use; constructing one or more additions to and related site improvements for such facilities and additions; and acquiring necessary furniture, equipment and apparatus for such facilities and additions and other use by the District, and (b) the costs of issuing the Prior Bonds.

(c) Since the issuance of the Series 2020 Bonds, the rates of interest available in the markets on comparable bonds have increased significantly such that the District can reduce its overall debt service by providing for purchase and cancellation of all or part of the Series 2020 Bonds through the issuance of its general obligation refunding bonds pursuant to Sections 10-142 and 10-717 et seq., Reissue Revised Statutes of Nebraska, as amended (collectively, the "**Act**").

(d) Pursuant to a resolution adopted by the Board on May 8, 2023 (the "**Purchase Resolution**"), the District has duly authorized the purchase and cancellation of all or a portion of the outstanding Series 2020 Bonds (the "**Purchased Bonds**") on such date (the "**Purchase Date**") as shall be determined by the President of the Board and the Superintendent of Schools (each, including any person authorized to act on their behalf, an "**Authorized Officer**"). On the Purchase Date, the Purchased Bonds shall be canceled, and the interest thereon shall cease. The purchase and cancellation of the Purchased Bonds is conditioned upon and subject to the District's issuance of the bonds described herein.

(e) The District has on hand no debt service or other sinking fund moneys for the purchase of the Purchased Bonds other than moneys, if any, which are to be deposited in accordance with Section 7 of this Resolution.

(f) To provide funds for the purchase of the Purchased Bonds, it is necessary and advisable that the District issue its general obligation refunding bonds in accordance with the provisions of the Act, which bonds will be payable from a tax to be levied against the taxable property of the District.

(g) It is further necessary that the District adopt (i) policies and procedures to satisfy all applicable requirements of federal income tax law in order to preserve, post-issuance, the tax-exempt status of the bonds described herein and (ii) policies and procedures to satisfy the issuance and post-issuance disclosure requirements of Rule 15c2-12 (as described herein).

(h) Pursuant to the Purchase Resolution, the Board authorized the purchase and cancellation of the Purchased Bonds, and further authorized additional terms and parameters relating to such purchase and cancellation to be set forth herein.

(i) All conditions, acts, and things required by law to exist or to be done precedent to the issuance of bonds pursuant to the Act do exist and have been done as required by law.

**Section 2.** (a) The Board hereby authorizes the issuance and delivery of one or more series of the District's negotiable general obligation refunding bonds in the aggregate principal amount not to exceed Ten Million Dollars (\$10,000,000), designated as "General Obligation Refunding Bonds, Series 2023" (the "**Series 2023 Bonds**"), or such other designation as shall be made by the Authorized Officers, or each individually. Unless otherwise determined by an Authorized Officer, the Series 2023 Bonds shall mature and shall bear interest calculated on the basis of a 360-day year consisting of twelve 30-day months from the date of original issue or the most recent Interest Payment Date, whichever is later, until maturity or early redemption, shall be issued only as fully registered bonds, without coupons, on the books of the Registrar and Paying Agent designated herein (the "**Registrar**") in denominations of \$5,000 or whole multiples thereof not exceeding the principal amount due on a given date of maturity, and shall be numbered consecutively from one upward in order of issuance.

(b) The Authorized Officers, or each individually, are authorized and directed, in the exercise of such officer's independent judgment and absolute discretion, to hereafter, from time to time, specify, set, designate, determine, establish and appoint with respect to each series of Series 2023 Bonds herein authorized, as the case may be, and in each case in accordance with and subject to the provisions of this Resolution: (i) the dated date and the delivery date, (ii) the aggregate principal amount to be issued, not exceeding the aggregate principal amount set forth in this Section 2, (iii) the dates and years in which each principal maturity shall occur and the principal amount to mature or to be paid in each of such years, which shall not be later than December 15, 2037, (iv) the date or dates upon which such series shall be sold, which shall not be later than one year from the date of this Resolution, (v) the rate or rates of interest to be carried by each maturity of the Series 2023 Bonds, provided that such rates generate positive debt service savings, (vi) the method by which such rate or rates of interest shall be calculated, (vii) the dates on which interest shall be paid, (viii) the redemption dates and prices and all terms relating thereto, including the amount and maturity date of any Series 2023 Bonds issued as "term bonds" and the amount of each sinking fund installment therefor, and all terms relating thereto, if any, (ix) the form, content, terms and provisions of any bond purchase agreement entered into by the District with an Underwriter or any loan agreement between the District and the Lender, all as set forth in Section 6 hereof, (x) the identity of the Underwriter, the Placement Agent or the Lender of the Series 2023 Bonds, as applicable (each, a "**Purchaser**"), in accordance with Section 6 hereof, (xi) the fee of the Purchaser, which shall not be more than 2.50% of the aggregate principal amount of each series, (xii) the purchase price, which shall not be less than 97.00% of the aggregate principal amount of each series (inclusive of the Purchaser's discount and any original issue discount), (xiii) the form and contents of any preliminary and final official statement or other offering materials of the District utilized in connection with any offering or sale of each series to the public or of any term sheet or request for lenders in connection with any loan, (xiv) the identity of the Registrar, (xv) whether to obtain a municipal bond insurance policy or other credit enhancement

feature for any series of Bonds, (xvi) the form, content, terms, and provisions of any closing and other documentation executed and delivered by the District in connection with the authorization, issuance, sale and delivery of each series and (xvii) all of the other terms relating to each series not otherwise determined or fixed by the provisions of this Resolution.

(c) (i) The Series 2023 Bonds shall be subject to redemption prior to maturity as determined by an Authorized Officer.

(ii) The Authorized Officers, or any individually, may designate in a certificate certain Series 2023 Bonds as “**Term Bonds**”, portions of which are to be redeemed on such dates of the years (each such date being herein referred to as a “**Sinking Fund Payment Date**”) and in the amounts (hereinafter referred to as a “**Mandatory Sinking Fund Payment**”) set forth in such certificate. The Registrar shall select and call for redemption, in accordance with this subsection (c), from the Term Bonds the amounts specified by the Authorized Officer in the certificate, and the Term Bonds selected by the Registrar shall become due and payable on such date. If Term Bonds are redeemed at the option of the District pursuant to Section 2(c)(i), the Term Bonds so optionally redeemed may, at the option of the District, be applied as a credit against any subsequent Mandatory Sinking Fund Payment with respect to Term Bonds otherwise to be redeemed thereby, such credit to be equal to the principal amount of such Term Bonds redeemed pursuant to Section 2(c)(i), provided that the District shall have delivered to the Registrar not less than 45 days prior to such Sinking Fund Payment Date a District certificate stating its election to apply such Term Bonds as such a credit. In such case, the Registrar shall reduce the amount of Term Bonds to be redeemed on the Sinking Fund Payment Date specified in such District certificate by the principal amount of Term Bonds so redeemed pursuant to Section 2(c)(i). Any credit given to Mandatory Sinking Fund Payments pursuant to Section 2(c)(i) shall not affect any subsequent Mandatory Sinking Fund Payments, which shall remain payable as otherwise provided in this subsection (c), unless and until another credit is given in accordance with the provisions hereof.

(iii) Series 2023 Bonds subject to redemption shall be redeemed in denominations of \$5,000. If any Series 2023 Bond is in a denomination in excess of \$5,000, portions of the principal amount thereof in installments of \$5,000 or any whole multiple thereof may be redeemed, and if less than all of the principal amount thereof is to be redeemed, in such case upon the surrender of such Series 2023 Bonds there shall be issued to the registered owner thereof without charge therefor, for the then unredeemed balance of the principal amount thereof, Series 2023 Bonds of like series, maturity and interest rates in any of the authorized denominations provided by this Resolution. If less than all Series 2023 Bonds of any maturity are to be called for redemption pursuant to this Resolution, the Registrar shall select by lot the particular Series 2023 Bonds of such maturity to be redeemed.

(iv) The Registrar shall give notice of redemption of Series 2023 Bonds stating their designation, date, maturity, principal amounts and the redemption date by mailing such notice via first-class mail, postage prepaid, not less than 30 days prior to the date fixed for redemption to the registered owners (or such shorter period as may be acceptable to the then registered owners) at their most recent addresses appearing upon the books of the

Registrar. Failure to give notice to any particular registered owner or any defect in the notice given to such owner shall not affect the validity of the proceedings calling the Series 2023 Bonds or the redemption of any Series 2023 Bonds for which proper notice has been given. Notice of redemption need not be given to the holder of any Series 2023 Bonds, whether registered or not, who has waived notice of redemption. Notice of redemption having been given as provided above or notice of redemption having been waived by the owners of Series 2023 Bonds called for redemption who have not been given such notice as provided above, the Series 2023 Bonds so called for redemption shall become due and payable on the designated redemption date. The District shall give written notice to the Registrar of its election to redeem Series 2023 Bonds at least 45 days prior to the said redemption date, or such shorter period as shall be acceptable to the Registrar. If on or before the said redemption date funds sufficient to pay the Series 2023 Bonds so called for redemption at the applicable redemption price and accrued interest to said date have been deposited or caused to have been deposited by the District with the Registrar for the purposes of such payment and notice of redemption thereof has been given or waived as hereinbefore provided, then from and after the date fixed for redemption interest on such Series 2023 Bonds so called shall cease to accrue and become payable. If such funds shall not have been so deposited with the Registrar as aforesaid no later than the date fixed for redemption, such call for redemption shall be cancelled, and the Series 2023 Bonds so called for redemption shall continue to be outstanding as though they had not been so called; such Series 2023 Bonds shall continue to bear interest until paid at such rate as they would have borne had they not been called for redemption and shall continue to be protected by this Resolution and entitled to the benefits and security hereof.

(d) Interest on the Series 2023 Bonds at the respective rates for each maturity is payable on each interest payment date determined in accordance with this Section 2 (each of said dates, an “**Interest Payment Date**”) by check or draft mailed by the Registrar or its successor on such Interest Payment Date to the registered owner of each Series 2023 Bond at such registered owner’s address as it appears on the bond register maintained by the Registrar or its successor as of the close of business on the 15th day (whether or not a business day) immediately preceding each Interest Payment Date (the “**Record Date**”) subject to the provisions of the following paragraph. The principal on the Series 2023 Bonds and the interest due at maturity or upon redemption prior to maturity is payable in lawful money of the United States of America to the registered owners thereof upon presentation and surrender of such Series 2023 Bonds to the Registrar at its designated corporate trust office.

If any payments of interest due on the Series 2023 Bonds on an Interest Payment Date are not timely made, such interest shall cease to be payable to the registered owners as of the Record Date for such Interest Payment Date and shall be payable to the registered owners of the Series 2023 Bonds as of a special date of record for payment of such defaulted interest as shall be designated by the Registrar whenever moneys for the purpose of paying such defaulted interest become available.

If the date for payment of the principal of or the interest on the Series 2023 Bonds shall be a Saturday, Sunday, legal holiday or day on which banking institutions in the city in which the designated corporate trust office of the Registrar is located are authorized by law or executive order to close, the date for such payment shall be the next succeeding day which is not a Saturday,

Sunday, legal holiday or day on which such banking institutions are authorized to close, and payment on such day shall have the same force and effect as if made on the nominal payment date.

(e) The Series 2023 Bonds shall be executed on behalf of the District by the manual or facsimile signatures of the President and the Secretary of the Board (including such other persons authorized to sign on their behalf). In case any officer whose signature or a facsimile of whose signature shall appear on the Series 2023 Bonds shall cease to be such officer before the delivery of any Series 2023 Bonds, such signature or facsimile shall nevertheless be valid and sufficient for all purposes, the same as if such officer had remained in office until delivery. Notwithstanding such execution, no Series 2023 Bond shall be valid or obligatory for any purpose or entitled to any security or benefit under this Resolution unless and until a certificate of authentication on such Series 2023 Bond has been duly executed by the manual signature of an authorized representative of the Registrar. Certificates of authentication on different Series 2023 Bonds need not be signed by the same representative. The executed certificate of authentication on each Series 2023 Bond shall be conclusive evidence that it has been authenticated and delivered under this Resolution.

(f) If any Series 2023 Bond is mutilated, lost, stolen or destroyed, the District shall execute a new Series 2023 Bond of like date, maturity and denomination to that mutilated, lost, stolen, or destroyed, provided that, in the case of any mutilated Series 2023 Bond, such mutilated Series 2023 Bond shall first be surrendered to the Registrar and, in the case of any lost, stolen, or destroyed Series 2023 Bonds, there first shall be furnished to the Registrar evidence of such loss, theft, or destruction satisfactory to the Registrar, together with an indemnity satisfactory to it. If such Series 2023 Bond shall have matured, instead of issuing a duplicate Series 2023 Bond, the District may pay the same without surrender thereof upon the performance of such requirements as it deems fit for its protection, including a lost instrument bond. The District and the Registrar may charge the owner of such Series 2023 Bond with their reasonable fees and expenses for such service.

(g) Unless otherwise directed by the Purchaser, the Series 2023 Bonds shall be issued initially as “book-entry-only” bonds under the services of The Depository Trust Company (the “**Depository**”), with one typewritten bond per maturity being issued to the Depository. In such connection the officers of the District are authorized to execute and deliver a Letter of Representations (the “**Letter of Representations**”) in the form required by the Depository, for and on behalf of the District, which shall thereafter govern matters with respect to registration, transfer, payment and redemption of the Series 2023 Bonds. If the Series 2023 Bonds are issued as “book-entry-only” bonds, the following provisions shall apply:

(i) The District and the Registrar shall have no responsibility or obligation to any broker-dealer, bank or other financial institution for which the Depository holds Series 2023 Bonds as securities depository (each, a “**Bond Participant**”) or to any person who is an actual purchaser of a Series 2023 Bond from a Bond Participant while the Series 2023 Bonds are in book-entry form (each a “**Beneficial Owner**”) with respect to the following:

(A) the accuracy of the records of the Depository, any nominees of the Depository or any Bond Participant with respect to any ownership interest in the Series 2023 Bonds,

(B) the delivery to any Bond Participant, any Beneficial Owner or any other person, other than the Depository, of any notice with respect to the Series 2023 Bonds, including any notice of redemption, or

(C) the payment to any Bond Participant, any Beneficial Owner or any other person, other than the Depository, of any amount with respect to the Series 2023 Bonds. The Registrar shall make payments with respect to the Series 2023 Bonds only to or upon the order of the Depository or its nominee, and all such payments shall be valid and effective fully to satisfy and discharge the obligations with respect to such Series 2023 Bonds to the extent of the sum or sums so paid. No person other than the Depository shall receive an authenticated Series 2023 Bond, except as provided in (v) below.

(ii) Upon receipt by the Registrar of written notice from the Depository to the effect that the Depository is unable or unwilling to discharge its responsibilities, the Registrar shall issue, transfer and exchange Series 2023 Bonds requested by the Depository in appropriate amounts. Whenever the Depository requests the Registrar to do so, the Registrar will cooperate with the Depository in taking appropriate action after reasonable notice (A) to arrange, with the prior written consent of the District, for a substitute depository willing and able upon reasonable and customary terms to maintain custody of the Series 2023 Bonds or (B) to make available Series 2023 Bonds registered in whatever name or names as the Beneficial Owners transferring or exchanging such Series 2023 Bonds shall designate.

(iii) If the District determines that it is desirable that certificates representing the Series 2023 Bonds be delivered to the ultimate beneficial owners of the Series 2023 Bonds and so notifies the Registrar in writing, the Registrar shall so notify the Depository, whereupon the Depository will notify the Bond Participants of the availability through the Depository of bond certificates representing the Series 2023 Bonds. In such event, the Registrar shall issue, transfer and exchange bond certificates representing the Series 2023 Bonds as requested by the Depository in appropriate amounts and in authorized denominations.

(iv) Notwithstanding any other provision of this Resolution to the contrary, so long as any Series 2023 Bond is registered in the name of the Depository or any nominee thereof, all payments with respect to such Series 2023 Bond and all notices with respect to such Series 2023 Bond shall be made and given, respectively, to the Depository as provided in the Letter of Representations.

(v) Registered ownership of the Series 2023 Bonds may be transferred on the books of registration maintained by the Registrar, and the Series 2023 Bonds may be delivered in physical form to the following:

(A) any successor securities depository or its nominee; or

(B) any person, upon (I) the resignation of the Depository from its functions as depository or (II) termination of the use of the Depository pursuant to this Section and the terms of the Registrar and Paying Agent's Agreement.

