

Raymond Central Public Schools Board of Education Regular Meeting

Wednesday, June 10, 2020 at 6:00 PM Central

Raymond Central Jr-Sr High School - Swing Classroom #108

1800 West Agnew Road

Raymond, NE 68428-9783

Present: Scott Black, Matt Blanchard, Brad Breitreutz, Cathy Burklund, Dr. Harriet Gould, Lori Springer. Also attending were Dr. Derrick Joel, Superintendent; Allison Stansberry, Secondary Principal; Brian Gralheer, Asst Principal/Athletic Director; Shelly Dostal, Valparaiso Principal; and Ann Egr, Ceresco Principal.

Call to Order and Pledge of Allegiance

President Gould called the meeting to order at 6:08 PM and the Pledge of Allegiance was said.

Hearings for policies: 5415 Bullying - 5419 Restraint and Seclusion - 6400 Parent Involvement.

HEARINGS: President Gould announced that the Hearings for three policies (5415 Bullying, 5419 Restraint and Seclusion, 6400 Parent Involvement) were open for discussion. There was no public input and the Hearings were closed.

Motion to Excuse Board Member's Absence

All Board members were present.

Open Meeting Law

President Gould reminded the audience that the Open Meeting Laws would be followed.

Consent Agenda

Motion by Black, second by Breitreutz to approve the consent agenda as presented including the regular meeting minutes of May 13, 2020, May Financial Statement and June monthly bills. RCV 6-0. Motion carried.

Regular Minutes of May 13, 2020

Financial Statement/Report

Monthly Bills

Correspondence/Recognition

Photos of retirees receiving their Retirement Plaques were shared with the Board: Joyce Rezac started working at Raymond Central as Business Manager in 1986; Pam Rasmussen as High School Science Teacher in 1986; Mary Kelly as Elementary Teacher in 1989; and Jean Rempfer as Jr-Sr High School Art Teacher in 1996. Appreciation was extended to all for their hard work and dedication to RC.

Thank You Joyce Rezac, Pam Rasmussen, Jean Rempfer & Mary Kelly for a combined 123 years of service for Raymond Central

Public Forum

Raymond Central's Commitment to Action and Change Resolution - Dr. Gould

Dr. Gould discussed Raymond Central's Commitment to Action and Change Resolution in response to the current climate of racial disparity and justice.

Discussion Items

Administrative Reports

Submitted by Allison Stansberry, Jr-Sr High School Principal

As we wrapped up the 2019-2020 school year, I have spent some time reflecting on some of the positive things that have happened here at the Jr/Sr High. Some of these include: Building strong relationships with students, staff, and community members; Mrs. Osten receiving the Nebraska Middle School Counselor of the Year Award; Watching our wrestlers compete at State Duals for the first time in school history; Watching Logan Bryce, Connor Kreikemeier, and Mitch Albrecht all compete in the State Wrestling Championship and coming home with 3 runner-up Medals; Band receiving a superior rating for marching band for the first time in 11 years; Mrs. Newman "flipping" her Algebra classroom; Watching staff go into school closure with an open mind and willing to do "whatever it takes" for our students; Going to each staff member's house to deliver treats during the school closure; Delivering Cap & Gowns and treats to each member of the Class of 2020; Mrs. Enevoldsen being recognized for her hard work and time she has dedicated to the Speech Program; and Raymond Central's first ever Virtual Graduation Ceremony had over 700 views.

Student Check-In: We held student check-in the last week of school and it went very smoothly. We had three stations set up and Mr. Gralheer was out in the suburban directing students to one of the stations to help us not have any overlap at one of the stations. We had a 4th station set up where students would go if they owed any fines or dues and check materials. Once students turned in materials, they were given a green piece of paper that they took to the last station where Mrs. Osten would give students their materials from their lockers as well as their potential schedule for next school year. I was so grateful for all the staff that were willing to help out! We had secretaries, teachers, and paras all assisting with this process and it went very well because of them. It was definitely a team effort.

As we continue to look at what the 2020-2021 school year will look like, there is still a lot of uncertainty that surrounds us, however, there is no doubt we will come up with a solid plan that continues to support the needs of all of our students while continuing to provide grace and empathy. There are definitely things we could have done better but there are also things that went extremely well. Now the work is to bring both of those things together to come up with a better plan for the fall. From changing our philosophy in grading to making sure we are better prepared and equipped to handle the mental health of our students, there is a lot that we need to do this summer but the "Whatever it Takes" mentality is something we will continue to promote and push for as a staff.

Submitted by Brian Gralheer, Assistant Jr-Sr High School Principal/Athletic Director

After ten weeks of closure, it was nice to finally have students in our building. Our summer workout program officially kicked off on June 1st with solid numbers overall. We have five predetermined groups scheduled throughout the day on Mondays, Wednesdays, and Thursdays. I have been working with our coaches to create a solid safety plan while utilizing our weight room and outdoor space for summer workouts.

The booster club and I have decided to move the 2019-20 Spring Banquet to a virtual format due to concerns of construction and COVID. I will be in contact with coaches in the coming weeks to have that available in mid July.

During this time, I have provided a professional development opportunity to all RC Coaches. We are walking through a 3D Coaching Essentials Course and holding reflective roundtable discussions via

Zoom. 3D Coaching provides coaches with great resources to coach beyond the sport-specific training and strategy of the game and provides strategies to motivate and inspire student-athletes to challenge themselves individually and collectively. We have had some great discussions in our group. Coaches Placke, Houchin, Lillie, Prai, Rockemann, and myself have been walking through training with deep discussion over the content.

Keely, Steve, and I have continued researching different methods of live streaming all varsity events for the Fall. Due to the circumstances, we do not know what fall sports are going to look like, but I think this will be a valuable option if we are to have limited or no fans in the stands. Still more to come. I will be upgrading our Hudl subscription to include Hudl Focus, a camera that can be controlled remotely and can be used to livestream Gym events including concerts and other performances.

Jared and I have been in contact with Kyle Schwarting regarding the potential Walking/XC path on the south 67 acres. Kyle has agreed to smooth out some of the runoff ditches that have accrued over the years. This will help smooth out the entire surface including the perimeter, which is what we would like to use for our 1.5 mile trail. We hope to get some of the dirt moved around mid June. I will continue to update.

Submitted by Shelly Dostal, Elementary Principal at Valparaiso/K-5 Curriculum Director

Assessment, Curriculum and Instruction - Report cards have been mailed to families. Data that we have for the year has been compiled and is in the process of analysis. Mr. Steve Rose has been working with Power School and EduClimber to aggregate RC data. We will be attending training virtually this summer to learn the new system.

Professional Learning - ESU#2 is hosting various training sessions virtually this summer. New to the profession teachers will be attending the New Teacher Academy in August. A group of RC teachers are slated to attend a PLC conference in Omaha in July; so far, it is still on as scheduled. I have been attending a variety of webinars and zoom meetings through NDE, ESU, and other professional organizations. Administrators will be attending sessions about the grants this summer, too.

End of Year - Students were invited to participate in virtual track and field events during the week of May 11-15 organized by Ms. Kalyn Brannagan. The end of year "parade" was a big hit; it was wonderful for students and teachers to connect. A huge thank you to the Valparaiso Rural Fire District for the surprise drive by! A virtual Mustang Assembly to recognize students for their awards was recorded and sent out to families on May 15. Special thanks to Ms. Barb Schiefen for the outstanding video presentation of highlights throughout the year. Many grade level teachers also sent out recordings to their students to celebrate their learning. We are making plans to bring closure to the 2019-20 school year when students return to school in the fall.

Summer maintenance has begun. Thank you to our dedicated maintenance crew for their efforts. Many teachers now have a blue accent wall. Many of our support staff cleaned and organized space while students were not at school. As one teacher put it, my room is more organized now than it ever has been. The grounds have a facelift, too, so drive by and take a look. Kudos to all of these amazing staff!

Planning for 2020-21 - We wish Mary Kelly a happy retirement and Barb Schiefen all the best in her new position. The interview committee spent lots of time in zoom interviews, first screening, and then formally interviewing for our open positions. The committee worked diligently; it was a challenging process with many qualified candidates. We are excited to work with our new hires: Lori Morgan (elementary technology), Kathleen Cooper (5th grade), and Amy Ziegler (5th grade).

PTO - Thank you to the PTO for all their support throughout the year! A Mustang Day Out was hosted at Raymono's on May 15 to celebrate our year of learning.

Submitted by Ann Egr, Elementary Principal at Ceresco/Special Education Director

MUSTANG Award Winners: Due to COVID, teachers reached out to students during weekly ZOOM meetings. The teachers did an excellent job during this difficult time.

The end of the year was celebrated by a parade. Teachers lined the street, while keeping social

distancing, to let the students know they are missed. This was a needed closure for students and staff.

End of the year cleaning and building maintenance has begun.

Special Education-

Summer is a busy time for the end of the year Special Education reporting. Nebraska Department of Education (NDE) requires numerous reports for SpEd accountability. The Special Education Discipline Report, Snap Shot, and Non-public meeting are all due within the next two weeks.

Student Activity Involvement 2019-2020 (Chris Dickey)

Chris Dickey presented data regarding student participation in activities by each class as it increases/decreases for each activity.

Curriculum Report

Superintendent's Report

Thank you to everyone who made our end of the year run smooth. Once again we came together to ensure we closed out the school year while prioritizing the health and safety of all.

Summer Lunch Program Update - We have been searching for funding to serve a school lunch during the summer. We were excited to announce this week that starting June 15 we will serve school lunches for three weeks. As of this afternoon, we have 181 students signed up to participate in our Summer Lunch Program.

Reopening Schools Fall 2020 - We are working on our draft reopening plan for the fall. Ideas and guidance seem to be coming in daily. We still have more questions than answers, however, I feel confident in our plan moving forward.

Final Update Overview - None of us expected the school year to end this way and I am proud and thankful we have made the best of a challenging situation. This was the most disrupted school year in recent history and with all of the uncertainties, we still ended strong and are hopeful for the future.

While the goals help keep me focused and aligned during the school year, I could not have made it through the last three months without the support of the Raymond Central staff, teachers, administrators, families and students. After the March BOE meeting we truly entered unprecedented times that took true collaboration to develop a remote learning model for the district.

Ultimately we have seen a significant shift in how learning can be accessed by both students and staff. As we move into next year we must continue to learn, grow and do everything possible to ensure success for our students. We must embrace our new normal and develop creative and innovative ways to reach our students.

Goal 1: Continue a visible presence within the schools, the school community, and state.

This proved to be a difficult goal during the COVID-19 pandemic, however, I was able to stay visible through the use of ZOOM and other technology based resources.

Goal 2: Continue the creation of a 10-year facilities strategic plan for implementation that addresses maintenance and improvements for existing building assets.

Each month I update the Facility Priority List to reflect work that has been scheduled, completed or a price quote has been submitted. Due to school closure, we were able to complete a lot of smaller projects around the district that were not on the priority list, but needed to be done.

Goal 3: Develop progress monitoring tools to evaluate the effectiveness of district initiatives to ensure sustainability over time.

Last year we coined three words - People, PLCs, and Positivity. I believe that the blending of all three results in a learning environment our students deserve. Due to the COVID-19 pandemic, we had to create a remote learning plan to meet the needs of students. The planning and preparation for this was a collaborative effort and involved action solutions to many barriers that we came across. We are now reviewing feedback from students, teachers, and families and their perception of the district's remote learning plan to use to make modifications.

We are working on the development of our reopening plan. This plan will include several data collection mechanisms to determine where students are at in their academics in relationship to grade level. Data will be used to create individual learning plans for students to either close learning gaps or extend beyond the level of proficiency.

We have also been active in researching teacher evaluation models. This work was tabled due to school closure, however, will resume this fall. I expect this goal to move into the 2020-2021 school year as we continue our learning around MTSS, PLCs, and the EIR grant. At the end of the day, our data must show positive student gains in both academic and social emotional results.

Goal 4: Create a two-way proactive and cohesive communications plan to inform and educate students, staff, and community members on district issues.

Significant time and resources have been invested in the following: District website; BrightArrow; Culture and climate surveys; Remote Learning feedback; PLC reflections on remote learning, grading and assessment and curriculum maps; and Creation of an anonymous reporting app for students.

Next year we will research and implement communication software that will pair PowerSchool for easy parent-teacher communication, send and accept electronic forms, and have an easy to use app. Our goal is to simplify teacher and parent access by combining our resources into a one stop shop.

2019-2020 Raymond Central Strategic Plan

Facilities Report

With the school closure, we have been able to complete a lot of projects to date: painted accent walls at all three school sites; stripped and painted the pump house near the bus barn; removed the portable; cleaned and organized the bus barn; repaired and painted the exterior of the weight room; cleared out and replanted the landscaping at Val Elementary; cleaned out storage rooms at all school sites; stripped and painted stadium seats; tinned the storage shed on the football field; and others....

The TRANE project is now underway. Jared Shanahan is doing a fantastic job of overseeing the work and checking in when needed.

We are excited to announce a special project to expand our current bus barn. The facilities committee goal was to remove the portable to make room for additional bays to protect our transportation fleet. Kevin Wolfe came up to take a look and has offered to construct a double bay on the west side and two double bays on the east side for a reasonable price. This project would allow for us to park both small buses on the west side (12 months out of the year) and four large buses on the east side. As we continue to invest in our transportation fleet it is important we are able to keep them out of the natural elements as much as possible. Jared will work to secure an additional bid and a vote will be needed at the July BOE meeting.

The BOE Facility Committee will need to meet in late July or early August to develop a priority list for 2020-2021.

Review of Technology Plan

PowerSchool Add-On - Raymond Central Public Schools has the great opportunity for the upcoming 2020-2021 school year to partner with NebPS (Our Nebraska PowerSchool Cooperative) in

the implementation of two great plugins that will integrate with our current School Information System. The two programs are eCollect Forms and PowerSchool Enroll.

eCollect Forms is a plugin that will sync with our contact and student information to make the normal process of distribution and collection of forms and permissions from students and parents more seamless and efficient. This will allow us to digitally send out and collect our beginning of the year forms, athletic forms, permission slips, field trip permissions, and any other form that we need to create, send, and collect from parents and students. Not only will this save us time and money with printing and mailing, but it will also give us reports and evaluation of the forms in real-time to know who was reached, who returned, and who still needs to be contacted. It will sync with the students information in PowerSchool in the same format and program that we already use.

PowerSchool Enroll is a different plugin within PowerSchool that allows us to give parents the ability to update demographic and contact information within the PowerSchool App or in the online program. While admins will still need to approve the information, this will eliminate the need for multiple contacts in order for parents to make sure their current information is correct and updated. This will have the ultimate effect of aiding our ability to communicate more effectively with our parents and students as there will be less of a chance for their demographics and contacts to be out-of-date. The other positive to this plugin will be the creation of an "enrollment school" within our district dashboard that will automatically connect and enroll new parents when they move into the district and collect the forms and information needed to get them enrolled into our district faster. It will automatically generate their PowerSchool login and information to make sure they are set up and receiving communications from the district immediately.

The time and money saved with these programs will be invaluable as we move to make sure that our School Information System is fully functional and utilized to its full capacity as an effective means of communication and collection of information that all Parents, Students, and Staff can use for the benefit of our district.

Cost for the 2020-2021 School Year: Onboarding and Consulting Fee: \$3300 (one time, this year only); Cost per student: \$5 / students = Approximately \$3400

Expected launch Date: Form Creation and Adjustment throughout June and July with Forms ready for editing July 15th. Forms ready to be rolled out on August 1st.

Update of Raymond Central Crisis and Safety Protocol

Committee on American Civics (Breitkreutz - chair, Springer, Burklund)

Transportation Committee (Black- Chair, Breitkreutz, Springer)

Finance Committee (Springer- chair, Blanchard, Breitkreutz)

Facilities Committee (Blanchard- chair, Springer, Burklund)

Negotiations Committee (Black- chair, Gould, Blanchard)

Curriculum Committee (Gould - chair, Black, Burklund)

Policy Committee (Springer- chair, Gould, Black)

NASB Monthly Update

Review Student Participation Numbers (Chris Dickey Presentation)

Approval of Annual District Policy Updates (Perry Law Firm) - Consider, discuss and take all necessary action.

Motion by Breitkreutz, second by Burklund to approve updated policies: 1040-Annual Report; 5101-Student Discipline; 5103-Extracurricular Activity; 5406-Search and Seizure; 5506-Safe Pupil Transportation Plan; 6117-Ceremonies; and 6283A-Return to Learn Protocol. RCV 6-0. Motion carried.

Review Public Forum Presentation(s) - Consider, discuss, and take all necessary action

Motion by Black, second by Blanchard to adopt Raymond Central's Commitment to Action and Change Resolution in response to the current climate of racial disparity and justice. RCV 6-0. Motion carried.

Action Items

First Reading - Policy 6111 Classroom Environment

Motion by Burklund, second by Springer to approve the first reading of Policy 6111-Classroom Environment. RCV 6-0. Motion carried.

Approval of Software Unlimited School Accounting System

Motion by Springer, second by Breitreutz to approve the purchase of Software Unlimited School Accounting System for District office. RCV 6-0. Motion carried.

Approval of Substitute Teacher(s)

Motion by Breitreutz, second by Black to approve Robert Thompson as substitute teacher. RCV 6-0. Motion carried.

Approval of Surplus Item(s)

Motion by Breitreutz, second by Springer to approve 48 HP ProDesk 400 G1 Computers at \$50.00 each and 6 HP Pro 3130 Computers at \$15.00 each as surplus and to be purchased by Active Resource Company for prices listed. RCV 6-0. Motion carried.

Approval of Raymond Central Graduation Requirements (Standard Diploma)

Motion by Burklund, second by Blanchard to approve Raymond Central Graduation Requirements for Standard Diploma. RCV 6-0. Motion carried.

Approval of Policies: 5415 Bullying - 5419 Restraint and Seclusion - 6400 Parent Involvement.

Motion by Springer, second by Breitreutz to approve updated Policies 5415 Bullying, 5419 Restraint/Seclusion, and 6400 Parent Involvement. RCV 6-0. Motion carried.

Approval of Peggy Breitreutz and Cheryl Rieck as Authorized Signers for District Bank Accounts

Motion by Burklund, second by Black to approve Peggy Breitreutz and Cheryl Rieck as Authorized Signers for District Bank Accounts. RCV 6-0. Motion carried.

Approval of Hunter Addition Final Plat

Motion by Black, second by Burklund to approve the Ceresco Hunter Addition Final Plat. RCV 6-0. Motion carried.

Approval of Milk Bid 2020-2021

Motion by Springer, second by Black to approve Hiland Dairy as our milk supplier for the 2020-2021 school year. RCV 6-0. Motion carried.

