

Regular Board Meeting
September 14, 2020, at 7:30 PM
Southern School District

Notice is hereby given of a meeting of the Board of Education, Southern School District #1 on September 14, 2020, at 7:30 PM at Southern Jr./Sr. High School Board Room in Wymore. A current agenda is also available at the office of the Superintendent.

I hereby certify that the above notice was posted in three public places as follows:

Southern Elementary School

Southern Jr./Sr. High School

U.S. Post Office in Wymore

I. Call Meeting to Order

A. Roll Call

B. Notice of Nebraska Open Meetings Act Posted

C. Motion to excuse Angela Meyer

II. Approval of Minutes from the August 10, 2020, Regular Board Meeting

III. Communications, Audiences, and Recognitions

A. Public comments will not be received after this period of time. Public comment period is limited to 5 minutes per person and a total of 30 minutes overall.

IV. Financial Statement: Item for Discussion, Consideration, and/or Action

A. Approval of Bills

1. General Fund, Special Building Fund, Depreciation Fund, and Qualified Capital Purpose Undertaking Fund Claims

2. Lunch & Activity Claims

V. Support Service

- A. Facility Update
- B. Personnel Items
- C. Technology Update

VI. Administrative and Committee Reports

- A. Student Board Member Report
- B. Elementary Principal's Report
- C. Secondary Principal's Report
- D. Superintendent's Report

VII. Items for Discussion, Consideration, and/or Action

- A. The 2020-2021 Southern Public Schools Budget
- B. The 2020-2021 Property Tax Resolution
- C. Executive Session: To Receive and Consider Legal Advice From the School District's Attorney Relating to Contract Negotiations of Material Terms of Staff Contracts, Which is Necessary to Allow the Board to Form Negotiation Strategy and to Protect the Attorney-Client Privilege, Which is in the Public Interest. The Board will Limit Itself to Discussion of These Issues
 - 1. Convene in Executive Session: 9 Month & 10 Month Classified Employee Pay During a Possible Short-Term or Long-Term Closure During the 2020-2021 School Year
 - 2. Reconvene Meeting From Executive Session
 - 3. Approval of Any Action Deemed Necessary as a Result of Executive Session
- D. Option Enrollment Applications

VIII. Adjournment

Notice of Regular Board Meeting
September 14, 2020, at 7:30 p.m.
Southern School District #1

Notice is hereby given of a meeting of the Board of Education, Southern School District #1 on September 14, 2020, at 7:30 p.m. at Southern Jr./Sr. High School Auditorium in Wymore. A current agenda is also available at the office of the Superintendent.

I hereby certify that the above notice was posted in three public places as follows:

Southern Elementary School
Southern Jr./Sr. High School
U.S. Post Office in Wymore

- I. Call Meeting to Order
 - A. Roll Call
 - B. Notice of Nebraska Open Meetings Act Posted
- II. Approval of Minutes from the August 10, 2020, Regular Board Meeting
- III. Communications, Audiences, and Recognitions
 - A. Public comments will not be received after this period of time. Public comment period is limited to 5 minutes per person and a total of 30 minutes overall.
- IV. Financial Statement: Item for Discussion, Consideration, and/or Action
 - A. Approval of Bills
 - B. General Fund, Special Building Fund, Depreciation Fund, and Qualified Capital Purpose Undertaking Fund Claims
 - C. Lunch and Activity Claims
- V. Support Service
 - A. Facility Update
 - B. Personnel Item
 - C. Technology Update
- VI. Administrative and Committee Reports
 - A. Student Board Member Report
 - B. Elementary Principal's Report
 - C. Secondary Principal's Report
 - D. Superintendent's Report
- VII. Items for Discussion, Consideration, and/or Action
 - A. The 2020-2021 Southern Public Schools Budget
 - B. The 2020-2021 Property Tax Resolution
 - C. Executive Session: To Receive and Consider Legal Advice From the School District's Attorney Relating to Contract Negotiations of Material Terms of Staff Contracts, Which is Necessary to Allow the Board to Form Negotiation Strategy and to Protect the Attorney-Client Privilege, Which is in the Public Interest. The Board will Limit Itself to Discussion of These Issues (9 Month & 10 Month Classified Employee Pay During a Possible Short-Term or Long-Term Closure During the 2020-2021 School Year)
 - D. Option Enrollment Applications
- VIII. Adjournment

The next Regular Board meeting is scheduled for 7:30 p.m., October 12, 2020, at Southern Jr./Sr. High School Auditorium in Wymore. The Board of Education will usually adhere to the sequence of the published agenda, but reserves the right to adjust the order of items if necessary and may elect to amend the agenda as deemed necessary.

NEBRASKA OPEN MEETINGS ACT

84-1407. Act, how cited.

Sections 84-1407 to 84-1414 shall be known and may be cited as the Open Meetings Act.

Source: Laws 2004, LB 821, § 34.

84-1408. Declaration of intent; meetings open to public.

It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret.

Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

Source: Laws 1975, LB 325, § 1; Laws 1996, LB 900, § 1071; Laws 2004, LB 821, § 35.

Annotations

- Nebraska's public meetings laws do not apply to school board deliberations pertaining solely to disputed adjudicative facts. *McQuinn v. Douglas Cty. Sch. Dist. No. 66*, 259 Neb. 720, 612 N.W.2d 198 (2000).
- The primary purpose of the public meetings law is to ensure that public policy is formulated at open meetings. *Marks v. Judicial Nominating Comm.*, 236 Neb. 429, 461 N.W.2d 551 (1990).
- The public meetings law is broadly interpreted and liberally construed to obtain the objective of openness in favor of the public, and provisions permitting closed sessions must be narrowly and strictly construed. *Grein v. Board of Education of Fremont*, 216 Neb. 158, 343 N.W.2d 718 (1984).
- A county board of equalization is a public body whose meetings shall be open to the public. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).

84-1409. Terms, defined.

For purposes of the Open Meetings Act, unless the context otherwise requires:

(1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or

advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and

(b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, and (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders;

(2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and

(3) Videoconferencing means conducting a meeting involving participants at two or more locations through the use of audio-video equipment which allows participants at each location to hear and see each meeting participant at each other location, including public input. Interaction between meeting participants shall be possible at all meeting locations.

Source: Laws 1975, LB 325, § 2; Laws 1983, LB 43, § 1; Laws 1989, LB 429, § 42; Laws 1989, LB 311, § 14; Laws 1992, LB 1019, § 124; Laws 1993, LB 635, § 1; Laws 1996, LB 1044, § 978; Laws 1997, LB 798, § 37; Laws 2004, LB 821, § 36; Laws 2007, LB296, § 810; Laws 2011, LB366, § 2.

Annotations

- A township is a political subdivision, and as such, a township board is subject to the provisions of the public meetings laws. *Steenblock v. Elkhorn Township Bd.*, 245 Neb. 722, 515 N.W.2d 128 (1994).
- A county agricultural society is a public body to which the provisions of the Nebraska public meetings law are applicable. *Nixon v. Madison Co. Ag. Soc'y*, 217 Neb. 37, 348 N.W.2d 119 (1984).
- Failure by a public governing body, as defined under section 84-1409, R.R.S.1943, to take and record a roll call vote on an action, as required by section 84-1413(2), R.S.Supp.,1980, grants any citizen the right to sue for the purpose of having the action declared void. In this case such failure could not be later corrected by a nunc pro tunc order because there was no showing that a roll call vote on the disputed action was actually taken, and even if it was the record showed it was not recorded until over a year later. Sections 23-1301, R.R.S.1943, and 23-1302, R.R.S.1943, make it the duty of the county clerk to record proceedings of the board of county commissioners. *State ex rel. Schuler v. Dunbar*, 208 Neb. 69, 302 N.W.2d 674 (1981).

- As an administrative agency of the county, a county board of equalization is a public body. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).
- The electors of a township at their annual meeting are a public body under the Open Meetings Act. *State ex rel. Newman v. Columbus Township Bd.*, 15 Neb. App. 656, 735 N.W.2d 399 (2007).
- The meeting at issue in this case was a "meeting" within the parameters of subsection (2) of this section because it involved the discussion of public business, the formation of tentative policy, or the taking of any action of the public power district. *Hansmeyer v. Nebraska Pub. Power Dist.*, 6 Neb. App. 889, 578 N.W.2d 476 (1998).
- Informational sessions in which the governmental body hears reports are briefings. *Johnson v. Nebraska Environmental Control Council*, 2 Neb. App. 263, 509 N.W.2d 21 (1993).

84-1410. Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.

(1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as:

- (a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;
- (b) Discussion regarding deployment of security personnel or devices;
- (c) Investigative proceedings regarding allegations of criminal misconduct;
- (d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;
- (e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or
- (f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

(2) The vote to hold a closed session shall be taken in open session. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The public body holding such a closed session shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken. For purposes of this section, formal action shall mean a collective decision or a collective commitment or promise to make a decision on any question, motion, proposal, resolution, order, or ordinance or formation of a position or policy but shall not include negotiating guidance given by members of the public body to legal counsel or other negotiators in closed sessions authorized under subdivision (1)(a) of this section.

(3) Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

(4) Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting, and no public body shall designate itself a subcommittee of the whole body for the purpose of circumventing the Open Meetings Act. No closed session, informal meeting, chance meeting, social gathering, email, fax, or other electronic communication shall be used for the purpose of circumventing the requirements of the act.

(5) The act does not apply to chance meetings or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened, if there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

Source: Laws 1975, LB 325, § 3; Laws 1983, LB 43, § 2; Laws 1985, LB 117, § 1; Laws 1992, LB 1019, § 125; Laws 1994, LB 621, § 1; Laws 1996, LB 900, § 1072; Laws 2004, LB 821, § 37; Laws 2004, LB 1179, § 1; Laws 2006, LB 898, § 1; Laws 2011, LB390, § 29; Laws 2012, LB995, § 17.

Annotations

- There is no absolute discovery privilege for communications that occur during a closed session. *State ex rel. Upper Republican NRD v. District Judges*, 273 Neb. 148, 728 N.W.2d 275 (2007).
- If a person present at a meeting observes a public meetings law violation in the form of an improper closed session and fails to object, that person waives his or her right to object at a later date. *Wasikowski v. Nebraska Quality Jobs Bd.*, 264 Neb. 403, 648 N.W.2d 756 (2002).
- The public interest mentioned in this section is that shared by citizens in general and by the community at large concerning pecuniary or legal rights and liabilities. *Grein v. Board of Education*, 216 Neb. 158, 343 N.W.2d 718 (1984).
- Hearing in closed executive session was contrary to this section since there was no showing of necessity or reason under subdivision (1)(a), (b), or (c), but did not result in reversal of board decision. *Simonds v. Board of Examiners*, 213 Neb. 259, 329 N.W.2d 92 (1983).
- Negotiations for the purchase of land need not be conducted at an open meeting but the deliberations of a city council as to whether an offer to purchase real estate should be made should take place in an open meeting. *Pokorny v. City of Schuyler*, 202 Neb. 334, 275 N.W.2d 281 (1979).
- Public meeting law was not violated where the Board of Regents of the University of Nebraska voted to hold a closed session to consider the university president's resignation, and also discussed the appointment of an interim president during such session. *Meyer v. Board of Regents*, 1 Neb. App. 893, 510 N.W.2d 450 (1993).

84-1411. Meetings of public body; notice; contents; when available; right to modify; duties concerning notice; videoconferencing or telephone conferencing authorized; emergency meeting without notice; appearance before public body.

(1) Each public body shall give reasonable advance publicized notice of the time and place of each meeting by a method designated by each public body and recorded in its minutes. Such notice shall be transmitted to all members of the public body and to the public. Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (a) twenty-four hours before the scheduled commencement of the meeting or (b) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2) A meeting of a state agency, state board, state commission, state council, or state committee, of an advisory committee of any such state entity, of an organization created under the Interlocal

Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act, of the governing body of a public power district having a chartered territory of more than one county in this state, of the governing body of a public power and irrigation district having a chartered territory of more than one county in this state, of a board of an educational service unit, of the Educational Service Unit Coordinating Council, of the governing body of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act, or of a community college board of governors may be held by means of videoconferencing or, in the case of the Judicial Resources Commission in those cases specified in section 24-1204, by telephone conference, if:

- (a) Reasonable advance publicized notice is given;
- (b) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including seating, recordation by audio or visual recording devices, and a reasonable opportunity for input such as public comment or questions to at least the same extent as would be provided if videoconferencing or telephone conferencing was not used;
- (c) At least one copy of all documents being considered is available to the public at each site of the videoconference or telephone conference;
- (d) At least one member of the state entity, advisory committee, board, council, or governing body is present at each site of the videoconference or telephone conference, except that a member of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis, an organization created under the Municipal Cooperative Financing Act, or a governing body of a risk management pool or an advisory committee of such organization or pool may designate a nonvoting designee, who shall not be included as part of the quorum, to be present at any site; and
- (e)(i) Except as provided in subdivision (2)(e)(ii) of this section, no more than one-half of the state entity's, advisory committee's, board's, council's, or governing body's meetings in a calendar year are held by videoconference or telephone conference; or
- (ii) In the case of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act, such organization holds at least one meeting each calendar year that is not by videoconferencing or telephone conferencing.

Videoconferencing, telephone conferencing, or conferencing by other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(3) A meeting of a board of an educational service unit, of the Educational Service Unit Coordinating Council, of the governing body of an entity formed under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act, of the governing body of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act, of a community college board of governors, of the governing body of a public power district, of the governing body of a public

power and irrigation district, or of the Nebraska Brand Committee may be held by telephone conference call if:

- (a) The territory represented by the educational service unit, member educational service units, community college board of governors, public power district, public power and irrigation district, Nebraska Brand Committee, or member public agencies of the entity or pool covers more than one county;
- (b) Reasonable advance publicized notice is given which identifies each telephone conference location at which there will be present: (i) A member of the educational service unit board, council, community college board of governors, governing body of a public power district, governing body of a public power and irrigation district, Nebraska Brand Committee, or entity's or pool's governing body; or (ii) A nonvoting designee designated under subdivision (3)(f) of this section;
- (c) All telephone conference meeting sites identified in the notice are located within public buildings used by members of the educational service unit board, council, community college board of governors, governing body of the public power district, governing body of the public power and irrigation district, Nebraska Brand Committee, or entity or pool or at a place which will accommodate the anticipated audience;
- (d) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including seating, recordation by audio recording devices, and a reasonable opportunity for input such as public comment or questions to at least the same extent as would be provided if a telephone conference call was not used;
- (e) At least one copy of all documents being considered is available to the public at each site of the telephone conference call;
- (f) At least one member of the educational service unit board, council, community college board of governors, governing body of the public power district, governing body of the public power and irrigation district, Nebraska Brand Committee, or governing body of the entity or pool is present at each site of the telephone conference call identified in the public notice, except that a member of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis, an organization created under the Municipal Cooperative Financing Act, or a governing body of a risk management pool or an advisory committee of such organization or pool may designate a nonvoting designee, who shall not be included as part of the quorum, to be present at any site;
- (g) The telephone conference call lasts no more than five hours; and
- (h) No more than one-half of the board's, council's, governing body's, committee's, entity's, or pool's meetings in a calendar year are held by telephone conference call, except that:
- (i) The governing body of a risk management pool that meets at least quarterly and the advisory committees of the governing body may each hold more than one-half of its meetings by

telephone conference call if the governing body's quarterly meetings are not held by telephone conference call or videoconferencing; and

(ii) An organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act may hold more than one-half of its meetings by telephone conference call if the organization holds at least one meeting each calendar year that is not by videoconferencing or telephone conference call.

Nothing in this subsection shall prevent the participation of consultants, members of the press, and other nonmembers of the governing body at sites not identified in the public notice. Telephone conference calls, emails, faxes, or other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(4) The secretary or other designee of each public body shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to them of the time and place of each meeting and the subjects to be discussed at that meeting.

(5) 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 and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by means of electronic or telecommunication equipment. The provisions of subsection (4) of this section shall be complied with in conducting emergency meetings. 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 by no later than the end of the next regular business day.

(6) A public body may allow a member of the public or any other witness other than a member of the public body to appear before the public body by means of video or telecommunications equipment.

Source:Laws 1975, LB 325, § 4; Laws 1983, LB 43, § 3; Laws 1987, LB 663, § 25; Laws 1993, LB 635, § 2; Laws 1996, LB 469, § 6; Laws 1996, LB 1161, § 1; Laws 1999, LB 47, § 2; Laws 1999, LB 87, § 100; Laws 1999, LB 461, § 1; Laws 2000, LB 968, § 85; Laws 2004, LB 821, § 38; Laws 2004, LB 1179, § 2; Laws 2006, LB 898, § 2; Laws 2007, LB199, § 9; Laws 2009, LB361, § 2; Laws 2012, LB735, § 1; Laws 2013, LB510, § 1; Laws 2017, LB318, § 1; Laws 2019, LB212, § 5.

Effective Date: September 1, 2019

Cross References

- **Intergovernmental Risk Management Act**, see section 44-4301.
- **Interlocal Cooperation Act**, see section 13-801.
- **Joint Public Agency Act**, see section 13-2501.
- **Municipal Cooperative Financing Act**, see section 18-2401.

Annotations

- Under subsection (1) of this section, the Legislature has imposed only two conditions on the public body's notification method of a public meeting: (1) It must give reasonable advance publicized notice of the time and place of each meeting and (2) it must be recorded in the public body's minutes. *City of Elkhorn v. City of Omaha*, 272 Neb. 867, 725 N.W.2d 792 (2007).
- An emergency is "(a)ny event or occasional combination of circumstances which calls for immediate action or remedy; pressing necessity; exigency; a sudden or unexpected happening; an unforeseen occurrence or condition." *Steenblock v. Elkhorn Township Bd.*, 245 Neb. 722, 515 N.W.2d 128 (1994).
- An agenda which gives reasonable notice of the matters to be considered at a meeting of a city council complies with the requirements of this section. *Pokorny v. City of Schuyler*, 202 Neb. 334, 275 N.W.2d 281 (1979).
- When notice is required, a notice of a special meeting of a city council posted in three public places at 10:00 p.m. on the day preceding the meeting is not reasonable advance publicized notice of a meeting as is required by this section. *Pokorny v. City of Schuyler*, 202 Neb. 334, 275 N.W.2d 281 (1979).
- Teacher waived right to object to lack of public notice in board of education employment hearing by voluntary participation in the hearing without objection. *Alexander v. School Dist. No. 17*, 197 Neb. 251, 248 N.W.2d 335 (1976).
- A county board of commissioners and a county board of equalization are not required to give separate notices when the notice states only the time and place that the boards meet and directs a citizen to where the agendas for each board can be found. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).
- A county board of equalization is a public body which is required to give advanced publicized notice of its meetings. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).
- Notice of recessed and reconvened meetings must be given in the same fashion as the original meeting. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).
- True notice of a meeting is not given by burying such in the minutes of a prior board proceeding. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).
- An agenda notice which merely stated "work order reports" was an inadequate notice under this section because it did not give interested persons knowledge that plans for a 345 kv transmission line through the district was going to be discussed and voted upon at the meeting. Inadequate agenda notice under this section meant there was a substantial violation of the public meeting laws; however, later actions by the board of directors cured the defects in notice, and such actions were in substantial compliance with the statute. *Hansmeyer v. Nebraska Pub. Power Dist.*, 6 Neb. App. 889, 578 N.W.2d 476 (1998).

