

# Loup City Public Schools Board of Education

Loup City Central Office  
800 N. 8th Street  
Loup City, NE

Phone: (308) 745-0120  
Fax: (308) 745-0130  
www.loupcitypublicschools.org

## Regular Session

Monday, November 9, 2020

7:30 PM

Loup City Public Schools Library Board Room

7:30 PM

1. Call Meeting To Order:
  - A. Pledge of Allegiance
  - B. Announce Open Meetings Act - Posted in Meeting Room
  - C. Publication of Meeting
  - D. Approval of Agenda:
2. Consent Agenda:
  - A. Reading and Approval of Minutes
  - B. Approve Contracts & Resignations
3. Financial Report:
4. Meet the Teachers - Elementary MTSS Team
5. Hearing of the Audience:
6. Discussion Items:
  - A. Report from KSO Auditor
  - B. Report on Preschool
  - C. Superintendent Evaluation Materials and Procedures
  - D. MAPS comparison data
  - E. Community Survey about the current school logo & mascot
  - F. Timeline for Marquee
  - G. Report on NSAA & LouPlatte Conference plans for Winter Activities
7. Superintendent's Report
8. Action Items:
  - A. Discuss, consider and take all necessary action to approved policies:
    - 1001 General Policy Statement
    - 1002 Creation and Amendment of Board of Education Policies
    - 1003 Mission Statement
  - B. Discuss, consider and take all necessary action to approve:
    - 2001 Role of the Board of Education
    - 2002 Organization of Board, Board Officers, Committees and Check Signing
    - 2003 Development and Education of Board Members
    - 2004 Oath of Office
    - 2005 Conflict of Interest
    - 2006 Complaint Procedure
    - 2007 Reimbursement and Miscellaneous Expenditures
    - 2008 Meetings
    - 2009 Public Participation at Board Meetings
    - 2010 Preparation for Regularly Scheduled Board Meetings
    - 2011 Membership in Organizations
    - 2012 Board Code of Ethics
    - 2013 Violation of Board Ethics
    - 2014 Relationship with District Legal Counsel
    - 2015 Student Member of School Board
    - 2016 Participation in Insurance Program by Board Member
    - 2017 Indemnification and Liability Insurance

- C. Discuss, consider and take all necessary action to address changes in the Loup City Public Schools Return to School plan
  - D. Discuss, consider and take all necessary action to choose a delegate to the NASB Delegate Assembly
  - E. Discuss, consider and take all necessary action to approve the proposed Loup City Public Schools Negotiated Agreement
  - F. Discuss, consider and take all necessary action to approve the continuation with First National Capitol Markets.
- 9. Committee Reports to the Board
  - 10. Principals Reports
  - 11. Future Meetings/Reminders:
  - 12. Shouts Outs!
  - 13. Executive Session:
  - 14. Adjourn:

**Note 1:** The Board in its discretion may revise and consider any listed item at any time during the meeting.

**Note 2:** This agenda does not become final until 24 hours prior to the scheduled commencement of this meeting. All listed reports which are in writing are a part of the Agenda for this meeting and may contain action items or otherwise call for Board action on the subject matter(s) listed therein; complete copies of such reports, except for any legally confidential information are available upon request from the Office of the Superintendent of Schools as part of the agenda

**Note 3:** The Board of Education is empowered to act on any item listed on the Agenda at any time during the meeting, irrespective of the order listed. Further detail on agenda items may be obtained by speaking to the Superintendent. The Board of Education by the approval of all consent items is also approving, authorizing and directing the Board President, Board Secretary, the Superintendent or their designees to take or cause to be taken all necessary action and sign all documents necessary or appropriate to complete the matter or transaction as approved.

**Note 4:** The Open Meetings Act requires that agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. The Board releases its agenda well in advance of most meetings and desires that all interested persons are fully informed. Any interested person who has a question about a report or needs clarification about the sufficiently of any item on which action could be taken at this meeting should contact the Office of the Superintendent of Schools.

**Note 5:** The Board of Education reserves the right to go into closed session at its discretion, but will only do so for the prevention of needless injury to a person's reputation or for the protection of the public interest.

Loup City Public Schools Board of Education Regular Session  
 Monday, October 12, 2020 7:30 PM Central

Ericson: Present, Friesen: Present, Heil: Absent, Klein: Present, Kowalski: Present, Krzycki: Absent, Lewandowski: Present, Mroczek: Present, Panowicz: Present. Present: 7, Absent: 2.

1. Call Meeting To Order:

1.A. Pledge of Allegiance

1.B. Announce Open Meetings Act

1.C. Confirm Publication of the Meeting

Eric Kowalski and Lorraine Panowicz confirmed publication of the meeting.

1.D. Approval of Agenda:

Motion by Loraine Panowicz, seconded by Jamie Lewandowski, to approve the agenda as presented. Motion Carried

Ericson: Yes, Friesen: Yes, Heil: Absent, Klein: Yes, Kowalski: Yes, Krzycki: Absent, Lewandowski: Yes, Mroczek: Yes, Panowicz: Yes

Yes: 7, No: 0, Absent: 2

2. Consent Agenda:

Motion by Ron Mroczek, seconded by Eric Kowalski, to to approve the consent agenda with the Minute from September 14, September 14 Tax Hearing ad September 28.. Motion Carried

Ericson: Yes, Friesen: Yes, Heil: Absent, Klein: Yes, Kowalski: Yes, Krzycki: Absent, Lewandowski: Yes, Mroczek: Yes, Panowicz: Yes

Yes: 7, No: 0, Absent: 2

2.A. Reading and Approval of Minutes for September 14, 2020

Reading and Approval of Minutes for September 14, 202 Tax Levy Hearing

Reading and Approval of Minutes for September 28, 2020

3. Financial Report: Discuss, consider and take all necessary action to approve the District financial report for the period ending on September 30, 2020

There was an error on the first copy so a second copy was added with the correction.

<b>OCTOBER 2020 BOARD BILLS</b>	
<b><u>VENDOR NAME</u></b>	<b><u>INVOICE AMT\$</u></b>
ACELLUS LEARNING SERVICES	\$900.00
ALMQUIST MALTZAHN GALLOWAY & LUTH	\$406.50
AMAZON	\$2,024.87
BLACK HILLS ENERGY	\$1,465.73
CENGAGE LEARNING	\$280.00
CENTURY LINK	\$433.03
CHEMSEARCH	\$766.40
CITY OF LOUP CITY	\$2,141.24
CNA SURETY	\$411.40
CORPORATE PAYMENT SYSTEMS	\$229.30
CULLIGAN	\$176.80
DAS STATE ACCOUNTING	\$1,522.44
DECKER EQUIPMENT INC	\$385.35
DEMCO	\$21.84
E S U #10	\$20,585.76
ERICSON FORD, INC.	\$906.75

ESU 7	\$145.00
HOME DEPOT PRO	\$238.20
HOUGHTON MIFFLIN COMPANY	\$1,322.78
JOE'S MARKET	\$531.10
KSB SCHOOL LAW	\$1,749.16
KUSZAK HARDWARE & VARIETY	\$448.36
LITERACY RESOURCES, LLC	\$647.92
LOUP CITY AUTO PARTS	\$408.51
MATHESON TRI-GAS, INC.	\$67.75
MAVERICK INDUSTRIES INC.	\$515.00
MCGRAW-HILL SCHOOL EDUCATION	\$1,904.15
	\$1,773.99
MCI	\$64.19
MIDTOWN TIRE	\$68.00
NEBR. ASSN SCHOOL BOARD ALICAP	\$69,745.00
NEBRASKA CENTRAL EQUIPMENT	\$62.21
NPPD	\$6,864.11
NEBRASKA SAFETY CENTER	\$200.00
OFFICE NET	\$2,544.66
ONE SOURCE	\$65.00
PITNEY BOWES	\$200.00
POWERSCHOOL GROUP LLC	\$4,012.36
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PYRAMID SCHOOL PRODUCTS	\$89.55
QUILL CORP	\$214.96
REALLY GOOD STUFF, LLC	\$536.08
SAVVAS LEARNING COMPANY LLC	\$1,078.20
SCHOOL DATEBOOKS, INC.	\$338.70
STELLING BRASS & WINDS INC.	\$2,127.50
T-N-Z WELDING	\$50.00
TOLEDO PHYSICAL EDUCATION SUPPLY	\$316.23
TROTTER SERVICE	\$2,727.77
VERIZON WIRELESS	\$59.70
WELLS FARGO VENDOR FIN SERV	\$722.05
WHOA AND GO	\$74.48
WOODWIND & BRASSWIND	\$282.09
XELLO	\$615.00
YANDA'S MUSIC	\$32.85
	\$225.00
ZANER-BLOSER	\$305.81
<b>TOTAL</b>	<b>\$136,170.83</b>
<b>PAYROLL</b>	<b>\$350,379.98</b>
	<b>\$486,550.81</b>
<b>LUNCH PAYROLL \$13,174.85</b>	

Motion by Jamie Lewandowski, seconded by Eric Kowalski, to approve the bills with exclusion of ALICAP and Ericson Ford. Motion Carried  
Ericson: Yes, Friesen: Yes, Heil: Absent, Klein: Yes, Kowalski: Yes, Krzycki: Absent, Lewandowski: Yes, Mroczek: Yes, Panowicz: Yes  
Yes: 7, No: 0, Absent: 2  
Motion by Loraine Panowicz, seconded by Ron Mroczek, to ericson.. Motion Carried

Ericson: Abstain (With Conflict), Friesen: Yes, Heil: Absent, Klein: Yes, Kowalski: Yes, Krzycki: Absent, Lewandowski: Yes, Mroczek: Yes, Panowicz: Yes  
Yes: 6, No: 0, Absent: 2, Abstain (With Conflict): 1

#### 4. Hearing of the Audience:

There was no hearing of the audience.

#### 5. Discussion Items:

##### 5.A. Curriculum and Assessment Report

Ms Simpson discussed the curriculum process and plan for the next curriculum cycles and how testing will be handled this year.

#### 6. Superintendent's Report

##### 7. Action Items:

7.A. Discuss, consider and take all necessary action to approve payment to ALICAP as the district's insurance provider.

Motion by Loraine Panowicz, seconded by Jamie Lewandowski, to authorize \$69,745 for payment to ALICAP. Motion Carried

Ericson: Yes, Friesen: Yes, Heil: Absent, Klein: Yes, Kowalski: Yes, Krzycki: Absent, Lewandowski: Yes, Mroczek: Yes, Panowicz: Yes

Yes: 7, No: 0, Absent: 2

7.B. Discuss, consider and take all necessary action to approve the maintenance bid from Rasmussen for the update of 2 thermostats and a steam valve in the North Gym,

Motion by Wayne Klein, seconded by Ron Mroczek, to approve \$5593.00. Motion Carried

Ericson: Yes, Friesen: Yes, Heil: Absent, Klein: Yes, Kowalski: Yes, Krzycki: Absent, Lewandowski: Yes, Mroczek: Yes, Panowicz: Yes

Yes: 7, No: 0, Absent: 2

7.C. Discuss, consider and take all necessary action to approve the bid for repair and replacement of the sound system in the theater from Yanda's

Motion by Loraine Panowicz, seconded by Eric Kowalski, to approve the purchase of a new sound system. Motion Carried

Ericson: Yes, Friesen: Yes, Heil: Absent, Klein: Yes, Kowalski: Yes, Krzycki: Absent, Lewandowski: Yes, Mroczek: Yes, Panowicz: Yes

Yes: 7, No: 0, Absent: 2

7.D. Discuss, consider and take all necessary action to approve the purchase of Science materials.

Motion by Scott Friesen, seconded by Wayne Klein, to purchase. Motion Tabled

Ericson: Yes, Friesen: Yes, Heil: Absent, Klein: Yes, Kowalski: Yes, Krzycki: Absent, Lewandowski: Yes, Mroczek: Yes, Panowicz: Yes

Yes: 7, No: 0, Absent: 2

#### 8. Principal Reports

The principals shared the upcoming dates and information about current happenings in both buildings.

#### 9. Committee Reports

The building committee report prioritizing some summer projects and they would be putting out bids in the spring for projects.

The curriculum committee report discussion interventions and the curriculum cycle for the fall and what the plans would be for the spring semester.

10. Future Meetings/Reminders:

The NASB conference will be attended by the Loup City board virtually this year and at school. The next scheduled meeting is November 9, 2020.

11. Shouts Outs!

12. Executive Session:

Motion by Wayne Klein, seconded by Scott Friesen, to to enter into executive session in order to protect the public's interest to discuss negotiations at 8:54pm.. Motion Carried

Ericson: Yes, Friesen: Yes, Heil: Absent, Klein: Yes, Kowalski: Yes, Krzycki: Absent, Lewandowski: Yes, Mroczek: Yes, Panowicz: Yes

Yes: 7, No: 0, Absent: 2

Motion by Scott Friesen, seconded by Jamie Lewandowski, to to come out of executive session with no action at 9:36pm.. Motion Carried

Ericson: Yes, Friesen: Yes, Heil: Absent, Klein: Yes, Kowalski: Yes, Krzycki: Absent, Lewandowski: Yes, Mroczek: Yes, Panowicz: Yes

Yes: 7, No: 0, Absent: 2

13. Adjourn:

Motion by Scott Friesen, seconded by Ron Mroczek, to to adjourn at 9:37 pm.. Motion Carried

Ericson: Yes, Friesen: Yes, Heil: Absent, Klein: Yes, Kowalski: Yes, Krzycki: Absent, Lewandowski: Yes, Mroczek: Yes, Panowicz: Yes

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Yes: 7, No: 0, Absent: 2

<b>SCHOOL DISTRICT #1</b>	
GENERAL FUND - 01	
October 30, 2020	
<i>Balance forward</i>	\$1,333,976.85
Deposits	\$672,286.06
Checks/Debits	\$667,021.06
Transfers from ICS	\$465,000.00
Transfers to ICS	\$175,000.00
Interest	\$14.05
ICS Interest	\$133.73
<b>BOOK BALANCE</b>	<b>\$115,078.39</b>
<b>ICS BALANCE</b>	<b>\$934,311.23</b>
<b>FUND BALANCE</b>	<b>\$1,049,389.62</b>

<b>Certificates of Deposits</b>	
October 30, 2020	
Unemployment Fund	\$22,672.08
Special Building Fund ***	\$252,063.98
Ashton State Bank (Gen Fund)	\$239,874.43

<b>TOTAL</b>	<b>\$514,610.49</b>
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<b>UNEMPLOYMENT FUND - 03</b>	
October 30, 2020	
<i>Balance forward</i>	\$109,311.05
Deposit	\$0.00
Interest earned	\$0.36
ICS Interest earned	\$13.55
Checks/Debits	\$0.00
<b>BANK BALANCE</b>	<b>\$2,819.23</b>
<b>ICS BALANCE</b>	<b>\$106,505.73</b>
<b>FUND BALANCE</b>	<b>\$109,324.96</b>

<b>LUNCH FUND -06</b>	
October 30, 2020	
<i>Balance forward</i>	\$20,722.57
Deposit	\$31,217.49
Interest earned	\$2.13
Checks/Debits	\$27,064.32
<b>FUND BALANCE</b>	<b>\$24,877.87</b>

<b>REVENUES</b>	
October 30, 2020	
Local Receipts	\$196,098.29
County & ESU Receipts	\$1,408.86
State Receipts	\$8,094.17
Federal Receipts	\$0.00
Misc.	\$0.00
Non-Program Receipts	\$0.00
	<b>\$205,601.32</b>

<b>DEPRECIATION FUND -02</b>	
October 30, 2020	
<i>Balance forward</i>	\$825,264.46
Deposit	\$0.00
Interest earned	\$2.43
ICS Interest	\$102.68
Checks/Debits	\$0.00
<b>BANK BALANCE</b>	<b>\$19,082.77</b>
<b>ICS BALANCE</b>	<b>\$806,286.80</b>
<b>FUND BALANCE</b>	<b>\$825,369.57</b>