Approval of Staff Resignation

Motion by Burklund, second by Gould to approve the resignation of Barb Schiefen, Elementary Teacher and Jr High Volleyball. RCV 6-0. Motion carried.

Approval of Staff Appointment(s)

Motion by Breitreutz, second by Springer to approve Amy Ziegler, BA, Step 1 as Elementary Teacher. RCV 6-0. Motion carried.

Approval of 2020-2021 Lunch Prices (No Increase)

Motion by Black, second by Blanchard to retain school breakfast and lunch prices for students and adults with no increase for the 2020-2021 school year. RCV 6-0. Motion carried.

Approval of Next Regular Board Meeting - Wednesday, July 15, 2020

Motion by Black, second by Blanchard to approve the next regular Board Meeting for Wednesday, July 15, 2020. RCV 6-0. Motion carried.

Adjournment

Motion by Gould, second by Breitreutz to adjourn the meeting at 7:12 PM. RCV 6-0. Motion carried.

Important Upcoming Dates:

- July 15 - BOE Retreat @ 4 PM
- July 15 - Regular BOE Meeting @ 6 PM - Mustang Room
- July 18 - Save the Date Graduation

Anti-Bullying Policy

One of the missions of the District is to provide a physically safe and emotionally secure environment for students and staff.

The administration and staff are to implement strategies and practices to reinforce and encourage positive behaviors by students. Positive behaviors include non-violence, cooperation, teamwork, understanding, and acceptance of others.

The administration and staff are to implement strategies and practices to identify and prevent inappropriate behaviors by all students, including anti-bullying education for all students. Inappropriate behaviors include bullying, intimidation, and harassment. Bullying means any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by the school being used for a school purpose by a school employee or designee, or at school-sponsored activities or school-sponsored athletic events.

Raymond Central has implemented a variety of supports and resources for students and staff. The following are examples, however, not an exhaustive list:

- Anonymous reporting app
- GoGuardian - Student Device Management Software
- K-12 Anti-Bullying Curriculum for Students
- 5th Grade Kindness Retreat
- Trauma-Informed Care Training for staff
- Mental Health First Aid Training for Staff
- 6-12 Onsite Mental Health Therapist (2 days per week)
- Project Harmony training for School Counselors

The school district shall review the anti-bullying policy annually.

Legal Reference: Neb. Rev. Stat. § 79-2,137
Student Discipline Act, Neb. Rev. Stat. §§ 79-254 to 79-296
NDE February 2003 State Board Action; Reaffirmed December 2005

Date of Adoption: April 20, 2009
Date of Revision: June 10, 2019

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Use of Restraints and Seclusion

This policy sets forth the requirements, restrictions and procedures related to the use of physical restraints and seclusions at Raymond Central Public Schools.

Definitions

1. **Physical Restraint.** Physical restraint means one or more persons using a physical hold to restrict a student's freedom of movement as a response to student behavior. A light touching of a student while conducting a physical escort or a touching to provide instructional assistance is not a physical restraint for purposes of this Guidance.
2. **Seclusion.** Seclusion is the involuntary confinement of a student alone in a room or area from which the student is physically prevented from leaving as a response to student behavior. Seclusion is distinguishable from an in-school suspension, in which other students or adults may be present. While students are required to remain in the in-school suspension area, the students are not physically prevented from leaving.

Physical Restraint

1. **When Physical Restraint May be Used.** Physical restraint may be used in the following circumstances:
 - To prevent a student from completing an act that would result in injury to the student or others when there is a substantial risk that the student would commit the act.
 - A verbal threat by a student does not present a substantial risk that a student would commit an aggressive act unless the student also demonstrates the ability and intent to carry out the threat.
 - Destruction of or damage to property does not present a substantial risk of personal injury unless personal injury would be caused as a result of the destructive act (for example, throwing sharp or heavy objects when others are present, or the person whose property is about to be destroyed is likely to react physically if the person's property were destroyed). (Note: If a student is about to destroy or damage property, the act of grasping the student's arm or leg solely to prevent the striking, throwing or kicking of the item is not prohibited).
 - To move a student to a seclusion room, or to remove a student to another location because the student is creating a substantial disruption to others, in circumstances where the student is unable to be moved or removed without the use of physical restraint; and
 - In circumstances where the student's IEP or a Behavioral Plan provides for the use of physical restraint in circumstances other than the foregoing. If it is anticipated that physical restraint may need to be used with a special education student, the IEP team is to discuss and include use of physical restraint in the student's IEP if the IEP team determines use of physical restraint to be appropriate. (Note: IEPs or Behavioral Plans should not provide for such physical restraint except in those circumstances where the professional staff determines that non-aversive or positive intervention strategies would not be effective).

Physical restraint may not be used:

- When a known medical or psychological condition contraindicates its use.
- As a form of punishment.

2. **Conditions.** Use of physical restraint shall take into consideration the safety and security of the student:
 - In determining whether a student who is being physically restrained should be removed from the area where such restraint was initiated, the staff shall consider the potential for injury to the student, the student's privacy interests, and the educational and emotional well-being of other students in the vicinity.
 - If physical restraint is imposed upon a student whose primary mode of communication is sign language or an augmentative mode, the student shall be permitted to have his or her hands free of restraint for brief periods, unless staff determines that such freedom appears likely to result in harm to the student or others.
3. **Timeline.** Physical restraint is to be used only as long as necessary to resolve the reason for which it was initiated.
4. **Training.** Physical restraint shall be applied only by individuals who have received systematic training that includes all the elements described below. An individual who applies physical restraint shall use only techniques in which he or she has received such training within the preceding two (2) years.

Training with respect to physical restraint may be provided either by the School District or by an external entity and shall include, but need not be limited to:

- Appropriate procedures for preventing the need for physical restraint, including the de-escalation of problematic behavior, relationship-building, and the use of alternatives to restraint;
- A description and identification of dangerous behaviors on the part of students that may indicate the need for physical restraint and methods for evaluating the risk of harm in individual situations in order to determine whether the use of restraint is warranted;
- The simulated experience of administering and receiving a variety of physical restraint techniques, ranging from minimal physical involvement to very controlling interventions;
- Instruction regarding the effects of physical restraint on the person restrained, including instruction on monitoring physical signs of distress and obtaining medical assistance;
- Instruction regarding documentation and reporting requirements and investigation of injuries and complaints; and
- Demonstration by participants of proficiency in administering physical restraint. An individual may provide training to others in a particular method of physical restraint only if he or she has completed training in that technique that meets the foregoing requirements within the preceding one-year period.

Seclusion

1. **When Seclusion May be Used.** Seclusion may be used in the following circumstances:
 - When a student's behavior is so out of control that the student's behavior creates a risk of injury to the student or others;
 - When a student's behavior is so out of control that the student is causing a substantial disruption to school activities and there is no other technique and no other place the student may be moved to prevent continued disruption;
 - When a student's behavior is so out of control that the student is unable to engage in educational activities and there is no other technique that could reasonably be employed to allow the student's emotions to cool down and engage in appropriate behaviors and educational activities; and
 - The student has an IEP or a Behavioral Plan which provides for the use of seclusion in circumstances other than the foregoing. If it is anticipated that seclusion may need to be used with

a special education student, the IEP team is to discuss and include use of seclusion in the student's IEP if the IEP team determines use of seclusion to be appropriate. (Note: IEPs or Behavioral Plans should not provide for use of seclusion except in those circumstances where the professional staff determines that non-aversive or positive intervention strategies would not be effective).

Seclusion may not be used:

- When a known medical or psychological condition contraindicates its use.
- As a form of punishment.

2. Conditions. Use of seclusion shall take into consideration the safety and security of the student. Enclosures used for seclusion, other than enclosures used on a temporary basis, shall:

- Have the same ceiling height as the surrounding room or rooms and be large enough to accommodate not only the student being isolated but also any other individual who is required to accompany that student.
- Be constructed of materials that cannot be used by students to harm themselves or others, be free of electrical outlets, exposed wiring, and other objects that could be used by students to harm themselves or others, and be designed so that students cannot climb up the walls (including walls far enough apart so as not to offer the student being isolated sufficient leverage for climbing).
- If an enclosure used for isolated time out is fitted with a door, the door shall either be a steel door or a wooden door of solid-core construction. If the door includes a viewing panel, the panel shall be unbreakable.
- Be designed to permit visual monitoring of and communication with the student sufficient to ensure the student's safety and security. For students who do not communicate verbally, arrangements shall be made to permit the student to periodically communicate the student's needs.
- If a locking mechanism is used on the enclosure, the mechanism shall be constructed so that it will engage only when a key, handle, knob, or other similar device is being held in position by a person, unless the mechanism is an electrically or electronically controlled one that is automatically released when the building's fire alarm system is triggered. Upon release of the locking mechanism by the supervising adult, the door must be able to be opened readily.

The procedures for use of seclusion include:

- An adult who is responsible for supervising the student shall remain within close proximity of the enclosure.
- The adult responsible for supervising the student must periodically check on the student visually if possible.

3. Timeline. A student shall not be kept in seclusion for more than 20 minutes after the student ceases presenting the specific behavior for which isolated time out was imposed or any other behavior for which isolated time out would be an appropriate intervention.

4. Training. Orientation will be provided to staff members who are anticipated to be involved in the use of seclusion. The orientation shall cover the procedures contained in this Guidance.

Documentation and Evaluation

1. Documentation of Use of Physical Restraint or Seclusion. A written record of each use of seclusion or physical restraint shall be prepared and maintained in the student's temporary record. The student's case manager, if any, shall also maintain a copy of each such record. Each such record shall include:

- The student's name;
- The date of the incident;
- The beginning and ending times of the incident;
- A description of any relevant events leading up to the incident;
- A description of any interventions used prior to the implementation of physical restraint or seclusion;
- A description of the incident and/or student behavior that resulted in implementation of physical restraint or seclusion;
- A log of the student's behavior during physical restraint or seclusion, including a description of the restraint technique(s) used and any other interaction between the student and staff;
- A description of any injuries (whether to students, staff, or others) or property damage;
- A description of any planned approach to dealing with the student's behavior in the future;
- A list of the school personnel who participated in the implementation, monitoring, and supervision of physical restraint or seclusion;
- The date on which the parent or guardian was notified.

The record shall be completed by the beginning of the school day following the use of seclusion or physical restraint.

2. Notification of Administration. The Superintendent or Superintendent's designee shall be notified of the incident as soon as possible, but no later than the end of the school day on which it occurred.
3. Notification of Parent or Guardian. Within 24 hours after use of seclusion or physical restraint, the Superintendent or Superintendent's designee shall send written notice of the incident to the student's parents or guardians, unless the parent or guardian has provided the District a written waiver of this requirement for notification. The notice shall inform the parent of the date of the incident, a description of the intervention (physical restraint or seclusion) used, and who at the school may be contacted for further information.
4. Evaluation. An evaluation shall be conducted whenever a physical restraint exceeds 15 minutes or results in physical injury, whenever a seclusion exceeds 30 minutes, or use of physical restraint or seclusion is repeated with an individual student during any three-hour period:
 - A certified staff person trained in the use of physical restraint, or knowledgeable about the use of seclusion, as applicable, shall evaluate the situation.
 - The evaluation shall consider the appropriateness of continuing the procedure in use, including the student's potential need for medication, nourishment, or use of a restroom, and the need for alternate strategies (e.g., assessment by a mental health crisis team, assistance from police, or transportation by ambulance).
 - The results of the evaluation shall be committed to writing and copies of this documentation shall be placed into the student's temporary student record and provided to the Superintendent or Superintendent's designee.

Date of Adoption: July 19, 2010

Date of Revision: June 10, 2019

Parental/Community Involvement in Schools

Lancaster County School District No. 55-0161 a/k/a Raymond Central Public Schools, after having conducted a public hearing concerning parental involvement and participation, declares that it shall be the policy of the District:

1. In the event any parent has a complaint or objection to textbooks, tests, curriculum materials, and any other instructional materials, the parent may request a personal conference with the parent and appropriate school personnel to discuss such concerns as the superintendent or designee may deem appropriate. The Superintendent or designee shall prepare a complaint form which may be used by a parent to express objections to any such instructional material. Such complaint forms shall seek information including, but not limited to, the specific instructional material complained of, the reason for the complaint, and a proposed resolution of the complaint by the parent.
2. Upon reasonable advance request a parent will be permitted to attend and monitor courses, assemblies, counseling sessions, and other instructional activities unless the school determines that such attendance would substantially interfere with a legitimate school interest, which includes the interests of the parent's child, other students, and the educational staff.
3. Parents are encouraged to communicate to school staff when the parent believes it to be appropriate for their child to be excused from testing, classroom instruction, and other school experiences that the parent finds objectionable. The Superintendent or designee shall make a provision on the complaint form hereinabove referenced for receiving information from a parent concerning what specific testing, classroom instruction, or other school experience the parent finds objectionable, the basis for the parent's objection and a proposed solution for dealing with the objection that would be satisfactory to the parent and consistent with the mission of the District and legitimate school interests.
4. Upon request of a parent, the District will provide access to the education records of their child consistent with applicable law. Access will be provided during regular business hours of the school.
5. The District will notify parents when their child may be subjected to a standard norm referenced or criterion referenced test or standard tests such as but not limited to the Iowa Test of Basic Skills or the California Achievement Test. When reasonable to do so or required by law the parents will be notified of where a sample of such test might be observed and the date upon which such test will be administered. As to all testing by the District, experimental evaluation methodologies, experimental testing instruments and any testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student, or parent or guardian of such student shall be prohibited unless a parent requests in writing that such tests be administered to their child.
6. Prior to any school sponsored survey being administered to the students of the District, it shall be the responsibility of the Superintendent or designee to notify the parent or parents of each student involved in the survey of the nature of the survey, the date and time when such survey shall be administered, and the purpose for which and the uses of which survey exist from the school's perspective.
7. As a general matter substantive decision-making processes will be left to the judgment to the professional staff, administration and the Board of Education, subject to an effort to receive information from parents as to any concerns, objections, or other information such parents would wish to provide to the school district concerning a parent's access, involvement, and participation in activities of the school.

Legal Reference: Neb. Rev. Stat. §§ 79-530 to 79-533
Family Educational Rights and Privacy Act, 20 U.S.C. 1232g
Protection of Pupil Rights Amendment, 20 U.S.C. 1232h

Date of Adoption: May 18, 2009
Date of Revision: June 10, 2009

Complaint or Objection Form

This complaint form may be used by a parent or legal guardian to express objections to any such curriculum/instructional material. Such complaint forms shall seek information including, but not limited to, the specific curriculum/instructional material complained of, the reason for the complaint, and a proposed resolution of the complaint by the parent.

Parent/Guardian: _____ Phone: _____

Address: _____

Curriculum/Instructional Material Complained of: _____

Reason for Complaint: _____

Proposed Resolution: _____

Signature of Parent/Guardian

Date of Adoption: August 16, 2010
Date of Revision: June 4, 2018

Raymond Central Public Schools Board of Education Regular Meeting

Wednesday, May 13, 2020 at 6:00 PM Central

Raymond Central Jr-Sr High School - Swing Classroom #108

1800 West Agnew Road

Raymond, NE 68428-9783

Present: Scott Black, Matt Blanchard, Brad Breitreutz, Cathy Burklund, Dr. Harriet Gould, Lori Springer. Also attending were Dr. Derrick Joel, Superintendent; Allison Stansberry, Secondary Principal; Brian Gralheer, Asst Principal/Athletic Director; Shelly Dostal, Valparaiso Principal; and Ann Egr, Ceresco Principal.

Call to Order and Pledge of Allegiance

President Gould called the virtual meeting to order at 6:00 PM and the Pledge of Allegiance was said.

Motion to Excuse Board Member's Absence

A members were present.

Open Meeting Law

President Gould reminded the audience that the Open Meeting Laws would be followed.

Consent Agenda

Motion by Black, second by Springer to approve the consent agenda as presented including the regular meeting minutes of April 15, 2020; April Financial Statement; and May monthly bills. RCV 6-0. Motion carried.

Regular Minutes of April 15, 2020

Financial Statement/Report

Monthly Bills

Correspondence/Recognition

Appreciation was extended to teachers, educators and all staff for their hard work in playing such an important role in shaping our children's education, especially during this unprecedented time!

Public Forum

Discussion Items

Administrative Reports

Submitted by Allison Stansberry, 6-12 Principal

Graduation: We will go live with a virtual ceremony on May 16 at 2:00 PM. The ceremony will go live on the School Website under the link "Class of 2020". It will also be on social media. Aspen Video will be creating the video. RCEF has bought each senior a digital copy and DVD of the ceremony.

Cap and Gown Delivery: Mr. Gralheer, Mrs. Osten, and myself spent the day on April 24 driving around to each seniors house to deliver Cap and Gowns, Diploma Covers, and other goodies! It was so great to see them even if it was for a short amount of time!

Teacher Appreciation: For Teacher Appreciation Week, deliveries were made to each teacher with signs purchased by RCEF and Bundt Cakes!

Student Check In: Student check-in begins Wednesday, May 13 with the seniors. At this time, seniors will receive their signed diplomas and transcripts. Students in grades 6-11 will check out May 14-May 16. We will be following CDC guidelines and having stations set 6-10 feet apart and no more than 10 students signed up at a time. Thanks goes out to Mr. B, Mrs. Tvrdy, Ms. Buresh, and Mrs. Oldfield for cleaning and bagging up the lockers!

Senior Signing Day: Although we couldn't continue the tradition of our signing day with seniors, we

will have a booth set up for senior check-in where we will still do a signing day. Photos/Video will be posted to social media following!

Congratulations to Mrs. Enevoldsen! Mrs. Enevoldsen was recognized by the National Speech and Debate Association for her exemplary volunteerism to promote speech and debate!

NHS: Although we were unable to have an induction ceremony, we still recognized those students being inducted for the 2019-2020 school year by creating a video that was put onto social media!

Retirement Party: We are having a card shower honoring our retirees! We are having individuals mail cards to the High School with attention to the name of the retiree. We will then create a basket for each retiree and deliver it to their house!

Submitted by Brian Gralheer, Activities Director/Assistant Principal

As the end of the school year nears, I have completed the activity participation report for the Jr/Sr High School. Please note the following:

	Fall				Winter			Spring		
	Football	Cross Country	Softball	Volleyball	Boys Basketball	Girls Basketball	Wrestling	Baseball	Girls Track	Boys Track
HS	37	11	15	27	22	21	23	40 (17 RC)	18	11
JH	28	9	NA	34	30	15	21	NA	22	35
	Band	Choir	Spanish Club	FBLA	Speech	Drill Team	Cheer	Skills USA	FFA	One Act
HS	37	22	46	65	14	6	17	13	24	20
JH	45	59	NA	23	28	NA	NA	5	22	NA

Since the spring season was cancelled, we will move forward with the following lettering criteria: Soccer - Coach created an online classroom where certain benchmarks needed to be made (workouts, coursework, activities, etc) in order to earn a letter for Spring 2020 season. Baseball and Track - All Seniors will letter (2 in baseball, 1 in Track). Athletes will be able to earn a "Two-for-one" deal in spring of 2021. If a spring 2020 participant letters in spring 2021, that participant will also earn a retroactive letter for spring 2020.