84-1412. Meetings of public body; rights of public; public body; powers and duties.

(1) Subject to the Open Meetings Act, the public has the right to attend and the right to speak at meetings of public bodies, and all or any part of a meeting of a public body, except for closed sessions called pursuant to section 84-1410, may be videotaped, televised, photographed, broadcast, or recorded by any person in attendance by means of a tape recorder, camera, video equipment, or any other means of pictorial or sonic reproduction or in writing.

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings. A body may not be required to allow citizens to speak at each meeting, but it may not forbid public participation at all meetings.

(3) No public body shall 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. The body may require any member of the public desiring to address the body to identify himself or herself.

(4) No public body shall, for the purpose of circumventing the Open Meetings Act, hold a meeting in a place known by the body to be too small to accommodate the anticipated audience.

(5) No public body shall be deemed in violation of this section if it holds its meeting in its traditional meeting place which is located in this state.

(6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if:

(a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;

(b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;

(c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making a telephone conference call available at an in-state location to members, the public, or the press, if requested twenty-four hours in advance;

(d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;

(e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act;

(f) Reasonable arrangements are made to provide viewing at other instate locations for a videoconference meeting if requested fourteen days in advance and if economically and reasonably available in the area; and

(g) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

(7) The public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at the meeting.

(8) Public bodies shall make available at the meeting or the instate location for a telephone conference call or videoconference, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

Source: Laws 1975, LB 325, § 5; Laws 1983, LB 43, § 4; Laws 1985, LB 117, § 2; Laws 1987, LB 324, § 5; Laws 1996, LB 900, § 1073; Laws 2001, LB 250, § 2; Laws 2004, LB 821, § 39; Laws 2006, LB 898, § 3; Laws 2008, LB962, § 1.

Annotations

- To preserve an objection that a public body failed to make documents available at a public meeting as required by subsection (8) of this section, a person who attends a public meeting must not only object to the violation, but must make that objection to the public body or to a member of the public body. *Stoetzel & Sons v. City of Hastings*, 265 Neb. 637, 658 N.W.2d 636 (2003).

84-1413. Meetings; minutes; roll call vote; secret ballot; when.

(1) Each public body shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed.

(2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public.

(3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.

(4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours.

(5) Minutes shall be written, except as provided in subsection (6) of this section, and available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing the minutes is absent due to a serious illness or emergency.

(6) Minutes of the meetings of the board of a school district or educational service unit may be kept as an electronic record.

Source: Laws 1975, LB 325, § 6; Laws 1978, LB 609, § 3; Laws 1979, LB 86, § 9; Laws 1987, LB 663, § 26; Laws 2005, LB 501, § 1; Laws 2009, LB361, § 3; Laws 2015, LB365, § 2; Laws 2016, LB876, § 1.

Annotations

- If a person present at a meeting observes and fails to object to an alleged public meetings laws violation in the form of a failure to conduct rollcall votes before taking actions on questions or motions pending, that person waives his or her right to object at a later date. *Hauser v. Nebraska Police Stds. Adv. Council*, 264 Neb. 944, 653 N.W.2d 240 (2002).
- Subsection (2) of this section does not require the record to state that the vote was by roll call, but requires only that the record show if and how each member voted. Neither does the statute set a time limit for recording the results of a vote, after which no corrections of the record can be made. If no intervening rights of third persons have arisen, a board of county commissioners has power to correct the record of the proceedings had at a previous meeting so as to make them speak the truth, particularly where the correction supplies some omitted fact or action and is done not to contradict or change the original record but to have the record show that a certain action was taken or thing done, which the original record fails to show. *State ex rel. Schuler v. Dunbar*, 214 Neb. 85, 333 N.W.2d 652 (1983).
- Failure by a public governing body, as defined under section 84-1409, R.R.S.1943, to take and record a roll call vote on an action, as required by section 84-1413(2), R.S.Supp.,1980, grants any citizen the right to sue for the purpose of having the action declared void. In this case such failure could not be later corrected by a nunc pro tunc order because there was no showing that a roll call vote on the disputed action was actually taken, and even if it was the record showed it was not recorded until over a year later. Sections 23-1301, R.R.S.1943, and 23-1302, R.R.S.1943, make it the duty of the county clerk to record proceedings of the board of county commissioners. *State ex rel. Schuler v. Dunbar*, 208 Neb. 69, 302 N.W.2d 674 (1981).
- There is no requirement that a public body make a record of where notice was published or posted. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).

84-1414. Unlawful action by public body; declared void or voidable by district court; when; duty to enforce open meeting laws; citizen's suit; procedure; violations; penalties.

(1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action.

(2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.

(3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section.

(4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.

Source: Laws 1975, LB 325, § 9; Laws 1977, LB 39, § 318; Laws 1983, LB 43, § 5; Laws 1992, LB 1019, § 126; Laws 1994, LB 621, § 2; Laws 1996, LB 900, § 1074; Laws 2004, LB 821, § 40; Laws 2006, LB 898, § 4.

Annotations

- The Legislature has granted standing to a broad scope of its citizens for the very limited purpose of challenging meetings allegedly in violation of the Open Meetings Act, so that they may help police the public policy embodied by the act. *Schauer v. Grooms*, 280 Neb. 426, 786 N.W.2d 909 (2010).
- Any citizen of the state may commence an action to declare a public body's action void. *City of Elkhorn v. City of Omaha*, 272 Neb. 867, 725 N.W.2d 792 (2007).
- The reading of ordinances constitutes a formal action under subsection (1) of this section. *City of Elkhorn v. City of Omaha*, 272 Neb. 867, 725 N.W.2d 792 (2007).

- If a person present at a meeting observes a public meetings law violation in the form of an improper closed session and fails to object, that person waives his or her right to object at a later date. *Wasikowski v. Nebraska Quality Jobs Bd.*, 264 Neb. 403, 648 N.W.2d 756 (2002).
- Under the Public Meetings Act, a county lacks capacity to maintain an action to declare its official conduct "void" for noncompliance with the act. *County of York v. Johnson*, 230 Neb. 403, 432 N.W.2d 215 (1988).
- When a petitioner under this section is successful in the district court, that court may allow attorney fees. *Tracy Corp. II v. Nebraska Pub. Serv. Comm.*, 218 Neb. 900, 360 N.W.2d 485 (1984).
- Informal discussions between the Tax Commissioner and the State Board of Equalization in which instructions were clarified, with such clarification leading to the amendment of hearing notices, did not constitute a public meeting subject to the provisions of this section. *Box Butte County v. State Board of Equalization and Assessment*, 206 Neb. 696, 295 N.W.2d 670 (1980).
- The right to collaterally attack an order made in contravention of the Public Meeting Act must occur within a period of one year as is specifically provided by this section. *Witt v. School District No. 70*, 202 Neb. 63, 273 N.W.2d 669 (1979).
- Statutory change, requiring "publicized notice" for board of education employment hearings, occurring between dates meeting scheduled and conducted, held not to void proceedings. *Alexander v. School Dist. No. 17*, 197 Neb. 251, 248 N.W.2d 335 (1976).
- Voiding an entire meeting is a proper remedy for violations of the Open Meetings Act. Once a meeting has been declared void pursuant to Nebraska's public meetings law, board members are prohibited from considering any information obtained at the illegal meeting. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).
- Actions by the board of directors were merely voidable under this section, and not void. Pursuant to subsection (3) of this section, the plaintiffs were awarded partial attorney fees because they were successful in having the court declare that the board of directors was in substantial violation of the statute, even though the plaintiffs did not get the relief requested of having the board's actions declared void. *Hansmeyer v. Nebraska Pub. Power Dist.*, 6 Neb. App. 889, 578 N.W.2d 476 (1998).

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Source: http://nebraskalegislature.gov/laws/display_html.php?begin_section=84-1407&end_section=84-1414

Date: July 2019

MINUTES
BOARD OF EDUCATION
August 10, 2020
7:30 PM

I. Call Meeting to Order

President Dave Zimmerman called the meeting to order at 7:30 p.m. and the following members were present: Angela Meyer, Betsy Frerichs, Carol Pralle, Dave Zimmerman, Emily Shockley, and Jim Zvolanek. The following administrators were presents: Jerry Rempe, Jeff Murphy, & Christopher Prosocki.

Reasonable advance publicized notice of the meeting was given according to law by publishing, a designated method for giving notice of the school district. Reasonable advance notice was simultaneously given to board members and a copy of their acknowledgement of receipt of notice and the agenda attached. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

I.A. Roll Call

I.B. Notice of Nebraska Open Meetings Act Posted

President Dave Zimmerman announced that a complete copy of the Nebraska Open Meetings Act is posted in the auditorium.

II. Approval of Minutes from the July 13, 2020, Regular Board Meeting

Motion to approve minutes from the July 13, 2020, Regular Board Meeting. This motion, made by Betsy Frerichs and seconded by Carol Pralle, passed.

Betsy Frerichs: yes, Angela Meyer: yes, Carol Pralle: yes, Emily Shockley: yes, David Zimmerman: yes, Jim Zvolanek: yes
yes: 6, no: 0

III. Communications, Audiences, and Recognitions

III.A. Public comments will not be received after this period of time. Public comment period is limited to 5 minutes per person and a total of 30 minutes overall.

IV. Financial Statement: Item for Discussion, Consideration, and/or Action

C.D. Bids for the month were as follows:

Security First Bank, Blue Springs Special Funds: 0.40%

Wymore State Bank, Special Funds: 0.95%

IV.A. Approval of Bills

IV.A.1. General Fund, Special Building Fund, Depreciation Fund, and Qualified Capital Purpose Undertaking Fund Claims

Motion to approve the general fund, special building fund, depreciation fund, and qualified capitol purpose undertaking fund claims. This motion, made by Emily Shockley and seconded by Betsy Frerichs, passed.

yes: 6, no: 0

IV.A.2. Lunch & Activity Claims

V. Support Service

V.A. Facility Update

John Linder provided the school board with a written report over the press box project being behind schedule, which the district anticipated, stocking up on face coverings, hand sanitizer, extra supplies of disinfectant, extra HVAC filters, and other cleaning supplies. The district also purchased two electrostatic sprayers that will be used to disinfect buses, the weight room, and classrooms. Lastly, the district has been working on the addition of an extra bus route to keep students social distanced on all morning and afternoon bus routes.

V.B. Personnel Items

Dr. Prosocki noted that Tammy Meints will now be full time during the school year to help out with the extra cleaning duties related to COVID-19. In addition, the district will be looking for a full time 9-month custodian to replace TJ Saathoff.

V.B.1. Hiring Recommendation

V.B.1.1. Gavin Nielson - 1.0 FTE - 5-12 Instrumental Music Teacher for the 2020-2021 School Year

Motion to approve Gavin Nielson as the 5-12 Instrumental Music Teacher for the 2020-2021 School Year. This motion, made by Jim Zvolanek and seconded by Carol Pralle, passed.

yes: 6, no: 0

V.C. Technology Update

Dr. Prosocki noted the technology committee has been working diligently to create a laptop handbook for the district so the rules and procedures are consistent throughout the district. Mr. Murphy and Mr. Rempe gave the board an update on the new technology handbook. The technology committee will also be providing regular trainings to staff over remote learning, using iPads/laptops in the classroom, and how to deliver high quality instruction online to students.

VI. Administrative and Committee Reports

VI.A. Student Board Member Report

VI.B. Elementary Principal's Report

The elementary principal reported on the following items: ESU 5 trainings, new carpet in the third and sixth grade classrooms, preparing for the fall, fall sports practices beginning on August 10, 2020, and working with other conference Athletic Directors to finalize COVID-19 procedures related to fall activities.

VI.C. Secondary Principal's Report

The secondary principal reported on the following items: seventh grade orientation, alternative school update (2 students are attending), ESU 5 trainings, 2020 graduation ceremony, and anticipated enrollment numbers.

VI.D. Superintendent's Report

Dr. Prosocki went over the estimated expenditures for the 2020-2021 school year. He noted that the estimated expenditures will be up by around 1.96% for the previous year and noted that he will not be able to finalize the budget until assessed valuations are certified on August 20. Next, Dr. Prosocki gave the school board a detailed explanation of the subjective and objective factors that determine what level the Public Health Solutions COVID-19 risk dial could be in (Green, yellow, orange, or red). Dr. Prosocki presented the board with his faculty presentation, he told the board that he has submitted all of the required FEMA paperwork in an effort to get some possible funding in the near future related to the pandemic, and he completed a \$5,000 High Ability Learner grant through the Nebraska Department of Education. Dr. Prosocki gave the board an update on the requirements by law under the Directed Health Measure (DHM) that only allows 75% rated occupancy at outdoor events and 50% rated occupancy at indoor events. He noted for the majority of fall sports, everyone should be able to attend, but during home contests that are typically well attended, the district will limit these events to just family members. He also noted that the administration will not spend the fall being social distance police and if spectators at certain events do not abide the current DHM, the district will then be forced to limit each participant to just 2 family members for fall activities. The administration hopes that everyone will be responsible when it comes to the DHM and the district will not have to impose these restrictions during the fall sports season. Dr. Prosocki said that during the winter sports, each participant will have a limited amount of family members that will be able to attend events and no outside fans will be allowed to attend winter events because of the requirements under the DHM. Dr. Prosocki gave the board an update on the reopening plan and a recent Q&A document that we shared with the public and he went over how a new federal change in Perkins V allowed Brady Meyer, Jamie Schluter, and Dr. Prosocki to write a \$100,000 grant to possibly be used for the new agriculture program and the new computer science program if the grant is received. Dr. Prosocki said he has been working to finalize the district's first strategic plan and hopes to have it complete by the September board meeting. Dr. Prosocki said the district received a \$35,000 grant from the Thomas Foundation to pave the parking lot directly north of the Jr./Sr. High School and to fix some broken sidewalk sections to make in compliance with the ADA standards. He said that a \$50,000 bus grant that he submitted to the Thomas Foundation was turned down, but he is waiting to hear back to see if the district will receive a \$42,000 Volkswagen grant that he also wrote. Lastly, Dr. Prosocki told the board that he will have 9 month and 10 month pay during a possible short-term closure (1-5 days) or a long-term closure (6 days or more) as an action item

during the September board meeting. The board decided to have an attorney from KSB School Law at the September meeting in some capacity to go over possible options the board can consider if the school is forced to shut down either short-term or long-term due to COVID-19.

VII. Items for Discussion, Consideration, and/or Action

VII.A. 2020 Annual Board Policy Updates (Round 2)

Motion to approve policy 2006 & 3057. This motion, made by Emily Shockley and seconded by Angela Meyer, passed.

yes: 6, no: 0

Dr. Prosocki said that the US Department of Education has made changes in the regulations addressing how educational institutions must respond to sexual harassment under Title IX. By law schools must adopt a new Title IX policy no later than August 14, 2020. In addition, all staff members and community coaches will be required to complete a rather extensive training over the new regulations. Dr. Prosocki that all staff will be trained during the October 12 in-service.

VII.B. Set the Budget Hearing for September 14, 2020, at 7:00 p.m. in the Auditorium in Wymore, Nebraska and Set the Tax Request Hearing for September 14, to Follow the Budget Hearing in the Auditorium in Wymore, Nebraska.

Motion to set the budget hearing for September 14, 2020, at 7:00 p.m. in the auditorium in Wymore, Nebraska and set the tax request hearing for September 14, to follow the budget hearing in the auditorium in Wymore, Nebraska. This motion, made by Carol Pralle and seconded by Betsy Frerichs, passed.

yes: 6, no: 0

Based on LB 148, the district cannot put a limit on how long the budget hearing can take place and any member of the public desiring to speak on the proposed budget shall be allowed to address the governing body and given a reasonable amount of time to do so. LB 148 does not apply to the tax request hearing. In addition, auditor of public accounts school budget form will need to be shared with the public. Dr. Prosocki noted that this form is very confusing and all of the numbers on the document are highly inflated so the district does not need to amend the budget and they are highly inflated to spend down unused budget authority that the district cannot access due to Southern being at the legal mill levy lid.

VII.C. Option Enrollment Applications

VIII. Adjournment

Motion to adjourn the meeting at 8:36 p.m. This motion, made by Jim Zvolanek and seconded by Emily Shockley, passed.

yes: 6, no: 0

The next Regular Board meeting is scheduled for 7:30 p.m., September 14, 2020, at Southern Jr./Sr. High School Auditorium in Wymore. The Board of Education will usually adhere to the

sequence of the published agenda, but reserves the right to adjust the order of items if necessary and may elect to amend the agenda as deemed necessary.

BY
President of the Board of Education
Of this School District

ATTEST
Secretary of the Board of Education
of this School District

PUBLIC PARTICIPATION

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started:** When you have been recognized, please stand and state your name.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.









EXIT

STANLEY

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

1. Membership, Term and Election

- a. The Board of Education shall be comprised of six 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 where 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: 7-9-2018
Revised on: 6-8-2020
Reviewed on: 2-10-2020

October 12, 2020 In-Service Schedule

Itinerary:

8:00 a.m. – 9:30 a.m.	Online Science Dimensions Training (K-5 Science Teachers/Building Principal)	Elementary School Media Center
8:00 a.m. – 9:30 a.m.	Online Science Dimensions Training (6-12 Science Teachers/Building Principal)	High School Media Center
8:00 a.m. – 9:30 a.m.	Non-Science Teachers Work Time	Pick Your Destination
9:30 a.m. – 9:45 a.m.	Break	Pick Your Destination
9:45 a.m. – 10:45 a.m.	PLCs Meetings (Admin. & Certified Staff)	See Below (Page 2)
10:45 a.m. – 11:00 a.m.	Break	Pick Your Destination
^11:00 a.m. – 12:00 p.m.	Online Title IX Training (All Certified & Classified Staff)	High School Gym – PK-6 Staff High School Auditorium – 7-12 Staff
12:00 p.m. – 1:00 p.m.	Lunch on Your Own	Pick Your Destination
1:00 p.m. – 3:00 p.m.	EHA Dual Option Individual Meetings with Greg Long from EHA	High School Cafeteria
1:00 p.m. – 3:00 p.m.	Teachers Work Time	Pick Your Destination

All Southern staff members will need to practice proper social distancing measures at all times during the in-service activities. Southern Public Schools is highly recommending that all staff members wear face coverings, but you are not required to wear them unless you cannot keep proper 6 feet distance from your peers.

