

Regular Meeting  
Monday, December 9, 2024 7:00 PM

Franklin Public Schools Media Center  
1001 M St  
Franklin, NE 68939

## **Agenda**

1. Call the Meeting to Order
2. Pledge of Allegiance
3. Roll Call
4. Excuse Absent Board Members
5. Verification of Open Meetings Act Notice
6. Verification of Publication of Meeting Notice
7. Visitor Comments  
(3 minutes allotted for each speaker. 30 minutes total allotted for visitor comments)
8. Action Items
  - 8.1. Consent Agenda
    - 8.1.1. Minutes of Previous Meetings
    - 8.1.2. Monthly Financial Report
    - 8.1.3. Claims
  - 8.2. Consider, discuss and approve the Superintendent Contract for the upcoming 2025-2027 school years for Mrs. Shelley Kahrs.
  - 8.3. Consider, discuss and approve a teaching contract for Mrs. Kelsey Sindt, special education teacher, for the remainder of the 2024-2025 school year pending NDE approval of her teaching certificate.
  - 8.4. Consider, discuss and approve the updated Franklin Public Schools Emergency Operations Plan (EOP) as presented.
  - 8.5. Proposal to Create Maps of the Buildings and Grounds
  - 8.6. Policy 3152 Update
  - 8.7. Consider, discuss and approve the Superintendent evaluation
9. Americanism Committee Presentation
10. Maintenance Report
11. Elementary Principal's Report
12. Secondary Principal's Report
13. Superintendent's Report
  - 13.1. Report on State School Board Conference
  - 13.2. KSB Agreement Update
  - 13.3. NRCSA Spring Conference March 19-21
  - 13.4. Summary Report on Galen's Contract Days
14. Positive Comments
15. Executive Session - To discuss personnel for the protection of public interest and/or the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting.
16. Adjournment

## Regular Meeting

Monday, November 11, 2024 7:00 PM

### 1. Call the Meeting to Order

The regular meeting of the Franklin Public School Board of Education was opened at 7:01 PM.

### 2. Pledge of Allegiance

### 3. Roll Call

Attendance Taken at 7:02 PM. **Absent:** Angie Grube, **Present:** Michael Bartels, Ryan Bonham, Derek Fouts, Windy Ingram, Harley Scott. Present: 5, Absent: 1.

### 4. Excuse Absent Board Members

Motion to excuse Angela Grube who is absent from the meeting passed with a motion by Derek Fouts and a second by Windy Ingram.

Angie Grube: Absent, Michael Bartels: Yea, Ryan Bonham: Yea, Derek Fouts: Yea, Windy Ingram: Yea, Harley Scott: Yea

### 5. Verification of Open Meetings Act Notice

Board Member Ryan Bonham verified that the Open Meetings Notice was posted in the Franklin Public School's Media Center.

### 6. Verification of Publication of Meeting Notice

Board Member Derek Fouts verified that the meeting notice was published in the Franklin County Chronicle.

### 7. Visitor Comments

(3 minutes allotted for each speaker. 30 minutes total allotted for visitor comments)

Thank you to the board of education for approving the participation in the culture survey. We will take the feedback from the survey to continue to improve our district.

### 8. Action Items

#### 8.1. Consent Agenda

Motion to approve consent agenda passed with a motion by Windy Ingram and a second by Harley Scott.

Angie Grube: Absent, Michael Bartels: Yea, Ryan Bonham: Yea, Derek Fouts: Yea, Windy Ingram: Yea, Harley Scott: Yea

8.1.1. Minutes of Previous Meeting

8.1.2. Monthly Financial Report

8.1.3. Claims

8.2. Consider, discuss and approve the 2023-2024 audit as presented.

Motion to approve the 2023-2024 audit as presented passed with a motion by Ryan Bonham and a second by Derek Fouts.

Angie Grube: Absent, Michael Bartels: Yea, Ryan Bonham: Yea, Derek Fouts: Yea, Windy Ingram: Yea, Harley Scott: Yea

9. Maintenance Report

10. Elementary Principal's Report

11. Secondary Principal's Report

12. Superintendent's Report

12.1. Staff Development Oct. 31

12.2. School Calendar Development

12.3. 2025-26 Staffing

12.4. Negotiations Discussions

12.5. State Conference Omaha November 20, 21

13. Positive Comments

We have such great staff at FPS!!! The expressions super women and superman were mentioned. The glue of our school district. Thanks to Steve Decker for heading up the custodial department and keeping our building clean, maintained and safe, along with researching/gathering information for possible upcoming repairs. Thank you to our principals, Shelley Kahrs and

Christie Stratman, for everything you do for our district. Thanks to our FPS counselor, Mercedes DeJonge for organizing the successful college/military fair and becoming a part of the Flyer Family. Shout out to our business manager, Marci Hersh, for completing a perfect audit and keeping all of our financials thoroughly organized and in order. The board of education greatly appreciates that our FPS administrators and head support staff positions keep the BOE in-the-loop and our district running smoothly. Congratulations to the newly elected board members, Lori Cole and Megan Antholz and current member, Derek Fouts. We look forward to your service on the board of education. Congratulations to the students that have perfect attendance thus far, an awesome achievement to continue. The Veterans Day program was impressive. Thanks to all service men and women!!! Fall sports have wrapped up and we are onto winter activities. FPS is blessed to have Ryan Bonham step up and coach high school girls basketball this year. He served biscuits and gravy after an early morning practice...one small sign of his passion to take good care of our students.

14. Executive Session - To discuss personnel for the protection of public interest and/or the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting.

Motion to enter into executive session at 8:35 PM to discuss personnel for the protection of public interest and/or the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting passed with a motion by Derek Fouts and a second by Ryan Bonham.

Angie Grube: Absent, Michael Bartels: Yea, Ryan Bonham: Yea, Derek Fouts: Yea, Windy Ingram: Yea, Harley Scott: Yea

Motion to leave executive session at 10:15 PM passed with a motion by Ryan Bonham and a second by Derek Fouts.

Angie Grube: Absent, Michael Bartels: Yea, Ryan Bonham: Yea, Derek Fouts: Yea, Windy Ingram: Yea, Harley Scott: Yea

15. Adjournment

Meeting to adjourn at 10:16 PM passed with a motion by Harley Scott and a second by Derek Fouts.

Angie Grube: Absent, Michael Bartels: Yea, Ryan Bonham: Yea, Derek Fouts: Yea, Windy Ingram: Yea, Harley Scott: Yea

## Superintendent Search Planning with McPherson and Jacobson LLC -- Selecting Finalists for Interviews

Tuesday, November 26, 2024 6:00 PM

### 1. Call the Meeting to Order

The special working meeting of the Franklin Public School Board of Education was opened at 6:07 PM.

### 2. Pledge of Allegiance

### 3. Roll Call

Attendance Taken at 6:08 PM. **Present:** Michael Bartels, Ryan Bonham, Derek Fouts, Angie Grube, Windy Ingram, Harley Scott. Present: 6.

### 4. Excuse Absent Board Members

### 5. Verification of Open Meetings Act Notice

Board Member Windy Ingram verified that the Open Meetings Notice was posted in the Franklin Public School's Media Center.

### 6. Verification of Publication of Meeting Notice

Board Member Derek Fouts verified that the meeting notice was published in the Franklin County Chronicle.

### 7. Superintendent Search Planning with McPherson and Jacobson LLC

### 8. Consider, discuss and approve the selection of finalists for Superintendent Search Interviews.

Motion to approve Shelley Kahrs, Brandon Marquez, Josh Lynch and Teresa Casart as finalists to move onto the Superintendent Search Interviews passed with a motion by Derek Fouts and a second by Ryan Bonham.

Michael Bartels: Yea, Ryan Bonham: Yea, Derek Fouts: Yea, Angie Grube: Yea, Windy Ingram: Yea, Harley Scott: Yea

### 9. Adjournment

Meeting to adjourn at 7:10 PM passed with a motion by Ryan Bonham and a second by Angie Grube.

Michael Bartels: Yea, Ryan Bonham: Yea, Derek Fouts: Yea, Angie Grube: Yea, Windy Ingram: Yea, Harley Scott: Yea

## McPherson and Jacobson LLC Superintendent Search Interviews with Finalists

Tuesday, December 3, 2024 9:30 AM

### 1. Call the Meeting to Order

Interviews were held throughout the day commencing at 9:30 AM and concluding at 4:30 PM. Interviewees met with a Support Staff Group, Teacher Group, Community Group, Admin Group and then with the Board of Education. The meeting of the Franklin Public School Board of Education was opened at 12:58 PM.

### 2. Pledge of Allegiance

### 3. Roll Call

Attendance Taken at 12:59 PM. **Present:** Michael Bartels, Ryan Bonham, Derek Fouts, Angie Grube, Windy Ingram, Harley Scott. Present: 6.

### 4. Excuse Absent Board Members

### 5. Verification of Open Meetings Act Notice

Board Member Derek Fouts verified that the Open Meetings Notice was posted in the Franklin Public School's Conference Room.

### 6. Verification of Publication of Meeting Notice

Board Member Derek Fouts verified that the meeting notice was published in the Franklin County Chronicle.

### 7. McPherson and Jacobson LLC Superintendent Search Interviews with Finalists begin at 9:30 AM and end at 4:30 PM.

### 8. Adjournment

Meeting to adjourn at 5:42 PM passed with a motion by Ryan Bonham and a second by Harley Scott.

Michael Bartels: Yea, Ryan Bonham: Yea, Derek Fouts: Yea, Angie Grube: Yea, Windy Ingram: Yea, Harley Scott: Yea

## McPherson and Jacobson LLC Superintendent Search Interviews with Finalists

Wednesday, December 4, 2024 9:30 AM

### 1. Call the Meeting to Order

Interviews were held throughout the day commencing at 9:30 AM and concluding at 4:30 PM. Interviewees met with a Support Staff Group, Teacher Group, Community Group, Admin Group and then with the Board of Education. The meeting of the Franklin Public School Board of Education was opened at 12:51 PM.

### 2. Pledge of Allegiance

### 3. Roll Call

Attendance Taken at 12:51 PM. **Present:** Michael Bartels, Ryan Bonham, Derek Fouts, Angie Grube, Windy Ingram, Harley Scott. Present: 6.

### 4. Excuse Absent Board Members

### 5. Verification of Open Meetings Act Notice

Board Member Harley Scott verified that the Open Meetings Notice was posted in the Franklin Public School's Conference Room.

### 6. Verification of Publication of Meeting Notice

Board Member Derek Fouts verified that the meeting notice was published in the Franklin County Chronicle.

### 7. McPherson and Jacobson LLC Superintendent Search Interviews with Finalists begin at 9:30 AM and end at 4:30 PM.

8. Executive Session - To discuss personnel for the protection of public interest and/or the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting.

9. Consider, discuss and approve making an offer to one of the four interview finalists for the Franklin Public Schools Superintendent Position.

Motion to approve making an offer to Shelley Kahrs for the Franklin Public Schools Superintendent Position passed with a motion by Harley Scott and a second by Windy Ingram. Michael Bartels: Yea, Ryan Bonham: Yea, Derek Fouts: Yea, Angie Grube: Yea, Windy Ingram: Yea, Harley Scott: Yea

### 10. Adjournment

Meeting to adjourn at 6:13 PM passed with a motion by Ryan Bonham and a second by Angie Grube.

Michael Bartels: Yea, Ryan Bonham: Yea, Derek Fouts: Yea, Angie Grube: Yea, Windy Ingram: Yea, Harley Scott: Yea

# CAFETERIA PLAN -- FLEX BENEFITS PLAN

Statement Date: November 29, 2024

## FPS Financial Software -- Account Balance

Checking Account Beginning of Month Balance on Hand:	\$22,710.50
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### Cash Receipts:

Transfer from Gen Fund to "Start Up" New School Year	\$0.00
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Monthly Reimbursement from Gen Fund Employee Payroll	\$1,421.66
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### Expenses:

Transfer to Gen Fund for "Start Up" Reimbursement	\$0.00
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Employee Med-I-Bank Direct Pay	-\$1,862.05
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<b>Checking Account End of Month Balance on Hand:</b>	<b>\$22,270.11</b>
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<b>Grand Total:</b>	<b>\$22,270.11</b>
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## Bank Statement -- Account Balance

Checking Account Balance this Statement:	\$22,270.11
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Cash Receipts Outstanding	\$0.00
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Expenses Outstanding	\$0.00
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<b>Checking Account End of Month Balance on Hand:</b>	<b>\$22,270.11</b>
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<b>Grand Total:</b>	<b>\$22,270.11</b>
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# 01 -- GENERAL FUND

Statement Date: November 29, 2024

## FPS Financial Software -- Account Balance

Checking Account Beginning of Month Balance on Hand:	\$1,209,341.08
Cash Receipts:	
Franklin County Treasurer	\$59,816.27
Harlan County Treasurer	\$4,377.41
Miscellaneous	\$51,549.08
Interest	\$221.48
Expenses:	
Transfer to Cafeteria Plan for "Start Up" New School Year	\$0.00
Invoice Checks Written this Month	-\$63,227.30
Payroll Employees	-\$170,937.97
Payroll Payees	-\$185,832.64
<b>Checking Account End of Month Balance on Hand:</b>	<b>\$905,307.41</b>
CD Account Beginning of Month Balance on Hand:	\$1,813,095.06
Interest	\$14,263.41
<b>CD Account End of Month Balance on Hand:</b>	<b>\$1,827,358.47</b>
<b>Grand Total:</b>	<b>\$2,732,665.88</b>

## Bank Statement -- Account Balance

Checking Account Balance this Statement:	\$905,747.06
Cash Receipts Outstanding	\$0.00
Checks Outstanding	-\$439.65
<b>Checking Account End of Month Balance on Hand:</b>	<b>\$905,307.41</b>
<b>CD Account Balance this Statement:</b>	<b>\$1,827,358.47</b>
<b>Grand Total:</b>	<b>\$2,732,665.88</b>

Fund: 01 GENERAL FUND

Account Number	Description	Revised Budget	During Month	To Date	% of Budget	Budget Balance
01 1100	LOCAL PROPERTY TAXES, TRANSFERS	0.00	52,840.03	1,296,253.17	0.00	(1,296,253.17)
01 1115	CARLINE TAXES	0.00	0.00	10.01	0.00	(10.01)
01 1120	PUBLIC POWER DISTRICT SALES TAX 5% GROSS	0.00	475.74	1,692.30	0.00	(1,692.30)
01 1125	MOTOR VEHICLE TAX	0.00	7,808.88	26,017.03	0.00	(26,017.03)
01 1140	PENALTIES AND INTEREST ON TAXES	0.00	1,628.98	4,511.84	0.00	(4,511.84)
01 1370	PRESCHOOL TUITION AND FEES	0.00	560.00	5,360.00	0.00	(5,360.00)
01 1510	INTEREST ON INVESTMENTS	0.00	14,484.89	21,046.60	0.00	(21,046.60)
01 1911	LOCAL LICENSE FEES	0.00	600.00	600.00	0.00	(600.00)
	Subtotal: LOCAL RECIEPTS	0.00	78,398.52	1,355,490.95	0.00	(1,355,490.95)
01 2110	COUNTY FINES & LICENSES	0.00	1,440.05	2,634.58	0.00	(2,634.58)
01 2210	ESU RECEIPTS	0.00	350.00	350.00	0.00	(350.00)
	Subtotal: -	0.00	1,790.05	2,984.58	0.00	(2,984.58)
01 3110	STATE AID	0.00	0.00	124,766.00	0.00	(124,766.00)
01 3180	PRO-RATE MOTOR VEHICLE	0.00	0.00	1,113.83	0.00	(1,113.83)
01 3535	HIGH ABILITY LEARNERS	0.00	3,510.00	3,510.00	0.00	(3,510.00)
	Subtotal: -	0.00	3,510.00	129,389.83	0.00	(129,389.83)
01 4309	HEAD START	0.00	0.00	750.00	0.00	(750.00)
01 4310	REAP	0.00	0.00	20,582.00	0.00	(20,582.00)
01 4418	IDEA PART B, PEaK PROJECTS	0.00	1,350.00	1,350.00	0.00	(1,350.00)
01 4505	TITLE I PT A ESSA IMPROVING BASIC PROG	0.00	41,157.00	41,157.00	0.00	(41,157.00)
01 4518	IDEA PART B (611) BASE POVERTY ALLOCATION	0.00	0.00	7,682.00	0.00	(7,682.00)
01 4525	FED VOC & APPLIED TECH ED (CARL PERKINS)	0.00	4,007.08	4,157.08	0.00	(4,157.08)
01 4708	MEDICAID IN PUBLIC SCHOOLS	0.00	0.00	1,405.89	0.00	(1,405.89)
01 4709	MEDICAID ADMINISTRATIVE ACTIVITIES	0.00	0.00	1,122.09	0.00	(1,122.09)
01 4998	ESSER III - ARP	0.00	0.00	17,444.00	0.00	(17,444.00)
	Subtotal: -	0.00	46,514.08	95,650.06	0.00	(95,650.06)
	Fund Total:	0.00	130,212.65	1,583,515.42	0.00	(1,583,515.42)