<b>ACTIVITY FUND ACCOUNT -05</b>	
October 30, 2020	
<i>Balance forward</i>	\$135,463.72
Deposit	\$9,866.28
Interest earned	\$1.52
Checks/Debits	\$12,823.28
<b>BANK BALANCE</b>	<b>\$7,397.74</b>
ICS Interest earned	\$15.93
<b>ICS BALANCE</b>	<b>\$125,126.43</b>
<b>FUND BALANCE</b>	<b>\$132,524.17</b>

<b>BOND FUND -07</b>	
October 30, 2020	
<i>Balance forward</i>	\$8,571.51
Deposit	\$0.00
Interest earned	\$1.09
Checks/Debits	\$0.00
<b>FUND BALANCE</b>	<b>\$8,572.60</b>

<b>SPECIAL BUILDING FUND -08</b>	
October 30, 2020	
<i>Balance forward</i>	\$210,212.61
Deposit	\$4,771.22
Interest earned	\$3.77
Checks/Debits	\$0.00
<b>BANK BALANCE</b>	<b>\$28,021.81</b>
ICS Interest earned	\$23.20
<b>ICS BALANCE</b>	<b>\$182,214.00</b>
<b>FUND BALANCE</b>	<b>\$210,235.81</b>

<b>ARCADIA/LOUP CITY ACT. CO-OP -15</b>	
October 30, 2020	
<i>Balance forward</i>	\$7,640.69
Deposit	\$5,628.00
Interest earned	\$0.81
Checks/Debits	\$11,848.81
<b>BANK BALANCE</b>	<b>\$1,420.69</b>

<b>125 CAFETERIA PLAN -38</b>	
October 30, 2020	
<i>Balance forward</i>	\$25,095.48
Deposit	\$4,741.86
Interest	\$3.18
Claims	\$3,915.78
<b>BOOK BALANCE</b>	<b>\$25,924.74</b>

<b>HAZARDOUS MATERIAL/ADA FUND -39</b>	
October 30, 2020	
<i>Balance forward</i>	\$8,685.34
Deposit	\$0.00
Interest earned	\$1.11
Checks/Debits	\$0.00
<b>FUND BALANCE</b>	<b>\$8,686.45</b>

<b>OUTSTANDING CHECK AMOUNTS</b>	
General Fund	\$5,656.02
Activity Fund	\$1,180.00
Co-Op Fund	\$1,767.00
125 Plan Fund	\$14.28
Lunch Fund	\$11.36
Unemployment Fund	\$0.00

<b>ACTIVITY FUND BALANCES</b>	
October 30, 2020	
GENERAL ACTIVITIES	39,770.37
RED RAIDER DRAMA	3,141.85
RED RAIDER SPEECH	(621.99)
DISTRICT EVENTS	737.26
CHEERLEADERS	(2,711.00)
CROSS COUNTRY	281.04
GIRLS BASKETBALL	0.00
TRACK	480.90
VOLLEYBALL	189.11
FFA	13,402.29
DANCE TEAM	(1,598.82)
BAND RESALE	73.71
BAND FUNDRAISER	2,753.43
ANNUAL STAFF	(493.34)
STUDENT COUNCIL	3,625.67
FCCLA	3,518.38
FCA	2,045.28
CLASS OF 2021	2,104.28
CLASS OF 2022	3,475.24
CLASS OF 2023	419.25
CLASS OF 2024	1,774.56
CLASS OF 2025	129.00
CLASS OF 2026	75.00
SCHOLARSHIP FUND	4,153.00
SPECIAL PROJECTS	12,752.67
TECHNOLOGY FEES	14,401.03
COURTSEY FUND	249.00
SHOP CLASS	317.20
AFTER SCHOOL PROGRAM	575.33
LCPS WELLNESS	1,221.61
LOCAL TO LUNCH	(1,742.86)
HS PRINCIPAL	1,634.35

<b>CO-OP EXPENDITURES</b>	
October 30, 2020	
General	\$5,890.00
Basketball	\$140.00
Cross Country	\$197.22
Football	\$15,956.99
Golf	\$1,803.72
Track	\$0.00
Volleyball	\$2,989.57
Wrestling	\$0.00
	<b>\$26,977.50</b>
<b>CO-OP REVENUES</b>	
Arcadia Transfer	n/a
Loup City Transfer	n/a
General	\$100.00
Basketball	\$0.00
Cross Country	\$0.00
Football	\$2,933.00
Golf	\$0.00
Track	\$0.00
Volleyball	\$2,595.00
Wrestling	\$0.00
	<b>\$5,628.00</b>

**2020-2021 ARCADIA-LOUP CITY COOPERATIVE  
GATE RECEIPTS**

LOUP CITY GATE VOLLEYBALL	DATE	RECEIPTS	ARCADIA GATE VOLLEYBALL	DATE	RECEIPTS
vs Centura/Doniphan-Trumbull	9/1/20	\$695.00	vs Central City	10/6/20	\$250.00
vs Amherst-Kenesaw	9/3/20	\$595.00	JH VB Tour	10/19/20	\$132.00
JH VB vs St Paul	9/14/20	\$409.90			
vs Ansley-Litchfield	9/15/20	\$395.00			
vs Anselmo-Merna	10/1/20	\$625.00			
	10/12/20	\$188.00			
ALC Rebel Tournament	10/17/20	\$1,000.00			
		<b>\$3,907.90</b>			<b>\$382.00</b>

LOUP CITY GATE FOOTBALL	DATE	RECEIPTS	ARCADIA GATE FOOTBALL	DATE	RECEIPTS
JH FB vs Gibbon	9/14/20	\$192.00	vs Elm Creek	8/28/20	\$1,535.00
vs Ravenna	9/25/20	\$1,410.00	vs Nebraska Christian	9/4/20	\$1,285.00
vs Anselmo-Merna	10/16/20	\$1,020.00			
JH FB vs	10/5/20	\$443.00			
vs Stanton	10/30/20				
		<b>\$3,065.00</b>			<b>\$2,820.00</b>

LOUP CITY GATE WRESTLING	DATE	RECEIPTS	ARCADIA GATE WRESTLING	DATE	RECEIPTS
		<b>\$0.00</b>			<b>\$0.00</b>

LOUP CITY GATE BASKETBALL	DATE	RECEIPTS	ARCADIA GATE BASKETBALL	DATE	RECEIPTS
		<b>\$0.00</b>			<b>\$0.00</b>

LOUP CITY GATE TRACK	DATE	RECEIPTS			
Var TR Rebel Invite	3/25/20	----			
JH TR Rebel Invite	5/6/20	----			
		<b>\$0.00</b>			

<b>LOUP CITY RECEIPTS</b>		<b>\$6,972.90</b>	<b>ARCADIA RECEIPTS</b>		<b>\$3,202.00</b>
<b>ACTIVITY PASSES</b>					
<b>OTHER RECEIPTS</b>					
<b>Total Receipts</b>		<b>\$10,174.90</b>			

**GENERAL FUND CASH BALANCES**

<b>Fiscal Yr</b>	<b>Sept</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Febr</b>	<b>March</b>
<b>2001-2002</b>	\$ 980,945	\$ 833,240	\$ 742,859	\$ 545,956	\$ 691,602	\$ 679,107	\$ 621,195
Plus CD	\$ 300,000	\$ 300,000	\$ 300,000	\$ 300,000	\$ 300,000	\$ 300,000	\$ 300,000
<b>2002-2003</b>	\$ 545,911	\$ 563,884	\$ 448,439	\$ 352,339	\$ 479,299	\$ 360,136	\$ 281,426
Plus CD	\$ 300,000	\$ 300,000	\$ 300,000	\$ 300,000	\$ 351,589	\$ 351,589	\$ 351,589
<b>2003-2004</b>	\$ 533,381	\$ 573,170	\$ 488,206	\$ 407,626	\$ 536,274	\$ 513,019	\$ 442,918
Plus CD	\$ 357,453	\$ 360,502	\$ 360,502	\$ 360,502	\$ 360,000	\$ 360,000	\$ 360,000
<b>2004-2005</b>	\$ 559,941	\$ 581,905	\$ 454,653	\$ 332,935	\$ 541,119	\$ 537,681	\$ 487,451
Plus CD	\$ 364,985	\$ 367,532	\$ 367,532	\$ 367,532	\$ 370,096	\$ 370,096	\$ 370,096
<b>2005-2006</b>	\$ 701,556	\$ 796,317	\$ 655,791	\$ 577,058	\$ 766,125	\$ 929,724	\$ 763,014
Plus CD	\$ 375,408	\$ 378,137	\$ 375,000	\$ 375,000	\$ 375,000	\$ 375,000	\$ 375,000
<b>2006-2007</b>	\$ 1,142,157	\$ 1,181,735	\$ 1,063,519	\$ 975,139	\$ 1,192,464	\$ 1,216,567	\$ 1,157,045
Plus CD	\$ 383,997	\$ 383,997	\$ 383,997	\$ 383,997	\$ 388,651	\$ 386,806	\$ 386,806
Expenses	\$ 310,771	\$ 297,291	\$ 290,390	\$ 273,100	\$ 284,478	\$ 315,789	\$ 279,669
<b>2007-2008</b>	\$ 1,469,095	\$ 1,479,054	\$ 1,307,579	\$ 1,130,023	\$ 1,351,958	\$ 1,349,039	\$ 1,310,676
Plus CD	\$ 386,806	\$ 386,806	\$ 386,806	\$ 404,087	\$ 404,087	\$ 409,247	\$ 409,247
Expenses	\$ 21,197	\$ 334,904	\$ 331,534	\$ 421,426	\$ 305,008	\$ 318,616	\$ 304,337
<b>2008-2009</b>	\$ 1,700,680	\$ 1,701,730	\$ 1,496,859	\$ 1,319,449	\$ 1,538,228	\$ 1,508,264	\$ 1,503,582
Plus CD	\$ 416,976	\$ 416,976	\$ 420,938	\$ 420,938	\$ 420,938	\$ 406,726	\$ 406,726
Expenses	\$ 293,019	\$ 326,435	\$ 341,359	\$ 435,072	\$ 295,236	\$ 351,376	\$ 296,111
<b>2009-2010</b>	\$ 1,754,013	\$ 1,747,246	\$ 1,697,631	\$ 1,305,774	\$ 1,490,513	\$ 1,478,221	\$ 1,530,462
Plus CD	\$ 410,776	\$ 413,844	\$ 413,844	\$ 413,844	\$ 419,619	\$ 419,619	\$ 419,619
Expenses	\$ 317,379	\$ 302,586	\$ 320,595	\$ 541,506	\$ 308,138	\$ 325,588	\$ 295,470
<b>2010-2011</b>	\$ 1,925,595	\$ 1,907,077	\$ 1,764,393	\$ 1,383,401	\$ 1,612,486	\$ 1,511,466	\$ 1,441,274
Plus CD	\$ 424,375	\$ 424,375	\$ 424,375	\$ 675,219	\$ 675,370	\$ 675,370	\$ 675,370
Expenses	\$ 292,158	\$ 319,046	\$ 330,249	\$ 505,924	\$ 296,862	\$ 336,280	\$ 288,544
<b>2011-2012</b>	\$ 1,801,121	\$ 1,712,817	\$ 1,485,675	\$ 1,245,783	\$ 1,479,802	\$ 1,342,788	\$ 1,308,418
Plus CD	\$ 677,573	\$ 677,987	\$ 678,027	\$ 678,346	\$ 685,033	\$ 685,072	\$ 685,392
Expenses	\$ 293,934	\$ 329,502	\$ 338,817	\$ 307,585	\$ 301,474	\$ 330,127	\$ 307,337
<b>2012-2013</b>	\$ 1,629,850	\$ 1,533,135	\$ 1,273,631	\$ 1,021,997	\$ 1,283,725	\$ 1,242,811	\$ 1,122,472
Plus CD	\$ 685,956	\$ 686,111	\$ 686,305	\$ 693,283	\$ 693,394	\$ 693,433	\$ 693,703
Expenses	\$ 364,651	\$ 312,806	\$ 357,447	\$ 316,896	\$ 311,278	\$ 351,575	\$ 304,595
<b>2013-2014</b>	\$ 1,355,253	\$ 1,369,694	\$ 1,138,374	\$ 856,245	\$ 1,321,912	\$ 1,254,969	\$ 1,095,231
Plus CD	\$ 694,357	\$ 694,470	\$ 694,496	\$ 694,678	\$ 697,690	\$ 697,803	\$ 698,190
Expenses	\$ 338,061	\$ 368,320	\$ 378,043	\$ 359,700	\$ 324,829	\$ 395,693	\$ 339,386
<b>2014-2015</b>	\$ 1,364,556	\$ 1,239,785	\$ 919,629	\$ 707,772	\$ 1,335,983	\$ 1,295,784	\$ 1,151,608
Plus CD	\$ 698,836	\$ 699,063	\$ 699,089	\$ 699,233	\$ 699,376	\$ 705,665	\$ 709,152
Expenses	\$ 400,814	\$ 394,980	\$ 410,603	\$ 353,452	\$ 329,806	\$ 331,789	\$ 327,431
<b>2015-2016</b>	\$ 2,095,173	\$ 1,718,132	\$ 1,398,182	\$ 1,193,489	\$ 1,848,673	\$ 1,796,587	\$ 1,483,017
Plus CD	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ 246,498	\$ 534,001	\$ 408,476	\$ 276,372	\$ 384,546	\$ 379,233	\$ 432,812
<b>2016-2017</b>	\$ 2,084,753	\$ 1,920,551	\$ 1,766,038	\$ 1,481,401	\$ 1,923,234	\$ 1,968,081	\$ 1,574,272
Plus CD	\$ 716,015	\$ 716,102	\$ 717,041	\$ 717,406	\$ 717,406	\$ 718,469	\$ 718,831
Expenses	\$ 432,368	\$ 421,004	\$ 414,565	\$ 452,633	\$ 310,779	\$ 379,364	\$ 525,627
<b>2017-2018</b>	\$ 2,460,872	\$ 2,213,324	\$ 1,846,896	\$ 1,592,280	\$ 1,969,218	\$ 1,882,980	\$ 1,636,657
Plus CD	\$ 722,348	\$ 722,348	\$ 723,444	\$ 724,095	\$ 724,095	\$ 725,193	\$ 725,832
Expenses	\$ 437,930	\$ 491,307	\$ 476,100	\$ 393,370	\$ 360,640	\$ 446,364	\$ 398,353
<b>2018-19</b>	\$ 1,715,718	\$ 1,049,390	\$ 1,200,716	\$ 936,494	\$ 1,214,770	\$ 957,155	\$ 955,051
Plus CD	\$ 464,899	\$ 464,899	\$ 465,619	\$ 466,155	\$ 466,155	\$ 467,415	\$ 467,415
Expenses	\$ 393,532	\$ 410,814	\$ 477,952	\$ 379,207	\$ 394,366	\$ 468,432	\$ 375,493
<b>2019-20</b>	\$ 1,001,921	\$ 991,533	\$ 338,383	\$ 338,383	\$ 516,513	\$ 812,387	\$ 762,757
Plus CD	\$ 740,389	\$ 740,389	\$ 744,101	\$ 744,101	\$ 744,101	\$ 506,822	\$ 508,344
Expenses	\$ 440,072	\$ 410,063	\$ 412,890	\$ 87,950	\$ 95,243	\$ 53,286	\$ 86,429
Payroll	\$ 330,771	\$ 342,891	\$ 324,940	\$ 324,941	\$ 335,395	\$ 328,673	\$ 324,187
	<b>Sept</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Febr</b>	<b>March</b>
<b>2020-21</b>	\$ 1,333,977	\$ 1,049,390					
Plus CD	\$ 514,610	\$ 514,610					
Expenses	\$ 136,171	\$ 104,658					
Payroll	\$ 350,380	\$ 349,152					