(vi) In the event of any partial redemption of a Series 2023 Bond unless and until such partially redeemed Series 2023 Bond has been replaced in accordance with the provisions of this Resolution, the books and records of the Registrar shall govern and establish the principal amount of such Series 2023 Bonds as is then outstanding and all of the Series 2023 Bonds issued to the Depository or its nominee shall contain a legend to such effect.

If for any reason the Depository resigns and is not replaced, the District shall immediately provide a supply of printed bond certificates, duly executed by manual or facsimile signatures of the President and Secretary of the Board, for issuance upon the transfers from the Depository and subsequent transfers or in the event of partial redemption. If such supply of certificates shall be insufficient to meet the requirements of the Registrar for issuance of replacement certificates upon transfer or partial redemption, the District agrees to order printed an additional supply of such certificates and to direct their execution by manual or facsimile signatures of its then duly qualified and acting President and Secretary of the Board.

**Section 3.** (a) The Registrar designated pursuant to Section 2(b) hereof shall serve in the capacities of registrar and paying agent under the terms of an agreement entitled "**Registrar and Paying Agent Agreement**" between the District and the Registrar; provided, however, that if the District Treasurer is designated as Registrar, then the District and the District Treasurer need not enter into a Registrar and Paying Agent Agreement. The Authorized Officers, or any individually, or such other officer of the Board or the District is hereby authorized to execute said agreement in such form as such officer shall deem appropriate or necessary. The Registrar shall have only such duties and obligations as are expressly specified by this Resolution and the Registrar and Paying Agent Agreement, and no other duties or obligations shall be implied to the Registrar, except as may be set forth in a written agreement between the District and a successor Registrar.

(b) The District reserves the right to remove the Registrar upon 30 days' notice and upon the appointment of a successor Registrar, in which event the predecessor Registrar shall deliver all cash and Series 2023 Bonds in its possession to the successor Registrar and shall deliver the bond register to the successor Registrar. The Authorized Officers, or any individually, are authorized to remove the Registrar as provided herein if such officer determines such removal is in the best interest of the District. Upon such removal, the Authorized Officers, or any individually, are authorized to appoint a successor Registrar and to execute a Registrar and Paying Agent Agreement with such successor Registrar in a form substantially similar to that approved by the Board pursuant to this Resolution, but with such changes as such officer shall deem appropriate or necessary.

(c) The Registrar shall keep and maintain for the District books for the registration and transfer of the Series 2023 Bonds at its designated corporate trust office. The names and registered addresses of the registered owner or owners of the Series 2023 Bonds shall at all times be recorded in such books. Any Series 2023 Bond may be transferred pursuant to its provisions at the office

of the Registrar by surrender of such Series 2023 Bond for cancellation, accompanied by a written instrument of transfer, in form satisfactory to the Registrar, duly executed by the registered owner in person or by such owner's duly authorized agent, and thereupon the Registrar on behalf of the District will deliver at such office (or send by registered mail to the transferee owner or owners thereof at such transferee owner's or owners' risk and expense), registered in the name of the transferee owner or owners, a new Series 2023 Bond or Series 2023 Bonds of the same interest rate, aggregate principal amount and maturity, bearing numbers not contemporaneously then outstanding. To the extent of the denominations authorized for the Series 2023 Bonds by this Resolution, one Series 2023 Bond may be transferred for several such Series 2023 Bonds of the same interest rate and maturity and for a like aggregate principal amount, and several such Series 2023 Bonds may be transferred for one or several such Series 2023 Bonds, respectively, of the same interest rate and maturity and for a like aggregate principal amount. In every case of transfer of a Series 2023 Bond, the surrendered Series 2023 Bond shall be canceled and destroyed. The Registrar may impose a charge sufficient to defray all costs and expenses incident to registrations of transfer and exchanges. In each case the Registrar shall require the payment by the owner requesting exchange or transfer of any tax or other governmental charge required to be paid with respect to such exchange or transfer. Series 2023 Bonds issued upon transfer or exchange of Series 2023 Bonds shall be dated as of the date six months preceding the Interest Payment Date next following the date of registration thereof in the office of the Registrar, unless such date of registration shall be an Interest Payment Date, in which case they shall be dated as of such date of registration; provided, however, that if, as shown by the records of the Registrar, interest on the Series 2023 Bonds shall be in default, the Series 2023 Bonds issued in lieu of Series 2023 Bonds surrendered for transfer or exchange may be dated as of the date to which interest has been paid in full on the Series 2023 Bonds surrendered; and provided further, that if the date of registration shall be prior to the first Interest Payment Date, the Series 2023 Bonds shall be dated as of their date of original issue. All Series 2023 Bonds issued upon transfer of the Series 2023 Bonds so surrendered shall be valid obligations of the District evidencing the same obligations as the Series 2023 Bonds surrendered and shall be entitled to all the benefits and protection of this Resolution to the same extent as the Series 2023 Bonds upon transfer of which they were delivered. The District and the Registrar shall not be required to transfer any Series 2023 Bond during any period from any Record Date until its immediately following Interest Payment Date or to transfer any Series 2023 Bond called for redemption for a period of 30 days next preceding the date fixed for redemption.

(d) The Registrar shall also be responsible for making the payments of principal, premium, if any, and interest as the same fall due upon the Series 2023 Bonds from funds provided by the District for such purposes. Payments of interest due upon the Series 2023 Bonds prior to maturity or redemption shall be made by the Registrar by mailing a check in the amount due for such interest on each Interest Payment Date to the registered owner of each Series 2023 Bond to such owner's registered address as shown on the books of registration as required to be maintained under this Section 3. Payments of principal due at maturity or at any date fixed for redemption prior to maturity, together with any accrued interest then due and premium thereon, if any, shall be made by the Registrar upon presentation and surrender of such Series 2023 Bond. As provided in Section 11 hereof, on or before each principal or interest due date, without further order of the Board, the Treasurer of the Board or an Authorized Officer shall transmit from the Bond Fund (hereinafter established) to the Registrar money sufficient for payment of all principal, premium,

if any, and interest then due. The District and the Registrar may treat the registered owner of any Series 2023 Bond as the absolute owner of such Series 2023 Bond for purposes of making payments thereon and for all other purposes. All payments on account of interest, principal or premium, if any, made to the registered owner of any Series 2023 Bond shall be valid and effectual and shall be a discharge of the District and the Registrar in respect of the liability upon the Series 2023 Bonds or claims for interest to the extent of the amount or amounts so paid.

**Section 4.** The Series 2023 Bonds shall be in substantially the following form:

(Form of Bond)

No. \_\_\_\_\_

\$

**UNITED STATES OF AMERICA  
STATE OF NEBRASKA**

**SARPY COUNTY SCHOOL DISTRICT 0001  
(BELLEVUE PUBLIC SCHOOLS)  
GENERAL OBLIGATION REFUNDING BONDS  
SERIES 2023**

<u>Date of Original Issue</u>	<u>Date of Maturity</u>	<u>Rate of Interest</u>	<u>CUSIP Number</u>
_____, 2023	December 15, 20__	%	487571 ____

**REGISTERED OWNER:** CEDE & CO.

**PRINCIPAL AMOUNT:** \_\_\_\_\_ DOLLARS

**SARPY COUNTY SCHOOL DISTRICT 0001 (BELLEVUE PUBLIC SCHOOLS) IN THE STATE OF NEBRASKA** (the “District”) promises to pay on the Date of Maturity the Principal Amount of this Bond to the Registered Owner hereof, or its registered assigns, upon presentation and surrender hereof to BOKF, National Association, as Bond Registrar and Paying Agent (the “Registrar”), at its corporate trust office in Lincoln, Nebraska, or such other office as may be designated by the Registrar.

The District also promises to pay interest on said Principal Amount on \_\_\_\_\_ and \_\_\_\_\_ of each year (each of such dates, an “Interest Payment Date”), commencing \_\_\_\_\_, 20\_\_, at the Interest Rate per annum indicated above until maturity or earlier redemption. Interest shall be calculated on the basis of a 360-day year consisting of twelve 30-day months from the Date of Original Issue or most recent Interest Payment Date, whichever is later. Interest on this Bond prior to maturity or earlier redemption shall be paid by check or draft mailed on such Interest Payment Date to the Registered Owner at such Registered Owner’s address as it appears on the registration books of the Registrar at the close of business on the 15<sup>th</sup> day (whether or a not a business day) immediately preceding each Interest Payment Date (the “Record Date”).

Any interest not so timely paid shall cease to be payable to the person entitled thereto as of the Record Date such interest was payable, and shall be payable to the person who is the Registered Owner of this Bond (or of one or more predecessor Bonds hereto) on such special record date for payment of such defaulted interest as shall be fixed by the Registrar whenever moneys for such purpose become available.

This Bond is one of an issue of fully registered bonds (the "Bonds") in the total principal amount of \$ \_\_\_\_\_ of even date and like tenor herewith, except as to number, denomination, date of maturity, rate of interest and priority of redemption, which have been issued by the District for the purpose of purchasing \$ \_\_\_\_\_ in aggregate principal amount of the District's General Obligation Refunding Bonds, Taxable Series 2020, dated September 1, 2020 (the "Refunded Bonds"). The issuance of the Bonds has been duly authorized pursuant to Sections 10-142 and 10-717 et seq., Reissue Revised Statutes of Nebraska, as amended, and a resolution duly adopted by the Board of Education of the District (the "Bond Resolution"). The District issued the Refunded Bonds to refinance the costs of constructing additions to and renovations of the District's existing school facilities which were approved by the voters at a bond election held pursuant to Section 10-701 et seq., Reissue Revised Statutes of Nebraska, as amended.

The Bonds are issued as fully registered bonds, without coupons, in denominations of \$5,000 or whole multiples thereof. Subject to the limitations and upon payment of the charges provided in the Bond Resolution pursuant to which the Bonds have been issued, this Bond is transferable by the Registered Owner hereof or his or her attorney duly authorized in writing, at the office of the Registrar, but only in the manner, subject to the limitations and upon payment of the charges as set forth in the Bond Resolution, upon surrender and cancellation of this Bond. Upon such transfer, a new registered Bond or Bonds of the same maturity and of authorized denomination or denominations for the same aggregate principal amount will be issued to the transferee in exchange therefor. The District and the Registrar may deem and treat the Registered Owner hereof as the absolute owner hereof (whether or not this Bond shall be overdue) for the purpose of receiving payment of or on account of principal hereof and premium, if any, and interest due hereon and for all other purposes, and neither the District nor the Registrar shall be affected by any notice to the contrary.

The Bonds maturing on or prior to \_\_\_\_\_, 20\_\_ are not subject to redemption prior to their stated maturities. The Bonds maturing on or after \_\_\_\_\_, 20\_\_ are subject to redemption prior to their stated maturities at the option of the District at any time on or after \_\_\_\_\_, 20\_\_ as a whole, or in part in such principal amounts and from such maturity or maturities as the District, in its sole and absolute discretion may determine, at a redemption price equal to the principal amount so redeemed, together with the interest accrued on such principal amount to the date fixed for redemption. If less than all of a maturity is to be called for redemption, the Registrar shall select by lot the portion or portions of such maturity to be redeemed.

[Term Bond provisions, if applicable]

Bonds shall be redeemed in denominations of \$5,000. If any Bond is in a denomination in excess of \$5,000, portions of the principal amount thereof in installments of \$5,000 or whole

multiples thereof may be redeemed, and if less than all of the principal amount thereof is to be redeemed, in such case upon the surrender of such Bond there shall be issued to the Registered Owner thereof without charge therefor, for the then unredeemed balance of the principal amount thereof, registered bonds of like series, maturity and interest rates in any of the authorized denominations provided by the Bond Resolution.

Notice of redemption of this Bond shall be given to the Registered Owner hereof by first-class mail, postage prepaid, not less than thirty (30) days prior to the date fixed for redemption (or such shorter period as may be acceptable to the then registered owner of the Bonds), all as more particularly set forth in the Bond Resolution; provided, however, that failure to give such notice by mailing, or any defect therein, shall not affect the validity of any proceeding for the redemption of any Bond with respect to which no such failure has occurred. Notice of redemption having been given as provided in the Bond Resolution, or notice of redemption having been waived, and funds for the payment thereof having been deposited with the Registrar, this Bond shall cease to bear interest from and after the date fixed for redemption.

The Bonds are general obligations of the District, to which the full faith, credit and resources and the taxing power of the District are irrevocably pledged. Pursuant to the Bond Resolution, the District has covenanted to cause to be made annually a special levy of taxes on all the taxable property in the District, in addition to all other taxes, sufficient in rate and amount to pay the principal of, premium, if any, and the interest on the Bonds as and when such interest and principal become due. The District has pledged such tax levy and all receipts therefrom to all payments due on the Bonds.

[The Bonds are “qualified tax-exempt obligations” as described in Section 265(b)(3) of the Internal Revenue Code of 1986, as amended.]

[AS PROVIDED IN THE BOND RESOLUTION, UNTIL THE TERMINATION OF THE SYSTEM OF BOOK-ENTRY-ONLY TRANSFERS THROUGH THE DEPOSITORY TRUST COMPANY, NEW YORK, NEW YORK (TOGETHER WITH ANY SUCCESSOR SECURITIES DEPOSITORY APPOINTED PURSUANT TO THE BOND RESOLUTION, “DTC”), AND NOTWITHSTANDING ANY OTHER PROVISIONS OF THE BOND RESOLUTION TO THE CONTRARY, A PORTION OF THE PRINCIPAL AMOUNT OF THIS BOND MAY BE PAID OR REDEEMED WITHOUT SURRENDER HEREOF TO THE REGISTRAR. DTC OR A NOMINEE, TRANSFEREE OR ASSIGNEE OF DTC OF THIS BOND MAY NOT RELY UPON THE PRINCIPAL AMOUNT INDICATED HEREON AS THE PRINCIPAL AMOUNT HEREOF OUTSTANDING AND UNPAID. THE PRINCIPAL AMOUNT HEREOF OUTSTANDING AND UNPAID SHALL FOR ALL PURPOSES BE THE AMOUNT DETERMINED IN THE MANNER PROVIDED IN THE BOND RESOLUTION.

UNLESS THIS BOND IS PRESENTED BY AN AUTHORIZED OFFICER OF DTC (A) TO THE REGISTRAR FOR REGISTRATION OF TRANSFER OR EXCHANGE OR (B) TO THE REGISTRAR FOR PAYMENT OF PRINCIPAL, AND ANY BOND ISSUED IN REPLACEMENT HEREOF OR SUBSTITUTION HEREOF IS REGISTERED IN THE NAME OF DTC AND ANY PAYMENT IS MADE TO DTC OR ITS NOMINEE, ANY TRANSFER, PLEDGE OR OTHER USE HEREOF FOR VALUE OR OTHERWISE BY OR TO ANY

PERSONS IS WRONGFUL BECAUSE ONLY THE REGISTERED OWNER HEREOF, DTC OR ITS NOMINEE, HAS AN INTEREST HEREIN.]

**IT IS HEREBY CERTIFIED AND WARRANTED** that all conditions, acts and things required by law to exist or to be done precedent to and in the issuance of this Bond and in the issuance of the Refunded Bonds hereby did exist, did happen and were done and performed in regular and due form and time as required by law, and that the indebtedness of the District, including this Bond and the Refunded Bonds, does not exceed any limitation imposed by law.

This Bond shall not be valid or become obligatory for any purpose or be entitled to any security or benefit under the Bond Resolution until the certificate of authentication hereon shall have been executed by the Registrar.

**IN WITNESS WHEREOF**, the District has caused this Bond to be executed on its behalf by the original or facsimile signature of the President of its Board of Education and attested by the original or facsimile signature of the Secretary of said Board of Education, all as of the Date of Original Issue shown above.

**SARPY COUNTY SCHOOL DISTRICT  
0001 (BELLEVUE PUBLIC SCHOOLS) IN  
THE STATE OF NEBRASKA**

ATTEST:

\_\_\_\_\_  
(Sample- Do Not Sign)  
Secretary of the Board of Education

\_\_\_\_\_  
(Sample- Do Not Sign)  
President of the Board of Education

**CERTIFICATE OF AUTHENTICATION  
AND REGISTRATION**

This Bond is one of the Bonds of the series designated therein issued under the provisions of the Bond Resolution, and has been registered to the owner named in said Bond and recorded in the books of record maintained by the undersigned Registrar for said issue of Bonds

**BOKF, NATIONAL ASSOCIATION, as  
Bond Registrar and Paying Agent**

By: \_\_\_\_\_  
Its Authorized Officer

(FORM OF ASSIGNMENT)

For value received, the undersigned hereby sells, assigns and transfers unto \_\_\_\_\_ the within Bond and hereby irrevocably constitutes and appoints \_\_\_\_\_, attorney, to transfer the

same on the books of registration in the office of the within mentioned Registrar with full power of substitution in the premises.

