

Board of Education Meeting Agenda  
Monday, April 1, 2024 6:30 PM  
Bellevue Public Schools Welcome Center  
2600 Arboretum Dr  
Bellevue, NE 68005

A. Routine Business

A.1. Call to Order  
Board President

A.2. Roll Call  
Board Secretary

A.3. Open Meetings Law  
Board President

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

A.4. Pledge of Allegiance  
Board President

B. Special Recognition

B.1. Month of the Military Child  
Jeff Rippe

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

As part of this month-long celebration, local communities are invited to take part in PurpleUp Day, which for Nebraska is Monday, 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 Monday, April 15, 2024.

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. Girls State Basketball  
Jeff Rippe

The Bellevue West basketball team will be recognized for being the 2024 Girls Class A State Basketball Runner-Up.

B.3. Boys State Basketball  
Jeff Rippe

The Bellevue West basketball team will be recognized for being the 2024 Boys Class A State Basketball Champions.

B.4. State DECA  
Jeff Rippe

Bellevue East students Dominique (Dom) Curry and Taylana Tolbert who placed 2nd at State DECA will be recognized.

C. Consent Agenda  
Board President

Administrative Recommendation: The information in sections C, 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 E and F identified with an asterisk.

C.1. \*Approval of Minutes  
Board Secretary

Administrative Recommendation: Approve the Minutes of the March 4, 2024, Board of Education meeting.

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

Administrative Recommendation: Acknowledge receipt of the Treasurer's Report for March, 2024.

C.3. \*Payment of Claims  
Jeff Rippe

Administrative Recommendation: Approve the payment of claims totaling \$2,070,732.83.

C.4. \*Release from Contract  
Sharra Smith

Administrative Recommendation:(1) Kimberly Quinn be released from her contract effective March 8, 2024 and that (2) Merri Breitkreutz, (3) Maribeth Burrows, (4) Kristen Buza, (5) Audra Chronister, (6) Sarah Griess, (7) Wendy Harris, (8) Danielle Havekost, (9) Janae Henderson, (10) Corbin Henk, (11) Brenda Jensen, (12) Sara Kneifl, (13) Jadenlynn Logan, (14) Matthew Malcom, (15) Kelly Mandelko, (16) Molly McNamara, (17) Kelly Mendez, (18) Sarah Mlnarik, (19) Lacey Nickerson, (20) Mikayla Niemoth, (21) Felicia Nofuente, (22) Whitney Roeder, (23) Angela Simoneschi, (24) Taylor Smurr, (25) Victoria Suto and (26) Amy Welte be released from their contracts effective May 23, 2024 and that (27) Amber Dembowski be released from her contract effective June 30, 2024.

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

Administrative Recommendation:(1) Rebekah Bennett, (2) Faith Boyd, (3) Lauren Garcia, (4) Natalie Gertsch, (5) Kinley Hamilton, (6) Paige Holbrook, (7) Karson Jeffrey, (8) Angela Leach, (9) Robert List, (10) Logan Patras, (11) Allison Pekrins, (12) Alaina Pihlgren, (13) Hannah Potts, (14) Jordyn Rippe, (15) Heather Svehla and (16) Catherine Tangeman be elected to the certified staff for the 2024-25 school year effective August 2, 2024 subject to their release from any contractual agreements with

other school districts.

C.6. \*Reinstatement of Contract  
Sharra Smith

Administrative Recommendation: Suzanne Nolte was released from her contract for the 2023-24 school year effective May 23, 2024 and subsequently the administration offered employment to her for the upcoming contract year while she was still in service. The employee agreed to rescind her resignation in exchange for reinstatement and continuity of tenure status.

D. Action Items

D.1. Teacher Negotiated Agreement  
Sharra Smith

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

The negotiated agreement with teachers represents an agreement with a proposed total package increase of 4.117% for the 2024/2025 school year. 2024/2025

- Base Salary for teachers increases to \$39,079
- Professional Recognition Stipend increase to \$7100
- Health Insurance Stipend shifts to \$8724 with the introduction of the EHA-Alternative Networks Program
- Vertical and Horizontal salary increases for individual employees

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

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

D.2. Non-Union Staff Salary Programs  
Jeff Rippe

Each year the Board of Education considers the compensation package for non-union employee groups. For the 2024/2025 school year, a total package increase is proposed

for the Administrators (B), Secretaries (E), Sign Language Interpreters (I), Supervisor/Specialists (K), Custodial and Maintenance (C), Full-time Transportation (G) and the Part Time & Temporary Staff (T) schedules. Substitute Teachers (Sub), Summer School Teacher, and Curriculum/Instruction Pay continue to be competitive within the metro area.

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

D.3. Superintendent's Contract Renewal  
Board President

Tonight, the board will consider the renewal of the Superintendent's contract until June 30, 2027 and approve the Superintendent Pay Transparency Notice. The current and proposed contracts are attached, along with the Nebraska Department of Education Schedule D.

D.4. 2025-26 School Calendar  
Robert Moore

Each year the Board is asked to approve the school calendar two years in advance, tonight the 2025-26 calendar is being presented. After receiving feedback the proposed calendar was finalized.

Attached is the 2025-26 proposed school calendar.

Administrative Recommendation: The administration recommends to approve the proposed 2025-26 school calendar as presented.

D.5. Frank Kumor Career Center  
Greg Boettger

Tonight, the administration will ask the Board to approve the bid from Prime Communications in the amount of \$107,952 for additional networking and safety/security at the Frank Kumor Career Center.

D.6. Bellevue West Auditorium  
Greg Boettger

Tonight, the administration will ask the Board to accept the alternate bid from Scheele-Kayton in the amount of \$261,519 for the sound shell for the Bellevue West auditorium.

E. Commendations

E.1.\*Bellevue West Show Choir

Congratulations to West Connection Show Choir for their awards at the Westwood Jubilation show choir competition in March. They won 2nd runner up overall, 2nd place in class AA, and the Sportsmanship Award for the 3rd consecutive year. Zander Van Aalst won outstanding male soloist and Katie Crick best female performer for the entire competition. In a separate solo competition, freshman Frankie Miller won 1st runner up. It was a great wrap up to end the competition season.

E.2.\*Bellevue West Robotics

Congratulations to the Bellevue West Robotics team for competing for the first time ever at the US Open Robotics tournament in March. They competed with other teams from around the world, and had a great showing. Members of the team: Nguyen (Wing) Phan, Khang (Kong) Phan, Landas Gaines, and Kevin Gramman.

E.3.\*State DECA

Congratulations to Bellevue East and Bellevue West DECA. They competed at the 2024 State Career Development Conference in Lincoln in March.

Bellevue East competed and had the following state winners and international qualifiers:

Dominique (Dom) Curry - 2nd place in Accounting Applications

Taylana Tolbert - 2nd place in Principles of Marketing

Jaidyn Gaddis - 5th place in Principles of Hospitality and Tourism

Mackenzie Smock - 6th place in Quick Serve Restaurant Management

Bellevue West had 8 DECA students compete. Special congratulations to Jackson Andersen for placing 5th in Personal Financial Literacy and Carsen Schultz for placing 6th in Accounting Applications.

#### E.4.\*Bellevue West Forensics

Congratulations Bellevue West Forensics students on a great showing at the NSAA District tournament. They placed 2nd overall and had 10 students/13 events qualify for the State Competition March 19-20 in Kearney. The following are State Qualifiers:

Shaylee Hobbs (11) and Tristan Tyson (12) - 4th place DUO

Kilee Wilkinson (12) - 3rd place Entertainment, 1st place POI

Elizabeth Stratton (11) - 4th place Entertainment

Aarj Patel (11) - 2nd place Extemporaneous

Andrew Hedin (12), Kilee Wilkinson (12) and Shaylee Hobbs (11) - 2nd place OID

Andrew Hedin (12) - 3rd place HI

Carter Hamblin (12) - 2nd place Oratory, 2nd place Poetry

Catherine Augustyn (9) - 3rd place DI

Kalyssa Williams (10) - 4th place DI

Mason Bird (9) - 4th place Oratory

Shaylee Hobbs (11) - 4th place POI

Non-advancing finalists:

Aarj Patel (11) - 6th place Informative

Addison Allen (11) - 5th place Informative

Tristan Tyson (12) - 5th place HI

Kalyssa Williams (10), Olivia Stone (10), Rory Vargas (12), Elizabeth Stratton (11),  
Chauncey Smith (10) - 6th place OID

Rory Vargas (12) - 6th place Poetry

Congratulations to Bellevue West Forensics for their 4th place finish at State in Kearney in March. The team placed 4th.

Individual Finalists were:  
Kilee Wilkinson (12) - 2nd in Entertainment and Program Oral Interpretation

Andrew Hedin (12) - 4th in Humorous Prose

Shaylee Hobbs (11) - 5th in Program Oral Interpretation

Carter Hamblin (12) - 4th in Persuasive Speaking

Aarj Patel (11) - 6th in Extemporaneous

Kilee Wilkinson (12), Andrew Hedin (12), and Shaylee Hobbs (11) - Oral Interpretation of Drama Champions

#### E.5.\*Nebraska Federation of Women Art Show

Congratulations to Bellevue West student artists and teachers, Paula Yoachim and Trevor Brockhaus. The student artists competed in the Nebraska Federation of Women Art Show in March.

#### F. Information Items

##### F.1. Legislative Update Jeff Rippe

Walt Radcliffe from Radcliffe and Associates will report on the 2024 Legislative session.

##### F.2. Strategic Plan Update Robert Moore

Tonight, the administration will present a draft of the new Strategic Plan to the Board for review with approval to take place at the May board meeting.

F.3. \*Kindergarten Registration  
Jeff Rippe

The Kindergarten registration process for the 2024-2025 school year kicked off February 26th and is available online through the BPS District website for parents/guardians to enroll their child(ren). Kindergarten Orientation/Roundup events will take place in April at each elementary school. To date, 322 students have registered for kindergarten. By state law, a child must be five years of age on or before July 31 in order to enter kindergarten. The law also includes a provision for early entrance assessment. Eight children are scheduled for early entrance assessment.

G. Public Comment Period

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

Edward T. Ventura, Jr. - Racist Mascots

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

BPS Foundation - Scott Eby, Maureen McNamara and Nina Wolford  
MABE - Maureen McNamara

Other Meetings Attended

I. Future Business  
Board President

April 26, BPS Foundation Scholarship Breakfast, BPS Lied Activity Center

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

May 7, District Retirement Reception, BPS Lied Activity Center

J. Adjourn  
Board President

Adjourn the April 1, 2024, meeting of the Board of Education.

**BELLEVUE PUBLIC SCHOOLS**  
**Board of Education Meeting**  
**Bellevue, Nebraska**

**DRAFT Minutes**  
**March 4, 2024**

The Board of Education at Bellevue, Nebraska, met in open and public session at 6:30 p.m. on Monday, March 4, 2024, 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.

**Present Board Members:**

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

**Also, in Attendance:**

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

**A.3. Open Meetings Law**

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

**A.4. Pledge of Allegiance**

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

**B. Special Recognition**

**B.1. State Wrestling**

President Maureen McNamara and Dr. Rippe offered congratulations to State Wrestling Runner-Up LaBrian Parker from Bellevue East and Tanner Hosick from Bellevue West. LaBrian and Tanner received a certificate on behalf of the Bellevue Public School District.

**B.2. Nebraska State Powerlifting Meet**

President Maureen McNamara and Dr. Rippe offered congratulations to Bellevue East Holly Wilson who received 1<sup>st</sup> place and Adian Crismon 2<sup>nd</sup> place at the Nebraska State Powerlifting Meet. Holly and Adian 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 Sarah Centineo and a second by Phil Davidson.

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

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

Approved the Minutes of the February 5, 2024, Board of Education meeting.

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

Acknowledged the receipt of the Treasurer's Report for February, 2024.

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

Approved the payment of claims totaling \$1,576,170.19.

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

(1) Margaret Fahey was released from her contract effective February 13, 2024 and that (2) Blake Anderson, (3) Sarah Birnbaum, (4) Robyn Derickson, (5) Linda Dunlap, (6) Epley Hamilton, (7) Paul Hamilton, (8) Kristy Haynes, (9) Laura Heath, (10) Tyler Hodges, (11) Jeffrey Jangula, (12) Lynelle Kowalski, (13) Jenna Lempke, (14) Suzanne Nolte, (15) Sidney Quint, (16) Elizabeth Schiefelbein, (17) Karen Skipper, (18) Lanette Starbuck, (19) Cameron Stussie and (20) Katherine Wasser were released from their contracts effective May 23, 2024.

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

(1) Rebecca Bruggeman, (2) Morgan Delaplane, (3) Alexandra Deman, (4) Melissa Evers, (5) Carly Fox, (6) David Groth, (7) Chelsea Miller, (8) Aaron Pierce, (9) Katelyn Roethler, (10) Stephanie Simon, (11) Hayden Thomaier and (12) Regan Warrick were elected to the certified

staff for the 2024-25 school year effective August 2, 2024 subject to their release from any contractual agreements with other school districts.

**D. Action Items**

**D.1. Budget Parameters**

Susan Brooks, Director of Fiscal Affairs proposed the Budget Parameters for the 2024-2025 Budgetary Planning. The parameters are based on 9500 students, along with class size and teacher FTE's. Mrs. Brooks shared there are not any changes to the parameters at this time. Dr. Rippe explained, if there would be changes that come from the legislative session, this could impact the Budget Parameters. The Board would then be presented the updated parameters for approval.

**Motion Passed:** I move to approve the proposed Parameters for 2024-2025 Budgetary Planning. Passed with a motion by Sarah Centineo and a second by Maureen McNamara.

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

**D.2. Bond Project Update**

**D.2.a. Bond Oversight Committee**

John Carozza spoke on behalf of the Bond Oversight Committee to give an overview of the February 22<sup>nd</sup> Bond Oversight Committee meeting. Mr. Carozza reported the Committee received updates on pay requests, the new Bellevue West auditorium, the Fort Crook life/safety and chiller projects, along with the Frank Kumor Career Center. Mr. Gladbach shared with the Committee an updated bond expenditure report. Mr. Carozza briefly reviewed the savings the district received with the bond project rebates and the refinancing of bonds. The Committee concurred that the projects presented tonight were discussed and are within the scope of the bond. Minutes from the Bond Oversight Committee meeting are available on the BPS Bond website. With the Bellevue West auditorium being the last bond project, the Committee discussed next steps in their role.

The Board thanked Mr. Carozza and the Committee for their commitment to the district and community for serving on the Bond Oversight Committee. Their dedication was very much appreciated.

**D.2.b. Bellevue West Auditorium Withdrawal**

Mr. Gladbach shared approximately 2 ½ years ago the district went out to bid for the new Bellevue West auditorium. At the time, there were supply chain issues and a shortage of labor due to COVID-19. The district received only three bids for the project and had made the decision to postpone the project and reject the bids. Tonight, Mr. Gladbach reported on February 20<sup>th</sup> the district received eleven bids for the project. The lowest bid came from D. R. Anderson in the

amount of \$15,893,600.00, which was considerably less than the other contractors. After discussions, the contractor was given the opportunity to reanalyze the bid submitted and realized there were inaccuracies with the bid. D.R. Anderson has decided to withdraw their bid from the process. Tonight, the Board was asked to accept the request from D.R. Anderson.

**Motion Passed:** I move to accept D.R. Anderson's withdrawal from the bidding process due to inaccuracies with the bid that was submitted for the Bellevue West auditorium project. Passed with a motion by Sarah Centineo and a second by Kristy Kiviniemi.

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

**D.2.c. Bellevue West Auditorium**

With the withdrawal of the bid from D.R. Anderson, Mr. Gladbach explained the district then reviewed the next two bids that were close in the overall total cost of the project. The district and Mr. Gladbach have completed due diligence on Rogge General Contractors and Scheele-Kayton Construction. Mr. Gladbach and Greg Boettger, Director of Facilities and Technology proceeded to share feedback with the Board. Mr. Gladbach had concerns on timeliness of the project and payment concerns with Rogge General Contractors. Mr. Boettger reached out to other school districts and they did have problems being able to finish the project on time and payment problems with Rogge subcontractors. Mr. Gladbach also had concerns with this particular project regarding timeliness because of the school schedule.

Randy Rogge from Rogge General Contractors addressed the Board on concerns with Rogge General Contractors. He stated that he brought in more management to address timeliness. He also admitted that payment to contractors fell behind. John Weis the counsel for Mr. Rogge also addressed the Board regarding state statute 81-161.

After further discussions, the Board was asked to approve the bid from Scheele-Kayton Construction in the amount of \$16,548,889 which would include the base bid with three alternate bids for the new auditorium at Bellevue West.

**Motion Passed:** I move to approve the bid from Scheele-Kayton Construction based on the recommendation of the administration in the amount of \$16,548,889 for the construction of the new auditorium at Bellevue West. Passed with a motion by Phil Davidson and a second by Maureen McNamara.

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

Nina Wolford:            Yea

**D.3.    \*Board Policy Review**

Accepted the Board Policy Review by consent.

1001 School/Community Relations – Reviewed without any changes.

1002 District Annual Report – Revised to locate the annual report on the BPS district website.

1003 Public Examination of School District Records – Revised to update the where to contact for requests.

1004.011 Media Access to Fields, Courts, Stages, or Performance Areas- Revised to who will process the requests from the media.

1004.02 School News Releases – Revised to change who is responsible for releasing information to the media.

1004.03 Broadcasting or Telecasting – Revised to change the title and update the policy.

1005.01 Community Use of School Facilities and Grounds – Reviewed without any changes.

1005.02 Parent Relations – Reviewed without any changes.

1005.03 Parental Involvement in Educational Practices – Reviewed without any changes.

1005.04 Communication with the Public – Eliminated

1005.05 Community Involvement in Decision Making – Reviewed without any changes.

1005.07 Visitors to School – Revised to reflect the building and safety procedures.

1005.081 Sportsmanship, Ethics, and Integrity – Reviewed without any changes.

1005.10 Flyers, Posters, Surveys, Promotions, Fund Raising and Contests - Eliminated

1005.11 Advertisements – Revised to update the policy.

1005.12 Title 1 Parent and Family Member Engagement – Revised to be compliant with state statutes.

1006 Cooperation with the Media – Proposed a new policy.

1008 Names, Symbols and Logos of the Bellevue Public Schools – Reviewed without

any changes.

**E. Commendations**

**E.1. \*Bellevue West Forensics' Invitationals**

**E.2. \*Latin Convention**

**E.3. \*Science Olympiad**

**E.4. \*Winter Guards**

**E.5. \*Health Occupation Students of America**

**E.6. \*Robotics**

**E.7. \*Show Choir**

**E.8. \*Quiz Bowl**

**F. Information Items**

**F.1. Early Childhood Update**

Cara Graney, Lead Teacher of Early Childhood and Dr. Kim Rausch, School Psychologist presented to the Board an update of the districts Early Childhood P-3 Plan, which is birth to 8-years old. A report was provided on the partnership with the Buffett Institute, the vision and goals for the P-3 program, and the 3 domains, which are Leadership Effectiveness, Instructional Excellence, and Family and Community Partnership. An overview was provided on the staffing for the home/community based students and Preschool. Currently there are 707 students in the program, along with 2768 registered families attending the Early Childhood Center that is at the BPS Welcome Center.

**F.2. Legislative Update**

Dr. Rippe reported the Legislative Session has twenty-two days remaining, with floor debates beginning this week. Dr. Rippe proceeded to give an update on a few of the bills the district is monitoring closely. During the April Board meeting, Walt Radcliffe from Radcliffe and Associates the districts' lobbyist, will provide the Board with an overview of the legislative session.

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

Accepted the Administrative Regulation Review by consent.

1004.02. School News Releases – Eliminated no longer needed.

1004.03. Broadcasting or Telecasting – Eliminated no longer needed.

1005.01. Community Use of School Facilities and Grounds – Revised to update the timeframe to receive the rental charge.

1005.031 Parent Involvement and Educational Rights Custodial and Noncustodial – Reviewed without any changes.

1005.081 Sportsmanship, Ethics and Integrity – Reviewed without any changes.

1005.10. Flyers, Posters, Surveys, Promotions, Fund Raising and Contests – Eliminated no longer needed.

**G. Public Comment Period**

Edward T. Ventura, Jr. – Racist Mascots – Now is the time to support our schools and not attack the work moving toward a more diverse, equitable and inclusive school district.

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

BPS Foundation – Maureen McNamara shared the BPS Foundation is preparing for the upcoming Scholarship Breakfast that will take place on April 26<sup>th</sup>.

MABE – Maureen McNamara reported the group discussed the Nebraska Legislative Session.

**I. Future Business**

March 5, BPS Staff Appreciation Day

March 22, BPS Staff Celebration

April 1, Board of Education Meeting, Welcome Center, 6:30 p.m.

**J. Executive Session**

**Motion Passed:** Adjourn to Executive Session to consider matters relating to strategy sessions for collective bargaining and personnel which are necessary to be considered in closed session for the protection of the public interest and for the needless injury to the reputation of an individual. Passed with a motion at 7:59 p.m. by Sarah Centineo and a second by Scott Eby.

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

**Motion Passed:** Reconvene in Open Session at 9:13 p.m. Passed with a motion by Sarah Centineo and a second by Phil Davidson.

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

**Motion Passed:** Adjourn the March 4, 2024, Board of Education meeting at 9:14 p.m. Passed with a motion by Sarah Centineo and a second by Phil Davidson.

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

---

Secretary

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

**March, 2024**

**BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska**

**BELLEVUE PUBLIC SCHOOLS**  
**Financial Summary**  
**March 26, 2024**

Accounts	Book Balance 02-27-24	Receipts	Expenditures	Book Balance 03-26-24	Funds Invested 03-26-24	Adjusted Balance 03-26-24
General Fund*	6,579,277.60	10,080,784.24	10,046,454.48	6,613,607.36	461,332.20	6,152,275.16
District Revolving Account*	79,153.14	25,665.15	24,875.41	79,942.88	-	79,942.88
Special Building Fund*	4,117,540.15	27,026.65	48,930.84	4,095,635.96	3,295,830.99	799,804.97
Social Security & Retirement Fund*	11,153.89	-	803.93	10,349.96	-	10,349.96
Bond Debt Fund *	260,594.17	181,164.48	-	441,758.65	-	441,758.65
Bond Projects Sweep Fund**	8,954,525.25	21,329.96	111,340.76	8,864,514.45	8,864,514.45	(0.00)
School Lunch Fund*	414,311.33	709,689.97	586,570.56	537,430.74	461,821.04	75,609.70
General Severance*	213,065.26	295.67	17,553.97	195,806.96	104,277.60	91,529.36
Student Fees Fund*	39,155.98	19,626.90	8,303.08	50,479.80	-	50,479.80
Lewis & Clark Activity Fund*	58,072.32	3,272.23	978.59	60,365.96	-	60,365.96
Logan Activity Fund****	25,733.23	921.37	3,175.16	23,479.44	-	23,479.44
Mission Activity Fund*	19,524.34	550.81	6,200.43	13,874.72	-	13,874.72
Bellevue East Activity Fund*	438,214.17	47,002.37	67,126.80	418,089.74	-	418,089.74
Bellevue West Activity Fund*	393,949.24	54,290.93	42,645.14	405,595.03	-	405,595.03
District Activity Fund****	1,779,078.90	51,202.46	33,935.10	1,796,346.26	896,427.19	899,919.07
<b>Totals</b>	<b>23,384,727.18</b>	<b>11,222,823.19</b>	<b>10,998,894.25</b>	<b>23,608,656.12</b>	<b>14,084,203.47</b>	<b>9,524,452.65</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.