April	May	June	July	Aug
\$ 575,355	\$ 718,019	\$ 820,979	\$ 706,025	\$ 479,183
\$ 300,000	\$ 300,000	\$ 300,000	\$ 300,000	\$ 300,000
\$ 257,820	\$ 602,216	\$ 772,257	\$ 566,892	\$ 395,794
\$ 354,502	\$ 354,502	\$ 354,502	\$ 357,473	\$ 357,473
\$ 416,676	\$ 600,679	\$ 808,377	\$ 600,753	\$ 418,277
\$ 362,484	\$ 362,484	\$ 362,484	\$ 364,985	\$ 364,985
\$ 400,538	\$ 640,454	\$ 922,972	\$ 729,648	\$ 517,213
\$ 372,728	\$ 372,728	\$ 372,728	\$ 375,408	\$ 375,408
\$ 746,749	\$ 1,038,599	\$ 1,295,911	\$ 1,100,637	\$ 865,562
\$ 375,000	\$ 379,398	\$ 379,398	\$ 379,398	\$ 383,997
\$ 1,161,064	\$ 1,542,152	\$ 1,588,931	\$ 1,345,802	\$ 1,031,272
\$ 386,806	\$ 386,806	\$ 386,806	\$ 386,806	\$ 386,806
\$ 283,657	\$ 285,241	\$ 375,136	\$ 343,332	\$ 363,034
\$ 1,320,914	\$ 1,797,221	\$ 1,912,967	\$ 1,619,689	\$ 1,378,697
\$ 409,247	\$ 413,051	\$ 413,051	\$ 413,051	\$ 416,976
\$ 285,584	\$ 317,181	\$ 305,956	\$ 352,538	\$ 460,354
\$ 1,499,326	\$ 1,925,531	\$ 1,459,444	\$ 1,644,707	\$ 1,388,997
\$ 406,726	\$ 408,708	\$ 408,708	\$ 410,776	\$ 410,776
\$ 321,628	\$ 388,171	\$ 395,673	\$ 405,244	\$ 401,162
\$ 1,424,395	\$ 1,880,046	\$ 1,994,060	\$ 1,626,015	\$ 1,449,592
\$ 419,619	\$ 419,619	\$ 419,619	\$ 419,619	\$ 424,375
\$ 340,678	\$ 338,703	\$ 373,759	\$ 437,048	\$ 409,715
\$ 1,356,149	\$ 1,867,725	\$ 2,022,803	\$ 1,572,012	\$ 1,319,422
\$ 676,506	\$ 676,737	\$ 676,912	\$ 676,913	\$ 677,250
\$ 306,224	\$ 316,341	\$ 317,459	\$ 543,081	\$ 356,160
\$ 1,226,224	\$ 1,931,669	\$ 1,892,289	\$ 1,612,431	\$ 1,258,166
\$ 685,392	\$ 685,392	\$ 685,666	\$ 685,666	\$ 685,745
\$ 304,231	\$ 333,400	\$ 301,289	\$ 353,526	\$ 429,558
\$ 990,393	\$ 1,742,143	\$ 1,642,321	\$ 1,395,802	\$ 1,077,393
\$ 693,811	\$ 693,851	\$ 694,035	\$ 694,147	\$ 694,173
\$ 318,366	\$ 347,522	\$ 331,112	\$ 310,860	\$ 422,581
\$ 976,127	\$ 1,828,665	\$ 1,792,040	\$ 1,332,761	\$ 1,065,954
\$ 698,300	\$ 698,326	\$ 698,326	\$ 698,624	\$ 698,651
\$ 348,568	\$ 405,392	\$ 340,256	\$ 533,390	\$ 502,581
\$ 1,058,163	\$ 1,949,166	\$ 2,001,015	\$ 1,670,285	\$ 1,036,141
\$ 709,152	\$ 709,487	\$ 709,706	\$ -	\$ -
\$ 422,530	\$ 318,473	\$ 404,418	\$ 406,471	\$ 752,605
\$ 1,349,108	\$ 2,054,428	\$ 2,248,052	\$ 2,051,026	\$ 1,413,002
\$ -	\$ 713,871	\$ 714,668	\$ 714,678	\$ 715,701
\$ 334,362	\$ 446,915	\$ 340,685	\$ 343,051	\$ 767,143
\$ 1,504,905	\$ 2,338,706	\$ 2,616,716	\$ 2,264,209	\$ 1,659,601
\$ 718,831	\$ 720,054	\$ 720,550	\$ 720,550	\$ 721,766
\$ 369,256	\$ 407,070	\$ 357,651	\$ 391,874	\$ 730,929
\$ 1,476,874	\$ 2,487,165	\$2,074,554	\$ 1,696,856	\$ 1,364,550
\$ 725,832	\$ 727,041	\$727,687	\$ 727,688	\$ 728,406
\$ 389,432	\$ 452,782	\$ 626,977	\$ 485,836	\$ 610,315
\$ 781,106	\$ 1,594,794	\$ 1,550,102	\$ 1,239,434	\$ 584,876
\$ 467,415	\$ 736,171	\$ 737,132	\$ 737,132	\$ 738,761
\$ 380,032	\$ 361,355	\$ 363,514	\$ 369,312	\$ 737,494
\$ 612,646	\$ 1,352,635	\$ 1,392,460	\$ 1,082,477.25	\$ 817,586.50
\$ 508,345	\$ 509,972	\$ 511,503	\$ 511,503.04	\$ 513,178.14
\$ 126,179	\$ 37,749	\$ 73,010	\$ 103,442.23	\$ 106,270.57
\$ 323,472	\$ 315,626	\$ 307,698	\$ 311,677.40	\$ 340,938.01
April	May	June	July	Aug

CITIZEN'S BANK  
INTEREST EARNINGS

	October, 2020		September, 2020		August, 2020		July, 2020	
	Current		Current		Current		Current	
Account	Balance	Interest	Balance	Interest	Balance	Interest	Balance	Interest
General Fund	\$1,049,389.00	\$147.78	\$ 1,333,976.85	\$ 130.51	\$ 817,586.58	\$ 122.64	\$1,082,477.25	\$160.25
Depr. Fund	\$825,369.57	\$105.11	\$ 825,264.46	\$ 101.46	\$ 822,933.45	\$ 111.99	\$914,062.00	\$116.40
Unemployment	\$109,324.96	\$13.91	\$ 109,311.05	\$ 13.47	\$ 109,297.58	\$ 13.91	\$109,283.67	\$13.88
Activity Fund	\$132,524.17	\$17.45	\$ 135,463.72	\$ 16.44	\$ 131,774.49	\$ 113.82	\$129,011.19	\$16.59
Lunch Fund	\$24,877.87	\$2.13	\$ 20,722.57	\$ 3.20	\$ 29,805.67	\$ 3.40	\$20,805.41	\$2.93
Bond Fund	\$8,572.60	\$1.09	\$ 8,571.51	\$ 1.06	\$ 8,570.45	\$ 1.09	\$8,569.36	\$1.09
Special Building	\$210,235.81	\$26.97	\$ 210,212.61	\$ 24.28	\$ 190,472.31	\$ 23.63	\$185,450.93	\$23.59
Arcadia/LC Coop	\$1,420.69	\$0.81	\$ 7,640.69	\$ 0.82	\$ 3,241.66	\$ 0.02	\$289.68	\$0.29
125 Plan	\$25,924.74	\$3.18	\$ 25,095.45	\$ 3.27	\$ 27,969.23	\$ 3.19	\$24,227.78	\$2.88
Haz Mat/ADA	\$8,686.45	\$1.11	\$ 9,685.34	\$ 1.07	\$ 8,684.27	\$ 1.11	\$8,683.16	\$1.11





Function Code		Budget Amount	Expended During Month	% of Budget	Balance at EOM
1100	REGULAR INSTRUCT PROGMS	2,425,832.77	196,761.50	17.70	#####
1160	POVERTY PROGRAMS	139,536.00	8,383.51	11.37	123,668.98
1200	SPEC ED INSTRUCT PROGMS	438,615.00	28,929.63	12.58	383,450.84
1291	SPEC ED INSTRUCT PROGM AGE 3-5	3,591.00	0.00	0.00	3,591.00
1292	SPEC ED INSTRUCT PROGM AGE 0-2	0.00	0.00	0.00	0.00
1300	SUMMER SCHOOL	11,234.70	397.54	3.54	10,837.16
2120	GUIDANCE SERVICES	126,300.60	9,553.44	16.06	106,018.72
2130	HEALTH SERVICES	75,205.80	6,772.01	18.26	61,475.58
2141	PSYCHOLOGICAL SVCS SPED	43,092.00	0.00	0.00	43,092.00
2142	PSYCH SVCS SPED AGE 3-5	4,104.00	0.00	0.00	4,104.00
2143	PSYCH SVCS SPED AGE 0-2	0.00	0.00	0.00	0.00
2151	SPEECH PATH/AUDIO SVCS SPED	146,205.00	8,733.66	12.19	128,375.86
2152	SPEECH PATH/AUDIO SVCS SPED AGE 3-5	12,312.00	0.00	0.00	12,312.00
2153	SPEECH PATH/AUDIO SVCS SPED AGE 0-2	0.00	0.00	0.00	0.00
2161	OT SVCS SPED	19,494.00	0.00	0.00	19,494.00
2162	OT SVCS SPED AGE 3-5	3,283.20	0.00	0.00	3,283.20
2163	OT SVCS SPED AGE 0-2	0.00	0.00	0.00	0.00
2171	PT SVCS SPED	12,312.00	0.00	0.00	12,312.00
2172	PT SVCS SPED AGE 3-5	3,078.00	0.00	0.00	3,078.00
2173	PT SVCS SPED AGE 0-2	0.00	0.00	0.00	0.00
2190	OTHER PUPIL SUPPORT SERVICES	120,083.63	12,439.07	20.72	95,205.45
2213	INSTRUCTIONAL STAFF TRAINING	24,726.60	426.46	5.40	23,391.25
2220	LIBRARY/MEDIA SERVICES	55,506.60	2,914.66	10.49	49,684.52
2310	BOARD OF EDUCATION	93,366.00	70,156.40	75.63	22,757.48
2320	EXECUTIVE ADMINISTRATION	178,831.80	13,450.76	16.60	149,153.15
2330	DIST LEGAL SERVICES	12,312.00	1,749.16	40.53	7,321.68
2410	OFFICE OF PRINCIPAL	353,457.00	27,348.15	15.42	298,948.57
2510	FISCAL SERVICES	88,954.20	6,033.32	13.88	76,603.93
2570	PERSONNEL SERVICES	0.00	0.00	0.00	0.00
2580	ADMIN TECH SERVICES	270,043.20	9,872.47	9.09	245,509.32
2610	OPERATION OF BLDGS	371,617.20	23,537.78	11.54	328,728.65
2620	MAINTENANCE OF BLDGS	623,295.00	9,679.20	3.17	603,547.43
2630	CARE AND UPKEEP OF GROUNDS	11,491.20	68.00	1.19	11,353.99
2640	CARE AND UPKEEP OF EQUIPMENT	102.60	0.00	0.00	102.60
2660	SECURITY	9,234.00	0.00	8.54	8,445.00
2670	SAFETY	1,026.00	0.00	0.00	1,026.00
2710	VEHICLE OPERATION	292,820.40	14,646.74	8.38	268,296.50
2712	SCHOOL AGE SPEC ED TRANSPORT	82,080.00	0.00	0.00	82,080.00
2730	VEHICLE SERV AND MAINTENANCE	33,858.00	1,427.47	10.30	30,370.49
2792	STU TRANSPORT SVCS SCHOOL AGE SPED	0.00	0.00	0.00	(3.21)
2900	OTHER SUPPORT SERVICES	0.00	0.00	0.00	0.00
3535	HIGH ABILITY LEARNERS	12,517.20	633.17	30.27	8,728.86
3540	STATE EARLY CHILDHOOD	85,055.40	0.00	0.00	85,055.40
3541	ERLY CHILDHOOD ENDOWMNT GRANT	208,278.00	0.00	0.00	208,278.00
5000	DEBT SERVICES	0.00	0.00	0.00	0.00
6200	TITLE I PART A ESSA	79,002.00	8,427.62	21.34	62,146.76
6210	TITLE I ACCOUNTABILITY ESSA	0.00	0.00	0.00	0.00
6404	IDEA PART B (611) BASE ALLOC 0 TO 4	33,858.00	0.00	0.00	33,858.00
6406	IDEA PRESCHOOL (619) BASE ALLOC	5,130.00	2,762.18	53.84	2,367.82
6408	IDEA PART B (611) BASE & POVERTY 0 TO 21	0.00	14,370.16	0.00	(14,370.16)

Function Code		Budget Amount	Expended During Month	% of Budget	Balance at EOM
6410	IDEA ENROLLMENT/POVERTY (611)	0.00	0.00	0.00	0.00
6412	IDEA PART B PROPORTIONATE SHARE	0.00	2,623.42	0.00	(2,623.42)
6968	TITLE IV, PART B 21ST CENT COMM LRNING	87,004.80	3,711.51	6.56	81,292.95
6996	ESSER	0.00	1,016.82	0.00	(11,428.92)
8000	TRANSFERS (OUTGOING)	0.00	0.00	0.00	0.00
9000	NON-PROGRAM EXPENDITURES	0.00	0.00	0.00	0.00
01		6,597,846.90	486,825.81	14.10	#####