^Please Note: All staff members (Bus drivers, community coaches, food service providers, principals, maintenance staff, teachers, technology coordinator, & secretaries) are required to attend the online Title IX training from 11:00 a.m. – 12:00 p.m.

Professional Learning Communities (PLCs) Meeting Agenda

- 1) Marzano Implementation (Instructional Essentials)
 - a. August – Establishing Rules and Procedures (Element 33 – Worksheet)
 - b. October – Notice When Students are Not Engaged and Reacting (Element 23 – Worksheet)
 - c. January – Highlight Critical Information (Element 16 – Worksheet)
 - d. February – Informal Assessments of the Whole Class (Element 4 – Worksheet)
- 2) Performance/Marzano Goal Setting & Performance/Marzano Goal Reflection
 - a. All teachers will create a district performance goal and their goal will align directly to one of the school improvement goals:
 - All students will improve their reading comprehension.
 - All students will improve their math skills.
 - Southern Public Schools will improve the culture of the district.
 - b. All teachers will create a Marzano growth goal.
 - a) This goal should be selected based on the Marzano self-audit of the 43 elements completed by the teacher (This could also include past feedback from your building principal).
 - b) This goal should be written in SMART format with a goal leading toward student achievement: **S**pecific (Simple, Sensible, & Significant), **M**easurable (Meaningful & Motivating), **A**chievable (Agreed & Attainable), **R**elevant (Reasonable, Realistic and Resourced, & Results-Based), **T**ime Bound (Time-Based, Time Limited, Time/Cost Limited, Timely, & Time-Sensitive).
- 3) Celebrations (Inside & Outside of the Classroom)
 - a. Report on one professional celebration & report on one personal celebration.
- 4) Review Data & Indicators (ACT, DIBELS, NSCAS, MAP, TS Gold, & Classroom Data)
 - a. Utilize the Problem-Solving Model worksheet for English Language Arts Data (Literacy Data)
 - a) Secondary Mathematics & Science Teachers can review Mathematics & Science Data
 - b. October & January = Defining a Problem & Analyzing a Problem
 - c. January & February = Intervention Plan & Evaluation Plan
- 5) Technology Integration (How do you Utilize Technology)
 - a. Classroom/Discipline

PLC Locations

Elementary School Teachers:

- 1) Preschool = Pick A Classroom
- 2) Kindergarten, First Grade, Second Grade = High School Commons (Use the Grades K-2 Folder)
- 3) Third Grade, Fourth Grade, & Title = High School Media Center (Use the Grades 3-4 Folder)
- 4) Fifth Grade, Sixth Grade, & Building Principal = Room 106 (Use the Grades 5-6 Folder)
- 5) Elementary SPED = Room 101

Jr./Sr. High School Teachers:

- 1) Art, Business, Industrial Arts, Instrumental Music, Physical Education (Emerson) = (Use the Vocational Folder 1)
- 2) Media Specialist, Vocal Music, Physical Education (Willet), World Language, & Building Principal = Room 204 (Use the Vocational Folder 2)
- 3) English Language Arts & Social Studies = Pick A Classroom (Use the ELASS Folder)
- 4) Mathematics & Science = Pick A Classroom (Use the MS Folder)
- 5) Secondary SPED = Pick A Classroom

Safety & Security Committee Meeting

August 17, 2020

Present: Christopher Prosocki, Jeff Murphy, Jerry Rempe, John Linder, Kalyne Brunsbach, Jolene Bartels, Randy Roberts, Dell Michaelis, Tim Hanson, Tony Shephardson

Absent: Mark Meints

Christopher Prosocki called the meeting to order at 3:16 p.m.

Rule 10 – Safety and Security Meeting.

- The safety committee reviewed the minutes from the August 19, 2019, Annual Safety & Security Meeting.
- The safety committee discussed the benefits of the two active shooter trainings. Tim Hanson noted that the district still needs to make these trainings a priority and next time involve the local fire department and EMS.
- The safety committee reviewed all of the new building upgrades that were purchased based on the recommendations from staff members and law enforcement:
 - HS Access Control - Front Door, HS Access Control - Activities Center Door, HS Front Door Camera/Door Box, 2 Additional Telephone Sets, Wireless Panic Buttons for Emergency Message for the HS, Media Center Cameras, Cafeteria Paging, Elementary Playground Paging, Elementary Gym Paging, Elementary Phone Addition, Elementary Paging - Setup MultiCast Paging, Elementary Access Control, 3 Elementary Playground Door for Access Control, Elementary Door Camera/Door Box, & Monitor Gym Doors (6).
- The safety committee reviewed the districts first Emergency Operations Plan (EOP) that some safety committee members created during a virtual workshop in June. The safety committee said the outcome of implementing the district's EOP is to ensure that we have a comprehensive, working, living document to guide the district and emergency responders before, during, and after an emergency incident or event.
- The safety committee reviewed the U.S. Secret Service National Threat Assessment Center released a report titled *Protecting American's Schools: A U.S. Secret Service Analysis of Targeted School Violence*. This report stated that schools should create a threat assessment team. Dr. Prosocki said that based on Policy 3039: Threat Assessment and Response, our threat assessment team consists of the superintendent, building principals, school counselors, and local law enforcement (Everyone on the team has completed a threat assessment training). Dr. Prosocki noted that the district's multidisciplinary threat assessment team provides a structured approach to identify students exhibiting threatening or concerning behavior, gathers information to assess if a student poses a risk of harm to him/herself or the school community, and manages the risk through appropriate interventions, resources, and supports.
- Dr. Prosocki noted that all district secretaries attend a Nebraska Department of Education (NDE) training last year over the following items:
 - Being a responsible gate keeper, Standard Response Protocol (SRP), visitor protocol, reunification, etc.
- Mr. Murphy gave an update on the Standard Response Protocol (SRP) Refresher that he covered with staff on the first day of school.

- During the 2020-2021 school year, the committee reaffirmed the administration's decision to conduct one drug dog search a semester at the Jr./Sr. High School pending the availability of drug dogs in the area. The drug dog will continue to conduct a sniff on both student lockers and student vehicles.
- The safety committee decided to have members of the administration attend a virtual Nebraska School Safety & Security Summit on September 24, 2020.
- Mr. Murphy gave the committee an update on the Safe Schools Alert System/Anonymous Reporting System that was used during the 2019-2020 school year by staff, students, parents, & patrons.
- The safety committee discussed the best way to complete a reunification drill given the current pandemic. Tim Hanson mentioned that it might work best to just complete this process for just one grade level in the future.
- The safety committee reviewed the Nebraska Department of Education (NDE) Safety and Security Visit & Self-Assessment Report. Based on this report, all of the recommendations have been completed, minus the numbering of windows on district buildings, which law enforcement did not think was necessary because Southern is such a small school district.
 - Here is a list of the suggestions from both building reports: Implement the Standard Response Protocol (SRP), outside windows numbered, create a school Emergency Operations Plan (EOP), safety team meets annually to review standards/protocols, establish a threat assessment team (Have everyone trained on the team), training for secretaries over security/visitor management, and implement multi-hazard trainings (Dating violence, bullying/cyberbullying, digital citizenship, & sexual harassment).

Christopher Prosocki adjourned the meeting at 3:47 p.m.



**2021 MODEL BLUE BIRD VISION
65 PASSENGER**

Rev. 9-9-15

**Prepared Especially For:
SOUTHERN PUBLIC SCHOOLS**

By: TYLER COX

Date: 08/18/2020



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2021 BLUE BIRD VISION EXCEEDING NEBRASKA MINIMUM STANDARDS

QUANTITY	MODEL NUMBER	WHEELBASE	HEAD ROOM	BODY LENGTH	NUMBER ROWS	KNEE SPACING	CAPACITY
ONE (1)	BBCV 3011	252"	77"	30' 11"	11	28.30"	65 STUDENT

~ OVERVIEW ~

ENGINE: CUMMINS 6.7L – 240 HP @ 560 LB-FT, DIESEL ENGINE

TRANSMISSION: ALLISON 2500 PTS AUTOMATIC 5 SPEED

AXLES: FRONT - HENDRICKSON 10,000 LB. WITH HENDRICKSON AIR SUSPENSION FRONT 8,500
REAR - HENDRICKSON 21,000 LB. WITH HENDRICKSON AIR SUSPENSION REAR AXLE, 5.29

BRAKES: MERITOR HYDRAULIC BRAKES

ALTERNATOR: 280 AMP, AVI 160 HI OUTPUT LEECE NEVILLE

FUEL TANK: 100 GALLON BETWEEN FRAME RAILS, RH FILL

BATTERIES: THREE (3) GROUP 31, 12V, 1875 CCA

WHEELS: 10 STUD HUB PILOTTED DISC, 8.25X22.5

TIRES: COOPER, 11R22.5, LRH, RHA FT/RHD RR

STANDARD FEATURES

- LATCHING LOCKING BATTERY DOOR
- SCREWED DOWN PLYWOOD FLOOR
- DAYTIME RUNNING LIGHTS
- 4 PIECE FLAT, SHADED WINDSHEILD
- ELECTRONIC CRUISE CONTROL
- 8 WAY WARNING LIGHT SYSTEM
- STOP ARM
- ENTRANCE DOOR OUTWARD OPENING
- MANUAL ENTRANCE DOOR
- STEEL FRONT AND REAR BUMPER

Optional Features

----- CHASSIS -----

- WATER HEATER PUMP
- 750 WATT ENGINE BLOCK HEATER
- TAILPIPE EXITS UNDER BUMPER
- TOW HOOKS FRONT AND REAR

----- BODY -----

- TWO (2) DOUBLE LUGGAGE COMPARTMENTS, 28.40 CU.FT. EACH
- VANDAL LOCKS
- WINDSHEILD GRIP HANDLES
- EXTENDED SEAT RAIL
- 50K BTU REAR HEATER
- 80K BUT MIDSHIP HEATER
- 80K BTU STEPWELL HEATER
- FOLDING COWL STEP
- HEATED MIRROR WITH 15 MINUTE TIMER
- DASH GLOVE BOX

----- ELECTRICAL -----

- STROBE LIGHT
- AM/FM/MP3 RADIO
- PA SYSTEM
- 8 SPEAKER DELUXE STEREO
- LATCHING NOISE SUPPRESSION SWITCH
- BACKING SAFETY HORN
- MANUAL RESET BREAKERS
- BACK-UP CAMERA

----- **PAINT** -----

- NATIONAL SCHOOL BUS YELLOW EXTERIOR
- ASTRO WHITE INTERIOR
- CHASSIS GRILLE SILVER
- BLUE BIRD LOGO BLACK
- 3M GRADE REFLECTIVE PACKAGE
- TRIM PAINTED BLACK

----- **SEATS** -----

- 39" HIGH BACK SEATS IN GREY
- NATIONAL AIR RIDE DRIVER'S SEAT
- DRIVER'S ARM RESTS
- SHOULDER PADS
- FIREBLOCK MODESTY BARRIERS
- SEAT BELT CUTTER

----- **ACCESSORIES** -----

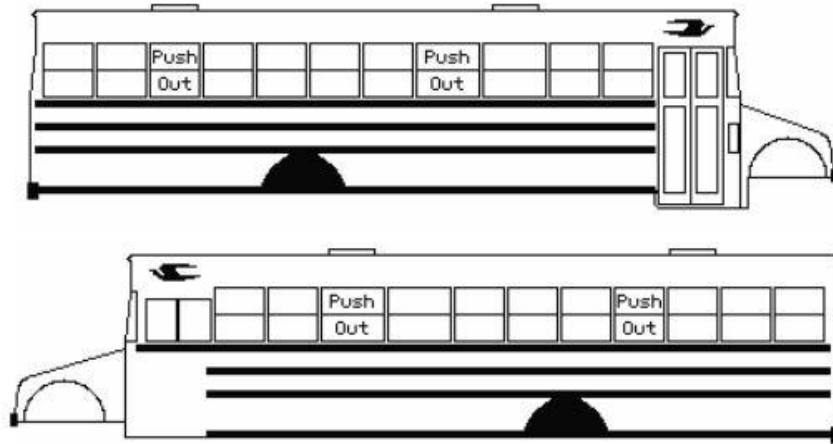
- FRONT AND REAR MUD FLAPS
- FIRE EXTINGUISHER
- TRIANGULAR WARNING DEVICES
- FIRST AID KIT
- BODY FLUID KIT
- CUP HOLDER

----- **INTERIOR** -----

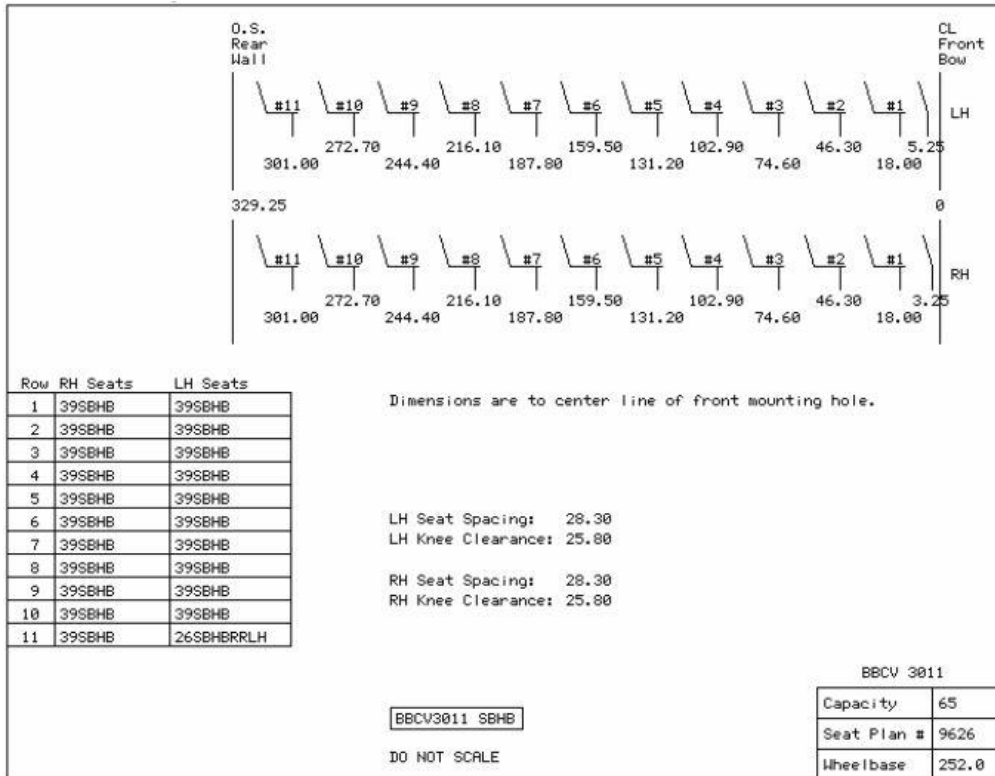
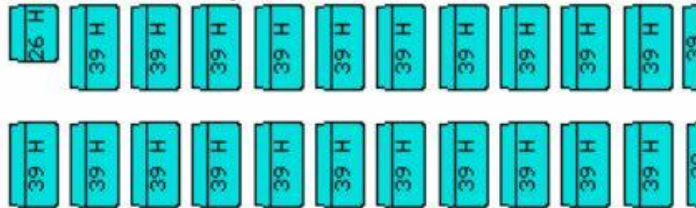
- 5/8" TREATED PLYWOOD FLOOR
- SOUND DEADENING INSULATION
- UPPER RIGHT AND LEFT AUXILIARY FANS
- ACOUSTIC HEADLINING FULL LENGTH
- PARCEL RACKS
- DARK GREY RUBBER FLOOR COVERING
- OVERHEAD LOCKING STORAGE COMPARTMENT
- ALUMINUM FLOOR TRIM

----- **EXTERIOR** -----

- REAR RUBBER FENDER
- 18" ALL WEATHER WINDSHIELD WIPER



SP: 9626 BBCV 3011, 65 CAP



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Sign Here: _____

OPTIONAL EQUIPMENT:

- 1) >
- 2) >
- 3) >
- 4) >
- 5) >
- 6) >

ACCEPTANCE FOR (School or Organization) :	BY: Tyler Cox
	DATE: 08/18/2020
BY: _____	ESTIMATED COMPLETION DATE: 90-120 DAYS
TITLE: _____	ADD 30 EXTRA DAYS FOR AIR CONDITIONING
DATE: _____	

ALL RESPONSIBILITIES OF OWNERSHIP AND LIABILITY ARE TRANSFERRED TO CUSTOMER AT DELIVERY ~ TERMS: NET CASH ON DELIVERY



Southern School District #1

2020-2024 DISTRICT STRATEGIC PLAN

Dr. Christopher Prososki, Superintendent of Schools

Southern Public Schools

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Southern Public Schools

Dr. Christopher Prososki
Superintendent

Board of Education

David Zimmerman, President
Carol Pralle
Emily Shockley
Betsy Frerichs
Angela Meyer
Jim Zvolanek





Introduction

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

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



Strategic Process

Working with facilitators from the Nebraska Association of School Boards, we established a Strategic Overview Committee comprised of board members, administrators, teachers, students, parents, and community leaders. The Strategic Overview Committee reexamined our district mission and vision for our future and helped guide the strategic planning process. We conducted meetings with business and community leaders, parents, and students at the middle school and high school. We met with staff in every building in the district. We asked all of these groups to share their thoughts, ideas, and concerns about the district. We listened.

This process allowed us, as a community, to closely examine where we are now as a district. We examined our strengths, but also had frank conversations about what our most pressing needs are today and the challenges we are sure to face in the days ahead. To be clear, while we reaffirmed that we have much to be proud of in our district, we also learned that we have many areas in which we must improve if we are to fulfill our mission.

Because all of us – the Southern board, administrators, teachers, and staff – are committed to doing all we can to improve our district, we used those identified areas of need to form the structure of this strategic plan. These are the priorities we have set for our district for the next three years. The effort to address these priorities – by setting goals, defining specific strategies, and completing concrete actions – will inform much of what the district does over the next three years: methodologies employed in individual classrooms, programs enacted in buildings, district-wide initiatives implemented by district administration, and policy set by the Southern board will all be influenced by this plan.