March, 2024

Percent of Year

58%

**RECEIPTS**

ACCOUNT	ANTICIPATED	Y-T-D	Y-T-D	Year To Date
		RECEIVED 2023-24	RECEIVED 2022-23	% Received 2023-24
Cash Reserve	\$ -	\$ -	\$ -	0.00%
Taxes	\$ 46,701,081	\$ 4,974,303	\$ 5,602,462	10.65%
Public Power Sales Tax	\$ 310,000	\$ -	\$ -	0.00%
Motor Vehicle Tax	\$ 3,800,000	\$ 2,218,637	\$ 2,104,819	58.39%
Interest	\$ 100,000	\$ 30,704	\$ 47,393	30.70%
Other Local Receipts	\$ 500,000	\$ 679,533	\$ 161,888	135.91%
County Fines & Licenses	\$ 240,000	\$ 152,992	\$ 133,054	63.75%
State Aid	\$ 52,246,395	\$ 36,577,963	\$ 34,836,550	70.01%
Special Ed. Programs	\$ 12,773,973	\$ 7,871,729	\$ 3,960,082	61.62%
Special Ed. Transportation	\$ 740,000	\$ -	\$ -	0.00%
High Ability Learners	\$ 60,000	\$ 63,465	\$ 59,889	105.78%
ProRata Motor Vehicle	\$ 88,000	\$ 30,739	\$ 21,702	34.93%
State Apportionment	\$ 1,600,000	\$ 1,533,728	\$ 1,562,860	95.86%
PEAK Grant	\$ 73,508	\$ 31,977	\$ 33,002	0.00%
Other State Receipts	\$ 50,000	\$ 87,770	\$ 24,240	175.54%
Title I	\$ 1,000,000	\$ 175,250	\$ 315,085	17.53%
Title IIA	\$ 225,000	\$ 25,121	\$ 132,785	11.16%
Title III	\$ 100,000	\$ 18,452	\$ 24,579	18.45%
IDEA	\$ 2,050,000	\$ 140,329	\$ 541,962	6.85%
SPED Region 20 Grant	\$ 22,500	\$ 5,274	\$ 12,112	23.44%
MIPS	\$ 385,000	\$ 237,830	\$ 179,690	61.77%
Med Admin NASB	\$ 200,000	\$ 92,979	\$ 96,866	46.49%
Impact Aid	\$ 2,500,000	\$ 3,203,884	\$ 3,166,959	128.16%
Federal Vocational Ed	\$ 80,000	\$ 46,791	\$ 82,570	58.49%
Other Federal Source	\$ 3,494,357	\$ 1,805,969	\$ 7,299,300	51.68%
ROTC	\$ 130,000	\$ 97,204	\$ 84,164	74.77%
Services Coordination	\$ 440,000	\$ 234,467	\$ 248,246	53.29%
Loans	\$ -	\$ -	\$ -	0.00%
<b>TOTAL</b>	<b>\$ 129,909,814</b>	<b>\$ 60,337,089</b>	<b>\$ 60,732,259</b>	<b>46.45%</b>

**DISBURSEMENTS**

CATEGORY	BUDGET	CURRENT	PRIOR YEAR	Year To Date
		DISBURSED 2023-24	DISBURSED 2022-23	% Disbursed 2023-24
Instructional Services	\$ 66,830,856	\$ 37,165,825	\$ 40,674,277	55.61%
<b>Support Services</b>				
Special Education	\$ 21,895,829	\$ 13,003,884	\$ 12,806,427	59.39%
Pupil Services	\$ 6,161,296	\$ 3,562,910	\$ 3,564,542	57.83%
Staff Services	\$ 6,389,443	\$ 3,269,116	\$ 2,876,058	51.16%
General Administration	\$ 1,986,697	\$ 1,254,618	\$ 1,087,274	63.15%
School Administration	\$ 6,435,706	\$ 3,764,420	\$ 3,694,617	58.49%
Business	\$ 1,100,086	\$ 630,323	\$ 585,950	57.30%
Operation of Plant	\$ 8,942,235	\$ 5,031,366	\$ 4,942,598	56.27%
Maintenance of Plant	\$ 3,421,604	\$ 2,559,060	\$ 2,464,135	74.79%
Pupil Transportation	\$ 5,210,706	\$ 3,470,455	\$ 3,030,407	66.60%
Debt Services	\$ 25,000	\$ 500	\$ 1,000	2.00%
Summer School	\$ 1,510,358	\$ 1,727	\$ 781	0.11%
<b>TOTAL</b>	<b>\$ 129,909,814</b>	<b>\$ 73,714,202</b>	<b>\$ 75,728,066</b>	<b>56.74%</b>
<b>REVENUE OVER EXPENSE</b>	<b>\$ (0)</b>	<b>\$ (13,377,114)</b>	<b>\$ (14,995,807)</b>	<b>-10.30%</b>

# State of Nebraska Disbursement Categories

## Instructional Services

Carl Perkins Vocational Innovation Grant  
DoDEA Health Sciences Grant  
DoDEA Operation Take Flight Grant  
DoDEA World Language Grant  
Dept of Education School Climate Grant  
Early Childhood Instruction  
ELL Plan  
Flex Funding  
High Ability Learners Program  
Instructional Substitutes  
CTE and Arts Now grants  
Poverty Plan  
Regular K-12 Instruction  
Summer School  
Textbook Loan Program  
Title I  
Title III - Immigrant/Limited English Proficiency  
ESSERS III

## Special Education

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

## Pupil Services

Attendance Services  
Extra Curricular Programs  
Guidance  
Health Services  
Safety

## Staff Services

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

## General Administration

Board of Education  
Communications  
Executive Administration  
Personnel

## School Administration

Building Secretaries  
Principals

## Business

District Vehicle Maintenance  
Fiscal Affairs

## Operation of the Plant

Custodial Services  
Trash Collection  
Utilities

## Maintenance of the Plant

General Liability Insurance  
Maintenance and Repairs  
Site Maintenance (Grounds)

## Transportation

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

## Debt Service

Loan Principal and Interest

**Bellevue Public Schools Building Fund**  
Mar-24

<b>FUND NAME</b>	<b>BALANCE FEB</b>	<b>RECEIPTS MAR</b>	<b>DISBURSEMENTS MAR</b>	<b>BALANCE MAR</b>
SPECIAL BUILDING FUND	\$ 4,117,540.15	\$ 27,026.65	\$ (48,930.84)	\$ 4,095,635.96
BANK BALANCE	\$ 4,095,635.96			
PLUS O/S DEPOSITS	\$ -			
LESS O/S CHECKS	\$ -			
<b>TOTAL CASH</b>	<b>\$ 4,095,635.96</b>			

**Bellevue Public Schools Bond Fund**  
Mar-24

<b>FUND NAME</b>	<b>BALANCE FEB</b>	<b>RECEIPTS MAR</b>	<b>DISBURSEMENTS MAR</b>	<b>BALANCE MAR</b>
BOND FUND (Debt)	\$ 260,594.17	\$ 181,164.48	\$ -	\$ 441,758.65
BOND PROJECT FUND	\$ 9,147,911.41	\$ 119,101.26	\$ (312,487.42)	\$ 8,954,525.25

**Lunch Program Income Statement**  
Mar-24

Revenues:	
Lunch Program	\$130,005.21
State & Federal Funding	\$528,023.88
Catering	\$8,896.99
Vending	\$2,474.47
<b>Total Revenues</b>	<b>\$669,400.55</b>
Expenses:	
Salaries	\$277,428.02
Supplies	\$504,108.72
Repairs	\$6,715.17
Miscellaneous	\$4,952.90
<b>Total Expenses</b>	<b>\$793,204.81</b>
<b>Net Income (Loss)</b>	<b>\$ (123,804.26)</b>

<b>FUND NAME</b>	<b>BALANCE 9/1/23</b>	<b>RECEIPTS YTD</b>	<b>DISBURSEMENTS YTD</b>	<b>BALANCE 3/31/24</b>
Lunch Fund	\$ 842,623.01	\$ 3,585,004.59	\$ (3,890,196.86)	\$ 537,430.74

**Bellevue Public Schools Employee Benefit Fund**  
Mar-24

<b>FUND NAME</b>	<b>BALANCE FEB</b>	<b>RECEIPTS MAR</b>	<b>DISBURSEMENTS MAR</b>	<b>BALANCE MAR</b>
Social Security & Retirement	\$ 11,153.89	\$ -	\$ (803.93)	\$ 10,349.96
General Severance	\$ 213,065.26	\$ 295.67	\$ (17,553.97)	\$ 195,806.96
<b>TOTAL</b>	<b>\$ 224,219.15</b>	<b>\$ 295.67</b>	<b>\$ (18,357.90)</b>	<b>\$ 206,156.92</b>

**Bellevue Public Schools Student Fees Fund**  
Mar-24

<b>FUND NAME</b>	<b>BALANCE FEB</b>	<b>RECEIPTS MAR</b>	<b>DISBURSEMENTS MAR</b>	<b>BALANCE MAR</b>
BELLEVUE EAST HS	\$ 1,904.47	\$ 19,626.90	\$ (3,164.38)	\$ 18,366.99
BELLEVUE WEST HS	\$ 37,251.51	\$ -	\$ (5,138.70)	\$ 32,112.81
<b>TOTAL</b>	<b>\$ 39,155.98</b>	<b>\$ 19,626.90</b>	<b>\$ (8,303.08)</b>	<b>\$ 50,479.80</b>

**LEWIS & CLARK MIDDLE SCHOOL**

**General Ledger Report**

**Financial Report**

<b>From Acct:</b>	100
<b>To Acct:</b>	470

<b>From Date:</b>	2/27/2024
<b>To Date:</b>	03/26/2024

**Activity Accounts**

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	STUDENT AFFAIRS	\$87.42	\$150.00	\$(60.00)	\$0.00	\$177.42	\$0.00	\$177.42
110	STAFF AFFAIRS	\$178.28	\$0.00	\$0.00	\$0.00	\$178.28	\$0.00	\$178.28
120	FINES	\$356.78	\$0.00	\$0.00	\$0.00	\$356.78	\$0.00	\$356.78
130	FACILITY USE FEES	\$3,410.60	\$0.00	\$0.00	\$0.00	\$3,410.60	\$0.00	\$3,410.60
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 sNACK	\$316.51	\$0.00	\$(123.54)	\$0.00	\$192.97	\$0.00	\$192.97
180	ROBOTICS	\$514.31	\$0.00	\$0.00	\$0.00	\$514.31	\$0.00	\$514.31
190	DISCOVERY SHOW CHOIR	\$504.25	\$0.00	\$0.00	\$0.00	\$504.25	\$0.00	\$504.25
200	H.A.L.	\$3,290.30	\$0.00	\$0.00	\$0.00	\$3,290.30	\$0.00	\$3,290.30
210	BPS FOUNDATION GRANTS	\$723.57	\$0.00	\$0.00	\$0.00	\$723.57	\$0.00	\$723.57
220	GRANTS	\$2,649.92	\$0.00	\$0.00	\$0.00	\$2,649.92	\$0.00	\$2,649.92
230	NATIONAL HISTORY DAY	\$16.30	\$0.00	\$0.00	\$0.00	\$16.30	\$0.00	\$16.30
240	BPS VOCAL MUSIC	\$40.00	\$0.00	\$0.00	\$0.00	\$40.00	\$0.00	\$40.00
250	BPS BANDS	\$4,023.23	\$0.00	\$0.00	\$0.00	\$4,023.23	\$0.00	\$4,023.23
260	ACADEMIC TEAMS	\$948.36	\$0.00	\$0.00	\$0.00	\$948.36	\$0.00	\$948.36
270	ATHLETIC TEAMS	\$2,714.44	\$0.00	\$0.00	\$0.00	\$2,714.44	\$0.00	\$2,714.44
300	PBIS	\$1,069.33	\$0.00	\$(45.65)	\$0.00	\$1,023.68	\$0.00	\$1,023.68
350	GSA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
360	SPIRIT CLUB	\$13.42	\$0.00	\$0.00	\$0.00	\$13.42	\$0.00	\$13.42
380	ATHLETICS	\$15,683.33	\$1,554.40	\$0.00	\$0.00	\$17,237.73	\$0.00	\$17,237.73
400	TEAMMATES	\$279.20	\$0.00	\$0.00	\$0.00	\$279.20	\$0.00	\$279.20
402	NATIONAL JR HONOR SOCIETY	\$5,051.68	\$0.00	\$(312.00)	\$0.00	\$4,739.68	\$0.00	\$4,739.68
404	STUDENT COUNCIL	\$7,139.70	\$1,557.83	\$(402.40)	\$0.00	\$8,295.13	\$0.00	\$8,295.13
406	LEWIS & CLARK MUSIC DEPT	\$(335.84)	\$10.00	\$0.00	\$0.00	\$(325.84)	\$0.00	\$(325.84)
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	\$592.21	\$0.00	\$0.00	\$0.00	\$592.21	\$0.00	\$592.21
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	\$550.36	\$0.00	\$0.00	\$0.00	\$550.36	\$0.00	\$550.36
424	YEARBOOK	\$4,881.84	\$0.00	\$(35.00)	\$0.00	\$4,846.84	\$0.00	\$4,846.84
426	BUILDERS CLUB	\$404.05	\$0.00	\$0.00	\$0.00	\$404.05	\$0.00	\$404.05
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	\$614.17	\$0.00	\$0.00	\$0.00	\$614.17	\$0.00	\$614.17
<b>Activity Accounts Grand Total</b>		<b>\$58,072.32</b>	<b>\$3,272.23</b>	<b>\$(978.59)</b>	<b>\$0.00</b>	<b>\$60,365.96</b>	<b>\$0.00</b>	<b>\$60,365.96</b>

**LOGAN FONTENELLE MID SCH**

**General Ledger Report**

**Financial Report**

**From Date:** 2/27/2024  
**To Date:** 03/26/2024

**From Acct:** 100  
**To Acct:** 479

**Activity Accounts**

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	STUDENT AFFAIRS	(\$13,357.75)	\$62.25	\$(226.47)	\$0.00	(\$13,521.97)	\$0.00	\$(13,521.97)
110	STAFF AFFAIRS	(\$14,411.90)	\$150.00	\$(369.93)	\$0.00	(\$14,631.83)	\$0.00	\$(14,631.83)
120	FINES	\$22,174.34	\$0.00	\$0.00	\$0.00	\$22,174.34	\$0.00	\$22,174.34
130	FACILITY USE FEES	\$1,657.84	\$0.00	\$(1,429.98)	\$0.00	\$227.86	\$0.00	\$227.86
140	INTEREST	\$5.11	\$0.12	\$0.00	\$0.00	\$5.23	\$0.00	\$5.23
200	H.A.L.	\$255.94	\$0.00	\$0.00	\$0.00	\$255.94	\$0.00	\$255.94
260	ACADEMIC TEAMS	\$616.63	\$20.00	\$0.00	\$0.00	\$636.63	\$0.00	\$636.63
360	SPIRIT CLUB	\$512.65	\$0.00	\$0.00	\$0.00	\$512.65	\$0.00	\$512.65
400	TEAMMATES	\$2.86	\$0.00	\$0.00	\$0.00	\$2.86	\$0.00	\$2.86
402	NATIONAL JR HONOR SO	(\$2,063.40)	\$0.00	\$0.00	\$0.00	(\$2,063.40)	\$0.00	(\$2,063.40)
404	STUDENT COUNCIL	(\$717.88)	\$0.00	\$0.00	\$0.00	(\$717.88)	\$0.00	(\$717.88)
406	CHESS CLUB	\$6,000.00	\$0.00	\$0.00	\$0.00	\$6,000.00	\$0.00	\$6,000.00
408	ART CLUB	\$116.62	\$0.00	\$0.00	\$0.00	\$116.62	\$0.00	\$116.62
410	SERVICE CLUB	\$370.40	\$0.00	\$0.00	\$0.00	\$370.40	\$0.00	\$370.40
412	DRUG FREE CLUB	(\$472.13)	\$0.00	\$0.00	\$0.00	(\$472.13)	\$0.00	(\$472.13)
414	INSTRUMENTAL MUSIC	\$1,322.96	\$0.00	\$0.00	\$0.00	\$1,322.96	\$0.00	\$1,322.96
416	VOCAL MUSIC	\$1,696.23	\$30.00	\$0.00	\$0.00	\$1,726.23	\$0.00	\$1,726.23
418	DRAMA CLUB	\$334.25	\$0.00	\$0.00	\$0.00	\$334.25	\$0.00	\$334.25
420	DIVERSITY CLUB	\$1,007.19	\$28.00	\$(50.09)	\$0.00	\$985.10	\$0.00	\$985.10
424	YEARBOOK	(\$17,102.82)	\$145.00	\$0.00	\$0.00	(\$16,957.82)	\$0.00	(\$16,957.82)
450	WORLD LANGUAGE CLU	\$94.51	\$0.00	\$0.00	\$0.00	\$94.51	\$0.00	\$94.51
460	SCIENCE CLUB	\$170.75	\$0.00	\$(47.39)	\$0.00	\$123.36	\$0.00	\$123.36
462	SCIENCE OLYMPIAD	\$2,851.35	\$0.00	\$0.00	\$0.00	\$2,851.35	\$0.00	\$2,851.35
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	\$30,580.07	\$486.00	\$0.00	\$0.00	\$31,066.07	\$0.00	\$31,066.07
471	BPS FOUNDATION GRANT	\$5,861.82	\$0.00	\$(346.44)	\$0.00	\$5,515.38	\$0.00	\$5,515.38
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	(\$3,384.26)	\$0.00	\$(704.86)	\$0.00	(\$4,089.12)	\$0.00	(\$4,089.12)
478	UNIFIED ATHLETICS	\$1,097.34	\$0.00	\$0.00	\$0.00	\$1,097.34	\$0.00	\$1,097.34
479	HOPE SQUAD	(\$120.88)	\$0.00	\$0.00	\$0.00	(\$120.88)	\$0.00	(\$120.88)
<b>Activity Accounts Grand Total</b>		<b>\$25,733.23</b>	<b>\$921.37</b>	<b>\$(3,175.16)</b>	<b>\$0.00</b>	<b>\$23,479.44</b>	<b>\$0.00</b>	<b>\$23,479.44</b>

**MISSION MIDDLE SCHOOL**

**General Ledger Report**

**Financial Report**

<b>From Acct:</b>	100
<b>To Acct:</b>	500

<b>From Date:</b>	2/27/2024
<b>To Date:</b>	03/26/2024

**Activity Accounts**

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	STUDENT AFFAIRS	\$576.19	\$0.00	\$(480.00)	\$0.00	\$96.19	\$0.00	\$96.19
105	STAFF SOCIAL FUNDS	\$73.16	\$0.00	\$0.00	\$0.00	\$73.16	\$0.00	\$73.16
110	STAFF AFFAIRS	\$179.92	\$150.00	\$(68.97)	\$0.00	\$260.95	\$0.00	\$260.95
120	FINES	\$2,252.65	\$0.00	\$(1,851.36)	\$0.00	\$401.29	\$0.00	\$401.29
130	FACILITY USE FEES	\$4,717.76	\$0.00	\$(1,583.95)	\$0.00	\$3,133.81	\$0.00	\$3,133.81
140	INTEREST	\$139.22	\$0.81	\$0.00	\$0.00	\$140.03	\$0.00	\$140.03
200	H.A.L.	\$697.84	\$0.00	\$0.00	\$0.00	\$697.84	\$0.00	\$697.84
210	MISSION 150	\$3,251.59	\$0.00	\$0.00	\$0.00	\$3,251.59	\$0.00	\$3,251.59
220	ATHLETICS/GATE	\$2,253.03	\$400.00	\$(1,825.24)	\$0.00	\$827.79	\$0.00	\$827.79
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	\$(287.01)	\$0.00	\$0.00	\$0.00	\$(287.01)	\$0.00	\$(287.01)
414	INSTRUMENTAL MUSIC	\$78.14	\$0.00	\$0.00	\$0.00	\$78.14	\$0.00	\$78.14
416	VOCAL MUSIC	\$355.48	\$0.00	\$0.00	\$0.00	\$355.48	\$0.00	\$355.48
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	\$(15,706.20)	\$0.00	\$0.00	\$0.00	\$(15,706.20)	\$0.00	\$(15,706.20)
450	WORLD LANGUAGE CLUB	\$1,531.87	\$0.00	\$0.00	\$0.00	\$1,531.87	\$0.00	\$1,531.87
460	SCIENCE CLUB	\$0.15	\$0.00	\$0.00	\$0.00	\$0.15	\$0.00	\$0.15
462	SCIENCE OLYMPIAD	\$(131.66)	\$0.00	\$0.00	\$0.00	\$(131.66)	\$0.00	\$(131.66)
468	MATH CLUB	\$931.38	\$0.00	\$(150.00)	\$0.00	\$781.38	\$0.00	\$781.38
470	CIRCLE OF FRIENDS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
472	BPS Foundation Grants	\$8,599.59	\$0.00	\$(240.91)	\$0.00	\$8,358.68	\$0.00	\$8,358.68
474	COUNSELING	\$1,300.57	\$0.00	\$0.00	\$0.00	\$1,300.57	\$0.00	\$1,300.57
476	ROBOTICS CLUB	\$3,769.91	\$0.00	\$0.00	\$0.00	\$3,769.91	\$0.00	\$3,769.91
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	\$766.25	\$0.00	\$0.00	\$0.00	\$766.25	\$0.00	\$766.25
<b>Activity Accounts Grand Total</b>		<b>\$19,524.34</b>	<b>\$550.81</b>	<b>\$(6,200.43)</b>	<b>\$0.00</b>	<b>\$13,874.72</b>	<b>\$0.00</b>	<b>\$13,874.72</b>