**Tax Receipts**

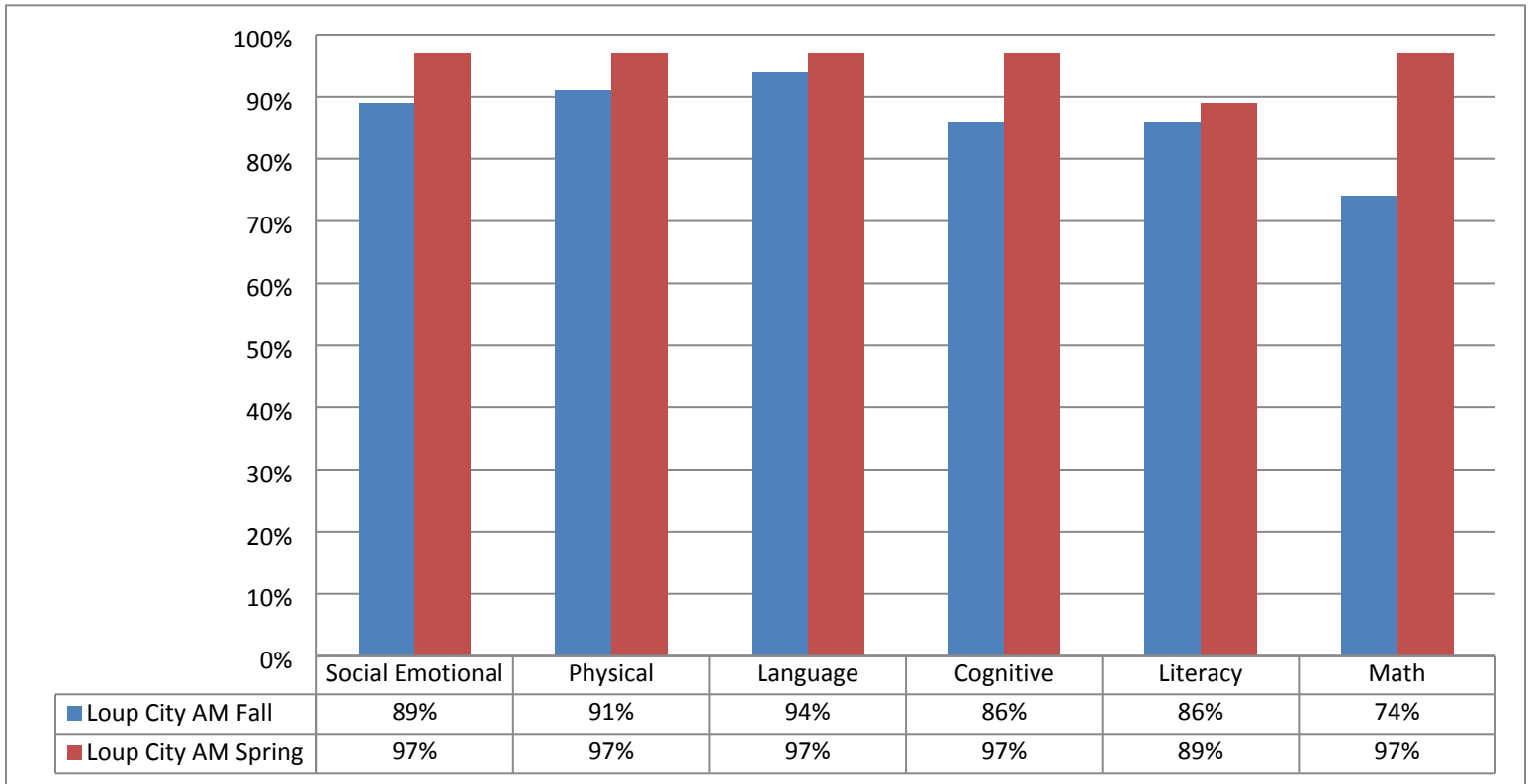
Month		2020	2019	2018	2017	2016
January	Local	\$575,699.90	\$537,557.22	\$679,460.18		
	State	\$2,504.00	\$2,872.00	\$2,690.00		
	Federal	\$50,786.00	\$28,409.00	\$0.00		
	Building	\$14,928.49				
February	Local	\$169,270.21	\$115,540.87	\$267,549.25		
	State	\$2,504.00	\$47,149.19	\$55,545.28		
	Federal	\$67,213.00	\$0.00	\$0.00		
	Building	\$14,928.59				
March	Local	\$35,983.34	\$88,063.47	\$40,774.30		
	State	\$2,504.00	\$180,565.24	\$10,389.23		
	Federal	\$0.00	\$0.00	\$0.00		
	Building	\$6,191.23				
April	Local	\$150,394.73	\$128,992.94	\$124,238.77	\$229,982.89	\$172,261.14
	State	\$2,504.00	\$10,559.00	\$8,094.40	\$9,624.00	\$23,194.40
	Federal	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Building	\$4,432.65				
May	Local	\$971,552.44	\$1,006,709.27	\$1,187,692.01	\$1,169,334.13	\$1,121,760.77
	State	\$2,504.00	\$181,844.43	\$181,408.83	\$0.00	\$20,009.20
	Federal	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Building	\$30,765.59	\$18,781.01			
June	Local	\$266,161.90	\$282,017.48	\$128,682.04		
	State	\$2,505.00	\$2,872.00	\$2,687.00		
	Federal	\$0.00	\$0.00	\$0.00		
	Building	\$7,188.80	\$4,439.72			
July	Local	\$42,565.70	\$8,157.34	\$27,920.00		
	State	\$0.00	\$0.00	\$0.00		
	Federal	\$0.00	\$0.00	\$0.00		
	Building	\$1,341.05	\$273.38			
August	Local	\$54,107.33	\$222,046.81	\$0.00		
	State	\$0.00	\$7,683.20	\$199,784.08		
	Federal	\$0.00	\$0.00	\$0.00		
	Building	\$1,849.98	\$582.11			
September	Local	\$869,956.05	\$791,275.53	\$862,456.09	\$982,629.29	\$1,043,330.68
	State	\$2,753.00	\$2,504.00	\$2,872.00	\$2,690.00	\$0.00
	Federal	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Building	\$22,877.42	\$12,487.21			
October	Local	\$179,473.74	\$350,714.61	\$200,042.87		
	State	\$2,753.00	\$2,504.00	\$2,872.00		
	Federal	\$0.00	\$23,196.00	\$40,027.00		
	Building	\$0.00	\$5,568.35			
November	Local		\$29,206.48	\$48,085.81		
	State		\$2,504.00	\$2,872.00		
	Federal		\$33,539.00	\$0.00		
	Building		\$478.24			
December	Local			\$17,720.78		
	State			\$2,872.00		
	Federal			\$0.00		
	Building					
Total	General	\$3,453,695.34	\$4,086,483.08	\$4,096,735.92	\$2,394,260.31	\$2,380,556.19
	Building	\$104,503.80	\$42,610.02	\$0.00	\$0.00	\$0.00

NOVEMBER 2020 BOARD BILLS

<u>VENDOR NAME</u>	<u>DESCRIPTION</u>	<u>INVOICE AMT\$</u>
ALMQUIST MALTZAHN GALLOWAY & LUTH	125 PLAN ADMIN	\$163.00
AMAZON	SUPPLIES	\$4,415.43
BLACK HILLS ENERGY	GAS SERVICE	\$2,355.91
BOCHART HEATING COOLING	LED BULBS	\$370.00
CNCAP	PRESCHOOL 1ST QTR	\$14,389.99
CENTURY LINK	SIXPENCE 1ST QTR	\$36,347.10
CITY OF LOUP CITY	SERVICE	\$437.43
CORPORATE PAYMENT SYSTEMS	SERVICE	\$1,717.56
CULLIGAN	SUPPLS/PARENT-TEACH CONF MEAL/SHRED SVC	\$1,261.29
DAS STATE ACCOUNTING	SALT	\$168.50
DIVERSIFIED DRUG TESTING, LLC	SERVICE	\$232.49
DOLLAR GENERAL	2021 MEMBERSHIP DUES	\$50.00
E S U #10	SUPPLIES	\$173.80
ELECTRONIC SYSTEMS INC.	SERVICE	\$20,123.46
ERICSON FORD, INC.	BELL SCHEDULE SVC	\$320.00
HOME DEPOT PRO	BUS REPAIRS	\$419.68
HOPE HEALTH & BALANCE COUNSELING	CUSTODIAL SUPPLIES	\$1,118.50
JOE'S MARKET	MILEAGE	\$378.35
KSB SCHOOL LAW	SUPPLIES	\$179.94
KUSZAK HARDWARE & VARIETY	LEGAL FEES	\$1,417.16
LIFE TRACK SERVICES	SUPPLIES	\$296.12
LITERACY RESOURCES, LLC	SENIOR SURVEYS	\$319.00
LOUP CITY AREA CHAMBER	ELEM SUPPLIES	\$583.12
LOUP CITY AUTO PARTS	MEMBERSHIP DUES	\$50.00
MATHESON TRI-GAS, INC.	MAINT SUPPLIES	\$1,092.11
MCI	IND TECH SUPPLIES	\$69.21
MITCHELL ROSS SADD	SERVICE	\$65.51
NATIONAL ART & SCHOOL SUPPLIES	BACKFLOW TESTING	\$260.00
NCS PEARSON INC	ELEM SUPPLIES	\$50.60
NE COUNCIL OF SCHOOL ADMIN.	AIMSWEB RENEWAL (TRAINING)	\$1,202.50
NEBRASKA CENTRAL EQUIPMENT	2020-2021 MEMBERSHIP RENEWAL	\$1,810.00
NEBRASKA GLASS COMPANY	LABOR RELATIONS CONF	\$650.00
NPPD	BUS PARTS	\$265.01
ONE SOURCE	WINDSHIELD REPAIR	\$34.95
PRESTO-X COMPANY	SERVICE	\$5,060.50
QUILL CORPORATION	BACKGROUND CHECKS	\$55.00
READING WITH TLC	SERVICE	\$140.00
REALLY GOOD STUFF, LLC	SUPPLIES	\$85.12
SCHOOL HEALTH CORPORATION	SPED SUPPLIES	\$1,035.03
SHERMAN COUNTY TIMES	SUPPLIES	\$213.83
SHORTY'S REPAIR	PE SUPPLIES	\$34.44
SWIFTRREACH NETWORKS, LLC	ADVERTISING	\$594.48
TROTTER FERTILIZER	VEHICLE REPAIR	\$700.22
TROTTER SERVICE	POWERSCHOOL ALERT SVC RENEWAL	\$450.00
VAN DIEST SUPPLY COMPANY	FBALL FIELD SPRAY	\$62.53
VERIZON WIRELESS	FUEL	\$2,104.68
WELLS FARGO VENDOR FIN SERV	FERTILIZER	\$277.20
WHOA AND GO	SERVICE	\$59.72
<b>TOTAL</b>	COPIER LEASE	\$722.05
<b>PAYROLL</b>	FUEL	\$275.24
		<hr/>
		\$104,657.76
		<hr/>
		\$349,152.16
		<hr/>
		\$453,809.92

**LUNCH PAYROLL\$13,793.43**

# Percentages of Loup City Meeting or Exceeding Age Expectations 2019-20



**CNCAP Agency goal is to have 85% of children meeting or exceeding age expectations at the end of the program year in all areas.**

**Note: At the beginning of the year, it is appropriate for a student's skills and abilities to fall below widely held expectations for his age or class/grade because he may not have received instruction for that level.**

**This Report was created 10/29/2020**

Mission Statement: Central Nebraska Community Action Partnership's Early Childhood Programs promotes school readiness through high quality education, health, safety, nutrition, and family engagement opportunities for children, families, staff and communities.

10/27/2020:

Loup City Leap Into Learning Head Start/Preschool School Readiness Data

1. COVID 19 Shut down accomplishments:(March 2020-April 30)Weekly educational lesson planning and sharing with families, phone calls, referrals, prepping activities for families, delivery of meals to families, completed health follow ups, painted the office, put up new blinds for classroom and deep cleaning of classroom.
2. 2020 Summer Enrollment for 15 children with a 93.7% attendance rate.
3. 2020-21 current Enrollment: 33 children
  - a. Year to date attendance: 96% with 40 days completed
4. Transport 24 children daily
5. Enrollment: last four years: show 3 and 4 year old #'s along with income status: Income **Qualifying (IQ) and Over Income (OI)**

2017-18:	3 year old: IQ=7 OI=8:	4 year olds: IQ=8 OI=12
2018-19:	3 year old: IQ=7 OI=9:	4 year olds: IQ= 9 OI=9
2019-20:	3 year old: IQ=3 OI=9:	4 year olds: IQ= 7 OI=9 5 year old: OI=1
2020-21:	3 year old: IQ=5 OI=13	4 year olds: IQ= 7 OI= 8

**Waiting List:**

- |          |   |
|----------|---|
| 2017-18: | <3 year old: IQ=1 OI=5  |
| 2018-19: | <3 year old: IQ=0 OI=1      3 year old: IQ=0 OI=2(Litchfield student) |
|          | 4 year old: IQ=0 OI=1(Litchfield student)                             |
| 2019-20: | <3 year old: IQ=0 OI=4  |
| 2020-21: | <3 year old: OI= 2  |

6. 2020-21 Parent /Community Engagement Data:
  - 41 home visits since August 1<sup>st</sup>
  - 15 families have set a family goal
  - 29 families completed Needs Assessment
  - 239 referrals since July 1<sup>st</sup>: food insecurities, mental health, health education, housing, crisis assistance, insurance and weatherization.
7. 2020-21 Comprehensive Nurse Visits: All children receive comprehensive health services that include the vision and hearing screenings, hemoglobin, height/weight and BMI measurement, blood pressure, blood lead level, TB Risk Screening, physical and dental examination and health/nutritional assessment and these results show the additional health needs for some of the children.
  - A. 9 children need vision rechecks with 4 children referred to See to Learn program
  - B. 4 children need additional dental work
  - C. 33 children have up to date immunizations
  - D. 2 children will be retested by nurse for failed hearing screening
  - E. 1 child with an elevated blood lead level and will recheck next month
8. Curriculum/Assessments:
  - A. **HighScope:** Our framework for understanding and supporting children's learning from ages 3–5 years is based on 58 key developmental indicators (KDIs), which are aligned with the Nebraska Early Learning Guidelines, Common Core State Standards, and the

Head Start Early Learning Outcomes Framework. In a HighScope preschool program, teachers ignite children's interest in learning by creating an environment that encourages them to explore learning materials and interact with adults and peers. We focus on supporting early learners as they make decisions, build academic skills, develop socially and emotionally, and become part of a classroom community. Active learning is at the center of the HighScope Curriculum.

- i. **Assessment: (Teaching Strategies GOLD)** Ongoing child assessment is also an underlying component of the HighScope Curriculum. Objective anecdotal observations of children collected throughout children's natural play allow teachers to assess child progress and plan meaningful learning experiences. Gathered and entered three times a program year.
  - B. **Second Step:** Second Step is a program rooted in social-emotional learning (SEL) that helps transform schools into supportive, successful learning environments uniquely equipped to encourage children to thrive.
  - C. **Picturing America:** The project features an in-depth Teachers Resource Book that provides educators with ideas and background information for using works of art in core subjects.
  - D. **World of Wonders:** Supplemental curriculum for early literacy integrated into the Daily Routine.
9. Monthly Home visits to support parent/child engagement activities, referrals, resources, family goals, family needs assessments, second step parent/child activities and connection to the community and schools.
  10. ReadyRosie Parenting Curriculum: ReadyRosie is an early education tool that helps families, schools and communities across the nation deepen and scale their family engagement efforts. Our tools leverage the power of video modeling, family workshops, professional development opportunities, and mobile technology to build powerful partnerships between families and educators resulting in Ready Families, Ready Educators, and Ready Children.
  11. Nutritious Meals/snacks at no cost to families
  12. In house trainers for curriculum and assessments: HighScope, GOLD, ReadyRosie, Home Visiting Core Principal trainer, Practice Base Coach and Reflective Supervision Trainer
  13. Staff Credentials: Teacher- Early Childhood Inclusive B-3 teaching degree: Co-Teachers- NDE Child Development Associate Credentialed: Home Visitor- NDE Home Visiting Core Practices and Principles credential: Bus Driver-CDL Licensed



**Superintendent Standards  
and Evaluation Process**

Adopted, November 12, 2018

## ***Superintendent Evaluation***

The Loup City Public Schools consists of process guidelines, the evaluation instrument, and performance targets.

### **Process Guidelines**

- The board president shall notify board members that the evaluation is scheduled, and each board member will receive a copy of the evaluation instrument with the following additional items:
  - A list of the superintendent accomplishments for the year;
  - A self-evaluation/assessment by the superintendent using the evaluation instrument including comments and any evidence or artifacts;
  - The superintendent's performance targets.
- Each board member will complete the rating and comment section of the evaluation instrument.
- The board president or designee will review and compile all individual ratings and comments into a draft evaluation summary.
- The board president will meet with all board members in a closed session, if appropriate and necessary, to review the draft summary and build consensus among board members on the strengths and recommended areas for improvement, as reflected in the evaluation summary.
- The board will summarize the evaluation, consider contract renewal, and take official action in an open session.
- The board may contact outside interest groups for information on the superintendent's performance.

### **Evaluation Documents:**

Superintendent Evaluation Instrument  
Superintendent Performance Targets Superintendent  
Evaluation Summary

### **Evaluation Definitions:**

The following definitions are to assist the individual completing the evaluation with understanding the rubrics associated with the standards and indicators. Evidence and artifacts are used to complete an effective evaluation.

**Needs Improvement:** There is little or no evidence of the standards and indicators being implemented or accomplished.

**Developing:** There is evidence of some standards and indicators being implemented or accomplished. Identified indicators may not be at the desired level of the board. These indicators may not be fully developed or consistently implemented.