The booster club and I have decided to set a tentative date of Thursday, July 16 for the Spring Athletic Banquet. The status of this event will mirror the decision of the July 18 graduation date for the Class of 2020. In the event we are not able to have the banquet, we will look into virtual options.

During this time, I have provided a professional development opportunity to all RC Coaches. We are walking through a 3D Coaching Essentials Course and holding reflective roundtable discussions via Zoom. 3D Coaching provides coaches with great resources to coach beyond the sport-specific training and strategy of the game and provides strategies to motivate and inspire student-athletes to challenge themselves individually and collectively.

I have been working closely with Keely Reinert and Steve Rose to develop a method of live streaming all varsity events for the Fall. Due to the circumstances, we do not know what fall sports are going to look like, but I think this will be a valuable option if we are to have limited or no fans in the stands. More to come.

Jared and I have been in contact with Kyle Schwarting regarding the potential Walking/XC path on the south 67 acres. Kyle has agreed to smooth out some of the runoff ditches that have accrued over the years. This will help smooth out the entire surface including the perimeter, which is what we would like to use for our 1.5 mile trail. I would like to thank Kyle for his willingness to help us out.

I would also like to thank Jared, Ron, and Steve for their work in organizing all the school vehicles to

send a special message to our class of 2020.

Submitted by Shelly Dostal, Elementary Principal at Valparaiso/K-5 Curriculum Director

Assessment - All State Testing has been waived due to COVID-19 School Closure. All elementary program assessment data is to be turned in by teachers by May 20 to Mrs. Dostal for analysis this summer. As next school year begins, diagnostic data will be used to make instructional decisions. We will follow the Remote Learning Grading and Assessment plan for the fourth quarter. Report Cards will be mailed to families at the end of May.

Professional Learning - PLCs will meet for the last time this year on May 18 or 19. Reflections, discussions, and data will be completed. Some teachers will be participating in summer learning opportunities whether that be at the local, state, or college level. We have a group of teachers registered to attend a PLC Solution Tree Workshop in Omaha in July. The AdvancED/SIP team met to create surveys about end of the year and remote learning. Data collected will be used to make instructional decisions.

Planning for 2020-2021 - Plans are underway for next school year. We will have visitation time before school starts for the new kindergarten class as long as we are allowed. Sixth grade staff will work with Fifth Grade staff to help transition students. We are making plans for a transition time for all other elementary grade levels as we begin school in August.

PTO - We are thankful for the diligent efforts throughout the year by the PTO to support our students and staff. Thank you to the PTO for helping to purchase the signs to place in teachers yards to celebrate Teacher Appreciation Week. The last Mustang Dining Out Day will be May 15 with Raymono's donating a percentage of the day's sales to the PTO.

Other happenings at Valparaiso:

- Great job to Mrs. Kristine White and Mrs. Kendra Carlson for organizing an awesome plant sale on May 2! Thank you to everyone who purchased plants and to those who volunteered.
- We are looking forward to our Field Day/Week on May 11-15. Thank you to Ms. Kalyn Brannagan for facilitating these activities remotely and for RC PTO for allowing us to post on the Facebook page.
- All Backpack families are receiving gift cards to purchase extra food for the summer months. Thank you to all who support this program!
- An end of year virtual Awards Assembly will be held on May 15. We will recognize students for a variety of accomplishments. We will also send out an end of year video to families.
- A huge shout out to our fantastic RC staff for all their work during the Remote Learning time. Their dedication, professionalism, and creativeness was showcased during this time. I'm so proud of our staff!

Curriculum Report

Superintendent's Report

Thank you to the RC Foundation and PTO for their contributions to making Teacher/Educator Appreciation week meaningful for our staff!

After our last day of school, May 15, we will submit an affidavit of closure of our attendance centers. This is needed due to our loss of instructional hours.

Congratulations to our graduating class of 2020. On Saturday we will launch Raymond Central's first Virtual Graduation. Our hope is to still have a traditional ceremony on July 18th.

Civic Nebraska has announced Kara Nelson as the Raymond Central Director of the Before and After School Program. Civic Nebraska also announced Raymond Central has been awarded a \$30,000 startup grant from Beyond School Bells.

Our Partnership with DiscoveryEd went public last week. Check out the press release - <https://www.discoveryeducation.com/details/nebraskas-raymond-central-school-district-expands->

[collaboration-with-discovery-education-to-accelerate-efforts-to-prepare-all-students-for-college-and-career/](#).

\$1 Million Disaster Grant - The ESU 2 received official notification that our submission to SAMHSA for the Disaster Response grant submitted in February has been awarded \$1 million dollars for an 18-month project. The start date of this project is May 1, 2020. The project will support the following activities: Funding to support crisis team development/revisions with support from the [National Center for School Crisis and Bereavement](#) to include mental health/trauma informed practices; funding to provide stipends for non-contract training days for school staff (teachers, paras, administrators, support personnel) to receive up to 3 days of [Trauma-informed Care](#) and 2 days of [Mental Health first Aid](#) training; funding to train school counselors to become certified facilitators of [SSET](#) (A tier 2 group intervention to support social-emotional needs of students); funding to train school psychologists and LMHP/Social workers in [CBITS](#) and [Bounce Back](#) (A tier 2 group intervention to support students experiencing trauma); and funding to support access to LMHP counseling for students and families (A tier 3 intervention for students in crisis/need caused by the trauma of the 2019 floods/displacement). Our project partners include: National Center for School Crisis and Bereavement, [Project Harmony](#), [Capstone Behavioral Services](#), and [Lutheran Family Services](#).

Goal 1: Continue a visible presence within the schools, the school community, and state.

Goal 2: Continue the creation of a 10-year facilities strategic plan for implementation that addresses maintenance and improvements for existing building assets.

Goal 3: Develop progress monitoring tools to evaluate the effectiveness of district initiatives to ensure sustainability over time.

Goal 4: Create a two-way proactive and cohesive communications plan to inform and educate students, staff, and community members on district issues.

2019-2020 Raymond Central Strategic Plan

Facilities Report

We have completed a few priority items: Scott's Plastery repaired and painted stucco on the exterior of the Val Gym; front steps at the Jr/Sr High School were repaired; and exterior wall of the weight room was repaired and painted. We have also completed several smaller projects around the district over the last month: accent walls were painted at all three school sites; shed next to the FB field has been tinned; football bleachers were stripped and painted; the portable has been removed; and the bus barn cleaned and organized.

Review of Technology Plan

End of the year will require the collection of student devices. Student devices will be clean, updated, repaired and inventoried for the next year. The technology PLC continues to support through remote learning (both from an instruction and troubleshooting aspect). Keely Reinert will be doing summer work around our building sites to keep everything updated and in working order.

Update of Raymond Central Crisis and Safety Protocol

As the district prepares to end the school year, the focus has been on sanitation and following CDC guidelines. The district will continue to monitor the COVID-19 impact on the start of school for next year.

Committee on American Civics (Breitkreutz - chair, Springer, Burklund)

Transportation Committee (Black- Chair, Breitkreutz, Springer)

Finance Committee (Springer- chair, Blanchard, Breitkreutz)

Facilities Committee (Blanchard- chair, Springer, Burklund)

Negotiations Committee (Black- chair, Gould, Blanchard)

Curriculum Committee (Gould - chair, Black, Burklund)

Policy Committee (Springer- chair, Gould, Black)

NASB Monthly Update

Lease Purchase Terms and Agreement - Consider, discuss, and take all necessary action

Motion by Blanchard, second by Breitreutz to approve a Resolution authorizing the District to enter into a Lease-Purchase Agreement with a bank, in the principal amount not to exceed \$1,700,000 to provide financing for a portion of the costs of acquiring various items of HVAC equipment and related improvements in and for the District's facilities; providing for the pledge and levy of certain funds for the payment of such Lease-Purchase Agreement and authorizing and approving related matters. RCV 6-0. Motion carried.

Review Public Forum Presentation(s) - Consider, discuss, and take all necessary action

Action Items

Approval of Staff Appointment(s)

Motion by Black, second by Burklund to approve staff appointments of: Kathleen Cooper, Valparaiso Elementary Teacher, BA+18, Step 1; Lori Morgan, Elementary Technology Teacher, MA, Step 7; Terran Benes, Assistant Softball Coach, Step 1; Ryan Hitz, Assistant Football, Step 1; and Corey Serrano, Assistant Football, Step 1. RCV 6-0. Motion carried.

Approval of Multicultural Report(s)

Motion by Burklund, second by Black to approve the K-12 Multicultural Education Reports from Ceresco, Valparaiso, and Jr-Sr High School as presented. RCV 6-0. Motion carried.

Amend Policy #5303 - Secret Organization, Hazing, Fundraising, and Supervision

Motion by Springer, second by Burklund to approve amended Policy 5303 - Secret Organization, Hazing, Fundraising, and Supervision. RCV 6-0. Motion carried.

Approval of June 10, 2020 at 6:00 PM Hearing for the following policies: 5415 Bullying - 5419 Restraint and Seclusion - 6400 Parent Involvement

Motion by Black, second by Springer to approve the June 10, 2020 annual Hearing for Policies 5415 Bullying, 5419 Restraint and Seclusion, and 6400 Parent Involvement. RCV 6-0. Motion carried.

Approval of Next Regular Board Meeting - Wednesday, June 10, 2020

Motion by Black, second by Blanchard to approve the next regular Board Meeting for Wednesday, June 10, 2020. RCV 6-0. Motion carried.

Adjournment

Motion by Breitreutz, second by Blanchard to adjourn the meeting at 6:36 PM. RCV 6-0. Motion carried.

Important Upcoming Dates:

- May 15 - Last Day of School for Students
- May 16 - Virtual Graduation @ 2:00 PM
- June 10 - Regular BOE Meeting @ 6 PM (Zoom TBD)
- July 18 - Save the Date Graduation

RAYMOND CENTRAL PUBLIC SCHOOLS
 FINANCIAL REPORT TO THE BOARD OF EDUCATION
 POOLED CASH - BANK RECONCILIATION
 May 31, 2020

	5/01/2020 Thru 5/31/2020	5/1/2019 Thru 5/31/2019
Book Balance - Beginning of month	\$ 2,790,308.89	\$ 1,985,485.70
Total Receipts	\$ 1,712,580.77	\$ 1,966,862.57
Total Disbursements	\$ (651,968.49)	\$ (697,834.47)
Actual Book Balance - End of Month	\$ 3,850,921.17	\$ 3,254,513.80
Bank Balance - Beginning of month	\$ 2,889,540.83	\$ 2,103,018.72
Deposits	\$ 1,711,251.44	\$ 1,971,178.34
Interest	\$ 1,329.33	\$ 1,446.06
Total Receipts	\$ 4,602,121.60	\$ 4,075,643.12
Total Warrants	\$ (667,701.49)	\$ (734,199.56)
a		
Bank Balance - End of Month	\$ 3,934,420.11	\$ 3,341,443.56
Plus Outstanding Deposits	\$ 95.00	\$ 229.42
Less Outstanding Checks	\$ (83,593.94)	\$ (87,159.18)
Reconciled Bank Balance - End of month	\$ 3,850,921.17	\$ 3,254,513.80

RAYMOND CENTRAL PUBLIC SCHOOL
FINANCIAL STATEMENT - JUNE 1, 2020

GENERAL FUND

Cash Balance - May 1, 2020		\$2,790,213.89
May Receipts		\$1,711,346.44
May Interest Earned		<u>\$1,329.33</u>
	Total May Receipts	\$4,502,889.66
May Disbursements		<u>\$651,968.49</u>
	Cash Balance - June 1, 2020	\$3,850,921.17

LUNCH FUND

Cash Balance - May 1, 2020		\$150,731.38
Deposits		\$443.88
ALA Carte, Milk, Kdg Milk, Snack & Other		\$0.00
Federal Reimbursement		\$1,817.34
State Reimbursement		\$0.00
Transfer from General Fund		\$0.00
Interest Earned on NOW Account		<u>\$17.84</u>
	Total May Receipts	\$153,010.44
Salaries		\$15,795.50
Other Purchases		<u>\$3,153.30</u>
	Total May Disbursements	\$18,948.80
	Cash Balance - June 1, 2020	\$134,061.64

SINKING FUND

Cash Balance - May 1, 2020		\$794,271.55
May Receipts		\$109,898.56
May Interest Earned		<u>\$312.25</u>
	Total May Receipts	\$904,482.36
May Disbursements		<u>\$0.00</u>
	Cash Balance - June 1, 2020	\$904,482.36
Certificate of Deposit + Interest		<u>\$545,748.81</u>
	Cash Balance - June 1, 2020	\$1,450,231.17

BOND FUND

Cash Balance - May 1, 2020		\$7,282.65
May Receipts		\$0.00
May Interest Earned		<u>\$0.29</u>
	Total May Receipts	\$7,282.94
May Disbursements		<u>\$0.00</u>
	Cash Balance - June 1, 2020	\$7,282.94

RAYMOND CENTRAL PUBLIC SCHOOL
FINANCIAL STATEMENT - JUNE 1, 2020

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DEPRECIATION FUND

Cash Balance - May 1, 2020		\$1,089,751.95
May Receipts		\$0.00
May Interest Earned		<u>\$828.63</u>
	Total May Receipts	\$1,090,580.58
May Disbursements		<u>\$75,520.08</u>
	Cash Balance - June 1, 2020	\$1,015,060.50
Certificate of Deposit + Interest		<u>\$610,118.95</u>
	Cash Balance - June 1, 2020	\$1,625,179.45

QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND

Cash Balance - May 1, 2020		\$10,459.63
May Receipts		\$0.00
May Interest Earned		<u>\$1.09</u>
	Total May Receipts	\$10,460.72
May Disbursements		<u>\$0.00</u>
	Cash Balance - June 1, 2020	\$10,460.72

HIGH SCHOOL BOND FUND

Cash Balance - May 1, 2020		\$558,299.85
May Receipts		\$62,514.07
May Interest Earned		<u>\$210.89</u>
	Total May Receipts	\$621,024.81
May Disbursements		<u>\$21,867.00</u>
	Cash Balance - June 1, 2020	\$599,157.81

EMPLOYEE BENEFIT FUND - UNEMPLOYMENT

Cash Balance - May 1, 2020		\$38,353.22
May Receipts		\$0.00
May Interest Earned		<u>\$3.05</u>
	Total May Receipts	\$38,356.27
May Disbursements		<u>\$1,080.00</u>
	Cash Balance - June 1, 2020	\$37,276.27
Certificate of Deposit + Interest		<u>\$15,975.71</u>
	Cash Balance - June 1, 2020	\$53,251.98

TAXES - 2019-2020

Taxes Budgeted	\$7,350,000.00
Taxes Received	<u>\$5,576,407.89</u>
Balance	\$1,773,592.11

MAY RECEIPTS & DISBURSEMENTS

MAY 1, 2020 BANK BALANCE		2,790,213.89
LANCASTER COUNTY TREASURER		
TAXES	482,904.93	
CARLINE TAXES	1,554.96	
MOTOR VEHICLE TAXES	13,964.85	
FINES & FEES	2,418.50	
HOMESTEAD EXEMPTION	16,048.92	
SAUNDERS COUNTY TREAASURER		
TAXES	1,009,883.43	
CARLINE TAXES	903.41	
MOTOR VEHICLE TAXES	14,950.25	
FINES & FEES	1,505.23	
HOMESTEAD EXEMPTION	16,572.17	
PERSONAL PROPERTY TAX CREDIT	4,847.00	
SEWARD COUNTY TREASURER		
TAXES	4,240.08	
MOTOR VEHICLE TAXES	6.05	
FINES & FEES	105.68	
HOMESTEAD EXEMPTION	263.45	
BUTLER COUNTY TREASURER		
TAXES	1,495.85	
FINES & FEES	25.12	
STATE OF NEBRASKA		
STATE AID	46,690.00	
SPED SCHOOL AGE	60,060.00	
IDEA FUNDS	1,121.00	
RCPS HOT LUNCH FUND		
FEBRUARY EXPENSES	18,948.78	
SALE OF PROPERTY		
SCRAP METAL RECYCLING	241.60	
PRE-SCHOOL FEES		
FEES	420.00	
EDUCATIONAL SERVICE UNIT #2		
TITLE 1 REIMBURSEMENT	12,077.00	
OAK CREEK VALLEY BANK		
GENERAL FUND INTEREST - MAY	1,329.33	
IMPREST INTEREST - MAY	3.18	
	TOTAL MAY RECEIPTS	1,712,580.77
	TOTAL RECEIPTS	4,502,794.66
	MAY DISBURSEMENTS	651,968.49
JUNE 1, 2020 BANK BALANCE		3,850,826.17

WE RECEIVED A TOTAL OF \$5,576,407.89 IN PROPERTY TAXES FOR YEAR TO DATE.