Date: \_\_\_\_\_

\_\_\_\_\_  
Registered Owner

Witness: \_\_\_\_\_

NOTE: The signature(s) on this assignment MUST CORRESPOND with the name(s) as written on the face of the within Bond in every particular, without alteration, enlargement or any change whatsoever, and must be guaranteed by a commercial bank or a trust company or by a firm having membership on the New York, Midwest or other stock exchange.

**Section 5.** (a) After being executed by the President and the Secretary of the Board in accordance with Section 2(e) hereof, the Series 2023 Bonds shall be delivered to the Registrar for registration and authentication. The Authorized Officers, or any individually, are hereby authorized to take all actions necessary to effect the delivery of the Series 2023 Bonds to the Registrar and then to the Underwriter, the Private Purchaser or the Lender, as applicable, inclusive of the power and authority to execute such orders, certificates, receipts and other documents as may be necessary or desirable to effect such delivery and to receive the purchase price for the Series 2023 Bonds.

(b) The Superintendent of Schools is directed to make and certify a transcript of the proceedings of the District precedent to the issuance of the Series 2023 Bonds, which transcript shall be delivered to the Underwriter, the Placement Agent or the Lender, as applicable, of the Series 2023 Bonds.

(c) The Authorized Officers, or any individually, shall certify to the Nebraska Auditor of Public Accounts the taxable valuation, the number of children of school age residing in the District and the total bonded indebtedness of the District.

**Section 6.** (a) The District is authorized to sell the Series 2023 Bonds to D.A. Davidson & Co., as original purchaser of the Series 2023 Bonds (the “**Underwriter**”), in accordance with Section 2 of this Resolution. Delivery of the Series 2023 Bonds shall be made to the Underwriter as soon as practicable after the adoption of this Resolution, upon payment therefor in accordance with the terms of sale. The District is authorized to enter into a Bond Purchase Agreement (the “**Purchase Agreement**”) between the District and the Underwriter in form and substance acceptable to the Authorized Officers, or any individually. Such Authorized Officer is authorized to execute the Purchase Agreement, in form and substance acceptable to such Authorized Officer, for and on behalf of the District, such officer’s signature thereon being conclusive evidence of such official’s and the District’s approval thereof. The Underwriter shall have the right to direct the registration of the Series 2023 Bonds and the denominations thereof within each maturity, subject to the restrictions of this Resolution. Such Underwriter and its agents, representatives and counsel (including bond counsel) are hereby authorized to take such actions on behalf of the District as are necessary to effectuate the closing of the issuance and sale

of the Series 2023 Bonds, including, without limitation, authorizing the release of the Series 2023 Bonds by the Depository at closing.

(b) The District is further authorized to place the Series 2023 Bonds with a private purchaser (the “**Private Purchaser**”) with the assistance of D.A. Davidson & Co., as placement agent of the Series 2023 Bonds (the “**Placement Agent**”), in accordance with Section 2 of this Resolution. The Private Purchaser shall have the right to direct the registration of the Series 2023 Bonds and the denominations thereof within each maturity, subject to the restrictions of this Resolution. The Placement Agent and its agents, representatives and counsel (including bond counsel) are hereby authorized to take such actions on behalf of the District as are necessary to effectuate the closing of the issuance and placement of the Series 2023 Bonds.

(c) The District is further authorized to (i) issue the Series 2023 Bonds directly to a bank or other institutional lender (the “**Lender**”) to evidence or secure a loan from such Lender to the District or (ii) enter into a loan agreement with a Lender in lieu of issuing the Series 2023 Bonds, in accordance with Section 2 of this Resolution and subject to the other restrictions of this Resolution. Such Lender may be identified with the assistance of the Placement Agent. The Lender shall have the right to direct the registration of the Series 2023 Bonds and the denominations thereof within each maturity, subject to the restrictions of this Resolution. The Placement Agent and its agents, representatives and counsel (including bond counsel) are hereby authorized to take such actions on behalf of the District as are necessary to effectuate the closing of the issuance of the Series 2023 Bonds.

**Section 7.** (a) Proceeds of the Series 2023 Bonds, together with other available funds, if necessary, shall be deposited with BOKF, National Association, Lincoln, Nebraska, as registrar and paying agent with respect to the Purchased Bonds (the “**Refunded Bonds Registrar**”), or such other paying agent as may be determined by an Authorized Officer, to be applied to purchase the Purchase Bonds so tendered on the Purchase Date at the Purchase Price.

(b) Accrued interest, if any, received upon closing of the Series 2023 Bonds shall be deposited in the Bond Fund described herein and applied to interest falling due on the Series 2023 Bonds on the first Interest Payment Date.

(c) Proceeds of the Series 2023 Bonds may be disbursed by the District to pay the costs of issuing the Series 2023 Bonds. The District may also pay such costs from its general fund.

**Section 8.** The holders of the Series 2023 Bonds shall be subrogated to all rights of the holders of the Refunded Bonds as described in this Resolution, except for their rights to payment from the deposit with respect to the Refunded Bonds as described in Section 7 hereof.

**Section 9.** The Series 2023 Bonds shall be direct, general obligations of the District, and the District irrevocably pledges the full faith and credit and the taxing power of the District, including the special levy of taxes described in this Section 9 and all receipts therefrom, to the prompt payment of the principal of, premium, if any, and the interest on the Series 2023 Bonds as the same become due. The District represents, warrants and covenants that it shall cause to be levied and collected annually a special levy of taxes on all the taxable property in the District, without limitation as to rate or amount, sufficient to pay the interest on, premium, if any, and the

principal of the Series 2023 Bonds as and when such interest, premium, and principal, respectively, become due, which taxes shall be in excess of and in addition to all other taxes now or hereafter authorized to be levied by the District. Such tax levy and all receipts therefrom to all payments due on the Series 2023 Bonds are pledged to the payment of debt service on the Series 2023 Bonds. The District further agrees to direct the application of such tax levy moneys held by the County Treasurer of Sarpy County and the county treasurer of any other county in which portions of the District may lie to the payment of the Series 2023 Bonds so that not later than each maturity date and/or Interest Payment Date with respect to the Series 2023 Bonds, there shall be on hand with the Registrar sufficient funds to make the payments of principal of, premium, if any, and interest on the Series 2023 Bonds as they fall due.

**Section 10.** (a) The District hereby establishes a 2023 Bond Fund of the District (the “**Bond Fund**”), into which there shall be deposited as and when received all proceeds of the tax levy described in Section 9 hereof. So long as any Series 2023 Bonds are outstanding, all amounts paid and credited to the Bond Fund shall be expended and used by the District for the sole purpose of paying the principal of, premium, if any, and interest on the Series 2023 Bonds as and when the same become due, including any redemption date, and paying the usual and customary fees and expenses of the Registrar.

(b) The District Treasurer or any Authorized Officer is authorized and directed to withdraw from the Bond Fund and forward to the Registrar sums sufficient to pay principal of and premium, if any, and interest on the Series 2023 Bonds as and when the same become due, and also to pay the charges made by the Registrar for acting in such capacity in the payment of the principal of and the interest on the Series 2023 Bonds, and the charges shall be forwarded to the Registrar over and above the amount of the principal of, premium, if any, and interest on the Series 2023 Bonds. If, through the lapse of time, or otherwise, the owners of Series 2023 Bonds shall no longer be entitled to enforce payment of their obligations, it shall be the duty of the Registrar to return the funds to the District. All moneys deposited with the Registrar shall be deemed to be deposited in accordance with and subject to all of the provisions contained in this Resolution.

(c) Any moneys or investments remaining in the Bond Fund after the payment or the defeasance of all the Series 2023 Bonds shall be transferred to the general fund of the District.

**Section 11.** (a) The District covenants and agrees that (i) it will comply with all applicable provisions of the Internal Revenue Code of 1986, as amended (the “**Code**”), including Sections 103 and 141 through 150, necessary to maintain the exclusion from gross income for federal income tax purposes of the interest on the Series 2023 Bonds and (ii) it will not use or permit the use of any proceeds of the Series 2023 Bonds or any other funds of the District nor take or permit any other action, or fail to take any action, if any such action or failure to take action would adversely affect the exclusion from gross income of the interest on the Series 2023 Bonds. In addition, the District will adopt such other resolutions and take such other actions as may be necessary to comply with the Code and with all other applicable future laws, regulations, published rulings and judicial decisions, in order to ensure that the interest on the Series 2023 Bonds will remain excluded from federal gross income, to the extent any such actions can be taken by the District.

(b) The District covenants and agrees that (i) it will comply with all requirements of Section 148 of the Code to the extent applicable to the Series 2023 Bonds, (ii) it will use the proceeds of the Series 2023 Bonds as soon as practicable and with all reasonable dispatch for the purposes for which the Series 2023 Bonds are issued, and (iii) it will not invest or directly or indirectly use or permit the use of any proceeds of the Series 2023 Bonds or any other funds of the District in any manner, or take or omit to take any action, that would cause the Series 2023 Bonds to be “arbitrage bonds” within the meaning of Section 148(a) of the Code.

(c) The District covenants and agrees that it will pay or provide for the payment from time to time of all amounts required to be rebated to the United States of America pursuant to Section 148(f) of the Code and any Treasury Regulations applicable to the Series 2023 Bonds from time to time, absent any exceptions thereto. This covenant shall survive payment in full or defeasance of the Series 2023 Bonds. The District specifically covenants to pay or cause to be paid to the United States of America the required amounts of rebatable arbitrage at the times and in the amounts as determined by its Federal Tax Certificate. Notwithstanding anything to the contrary contained herein, the Federal Tax Certificate may be amended or replaced if, in the opinion of counsel nationally recognized on the subject of municipal bonds, such amendment or replacement will not adversely affect the exclusion from gross income for federal income tax purposes of interest on the Series 2023 Bonds.

(d) The District covenants and agrees that (to the extent within its power or direction) it will not use any portion of the proceeds of the Series 2023 Bonds, including any investment income earned on such proceeds, directly or indirectly, in a manner that would cause any Series 2023 Bond to be a “private activity bond”.

(e) If applicable and in consultation with bond counsel, the Authorized Officers, or each individually, are authorized to designate one or more series of Bonds as “qualified tax-exempt obligations” as defined in Section 265(b)(3) of the Code. In connection with such designation, the District will represent that:

(i) the aggregate face amount of all tax-exempt obligations (other than private activity bonds that are not “qualified 501(c)(3) bonds” and certain refunding bonds) which will be issued by the District (and all subordinate entities thereof) during the current calendar year is not reasonably expected to exceed \$10,000,000; and

(ii) the District (including all subordinate entities thereof) will not issue an aggregate principal amount of tax-exempt obligations (other than private activity bonds that are not “qualified 501(c)(3) bonds” and certain refunding bonds) during the current calendar year, including the Series 2023 Bonds, in excess of \$10,000,000, without first obtaining an opinion of nationally recognized counsel in the area of municipal finance that the designation of the Series 2023 Bonds as “qualified tax-exempt obligations” will not be adversely affected.

The Authorized Officers, or any individually, are authorized to take such other action as may be necessary to make effective the designation in this subsection (e).

**Section 12.** The use and distribution of any official statement, offering circular, term sheet or any other offering document (including any preliminary thereof, the “**Offering Document**”) by the Underwriter or the Placement Agent in connection with the reoffering or placement of the Series 2023 Bonds is hereby authorized. Any Authorized Officer is authorized to approve the final Offering Document as so supplemented, amended and completed, and the use and distribution of the final Offering Document by the Underwriter or the Placement Agent in connection with the reoffering or placement of the Series 2023 Bonds is hereby authorized. Any Authorized Officer is hereby authorized to execute and deliver a certificate pertaining to such Offering Document as prescribed therein, dated as of the date of payment for and delivery of the Series 2023 Bonds.

The District agrees to provide to the Underwriter or the Placement Agent within seven Business Days of the date of the sale of Series 2023 Bonds sufficient copies of the final Offering Document to enable the Underwriter or the Placement Agent to comply with the requirements of Rule 15c2-12(b)(4) of the Securities and Exchange Commission and with the requirements of Rule G-32 of the Municipal Securities Rulemaking Board, if applicable.

**Section 13.** If so required by the Underwriter, the District (a) authorizes and directs the Authorized Officers, or any individually, to execute and deliver, on the date of the issuance of the Series 2023 Bonds, a continuing disclosure agreement or certificate (the “**Undertaking**”) in such form that satisfies the requirements of Rule 15c2-12 promulgated under the Securities and Exchange Act of 1934, as amended (“**Rule 15c2-12**”) and is acceptable to the Underwriter and bond counsel and (b) covenants that it will comply with and carry out all of the provisions of the Undertaking. The Authorized Officers, or any individually, may engage a dissemination agent to assist the District with its obligations pursuant to the Undertaking. Notwithstanding any other provisions of this Resolution, failure of the District to comply with the Undertaking will not be considered a default under this Resolution or the Series 2023 Bonds; however, any Bondholder or Beneficial Owner may take such actions as may be necessary and appropriate, including seeking mandate or specific performance by court order, to cause the District to comply with its obligations under this Section 13 and the Undertaking. For purposes of this Section 13, “Beneficial Owner” means any person who (i) has the power, directly or indirectly, to vote or consent with respect to, or to dispose of ownership of, any Series 2023 Bonds (including persons holding Series 2023 Bonds through nominees, depositories or other intermediaries), or (ii) is treated as the owner of any Series 2023 Bonds for federal income tax purposes.

**Section 14.** The District reserves the right to issue refunding bonds and provide for the investment of the proceeds thereof for purposes of providing for the payment of principal and interest on the Series 2023 Bonds in such manner as may be prescribed by law from time to time but specifically including the provisions of the Act.

**Section 15.** The District’s obligations under this Resolution shall be fully discharged and satisfied as to the Series 2023 Bonds authorized and issued hereunder, and said Series 2023 Bonds, or portions thereof, shall no longer be deemed outstanding hereunder when payment of the principal thereof plus interest thereon to the date of maturity or redemption thereof (a) shall have been made or caused to have been made in accordance with the terms thereof and hereof, or (b) shall have been provided for by depositing in escrow with a national or state bank having trust powers in trust solely for such payment (i) sufficient money to make such payment and/or (ii)

direct general obligations of, or obligations the principal and interest of which are unconditionally guaranteed by, the United States of America, or obligations of any agency of the United States of America (herein referred to as “**Government Obligations**”), in such amount and with such maturities as to principal and interest as will insure the availability of sufficient money to make such payment, and thereupon such Series 2023 Bonds shall cease to draw interest from the date of their redemption or maturity and, except for the purposes of such payments, shall no longer be entitled to the benefits of this Resolution; provided that, with respect to any Series 2023 Bonds called or to be called for redemption prior to the stated maturity thereof, notice of redemption shall have been duly given or provided for. If money or Government Obligations shall have been deposited in accordance with the terms hereof with the escrow agent in trust for that purpose sufficient to pay the principal of such Series 2023 Bonds and all interest due thereon to the due date thereof or to the date fixed for the redemption thereof, all liability of the District for such payment shall forthwith cease, determine and be completely discharged, and all such Series 2023 Bonds shall no longer be considered outstanding.

**Section 16.** Without in any way limiting the power, authority, or discretion elsewhere herein granted or delegated, the Board hereby (a) authorizes and directs the Authorized Officers and all other officers, employees and agents of the District to carry out, or cause to be carried out, and to perform such obligations of the District and such other actions as they, or any one of them shall consider necessary, advisable, desirable, or appropriate in connection with this Resolution and the issuance, sale, and delivery of the Series 2023 Bonds, including, without limitation and whenever applicable, the execution and delivery thereof and of all other related documents, instruments, certificates, and opinions; and (b) directs, authorizes and delegates to each of the Authorized Officers, the right, power, and authority to exercise such officers’ own independent judgment and absolute discretion in determining and finalizing the terms, provisions, form and contents of each of the foregoing. The execution and delivery by any Authorized Officer or by any other officer, officers, agent, or agents of the District of any such documents, instruments, certifications, and opinions, or the doing by them of any act in connection with any of the matters which are the subject of this Resolution, shall constitute conclusive evidence of both the District’s and their approval of all changes, modifications, amendments, revisions, and alterations made therein, and shall conclusively establish their absolute, unconditional, and irrevocable authority with respect thereto from the District and the authorization, approval, and ratification by the District of the documents, instruments, certifications, and opinions so executed and the action so taken.