**Effective:** There is evidence that supports the standards and indicators are being fully implemented.

**Highly Effective:** The evidence of the implementation exceeds the expectations of the board relative to the standards or indicators.

**Comments on rating and evidence:** Comments should relate to the standards, indicators, or evidence and provide clear guidance or commendation.

**Performance Targets:** Specific, measurable performance outcomes that will be accomplished during the year. The targets may be tied to the district's shared vision and strategic direction or may be a priority area identified by the superintendent or the board.

**Meets Expectations:** Once the input has been gathered and reviewed and the summary is completed, there is ample evidence the superintendent is meeting the standards and indicators of performance.

**Does Not Meet Expectations:** Once the input has been gathered and reviewed and the summary is completed, there is little or no evidence the superintendent is meeting the standards and indicators of performance.

**Improvement Plan:** If there are standards and indicators toward which the superintendent needs improvement or development, the board may require specific action for improvement on those standards and indicators.

**Superintendent Evaluation Instrument**

**1. Shared Vision and Strategic Direction**

The superintendent leads the development and implementation of a shared vision, strategic direction, and goals that reflect the district’s core values, beliefs, and priorities.

***Indicators***

1. Develops and implements a shared vision and strategic direction that guides the district into supporting high expectations for student achievement.
2. Partners with the board of education and key community constituents in the development of the shared vision and strategic direction.
3. Ensures the shared vision and strategic direction represents the current and future needs of the district and school community.
4. Engages constituents within the district and school community to develop a commitment to the shared vision and the strategic direction.
5. Continually models and reinforces commitment to the shared vision through the use of diverse communication strategies.
6. Routinely solicits feedback—including periodic review and revision of the shared vision and strategic direction—with input from students, parents, staff, administrators, board members, and the community.

<input type="checkbox"/>	<p><b>Needs Improvement</b></p> <ul style="list-style-type: none"> <li>➤ <i>Shared vision and strategic direction are not documented</i></li> <li>➤ <i>Constituents and stakeholders have no or limited engagement in the vision/direction</i></li> <li>➤ <i>No evidence of routine feedback or review</i></li> </ul>
<input type="checkbox"/>	<p><b>Developing</b></p> <ul style="list-style-type: none"> <li>➤ <i>Vision or direction is documented</i></li> <li>➤ <i>Some evidence of constituent engagement</i></li> <li>➤ <i>Some evidence of feedback and review</i></li> </ul>
<input type="checkbox"/>	<p><b>Effective</b></p> <ul style="list-style-type: none"> <li>➤ <i>Vision and direction are documented and used to guide the district</i></li> <li>➤ <i>Evidence of engagement with constituents in development and implementation of strategic direction</i></li> <li>➤ <i>Evidence of progress, feedback, and review</i></li> </ul>
<input type="checkbox"/>	<p><b>Highly Effective</b></p> <ul style="list-style-type: none"> <li>➤ <i>Vision and direction are documented with measurable outcomes, which are appropriate for the organizational context and guide the district</i></li> <li>➤ <i>Evidence of engagement with constituents in development and implementation of strategic direction</i></li> <li>➤ <i>Evidence of progress, feedback, and review including input from board, administrators, teachers, students, and parents</i></li> </ul>

**Comments on rating and/or evidence:**

**2. Board, Policy, and the Education System**

The superintendent provides direction for the board in policy development and district governance within the political, social, economic, or legal context in which the district exists.

**Indicators**

1. Actively and continually fosters board relationships, and keeps board members informed and engaged in development.
2. Proactively responds to district needs and policy priorities.
3. Provides leadership in the compliance, review, and development of local policy.
4. Stays current on, responds to, and advocates for state or federal policy, as needed to support the district's shared vision and strategic direction.
5. Collaboratively works to influence local, district, state, and national decisions impacting student learning.

<input type="checkbox"/>	<p><b>Needs Improvement</b></p> <ul style="list-style-type: none"> <li>➤ Limited or inconsistent communication with board members</li> <li>➤ Policies are outdated, not in compliance with state or federal law, or not routinely reviewed</li> <li>➤ No evidence of collaborative practice to influence decisions impacting student learning</li> </ul>
<input type="checkbox"/>	<p><b>Developing</b></p> <ul style="list-style-type: none"> <li>➤ Provides updates and communicates regularly with board members</li> <li>➤ Policies are routinely updated</li> <li>➤ Uses some collaborative strategies at the local level</li> </ul>
<input type="checkbox"/>	<p><b>Effective</b></p> <ul style="list-style-type: none"> <li>➤ Engages board members in district needs and policy priorities</li> <li>➤ Policies are consistently reviewed and developed to incorporate state or federal policy, as needed</li> <li>➤ Some evidence of strategies to influence local, state, and national decisions</li> </ul>
<input type="checkbox"/>	<p><b>Highly Effective</b></p> <ul style="list-style-type: none"> <li>➤ Actively and consistently engages board members in district needs and policy priorities</li> <li>➤ Evidence of leadership in compliance, review, and development of local policies</li> <li>➤ Evidence of collaborative support to influence local, state, and national decision</li> </ul>

**Comments on rating and/or evidence:**

### 3. Collaboration with Families and Community

The superintendent leads through a collaborative process engaging all stakeholders and mobilizing community resources in support of the vision and strategic direction of the school district.

#### **Indicators**

1. Communicates regularly and openly with families and stakeholders in the community about the district, school(s), students, needs, challenges and accomplishments.
2. Maintains a presence in the district/school community to understand its strengths and needs.
3. Understands and is engaged with community needs, priorities, and resources.
4. Models collaboration within the organization and encourages collaboration between administrators, teachers, families and the community at the school level.

<input type="checkbox"/>	<p><b>Needs Improvement</b></p> <ul style="list-style-type: none"> <li>➤ Little or no evidence of collaboration in the organization</li> <li>➤ Little or no evidence of consistent communication with families and stakeholders</li> <li>➤ Little or no evidence of engagement with community organizations, or community activities</li> <li>➤ Little or no evidence of identification of community needs, priorities, or resources</li> </ul>
<input type="checkbox"/>	<p><b>Developing</b></p> <ul style="list-style-type: none"> <li>➤ Some evidence of collaboration in the organization</li> <li>➤ Some communication of school activities with families through newsletters and/or district website</li> <li>➤ Participates in some community organizations or activities such as the Chamber and service organizations</li> <li>➤ Demonstrates awareness of community needs, priorities, and resources</li> </ul>
<input type="checkbox"/>	<p><b>Effective</b></p> <ul style="list-style-type: none"> <li>➤ Routinely collaborates with board members and staff</li> <li>➤ Routinely uses oral and written communication strategies with families and the community regarding school activities and student achievement</li> <li>➤ Actively involved in community organizations or activities, such as the Chamber, or service organizations</li> <li>➤ Recognizes some community needs, priorities, or resources in the district and school planning.</li> <li>➤ Ensures engagement of administrators, teachers, families, and community</li> </ul>
<input type="checkbox"/>	<p><b>Highly Effective</b></p> <ul style="list-style-type: none"> <li>➤ Models collaboration and supports staff collaboration throughout the organization</li> <li>➤ Engages families and community stakeholders through routine and consistent oral and written communication strategies regarding school activities and student achievement</li> <li>➤ Provides leadership and active participation in community organizations or activities such as the Chamber or service</li> </ul>

**Comments on rating and/or evidence:**

**4. Continuous Improvement and Accountability**

The superintendent promotes student success through a clearly defined process of accountability and a culture of continuous improvement.

**Indicators**

1. Demonstrates a commitment to accountability by modeling and ensuring everyone is held accountable for student success.
2. Systematically reviews, anticipates, and analyzes emerging trends and innovative strategies to continually improve all elements of the system.
3. Maintains comprehensive and current information about student progress, academic achievement, and school(s) and district effectiveness.
4. Makes informed recommendations to the board and makes decisions based on multiple data sources.
5. Engages families and communities on student needs, successes, and challenges on a regular basis.
6. Aligns district processes with state and national indicators of quality, accreditation, and accountability.

<input type="checkbox"/> <b>Needs Improvement</b> <ul style="list-style-type: none"> <li>➤ <i>Little or no evidence of innovation or continuous improvement</i></li> <li>➤ <i>Little or no evidence of student information guiding decision-making</i></li> <li>➤ <i>Little or no evidence of use of quality indicators to guide district planning or practice</i></li> </ul>
<input type="checkbox"/> <b>Developing</b> <ul style="list-style-type: none"> <li>➤ <i>Some evidence of continuous improvement and innovation</i></li> <li>➤ <i>Student information is used to guide decision-making</i></li> <li>➤ <i>Some quality indicators/accreditation standards guide district planning and practice</i></li> </ul>
<input type="checkbox"/> <b>Effective</b> <ul style="list-style-type: none"> <li>➤ <i>Evidence of the use of some systematic review or emerging trends and innovation in continuous improvement process</i></li> <li>➤ <i>Information on student progress and achievement is used for planning and decision-making</i></li> <li>➤ <i>Alignment between district and state quality indicators for accreditation and accountability</i></li> </ul>
<input type="checkbox"/> <b>Highly Effective</b> <ul style="list-style-type: none"> <li>➤ <i>Strategic, comprehensive continuous improvement process incorporating emerging trends and innovation</i></li> <li>➤ <i>Comprehensive and current information on student progress and achievement is available and utilized in decision-making</i></li> <li>➤ <i>Clear PK-12 alignment between district/state/national indicators of quality, accreditation, and accountability</i></li> </ul>

**Comments on rating and/or evidence:**

## 5. Teaching and Learning

The superintendent ensures student success through continuous improvement and leadership focused on evidence-based practices in teaching and learning.

### **Indicators**

1. Ensures the implementation of a coherent system of curriculum, instruction and assessment that aligns with the shared vision, is culturally responsive and embodies high expectations.
2. Communicates high expectations for student achievement that is accomplished by a data- driven approach that produces effective results.
3. Ensures district/school curriculum and programs are research-based and innovative and provide learning experiences and opportunities that lead all students to success at the next level.
4. Ensures curricular and programmatic expectations are available for review and input by students, parents, and community members.
5. Monitors and supports the implementation of research-based, instructional practices.

<input type="checkbox"/>	<p><b>Needs Improvement</b></p> <ul style="list-style-type: none"> <li>➤ <i>Little or no evidence of high expectations of student achievement</i></li> <li>➤ <i>Little or no evidence of a written curriculum</i></li> <li>➤ <i>Little or no evidence of programmatic or curriculum review or input</i></li> <li>➤ <i>Little or no evidence of consistency or continual improvement of instructional practices</i></li> </ul>
<input type="checkbox"/>	<p><b>Developing</b></p> <ul style="list-style-type: none"> <li>➤ <i>Some evidence of high expectations of student achievement</i></li> <li>➤ <i>Written curriculum is evident in most subject areas</i></li> <li>➤ <i>Written curriculum and programmatic expectations are available in most subject areas and most programs for students, parents, and community</i></li> <li>➤ <i>Instructional practices have some consistency and some on-going improvement</i></li> </ul>
<input type="checkbox"/>	<p><b>Effective</b></p> <ul style="list-style-type: none"> <li>➤ <i>High expectations are clearly and consistently communicated and monitored</i></li> <li>➤ <i>Written curriculum is developed, monitored, and adjusted</i></li> <li>➤ <i>Written curriculum and programmatic expectations are available in all subject areas and all programs for students, parents, and community</i></li> <li>➤ <i>Instructional process and practices are consistent with ongoing improvement</i></li> </ul>
<input type="checkbox"/>	<p><b>Highly Effective</b></p> <ul style="list-style-type: none"> <li>➤ <i>Data-driven high expectations of student achievement and monitoring of progress</i></li> <li>➤ <i>Written curriculum is designed to provide equitable and challenging learning experiences and is routinely monitored and adjusted</i></li> <li>➤ <i>Written curriculum and programmatic expectations are available in all subject areas and all programs for students, parents, and community review and input</i></li> <li>➤ <i>Continual improvement of Instructional processes is monitored and enhanced with best practices</i></li> </ul>

**Comments on rating and/or evidence:**

**6. Personnel Leadership**

The superintendent effectively uses strategies, processes, and systems to hire, develop and retain high-performing personnel who demonstrate a shared commitment to student success.

**Indicators**

1. Ensures the necessary personnel and financial resources are allocated to achieve the district's shared vision and strategic direction.
2. Implements human resources systems and processes that address:
  - recruitment, hiring and induction;
  - evaluation and retention; and
  - short-term and long-term planning reflective of personnel needs.
3. Creates a comprehensive system of professional development for all personnel.

<input type="checkbox"/>	<p><b>Needs Improvement</b></p> <ul style="list-style-type: none"> <li>➤ Little or no evidence of alignment of personnel and financial resources with district strategic vision or plan</li> <li>➤ Little or no evidence of short or long-term personnel planning</li> <li>➤ Little or no evidence of modeling lifelong learning</li> </ul>
<input type="checkbox"/>	<p><b>Developing</b></p> <ul style="list-style-type: none"> <li>➤ Some evidence of alignment of personnel and financial resource allocation to achieve district vision and direction</li> <li>➤ Some evidence of short-term and long-term personnel planning</li> <li>➤ Some evidence of participation in lifelong learning activities</li> </ul>
<input type="checkbox"/>	<p><b>Effective</b></p> <ul style="list-style-type: none"> <li>➤ Evidence of alignment of personnel and financial resource allocation to achieve district vision and direction</li> <li>➤ Short-term and long-term planning that address recruitment, induction, development, evaluation, and retention of high-performing diverse staff is in place</li> <li>➤ Evidence of on-going modeling of lifelong learning</li> </ul>
<input type="checkbox"/>	<p><b>Highly Effective</b></p> <ul style="list-style-type: none"> <li>➤ Evidence of ongoing strategic planning to ensure personnel and financial resources are allocated to achieve district vision and direction</li> <li>➤ Short-term and long-term planning that address recruitment, induction, development, evaluation, and retention of high-performing diverse staff is in place, reviewed, and monitored</li> <li>➤ Models lifelong learning by engaging and applying ongoing professional development</li> </ul>

**Comments on rating and/or evidence:**





**9. Leadership, Conduct, and Professional Growth**

The superintendent leads with enthusiasm, fairness, and integrity; demonstrates a high level of personal and professional conduct; participates in professional learning opportunities; and, models continuous improvement.

**Indicators**

1. Leads with dignity and respect.
2. Ensures implementation of policy and practice is consistent.
3. Models and articulates ethical behavior.
4. Consistently holds others in the district accountable for demonstrating integrity and ethical behavior.
5. Participates in professional growth and leadership opportunities to model the continuous improvement needs of self and the organization.