**BELLEVUE EAST HIGH SCHOOL**

**General Ledger Report**

**Financial Report**

**From Acct:** 100  
**To Acct:** 505

**From Date:** 2/27/2024  
**To Date:** 03/26/2024

**Activity Accounts**

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	STUDENT AFFAIRS	\$8,431.07	\$243.35	\$(527.10)	\$0.00	\$8,147.32	\$0.00	\$8,147.32
110	STAFF AFFAIRS	\$1,377.17	\$820.00	\$(331.92)	\$0.00	\$1,865.25	\$0.00	\$1,865.25
120	FINES	\$3,586.13	\$0.00	\$0.00	\$0.00	\$3,586.13	\$0.00	\$3,586.13
130	FACILITY USE FEES	\$9,153.77	\$10,850.00	\$(7,486.45)	\$0.00	\$12,517.32	\$0.00	\$12,517.32
140	INTEREST	\$1,626.99	\$36.32	\$0.00	\$0.00	\$1,663.31	\$0.00	\$1,663.31
150	School Store/Trading Post	\$20,454.62	\$4,612.70	\$(1,970.91)	\$0.00	\$23,096.41	\$0.00	\$23,096.41
160	Activity Fees	\$17,976.90	\$1,840.00	\$(19,626.90)	\$0.00	\$190.00	\$0.00	\$190.00
170	Grants	\$14,044.88	\$0.00	\$(711.78)	\$0.00	\$13,333.10	\$0.00	\$13,333.10
180	Facebook Grant	\$12,280.03	\$0.00	\$0.00	\$0.00	\$12,280.03	\$0.00	\$12,280.03
210	Freshman Class	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
220	Sophomore Class	\$712.15	\$0.00	\$0.00	\$0.00	\$712.15	\$0.00	\$712.15
230	Junior Class	\$1,104.47	\$0.00	\$(74.85)	\$0.00	\$1,029.62	\$0.00	\$1,029.62
240	Senior Class	\$1,323.00	\$0.00	\$0.00	\$0.00	\$1,323.00	\$0.00	\$1,323.00
250	Alumni Class	\$856.02	\$0.00	\$0.00	\$0.00	\$856.02	\$0.00	\$856.02
260	Senior Sendoff	\$3,464.02	\$0.00	\$0.00	\$0.00	\$3,464.02	\$0.00	\$3,464.02
300	Athletics	\$34,777.08	\$4,882.38	\$(10,092.30)	\$0.00	\$29,567.16	\$0.00	\$29,567.16
310	Athletic Training	\$176.16	\$0.00	\$0.00	\$0.00	\$176.16	\$0.00	\$176.16
320	Athletic Team Sub Accts	\$68,016.56	\$14,329.72	\$(16,455.55)	\$0.00	\$65,890.73	\$0.00	\$65,890.73
340	Cheerleaders	\$(11,723.39)	\$300.00	\$(936.00)	\$0.00	\$(12,359.39)	\$0.00	\$(12,359.39)
400	Hope Squad	\$102.96	\$0.00	\$0.00	\$0.00	\$102.96	\$0.00	\$102.96
402	National Honor Society	\$1,672.97	\$125.00	\$(568.80)	\$0.00	\$1,229.17	\$0.00	\$1,229.17
404	Student Council	\$20,425.55	\$0.00	\$0.00	\$0.00	\$20,425.55	\$0.00	\$20,425.55
406	Strategic Games Club	\$149.02	\$0.00	\$0.00	\$0.00	\$149.02	\$0.00	\$149.02
408	Art Club	\$156.20	\$0.00	\$0.00	\$0.00	\$156.20	\$0.00	\$156.20
410	Key Club	\$241.33	\$0.00	\$(139.90)	\$0.00	\$101.43	\$0.00	\$101.43
412	HOSA	\$1,982.93	\$0.00	\$0.00	\$0.00	\$1,982.93	\$0.00	\$1,982.93
414	Instrumental Music	\$1,561.16	\$0.00	\$0.00	\$0.00	\$1,561.16	\$0.00	\$1,561.16
416	Vocal Music	\$6,111.20	\$0.00	\$(121.24)	\$0.00	\$5,989.96	\$0.00	\$5,989.96
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-Chiefain	\$78,371.07	\$0.00	\$(1,556.40)	\$0.00	\$76,814.67	\$0.00	\$76,814.67
426	Publications-Image	\$653.53	\$0.00	\$0.00	\$0.00	\$653.53	\$0.00	\$653.53
428	Newspaper-Tom Tom	\$22,111.12	\$0.00	\$0.00	\$0.00	\$22,111.12	\$0.00	\$22,111.12
430	Play/Musical Productions	\$2,393.13	\$0.00	\$(1,084.67)	\$0.00	\$1,308.46	\$0.00	\$1,308.46
432	Dance Team/Bellevedettes	\$(8,281.71)	\$200.00	\$0.00	\$0.00	\$(8,081.71)	\$0.00	\$(8,081.71)
440	ROTC	\$24,204.38	\$3,199.00	\$(2,127.06)	\$0.00	\$25,276.32	\$0.00	\$25,276.32
445	Maxwell/ROTC	\$24,971.61	\$2,160.00	\$0.00	\$0.00	\$27,131.61	\$0.00	\$27,131.61
452	German Club	\$416.15	\$0.00	\$0.00	\$0.00	\$416.15	\$0.00	\$416.15
454	French Club	\$293.76	\$0.00	\$0.00	\$0.00	\$293.76	\$0.00	\$293.76
456	Spanish Club	\$924.45	\$0.00	\$0.00	\$0.00	\$924.45	\$0.00	\$924.45
457	Latina Leaders	\$353.23	\$0.00	\$0.00	\$0.00	\$353.23	\$0.00	\$353.23
458	Latin Club	\$(293.99)	\$0.00	\$0.00	\$0.00	\$(293.99)	\$0.00	\$(293.99)
460	Aca Deca	\$(85.59)	\$0.00	\$0.00	\$0.00	\$(85.59)	\$0.00	\$(85.59)
470	FBLA	\$4,007.07	\$1,223.00	\$(2,281.84)	\$0.00	\$2,948.23	\$0.00	\$2,948.23
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	\$3,025.86	\$0.00	\$0.00	\$0.00	\$3,025.86	\$0.00	\$3,025.86
480	Family Consumer Science	\$877.18	\$303.00	\$(305.96)	\$0.00	\$874.22	\$0.00	\$874.22
482	Culinary Arts	\$965.40	\$0.00	\$0.00	\$0.00	\$965.40	\$0.00	\$965.40
484	Skills USA	\$5,175.73	\$0.00	\$(167.76)	\$0.00	\$5,007.97	\$0.00	\$5,007.97
486	History Club	\$64.53	\$0.00	\$0.00	\$0.00	\$64.53	\$0.00	\$64.53

**BELLEVUE EAST HIGH SCHOOL**

**General Ledger Report**

**Financial Report**

<b>From Date:</b>	2/27/2024
<b>To Date:</b>	03/26/2024

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

**Activity Accounts**

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
487	Science	\$2,334.95	\$1,877.90	\$(349.00)	\$0.00	\$3,863.85	\$0.00	\$3,863.85
488	Leadership Academy	\$208.63	\$0.00	\$0.00	\$0.00	\$208.63	\$0.00	\$208.63
490	POST PROM	\$6,399.78	\$0.00	\$0.00	\$0.00	\$6,399.78	\$0.00	\$6,399.78
495	Special Education	\$2,699.83	\$0.00	\$(85.00)	\$0.00	\$2,614.83	\$0.00	\$2,614.83
497	Circle of Friends	\$188.67	\$0.00	\$0.00	\$0.00	\$188.67	\$0.00	\$188.67
500	Activity Clearing	(\$4,000.00)	\$0.00	\$0.00	\$0.00	(\$4,000.00)	\$0.00	(\$4,000.00)
505	Counseling	\$49,990.20	\$0.00	\$(125.41)	\$0.00	\$49,864.79	\$0.00	\$49,864.79
<b>Activity Accounts Grand Total</b>		<b>\$438,214.17</b>	<b>\$47,002.37</b>	<b>\$(67,126.80)</b>	<b>\$0.00</b>	<b>\$418,089.74</b>	<b>\$0.00</b>	<b>\$418,089.74</b>

**BELLEVUE WEST HIGH SCHOOL**

**General Ledger Report**

**Financial Report**

**From Date:** 2/27/2024  
**To Date:** 03/26/2024

**From Acct:** 100  
**To Acct:** 523

**Activity Accounts**

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	Student Affairs	\$3,521.89	\$0.00	\$(245.18)	\$0.00	\$3,276.71	\$0.00	\$3,276.71
102	T-Bird Café	\$48.67	\$0.00	\$0.00	\$0.00	\$48.67	\$0.00	\$48.67
110	Staff Affairs	\$3,291.93	\$457.31	\$(443.70)	\$0.00	\$3,305.54	\$0.00	\$3,305.54
120	Fines	\$5,433.19	\$100.00	\$0.00	\$0.00	\$5,533.19	\$0.00	\$5,533.19
122	Library Fines	\$138.60	\$0.00	\$0.00	\$0.00	\$138.60	\$0.00	\$138.60
125	Student fees	\$45.00	\$60.00	\$0.00	\$0.00	\$105.00	\$0.00	\$105.00
130	Facility Use Fees	\$11,860.93	\$4,900.00	\$(338.97)	\$0.00	\$16,421.96	\$0.00	\$16,421.96
140	INTEREST	\$1,679.50	\$33.21	\$0.00	\$0.00	\$1,712.71	\$0.00	\$1,712.71
150	The Bird House	\$(22,931.41)	\$5,241.20	\$0.00	\$0.00	\$(17,690.21)	\$0.00	\$(17,690.21)
160	NEA Grant	\$4,241.22	\$0.00	\$0.00	\$0.00	\$4,241.22	\$0.00	\$4,241.22
161	West Welcomers Grant	\$1,500.00	\$0.00	\$0.00	\$0.00	\$1,500.00	\$0.00	\$1,500.00
162	Art Display Panel Grant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
163	Classroom Grant	\$357.31	\$0.00	\$0.00	\$0.00	\$357.31	\$0.00	\$357.31
165	Facebook Community Action	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
170	BPS Foundation Grants	\$2,175.36	\$0.00	\$0.00	\$0.00	\$2,175.36	\$0.00	\$2,175.36
171	Foundation Giving Grant	\$(9.90)	\$0.00	\$0.00	\$0.00	\$(9.90)	\$0.00	\$(9.90)
172	EducationQuest Foundation	\$(843.97)	\$7,500.00	\$(2,168.58)	\$0.00	\$4,487.45	\$0.00	\$4,487.45
173	PSAT	\$201.36	\$0.00	\$0.00	\$0.00	\$201.36	\$0.00	\$201.36
174	MTSS	\$350.00	\$0.00	\$0.00	\$0.00	\$350.00	\$0.00	\$350.00
175	AFCEA Grant	\$16.05	\$0.00	\$0.00	\$0.00	\$16.05	\$0.00	\$16.05
176	College and Career Center	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
177	AP Test Funds	\$3,368.62	\$0.00	\$0.00	\$0.00	\$3,368.62	\$0.00	\$3,368.62
180	Courtesy Committee	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
185	Hope Squad	\$1,845.30	\$0.00	\$(134.45)	\$0.00	\$1,710.85	\$0.00	\$1,710.85
210	Freshman Class	\$162.49	\$0.00	\$0.00	\$0.00	\$162.49	\$0.00	\$162.49
220	Sophomore Class	\$298.84	\$0.00	\$0.00	\$0.00	\$298.84	\$0.00	\$298.84
230	Junior Class	\$11,925.07	\$0.00	\$(2,529.74)	\$0.00	\$9,395.33	\$0.00	\$9,395.33
240	Senior Class	\$581.73	\$0.00	\$0.00	\$0.00	\$581.73	\$0.00	\$581.73
250	Alumni Class	\$2,557.58	\$0.00	\$0.00	\$0.00	\$2,557.58	\$0.00	\$2,557.58
260	Circle of Friends	\$2,983.57	\$0.00	\$(19.42)	\$0.00	\$2,964.15	\$0.00	\$2,964.15
300	Athletics	\$71,432.47	\$14,200.19	\$(14,169.37)	\$0.00	\$71,463.29	\$0.00	\$71,463.29
310	Athletic Training	\$(452.97)	\$0.00	\$0.00	\$0.00	\$(452.97)	\$0.00	\$(452.97)
320	Athletic Team Sub-Accts	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
330	Athletic Booster Club	\$32,138.53	\$0.00	\$0.00	\$0.00	\$32,138.53	\$0.00	\$32,138.53
340	Cheerleaders	\$1,865.16	\$0.00	\$(885.90)	\$0.00	\$979.26	\$0.00	\$979.26
350	Strategic Games Club	\$2,757.34	\$0.00	\$0.00	\$0.00	\$2,757.34	\$0.00	\$2,757.34
360	T-Bird Sprit	\$567.53	\$0.00	\$0.00	\$0.00	\$567.53	\$0.00	\$567.53
400	Teammates	\$58.85	\$0.00	\$0.00	\$0.00	\$58.85	\$0.00	\$58.85
402	National Honor Society	\$932.45	\$0.00	\$0.00	\$0.00	\$932.45	\$0.00	\$932.45
403	Science NHS	\$266.59	\$0.00	\$0.00	\$0.00	\$266.59	\$0.00	\$266.59
404	Student Council	\$10,233.23	\$526.00	\$(867.67)	\$0.00	\$9,891.56	\$0.00	\$9,891.56
405	Mu Alpha Theta	\$1,350.91	\$0.00	\$0.00	\$0.00	\$1,350.91	\$0.00	\$1,350.91
406	BW Food Drive	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
408	Cong. Awards Club	\$322.68	\$0.00	\$0.00	\$0.00	\$322.68	\$0.00	\$322.68
410	Key Club	\$463.36	\$0.00	\$0.00	\$0.00	\$463.36	\$0.00	\$463.36
412	Ecology Club	\$516.27	\$0.00	\$0.00	\$0.00	\$516.27	\$0.00	\$516.27
414	Instrumental Music	\$5,606.44	\$0.00	\$(2,095.00)	\$0.00	\$3,511.44	\$0.00	\$3,511.44
416	Vocal Music	\$22,049.61	\$480.00	\$(5,113.27)	\$0.00	\$17,416.34	\$0.00	\$17,416.34
418	W.A.S.T. Thespians	\$7,069.02	\$1,364.51	\$(609.50)	\$0.00	\$7,824.03	\$0.00	\$7,824.03
420	Diversity Club	\$1,330.48	\$0.00	\$0.00	\$0.00	\$1,330.48	\$0.00	\$1,330.48
421	GSA	\$42.84	\$0.00	\$0.00	\$0.00	\$42.84	\$0.00	\$42.84

**BELLEVUE WEST HIGH SCHOOL**

**General Ledger Report**

**Financial Report**

**From Date:** 2/27/2024  
**To Date:** 03/26/2024

**From Acct:** 100  
**To Acct:** 523

**Activity Accounts**

Acct	Account Name	Beg. Bal.	Recept / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
422	Latino Leaders	\$87.81	\$0.00	\$0.00	\$0.00	\$87.81	\$0.00	\$87.81
423	AASLC	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
424	Yearbook-Thunderbird	\$7,454.37	\$120.82	\$(250.00)	\$0.00	\$7,325.19	\$0.00	\$7,325.19
426	Publications	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
427	Poetry Foundation	\$100.00	\$0.00	\$0.00	\$0.00	\$100.00	\$0.00	\$100.00
428	Newspaper-Westwind	\$50.03	\$0.00	\$0.00	\$0.00	\$50.03	\$0.00	\$50.03
430	Play/Musical Productions	\$26,772.36	\$4,083.25	\$(1,299.02)	\$0.00	\$29,556.59	\$0.00	\$29,556.59
431	Bellevue West Art	\$162.93	\$1,090.67	\$0.00	\$0.00	\$1,253.60	\$0.00	\$1,253.60
432	Dance Team/Thunderettes	\$2,576.98	\$740.53	\$(200.00)	\$0.00	\$3,117.51	\$0.00	\$3,117.51
434	Envirothon Grant	\$475.00	\$0.00	\$0.00	\$0.00	\$475.00	\$0.00	\$475.00
440	ROTC	\$49,753.02	\$6,601.80	\$(1,613.63)	\$0.00	\$54,741.19	\$0.00	\$54,741.19
445	Maxwell/ROTC	\$(1,923.92)	\$0.00	\$0.00	\$0.00	\$(1,923.92)	\$0.00	\$(1,923.92)
452	German Club	\$4.65	\$0.00	\$0.00	\$0.00	\$4.65	\$0.00	\$4.65
454	French Club	\$198.40	\$0.00	\$0.00	\$0.00	\$198.40	\$0.00	\$198.40
456	Spanish Club	\$136.75	\$186.00	\$(185.18)	\$0.00	\$137.57	\$0.00	\$137.57
458	Latin Club	\$171.88	\$0.00	\$0.00	\$0.00	\$171.88	\$0.00	\$171.88
460	The Bird Box	\$1,002.34	\$329.00	\$(1,335.14)	\$0.00	\$(3.80)	\$0.00	\$(3.80)
461	FBLA-Thunder Brew	\$(259.85)	\$315.00	\$0.00	\$0.00	\$55.15	\$0.00	\$55.15
464	Science Olympiad Acct.	\$88.79	\$0.00	\$0.00	\$0.00	\$88.79	\$0.00	\$88.79
470	FBLA	\$6,481.23	\$1,248.00	\$(2,523.00)	(\$66.42)	\$5,139.81	\$0.00	\$5,139.81
472	DECA	\$1,341.18	\$350.84	\$0.00	\$66.42	\$1,758.44	\$0.00	\$1,758.44
474	FEA	\$91.48	\$0.00	\$0.00	\$0.00	\$91.48	\$0.00	\$91.48
476	Forensics	\$6.77	\$680.10	\$(680.10)	\$0.00	\$6.77	\$0.00	\$6.77
478	Debate	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
479	HOSA	\$200.00	\$0.00	\$0.00	\$0.00	\$200.00	\$0.00	\$200.00
480	Family Consumer Science	\$1,038.46	\$0.00	\$(278.99)	\$0.00	\$759.47	\$0.00	\$759.47
482	Culinary Arts	\$632.55	\$0.00	\$0.00	\$0.00	\$632.55	\$0.00	\$632.55
484	Skills USA	\$6,454.02	\$0.00	\$0.00	\$0.00	\$6,454.02	\$0.00	\$6,454.02
486	History Club	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
490	After Prom (Post Prom)	\$5,023.93	\$0.00	\$0.00	\$0.00	\$5,023.93	\$0.00	\$5,023.93
500	Activity Clearing	\$(3,550.00)	\$0.00	\$0.00	\$0.00	\$(3,550.00)	\$0.00	\$(3,550.00)
501	Mascots	\$1,896.32	\$53.50	\$0.00	\$0.00	\$1,949.82	\$0.00	\$1,949.82
504	Bowling	\$5,778.14	\$384.00	\$(448.71)	\$0.00	\$5,713.43	\$0.00	\$5,713.43
505	Counseling	\$43,926.59	\$0.00	\$0.00	\$0.00	\$43,926.59	\$0.00	\$43,926.59
506	Baseball	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
507	Boys Basketball	\$2,328.16	\$92.00	\$0.00	\$0.00	\$2,420.16	\$0.00	\$2,420.16
508	Girls Basketball	\$2,405.03	\$546.00	\$(201.74)	\$0.00	\$2,749.29	\$0.00	\$2,749.29
509	Football	\$17,762.93	\$150.00	\$(1,866.54)	\$0.00	\$16,046.39	\$0.00	\$16,046.39
510	Boy's Golf	\$1,552.62	\$100.00	\$(1,055.07)	\$0.00	\$597.55	\$0.00	\$597.55
511	Boy's Tennis	\$(341.60)	\$0.00	\$0.00	\$0.00	\$(341.60)	\$0.00	\$(341.60)
512	Girls Tennis	\$57.93	\$0.00	\$0.00	\$0.00	\$57.93	\$0.00	\$57.93
513	Track	\$2,225.22	\$1,510.00	\$(335.72)	\$0.00	\$3,399.50	\$0.00	\$3,399.50
514	Swimming	\$227.35	\$0.00	\$0.00	\$0.00	\$227.35	\$0.00	\$227.35
515	Volleyball	\$1,017.47	\$847.00	\$0.00	\$0.00	\$1,864.47	\$0.00	\$1,864.47
516	Softball	\$5,340.22	\$0.00	\$0.00	\$0.00	\$5,340.22	\$0.00	\$5,340.22
517	Boy's Wrestling	\$1,527.50	\$0.00	\$(182.23)	\$0.00	\$1,345.27	\$0.00	\$1,345.27
518	Boys Soccer	\$4,489.87	\$0.00	\$0.00	\$0.00	\$4,489.87	\$0.00	\$4,489.87
519	Girls Soccer	\$2,816.11	\$0.00	\$(269.76)	\$0.00	\$2,546.35	\$0.00	\$2,546.35
520	Girls Golf	\$2,915.54	\$0.00	\$(299.56)	\$0.00	\$2,615.98	\$0.00	\$2,615.98
521	T-bird Customs	\$98.51	\$0.00	\$0.00	\$0.00	\$98.51	\$0.00	\$98.51
522	Cross Country	\$4.45	\$0.00	\$0.00	\$0.00	\$4.45	\$0.00	\$4.45

**BELLEVUE WEST HIGH SCHOOL**

**General Ledger Report**

**Financial Report**

<b>From Date:</b>	2/27/2024
<b>To Date:</b>	03/26/2024

<b>From Acct:</b>	100
<b>To Acct:</b>	523

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>\$393,949.24</b>	<b>\$54,290.93</b>	<b>\$(42,645.14)</b>	<b>\$0.00</b>	<b>\$405,595.03</b>	<b>\$0.00</b>	<b>\$405,595.03</b>

**BELLEVUE PUBLIC SCHOOLS**

**General Ledger Report**

**Financial Report**

**From Date:** 2/27/2024  
**To Date:** 03/26/2024

**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	\$26,435.66	\$100.00	\$(627.94)	\$0.00	\$25,907.72	\$0.00	\$25,907.72
1002	BELLEAIRE	\$2,899.28	\$398.00	\$(1,762.95)	\$0.00	\$1,534.33	\$0.00	\$1,534.33
1004	BERTHA BARBER	\$9,124.19	\$366.18	\$(1,032.50)	\$0.00	\$8,457.87	\$0.00	\$8,457.87
1005	BETZ	\$19,697.34	\$100.00	\$(1,347.67)	\$0.00	\$18,449.67	\$0.00	\$18,449.67
1006	BIRCHCREST	\$42,576.30	\$335.66	\$(1,765.46)	\$0.00	\$41,146.50	\$0.00	\$41,146.50
1007	CENTRAL	\$11,519.57	\$1,810.00	\$(934.56)	\$0.00	\$12,395.01	\$0.00	\$12,395.01
1008	FORT CROOK	\$16,482.64	\$100.00	\$(9.23)	\$0.00	\$16,573.41	\$0.00	\$16,573.41
1009	LEMAY	\$4,116.86	\$100.00	\$(605.41)	\$0.00	\$3,611.45	\$0.00	\$3,611.45
1010	PETER SARPY	\$5,979.60	\$300.00	\$(647.49)	\$0.00	\$5,632.11	\$0.00	\$5,632.11
1011	TWIN RIDGE	\$12,914.12	\$100.00	\$(451.04)	\$0.00	\$12,563.08	\$0.00	\$12,563.08
1014	WAKE ROBIN	\$25,703.88	\$3,451.57	\$(3,632.00)	\$0.00	\$25,523.45	\$0.00	\$25,523.45
1015	LEONARD LAWRENCE	\$27,625.94	\$548.31	\$(1,307.62)	\$0.00	\$26,866.63	\$0.00	\$26,866.63
1016	TWO SPRINGS	\$9,059.92	\$100.00	\$(422.50)	\$0.00	\$8,737.42	\$0.00	\$8,737.42
1017	FAIRVIEW	\$14,770.02	\$600.24	\$(79.26)	\$0.00	\$15,291.00	\$0.00	\$15,291.00
1018	BELLEVUE ELEMENTARY	\$7,859.68	\$100.00	\$(1,910.98)	\$0.00	\$6,048.70	\$0.00	\$6,048.70
1101	CHAP CENTER	\$1,134.83	\$50.00	\$(137.67)	\$0.00	\$1,047.16	\$0.00	\$1,047.16
9910	BEST PROGRAM	\$2,046.68	\$0.00	\$(162.50)	\$0.00	\$1,884.18	\$0.00	\$1,884.18
9911	ACE PROGRAM	\$2,969.33	\$0.00	\$0.00	\$0.00	\$2,969.33	\$0.00	\$2,969.33
9912	FRANK KUMOR CAREER CENTER	\$65,054.21	\$0.00	\$(597.79)	\$0.00	\$64,456.42	\$0.00	\$64,456.42
9920	GIVESMART PROC FEES	\$147.63	\$436.36	\$(326.36)	\$0.00	\$257.63	\$0.00	\$257.63
9921	STEM CAMP	\$4,740.00	\$7,285.00	\$0.00	\$0.00	\$12,025.00	\$0.00	\$12,025.00
9922	ANB INTEREST	\$1,029.37	\$162.71	\$0.00	\$0.00	\$1,192.08	\$0.00	\$1,192.08
9923	WELCOME CENTER	\$954.31	\$100.00	\$(45.00)	\$0.00	\$1,009.31	\$0.00	\$1,009.31
9924	MISSION ANNEX	\$2,473.72	\$105.00	\$(1,067.55)	\$0.00	\$1,511.17	\$0.00	\$1,511.17
9926	EARLY CHILDHOOD CENTER	\$3,657.69	\$0.00	\$0.00	\$0.00	\$3,657.69	\$0.00	\$3,657.69
9927	SOCIAL WORK TEAM	\$9,451.15	\$0.00	\$(100.33)	\$0.00	\$9,350.82	\$0.00	\$9,350.82
9928	DISTRICT APPRECIATION	\$25,433.37	\$13,450.00	\$(4,706.41)	\$0.00	\$34,176.96	\$0.00	\$34,176.96
9929	SEL GRANT	\$8,737.00	\$0.00	\$0.00	\$0.00	\$8,737.00	\$0.00	\$8,737.00
9930	STEM - FACEBOOK GRANT	\$1.19	\$0.00	\$0.00	\$0.00	\$1.19	\$0.00	\$1.19
9931	STAFF DEVELOPMENT	\$7,647.09	\$75.00	\$0.00	\$0.00	\$7,722.09	\$0.00	\$7,722.09
9932	ELEM. PRINCIPAL SUNSHINE	\$717.85	\$0.00	\$0.00	\$0.00	\$717.85	\$0.00	\$717.85
9934	TRANSPORTATION	\$5,492.90	\$9,859.83	\$(478.82)	\$0.00	\$14,873.91	\$0.00	\$14,873.91
9935	SENSORY ROOM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9936	GENERAL USE - ACTIVITY	\$88,161.36	\$4,175.77	\$(8,050.07)	\$0.00	\$84,287.06	\$0.00	\$84,287.06
9937	ELEMENTARY BAND FUND	\$318.13	\$0.00	\$0.00	\$0.00	\$318.13	\$0.00	\$318.13
9938	COOPERATING TEACHER	\$400.00	\$0.00	\$0.00	\$0.00	\$400.00	\$0.00	\$400.00
9939	ELEMENTARY BLDG.	\$69,293.33	\$0.00	\$0.00	\$0.00	\$69,293.33	\$0.00	\$69,293.33
9940	SECONDARY BLDG.	\$52,719.06	\$2,000.00	\$(1,558.61)	\$0.00	\$53,160.45	\$0.00	\$53,160.45
9941	UNIFIED SPORTS	\$13,005.96	\$0.00	\$0.00	\$0.00	\$13,005.96	\$0.00	\$13,005.96
9942	ECC PLAYGROUND	\$10,516.80	\$621.52	\$0.00	\$0.00	\$11,138.32	\$0.00	\$11,138.32
9943	HAL	\$284.26	\$0.00	\$0.00	\$0.00	\$284.26	\$0.00	\$284.26
9944	COMMUNICATIONS	\$43,636.56	\$39.50	\$0.00	\$0.00	\$43,676.06	\$0.00	\$43,676.06
9945	TECHNOLOGY	\$1,100,828.50	\$3,331.81	\$(167.38)	\$0.00	\$1,103,992.93	\$0.00	\$1,103,992.93
9946	AFTER PROM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9947	EL PARENT GROUP (PADRE)	\$52.79	\$0.00	\$0.00	\$0.00	\$52.79	\$0.00	\$52.79
9948	WEST BASEBALL FIELD PROJ.	\$1,189.56	\$0.00	\$0.00	\$0.00	\$1,189.56	\$0.00	\$1,189.56
9949	LAC FIELD PROJECT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9950	OPERATION READ	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
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	\$16,632.27	\$1,000.00	\$0.00	\$0.00	\$17,632.27	\$0.00	\$17,632.27