**Section 17.** Moneys in each of the funds and accounts created and established by this Resolution shall be deposited, invested and secured in accordance with the laws of the State of Nebraska. Moneys held in such funds and accounts may be invested by the District or at its direction in such amounts and maturing at such times as shall reasonably provide for moneys to be available when required in the accounts or funds; provided, however, that no such investment shall be made for a period extending longer than to the date when the moneys invested may be needed for the purpose for which such fund or account was created; and provided further that such investments shall be subject to the covenants and provisions of Section 11 hereof. All interest on any authorized investment held in any fund or account shall accrue to and become a part of such fund or account.

**Section 18.** If any one or more of the provisions of this Resolution should be determined by a court of competent jurisdiction to be contrary to law, then such provisions shall be deemed severable from the remaining provisions of this Resolution and the invalidity thereof shall in no way affect the validity of the other provisions of this Resolution or of the Series 2023 Bonds and the owners of the Series 2023 Bonds shall retain all the rights and benefits accorded to them under this Resolution and under any applicable provisions of law.

If any provision of this Resolution shall be held or deemed to be or shall, in fact, be inoperative or unenforceable or invalid in any particular case in any jurisdiction or jurisdictions, or in all cases because it conflicts with any constitution or statute or rule of public policy, or for any other reason, such circumstances shall not have the effect of rendering the provision in question inoperative or unenforceable or invalid in any other case or circumstances, or of rendering any other provision or provisions herein contained inoperative or unenforceable or invalid to any extent whatever.

**Section 19.** The District hereby adopts the Post-Issuance Tax Compliance Procedures attached to this Resolution as Exhibit A to ensure that all applicable post-issuance requirements of federal income tax law needed to preserve the tax-exempt status of the Series 2023 Bonds are met. The District reserves the right to use its discretion as necessary and appropriate to make exceptions or request additional provisions as it may determine. The District also reserves the right to change these policies and procedures from time to time without notice.

**Section 20.** The District hereby adopts the Disclosure Policies and Procedures attached to this Resolution as Exhibit B to ensure that the District satisfies the requirements of Rule 15c2-12 and the Undertaking. The District reserves the right to use its discretion as necessary and appropriate to make exceptions or request additional provisions as it may determine. The District also reserves the right to change such policies and procedures from time to time without notice.

**Section 21.** To the extent any portion of any and all prior resolutions of the District with respect to the Series 2023 Bonds is in conflict with the provisions of this Resolution, to the extent of such conflicts, the same are hereby repealed.

**Section 22.** This Resolution shall take effect and be in force from and after its passage as provided by law.

ADOPTED May 8, 2023.

By: \_\_\_\_\_  
President, Board of Education

ATTEST:

By: \_\_\_\_\_  
Secretary, Board of Education

## EXHIBIT A

### POST-ISSUANCE TAX COMPLIANCE PROCEDURES

#### General

In connection with the issuance by the District of its General Obligation Refunding Bonds, Series 2023 (the “**Bonds**”), Sarpy County School District 0001 (Bellevue Public Schools) in the State of Nebraska (the “**District**”) will execute a tax compliance certificate (the “**Tax Certificate**”) that describes the requirements and provisions of the Internal Revenue Code of 1986, as amended (the “**Code**”) that must be followed in order to maintain the tax-exempt status of interest on the Bonds. In addition, the Tax Certificate will contain the reasonable expectations of the District at the time of issuance of the Bonds with respect to the use of the gross proceeds of the Bonds and the assets to be financed or refinanced with the proceeds thereof. These Procedures supplement and support the covenants and representations made by the District in the Tax Certificate. In order to comply with the covenants and representations set forth in the Bond documents and in the Tax Certificate, the District tracks and monitors the actual use of the proceeds of the Bonds, the investment and expenditure of the Bond proceeds and the assets financed or refinanced with the proceeds of the Bonds over their life.

#### Designation of Responsible Person

The District’s Superintendent of Schools of (the “**Superintendent**”) shall maintain an inventory of the Bonds and assets financed which contains the pertinent data to satisfy the District’s monitoring responsibilities. Any transfer, sale or other disposition of Bond-financed assets must be reviewed and approved by the Superintendent.

#### Post-Issuance Compliance Requirements

##### External Advisors/Documentation

The District shall consult with bond counsel and other legal counsel and advisors, as needed, throughout the Bond issuance process to identify requirements and to establish procedures necessary or appropriate so that the Bonds will continue to qualify for tax-exempt status. Those requirements and procedures shall be documented in the Tax Certificate and/or other documents finalized at or before issuance of the Bonds. Those requirements and procedures shall include future compliance with applicable arbitrage rebate requirements and all other applicable post-issuance requirements of federal tax law throughout (and in some cases beyond) the term of the Bonds.

The District also shall consult with bond counsel and other legal counsel and advisors, as needed, following issuance of the Bonds to ensure that all applicable post-issuance requirements in fact are met. This shall include, without limitation, consultation in connection with future contracts with respect to the use of Bond-financed or refinanced assets.

The District shall train and employ or otherwise engage expert advisors (a “**Rebate Analyst**”) to assist in the calculation of arbitrage rebate payable in respect of the investment of Bond proceeds, unless the Tax Certificate documents provide that arbitrage rebate will not be applicable to the Bonds.

Unless otherwise provided by the resolution or other authorizing documents relating to the Bonds, unexpended Bond proceeds shall be held in a segregated account by a trustee, and the investment of Bond proceeds shall be managed by the District. The District shall prepare (or cause the trustee to prepare) regular, periodic statements regarding the investments and transactions involving Bond proceeds.

#### Arbitrage Rebate and Yield

Unless the Tax Certificate documents provide that arbitrage rebate will not be applicable to the Bonds, the District shall be responsible for:

- engaging the services of a Rebate Analyst and, prior to each rebate calculation date, causing the trustee or other account holder to deliver periodic statements concerning the investment of Bond proceeds to the Rebate Analyst;
- providing to the Rebate Analyst additional documents and information reasonably requested by the Rebate Analyst;
- monitoring efforts of the Rebate Analyst;
- assuring payment of required rebate amounts, if any, no later than 60 days after each 5-year anniversary of the issue date of the Bonds, and no later than 60 days after the last Bond is redeemed;
- during the construction period of each capital project financed in whole or in part by the Bonds, monitoring the investment and expenditure of Bond proceeds and consulting with the Rebate Analyst to determine compliance with any applicable exceptions from the arbitrage rebate requirements during each 6-month spending period up to 6 months, 18 months or 24 months, as applicable, following the issue date of the Bonds; and
- retaining copies of all arbitrage reports and account statements as described below under “Record Keeping Requirements”.

The District, in the Tax Certificate and/or other documents finalized at or before the issuance of the Bonds, has agreed to undertake the tasks listed above (unless the Tax Certificate documents provide that arbitrage rebate will not be applicable to the Bonds).

#### Use of Bond Proceeds and Bond-Financed or Refinanced Assets:

The District shall be responsible for:

- monitoring the use of Bond proceeds and the use of Bond-financed or refinanced assets (e.g., facilities, furnishings or equipment) throughout the term of the Bonds to ensure compliance with covenants and restrictions set forth in the Tax Certificate;
- maintaining records identifying the assets or portion of assets that are financed or refinanced with proceeds of the Bonds, including a final allocation of Bond proceeds as described below under “Record Keeping Requirements”;
- consulting with bond counsel and other legal counsel and advisers in the review of any contracts or arrangements involving use of Bond-financed or refinanced assets to ensure compliance with all covenants and restrictions set forth in the Tax Certificate;
- maintaining records for any contracts or arrangements involving the use of Bond-financed or refinanced assets as described below under “Record Keeping Requirements”;
- conferring at least annually with personnel responsible for Bond-financed or refinanced assets to identify and discuss any existing or planned use of Bond-financed or refinanced assets, to ensure that those uses are consistent with all covenants and restrictions set forth in the Tax Certificate; and
- to the extent that the District discovers that any applicable tax restrictions regarding use of Bond proceeds and Bond-financed or refinanced assets will or may be violated, consulting promptly with bond counsel and other legal counsel and advisers to determine a course of action to remediate all nonqualified bonds, if such counsel advises that a remedial action is necessary.

The District, in the Tax Certificate and/or other documents finalized at or before the issuance of the Bonds, has agreed to undertake the tasks listed above.

All relevant records and contracts shall be maintained as described below.

### Record Keeping Requirements

The District shall be responsible for maintaining the following documents for the term of the Bonds (including refunding bonds, if any) plus at least three years:

- a copy of the Bond closing transcript(s) and other relevant documentation delivered to the District at or in connection with closing of the Bonds, including any elections made by the District in connection therewith;
- a copy of all material documents relating to capital expenditures financed or refinanced by Bond proceeds, including (without limitation) construction contracts, purchase orders, invoices, trustee requisitions and payment records, draw requests for Bond proceeds and evidence as to the amount and date for each draw-down of Bond proceeds, as well as documents relating to costs paid or reimbursed with Bond proceeds and records identifying

the assets or portion of assets that are financed or refinanced with Bond proceeds, including a final allocation of Bond proceeds;

- a copy of all contracts and arrangements involving the use of Bond-financed or refinanced assets;
- copies of all trustee statements and reports, including arbitrage reports, prepared with respect to the Bonds; and
- a copy of all records of investments, investment agreements, arbitrage reports and underlying documents, including trustee statements, in connection with any investment agreements, and copies of all bidding documents, if any.

## EXHIBIT B

### DISCLOSURE POLICIES AND PROCEDURES

#### Purpose of Disclosure Policies and Procedures

The issuance and sale of certain municipal bonds, notes, certificates of participation or other obligations (collectively, “**Obligations**”) are subject to certain federal and state securities laws, including Rule 15c2-12 (the “**Rule**”) promulgated by the Securities and Exchange Commission under the Securities Exchange Act of 1934, as amended (the “**Exchange Act**”). The Rule requires that an underwriter, prior to purchasing or selling an issue of Obligations in a principal amount of \$1,000,000 or more, obtain a written agreement from the issuer of such Obligations to provide certain financial information or operating data on an annual basis and notices of the occurrence of certain enumerated events with the Municipal Securities Rulemaking Board (“**MSRB**”) using the MSRB’s Electronic Municipal Market Access system (“**EMMA**”).

Sarpy County School District 0001 (Bellevue Public Schools) in the State of Nebraska (the “**District**”) has previously issued or may in the future issue Obligations subject to the Rule, and in connection with such issuances the District has entered and/or will enter into one or more Continuing Disclosure Certificates or Continuing Disclosure Agreements (collectively, the “**Undertakings**”) in accordance with the Rule. Pursuant to such Undertakings, the District has covenanted or will covenant to comply with the Rule by timely making the required filings. These Policies and Procedures are intended to assure that all filings required under the Rule are made timely and completely and meet all requirements of the Rule.

#### Designation of District Representative; Maintenance of List and Files

The “**District Representative**” for the District shall be the District’s Superintendent of Schools and any alternate or assistant as such Superintendent shall appoint. The District Representative is directed to employ the policies and procedures described herein. The District Representative shall be knowledgeable and familiar with the provisions of each Undertaking as to the type, format and content of the financial information or operating data to be included in each Annual Report required to be made thereunder, the instances in which notice of the occurrence of certain events must be given, and the timing requirements for the filing thereof. The District and the District Representative recognize and acknowledge that the terms, requirements and filing deadlines may vary by Undertaking.

The District Representative shall maintain a current list for each fiscal year identifying each issue of Obligations of the District outstanding during such fiscal year setting forth the name, original principal amount, date of issuance and CUSIP numbers for each such issue and the dates by which the Annual Reports are required to be submitted to the MSRB using EMMA, such list to be accompanied by copies of the related Undertakings.

#### Dissemination Agents

The District and the District Representative may utilize the services of a financial institution or other provider to act as dissemination agent (each, a “**Dissemination Agent**”)

in filing the disclosures and notices described herein and performing the duties of the Dissemination Agent in accordance with the terms of the applicable Undertaking. The Dissemination Agent shall review and be familiar with the contents and filing requirements of the particular Undertaking and with the procedures for making the filings required under such Undertaking with the MSRB using the EMMA system. The District Representative shall coordinate the preparation and submission of the required information with such Dissemination Agent to ensure full compliance with the requirements of the Rule and the applicable Undertakings.

### **Annual Financial Filings**

The District Representative will review the Undertaking related to each outstanding issue of Obligations to determine the financial information required to be included in the Annual Report (i.e., the District's Audited Financial Statements and certain other financial information or operating data with respect to the District, if applicable (the "**Annual Report**")) required to be filed annually with the MSRB using the EMMA system, and the deadline by which such information must be filed. If the filing requirements of two or more Undertakings are identical, the Issuer Representative may file identical Annual Reports with respect to each issue of the Issuer's Obligations. If two or more Undertakings have different filing requirements, the Issuer Representative may file a separate Annual Report with respect to the applicable Undertaking or may file a single, comprehensive Annual Report with respect to all of such Undertakings. The District Representative shall be knowledgeable and familiar with the specific requirements for the filing of a Notice of Failure to File the Annual Report by the date(s) required under the terms of each Undertaking, if applicable.

The District Representative shall timely initiate the process of preparing the financial information or operating data required to be submitted under each Undertaking as part of the Annual Report. The District Representative shall assemble the information as soon as it becomes available and determine the scope of additional information to be required and also contact the auditors to establish a schedule for completion and submission for the Audited Financial Statements.

The District Representative will timely file the Annual Report, or will cause the Dissemination Agent to file the Annual Report, with the MSRB using the EMMA system. If the Audited Financial Statements are not then available by the filing deadline of a particular Undertaking, unaudited financial information may be filed with the MSRB using EMMA and the Audited Financial Statements shall be filed within 10 business days of their receipt and acceptance.

### **Listed Event Filings**

The District Representative will review the Undertaking related to each outstanding issue of Obligations for the listed events which, upon the occurrence thereof, require prompt notices to be filed with the MSRB using the EMMA system. The District Representative will monitor the Obligations and the District's operations for occurrences of any such events and will actively evaluate whether an event may be a listed event as set forth in the District's outstanding Undertakings. After obtaining actual knowledge of such an event, the District Representative will promptly contact the District's bond counsel and the

Dissemination Agent, if any, to determine whether the District must file notice of the event with the MSRB under one or more of its Undertakings. Upon a determination that the District must file such notice, the District Representative will file the appropriate notice, or will cause the Dissemination Agent to file such notice, with the MSRB using the EMMA system within ten (10) business days after the occurrence of the listed event or as the District's bond counsel may otherwise direct.

### **Reports of District Representative; Record Retention**

The District Representative shall provide to the District's Board of Education, any Dissemination Agent and the underwriter each issue of Obligations, confirmation from EMMA received upon the filing of each Annual Report and any other filings made with the MSRB using the EMMA system promptly upon receipt of each such confirmation.

The District Representative shall maintain records with respect to the filings with the MSRB using EMMA, including, but not limited to, EMMA posting receipts showing the dates and nature or contents of all filings for each issue of Obligations outstanding during each fiscal year. Such records shall be kept for at least 5 years after the respective issue of Obligations is no longer outstanding.

### **Familiarity with EMMA Submission Process**

The District Representative shall register with EMMA and review the on-line process of filing with EMMA located at [www.emma.msrb.org](http://www.emma.msrb.org) in order to submit the required information. The MSRB Market Information Department can also be contacted at 703.797.6668. A tutorial is available at the website and a practice submission is available as well. The District Representative also shall enroll the District in EMMA's reminder system to ensure timely performance of its responsibilities and obligations.

Notwithstanding the foregoing, if the District has retained a Dissemination Agent to assist with making the filings required by the District's Undertakings and to remind the District of its filing deadlines, the District Representative need not register with EMMA or enroll in EMMA's reminder system.

### **Training**

To ensure adequate resources to comply with the Rule, the District Representative shall develop a training process aimed at providing additional assistance in preparing required information. The training process shall be conducted at least annually and shall encompass a review of the EMMA submission process and an understanding of the timing requirements necessary for full compliance. The retention by the District of a Dissemination Agent to assist it with compliance under its Undertakings and the Rule may be deemed part of such training process.

### **Review of Offering Document in Connection with Primary Offerings**

In connection with a new issue of Obligations, the District Representative, together with such District officials as the District Representative deems appropriate, shall promptly review

upon receipt the offering document by which such Obligations shall be offered and sold. For any issue of Obligations subject to the Rule, prior to the distribution of the related offering document the District shall deem the information concerning the District in such offering document as accurate and complete in all material respects (except for such information as permitted to be omitted by the Rule) as of the date of such offering document. The District shall confirm prior to the final pricing of the Obligations that the information concerning the District in the offering document does not contain an untrue statement of a material fact or omit to state any material fact necessary to make the statements therein, in light of the circumstances under which they were made, not misleading.