<input type="checkbox"/>	<p><b>Needs Improvement</b></p> <ul style="list-style-type: none"> <li>➤ <i>Does not demonstrate dignity or respect when communicating with students, staff, families, or community members</i></li> <li>➤ <i>Decisions do not appear to be just, fair, or equitable</i></li> <li>➤ <i>Does not model or hold others accountable for demonstrating ethical behavior</i></li> <li>➤ <i>Does not participate in professional development or leadership activities</i></li> </ul>
<input type="checkbox"/>	<p><b>Developing</b></p> <ul style="list-style-type: none"> <li>➤ <i>Does not consistently demonstrate dignity or respect when communicating with students, staff, families, or community members</i></li> <li>➤ <i>Decisions do not consistently appear to be just, fair or equitable</i></li> <li>➤ <i>Models ethical behavior but does not consistently hold others accountable for demonstrating ethical behavior</i></li> <li>➤ <i>Participates in some professional development.</i></li> </ul>
<input type="checkbox"/>	<p><b>Effective</b></p> <ul style="list-style-type: none"> <li>➤ <i>Demonstrates dignity and respect when communicating with students, staff, families, or community members</i></li> <li>➤ <i>Most decisions appear to be just, fair, or equitable</i></li> <li>➤ <i>Models ethical behavior and generally holds others accountable for demonstrating ethical behavior</i></li> <li>➤ <i>Participates in professional development that is aligned with district vision and direction</i></li> </ul>
<input type="checkbox"/>	<p><b>Highly Effective</b></p> <ul style="list-style-type: none"> <li>➤ <i>Consistently demonstrates dignity and respect when communicating with students, staff, families, or community members</i></li> <li>➤ <i>Decisions consistently appear to be just, fair, and equitable</i></li> <li>➤ <i>Models integrity and ethical behavior and consistently holds others accountable for demonstrating integrity and ethical behavior</i></li> <li>➤ <i>Participates in professional growth and development that is aligned with district vision and direction and takes the initiative to be involved in leadership opportunities in the profession and/or community</i></li> </ul>

**Comments on rating and/or evidence:**

Superintendent Performance Targets

Clearly identify two or three significant performance targets to be accomplished through superintendent leadership during the next year. These targets must be specific and measurable and integrate with the district's shared vision and strategic direction.

<p><b>Performance Target:</b></p> <p><b>Measure of Success or Evidence:</b></p> <p><b>Comments:</b></p>
---

<p><b>Performance Target:</b></p> <p><b>Measure of Success or Evidence:</b></p> <p><b>Comments:</b></p>
---

<p><b>Performance Target:</b></p> <p><b>Measure of Success or Evidence:</b></p> <p><b>Comments:</b></p>
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<p><b><i>Summary Comments/Recommendations</i></b></p>
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**Superintendent Evaluation Summary**

**1. Shared Vision and Strategic Direction**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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**2. Board, Policy, and the Education System**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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**3. Collaboration with Families and Community**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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**4. Continuous Improvement and Accountability**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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**5. Teaching and Learning**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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**6. Personnel Leadership**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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**7. Systems Leadership and Management**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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**8. Equity, Climate, and Culture**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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**9. Leadership, Conduct, and Professional Growth**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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- Meets Expectations; Recommend Contract Renewal
- Improvement Plan attached; Recommend Contract Renewal
- Does Not Meet Expectations; Do Not Recommend Contract Renewal

\_\_\_\_\_  
Board President Signature

Date

\_\_\_\_\_  
Superintendent Signature

Date

## 1001 General Policy Statement

The organization, management, and control of this school district is vested in its board of education (“board”). To guide the board and school district operations, and to assist it and its designees in carrying out duties, the board will establish, maintain, and amend a set of policies.

Written board policies serve the following purposes:

1. Formally articulating the board’s goals and long-term objectives.
2. Providing district administrators and staff with guidance in making decisions that affect students, employees and patrons of the district.
3. Informing the public of the manner that the board and district will conduct its business and its relationships with staff, pupils, parents and patrons.

To avoid unnecessary rigidity, these policies are stated in general terms. With the exception of statutory requirements or instances when the specific application of a policy is essential to the long-term welfare of the district, these policies are intended to provide administrators with the flexibility to apply them to a wide range of situations.

The policies are not the only guidelines for district operations. Specific regulations, procedures, and practices also help guide and govern actions and decisions. They must be consistent with policies, but serve a different purpose.

### **Exceptional Circumstances**

The board cannot foresee every situation that may arise, and circumstances will occur when these policies provide inadequate guidance. In such circumstances, the superintendent should use his or her best judgment, and communicate with the board about the situation as soon as is convenient.

## **Validity of Policies**

Each policy and its provision should be interpreted so that it is valid under applicable law. If a court determines that a provision of a policy is invalid, such invalidity shall not affect the remaining provisions of that policy.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## 1002

### Creation, Amendment, and Distribution of Board of Education Policies

Each of these policies shall become the official policy of the school district when the board has approved it by majority vote of the members present at any lawfully convened meeting of the board.

It shall generally be the practice of the board to adopt or amend any policy after a single reading at any regular or special board meeting. However, the board may, in its discretion, review policies at multiple meetings prior to taking action.

Each policy shall bear the date when it was adopted, revised or reviewed.

The superintendent shall distribute copies of these policies to all members of the board, maintain a master copy in the central office, and see to it that the policies are maintained on the school district's web site.

#### Annual Review

The board shall review all policies at least once every three years. Nebraska statutes require an annual review and/or hearing to solicit public comment on these specific policies:

- Parental Involvement Policy
- Title I Parental Involvement Policy  
(NOTE: These first two are distinct parental involvement policies, and both must be reviewed annually.)
- Student Fees Policy
- Bullying
- Multicultural Education
- Student Assessment
- Teacher Evaluation
- Student Academic Performance
- Safety and Security Committee
- Attendance and Excessive Absenteeism

The board may update or add policies as needed. The board shall determine the number of copies of policies to be made and their distribution. The superintendent shall maintain an up-to-date master copy of the policies in the main administrative office. Unless otherwise directed by the board, the master copy shall be considered the official district policy manual.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**1003**  
**Mission Statement**

Empowering Continual Success.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## 2001 Role of the Board of Education

The board of education (board) is charged by the Legislature with the duty of providing public elementary and secondary education to the citizens of the district. The Legislature has also created the State Board of Education and the State Department of Education, and has delegated certain regulatory and advisory functions to them. The board is responsible to these agencies as specified by law.

The board's primary duties are: (1) to establish a mission, goals, and policies; (2) to establish and maintain school facilities; (3) to select a superintendent; (4) to adopt a fiscally responsible budget; and (5) to evaluate programs.

### 1. Establishment of Mission, Goals and Policies

The board shall concern itself with broad questions of mission, goals and policy, rather than administrative details. The application of policies is an administrative task to be performed by the superintendent of schools and his or her administrative staff, who shall be held responsible for the effective administration and supervision of the entire school district.

### 2. Establishment and Maintenance of School Facilities and Other Resources

The board is the legal agency through which the community works to provide the physical facilities, curriculum, instructional supplies and staff to enable the district's mission and objectives to be carried out. The board will establish and maintain school facilities necessary to educate the students of the district.

### 3. Selection of the Superintendent of Schools

The board will employ a superintendent of schools as the chief executive to whom it will delegate the administration of the school program. As the chief administrator for the board, the superintendent will implement board policies and supervise the day-to-day operation of the school system. The superintendent will keep the board informed of the implementation of the plans and policies, and will recommend changes to policies as necessary. The superintendent will furnish educational leadership to the board, the school staff, and the community.

### 4. Fiscally Responsible Budget

The board will annually adopt a fiscally responsible budget that will permit the district to accomplish its goals and objectives. The management of the financial program and the development of the proposed budget for the district is delegated to the superintendent.

The board will work for adequate and dependable financial support of the public schools, promotion of effective and efficient organization, and administration of the district.

### 5. Evaluation of Program

The board will evaluate, or cause to be evaluated, the progress and results of the educational program on a continuous basis. In making these evaluations, the board will seek and give appropriate weight to the superintendent's analysis and recommendations.

Adopted on: \_\_\_\_\_  
Revised on: \_\_\_\_\_  
Reviewed on: \_\_\_\_\_

## 2002

### Organization of the Board, Board Officers, Check Signing, and Committees

1. Membership, Term and Election
  - a. The Board of Education shall be comprised of nine members who will be elected at large.
  - b. Those who wish to serve on the board shall file, be elected, and serve terms of office on the board according to law.
2. Internal Organization and Officers
  - a. President
    - i. At the regular January meeting, the board shall elect from among its members a president who shall serve in that capacity for one year.
    - ii. The president shall preside at all board meetings, and shall perform such other duties as may be prescribed by law or by action of the board.
  - b. Vice President
    - i. At the regular January meeting, the board shall elect from among its members a vice president who shall serve in that capacity for one year.
    - ii. The vice president shall preside in the absence of the president, and shall perform such other duties as are assigned by the board.
  - c. Secretary
    - i. At the regular January meeting, the board shall elect a secretary who need not be a member of the board. The secretary shall serve in that capacity for one year. If the secretary is a member of the board, an assistant secretary may be named and his or her duties and compensation set by the board.
    - ii. The secretary shall see that an accurate record of the proceedings of the board is kept, that a copy of the proceedings is provided to each board member and to the superintendent, and that a concise summary of each month's meeting is published along with a list of all approved claims. The secretary shall perform such other duties as are prescribed by law and assigned by the board.
  - d. Treasurer
    - i. At the regular January meeting, the board shall elect, employ, or appoint a treasurer who need not be a member of the board if permitted by law. The

treasurer shall serve in that capacity for one year, unless the board designates a longer term for the treasurer.

- ii. The treasurer may be designated to sign checks and certain other documents. The treasurer is the custodian of the monies of the district.
- iii. The treasurer shall give bond or equivalent insurance coverage payable to the district as prescribed by law with the cost of the bond being paid by the district.
- iv. The treasurer shall issue no warrant of payment of claim against the district until such claim has been duly authorized.

### 3. Signing and Authorizing Checks, Warrants, and other Instruments.

- a. Unless otherwise delegated by the board, the president and secretary of the board shall sign checks, warrants, and other instruments of the district.
- b. The board may delegate another person to sign and validate any checks, warrants, and other instruments. Facsimile signatures of board members may be used.
- c. The board delegates that the vice president or treasurer may sign any warrant in the absence of either the president or the secretary.

### 4. Board Officer Voting and Tie Breakers

- a. The vote to elect board officers may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.
- b. In the event any officer cannot be elected by a majority after 10 votes; no votes occur after ten motions fail for lack of a "second,"; or no member volunteers to serve as an officer for a particular position, the tie will be broken by the applicable method:
  - i. If the board is split between two members, the officer will be determined by coin flip. The winning member will be the officer for the upcoming year unless the position changes by action of the board.
  - ii. If the board is split between more than two members who wish to serve as the officer, any member wanting to serve as the officer will put his or her name into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.

- iii. If no member is willing to serve as an officer for a position which is required to be a member of the board, all non-officers' names will be put into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.

## 5. Committees

- a. The board shall authorize such special committees as it deems necessary. The board president shall appoint members to the committee, and designate its function, tasks it is to perform, and a completion date for its work.
- b. On or before the beginning of each calendar year, the board shall appoint three members to form a Committee on American Civics. The committee's duties shall be those prescribed by Nebraska statutes, which include:
  - i. Hold no fewer than two public meetings annually, at least one when public testimony is accepted;
  - ii. Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
  - iii. Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted pursuant to section 79-760.01 and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
  - iv. Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education as set forth in sections 79-719 to 79-723 in order to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;
  - v. Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;
  - vi. Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted pursuant to section 79-760.01;
  - vii. Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:

1. Administration of a written test that is identical to the entire civics portion of the naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or
  2. Attendance or participation between the commencement of eighth grade and completion of twelfth grade in a meeting of a public body as defined by section 84-1409 followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or
  3. Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event commemorated by a holiday listed in section 79-724(6) or on a topic related to such person or persons or event;
- viii. Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

#### 6. Vacancies

- a. A vacancy on the board of education shall exist when any one of the following occurs:
  - i. A member submits his or her formal resignation from the board.
  - ii. A member removes himself or herself from the district or is absent from the district for a continuous period of sixty days.
  - iii. A member misses more than two consecutive regular board meetings unless excused by a majority of the remaining members.
  - iv. Such other reasons as are set forth in Nebraska statutes.
- b. The board shall make note the vacancy in its minutes and shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term to (1) the election commissioner or county clerk, and (2) the public by published notice in a newspaper of general circulation in the district.
- c. Vacancies shall be filled in the manner set forth in Nebraska statutes.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**2003**  
**Development and Education of Board Members**

1. New Board Member Orientation
  - a. All new board members are strongly encouraged to attend new board member training and workshops.
  - b. Sitting board members and the superintendent will assist each new member-elect to understand the board's functions, policies, and procedures before he or she takes office.
  
2. Ongoing Development and Education
  - a. Board members provide the most effective service to the district when they are continuously updated on educational and legal issues. Attendance at meetings directly or indirectly related to education or school matters is encouraged for the value they have to the school system and the professional growth of board members.
  - b. Board members are encouraged to engage in continuing education such as:
    - i. Participation in local, regional and state conferences and workshops such as meetings of the Nebraska Association of School Boards, the Nebraska Rural Community Schools Association, and the Nebraska Council of School Administrators.
    - ii. Participation in legislative sessions and related activities.
    - iii. Participation in national conventions such as the National School Boards Association and/or the American Association of School Administrators on a rotating basis among the members.
    - iv. Examination of other school facilities and their programs.

The superintendent shall notify board members of all relevant conferences and workshops, other local and regional meetings, and/or in-service activities.

Board members should refer to Policy 2007 for information on reimbursement for attendance at continuing education and training.

Adopted on: \_\_\_\_\_  
Revised on: \_\_\_\_\_  
Reviewed on: \_\_\_\_\_

**2004  
Oath of Office**

No board member is required to take an oath of office pursuant to Nebraska law. However, new board members may voluntarily take the following oath before entering into their official duties:

I, ....., do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation or for purpose of evasion; and that I will faithfully and impartially perform the duties of the office of member of the board of education, according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence. So help me God.

Board members may affirm the oath orally or in writing. Copies of written oaths will be retained as official records of the school district in the main administrative office and such other places as may be required by law. Board members who give the oath orally will be noted in the minutes.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## 2005 Conflict of Interest

Any member of the board of education who meets the conditions set forth in this policy shall be deemed to have a business or financial conflict of interest.

1. Definitions. For purposes of this policy:
  - a. Business with which a board member is associated shall include the following:
    - (1) A business in which the board member or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.
    - (2) A business in which the board member or a member of his or her immediate family is a stockholder in a closed corporation with stock worth one thousand dollars or more, or the board member or his or her immediate family owns more than a five percent equity interest or is a stockholder of publicly traded stock worth more than ten thousand dollars or more at fair market value, or which represents more than ten percent equity interest. This shall not apply to publicly traded stock under a trading account if the board member reports the name and address of the company and stockbroker.
  - b. A business association shall be defined to include an individual as a partner, limited liability company member, director or officer, or a business in which the individual or member of the immediate family is a stockholder.
  - c. Immediate family member or member of the immediate family shall mean a child residing in an individual's household, a spouse of an individual, or an individual claimed by that individual or that individual's spouse as a dependent for federal income tax purposes.
2. Contracts with the School District.
  - a. No board member or member of his or her immediate family shall enter into a contract valued at two thousand dollars or more, in any one year, with this school district unless the contract is awarded through an open and public process that (1) includes prior public notice and (2) allows the public to inspect during the school district's regular office hours the proposals considered and the contract awarded. Board members who enter into employment contracts with the school district must also comply with the board's policy on the employment of board members.
  - b. The existence of any conflict of interest in any contract in which the board member has an interest and in which the school district is a party, or the failure to make public the board member's interest known, may render a contract null and void.

- c. The prohibition of a conflict of interest or requirement for the board member to make public notice shall apply when the board member, or his or her immediate family has a business association with the business involved in the contract or will receive a direct pecuniary fee or commission as a result of the contract.
- d. The prohibition in this section does not apply if the contract is an agenda item approved at a board meeting and the board member:
  - (1) Makes a declaration on the record to the school board regarding the nature and extent of his or her interest prior to official consideration of the contract;
  - (2) Does not vote on the matters of granting the contract, making payments pursuant to the contract, or accepting performance of work under the contract, or similar matters relating to the contract, except that if the number of members of the school board declaring an interest in the contract would prevent the board with all members present from securing a quorum on the issue, then all members may vote on the matters; and
  - (3) Does not act for the school board as to inspection or performance under the contract in which he or she has an interest.