Southern Public Schools Mission Statement

Every Student, Every Day, The Southern Way

Southern Vision Statement

The Southern School District prepares students through educational experiences to be responsible, respectful, and safe.

Southern Belief Statements

The School will:

- Inspire students to contribute to society as knowledgeable, responsible, and well-rounded citizens.
- Ensure a safe, positive, and supportive learning environment with high expectations for student achievement.
- Encourage students with the opportunity to learn, grow, and succeed.

The Students will:

- Learn the value of leadership and how to be independent, problem-solving thinkers.
- Become confident and goal-oriented lifelong learners in college and career readiness skills.
- Be assured in their abilities, recognize their accomplishments, and show confidence in their growing abilities.

The Community will:

- Support the students in their growth and lifelong learning.
- Encourage district staff and leadership in creating a learning environment of high student achievement.
- Provide the resources to ensure the district's ability to deliver a supportive learning environment and create responsible citizens.







Guiding Principles

Careful and collaborative analysis of the data collected through the strategic planning needs assessment process resulted in the identification of a number of priorities. These identified priorities, in turn, informed the creation of several areas of focus that form the structure of the SPS Strategic Plan.

High-Quality Instruction and Learning Experiences

Relevant curriculum and effective instructional methods are critical to student learning and support the SPS vision to “review and make certain the Strategic Plan and Performance Indicators align to “Every Student, Every Day the Southern Way” by maximizing student betterment. Through adopted core curriculum, vertical and horizontal alignment, the district promotes effective transitions for students at each grade and level throughout the PK-12 system. Furthermore, enhancing expanded learning opportunities will help foster students’ problem-solving abilities to prepare for their future successes. The success of the SPS district and its ability to bring the mission and vision to life for the students is predicated on the district’s most valuable assets — the dedicated and professional teachers, administrators, and staff. As the SPS staff is supported and challenged they will grow as professionals, and SPS students will ultimately benefit.

Whole Child Focus

To ensure the district prepares students through educational experiences to be responsible, respectful, and safe. The district believes we must inspire students to contribute to society as knowledgeable, responsible, and well-rounded citizens; therefore, we must encourage students through opportunities to learn and grow in a safe, positive, and supportive learning environment.

Culture and Connectedness

We must create the necessary partnerships and shape the narrative that emphasizes the importance of the school district to the future of the community — renewing our efforts to model high expectations that inspires excellence and promotes learning for all students. SPS must recruit, retain, and provide the professional development opportunities by establishing and maintaining a culture that inspires excellence where students are safe, healthy, and engaged.



Personnel Effectiveness

Fundamental to the success of the Southern school district is the ability of the district to recruit, develop, and retain high-quality educators and leverage their expertise through targeted recruitment of both new and veteran educators who bring a diversity of backgrounds and expertise into the school district. The district will equip and support the on-boarding of newly hired staff and invest in ongoing growth and development to support effective instruction and educational leadership throughout the district.

District Resources

The SPS community supports and sustains the district, providing the resources that enable all that we do to educate our students. We have a responsibility to continue to be good stewards of the funding our generous community provides. We must prioritize our many needs through the lens of the finite financial resources available and work to ensure that our investments are designed to have the largest possible impact on our most pressing student needs.

We aspire and are committed to providing well-maintained, safe, and appropriate buildings and grounds to support an environment in which students can learn and staff can perform effectively. To ensure that we are able to continue to meet this need, we must continue to implement the district's master facility plan to address both the short and long-term needs of our PK-12 buildings and ground.

Guiding Principles, Objectives, Strategies, and Performance Indicators

Our process enabled us to identify needs and establish priorities (guiding principles). To have an impact on student learning, however, a strategic plan must include a plan of action for affecting change. In the following strategic plan, each Guiding Principle is further defined in the form of an objective. Each objective state with specificity a goal that, when achieved, will have a direct impact on SPS's ability to meet our mission. For each objective, strategies have been created that define the action necessary to meet the objective. Each strategy is expressed through manageable and measurable action steps (performance indicators).



Implementation of the Strategic Plan

This strategic plan represents our collective resolve to inspire and empower students. The guiding principles, objectives, and strategies set forth below are the building blocks of the path we have laid out to reach the 2020-2023 benchmarks for student learning. Meeting those benchmarks depends on more than just designing a path – we must be dedicated, at every level, to the consistent and effective implementation of the specific strategies and measurable action steps (performance indicators) and work to integrate the strategic plan into the regular operation of the district.

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

- A. Assign staff to manage and oversee Measures and Objectives
- B. Monitor and assess the implementation, making necessary and appropriate adjustments as needed
- C. Commit resources needed to ensure the progress and success of the plan
- D. Align the plan to the board's annual calendar and monthly meeting agenda to measure progress and success of the plan
- E. Communicate progress of the plan to internal and external stakeholders annually



Guiding Principles

The guiding principles highlight the areas SPS will build upon to support the mission and vision of the school district.

Objective

The objective states the area of focus and outcome that SPS will achieve.

Strategy

The strategy provides detail of how the objective will be met

Performance Indicator

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

Program/Building Level

The Program/Building Level identifies the point of impact.

Responsible

The assigned responsibility is to ensure progress/success of the Indicator.

Target Date

The Target Date identifies when the indicator is to be assessed for progress and/or a target completion date.

Funding

The Funding identifies an approximate figure for how the program/service will impact district resources.

Evidence of Progress

The Evidence of Progress identifies the action that has been taken to meet the Indicator.



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.1: Set high expectations to ensure diverse learning opportunities for the students at Southern Public Schools.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	1.1(a) Research, identify, and adopt a common curriculum in English language arts, math, and science to support consistent instruction and improved student academic learning.		<p>What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



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PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	1.1(b) Ensure the adopted curriculum is vertically and horizontally coherent to validate that it is aligned across lessons, courses, subject areas, and grade levels.		<p>What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.</p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

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PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	1.1(c) Integrate career and college readiness instruction and learning into the district curriculum.		<p>What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.</p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

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Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	1.1(d) Utilize the curriculum review cycle policy to provide a systematic process to examine content and to ensure the curriculum is aligned to the standards and meeting the learning needs of students.		<p>What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.</p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

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Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	1.1(e) Evaluate the effectiveness of the common curriculum.		<p>What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.2: Ensure curriculum and instructional methods are properly, equitably, and consistently implemented from PK-12.

Priority 3

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	1.2(a) Through the fidelity of the instructional framework, all teachers will engage students and elevate the depth of understanding to support student learning.		<p>What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.</p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.2: Ensure curriculum and instructional methods are properly, equitably, and consistently implemented from PK-12.

Priority 3

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	1.2(b) Provide professional development to equip and prepare staff for success through the integration and implementation of the instructional framework.		<i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.2: Ensure curriculum and instructional methods are properly, equitably, and consistently implemented from PK-12.

Priority 3

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	1.2(c) Align the teacher evaluation tool and process to the use and integration of the instructional framework to support staff success and learning outcomes.		<p><i>What will you do to accomplish the Indicator?</i></p> <p><i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
	Target Date	Responsible			

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.2: Ensure curriculum and instructional methods are properly, equitably, and consistently implemented from PK-12.

Priority 3

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	1.2(d) Identify learning strategies and interventions to provide academic supports for struggling students.		<p><i>What will you do to accomplish the Indicator?</i></p> <p><i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
	Target Date	Responsible			

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.2: Ensure curriculum and instructional methods are properly, equitably, and consistently implemented from PK-12.

Priority 3

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	1.2(e) Distribute and engage staff in data to review, analyze, and support day-to-day decision-making, evaluation of programs, and scope and sequencing to support effective instructional planning and practice.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
	Target Date	Responsible			

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.2: Ensure curriculum and instructional methods are properly, equitably, and consistently implemented from PK-12.

Priority 3

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	1.2(f) Identify and implement academic supports to provide inclusive educational learning opportunities for students with verified needs.		<p><i>What will you do to accomplish the Indicator?</i></p> <p><i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
	Target Date	Responsible			

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.2: Ensure curriculum and instructional methods are properly, equitably, and consistently implemented from PK-12.

Priority 3

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	1.2(g) Evaluate the effectiveness of the district instructional framework and teacher evaluation.		<p><i>What will you do to accomplish the Indicator?</i></p> <p><i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
	Target Date	Responsible			

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.3: Challenge and engage students in learning experiences that enables personal growth and learning success.

Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	1.3(a) Provide learning opportunities to align to student learning styles utilizing instructional practices and technology to support the needs of the student.		<p>What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.</p>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.3: Challenge and engage students in learning experiences that enables personal growth and learning success.

Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	1.3(b) Explore SPS graduation rates, assess, and consider initiatives to proactively and consistently work in partnership with students, families, and the community to support the needs of students.		<p>What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.3: Challenge and engage students in learning experiences that enables personal growth and learning success.

Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	1.3(c) Create healthy, supportive, and responsive learning environments to engage and advocate for students who are struggling with attendance issues.		<p>What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.</p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.3: Challenge and engage students in learning experiences that enables personal growth and learning success.

Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	1.3(d) Evaluate the district initiatives implemented to address graduation and attendance challenges.		What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.4: Assess and consider expansion and improvement of learning opportunities to support student engagement and preparedness.

Priority 4

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	1.4(a) Provide mentorships, internships, and/or job shadowing opportunities for the secondary students.		What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.4: Assess and consider expansion and improvement of learning opportunities to support student engagement and preparedness.

Priority 4

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	1.4(b) Expand partnerships with post-secondary institutions to explore educational opportunities and options for partnering to increase curricular offerings for students.		<i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.4: Assess and consider expansion and improvement of learning opportunities to support student engagement and preparedness.

Priority 4

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	1.4(c) Integrate relational skill building characteristics including leadership, communication, conflict resolution, respectfulness, and collaboration through life skills and career/life readiness instruction.		What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.4: Assess and consider expansion and improvement of learning opportunities to support student engagement and preparedness.

Priority 4

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	1.4(d) Emphasize the importance of personal skills including work ethic, character, integrity, and personal confidence.		<i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.4: Assess and consider expansion and improvement of learning opportunities to support student engagement and preparedness.

Priority 4

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	1.4(e) Provide appropriate professional learning and resources to support teachers to meet the needs of the High Ability Learners (HAL) for students.		<i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.4: Assess and consider expansion and improvement of learning opportunities to support student engagement and preparedness.

Priority 4

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	1.4(f) Consider and assess the value of expanding course offerings to include, but not limited to: Agriculture classes, FFA, Welding, Family Consumer Science, and Technology classes.		<p>What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.</p>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.4: Assess and consider expansion and improvement of learning opportunities to support student engagement and preparedness.

Priority 4

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	1.4(g) Study, assess, and consider the value of adding Before/After School student services and summer school services to support students' needs and learning challenges.		<i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i>			
	Target Date	Responsible				

SIT Progress Report: (date)





SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.4: Assess and consider expansion and improvement of learning opportunities to support student engagement and preparedness.

Priority 4

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	1.4(h) Evaluate the effectiveness of modifications made to instruction and curriculum and the overall impact to learning and students' post-graduate opportunities.		<p>What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.</p>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.5: Increase the utilization of data to inform decisions at the classroom, building, and district levels.

Priority 6

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	1.5(a) Develop the capacity of staff to effectively utilize data.		<p>What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.5: Increase the utilization of data to inform decisions at the classroom, building, and district levels.

Priority 6

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	1.5(b) Align continuous improvement efforts across the district by providing data support for building-level improvement teams.		<p>What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.</p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.5: Increase the utilization of data to inform decisions at the classroom, building, and district levels.

Priority 6

PERFORMANCE INDICATOR	1.5(c) Collect, track, analyze, benchmark, and report disaggregated data by under-represented groups (race, ethnicity, socio-economic status, verified needs, etc.) to ensure:	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	<ul style="list-style-type: none"> ▪ Equitable student success across all ▪ Equitable staff success across all areas ▪ Equitable family engagement 		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.5: Increase the utilization of data to inform decisions at the classroom, building, and district levels.

Priority 6

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	<ul style="list-style-type: none"> 1.5(d) Utilize disaggregated data to inform and support decision-making in: staffing, resource and funding allocation, instructional strategies and interventions, professional development, discipline protocols/procedures, extracurricular/activity recruitment, facility improvements, and other areas identified by the district. 	<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>				
		Target Date	Responsible			

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.5: Increase the utilization of data to inform decisions at the classroom, building, and district levels.

Priority 6

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	1.5(e) Engage the board of education in the review and analysis of student performance data to support informed decision making.		<p><i>What will you do to accomplish the Indicator?</i></p> <p><i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
	Target Date	Responsible			

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.6: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

Priority 5

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	1.6(a) Identify and design SPS Vertical and Horizontal Subject-Area Teams made up of teachers from multiple grade levels and specified subject areas.		<p>What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.</p>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.6: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

Priority 5

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	1.6(b) Commit in-service time to the collaboration and development of the SPS Vertical and Horizontal Subject-Area Teams.		<p>What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.</p>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.6: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

Priority 5

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	1.6(c) Empower the SPS Vertical and Horizontal Subject-Area Teams to address curriculum alignment and instruction and academic and social-emotional needs to determine concepts and skills that students must master for successful transitions.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle I: High-Quality Instruction and Learning Experiences

AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:

Objective: To prepare all students to be college and career ready through high-quality instruction and learning experiences that accelerate the growth of each student.

Strategy 1.6: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

Priority 5

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	1.6(d) Empower the SPS Vertical and Horizontal Subject-Area Teams to set grade-level goals, establish short and long-term plans for action, gather data, and report out to district administration in a timely and scheduled fashion.		<p>What will you do to accomplish the Indicator? Be specific, measurable, achievable, realistic, and time bound.</p>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle II: Whole Child Focus

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.

Strategy 2.1: Improve the school district climate and learning environment to support increased student achievement, social-emotional skills, and positive behavior.

Priority 1

PERFORMANCE INDICATOR	2.1(a) Through PLC teams, implement a study to empower staff to integrate the supports needed for students of low socioeconomic status, modifications to general communications with parents and guardians, address social-emotional skills and behavior, and adapt parent-teacher engagement to overcome obstacles that prevent connections needed to support student success.	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
				<p>What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle II: Whole Child Focus

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.

Strategy 2.1: Improve the school district climate and learning environment to support increased student achievement, social-emotional skills, and positive behavior.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	2.1(b) Provide consistent and on-going professional development to all staff to prepare and effectively implement the social-emotional supports district-wide.		<i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle II: Whole Child Focus

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.

Strategy 2.1: Improve the school district climate and learning environment to support increased student achievement, social-emotional skills, and positive behavior.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	2.1(c) Encourage and sustain open dialogue and feedback opportunities with staff to address the unforeseen obstacles that evolve through the implementation and as a result of the social-emotional education initiative.		<i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle II: Whole Child Focus

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.

Strategy 2.1: Improve the school district climate and learning environment to support increased student achievement, social-emotional skills, and positive behavior.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	2.1(d) Evaluate the effectiveness of how the Initiative has impacted the climate and learning environment.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
	Target Date	Responsible			

SIT Progress Report: (date)



SPS Guiding Principle II: Whole Child Focus

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.

Strategy 2.2: Provide social-emotional and behavioral supports for all students integrated through the MTSS model to realize the potential and resources accessible to benefit a unified student-centered learning initiative.

Priority 3

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	2.2(a) Develop student outcome goals and competencies to support social-emotional learning for the purpose of enhancing student decision-making skills, responsible behavior, and a student’s independent role personally, at school, and as a community member.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle II: Whole Child Focus

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.

Strategy 2.2: Provide social-emotional and behavioral supports for all students integrated through the MTSS model to realize the potential and resources accessible to benefit a unified student-centered learning initiative.

Priority 3

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	2.2(b) Assess current staffing to ensure that the district provides adequate and essential staff and training to support the integration and implementation of social-emotional supports.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle II: Whole Child Focus

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.

Strategy 2.2: Provide social-emotional and behavioral supports for all students integrated through the MTSS model to realize the potential and resources accessible to benefit a unified student-centered learning initiative.

Priority 3

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	2.2(c) Integrate social-emotional learning into the academic and extra-curricular activities through consistent curriculum, skills development, service learning, and community service.		<p>What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle II: Whole Child Focus

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.

Strategy 2.2: Provide social-emotional and behavioral supports for all students integrated through the MTSS model to realize the potential and resources accessible to benefit a unified student-centered learning initiative.

Priority 3

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	2.2(d) Provide district guidance and resources for staff involved in the district initiatives for social-emotional learning.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle II: Whole Child Focus

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.

Strategy 2.2: Provide social-emotional and behavioral supports for all students integrated through the MTSS model to realize the potential and resources accessible to benefit a unified student-centered learning initiative.

Priority 3

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	2.2(e) Evaluate the effectiveness of the instructional supports and benefits of MTSS, social-emotional curriculum and instruction.		<p>What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle II: Whole Child Focus

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.

Strategy 2.3: Foster a positive working partnership with parents/guardians and community members to improve and sustain effective and purposeful communications. (Designed to modify the engagement of the Free and Reduced Lunch Program population and parents/guardians.)

Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	2.3(a) Identify and implement the most effective methods by which to engage parents/guardians in the education of their child.		<i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle II: Whole Child Focus

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.

Strategy 2.3: Foster a positive working partnership with parents/guardians and community members to improve and sustain effective and purposeful communications. (Designed to modify the engagement of the Free and Reduced Lunch Program population and parents/guardians.)

Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	2.3(b) Consider methods of improving Parent-Teacher Conference format, teacher communication with parents/guardians, and expectations of the conference.		<p style="text-align: center;">What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle II: Whole Child Focus

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.

Strategy 2.3: Foster a positive working partnership with parents/guardians and community members to improve and sustain effective and purposeful communications. (Designed to modify the engagement of the Free and Reduced Lunch Program population and parents/guardians.)

Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	2.3(c) Provide opportunities for parents/guardians to access strategies and resources available to engage their child in learning outside of the classroom.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle II: Whole Child Focus

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To enhance academic and social-emotional supports for the health, safety, and well-being of the whole child.

Strategy 2.3: Foster a positive working partnership with parents/guardians and community members to improve and sustain effective and purposeful communications. (Designed to modify the engagement of the Free and Reduced Lunch Program population and parents/guardians.)

Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	2.3(d) Evaluate the effectiveness of enhanced communications with parents/guardians.		<i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle III: Culture and Connectedness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

Strategy 3.1: Review, update, and communicate policies to ensure a foundation for equitable success for all students and staff.