**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: May 8, 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:	May 8, 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: May 8, 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:	May 8, 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: May 8, 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: May 8, 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:	May 8, 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: May 8, 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:           May 8, 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: May 8, 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:       May 8, 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:      May 8, 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: May 8, 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: May 8, 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:    May 8, 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: May 8, 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: May 8, 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:	May 8, 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:	May 8, 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:	May 8, 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:	May 8, 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: May 8, 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: May 8, 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: May 8, 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:	May 8, 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: May 8, 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: May 8, 2023

**REVIEWED - Certificated Employee-Continuing Contract**

The employment contract form(s) and the provisions contained therein issued for all certificated personnel in the Bellevue Public Schools shall be approved by the Board of Education. Any contract between a certificated employee and the school district shall remain in full force and effect until a majority of the members of the Board of Education vote to amend, suspend, cancel, terminate or not renew such contract for one or more of the reasons and in the manner stated on the contract, and as provided in Nebraska State Law.

Each certificated employee shall be notified of any alleged grounds for canceling, terminating, not renewing, suspending, or amending the contract and of the pending action on such recommendation.

Any certificated employee who has been notified of conditions considered to be cause for the above mentioned actions shall have the right to file a written request with the Board of Education for a hearing before the Board.

Upon receipt of such requests, the Board of Education will order a hearing be held with all the provisions and in the manner described in Nebraska State Law. All final determinations by the Board of Education shall be properly communicated to the teacher or administrator.

Each certificated employee, excepting those recommended for termination or non-renewal, will be informed of his tentative assignment for the ensuing school year. Such employee shall, within a given period of time, elect in writing to either continue employment with the district or to request a release from his contract at the end of the contract period. The Board of Education will release from contract for the ensuing year, any certificated employee who requests such release within the given time period. Requests for release from contract received after the said period will be considered on an individual basis and may be granted by the Board upon favorable recommendation of the Superintendent of Schools.

Legal References:

Cross References:

Adopted:	February 2, 1970
Revised:	April 3, 1972
Revised:	October 1, 1973
Revised:	June 7, 1976
Revised:	January 10, 1983
Reviewed:	January 11, 1988
Reviewed:	November, 2004
Reviewed:	April, 2017
Reviewed:	May 8, 2023

**REVIEWED - Certificated Employee Assignment or Transfer**

The Superintendent or designee shall assign all principals, teachers, or other certified staff employees to the particular school in which they will work and shall assign their major responsibilities and duties.

Individual staff members in the Bellevue Public Schools may request to change assignments or to transfer to other buildings in the district. The Superintendent or designee shall have the authority to grant such requests after consideration is given to the general needs of the school system. Assignments and transfers shall not be denied because of age, race, color, religion, nationality, sex, marital or familial status, or disability, unless reasonable accommodation cannot be made.

Legal References:

Cross References:

Adopted: April 8, 1968  
Revised: April 3, 1972  
Revised: January 9, 1984  
Reviewed: January 11, 1988  
Revised: February 3, 1992  
Revised: March 1, 1993  
Reviewed: November, 2004  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Certificated Employee Evaluation**

The Board of Education believes the quality of the educational services provided by the Bellevue Public Schools is largely dependent upon the demonstrated capabilities of the certified employees of the district. To assure that the performance of each employee meets the standards described in law, contract, and the adopted policies and regulations of the district, the Board directs the Superintendent of Schools to develop an orderly process for the ongoing evaluation of all certified staff members. The evaluation process shall not be designed to differentiate between staff members on the basis of age, race, color, religion, nationality, sex, disability, marital or familial status.

The Board further directs the Superintendent of Schools to develop, as an integral part of the staff evaluation model, processes which further the professional and personal growth of individual staff members and which further the objectives of teams, departments, buildings, or the school district.

Legal References:

Cross References:

Adopted:	February 2, 1970
Revised:	August 3, 1981
Reviewed:	January 11, 1988
Revised:	February 3, 1992
Reviewed:	November, 2004
Reviewed:	April, 2017
Reviewed:	May 8, 2023

**REVIEWED - Certificated or Licensed Employee Continued Education Credit**

Continued education on the part of certificated or licensed employees may entitle them to advancement on the salary schedule.

The Superintendent of Schools shall develop an administrative regulation to implement statement of this policy.

Cross Reference:

Legal Reference:

Adopted: January 3, 2005  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Salary Protection**

The Bellevue Public Schools will provide a salary protection plan for all contracted professional staff members with full premium to be paid by the school district. The program will be reviewed annually by the Board of Education.

Legal References:

Cross References:

Adopted: February 16, 1970  
Reviewed: January 11, 1988  
Reviewed: November, 2004  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Longevity-Certificated Employee**

Each eligible certificated employee who has completed twenty (20) years of service with the district will receive longevity recognition of service in the amount of 3-3/4% of basic contract salary.

Legal References:

Cross References:

Adopted:	June 16, 1986
Reviewed:	January 11, 1988
Revised:	June 19, 1990
Revised:	June 3, 1991
Revised:	July 6, 1992
Revised:	August 2, 1993
Revised:	August 29, 1994
Reviewed:	December, 2004
Revised:	May 2, 2011
Revised:	June 5, 2017
Reviewed:	May 8, 2023

**REVIEWED - Certificated Employee-Reduction in Force**

Reductions in certificated staff which may be required due to decreasing enrollments, limited financial support, changing programs or other factors, will be accomplished, when possible, through the normal procedures of resignations, retirement, leaves of absence and other methods of attrition of staff.

In the event that it becomes apparent that the necessary staff reductions may not be accomplished through the normal attrition of staff, the Superintendent will recommend to the Board of Education the names of those individuals to be terminated under the reduction in force provisions of the continuing contract law.

The selection of personnel for termination shall be done in the inverse order of their length of uninterrupted service with the district, but with consideration given to (1) program to be offered, (2) areas of certification and endorsement which may be required to maintain accreditation, (3) state and federal regulations which may mandate certain employment practices and (4) special qualifications that may require specific training and/or experience. In the absence of the above considerations, length of uninterrupted service shall be the sole determining factor.

Those employees who have been terminated through a reduction in force shall be offered reemployment with the district for a period of two years following the date of termination when vacancies occur for which they are qualified. At re-employment, the employee shall resume the position on the salary schedule or range that is dictated by his/her experience and training, except that the length of time represented by the break in service shall not be included as service with the district.

Administrative regulations implementing the above policy statements shall be developed by the Superintendent of Schools.

Legal References:

Cross References:

Adopted:	June 7, 1976
Reviewed:	January 11, 1988
Reviewed:	November, 2004
Reviewed:	April, 2017
Reviewed:	May 8, 2023

**REVIEWED - Certificated Employee-Voluntary Separation Program**

Certificated and/or employees placed on the salary schedules A, B, D, M, or N, upon written application and approval by the Superintendent of Schools, may participate in a voluntary separation program. The program will be reviewed annually for possible modification. Modification shall not affect employees previously participating in the program. A benefit plan will be developed for each participant that considers the employees years of service, age, salary, and benefits to be paid. Benefit payment amounts will be provided to the participant on June 1 of the elected year of separation.

Program Eligibility and Provisions

1. Eligible employees must be at least fifty-five (55) years of age with at least fifteen years of service in the district or have a minimum of twenty years of full-time service in the district on August 31 of the elected year of separation.
2. Applications must be submitted in writing by February 15 of the elected year of separation. Acceptance of an employee's application for the voluntary separation program will be considered a voluntary resignation and termination of the employee's continuing contract.
3. Effective September 1, 2003 if an employee meets the years of service requirement in paragraph 1 of this section and the employee is receiving long-term disability benefits, they are eligible to participate in the voluntary separation program at age 65 or the end of their disability benefits. The benefit calculation will be based upon the employee's age, years of service and salary at the time the employee becomes eligible for disability benefits.
4. Employees on leave of absence are not eligible to participate in this program.
5. The district may utilize these individuals for up to ninety days per year as substitutes, consultants, or other school duties with the compensation to be determined by the established pay rates for persons performing that duty.
6. Effective September 1, 2003 program benefits may be paid under a district plan in a single payment in September of the elected year of separation.
7. Eligible employees electing to participate in the program may have the option to continue participation in the health and life insurance programs of the school district. The premium cost shall be paid by the employee.

8. Effective September 1, 2003 if an employee has served the Bellevue Public Schools for at least fifteen years and the employee dies, their estate is eligible to apply for the district voluntary separation program. The proceeds for the district voluntary separation program for the employee shall be paid to the estate of the employee.

Voluntary Separation Program Benefits

<u>Age at time of leaving</u>	<u>Percentage of Current Salary</u>	
20 yrs of svc.		
below age 55	100 percent salary	
at age 55	100 percent salary	
at age 56	100 percent salary	
at age 57	100 percent salary	
at age 66	60 percent salary	
at age 67+	45 percent salary	
	<u>Percentage of current salary for each full year of uninterrupted credited service in the district as a qualified employee</u>	<u>Amount of payment for each full year of uninterrupted credited service in the district as a qualified employee</u>
58	2.60%	750
59	2.50%	750
60	2.40%	750
61	2.30%	750
62	2.20%	750
63	2.00%	550
64	1.60%	500
65	1.50%	250

Current Salary

Current Salary shall be defined as the annual salary for qualified full-time positions as defined by the salary schedules. Current Salary does not include extra duty pay, contract extensions, or other payments above the amounts specified by the salary schedule.

Credited Years of Service

A qualified employee will be credited service equivalent to that employee's full-time equivalency. Service will be credited for fractional years multiplied by the employee's full-time equivalency.

Interrupted Service

Interrupted professional service shall mean official resignation, cancellation, or termination of the employment contract as acted upon by the Board of Education. Periods of leave without pay as acted upon by the Board of Education shall not be counted as credited service to the district.

Adopted:	June 7, 1982
Reviewed:	January 11, 1988
Revised:	August 26, 1996
Revised:	August 4, 2003
Revised:	September 8, 2003
Reviewed:	November, 2004
Revised:	June 13, 2005
Revised:	August, 2006
Revised:	February 5, 2007
Reviewed:	April, 2017
Reviewed:	May 8, 2023

**REVIEWED - Certificated or Licensed Employee Professional Development**

The Board of Education believes the goal of professional self-improvement to be inherent in the responsibilities of each district employee.

The Board encourages certificated or licensed employees to attend and participate in professional development activities to maintain, develop, and extend their skills. The Board shall maintain and support an in-service program for employees.

The Superintendent or designee will develop and schedule in-service workshops as appropriate to meet the needs of the district.

The Superintendent and or designee should be responsible for reviewing and approving all requests to participate in professional development activities.

Legal References:

Cross References:

Adopted:	June 2, 1969
Revised:	October 1, 1984
Reviewed:	January 11, 1988
Revised:	July 10, 1989
Revised:	February 5, 1996
Revised:	January 3, 2005
Revised:	June 5, 2017
Reviewed:	May 8, 2023

**REVIEWED - Certificated Employees-Attendance at Meetings and Conferences**

Attendance at workshops, conferences, training programs, official functions, hearings or meetings by elected and appointed officials, staff members, and volunteers who at the request or with the permission of the district, engage in activities related to the purposes or functions of the district or for its general benefit, is recognized as of value and shall be encouraged to the extent that such attendance serves a recognized purpose of the district and that adequate budgeting, accounting and approval procedures are established by the Superintendent of Schools. Food and beverage service may also be provided for elected and appointed officials, staff members, parents, and volunteers engaged in district business by believing that such a provision is, on occasion, necessary to the efficient conduct of district business as well as a commonly accepted business courtesy.

The actual and necessary expenses of travel, meals, lodging, registration fees and other approved expenses incident to an approved activity will be borne by the school district in accordance with applicable state and federal statutes and regulations. No reduction in salary will be made nor will days be charged to an employee's leave account as a condition of attendance at an approved activity.

Legal References:

Cross References:

Adopted:	October 17, 1955
Revised:	February 18, 1960
Revised:	November 2, 1964
Revised:	July 2, 1973
Reviewed:	January 11, 1988
Revised:	October 4, 1993
Reviewed:	November, 2004
Reviewed:	April, 2017
Reviewed:	May 8, 2023

**REVIEWED - Certificated Employee Tutoring**

Employees may not solicit to become a tutor, use school equipment for the purpose of tutoring, or personally charge a student or parent a fee for any service rendered the student on the school premises. Teachers employed in the Bellevue School System shall not tutor for pay any student enrolled in a class which they teach.

Legal References:

Cross References:

Adopted: October 17, 1955  
Revised: February 18, 1960  
Revised: August 1, 1983  
Reviewed: January 11, 1988  
Revised: February 6, 1995  
Reviewed: November, 2004  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Certificated Employees-Annual Leave**

Good attendance is essential because absences interrupt the educational process for students. There will be occasions when the employee will not be able to work. This policy provides the supervisor with the authority to approve all absences with or without pay.

Number of Days

One day of annual leave will be granted to certificated employees for each month of employment. The number of days to be earned during the forthcoming year shall be credited to the employee's leave account at the beginning of the contract period. For those employed on the teacher schedule, 10 days of leave will be earned annually. In the event that an employee is employed on a part-time basis, leave days will be prorated according to the percent of time employed. Advances of leave days beyond the current contract year will not be made.

Application for Annual Leave

Application for annual leave shall be made electronically and shall be approved by the applicant's supervisor before authorization of payment will be made. In the case where the absence can be planned in advance, prior approval for the absence must be obtained from the appropriate supervisor.

Accumulation

Days of leave, if not used, will accumulate from one year to the next. Employees with a balance of at least 33 days will have an annual option for payment of the leave accumulation above seven days in that year. Employees will be compensated annually for accumulated leave at the daily rate of pay for days in excess of 110. Leave will be charged in multiples of one-half day.

Sick Leave

In the event of disability, illness or injury of an employee which requires absence from his/her duties, all or any portion of the accumulated annual leave balance may be used by the employee as leave with full pay. When disability or illness requires an employee to be absent from work and the leave balance has been exhausted, payment of salary will continue for the employee for a period of time not to exceed 90 successive calendar days with the compensation being the difference between the daily contract salary of the employee and the least daily rate established for substitute teaching for that year.

Should an employee's disability extend beyond 90 successive calendar days, the employee will become eligible for benefits under the group income protection policy purchased by the school district. All payments of salary by the district will terminate at the time an employee qualifies under the long-term disability insurance policy. Leave days will not accrue for employees after the 90-day waiting period required under the long-term disability policy.

A physician's statement will be required for any disability which results in frequent or extended periods of absence.

#### Family Military Leave Act

The school district shall provide up to thirty days of unpaid Family Military Leave to an employee during the time federal or state deployment orders lasting longer than 180 days are in effect for their spouse or child. Employee is defined as any person who has been employed by the school district for at least twelve months prior to the request and has worked a minimum of 1250 hours within that time period. The employee must give at least fourteen days notice to the employer if the leave will consist of more than five consecutive work days. In all other cases the employee must give notice as soon as is practical. Certification from the proper military authority will be required to verify the employee's eligibility for the leave requested. The employee will use their accumulated leave days during their absence from work. Upon expiration of the leave, the employee is entitled to be restored to the position held prior to commencement of leave or to an equivalent position.

#### Other Leave

Occasional absences for essential personal business such as illness in the family and bereavement may be approved, with full pay, by the supervisor provided an employee has a sufficient annual leave balance. Requests for annual leave for essential personal business shall state the specific reason for the absence and, to the extent practicable, shall be made in advance. Requests for leave that will not be approved include, but are not limited to: union activities, political activities, vacations, other employment during assigned working hours, other activities which would be contrary to the best interest of the district, or when satisfactory arrangements cannot be made for replacement of employee. When the employee's leave balance is exhausted, absence for essential personal business shall result in leave without pay. Leave without pay may result when it is determined that the nature of the personal business is not necessarily essential.

#### Pay for Unused Annual Leave

When the contractual relationship between the district and an employee is severed, payment for one-fourth of the leave days will be made to the employee at the daily contract rate in effect as of the date on which the contract is terminated.

Upon termination of employment after twenty years of service, compensation for one-half of the total days of leave accumulated shall be paid to employees at the daily rate of pay.

Payment for accumulated leave will be made from a special account established for this purpose. Annual deposits into this account will be made by the school district at the beginning of the school year in an amount estimated to be sufficient to insure a balance at the end of the school year equal to the obligation represented by the total of leave balances at the end of the school year.