## 02 -- DEPRECIATION FUND

Statement Date: November 29, 2024

### FPS Financial Software -- Account Balance

Checking Account Beginning of Month Balance on Hand:	\$217,834.09
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Cash Receipts:

Transfer from General Fund	\$0.00
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Miscellaneous	\$0.00
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Expenses:

Invoice Checks Written this Month	\$0.00
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<b>Checking Account End of Month Balance on Hand:</b>	<b>\$217,834.09</b>
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**Grand Total: \$217,834.09**

### Bank Statement -- Account Balance

Checking Account Balance this Statement:	\$217,834.09
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Cash Receipts Outstanding	\$0.00
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Checks Outstanding	\$0.00
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<b>Checking Account End of Month Balance on Hand:</b>	<b>\$217,834.09</b>
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**Grand Total: \$217,834.09**

## 03 -- UNEMPLOYMENT INSURANCE FUND

Statement Date: November 29, 2024

### FPS Financial Software -- Account Balance

Checking Account Beginning of Month Balance on Hand:	\$2,915.08
Cash Receipts:	
Miscellaneous	\$0.00
Interest	\$0.58
Expenses:	
Employee Benefit Checks Written this Month	\$0.00
<b>Checking Account End of Month Balance on Hand:</b>	<b>\$2,915.66</b>
CD Account Beginning of Month Balance on Hand:	\$4,202.97
Interest	\$0.00
<b>CD Account End of Month Balance on Hand:</b>	<b>\$4,202.97</b>
<b>Grand Total:</b>	<b>\$7,118.63</b>

### Bank Statement -- Account Balance

Checking Account Balance this Statement:	\$2,915.66
Cash Receipts Outstanding	\$0.00
Checks Outstanding	\$0.00
<b>Checking Account End of Month Balance on Hand:</b>	<b>\$2,915.66</b>
CD Account Balance this Statement:	\$4,202.97
<b>Grand Total:</b>	<b>\$7,118.63</b>

## 05 -- ACTIVITY FUND

Statement Date: November 29, 2024

### FPS Financial Software -- Account Balance

Checking Account Beginning of Month Balance on Hand:	\$190,228.84
Cash Receipts:	
Transfer from General Fund Replenishing Activity Fund	\$0.00
Contributions, Miscellaneous	\$13,978.11
Voided Checks	\$0.00
Interest	\$38.41
Expenses:	
Invoice Checks Written this Month	-\$3,585.70
<b>Checking Account End of Month Balance on Hand:</b>	<b>\$200,659.66</b>
CD Account Beginning of Month Balance on Hand:	\$23,722.74
Interest	\$287.61
<b>CD Account End of Month Balance on Hand:</b>	<b>\$24,010.35</b>
<b>Grand Total:</b>	<b>\$224,670.01</b>

### Bank Statement -- Account Balance

Checking Account Balance this Statement:	\$202,064.39
Cash Receipts Outstanding	\$0.00
Checks Outstanding	-\$1,404.73
<b>Checking Account End of Month Balance on Hand:</b>	<b>\$200,659.66</b>
<b>CD Account Balance this Statement:</b>	<b>\$24,010.35</b>
<b>Grand Total:</b>	<b>\$224,670.01</b>

Franklin Public Schools -- 05 Activity Fund Balance Summary Report -- November 2024

COA	COA Description	Beginning Balance	Expenses	Revenues	Balance
05 704 0001	ACTIVITIES	43,809.99	466.34	252.66	43,596.31
05 704 0003	CROSS COUNTRY	932.77	0.00	0.00	932.77
05 704 0004	BASKETBALL BOYS	2,372.90	0.00	195.00	2,567.90
05 704 0005	BASKETBALL GIRLS	2,607.14	0.00	195.00	2,802.14
05 704 0006	FOOTBALL	5,113.34	0.00	10.00	5,123.34
05 704 0007	GOLF	4,623.35	0.00	0.00	4,623.35
05 704 0008	TRACK	1,030.77	0.00	0.00	1,030.77
05 704 0010	VOLLEYBALL	4,656.18	0.00	0.00	4,656.18
05 704 0011	WRESTLING	3,510.81	0.00	0.00	3,510.81
05 704 0012	FPS SIGNWORX	221.19	0.00	0.00	221.19
05 704 0013	E-SPORTS	26.26	0.00	0.00	26.26
05 704 0015	YEARBOOK	1,565.02	0.00	1,555.00	3,120.02
05 704 0016	BAND / FLAGS	12,082.13	15.95	0.00	12,066.18
05 704 0017	CHEERLEADERS	2,228.83	0.00	0.00	2,228.83
05 704 0018	FPS COFFEE CART	120.50	8.98	0.00	111.52
05 704 0019	CONCESSIONS	7,329.69	11.94	0.00	7,317.75
05 704 0020	FCCLA	12,400.18	1,240.85	530.70	11,690.03
05 704 0021	FFA	17,828.62	415.45	10,522.50	27,935.67
05 704 0022	FOREIGN LANGUAGE	369.61	0.00	0.00	369.61
05 704 0023	CLASS OF 2029	919.20	0.00	0.00	919.20
05 704 0024	CLASS OF 2027	1,529.01	0.00	0.00	1,529.01
05 704 0026	NHS	3,943.06	41.50	0.00	3,901.56
05 704 0028	SCIENCE CLUB	653.43	0.00	0.00	653.43
05 704 0029	CLASS OF 2026	3,728.16	0.00	0.00	3,728.16
05 704 0030	CLASS OF 2028	2,184.35	0.00	12.00	2,196.35
05 704 0031	STUDENT COUNCIL	470.17	0.00	0.00	470.17
05 704 0032	VOCAL	1,162.55	0.00	0.00	1,162.55
05 704 0035	SKILLS USA	1,756.32	364.00	0.00	1,392.32
05 704 0036	BACKPACK PROGRAM	3,878.50	247.91	0.00	3,630.59
05 704 0037	GREENHOUSE	22,956.89	185.78	0.00	22,771.11
05 704 0038	COURTESY	1,895.79	53.99	0.00	1,841.80
05 704 0039	ELEMENTARY TEACHERS	1,994.93	0.00	200.00	2,194.93
05 704 0040	INDUSTRIAL ARTS STUDENT PROJ	0.00	9.80	0.00	(9.80)
05 704 0041	INVESTMENTS	23,722.74	0.00	287.61	24,010.35
05 704 0042	CLASS OF 2025	2,333.89	0.00	0.00	2,333.89
05 704 0043	LIBRARY	294.76	0.00	0.00	294.76
05 704 0044	SPEECH	349.80	21.00	0.00	328.80
05 704 0045	CLASS OF 2030	72.90	0.00	0.00	72.90
05 704 0046	SPECIAL PROJECTS	6,547.96	0.00	38.41	6,586.37
05 704 0047	ONE ACTS	1,715.55	253.00	0.00	1,462.55
05 704 0048	FPS LASER CREATIONS	(56.81)	0.00	280.25	223.44
05 704 0049	ACE, 40 DEV ASSETS	0.00	0.00	0.00	0.00
05 704 0051	QUIZ BOWL	1,024.35	249.21	225.00	1,000.14
05 704 0052	WEIGHTROOM PROJECT	4,290.87	0.00	0.00	4,290.87
05 704 0053	EHA WELLNESS PROGRAM	3,753.93	0.00	0.00	3,753.93
		<u>213,951.58</u>	<u>3,585.70</u>	<u>14,304.13</u>	<u>224,670.01</u>

## 06 -- LUNCH FUND

Statement Date: November 29, 2024

### FPS Financial Software -- Account Balance

Checking Account Beginning of Month Balance on Hand: \$77,091.66

Cash Receipts:

Transfer from General Fund	\$0.00
Meal Sales	\$665.90
Federal Reimbursement	\$36,596.00
State Reimbursement	\$0.00
Contributions, Miscellaneous	\$250.00
Voided Checks	\$0.00
Interest	\$17.30

Expenses:

Invoice Checks Written this Month	-\$13,530.70
Payroll Employees	-\$7,052.25
Payroll Payees	-\$4,249.15

Checking Account End of Month Balance on Hand: \$89,788.76

**Grand Total: \$89,788.76**

### Bank Statement -- Account Balance

Checking Account Balance this Statement: \$89,788.76

Cash Receipts Outstanding	\$0.00
Checks Outstanding	\$0.00

Checking Account End of Month Balance on Hand: \$89,788.76

**Grand Total: \$89,788.76**

## 08 -- BUILDING FUND

Statement Date: November 29, 2024

### FPS Financial Software -- Account Balance

Checking Account Beginning of Month Balance on Hand:	\$875,660.77
Cash Receipts:	
Franklin County Treasurer	\$4,161.21
Harlan County Treasurer	\$289.63
Miscellaneous	\$0.00
Interest	\$174.46
Expenses:	
Invoice Checks Written this Month	\$0.00
<b>Checking Account End of Month Balance on Hand:</b>	<b>\$880,286.07</b>
<b>Grand Total:</b>	<b>\$880,286.07</b>

### Bank Statement -- Account Balance

Checking Account Balance this Statement:	\$880,286.07
Cash Receipts Outstanding	\$0.00
Checks Outstanding	\$0.00
<b>Checking Account End of Month Balance on Hand:</b>	<b>\$880,286.07</b>
<b>Grand Total:</b>	<b>\$880,286.07</b>

Invoice Number	Description	Amount
1NVW-HJ9J-MGMV	(2) SIDE MOUNT CABINET DRAWER SLIDES	9.80
1VMD-11TK-D14T	ADJUSTABLE FERTILZR INJECTOR,WATER TIMER	185.78
Vendor Name	AMAZON CAPITAL SERVICES	<u>195.58</u>
20241107ELEMQUIZBOWL	ENTRY FEE: 11/7 ELEM QUIZ BOWL @ AXTELL	25.00
Vendor Name	AXTELL COMMUNITY SCHOOL	<u>25.00</u>
20241111JHGBB	OFFICIAL: 11/11 JHGBB vs RED CLOUD	70.00
Vendor Name	BAKER, NICK	<u>70.00</u>
20241113	CPR TRAINING: (4) BLS CERTIFICATIONS	120.00
Vendor Name	BEHRHORST, KURT	<u>120.00</u>
65558	SCRIPT: WHAT THE VOICE WANTS ME TO DO	21.00
Vendor Name	BROOKLYN PUBLISHERS LLC	<u>21.00</u>
20241031	(26) ONE ACTS TSHIRTS	253.00
20241104	(47) FFA TSHIRTS	399.50
Vendor Name	CONNIE'S CREATIONS	<u>652.50</u>
20241028	MEAL REIMB: HONOR BAND	9.74
Vendor Name	FARLEY, DEBRA	<u>9.74</u>
018676	DEEPEST SYMPATHY ARRANGEMENT	53.99
Vendor Name	FLOWER PATCH, THE	<u>53.99</u>
2024PINKOUTDEBWILBER	PINK OUT IN MEMORY OF DEB WILBER	770.00
Vendor Name	FRANKLIN COUNTY 4-H	<u>770.00</u>
1213	(4) MINDBENDING CAREERS CONF REGIS	40.00
1227	(3) UNK EDUCATION SYMPOSIUM REGIS	75.00
Vendor Name	NEBRASKA FCCLA	<u>115.00</u>
6100120165	SL: (3) CASES PEPSI PRODUCT	51.60
6100120167	SUGAR FREE: (15) CASES PEPSI PRODUCTS	214.05
6100120521	SUGAR FREE: (9) CASES PEPSI PRODUCTS	141.80
Vendor Name	PEPSI-COLA OF HASTINGS	<u>407.45</u>
20241101-376AF	MONTHLY TRANSACTIONS	94.32
20241101-377HUNGER	STOP HUNGER PROGRAM FOOD ITEMS	247.91
Vendor Name	RIGHTWAY GROCERY	<u>342.23</u>
M419641	SKILLSUSA STATE/NATL MEMBERSHIP DUES	364.00
Vendor Name	SKILLSUSA INC	<u>364.00</u>
3699530a	QBOWL: CKIE,CHSIT,PRZL,CRSPY,FRT SNK,CHP	249.21
Vendor Name	US FOODS	<u>249.21</u>
20241112ONEACT	ENTRY FEE: 11/12 ONE ACT MEET @ WIL-HIL	100.00
20241118ELJHHSQBOWL	ENTRY FEE: 11/18 ELEM JH HS QUIZ BOWL	90.00
Vendor Name	WILCOX-HILDRETH PUBLIC SCHOOLS	<u>190.00</u>
Fund Number	05	<u>3,585.70</u>

Franklin Public School  
12/07/2024 08:20 AM  
Invoice Number  
Checking Account ID 5

**Board Report - For Board**  
2024 NOVEMBER ACTIVITY FUND CHECKS PRINTED

Page: 2  
User ID: HERMARC  

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Amount  
3,585.70

Description

**FRANKLIN PUBLIC SCHOOLS**  
**MONTHLY CREDIT CARD TRANSACTIONS**

FUND	COMPANY	TRANSACTION DESCRIPTION	AMOUNT
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GF	COURTYARD MARRIOTT	STATE ED CONFERENCE LODGING: L COLE	\$218.00
GF	COURTYARD MARRIOTT	STATE ED CONFERENCE PARKING: L COLE	\$15.88
GF	PMC	STATE ED CONFERENCE PARKING: L COLE	\$40.00
GF	MARRIOTT DOWNTOWN	STATE ED CONFERENCE PARKING: H SCOTT	\$13.00
GF	JACKSON ST TAVERN	STATE ED CONFERENCE MEAL: H SCOTT, L COLE	\$23.75
GF	JGILBERT	STATE ED CONFERENCE MEAL: H SCOTT, L COLE, G BOLDT	\$355.80
GF	SPENCERS	STATE ED CONFERENCE MEAL: H SCOTT, L COLE, G BOLDT	\$223.75
			\$890.18

AF	LITTLE CAESARS	STATE ESPORTS MEAL: H LARGENT & TEAM	\$39.39
AF	RAISING CANES	STATE ESPORTS MEAL: H LARGENT & TEAM	\$92.84
AF	PEPPERJAX GRILL	STATE ESPORTS MEAL: C STRATMAN	\$17.21
			\$149.44