Priority 1

PERFORMANCE INDICATOR	3.1(a) Research, consider, and utilize consistent protocol/procedures to assess each policy on equity and impact for students and staff, enabling opportunities for impacted groups to provide input.	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	Target Date	Responsible	<i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i>			

SIT Progress Report: (date)



SPS Guiding Principle III: Culture and Connectedness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

Strategy 3.1: Review, update, and communicate policies to ensure a foundation for equitable success for all students and staff.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	3.1(b) Consider, create, and/or update an equity policy to reflect the district’s approach to equity.		<p style="text-align: center;">What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle III: Culture and Connectedness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

Strategy 3.1: Review, update, and communicate policies to ensure a foundation for equitable success for all students and staff.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	3.1(c) Create a communication plan for promoting policy changes to establish unified expectations and accountability for all staff, students, and parents/guardians.		<p style="text-align: center;">What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle III: Culture and Connectedness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

Strategy 3.1: Review, update, and communicate policies to ensure a foundation for equitable success for all students and staff.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	3.1(d) Establish a follow-up plan to ensure policy changes have been successfully established.		<p style="text-align: center;">What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle III: Culture and Connectedness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

Strategy 3.2: Create an Equity Committee composed of diverse stakeholders to advocate for the needs of and growth opportunities for under-represented populations within the district.

Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	3.2(a) Review disaggregated data (as described in Performance Indicator 1.5 (c)) and assess priority areas for SPS to enhance equitable support.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle III: Culture and Connectedness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

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Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	3.2(b) Work in conjunction with administration to research, consider, and implement equity training to equip each administrator and educator to more effectively instruct and advocate for each student's success.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle III: Culture and Connectedness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

Strategy 3.2: Create an Equity Committee composed of diverse stakeholders to advocate for the needs of and growth opportunities for under-represented populations within the district.

Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	3.2(c) Annually or bi-annually conduct an equity audit and align resulting priorities to the strategic plan to ensure equitable representation and advocacy for all students and staff.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle III: Culture and Connectedness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

Strategy 3.3: Implement a plan that enables staff and students to connect through a culture that embraces accountability, inspires excellence, and promotes learning.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	3.3(a) Create and commit to consistent expectations for staff and students, holding everyone equally accountable.		<i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle III: Culture and Connectedness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

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Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	3.3(b) Engage appropriate staff for guidance and support when addressing issues that impact classroom instruction, curriculum, and/or matters that will add value to their role and responsibilities.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle III: Culture and Connectedness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

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Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	3.3(c) Develop protocol and procedures to ensure timely, consistent, and purposeful communication to all staff when appropriate and to improve staff engagement.		<i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle III: Culture and Connectedness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

Strategy 3.3: Implement a plan that enables staff and students to connect through a culture that embraces accountability, inspires excellence, and promotes learning.

Priority 1

PERFORMANCE INDICATOR	3.3(d) Create a plan for communicating, distributing, and updating all staff (inclusive of both certified and classified) through ongoing communication focused on the progress and success of the SPS Strategic Plan. Consider and address obstacles that may limit staff member’s access to the communication methods.	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
				<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>			
	Target Date	Responsible					

SIT Progress Report: (date)



SPS Guiding Principle III: Culture and Connectedness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

Strategy 3.3: Implement a plan that enables staff and students to connect through a culture that embraces accountability, inspires excellence, and promotes learning.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	3.3(e) Implement and provide equitable communication and access to an engagement system to enable stakeholders to engage the district in hot topic questions and/or inquiries with a plan for responding in a timely manner.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle III: Culture and Connectedness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

Strategy 3.3: Implement a plan that enables staff and students to connect through a culture that embraces accountability, inspires excellence, and promotes learning.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	3.3(f) Assess current communication methods and other platforms to ensure the district is utilizing effective, timely, and purposeful means of communication.		<i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle III: Culture and Connectedness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: Develop and encourage a culture of professional collaboration of shared responsibilities for improving the quality of instruction for all students.

Strategy 3.3: Implement a plan that enables staff and students to connect through a culture that embraces accountability, inspires excellence, and promotes learning.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	3.3(g) Provide opportunities to collect, consider, and evaluate internal stakeholders' perceptions of communications and strategies for improving, as necessary.		<p style="text-align: center;">What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.1: Identify and implement a plan for administration and staff members to work cooperatively, to build trust, and the capacity to establish relationships to sustain long-term improvements while working together to improve student achievement.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.1(a) Build relationships and engagement between staff and administrators in ongoing conversations to determine how the district can best support long-term improvements of academic achievement.		<i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.1: Identify and implement a plan for administration and staff members to work cooperatively, to build trust, and the capacity to establish relationships to sustain long-term improvements while working together to improve student achievement.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.1(b) Work collaboratively to identify areas of growth in the professional development topics and presentations that administration can provide for staff to improve student achievement.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
	Target Date	Responsible			

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.1: Identify and implement a plan for administration and staff members to work cooperatively, to build trust, and the capacity to establish relationships to sustain long-term improvements while working together to improve student achievement.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.1(c) Allow and encourage staff regular and safe opportunities to work collaboratively and to provide feedback for growing and improving student achievement.		<p><i>What will you do to accomplish the Indicator?</i></p> <p><i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
	Target Date	Responsible			

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.1: Identify and implement a plan for administration and staff members to work cooperatively, to build trust, and the capacity to establish relationships to sustain long-term improvements while working together to improve student achievement.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.1(d) Evaluate the effectiveness of cooperative efforts to improve and grow staff relations district-wide to increase positive working relationships, the climate, and student learning.		<i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.2: Utilize a teacher evaluation system to provide timely and authentic feedback to reinforce growth and identify opportunities to refine professional skills and knowledge.

Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	4.2(a) Review and update the teacher evaluation instrument to ensure it is aligned to the instructional framework, includes a rubric and criteria to support the systematic process in which the evaluation is conducted.		<i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

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Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.2(b) Require all certified staff to develop and affirm personalized goals to guide their personal/professional growth as part of the evaluation process with their assigned supervisor.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.2: Utilize a teacher evaluation system to provide timely and authentic feedback to reinforce growth and identify opportunities to refine professional skills and knowledge.

Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.2(c) Train staff in the evaluation rubric and process to support success.		<p>What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.2: Utilize a teacher evaluation system to provide timely and authentic feedback to reinforce growth and identify opportunities to refine professional skills and knowledge.

Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.2(d) Evaluate the success of the evaluation process and tool.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.3: Align resources to support a progressive learning environment and attract quality educators to the district.

Priority 3

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.3(a) Provide a structured SPS Professional Development Plan to encourage the use of best practice, support programs and initiatives and enhance staff knowledge and skills.		<p style="text-align: center;">What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.3: Align resources to support a progressive learning environment and attract quality educators to the district.

Priority 3

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.3(b) Budget and allocate resources to support the SPS Professional Development Plan.		<p style="text-align: center;">What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.3: Align resources to support a progressive learning environment and attract quality educators to the district.

Priority 3

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.3(c) Engage classified staff in professional development opportunities to enhance their skills, knowledge, and experience when providing support to students and staff.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
	Target Date	Responsible			

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.3: Align resources to support a progressive learning environment and attract quality educators to the district.

Priority 3

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.3(d) Utilize a teacher evaluation system aligned to the instructional framework to provide timely and authentic feedback to reinforce growth, identify opportunities to refine professional skills and knowledge, and create pathways for leadership succession.		<p>What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.3: Align resources to support a progressive learning environment and attract quality educators to the district.

Priority 3

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.3(e) Engage staff and administration to assess personal development progress, impact, and benefits to SPS initiatives, instruction, and personal development.		<p style="text-align: center;">What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.4: Utilize an employee on-boarding program and mentoring to train, equip, and prepare new staff for success and retention.

Priority 4

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.4(a) Create and adopt a district-wide onboarding and training model to support new hires PK-12.		<p style="text-align: center;">What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.4: Utilize an employee on-boarding program and mentoring to train, equip, and prepare new staff for success and retention.

Priority 4

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.4(b) Review, assess, and update the current employee on-boarding and mentoring programs.		<p style="text-align: center;">What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.4: Utilize an employee on-boarding program and mentoring to train, equip, and prepare new staff for success and retention.

Priority 4

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.4(c) Review and assess the teacher mentor program to cultivate a supportive working environment.		<p style="text-align: center;">What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.4: Utilize an employee on-boarding program and mentoring to train, equip, and prepare new staff for success and retention.

Priority 4

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.4(d) Encourage the mentor to work collaboratively with the new teacher to establish specific professional development goals to enhance their time and work together as mentor/mentee.		<p style="text-align: center;">What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.4: Utilize an employee on-boarding program and mentoring to train, equip, and prepare new staff for success and retention.

Priority 4

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.4(e) Engage the new hires in the assessment of applicable student data to ensure specific academic goals are in place prior to the beginning of the school year.		<p style="text-align: center;">What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle IV: Personnel Effectiveness

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To ensure the district provides educational leadership and highly effective staff to support students in academic, personal, and social growth.

Strategy 4.4: Utilize an employee on-boarding program and mentoring to train, equip, and prepare new staff for success and retention.

Priority 4

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	4.4(f) Evaluate the effectiveness of the district-wide onboarding and training model.		<p style="text-align: center;">What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle V: District Resources

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and model fiscal responsibility.

Strategy 5.1: Provide a safe, and well-maintained learning environment conducive to academic needs and priorities.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	5.1(a) Ensure current facilities are properly maintained.		<p style="text-align: center;">What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle V: District Resources

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and model fiscal responsibility.

Strategy 5.1: Provide a safe, and well-maintained learning environment conducive to academic needs and priorities.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	5.1(b) Develop and adopt a short and long-term Facility Master Plan that addresses student safety and security to support needs that enables the district to plan in a purposeful and cost-effective manner.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle V: District Resources

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and model fiscal responsibility.

Strategy 5.1: Provide a safe, and well-maintained learning environment conducive to academic needs and priorities.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	5.1(c) Continue to engage stakeholders to educate and inform patrons of the identified needs and plans for addressing facilities and grounds maintenance, upkeep, renovations, and new construction.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle V: District Resources

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and model fiscal responsibility.

Strategy 5.1: Provide a safe, and well-maintained learning environment conducive to academic needs and priorities.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	5.1(d) Develop a proposed timeline to support the short/long-term facility plan and management of resources needed to maintain quality district buildings and grounds.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle V: District Resources

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and model fiscal responsibility.

Strategy 5.1: Provide a safe, and well-maintained learning environment conducive to academic needs and priorities.

Priority 1

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	5.1(e) Evaluate the overall effectiveness of the district facilities.		<p>What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
	Target Date	Responsible			

SIT Progress Report: (date)



SPS Guiding Principle V: District Resources

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and model fiscal responsibility.

Strategy 5.2: Build district resource capabilities of internal and external opportunities to grow diverse district offerings such as partnerships, necessary staffing levels, space allocation, resource expenditures, etc.

Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	5.2(a) Designate internal leaders and champions to study the scope and feasibility of internal and external opportunities for growth.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle V: District Resources

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and model fiscal responsibility.

Strategy 5.2: Build district resource capabilities of internal and external opportunities to grow diverse district offerings such as partnerships, necessary staffing levels, space allocation, resource expenditures, etc.

Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	5.2(a) Designate internal leaders and champions to study the scope and feasibility of internal and external opportunities for growth.		<p>What will you do to accomplish the Indicator? <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle V: District Resources

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and model fiscal responsibility.

Strategy 5.2: Build district resource capabilities of internal and external opportunities to grow diverse district offerings such as partnerships, necessary staffing levels, space allocation, resource expenditures, etc.

Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23	
	5.2(b) Evaluate current operational program and function analysis, current program space needs, analysis of existing assets, efficiency of asset use, alternate uses for facilities, facility needs, cost analysis, and potential project alternatives.		<i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i>			
	Target Date	Responsible				

SIT Progress Report: (date)



SPS Guiding Principle V: District Resources

**AQuESTT Tenets Aligning to Strategy:
Nebraska Framework:**

Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and model fiscal responsibility.

Strategy 5.2: Build district resource capabilities of internal and external opportunities to grow diverse district offerings such as partnerships, necessary staffing levels, space allocation, resource expenditures, etc.

Priority 2

PERFORMANCE INDICATOR	Program, Level, or Bldg.	Action Plan	Funding/Evidence of Progress 2020-21	Funding/Evidence of Progress 2021-22	Funding/Evidence of Progress 2022-23
	5.2(c) Commit the resources needed to sustain integrated technology to support instructional needs and access to learning for the students at Southern Public Schools.		<p><i>What will you do to accomplish the Indicator?</i> <i>Be specific, measurable, achievable, realistic, and time bound.</i></p>		
Target Date	Responsible				

SIT Progress Report: (date)





SOUTHERN SCHOOL DISTRICT

The Southern School District prepares students through educational experiences to be responsible, respectful, and safe.



2020-2024 STRATEGIC PLAN GUIDING PRINCIPLES



HIGH-QUALITY INSTRUCTION AND LEARNING EXPERIENCES
Programs, Experiences, and interventions



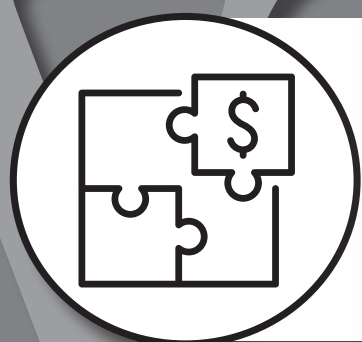
WHOLE CHILD FOCUS
Social Emotional Supports, Health, and Safety



CULTURE AND CONNECTEDNESS
Equitable Learning Environment



PERSONNEL EFFECTIVENESS
Teachers, Administrators, and Staff



DISTRICT RESOURCES
Budget, Facilities, and Staffing

EVERY STUDENT, EVERY DAY, THE SOUTHERN WAY

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

Southern School District 1 (34-0001) in Gage County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 14th day of September, 2020 at 7:00 o'clock, P.M., at Southern School District 1 Jr./Sr. High School Auditorium in Wymore, NE for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours.

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve	Total Available Resources Before Property Taxes	Total Personal and Real Property Tax Requirement
	2018-2019 (1)	2019-2020 (2)	2020-2021 (3)			
General	\$ 6,314,558.43	\$ 6,545,000.00	\$ 7,075,736.00	\$ 743,603.03	\$ 3,906,538.03	\$ 3,952,324.00
Depreciation	\$ 219,613.95	\$ 250,000.00	\$ 1,235,226.86		\$ 1,235,226.86	
Employee Benefit	\$ -	\$ 5,000.00	\$ 30,607.24	\$ 10,000.00	\$ 40,607.24	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 207,463.65	\$ 250,000.00	\$ 350,000.00	\$ -	\$ 350,000.00	
School Nutrition	\$ 216,075.25	\$ 229,500.00	\$ 243,500.00	\$ 51,378.48	\$ 294,878.48	
Bond	\$ 160,616.94	\$ 161,452.66	\$ -	\$ -	\$ -	\$ -
Special Building	\$ 71,968.40	\$ 388,000.00	\$ 452,911.39		\$ 415,288.39	\$ 38,003.00
Qualified Capital Purpose Undertaking	\$ 354,775.38	\$ 898,248.00	\$ 397,039.00	\$ 24,322.68	\$ 308,492.68	\$ 114,009.00
Cooperative	\$ -	\$ -	\$ -	\$ -	\$ -	
Student Fee	\$ -	\$ -	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	\$ -	\$ -	
TOTALS	\$ 7,545,072.00	\$ 8,727,200.66	\$ 9,785,020.49	\$ 829,304.19	\$ 6,551,031.68	\$ 4,104,336.00

	Bond Purposes	Non-Bond Purposes	Total
Breakdown of Property Tax	\$ 113,100.00	\$ 3,991,236.00	\$ 4,104,336.00

USEFUL INFORMATION

Note to MAC Users:

You can use a MAC to input information but there have been issues noted in printing from the MAC. The only solution that is known is to print via a PC.

MUST COMPLETE THIS PAGE - Basic Data Input Area

The Basic Data Input Area is designed to help common information flow throughout the Budget Form.

Cover Page - Page 1

The Total Property Tax Requirement is carried forward from Page 2; however, you will need to input how much of that tax request is for Principal and Interest on Bonds.

Outstanding Bonded Indebtedness - if you complete the worksheet pages this will fill in automatically. If you do not you will need to indicate your balances as of September 1.

Pages 2 through 4 (If you utilize the Worksheet Pages - Begin Inputting on Worksheet Pages)

These pages are currently completed with formulas which pull from the Worksheet Pages. **If you utilize the Worksheet Pages, Pages 2 through 4 will be completed automatically for you.** If you do not wish to utilize the worksheet pages you can simply type in your numbers on Pages 2 through 4. The only cells with formulas that cannot be over-written are those that provide an essential calculation (example - Total Resources Available).

A complete and accurate budget should have the prior year Balance Forward **equal** Total of Beginning Balances. We have built into the spreadsheet a comparison between these two numbers. If these two numbers **do not agree** a statement will appear indicating it must equal prior year balance forward.

We have also built in a comparison between the Total Requirement and Total Resources Available. If these two numbers **do not agree** in the budget you will receive the message "Budget Not Balanced".

Worksheet Pages - **FOR YOUR USE ONLY - NOT TO BE SUBMITTED TO THE STATE**

The last sheets of this file are worksheet (individual fund) pages. These pages are provided for your use; however, you do not have to use them. For more information about the worksheets, see the Budget Guidelines. **If you do utilize the Worksheet Pages, Pages 2 through 4 will be completed automatically for you.**

Moving From Page to Page:

There are several ways to move around your budget form. You can hold down the CTRL and hit either Page Down (Moves you ahead a sheet) or Page Up (Moves you to previous sheet). The other option is to use your mouse to click on the different sheet tabs.

I Want to See Descriptions on Left When Inputting Numbers in Budget Column:

On the "View" ribbon in the Window area there is an item called Freeze Panes. Freeze Panes allows you to tell the computer what columns and/or rows you wish to see at all times. Freeze Panes will freeze whatever rows are above your active cell and also whatever columns are to the left of your active cell. By choosing the option again it will turn the option off.

The Cell Is Locked:

UNDER NO CIRCUMSTANCES WILL PASSWORDS BE GIVEN OUT. Either the cell is locked because it contains a formula or you are trying to input information in the wrong cell.

You Note Any Errors Or Have Any Problems:

We have tested this spreadsheet through various methods to help identify any problem areas and to ensure formulas are correct. However, we cannot account for all the variables that occur with each individual budget. If you feel there is an error in a formula please contact us immediately so we can go over the problem(s) and if necessary correct the situation.

All of your comments or ideas to better the budget form are taken into consideration. Please feel free to [contact us at \(402\) 471-2111](tel:4024712111) with these items. We make this available to you to HELP in the budget process and wish to make any improvements that would make the spreadsheet more user friendly.