May		Percent of Year Completed		75.00%			
RECEIPTS	2019-2020		M-T-D	Y-T-D	Y-T-D	Year To Date	Year To Date
		2019-2020	RECEIVED	RECEIVED	RECEIVED	% Received	% Received
ACCOUNT		ANTICIPATED	2019-2020	2019-2020	2018-2019	2019-2020	2018-2019
Property Taxes		\$7,350,000.00	\$1,498,524.29	\$5,576,407.89	\$5,439,945.07	75.87%	74.12%
Motor Vehicle Tax		\$445,000.00	\$28,921.15	\$348,337.09	\$341,578.43	78.28%	78.70%
Carline Taxes		\$3,500.00	\$2,458.37	\$3,015.16	\$4,551.86	86.15%	130.05%
Other Tuition		\$0.00	\$0.00	\$0.00	\$0.00		
Interest		\$4,779.00	\$1,332.51	\$6,857.26	\$9,624.59	143.49%	192.49%
Local License Fees		\$1,000.00	\$0.00	\$1,830.00	\$1,020.00	183.00%	68.00%
Other Local Receipts(Pre-School)		\$9,000.00	\$420.00	\$7,165.67	\$9,913.61	79.52%	110.15%
Fines & License Fees		\$40,000.00	\$4,054.53	\$28,159.37	\$32,761.28	70.40%	102.38%
ESU Receipts		\$0.00	\$0.00	\$0.00	\$678.65		
State Aid		\$466,898.00	\$46,690.00	\$420,210.00	\$124,890.42	90.00%	90.46%
Special Education		\$300,000.00	\$60,060.00	\$394,040.00	\$338,827.00	131.35%	112.94%
Special Education Transportation		\$3,000.00	\$0.00	\$19,812.00	\$3,333.00	660.40%	66.66%
Homestead Exemption		\$0.00	\$32,884.54	\$97,936.57	\$93,210.09		
Payments for High Ability Learners		\$6,221.00	\$0.00	\$6,569.00	\$6,221.00	105.59%	96.64%
Pro-Rate Motor Vehicles		\$13,000.00	\$0.00	\$13,301.77	\$12,153.52	102.32%	93.49%
State Apportionment		\$100,000.00	\$0.00	\$136,925.19	\$116,677.95	136.93%	116.68%
Relief to Property Tax Payers		\$0.00	\$0.00	\$358,992.78	\$286,482.06		
Contracted Teacher Services		\$0.00	\$0.00	\$0.00	\$0.00		
Other State Receipts		\$0.00	\$0.00	\$42,000.00	\$0.00		
Personal Property Tax Credit		\$0.00	\$4,847.00	\$10,056.71	\$13,453.63		
Title II, Part A ESSA (NCLB)		\$12,974.00	\$0.00	\$15,077.00	\$13,369.00	116.21%	89.68%
Other Federal Receipts		\$0.00	\$0.00	\$0.00	\$40,000.00		
Preschool SPED		\$0.00	\$0.00	\$0.00	\$29,073.00		29.07%
SPED IDEA Grant		\$124,987.00	\$1,121.00	\$89,089.00	\$0.00	71.28%	
Title I Funds		\$43,934.00	\$12,077.00	\$31,601.00	\$24,866.00	71.93%	59.20%
Public Water System Grant		\$0.00	\$0.00	\$0.00	\$6,012.90		
R.E.A.P. Grant		\$0.00	\$0.00	\$0.00	\$38,238.24		
Carl Perkins		\$500.00	\$0.00	\$2,295.00	\$0.00	459.00%	
Ag Land Property Credit		\$0.00	\$0.00	\$112,794.10	\$101,446.35		
Insurance Adjustments		\$0.00	\$0.00	\$924.00	\$0.00		
Sale of Property		\$100.00	\$241.60	\$391.60	\$5,230.00	391.60%	5230.00%
MIPS-Medicaid in Public Schools		\$0.00	\$0.00	\$2,818.92	\$2,102.86		
Other Non-Revenue Receipts		\$100.00	\$95.00	\$245.00	\$27,152.87	245.00%	27152.87%
Cash Balance Dissolved/Merged Districts		\$0.00	\$0.00	\$1.85	\$0.00		
Balance Non-Resident HS Tuition		\$0.00	\$0.00	\$0.00	\$0.00		
TOTAL		\$8,924,993.00	\$1,693,726.99	\$7,726,853.73	\$7,122,813.38	86.58%	82.08%
DISBURSEMENTS	2019-2020		M-T-D	Y-T-D	Y-T-D	Year To Date	Year To Date
		2019-2020	DISBURSED	DISBURSED	DISBURSED	% Disbursed	% Disbursed
CATEGORY		BUDGET	2019-2020	2019-2020	2018-2019	2019-2020	2018-2019
Instructional Services		\$4,593,420.00	\$3,193.45	\$3,135,685.79	\$2,842,782.60	68.26%	68.21%
Special Education		\$1,605,803.00	\$6,639.26	\$919,686.19	\$887,598.78	57.27%	59.49%
Guidance		\$223,588.00	-\$215.95	\$120,225.97	\$115,437.17	53.77%	62.80%
Safety & Security		\$20,848.00	\$0.00	\$18,140.42	\$19,948.00	87.01%	125.87%
Activities		\$125,186.00	\$1,278.08	\$59,348.14	\$76,698.69	47.41%	23.32%
Media, Audio Visual, Technology		\$514,687.00	\$0.00	\$305,658.37	\$343,776.82	59.39%	73.66%
General Administration		\$457,973.00	\$16,421.20	\$345,121.53	\$259,288.97	75.36%	73.77%
School Administration		\$576,624.00	\$1,178.59	\$388,514.12	\$385,522.98	67.38%	64.68%
Business		\$298,953.00	\$6,804.87	\$44,964.55	\$42,473.01	15.04%	11.64%
Operation of Plant		\$798,030.00	\$17,678.50	\$425,014.22	\$424,122.42	53.26%	54.45%
Maintenance of Plant		\$608,815.00	\$10,495.80	\$239,958.78	\$138,226.49	39.41%	22.64%
Pupil Transportation		\$530,415.00	\$0.00	\$208,197.28	\$279,265.78	39.25%	54.11%
Grants		\$55,474.00	\$640.00	\$48,470.73	\$86,746.52	87.38%	69.53%
Transfers		\$10,000.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
TOTAL		\$10,419,816.00	\$64,113.80	\$6,258,986.09	\$5,901,888.23	60.07%	58.45%

RAYMOND CENTRAL PUBLIC SCHOOLS
May 2020 - Activities Account Balances

<u>Activity Name</u>	<u>Beginning Balance</u>	<u>Receipts</u>	<u>Checks</u>	<u>Adjustments</u>	<u>Ending Balance</u>
Annual	6,544.29	555.00	0.00	0.00	7,099.29
AP Funds	36,871.57	5,443.20	7,119.48	0.00	35,195.29
Athletics	111,830.60	8,292.20	120.00	118.67	120,121.47
Band	288.63	0.00	0.00	0.00	288.63
Band Trip	10,669.76	0.00	0.00	0.00	10,669.76
Baseball	-132.00	0.00	0.00	0.00	-132.00
Boys BB	2,858.19	277.50	0.00	0.00	3,135.69
Ceresco Book Fair	255.35	234.82	323.49	0.00	166.68
Ceresco Box Tops	126.99	160.60	0.00	0.00	287.59
Ceresco Field Trips	2,994.32	0.00	0.00	0.00	2,994.32
Ceresco Playground	1,462.75	0.00	0.00	0.00	1,462.75
Ceresco Pop	113.60	0.00	0.00	0.00	113.60
Cheerleaders	4,947.04	970.29	0.00	0.00	5,917.33
Choir	14,171.91	0.00	0.00	0.00	14,171.91
Class 2020	144.01	36.00	150.00	0.00	30.01
Class 2021	1,147.69	0.00	0.00	0.00	1,147.69
Class 2022	458.21	0.00	0.00	0.00	458.21
Class 2023	54.75	0.00	0.00	0.00	54.75
Class 2024	264.96	0.00	0.00	0.00	264.96
Computer	7,782.68	0.00	0.00	0.00	7,782.68
Concessions	19,713.57	0.00	0.00	0.00	19,713.57
Cross Country	513.98	0.00	0.00	0.00	513.98
Culinary Snack Cart	1,228.58	0.00	0.00	0.00	1,228.58
DI	4,614.68	0.00	0.00	0.00	4,614.68
Drama Act	2,312.27	0.00	0.00	0.00	2,312.27
Drill Team	1,133.68	0.00	0.00	0.00	1,133.68
Elem Fines	489.07	0.00	0.00	0.00	489.07
Elem PE	2,167.50	0.00	0.00	0.00	2,167.50
Elem Pictures	2,390.09	0.00	0.00	0.00	2,390.09
Elem Prof Development	2,252.44	0.00	0.00	0.00	2,252.44
Elem Reading Promotion	548.06	0.00	0.00	0.00	548.06
Elem Student Council	483.85	0.00	0.00	0.00	483.85
FBLA Act	3,742.25	0.00	313.00	0.00	3,429.25
FFA Act	3,988.23	152.00	408.00	0.00	3,732.23
Fines	487.82	29.00	0.00	0.00	516.82
Football	39.80	0.00	0.00	0.00	39.80
Girls BB	1,319.99	0.00	0.00	0.00	1,319.99
Golf Activity	1,068.91	0.00	0.00	0.00	1,068.91
HAL	91.41	0.00	0.00	0.00	91.41
Hot Lunch	-406.87	237.05	164.15	0.00	-333.97
HS Caring Shelves	876.21	25.00	0.00	0.00	901.21
HS Pop	312.98	0.00	105.00	0.00	207.98
JH Boys BB	15.31	0.00	0.00	0.00	15.31
JH Football	5.85	0.00	0.00	0.00	5.85
JH Girls BB	67.68	0.00	0.00	0.00	67.68
JH Student Council	299.95	0.00	0.00	0.00	299.95
JH Track	629.85	0.00	0.00	0.00	629.85
JH Volleyball	229.99	0.00	0.00	0.00	229.99

RAYMOND CENTRAL PUBLIC SCHOOLS
May 2020 - Activities Account Balances

<u>Activity Name</u>	<u>Beginning Balance</u>	<u>Receipts</u>	<u>Checks</u>	<u>Adjustments</u>	<u>Ending Balance</u>
JR Achievements	649.57	0.00	0.00	0.00	649.57
Kindness Acct	16,063.56	3,915.77	37.00	0.00	19,942.33
Library	2,194.73	0.00	0.00	0.00	2,194.73
Life Skills	2.41	0.00	0.00	0.00	2.41
Mock Trial	380.96	0.00	0.00	0.00	380.96
National Honor Society	37.45	0.00	0.00	0.00	37.45
Pre-Kindergarten	3,176.94	0.00	0.00	0.00	3,176.94
Prof Development	20,353.35	400.00	1,736.66	0.00	19,016.69
PTO	619.72	0.00	0.00	0.00	619.72
Rain Garden	459.50	0.00	0.00	0.00	459.50
RC Concessions	8,976.90	452.10	0.00	0.00	9,429.00
RC Foundation	0.00	950.00	950.00	0.00	0.00
RC PACTS	176.16	0.00	0.00	0.00	176.16
Restitution	326.81	0.00	0.00	0.00	326.81
SADD	61.17	0.00	0.00	0.00	61.17
Science Fair	0.00	0.00	0.00	0.00	0.00
Service Fees	-9.15	0.00	0.00	-2.64	-11.79
Social Justice	194.12	0.00	0.00	0.00	194.12
Softball	3,301.71	0.00	0.00	0.00	3,301.71
Spanish Club	2,134.33	0.00	0.00	0.00	2,134.33
Speech	5,644.24	122.85	0.00	0.00	5,767.09
Staff Inservice	1,372.94	0.00	0.00	0.00	1,372.94
Student Council	4,075.58	0.00	0.00	0.00	4,075.58
Student Pop	3,451.96	-292.02	104.00	0.00	3,055.94
Testing	3,969.23	0.00	0.00	0.00	3,969.23
TFK - Ceresco	1,250.92	0.00	0.00	0.00	1,250.92
TFK - Valparaiso	4,259.52	0.00	0.00	0.00	4,259.52
Tonettes	159.86	0.00	0.00	0.00	159.86
Track	661.43	233.81	0.00	0.00	895.24
Val Book Fair	9,422.93	0.00	0.00	0.00	9,422.93
Val Box Tops	3,005.54	21.70	0.00	0.00	3,027.24
Val Field Trips	6,022.24	0.00	0.00	0.00	6,022.24
Val In-Service	3,249.81	0.00	0.00	0.00	3,249.81
Val Movie Night	3,623.44	157.00	285.00	0.00	3,495.44
Val Office Book Fund	953.25	0.00	0.00	0.00	953.25
Val Pop	982.01	0.00	0.00	0.00	982.01
VolleyBall	2,466.67	60.00	1,441.00	0.00	1,085.67
Weight Room	69.00	0.00	0.00	0.00	69.00
Wrestling	<u>1,222.21</u>	<u>27.00</u>	<u>47.50</u>	<u>0.00</u>	<u>1,201.71</u>
	368,435.45	22,460.87	13,304.28	116.03	377,708.07

RAYMOND CENTRAL PUBLIC SCHOOLS**May 2020 - Student Fees Balances**

<u>Activity Name</u>	<u>Beginning Balance</u>	<u>Receipts</u>	<u>Checks</u>	<u>Adjustments</u>	<u>Ending Balance</u>
Activity Pass	310.00	0.00	310.00	0.00	0.00
Ag-Ed Labs	2,042.45	0.00	0.00	0.00	2,042.45
Art Class	62.20	50.00	0.00	0.00	112.20
Band Dry Cleaning	363.64	0.00	0.00	0.00	363.64
Band Repair/Rental	1,391.80	0.00	0.00	0.00	1,391.80
Choir Dry Cleaning	289.10	0.00	0.00	0.00	289.10
Chromebooks	1,737.70	720.00	0.00	0.00	2,457.70
Computer Science	260.00	0.00	0.00	0.00	260.00
Drama	396.00	0.00	0.00	0.00	396.00
FBLA	1,085.06	1,704.00	0.00	0.00	2,789.06
FFA	340.94	-29.00	0.00	0.00	311.94
Foods Class	1,101.70	0.00	0.00	0.00	1,101.70
Mock Trial	450.01	0.00	0.00	0.00	450.01
NFL	15.00	0.00	0.00	0.00	15.00
Service Fees	9.17	0.00	0.00	2.34	11.51
Skills USA	3,060.10	0.00	1,040.00	0.00	2,020.10
Speech	-78.33	0.00	0.00	0.00	-78.33
Sports Fees	6,986.14	0.00	6,986.14	5.30	5.30
Tech Ed	<u>3,545.90</u>	<u>41.00</u>	<u>263.97</u>	<u>0.00</u>	<u>3,322.93</u>
	23,368.58	2,486.00	8,600.11	7.64	17,262.11

Raymond Central Public Schools

Wednesday, June 10, 2020

	Payment Vendor	Invoice Description	Invoice Total
1	Abby Spangler	Classroom Supplies 6th Grade	\$98.36
2	Allison Stansbury	Mileage Reimbursement	\$1,253.30
3	Apex Learning, Inc.	Online Licenses for 20-21	\$1,750.00
4	Awards Unlimited Inc	Retirement Plaques	\$195.80
5	Brian Gralheer	Mileage Reimbursement	\$74.75
6	Brooke L. Cheleen	SPED Therapy Services	\$912.45
7	Comforttechs	Repair AC - V	\$380.00
8	Derrick C. Joel	Mileage Reimbursement	\$173.65
9	Donald R. Prentice	Monthly Exterminating S - 90.00, C - 50.00, V - 50.00	\$190.00
10	Eakes Office Solutions	Building Upkeep - S - 456.16, V - 184.44, C - 160.48	\$801.08
11	Educational Service Unit #2	SPED Services	\$1,687.44
12	EduTyping	Business Classroom Supplies - S	\$672.48
13	Electronic Contracting Company	Replace Alarm Panel - S	\$3,645.80
14	Gale/CENGAGE Learning	Gale Subscription 2020 -21 - S	\$975.27
15	Go Guardian	Online Monitoring System 2020-21 S - 3,814.66, C - 1,760.62, V - 1,760.62	\$7,335.90
16	Home Depot Pro	Building Upkeep, Sanitizer Foam Wall Units S - 625.90, V - 252.00, C - 221.00	\$1,098.90
17	Jackson Services, Inc.	Building Upkeep / Cleaning Supplies - S	\$24.85
18	Jamie Enevoldsen	2nd Grade Classroom Supplies - V	\$140.22
19	Jensen Publishing	Huskerland Prep Subscription	\$35.00
20	Jostens	Diplomas - S	\$112.67
21	Kalyn Brannagan	Elem PE Supplies V - 64.63, C - 63.00	\$127.63
22	Kidwell	Indoor Security Cameras - S	\$2,050.00
23	Kim Hudson	2nd Grade Classroom Supplies - C	\$87.00
24	Liberty Lawn & Landscape	Lawn Treatment Football Field - S	\$440.00
25	Mattice Lock Shop	Building Upkeep Supplies, Building Keys - C	\$21.25
26	Menards Lincoln	Building Upkeep Supplies - C - 82.51, S - 151.85, Grounds Supplies - V - 313.03	\$547.39
27	Nebraska Center for the Education of Children who are Blind or Visually Impaired	SPED Therapy Services	\$228.00
28	O'Keefe Elevator Company, Inc	Elevator Maintenance S - 219.02, V - 276.82	\$495.84
29	Omaha Public Power Dist	Electricity C	\$1,794.00
30	Pat Donahue	Repair Water Line - S	\$490.00
31	Paul L. Kess, Inc.	Filters - C	\$82.00
32	Peggy Breitreutz	Mileage Reimbursement	\$92.00
33	Perry, Guthery, Haase & Gessford, P.C., L.L.O	Legal Services	\$5,924.25
34	RCPS Imprest Account	May Reimbursement	\$3,250.50
35	RCPS District # 161	June Payroll	\$573,129.34
36	Ron's Rolloffs	Garbage/Dumpsters - S	\$525.87
37	Scholastic Inc.	Library Books - C	\$100.00
38	School Specialty/Classroom Direct	Library Supplies - C	\$219.40
39	Scott Tvrdy	Mowing V - 400.00, C - 400.00	\$800.00
40	Scott's Quality Plastering & Stucco LLC	Repair / Paint Gym Walls - V	\$5,050.00
41	Sherwin-Williams	Building Upkeep / Paint - S	\$413.42
42	Tasha Osten	Conference Fee - S	\$50.00
43	Tvrdy's One Stop	Bus Maintenance	\$257.75
44	Tyler Jedlicki	Mowing - S	\$545.00

45	U. S. Bank Equipment Finance	Photo Copiers Lease C - 536.36, V - 494.10, S - 1,194.23, Supt - 363.92	\$2,588.61
46	Village Of Ceresco	Utilities - C	\$259.92
47	Village Of Valparaiso	Utilities - V	\$218.72
48	Waste Connections Co	Garbage Service - S - 396.75, V - 66.00	\$462.75
49	Waverly News	Publication - C	\$50.75
50	Windstream	Phone - V - 481.52, C - 290.03	\$771.55
			\$622,630.86
	Hot Lunch Fund		
1	Cash-Wa Distributing	S - 456.51, C - 443.05, V - 443.05	\$1,342.61
2	Hiland Dairy	S - 88.02, V - 85.42, C - 85.42	\$258.86
3	Patty Hudson	S - 6.14, C - 5.94, V - 5.94	\$18.02
4	RCPS Dist #161	June Payroll	\$15,692.93
			\$17,312.42
	High School Bond Fund		
1	BOKF	Interest	\$21,867.00
			\$21,867.00
	Worker's Compensation / Unemployment Fund		
1	NE Dept of Labor Office of Unemployment	First Quarter Payment	\$1,080.00
			\$1,080.00
	Sinking Fund		
1	Trane	HVAC Update, 1st Payment	\$400,000.00
			\$400,000.00