LF	WEBSTAUANT STORE	(14) CASES GLOVES, (6) 48 OZ DRESSING DISPENSER: L BARWICK	\$658.45
			\$658.45

NOVEMBER 25, 2024 STATEMENT TOTAL PAID

**\$1,698.07**

Invoice Number	Description	Amount
176V-HYGG-X6KT	100 PC JIGSAW PUZZLE	7.99
1GMF-D9HL-FRN9	GAMES UNTOLD BOOK	14.23
1L3T-9PX4-FYW6	(2) 500PK WAXED LINER BAGS	64.36
1NT3-6WN4-9GDV	VARIOUS HVAC FILTERS	313.87
1YV1-1MX6-1P7R	DELL THUNDERBOLT DOCK WD19TB	124.99
Vendor Name	AMAZON CAPITAL SERVICES	<u>525.44</u>
2024NOVPREKREIMB	2024 NOVEMBER PRESCHOOL TUITION REIMB	40.00
Vendor Name	BARTELS, BRENNNA	<u>40.00</u>
20241127GH	NATURAL GAS - GREENHOUSE NOVEMBER	520.48
20241127MB	NATURAL GAS - MAIN BUILDING NOVEMBER	2,023.32
20241127SB	NATURAL GAS - SHOP BUILDING NOVEMBER	217.79
Vendor Name	BLACK HILLS ENERGY	<u>2,761.59</u>
20241209REIMB	SUPT REIMB: MILEAGE	1,075.35
Vendor Name	BOLDT, GALEN	<u>1,075.35</u>
FPNE241118	BUSINESSU CORE SUITE 1YR LICENSE: B GREV	2,895.00
Vendor Name	BUSINESS U LLC	<u>2,895.00</u>
20241130	UTILITIES: OCTOBER 15 - NOVEMBER 15	5,216.96
Vendor Name	CITY OF FRANKLIN	<u>5,216.96</u>
20241209	MILEAGE/PARK REIMB: ST ED CONF,BRD WKSHP	368.45
Vendor Name	COLE, LORI	<u>368.45</u>
0149696	DOCUMENT DESTRUCTION	75.00
Vendor Name	DATASHIELD CORPORATION	<u>75.00</u>
20241201	OPENPATH ACCESS DOOR SERVICES	210.00
Vendor Name	DIODE TECHNOLOGIES	<u>210.00</u>
3792549	2907 YAMAHA BASS CLARINET REPAIR	129.00
Vendor Name	ERNIE WILLIAMSON, INC	<u>129.00</u>
4630	INSERVICES, ART POSTERS	850.05
Vendor Name	ESU 11	<u>850.05</u>
5776-273295	BUSES: HYD LUBE TRUCK: OIL FILTER	70.59
5776-273594	SHOP: CAR WASH CONCENTRATE	45.18
5776-273627	BUSES: HYDRAULIC LUBE	16.15
5776-273746	VANS: OIL FILTER	5.99
5776-274029	BUSES / VANS: ANTI FREEZE	46.06
Vendor Name	FRANKLIN AUTO PARTS	<u>183.97</u>
IN7103447020	TELECOMM SERVICE 12/1-12/30/2024	645.75
Vendor Name	GOTO COMMUNICATIONS, INC	<u>645.75</u>
2024NOVELECTION	2024 BOARD OF EDUCATION ELECTION	100.00
Vendor Name	HARLAN COUNTY REGISTER OF DEEDS	<u>100.00</u>
2025JAN#53	COPIER LEASE JANUARY PAYMENT #053	1,582.01

Invoice Number	Description	Amount
Vendor Name	HOMETOWN LEASING	1,582.01
INV-11344	PROFESSIONAL SERVICES (OT) SPED	3,482.47
Vendor Name	INSPIRE REHABILITATION HARLAN COUNTY, LLC	3,482.47
331283	WELD CLASS: 4" 5/8-11 CUP BRUSH	43.68
Vendor Name	ISLAND SUPPLY WELDING COMPANY	43.68
112024	LODGING:INTERIM SUPERINTENDENT NOVEMBER	1,000.00
Vendor Name	JACOBSEN, RHN	1,000.00
20241209CELLREIMB	TRANSPORTATION DIRECTOR CELL PHONE REIMB	100.00
Vendor Name	JAMES, STACEY	100.00
366981973	SHEET MUSIC: KRAZY KLOCK ROCK	65.99
Vendor Name	JW PEPPER & SON INC.	65.99
20241209CELLREIMB	ELEM PRINCIPAL CELL PHONE REIMB	47.14
Vendor Name	KAHRS, SHELLEY	47.14
17695	LEGAL SERVICES NOVEMBER	650.00
Vendor Name	KSB SCHOOL LAW, PC LLO	650.00
116805333	RETIREMENT CLOCKS	170.90
Vendor Name	MASTER TEACHER, INC., THE	170.90
52430897	WELDING SUPPLIES: CYLINDER RENTAL	193.82
Vendor Name	MATHESON TRI-GAS, INC	193.82
2024NOVPREKREIMB	2024 NOVEMBER PRESCHOOL TUITION REIMB	40.00
Vendor Name	MEICHTRY, SAMANTHA	40.00
82713	AG MECHANICS CLASS SUPPLIES	202.43
Vendor Name	MENARDS, INC. - KEARNEY	202.43
N-52112	2024 STATE EDUCATION CONFERENCE	377.00
Vendor Name	NASB	377.00
20241122	LODGING: ST EDUCATION CONF H SCOTT	342.00
Vendor Name	OMAHA MARRIOTT DOWNTOWN CAPITOL DISTRICT	342.00
2024NOVEMBER	FSA PARTICIPANT MONTHY FEE NOVEMBER 1-30	40.00
Vendor Name	OMNIFY	40.00
2022168152	(1) BACKGROUND CHECK	29.00
Vendor Name	ONE SOURCE THE BACKGROUND COMPANY	29.00
27520	(8) QUARTERLY VAN INSPECTIONS	192.00
Vendor Name	PAULSEN AUTOMOTIVE	192.00
L237482	WALL OUTLET, IV SINGLE OUTLET	6.78
L237567	(50) SCREWS, (2) 3" BARREL BOLTS	22.58

Invoice Number	Description	Amount
L237858	(15) BOLTS, (15) FENDER WASHERS	6.60
Vendor Name	PLANK LUMBER & HARDWARE	<u>35.96</u>
25-815630	IN DECEMBER DOWNLOADABLE KIT	18.45
Vendor Name	PLANK ROAD PUBLISHING INC.	<u>18.45</u>
71020532	INSECT CONTROL ONLY MAINTENANCE	119.48
Vendor Name	PRESTO-X	<u>119.48</u>
CON013291	PREVENTATIVE MAINT CONTRACT K2730	5,179.50
Vendor Name	RASMUSSEN MECHANICAL SERVICES	<u>5,179.50</u>
20241202-376GF	MONTHLY TRANSACTIONS	646.22
Vendor Name	RIGHTWAY GROCERY	<u>646.22</u>
S32276	SHOP CLASS: (2) TORX BITS, SCREWS	8.82
S32319	2x8 CDX PLYWOOD	31.84
Vendor Name	S.E. SMITH & SONS	<u>40.66</u>
20241209	MILEAGE REIMB: ST ED CONFERENCE	301.50
Vendor Name	SCOTT, HARLEY	<u>301.50</u>
13835	RANDOM SUBSTANCE ABUSE PANEL TESTING	491.00
Vendor Name	SPORT SAFE TESTING SERVICE, INC	<u>491.00</u>
2024NOVEMBER	NETWORK NEBRASKA: NOVEMBER	292.87
Vendor Name	STATE OF NEBRASKA	<u>292.87</u>
20241209CELLREIMB	JHHS PRINCIPAL CELL PHONE REIMB	90.65
Vendor Name	STRATMAN, CHRISTINE	<u>90.65</u>
284801924	SPED: TELLING THE TRUTH LESSONS	15.70
Vendor Name	TEACHER SYNERGY LLC	<u>15.70</u>
323372	TIME MANAGEMENT SYSTEM: MONTHLY	114.50
Vendor Name	TIME MANAGEMENT SYSTEMS, INC	<u>114.50</u>
20241125STMT-GF	MONTHLY TRANSACTIONS	890.18
Vendor Name	US BANK	<u>890.18</u>
101246226	MONTHLY FUEL	621.91
Vendor Name	WEX BANK	<u>621.91</u>
732138	1069929A YAMAHA ALTO SAX REPAIR	55.00
732192	J06185 JUPITER CARNEGIE TRUMPET REPAIR	69.00
732222	102972 YAMAHA TRUMPET REPAIR	75.00
Vendor Name	YANDA'S MUSIC & PRO AUDIO	<u>199.00</u>
Fund Number	01	<u>32,692.58</u>
Checking Account ID	1	<u>32,692.58</u>
14417134	MEAL ITEMS	1,061.20
14425355	MEAL ITEMS	599.23
14433511	MEAL ITEMS	360.88

Invoice Number	Description	Amount
14440186	MEAL ITEMS	1,350.30
14442709	MEAL ITEMS	601.28
Vendor Name	CASH-WA DISTRIBUTING CO. OF KEARNEY, INC.	<u>3,972.89</u>
1110854	(650) MILKS	296.53
1110922	(777) MILKS	364.13
1111024a	(900) MILKS	410.05
1111025	(27) MILKS	22.95
1111095	(400) MILKS	183.64
1111096	(150) MILKS	66.98
1111243	(827) MILKS	381.40
1111350	(600) MILKS	268.07
Vendor Name	HILAND DAIRY FOODS COMPANY LLC	<u>1,993.75</u>
20241203	207.25 LB GROUND BEEF, 60.5 LB BEEF STEW	1,462.85
Vendor Name	KENSINGTON LOCKER	<u>1,462.85</u>
20241202-376LF	MEAL ITEMS	40.70
Vendor Name	RIGHTWAY GROCERY	<u>40.70</u>
20241125STMT-LF	MONTHLY TRANSACTIONS	658.45
Vendor Name	US BANK	<u>658.45</u>
3868386	MEAL ITEMS	65.72
3884809	MEAL ITEMS	2,162.94
4073699	MEAL ITEMS	1,167.71
4391503	SUPPLIES: (1) CS TEST STRIPS	15.45
4410988	MEAL ITEMS AND SUPPLIES	3,114.15
Vendor Name	US FOODS	<u>6,525.97</u>
Fund Number	06	<u>14,654.61</u>
Checking Account ID	6	<u>14,654.61</u>

Invoice Number	Description	Amount
102995	BUS #20A REPLACE OIL SEAL	566.25
Vendor Name	DORN AUTOMOTIVE, LLC	<hr/> 566.25
2425-1-8	2024-25 SPED 1ST QUARTER	109,279.05
Vendor Name	ESU 11	<hr/> 109,279.05
INV-11612	PROFESSIONAL SERVICES (OT) SPED	3,541.58
Vendor Name	INSPIRE REHABILITATION HARLAN COUNTY, LLC	<hr/> 3,541.58
25-817276	NORTH POLE ROCK N ROLL DOWNLOADABLE KIT	18.45
Vendor Name	PLANK ROAD PUBLISHING INC.	<hr/> 18.45
20241209	REPLENISH POSTAGE ON MACHINE	600.00
Vendor Name	QUADIENT FINANCE USA, INC	<hr/> 600.00
Q1627665	LEASE POSTAGE MACHINE: JAN 7 - APRIL 6	240.00
Vendor Name	QUADIENT LEASING USA, INC	<hr/> 240.00
235430	TITLE: VARIOUS BOOKS FOR STUDENTS	109.25
Vendor Name	READING WAREHOUSE, THE	<hr/> 109.25
286340486	DECEMBER CHRISTMAS BOOKS BUNDLE	19.95
Vendor Name	TEACHER SYNERGY LLC	<hr/> 19.95
Fund Number	01	<hr/> 114,374.53
Checking Account ID	1	<hr/> 114,374.53

## **SUPERINTENDENT'S CONTRACT OF EMPLOYMENT FRANKLIN PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of Franklin Public Schools**, legally known as **Franklin County School District 31-0506**, and referred to as "the Board" and "the District" respectively, and **Shelley Kahrs**, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

**Section 1.** The Superintendent shall be employed for a period of two year(s) beginning on July 1, 2025, and expiring on June 30, 2027. During each year of this contract, the Superintendent shall render at least 230 working days of service in the performance of duties as Superintendent. "Working days" typically will not include Saturdays, Sundays, and legal holidays, but it shall include all days on which the Superintendent actually and necessarily completes the Superintendent's contractual duties. The Superintendent agrees to work sufficient hours and days to satisfactorily complete the duties of this contract. The Superintendent shall keep complete and accurate records of working days and shall provide the Board of Education with a report of the accumulated working days at least quarterly.

**Section 2. Renewal of Contract.** If a Board representative does not inform the Superintendent in writing on or before **the seventh day after the regular December 2025 board meeting (and each December thereafter)** of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of **one year** from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision no later than **its regular November meeting** of each year of this contract and shall make the renewal of the Superintendent's employment contract an agenda item for the regular **December** board meeting during each year of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to ensure that the District has complied with the Superintendent Pay Transparency Act.

**Section 3. Salary.** The Superintendent's salary for the contract year shall be \$132,000.00 which shall be paid in 12 equal monthly installments beginning in the month of August 2025. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it

and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

**Section 4. Deductions.** This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or money have not properly been returned to the District. The District shall withhold other deductions as the Superintendent and Board may agree.

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

**Section 6. Professional Status Bonus.** The Superintendent will receive a one-time \$2,000 bonus payable upon completion of all requirements and receipt of permanent certification to serve as a superintendent in the state of Nebraska pursuant to state law and regulation. The Superintendent must furnish the Board with evidence of said certification.

**Section 7. Superintendent's Duties.** The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations and directives. The Superintendent agrees to devote the Superintendent's time, skill, labor and attention to all required duties throughout the contract term. The Superintendent shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns. By agreement with the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out the Superintendent's duties and obligations to the District.

**Section 8. Board-Superintendent Relationship.** The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the District and shall be responsible for implementing Board policy. The Superintendent shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. The Superintendent is responsible for administering the instruction of students and the business affairs of the District. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

**Section 9. Cancellation or Mid-Term Amendment.** The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of the Superintendent's duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under NEB. REV. STAT. § 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying District records or documents; (p) misrepresentation of fact to the District and its personnel in the conduct of its official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned,

leased or contracted by the District except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with the obligations in the Renewal of Contract or Evaluation provisions of this contract shall constitute a material breach of this contract.

**Section 10. Disability.** If the Superintendent is unable to perform any of the Superintendent's duties by reason of illness, accident or other disability beyond the Superintendent's control, and the disability continues for a period of more than thirty (30) days, or if the disability is permanent, irreparable, or of such a nature as to make performance of the Superintendent's duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the District.

**Section 11. Transportation.** The Board shall provide the Superintendent with transportation or reimburse the Superintendent for mileage required in the performance of official duties at the rate approved by the Board.

**Section 12. Fringe Benefits.** The Board shall provide the Superintendent with the following fringe benefits:

- a. Health Insurance.** Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable) .
- b. Dental Insurance.** Dental insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).
- c. Life Insurance.** Term life insurance with a total death benefit of Fifteen-Thousand Dollars (\$15,000) with the option to purchase additional coverage.
- d. Disability Insurance.** The District shall provide the Superintendent with long-term disability insurance from the District's carrier.