Daily Rate of Pay

For the purpose of calculating the daily rate of pay, the annual salary will be determined by placement upon the salary schedule or range, exclusive of fringe benefits, extra pay and extensions to contracts. The annual salary will then be divided by the number of days of responsibility identified in the employee's basic contract, exclusive of holidays and vacation.

Legal References: 55-501 to 55-507

Cross References: 410.011  
410.08

Adopted: February 6, 1978  
Revised: February 5, 1979  
Revised: July 16, 1984  
Reviewed: January 11, 1988  
Revised: May 7, 1990  
Revised: September 10, 1990  
Revised: August 30, 1993  
Revised: February 10, 2003  
Reviewed: November, 2004  
Revised: October 24, 2007  
Revised: February 11, 2008  
Revised: October 7, 2013  
Revised: May, 2017  
Reviewed: May 8, 2023

**REVIEWED - Certificated Employees Reduction in Pay**

Absences that do not qualify for annual leave must receive prior approval of the immediate supervisor. Reduction from salary for each day of absence that does not qualify for annual leave will be equal to the daily rate of pay. Such daily rate shall be determined by placement upon the salary schedule or range, exclusive of fringe benefits, extra pay and extensions to contracts. The annual salary will then be divided by the number of days of responsibility identified in the employee's basic contract, exclusive of holidays and vacation.

Legal References:

Cross References:

Adopted: May 7, 1990  
Reviewed: November, 2004  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVISED - Certificated Employees-Vacations, Holidays and Length of Contract**

1. Legal holidays are excluded from the annual day of work responsibility for all certificated employees and are specifically identified in the annual school calendar.
2. For those employed on a full-time basis for a twelve-month period, 20 days of vacation with pay will be provided. ~~Beginning with the 2012-2013 contract year,~~ New accumulation of vacation will not exceed thirty-five days. Vacation accumulated before the 2012-2013 contract year may be used or reimbursed with permission of the superintendent or will be paid upon separation of employment at the applicable daily rate of pay.
3. For those employed on less than a twelve-month basis, no provision is made for vacation.
4. The number of days of annual responsibility for employees with varying lengths of contracts: shall be as determined on each salary schedule.

Those employed on teacher schedule	188 days
OT/PT	195 days
School Psychologist	205 days
Administrator	249 days

5. Extension of contracts, when made for specific responsibilities beyond the basic contract, shall specify the number of days of additional responsibility and the nature of the activity to be completed.

Legal Reference:

Cross Reference:

Adopted: July 2, 1973  
 Revised: June 4, 2012  
 Revised: June 5, 2017  
 Revised: May 8, 2023

**REVIEWED - Substitute Teachers**

Day to day substitute teachers are appointed to serve on a per diem basis for short, indefinite periods in meeting unforeseen and emergency situations, or as may be requested by a building principal.

Legal References:

Cross References:

Adopted: November 4, 1968  
Reviewed: January 11, 1988  
Reviewed: November, 2004  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Summer School Teachers**

Subject to special requirements of the summer school program, position openings shall be filled on the basis of competence and experience. Preference shall be given to applicants from the regularly appointed teaching staff.

Legal References:

Cross References:

Adopted: November 4, 1968  
Reviewed: January 11, 1988  
Reviewed: November, 2004  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Paraprofessionals**  
(Classified Staff)

The employment of paraprofessionals who perform non-teaching functions as assistants to teachers is recognized as a valuable service in the educational process.

Teaching is defined to include, although not limited to, the following responsibilities: (a) The organization and management of the classroom or the physical area in which the learning experiences of students take place; (b) the assessment and diagnosis of the individual educational needs of the students; (c) the planning, selecting, organizing, prescribing, and directing of the learning experiences of students; (d) the planning of teaching strategies and the selection of available materials and equipment to be used; and (e) the evaluation and reporting of student progress.

Thus, any activity described above may not be performed by paraprofessionals.

Legal References:

Cross References:

Adopted:	April 7, 1969
Revised:	October 1, 1973
Reviewed:	January 11, 1988
Reviewed:	November, 2004
Revised:	February 5, 2007
Reviewed:	April, 2017
Reviewed:	May 8, 2023

**REVIEWED - Student Teachers**

The Bellevue Board of Education recognizes the importance of teacher training. In view of this need the Board is happy to cooperate with teacher training institutions in making the Bellevue Public School facilities and personnel available to the teacher training institutions so that student teachers may have an opportunity to have training and experiences in classroom situations, provided appropriate agreements between the institution and Bellevue Public Schools are made.

Legal References:

Cross References:

Adopted: November 7, 1960  
Reviewed: January 11, 1988  
Reviewed: November, 2004  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Classified Employee Assignment**

The Superintendent or designee shall assign all classified employees to the particular building in which they will work and shall assign their responsibilities and duties.

Individual staff members in the Bellevue Public Schools may request to change positions in the district. The Superintendent or designee shall have the authority to process such requests after consideration is given to the general needs of the school system. Assignments shall not be denied because of age, race, color, religion, nationality, sex, marital or familial status, or disability, unless reasonable accommodation cannot be made.

Legal References:

Cross References:

Adopted: August, 2006  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Longevity-Classified Employees**

Each employee who has completed twenty (20) years of service with the district will receive recognition of service in the amount of 3-3/4% of basic contract salary.

This provision does not apply to classified staff covered by a negotiated agreement with the district.

Legal References:

Cross References:

Adopted:	June 16, 1986
Reviewed:	January 11, 1988
Revised:	June 19, 1990
Revised:	June 3, 1991
Revised:	July 6, 1992
Revised:	August 2, 1993
Revised:	August 29, 1994
Reviewed:	December, 2004
Reviewed:	April, 2017
Reviewed:	May 8, 2023

**REVISED - Classified Employee Vacation**

Vacations for all full-time non-certificated personnel employed on a monthly or annual salary will be granted according to the following policy with the exception of those persons placed on the Custodial and Maintenance Salary Schedule (C) and the Bus and Delivery Drivers' Schedule (G).

During the first year of full-time employment, non-certificated personnel employed on a monthly or annual salary will be granted one-half day of vacation per month of employment. Accrual starts from the day of employment. Eligibility for vacation is established after six months of continuous employment.

Beginning with the second year of employment, one day of vacation per month of employment will be granted.

After eight years of employment, twelve-month employees will be granted fifteen days of vacation annually.

After fifteen years of employment, twelve-month employees will be granted eighteen days of vacation annually.

After twenty years of employment, twelve-month employees will be granted twenty days of vacation annually.

~~Beginning with the 2012-2013 contract year,~~ New accumulation of vacation will not exceed thirty-five days. Vacation accumulated before the 2012-2013 contract year may be used or reimbursed with permission of the superintendent or will be paid upon separation of employment at the applicable daily rate of pay. When holidays that are identified on the school calendar occur within the period that the employee is on vacation, vacation time shall not be charged.

Legal References:

Cross References:

Adopted: August 18, 1969  
Revised: June 4, 2012  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Classified Employees-Sick Leave**

During the first year of employment, one-half day per month sick leave will be allowed full-time non-certified personnel who are employed on a monthly salary. After the first year of employment, one day per month sick leave will be allowed. Any days of unused leave will be allowed to accumulate.

Legal References:

Cross References:

Adopted: August 18, 1969  
Revised: January 11, 1988  
Reviewed: November, 2004  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Employee-Extended Periods of Absence Without Pay**

Upon proper application, which includes the favorable recommendation of the Superintendent of Schools or designate, the Board of Education will consider extended periods of leave without pay for reasons which may include, but are not restricted to, the following:

- (1) caring for an ailing relative;
- (2) the birth or adoption of a child;
- (3) further education that is related to the position held; or
- (4) a health impairment which does not qualify under the disability insurance program, yet would be aided by a period of rest and relaxation.

The maximum period to be granted will be one year, or, if leave begins after a semester has begun, the remainder of the semester in which the leave is to begin plus two more semesters. Leave of absence without pay may be renewed or extended at the option of the School Board upon request of the employee and when recommended by the Superintendent of Schools.

Requests for leave without pay should be submitted as far in advance of the date requested to begin as is necessary to allow finding suitable replacements. Except in emergencies, the minimum time required is 30 days.

When establishing the dates for a period of leave without pay, consideration must be given to timing these with the end of a grading period or an instructional phase of the program.

An employee who has been granted leave without pay for less than sixty calendar days will be returned to the original position assigned.

An employee who has been granted leave without pay for more than sixty calendar days will be reassigned at the earliest practicable date following the date of leave termination and when a suitable opening is available.

Leave days do not accrue nor do the sick and personal leave provisions apply during the period that an employee is on an approved leave without pay status.

Group insurance programs provided by the District may be continued by the employee at the employee's expense during the period of leave without pay.

Upon return to paid employment, any leave balance accrued as of the beginning of the leave without pay will be credited to the employee and the employee will be placed at the same experience level for salary determinations as was justified at the time the leave began.

Rejection by the employee of a reassignment when offered following the termination of the period of leave without pay will be sufficient reason for terminating any obligation of the District to offer further employment.

Legal References:

Cross References:

Adopted: May 7, 1990  
Revised: February 5, 1996  
Reviewed: November, 2004  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Employment Procedures - Diversity**

The administrative staff will insure equal treatment in hiring, training, promoting, separating, transferring, assigning duty requirements, administering disciplinary action, performance evaluation and other related areas of responsibility. An active approach to development, promotion, and practical advancement of equal opportunity for all and diversity of personnel is to exist in every aspect of personnel activities. The Superintendent of Schools directs the personnel department to develop operational procedures to implement employment practices that fully adhere to the letter and intent of federal and state government law and regulations and guarantee equal employment opportunity for all persons. These procedures will be developed within the following guidelines:

1. The administrative staff will provide leadership and support for the Equal Employment Opportunity Program (“Program”).
2. Administrators will actively participate in executing the Equal Employment Opportunity Program.
3. The personnel department will provide guidance to insure the development of reasonable goals designed to insure diversity of personnel.
4. The personnel department will periodically update and reemphasize the goal of diversity of personnel.
5. The personnel administrator or designee shall be the equal opportunity official and monitor the Program.

Approved: March 2, 1970  
Revised: January 7, 1980  
Reviewed: January 11, 1988  
Revised: December 1, 1996  
Reviewed: November, 2004  
Revised: May 2, 2011  
Reviewed: May 8, 2023

**REVIEWED - Certificated Employee-Grievance Procedure**

Grievance Procedure

It is desirable that employee problems, including alleged discrimination on the basis of sex, race or disability, be resolved at the earliest possible time and at the most immediate level of supervision. Two procedures, therefore, are provided – the Informal Procedure for conferences with those most immediately concerned with the problem and the Formal Procedure when it is necessary to go beyond the level of the immediate supervisor or the principal.

At any time during the Informal or Formal Procedure the complainant and supervisor or principal are free to consult with the Personnel Department. Either party may be represented at any of the meetings after the first meeting.

The time limits of the grievance procedure may be extended by the mutual consent of the parties concerned.

Informal Procedure

If an employee feels that he/she has a grievance, the employee shall discuss the problem with his/her immediate supervisor within seven calendar days.

If the problem is resolved, or if the complainant does not wish to take further steps, the case is closed.

If the problem is not resolved, the employee may ask for additional meetings. It is expected that all parties will arrange for enough discussion to facilitate resolution of the problem at the earliest time. Consultation is encouraged to aid in the resolution of the problem.

If the problem is resolved, or if the complainant does not wish to take further steps, the case is closed.

The complainant may request his/her immediate supervisor to arrange for a meeting with the appropriate central office administrator. The central office administrator shall conduct this meeting within ten working days from the time of the request. The central office administrator may schedule and conduct additional meetings if the problem is not resolved. The purpose of these meetings shall be to facilitate resolution of the problem by a complete discussion of the situation by all of the parties of interest.

All attempts should be made to resolve any grievance within 30 calendar days.

Formal Procedure

If, after following the informal procedure and within two weeks the complainant wishes to invoke the formal procedure, the complainant shall submit a grievance which must be in writing to the principal. The principal will hold a meeting between the parties of interest within one

week. The principal will render a decision and the reasons thereof in writing to the complainant within one week of the completion of the meeting or meetings.

In the event the complaint is against the decision of a central office administrator, the grievance will be filed with and processed by the decision-making administrator rather than the principal.

If the complainant wishes to appeal the decision received, an appeal in writing to the Superintendent of Schools may follow. Such appeal shall be filed within one week. The Superintendent, or designee, shall arrange a hearing with the interested parties within one week. Each party shall have the right to present witnesses or facts pertinent to the grievance. A complete written record of the proceedings at the hearing will be kept. The Superintendent, or designee, shall render a decision and the reasons thereof in writing to the parties of interest within one week of the completion of the hearing.

If the complainant wishes to appeal the decision received, the grievance shall be filed in writing with the Secretary to the Board of Education within one week of receipt of the decision of the Superintendent. The Board shall review the grievance, the report of proceedings at the hearing before the Superintendent, and the decision of the Superintendent at its next regular or special board meeting and communicate the decision in writing to the interested parties. No evidence or position shall be submitted to the Board of Education which was not previously part of the written record.

Failure of the complainant to comply with the time limits established shall constitute a waiver of right to appeal. Failure by the administrator to comply with time limits shall permit the employee to appeal to the next step.

Approved: February 16, 1970  
Revised: April 3, 1972  
Revised: January 9, 1979  
Revised: June 9, 1986  
Reviewed: January 11, 1988  
Revised: February 5, 1990  
Revised: June 19, 1990  
Revised: February 8, 1993  
Reviewed: November, 2004  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Personnel Records**

Personnel files will be maintained **electronically** in the administrative offices of the school district and in the principal's office in the building to which an employee has been assigned.

Various items of information may be kept in the personnel files but no item will be placed within an individual's files without the knowledge of that individual.

Two categories of information are included: (1) that minimum which is required for each class of employees and (2) that which may be collected by the school district but which is not required for payroll or employment purposes.

**A. Information Which May Be Required**

1. Completed application form
2. An official transcript of credit
3. Evidence of holding a valid teaching certificate
4. Evaluation forms
5. Payroll information
6. Employment references and recommendations
7. Letters of reference

**B. Information Not Required But Often Included**

1. Anecdotal Record
2. Professional growth verification
3. Letters of commendation
4. News clippings of various activities of the employee

All information placed in an individual's personnel files will be made accessible to that individual upon request excepting teaching credentials and letters of recommendation. An employee has the privilege of attaching a written response or rebuttal to any item in the file which the employee considers to be inaccurate or unduly damaging.

No other person excepting school officials while engaged in their professional duties and those having written authority of the employee shall be granted access to such file nor shall the contents thereof be divulged in any manner to any unauthorized person. The employee may, in writing, authorize any other person to have access to the contents of the file excepting those items which are restricted from the employee.

At the time that employment is terminated, ~~personal~~ the permanent file will be retained in inactive status.

Approved: April 3, 1972  
Revised: October 1, 1973  
Revised: January 11, 1988

Revised: March 1, 1993  
Reviewed: November, 2004  
Revised: May 2, 2011  
Revised: April 3, 2017  
Revised: May 8, 2023

**REVIEWED - Employee Travel Compensation**

Travel outside of the school district should be part of the employee's job assignment and be pre-approved by the individual's supervisor(s). Pre-approval shall include an evaluation of the reason for the travel, estimated cost of the travel, and the funding source. To qualify, all travel must be for school district business.

Meals and incidental expenses will be reimbursed at the IRS Low Rate and may be claimed only if travel involves an overnight stay. Travel day meals will be reimbursed at 75% of whole day cost. In some circumstances, supported by detailed receipts, and approved by the Superintendent or designee, actual and necessary cost in excess of the normal rates or for meals not involving overnight stays may be reimbursed. Allowances for lodging and travel will be limited to actual and necessary expenses and must be supported by itemized receipts.

Personal expenses, including mileage in excess of that required for the trip shall be reimbursed by the employee to the school district no later than 30 working days following the date of the expense.

**Travel Within the School District**

Employees required to travel in their personal vehicle between school district buildings to carry out the duties of their position may be reimbursed at the approved IRS rate. It shall be the responsibility of the office of the Superintendent to approve travel within the school district by employees.

Adopted: April 11, 2005  
Revised: January 9, 2012  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Recognition for Service**

A statement will be included in the annual budget to indicate that the budget includes funds to recognize staff, elected and appointed officials, and volunteers for years of service and on special days during the year. The statement will establish a range in value for items such as plaques, pins, recognition meals for individuals and groups and other awards.