**Raymond Central Public Schools
May Imprest Checks 2020**

NUMBER	WHO	DATE	VENDOR	WHAT	AMOUNT
	Skills USA	5/13/2020	NE Skills USA	Registration Refund	(1,240.00)
	Building Maintenance	5/15/2020	S&R Rock & Gravel	Overpayment	(1,492.87)
12403	Phone	5/7/2020	Windstream	Phone - V	490.86
12404	Student Supplies	5/19/2020	Sam's Mastercard	Student Supplies	37.50
12405	Utilities	5/19/2020	Butler Public Power District	Electricity - V	1,789.96
12406	Publications	5/19/2020	Omaha World Herald	Ads- Teaching Positions	1,145.49
12407	Phone	5/19/2020	Windstream	Phone - S Internet - V	1,300.17
12407	Student Supplies	5/19/2020	Windstream	Internet - Students' Home Learning	87.93
12408	Phone	5/19/2020	Windstream	Phone - C	687.98
12409	Student Support	5/20/2020	Chartwells Dining Services	FFA Meal Registration Districts	98.00
13410	Student Supplies	5/27/2020	Matheson Tri-Gas, Inc	Welding Class Supplies	137.24
12411	General	5/29/2020	USPS	Postage - C	110.00
12412	General	5/29/2020	Jean Danley	Envelopes	48.24
12413	General	5/29/2020	Ceresco Bank	Petty Cash for Postage - C	50.00
					3,250.50

RAYMOND CENTRAL PUBLIC SCHOOLS

May 2020 - Activities Account Checks

<u>Activity Name</u>	<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
AP Funds	5/15/2020	Jordy Buresh	Book Scholarship	51.89
AP Funds	5/15/2020	Nancy Osmera	Book Scholarship	50.34
AP Funds	5/15/2020	Trina Hall	Book Scholarship	436.47
AP Funds	5/19/2020	KIM HUDSON	Book Scholarship	59.03
AP Funds	5/19/2020	US Bank	Calculators for PreCal and Cal	6,521.75
Athletics	5/7/2020	Andrea Rockemann	3D Essentials Reimbursement	20.00
Athletics	5/12/2020	Trackwrestling	RC JH Invite 2020	100.00
Ceresco Book Fair	5/20/2020	Scholastic	total for checks and cash due	323.49
Class 2020	5/12/2020	Russ's Market	roses	150.00
FBLA Act	5/12/2020	Logan Black	FBLA Senior Scholarship	100.00
FBLA Act	5/19/2020	Logan Black	SLC Refund	71.00
FBLA Act	5/19/2020	Haley Hain	SLC Refund	71.00
FBLA Act	5/19/2020	Scott Tvrdy	SLC Refund	71.00
FFA Act	5/19/2020	National FFA Organization	Banquet-3 ffa jackets	182.00
FFA Act	5/19/2020	Shirts101	State Convention t-shirts/sweatshirts	226.00
Hot Lunch	5/12/2020	Chromebook		88.20
Hot Lunch	5/20/2020	Chromebook	eddie family hot lunch xfer to chromebook	60.00
Hot Lunch	5/20/2020	Eric Eddie	refund Lunch account of student moving	15.95
HS Pop	5/15/2020	Laura Hill	reimbursement for retirement gift-joyce	75.00
HS Pop	5/19/2020	Laura Hill	Reimbursement for wedding gift-Keely	30.00
Kindness Acct	5/12/2020	Bonnie Schoenbeck		12.00
Kindness Acct	5/12/2020	Tami Ferguson		10.00
Kindness Acct	5/12/2020	Laci Pebley		15.00
Prof Development	5/13/2020	US Bank	2020 photo	128.38
Prof Development	5/15/2020	Arnaldo Mancias	Last day of school-food for cooks	100.00
Prof Development	5/15/2020	Raymono's Pizza Plus	Lunch for check in	407.88
Prof Development	5/15/2020	Boys Basketball	Reimburse boys bball for clinic Cancellation	277.50
Prof Development	5/19/2020	Sam's Club MC/SYNCB		467.14
Prof Development	5/19/2020	US Bank	Teacher Signs for Appreciation Week	308.33
Prof Development	5/19/2020	US Bank	District office inservice	47.43
RC Foundation	5/21/2020	Aspen Video and Web	2020 Virtual Graduation Ceremony DVDs	950.00
Student Pop	5/12/2020	Torie Oldfield		59.00
Student Pop	5/21/2020	Amanda Bradley	shirts for Retirement	45.00
Val Movie Night	5/21/2020	Nebraska ESUCC Marketplace	Public Performance License-Swank	285.00
VolleyBall	5/15/2020	Sports Express	VB shirts	1,441.00
Wrestling	5/19/2020	Awards Unlimited, Inc	Year end Awrds	40.50
Wrestling	5/19/2020	Fines	transfer from wrestling to fines- one check	7.00
				<u>13,304.28</u>

RAYMOND CENTRAL PUBLIC SCHOOLS
May 2020 - Student Fees Checks

<u>Activity Name</u>	<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
Activity Pass	5/15/2020	Athletics	transfer 19-20 deposits	310.00
Skills USA	5/15/2020	Blake Stanley	State Skills Refund	80.00
Skills USA	5/15/2020	Nicole Green	State Skills Refund	80.00
Skills USA	5/15/2020	Nike Hula	State Skills Refund	80.00
Skills USA	5/15/2020	Rebecca Hughes	State Skills Refund	80.00
Skills USA	5/15/2020	Tristan Grace	State Skills Refund	80.00
Skills USA	5/15/2020	Gavin Soden	State Skills Refund	80.00
Skills USA	5/15/2020	John Karpov	State Skills Refund	80.00
Skills USA	5/15/2020	Jack Nelson	State Skills Refund	80.00
Skills USA	5/15/2020	Kristy Sears	State Skills Refund	80.00
Skills USA	5/15/2020	Tonya Brown	State Skills Refund	80.00
Skills USA	5/15/2020	Emmett Ghyra	State Skills Refund	80.00
Skills USA	5/15/2020	Lori McGrath	State Skills Refund	80.00
Skills USA	5/15/2020	Skylar Sterns	State Skills Refund	80.00
Sports Fees	5/15/2020	Athletics	transfer 19-20 sport fee	6,986.14
Tech Ed	5/12/2020	RC Hot Lunch		4.00
Tech Ed	5/12/2020	Menards North	Roofing Nailer	229.99
Tech Ed	5/21/2020	Menards	Stain for projects	29.98
				8,600.11





 **RAYMOND
CENTRAL
MUSTANGS**

Presented to
MARY KELLY
1989-2020



In appreciation of
your service and dedication to
Raymond Central Public Schools

Presented by
the Board of Education




**RAYMOND
CENTRAL
MUSTANGS**
Presented to
JOYCE REZAC
1986-2020
In appreciation of
your service and dedication to
Raymond Central Public Schools
Presented by
the Board of Education



RAYMOND CENTRAL MUSTANGS
Presented to
JEAN REMPEER
1996-2020
In appreciation of
your service and dedication to
Raymond Central Public Schools
Presented by
the Board of Education



Presented to
**RAYMOND
CENTRAL
MUSTANGS**
PAM RASMUSSEN
1986-2020

In appreciation of
your steadfast dedication to
Raymond Central Public Schools

Presented by
The Board of Education

The Raymond Central community is committed to providing a positive, challenging learning environment which prepares each individual student to be a responsible citizen in an ever- changing society.



In response to the current climate of racial disparity and injustice, the Raymond Central Board of Education and Superintendent are committed to ACTION and CHANGE. We realize that solutions reside in the hands of the people. As leaders we will:

- *Work toward ensuring a safe and nurturing environment**
- *Promote equity and equal opportunity for all**
- *Call out racism and privilege**
- *Increase knowledge on social justice**
- *Support diversity and inclusiveness**
- *Support culturally responsive training as needed**

#RCJourney... Your journey MATTERS!

Dr. Harriet Gould, Scott Black, Lori Springer, Matt Blanchard,
Cathy Burklund, Brad Breitreutz, Dr. Derrick Joel

June 2020 RC Board of Education Report

- After ten weeks of closure, it was nice to finally have students in our building. Our summer workout program officially kicked off on June 1st with solid numbers overall. We have five predetermined groups scheduled throughout the day on Mondays, Wednesdays, and Thursdays. I have been working with our coaches to create a solid safety plan while utilizing our weight room and outdoor space for summer workouts. ([SEE PLAN HERE](#))
- The booster club and I have decided to move the 19-20 Spring Banquet to a virtual format due to concerns of construction and COVID concerns. I will be in contact with coaches in the coming weeks to have that available in Mid July.
- During this time, I have provided a professional development opportunity to all RC Coaches. We are walking through a 3D Coaching Essentials Course and holding reflective roundtable discussions via Zoom. 3D Coaching provides coaches with great resources to coach beyond the sport-specific training and strategy of the game and provides strategies to motivate and inspire student-athletes to challenge themselves individually and collectively. We have had some great discussions in our group. Coaches Placke, Houchins, Lillie, Prai, Rockemann, and myself have been walking through training with deep discussion over the content.
- Keely, Steve, and I have continued researching different methods of live streaming all varsity events for the Fall. Due to the circumstances, we do not know what fall sports are going to look like, but I think this will be a valuable option if we are to have limited or no fans in the stands. Still more to come. I will be upgrading our Hudl subscription to include Hudl Focus, a camera that can be controlled remotely and can be used to livestream Gym events including concerts and other performances.
- Jared and I have continued to be in contact with Kyle Schwarting regarding the potential Walking/XC path on the south 67 acres. Kyle has agreed to smooth out some of the runoff ditches that have accrued over the years. This will help smooth out the entire surface including the perimeter, which is what we would like to use for our 1.5 mile trail. We were scheduled to get some of the dirt moved over the first week in June, but the heavy rainfall has delayed that until around Mid June. I will continue to update.

Brian Gralheer
Activities Director/Assistant Principal
Raymond Central Jr./Sr. High School

June Board Report-Allison Stansberry Jr/Sr High

As we wrapped up the 2019-2020 school year, I have spent some time reflecting on some of the positive things that have happened here at the Jr/Sr High. Some of these include:

1. Building strong relationships with students, staff, and community members.
2. Mrs. Osten receiving the Nebraska Middle School Counselor of the Year award
3. Watching our wrestlers compete at State Duals for the first time in school history
4. Watching Logan Bryce, Connor Kreikemeier, and Mitch Albrecht all compete in the State Wrestling Championship and coming home with 3 runner-up Medals.
5. Band receiving a superior rating for marching band for the first time in 11 years.
6. Mrs. Newman “flipping” her Algebra classroom.
7. Watching staff go into school closure with an open mind and willing to do “whatever it takes” for our students.
8. Going to each staff member’s house to deliver treats during the school closure.
9. Delivering Cap & Gowns and treats to each member of the Class of 2020
10. Mrs. Enevoldsen being recognized for her hard work and time she has dedicated to the Speech Program.
11. Raymond Central’s first ever Virtual Graduation Ceremony had over 700 views

Student Check-In: We held student check-in the last week of school and it went very smoothly. We had 3 stations set up and Mr. Gralheer was out in the suburban directing students to one of the stations to help us have any overlap at one of the stations. We had a 4th station set up where students would go if they owed any fines or dues and check materials. Once students turned in materials, they were given a green piece of paper that they took to the last station where Mrs. Osten would give students their materials from their lockers as well as their potential schedule for next school year. I was so grateful for all the staff that were willing to help out! We had secretaries, teachers, and para’s all assisting with this process and it went as well as they did because of them. It was definitely a team effort.

As we continue to look at what the 2020-2021 school year will look like, there is still a lot of uncertainty that surrounds us, however, there is no doubt we will come up with a solid plan that continues to support the needs of all of our students while continuing to provide grace and empathy. There are definitely things we could have done better but there are also things that went extremely well. Now the work is to bring both of those things together to come up with a better plan for the fall. From changing our philosophy in grading to making sure we are better prepared and equipped to handle the mental health of our students, there is a lot that we need to do this summer but the “Whatever it Takes” mentality is something we will continue to promote and push for as a staff.

TO: Dr. Derrick Joel and the Board of Education
FROM: Mrs. Shelly Dostal, Elementary Principal at Valparaiso, and K-5 Curriculum Director
DATE: June 5, 2020
RE: Principal's Report

1. Assessment, Curriculum and Instruction – Report cards have been mailed to families. Data that we have for the year has been compiled and is in the process of analysis. Mr. Steve Rose has been working with Power School and EduClimber to aggregate RC data. We will be attending training virtually this summer to learn the new system.
2. Professional Learning – ESU#2 is hosting various training sessions virtually this summer. New to the profession teachers will be attending the New Teacher Academy in August. A group of RC teachers is slated to attend a PLC conference in Omaha in July; so far, it is still on as scheduled. I have been attending a variety of webinars and zoom meetings through NDE, ESU, and other professional organizations. Administrators will be attending sessions about the grants this summer, too.
3. End of Year –Students were invited to participate in virtual track and field events during the week of May 11-15 organized by Ms. Kalyn Brannagan. The end of year “parade” was a big hit; it was wonderful for students and teachers to connect. A huge thank you to the Valparaiso Rural Fire District for the surprise drive by! A virtual Mustang Assembly to recognize students for their awards was recorded and sent out to families on May 15. Special thanks to Ms. Barb Schiefen for the outstanding video presentation of highlights throughout the year. Many grade level teachers also sent out recordings to their students to celebrate their learning. We are making plans to bring closure to the 2019-20 school year when students return to school in the fall.
4. Summer maintenance has begun. Thank you to our dedicated maintenance crew for their efforts. Many teachers now have a blue accent wall. Many of our support staff cleaned and organized space while students were not at school. As one teacher put it, my room is more organized now than it ever has been. The grounds have a facelift, too, so drive by and take a look. Kudos to all of these amazing staff!
5. Planning for 2020-21 – We wish Mary Kelly a happy retirement and Barb Schiefen all the best in her new position. The interview committee spent lots of time in zoom interviews, first screening, and then formally interviewing for our open positions. The committee worked diligently; it was a challenging process with many qualified candidates. We are excited to work with our new hires: Lori Morgan (elementary technology), Kathleen Cooper (5th grade), and Amy Ziegler (5th grade).
6. PTO - Thank you to the PTO for all their support throughout the year! A Mustang Day Out was hosted at Raymono's on May 15 to celebrate our year of learning.

June 5, 2020

To: Dr. Joel and the Raymond Central Board of Education

From: Ann Egr – Ceresco Principal and District Special Education Director

Elementary-

1. MUSTANG Award Winners: Due to COVID, teachers reached out to students during weekly ZOOM meetings. The teachers did an excellent job during this difficult time.
2. The end of the year was celebrated by a parade. Teachers lined the street, while keeping social distancing, to let the students know they are missed. This was a needed closure for students and staff.
3. End of the year cleaning and building maintenance has begun.

Special Education-

1. Summer is a busy time for the end of the year Special Education reporting. Nebraska Department of Education (NDE) requires numerous reports for SpEd accountability. The Special Education Discipline Report, Snap Shot, and Non-public meeting are all due within the next two weeks.

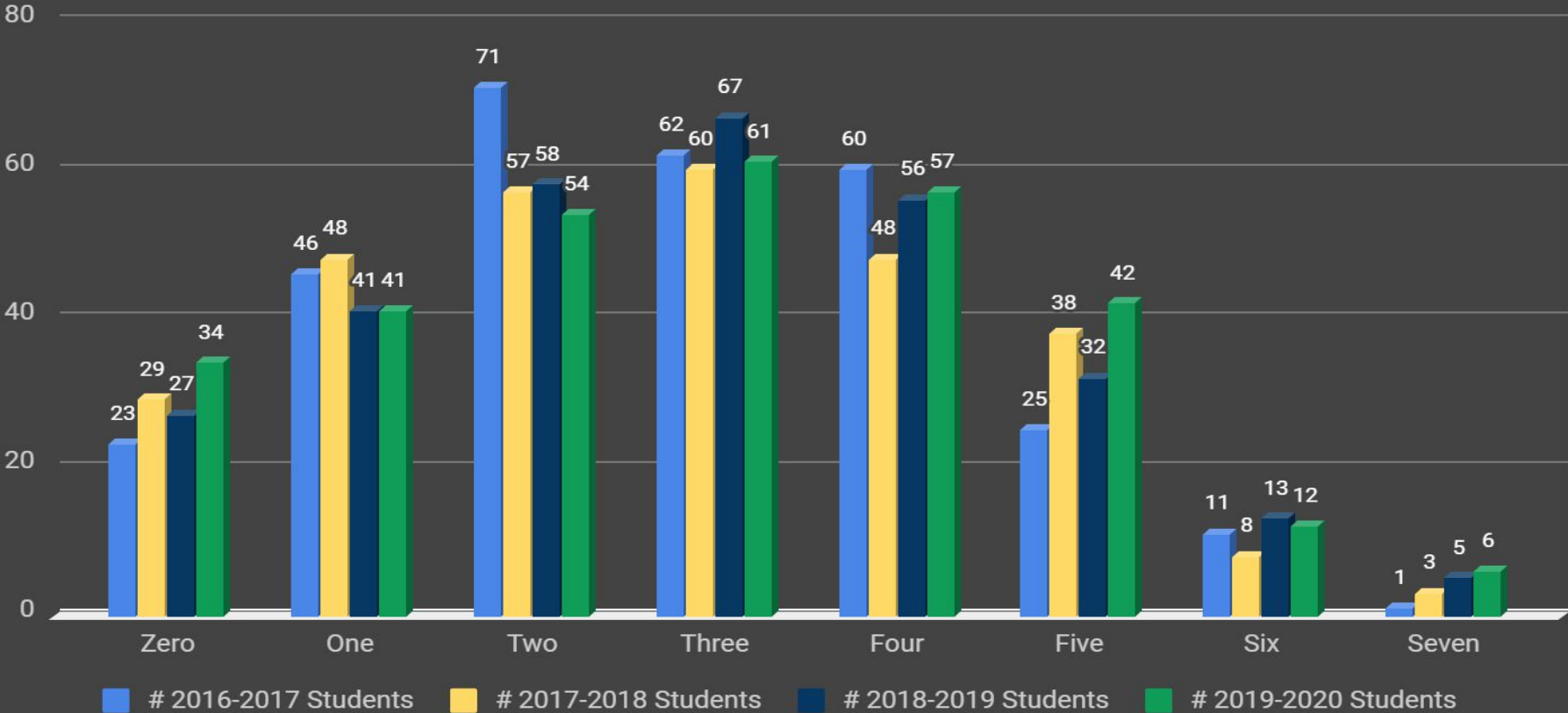
“Tell me and I forget. Teach me and I remember. Involve me and I learn” - Benjamin Franklin