- e. Professional Development.** The Superintendent is expected to continue and seek professional development and to participate in relevant learning experiences. With the approval of the Board, the Superintendent may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Superintendent attends a national convention and does not return following the initial year of employment as Superintendent, the Superintendent agrees to repay the District in full for national convention expenses paid by the District.
- f. Professional Dues.** The School District will pay the annual dues for the Superintendent's membership in the following organizations: the American Association of School Administrators (AASA), Nebraska Council of School Administrators (NCSA), the Nebraska Rural Community Schools Association (NRCSA), and Nebraska Association for Supervision and Curriculum Development (NASCD) .
- g. Physical Examination.** The Superintendent may voluntarily undergo a physical examination. The Superintendent agrees to authorize the physician performing each such examination to provide the Board with all records, results and medical judgments of the examination. Up to \$500.00 of the cost of such physical examination and physician's reports which are not paid for by the Superintendent's insurance coverage shall be paid by the District.
- h. Cell Phone.** The Superintendent shall be required to purchase and maintain a cellular phone so that the Superintendent can be reached at all times for work-related emergencies or while away from school grounds during the work day. The District will reimburse the Superintendent up to a maximum of \$100 per month for the actual cost of a cellular phone service plan.
- i. Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions,

hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (NEB. REV. STAT. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$750.00 or more.

- j. Moving Expenses.** The Board shall reimburse the Superintendent for the actual, reasonable, and necessary costs of moving the Superintendent's domicile and principal residence within the boundaries of the District in an amount not to exceed the total sum of Four Thousand Dollars (\$4,000.00), with such reimbursement to be made upon presentation to the Board of receipts and itemization for such costs.

**Section 13. Residence/Domicile in District.** The Superintendent shall establish domicile and principal residence within the boundaries of the District as they exist on the first duty day under the terms of this contract; and, the Superintendent shall maintain domicile and residence within the boundaries of the District during the term of this contract, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. If the Superintendent does not establish domicile and principal place of residence within the District at the commencement of employment, the Superintendent shall move the Superintendent's domicile and principal place of residence into the corporate limits of the District before the expiration of the first six months from the Superintendent's first duty day under this contract. It is the purpose of this paragraph to require the Superintendent to, at all times during such employment, live and maintain domicile and principal place of residence in the District to encourage the Superintendent: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the District as a legal voter of the District; (3) to be involved in school and community activities bringing the Superintendent in contact with parents and community leaders and be committed to the future of the District and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Superintendent; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children of the school community and are thus less likely to be considered isolated from the community in which the Superintendent is the educational leader.

**Section 14. No Penalty for Release or Resignation.** There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

**Section 15. Compensation Upon Termination and Credit for Accrued Vacation.** Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary paid but not earned prior to the date of termination of this contract.

**Section 16. Evaluation.** The Board shall evaluate the Superintendent twice during the Superintendent's first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the **regular December meeting**. The Superintendent shall: remind the Board members in writing of this provision no later than its **regular November meeting**; make the Superintendent evaluation an agenda item for the regular **December** Board meeting during each year of this contract; and provide the Board members with the written evaluation instrument that is on file with the Nebraska Department of Education.

**Section 17. Legal Actions.** The Board will support the Superintendent if there is a legal dispute caused by carrying out the Superintendent's duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of the Superintendent's performance of duties or position as the Superintendent of the District, the Board will provide the Superintendent with a legal defense to the maximum extent permitted by law so long as the Superintendent acted in good faith and in a manner which the Superintendent reasonably believed to be in or not opposed to the best interests of the District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that the Superintendent's conduct was unlawful.

**Section 18. Physical or Mental Examination.** The Superintendent agrees that, at the request of the Board, the Superintendent will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the

term of this contract. In deference to the requirements of state and federal law, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of the position.

**Section 19. Disciplinary Action.** The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the District to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising the Superintendent of the alleged reasons for the proposed action and provided the opportunity to present the Superintendent's version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a due process hearing under section 79-832. If such a request is not delivered within such time, the action of the Board shall become final.

**Section 20. Governing Laws.** The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

**Section 21. Amendments to be in Writing.** This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

**Section 22. Severability.** If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

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

**Executed by the Board this \_\_\_\_ day of \_\_\_\_\_, 202\_\_.**

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

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

**Executed by the Superintendent this \_\_\_\_ day of \_\_\_\_\_, 202\_.**

\_\_\_\_\_  
Superintendent



# Understanding Your Proposal From Critical Response Group

Critical Response Group, Inc., proudly proposes a mapping solution born from lessons learned by US Special Operation Forces and successfully transitioned for use by critical infrastructure and domestic public safety professionals.

**Collaborative Response Graphics®** (CRGs®) are site-specific common operating pictures that enable better communication during an emergency. CRGs combine accurate floor plans, high resolution imagery, emergency response pre-planning, and a gridded-overlay into one map. Critical Response Group builds CRGs and distributes them to first responders for use in their pre-existing software applications and provides the necessary training to ensure full implementation.

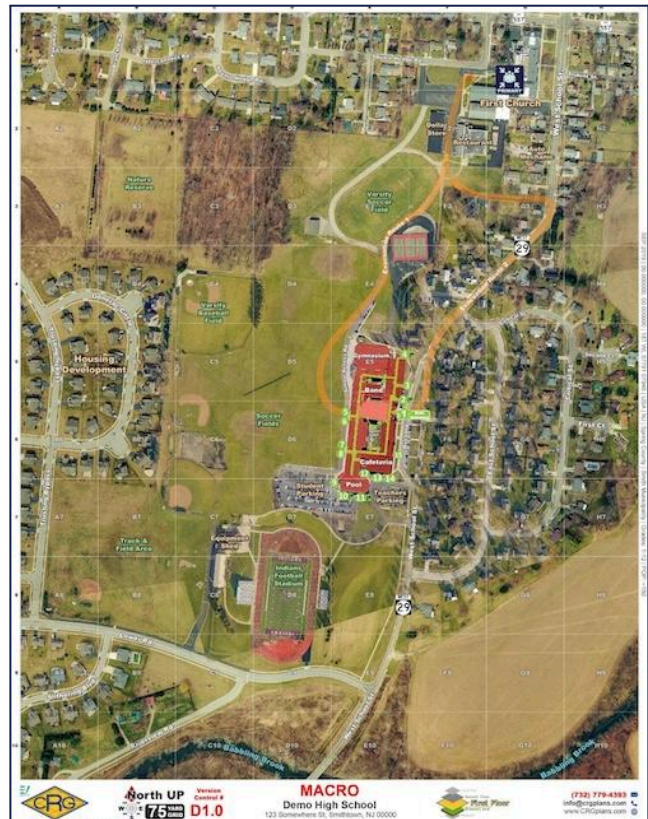
## Your proposal contains two types of CRGs:

### Micro CRGS



Each floor of a building receives a "Micro" CRG to coordinate response inside a building.

### MACRO CRGS



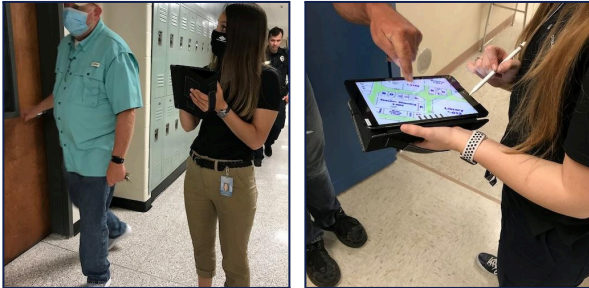
Each campus receives a "MACRO" CRG to coordinate response outside of a building

**Micro CRGs** come standard with labeling for **floor levels, facility nomenclature, doors/access points, main utility shut-offs, roof access points, Fire Alarm Control Panels, security key boxes, AEDs, and trauma kits**, and are used to coordinate emergency response inside a structure.

**MACRO CRGs** come standard with labeling for **buildings, parking lots, athletic fields, roadways, access points, and other key landmarks around the property**. MACRO CRGs are used to coordinate events exterior to the structure.

Your proposal also includes a site visit, implementation, and maintenance service that allows us to ensure that your CRGs are accurate and distributed to first responders relevant to your facility.

## This program includes four key elements:



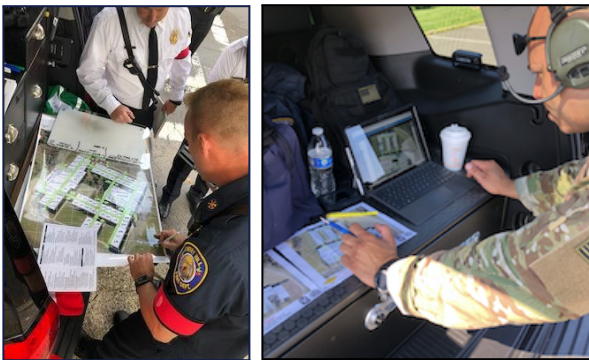
### 1. Site Visit, Updates, and Enhancements

We conduct an initial in-person site visit to ensure the accuracy of your CRGs. During map construction and throughout the first year, we will continue to update and redistribute maps following any site changes, whether those are moving room labels, relocating an AED, or conducting major structural renovations. Maps may also be periodically enhanced based on updated templates or standards.



### 2. Distribution to your 911 Communication Center

One of the most difficult challenges faced by 911 personnel is receiving emergency calls from locations inside unfamiliar, complex buildings, and needing to relay this information to first responders. Your maps are made accessible to your Emergency Communication Center so that when an emergency call is received from a mapped site, a 911 dispatcher will now be able to quickly reference location information using the CRG. We work with 911 answering points to support and maintain integrations that allow for geolocation of callers or other internal technology systems.



### 3. Implementation with Law Enforcement and Fire Service

Your building has multiple public safety departments that provide emergency services to your site. We distribute the maps to your law enforcement agency, fire service, and other specialized units like tactical teams. Each of these agencies may use a different technology platform, like a computer-aided dispatch (CAD) system, to access maps; we offer various file types to support integrations that make the CRGs of your building accessible on first responder systems. We also offer annual CRG training free of cost to these agencies.



### 4. Compatibility with Third Party Systems

If you have a video management system, a panic alert system, or any other technology platform that allows you to access map layers, we will work with you and that third party to offer mapping data that is viewable on that platform. We can also produce CRGs in formats that are usable for IT data management or other site-internal purposes.

*The site visit, implementation, and maintenance process is provided in year one to facilitate construction of CRGs and initial distribution to all public safety agencies. It is available for renewal in successive years to ensure maps remain accurate and accessible in all systems.*



# Proposal from Critical Response Group

**ORDER DATE:** October 22, 2024

**FROM:** The Critical Response Group  
200 American Metro Blvd. | #113  
Hamilton Twp, NJ 08619

**TO:** Galen Boldt  
Superintendent  
galen.boldt@fpsflyers.org  
308-425-6283

PRODUCT(s)	Micro Maps	MACRO Maps	TOTAL
<b>Franklin Public Schools</b>			
Franklin Public School •1 MACRO Collaborative Response Graphic (CRG), •1 Micro CRG(s) with GeoRelevant Integrated Floor Plans	1	1	\$2,450.00
<b>Implementation and Maintenance</b>	<b>Sites</b>	<b>Cost Per</b>	<b>Total</b>
Site Visit, Implementation, and Maintenance	1	\$560.00	\$560.00
Aerial-Ortho (Drone) Imagery	1	\$487.00	\$487.00
<b>Vector Mapping</b>	<b>Micros</b>	<b>Cost Per</b>	<b>Total</b>
Converts CRGs into vector components for inclusion into State of Nebraska Geospatial Intelligence Systems (GIS) system	1	\$300.00	\$300.00
<b>Total:</b>			<b>\$3,797.00</b>

<b>Payment Terms</b>	
50% deposit required to begin work	\$1,898.50
50% of project fee due upon delivery of Collaborative Response Graphics®	\$1,898.50
Terms and Conditions: Terms & Conditions Unless otherwise agreed in writing by Critical Response Group, Inc. and the customer, this Service Order and the services to be furnished pursuant to this Service Order are subject to the terms and conditions set forth here: <a href="http://www.crgplans.com/terms-and-conditions">http://www.crgplans.com/terms-and-conditions</a> . The Effective Date (as defined in the terms and conditions) shall be the date set forth below.	
<b>***Proposal valid for 60 days***</b>	



## Accepted and Agreed By:

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

**Printed Name:** \_\_\_\_\_

**Title:** \_\_\_\_\_

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

*The information and pricing contained in this proposal are strictly confidential. Signature above acknowledges that the parties stipulate to the Terms and Conditions set forth here:*

*<http://www.crgplans.com/terms-and-conditions> and that Critical Response Group, Inc. is to begin work.*



**CRITICAL RESPONSE GROUP**  
America's Common Operating Picture®

## SCOPE OF WORK:

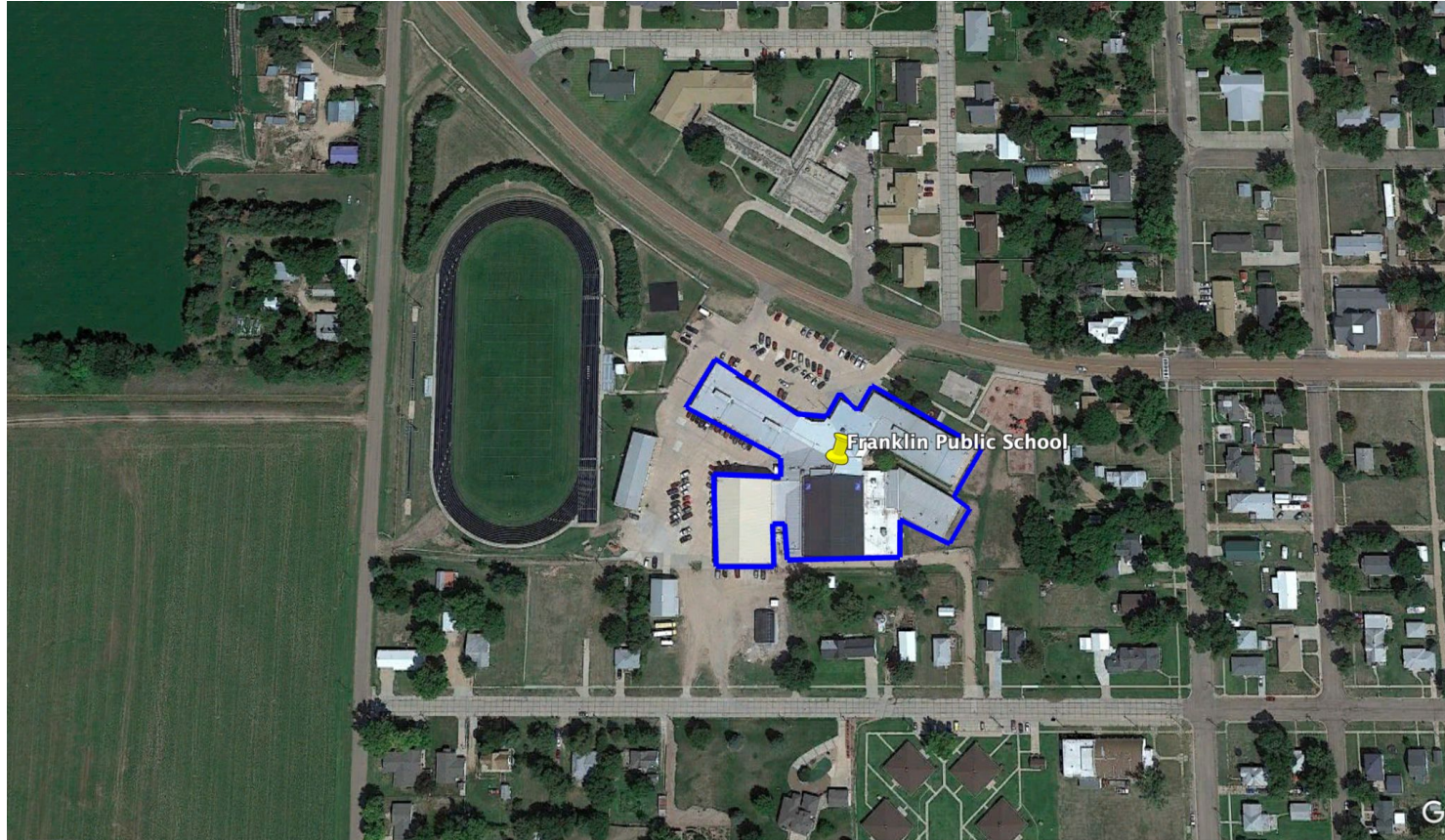
# Franklin Public School





# Franklin Public School

1001 M Street, Franklin, NE 68939





## **Proposed Activities**

### **Part 1**

The vendor will create initial school mapping data proofs and educate key regional public safety partners on the project. Vendor will refine a distribution and accessibility plan to ensure school maps are integrated into software platforms used by public safety agencies in the region.