3. Contracts with Board Member's Immediate Family.

- a. If a person in a board member's immediate family is an employee of this school district, the board member may vote on all issues of a contract which are generally applicable to:
  - (1) All district employees.
  - (2) All employees within a specific classification but which does not single out the member of his or her immediate family.

4. Employing Members of the Immediate Family.

- a. A board member may recommend for employment or supervise the employment of an immediate family member if:
  - (1) The board member does not abuse his or her position.
  - (2) Abuse of official position shall include, but not be limited to, employing an immediate family member:

- (i) who is not qualified for and able to perform the duties of the position;
  - (ii) for any unreasonably high salary;
  - (iii) who is not required to perform the duties of the position.
- (3) The board makes a reasonable solicitation and consideration of applications for employment.
- (4) The board member makes a full disclosure on the record to the governing body of the school district and to the secretary of the board. If the secretary of the board of education would be the individual filing the disclosure statement, the statement shall be filed with the president of the board of education.
- (5) The board approves the employment or supervisory position.
- b. The board has not terminated the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.
5. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment
- a. No board member shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:
- (1) a public official, public employee, or candidate.
  - (2) a member of the immediate family of an individual listed in Subparagraph 'a' above.
  - (3) a business with which an individual listed in Subparagraph (1) or (2) above is associated.
- b. No board member shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the board member would thereby be influenced.
- c. A board member shall not use or authorize the use of his or her public office or any confidential information received through the holding of a public office to obtain financial gain, other than compensation provided by law, for himself or herself, a member of his or her immediate family, or a business with which he or she is associated.
- d. A board member shall not use personnel, resources, property, or funds under his or her official care and control other than in accordance with prescribed constitutional, statutory,

and regulatory procedures or use such items, other than compensation provided by law, for personal financial gain.

6. Conflict of Interest Relating to Campaigning or Political Issues

- a. Except as provided below, the board shall not authorize the use of personnel, property, resources, or funds under its jurisdiction for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question.
- b. This does not prohibit the board from making school district facilities available to a person for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions for use.
- c. This does not prohibit the board from discussing and voting upon a resolution supporting or opposing a ballot question.
- d. This does not prohibit the board, while legally seated as a body, from responding to specific inquiries by the press or the public as to the board's opinion regarding a ballot question or from providing information in response to a request for information.
  - (1) The board may designate one or more members of its body, or one or more of its school administrators, to speak on behalf of the board on specific occasions such as public meetings or legislative hearings.
  - (2) Any member of the board may present his or her personal opinion regarding a ballot question or respond to a request for information related to a ballot question; but in so doing, the person should clearly state that the information being presented is his or her personal opinion and is not to be considered as the official position or opinion of the board. However, this shall not be done during a time that the individual is engaged in his or her official duties.

7. Conflict of Interest Statement

- a. Any board member who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

- (1) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;
  - (2) Deliver a copy of the statement to the school board secretary who shall enter the statement onto the school district's public records; and
  - (3) Abstain from participating or voting on the matter in which he or she has a conflict of interest.
- b. If the board member would like a formal opinion from the NADC as to whether there is an actual conflict of interest, he/she shall deliver a copy of the statement to the NADC.
8. Recordkeeping
- a. The board secretary shall maintain a separate record of the following information for every contract entered into by the school board in which a board member has an interest and for which disclosure was made pursuant to section 2d of this policy:
    - (1) The names of the contracting parties.
    - (2) The nature of the interest of the board member in question.
    - (3) The date that the contract was approved.
    - (4) The amount of the contract.
    - (5) The basic terms of the contract.
  - b. The information supplied relative to the contract shall be provided no later than ten (10) days after the contract has been signed by both parties. The ledger kept by the board secretary shall be available for public inspection during normal working hours of the office in which it is kept.
9. Conflict. To the extent that there is a conflict between this policy and the Nebraska Political Accountability and Disclosure Act ("Act"), the Act shall control.

Adopted on: \_\_\_\_\_  
Revised on: \_\_\_\_\_  
Reviewed on: \_\_\_\_\_

## 2006 Complaint Procedure

Good communication helps to resolve many misunderstandings and disagreements. This complaint procedure applies to board members, patrons, students and school staff, unless the staff member is subject to a different grievance procedure pursuant to policy or contract. Individuals who have a complaint should discuss their concerns with appropriate school personnel in an effort to resolve problems. When such efforts do not resolve matters satisfactorily, including matters involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age, a complainant should follow the procedures set forth below. Students and employees who believe they have been subjected to sex harassment in violation of Title IX should refer to the board's policy titled "Title IX."

A preponderance of the evidence will be required to discipline a party accused of misconduct. This means that the investigator must conclude that it is more likely than not that misconduct occurred.

### **Complaint and Appeal Process.**

1. The first step is for the complainant to speak directly to the person(s) with whom the complainant has a concern. For example, a parent who is unhappy with a classroom teacher should initially discuss the matter with the teacher. However, the complainant should skip the first step if complainant believes speaking directly to the person would subject complainant to discrimination or harassment.
2. The second step is for the complainant to speak to the building principal, Title IX/504 coordinator, superintendent of schools, or president of the board of education, as set forth below.
  - a) Complaints about the operation, decisions, or personnel within a building should be submitted to the principal of the building.
  - b) Complaints about the operations of the school district or a building principal should be submitted in writing to the superintendent of schools.
  - c) Complaints about the superintendent of schools should be submitted in writing to the president of the board of education.
  - d) Complaints involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age may also be submitted, at any time during the complaint procedure to the School District's Title IX/504 coordinator. Complaints involving discrimination or harassment may also be submitted at any time to the Office for Civil Rights, U.S. Department of Education: by email at [OCR.KansasCity@ed.gov](mailto:OCR.KansasCity@ed.gov); by telephone at (816) 268-0550; or by fax at (816) 268-0599.

3. When a complainant submits a complaint to an administrator or to the Title IX/504 coordinator, the administrator or Title IX/504 coordinator shall promptly and thoroughly investigate the complaint, and shall:
  - a) Determine whether the complainant has discussed the matter with the staff member involved.
    - 1) If the complainant has not, the administrator or Title IX/504 coordinator will urge the complainant to discuss the matter directly with that staff member, if appropriate.
    - 2) If the complainant refuses to discuss the matter with the staff member, the administrator or Title IX/504 coordinator shall, in his or her sole discretion, determine whether the complaint should be pursued further.
  - b) Strongly encourage the complainant to reduce his or her concerns to writing.
  - c) Interview the complainant to determine:
    - 1) All relevant details of the complaint;
    - 2) All witnesses and documents which the complainant believes support the complaint;
    - 3) The action or solution which the complainant seeks.
  - d) Respond to the complainant. If the complaint involved discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the administrator or Title IX/504 coordinator received the complaint.
4. If either the complainant or the accused party is not satisfied with the administrator's or the Title IX/504 coordinator's decision regarding a complaint he or she may appeal the decision to the superintendent.
  - a) This appeal must be in writing.
  - b) This appeal must be received by the superintendent no later than ten (10) calendar days from the date the administrator or Title IX/504 coordinator communicated his/her decision to the complainant.
  - c) The superintendent will investigate as he or she deems appropriate. However, all matters involving discrimination or harassment shall be promptly and thoroughly investigated.

- d) Upon completion of this investigation, the superintendent will inform the complainant in writing of his or her decision. If the complaint involved discrimination or harassment, the superintendent shall submit the decision within 180 calendar days after the superintendent received complainant's written appeal.
5. If either the complainant or the accused party is not satisfied with the superintendent's decision regarding a complaint he or she may appeal the decision to the board.
- a) This appeal must be in writing.
  - b) This appeal must be received by the board president no later than ten (10) calendar days from the date the superintendent communicated his/her decision to the complainant.
  - c) This policy allows, but does not require the board to receive statements from interested parties and witnesses relevant to the complaint appeal. However, all matters involving discrimination or harassment shall be promptly and thoroughly investigated.
  - d) The board will notify the complainant in writing of its decision. If the complaint involved discrimination or harassment, the board shall submit its decision within 180 calendar days after it received complainant's written appeal.
  - e) There is no appeal from a decision of the board.
6. When a formal complaint about the superintendent of schools has been filed with the president of the board, the president or his or her designee shall promptly and thoroughly investigate the complaint, and shall:
- a) Determine whether the complainant has discussed the matter with the superintendent.
    - 1) If the complainant has not, the board president or designee will urge the complainant to discuss the matter directly with the superintendent, if appropriate.
    - 2) If the complainant refuses to discuss the matter with the superintendent, the board president shall, in his or her sole discretion, determine whether the complaint should be pursued further.
  - b) Strongly encourage the complainant to reduce his or her concerns to writing.
  - c) Determine, in his or her sole discretion, whether to place the matter on the board agenda for consideration at a regular or special meeting.

- d) Respond to the complainant. If the complaint involved discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the president received the complaint.

**No Retaliation.** The school district prohibits retaliation against any person for filing a complaint or for participating in the complaint procedure in good faith.

**Special Rules Regarding Educational Services and Related Services to Students with Disabilities.** Students with disabilities and their families have specific rights outlined in state and federal law, including administrative processes by which they may challenge the educational services being provided by the school district. Therefore, the appeal process contained in this policy may not be used to challenge decisions made by a student's individualized education plan (IEP) team or 504 team.

Complaints about the educational services provided a student with a disability, including but not limited to services provided to a student with an IEP, access to curricular and extracurricular activities, and educational placement must be submitted to the school district's Director of Special Education. The Director of Special Education will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of IDEA Parental Rights promulgated by the Nebraska Department of Education.

Complaints about the educational services provided a student with a disability pursuant to a Section 504 plan must be submitted to the school district's 504 Coordinator. The 504 Coordinator will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of Section 504 Parental Rights adopted by the board of education.

Complaints about the educational services provided to a student who is suspected of having a disability must be submitted in writing to the school district's Director of Special Education or to the district's 504 Coordinator. The Director of Special Education or 504 Coordinator will either refer the student for possible verification as a student with a disability or will provide prior written notice of the district's refusal to do so.

**Bad Faith or Serial Filings.** The purpose of the complaint procedure is to resolve complaints at the lowest level possible within the chain of command. Individuals who file complaints (a) without a good faith intention to attempt to resolve the issues raised; (b) for the purpose of adding administrative burden; (c) at a volume unreasonable to expect satisfactory resolution; or (c) for purposes inconsistent with the efficient operations of the district may be dismissed by the superintendent without providing final resolution other than noting the dismissal. There is no appeal from dismissals made pursuant to this section.

Adopted on: \_\_\_\_\_  
Revised on: \_\_\_\_\_  
Reviewed on: \_\_\_\_\_

**2007**

**Reimbursement and Miscellaneous Expenditures**

1. Board members, employees, and volunteers of the school district are expected to maintain and enhance their effectiveness by being well-informed on issues affecting education. They are encouraged to attend education workshops, conferences, training programs, official functions, hearings, and meetings sponsored by the school district or state and national educational organizations which are helpful to them in performing their duties or which are in the best interests of the school district.

2. This board hereby gives prior approval for board members to attend meetings described in the preceding paragraph. Upon approval by the board president, or the superintendent or designee when the board president is unavailable, such board members may attend authorized meetings without further action or approval by the board, and shall be paid or reimbursed for registration costs, tuition costs, fees or charges, travel expenses, and costs of meals and lodging as permitted by law.

a. The superintendent or the superintendent's designee may authorize employees and volunteers to attend meetings described in the first paragraph and may authorize the payment of such registration costs, tuition costs, fees, charges, travel expenses, costs of meals, and/or costs of lodging as he or she deems appropriate and as permitted by law.

b. Expenses for attendance at any of the above activities shall be paid by the school district as allowed by law. The Board shall pay or reimburse attendees 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 such reimbursement is permitted by law.

c. The board authorizes the expenditure of funds for non-alcoholic beverages for individuals attending public meetings of the board and non-alcoholic beverages and meals for individuals while performing or immediately after performing relief, assistance, or support activities in emergency situations, and for any volunteers during or immediately following their participation in any activity approved by the board.

d. It is in the best interest of this school district to recognize service by board members, employees, and volunteers. The board authorizes the president, superintendent or the superintendent's designee to determine when and to whom plaques, certificates of achievement, flowers or other items of value should be granted, provided that no such plaque, certificate, flowers or other item of value shall cost more than \$100.00.

e. Funds may be spent for one recognition dinner each year for elected and appointed officials, employees or volunteers of the school district. The maximum cost per person for such a dinner shall not exceed \$50.00.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## 2008 Meetings

The formation of policy is public business and will be conducted openly in accordance with the Nebraska Open Meetings Act.

### 1. Types of Meetings

- a. The board shall hold its regular meetings on or before the third Monday of each month.
- b. Special and emergency meetings may be called as provided by law.
- c. The board may schedule work sessions and retreats in order to provide board members and administrators with the opportunity to plan, research, and engage in discussion.

### 2. Notice

The board shall give reasonable advance publicized notice of the time and place of each of its meetings, which generally will be 48 hours or more in advance of the meeting. Such notice shall be transmitted to all members of the board and to the public. Notice of regular and special meetings shall be posted on the school district's website. Such notice shall contain a statement that the agenda shall be readily available for public inspection at the administration office of the school during the normal business hours. In addition, the superintendent is authorized, but not required, to publish the notice of any meeting in a newspaper of general circulation within the district if, in the opinion of the superintendent, it is convenient and useful to do so.

When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes of the meeting, and any formal action taken in such a meeting shall pertain only to the emergency. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public no later than the end of the next regular business day.

### 3. Weather Delays

In the event of inclement weather which makes it dangerous or unreasonable for board members or members of the public to attend a meeting for which notice has already been given, such meeting may be postponed by the board president. The board will communicate the delay and the updated date, time, and location of the postponed meeting to members of the public by posting it on the district's website and by following the same communication protocol that the district follows when student attendance at school is called off due to inclement weather. When possible, the board president and superintendent will attempt to communicate the information to local media members and business owners to assist in notifying the public of the delay.

### 4. Minutes

- a. The board shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed.
- b. Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the board in open session, and the record shall state how each member voted, or if the member was absent or not voting.
- c. The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public record and may be published on the school district's website.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**2009**  
**Public Participation at Board Meetings**

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

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

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

The board shall not require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. However, the board may require members of the public desiring to address the board to identify themselves.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**2010**  
**Preparation for Board Meetings**

The superintendent will create the agenda and board packet in consultation with the board president. The materials will be sent or delivered to each board member in advance of the meeting. Members of the public have no entitlement to place an item on the board's agenda, but may address the board during the next meeting at which the board receives public comment.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**2011**  
**Membership in Organizations**

The board may hold membership in organizations approved by the board.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## 2012 Board Code of Ethics

The board recognizes that collectively and individually, all members of the board must adhere to an accepted code of ethics in order to improve public education. Board members must conduct themselves professionally and in a manner fitting of their position.

Each board member shall:

1. Attend all regularly scheduled board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings;
2. Endeavor to make policy decisions only after full discussion at publicly held board meetings;
3. Render all decisions based on the available facts and his or her independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
4. Encourage the free expression of opinion by all board members, and seek systematic communication between the board and students, staff and all elements of the community;
5. Work with other board members to establish effective board policies and to delegate authority to the superintendent to administer the school district;
6. Communicate expressions of public reaction to the board policies and school program to other board members and the superintendent;
7. Learn about current educational issues by individual study and through participation in seminars and programs, such as those sponsored by the state and national school board associations;
8. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff;
9. Avoid being placed in a position of conflict of interest, and refrain from using the board member's position on the board for personal or political gain;
10. Refrain from discussing the confidential business of the board in any setting except a board meeting;
11. Refrain from micro-managing the affairs of the school district;
12. Recognize the superintendent as the executive officer of the board;
13. Work constructively and collegially with the other members of the board, students, staff and patrons.