**BELLEVUE PUBLIC SCHOOLS**

**General Ledger Report**

**Financial Report**

<b>From Date:</b>	2/27/2024
<b>To Date:</b>	03/26/2024

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

---

<b>Activity Accounts Grand Total</b>	\$1,779,078.90	\$51,202.46	\$(33,935.10)	\$0.00	\$1,796,346.26	\$0.00	\$1,796,346.26
--------------------------------------	----------------	-------------	---------------	--------	----------------	--------	----------------

---

**Bellevue Public Schools General Obligation Bonds  
Summary as of 3/31/2024**

<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>FY24 Activity:</b>	
<b>Beginning Cash Balance as of March 1, 2024</b>	8,954,525.25
Income through March 31, 2024	21,329.96
Expenditures through March 31, 2024	(111,340.76)
<b>Ending cash balance on March 31, 2024</b>	8,864,514.45

BELLEVUE PUBLIC SCHOOLS  
BOARD OF EDUCATION

04/01/2024

IT IS RECOMMENDED THAT THE FOLLOWING CLAIMS  
BE APPROVED FOR PAYMENT

GENERAL FUND	1,278,001.29
SPECIAL BUILDING FUND	64,374.07
FOOD SERVICE FUND	207,295.68
BOND PROJECT	504,772.41
STUDENT FEES FUND	16,289.38
<b>TOTAL</b>	<b>2,070,732.83</b>

04-01-2024

General Fund	Check No	Check Date	Vendor Name	Amount	Description
	00258374	04/01/24	1-800-RADIATOR & A/C	4,645.00	TIRES & PARTS
	00258375	04/01/24	A-1 CONTAINERS	250.00	SITE IMPROVEMENTS
	00258376	04/01/24	A-UNITED AUTOMATIC DOORS & GLASS	310.00	BUILDING IMPROVEMENT
	00258377	04/01/24	AA WHEEL & TRUCK SUPPLY	29.40	SUPPLIES
	00258378	04/01/24	ACT EDUCATION AND WORKFORCE	12,474.00	EMPLOYEE TRAINING & DEVELOPMNT
	00258379	04/01/24	ADAMS & SULLIVAN P.C.	874.50	LEGAL SERVICES
	00258380	04/01/24	ADVANCED OFFICE AUTOMATION INC	29.10	SUPPLIES
	00258381	04/01/24	ALBERTSON GLASS	150.00	REPAIRS
	00258383	04/01/24	ALL MAKES OFFICE EQUIPMENT CO.	1,901.60	FURNITURE & EQUIPMENT
	00258384	04/01/24	AMERICAN RED CROSS HEALTH & SAFETY	5.00	EMPLOYEE TRAINING & DEVELOPMNT
	00258385	04/01/24	AMERICAN TIME	127.58	BUILDING IMPROVEMENT
	00258386	04/01/24	APPLE, INC.	72,634.00	COMPUTER HARDWARE
	00258387	04/01/24	AQUA-CHEM, INC.	642.70	REPAIRS
	00258388	04/01/24	AUTO-JET MUFFLER CORP	367.78	TIRES & PARTS
	00258389	04/01/24	BAKER'S SUPERMARKET	1,815.25	SUPPLIES
	00258390	04/01/24	BATTERIES PLUS BULBS	102.00	SUPPLIES
	00258391	04/01/24	BAUER BUILT TIRE	547.52	SUPPLIES
	00258391	04/01/24	BAUER BUILT TIRE	7,966.82	TIRES & PARTS
	00258392	04/01/24	BAXTER FORD OF PAPIILLION	75.58	SUPPLIES
	00258393	04/01/24	BEARCOM	1,412.90	SUPPLIES
	00258394	04/01/24	BEARDMORE CHEVROLET, INC	511.50	REPAIRS
	00258394	04/01/24	BEARDMORE CHEVROLET, INC	64.19	SUPPLIES
	00258394	04/01/24	BEARDMORE CHEVROLET, INC	242.73	TIRES & PARTS
	00258395	04/01/24	BISHOP BUSINESS EQUIPMENT	784.00	SUPPLIES
	00258396	04/01/24	BOILER CHILLER SYSTEMS LLC	9,723.45	BUILDING IMPROVEMENT
	00258396	04/01/24	BOILER CHILLER SYSTEMS LLC	12,175.73	SITE IMPROVEMENTS
	00258397	04/01/24	BOUND TO STAY BOUND	269.55	SUPPLIES
	00258398	04/01/24	BOYS TOWN PRESS	41.95	SUPPLIES
	00258399	04/01/24	BSN SPORTS INC.	878.00	SUPPLIES
	00258400	04/01/24	C.A.P. INC.	1,056.00	SOFTWARE
	00258401	04/01/24	CAPITAL SANITARY SUPPLY, INC	443.26	SUPPLIES
	00258402	04/01/24	CAREER UNIFORMS	1,261.70	SUPPLIES
	00258403	04/01/24	CARPENTER PAPER COMPANY	6,718.23	SUPPLIES
	00258404	04/01/24	CINTAS CORPORATION	1,811.24	PROFESSIONAL SERVICES
	00258406	04/01/24	COLUMN SOFTWARE PBC	17.05	ADVERTISING/PUBLICATION
	00258407	04/01/24	CORNHUSKER AUTO WASH	548.29	SUPPLIES
	00258408	04/01/24	CORNHUSKER INTL TRUCKS, INC.	2,148.32	REPAIRS
	00258408	04/01/24	CORNHUSKER INTL TRUCKS, INC.	173.65	TIRES & PARTS
	00258409	04/01/24	COUNCIL BLUFFS COMMUNITY SCHOOL	330.96	TUITION - OTHER DISTRICTS

04-01-2024

00258410	04/01/24	COX BUSINESS SERVICES	36,999.47	TELECOMMUNICATIONS
00258412	04/01/24	DATASHIELD CORPORATION	315.52	TRASH REMOVAL
00258413	04/01/24	DECKER EQUIPMENT	50.50	BUILDING IMPROVEMENT
00258414	04/01/24	DELTA FOREMOST CHEMICAL CORP.	2,131.72	SUPPLIES
00258415	04/01/24	DIANA GARCIA-LOARCA	138.00	EMPLOYEE TRAINING & DEVELOPMNT
00258416	04/01/24	DIANE ELLIS	529.38	EMPLOYEE TRAINING & DEVELOPMNT
00258416	04/01/24	DIANE ELLIS	3,565.00	PROFESSIONAL SERVICES
00258417	04/01/24	DIETZE MUSIC	115.00	SUPPLIES
00258418	04/01/24	DOSTALS CONSTRUCTION	800.00	BUILDING IMPROVEMENT
00258419	04/01/24	E.S.U. #3	716.52	SUPPLIES
00258419	04/01/24	E.S.U. #3	1,755.00	TUITION-OTHER AGENCIES
00258420	04/01/24	EASY WAY SAFETY SERVICES, INC.	320.00	SUPPLIES
00258421	04/01/24	EBSCO PUBLISHING	1,632.84	SUPPLIES
00258422	04/01/24	ECHO ELECTRIC SUPPLY	408.30	BUILDING IMPROVEMENT
00258423	04/01/24	EGAN SUPPLY	632.48	REPAIRS
00258423	04/01/24	EGAN SUPPLY	20,929.55	SUPPLIES
00258424	04/01/24	ENABLING DEVICES, INC.	72.95	SUPPLIES
00258425	04/01/24	EQUIFAX WORKFORCE SOLUTIONS LLC	76.00	PROFESSIONAL SERVICES
00258426	04/01/24	EYMAN PLUMBING, INC.	5,646.64	BUILDING IMPROVEMENT
00258427	04/01/24	FAMILY FARE SUPERMARKET	663.85	SUPPLIES
00258428	04/01/24	FERRELLGAS	8,895.60	GAS, DIESEL, OIL
00258429	04/01/24	FIRST BOOK	12.78	SUPPLIES
00258430	04/01/24	FLEETPRIDE	15.75	SUPPLIES
00258430	04/01/24	FLEETPRIDE	1,858.51	TIRES & PARTS
00258431	04/01/24	FOLLETT CONTENT SOLUTIONS, LLC	2,533.56	SUPPLIES
00258432	04/01/24	FOLLETT HIGHER EDUCATION GROUP, INC	5,221.03	PROFESSIONAL SERVICES
00258433	04/01/24	FOLLETT SCHOOL SOLUTIONS, INC.	589.86	SUPPLIES
00258434	04/01/24	FOUNDATION BUILDING MATERIALS	3,270.40	SUPPLIES
00258435	04/01/24	GENERAL FIRE AND SAFETY EQUIPMENT	12,012.00	BUILDING IMPROVEMENT
00258436	04/01/24	GLENNA FISHER	6,343.15	TUITION-OTHER AGENCIES
00258437	04/01/24	GOODWIN TUCKER GROUP	357.50	BUILDING IMPROVEMENT
00258438	04/01/24	GRAINGER, INC.	390.48	BUILDING IMPROVEMENT
00258438	04/01/24	GRAINGER, INC.	102.84	REPAIRS
00258439	04/01/24	GREAT MINDS	115,781.15	SUPPLIES
00258440	04/01/24	GREAT PLAINS PIANO COMPANY	370.00	PROFESSIONAL SERVICES
00258441	04/01/24	GREENLIFE GARDENS, INC.	11,190.00	SITE IMPROVEMENTS
00258442	04/01/24	HASSE AND LOVIN ASSOCIATES, LLC	2,916.66	PROFESSIONAL SERVICES
00258443	04/01/24	HEARTLAND SAFETY AND WELLNESS	221.00	EMPLOYEE TRAINING & DEVELOPMNT
00258444	04/01/24	HORWATH LAUNDRY EQUIPMENT	252.64	BUILDING IMPROVEMENT
00258445	04/01/24	HOTSY EQUIPMENT CO.	270.00	SUPPLIES

04-01-2024

00258446	04/01/24	IRIS LTD	244.00	SUPPLIES
00258447	04/01/24	J & J SMALL ENGINE SERVICE, INC.	38.40	SUPPLIES
00258448	04/01/24	J.W. PEPPER & SON, INC.	19.99	REPAIRS
00258448	04/01/24	J.W. PEPPER & SON, INC.	1,246.18	SUPPLIES
00258449	04/01/24	JOHNSON HARDWARE CO	476.00	BUILDING IMPROVEMENT
00258449	04/01/24	JOHNSON HARDWARE CO	476.00	REPAIRS
00258450	04/01/24	JOHNSTONE SUPPLY	890.50	BUILDING IMPROVEMENT
00258451	04/01/24	KIMBALL MIDWEST	819.11	SUPPLIES
00258452	04/01/24	KONE INC.	2,631.66	SITE IMPROVEMENTS
00258453	04/01/24	KRIHA FLUID POWER CO. INC.	42.18	REPAIRS
00258454	04/01/24	L.I.F.E. STAFFING AND CONSULTING	676.42	TUITION-OTHER AGENCIES
00258456	04/01/24	LANGUAGE LINE SERVICES	43.47	SUPPLIES
00258457	04/01/24	LANGUAGE TESTING INTERNATIONAL	1,365.00	PROFESSIONAL SERVICES
00258458	04/01/24	LUIS CARRANZA	86.85	CONTRACTED TRANSPORTATION
00258459	04/01/24	MACGILL	933.20	SUPPLIES
00258460	04/01/24	MARY M SPILLANE	5,177.00	PROFESSIONAL SERVICES
00258461	04/01/24	MATHESON TRI-GAS, INC.	98.85	REPAIRS
00258462	04/01/24	MAX I WALKER	903.88	PROFESSIONAL SERVICES
00258463	04/01/24	MAXABILITY THERAPY SERVICES, P.C.	18,789.31	TUITION-OTHER AGENCIES
00258464	04/01/24	MAXIM HEALTHCARE STAFFING SERVICES	7,124.64	TUITION-OTHER AGENCIES
00258465	04/01/24	MCGRAW-HILL COMPANIES	20.45	SUPPLIES
00258466	04/01/24	MCGRAW-HILL SCHOOL EDUCATION	307,061.28	SUPPLIES
00258468	04/01/24	MENARDS, INC.	1,805.94	BUILDING IMPROVEMENT
00258468	04/01/24	MENARDS, INC.	1,155.52	REPAIRS
00258468	04/01/24	MENARDS, INC.	1,503.58	SUPPLIES
00258469	04/01/24	MENARDS-RALSTON	41.86	SUPPLIES
00258470	04/01/24	METAL DOORS & HARDWARE COMPANY	339.00	BUILDING IMPROVEMENT
00258471	04/01/24	METROPOLITAN UTILITIES DIST.	13,568.96	FUEL
00258471	04/01/24	METROPOLITAN UTILITIES DIST.	18,999.42	WATER & SEWER
00258472	04/01/24	NAPA AUTO PARTS	165.88	REPAIRS
00258472	04/01/24	NAPA AUTO PARTS	222.16	SUPPLIES
00258472	04/01/24	NAPA AUTO PARTS	504.23	TIRES & PARTS
00258473	04/01/24	NCECBVI	100.00	EMPLOYEE TRAINING & DEVELOPMNT
00258474	04/01/24	NCS PEARSON INCORPORATED	264.58	SUPPLIES
00258475	04/01/24	NEBRASKA - IOWA SUPPLY CO. INC.	28,028.22	GAS, DIESEL, OIL
00258476	04/01/24	NEBRASKA SAFETY CENTER	620.00	DUES AND FEES
00258477	04/01/24	NEBRASKA STATE FIRE MARSHAL FUELS	198.00	BUILDING IMPROVEMENT
00258478	04/01/24	NEBRASKA-IOWA INDUSTRIAL FASTENERS	26.98	TIRES & PARTS
00258479	04/01/24	NEBRASKA/CENTRAL EQUIPMENT	783.50	TIRES & PARTS
00258480	04/01/24	O'REILLY AUTOMOTIVE, INC.	125.09	TIRES & PARTS

04-01-2024

00258481	04/01/24	OCCUPATIONAL HEALTH CENTERS	804.00	PROFESSIONAL SERVICES
00258482	04/01/24	OFFICE DEPOT, INC	4,357.14	SUPPLIES
00258484	04/01/24	OMAHA DOOR & WINDOW CO, INC	158.76	REPAIRS
00258485	04/01/24	OMAHA PUBLIC POWER DISTRICT	148,413.54	ELECTRICITY
00258486	04/01/24	ONE SOURCE, INC.	1,115.00	PROFESSIONAL SERVICES
00258487	04/01/24	OPC DIRECT	1,769.62	SUPPLIES
00258488	04/01/24	OVERHEAD DOOR CO. OF OMAHA	440.00	REPAIRS
00258489	04/01/24	PAPILLION SANITATION	3,395.91	TRASH REMOVAL
00258490	04/01/24	PRESTO-X	1,861.20	SITE IMPROVEMENTS
00258491	04/01/24	PRIME CONNECTED, INC.	388.44	BUILDING IMPROVEMENT
00258492	04/01/24	PRIME SECURED, INC	5,515.66	BUILDING IMPROVEMENT
00258493	04/01/24	QUADIENT	505.00	POSTAGE
00258494	04/01/24	RADCLIFFE, GILBERTSON & BRADY	4,500.00	LOBBYIST
00258495	04/01/24	RAPIDSCALE INC	2,441.24	SOFTWARE
00258496	04/01/24	RAY MARTIN COMPANY	9,121.88	BUILDING IMPROVEMENT
00258497	04/01/24	REMEDY ROAD LLC	6,337.44	TUITION-OTHER AGENCIES
00258498	04/01/24	SARPY COUNTY TREASURER	1,530.00	CONTRACTED TRANSPORTATION
00258499	04/01/24	SCHOOL HEALTH CORPORATION	121.65	SUPPLIES
00258500	04/01/24	SCHOOL SPECIALTY, LLC	4,053.05	SUPPLIES
00258501	04/01/24	SOLIANT CONSULTING, INC.	39,004.34	TUITION-OTHER AGENCIES
00258502	04/01/24	SORENSEN COMMUNITY INTERPRETING	286.03	TUITION-OTHER AGENCIES
00258503	04/01/24	SPECKMANN CONSTRUCTION	1,835.00	BUILDING IMPROVEMENT
00258504	04/01/24	SSWAN	145.00	EMPLOYEE TRAINING & DEVELOPMNT
00258505	04/01/24	STAPLES ADVANTAGE	112.23	SUPPLIES
00258506	04/01/24	STEVE DENNIS	2,640.00	BUILDING IMPROVEMENT
00258507	04/01/24	STEVE'S FLOOR COVERINGS, INC.	2,385.00	BUILDING IMPROVEMENT
00258508	04/01/24	SUBURBAN NEWSPAPERS, INC.	132.08	ADVERTISING/PUBLICATION
00258509	04/01/24	TEAGAN EARHART, CCC-SLP	8,039.25	TUITION-OTHER AGENCIES
00258510	04/01/24	TERRY HUGHES TREE SERVICE	1,200.00	BUILDING IMPROVEMENT
00258511	04/01/24	TERRY SORENSON	58.51	SUPPLIES
00258512	04/01/24	THE FILTER SHOP	2,145.00	SUPPLIES
00258513	04/01/24	THE GRAPHIC EDGE	3,607.30	SUPPLIES
00258514	04/01/24	THE MANDT SYSTEM, INC.	2,249.00	EMPLOYEE TRAINING & DEVELOPMNT
00258515	04/01/24	THE SPEECH GROUP LLC	9,841.50	TUITION-OTHER AGENCIES
00258516	04/01/24	THERAPY SOLUTIONS	5,730.75	TUITION-OTHER AGENCIES
00258517	04/01/24	TJ CABLE & UNDERGROUND SVCS, LLC.	225.00	BUILDING IMPROVEMENT
00258518	04/01/24	TOM'S ENGRAVING	50.00	SUPPLIES
00258519	04/01/24	TRUCK CENTER COMPANIES	51.57	SUPPLIES
00258519	04/01/24	TRUCK CENTER COMPANIES	4,538.34	TIRES & PARTS
00258520	04/01/24	TYLER TECHNOLOGIES, INC.	410.00	SOFTWARE

04-01-2024

00258521	04/01/24	U.S. BANK EQUIPMENT FINANCE	10,035.48	RENTALS/LEASE PURCHASE
00258521	04/01/24	U.S. BANK EQUIPMENT FINANCE	9,290.29	SUPPLIES
00258522	04/01/24	UNITED LABORATORIES, INC	1,177.96	SUPPLIES
00258523	04/01/24	UNIVERSITY OF NEB MEDICAL CENTER	25,972.23	TUITION-OTHER AGENCIES
00258524	04/01/24	UNIVERSITY OF NEBRASKA-LINCOLN	80.00	SUPPLIES
00258525	04/01/24	UNO COLLEGE OF EDUCATION	250.00	PROFESSIONAL SERVICES
00258526	04/01/24	VOSS LIGHTING	1,555.70	SUPPLIES
00258527	04/01/24	WEST MUSIC CO	3,643.48	SUPPLIES
00258528	04/01/24	WESTLAKE HARDWARE	20.98	BUILDING IMPROVEMENT
00258528	04/01/24	WESTLAKE HARDWARE	338.43	REPAIRS
00258528	04/01/24	WESTLAKE HARDWARE	37.96	SUPPLIES
00258529	04/01/24	WHITE WOLF WEB OFFSET PRINTERS	636.61	SUPPLIES
00258530	04/01/24	WOODRIVER ENERGY	68,570.97	FUEL
		<b>General Fund Total:</b>	<b>1,216,406.97</b>	

04-01-2024

General Fund	Check No	Check Date	Vendor Name	Amount	Description
	00258245	02/29/24	ADVENTURE BUS & CHARTER	1,156.77	CONTRACTED TRANSPORTATION
	00258246	02/29/24	LINDSEY TOMASO	160.00	EMPLOYEE TRAINING & DEVELOPMNT
	00258247	03/04/24	KRIS LINDER	288.00	EMPLOYEE TRAINING & DEVELOPMNT
	00258248	03/04/24	LINDSEY TOMASO	288.00	EMPLOYEE TRAINING & DEVELOPMNT
	00258249	03/04/24	METROPOLITAN UTILITIES DIST.	2,070.11	WATER & SEWER
	00258250	03/04/24	TRACI COSTLOW	265.99	SUPPLIES
	00258297	03/06/24	BP BUSINESS SOLUTIONS	969.43	GAS, DIESEL, OIL
	00258298	03/06/24	BAKER'S SUPERMARKET	1,773.56	SUPPLIES
	00258299	03/06/24	DAN POWELL	33.73	CONTRACTED TRANSPORTATION
	00258300	03/06/24	DIETZE MUSIC	422.00	SUPPLIES
	00258301	03/06/24	DISTRICT REVOLVING ACCOUNT	4,105.39	PROFESSIONAL SERVICES
	00258301	03/06/24	DISTRICT REVOLVING ACCOUNT	225.00	RENTALS/LEASE PURCHASE
	00258301	03/06/24	DISTRICT REVOLVING ACCOUNT	545.84	REPAIRS
	00258301	03/06/24	DISTRICT REVOLVING ACCOUNT	20,785.63	SUPPLIES
	00258302	03/06/24	ELAN FINANCIAL SERVICES	1,500.35	CONTRACTED TRANSPORTATION
	00258302	03/06/24	ELAN FINANCIAL SERVICES	1,173.93	GAS, DIESEL, OIL
	00258302	03/06/24	ELAN FINANCIAL SERVICES	5,526.00	SUPPLIES
	00258303	03/06/24	INTEGRATED CARE	1,630.00	PROFESSIONAL SERVICES
	00258304	03/06/24	MACGILL	1,259.34	SUPPLIES
	00258305	03/06/24	SUE FJELSTAD	150.00	SUPPLIES
	00258307	03/08/24	AT&T MOBILITY	158.20	TELECOMMUNICATIONS
	00258308	03/08/24	METAL DOORS & HARDWARE COMPANY	474.32	BUILDING IMPROVEMENT
	00258310	03/14/24	EASY WAY SAFETY SERVICES, INC.	365.00	SUPPLIES
	00258311	03/14/24	FOLLETT CONTENT SOLUTIONS, LLC	1,106.40	SUPPLIES
	00258312	03/14/24	JEFF CHUNKA	8.95	CONTRACTED TRANSPORTATION
	00258313	03/14/24	QUADIENT	762.33	POSTAGE
	00258314	03/14/24	QUADIENT	6,399.21	POSTAGE
	00258315	03/14/24	ROBERT CONDREY	151.99	EMPLOYEE TRAINING & DEVELOPMNT
	00258316	03/14/24	VERIZON WIRELESS	135.18	TELECOMMUNICATIONS
	00258317	03/14/24	WESTLAKE HARDWARE	30.97	REPAIRS
	00258318	03/19/24	BLICK ART MATERIALS, LLC	63.05	SUPPLIES
	00258319	03/19/24	COMMERCE BANK	1,218.08	CONTRACTED TRANSPORTATION
	00258320	03/19/24	GREG BOETTGER	20.00	EMPLOYEE TRAINING & DEVELOPMNT
	00258321	03/19/24	NASPA	190.00	EMPLOYEE TRAINING & DEVELOPMNT
	00258322	03/22/24	AARON STUEVE	224.00	EMPLOYEE TRAINING & DEVELOPMNT
	00258323	03/22/24	ABBIGAIL JENSEN	160.00	EMPLOYEE TRAINING & DEVELOPMNT
	00258324	03/22/24	BREEAMBER JORDAN	160.00	EMPLOYEE TRAINING & DEVELOPMNT
	00258326	03/22/24	JAMES CAHILELLIS	75.00	SUPPLIES
	00258327	03/22/24	JEFF RIPPE	345.00	EMPLOYEE TRAINING & DEVELOPMNT