Official recognition activities will, as much as possible, be planned, for budgetary purposes, one year in advance. Funds for retirement teas, and items such as longevity pins, plaques, recognition meals, certificates and frames, if required, bells, brass apples, watches and pen and pencil sets should be included in the budget.

The expenditure of public funds can be authorized for one recognition dinner each year held for elected and appointed officials, employees or volunteers of the local government. The maximum cost per person shall be established by formal action of the governing body in the annual budget but shall not exceed the limit established by statute. An annual recognition dinner may be held separately for employees of each department or separately for volunteers, or any of them in combination.

Expenditures of funds for food and beverage service at workshops, conferences, training programs, official functions, hearings or meetings by elected and appointed officials, staff members and volunteers who at the request or with the permission of the district engage in activities related to the purposes or functions of the district for its general benefit are not recognition dinners.

Approved: December 6, 1993  
Reviewed: November, 2004  
Reviewed: May 8, 2023

**REVIEWED - Political Activities**

School materials, bulletin boards, interschool mail services, copy machines, staff mailboxes, electronic mail, fax machines and print shop services may not be used for political purposes by individual members of the staff.

The recognized collective bargaining units may be permitted to use the materials, copy machines, staff mailboxes, electronic mail, fax machines and print shop services for political activities endorsed or initiated by the units provided:

1. The appropriate administrator approved the use of the facilities, the use of materials or print shop services prior to their use;
2. The cost of materials and the increased costs incurred by the school district as a result of using school services or facilities are reimbursed to the school district; and
3. The distributed materials or political action taken clearly identifies the recognized collective bargaining unit as the distributor of the information.

Officially recognized parent advisory groups such as the PTA may be permitted to use the materials, copy machines, facilities and print shop for political activities endorsed or initiated by the parent advisory group provided:

1. The appropriate administrator approved the use of the facilities, the use of materials or services prior to their use;
2. The cost of materials and the increased costs incurred by the school district as a result of using school services or facilities are reimbursed to the school district; and
3. The distributed materials or political action taken clearly identifies the recognized parent advisory committee as the distributor of the information.

The Superintendent of Schools recognizes that certain employees are obligated to analyze existing and proposed laws, rules and regulations and to develop and attempt to implement new or react to proposed laws, rules and regulations by participating in the political process at the local, state and/or federal levels.

Approved: February 8, 1999  
Revised: October 1, 2003  
Reviewed: November, 2004  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Employee Use of Electronic Technology**

To ensure appropriate uses of electronic technology in the Bellevue Public Schools programs and activities, procedures for the uses and discipline for inappropriate uses will be managed within guidelines of Board of Education policy; State of Nebraska statutes; rules and regulations of the State Board of Education; and applicable Federal rules, regulations, and statutes. Incidental personal use of school computers must not interfere with the employee's job performance, must not violate any policy or regulation of the district, and must not damage school property.

Procedures for the use of electronic technology will identify inappropriate uses of electronic technology including but not limited to the use of telephones; computers and accompanying peripherals and network systems; software including applications both internet based and client specific, system resources such as PowerSchool or other online resources; television; satellite-linked communications; and on-line data and communication services.

Staff who intentionally use electronic technology inappropriately may be subject to disciplinary action, including termination, within the guidelines of district personnel policies and regulations.

Approved: August 2, 1999  
Reviewed: November, 2004  
Revised: June 5, 2017  
Reviewed: May 8, 2023

**REVIEWED - Employee-Family and Medical Leave**

The Bellevue Public Schools will provide all eligible employees the benefits provided in law under the Family and Medical Leave Act. The Family and Medical Leave (FMLA) benefits will work in coordination with other Board of Education Policies and Regulations and with negotiated agreement provisions pertaining to paid leave and paid vacation. Absences taken under the Board of Education Policy entitled Extended Periods of Absence Without Pay, will not be counted as FMLA time and no rights or benefits under the FMLA shall be required. Further, absences taken which would otherwise qualify under FMLA may not be combined with privileges and benefits under this policy for the same incident except under extenuating circumstances.

The following information is intended to assist employees in obtaining these benefits. Terms used in this regulation may require further interpretation. Employees needing further information should contact their immediate supervisor.

Eligibility Requirements

Employees must

- (1) have been maintained on the district's payroll for all or any part of 52 consecutive or not consecutive weeks prior to the beginning of the leave period, and
- (2) have worked a minimum of 1,250 hours during the 12 month period immediately preceding the date the leave is to commence. Hours worked shall be according to the principles established under the Fair Labor Standards Act for determining compensable hours of work. Employees exempt from the Fair Labor Standards Act requirement are assumed to meet the hourly requirement unless there is proof such hours were not worked. (Exempt employees include, but are not limited to, all certificated staff.)

Eligibility decisions must be made prior to the time the leave commences and may require a projection of hours worked. Once approved, the eligibility decision will not be challenged. Eligibility for Family and Medical Leave benefits do not limit an employee's leave benefits which are otherwise available to the employee.

Family and Medical Leave Absences

An eligible employee may have a total of 12 weeks of leave in the 12-month period immediately preceding the date the leave commences for reasons identified below:

- (a) For birth of a son or daughter, and to care for the newborn child;
- (b) For placement with the employee of a son or daughter for adoption or foster care;
- (c) To care for the employee's spouse, son, daughter, or parent with a serious health condition; and
- (d) Because of a serious health condition that makes the employee unable to perform the functions of the employee's job.

Eligible spouses who are both employed with the district may have a combined total of 12 weeks for items “(a)” or “(b)” above or to care for a parent with a serious health condition.

Approval Process for Family and Medical Leave

Employees needing to be absent from work must notify their immediate supervisors or designees as early as practicable prior to the date of the anticipated absence. Employees, when explaining the need for the absence, must be specific enough to allow the supervisor to determine whether the request can be granted; whether the absence qualifies for emergency leave, personal leave, or sick leave, or vacation time; and whether the absence qualifies under the FMLA. When the need is foreseeable, employees are encouraged to inform supervisors as early as practicable prior to the date the leave would commence of the timing, duration, or other details of the leave. (No specific mention of FMLA is necessarily required.) If the absence is unforeseen, is due to a change in circumstances, or is a medical emergency, notice should be given to the supervisor as soon as practicable.

Extended Leave/Certification. When a request for paid leave or paid vacation is for an extended period of time (normally more than a week) and is not for vacation purposes, the supervisor may require the employee to complete or have completed a Request for Extended Leave with or without Pay, form Pers.1, and, if applicable, a Certification of Health Care Provider form, attached. If a Certification of Health Care Provider form is required, it must be submitted within 15 days of the request. A period of more than 15 days may jeopardize the beginning or the continuation of the leave. Supervisors may require periodic recertification, and may require employees to periodically report on their status and their intent to return to work. If a single incident may combine sick leave and personal leave, such as a birth of a baby followed by child care, recertification may be required to identify when personal leave under FMLA becomes effective.

Intermittent/Reduced Schedule. Family and Medical Leave may, under some circumstances, be allowed to be taken on an intermittent or reduced schedule basis. Intermittent or reduced schedule leave will only be granted when there is a medical need certified by the health care provider, the medical need can best be accommodated through such intermittent leave or reduced schedule, and the employee attempts to schedule such intermittent leave or reduced schedule so as to minimize disruption for the workplace. Employees may be temporarily assigned to an alternative position with equivalent pay and benefits to better accommodate the absence.

Use of Accumulated Annual Leave, Vacation, and Emergency Leave

The use of accumulated annual leave, vacation, and emergency leave for absences described in other policies of the Bellevue Public Schools or in negotiated agreements shall not be affected by the rules associated with family and medical leave. Accumulated balances will, however, be required to be used as interpreted in other policies and negotiated agreements for family and medical leave purposes until all balances are depleted. Use will be in the following order as applicable to the employee:

- (a) Emergency leave,
- (b) Annual leave, or sick leave (as applicable),

(c) Vacation.

Absences which qualify under the Family and Medical Leave guidelines shall be identified, noted on the employee's absence form, and shall count toward the maximum of 12 weeks of absence in a 12-month period. Upon depletion of all accumulated balances, or when the use of leave or vacation for the stated purpose is not in compliance with other policies or negotiated agreements, payment of salary or leave-without-pay status will commence as appropriate under other Bellevue Public School policies or negotiated agreements.

Benefits During and After Family and Medical Leave Periods

Health insurance. The Bellevue Public Schools will continue to pay any part of the health insurance premium during the family or medical leave period which was paid previous to the leave period. The employee's share of health insurance premium shall be deducted from the monthly paycheck. Any employee taking family or medical leave when the employee's monthly paycheck is not sufficient to cover the employee's share of the premium shall be responsible for paying to the Bellevue Public Schools on or about the 22nd or 29th of each month that portion of the premium normally paid by the employee on the applicable date. The Bellevue Public Schools, within the limits of the law, may recover from the employee any part of the premium for which the district was not reimbursed by the employee.

Employees who fraudulently obtain FMLA leave are not protected under FMLA's employer paid health benefits provisions.

An employee may choose to not continue health insurance benefits during the period of family or medical leave. Such decision must be made and communicated to the office of payroll prior to the first of the applicable month. The employee may, however, upon return from leave, be reinstated to the coverage held prior to the leave without penalty providing notice is given to the office of payroll by the first day of work.

Life Insurance, Long-Term Disability Insurance, Other Insurance.

Unless the employee notifies the district to discontinue benefits, the Bellevue Public Schools will continue premiums paid at least partially by the district for employees on family and medical leave providing that each calendar month at least one day of work is done, or at least one day of accumulated leave or vacation was used. If no day's work was done or no accumulated leave or vacation was used, the employee is responsible for both the district's share and the employee's share of the premium, if any. The employee's share of the premium, if any or as may be adjusted, shall be deducted from the monthly paycheck. Any employee taking family or medical leave when the employee's monthly paycheck is not sufficient to cover all premiums due from the employee shall be responsible for paying to the Bellevue Public Schools on or about the 22nd or 29th of each month the proper balance to be paid by the employee on the applicable date. The Bellevue Public Schools, within the limits of the law, may recover from the employee any part of the premium for which the district was not reimbursed by the employee.

Employees notifying the district that they do not wish to continue benefits during the period of unpaid family and medical leave will, at the conclusion of the period, be reinstated to the same coverage as before the leave began.

Position Restoration with the Bellevue Public Schools. Upon return from family and medical leave, an employee may be assigned to the same position the employee held prior to the time the leave commenced or to an equivalent position with equivalent benefits, pay, and other terms and conditions of employment. Equivalent will include, but is not limited to, a position which has substantially similar duties and responsibilities, with substantially equivalent skill, effort, responsibility, and authority; and which has the same shift or equivalent work schedule. The term equivalent does not extend to intangible or immeasurable aspects of the job.

An employee has no greater right to reinstatement or to other benefits and conditions of employment than if the employee had been continuously employed during the FMLA leave period. Should circumstances during the leave period change to the extent that the employee would have not continued employment should the leave have not occurred, the employee will not be reinstated.

An employee who fraudulently obtains FMLA leave is not protected under FMLA's job restoration provisions.

Service. Absences due to family and medical leave shall not be considered a break in service for any benefit. Family and medical leave absences covered by accumulated leave or vacation time will continue to count toward seniority or other district service, and will qualify as time worked for accumulating additional leave, vacation, or holiday pay benefits. Family and medical leave absences not covered by accumulated leave or vacation time (leave-without-pay) shall not count toward any aforementioned service accruals.

Changes in Salary, Benefits, Status. Any employee on family and medical leave shall be treated upon return as he/she would have been at the time the leave began, except the employee will also qualify for those programs which depended upon an employment date which occurred during the period of absence. Only those benefit programs dependent upon seniority or accrual during the leave period would be affected by the employee's absence.

Special Provisions Pertaining to Certificated Instructional Staff.

Instructional employees may be required to continue taking leave until the end of a semester under the following conditions:

- a. Leave begins more than five weeks prior to the end of the semester, and
- b. Leave will last for three weeks or longer, and
- c. The employee would return during the three-week period prior to the end of the semester,

or

- a. Leave for reasons other than the employee's own serious health condition begins during the five-week period before the end of the semester, and
- b. Leave will last longer than two weeks, and
- c. The employee would return during the two-week period prior to the end of the semester,

or

- a. Leave for reasons other than the employee's own serious health condition begins during the three-week period prior to the end of the semester, and
- b. Lasts more than five working days.

Eligible instructional employees who request intermittent leave affecting more than 20 percent of the total number of working days over the period may be required to

- a. take leave for a block(s) of time of particular duration not greater than the duration of the planned treatment, or
- b. transfer temporarily to an available alternative position for which the employee is qualified, has equivalent pay and benefits, and better accommodates the absence.

#### Family and Medical Leave Implementation Complaints

Employees wishing to appeal administrative decisions made under the Family and Medical Leave Act or this policy are to follow the provisions in Board of Education policies entitled Grievance Procedure for Certified Personnel, or Complaint Procedure for Classified Personnel.

Access the following webpage for the Certification of Health Care Provider form: (moved from last page)

<http://www.dol.gov/esa/regs/compliance/whd/fmla/wh380.pdf>

Approved:	October 4, 1993
Reviewed:	November, 2004
Revised:	February 11, 2008
Reviewed:	April, 2017
Reviewed:	May 8, 2023



**Request for Extended Leave With or Without Pay**

NOTE: This form is to support Board Policies and Administrative Regulations Codes: 410.01, 402.16, 410.011, 415.02, 415.01 and negotiated agreements pertaining to extended absences with pay for purposes other than for vacation.

Date \_\_\_\_\_

Employee's Name \_\_\_\_\_

Description of reason for request \_\_\_\_\_

Date leave would begin \_\_\_\_\_

Amount of leave time requested \_\_\_\_\_

Date employee would return to established work schedule \_\_\_\_\_

(If applicable) Description of any special schedule requested for leave (intermittent or reduced leave schedule):  
(Such request must not interfere with the employee's work schedule more than absolutely necessary.) \_\_\_\_\_

Justification for intermittent or reduced leave schedule: \_\_\_\_\_

.....  
EMPLOYEE

Signature of Employee \_\_\_\_\_

.....  
SUPERVISING ADMINISTRATOR

Certification of Physician or Practitioner form required by employee?  Yes  No

Date form is due to supervisor (not fewer than 15 days from current date) \_\_\_\_\_

Do these days count as Family and Medical Leave days?  Yes  No

Long Term Substitute (if applicable): \_\_\_\_\_

Approval signature of Supervisor \_\_\_\_\_

.....  
DEPARTMENT OF PERSONNEL

Approval signature of Department of Personnel \_\_\_\_\_

For Office Use Only:

RTW date: \_\_\_\_\_

Google doc entry:  Yes

Date of Birth: \_\_\_\_\_

Recovery Date Maternity Personal Injury: \_\_\_\_\_

C-Section delivery:  Yes

**REVIEWED - Classified Employee-Complaint Procedure**

**General**

A dispute, disagreement, or difference arising between any classified employee and a supervisor shall be handled initially by direct contact between the employee and his/her supervisor.

If not settled in this manner within seven working days of the direct contact between the classified employee and the supervisor and if the dispute, disagreement or difference concerns disciplinary action taken or interpretation or application of recognized work rules or practices, the complaint may be taken to the building administrator for direct discussion and resolution. If the complaint is not settled at this point, the employee may discuss the matter with the appropriate central office administrator.

If the matter is not settled in this manner, the complaint may be written on a standard form to be supplied by the central office administrator stating the facts, including the individual or individuals involved, and basis for the complaint. The person with the complaint shall sign the complaint and deliver the complaint to the Superintendent. If the complaint is not filed within 30 calendar days of the alleged occurrence, it will not be heard.

Within seven working days of the filing of the written complaint, the Superintendent or designee will notify the employee of the date, time and location of the meeting to resolve the complaint. At that meeting, which shall be before the Superintendent or designee, the complainant and the supervisor shall be present. Either an oral or written decision will be submitted by the Superintendent or designee to the employee involved in the complaint.

**Representation**

At any of the steps mentioned above the employee may appear:

1. alone on his/her own behalf; or
2. accompanied by other representatives as desired. If representation is desired, the meeting time will be set so that the employee's representative may attend.

Nothing contained herein shall interfere with an employee's right to meet voluntarily with the administration.

Failure in any step of this procedure to communicate the decision on the complaint within seven working days shall permit lodging an appeal at the next step of the procedure.