### **Part 2**

Vendor will conduct comprehensive in-person site-visits to all schools. The vendor will complete an onsite labeling process which allows them to update or verify floor plan accuracy (both in the structure and labeling of buildings), capture site-specific terms used for locations at a facility, and identify and label unique features for each structure per requirements of 79-3111. Updated school maps will be shared with the school district and public safety partners for feedback and approval. The distribution and accessibility plan will be refined based on testing with regional public safety agencies.

### **Part 3**

The vendor will publish final versions of school maps and distribute them to the public safety agencies and schools based on the distribution and accessibility plan. School mapping data will be shared in 79-3111 printable and digital formats compliant with the regional 911 center; regional law enforcement, fire, emergency medical services; regional tactical (SWAT) teams, state-level agencies (including Nebraska State Patrol, State of Nebraska GIS office), and federal partners (regional FBI office). Vendor will work directly with public safety agencies to integrate school mapping data into the necessary software platforms. The endstate is school maps are accessible in multiple formats (digital and printed) to all public safety agencies that could respond to the school district.

### **Part 4:**

Vendor will provide virtual or in-person training at no cost to public safety agencies on best practices for implementation. Additionally, our vendor representatives will attend drills or exercises to ensure school mapping is implemented properly in the training.



### **Detailed Budget:**

The detailed quote is uploaded to this application. Proposals are calculated per school and are broken down into four categories. The average cost per school for this quote is \$3797.

- 1) Each map costs \$1225 . For example a two-story building would get (2) maps for each floor and one overall campus map (that could include multiple schools).
- 2) There is a site visit and implementation fee of \$535 per school that covers an in-person site visit of the school and integration / implementation work with the public safety community.
- 3) There is an aerial-ortho (drone) imagery of \$535 per campus (could include multiple schools) to ensure that there is updated, current, and verified aerial imagery of campus.
- 4) There is a vector conversion fee of \$300 per floor to break the map down into component files required by State of Nebraska GIS software.

### **Project Timeline:**

The project will take approximately three months to complete and is broken down into approximately four week intervals, though some schools could be completed sooner.

- Part 1 (Creation of Initial Mapping Proofs / Education of Public Safety) - 4 weeks
- Part 2 (Site Visit and Final Draft Approval) - 4 weeks
- Part 3 (Distribution to Public Safety) - 4 weeks
- Part 4 (Training and Implementation Support) - Enduring

Business OperationsInternal Controls

The District will develop and maintain internal control procedures as required by law and in accordance with sound fiscal monitoring practices that will ensure appropriate oversight of state and federal funds. The following internal control procedures will be utilized for all federal grants:

Generally: If the District receives federal awards, grants, or other funds, the District will:

- 1) Establish and maintain effective internal control over the federal award that provides reasonable assurance that the District manages the federal award in compliance with federal statutes, regulations, and the terms and conditions of the federal award. The District will endeavor to develop and align these internal controls consistent with the “Standards for Internal Control in the Federal Government” issued by the Comptroller General of the United States or the “Internal Control Integrated Framework” issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO);
- 2) Comply with the U.S. Constitution, federal statutes, regulations, and the terms and conditions of the federal award;
- 3) Evaluate and monitor the District's compliance with statutes, regulations and the terms and conditions of federal award;
- 4) Take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; and
- 5) Take reasonable cybersecurity and other measures to safeguard protected personally identifiable information and other information the federal awarding agency, or pass-through entity, designates as “sensitive” or the District considers sensitive, consistent with applicable federal, state, and local laws regarding privacy and responsibility over confidentiality.

Legal Reference: 2 C.F.R. § 200.303.

Management requirements: The District will manage equipment (including replacement equipment), whether acquired in whole or in part under a federal award, until the District disposes of such equipment. The District will, as a minimum, meet the following requirements:

- 1) Maintain property records of the equipment (including equipment description, serial number or other identification number, source of funding, acquisition date, and the like);
- 2) Maintain a physical inventory procedure, with an inventory occurring at a minimum of every two (2) years;
- 3) Implement a control system to ensure safeguards for preventing property loss, damage, or theft;
- 4) Implement adequate maintenance procedures for the equipment; and
- 5) Implement sales and disposition procedures for the equipment to ensure the highest possible return.

All equipment, whether acquired in whole or in part under a federal award, with a current fair market value of \$10,000 or less (per unit) may be retained, sold, or otherwise disposed of in accordance with the Board's Sale and Disposal of Property Policy.

All equipment, whether acquired in whole or in part under a federal award, with a current fair market value in excess of \$10,000 (per unit), may only be sold or otherwise disposed of in accordance with the provisions of 2 C.F.R. § 200.313(e)(2)-(3).

Legal Reference: 2 C.F.R. §§ 200.313 & 200.303.

Procurement: The District will use its own documented procurement procedures which reflect applicable State, local, and tribal laws and regulations, provided that the procurements conform to applicable federal law and the requirement standards imposed by law, including:

- 1) A procedure for micro-purchases (Under \$10,000);
- 2) A procedure for small purchases (between \$10,000 to \$250,000);
- 3) A procedure for sealed bids (over \$250,000);
- 4) A procedure for competitive proposals (with an explanation for why sealed bids were not accepted if over \$250,000); and
- 5) A procedure for noncompetitive bids.

Legal Reference: 2 C.F.R. §§ 200.317 through 200.326.

Cross-Reference: Policies 3130 & 3131.

Contract Terms: All contracts funded (in whole or in part) by federal funds and/or federal awards must contain the following terms or, via this Policy, the following terms are required and incorporated into any such contracts:

- 1) An assurance that minority business enterprises and labor surplus area firms are used, when possible;
- 2) An Anti-Lobbying clause for all contracts, including an Anti-Lobbying Certification, for contracts exceeding \$100,000;
- 3) A Suspension and Debarment clause;
- 4) A provision for termination for cause and for convenience, including the manner by which it will be affected and the basis for settlement;
- 5) A clause that addresses administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and a provision for sanctions and penalties;
- 6) For contracts in excess of \$150,000, a clause addressing the Clean Air Act and the Federal Water Pollution Control Act;
- 7) A provision maintaining contract oversight to ensure that contractors perform in accordance with the terms, conditions, and specifications of their contracts or purchase orders;
- 8) A provision addressing the District's conflict of interest policies; and
- 9) A requirement that the contractor maintains records related to the contracted work.

Legal Reference: 2 CFR § 200.319(d); 2 CFR § 200.321; 2 CFR § 200, Appendix II(I); 2 CFR § 200, Appendix II(H); 2 CFR § 200, Appendix II(B); 2 CFR § 200, Appendix II(A); 2 CFR § 200, Appendix II(G); 2 CFR § 200.318(b); 2 CFR § 200.318(c)(1); 2 CFR § 200.318(i); 2 CFR § 200.324(a); 2 CFR § 200.324(b).

Federal Interest Reporting: The District will follow the required federal interest reporting and recording requirements, if applicable, for any real property or improvement interest financed, in whole or in part, with federal funds.

Legal Reference: 2 CFR §§ 200.310-200.313.

Record Retention: Financial records, supporting documents, statistical records, and all other related records pertinent to a federal award will be retained for a period of three (3) years from the date of submission of the final expenditure report or, for federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the federal awarding agency or pass-through entity in the case of a sub-recipient, or as otherwise specified by the federal award or federal law.

For all other records, the District will retain such records for the length of time as required by law.

Legal Reference: 2 C.F.R. § 200.333, 2 C.F.R. § 200.34 & 34 C.F.R. § 81.31.

Suspension and Debarment: The District will not contract with any entity or individual who has been debarred, suspended, or otherwise excluded from or ineligible for participation in federal assistance programs or activities. Before entering into a contract regarding a federal award, the District will either: (1) verify that a vendor has not been debarred, suspended or otherwise excluded via SAM.gov, (2) collect a verification from that vendor; or (3) add a clause to the contract with the vendor. The District will maintain a copy of said verification or documentation.

Legal Reference: 2 C.F.R. § 200.213.

Financial Management: The District will maintain financial management systems to account for the federal funds, including records documenting compliance with federal statutes, regulations, and the terms and conditions of the federal award. These records will be sufficient to permit the District to prepare reports required by general and program-specific terms and conditions and the tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the federal statutes, regulations, and the terms and conditions of the federal award. The financial management system will provide for the following:

- 1) Identifying all of the federal awards received and expended and the federal programs under which they were received;
- 2) Ensuring that accurate, current, and complete disclosure of the financial results of each federal award or program are maintained in accordance with reporting requirements;
- 3) Maintaining records and documentation that sufficiently identify the amount, source, and expenditure of funds for federally funded activities;
- 4) Ensuring effective controls over accountability and safeguards for all funds, property, and other assets;
- 5) Comparing actual expenditures with budget amounts for each federal award;
- 6) Ensuring payments of federal funds are made in accordance with applicable law, including 2 CFR § 200.305; and
- 7) Determining the allowability of costs in accordance with applicable law and the conditions of the federal award.

Legal Reference: 2 C.F.R. § 200.302.

Program Income: The District will consult with the federal awarding agency and refer to the applicable law and federal program terms and conditions to determine how to account for, deduct and otherwise handle income from federal programs.

Legal Reference: 2 C.F.R. § 200.307.

Cost Sharing or Matching: For all federal awards, any shared costs or matching funds and all contributions, including cash and third party in-kind contributions, must be accepted as part of the District's cost sharing or matching, when such contributions meet all of the following criteria:

- 1) Are verifiable from the District's records;
- 2) Are not included as contributions for any other federal award;
- 3) Are necessary and reasonable for accomplishment of project or program objectives;
- 4) Are allowable under the applicable Cost Principles requirements;
- 5) Are not paid by the Federal Government under another federal award, except where the federal statute authorizing a program specifically provides that federal funds made available for such program can be applied to matching or cost sharing requirements of other federal programs;
- 6) Are provided for in the approved budget when required by the federal awarding agency; and
- 7) Conform to other provisions of the law or terms and conditions of the federal award, as applicable.

Legal Reference: 2 C.F.R. § 200.306.

Compensation: Compensation for personal services includes all remuneration for services of employees rendered during the period of performance under the federal award, including, but not limited to wages, salaries, and fringe benefits. Costs of compensation may be allowable under federal law and the federal grant to the extent that they satisfy the following requirements:

- 1) Is reasonable for the services rendered; and
- 2) Conforms to the established written expectations of the District, as applied consistently to both federal and non-federal activities.

If the District intends to charge compensation to federal awards, such charges will be based on records that accurately reflect the work performed, and will:

- 1) Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- 2) Be incorporated into the official records of the District;
- 3) Reasonably reflect the total activity for which the employee is compensated by the District, not exceeding 100% of compensated activities;
- 4) Encompass both federally assisted, and all other activities compensated by the District on an integrated basis, but may include the use of subsidiary records as defined in the District's written procedures;
- 5) Comply with the established accounting policies and practices of the District; and
- 6) Differentiate and account for the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one (1) federal award; a federal award and non-federal award; an indirect cost activity and a direct cost activity; two (2) or more indirect activities which are allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity.

Any leave and/or fringe benefits charged to a federal award must satisfy all criteria set forth in 2 C.F.R. § 200.431(b) and/or (c).

Budget estimates will generally not be used to support charges to federal awards but may be used for interim accounting purposes.

Legal Reference: 2 C.F.R. §§ 200.430 & 200.431.

Federal Funds for Construction Projects: If the District is granted the authority to use federal funds for a construction project, the District will follow the Davis-Bacon and Related Acts, including the payment of “prevailing wages” to those who work on the job site, as well as the contractor bonding requirements.

Legal Reference: 40 U.S.C. § 3141, et seq; 2 C.F.R. § 200.326.

Capitalization and Depreciation: The District will follow the rules for selected items of cost at 2 C.F.R. Part 200, Subpart E, when charging these specific expenditures to a federal grant. When applicable, District staff will check costs against the selected items of cost requirements to ensure the cost is allowable. In addition, federal, state, or program-specific rules, including the terms and conditions of the award, may deem a cost as unallowable and District personnel shall follow those requirements. The following rules of allowability apply to equipment and other capital expenditures:

- 1) Capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the federal awarding agency or pass-through entity.
- 2) Capital expenditures for special purpose equipment are allowable as direct costs, provided that items with a unit cost of \$10,000 or more have the prior written approval of the federal awarding agency or pass-through entity.
- 3) Capital expenditures for improvements to land, buildings, or equipment which materially increase their value or useful life are unallowable as a direct cost except with the prior written approval of the federal awarding agency or pass-through entity.
- 4) Allowability of depreciation on buildings, capital improvements, and equipment shall be in accordance with 2 CFR § 200.436 and 2 CFR § 200.465.
- 5) When approved as a direct cost by the federal awarding agency or pass-through entity under Sections A - C, capital expenditures will be charged in the period in which the expenditure is incurred, or as otherwise determined appropriate and negotiated with the federal awarding agency.
- 6) If the District is instructed by the federal awarding agency to otherwise dispose of or transfer the equipment, the costs of such disposal or transfer are allowable.

- 7) Any depreciation will be computed, charged, and recorded in a manner consistent with federal regulations and any requirements of the federal awarding agency.

Legal Reference: 2 C.F.R. §§200.436 & 200.439.

Conflict of Interest: No District employee, agent, or Board Member with a real or apparent conflict of interest may participate in the selection, award, or administration of a contract supported by or with federal funds. A “conflict of interest” includes, but is not limited to, a financial or other interest in or a tangible personal benefit from federal funds that would directly or indirectly benefit either (1) the employee, agent, or board member; (2) any member of their immediate family; or their spouse or partner, or (3) an organization that employs or is about to employ those individuals. District employees, agents, and Board Members may only accept gratuities, favors, or anything of monetary value from federally funded contractors in accordance with the District’s Conflict of Interest Policy. Any District employee, agent, or Board Member who knowingly violates these terms may be subject to discipline, up to and including termination of employment and/or referral for possible criminal prosecution.

Legal Reference: 2 C.F.R. §§ 200.112 & 200.318.

Unexpected or Extraordinary Circumstances: For all federal awards, if the District does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the District may amend or create a policy at a later date in order to put emergency contingencies in place for federal and non-federal similarly situated employees. If the conditions exist for charges to be made to the federal grant, then charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The District will take other steps to comply with federal award requirements in the event of unexpected or extraordinary circumstances.