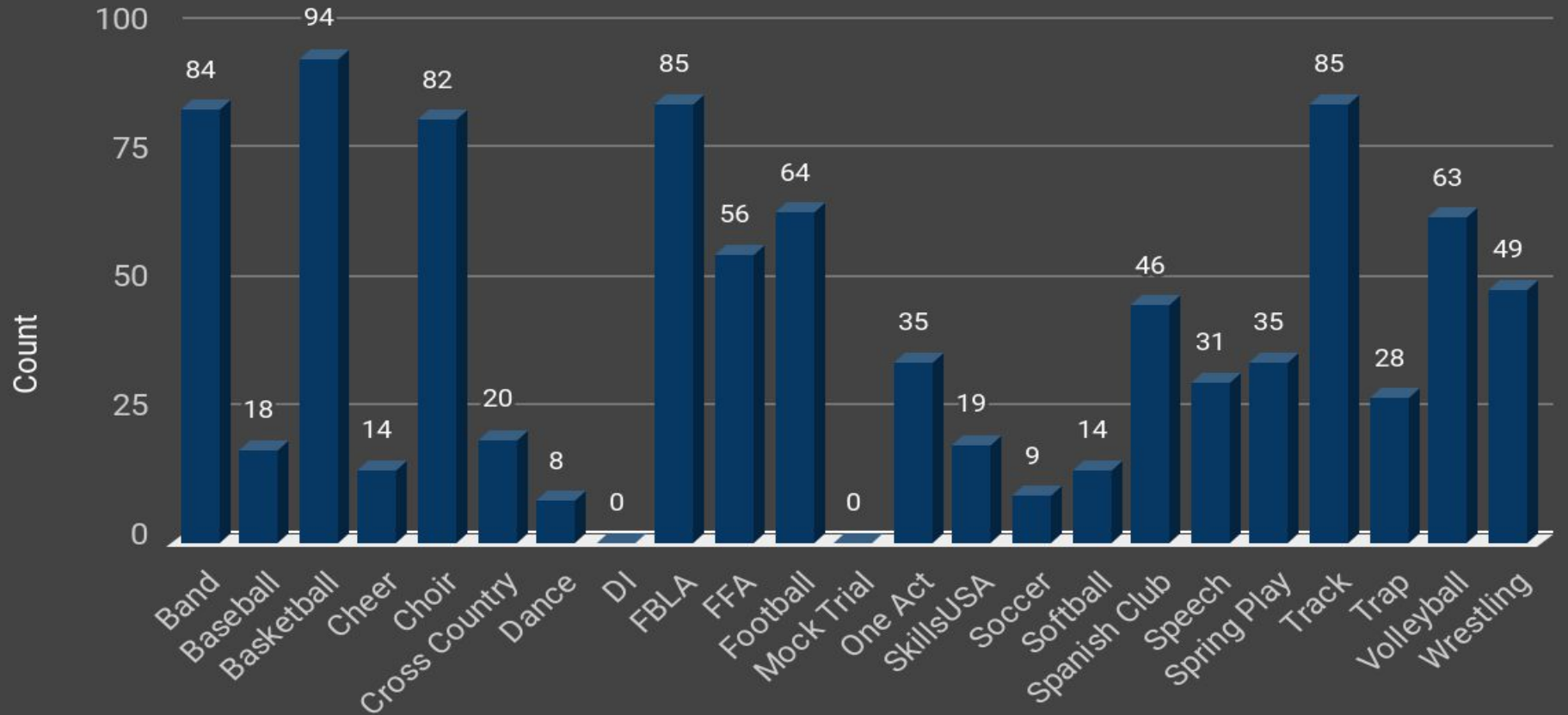
**Student Activity Involvement
2019 - 2020**

*Many Journeys...
One District*

Raymond Central Students Grades 7 - 12 School Year 2019 - 2020 Participation of Activities



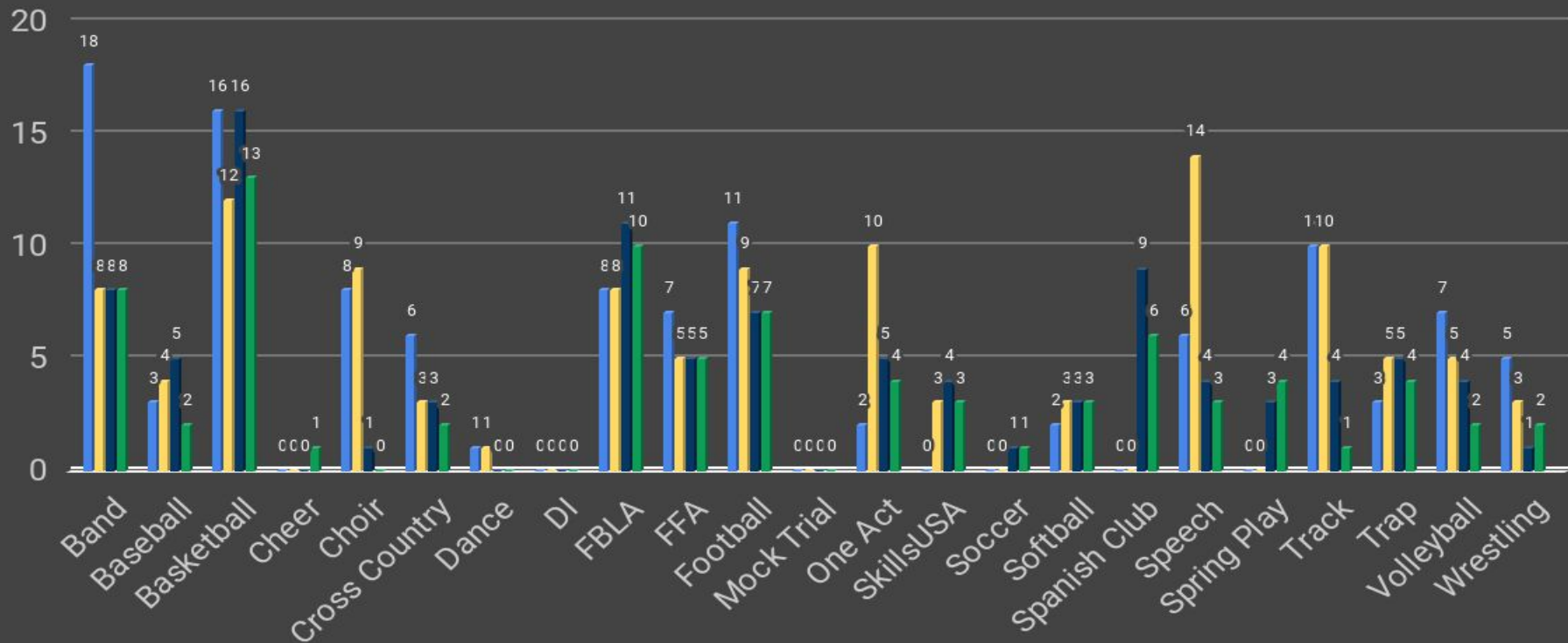
Raymond Central Students Grades 7 - 12 Participation Numbers by Activity



Number of Participants by Activity

12th Grade - Class of 2020

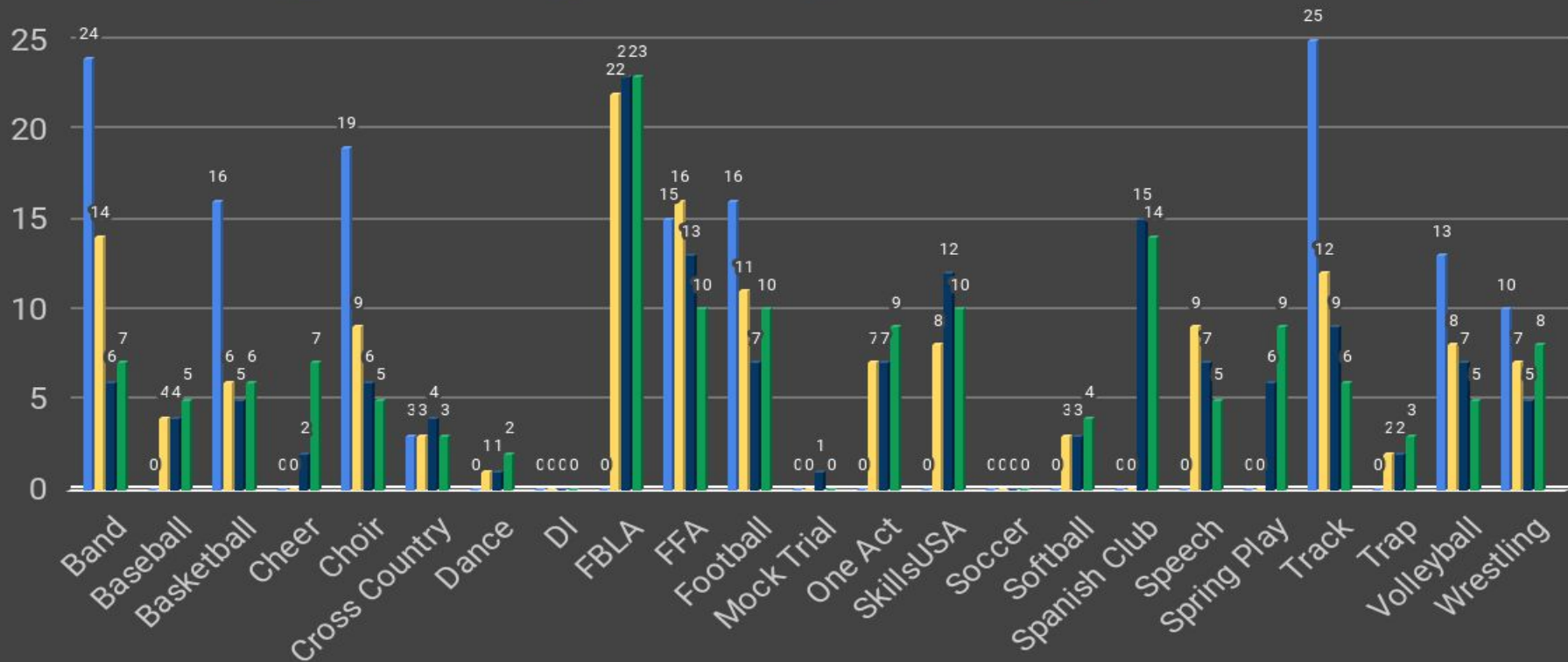
■ 2016-2017
 ■ 2017-2018
 ■ 2018-2019
 ■ 2019-2020



Number of Participants by Activity

11th Grade - Class of 2021

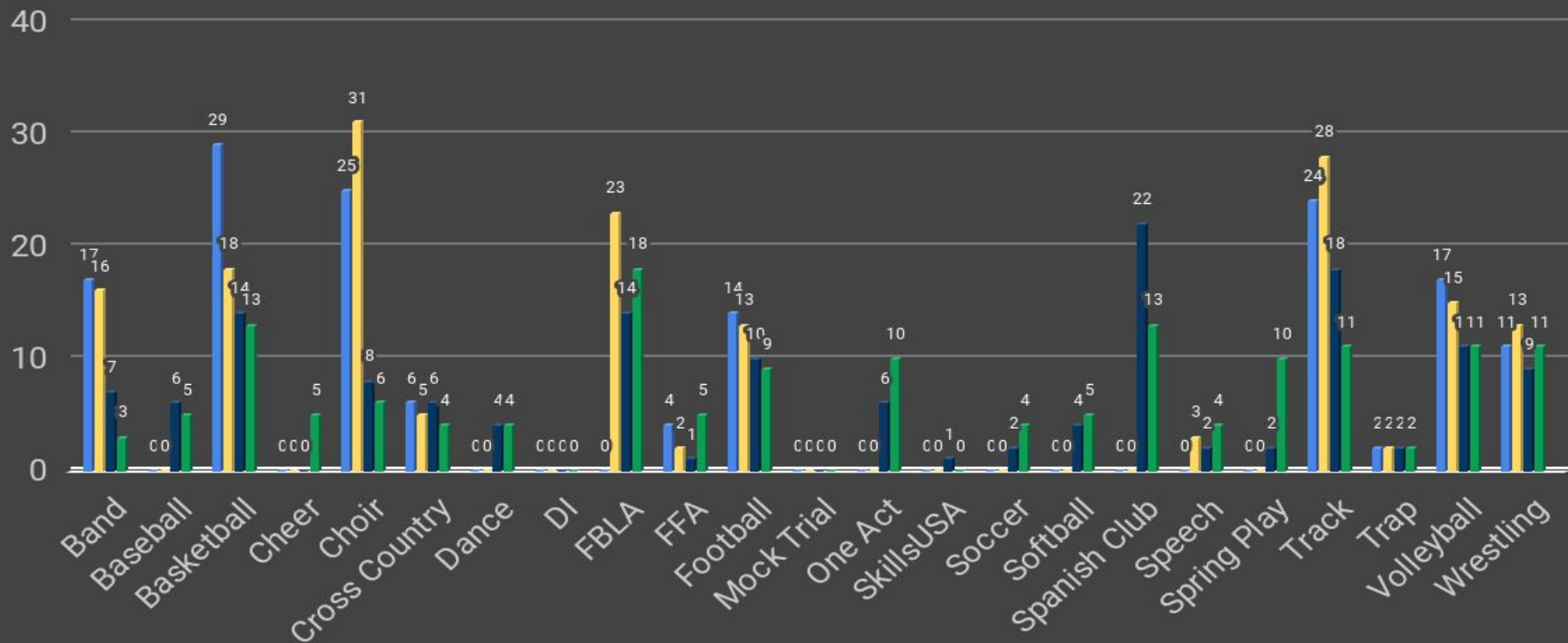
■ 2016-2017
 ■ 2017-2018
 ■ 2018-2019
 ■ 2019-2020



Number of Participants by Activity

10th Grade - Class of 2022

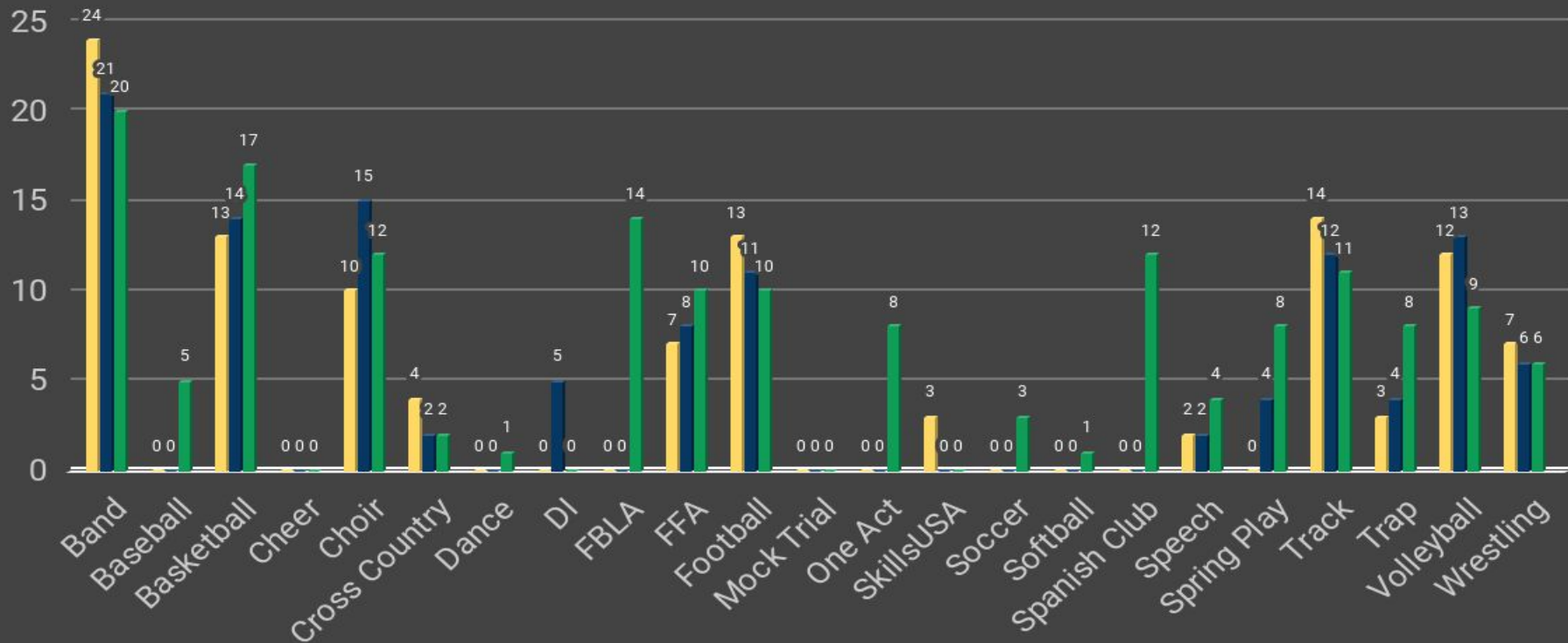
■ 2016-2017
 ■ 2017-2018
 ■ 2018-2019
 ■ 2019-2020