04-01-2024

00258328	03/22/24	JILL SWENSON	160.00	EMPLOYEE TRAINING & DEVELOPMNT
00258329	03/22/24	JULIE ROWSE	224.00	EMPLOYEE TRAINING & DEVELOPMNT
00258330	03/22/24	KIM RAUSCH	160.00	EMPLOYEE TRAINING & DEVELOPMNT
00258331	03/22/24	KRISTY KIVINIEMI	345.00	EMPLOYEE TRAINING & DEVELOPMNT
00258332	03/22/24	LINDSEY TOMASO	99.99	SUPPLIES
00258333	03/22/24	MARY HANSEN	345.00	EMPLOYEE TRAINING & DEVELOPMNT
00258334	03/22/24	MATT FENSTER	160.00	EMPLOYEE TRAINING & DEVELOPMNT
00258335	03/22/24	MAUREEN McNAMARA	276.00	EMPLOYEE TRAINING & DEVELOPMNT
00258336	03/22/24	MIRANDA ADAMS	75.00	SUPPLIES
00258337	03/22/24	NINA WOLFORD	345.00	EMPLOYEE TRAINING & DEVELOPMNT
00258338	03/22/24	PHIL DAVIDSON	345.00	EMPLOYEE TRAINING & DEVELOPMNT
00258339	03/22/24	POWERSCHOOL GROUP, LLC.	1,533.58	SOFTWARE
00258340	03/22/24	SARAH CENTINEO	345.00	EMPLOYEE TRAINING & DEVELOPMNT
00258341	03/22/24	SCOTT EBY	345.00	EMPLOYEE TRAINING & DEVELOPMNT
00258342	03/22/24	SHELLEY HARMON	160.00	EMPLOYEE TRAINING & DEVELOPMNT
00258343	03/22/24	STEPHENIE CONLEY	224.00	EMPLOYEE TRAINING & DEVELOPMNT
00258344	03/22/24	YVETTE VALES	75.00	SUPPLIES
<b>General Fund Immediate Pays Released Prior to Board Meeting:</b>			<b>61,594.32</b>	

04-01-2024

Special Building	Check No.	Check Date	Vendor Name	Amount	Description
	00258382	04/01/24	ALBIREO ENERGY LLC	1,226.72	BUILDING PROJECTS
	00258385	04/01/24	AMERICAN TIME	359.22	BUILDING PROJECTS
	00258387	04/01/24	AQUA-CHEM, INC.	7,029.90	BUILDING PROJECTS
	00258396	04/01/24	BOILER CHILLER SYSTEMS LLC	26,157.12	BUILDING PROJECTS
	00258411	04/01/24	CREATIVE SITES, LLC	5,120.00	BUILDING PROJECTS
	00258455	04/01/24	LANG DIESEL INC	10,000.00	BUILDING PROJECTS
	00258467	04/01/24	MEJIA ROOFING & CONTRACTORS	4,300.00	BUILDING PROJECTS
	00258470	04/01/24	METAL DOORS & HARDWARE COMPANY	5,206.00	BUILDING PROJECTS
	00258483	04/01/24	OHARCO	2,880.11	BUILDING PROJECTS
	00258492	04/01/24	PRIME SECURED, INC	295.00	BUILDING PROJECTS
	00258510	04/01/24	TERRY HUGHES TREE SERVICE	1,800.00	BUILDING PROJECTS
			<b>Special Building Fund Total:</b>	<b>64,374.07</b>	

04-01-2024

Bond Project	Check No.	Check Date	Vendor Name	Amount	Description
	00030647	04/01/24	BULLER FIXTURE COMPANY	8,924.00	BUILDING PROJECTS
	00030648	04/01/24	D.C. ELECTRIC/HEARTLAND LIGHTING, INC.	137,929.50	BUILDING PROJECTS
	00030649	04/01/24	GENERAL PARTS, LLC.	4,529.41	BUILDING PROJECTS
	00030650	04/01/24	GP ARCHITECTURE, LLC.	41,357.63	BUILDING PROJECTS
	00030650	04/01/24	GP ARCHITECTURE, LLC.	8,600.00	PROFESSIONAL SERVICES
	00030651	04/01/24	GRUNWALD MECHANICAL CONTRACTORS	49,714.27	BUILDING PROJECTS
	00030652	04/01/24	MECO-HENNE CONSTRUCTION, INC	201,150.00	BUILDING PROJECTS
	00030653	04/01/24	PRIME SECURED, INC	52,567.60	BUILDING PROJECTS
			<b>Bond Project Fund Total:</b>	<b>504,772.41</b>	

04-01-2024

Food Service	Check No	Check Date	Vendor Name	Amount	Description
	00258531	04/01/24	AMERICAN BOTTLING COMPANY	2,021.49	FOOD
	00258532	04/01/24	BAKER'S SUPERMARKET	162.86	FOOD
	00258533	04/01/24	BPS FOUNDATION - LAC	100.00	SUPPLIES
	00258534	04/01/24	CARPENTER PAPER COMPANY	10,755.80	SUPPLIES
	00258535	04/01/24	COCA-COLA OF OMAHA	3,015.00	FOOD
	00258536	04/01/24	EAST HIGH ACTIVITY ACCOUNT	550.00	SUPPLIES
	00258537	04/01/24	FARNER-BOCKEN COMPANY	4,193.81	FOOD
	00258538	04/01/24	FOOD DISTRIBUTION PROGRAM NE	930.60	FOOD
	00258539	04/01/24	GENERAL PARTS, LLC.	1,610.29	REPAIRS
	00258540	04/01/24	GREENBERG FRUIT COMPANY	99.98	FOOD
	00258541	04/01/24	HILAND DAIRY	33,446.79	FOOD
	00258542	04/01/24	LEWIS & CLARK ACTIVITY FUND	150.00	SUPPLIES
	00258543	04/01/24	LOGAN FONTENELLE ACTIVITY FUND	150.00	SUPPLIES
	00258544	04/01/24	MARY HANSEN	61.94	SUPPLIES
	00258545	04/01/24	MISSION ACTIVITY FUND	150.00	SUPPLIES
	00258546	04/01/24	MMC CONTRACTORS, INC.	3,230.50	REPAIRS
	00258547	04/01/24	NEBRASKA - IOWA SUPPLY CO. INC.	675.03	GAS, DIESEL, OIL
	00258548	04/01/24	OFFICE DEPOT, INC	354.73	SUPPLIES
	00258549	04/01/24	PAPILLION SANITATION	2,439.16	TRASH REMOVAL
	00258550	04/01/24	PEPSI COLA COMPANY	603.51	FOOD
	00258551	04/01/24	ROTELLA'S ITALIAN BAKERY, INC.	8,932.62	FOOD
	00258552	04/01/24	SYSCO LINCOLN	132,450.14	FOOD
	00258553	04/01/24	WEST HIGH ACTIVITY FUND	550.00	SUPPLIES
			<b>Food Service Fund Total:</b>	<b>206,634.25</b>	

04-01-2024

Food Service	Check No	Check Date	Vendor Name	Amount	Description
	00258302	03/06/24	ELAN FINANCIAL SERVICES	596.10	SUPPLIES
	00258306	03/06/24	VERIZON WIRELESS	34.58	TELECOMMUNICATIONS
	00258309	03/08/24	SHAWN SHOWMAKER	30.75	FOOD SERVICE REFUNDS
<b>Food Service Fund Immediate Pays Released Prior to Board Meeting:</b>				<b>661.43</b>	

04-01-2024

Student Fees	Check No.	Check Date	Vendor Name	Amount	Description
	00258405	04/01/24	COLLINS SPORTS MEDICINE	559.38	SUPPLIES
	00258455	04/01/24	LANG DIESEL INC	13,125.00	SUPPLIES
			<b>Student Fees Fund Total:</b>	<b>13,684.38</b>	

04-01-2024

Student Fees	Check No	Check Date	Vendor Name	Amount	Description
	00258325	03/22/24	HOWIES ATHLETIC TAPE	2,605.00	SUPPLIES
<b>Student Fees Fund Immediate Pays Released Prior to Board Meeting:</b>				<b>2,605.00</b>	

**Bellevue Public Schools - Publication Of Checks**

Vendor Name	Check No	Amount	Description
1-800-RADIATOR & A/C	00258374	4,645.00	TIRES & PARTS
A-1 CONTAINERS	00258375	250.00	SITE IMPROVEMENTS
AA WHEEL & TRUCK SUPPLY	00258377	29.40	SUPPLIES
AARON STUEVE	00258322	224.00	EMPLOYEE TRAINING & DEVELOPMNT
ABBIGAE JENSEN	00258323	160.00	EMPLOYEE TRAINING & DEVELOPMNT
ACT EDUCATION AND WORKFORCE	00258378	12,474.00	EMPLOYEE TRAINING & DEVELOPMNT
ADAMS & SULLIVAN P.C.	00258379	874.50	LEGAL SERVICES
ADVANCED OFFICE AUTOMATION INC	00258380	29.10	SUPPLIES
ADVENTURE BUS & CHARTER	00258245	1,156.77	CONTRACTED TRANSPORTATION
ALBERTSON GLASS	00258381	150.00	REPAIRS
ALBIREO ENERGY LLC	00258382	1,226.72	BUILDING PROJECTS
ALL MAKES OFFICE EQUIPMENT CO.	00258383	1,901.60	FURNITURE & EQUIPMENT
AMERICAN BOTTLING COMPANY	00258531	2,021.49	FOOD
AMERICAN RED CROSS HEALTH & SAFETY	00258384	5.00	EMPLOYEE TRAINING & DEVELOPMNT
AMERICAN TIME	00258385	127.58	BUILDING IMPROVEMENT
AMERICAN TIME	00258385	359.22	BUILDING PROJECTS
APPLE, INC.	00258386	72,634.00	COMPUTER HARDWARE
AQUA-CHEM, INC.	00258387	7,029.90	BUILDING PROJECTS
AQUA-CHEM, INC.	00258387	642.70	REPAIRS
AT&T MOBILITY	00258307	158.20	TELECOMMUNICATIONS
A-UNITED AUTOMATIC DOORS & GLASS, INC	00258376	310.00	BUILDING IMPROVEMENT
AUTO-JET MUFFLER CORP	00258388	367.78	TIRES & PARTS
BAKER'S SUPERMARKET	00258389	1,815.25	SUPPLIES
BAKER'S SUPERMARKET	00258532	162.86	FOOD
BAKER'S SUPERMARKET	00258298	1,773.56	SUPPLIES
BATTERIES PLUS BULBS	00258390	102.00	SUPPLIES
BAUER BUILT TIRE	00258391	547.52	SUPPLIES
BAUER BUILT TIRE	00258391	7,966.82	TIRES & PARTS
BAXTER FORD OF PAPHILLION	00258392	75.58	SUPPLIES
BEARCOM	00258393	1,412.90	SUPPLIES
BEARDMORE CHEVROLET, INC	00258394	511.50	REPAIRS
BEARDMORE CHEVROLET, INC	00258394	64.19	SUPPLIES
BEARDMORE CHEVROLET, INC	00258394	242.73	TIRES & PARTS
BISHOP BUSINESS EQUIPMENT	00258395	784.00	SUPPLIES
BLICK ART MATERIALS, LLC.	00258318	63.05	SUPPLIES
BOILER CHILLER SYSTEMS LLC	00258396	9,723.45	BUILDING IMPROVEMENT

04-01-2024

BOILER CHILLER SYSTEMS LLC	00258396	26,157.12	BUILDING PROJECTS
BOILER CHILLER SYSTEMS LLC	00258396	12,175.73	SITE IMPROVEMENTS
BOUND TO STAY BOUND	00258397	269.55	SUPPLIES
BOYS TOWN PRESS	00258398	41.95	SUPPLIES
BP BUSINESS SOLUTIONS	00258297	969.43	GAS, DIESEL, OIL
BPS FOUNDATION - LAC	00258533	100.00	SUPPLIES
BREEAMBER JORDAN	00258324	160.00	EMPLOYEE TRAINING & DEVELOPMNT
BSN SPORTS INC.	00258399	878.00	SUPPLIES
BULLER FIXTURE COMPANY	00030647	8,924.00	BUILDING PROJECTS
C.A.P. INC.	00258400	1,056.00	SOFTWARE
CAPITAL SANITARY SUPPLY, INC.	00258401	443.26	SUPPLIES
CAREER UNIFORMS	00258402	1,261.70	SUPPLIES
CARPENTER PAPER COMPANY	00258403	6,718.23	SUPPLIES
CARPENTER PAPER COMPANY	00258534	10,755.80	SUPPLIES
CINTAS CORPORATION	00258404	1,811.24	PROFESSIONAL SERVICES
COCA-COLA OF OMAHA	00258535	3,015.00	FOOD
COLLINS SPORTS MEDICINE	00258405	559.38	SUPPLIES
COLUMN SOFTWARE PBC	00258406	17.05	ADVERTISING/PUBLICATION
COMMERCE BANK	00258319	1,218.08	CONTRACTED TRANSPORTATION
CORNHUSKER AUTO WASH	00258407	548.29	SUPPLIES
CORNHUSKER INTL TRUCKS, INC.	00258408	2,148.32	REPAIRS
CORNHUSKER INTL TRUCKS, INC.	00258408	173.65	TIRES & PARTS
COUNCIL BLUFFS COMMUNITY SCHOOL DIST	00258409	330.96	TUITION - OTHER DISTRICTS
COX BUSINESS SERVICES	00258410	36,999.47	TELECOMMUNICATIONS
CREATIVE SITES, LLC	00258411	5,120.00	BUILDING PROJECTS
D.C. ELECTRIC/HEARTLAND LIGHTING, INC.	00030648	137,929.50	BUILDING PROJECTS
DAN POWELL	00258299	33.73	CONTRACTED TRANSPORTATION
DATASHIELD CORPORATION	00258412	315.52	TRASH REMOVAL
DECKER EQUIPMENT	00258413	50.50	BUILDING IMPROVEMENT
DELTA FOREMOST CHEMICAL CORP.	00258414	2,131.72	SUPPLIES
DIANA GARCIA-LOARCA	00258415	138.00	EMPLOYEE TRAINING & DEVELOPMNT
DIANE ELLIS	00258416	529.38	EMPLOYEE TRAINING & DEVELOPMNT
DIANE ELLIS	00258416	3,565.00	PROFESSIONAL SERVICES
DIETZE MUSIC	00258417	115.00	SUPPLIES
DIETZE MUSIC	00258300	422.00	SUPPLIES
DISTRICT REVOLVING ACCOUNT	00258301	4,105.39	PROFESSIONAL SERVICES
DISTRICT REVOLVING ACCOUNT	00258301	225.00	RENTALS/LEASE PURCHASE
DISTRICT REVOLVING ACCOUNT	00258301	545.84	REPAIRS
DISTRICT REVOLVING ACCOUNT	00258301	20,785.63	SUPPLIES
DOSTALS CONSTRUCTION	00258418	800.00	BUILDING IMPROVEMENT

04-01-2024

E.S.U. #3	00258419	716.52	SUPPLIES
E.S.U. #3	00258419	1,755.00	TUITION-OTHER AGENCIES
EAST HIGH ACTIVITY ACCOUNT	00258536	550.00	SUPPLIES
EASY WAY SAFETY SERVICES, INC.	00258420	320.00	SUPPLIES
EASY WAY SAFETY SERVICES, INC.	00258310	365.00	SUPPLIES
EBSCO PUBLISHING	00258421	1,632.84	SUPPLIES
ECHO ELECTRIC SUPPLY	00258422	408.30	BUILDING IMPROVEMENT
EGAN SUPPLY	00258423	632.48	REPAIRS
EGAN SUPPLY	00258423	20,929.55	SUPPLIES
ELAN FINANCIAL SERVICES	00258302	1,500.35	CONTRACTED TRANSPORTATION
ELAN FINANCIAL SERVICES	00258302	1,173.93	GAS, DIESEL, OIL
ELAN FINANCIAL SERVICES	00258302	6,122.10	SUPPLIES
ENABLING DEVICES, INC.	00258424	72.95	SUPPLIES
EQUIFAX WORKFORCE SOLUTIONS LLC	00258425	76.00	PROFESSIONAL SERVICES
EYMAN PLUMBING, INC.	00258426	5,646.64	BUILDING IMPROVEMENT
FAMILY FARE SUPERMARKET	00258427	663.85	SUPPLIES
FARNER-BOCKEN COMPANY	00258537	4,193.81	FOOD
FERRELLGAS	00258428	8,895.60	GAS, DIESEL, OIL
FIRST BOOK	00258429	12.78	SUPPLIES
FLEETPRIDE	00258430	15.75	SUPPLIES
FLEETPRIDE	00258430	1,858.51	TIRES & PARTS
FOLLETT CONTENT SOLUTIONS, LLC	00258431	2,533.56	SUPPLIES
FOLLETT CONTENT SOLUTIONS, LLC	00258311	1,106.40	SUPPLIES
FOLLETT HIGHER EDUCATION GROUP, INC	00258432	5,221.03	PROFESSIONAL SERVICES
FOLLETT SCHOOL SOLUTIONS, INC.	00258433	589.86	SUPPLIES
FOOD DISTRIBUTION PROGRAM NE	00258538	930.60	FOOD
FOUNDATION BUILDING MATERIALS	00258434	3,270.40	SUPPLIES
GENERAL FIRE AND SAFETY EQUIPMENT CO	00258435	12,012.00	BUILDING IMPROVEMENT
GENERAL PARTS, LLC.	00030649	4,529.41	BUILDING PROJECTS
GENERAL PARTS, LLC.	00258539	1,610.29	REPAIRS
GLENNA FISHER	00258436	6,343.15	TUITION-OTHER AGENCIES
GOODWIN TUCKER GROUP	00258437	357.50	BUILDING IMPROVEMENT
GP ARCHITECTURE, LLC.	00030650	41,357.63	BUILDING PROJECTS
GP ARCHITECTURE, LLC.	00030650	8,600.00	PROFESSIONAL SERVICES
GRAINGER, INC.	00258438	390.48	BUILDING IMPROVEMENT
GRAINGER, INC.	00258438	102.84	REPAIRS
GREAT MINDS	00258439	115,781.15	SUPPLIES
GREAT PLAINS PIANO COMPANY	00258440	370.00	PROFESSIONAL SERVICES
GREENBERG FRUIT COMPANY	00258540	99.98	FOOD
GREENLIFE GARDENS, INC	00258441	11,190.00	SITE IMPROVEMENTS

04-01-2024

GREG BOETTGER	00258320	20.00	EMPLOYEE TRAINING & DEVELOPMNT
GRUNWALD MECHANICAL CONTRACTORS	00030651	49,714.27	BUILDING PROJECTS
HASSE AND LOVIN ASSOCIATES, LLC	00258442	2,916.66	PROFESSIONAL SERVICES
HEARTLAND SAFETY AND WELLNESS	00258443	221.00	EMPLOYEE TRAINING & DEVELOPMNT
HILAND DAIRY	00258541	33,446.79	FOOD
HORWATH LAUNDRY EQUIPMENT	00258444	252.64	BUILDING IMPROVEMENT
HOTSY EQUIPMENT CO.	00258445	270.00	SUPPLIES
HOWIES ATHLETIC TAPE	00258325	2,605.00	SUPPLIES
INTEGRATED CARE	00258303	1,630.00	PROFESSIONAL SERVICES
IRIS LTD	00258446	244.00	SUPPLIES
J & J SMALL ENGINE SERVICE, INC.	00258447	38.40	SUPPLIES
J.W. PEPPER & SON, INC.	00258448	19.99	REPAIRS
J.W. PEPPER & SON, INC.	00258448	1,246.18	SUPPLIES
JAMES CAHILELLIS	00258326	75.00	SUPPLIES
JEFF CHUNKA	00258312	8.95	CONTRACTED TRANSPORTATION
JEFF RIPPE	00258327	345.00	EMPLOYEE TRAINING & DEVELOPMNT
JILL SWENSON	00258328	160.00	EMPLOYEE TRAINING & DEVELOPMNT
JOHNSON HARDWARE CO	00258449	476.00	BUILDING IMPROVEMENT
JOHNSON HARDWARE CO	00258449	476.00	REPAIRS
JOHNSTONE SUPPLY	00258450	890.50	BUILDING IMPROVEMENT
JULIE ROWSE	00258329	224.00	EMPLOYEE TRAINING & DEVELOPMNT
KIM RAUSCH	00258330	160.00	EMPLOYEE TRAINING & DEVELOPMNT
KIMBALL MIDWEST	00258451	819.11	SUPPLIES
KONE INC.	00258452	2,631.66	SITE IMPROVEMENTS
KRIHA FLUID POWER CO. INC.	00258453	42.18	REPAIRS
KRIS LINDER	00258247	288.00	EMPLOYEE TRAINING & DEVELOPMNT
KRISTY KIVINIEMI	00258331	345.00	EMPLOYEE TRAINING & DEVELOPMNT
L.I.F.E. STAFFING AND CONSULTING	00258454	676.42	TUITION-OTHER AGENCIES
LANG DIESEL INC	00258455	10,000.00	BUILDING PROJECTS
LANG DIESEL INC	00258455	13,125.00	SUPPLIES
LANGUAGE LINE SERVICES	00258456	43.47	SUPPLIES
LANGUAGE TESTING INTERNATIONAL, INC	00258457	1,365.00	PROFESSIONAL SERVICES
LEWIS & CLARK ACTIVITY FUND	00258542	150.00	SUPPLIES
LINDSEY TOMASO	00258246	160.00	EMPLOYEE TRAINING & DEVELOPMNT
LINDSEY TOMASO	00258248	288.00	EMPLOYEE TRAINING & DEVELOPMNT
LINDSEY TOMASO	00258332	99.99	SUPPLIES
LOGAN FONTENELLE ACTIVITY FUND	00258543	150.00	SUPPLIES
LUIS CARRANZA	00258458	86.85	CONTRACTED TRANSPORTATION
MACGILL	00258459	933.20	SUPPLIES
MACGILL	00258304	1,259.34	SUPPLIES