Legal Reference: 2 C.F.R. § 200, et seq.

Date of Adoption: [Insert Date]

Business OperationsInternal Controls

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- 2) Maintain a physical inventory procedure, with an inventory occurring at a minimum of every two (2) years;
- 3) ~~Implement a~~Implement a control system to ensure safeguards for preventing property loss, damage, or theft-Control System procedure;
- 4) Implement adequate maintenance procedures for the equipment; and
- 5) Implement sales and disposition procedures for the equipment to ensure the highest possible return; and.
- 6) ~~Continue to develop and implement disposition procedure for the equipment.~~

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- 2) An Anti-Lobbying clause for all contracts, including an Anti-Lobbying Certification, for contracts exceeding \$100,000;
- 3) A Suspension and Debarment clause;
- 4) A provision for termination for cause and for convenience, including the manner by which it will be affected and the basis for settlement;
- 5) A clause that addresses administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and a provision for sanctions and penalties;
- 6) For contracts in excess of \$150,000, a clause addressing the Clean Air Act and the Federal Water Pollution Control Act;
- 7) A provision maintaining contract oversight to ensure that contractors perform in accordance with the terms, conditions, and specifications of their contracts or purchase orders;
- 8) A provision addressing the District's conflict of interest policies; and
- 9) A requirement that the contractor maintains records related to the contracted work.

Legal Reference: 2 CFR § 200.319(d); 2 CFR § 200.321; 2 CFR § 200, Appendix II(I); 2 CFR § 200, Appendix II(H); 2 CFR § 200, Appendix II(B); 2 CFR § 200, Appendix II(A); 2 CFR § 200, Appendix II(G); 2 CFR § 200.318(b); 2 CFR § 200.318(c)(1); 2 CFR § 200.318(i); 2 CFR § 200.324(a); 2 CFR § 200.324(b).

Federal Interest Reporting: The District will follow the required federal interest reporting and recording requirements, if applicable, for any real property or improvement interest financed, in whole or in part, with federal funds.

Legal Reference: 2 CFR §§ 200.310-200.313.

Record Retention: Financial records, supporting documents, statistical records, and all other related records pertinent to a federal award will be retained for a period of three (3) years from the date of submission of the final expenditure report or, for federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the federal awarding agency or pass-through entity in the case of a sub-recipient-, or as otherwise specified by the federal award or federal law.

For all other records, the District will retain such records for the length of time as required by law.

Legal Reference: 2 C.F.R. § 200.333, 2 C.F.R. § 200.34 & 34 C.F.R. § 81.31.

Suspension and Debarment: The District will not contract with any entity or individual who has been debarred, suspended, or otherwise excluded from or ineligible for participation in federal assistance programs or activities. Before entering into a contract regarding a federal award, the District will either: (1) verify that a vendor has not been debarred, suspended or otherwise excluded via SAM.gov, (2) collect a verification from that vendor; or (3) add a clause to the contract with the , and the vendor. The District will maintain a copy of said verification or documentation.

Legal Reference: 2 C.F.R. § 200.213.

Financial Management: The District will maintain financial management systems to account for the federal funds, including records documenting compliance with federal statutes, regulations, and the terms and conditions of the federal award. These records will be sufficient to permit the District to prepare reports required by general and program-specific terms and conditions and the tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the federal statutes, regulations, and the terms and conditions of the federal award. The financial management system will provide for the following:

- 1) Identifying all of the federal awards received and expended and the federal programs under which they were received;
- 2) Ensuring that accurate, current, and complete disclosure of the financial results of each federal award or program are maintained in accordance with reporting requirements;
- 3) ~~Identifying adequately~~ Maintaining records and documentation that sufficiently identify the amount, source, and application expenditure of funds for federally-funded activities;
- 4) Ensuring effective controls over ~~and~~ accountability and safeguards for all funds, property, and other assets;
- 5) Comparing actual expenditures with budget amounts for each federal award;
- 6) Ensuring payments of federal funds are made in accordance with applicable law, including 2 CFR § 200.305; and
- 7) Determining the allowability of costs in accordance with applicable law and the conditions of the federal award.

Legal Reference: 2 C.F.R. § 200.302.

Program Income: The District will consult with the federal awarding agency and refer to the applicable law and federal program terms and conditions to determine how to account for, deduct and otherwise handle income from federal programs.

Legal Reference: 2 C.F.R. § 200.307.

Cost Sharing or Matching: For all federal awards, any shared costs or matching funds and all contributions, including cash and third party in-kind contributions, must be accepted as part of the District's cost sharing or matching, when such contributions meet all of the following criteria:

- 1) Are verifiable from the District's records;
- 2) Are not included as contributions for any other federal award;
- 3) Are necessary and reasonable for accomplishment of project or program objectives;
- 4) Are allowable under the applicable Cost Principles requirements;
- 5) Are not paid by the Federal Government under another federal award, except where the federal statute authorizing a program specifically provides that federal funds made available for such program can be applied to matching or cost sharing requirements of other federal programs;
- 6) Are provided for in the approved budget when required by the federal awarding agency; and
- 7) Conform to other provisions of the law or terms and conditions of the federal award, as applicable.

Legal Reference: 2 C.F.R. § 200.306.

Compensation: Compensation for personal services includes all remuneration for services of employees rendered during the period of performance under the federal award, including, but not limited to wages, salaries, and fringe benefits. Costs of compensation may be allowable under federal law and the federal grant to the extent that they satisfy the following requirements:

- 1) Is reasonable for the services rendered; and
- 2) Conforms to the established written expectations of the District, as applied consistently to both federal and non-federal activities.

If the District intends to charge compensation to federal awards, such charges will be based on records that accurately reflect the work performed, and will:

- 1) Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- 2) Be incorporated into the official records of the District;
- 3) Reasonably reflect the total activity for which the employee is compensated by the District, not exceeding 100% of compensated activities;
- 4) Encompass both federally assisted, and all other activities compensated by the District on an integrated basis, but may include the use of subsidiary records as defined in the District's written procedures;
- 5) Comply with the established accounting policies and practices of the District; and
- 6) Differentiate and account for the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one (1) federal award; a federal award and non-federal award; an indirect cost activity and a direct cost activity; two (2) or more indirect activities which are allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity.

Any leave and/or fringe benefits charged to a federal award must satisfy all criteria set forth in 2 C.F.R. § 200.431(b) and/or (c).

Budget estimates will generally not be used to support charges to federal awards but may be used for interim accounting purposes.

Legal Reference: 2 C.F.R. §§ 200.430 & 200.431.

Federal Funds for Construction Projects: If the District is granted the authority to use federal funds for a construction project, the District will follow the Davis-Bacon and Related Acts, including the payment of “prevailing wages” to those who work on the job site, as well as the contractor bonding requirements.

~~Legal Reference: 40 U.S. Code § 3141, et seq; 2 C.F.R. § 200.326. For all federal awards, the District will comply with all applicable legal requirements, including the Davis-Bacon Act.~~

~~Legal Reference: 34 C.F.R. § 75.600, et seq.~~

Capitalization and Depreciation: The District will follow the rules for selected items of cost at 2 C.F.R. Part 200, Subpart E, when charging these specific expenditures to a federal grant. When applicable, District staff will check costs against the selected items of cost requirements to ensure the cost is allowable. In addition, federal, state, or program-specific rules, including the terms and conditions of the award, may deem a cost as unallowable and District personnel shall follow those requirements. The following rules of allowability apply to equipment and other capital expenditures:

- 1) Capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the federal awarding agency or pass-through entity.
- 2) Capital expenditures for special purpose equipment are allowable as direct costs, provided that items with a unit cost of \$510,000 or more have the prior written approval of the federal awarding agency or pass-through entity.
- 3) Capital expenditures for improvements to land, buildings, or equipment which materially increase their value or useful life are unallowable as a direct cost except with the prior written approval of the federal awarding agency or pass-through entity.
- 4) Allowability of depreciation on buildings, capital improvements, and equipment shall be in accordance with 2 CFR § 200.436 and 2 CFR § 200.465.
- 5) When approved as a direct cost by the federal awarding agency or pass-through entity under Sections A - C, capital expenditures will be charged in the period in which the expenditure is incurred, or as otherwise determined appropriate and negotiated with the federal awarding agency.

- 6) If the District is instructed by the federal awarding agency to otherwise dispose of or transfer the equipment, the costs of such disposal or transfer are allowable.
- 7) Any depreciation will be computed, charged, and recorded in a manner consistent with federal regulations and any requirements of the federal awarding agency.

Legal Reference: 2 C.F.R. §§200.436 & 200.439.

~~Conflict of Interest: Notwithstanding any other Board Policies or Procedures, the District shall ensure that it avoids any conflicts of interest regarding any federal awards. The District will disclose in writing any potential conflict of interest to the federal awarding agency or pass-through entity in accordance with applicable federal awarding agency policy.~~

Conflict of Interest: No District employee, agent, or Board Member with a real or apparent conflict of interest may participate in the selection, award, or administration of a contract supported by or with federal funds. A “conflict of interest” includes, but is not limited to, a financial or other interest in or a tangible personal benefit from federal funds that would directly or indirectly benefit either (1) the employee, agent, or board member; (2) any member of their immediate family; or their spouse or partner, or (3) an organization that employs or is about to employ those individuals. District employees, agents, and Board Members may only accept gratuities, favors, or anything of monetary value from federally funded contractors in accordance with the District’s Conflict of Interest Policy. Any District employee, agent, or Board Member who knowingly violates these terms may be subject to discipline, up to and including termination of employment and/or referral for possible criminal prosecution.

Legal Reference: 2 C.F.R. §§ 200.112 & 200.318.

Unexpected or Extraordinary Circumstances: For all federal awards, if the District does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the District may amend or create a policy at a later date in order to put emergency contingencies in place for federal and non-federal similarly situated employees. If the conditions exist for charges to be made to the federal grant, then charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The District will take other steps to comply with federal award requirements in the event of unexpected or extraordinary circumstances.

Legal Reference: 2 C.F.R. § 200, et seq.

Date of Adoption: [Insert Date]

James B. Gessford  
Daniel F. Kaplan  
Gregory H. Perry  
Joseph F. Bachmann  
R. J. Shortridge\*  
Joshua J. Schauer\*  
Derek A. Aldridge\*\*  
Justin J. Knight\*\*\*  
Charles Kaplan  
Haleigh B. Carlson  
Sara J. Tonjes  
Kendall G. Oberheide



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PERRY, GUTHERY, HAASE & GESSFORD, P.C., L.L.O.

Of Counsel  
Thomas M. Haase

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\*Also admitted in Iowa  
\*\* Also admitted in Kansas  
\*\*\*Also admitted in Colorado

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Ernest B. Perry (1876-1962)  
Arthur E. Perry (1910-1982)  
R.R. Perry (1917-1999)  
Edwin C. Perry (1931-2012)

## MID-YEAR 2024 POLICY UPDATE

Recently, the Nebraska Department of Education notified schools about updates to federal guidance and regulations. These changes require updates to Policy 3132 (“Internal Controls”). As a reminder, Policy 3132 is one of the key policies required and reviewed during federal audits. Although most of the updates are technical, these updates include:

1. Add a reference to “cybersecurity” to the District’s obligation to protect sensitive information;
2. Clarify the monetary threshold (now \$10,000) for the disposition of property acquired with federal funds;
3. Include the required contract terms for contracts with federal awards;
4. Add a requirement for federal interest reporting and recording;
5. Update the suspension and debarment language to now provide three options to confirm a contractor has not been suspended or debarred from performing federal work;
6. Increase the capital expenditure threshold from \$5,000 to \$10,000; and
7. Update the conflict-of-interest language.

The new regulations also increase the single audit threshold from \$750,000 to \$1,000,000.

Please let us know if you have any questions.













Franklin Public Schools





# PROPOSAL

## Mid-West Barrier, LLC

74722 Road 438, Bertrand, NE 68927

Cell: 308-991-0925

Email: DeanS@midwest-barrier.com

PROPOSAL: #0385

DATE: OCTOBER 11, 2023

**PROJECT:** FRANKLIN COUNTY PUBLIC SCHOOL  
1001 STATE HIGHWAY 10 BYPASS  
FRANKLIN, NE, 68939

**CONTACT:** SUPERINTENDENT MR. CHRIS LECHER

**MIDWEST BARRIER SHALL PROVIDE ALL SPECIFIED MATERIALS, EQUIPMENT AND LABOR REQUIRED FOR:**

THE REMOVAL AND DISPOSAL OF TWELVE (12) COMPLETE WINDOWS WITH CENTER COLUMN BETWEEN WINDOWS AT LOCATIONS WITH INTERIOR DIVIDING WALL AND ONE (1) ENTRANCE DOOR WITH SIDELITE

FURNISH AND INSTALL

- ONE (1) KAWNEER 350 MEDIUM STILE ENTRANCE 3'0" X 7'0" DOOR WITH 3-1/2" CROSS RAIL, CONTINUOUS HINGE, VON DUPRIN 33 SERIES RIM EXIT DEVICE WITH 338 CYLINDER CONTROL AND LCN 4040XP DOOR CLOSER WITH 451 TRANSOM FRAME WITH SIDELITE

- TWELVE (12) EACH- 45" X 114" WINDOWS DIVIDED AS PER WINDOW ELEVATION DRAWING USING

KAWNEER 451T 2" X 4-1/2" CENTER SET FIXED WINDOW FRAMING IN #22 BONE WHITE FINISH

INSTALL SIX (6) 32" X 45" EGRESS WINDOWS USING DESCO i65 SERIES WINDOWS  
ONE (1) PER CLASSROOM MATCHING STOREFRONT WINDOWS

GLAZING TO BE 1" O.A. CLEAR LOW E INSULATED TEMPERED GLASS UNITS USING HIGH PERFORMANCE  
1/4" CARDINAL CLEAR 366 LOW E TEMPERED SAFETY GLASS

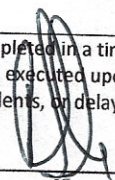
1" CITADEL INSULATED SMOOTH FACED PANELS GLAZED IN TOP AND BOTTOM OF NEW WINDOWS MATCHING PREVIOUSLY  
REPLACED WINDOWS IN NORTHEAST WING OF BUILDING

**INCLUSIONS**

- TEMPORARY SECURE BOARD-UP OF WINDOW OPENINGS IF REQUIRED DURING WINDOW REPLACEMENT
- MID-WEST BARRIER SHALL WARRANT ALL MATERIALS AND WORKMANSHIP FROM DEFECTS FOR A PERIOD OF THREE (3) YEARS AFTER COMPLETION
- TEN (10) YEAR MANUFACTURES FINISH WARRANTY ON WINDOWS
- TEN (10) YEAR MANUFACTURE OF INSULATED GLASS FROM FAILURE DUE TO PRODUCTION
- FIFTEEN (15) YEAR MANUFACTURE FINISH WARRANTY ON INSULATED PANELS

**EXCLUSIONS**

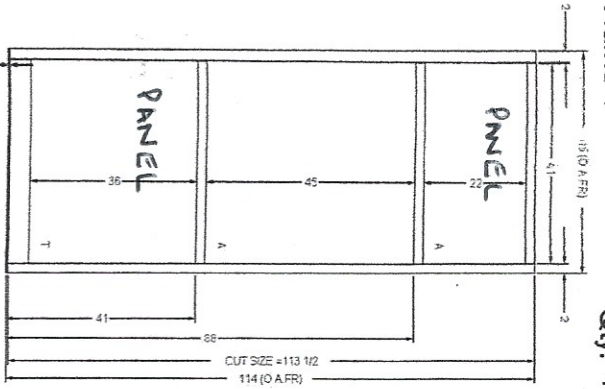
- TOUCH UP PAINTING
- FLOOR REPAIR
- ACCESS CONTROL EQUIPMENT ON ENTRANCE DOOR
- CYLINDER MATCHING SCHOOLS PROPRIETARY KEYWAY FOR ENTRANCE DOOR