Number of Participants by Activity

9th Grade - Class of 2023

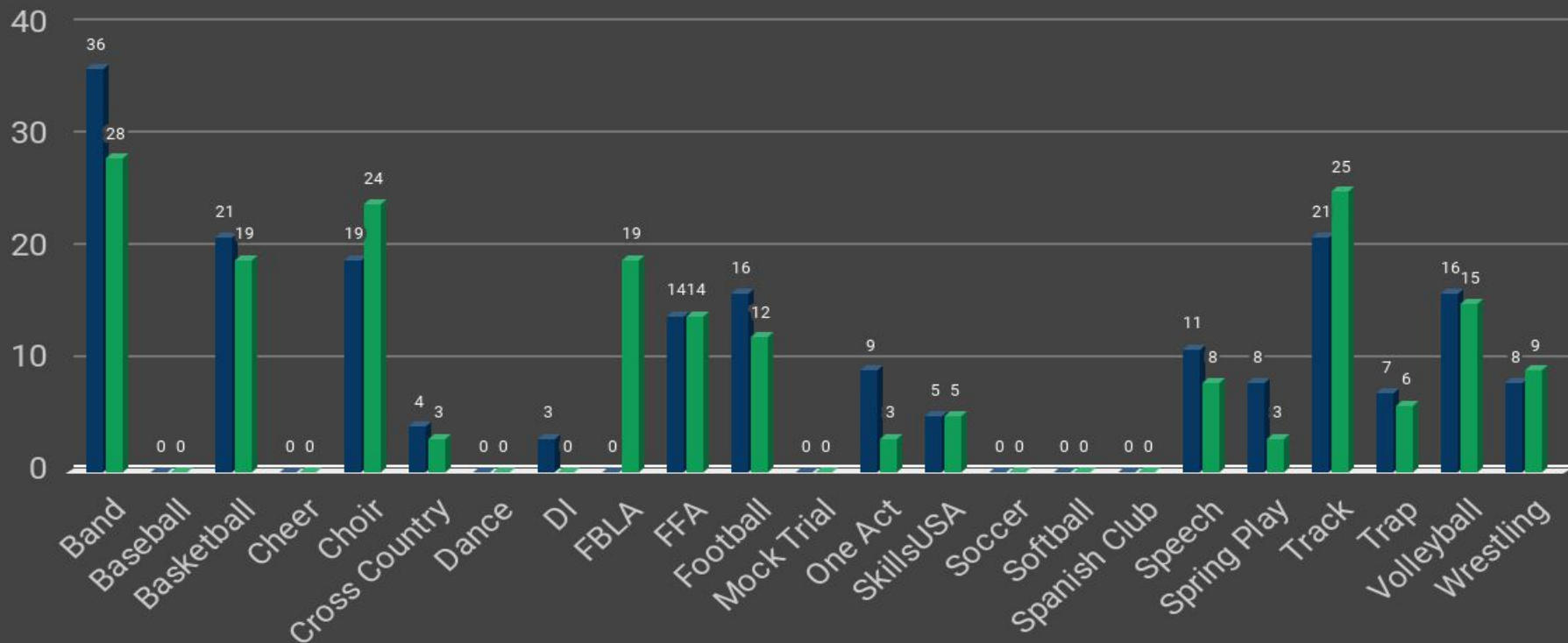
■ 2017-2018
 ■ 2018-2019
 ■ 2019-2020



Number of Participants by Activity

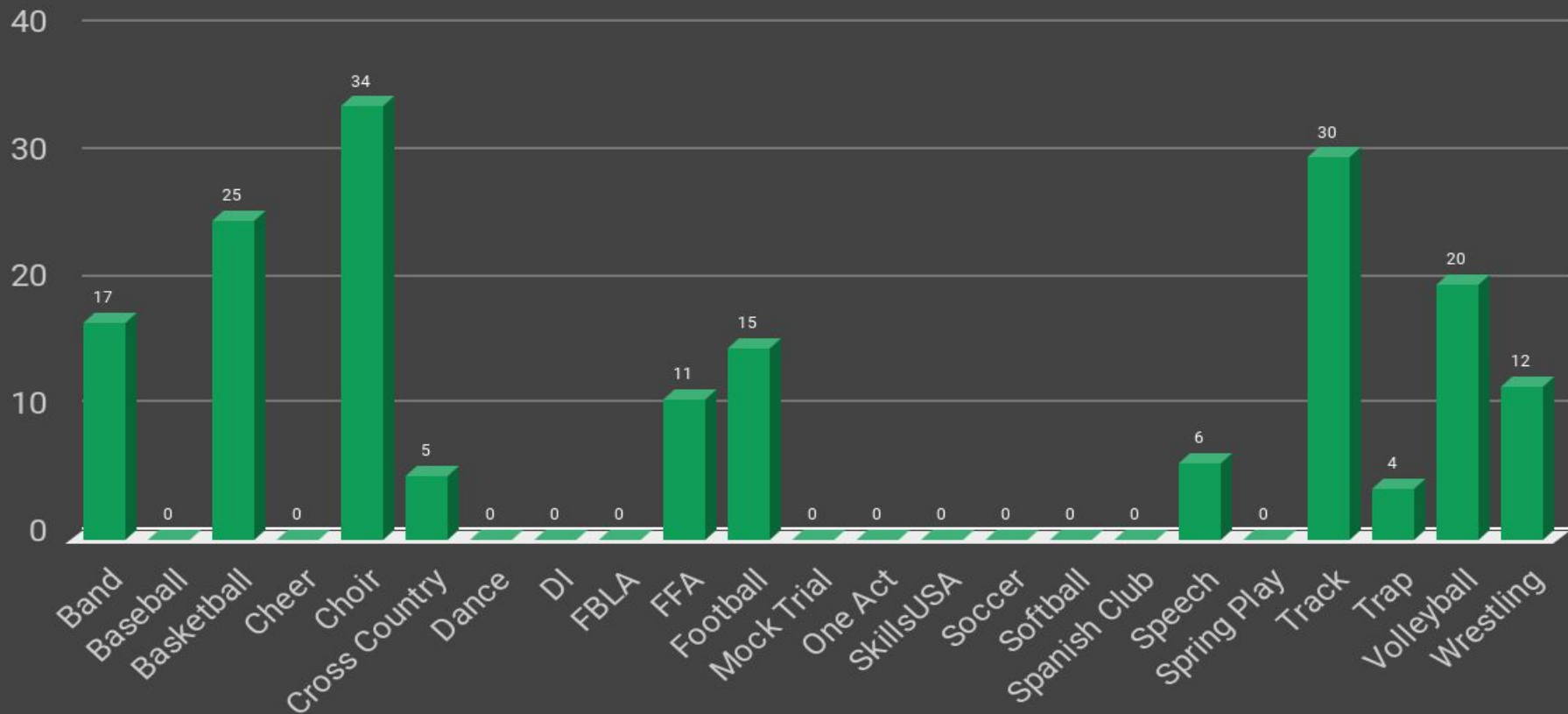
8th Grade - Class of 2024

2018-2019 2019-2020



Number of Participants by Activity

7th Grade - Class of 2025



RC Facility Priority List

Created 8.7.19, Updated 6.3.20

2019-2020

Research and implement an online software to submit work orders for Jared and Keely

- \$6,000 for Year 1 and \$4,000 for Year 2 and beyond.

Priority Project	Scheduled	Finished	Location	Estimated Cost / Total Cost	Anticipated Start Date	Completion Date	Contractor(s)
Area 4 (gym roof and NE corner)	X		Valparaiso Elementary	\$154,375 \$2 per sq. ft to replace wet insulation	May 2020	August 2020	• Weathercraft of Lincoln
Replace 3 outdoor and 1 indoor Rusted Door Frames	X		Jr/Sr High School	3 New Entryways on the S and E end of the school - \$33,925.00 Repair 4 Wooden Gym Doors \$1,625.00 Total - \$35,550	June 2020	August 2020	• Binswanger Glass
Front Steps Concrete Repair (patching)	X	X	Jr/Sr High School	\$1500 (Hernanz)			• Steven's and Smith Construction

Concrete in front of "old" entrance and handrail				\$1950 (Rezac)	June 2020		
Fix Retaining Wall	X		Jr/Sr High School	\$5200 (rezac)	July 2020		<ul style="list-style-type: none"> • Macintosh Concrete (bid coming) • Rezac Concrete also will provide a bid
Sand and Repaint New Gym Floor	X		Jr/Sr High School	\$6500	June 2020		<ul style="list-style-type: none"> • Shepard Gym Floors
Art Room Floor Repair			Valparaiso Elementary	TBD			<p>Jared has tried to crawl through the small space to see if we can get a jack down that far, unsuccessful.</p> <p>RamJack looked at the floor and essentially determined they could not be part of the solution.</p> <p>Thrasher will look at it next. There may be a possibility to hire a structural engineer.</p>
Paint and Repair Weightroom	X	X	Jr/Sr High School	May 2020	May 2020		<ul style="list-style-type: none"> • Barb Ohnoutka and Kristi Sears

Exterior Wall							
Replace Electric Box	X	X	Jr/Sr High School	\$3150			<ul style="list-style-type: none"> • Sentry Electric
Replacement plan for Air Handlers	X		Jr/Sr High School	\$1,800,000	May 2020	August 2020	<ul style="list-style-type: none"> • Trane
Repair Buckling Window in the 1st/2nd Grade Wing			Valparaiso Elementary	TBD			
Seal Main Driveway			Jr/Sr High School	\$61,547			<ul style="list-style-type: none"> • PAVERS
Lower Priority List							
New Tile in Kitchen	X		Val Elementary	TBD	July 2020		<ul style="list-style-type: none"> • Custodial Crew (tile was found in the bus barn)
Cement Pendulums to protect tanks	X	X	Jr/Sr High School	\$100			<ul style="list-style-type: none"> • Jared
Plaster work on exterior gym walls in (once roof is complete)	X	X	Val Elementary	\$5,050			<ul style="list-style-type: none"> • Scott's Plastery
Add Drainage			Jr/Sr High				

to the NE section of FB Field			School				
HVAC Replacement			Valparaíso Elementary				

Comprehensive List for 2019-2020

Project		Location	Estimated Cost / Total Cost	Anticipated Start Date	Completion Date	Contractor(s)
Area 4 (gym roof and NE corner)		Valparaiso Elementary	\$190,000	June 2020	August 2021	
HVAC Replacement Schedule		Valparaiso Elementary	\$400,000 (40 heat pumps @ \$10,000)			
New Security Camera Software		All 3 Sites	\$28,055			1. Kidwell
Wifi for Bus Barn and Press Box		Jr/Sr High School	\$7,304.75			2. Kidwell
Water Softener Added to Boiler	X	Jr/Sr High School	\$1,506.83	August 2019	August 2019	3. Jeff White - AquaSystems

Commercial Water Softener for New Addition	X	Jr/Sr High School	\$5,786.60	Oct/Nov 2019	Nov 2019	4. Jeff White - AquaSystems
Gym Floor Repair	X	Ceresco	\$1,195	October 2019	October 2019	5. DavidWood Floors, Inc. (Ralston)
Front Steps Concrete Repair		Jr/Sr High School	TBD			
Add Concrete in front of FB stadium for Handicap spots		Jr/Sr High School	\$4,000			
New Tile in Kitchen		Val Elementary	\$5,000			• Ernies
Replace Carpet in Entrances with Rubber Flooring		Both Val and Ceresco Elementary Schools	\$13,800 ***Bid from Ernies***			
Resurface Jr/Sr High School Track	X	Jr/Sr High School	\$51,950		September 2019	1. Midwest Tennis and Track (Denison, IA)
Energy Audit at Val Elementary	X	Val Elementary	Free	Meeting end of September to review data		1. Trane
Metal		Jr/Sr High School				

Bleachers for FB stadium						
Paint and Repair EIFS (Scott's Plastery)		Val Elementary Gym and Main Entrance Ceresco				
Pump/Well #5 Leaking between #4		Jr/Sr High School				
Replace Carpet w/ square tile carpet (make color universal for all 3 sites)		Val and Ceresco Elementary	Met w/ Ernie's October 2018 \$210,500.008			
Remove Gravel from Playground(s) and add ADA approved black tile		Val and Ceresco Elementary				***Possible fundraising project for PTO***
1911 Rock Bench		Ceresco Elementary				
Replace Wooden Lockers w/ Metal		Val and Ceresco Elementary				
Add Concrete		Val Elementary	\$13,350.00			

to N Parking Lot for Drainage						
Gym Floor Refinish (annual cost)		All Sites	\$10,000	Summer 2019	Summer 2019	

Other:

- Replace Concrete Barriers at Val Elementary

2020-2021

Project		Location	Estimated Cost / Total Cost	Anticipated Start Date	Completion Date	Contractor(s)
Flat roof (center section) replacement		Ceresco Elementary	\$190,000	June 2021	August 2021	

2021-2022

Project		Location	Estimated Cost / Total Cost	Anticipated Start Date	Completion Date	Contractor(s)
Area 2-4-6-8		Jr/Sr High School	\$250,000	June 2022	August 2022	

2019-2020 RC Strategic Plan

Mission Statement

The Raymond Central community is committed to providing a positive, challenging learning environment which prepares each individual student to be a responsible citizen in an ever-changing society.

School Improvement Goal

All students will meet or exceed normal growth rate on standardized tests annually.

- Raymond Central Public Schools believe that a Professional Learning Community (PLC) can be defined as a group of educators committed to working collaboratively in ongoing processes of collective inquiry and action research to achieve better results for our students (*Learning By Doing/DuFour, DuFour, Eaker*). In doing so, Raymond Central has committed to three fundamental assumptions:
 - We can make a difference - our schools can be more effective.
 - Improving our people is the key to improving our schools.
 - Significant school improvement will positively impact teaching and learning.
- Intervention (1): Raymond Central is committed to working together to achieve our collective purpose of learning for all students. Staff will cultivate a collaborative culture through the continued development of high performing teams, Professional Learning Communities (PLCs).
 - To achieve this, teams will meet on a regular basis clarifying what students must learn, gathering evidence of student learning, analyzing evidence, identifying the most effective instructional strategies and practices, increasing the instructional capacity of all team members while working to achieve their SMART goals.
- Intervention (2): Teachers will use lesson design, GANAG (Goal setting, Access to prior knowledge, New information, Application, Goal Review) as the district instructional framework.
- Intervention (3): The School Improvement Team will work to develop meaningful, personalized professional development opportunities targeting individual and team growth.
- Intervention (4): Raymond Central will develop a Multi-Tiered System of Support (MTSS) for both academic and behavioral student needs. PBIS (Positive

Behavioral Intervention and Supports will be implemented to provide a system of prevention, noting early identification and intervention. The goal of MTSS is to ensure success for ALL students.

District Strategic Plan 2019-2025

Goal 1 - Increase the number of students that meet or exceed normal growth rates

- Performance Indicator (1): Students will be provided rigorous academic and real-life learning opportunities to become college and career ready.
- Performance Indicator (2): Develop and implement a Multi-Tiered System of Support (MTSS) based on a needs-driven model ensuring students at all levels and sites have access to appropriate resources to accelerate performance proficiencies.
- Performance Indicator (3): Teachers will utilize effective instructional models, including differentiation, based on research and best practice with curriculum aligned to national, state and local standards while continuously assessing and monitoring student progress.
- Performance Indicator (4): Increase Measurement of Academic Progress (MAP) scores to meet or exceed national growth rates from first data collection points to additional collection points through the academic year.
- Performance Indicator (5): The Board of Education will review student growth data in Reading, Math, and Social, Emotional Behavior, from results in the Formative Assessment System for Teachers, at a minimum of three times per year (fall, mid-year, and spring).
- Performance Indicator (6): The district will research and develop a Capstone experience for Raymond Central students serving as a culminating project, or senior exhibition, that will encourage students to incorporate life skills such as critical thinking, problem solving, written and oral communication, and goal setting as they prepare to exit from their #RCJourney and enter a career, college, military or adult life as a responsible citizen in an ever-changing society.
- Performance Indicator (7): The district will research, design and implement a grading and assessment philosophy based on research and best practice.

Goal 2 - Research and implement strategies to recruit, hire, develop, support, and retain the highest quality staff

- Performance Indicator (1): Develop and implement pathways for teacher leaders that allow them to gain leadership experience and expertise through professional collaboration with other teachers and administrators.

- Performance Indicator (2): To encourage high performance, develop and implement a performance-based program that recognizes individuals for their accomplishments.
- Performance Indicator (3): Review 2019-2020 staff exit surveys to determine patterns and trends.
- Performance Indicator (4): Research and implement an online resource for accepting applications for all open positions.

Goal 3 - Increase Student Enrollment

- Performance Indicator (1): Develop a positive ratio of option-enrolled students through advertising and showcasing the accomplishments of Raymond Central students using a variety of social and media outlets.

Goal 4 - Maintain and Improve Current Facilities

- Performance Indicator (1): Continue to update the RC 5-10 year facilities plan.
- Performance Indicator (2): Explore creative/innovative classroom and campus concepts.
- Performance Indicator (3): Hire a consultant to assist in future facility planning including the construction of a Performing Arts Center.

Goal 5 - Technology

- Performance Indicator (1): Continue to stay up-to-date with devices and infrastructure.
- Performance Indicator (2): Update and maintain the district website frequently to keep all stakeholders informed.
- Performance Indicator (3): Teachers will utilize technology targeting student-centered learning, differentiated instruction and digital citizenship. The district will provide training opportunities for teachers to enhance their skills in this area.

Goal 6 - Staff Professional Development

- Performance Indicator (1): Provide meaningful and relevant staff development training to improve instruction. Professional Learning Communities will be the major vehicle for accomplishing this task by using teacher collaboration.
 - Professional learning opportunities will focus on increasing knowledge and use of differentiation strategies within all classrooms.
 - Increasing student engagement is also critical. PLCs will play a vital role in implementing these strategies.

- Performance Indicator (2): Develop a data collection process to ensure high yield instructional strategies are implemented with fidelity to the GANAG lesson design.

Goal 7 - Mental Health Action Plan

- Performance Indicator (1): Provide ongoing professional development in mental health issues for staff, students, parents and community.
- Performance Indicator (2): Develop and implement a progress monitoring evaluation tool for RC mental health programs: Move This World Social/Emotional Curriculum (PK-6); mental health therapist (7-12); other.

Goal 8 - Ensure all students learn in a safe environment

- Performance Indicator (1): Conduct annual external safety audits at each school site.
- Performance Indicator (2): Develop and implement a district-wide reunification plan as part of the adopted standard response protocol.
- Performance Indicator (3): Provide ongoing safety training for staff and students.
- Performance Indicator (4): The district will research and implement an anonymous reporting app for students, parents, and staff that will be used in partnership between the school and law enforcement.
- Performance indicator (5): Continue to engage all stakeholders in school safety issues.