04-01-2024

MARY HANSEN	00258544	61.94	SUPPLIES
MARY HANSEN	00258333	345.00	EMPLOYEE TRAINING & DEVELOPMNT
MARY M SPILLANE	00258460	5,177.00	PROFESSIONAL SERVICES
MATHESON TRI-GAS, INC.	00258461	98.85	REPAIRS
MATT FENSTER	00258334	160.00	EMPLOYEE TRAINING & DEVELOPMNT
MAUREEN McNAMARA	00258335	276.00	EMPLOYEE TRAINING & DEVELOPMNT
MAX I WALKER	00258462	903.88	PROFESSIONAL SERVICES
MAXABILITY THERAPY SERVICES, P.C.	00258463	18,789.31	TUITION-OTHER AGENCIES
MAXIM HEALTHCARE STAFFING SERVICES, INC.	00258464	7,124.64	TUITION-OTHER AGENCIES
MCGRAW-HILL COMPANIES	00258465	20.45	SUPPLIES
MCGRAW-HILL SCHOOL EDUCATION	00258466	307,061.28	SUPPLIES
MECO-HENNE CONSTRUCTION, INC	00030652	201,150.00	BUILDING PROJECTS
MEJIA ROOFING & CONTRACTORS	00258467	4,300.00	BUILDING PROJECTS
MENARDS, INC.	00258468	1,805.94	BUILDING IMPROVEMENT
MENARDS, INC.	00258468	1,155.52	REPAIRS
MENARDS, INC.	00258468	1,503.58	SUPPLIES
MENARDS-RALSTON	00258469	41.86	SUPPLIES
METAL DOORS & HARDWARE COMPANY	00258470	339.00	BUILDING IMPROVEMENT
METAL DOORS & HARDWARE COMPANY	00258470	5,206.00	BUILDING PROJECTS
METAL DOORS & HARDWARE COMPANY	00258308	474.32	BUILDING IMPROVEMENT
METROPOLITAN UTILITIES DIST.	00258471	13,568.96	FUEL
METROPOLITAN UTILITIES DIST.	00258471	18,999.42	WATER & SEWER
METROPOLITAN UTILITIES DIST.	00258249	2,070.11	WATER & SEWER
MIRANDA ADAMS	00258336	75.00	SUPPLIES
MISSION ACTIVITY FUND	00258545	150.00	SUPPLIES
MMC CONTRACTORS, INC.	00258546	3,230.50	REPAIRS
NAPA AUTO PARTS	00258472	165.88	REPAIRS
NAPA AUTO PARTS	00258472	222.16	SUPPLIES
NAPA AUTO PARTS	00258472	504.23	TIRES & PARTS
NASPA	00258321	190.00	EMPLOYEE TRAINING & DEVELOPMNT
NCECBVI	00258473	100.00	EMPLOYEE TRAINING & DEVELOPMNT
NCS PEARSON INCORPORATED	00258474	264.58	SUPPLIES
NEBRASKA - IOWA SUPPLY CO. INC.	00258475	28,028.22	GAS, DIESEL, OIL
NEBRASKA - IOWA SUPPLY CO. INC.	00258547	675.03	GAS, DIESEL, OIL
NEBRASKA SAFETY CENTER	00258476	620.00	DUES AND FEES
NEBRASKA STATE FIRE MARSHAL FUELS	00258477	198.00	BUILDING IMPROVEMENT
NEBRASKA/CENTRAL EQUIPMENT	00258479	783.50	TIRES & PARTS
NEBRASKA-IOWA INDUSTRIAL FASTENERS, CORP	00258478	26.98	TIRES & PARTS
NINA WOLFORD	00258337	345.00	EMPLOYEE TRAINING & DEVELOPMNT
OCCUPATIONAL HEALTH CENTERS OF NEBRASKA	00258481	804.00	PROFESSIONAL SERVICES

04-01-2024

OFFICE DEPOT, INC	00258482	4,357.14	SUPPLIES
OFFICE DEPOT, INC	00258548	354.73	SUPPLIES
OHARCO	00258483	2,880.11	BUILDING PROJECTS
OMAHA DOOR & WINDOW CO, INC	00258484	158.76	REPAIRS
OMAHA PUBLIC POWER DISTRICT	00258485	148,413.54	ELECTRICITY
ONE SOURCE, INC.	00258486	1,115.00	PROFESSIONAL SERVICES
OPC DIRECT	00258487	1,769.62	SUPPLIES
O'REILLY AUTOMOTIVE, INC.	00258480	125.09	TIRES & PARTS
OVERHEAD DOOR CO. OF OMAHA	00258488	440.00	REPAIRS
PAPILLION SANITATION	00258489	3,395.91	TRASH REMOVAL
PAPILLION SANITATION	00258549	2,439.16	TRASH REMOVAL
PEPSI COLA COMPANY	00258550	603.51	FOOD
PHIL DAVIDSON	00258338	345.00	EMPLOYEE TRAINING & DEVELOPMNT
POWERSCHOOL GROUP, LLC.	00258339	1,533.58	SOFTWARE
PRESTO-X	00258490	1,861.20	SITE IMPROVEMENTS
PRIME CONNECTED, INC.	00258491	388.44	BUILDING IMPROVEMENT
PRIME SECURED, INC	00030653	52,567.60	BUILDING PROJECTS
PRIME SECURED, INC	00258492	5,515.66	BUILDING IMPROVEMENT
PRIME SECURED, INC	00258492	295.00	BUILDING PROJECTS
QUADIENT	00258493	505.00	POSTAGE
QUADIENT	00258313	762.33	POSTAGE
QUADIENT	00258314	6,399.21	POSTAGE
RADCLIFFE, GILBERTSON & BRADY	00258494	4,500.00	LOBBYIST
RAPIDSCALE INC	00258495	2,441.24	SOFTWARE
RAY MARTIN COMPANY	00258496	9,121.88	BUILDING IMPROVEMENT
REMEDY ROAD LLC	00258497	6,337.44	TUITION-OTHER AGENCIES
ROBERT CONDREY	00258315	151.99	EMPLOYEE TRAINING & DEVELOPMNT
ROTELLA'S ITALIAN BAKERY, INC.	00258551	8,932.62	FOOD
SARAH CENTINEO	00258340	345.00	EMPLOYEE TRAINING & DEVELOPMNT
SARPY COUNTY TREASURER	00258498	1,530.00	CONTRACTED TRANSPORTATION
SCHOOL HEALTH CORPORATION	00258499	121.65	SUPPLIES
SCHOOL SPECIALTY, LLC	00258500	4,053.05	SUPPLIES
SCOTT EBY	00258341	345.00	EMPLOYEE TRAINING & DEVELOPMNT
SHAWN SHOWMAKER	00258309	30.75	FOOD SERVICE REFUNDS
SHELLEY HARMON	00258342	160.00	EMPLOYEE TRAINING & DEVELOPMNT
SOLIANT CONSULTING, INC.	00258501	39,004.34	TUITION-OTHER AGENCIES
SORENSEN COMMUNITY INTERPRETING SERVICES	00258502	286.03	TUITION-OTHER AGENCIES
SPECKMANN CONSTRUCTION	00258503	1,835.00	BUILDING IMPROVEMENT
SSWAN	00258504	145.00	EMPLOYEE TRAINING & DEVELOPMNT
STAPLES ADVANTAGE	00258505	112.23	SUPPLIES

04-01-2024

STEPHENIE CONLEY	00258343	224.00	EMPLOYEE TRAINING & DEVELOPMNT
STEVE DENNIS	00258506	2,640.00	BUILDING IMPROVEMENT
STEVE'S FLOOR COVERINGS, INC.	00258507	2,385.00	BUILDING IMPROVEMENT
SUBURBAN NEWSPAPERS, INC.	00258508	132.08	ADVERTISING/PUBLICATION
SUE FJELSTAD	00258305	150.00	SUPPLIES
SYSCO LINCOLN	00258552	132,450.14	FOOD
TEAGAN EARHART, CCC-SLP	00258509	8,039.25	TUITION-OTHER AGENCIES
TERRY HUGHES TREE SERVICE	00258510	1,200.00	BUILDING IMPROVEMENT
TERRY HUGHES TREE SERVICE	00258510	1,800.00	BUILDING PROJECTS
TERRY SORENSON	00258511	58.51	SUPPLIES
THE FILTER SHOP	00258512	2,145.00	SUPPLIES
THE GRAPHIC EDGE	00258513	3,607.30	SUPPLIES
THE MANDT SYSTEM, INC.	00258514	2,249.00	EMPLOYEE TRAINING & DEVELOPMNT
THE SPEECH GROUP LLC	00258515	9,841.50	TUITION-OTHER AGENCIES
THERAPY SOLUTIONS	00258516	5,730.75	TUITION-OTHER AGENCIES
TJ CABLE & UNDERGROUND SVCS, LLC.	00258517	225.00	BUILDING IMPROVEMENT
TOM'S ENGRAVING	00258518	50.00	SUPPLIES
TRACI COSTLOW	00258250	265.99	SUPPLIES
TRUCK CENTER COMPANIES	00258519	51.57	SUPPLIES
TRUCK CENTER COMPANIES	00258519	4,538.34	TIRES & PARTS
TYLER TECHNOLOGIES, INC.	00258520	410.00	SOFTWARE
U.S. BANK EQUIPMENT FINANCE	00258521	10,035.48	RENTALS/LEASE PURCHASE
U.S. BANK EQUIPMENT FINANCE	00258521	9,290.29	SUPPLIES
UNITED LABORATORIES, INC	00258522	1,177.96	SUPPLIES
UNIVERSITY OF NEB MEDICAL CENTER	00258523	25,972.23	TUITION-OTHER AGENCIES
UNIVERSITY OF NEBRASKA-LINCOLN	00258524	80.00	SUPPLIES
UNO COLLEGE OF EDUCATION	00258525	250.00	PROFESSIONAL SERVICES
VERIZON WIRELESS	00258306	34.58	TELECOMMUNICATIONS
VERIZON WIRELESS	00258316	135.18	TELECOMMUNICATIONS
VOSS LIGHTING	00258526	1,555.70	SUPPLIES
WEST HIGH ACTIVITY FUND	00258553	550.00	SUPPLIES
WEST MUSIC CO	00258527	3,643.48	SUPPLIES
WESTLAKE HARDWARE	00258528	20.98	BUILDING IMPROVEMENT
WESTLAKE HARDWARE	00258528	338.43	REPAIRS
WESTLAKE HARDWARE	00258528	37.96	SUPPLIES
WESTLAKE HARDWARE	00258317	30.97	REPAIRS
WHITE WOLF WEB OFFSET PRINTERS	00258529	636.61	SUPPLIES
WOODRIVER ENERGY	00258530	68,570.97	FUEL
YVETTE VALES	00258344	75.00	SUPPLIES
EMPLOYEES		9,048,214.86	BENEFITS AND SALARIES

(b) Election of New Teachers

Recommended action: "that (1) Rebekah Bennett, (2) Faith Boyd, (3) Lauren Garcia, (4) Natalie Gertsch, (5) Kinley Hamilton, (6) Paige Holbrook, (7) Karson Jeffrey, (8) Angela Leach, (9) Robert List, (10) Logan Patras, (11) Allison Pekrins, (12) Alaina Pihlgren, (13) Hannah Potts, (14) Jordyn Rippe, (15) Heather Svehla and (16) Catherine Tangeman be elected to the certified staff for the 2024-25 school year effective August 2, 2024 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. Rebekah Bennett	CA State Fullerton	BS/none	Elementary
2. Faith Boyd	UNK	BS/1 year	Special Education
3. Lauren Garcia	Peru State	MS/10 years	Special Education
4. Natalie Gertsch	Peru State	BS/none	Elementary
5. Kinley Hamilton	UNO	BS/none	English
6. Paige Holbrook	UNO	MS/1 year	Special Education
7. Karson Jeffrey	UNL	BS/none	Social Studies
8. Angela Leach	UNO	MS/1 year	Elementary
9. Robert List	Creighton Univ.	MS/24 years	Math
10. Logan Patras	UNL	BS/none	Skilled & Technical Science
11. Allison Perkins	SE Oklahoma State	MS/1 year	Special Education
12. Alaina Pihlgren	UNO	MS/1 year	Elementary
13. Hannah Potts	UNO	BS/none	Elementary
14. Jordyn Rippe	UNO	MS/1.5 years	Elementary
15. Heather Svehla	UNO	MS/27 years	Elementary
16. Catherine Tangeman	UNO	MS/1 year	Elementary

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

TEACHERS  
Salary Schedule A  
2023-2024

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

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

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

**Article I: General Provisions**

**A. Recognition**

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

**B. Duration of Contract**

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

**Article II: Salary**

**A. Salary Schedule**

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

**B. Base Salary**

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

**C. Longevity Pay**

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

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

**D. Supplementary Compensation**

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

**Article III: Insurance**

**A. Health Insurance**

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

**B. Section 125 Benefit Plan**

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

**C. Life Insurance**

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

**D. Disability Insurance**

The Long Term Disability plan will be continued.

**Article IV: Leave****A. Annual Leave**

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

**B. Special Leave Days**

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

**C. Compensation for Unused Leave**

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

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

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

**D. Bereavement Leave**

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

**Article V: Voluntary Separation**

**A. The Program**

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

**B. Insurance upon Voluntary Separation**

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

**Article VI: Bellevue Education Association**

**A. President's Release Time**

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

**B. Association Leave**

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

**Article VII: Points of Interest**

**A. Grievance Procedure**

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

**B. Plan Time**

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

APPROVED this 10<sup>th</sup> day of April, 2023

BELLEVUE EDUCATION ASSOCIATION TEAM

BY Andrew J. Beane

BOARD OF EDUCATION TEAM

BY Shawna Smith

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

SCHOOL NURSES  
Salary Schedule D  
2023-2024

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

**CLASS I**

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

**CLASS II**

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

**CLASS III**

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

**CLASS IV**

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

**SPECIAL PROVISIONS**

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

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

PSYCHOLOGISTS  
Salary Schedule M  
2023-2024

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

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

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

PHYSICAL/OCCUPATIONAL THERAPISTS  
Salary Schedule N  
2023-2024

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

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

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

TEACHERS  
Salary Schedule A  
2024-2025  
PROPOSED

STEPS	A01A		A02A		A03A		A04A		A05A		A06A	
	Index	BA	Index	BA12	Index	BA24	Index	MA or BA36	Index	MA18	Index	MA36
0	1.00	\$39,079	1.04	\$40,642	1.08	\$42,205	1.12	\$43,768	1.18	\$46,113	1.24	\$48,458
1	1.03	\$40,251	1.08	\$42,205	1.12	\$43,768	1.16	\$45,332	1.22	\$47,676	1.28	\$50,021
2	1.06	\$41,424	1.12	\$43,768	1.16	\$45,332	1.20	\$46,895	1.26	\$49,240	1.32	\$51,584
3	1.09	\$42,596	1.16	\$45,332	1.20	\$46,895	1.24	\$48,458	1.30	\$50,803	1.36	\$53,147
4	1.12	\$43,768	1.20	\$46,895	1.24	\$48,458	1.28	\$50,021	1.34	\$52,366	1.40	\$54,711
5	1.16	\$45,332	1.25	\$48,849	1.29	\$50,412	1.33	\$51,975	1.39	\$54,320	1.45	\$56,665
6	1.20	\$46,895	1.30	\$50,803	1.34	\$52,366	1.38	\$53,929	1.44	\$56,274	1.50	\$58,619
7					1.39	\$54,320	1.43	\$55,883	1.49	\$58,228	1.55	\$60,572
8					1.44	\$56,274	1.48	\$57,837	1.54	\$60,182	1.60	\$62,526
9					1.49	\$58,228	1.53	\$59,791	1.59	\$62,136	1.65	\$64,480
10							1.58	\$61,745	1.64	\$64,090	1.70	\$66,434
11							1.64	\$64,090	1.70	\$66,434	1.76	\$68,779
12							1.70	\$66,434	1.76	\$68,779	1.82	\$71,124
13							1.76	\$68,779	1.82	\$71,124	1.88	\$73,469
14									1.88	\$73,469	1.94	\$75,813
15									1.94	\$75,813	2.00	\$78,158
16											2.06	\$80,503
17											2.12	\$82,847

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

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

**Article I: General Provisions**

**A. Recognition**

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

**B. Duration of Contract**

This contract shall be effective as of the beginning of the 2024-2025 school year and shall continue in effect until the end of the 2024-2025 school year. If upon the expiration of this agreement, the parties hereto have not agreed to a collective bargaining agreement for the next school year, the terms of the 2024-2025 contract shall continue in full force and effect until a new agreement is ratified.

**Article II: Salary**

**A. Salary Schedule**

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

**B. Base Salary**

The base salary is increased to \$39,079 for school year 2024-2025.

**C. Longevity Pay**

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

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

**D. Supplementary Compensation**

The District will provide each full time employee with \$7,100 in supplemental compensation for professional service.

**Article III: Insurance**

**A. Health Insurance**

The District will apply \$8,724 for health and accident insurance offered by the District. Employees selecting the HDHP will receive \$7,724 toward premium costs and \$1,000 deposited in an HSA account. Married employees may apply both district shares (\$17,448 or \$15,448/\$2,000) toward a family health insurance policy.

**B. Section 125 Benefit Plan**

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

### **C. Life Insurance**

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

### **D. Disability Insurance**

The Long Term Disability plan will be continued.

## **Article IV: Leave**

### **A. Annual Leave**

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

### **B. Special Leave Days**

Three of the annual leave days, subject to the availability of a substitute as verified by Personnel, may be used as special leave days each year at the certified employee's discretion without explanation, with a minimum of one-week advance notice. A black-out calendar will be created annually by Personnel to reflect dates that certificated staff may not use special leave days. Special leave days will accrue annually as part of the employee's overall leave bank. A maximum of three special leave days may be used each school year.

### **C. Compensation for Unused Leave**

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

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

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

### **D. Bereavement Leave**

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

**Article V: Voluntary Separation**

**A. The Program**

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

**B. Insurance upon Voluntary Separation**

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

**Article VI: Bellevue Education Association**

**A. President's Release Time**

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

**B. Association Leave**

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

**Article VII: Points of Interest**

**A. Grievance Procedure**

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

**B. Plan Time**

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

APPROVED this 1st day of April, 2024

BELLEVUE EDUCATION ASSOCIATION TEAM

BY Andrea J. Berman

BOARD OF EDUCATION TEAM

BY Shana Smith

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

SCHOOL NURSES  
Salary Schedule D  
2024-2025  
PROPOSED

Steps	D01A		D02A		D03A		D04A	
	Class I		Class II		Class III		Class IV	
0	0.75	\$29,309	0.80	\$31,263	0.85	\$33,217	1.00	\$39,079
1	0.78	\$30,482	0.83	\$32,436	0.88	\$34,390	1.03	\$40,251
2	0.81	\$31,654	0.86	\$33,608	0.91	\$35,562	1.06	\$41,424
3	0.84	\$32,826	0.89	\$34,780	0.94	\$36,734	1.09	\$42,596
4	0.87	\$33,999	0.92	\$35,953	0.97	\$37,907	1.12	\$43,768
5			0.96	\$37,516	1.01	\$39,470	1.16	\$45,332
6			1.00	\$39,079	1.05	\$41,033	1.20	\$46,895
7					1.09	\$42,596	1.25	\$48,849
8					1.13	\$44,159	1.30	\$50,803
9							1.35	\$52,757
10							1.40	\$54,711
11							1.45	\$56,665
12							1.50	\$58,619
13							1.55	\$60,572
14							1.60	\$62,526

**CLASS I**

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

**CLASS II**

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

**CLASS III**

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

**CLASS IV**

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

**SPECIAL PROVISIONS**

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

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

PSYCHOLOGISTS  
Salary Schedule M  
2024-2025  
PROPOSED

Steps	Index	
		\$39,079
0	1.60	\$62,526
1	1.63	\$63,699
2	1.66	\$64,871
3	1.69	\$66,044
4	1.73	\$67,607
5	1.77	\$69,170
6	1.81	\$70,733
7	1.85	\$72,296
8	1.89	\$73,859
9	1.93	\$75,422
10	1.97	\$76,986
11	2.02	\$78,940
12	2.07	\$80,894
13	2.12	\$82,847
14	2.17	\$84,801
15	2.22	\$86,755
16	2.27	\$88,709
17	2.32	\$90,663

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

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

PHYSICAL/OCCUPATIONAL THERAPISTS  
Salary Schedule N  
2024-2025  
PROPOSED

Steps	Index	\$39,079
0	1.22	\$47,676
1	1.26	\$49,240
2	1.30	\$50,803
3	1.34	\$52,366
4	1.38	\$53,929
5	1.43	\$55,883
6	1.48	\$57,837
7	1.53	\$59,791
8	1.58	\$61,745
9	1.63	\$63,699
10	1.68	\$65,653
11	1.74	\$67,997
12	1.80	\$70,342
13	1.86	\$72,687
14	1.92	\$75,032
15	1.98	\$77,376
16	2.04	\$79,721
17	2.10	\$82,066

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

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

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

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

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

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  
 CUSTODIAL AND MAINTENANCE  
 Full-Time Employees Salary Schedule C  
 2023-2024

<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	18.39	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

<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.

BELLEVUE PUBLIC SCHOOLS  
Bellevue, Nebraska

SUBSTITUTE TEACHERS  
Salary Schedule  
2023-2024

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

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

CURRICULUM/INSTRUCTION PROJECT PAY  
Salary Schedule  
2023-2024

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

PART TIME AND TEMPORARY STAFF  
Salary Schedule T  
2023-2024

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**  
**ADMINISTRATOR RANGES**  
Salary Schedule B  
2024-2025  
PROPOSED

Assistant Superintendent	175,000 – 225,000
Executive Director	140,000 – 185,000
Director	92,000 – 158,000
High School Principal	140,000 – 200,000
Middle School Principal	86,500 – 152,000
Secondary Assistant Principal	86,500 – 150,000
Elementary School Principal	86,500 – 135,000
Coordinator	88,000 – 174,000

**Insurance**

**A. Health Insurance**

The District will apply \$8,724 for health and accident insurance offered by the District. Employees selecting the HDHP will receive \$7,724 toward premium costs and \$1,000 deposited in an HSA account. Married employees may apply both district shares (\$17,448 or \$15,448/\$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 \$7,100 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 ended 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  
2024-2025  
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 \$8,724 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  
2024-2025  
PROPOSED

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

Language Interpreter - \$26.12\* hourly rate

1. The district will provide \$8,724 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  
2024-2025  
PROPOSED

540,353

Steps		K01A Class I		K02A Class II		K Range Class III
0	1.00	\$40,853				\$41,000 – 112,000
1	1.03	\$42,079	1.10	\$44,938		
2	1.06	\$43,304	1.13	\$46,164		
3	1.09	\$44,530	1.16	\$47,389		
4	1.12	\$45,755	1.19	\$48,615		
5	1.15	\$46,981	1.22	\$49,841		
6	1.18	\$48,207	1.25	\$51,066		
7	1.23	\$50,249	1.28	\$52,292		
8	1.27	\$51,883	1.32	\$53,926		
9	1.30	\$53,109	1.36	\$55,560		
10	1.33	\$54,334	1.40	\$57,194		
11	1.37	\$55,969	1.44	\$58,828		
12			1.48	\$60,462		

**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**

- 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.
- The District will provide each full time employee with \$7,100 in recognition of service to the District.
- All supervisors may be granted credit on the salary schedule not to exceed three years for similar experience.
- The District will pay \$8,724 annually to be applied to the health and accident insurance offered by the District.
- Long Term Disability.
- Severance Pay. Class III 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.
- Salaries for employees working less than 12-month contracts will be prorated based on days of employment.
- Life insurance.
- 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.
- 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  
 CUSTODIAL AND MAINTENANCE  
 Full-Time Employees Salary Schedule C  
 2024-2025  
 PROPOSED

<b>Step</b>	<b>C01M Class I</b>	<b>C02M Class II</b>
Probation	\$18.71	\$19.33
1	18.86	19.48
2	19.02	19.64
3	19.16	19.78
4	19.31	19.93
5	19.58	20.20
6	19.73	20.35
7	19.88	20.50
8	20.01	20.63
9	20.09	20.71
10	20.22	20.84
11	20.38	21.00
12	20.53	21.15
13	20.69	21.31
14	20.83	21.45
15	20.94	21.56
16	21.13	21.75
17	21.28	21.90
18	21.43	22.05
19	21.59	22.21
20	21.74	22.36
21	21.88	22.50
22	22.03	22.65
23	22.19	22.81
24	22.54	23.16

**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 (\$.25 an hour at the high school). A shift differential will be paid to Class I custodial leaders at the rate of \$1.35 an hour.
5. The district will pay \$8,724 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  
2024-2025  
PROPOSED

<u>Step</u>	<u>G02M Class II</u>
Probation	\$18.94
1	\$19.09
2	\$19.25
3	\$19.39
4	\$19.51
5	\$19.81
6	\$19.98
7	\$20.12
8	\$20.25
9	\$20.33
10	\$20.46
11	\$20.62
12	\$20.77
13	\$20.93
14	\$21.07
15	\$21.22
16	\$21.38
17	\$21.56
18	\$21.71
19	\$21.88
20	\$22.03
21	\$22.20
22	\$22.33
23	\$22.51
24	\$22.72

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 \$8,724 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

SUBSTITUTE TEACHERS  
Salary Schedule  
2024-2025

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  
2024-2025

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

CURRICULUM/INSTRUCTION PROJECT PAY  
Salary Schedule  
2024-2025

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

PART TIME AND TEMPORARY STAFF  
Salary Schedule T  
2024-2025  
PROPOSED

A. Custodial and Maintenance	
Part-Time Maintenance	15.25
Temporary and Substitute Staff	14.00
Student Employees	12.00
B. Drivers	
Temporary and Substitute Staff	19.50
C. Paraprofessionals	
Temporary and Substitute Paras	14.00
Student Employees	12.00
D. Clerical	
Temporary and Substitute Staff	14.00
Student Employees	12.00
E. Food Service	
Temporary and Substitute Staff	14.00

Note: Temporary includes employees hired for the summer.