We Propose hereby to furnish material and labor complete in accordance with above specification, for the sum of \$68,865.00. SIXTEY- EIGHT THOUSAND EIGHT HUNDRED SIXTEY FIVE DOLLARS & 00/100-----	
Payment to be made as follows: UPON COMPLETION	
All material is guaranteed to be as specified. All work is to be completed in a timely manner according to standard practices. Any alteration or deviation from above specifications involving extra costs will be executed upon written orders and will become an extra charge over and above the estimate. All agreements contingent upon strikes, accidents, or delays beyond our control. Owners carries all necessary insurance.	
Authorized Signature: <u>DEAN SCHOENE</u> 	
This Proposal may be withdrawn by us in not accepted within <u>45</u> days.	
Acceptance of Proposal – The above prices, specifications are satisfactory and are hereby accepted. You are authorized to so the work as specified. Payment will be made as outlined above.	
Date of Acceptance: _____	Signature: _____

Object Name - MIDWEST BARRIER FRANKLIN SCHOOL

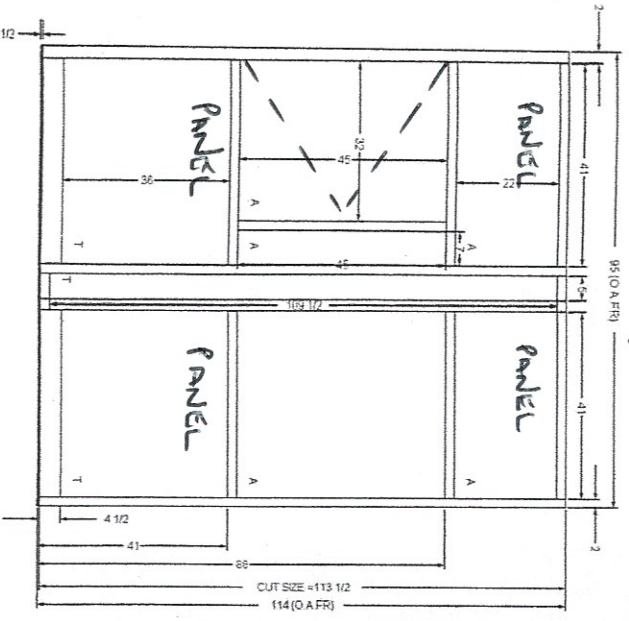
Frame 1

Qty: 4



Frame 3

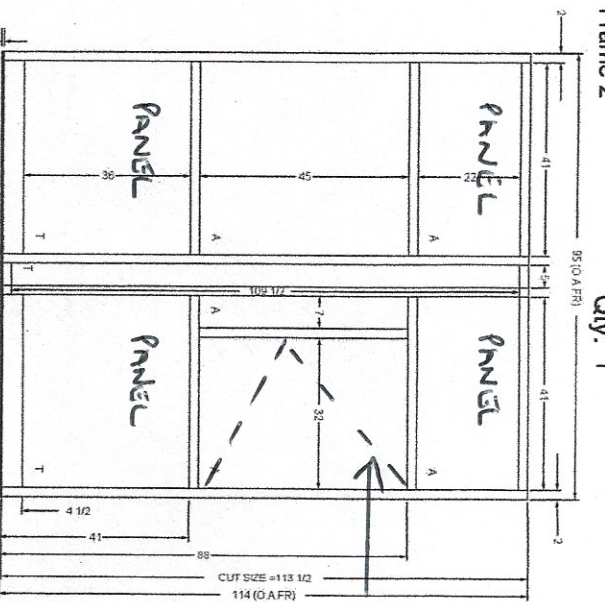
Qty: 3



#22 BONE WHITE  
#451UT W/ SILL FLASHING  
W/ 4 1/2" HIGH SIDELITE BASE  
#350 STILE DOOR  
W/ CONTINUOUS HINGE  
W/ 3 1/2" CROSS RAIL  
W/ 10" BOTTOM RAIL  
W/ 1" STOPS  
W/ THRESHOLD

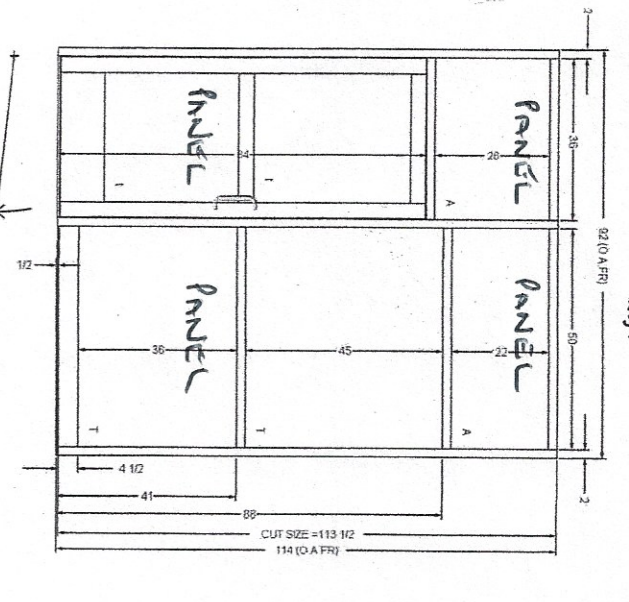
Frame 2

Qty: 1



Frame 4

Qty: 1



GLASS WINDOW

On Wed, Nov 13, 2024 at 3:42 PM srief [kearneyglass.com](mailto:srief@kearneyglass.com) <[srief@kearneyglass.com](mailto:srief@kearneyglass.com)> wrote:

Steve,

This is Scott with Glass Doctor it was nice discussing this project with you over the phone today. Please see attached drawings and notes. Let me know if there is any additional information you would like me to provide. Thank you.

We will be using Kawneer 451T Framing White. Clear 1" Insulated Glass units Annealed and Tempered Glass where required. Insulated Mapes panels. We will paint one side of the mapes panel to match the existing new windows. The reason for this is, custom panels like the ones on the new windows are 5 times the cost of a standard panel. I'm showing a quantity of 9 different openings. 30 square feet of Tempered glass. 140 square feet of annealed glass. 190 square feet of mapes panels.

1 door right hand door with hardware. Our goal is to reuse some of the hardware on the existing door. Closer, panic, electric strike.



The Glass Doctor of Central Nebraska  
2304 Avenue A  
Kearney, NE 68847  
Ph:308 236 9970

**Quote: 1-15412**  
**Date:11/22/2024**

Customer

FRANKLIN PUBLIC SCHOOLS

H (308)470-1826

Csr:SCOTT      Tech:                      PO                                      Terms:C.O.D

<u>Qty</u>	<u>Part / Description</u>	<u>Item Total</u>
1	MISC - Kawneer bone white 451T Framing	6,650.00
1	MISC - Mapes Panel 2 colored, 1" IGU Clear Annealed	3,937.50
1	MISC - Labor to install and demo	3,821.25
84.00	MILEAGE - ADVANTAGE PLANS    Mileage there and back	168.00
1	MISC - Freight	250.00
1	MISC - Caulking screws, break metal, etc	378.41

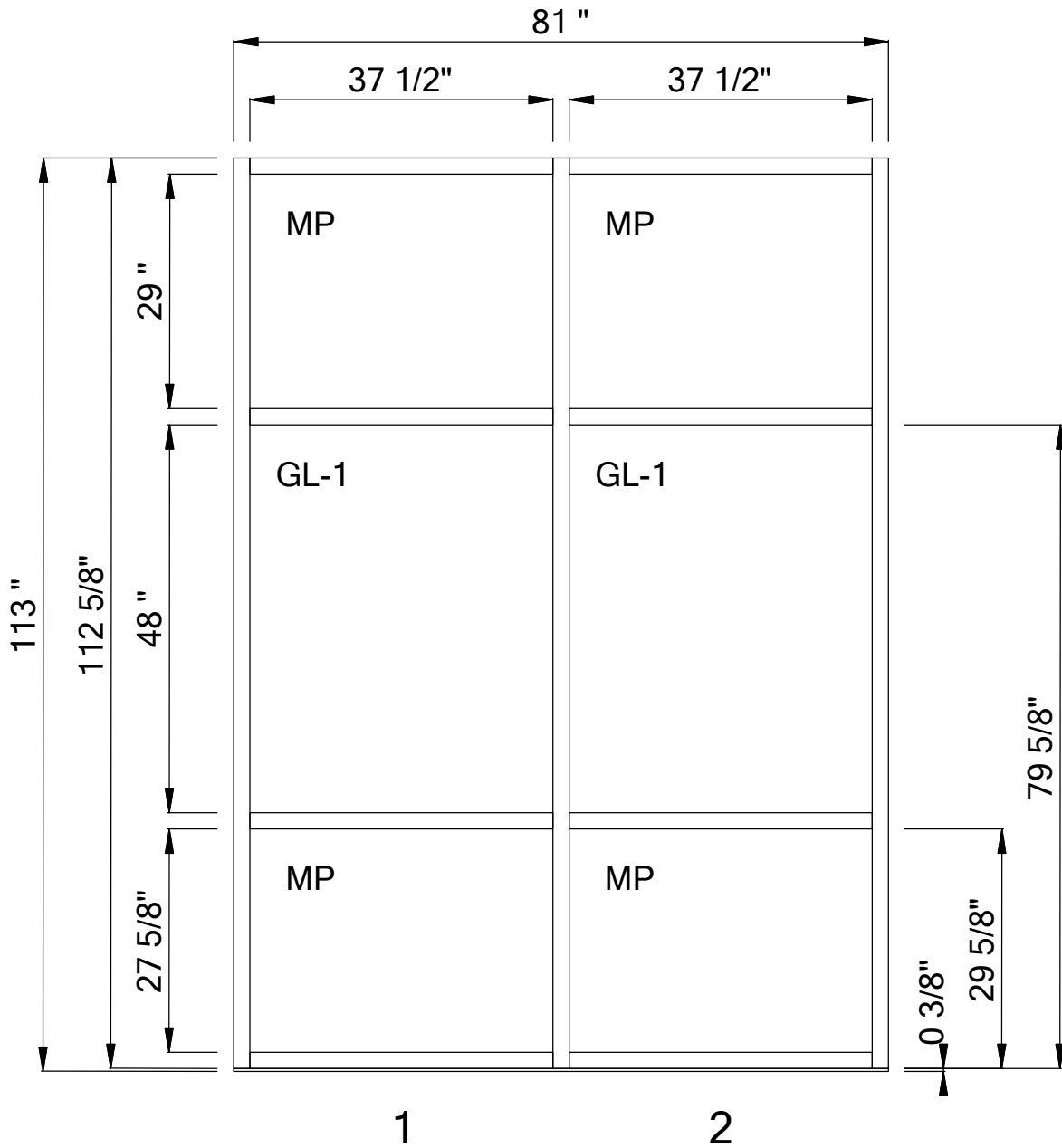
Notes: Remove and Replace windows 255 x 113, emailed from steve decker.  
  
add \$1500 for each operable window. \$95 each for install

Job Site:

Tax Info:                                      KEARNEY    0.00  
STATE TAX    0.00

Signature \_\_\_\_\_

	<u>Tax</u>	<u>Total</u>	<u>Payments</u>	<u>Balance</u>
	0.00	15,205.16	0.00	15,205.16



Franklin School Add - 001 - Window Add.dwg (3 Thus)

Frame: (White) Trifab VG 451T : 2 x 4.50

in. : Screw Spline : Outside Glazed : Center Set



The Glass Doctor of Central Nebraska  
2304 Avenue A  
Kearney, NE 68847  
Ph:308 236 9970

**Quote: 1-15234**  
**Date: 10/21/2024**

Customer

FRANKLIN PUBLIC SCHOOL

*Scott*

H (308)470-1826

Csr:SCOTT      Tech:      PO      Terms:C.O.D

Qty	Part / Description	Item Total
1	MISC - Glass	13,175.25
1	MISC - Framing	15,262.50
1	MISC - Hardware	742.50
1	SERVICE - LABOR    Service Call. \$95.00 per hour	6,531.25
1	MISC - Travel	385.00
1	MISC - Freight	250.00
1	MISC - Supplies	309.52

Notes: bid on windows  
contact is steve

Job Site:

Tax Info:

~~---KEARNEY---451.87~~  
~~---STATE TAX---1656.86~~

*Entry door ?*  
*Embossed Panels TOP + Bottom ?*  
*Clean & Haul off ?*

Signature \_\_\_\_\_

Tax	Total	Payments	Balance
<del>-2,108.73-</del>	<del>-38,764.75-</del> <b>36,656.02</b>	0.00	<del>-38,764.75-</del>







**Elementary Principal's Report**

Mrs. Shelley Kahrs

December 2024

***Thank you!***

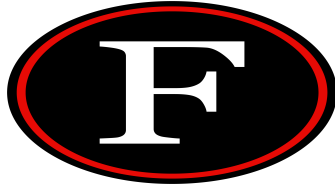
Thank you to all who participated in the Superintendent search for our district. I am humbled and honored to serve as your next superintendent at FPS! I was impressed by the questions and professionalism of all the groups involved. It was reassuring to see such quality candidates have an interest in the success at Franklin.

***NSCAS Score/NEP***

Information regarding the Nebraska Education Profile can be found at <https://nep.education.ne.gov/#/>

***Meetings:***

11/12/24 Inclusive Education Webinar  
11/14/24 Primary Coach Model Monthly Meeting  
11/15/24 Alicap visit with Dan Keyser  
11/18/24 Franklin Community Foundation Meeting-School Representative  
11/18/24 Zoom with NDE Accountability Office  
11/19/24 Conducted fire drill for the month  
11/19/24 Head Start/FPS collaborative meeting  
11/25/24 Vector meeting for online professional development  
12/2/24 Daycare Meeting 6:00 pm  
Classroom Observations/Evaluations  
MDT/IEP/MTSS/SAT Meetings



6th - 12th Principal Report  
Mrs. Christie Stratman  
December 2024

The High School Principal's Council has created a lineup of Theme Nights for all home basketball games to grow Flyer Nation's fanbase and energize support for our teams. Everyone in the community is invited to join in on the fun and show their Flyer pride at these exciting home events! Join us for some old-fashioned Team Spirit!!

- 12/12 'Merica Night against Harvard
- 12/20 Christmas Gear against Deshler
- 01/16 Pajamas against Red Cloud
- 01/18 Hawaii/Bikers against Blue Hill
- 01/24 Adam Sandler against Kenesaw

### Activities

- 11/19/24 Drove set to TVC One Act Contest to Harvard
- 11/21/24 eSports Pep Rally
- 11/22/24 Travelled to Columbus for State eSports Tournament
- 11/25/24 Door Decorating
- 11/26/24 Meeting with McPherson and Jacobsen for Superintendent Interviews
- 11/26/24 One Act School Performance
- 11/26/24 Calendar Meeting 7 am
- 12/2/24 HS MTSS meeting
- 12/3/24 Drug Testing (1 positive)
- 12/3/24 Superintendent Interviews
- 12/4/24 Superintendent Interviews
- 12/4/24 JHGB Blue Hill
- 12/5/24 FFA Greenhand Ceremony
- 12/6/24 GBBB vs Shelton

Several 504/IEP/MDT Meetings. Teacher observations completed. Evaluations nearly completed.