Due by September 20th:

- Budget Form
- Page 2, Total Resources Available (Column 4) agrees to Total Requirements (Column 9).
- Page 2, Total Beginning Balance (Column 1) agrees to Page 3 Total Ending Balance (Column 8).
- Page 3, Total Beginning Balance (Column 1) agrees to Page 4 Total Ending Balance (Column 8).
- Page 4, Total Beginning Balance (Column 1) agrees to the prior School District Budget Form, Page 4, Total Ending Balance (Column 8). If it does not agree, please provide explanation.
- Schedule B, shows the District is in compliance with State Statutes
- Proof of Publication for Notice of Budget Hearing (NBH).
- Schedules A, B, and D
- Certificate of Valuation(s). Total Certified Valuation was completed on Page 1.
- Lid Computation Form LC-2 and the Special Grant Fund List
- Joint Public Agency & Interlocal Agreements is indicated by checking the box. If school district answers YES, the Report of Joint Public Agency & Interlocal Agreements is due on or before September 20th.

If your school district has held a successful election to override the levy limits, which is in effect for this budget year, you will also need:

- Election Ballot and Certified Election Returns for the special election to override the levy limits.

Please Complete this **Basic Data Input** -It will put information consistently through

INPUT ↓

County-District #:	34-0001	
Name of School:	Southern School District 1	
Name of County:	Gage	<i>Do not include the word "County"</i>
Class:	III	
Current Valuation	\$380,031,227	
Prior Valuation	\$383,564,804	
Prior Year Property Tax Request	\$4,142,499	
Prior Year Levy Rate	1.080000	
Hearing Held On:		
Day of month:	14th	
Month:	September	
Year:	2020	
Time:	7:00	
A.M. or P.M.:	P.M.	
Location of Hearing:	Southern School District 1 Jr./Sr. High School Auditorium in Wymore, NE	
Special Hearing to Set Final Tax Request Held On:		
Day of month:	14th	
Month:	September	
Year:	2020	
Time:	to follow the Budget Hearing	
A.M. or P.M.:	P.M.	
Location of Hearing:	Southern School District 1 Jr./Sr. High School Auditorium in Wymore, NE	

**2020-2021
STATE OF NEBRASKA
SCHOOL DISTRICT BUDGET FORM**

County-District #: 34-0001 Class #: III
Southern School District 1
TO THE COUNTY BOARD AND COUNTY CLERK OF
Gage County

This budget is for the Period **SEPTEMBER 1, 2020** through **AUGUST 31, 2021**

Upon Filing, The School Certifies the Information Submitted on this Form to be Correct:

AMOUNT OF PERSONAL AND REAL PROPERTY TAX REQUIRED FOR:	Principal and Interest on Bonds	All Other Purposes	TOTAL
General Fund	\$ -	\$ 3,952,324.00	\$ 3,952,324.00
Bond Fund(s) <i>[If More Than 1 Bond Fund - Total All Together]</i>	\$ -		\$ -
Special Building Fund	\$ -	\$ 38,003.00	\$ 38,003.00
Qualified Capital Purpose Undertaking Fund	\$ 114,009.00	\$ -	\$ 114,009.00
Total All Funds	\$ 114,009.00	\$ 3,990,327.00	\$ 4,104,336.00

Outstanding Bonded Indebtedness as of September 1, 2020
(Include Bond Fund(s) and Qualified Capital Purpose Undertaking Fund)

\$ 829,000.00	Principal
\$ 98,294.00	Interest
\$ 927,294.00	Total Outstanding Bonded Indebtedness

Total Certified Valuation (All Counties) \$ 380,031,227

*(Certification of Valuation(s) from County Assessor **MUST** be attached)*

Report of Joint Public Agency & Interlocal Agreements

Was this Subdivision involved in any Interlocal Agreements or Joint Public Agencies for the reporting period of July 1, 2019 through June 30, 2020?

YES NO

If YES, Please submit Interlocal Agreement Report by September 20th.

Report of Trade Names, Corporate Names & Business Names

Did the subdivision operate under a separate Trade Name, Corporate Name, or other Business Name during the period of July 1, 2019 through June 30, 2020?

YES NO

If YES, Please submit Trade Name Report by September 20th.

Has your School District held a successful election to override the levy limits provided in Statute 77-3442, which is in effect for 2019-2020 school fiscal year?

YES NO

County Clerk's Use Only

APA Contact Information

Auditor of Public Accounts
State Capitol, Suite 2303
Lincoln, NE 68509

Telephone: (402) 471-2111 FAX: (402) 471-3301

Website: www.auditors.nebraska.gov

Questions - E-Mail: Deann.Haeffner@nebraska.gov

Submission Information

Budget Due by 9-20-2020

Submit budget to:

1. Auditor of Public Accounts -Electronically on Website or Mail
2. County Board (SEC. 13-508), C/O County Clerk
3. Nebraska Dept. of Education -Upload to NDE Portal only

2020-2021 BUDGET ADOPTED									
	TOTAL BEGINNING BALANCE (Column 1)	TOTAL AVAILABLE RESOURCES BEFORE PROPERTY TAXES (Including Beginning Balances) (Column 2)	PERSONAL AND REAL PROPERTY TAXES (Column 3)	TOTAL RESOURCES AVAILABLE (Col 2 + Col 3) (Column 4)	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS - SPECIAL EDUCATION (Column 5)	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS - NON-SPECIAL EDUCATION (Column 6)	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS (Col 5 + Col 6) (Column 7)	NECESSARY CASH RESERVE (Column 8)	TOTAL REQUIREMENTS (Col 7 + Col 8) (Column 9)
General	743,603.03	3,906,538.03	3,912,801.00	7,819,339.03	1,315,000.00	5,760,736.00	7,075,736.00	743,603.03	7,819,339.03
Depreciation	1,235,226.86	1,235,226.86		1,235,226.86			1,235,226.86		1,235,226.86
Employee Benefit	40,607.24	40,607.24		40,607.24			30,607.24	10,000.00	40,607.24
Contingency	-	-		-			-		-
Activities	179,012.55	350,000.00		350,000.00			350,000.00	-	350,000.00
School Nutrition	52,848.48	294,878.48		294,878.48			243,500.00	51,378.48	294,878.48
Bond	-	-	-	-			-	-	-
Special Building	265,288.39	415,288.39	37,623.00	452,911.39			452,911.39		452,911.39
Qualified Capital Purpose Undertaking	8,492.68	308,492.68	112,869.00	421,361.68			397,039.00	24,322.68	421,361.68
Cooperative	-	-		-			-	-	-
Student Fee	-	-		-			-	-	-
				-					-
TOTAL ALL FUNDS	2,525,079.23	6,551,031.68	4,063,293.00	10,614,324.68	1,315,000.00	5,760,736.00	9,785,020.49	829,304.19	10,614,324.68

PERSONAL AND REAL PROPERTY TAX RECAP	General Fund	Bond Fund(s) [Total Of All Bond Funds]	Special Building Fund	Qualified Capital Purpose Undertaking Fund
	PERSONAL AND REAL PROPERTY TAXES FROM COLUMN 3 (Line A)	3,912,801.00	-	37,623.00
COUNTY TREASURER'S COMMISSION 1% OF TAXES COLLECTED (Line B)	39,523.00	-	380.00	1,140.00
TOTAL PERSONAL AND REAL PROPERTY TAXES (Line A + Line B) (Line C)	3,952,324.00	-	38,003.00	114,009.00

CERTIFIED STATE AID	MOTOR VEHICLE TAXES
\$ 1,492,361.00	\$ 155,000.00

COUNTY TREASURER'S BALANCE, 9-1-2020			
243,603.03	-	1,288.39	4,137.24

2019-2020 ACTUAL/ESTIMATED								
	TOTAL BEGINNING BALANCE (Column 1)	TOTAL AVAILABLE RESOURCES BEFORE PROPERTY TAXES (Including Beginning Balances) (Column 2)	PERSONAL AND REAL PROPERTY TAXES (Column 3)	TOTAL RESOURCES AVAILABLE (Col 2 + Col 3) (Column 4)	TOTAL DISBURSEMENTS & TRANSFERS - SPECIAL EDUCATION (Column 5)	TOTAL DISBURSEMENTS & TRANSFERS - NON-SPECIAL EDUCATION (Column 6)	TOTAL DISBURSEMENTS & TRANSFERS (Col 5 + Col 6) (Column 7)	TOTAL ENDING BALANCE (Col 4 - Col 7) (Column 8)
General	789,225.57	3,339,420.03	3,949,183.00	7,288,603.03	1,195,000.00	5,350,000.00	6,545,000.00	743,603.03
Depreciation	1,375,226.86	1,485,226.86		1,485,226.86			250,000.00	1,235,226.86
Employee Benefit	15,607.24	45,607.24		45,607.24			5,000.00	40,607.24
Contingency	-	-		-			-	-
Activities	159,012.55	429,012.55		429,012.55			250,000.00	179,012.55
School Nutrition	49,418.48	282,348.48		282,348.48			229,500.00	52,848.48
Bond	161,452.66	161,452.66	-	161,452.66			161,452.66	-
Special Building	472,229.39	614,932.39	38,356.00	653,288.39			388,000.00	265,288.39
Qualified Capital Purpose Undertaking	775,918.68	791,671.68	115,069.00	906,740.68			898,248.00	8,492.68
Cooperative	-	-		-			-	-
Student Fee	-	-		-			-	-
				-			-	-
TOTAL ALL FUNDS	3,798,091.43	7,149,671.89	4,102,608.00	11,252,279.89	1,195,000.00	5,350,000.00	8,727,200.66	2,525,079.23

NOTE: Total Disbursements and Transfers (Column 7) is the sum of Column 5 and Column 6 for the General Fund only. For all other funds, numbers will pull automatically from the Worksheets

MOTOR VEHICLE TAXES	
\$	160,000.00

2018-2019 ACTUAL								
	TOTAL BEGINNING BALANCE (Column 1)	TOTAL AVAILABLE RESOURCES BEFORE PROPERTY TAXES (Including Beginning Balances) (Column 2)	PERSONAL AND REAL PROPERTY TAXES (Column 3)	TOTAL RESOURCES AVAILABLE (Col 2 + Col 3) (Column 4)	TOTAL DISBURSEMENTS & TRANSFERS - SPECIAL EDUCATION (Column 5)	TOTAL DISBURSEMENTS & TRANSFERS - NON-SPECIAL EDUCATION (Column 6)	TOTAL DISBURSEMENTS & TRANSFERS (Col 5 + Col 6) (Column 7)	TOTAL ENDING BALANCE (Col 4 - Col 7) (Column 8)
General	742,142.05	3,273,651.89	3,830,132.11	7,103,784.00	1,061,524.96	5,253,033.47	6,314,558.43	789,225.57
Depreciation	817,864.76	1,594,840.81		1,594,840.81			219,613.95	1,375,226.86
Employee Benefit	15,378.40	15,607.24		15,607.24			-	15,607.24
Contingency	-	-		-			-	-
Activities	152,426.71	366,476.20		366,476.20			207,463.65	159,012.55
School Lunch	36,260.69	265,493.73		265,493.73			216,075.25	49,418.48
Bond	251,830.83	302,511.44	19,558.16	322,069.60			160,616.94	161,452.66
Special Building	293,246.51	544,181.06	16.73	544,197.79			71,968.40	472,229.39
Qualified Capital Purpose Undertaking	113,522.74	1,033,337.84	97,356.22	1,130,694.06			354,775.38	775,918.68
Cooperative	-	-		-			-	-
Student Fee	-	-		-			-	-
				-				-
TOTAL ALL FUNDS	\$ 2,422,672.69	7,396,100.21	3,947,063.22	11,343,163.43	1,061,524.96	5,253,033.47	7,545,072.00	3,798,091.43

NOTE: Total Disbursements and Transfers (Column 7) is the sum of Column 5 and Column 6 for the General Fund only. For all other funds, numbers will pull automatically from the Worksheets

MOTOR VEHICLE TAXES	
\$	165,299.10

CORRESPONDENCE INFORMATION

ENTITY OFFICIAL ADDRESS

If no official address, please provide address where correspondence should be sent

NAME Dr. Christopher Prososki

ADDRESS 115 South St., P.O. Box 237

CITY & ZIP CODE _____

TELEPHONE _____

WEBSITE _____

	<u>BOARD CHAIRPERSON</u>	<u>CLERK/TREASURER/SUPERINTENDENT/OTHER</u>	<u>PREPARER</u>
NAME	<u>Dave Zimmerman</u>	<u>Dr. Christopher Prososki</u>	<u>Dr. Christopher Prososki</u>
TITLE /FIRM NAME	<u>Chairperson</u>	<u>Superintendent</u>	<u>Superintendent</u>
TELEPHONE	<u>402-645-3326</u>	<u>402-645-3326</u>	<u>402-645-3326</u>
EMAIL ADDRESS	<u>DB_ZIM@hotmail.com</u>	<u>cprososki@southernschools.org</u>	<u>cprososki@southernschools.org</u>

For Questions on this form, who should we contact (please ✓ one): Contact will be via email if supplied.

- Board Chairperson
- Clerk / Treasurer / Superintendent / Other
- Preparer

SCHEDULE A GENERAL FUND LID EXCLUSIONS

County-District #

34-0001

Southern School District 1

Line No.		2019-2020 Amount Budgeted To Spend
1	Repairs to Infrastructure Damaged by a Natural Disaster: (List repair)	
2		
3		
4		
5		
6		
7		
8		
9	Total Repairs to Infrastructure Damaged by a Natural Disaster (Lines 1 through 8)	\$ -
10	Judgments: (List the types of judgments obtained against your School District to the extent such judgment is not paid by liability insurance)	
11		
12		
13		
14		
15		
16		
17	Total Judgments (Lines 11 through 16)	\$ -
18	Distance Education Courses	
19	Amounts eligible as exclusion for Voluntary Termination Agreements	
20	Retirement Contribution Increase	
21	Native American Impact Aid	
22	Total General Fund Lid Exclusions - To LC-2 Form (Line 9 + Line 17 to 21)	\$ -

Southern School District 1
Schedule B - Levies

Levy Limit Compliance

NOTE: The Schedule portion below is to determine if the School District has met the levy limitations.

Line No.		General Fund (Column A)	Bond Funds (Column B)	Special Building Funds (Column C)	Qualified Capital Purpose Undertaking Funds (Column D)
1	Total Personal and Real Property Taxes -Cover Page	3,952,324.00	-	38,003.00	114,009.00
2	Exclusions:				
3	Bonded indebtedness secured by a levy on property (Includes Co. Treasurer Comm.)	-	-		114,009.00
4	Judgments not paid by liability insurance	-			
5	Voluntary termination agreements with certificated staff / employees occurring prior to 9/1/17	-			
6	Voluntary termination agreements with certificated Teachers 9/1/17 and after	-			
7					
8					
9					
10					
11					
12	Total Exclusions (Line 3 + Line 11)	-	-	-	114,009.00
13	Total Personal and Real Property Tax Requirement Subject to the Levy Limitation (Line 1 minus Line 12)	3,952,324.00	-	38,003.00	-
14	Assessed Valuation	380,031,227	380,031,227	380,031,227	380,031,227
15	Levy Subject to Limitation ((Line 13 / Line 14) x 100)	1.040000	0.000000	0.010000	0.000000
16	Total Levy for Compliance	1.050000			

If the **total** levy on Line 16 is \$1.05, or less, the levy limitation per State Statute Section 77-3442 has been met.

If Total of Line 16 is greater than \$1.05 and you **did not** hold a successful election to override the levy, you are in violation of the levy lid. The school district **must reduce property taxes** to meet the levy limitation.

If Total of Line 16 is greater than \$1.05 and you **held** a successful election to override the levy, which is in effect for the you must **attach a copy of the election ballot and the certified election returns** to your budget.

Qualified Capital Purpose Undertaking Fund levy. A district may only exceed the maximum levy of five and one-fifth cents per one hundred dollars of taxable valuation in any year if (i) the taxable valuation of the district is lower than the taxable valuation in the year in which the district last issued capital purpose undertaking bonds or (ii) such maximum levy is insufficient to meet the annual principal and interest obligations for all capital purpose undertaking bonds. Projects beginning after April 19, 2016 can only have a maximum levy of three cents per one hundred dollars of taxable valuation in any year. (Statute 79-10,110 & 79-10,110.02).

Special Building Fund levy. Limit on Building Fund levy of 14 cents (Statute 79-10,120)

REMINDER: School districts that have combined levies greater than \$1.20 or the combined levies that exceeded the maximum levy approved at a special election may be subject to petitions for the free holding of territory. Combined levies do not include levies for bonded indebtedness approved by the voters of a school district or levies for the refinancing of such bonded indebtedness.

Voluntary Termination Exclusions

Line 5 Amounts to pay for current and future sums agreed to be paid by a school district to certificated employees in exchange for a voluntary termination of employment occurring prior to 9/1/17

Line 6 Amount levied by school district at maximum levy to pay for current and future qualified voluntary termination incentives for certificated teachers pursuant to statute. Payments cannot exceed \$35,000, must be paid within 5 years, will result in savings to the school, were not included in a collective bargaining agreement

Line 7 Amounts levied by school district at maximum levy to pay for 50% of the current and future sums agreed to be paid to certificated employees in exchange for voluntary termination between 9/1/18 to 8/31/19 as a result of collective bargaining agreement in force on 9/1/17

Levies Expected to be Set by County

NOTE: The Schedule portion below is to assist with the Levy setting process.

Fund	Property Taxes	Valuation	Expected Levy
------	----------------	-----------	---------------

General Fund	\$ 3,952,324.00	\$ 380,031,227	1.04
Special Building Fund	\$ 38,003.00	\$ 380,031,227	0.01
Bond Fund	\$ -	\$ 380,031,227	0
Bond Fund	\$ -	\$ 380,031,227	0
Bond Fund	\$ -	\$ 380,031,227	0
QCPUF Fund	\$ 114,009.00	\$ 380,031,227	0.03
QCPUF Fund	\$ -	\$ 380,031,227	0
	\$ -	\$ 380,031,227	0
	\$ -	\$ 380,031,227	0
	\$ -	\$ 380,031,227	0
	\$ -	\$ 380,031,227	0
	\$ -	\$ 380,031,227	0
	\$ -	\$ 380,031,227	0
Total	\$ 4,104,336.00		\$ 1.080000

Must agree to Cover

Superintendent Pay Transparency Notice—Proposed Contract (Dr. Christopher Proski)

Notice is hereby given that Southern School District 1 has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on December 9, 2019, at 7:30 pm at the Jr./Sr. High School Board Room in Wymore, Nebraska.