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

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

**WITNESSETH:** In accordance with action taken by the Board as recorded in the minutes of its meeting of June 5, 2023, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment subject to the terms and conditions set forth below.

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

**SECTION 2. Salary.** The Superintendent's salary for each term shall be Two Hundred Sixty Four Thousand Six Hundred Forty Seven Dollars and No Cents (\$264,647.00), which shall be paid in equal installments in accordance with the Board's policy governing payment of other administrators.

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

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

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

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

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

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

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

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

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

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

**SECTION 10. Professional Development/Civic and Professional Meetings.** The Superintendent may become a member of appropriate professional organizations and attend appropriate professional and civic meetings at the local, state and national levels, provided that such attendance does not interfere with the proper performance of his duties.

**SECTION 11. Fringe Benefits.** In addition to the compensation set forth in Section 2 herein, the School District shall provide to the Superintendent with, or make available to him, the following fringe benefits:

- a) The expense of membership in the professional and civic organizations and attendance at their meetings pursuant to Section 11 herein when the Board has authorized such membership and/or attendance;
- b) Reimbursement at the state- approved rate for mileage incurred while during his personal vehicle on School District business outside of the metro area;
- c) The employee and employer paid § 403(b) plan provided by the School District under the same terms and conditions provided to other administrators of the School District;
- d) A term life insurance policy will be provided by the School District;
- e) Health and accident insurance provided by the School District under the same terms and conditions provided from time to time to other administrators of the School District;
- f) A disability income insurance policy on the same terms and conditions provided from time to time provided to other administrators of the School District;
- g) Voluntary Separation Program on the same terms and conditions provided from time to time to other administrators of the School District;
- h) Sick, vacation, personal or bereavement days and holidays on the same terms and conditions provided to other administrators of the School District. An additional 5 days of vacation will be provided;
- i) A professional stipend in the amount of \$25,200 will be provided;
- j) Longevity on the same terms and conditions provided to other administrators of the School District.

**SECTION 12. No Penalty for Release or Resignation.** There shall be no penalty for release or resignation by the Superintendent from this Contract, provided no resignation shall become effective until the expiration of this Contract unless accepted by the Board, and the Board shall fix the time at which the resignation shall take effect.

**SECTION 13. Compensation Upon Termination or Cancellation.** Upon lawful termination or cancellation of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination or cancellation bears to the 12 months in the annual salary period in which termination or cancellation occurs. Any portion of the salary paid, but not earned, prior to the date of termination or cancellation of this Contract shall be refunded by the Superintendent. Alternatively, if the Superintendent may authorize the School District to deduct from his final paycheck any portion of the salary paid, but not earned.

**SECTION 14. Residence.** The Superintendent shall reside within the boundaries of the School District.

**SECTION 15. Governing Law.** The parties shall be governed by all applicable Nebraska state and federal laws, rules and regulations in performance of their respective duties and obligations under this Contract.

**SECTION 16. Amendments to be in Writing.** This Contract may be modified or amended only by a written statement duly authorized and executed by the Superintendent and the Board.

**SECTION 17. Severability.** If a court of competent jurisdiction declares any portion of this Contract invalid or unenforceable, such declaration shall not affect the validity or enforceability of the remaining provisions.

**SECTION 18. Evaluation.** The Board will evaluate and assess the Superintendent's performance in writing each Contract Year. Upon completing such evaluation, the Board or a duly designated committee thereof shall meet with the Superintendent to review the results of the evaluation. The Board shall give the Superintendent a copy of the written evaluation, and he shall have the right to make a written response to it. The evaluations and written responses will be placed in the Superintendent's personnel file.

**SECTION 19. Supersede.** This Contract shall supersede and terminate all previous agreements between the parties.

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

**EXECUTED BY THE BOARD** this 5 day of June, 2023.

  
\_\_\_\_\_  
President, Board of Education

  
\_\_\_\_\_  
Secretary, Board of Education

**EXECUTED BY THE SUPERINTENDENT** this 5 day of June, 2023.

  
\_\_\_\_\_  
Dr. Jeff Rippe, Superintendent

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

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

**WITNESSETH:** In accordance with action taken by the Board as recorded in the minutes of its meeting of April 1, 2024, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment subject to the terms and conditions set forth below.

**SECTION 1. Term of Contract.** Subject to Neb.Rev.Stat. §§ 79-824 through 79-845, as amended from time to time, the Superintendent shall be employed for a term being July 1, 2024 and expiring on June 30, 2027. References to “Contract Year” shall mean the period from July 1 of one year through June 30 of the following year. On or before April 15th of each year, the Board may take action to extend the Contract for one additional Contract Year. Such action shall be attached to this Contract and become a part thereof. If the Board does not take action, the Contract will not be extended beyond its original term or any extension thereof.

**SECTION 2. Salary.** The Superintendent’s salary for each term shall be Two Hundred Seventy Five Thousand Five Hundred Forty Three Dollars and No Cents (\$275,543.00), which shall be paid in equal installments in accordance with the Board’s policy governing payment of other administrators.

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

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

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

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

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

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

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

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

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

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

**SECTION 10. Professional Development/Civic and Professional Meetings.** The Superintendent may become a member of appropriate professional organizations and attend appropriate professional and civic meetings at the local, state and national levels, provided that such attendance does not interfere with the proper performance of his duties.

**SECTION 11. Fringe Benefits.** In addition to the compensation set forth in Section 2 herein, the School District shall provide to the Superintendent with, or make available to him, the following fringe benefits:

- a) The expense of membership in the professional and civic organizations and attendance at their meetings pursuant to Section 11 herein when the Board has authorized such membership and/or attendance;
- b) Reimbursement at the state- approved rate for mileage incurred while during his personal vehicle on School District business outside of the metro area;
- c) The employee and employer paid § 403(b) plan provided by the School District under the same terms and conditions provided to other administrators of the School District;
- d) A term life insurance policy will be provided by the School District;
- e) Health and accident insurance provided by the School District under the same terms and conditions provided from time to time to other administrators of the School District;
- f) A disability income insurance policy on the same terms and conditions provided from time to time provided to other administrators of the School District;
- g) Voluntary Separation Program on the same terms and conditions provided from time to time to other administrators of the School District;
- h) Sick, vacation, personal or bereavement days and holidays on the same terms and conditions provided to other administrators of the School District. An additional 5 days of vacation will be provided;
- i) A professional stipend in the amount of \$25,400 will be provided;
- j) Longevity on the same terms and conditions provided to other administrators of the School District.

**SECTION 12. No Penalty for Release or Resignation.** There shall be no penalty for release or resignation by the Superintendent from this Contract, provided no resignation shall become effective until the expiration of this Contract unless accepted by the Board, and the Board shall fix the time at which the resignation shall take effect.

**SECTION 13. Compensation Upon Termination or Cancellation.** Upon lawful termination or cancellation of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination or cancellation bears to the 12 months in the annual salary period in which termination or cancellation occurs. Any portion of the salary paid, but not earned, prior to the date of termination or cancellation of this Contract shall be refunded by the Superintendent. Alternatively, if the Superintendent may authorize the School District to deduct from his final paycheck any portion of the salary paid, but not earned.

**SECTION 14. Residence.** The Superintendent shall reside within the boundaries of the School District.

**SECTION 15. Governing Law.** The parties shall be governed by all applicable Nebraska state and federal laws, rules and regulations in performance of their respective duties and obligations under this Contract.

**SECTION 16. Amendments to be in Writing.** This Contract may be modified or amended only by a written statement duly authorized and executed by the Superintendent and the Board.

**SECTION 17. Severability.** If a court of competent jurisdiction declares any portion of this Contract invalid or unenforceable, such declaration shall not affect the validity or enforceability of the remaining provisions.

**SECTION 18. Evaluation.** The Board will evaluate and assess the Superintendent's performance in writing each Contract Year. Upon completing such evaluation, the Board or a duly designated committee thereof shall meet with the Superintendent to review the results of the evaluation. The Board shall give the Superintendent a copy of the written evaluation, and he shall have the right to make a written response to it. The evaluations and written responses will be placed in the Superintendent's personnel file.

**SECTION 19. Supersede.** This Contract shall supersede and terminate all previous agreements between the parties.

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

**EXECUTED BY THE BOARD** this 1 day of April, 2024.

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Secretary, Board of Education

**EXECUTED BY THE SUPERINTENDENT** this 1 day of April, 2024.

\_\_\_\_\_  
Dr. Jeff Rippe, Superintendent

**Superintendent Pay Transparency Notice—Contract of Dr. Jeff Rippe**

Notice is hereby given that Bellevue Public Schools has approval of a proposed superintendent employment contract on its agenda for the board meeting to be held on April 1, 2024 at 6:30 pm at the Welcome Center in Bellevue, Nebraska.

After the 2024/25 school year, how many years remain on the contract:

2

The estimated costs to the district for the 2024/25 year and future years are listed below:

	2024/25 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
<b>Base Pay for the Total FTE</b>	\$ 275,543.00	\$ 551,086.00	\$ 826,629.00
<b>Compensation for activities outside of the regular salary:</b>			
• <i>Extended contracts / Activities outside of regular salary</i>			\$
• <i>Bonus/Incentive/Performance Pay</i>			\$
• <i>Stipends</i>	\$ 25,400.00	\$ 50,800.00	\$ 76,200.00
• <i>All other costs not mentioned above</i>	\$ 10,333.00	\$ 20,666.00	\$ 30,999.00
<b>Benefits and Payroll Costs Paid by district:</b>			
• <i>Insurances (Health, Dental, Life, LTD, Supplemental Life)</i>	\$ 11,564.00	\$ 23,128.00	\$ 34,692.00
• <i>Cafeteria Plan Stipend</i>			\$
• <i>Cash in lieu of insurance</i>			\$
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare <b>if paid by the district</b></i>			\$
• <i>District's share of retirement, FICA and Medicare</i>	\$ 54,560.00	\$ 109,120.00	\$ 163,680.00
• <i>IRS value of housing allowance</i>			\$
• <i>IRS value of vehicle allowance</i>			\$
• <i>Additional leave days</i>		\$ -	\$
• <i>Annuities</i>	\$ 7,500.00	\$ 15,000.00	\$ 22,500.00
• <i>Service credit purchase</i>			\$
• <i>Association / Membership dues</i>	\$ 1,150.00	\$ 2,300.00	\$ 3,450.00
• <i>Cell Phone/Internet reimbursement</i>		\$ -	\$
• <i>Relocation reimbursement</i>			\$
• <i>Travel allowance/reimbursement</i>		\$ -	\$
• <i>Mileage Allowance</i>			\$
• <i>Educational tuition assistance</i>			\$
• <i>All other benefit costs not mentioned above</i>			\$
<b>Totals:</b>	<b>\$ 386,050.00</b>	<b>\$ 772,100.00</b>	<b>\$ 1,158,150.00</b>

# BELLEVUE PUBLIC SCHOOLS CALENDAR 2025-2026 (Proposed)

## July/August 2025

S	M	T	W	Th	F	S
	July N	N	N	N	PWF	
	PL PW	PL	PW	7	8	
	11	12	13	14	15	
	18	19	20	21	22	
	25	26	27	28	29	

## September 2025

S	M	T	W	Th	F	S
	<b>1</b>	2	3	4	5	
	8	9	10	11	PL PW	
	15	16	17	18	19	
	22	23	24	25	26	
	29	30				

## October 2025

S	M	T	W	Th	F	S
			1	2	3	
	6	7	8	9	PL PW	
	13	14	15	16	<del>17</del>	
	20	21	22	23	24	
	27	28	29	30	31	

## November 2025

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

## December 2025

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

## January 2026

S	M	T	W	Th	F	S
				<b>1</b>	<b>2</b>	
	PL PW	6	7	8	9	
	12	13	14	15	16	
	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	
	26	27	28	29	30	

## February 2026

S	M	T	W	Th	F	S
	2	3	4	5	6	
	9	10	11	12	<del>13</del>	
	PL	17	18	19	20	
	23	24	25	26	27	

## March 2026

S	M	T	W	Th	F	S
	2	3	4	5	6	
	9	10	11	12	PWE	
	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	
	23	24	25	26	27	
	30	31				

## April 2026

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

## May 2026

S	M	T	W	Th	F	S
					1	
	4	5	6	7	8	
	11	12	13	14	15	
	18	19	20	PWE	PWF	<b>G</b>
	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	

## June 2026

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

## July 2026

S	M	T	W	Th	F	S
			1	2	<b>3</b>	
	6	7	8	9	10	
	13	14	15	16	17	
	20	21	22	23	24	
	27	28	29	30	31	

July	28-31	New Teacher Orientation
August	1	Professional Work Time (Flex Day)
August	4	Professional Learning/Professional Work Time
August	5	Professional Learning
August	6	Professional Work Time
August	7	First Day for Students
August	8	First Day for Returning Students Grades 10-12
September	1	Labor Day (No School)
September	12	Professional Learning/Professional Work Time (No School)
October	9	End of First Quarter
October	10	Professional Learning/Professional Work Time (No School)
October	13-16	Parent/Student/Teacher Conference Week
October	17	No School
November	11	Veteran's Day Observance (No School)
November	24-28	Thanksgiving Break (No School)
December	19	End of Second Quarter Professional Work Time (Early Dismissal)
Dec. 22 to Jan. 2		Holiday Break (No School)
January	5	Professional Learning/Professional Work Time (No School)
January	6	School Resumes
January	19	Martin Luther King, Jr. Day (No School)
February	9-12	Parent/Student/Teacher Conference Week
February	13	No School
February	16	Professional Learning (No School)
March	13	End of Third Quarter Professional Work Time (Early Dismissal)
March	16-20	Spring Break (No School)
April	3	No School
April	17	Professional Work Time (Early Dismissal)
May	21	End of Fourth Quarter/Professional Work Time (Last Day for Students - Early Dismissal)
May	22	Professional Work Time (Flex Day)
May	23	High School Graduation
June	1-19	Summer School (grades K-12)
June	19	Juneteenth Holiday (No School)

Month	Teacher Days	Student Days (K-12)
Aug	21	17
Sept	21	20
Oct	23	21
Nov	14	14
Dec	15	15
Jan	19	18
Feb	20	18
Mar	17	17
Apr	21	21
May	15	15
<b>TOTAL</b>	<b>188*</b>	<b>176</b>

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

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



# Bellevue Public Schools

2024-2029  
Strategic Plan

# Table of Contents

---

Bellevue Board of Education.....	3
Letter from the Superintendent & President of the Board of Education .....	4
Introduction .....	5
Our Mission, Vision, and Beliefs .....	6
Strategic Plan .....	7
Strategic Framework .....	8
Priority 1: Instructional and Curricular Innovation.....	9
Priority 2: Supportive Learning Environment.....	11
Priority 3: Student Programs and Services .....	13
Priority 4: Engaging Our Community .....	15
Priority 5: Allocation of Resources.....	17
Bellevue Public Schools Strategic Alignment to Cognia® Standards.....	19

# Bellevue Board of Education



Maureen McNamara  
President



Kristy Kiviniemi  
Vice President



Sarah Centineo  
Trustee



Phil Davidson  
Trustee



Scott Eby  
Trustee



Nina Wolford  
Trustee



Col. Mark Howard  
Military Advisory Member



Dr. Jeff Rippe  
Superintendent of Schools

# Letter from the Superintendent & President of the Board of Education

Dear Bellevue Public Schools and Bellevue/Offutt Community,

On behalf of Bellevue Public Schools and the Bellevue Board of Education, we are excited to present the initial draft of the district's new strategic plan. The strategic planning process gave the district and board the opportunity to engage with our school community and seek feedback on many aspects of the operations and functions of the school district. BPS contracted with the Nebraska Association of School Boards (NASB) to facilitate the process and guide the district as the strategic plan was developed. The consultants conducted surveys with various stakeholder groups and compiled the survey data in a comprehensive needs analysis of the district. The feedback and data collected were aggregated and analyzed to determine the areas of greatest need, identify priorities, focus district work, and provide a path to improve teaching and learning in all schools. The district utilized five priority committees consisting of certified, classified, and administrative staff along with parents and community members to review feedback data and make recommendations for improvement. The committees led the efforts to revise the strategic plan and were a valuable assessment in identifying challenges facing the district and community.

The BPS Strategic Plan is focused on the following priorities:

- Instructional and Curricular Innovation
- Supportive Learning Environment
- Student Programs and Services
- Engaging Our Community
- Allocation of Resources

These priorities are focused on creating a school district where all students feel safe, nurtured, challenged, and prepared for the future. This plan will also allow Bellevue Public Schools to embody our "Champions for Children" mission and fulfill the district vision of "Shaping our future through engagement, innovation, and a culture of belonging."

Sincerely,



Dr. Jeff Rippe, Superintendent  
Bellevue Public Schools



Maureen McNamara, President  
Bellevue Board of Education

# Introduction

---

This strategic plan is a recognition by the Bellevue Public Schools Board of Education that its mission requires not only the commitment and contributions of the teachers, administrators, and staff of BPS, but also the commitment and contributions of our district's internal and external stakeholders: parents, students, community leaders, and all the citizens of our community. We all have a stake in the success of BPS and we should all have the opportunity to help shape the idea of what success looks like for our district. Therefore, it was central to this entire strategic planning process that we engage all stakeholder groups.

We would like to thank members of the Priority Overview Committees for their considerable contributions to the creation of this strategic plan.

## Bellevue Public Schools Priority Committees

### Priority 1

Amber Dembowski, Mindy Faiman, Nicole Fox, Kelly Gomez, Cara Graney, Andrew Gregory, Valerie Hansen, Becky Heavrin, Stephanie Kastrup, Kay Larson, Nicole Menard, Laura Messier, Robert Moore, Fran Pokorski, Shawn Riddle, Kevin Rohlf, Mike Smith, Kari Veleba

### Priority 2

Katie Alford, Nate Bacon, Becky Baldwin, Rodney Brown, Dina Flores, Bethany Kracl, Meredith Mohanty, Robert Moore, Larry Murry, Virginia Newton, Fran Pokorski, Lynsdy Rinehart, Elizabeth Roby, Rachel Schutte, Nichole Small, Jill Swenson, Drew Wiener, Austin Zeimet

### Priority 3

Tiffany Beedle, Shannon Brand, John Campbell, Matt Fenster, Sue Fjelstad, Curtis Gocke, Sarah Lach, Jenny Lynch, Robert Moore, Mallory Peterson, Mary Sasek, Doug Schaefer, Kari Schroder, Brad Stueve, Jeremy Weber

### Priority 4

Blake Anderson, Sharon Bell, Andrew Bowen, Susan Colvin, Abby Henry, Tanishia Jacobs, Eric Lenear, Jessica Loghry, Dana Martin, Jon Mauro, Robert Moore, Amanda Oliver, Jenny Powell, Ramona Price, Abigail Uhe, Bobbi Jo Williams

### Priority 5

Susan Brooks, Jeanette Carlson, Tom Cruz, Karie DeJonge, Avery Fleck, Susan Jensen, Deirdre McKinley, Robert Moore, Jason Ramirez, Kim Rausch, Shelly Severin, Lynne Shedd, Sharra Smith, Katie Thomson, Chad Zavala

# Our Mission, Vision, and Beliefs

---

## **Our Mission**

Champions for Children

## **Our Vision**

Shaping Our Future Through Engagement, Innovation, and a Culture of Belonging.

## **Our Beliefs**

**Bellevue Public Schools and stakeholders believe in...**

- Learning for all
- Exposing students to rigorous academic programs and meeting individual needs
- Implementing effective use of technology to enhance teaching and student learning
- Preparing our students to persevere and face the challenges of living and learning in an ever-changing world
- Respecting diversity and helping students understand their roles as responsible citizens
- Providing a safe and secure learning environment
- Promoting healthy lifestyles and decision-making
- Partnering with our students, parents, and community to support learning and enhance the quality of education in our district

# Strategic Plan

---

## Priorities, Objectives, Strategies, and Performance Indicators

To have an impact on student learning, a strategic plan must include a plan of action for effecting change. In the strategic plan, each priority is further defined in the form of an objective. Each objective states, with specificity, a strategy that when achieved, will have a direct impact on BPS' ability to meet our mission. Each strategy is expressed through manageable and measurable performance indicators which also include specific actions needed to meet the performance indicator.

## Implementation of the Strategic Plan

This strategic plan represents our collective resolve to inspire and empower students. The priorities, objectives, and strategies are the building blocks to support our mission, vision, and beliefs as a district. The effectiveness of the strategic plan, however, depends on more than just designing the path; we must be dedicated, at every level, to the consistent and diligent implementation of the strategies and performance indicators, integrating the strategic plan into the regular operation of the district.

To ensure the success and implementation of the Bellevue Strategic Plan, district leadership will:

- Assign staff to manage and oversee measures and objectives
- Monitor and assess the implementation, make necessary and appropriate adjustments as needed
- Commit resources needed to ensure the progress and success of the plan
- Align the plan to the board's annual calendar and monthly meeting agenda to measure progress and success of the plan
- Communicate progress of the plan annually to internal and external stakeholders

# Strategic Framework

---

## Priorities

The priorities highlight the specific areas for growth BPS will build upon to support the mission and vision of the school district.

## Objectives

The objectives state the area of focus and outcome that BPS will achieve.

## Strategies

The strategies provide detail of how BPS will meet the objective.

## Performance Indicators

The performance indicators identify specific tasks, assignments, or actions BPS staff members will follow to realize the stated objective and strategy.

# Priority 1: Instructional and Curricular Innovation

**Instructional and Curricular Innovation** is the key to engaging our students and providing the skills required to shape their futures. The data analysis and committee feedback identified core instruction, interventions, curriculum revisions, and improved professional learning as areas of need. With this in mind, the district will align continuous improvement processes and efforts articulated in this priority to the district's multi-tiered system of support (MTSS). The continued effort to fully implement the district instructional model and engage all teachers with their building instructional coaches to improve instructional practices is critical to achieving the success measures outlined in this priority. Additional emphasis is placed on ensuring that the district meets the academic needs of our diverse student population and closing achievement gaps for targeted populations.

## Priority Committee Members

Amber Dembowski  
Mindy Faiman  
Nicole Fox  
Kelly Gomez  
Cara Graney  
Andrew Gregory

Valerie Hansen  
Becky Heavrin  
Stephanie Kastrup  
Kay Larson  
Nicole Menard  
Laura Messier

Robert Moore  
Fran Pokorski  
Shawn Riddle  
Kevin Rohlf's  
Mike Smith  
Kari Veleba

## Objective

To implement effective curriculum and instructional practices that support student learning, increase achievement, and promote innovative evidence-based practices throughout the district.

## Strategy

Support the continued implementation of the district's multi-tiered system of support (MTSS) to address the academic needs of our diverse student population.

## Performance Indicators

**1.1** Improve core instruction and provide targeted group and individual interventions to address the academic needs of our diverse student population.