Approved:	June 5, 1978
Reviewed:	January 11, 1988
Revised:	February 5, 1990
Reviewed:	December, 2004
Revised:	May 2, 2011
Reviewed:	April, 2017
Reviewed:	May 8, 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 child abuse and neglect hotline.

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. The employee should also inform the building principal or their immediate supervisor that they have made a report of suspected child abuse or neglect. The principal or supervisor shall inform the appropriate law enforcement agency that a report has been forwarded to the child abuse and neglect hotline by an employee of the school district.

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

Cross Reference:

Adopted:     August, 2007  
Revised:     May 2, 2011  
Reviewed:    April, 2017  
Reviewed:    May 8, 2023

**REVIEWED - Complaints Concerning School Personnel**

Individuals having a serious complaint about school personnel will be required to follow the normal channels for registering their objections - the teacher, the principal, and the Office of the Superintendent. If the principal feels the complaint will possibly go beyond the building, the principal shall inform the Office of the Superintendent.

In case the complaint goes beyond the building, the complainant may be requested to register the allegation in writing, stating its general nature as well as the specific facts surrounding it. This written complaint, which will be signed, will become a part of the official records, and a copy will be sent to the accused.

If the individual is not satisfied with the answers received or the solutions suggested at the Office of the Superintendent, the complainant may request a hearing with the Board of Education. Complaints involving individual personalities will be discussed by the Board in executive session. All individuals concerned with the registered complaint may ask, or may be asked, to appear before the Board.

If the Board decides that formal action is needed, such action will take place at an open meeting after the executive session in compliance with State statute.

Approved: May 13, 1968  
Revised: January 11, 1988  
Revised: March 1, 1993  
Reviewed: November, 2004  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Employees and Jury Duty**

An employee called to jury duty or to serve as a witness shall inform his/her immediate supervisor at the earliest possible time of the date of intended service.

In the event that an employee is excused from such duty at or before noon of any day, the employee should report to his/her assigned building for the afternoon.

The employee shall pay to the Treasurer of the School District the compensation received for such duty, excluding mileage. When such compensation is received, the leave records of the employee will be cleared of any charges for leave for such duty.

Approved: July 2, 1973  
Reviewed: January 11, 1988  
Reviewed: November, 2004  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Employee-Physical Examination**

An annual health examination may be required for personnel serving in an administrative position.

Such examinations must be at least as complete as is required by life insurance companies, but may be more comprehensive if desired by the employer or deemed necessary by the physician.

Complete written reports and billings for examination of administrative personnel should be forwarded to the Personnel Department as soon after the examination as possible.

Approved: August 2, 1971  
Reviewed: January 11, 1988  
Reviewed: November, 2004  
Revised: March 1, 2010  
Revised: April 3, 2017  
Reviewed: May 8, 2023

**REVIEWED - Drug and Alcohol Free Workplace and Schools**

Employees of the Bellevue Public Schools will be provided with a copy of the requirements of the Board of Education Policy, Drug and Alcohol Free Workplace and Schools, and the actions which will be taken against employees for violating such requirements. Employees will also be notified that, as a condition of employment, they must abide by the terms of the aforementioned policy and shall notify their supervisors of any criminal drug or alcohol conviction for a violation occurring in the workplace or school within the time frame required by law.

After receiving actual notice of a conviction of an employee for such violations, appropriate personnel action shall be taken within the time frame required by law against such an employee up to and including termination. Should such employee not be terminated, he/she will be required to participate satisfactorily in a drug or alcohol abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency.

When an employee has not yet been convicted in a court of law, but sufficient evidence is available to school administration officials substantiating more likely than not that a violation of the Board Policy, “Drug and Alcohol Free Workplace and Schools,” has occurred, the employee involved will be given the opportunity to refute the evidence. If the supervising administrator remains convinced violation more likely than not occurred, the issue will be reported to the appropriate law enforcement officials. If an employee’s contract requires additional investigation or legal proceedings before an administrative decision is made, the employee may be suspended with pay pending such investigation or proceedings. Otherwise, personnel action previously described will be taken against the employee immediately. Any conviction resulting from the investigative or legal proceedings will be reported as previously described.

The drug and alcohol free awareness program required by Board Policy 404.07 shall consist of the Bellevue Public Schools’ Employee Assistance Program, the Bellevue Public Schools’ Wellness Program, and appropriate personnel operational procedures.

Approved: October 2, 1989  
Reviewed: November, 2004  
Revised: February 11, 2008  
Revised: July 10, 2017  
Reviewed: May 8, 2023

**REVIEWED - Drug and Alcohol Testing for School Bus Drivers**

All Transportation Department employees who are required to hold a Commercial Drivers License (CDL), herein referred to as “employee”, will be subject to a drug and alcohol testing program that complies with 49 Code of Federal Regulations, Part 40 and mandated by Department of Transportation regulations.

**Pre-Employment Tests**

Pre-employment tests will be conducted before the first time an employee performs any safety-sensitive function for the district.

Safety-sensitive functions include all on-duty functions performed from the time the employee begins work or is required to be ready to work until he/she is relieved from work and all responsibility for performing work. It includes driving; waiting to be dispatched; inspecting and servicing equipment; supervising, performing or assisting in loading and unloading; repairing or obtaining and waiting for help with a disabled vehicle; performing employee requirements related to accidents; and performing any other work for the district or paid work for any other entity.

**Post-Accident Tests**

Alcohol and controlled substance tests will be conducted as soon as practical after an accident involving a commercial motor vehicle when:

1. The accident involved loss of human life; or
2. The driver receives a citation under state or local law for a moving traffic violation arising from the accident and either:
  - a. the vehicle is towed from the scene for other than a mechanical reason, or:
  - b. someone is medically evacuated from the scene

**Random Tests**

Random tests shall be conducted on a random basis at unannounced times throughout the year.

### **Reasonable Suspicion Tests**

Reasonable Suspicion tests shall be conducted when the Director of Transportation or another trained district official has reasonable suspicion that the employee has violated the district's alcohol or drug prohibitions. This reasonable suspicion must be based on specific, contemporaneous, articulable observations concerning the employee's appearance, behavior, speech or body odors. The observations may include indications of the chronic and withdrawal effects of controlled substances.

Alcohol tests are authorized for reasonable suspicion only if the required observations are made during, just before or just after the period of the work day when the employee must comply with alcohol prohibitions.

### **Enforcement**

Any employee who refuses to submit to a post-accident, random or reasonable suspicion test shall not perform or continue to perform safety-sensitive functions.

### **Records**

Employee drug and alcohol test results and records shall be maintained under strict confidentiality and released only in accordance with law. Upon written request, an employee shall receive copies of any records pertaining to his/her use of drugs or alcohol, including any records pertaining to his/her drug or alcohol tests. Records shall be made available to a subsequent employer or other identified persons only as expressly requested in writing by the employee.

### **Notifications**

Each employee shall receive materials that explain the requirements of the Code of Federal Regulations, Title 49, Part 382. The information provided to employees shall identify:

1. The person designated by the district to answer employee questions about the materials;
2. The categories of employees who are subject to the Code of Federal Regulations, Title 49, Part 382;
3. Sufficient information about the safety-sensitive functions performed by employees to make clear what period of the work day the employee is required to comply with Part 382;
4. Specific information concerning employee conduct that is prohibited by Part 382;
5. The circumstances under which an employee will be tested for drugs and/or alcohol under Part 382;
6. The procedures that will be used to test for the presence of drugs and alcohol, protect the employee and the integrity of the testing processes, safeguard the validity of test results and ensure that test results are attributed to the correct employee;
7. The requirement that an employee submit to drug and alcohol tests administered in accordance with Part 382;

8. An explanation of what constitutes a refusal to submit to a drug or alcohol test and the attendant consequences;
9. The consequences for employees found to have violated the drug and alcohol prohibitions of Part 382, including the requirement that the employee be removed immediately from safety-sensitive functions and the procedures for referral, evaluation and treatment;
10. The consequences for employees found to have an alcohol concentration of 0.02 or greater but less than 0.04; and
11. Information concerning the effects of drugs and alcohol on an individual's health, work and personal life; signs and symptoms of a drug or alcohol problem (the employee's or a co-worker's); and available methods of intervening when a drug or alcohol problem is suspected, including confrontation, referral to an employee assistance program and/or referral to management.

Each employee shall sign a statement certifying that he/she has received a copy of the above materials.

**Additional Information**

The following information will also be distributed to employees:

1. Before any employee operates a commercial motor vehicle, the district shall provide him/her with post-accident procedures that will make it possible to comply with post-accident testing requirements
2. Before drug and alcohol tests are performed, the district shall inform employees that the tests are given pursuant to the Code of Federal Regulations, Title 49, Part 382.
3. The district shall notify an employee of the results of a pre-employment drug test if the employee requests such results within 60 calendar days of being notified of the disposition of his/her employment application.
4. The district shall notify an employee of the results of random, reasonable suspicion and post-accident drug tests if the test results are verified positive. The district shall also tell the employee which controlled substance(s) were verified as positive.
5. Employees will the Director of Transportation if at any time they are using a controlled substance which their physician has prescribed for therapeutic purposes. Such a substance may be used only if the physician has advised the employee that it will not adversely affect his/her ability to safely operate a commercial motor vehicle.

Approved: November 6, 1995  
Reviewed: May 1, 2017  
Reviewed: May 8, 2023

**REVIEWED - HIPAA Compliance Regulation**

The design, administration, and implementation of guidelines to insure compliance with the Health Insurance Portability and Accountability Act (HIPAA) implementing regulation, and Board Policy shall be the general responsibility of the appointed Bellevue Public School's District Compliance Coordinator. The District Compliance Coordinator shall be responsible for the development and implementation of guidelines to ensure coordination and implementation of all privacy and confidentiality efforts required by HIPAA within the Bellevue Public School District. The Superintendent of Schools shall appoint Privacy Officers who shall be designated to implement the HIPAA privacy and confidentiality requirements for designated functions, departments, and locations within the school district.

Adopted: June 9, 2003  
Reviewed: November, 2004  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Wellness**

The Superintendent of Schools recognizes the need for a school district wellness program. This program will be designed to meet the following goals and objectives:

Goals

1. To develop, provide and promote a total wellness program that will benefit the individual and the school district which encourages:
  - a. Mental and emotional health
  - b. Sound nutritional habits
  - c. Stress management/perception
  - d. Job satisfaction
  - e. Enrichment of individual lifestyle
  - f. Individual exercise
  - g. Recognition of working environment
2. To assist in developing individual lifestyle assessments with the use of computer technology.
3. To encourage family participation in the total wellness program through the use of evening, weekend and summer activities.

Objectives

1. To assist employees in developing a positive self-image.
2. To provide the school district with positive benefits through reduced absenteeism and major illnesses.
3. To assist employees in reducing job and personal related stress.
4. To improve employee morale.
5. To develop staff interaction.
6. To promote and develop individual wellness goals.
7. To encourage sound nutritional habits.
8. To become a leader in promoting health and wellness of employees within the educational community of our state.

The Bellevue wellness program will provide for the systematic assessment of group needs, evaluation of individual needs, establishment of individual plans and goals, implementation of the individual wellness plans and the monitoring of these plans.

Approved: June 10, 1985  
Reviewed: January 11, 1988  
Reviewed: December, 2004  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Certificated Employee Recruitment and Selection**

Applicants for any position in the Bellevue Public School System must file ~~an~~ written application with the Personnel Department. This application becomes a part of the employee's personal record if he is employed.

A personal interview with an applicant is exceedingly important and valuable to the applicant and the school system. Applicants will be notified after applications and credentials have been filed in the Personnel Department. Appointments for interviews may be made throughout the year by the Personnel Department.

Campus visitations will be scheduled in cooperation with colleges and universities in Nebraska and surrounding states for the purpose of interviewing prospective candidates.

Members of the administrative staff will make campus visitations to interview and screen teacher candidates.

The Personnel Department is responsible for assembling the various documents and reports used in judging the qualifications of applicants. These documents may, depending on the position for which application is being made, include all of the following as they may be pertinent.

- A complete application form with written statement of applicant
- Credentials (official papers from placement bureaus)
- Written reference reports
- ~~Memoranda on telephone reference reports~~
- Interview reports
- Official transcripts

Approved:	April 8, 1968
Reviewed:	January 11, 1988
Reviewed:	November, 2004
Revised:	May 2, 2011
Reviewed:	April, 2017
Revised:	May 8, 2023

**REVIEWED - Certificated Employee Appointment**

The Board of Education must officially elect all certified personnel employed by the Bellevue Public School System. Tentative appointment is made through the Office of the Superintendent until official election by the Board of Education. Such appointments may be made by the use of a “Confirmation of Employment” form to be signed by the teacher and a school representative.

Written notification will be made to all candidates successfully elected. Contracts will be prepared and signed by the candidates and representatives for the Board of Education.

Approved: April 8, 1968  
Reviewed: January 11, 1988  
Reviewed: November, 2004  
Reviewed: April, 2017  
Reviewed: May 8, 2023

**REVIEWED - Certificated Employees Nebraska Certification**

Certification is the individual responsibility of the employee. Applications must be made on forms prepared by the Nebraska State Department of Education. Certificates will be issued by the Nebraska State Department of Education and will be based on the level and area of preparation of the applicant.

School laws of the State of Nebraska require that all certificates be registered with the administrator for personnel services of the Bellevue Public School District. The administrator of the Bellevue Public School District for personnel services shall endorse upon the certificate that it has been registered and the date of registration.

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

**BELLEVUE PUBLIC SCHOOLS**  
**Office of the Superintendent**  
**Department of Curriculum & Instruction**

**Continuing Contract Unit (CCU) Activity Request Form.** *Follow directions below.*

**DIRECTIONS**

1. Submit this completed form to the Director of Curriculum, Instruction & Professional Learning **PRIOR** to registration for the activity.
2. After review by the Director of Curriculum, Instruction & Professional Learning, this form will be returned to you with the decision.
3. **Upon successful completion of the activity, send written verification of successful completion from the instructor to the Director of Curriculum, Instruction & Professional Learning no later than August 19 for the preceding year's activities. Include payment of \$25 per CCU. A check can be made payable to BPS.**

Your Name \_\_\_\_\_ Your School \_\_\_\_\_ Date \_\_\_\_\_

Name of Activity (**attach a description of the content to this form**):

\_\_\_\_\_

**What type of activity is this?** Check one.  BPS Activity  External Activity Outside the District

Location \_\_\_\_\_ Date(s) and Time(s) \_\_\_\_\_

Contact Hours Outside Contract Days and Hours (15hrs=1CCU) \_\_\_\_\_

Match from Board of Education Approved Activity List (see next page) : \_\_\_\_\_

Rationale (**how will this activity impact student learning?**):

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_ Approved for use as Continuing Contract Units

\_\_\_\_ Approved for professional growth only (not for salary advancement)

\_\_\_\_ Denied due to \_\_\_\_\_

\_\_\_\_\_  
Director of Curriculum, Instruction & Professional Learning

\_\_\_\_\_  
Date

**BELLEVUE PUBLIC SCHOOLS  
PROFESSIONAL CONTINUING CONTRACT UNITS**

<b>ACTIVITIES</b>	<b>AUDIENCE</b>	<b>UNITS</b>
<b>I. College Classes</b>		
A. Meeting Approved Criteria	All Staff	1-6
<b>II. Continuing Contract Unit Activities</b>		
<b>A. Committee Activities</b>		
1. Curriculum Review	Selected Staff	1-4
2. Program Review	Selected Staff	1-3
3. Special Projects	Selected Staff	1-3
4. School Improvement	Selected Staff	1-3
5. Learning Teams	Selected Staff	1-3
6. Non-Recurring Development Projects	Selected Staff	1-3
<b>B. Professional Development</b>		
1. Instructional Strategies	Selected Staff	1-3
2. Instructional Technology	Selected Staff	1-3
3. Assessment	Selected Staff	1-3
4. Student Management	Selected Staff	1-3
5. Mentor Program	Selected Staff	1-3
6. School Improvement	Selected Staff	1-3
7. Nurse's Training	Selected Staff	1-2
8. JROTC Recertification	ROTC Staff	1-3
<b>C. College Classes for Audit</b>		
1. Meeting Approved Criteria	All Staff	1-6

**NOTES: Continuing contract units (CCU's) and college credit classes meeting approved criteria may be combined in equal portions for movement between columns on the salary schedule. Fifteen hours of approved professional growth activity equate to 1 CCU.**

Submit a Request for College Class Approval through [TalentEd](#) prior to enrollment in a college class in order to verify approved credit. This process is conducted through the Office of Personnel.

See Administrative Regulation 407.03 for the application of CCU's for salary schedule advancement.