After the 2019/20 school year, how many years remain on the contract:

1

The estimated costs to the district for the 2020/21 year and future years are listed below:

	2020/21 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 129,668.00	\$ 129,668.00	\$ 259,336.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 683.00	683	\$ 1,366.00
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>	\$ 11,495.00	11495	\$ 22,990.00
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare <u>if paid by the district</u></i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 25,211.00	\$ 25,211.00	\$ 50,422.00
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 600.00	\$ 600.00	\$ 1,200.00
• <i>Cell Phone/Internet reimbursement</i>	\$ 600.00	\$ 600.00	\$ 1,200.00
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>			\$ -
• <i>Mileage Allowance</i>	\$ 1,000.00	\$ 1,000.00	\$ 2,000.00
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
Totals:	\$ 169,257.00	\$ 169,257.00	\$ 338,514.00

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

Southern School District 1 (34-0001) in Gage County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 14th day of September, 2020 at 7:00 o'clock, P.M., at Southern School District 1 Jr./Sr. High School Auditorium in Wymore, NE for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours.

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
	2018-2019 (1)	2019-2020 (2)	2020-2021 (3)			
General	\$ 6,314,558.43	\$ 6,545,000.00	\$ 7,075,736.00	\$ 743,603.03	\$ 3,906,538.03	\$ 3,952,324.00
Depreciation	\$ 219,613.95	\$ 250,000.00	\$ 1,235,226.86		\$ 1,235,226.86	
Employee Benefit	\$ -	\$ 5,000.00	\$ 30,607.24	\$ 10,000.00	\$ 40,607.24	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 207,463.65	\$ 250,000.00	\$ 350,000.00	\$ -	\$ 350,000.00	
School Nutrition	\$ 216,075.25	\$ 229,500.00	\$ 243,500.00	\$ 51,378.48	\$ 294,878.48	
Bond	\$ 160,616.94	\$ 161,452.66	\$ -	\$ -	\$ -	\$ -
Special Building	\$ 71,968.40	\$ 388,000.00	\$ 452,911.39		\$ 415,288.39	\$ 38,003.00
Qualified Capital Purpose Undertaking	\$ 354,775.38	\$ 898,248.00	\$ 397,039.00	\$ 24,322.68	\$ 308,492.68	\$ 114,009.00
Cooperative	\$ -	\$ -	\$ -	\$ -	\$ -	
Student Fee	\$ -	\$ -	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	\$ -	\$ -	
TOTALS	\$ 7,545,072.00	\$ 8,727,200.66	\$ 9,785,020.49	\$ 829,304.19	\$ 6,551,031.68	\$ 4,104,336.00

Notice of Special Hearing To Set Final Tax Request

Southern School District 1 (34-0001) in Gage County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1601.02, that the governing body will meet on the 14th day of September 2020 at to follow the Budget Hearing o'clock P.M., at Southern School District 1 Jr./Sr. High School Auditorium in Wymore, NE for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

	2019-2020	2020-2021	Change
Property Valuations	383,564,804	380,031,227	-1%

2019/20 Budget Information

2020/21 Budget Information

Fund	2019-2020 Operating Budget	2019-2020 Property Tax Request	2019 Tax Rate	Property Tax Rate (2019-2020 Request Divided By 2020 Valuation)	2020-2021 Operating Budget	2020-2021 Proposed Property Tax Request	Proposed 2020 Tax Rate	Change in Tax Rate	Change in Operating Budget
General Fund	6,925,230.00	3,989,074.00	1.040000	1.049670	7,075,736.00	3,952,324.00	1.040000	0%	2%
Bond Fund(s) K - 12			0.000000	0.000000	-	-	0.000000	#DIV/0!	#DIV/0!
Bond Fund(s) K - 8			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Bond Fund(s) 9 - 12			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Bond Fund _____			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Special Building Fund	642,718.51	38,356.00	0.010000	0.010093	452,911.39	38,003.00	0.010000	0%	-30%
Qualified Capital Purpose Undertaking Fund K - 12	1,013,464.00	115,069.00	0.030000	0.030279	397,039.00	114,009.00	0.030000	0%	-61%
Qualified Capital Purpose Undertaking Fund K - 8			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Qualified Capital Purpose Undertaking Fund 9 - 12			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Total	8,581,412.51	4,142,499.00	1.080000	1.090042	7,925,686.39	4,104,336.00	1.080000	0%	-8%

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District # **34-0001**

Line No.	GENERAL FUND	Source Number	ACTUAL 9-1-2018 to 8-31-2019 (Column 1)	ACTUAL/ESTIMATED 9-1-2019 to 8-31-2020 (Column 2)	ADOPTED 9-1-2020 to 8-31-2021 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2	All Instruction Except Special Education Instructional Programs	1000's	2,755,007.03	2,850,000.00	3,000,000.00
3	Special Education Instructional Programs (Include Pre-School)	1200's	815,446.33	900,000.00	1,000,000.00
4	Support Services - Pupils (SPED Related)	2100's	232,399.91	250,000.00	275,000.00
5					
6	Support Services - Pupil (Non-SPED Related)	2100's	183,104.39	185,000.00	200,000.00
7	Support Services - Instructional	2200's	170,977.98	175,000.00	200,000.00
8					
9	Board of Education	2310	24,599.16	20,000.00	30,000.00
10	Executive Administration Services	2320	330,223.96	350,000.00	400,000.00
11	District Legal Services	2330	6,951.19	10,000.00	10,000.00
12	Office of the Principal	2410	360,292.10	375,000.00	400,000.00
13	General Administration - Business Services	2500	122,723.29	125,000.00	155,000.00
14	Maintenance and Operation of Building(s) & Site(s)	2600's	734,706.42	700,000.00	775,736.00
15	Vehicle Acquisition & Maintenance	2650	49,942.55	40,000.00	50,000.00
16	Regular Pupil Transportation	2710 / 2720 / 2730 / 2790	186,212.74	190,000.00	225,000.00
17	Special Education Pupil Transportation (Include Pre-School)	2712 / 2713 / 2722 / 2723 / 2732 / 2733 / 2792 /	13,678.72	45,000.00	40,000.00
18					
19	Community Services	3300			
20	Categorical Grant from Corporation	3400			
21	State Categorical Programs	3500's			
22	Debt Services	5000			
23	Federal Programs	6000's	259,739.00	270,000.00	275,000.00
24					
25	Transfers to Activity Fund	8000	33,571.05	60,000.00	40,000.00
26	Interfund Loan/Repayment to _____ Fund				
27	Transfer to Bond Fund		34,982.61		
28					
29					
30	Total Disbursements & Transfers (Including SPED)		6,314,558.43	6,545,000.00	
31	Total Special Education Disbursements	1200 + 2100 + 27X2	1,061,524.96	1,195,000.00	1,315,000.00
32	Total Non-Special Education Disbursements & Transfers		5,253,033.47	5,350,000.00	5,760,736.00
33	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS (Including SPED)				7,075,736.00
34	NECESSARY CASH RESERVE				743,603.03
35	TOTAL REQUIREMENTS				7,819,339.03

36					
37	BEGINNING BALANCES				
38	Cash Balance, 9-1		(229,729.90)	(190,774.43)	500,000.00
39	Investments, 9-1				
40	County Treasurer's Balance, 9-1		971,871.95	980,000.00	243,603.03
41	Total Beginning Balance		742,142.05	789,225.57	743,603.03
42					
43	RECEIPTS, & TRANSFERS				
44	LOCAL SOURCES				
45	Carline Tax	1115	82.94	85.00	100.00
46	Public Power District Sales Tax	1120	8,148.28	8,000.00	7,500.00
47	Motor Vehicle Taxes	1125	165,299.10	160,000.00	155,000.00
48	Tuition Received from Other Districts	1321 / 1323 / 1335			
49	Tuition Received from Individuals	1311-13 / 1370	1,300.00	1,500.00	1,500.00
50	Other Tuition	1315 / 1320 / 1322 / 1330 / 1331 / 1340 / 1360			
51	Transportation Received from Individuals	1410-1411			
52	Transportation Received from Other Districts	1420-1440			
53	Interest	1510 / 1520	255.37	250.00	300.00
54	Community Service Activities	1800	75.00	100.00	100.00
55	Other Local Receipts	1910 / 1920 / 1990	10.00	10.00	10.00
56	Local License Fees/Court Fines	1911 / 1921	1,860.00	1,850.00	2,000.00
57	Nameplate Capacity Tax	3133			
58	Categorical Grants from Corporations / Private	1925			
59					
60	Spend Down Unused Budget Authority				750,064.00
61					
62					
63					
64	COUNTY AND ESU SOURCES				
65	Fines and License Fees	2110	25,223.32	25,000.00	23,000.00
66	Other County Sources	2130			
67	ESU Receipts	2210			
68					
69					
70	STATE SOURCES				
71	State Aid	3110	1,132,836.00	1,322,332.00	1,492,361.00
72	Special Education Programs	3120	412,932.00	415,000.00	425,000.00
73	Special Education Transportation	3125	17,567.00	20,000.00	25,000.00
74	Homestead Exemption	3130	81,412.43	82,000.00	

75	Payments for Wards of the State or Court	3160 / 3161			
76	Pro-Rate Motor Vehicles	3180	11,818.19	12,000.00	12,500.00
77	Payments for High Ability Learners	3535	3,315.00	4,683.00	5,000.00
78	Other State Appropriations				
79	Flex Funding		9,580.00	13,000.00	13,500.00
80					
81					
82					
83					
84	State Apportionment	3400	52,644.53	61,059.46	63,500.00
85	Other				
86	State Categorical Programs	3500's	7,188.10	8,000.00	8,500.00
87	Other State Receipts	3990			
88	Property Tax Credit and Personal Property Tax Credit	3131 / 3132 / 3134	243,458.60	240,000.00	
89	FEDERAL SOURCES				
90	Title ESSA Programs (Includes ESSA Title I)	4500-4511	99,304.00	100,636.00	103,500.00
91	Title IIA	4526-4528, 4531	13,376.00	13,304.00	14,000.00
92	Title IV			10,000.00	10,000.00
93					
94	IDEA Programs	4512-4523			
95		4416-4418			
96					
97	Medicaid in Public Schools	4708	2,853.78	1,946.00	3,500.00
98	Medicaid Administrative Activities in Public Schools	4709	18,743.62	19,000.00	19,500.00
99	Title 8 (Impact Aid)	4305			
100	Other Federal Non-Categorical Receipts	4524			
101					
102					
103					
104	Vocational Education (Carl Perkins)	4525			
105	Other Federal Categorical Receipts	4530			
106					
107	Grants from Corporations & Other Private Interests	4710			
108	REAP		20,963.00	26,439.00	27,500.00
109	NON-REVENUE SOURCES				
110	Tax Anticipation Notes	5150			
111	Long Term Loans	5400			
112	Insurance Adjustments	5301			
113	Sale of Property	5300			
114	Transfers from Depreciation Fund	5200	185,647.93		
115	Cash Balance from Dissolved/Merged Districts	5610			

116					
117	Other Non-Revenue Receipts	5690	15,615.65	4,000.00	
118	Learning Community Property Taxes				
119	Interfund Loan/Repayment From _____ Fund				
120	Total Available Resources Before Property Taxes		3,273,651.89	3,339,420.03	3,906,538.03
121	Personal and Real Property Taxes	1100	3,830,132.11	3,949,183.00	3,912,801.00
122	TOTAL RESOURCES AVAILABLE		7,103,784.00	7,288,603.03	7,819,339.03
123	Less: Disbursements & Transfers		6,314,558.43	6,545,000.00	
124	BALANCE FORWARD		789,225.57	743,603.03	

1. Tax from Line 121
2. Compute County Treasurer's Commission at 1% of tax collections.
3. Total Personal and Real Property Tax Requirement

PROPERTY TAX RECAP	
	3,912,801.00
	39,523.00
	3,952,324.00

Note: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 122 must agree with TOTAL REQUIREMENTS on line 35 in the Adopted Column.

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District #

34-0001

Line No.	DEPRECIATION FUND	Object/Source Number	ACTUAL 9-1-2018 to 8-31-2019 (Column 1)	ACTUAL/ESTIMATED 9-1-2019 to 8-31-2020 (Column 2)	ADOPTED 9-1-2020 to 8-31-2021 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2	Re-Appropriated Funds				985,226.86
3	Total Cash Disbursements		219,613.95		
4	Textbooks			100,000.00	100,000.00
5	Technology			115,000.00	115,000.00
6	Other			35,000.00	35,000.00
7					
8					
9					
10					
11	Transfers to General Fund	8000-911			
12	Total Disbursements & Transfers		219,613.95	250,000.00	
13	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS				1,235,226.86
14	TOTAL REQUIREMENTS				1,235,226.86
15	BEGINNING BALANCES, RECEIPTS, & TRANSFERS				
16	Cash Balance, 9-1		257,676.59	953,286.19	950,000.00
17	Investments, 9-1		560,188.17	421,940.67	285,226.86
18	Total Beginning Balance		817,864.76	1,375,226.86	1,235,226.86
19	LOCAL SOURCES				
20	Interest	1510	7,828.16	10,000.00	
21					
22	NON-REVENUE SOURCES				
23	Transfers from General Fund	5200	769,147.89	100,000.00	
24					
25					
26					
27	TOTAL RESOURCES AVAILABLE		1,594,840.81	1,485,226.86	1,235,226.86
28	Less: Disbursements & Transfers		219,613.95	250,000.00	
29	BALANCE FORWARD		1,375,226.86	1,235,226.86	

NOTE: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 27 must agree with TOTAL REQUIREMENTS on line 14 in the Adopted Column.

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District #

34-0001

Line No.	EMPLOYEE BENEFIT FUND	Object/Source Number	ACTUAL 9-1-2018 to 8-31-2019 (Column 1)	ACTUAL/ESTIMATED 9-1-2019 to 8-31-2020 (Column 2)	ADOPTED 9-1-2020 to 8-31-2021 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2	Re-Appropriated Funds				10,607.24
3	Benefits Paid			5,000.00	20,000.00
4					
5					
6					
7					
8					
9					
10					
11	Transfers to General Fund	8000-911			
12	Total Disbursements & Transfers		-	5,000.00	
13	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS				30,607.24
14	NECESSARY CASH RESERVE				10,000.00
15	TOTAL REQUIREMENTS				40,607.24
16	BEGINNING BALANCES, RECEIPTS, & TRANSFERS				
17	Cash Balance, 9-1		378.40	15,607.24	30,000.00
18	Investments, 9-1		15,000.00		10,607.24
19	Total Beginning Balance		15,378.40	15,607.24	40,607.24
20	LOCAL SOURCES				
21	Interest	1510			
22					
23	NON-REVENUE SOURCES				
24	Transfers from General Fund	5200	228.84	30,000.00	
25					
26					
27					
28	TOTAL RESOURCES AVAILABLE		15,607.24	45,607.24	40,607.24
29	Less: Disbursements & Transfers		-	5,000.00	
30	BALANCE FORWARD		15,607.24	40,607.24	

Note: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 28 must agree with TOTAL REQUIREMENTS on line 15 in the Adopted Column.

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District # **34-0001**

Line No.	CONTINGENCY FUND	Object/Source Number	ACTUAL 9-1-2018 to 8-31-2019 (Column 1)	ACTUAL/ESTIMATED 9-1-2019 to 8-31-2020 (Column 2)	ADOPTED 9-1-2020 to 8-31-2021 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2	Legal Services	2330			
3	Judgments/Settlements	820			
4					
5					
6					
7	Transfers to General Fund	8000-911			
8	Total Disbursements & Transfers		-	-	
9	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS				-
10	TOTAL REQUIREMENTS				-
11	BEGINNING BALANCES, RECEIPTS, & TRANSFERS				
12	Cash Balance, 9-1				
13	Investments, 9-1				
14	Total Beginning Balance		-	-	-
15	LOCAL SOURCES				
16	Interest	1510			
17					
18	NON-REVENUE SOURCES				
19	Transfers from General Fund	5200			
20					
21	TOTAL RESOURCES AVAILABLE		-	-	-
22	Less: Disbursements & Transfers		-	-	
23	BALANCE FORWARD		-	-	

2019-2020 Budgeted Calculation of Maximum Total Disbursements & Transfers

$$\begin{array}{rcl}
 \$ & 7,075,736.00 & \times .05 = \\
 \text{(Total Budget of Disbursements \& Transfers-General Fund)} & & \underline{353,786.80} \\
 \text{[From General Fund Line 33]} & & \text{(Column 3, Line 9 may not exceed this amount)}
 \end{array}$$

Note: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 21 must agree with TOTAL REQUIREMENTS on line 10 in the Adopted Column.

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District #

34-0001

Line No.	ACTIVITIES FUND	Object/Source Number	ACTUAL 9-1-2018 to 8-31-2019 (Column 1)	ACTUAL/ESTIMATED 9-1-2019 to 8-31-2020 (Column 2)	ADOPTED 9-1-2020 to 8-31-2021 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2			207,463.65	250,000.00	350,000.00
3					
4					
5					
6					
7					
8					
9					
10					
11	Transfers to General Fund	8000-911			
12	Total Disbursements & Transfers		207,463.65	250,000.00	
13	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS				350,000.00
14	NECESSARY CASH RESERVE				
15	TOTAL REQUIREMENTS				350,000.00
16	BEGINNING BALANCES, RECEIPTS, & TRANSFERS				
17	Cash Balance, 9-1		141,066.29	147,509.38	100,000.00
18	Investments, 9-1		11,360.42	11,503.17	79,012.55
19	Total Beginning Balance		152,426.71	159,012.55	179,012.55
20	LOCAL SOURCES				
21	Interest	1510			
22	Activities Receipts	1790	180,478.44	210,000.00	170,987.45
23	Admissions	1710			
24					
25	NON-REVENUE SOURCES				
26	Transfers from General Fund	5200	33,571.05	60,000.00	
27					
28	TOTAL RESOURCES AVAILABLE		366,476.20	429,012.55	350,000.00
29	Less: Disbursements & Transfers		207,463.65	250,000.00	
30	BALANCE FORWARD		159,012.55	179,012.55	

NOTE: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 28 must agree with TOTAL REQUIREMENTS on line 15 in the Adopted Column.