KAREN A. HAASE <sup>NE, SD, IA, WY</sup>

STEVE WILLIAMS <sup>NE, SD</sup>

BOBBY TRUHE <sup>NE, SD</sup>

COADY H. PRUETT <sup>NE, SD, CO</sup>

JORDAN JOHNSON <sup>NE, SD, WY</sup>



TYLER COVERDALE <sup>SD</sup>

SARA HENTO <sup>SD, NE</sup>

AMANDA DABNEY <sup>NE</sup>

SHARI RUSSELL, Paralegal

## ***Updated Legal Representation Agreement***

You are receiving this updated engagement agreement from KSB if you have already signed an engagement letter or have received training or services from KSB, such as digital citizenship or staff training. This document will update the terms of our representation, whether we work with your school, service agency, or entity regularly or on a limited basis. Our practice is to provide all clients who receive any type of services from KSB with a written engagement letter so that you have a clear understanding of the terms of our representation and KSB School Law's policy for billing you for legal services.

**Services.** We think of KSB School Law as a "full service" school law firm. When we founded KSB, we knew we only wanted to focus our practice on representing schools and related entities like cooperatives, associations, and service agencies that serve schools. As we like to say, it's literally in our name. If one of our clients has a legal issue or question, we've probably seen it. There are a few limits to the kinds of legal services we provide. We do not give tax advice, and we do not represent any individual board members, officials, or employees, unless we are ethically permitted to do so and arrange it in advance. For example, with the board's permission and when lawful, we have represented individual board members or employees when they are named in lawsuits or professional complaints. If we cannot represent an individual due to a conflict or cannot provide advice because it is outside our areas of expertise, we are always happy to help you find an attorney who can.

**Billing Practices.** We charge hourly rates for most of the day-to-day work performed for our clients. For hourly work, we record time in increments of one-tenth of an hour. We offer many services on a flat fee basis. We use flat fees for things like presentations, forms, and contracts. We also offer unique services and products on a flat fee basis on occasion. You always have the choice to decide whether you want to purchase them. Flat fees will

206 SOUTH 13<sup>TH</sup> STREET, SUITE 1100  
LINCOLN, NEBRASKA 68508

KSB SCHOOL LAW, PC, LLO  
KSB<sup>SCHOOL</sup>LAW.COM  
(402) 804-8000

300 NORTH DAKOTA AVENUE, SUITE 609  
P.O. Box 2281  
SIOUX FALLS, SOUTH DAKOTA 57104

*ATTORNEYS LICENSED IN STATES INDICATED*

appear on your invoice as a single “hour” billed, but the invoice will specify that the service was billed on a flat fee basis and will list the flat fee amount.

**Work Sharing.** We often share work among all of our attorneys, based on expertise, cost, and availability. This helps us be most responsive, keeps costs down, and allows you to call any of us at any time. On any project or matter, you may see that another attorney worked on it. For example, an attorney with a lower rate or quicker availability may draft a document you requested in collaboration with the attorney you called for the advice. You will never be billed for duplicative work, but we do share work for these reasons.

**Use of Generative AI.** Another one of our founding principles is being innovative. We see artificial intelligence and other generative technology (AI) as a growing aspect of most professions, including the work of attorneys. We may leverage AI to better serve you. We also understand the current limitations of this technology. We will use it only when consistent with our ethical obligations and in light of the confidentiality obligations on KSB and our clients. We will always exercise independent professional judgment and supervision over the use of these tools, including ongoing training and collaboration amongst KSB attorneys and staff.

**Rates.** Our current hourly rates are as follows: Karen Haase, \$430.00; Steve Williams, \$400.00; Bobby Truhe, \$385.00; Coady Pruett, \$335.00; Jordan Johnson, \$290.00; Tyler Coverdale, \$290.00; Sara Hento, \$250.00; and Amanda Dabney, \$210.00. Shari Russell is our paralegal and her current hourly rate is \$230.00. Shari’s rate for comparability will be billed at \$250.00 per hour. Any work completed by our law clerks will be billed at the hourly rate of \$150.00. Our hourly rates may be adjusted periodically, and we will provide you with reasonable advanced notice if we adjust our rates.

**Expenses.** We bill certain expenses, such as mileage, larger copying costs, and court reporter services needed for things like student discipline or personnel hearings. These will appear on your invoice designated as expenses.

**Invoices.** We send invoices electronically each month for services rendered that month. We send the invoices to the superintendent, director, or head administrator, or to anyone else that person designates. For example, some clients request that the statements be sent to their business officials. Our statements are due and payable each month. We send invoices out as close as possible to the end of each month so you have plenty of time to include them in your board claims at your next meeting.

We also encourage you to call or email us if you ever have any questions or concerns about your bill. Our most important founding principle is being client-centered. Sure, we like getting paid, and all we have to sell is our time. But we value our relationships with our clients most. Please never hesitate to reach out with any questions or concerns about our invoices.

**Ongoing Representation.** We serve at the pleasure of your board, and we value long-term relationships we develop with our clients. We like to learn about your staff, students you serve, and community. We hear from some clients daily and others less frequently. This agreement is designed to allow us to provide ongoing services to you at your request, hopefully for years to come. There is no legal obligation for any school or other entity to work with only one lawyer or law firm, and there are no minimum use requirements from us. You will not need to sign a new letter like this one each year even if your board designates law firms each year. We consider our agreement to serve you as ongoing and as-needed, until you terminate our representation or we withdraw from representing you.

**Terminating Representation.** You may terminate our representation at any time and for any reason. Once you notify us of the identity of your new attorney, we will forward your files to that person. However, terminating our representation does not relieve you of payment for any outstanding fees and expenses. Likewise, we reserve the right to withdraw from representation when doing so is permitted by our ethical rules.

**Records.** We retain your legal files for a period of 7 years after we close our files. At the expiration of the 7-year period, we may destroy these files unless you confirm in writing that you wish to take possession of them. We try to digitize older files when possible, but we reserve the right to charge administrative fees and costs associated with researching, retrieving, copying, and delivering your files.

**NSAA Representation.** KSB provides legal services to the Nebraska School Activities Association (NSAA). In order to avoid any possible conflicts, we cannot assist any Nebraska school or other client with questions or situations which may create a conflict with the NSAA. The next section describes conflicts and our practice for notifying you in the event of an actual or possible future conflict, whether with the NSAA or another entity.

**Conflicts.** Unless we have spoken with you directly, there are no current conflicts of interest in our representation. However, it is possible new circumstances that arise could present a conflict of interest. For example, there are cases where one client asks us for advice that would be adverse to another client. If we can answer the question without creating a conflict, we

will do so. If we become aware of a conflict, we will let you know right away and explain how the attorney ethics rules apply to the situation. In some cases, such a conflict could prohibit us from representing you, another entity, or anyone involved. In other cases, both you and the other entity could waive the conflict in writing if you desire to do so. When these situations arise, one of our attorneys will explain the process and your options to you.

Please give one of us a call or drop us an e-mail at [ksb@ksbschoollaw.com](mailto:ksb@ksbschoollaw.com) if you have any questions about this engagement agreement, any bill for services, or any other matter pertaining to our representation of you.

We consider it a privilege to advocate for members of the education community. Thank you for giving us the opportunity to serve you.

Yours Very Truly,  
KSB School Law, PC, LLO

Karen, Steve, Bobby, Coady, Jordan, Tyler, Sara, and Amanda



Galen Boldt <galen.boldt@fpsflyers.org>

## 2025 NRCSA Spring Conference

1 message

Nebraska Rural Community Schools Association <jmoles-nrcsa.net@shared1.ccsend.com> Tue, Dec 3, 2024 at 12:15 PM

Reply-To: jmoles@nrcsa.net

To: galen.boldt@fpsflyers.org



### NEBRASKA RURAL COMMUNITY SCHOOLS ASSOCIATION

440 S. 13th St, Ste B  
Lincoln, NE 68508

## 2025 NRCSA Spring Conference

**March 19 to 21, 2025**

At the Crowne Plaza and Younes North Convention Center



**Register to Attend**

Call: (308) 238-7000 to reserve a room at the Crowne Plaza.

Call: (308) 234-3400 to reserve a room at the Hampton Inn

There are blocks of rooms available at both the Crowne Plaza & the Hampton Inn for the Conference.

Other nearby hotels:

**Fairfield Inn** (308) 236-4200

**Holiday Inn** (308) 237-5971

**Holiday Inn Express** (308) 234-8100

**Wingate Inn** (308) 237-4400

**Americ Inn** (308) 234-7800

**New Victorian Inn & Suites** (308) 237-5858

**Microtel Inn & Suites** (308) 698-3003

## About the Conference

The Spring Conference will provide high interest concurrent sessions and excellent keynote speakers including Joe Sanfelippo and Commissioner of Education Dr. Brian Maher from the Nebraska Department of Education. A total of thirty-five sessions will be offered. Of course, the value of informal discussions with other Board members and Superintendents cannot be overstated. There are sessions related to school finance, boardsmanship, distance education, law, member school programs, and many more. Again, this year there has been a concerted effort to create sessions for Board members.

Spring Conference is also the opportunity to recognize twenty-two \$2,000 scholarships to students and eight annual "Outstanding" awards.

### **Pre-Conference 10:00 AM to 2:00 PM Wednesday March 19, 2025**

**The Seven Habits of Highly Effective People** *Presented by FranklinCovey.*



This pre-session is being offered on Wednesday March 19 beginning at 10:00 AM. NRCSA was approached by FranklinCovey with an offer of a free leadership training course. Thanks to Sam Stetcher (former East Butler Superintendent), FranklinCovey will present, FOR NO COST TO PARTICIPANTS, a leadership training: The Seven Habits of Highly Effective People. This training is based on the writings of Stephen Covey (The 7 Habits of Highly Effective People). Superintendents, Principals, and Board of Education members can register to attend. Younes Hospitality has also extended the room block at the Crowne Plaza to include Tuesday night, March 18, 2025 for those that need lodging the night before to attend the training. It is hoped that NRCSA members will take advantage of this unique opportunity for free continuing leadership development.

### **THE TOP 10 REASONS TO ATTEND THE NRCSA SPRING CONFERENCE:**

1. The 2025 NRCSA Spring Conference will be held at the two-year old Kearney Crowne Plaza. It is a beautiful facility.
2. A great opportunity to network with other administrators and/or Board of Ed members. A lot of learning takes place simply by networking.
3. Fantastic meals! We guarantee beef at every meal (I am told it is a fire-able offense for the NRCSA Executive Director to not have steak at each meal! In fact, I may have helped to start that rumor a long time ago when I was on the Executive Committee!).
4. Every attendee receives a very nice unique gift.
5. Hospitality rooms provided by NRCSA-vendor partners! A chance to renew old acquaintances and unwind a little bit!
6. A continued emphasis on breakout sessions that we are making permanent fixtures at the Spring Conference: an FFA-themed session, a student-run business presentation, and a Board of Education panel discussion.
7. The always emotional NRCSA Awards presentations in which we recognize an outstanding Board of Education Member, Superintendent, Principal, Secondary Teacher, Elementary Teacher, Music Teacher, ESU Staff Member, and Classified Staff Member.
8. Draw prizes during the closing ceremonies! Every person in attendance has a chance at winning some great prizes, such as a TV and others. The "heads or tails" game is a part of the prizes and this year the winner will have choices!
9. Outstanding keynote presentations, one by Joe Sanfelippo, Dr. Brian Maher, and a third to be determined.
10. A chance for somewhat free legal advice, by attending the (always entertaining) breakout sessions from KSB School Law and the Perry Law Firm.
11. That awe-inspiring opportunity to view the Sandhills Crane migration on your way into Kearney! Just don't rubberneck on your way into town!
12. A chance to hear directly from NRCSA in the legislative breakout with NRCSA Lobbyist Russ Westerhold and NRCSA Executive Director Jack Moles.
13. A much-expanded vendor show with as many as 96! This is an opportunity to make connections on services and products that your district may need or desire. And I promise: you will find candy in the exhibitor hall. More specifically: you will find chocolate!

- 14.** Everyone is guaranteed an opportunity to go on a 5:00 a.m. walk with NRCSA Executive Director Jack Moles! For free!
- 15.** A lot of other reasons, but we've already cheated by exceeding ten.

## General Session Speakers

### Dr. Joe Sanfelippo

Thursday March 20, 8:30 AM

Dr. Joe Sanfelippo recently retired after spending the last 26 years in the building and the final 12 as the Superintendent of the Fall Creek School District in Fall Creek, WI. The Fall Creek School District was named an Innovative District by the International Center for Leadership in Education twice during that time. Joe holds a BA in Elementary and Early Childhood Education, an MS in Educational Psychology, an MS in Educational Leadership, and a Ph.D. in Leadership, Learning, and Service. He was selected as 1 of 117 Future Ready Superintendents and 1 of 50 Superintendents as a Personalized Learning Leader by the US Department of Education. Education Dive named Joe their National Superintendent of the Year in 2019.

Joe started the #1minwalk2workLeadership Challenge, and authored multiple books, including The Power of Branding-Telling Your School's Story, Principal Professional Development: Leading Learning in a Digital Age, Hacking Leadership: 10 Ways Great Leaders Inspire Learning That Teachers, Students and Parents Love, Lead From Where You Are: Building Intention, Connection, and Direction in Our Schools, and Crafting the Culture: 45 Reflections on What Matters Most, and the upcoming 1 Minute Walk to Work: Weekly Walks to Your Greatest Year Ever (Available June 2024).



### Dr. Brian Maher - Commissioner of Education

Thursday March 20, 12:00 PM

Dr. Brian Maher was selected as the Nebraska Commissioner of Education by the State Board of Education on March 31, 2023, and started in the position on July 1, 2023.

Dr. Maher is a long-time educator with strong Nebraska roots. He served as superintendent at Sioux Falls School District (South Dakota) from 2015 to 2020; a 25,000-student school system where he led during the beginning stages of a worldwide health pandemic. Maher also served as superintendent at both Kearney (2007-2015) and Centennial (1999-2007) Public Schools in Nebraska. In his tenure as a school superintendent, he successfully led four bond referendums in three different school districts. Dr. Maher was also an administrator at Waverly, Elkhorn, and Johnson-Brock Public Schools and a teacher at Elkhorn and Clarks Public Schools.



### TBD

Friday, March 21 10:50 AM

NRCSA will have another outstanding speaker on Friday March 21.



## Registration

Registration Fees are \$220 per person for NRCSA member schools, \$360 per person for non-member schools. \$5 of every registration supports NRCSA scholarships and awards funds.

**Register  
to Attend**

## Check Your Registration

You may check the status of your registration here. You can access a list of current attendees (listed alpha by school district) through the button at the right. If your name appears you ARE registered to attend the Spring Conference. If your name does not appear you are NOT registered to attend.

**2025  
Spring  
Conference  
Registrants**

## Full Conference Schedule

View the full conference page from our website here.

**Conference  
Website**



Nebraska Rural Community Schools Association | 455 S. 11th St, Ste B | Lincoln, NE 68508 US

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## Galen Contract Days Summary

July	On Campus	4
	Work From Home	10
	Admin Days	4
	Vacation	5
	Total	18
August	On Campus	11
	Work From Home	11
	Total	22
September	On Campus	15
	Work From Home	6
	Total	21
October	On Campus	12
	Labor Relations	1
	Work From Home	5
	Vacation	4
	Total	18
November	On Campus	9
	School Board Conf	3
	Work From Home	5
	Total	17
December	On Campus	10
	Work From Home	4
	Vacation	1
	Total	14
1 <sup>st</sup> Semester Total		110 Contract Days