14. Refer complaints to the superintendent or building principal, as appropriate;
15. Always be mindful of his/her fiduciary obligation to the school district, including duties of loyalty and care, by placing the interests of the district above the board member's personal interests.
16. Remember that a board member's first and greatest concern must be the educational welfare of the students attending this district's schools.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**2013**  
**Violation of Board Ethics**

The board of education is responsible for enforcing the code of ethics of its members. If any member of the board commits a serious or repeated violation of the code, the board may take any of the following steps:

1. The board president may confer with the board member who has violated the code of ethics in order to:
  - a. Identify the provision of the code that the member has violated;
  - b. Propose how the member can remedy the violation;
  - c. If the board member who violated the code is the board president, the vice president is empowered to confer with the president about the violation.
2. The board may discuss the violation as an agenda item at a meeting to confront the offending board member. However, the board will not enter closed session to hold the discussion of the ethics violation unless the Open Meetings Act authorizes a closed session.
3. The board may vote to publicly censure any board member who commits a serious or repeated violation of the code. The board will pass a censure motion to inform the community that an individual member of the board is not fulfilling the responsibilities for which he or she was elected.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**2014**  
**Relationship with District Legal Counsel**

The board will engage legal counsel to assist it and the administration in dealing with legal issues. When the district faces circumstances in which legal counsel may be needed between board meetings, the board president or superintendent may engage legal counsel on the board's behalf.

The superintendent and the board president shall have the authority to contact the school's legal counsel on behalf of the district. The superintendent may give other members of the administration permission to contact the district's legal counsel on an as-needed basis. Individual board members other than the president may not contact the district's legal counsel on behalf of the board without the approval of the board president or a majority of the board.

Any board member who contacts the district's legal counsel without board approval may be personally responsible for any legal fees incurred as a result of the unapproved contact.

The superintendent will, to the extent permitted by law, keep the board informed of matters in which the district's legal counsel is involved.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**2015**  
**STUDENT MEMBER OF SCHOOL BOARD**

In order to provide the School Board with a greater insight into student activities, programs, and needs; and to encourage student involvement in school district governance activities the board may allow one nonvoting student member(s) on the Board of Education. The role of student member is advisory. The board shall decide whether to have a student member at its regular May board meeting or at such other meeting determined by the board.

**Selection and Term of Student Member**

The student member shall be the student body or student council president, the senior class representative, or a representative elected from and by the entire student body, as designated by the voting members of the School Board.

The term of office will be one school year, beginning on September 1 and ending on June 1.

Student members will not participate in executive or closed sessions.

**Guidelines**

Student members may not introduce motions.

Student members are expected to attend all public meetings of the Board and can be appointed to committees of the Board at the discretion of the president.

The president of the board, in consultation with the Superintendent of Schools, has the right to bar the participation of a student member at the board's discretion. The decision of the board president is final and is not subject to review.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**2016**

**Participation in Insurance Program by Board Members**

Members of board of education may participate in the school district's health and life insurance plans which are provided to school district employees. A board member electing to participate in the insurance program of the school district shall pay both the employee and the employer portions of the premiums to the district in advance of any payments being due from the district to the insurance carrier.

Every three months, the board will place on its agenda a report identifying the board members who have elected to purchase insurance coverage through the district. This report shall be made available in the school district office for review by the public upon request.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**2017**  
**Indemnification and Liability Insurance**

In addition to circumstances where it is obligated to provide indemnity or procure insurance, the school board has broad authority to purchase insurance or otherwise indemnify school board members, officers, employees, or agents of the school district. The school board will purchase liability insurance and provide indemnification at its discretion and review its current coverages and indemnification obligations when it deems appropriate.

In the event the school district's current insurance, indemnification agreements, contract obligations, or other promises to indemnify do not cover a situation which the school board can agree to cover, the school board may authorize indemnification. The school board may elect to indemnify any board member, officer, agent, or employee if he or she is a party or is threatened to be made a party in any pending or completed suit, proceeding, or any other action, whether criminal, civil, administrative, or investigative, if the individual is involved because of current or past service on the board, employment, or agency relationship with the school district. However, the indemnification and defense will only be considered if such person acted in good faith and in a manner he or she reasonably believed to be in the best interests or not opposed to the best interests of the school district, including in a criminal proceeding if he or she had no reasonable cause to believe the conduct was unlawful.

In circumstances involving employees, the board delegates to the Superintendent the authority to provide the indemnification to the extent the Superintendent is authorized to procure legal services, as long as the indemnification is otherwise consistent with the authority granted under the law.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**LOUP CITY PUBLIC SCHOOLS  
NEGOTIATED AGREEMENT  
2020-2021**

This agreement is made and entered into this 10<sup>th</sup> day of February, 2020 by and between the Board of Education of the School District #1 of Loup City and the Loup City Education Association. This contract is the product of a collectively bargained negotiation, and all parties have cooperated in the drafting and preparation of this agreement.

**POLICIES**

**I. EMPLOYMENT:**

Exclusions: The positions of Superintendent and Principals, holding proper certificates, are not included in the salary schedule.

**II. FRINGE BENEFITS:**

1. **Health Insurance:** The school district shall pay 100% of health insurance premiums per month. The school district shall pay 95% of single dental coverage for the employee. This insurance is **\$1200** deductible PPO, with pre-certification, and 100% A, 80% B, 70% C dental coverage. Family dental coverage is extra depending on the level of coverage required, except that the District will provide family dental coverage for married couples where both husband and wife are employed by the District. Designated carrier for health insurance for 2020-2021 will be Blue Cross Blue Shield provided by the "Educators Health Alliance".
2. The district will provide a 125 Plan for employees that choose to use it.
3. **Long Term Disability Insurance:** The LTD insurance becomes effective after 45 calendar days. The LTD insurance and Social Security will pay 66-2/3% of the monthly salary up to \$5,000 for the length of the disability, or until the insured reaches 70 years of age. The certificated staff shall pay the full cost of the LTD premium. New employees may elect not to be covered under the policy. The Board may change the long-term disability carrier by notifying the LCEA President and LCEA head negotiator.
4. **Term Life Insurance:** A group term-life insurance program is available for those teachers who wish to participate. Cost will be borne by the teacher.
5. **Workman's Compensation:** All employees are also covered by Workman's Compensation insurance.
6. **Paid Leave:**
  - Certificated staff will be granted 10 unspecified leave days each year.
  - Unspecified days will include, but are not limited to; sick, bereavement, personal, and professional leave that is not assigned by the district.
  - Any unused leave will be accumulated as sick leave, up to a maximum of 30 sick leave days.
  - Accumulated sick leave will include personal illness, family illness, or bereavement leave.
  - Unspecified leave days must be used before accumulated sick leave can be used.
  - Staff members that have reached the 30 day maximum for accumulated sick leave will be offered \$30/day for any unused unspecified leave days at the end of the school year, to be paid out during the June pay period.
  - Staff members who have a significant life event(s) can pre plan up to 5 total days of unspecified leave upon the approval of the superintendent.
  - Leave days are to be measured in 1/8 of a day increments

### III. SALARIES:

- A. **Salary Schedule:** The base salary for the 2020-2021 school year will be \$36,340.00; schedule is included with this agreement.
- B. **Extra Duty Schedule:** All teachers assigned to duties in addition to teaching shall be paid for such duties according to the extra duty schedule attached to this agreement.
- C. **Placement on Schedule:** New teachers hired by the District will be placed on the schedule at the level of teaching experience earned at all other schools.
- D. All hours to be applied to salary schedule must be in the teacher's teaching field or education. Effective June 11, 1990, the BA+36 column was eliminated with the following exception. The BA+36 column will remain as a part of the schedule for those instructors employed as of June 11, 1990 and have a minimum of 9 hours beyond their B.A. degree. Teachers will be allowed to move no more than one vertical step in any given year.
- E. **Vertical Advancement:** Teachers shall advance one vertical step for each year of service to the District as the salary schedule permits, until such teacher reaches the bottom step of the column of their placement. The maximum movement allowed each year is one step.  
**Horizontal Advancement:** Teachers shall advance one horizontal step for every nine hours of awarded credit as permitted by the salary schedule. The last column on the salary schedule is the only limit on advancement.
- F. **Distance Learning:** Loup City teachers that teach over the distance learning system or through online classes that students in Nebraska may take for high school or college credit will receive 1.5 units per class each semester they teach.
- G. **Payroll Deduction of Dues:** Teachers who wish to have their Association dues deducted from their monthly salaries may do so by notifying the appropriate LCEA official. Deductions will be made in nine (9) equal installments beginning in October.
- H. **Substitute Pay:** A faculty member who substitutes for another staff member will be reimbursed at the rate of \$11.88 per classroom period.
- I. **Junior High Coaches Pay:** While Loup City Public Schools is in a cooperative agreement with another school, the first junior high coach for any sport will be paid as a head junior high coach. Any additional coaches from Loup City will be paid as junior high assistant coaches.

### IV. Non-Discrimination

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

### V. Safety Committee

- A. The Superintendent may appoint members of the staff to serve on the safety committee as appropriate and as required by law.

### VI. Duration:

- A. The terms of this Negotiated Agreement shall remain in full force and effect from year to year until they are superseded by an agreement of the parties or by an order of the Commission of Industrial Relations.

**THIS SALARY SCHEDULE, ACTIVITY PAY SCHEDULE**, and subsequent provisions have been adopted by both the Loup City Public School Board of Education, as recorded in the November 9, 2020 minutes of the Board of Education meeting, and the Loup City Education Association.

Date \_\_\_\_\_

\_\_\_\_\_  
Chairman, Negotiations Committee  
Loup City Board of Education

Date \_\_\_\_\_

\_\_\_\_\_  
Chairman, Negotiations Committee  
Loup City Education Association

**APPENDIX A**  
**SALARY SCHEDULE**

Base Salary: \$36,340

STEP	BA		BA+9		BA+18		BA+27		MA		MA+9		MA+18		MA+27	
1	1	36,340.00	1.05	38,157.00	1.1	39,974.00	1.15	41,791.00	1.2	43,608.00	1.25	45,425.00	1.3	47,242.00	1.35	49,059.00
2	1.04	37,793.60	1.09	39,610.60	1.14	41,427.60	1.19	43,244.60	1.24	45,061.60	1.29	46,878.60	1.34	48,695.60	1.39	50,512.60
3	1.08	39,247.20	1.13	41,064.20	1.18	42,881.20	1.23	44,698.20	1.28	46,515.20	1.33	48,332.20	1.38	50,149.20	1.43	51,966.20
4	1.12	40,700.80	1.17	42,517.80	1.22	44,334.80	1.27	46,151.80	1.32	47,968.80	1.37	49,785.80	1.42	51,602.80	1.47	53,419.80
5	1.16	42,154.40	1.21	43,971.40	1.26	45,788.40	1.31	47,605.40	1.36	49,422.40	1.41	51,239.40	1.46	53,056.40	1.51	54,873.40
6	1.2	43,608.00	1.25	45,425.00	1.3	47,242.00	1.35	49,059.00	1.4	50,876.00	1.45	52,693.00	1.5	54,510.00	1.55	56,327.00
7			1.29	46,878.60	1.34	48,695.60	1.39	50,512.60	1.44	52,329.60	1.49	54,146.60	1.54	55,963.60	1.59	57,780.60
8			1.33	48,332.20	1.38	50,149.20	1.43	51,966.20	1.48	53,783.20	1.53	55,600.20	1.58	57,417.20	1.63	59,234.20
9					1.42	51,602.80	1.47	53,419.80	1.52	55,236.80	1.57	57,053.80	1.62	58,870.80	1.67	60,687.80
10							1.51	54,873.40	1.56	56,690.40	1.61	58,507.40	1.66	60,324.40	1.71	62,141.40
11									1.6	58,144.00	1.65	59,961.00	1.7	61,778.00	1.75	63,595.00
12									1.64	59,597.60	1.69	61,414.60	1.74	63,231.60	1.79	65,048.60
13									1.68	61,051.20	1.73	62,868.20	1.78	64,685.20	1.83	66,502.20
14									1.72	62,504.80	1.77	64,321.80	1.82	66,138.80	1.87	67,955.80
15									1.76	63,958.40	1.81	65,775.40	1.86	67,592.40	1.91	69,409.40

APPENDIX B  
EXTRA DUTY SALARY SCHEDULE

**ATHLETICS:**

- All coaches will receive one (1) unit per year of experience for each additional year of coaching in that particular sport until they have reached the maximum allowed. (1 Unit = 1% of current base salary).
- While Loup City Public Schools is in a cooperative agreement with another school, the first junior high coach for any sport will be paid as a head junior high coach. Any additional coaches from Loup City will be paid as junior high assistant coaches

	<u>BEGINNING UNITS</u>	<u>MAXIMUM UNITS</u>
<b><u>HEAD COACHES (SENIOR HIGH)</u></b>		
Athletic Director	17	19
Activities Director	2	2
Football	11	15
Basketball (Boys and Girls, each)	11	15
Track (Boys and Girls, combined)	11	14
Cross Country (Boys and Girls, combined)	9	12
Golf (Boys and Girls, each)	9	12
Volleyball	11	15
Wrestling (add 3 units if junior high included)	11	15
<b><u>ASSISTANT COACHES (SENIOR HIGH)</u></b>		
Football (each)	7	10
Basketball (Boys and Girls, each)	7	10
Cross Country	7	9
Golf	7	9
Track (Boys and Girls, combined)	7	9
Volleyball	7	10
Wrestling (add 3 units if junior high included)	7	10
Weight Room Supervisor	7	9
<b><u>HEAD COACHES (JUNIOR HIGH)</u></b>		
Football	4	8
Basketball (Boys and Girls, each)	4	8
Volleyball	4	8
Wrestling	4	8
<b>ALL JUNIOR HIGH ASSISTANT COACHES</b>	<b>3</b>	<b>5</b>

**BEGINNING UNITS****MAXIMUM UNITS****NON-ATHLETIC SCHEDULE:**

Instrumental Music	12	12
Vocal Music 7-12	4	4
Vocal Music K-6	3	3
Speech Coach	6	8
Assistant Speech	3	4
Drama Coach	6	6
Assistant Drama	3	3
FCCLA	5	5
Yearbook Sponsor	4	4
Cheerleader Sponsor	6	6
Dance Sponsor	3	3
Student Council 7-12	6	6
Assistant Student Council	3	3
Senior Class Sponsor	1	1
Junior Class Sponsor	2	2
Sophomore Class Sponsor	1	1
Freshman Class Sponsor	0	0
National Honor Society	1	1
Academic Decathlon	2	2
HAL	1	1
Quiz Bowl (JH/HS, each)	1	1
FFA Advisor	6	6
MTSS Members (up to 5 per site)	1	1
FBLA	3	3
Science Olympiad (JH & HS)	1	1

## Future Meetings

### Board of Education 2020

November 9	Regular Session
November 18--20	NASB State Convention - Omaha
November 30	Work Session
December 2	NASB New Board Member Workshop - Kearney
December 14	Regular Session

### Board of Education 2021

January 11	Regular Session
January 31-February 1	President's Retreat - Norfolk
February 8	Regular Session
March 8	Regular Session
March 29	Special Session
April 10-12	NSBA National Conference
April 12	Regular Session
May 10	Regular Session
May 31	Special Session
June 2-3	NASB Summer Conference - Kearney
June 14	Regular Session
June 16	ALICAP Workshop - Kearney
July 12	Regular Session
August 7	Board Retreat
August 9	Regular Session



Angela Simpson, Superintendent  
Cindy Ericson, Board President

August	Area Membership Meetings
August 30	Special Session
September 13	Regular Session
October 11	Regular Session
October 13-14	Labor Relations Conference - Kearney
November 9	Regular Session
November 17-19	NASB State Education Conference
November 29	Special Session
December 13	Regular Session