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District #

34-0001

Line No.	SCHOOL NUTRITION FUND	Object/ Source Number	ACTUAL 9-1-2018 to 8-31-2019 (Column 1)	ACTUAL/ESTIMATED 9-1-2019 to 8-31-2020 (Column 2)	ADOPTED 9-1-2020 to 8-31-2021 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2	Salaries	100's	75,968.31	78,000.00	86,000.00
3	Employee Benefits	200's	12,304.98	17,000.00	19,000.00
4	Purchased Services	300 / 400			
5	Supplies & Materials (Excluding Food)	610	12,811.38	13,000.00	14,000.00
6	Food	630	108,500.59	115,000.00	115,000.00
7	Capital Outlay (New & Replacement)	731, 733, 739	2,772.56	2,500.00	2,500.00
8	Dues and Fees		1,103.92	1,000.00	2,000.00
9	Miscellaneous		2,613.51	3,000.00	5,000.00
10					
11	Transfers to General Fund	8000-911			
12	Total Disbursements & Transfers		216,075.25	229,500.00	
13	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS				243,500.00
14	NECESSARY CASH RESERVE				51,378.48
15	TOTAL REQUIREMENTS				294,878.48
16	BEGINNING BALANCES, RECEIPTS, & TRANSFERS				
17	Cash Balance, 9-1		36,260.69	49,418.48	52,848.48
18	Investments, 9-1				
19	Total Beginning Balance		36,260.69	49,418.48	52,848.48
20	LOCAL SOURCES				
21	Interest	1510	26.97	30.00	30.00
22	Sale of Lunches/Milk	1610-1650	75,366.07	77,000.00	85,000.00
23	Other Receipts		367.70	400.00	400.00
24	STATE SOURCES				
25	State Reimbursement	3150	1,416.34	1,500.00	1,600.00
26					
27	FEDERAL SOURCES				
28	Federal Reimbursement	4210 / 4211	152,055.96	154,000.00	155,000.00
29					
30	NON-REVENUE SOURCES				
31	Transfers from General Fund	5200			
32					
33	TOTAL RESOURCES AVAILABLE		265,493.73	282,348.48	294,878.48
34	Less: Disbursements & Transfers		216,075.25	229,500.00	
35	BALANCE FORWARD		49,418.48	52,848.48	

NOTE: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 33 must agree with TOTAL REQUIREMENTS on line 15 in the Adopted Column.

School Nutrition Fund

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District #

34-0001

Line No.	BOND FUND	Object/ Source Number	ACTUAL 9-1-2018 to 8-31-2019 (Column 1)	ACTUAL/ESTIMATED 9-1-2019 to 8-31-2020 (Column 2)	ADOPTED 9-1-2020 to 8-31-2021 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2	Bond - Refunded	831			
3	Bond - Principal	831			
4	Bond - Interest	832	9,551.62		
5			400.00		
6	Transfers to General Fund	8000-911	150,665.32	161,452.66	
7	Interfund Loan/Repayment To _____ Fund				
8	Total Disbursements & Transfers		160,616.94	161,452.66	
9	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS				-
10	NECESSARY CASH RESERVE				
11	TOTAL REQUIREMENTS				-
12	BEGINNING BALANCES, RECEIPTS, & TRANSFERS				
13	Cash Balance, 9-1		92,688.87	161,452.66	
14	Investments, 9-1		124,298.34		
15	County Treasurers Balance, 9-1		34,843.62		
16	Total Beginning Balance		251,830.83	161,452.66	-
17	LOCAL SOURCES				
18	Carline Tax	1115			
19	Interest	1510	6,366.01		
20					
21			190.54		
22	STATE SOURCES				
23	Homestead Exemption	3130			
24	Pro-Rate Motor Vehicle	3180	182.03		
25					
26	Property Tax Credit				
27	NON-REVENUE SOURCES				
28	Sales of Bonds (Re-funding)	5101			
29	Transfers from General Fund	5200	34,982.61		
30			8,959.42		
31	Interfund Loan/Repayment From _____ Fund				
32	Total Available Resources Before Property Taxes		302,511.44	161,452.66	-
33	Personal and Real Property Taxes	1100	19,558.16		
34	TOTAL RESOURCES AVAILABLE		322,069.60	161,452.66	-
35	Less: Disbursements & Transfers		160,616.94	161,452.66	
36	BALANCE FORWARD		161,452.66	-	

PROPERTY TAX RECAP

-
-
-

1. Tax From Line 33
2. Compute County Treasurer's Commission at 1% of tax requirement.
3. Total Personal and Real Property Tax Requirement.

Note: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 34 must agree with TOTAL REQUIREMENTS on line 11 in the Adopted Column.

Bond Fund

School District Total Debt Outstanding as of September 1, 2020

The district officers of any school district in Nebraska shall have power, on the terms and conditions set forth in sections 10-702 to 10-716, to issue the bonds of the district for the purpose of (1) purchasing a site for and erecting thereon a schoolhouse or schoolhouses or a teacherage or teacherages, or for such purchase or erection, or purchasing an existing building or buildings for use as a schoolhouse or schoolhouses, including the site or sites upon which such building or buildings are located, and furnishing the same, in such district, (2) retiring registered warrants, and (3) paying for additions to or repairs for a schoolhouse or schoolhouses or a teacherage or teacherages.

School districts also have the ability to issue bonds as set forth in State Statute Section 79-10,110 for the purpose of paying amounts necessary for the abatement of environmental hazards, accessibility barrier elimination, or modifications for life safety code violations, indoor air quality, or mold abatement and prevention.

The District has the following debt outstanding as of September 1, 2020:
(Include Bond fund(s) and Qualified Capital Purpose Undertaking Fund)

Fiscal Year	Principal	Interest	Total
2020-2021	\$ 76,000.00	\$ 22,148.00	\$ 98,148.00
2022-2022	\$ 99,000.00	\$ 19,698.00	\$ 118,698.00
2022-2023	\$ 102,000.00	\$ 16,884.00	\$ 118,884.00
2023-2024 and thereafter	\$ 552,000.00	\$ 39,564.00	\$ 591,564.00
Total All Years	\$ 829,000.00	\$ 98,294.00	\$ 927,294.00

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District #

34-0001

Line No.	SPECIAL BUILDING FUND	Object/Source Number	ACTUAL 9-1-2018 to 8-31-2019 (Column 1)	ACTUAL/ESTIMATED 9-1-2019 to 8-31-2020 (Column 2)	ADOPTED 9-1-2020 to 8-31-2021 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2	Purchased Services	400			
3	Supplies	600	40,645.16		
4	Capital Outlay (New Only)	700's		250,000.00	302,911.39
5	Site Acquisition & Improvements	710		138,000.00	150,000.00
6	Building Acquisition & Improvement	720	31,323.24		
7	Loan Repayment	831 / 832			
8					
9	Interfund Loan/Repayment To _____ Fund				
10	Total Disbursements & Transfers		71,968.40	388,000.00	
11	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS				452,911.39
12	TOTAL REQUIREMENTS				452,911.39
13	BEGINNING BALANCES & RECEIPTS				
14	Cash Balance, 9-1		161,924.33	472,229.39	264,000.00
15	Investments, 9-1		131,321.17		
16	County Treasurer's Balance, 9-1		1.01		1,288.39
17	Total Beginning Balance		293,246.51	472,229.39	265,288.39
18	LOCAL SOURCES				
19	Carlline Tax	1115			
20	Interest	1510	2,167.06	2,200.00	
21	Miscellaneous Local Revenue		2,764.80	2,500.00	
22	Local Grant - thomas Foundation		246,000.00	138,000.00	150,000.00
23	STATE SOURCES				
24	Homestead Exemption	3130			
25	Pro-Rate Motor Vehicles	3180	2.69	3.00	
26					
27	Property Tax Credit	3131			
28	FEDERAL SOURCES				
29	Total Federal Receipts	4000's			
30	NON-REVENUE SOURCES				
31	Sale of Bonds	5101			
32	Long Term Loans	5400			
33	Sale of Property	5300			
34	Learning Community Property Taxes				
35	Interfund Loan/Repayment From _____ Fund				
36	Total Available Resources Before Property Taxes		544,181.06	614,932.39	415,288.39
37	Personal and Real Property Taxes	1100	16.73	38,356.00	37,623.00
38	TOTAL RESOURCES AVAILABLE		544,197.79	653,288.39	452,911.39
39	Less: Disbursements & Transfers		71,968.40	388,000.00	
40	BALANCE FORWARD		472,229.39	265,288.39	

PROPERTY TAX RECAP

1. Tax From Line 37	37,623.00
2. Compute County Treasurer's Commission at 1% of tax requirement.	380.00
3. Total Personal and Real Property Tax Requirement.	38,003.00

Note: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 38 must agree with TOTAL REQUIREMENTS on line 12 in the Adopted Column.

Special Building Fund

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District # **34-0001**

Line No.	QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND	Object/Source Number	ACTUAL 9-1-2018 to 8-31-2019 (Column 1)	ACTUAL/ESTIMATED 9-1-2019 to 8-31-2020 (Column 2)	ADOPTED 9-1-2020 to 8-31-2021 (Column 3)
1	DISBURSEMENTS & TRANSFERS				
2	Building & Site Improvement	720	268,873.30	800,000.00	296,139.00
3	Bond - Refunded	831	19,256.79	24,248.00	100,900.00
4	Bond - Principal	831		74,000.00	
5	Bond - Interest	832	19,173.70		
6			12,488.98		
7	Interfund Loan/Repayment To _____ Fund		34,982.61		
8	Total Disbursements & Transfers		354,775.38	898,248.00	
9	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS				397,039.00
10	NECESSARY CASH RESERVE				24,322.68
11	TOTAL REQUIREMENTS				421,361.68
12	BEGINNING BALANCES & RECEIPTS				
13	Cash Balance, 9-1		52,808.02	775,918.68	4,355.44
14	Investments, 9-1		56,359.28		
15	County Treasurers Balance, 9-1		4,355.44		4,137.24
16	Total Beginning Balance		113,522.74	775,918.68	8,492.68
17	LOCAL SOURCES				
18	Carline Tax	1115	2.37	3.00	
18	Interest	1510	7,072.35	6,000.00	
20			232.82	250.00	
21	STATE SOURCES				
22	Homestead Exemption	3130	2,326.10	2,500.00	
23	Pro-Rate Motor Vehicle	3180	225.52		
24					
25	Property Tax Credit	3131	6,955.94	7,000.00	
26	FEDERAL SOURCES				
27	Total Federal Receipts	4000's			
28	NON-REVENUE SOURCES				
29	Qualified School Construction Bonds	5301	903,000.00		300,000.00
30	Long Term Loans	5400			
31	Interfund Loan/Repayment From _____ Fund				
32	Total Available Resources Before Property Taxes		1,033,337.84	791,671.68	308,492.68
33	Personal and Real Property Taxes	1100	97,356.22	115,069.00	112,869.00
34	TOTAL RESOURCES AVAILABLE		1,130,694.06	906,740.68	421,361.68
35	Less: Disbursements & Transfers		354,775.38	898,248.00	
36	BALANCE FORWARD		775,918.68	8,492.68	

PROPERTY TAX RECAP

1. Tax From Line 33	112,869.00
2. Compute County Treasurer's Commission at 1% of tax requirement.	1,140.00
3. Total Personal and Real Property Tax Requirement.	114,009.00

Note: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 34 must agree with TOTAL REQUIREMENTS on line 11 in the Adopted Column.

Qualified Capital Purpose Undertaking Fund

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District #

34-0001

Line No.	COOPERATIVE FUND	Function/ Source Number	ACTUAL 9-1-2018 to 8-31-2019 (Column 1)	ACTUAL/ESTIMATED 9-1-2019 to 8-31-2020 (Column 2)	ADOPTED 9-1-2020 to 8-31-2021 (Column 3)
1	DISBURSEMENTS				
2	All Instruction	1000's / 1200's			
3	Support Services - Pupils (SPED and Non-SPED Related)	2100's			
4	Support Services - Staff	2200's			
5	Executive Administration Services	2320			
6	Office of the Principal	2410			
7	General Administration - Business Services	2500			
8	Community Services	3300			
9	State Categorical Programs	3500's			
10	Federal Programs	6000's			
11					
12					
13					
14	Total Disbursements		-	-	
15	TOTAL BUDGET OF DISBURSEMENTS				-
16	NECESSARY CASH RESERVE				
17	TOTAL REQUIREMENTS				-
18	BEGINNING BALANCES, RECEIPTS, & TRANSFERS				
19	Cash Balance, 9-1				
20	Investments, 9-1				
21	Total Beginning Balance		-	-	-
22	LOCAL SOURCES				
23	Tuition Received from Districts	1321			
24					
25	STATE SOURCES				
26	State Non-Categorical Programs				
27	State Categorical Programs	3500			
28					
29	FEDERAL SOURCES				
30	Federal Programs	4000's			
31					
32					
33	NON-REVENUE SOURCES				
34	Transfers from General Fund	5200			
35					
36	TOTAL RESOURCES AVAILABLE		-	-	-
37	Less: Disbursements		-	-	
38	BALANCE FORWARD		-	-	

NOTE: Pages should only be filled out by the school acting as the fiscal agent for the Cooperative. All schools show payment for services in the General Fund.

Note: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 36 must agree with TOTAL REQUIREMENTS on line 17 in the Adopted Column.

Cooperative Fund

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District #

34-0001

Line No.	STUDENT FEE FUND	Function/ Source Number	ACTUAL 9-1-2018 to 8-31-2019 (Column 1)	ACTUAL/ESTIMATED 9-1-2019 to 8-31-2020 (Column 2)	ADOPTED 9-1-2020 to 8-31-2021 (Column 3)
1	DISBURSEMENTS				
2	Extracurricular Activities				
3	Postsecondary Education				
4	Summer or Night School				
5					
6					
7					
8					
9					
10					
11					
12					
13					
14	Total Disbursements		-	-	
15	TOTAL BUDGET OF DISBURSEMENTS				-
16	NECESSARY CASH RESERVE				
17	TOTAL REQUIREMENTS				-
18	BEGINNING BALANCES & RECEIPTS				
19	Cash Balance, 9-1				
20	Investments, 9-1				
21	Total Beginning Balance		-	-	-
22	LOCAL SOURCES				
23	Interest	1510			
24	Extracurricular Activities Fees	1741			
25	Postsecondary Education Fees	1742			
26	Summer or Night School Fees	1743			
27					
28					
29					
30	NON-REVENUE SOURCES				
31					
32					
33					
34	TOTAL RESOURCES AVAILABLE		-	-	-
35	Less: Disbursements		-	-	
36	BALANCE FORWARD		-	-	

Note: To present a balanced budget, TOTAL RESOURCES AVAILABLE on line 34 must agree with TOTAL REQUIREMENTS on line 17 in the Adopted Column.

Notice of Special Hearing To Set Final Tax Request

Southern School District 1 (34-0001) in Gage County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1601.02, that the governing body will meet on the 14th day of September 2020 at to follow the Budget Hearing o'clock P.M., at Southern School District 1 Jr./Sr. High School Auditorium in Wymore, NE for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

	2019-2020	2020-2021	Change
Property Valuations	383,564,804	380,031,227	-1%

2019/20 Budget Information

2020/21 Budget Information

Fund	2019-2020 Operating Budget	2019-2020 Property Tax Request	2019 Tax Rate	Property Tax Rate (2019-2020 Request Divided By 2020 Valuation)	2020-2021 Operating Budget	2020-2021 Proposed Property Tax Request	Proposed 2020 Tax Rate	Change in Tax Rate	Change in Operating Budget
General Fund	6,925,230.00	3,989,074.00	1.040000	1.049670	7,075,736.00	3,952,324.00	1.040000	0%	2%
Bond Fund(s) K - 12			0.000000	0.000000	-	-	0.000000	#DIV/0!	#DIV/0!
Bond Fund(s) K - 8			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Bond Fund(s) 9 - 12			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Bond Fund			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Special Building Fund	642,718.51	38,356.00	0.010000	0.010093	452,911.39	38,003.00	0.010000	0%	-30%
Qualified Capital Purpose Undertaking Fund K - 12	1,013,464.00	115,069.00	0.030000	0.030279	397,039.00	114,009.00	0.030000	0%	-61%
Qualified Capital Purpose Undertaking Fund K - 8			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Qualified Capital Purpose Undertaking Fund 9 - 12			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Total	8,581,412.51	4,142,499.00	1.080000	1.090042	7,925,686.39	4,104,336.00	1.080000	0%	-8%

**2020/2021 TAX REQUEST RESOLUTION
FOR
GAGE COUNTY SCHOOL DISTRICT 34-0001**

WHEREAS, public was given at least five days in advance of a Special Public Hearing called for the purpose of discussing and approving or modifying the District's Tax Requests for the 2020-2021 school fiscal year for the General Fund, Bond Fund, Special Building Fund, and Qualified Capital Purpose Undertaking Fund of Gage County School District 34-0001; and,

WHEREAS, such Special Public Hearing was held before the Board of Education (hereinafter "the Board") of Gage County School District 34-0001 (hereinafter "the District") at the time, date, and place announced in the notice published in a newspaper of general circulation, a copy of which notice and proof of publication of which is attached hereto as Exhibit A, all as required by law; and,

WHEREAS, the Board provided an opportunity to receive comment, information and evidence from persons in attendance at such Special Hearing; and,

WHEREAS, the total assessed value of the property differs from last year's total assessed value by **-1%**; the tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property would be **\$1.090042** per \$100 of assessed value; the Southern School District #1 proposes to adopt a property tax requests that will cause its tax rate to be **\$1.080000** per \$100 of assessed value.

WHEREAS, based on the proposed property tax request and changes in other revenue, the total operating budget of Southern School District #1 will exceed last year's by **-8 percent**.

WHEREAS, the Board, after having reviewed the District's Tax Requests for each said fund, and after public consideration of the matter, has determined that the Final Tax Requests as listed below are necessary in order to carry out the functions of the District, as determined by the Board for the 2020-2021 school fiscal year.

NOW BE IT THEREFORE RESOLVED that (1) the Tax Request for the General Fund should be, and hereby is set at **\$3,952,324**; (2) the Tax Request for the Bond Fund should be, and hereby is set at **\$0**; (3) the Tax Request for the Special Building Fund should be, and hereby is set at **\$38,003** and (4) the Tax Request for the Qualified Capital Purpose Undertaking Fund should be, and hereby is set at **\$114,009**.

It is so moved by _____ and seconded by _____ this 14th day of September, 2020.

Roll Call vote as follows:

Angela Meyer	YES	NO
Betsy Frerichs	YES	NO
Carol Pralle	YES	NO
Dave Zimmerman	YES	NO
Emily Shockley	YES	NO
Jim Zvolanek	YES	NO

The undersigned herewith certifies, as Secretary of the Board of Education of Gage School District 34-0001, that the above Resolution was duly adopted by a majority of said Board at a duly constituted public meeting of said Board.

_____, Board Secretary