### Actions

- Provide support to fully implement the district instructional model.
- Engage all teachers with building instructional coaches to provide job-embedded support.
- Develop a balanced assessment system and increase capacity to use data to inform decisions and monitor progress.
- Expand process for identifying and providing students with appropriate and timely tiered interventions.

**1.2** Revise and develop district curriculum aligned with Nebraska state standards to support academic, career, and multicultural education.

### Actions

- Align, revise, and update curriculum and resources to state standards in alignment with state revision cycles.
- Provide curriculum development teams access to training and research to identify best practices and select high-quality resources for integration into the district curriculum.
- Utilize curriculum development teams that reflect the diversity of our school district with representation for special populations.
- Implement curriculum development tools, processes, and selection guidelines to ensure the inclusion of resources to support the integration of Nebraska's multicultural expectations.

**1.3** Align continuous improvement efforts to enhance professional practice that ensures equitable educational opportunities and student success.

### Actions

- Survey staff to identify professional learning needs.
- Align district-level and building professional learning plans.
- Provide support to continuous improvement teams to increase capacity to address quality learning, equity, and accountability to support the needs of our diverse student population.

## Success Indicators

1. All schools will earn an AQuESTT classification of great or excellent.
2. Increase performance on state assessments for targeted populations.
3. Increase on-time graduation rates.

# Priority 2: Supportive Learning Environment

BPS must provide a healthy, safe, and **Supportive Learning Environment** where students receive the assistance they need to be ready to learn. As we conducted the needs analysis and committee meetings, social-emotional and behavioral issues and the need to align all support systems were consistent concerns. We must continue to foster positive climates across the district through positive behavior interventions and support and by deepening the implementation of the Boys Town Education Model. All efforts outlined in this priority will align with the district's multi-tiered support system (MTSS). Through efforts in this priority, the district will work to improve school climate and student behavior while increasing attendance by providing the necessary support for the success of all student populations.

## Priority Committee Members

Katie Alford  
Nate Bacon  
Becky Baldwin  
Rodney Brown  
Dina Flores  
Bethany Kracl

Meredith Mohanty  
Robert Moore  
Larry Murry  
Virginia Newton  
Fran Pokorski  
Lynsdy Rinehart

Elizabeth Roby  
Rachel Schutte  
Nichole Small  
Jill Swenson  
Drew Wiener  
Austin Zeimet

## Objective

To provide appropriate social-emotional and behavioral support for all students in a positive, supportive learning environment.

## Strategy

Support the continued implementation of a multi-tiered system of support (MTSS) to address the social-emotional and behavioral needs of students.

## Performance Indicators

**2.1** Improve social-emotional supports and targeted interventions to address the behavior needs of our diverse student population.

### Actions

- Increase the use of core behavioral strategies to support the needs of our diverse student population.
- Develop decision rules to provide targeted group and individual interventions.
- Increase the utilization of Positive Behavioral Interventions and Supports (PBIS) and Boys Town Education Model at the school level to improve effectiveness.
- Provide resources and engage families with strategies to reinforce positive behavior in the home environment.

**2.2** Expand school-based partnerships and services for the mental health needs of students.

### Actions

- Continue to build partnerships with outside agencies to increase mental health support.
- Expand access to the Military & Family Life Counseling (MFLC) program for military families.
- Work with community agencies to monitor school safety plans and revise them as needed to address safety plans.

**2.3** Align continuous improvement efforts to enhance professional practice that supports students' social emotional and behavioral needs.

### Actions

- Provide ongoing professional learning opportunities for staff to deepen the implementation of PBIS and Boys Town Education Model.
- Provide ongoing professional learning opportunities for staff to deepen their understanding of trauma-informed practices and strategies.
- Develop and provide training for staff in de-escalation strategies to manage and diffuse challenging behavior.
- Provide continuous improvement teams support to build the capacity to address the social emotional and behavioral needs of our diverse student population.

## Success Indicators

1. Increase the percentage of students, staff, and families who indicate positive responses on the annual school climate survey.
2. Reduce discipline incidents and disproportionality for targeted populations.
3. Reduce percentage of students who are designated as chronically absent.

# Priority 3: Student Programs and Services

BPS provides a wide array of **Student Programs and Services** to address the unique needs of our diverse student population. Our data analysis and committee discussions focused on expanding access to alternative learning environments and providing the staffing and programming required to meet the needs of students with disabilities. Additional challenges were identified, such as meeting the needs of our growing English Learner (EL) population, expanding opportunities for High-Ability Learners, supporting career education, and providing access and opportunities for underserved populations. The actions outlined in this priority meet the identified challenges, increase college and career readiness, improve graduation rates, and increase student achievement.

## Priority Committee Members

Tiffany Beedle  
Shannon Brand  
John Campbell  
Matt Fenster  
Sue Fjelstad

Curtis Gocke  
Sarah Lach  
Jenny Lynch  
Robert Moore  
Mallory Peterson

Mary Sasek  
Doug Schaefer  
Kari Schroder  
Brad Stueve  
Jeremy Weber

## Objective

To provide programs and services that allow students to reach their full potential.

## Strategy

Increase access to programs and services that support learning and expand college and career readiness.

## Performance Indicators

**3.1** Expand access to alternative learning and career education programs.

### Actions

- Expand the ACE program to include middle school.
- Explore options to implement a virtual learning program to support student needs in the district and community.
- Expand current partnership within the local community to support career education programs and work-based experiences.

**3.2** Improve programming for students with disabilities.

### Actions

- Implement strategies to recruit and retain paraprofessional staff who support students with disabilities.
- Develop a sustainable professional development plan for certified and classified special education staff.
- Update classroom resources at the preschool level.
- Expand programming for students 18-21 years old with the most significant disabilities.

**3.3** Increase support for English Learners (EL) and High Ability Learners (HAL).

### Actions

- Provide Sheltered Instruction Observation Protocol (SIOP) training and opportunities for staff to earn EL certification.
- Develop an EL service plan based on student language proficiency to address current and future needs.
- Evaluate the HAL program screening process and develop strategies to identify and increase participation of underserved populations.
- Provide resources and professional learning for staff to meet the academic and social emotional needs of HAL students.

**3.4** Provide programming and support to meet the needs of underserved populations and create more inclusive and equitable opportunities.

### Actions

- Seek grants and partnerships to provide funds to increase the opportunity for low-income students to participate in extra-curricular and co-curricular activities.
- Develop strategies to monitor and increase participation of underserved populations in academic, career, extra-curricular, and co-curricular activities.
- Provide ongoing professional learning opportunities for staff to deepen their understanding of the needs of our diverse student population.

## Success Indicators

1. Increase participation in college and career readiness opportunities.
2. Increase on-time graduation rates for targeted populations.

# Priority 4: Engaging Our Community

The strategic planning process highlighted the important role of **Engaging Our Community** in the success of the district. The feedback from our data analysis and committee meetings revealed a need to improve communication and support for our military-connected students and families, engage with our diverse community of learners and families, and increase the district's capacity to promote the success of students and schools. The actions outlined in this priority support the areas of need and increase overall satisfaction, engagement, and exposure for the school district.

## Priority Committee Members

Blake Anderson  
Sharon Bell  
Andrew Bowen  
Susan Colvin  
Abby Henry  
Tanishia Jacobs

Eric Leneer  
Jessica Loghry  
Dana Martin  
Jon Mauro  
Robert Moore  
Amanda Oliver

Jenny Powell  
Ramona Price  
Abigail Uhe  
Bobbi Jo Williams

## Objective

To ensure timely, professional, two-way communication that promotes student success and builds positive relationships with our community.

## Strategy

Improve communication and perceptions of BPS by engaging our students, families, employees, and the Bellevue/Offutt community.

## Performance Indicators

4.1 Increase support for military-connected students and families.

### Actions

- Increase communication and support for military students and families as they enter and exit the district.
- Expand opportunities for students to engage with base personnel in educational settings.
- Provide training and resources for BPS staff to meet the needs of military students and families.
- Expand support at schools with high concentrations of military-connected students.

4.2 Increase engagement with our diverse community of learners and families.

### Actions

- Provide programs and resources to increase family engagement and celebrate our school community.
- Provide surveys and listening sessions for students, staff, and families.
- Partner with community organizations to better serve students and families in need.
- Report annually the educational success of targeted student populations to the school board and community.

4.3 Increase awareness of student, school, and district success.

### Actions

- Enhance district and school storytelling through innovative strategies and technology.
- Expand platforms to foster two-way communication with students, families, and community members.

## Success Indicators

1. Increase the percentage of military families who indicate they are satisfied while in the district and during Permanent Change of Station.
2. Increase the percentage of families who indicate that they are actively involved in school activities on the annual school climate survey.
3. Boost the number of followers and engagements on all district digital platforms.

# Priority 5: Allocation of Resources

The community of Bellevue supports the school district by providing the financial resources it needs to educate our students. As all school districts across the state face funding challenges, BPS must **Allocate Our Resources** efficiently to support learning and address the district's future challenges. The data analysis and committee feedback identified specific challenges to recruiting, hiring, and retaining teachers and paraprofessionals, along with expanding and diversifying our applicant pool. The district also needs to continuously evaluate and monitor the educational needs of our students to balance these needs with available resources to ensure student success and the successful execution of all operations. Through our efforts, we will be good stewards of the funds generously provided by our community.

## Priority Committee Members

Susan Brooks  
Jeanette Carlson  
Tom Cruz  
Karie DeJonge  
Avery Fleck

Susan Jensen  
Deirdre McKinley  
Robert Moore  
Jason Ramirez  
Kim Rausch

Shelly Severin  
Lynne Shedd  
Sharra Smith  
Katie Thomson  
Chad Zavala

## Objective

To efficiently and effectively allocate resources to meet student learning needs and support strategic priorities.

## Strategy

Prioritize and secure financial and human resources to meet student needs, support strategic goals, and meet future obligations.

## Performance Indicators

**5.1** Recruit, hire, and retain a district staff that meets student needs and reflects the diversity of our school community.

### Actions

- Analyze staffing to develop a plan to address current and future needs.
- Expand current marketing efforts and community partnerships to increase the number of applicants and diversify the applicant pool.
- Conduct interviews and exit surveys annually to identify strategies to hire and retain staff.
- Evaluate benefits and compensation packages to remain competitive with surrounding districts.
- Promote and expand resources to support the well-being of teachers and staff.

**5.2** Provide the resources to meet the educational needs of all student populations.

### Actions

- Continuously monitor student enrollment and program participation to provide equitable staffing and efficient use of resources.
- Conduct a facilities study to evaluate current and future needs.
- Develop a strategic abandonment process.

**5.3** Increase federal and state resources to support district operations.

### Actions

- Lobby for federal impact aid and state aid to support military-connected students.
- Pursue federal, state, and local grants to support student learning.

## Success Indicators

1. Increase the overall number of applicants and expand diversity in the applicant pool.
2. Ensure district expenses do not exceed annual revenues.
3. Increase the amount of federal and state revenue received annually.

# Bellevue Public Schools Strategic Alignment to Cognia® Standards

## Priority I: Instructional and Curricular Innovation

Bellevue Public Schools Alignment	Cognia® Standards
<p><b>Priority Objective</b> To implement effective curriculum and instructional practices that support student learning, increase achievement, and promote innovative evidence-based practices throughout the district.</p>	<p>Culture of Learning (Standards 1, 2, 3, 4, 5, 6) Leadership for Learning (Standards 7, 8, 12, 13, 14) Engagement of Learning (Standards 16, 17, 18, 21, 22) Growth in Learning (Standards 24, 25, 26, 27, 29, 30)</p>
<p><b>Strategy 1</b> Support the continued implementation of the district's multi-tiered system of support (MTSS) to address the academic needs of our diverse student population.</p>	<p>Culture of Learning (Standards 1, 2, 3, 4, 6) Leadership for Learning (Standards 7, 13) Engagement of Learning (Standard 18) Growth in Learning (Standards 25, 26, 27, 29, 30)</p>
<p><b>Performance Indicator 1.1</b> Improve core instruction and provide targeted group and individual interventions to address the academic needs of our diverse student population.</p>	<p>Culture of Learning (Standards 1, 2, 6) Leadership for Learning (Standards 7, 12, 13, 14) Engagement of Learning (Standards 17, 21, 22) Growth in Learning (Standards 25, 26, 27, 29, 30)</p>
<p><b>Performance Indicator 1.2</b> Revise and develop district curriculum aligned with Nebraska state standards to support academic, career, and multicultural education.</p>	<p>Culture of Learning (Standards 1, 2, 3, 5, 6) Leadership for Learning (Standards 12, 14) Engagement of Learning (Standard 16) Growth in Learning (Standard 25)</p>
<p><b>Performance Indicator 1.3</b> Align continuous improvement efforts to enhance professional practice that ensures equitable educational opportunities and student success.</p>	<p>Culture of Learning (Standards 1, 2, 5, 6) Leadership for Learning (Standards 7, 8, 12, 13) Engagement of Learning (Standards 16, 17, 21, 22) Growth in Learning (Standards 24, 25, 27, 29, 30)</p>

## Priority 2: Supportive Learning Environment

Bellevue Public Schools Alignment	Cognia® Standards
<p><b>Priority Objective</b> To provide appropriate social-emotional and behavioral support for all students in a positive, supportive learning environment.</p>	Culture of Learning (Standards 1, 2, 3, 4, 6) Leadership for Learning (Standards 7, 8, 11) Engagement of Learning (Standard 18) Growth in Learning (Standards 27, 28)
<p><b>Strategy 2</b> Support the continued implementation of a multi-tiered system of support (MTSS) to address the social-emotional and behavioral needs of students.</p>	Culture of Learning (Standards 1, 2, 4) Leadership for Learning (Standards 7, 11) Growth in Learning (Standard 27)
<p><b>Performance Indicator 2.1</b> Improve social-emotional supports and targeted interventions to address the behavior needs of our diverse student population.</p>	Culture of Learning (Standards 1, 2, 4) Leadership for Learning (Standards 7, 11) Engagement of Learning (Standard 18) Growth in Learning (Standards 27, 28)
<p><b>Performance Indicator 2.2</b> Expand school-based partnerships and services for the mental health needs of students.</p>	Culture of Learning (Standards 1, 2, 4) Leadership for Learning (Standards 7, 11) Engagement of Learning (Standard 18) Growth in Learning (Standard 27)
<p><b>Performance Indicator 2.3</b> Align continuous improvement efforts to enhance professional practice that supports students' social emotional and behavioral needs.</p>	Culture of Learning (Standards 1, 2, 4, 5, 6) Leadership for Learning (Standards 7, 8) Engagement of Learning (Standard 18)

## Priority 3: Student Programs and Services

Bellevue Public Schools Alignment	Cognia® Standards
<p><b>Priority Objective</b> To provide programs and services that allow students to reach their full potential.</p>	Culture of Learning (Standards 1, 2, 3) Leadership for Learning (Standards 8, 12, 14, 15, 16) Engagement of Learning (Standards 17, 18, 19, 20, 22) Growth in Learning (Standards 28, 29)
<p><b>Strategy 3</b> Increase access to programs and services that support learning and expand college and career readiness.</p>	Leadership for Learning (Standards 1, 2, 12, 14, 15) Engagement of Learning (Standards 17, 18, 19, 20) Growth in Learning (Standard 28)
<p><b>Performance Indicator 3.1</b> Expand access to alternative learning and career education programs.</p>	Culture of Learning (Standards 1, 2, 3) Leadership for Learning (Standards 8, 12, 14, 15) Engagement of Learning (Standards 17, 18, 19, 20) Growth in Learning (Standard 28)
<p><b>Performance Indicator 3.2</b> Improve programming for students with disabilities.</p>	Culture of Learning (Standards 1, 2, 3) Leadership for Learning (Standards 12, 15, 16) Engagement of Learning (Standards 17, 22)
<p><b>Performance Indicator 3.3</b> Increase support for English Learners (EL) and High Ability Learners (HAL).</p>	Culture of Learning (Standards 1, 2, 3) Leadership for Learning (Standards 15, 16) Engagement of Learning (Standards 17, 22)
<p><b>Performance Indicator 3.4</b> Provide programming and support to meet the needs of underserved populations and create more inclusive and equitable opportunities.</p>	Culture of Learning (Standards 1, 2, 3) Leadership for Learning (Standards 15, 16) Engagement of Learning (Standards 17, 18, 22) Growth in Learning (Standard 29)

### Priority 4: Engaging our Community

Bellevue Public Schools Alignment	Cognia® Standards
<p><b>Priority Objective</b> To ensure timely, professional, two-way communication that promotes student success and builds positive relationships with our community.</p>	Culture of Learning (Standards 1, 3) Leadership for Learning (Standards 8, 9, 16) Engagement of Learning (Standard 20) Growth in Learning (Standard 26)
<p><b>Strategy 4</b> Improve communication and perceptions of BPS by engaging our students, families, employees, and the Bellevue/Offutt community.</p>	Culture of Learning (Standards 1, 3) Leadership for Learning (Standards 8, 9)
<p><b>Performance Indicator 4.1</b> Increase support for military-connected students and families.</p>	Culture of Learning (Standards 1, 3) Leadership for Learning (Standards 8, 16)
<p><b>Performance Indicator 4.2</b> Increase engagement with our diverse community of learners and families.</p>	Culture of Learning (Standards 1, 3) Leadership for Learning (Standard 16) Engagement of Learning (Standard 20)
<p><b>Performance Indicator 4.3</b> Increase awareness of student, school, and district success.</p>	Culture of Learning (Standards 1, 3) Growth in Learning (Standard 26)

### Priority 5: Allocation of Resources

Bellevue Public Schools Alignment	Cognia® Standards
<p><b>Priority Objective</b> To efficiently and effectively allocate resources to meet student learning needs and support strategic priorities.</p>	Culture of Learning (Standards 1, 2) Leadership for Learning (Standards 9, 10, 11, 13, 15) Engagement of Learning (Standard 23) Growth in Learning (Standard 26)
<p><b>Strategy 5</b> Prioritize and secure financial and human resources to meet student needs, support strategic goals, and meet future obligations.</p>	Leadership for Learning (Standards 1, 10, 15) Engagement of Learning (Standard 23)
<p><b>Performance Indicator 5.1</b> Recruit, hire, and retain a district staff that meets student needs and reflects the diversity of our school community.</p>	Leadership for Learning (Standards 1, 9, 10, 11, 13) Growth in Learning (Standard 26)
<p><b>Performance Indicator 5.2</b> The district provides the resources to meet the educational needs of all student populations.</p>	Culture of Learning (Standards 1, 2) Leadership for Learning (Standards 11, 15) Engagement of Learning (Standard 23)
<p><b>Performance Indicator 5.3</b> Increase federal and state resources to support district operations.</p>	Leadership for Learning (Standards 1, 11, 15)

The background features a dark blue gradient with a starry texture. On the left side, there are several circular gauges or progress indicators. One large gauge is prominent, with a scale from 140 to 260. Other smaller gauges are scattered around, some with arrows indicating direction. The overall aesthetic is technical and futuristic.

# BELLEVUE PUBLIC SCHOOLS

STRATEGIC PLAN (Draft) 2024-2029

# STRATEGIC PLAN DEVELOPMENT TIMELINE

- Nebraska Association of School Boards- Data Collection and Processing (April-August)
- District Review of Needs Analysis (August-September)
- Priority Committee Meetings (October-November)
  - Review success from previous strategic plan
  - Identify needs from data
  - Discuss possible strategies, actions, recommendations
- Development of Language for Plan (December-March)
  - Vetted by Priority Committee Members, District Administrators, and Building Administrators
- Presentation of Draft to School Board (April)
- Final Approval (May)
- Plan Begins (July)

# Strategic Plan Framework

## Priorities

The priorities highlight the specific areas for growth BPS will build upon to support the mission and vision of the school district

## Objectives

The objectives state the area of focus and outcome that BPS will achieve.

## Strategies

The strategies provide detail of how BPS will meet the objectives.

## Performance Indicators

The performance indicators identify specific tasks, assignments, or actions BPS staff members will follow to realize the stated objective.

## Success Indicators

The success indicators are key measures the district will use to monitor our progress to meet our objectives.

# INSTRUCTIONAL AND CURRICULAR INNOVATION

OBJECTIVE: To implement effective curriculum and instructional practices that support student learning, increase achievement, and promote innovative evidence-based practices throughout the district.

STRATEGY: Support the continued implementation of the district's multi-tiered system of support (MTSS) to address the academic needs of our diverse student population.

## PERFORMANCE INDICATORS:

- 1.1 Improve core instruction and provide targeted group and individual interventions to address the academic needs of our diverse student population.
- 1.2 Revise and develop district curriculum aligned with Nebraska state standards to support academic, career, and multicultural education.
- 1.3 Align continuous improvement efforts to enhance professional practice that ensures equitable educational opportunities and student success.

## SUCCESS INDICATORS:

1. All schools will earn an AQUESTT Classification of Great or Excellent.
2. Increase performance on state assessments for targeted populations.
3. Increase on-time graduation rates.

# Supportive Learning Environment

**OBJECTIVE:** To provide appropriate social-emotional and behavioral support for all students in a positive, supportive learning environment.

**STRATEGY:** Support the continued implementation of a multi-tiered system of support (MTSS) to address the social-emotional and behavioral needs of students.

## **PERFORMANCE INDICATORS:**

- 2.1 Improve social-emotional supports and targeted interventions to address the behavior needs of our diverse student population.
- 2.2 Expand school-based partnerships and services for the mental health needs of students.
- 2.3 Align continuous improvement efforts to enhance professional practice that supports students' social emotional and behavioral needs.

## **SUCCESS INDICATORS:**

1. Increase the percentage of students, staff, and families who indicate positive responses on the annual school climate survey.
2. Reduce discipline incidents and disproportionality for targeted populations.
3. Reduce percentage of students who are designated as chronically absent.

# Student Programs and Services

**OBJECTIVE:** To provide programs and services that allow students to reach their full potential.

**STRATEGY:** Increase access to programs and services that support learning and expand college and career readiness.

## **PERFORMANCE INDICATORS:**

- 3.1 Expand access to alternative learning and career education programs.
- 3.2 Revise and develop district curriculum aligned with Nebraska state standards to support academic, career, and multicultural education. Improve programming for students with disabilities.
- 3.3 Increase support for English Learners (EL) and High Ability Learners (HAL).
- 3.4 Provide programming and support to meet the needs of underserved populations and create more inclusive and equitable opportunities.

## **SUCCESS INDICATORS:**

1. Increase participation in college and career readiness opportunities.
2. Increase on-time graduation rates for targeted populations.

# Engaging Our Community

OBJECTIVE: To ensure timely, professional, two-way communication that promotes student success and builds positive relationships with our community.

STRATEGY: Improve communication and perceptions of BPS by engaging our students, families, employees, and the Bellevue/Offutt community.

## PERFORMANCE INDICATORS:

- 4.1 Increase support for military-connected students and families.
- 4.2 Increase engagement with our diverse community of learners and families
- 4.3 Increase awareness of student, school, and district success.

## SUCCESS INDICATORS:

1. Increase the percentage of military families who indicate they are satisfied while in the district and during Permanent Change of Station.
2. Increase the percentage of families who indicate that they are actively involved in school activities on the annual school climate survey.
3. Boost the number of followers and engagements on all district digital platforms.

# Allocation of Resources

**OBJECTIVE:** To efficiently and effectively allocate resources to meet student learning needs and support strategic priorities.

**STRATEGY:** Prioritize and secure financial and human resources to meet student needs, support strategic goals, and meet future obligations.

## **PERFORMANCE INDICATORS:**

- 5.1 Recruit, hire, and retain a district staff that meets student needs and reflects the diversity of our school community.
- 5.2 The district provides the resources to meet the educational needs of all student populations.
- 5.3 Increase federal and state resources to support district operations.

## **SUCCESS INDICATORS:**

- 1. Increase the overall number of applicants and expand diversity in the applicant pool.
- 2. District expenses do not exceed annual revenues.
- 3. Increase the amount of federal and state revenue received annually.



MISSION:

*CHAMPIONS FOR CHILDREN*

VISION:

*Shaping our future through  
engagement, innovation, and a culture  
of belonging.*