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HVAC Replacement			Valparaíso Elementary				

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Water Softener Added to Boiler	X	Jr/Sr High School	\$1,506.83	August 2019	August 2019	3. Jeff White - AquaSystems

Commercial Water Softener for New Addition	X	Jr/Sr High School	\$5,786.60	Oct/Nov 2019	Nov 2019	4. Jeff White - AquaSystems
Gym Floor Repair	X	Ceresco	\$1,195	October 2019	October 2019	5. DavidWood Floors, Inc. (Ralston)
Front Steps Concrete Repair		Jr/Sr High School	TBD			
Add Concrete in front of FB stadium for Handicap spots		Jr/Sr High School	\$4,000			
New Tile in Kitchen		Val Elementary	\$5,000			• Ernies
Replace Carpet in Entrances with Rubber Flooring		Both Val and Ceresco Elementary Schools	\$13,800 ***Bid from Ernies***			
Resurface Jr/Sr High School Track	X	Jr/Sr High School	\$51,950		September 2019	1. Midwest Tennis and Track (Denison, IA)
Energy Audit at Val Elementary	X	Val Elementary	Free	Meeting end of September to review data		1. Trane
Metal		Jr/Sr High School				

Bleachers for FB stadium						
Paint and Repair EIFS (Scott's Plastery)		Val Elementary Gym and Main Entrance Ceresco				
Pump/Well #5 Leaking between #4		Jr/Sr High School				
Replace Carpet w/ square tile carpet (make color universal for all 3 sites)		Val and Ceresco Elementary	Met w/ Ernie's October 2018 \$210,500.008			
Remove Gravel from Playground(s) and add ADA approved black tile		Val and Ceresco Elementary				***Possible fundraising project for PTO***
1911 Rock Bench		Ceresco Elementary				
Replace Wooden Lockers w/ Metal		Val and Ceresco Elementary				
Add Concrete		Val Elementary	\$13,350.00			

to N Parking Lot for Drainage						
Gym Floor Refinish (annual cost)		All Sites	\$10,000	Summer 2019	Summer 2019	

Other:

- Replace Concrete Barriers at Val Elementary

2020-2021

Project		Location	Estimated Cost / Total Cost	Anticipated Start Date	Completion Date	Contractor(s)
Flat roof (center section) replacement		Ceresco Elementary	\$190,000	June 2021	August 2021	

2021-2022

Project		Location	Estimated Cost / Total Cost	Anticipated Start Date	Completion Date	Contractor(s)
Area 2-4-6-8		Jr/Sr High School	\$250,000	June 2022	August 2022	

NASB Monthly Update for Board Meetings - Agenda Item: JUNE 2020

View the Monthly Update in video form now at:

<https://vimeo.com/422856716>

“NASB Update”

As a board, some items you should be focused on during June include:

- **Submit your Legislative Proposals to the NASB Legislation Committee by July 1**
 - <http://www.nasbonline.org/registrations/ProposedResolution.aspx>
 - 10 Award points will be granted, per proposal, to the entire board that proposes a legislative change and/or new legislation
- Review, update, and adopt Superintendent Evaluation tool and Superintendent Job Description.
 - File modified or newly adopted Superintendent Evaluation tools with Dr. Micki Charf, Accreditation Specialist at Micki.Charf@nebraska.gov;
- Conduct a Board Self-Assessment & Goal Planning session
- Update your Strategic Plan Progress Report
- Hold a Board-Administrators Budget Work Session
- Do a Year End Assessment and Curriculum Review; Review School Improvement Plan
- Your Annual Review Bullying Prevention Policy is Due July 1 - § 79-2,137
- ESUs holding elections in conjunction with the statewide general election must notify the Secretary of State, County Clerks or Election Commissioners of offices to be filled, terms, vacancies, votes to cast, and filing deadlines for each office. §32-404, §32-601;
- ESU Filing Deadlines: Incumbent filing deadline: July 15, 2020 Non-incumbent filing deadline: August 3, 2020
- Other areas of focus during the coming months will be working collaboratively and in support of the district’s plans for re-opening school this fall.

NASB COVID-19 LINKS

- <http://members.nasbonline.org/index.php/news-resources/covid-19-resources>

Networking, Events & SBM Networking Call Info:

- <http://members.nasbonline.org/index.php/events>
- *NASB will not be conducting our June events.*
- *NASB has hosted networking calls amongst school board members throughout March, April & May and plan to continue these in June. We appreciate those of you have been able to participate. Check your email for times and login/call information, or contact Matt Belka for access.*

Advocacy/2020 Legislative Session:

Submit your Legislative Proposals to the NASB Legislation Committee by July 1 ... Now is the time for you and your board to think of items you might like addressed in 2021.

- <http://www.nasbonline.org/registrations/ProposedResolution.aspx>
- 10 Award points will be granted, per proposal, to the entire board that proposes a legislative change and/or new legislation
- If you have a topic in mind, or would like assistance getting the ball rolling, please let Matt Belka know at mbelka@NASBonline.org

The 2020 legislative session is currently scheduled to resume July 20 and wrap up mid-August. During the pause, senators and their offices have continued their work.

A priority for the reconvening session will be budget adjustments and bills that deal with the pandemic. Most other bills will likely be tabled. LB 1106, formerly LB 974, (the education funding reform/property tax bill) is still a priority for Sens. Linehan and the Revenue committee. We have shared our concerns with the committee, and with the press.

Stay engaged during the Session and follow along with the bills NASB is tracking at: <https://nasb.envisiams.com/legislative-bills> and through NASB's **Legislative Notes** e-updates.

Follow NASB on twitter at www.twitter.com/NASBonline using the hashtag #liveNASB and on facebook at www.facebook.com/NASBonline

To see a quick glimpse at the various items the NASB is involved in, check out pages 10 & 11 each month in the **Board Notes newsletter** for "This Month In ..." To access the latest newsletter, click here:

<http://members.nasbonline.org/index.php/news-resources/board-notes>



Community RelationsAnnual Report and School Improvement

The Superintendent shall prepare and distribute each year an Annual Report in accordance with Rule 10, Regulations and Procedures for the Legal Operation of Schools. The Annual Report shall be distributed to residents of the School District by the Superintendent distributing it to the members of the Board of Education and to the parents of students enrolled in the School District each school year and making it available to other residents. The report shall include information required by Rule 10. The results of the annual report shall be used to plan and make needed changes to improve instruction for all students. The report is to include:

- A. Student academic performance. The report shall include results of student success in achieving the state standards set forth in Appendices A through D of Rule 10 or local content standards approved by the Department, on a building basis. Individual test scores shall be kept confidential. If the school has fewer than ten students in the grades being reported, or if reporting would allow for the identification of students because they all had comparable scores, no public reports of student performance shall be provided for those grades.
- B. School system demographics.
- C. School improvement goals and progress.
- D. School system financial information.

The Superintendent shall further ensure that the School District implements a systematic on-going process that guides planning, implementation, and evaluation and renewal of school improvement activities to meet local and statewide goals and priorities. The school improvement process shall focus on improving student learning and include a periodic review by visiting educators who provide consultation to the local school/community in continued accomplishment of plans and goals. The school improvement process shall further include the following activities at least once within each five years:

- A. Review and update of the mission and vision statements.
- B. Collection and analysis of data about student performance, demographics, learning climate, and former high school students.
- C. Selection of improvement goals. At least one goal is directed toward improving student academic achievement.
- D. Development and implementation of an improvement plan which includes procedures, strategies, actions to achieve goals, and an aligned professional development plan.
- E. Evaluation of progress toward improvement goals.

The school improvement process shall further include a visitation by a team of external representatives to review progress and provide written recommendations. A copy of the school system's improvement plan and the written recommendations shall be provided to the Department. The external team visits shall be conducted at least once each five years.

Legal Reference: NDE Rule 10.01, 10.5.02, 10.9 and 10.10

Date of Adoption: [Insert Date]

StudentsStudent Discipline

- A. Development of Uniform Discipline System. It shall be the responsibility of the Superintendent to develop and maintain a system of uniform discipline. The discipline which may be imposed includes actions which are determined to be reasonably necessary to aid the student, to further school purposes, or to prevent interference with the educational process, such as (without limitation) counseling and warning students, parent contacts and parent conferences, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling upon written consent of the parent or guardian, or in-school suspension. The discipline may also include out-of-school suspension (short-term or long-term) and expulsion.
1. Short-Term Suspension: Students may be excluded by the Principal or the Principal's designee from school or any school function for a period of up to five school days (short-term suspension) on the following grounds:
 - a. Conduct that constitutes grounds for expulsion, whether the conduct occurs on or off school grounds; or
 - b. Other violations of rules and standards of behavior adopted by the Board of Education or the administrative or teaching staff of the school, which occur on or off school grounds, if such conduct interferes with school purposes or there is a nexus between such conduct and school.

The following process will apply to short-term suspensions:

- a. The Principal or the Principal's designee will make a reasonable investigation of the facts and circumstances. A short-term suspension will be made upon a determination that the suspension is necessary to help any student, to further school purposes, or to prevent an interference with school purposes.
- b. Prior to commencement of the short-term suspension, the student will be given oral or written notice of the charges against the student. The student will be advised of what the student is accused of having done, an explanation of the evidence the authorities have, and be afforded an opportunity to explain the student's version of the facts.
- c. Within 24 hours or such additional time as is reasonably necessary following the suspension, the Principal or administrator will send a written statement to the student and the student's parent or guardian describing the student's conduct, misconduct or violation of the rule or standard and the reasons for the action taken.
- d. An opportunity will be given to the student, and the student's parent or guardian, to have a conference with the Principal or administrator ordering the short-term suspension before or at the time the student returns to

- school. The Principal or administrator shall determine who in addition to the parent or guardian is to attend the conference.
- e. A student who is on a short-term suspension shall not be permitted to be on school grounds without the express permission of the Principal.
2. Long-Term Suspension: A long-term suspension means an exclusion from school and any school functions for a period of more than five school days but less than twenty school days. A student who is on a long-term suspension shall not be permitted to be on school grounds without the express permission of the Principal. A notice will be given to the student and the parents/guardian when the Principal recommends a long-term suspension. The notice will include a description of the procedures for long-term suspension; the procedures will be those set forth in the Student Discipline Act.
 3. Expulsion:
 - a. Meaning of Expulsion. Expulsion means exclusion from attendance in all schools, grounds and activities of or within the system for a period not to exceed the remainder of the semester in which it took effect unless the misconduct occurred (a) within ten school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or (b) within ten school days prior to the end of the second semester, in which case the expulsion shall remain in effect for summer school and the first semester of the following school year, or (c) unless the expulsion is for conduct specified in these rules or in law as permitting or requiring a longer removal, in which case the expulsion shall remain in effect for the period specified therein. Such action may be modified or terminated by the school district at any time during the expulsion period. A student who has been expelled shall not be permitted to be on school grounds without the express permission of the Principal. A notice will be given to the student and the parents/guardian when the Principal recommends an expulsion. The notice will include a description of the procedures for expulsion; the procedures will be those set forth in the Student Discipline Act.
 - b. Suspensions Pending Hearing. When a notice of intent to discipline a student by long-term suspension, expulsion, or mandatory reassignment is filed with the superintendent, the student may be suspended by the principal until the date the long-term suspension, expulsion, or mandatory reassignment takes effect if no hearing is requested or, if a hearing is requested, the date the hearing examiner makes the report of his or her findings and a recommendation of the action to be taken to the superintendent, if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of (a) interference with an educational function or school purpose or (b) a personal injury to the student himself or herself, other students, school employees, or school volunteers.

- c. Summer Review. Any expulsion that will remain in effect during the first semester of the following school year will be automatically scheduled for review before the beginning of the school year in accordance with law.
 - d. Alternative Education: Students who are expelled may be provided an alternative education program that will enable the student to continue academic work for credit toward graduation. In the event an alternative education program is not provided, a conference will be held with the parent, student, the Principal or another school representative assigned by the Principal, and a representative of a community organization that assists young people or that is involved with juvenile justice to develop a plan for the student in accordance with law.
 - e. Suspension of Enforcement of an Expulsion: Enforcement of an expulsion action may be suspended (i.e., “stayed”) for a period of not more than one full semester in addition to the balance of the semester in which the expulsion takes effect. As a condition of such suspended action, the student and parents will be required to sign a discipline agreement.
 - f. Students Subject to Juvenile or Court Probation. Prior to the readmission to school of any student who is less than nineteen years of age and who is subject to the supervision of a juvenile probation officer or an adult probation officer pursuant to the order of the District Court, County Court, or Juvenile Court, who chooses to meet conditions of probation by attending school, and who has previously been expelled from school, the Principal or the Principal’s designee shall meet with the student’s probation officer and assist in developing conditions of probation that will provide specific guidelines for behavior and consequences for misbehavior at school (including conduct on school grounds and conduct during an educational function or event off school grounds) as well as educational objectives that must be achieved. If the guidelines, consequences, and objectives provided by the Principal or the Principal’s designee are agreed to by the probation officer and the student, and the court permits the student to return to school under the agreed to conditions, the student may be permitted to return to school. The student may with proper consent, upon such return, be evaluated by the school for possible disabilities and may be referred for evaluation for possible placement in a special education program. The student may be expelled or otherwise disciplined for subsequent conduct as provided in Board policy and state statute.
4. Emergency Exclusion: A student may be excluded from school in the following circumstances:
 - a. If the student has a dangerous communicable disease transmissible through normal school contacts and poses an imminent threat to the health or safety of the school community; or

- b. If the student's conduct presents a clear threat to the physical safety of himself, herself, or others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.

Any emergency exclusion shall be based upon a clear factual situation warranting it and shall last no longer than is necessary to avoid the dangers described above.

If the emergency exclusion will be for five school days or less, the procedures for a short-term suspension shall be followed. If the Superintendent or his or her designee determines that an emergency exclusion shall extend beyond five days, a hearing is to be held and a final determination made within ten school days after the initial date of exclusion. Such procedures shall substantially comply with the procedures set forth in this policy for a long-term suspension or expulsion, and be modified only to the extent necessary to accomplish the hearing and determination within this shorter time period.

5. Other Forms of Student Discipline: Administrative and teaching personnel may also take actions regarding student behavior, other than removal of students from school, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but are not limited to, counseling of students, parent conferences, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. The actions may also include in-school suspensions. When in-school suspensions, after-school assignments, or other disciplinary measures are assigned, the student is responsible for complying with such disciplinary measures. A failure to serve such assigned discipline as directed will serve as grounds for further discipline, up to expulsion from school.
- B. Student Conduct Expectations. Students are not to engage in conduct which causes or which creates a reasonable likelihood that it will cause a substantial disruption in or material interference with any school function, activity or purpose or interfere with the health, safety, well being or rights of other students, staff or visitors.
 - C. Grounds for Short-Term Suspension, Long-Term Suspension, Expulsion or Mandatory Reassignment. The following conduct has been determined by the Board of Education to have the potential to seriously affect the health, safety or welfare of students, staff and other persons or to otherwise seriously interfere with the educational process. Such conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, and any other lesser forms of discipline. The conduct is subject to the consequence of long-term suspension, expulsion, or mandatory reassignment where it occurs on school grounds, in a vehicle owned, leased, or contracted by the school and being used for a school purpose or in a vehicle being driven for a school purpose by a

school employee or an employee's designee, or at a school-sponsored activity or athletic event.

1. Willfully disobeying any reasonable written or oral request of a school staff member, or the voicing of disrespect to those in authority.
2. Use of violence, force, coercion, threat, intimidation, harassment, or similar conduct in a manner that constitutes a substantial interference with school purposes or making any communication that a reasonable recipient would interpret as a serious expression of an intent to harm or cause injury to another.
3. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, repeated damage or theft involving property, or setting or attempting to set a fire of any magnitude.
4. Causing or attempting to cause personal injury to any person, including any school employee, school volunteer, or student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision.
5. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student or making a threat which causes or may be expected to cause a disruption to school operations.
6. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon or that has the appearance of a weapon or bringing or possessing any explosive device, including fireworks.
7. Engaging in selling, using, possessing or dispensing of alcohol, tobacco, narcotics, drugs, controlled substance, or an inhalant; being under the influence of any of the above; possession of drug paraphernalia, or the selling, using, possessing, or dispensing of an imitation controlled substance as defined in section 28-401 of the Nebraska statutes, or material represented to be alcohol, narcotics, drugs, a controlled substance or inhalant. Tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), electronic nicotine delivery systems, alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation. The term "under the influence" has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol or illegal substances on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant.
8. Public indecency or sexual conduct.
9. Engaging in bullying, which includes any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or a school employee's designee, or at school-sponsored activities or school-sponsored athletic events.

10. Sexually assaulting or attempting to sexually assault any person. This conduct may result in an expulsion regardless of the time or location of the offense if a complaint alleging such conduct is filed in a court of competent jurisdiction.
11. Engaging in any activity forbidden by law which constitutes a danger to other students or interferes with school purposes. This conduct may result in an expulsion regardless of the time or location of the offense if the conduct creates or had the potential to create a substantial interference with school purposes, such as the use of the telephone or internet off-school grounds to threaten.
12. A repeated violation of any rules established by the school district or school officials if such violations constitute a substantial interference with school purposes.
13. Truancy or failure to attend assigned classes or assigned activities; or tardiness to school, assigned classes or assigned activities.
14. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, disability, national origin, or religion.
15. Dressing or grooming in a manner which is dangerous to the student's health and safety or a danger to the health and safety of others or repeated violations of the student dress and grooming standards; dressing, grooming, or engaging in speech that is lewd or indecent, vulgar or plainly offensive; dressing, grooming, or engaging in speech that school officials reasonably conclude will materially and substantially disrupt the work and discipline of the school; dressing, grooming, or engaging in speech that a reasonable observer would interpret as advocating illegal drug use.
16. Willfully violating the behavioral expectations for riding school buses or vehicles.
17. A student who engages in the following conduct shall be expelled for the remainder of the school year in which it took effect if the misconduct occurs during the first semester, and if the expulsion for such conduct takes place during the second semester, the expulsion shall remain in effect for the first semester of the following school year, with the condition that such action may be modified or terminated by the school district during the expulsion period on such terms as the administration may establish:
 - a. The knowing and intentional use of force in causing or attempting to cause personal injury to a school employee, school volunteer, or student, except if caused by accident, self-defense, or on the reasonable belief that the force used was necessary to protect some other person and the extent of force used was reasonably believed to be necessary, or
 - b. The knowing and intentional possession, use, or transmission of a dangerous weapon other than a firearm.
18. Knowingly and intentionally possessing, using, or transmitting a firearm on school grounds, in a school-owned or utilized vehicle, or during an educational function or event off school grounds, or at a school-sponsored activity or athletic event. This conduct shall result in an expulsion for one calendar year. "Firearm" means a firearm as defined in 18 U.S.C. 921, as that statute existed on January 1, 1995. That statute includes the following statement: "The term 'firearm' means

(a) any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive; (b) the frame or receiver of any such weapon; (c) any firearm muffler or firearm silencer; or (d) any destructive device.” The Superintendent may modify such one year expulsion requirement on a case-by-case basis, provided that such modification is in writing.

Bringing a firearm or other dangerous weapon to school for any reason is discouraged; however, a student will not be subject to disciplinary action if the item is brought or possessed under the following conditions:

- a. Prior written permission to bring the firearm or other dangerous weapon to school is obtained from the student's teacher, building administrator and parent.
- b. The purpose of having the firearm or other dangerous weapon in school is for a legitimate educational function.
- c. A plan for its transportation into and from the school, its storage while in the school building and how it will be displayed must be developed with the prior written approval by the teacher and building administrator. Such plan shall require that such item will be in the possession of an adult staff member at all times except for such limited time as is necessary to fulfill the educational function.
- d. The firearm or other dangerous weapon shall be in an inoperable condition while it is on school grounds.

For purposes of this policy, the term “dangerous weapon” includes any personal safety or security device (such as tasers, mace and pepper spray). If a student desires to carry or possess a personal safety or security device, the student must obtain prior approval from the building principal before bringing such device on school grounds. If a student obtains prior approval from the building principal, the student must store the device during the school day in the student’s locker, in the main office or in another secure location designated by the building principal. A student shall not carry a personal safety or security device during the school day.

D. Additional Student Conduct Expectations and Grounds for Discipline. The following additional student conduct expectations are established. Failure to comply with such rules is grounds for disciplinary action. When such conduct occurs on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event, the conduct is grounds for long-term suspension, expulsion or mandatory reassignment.

1. Student Appearance: Students are expected to dress in a way that is appropriate for the school setting. Students should not dress in a manner that is dangerous to the health and safety of anyone or interferes with the learning environment or teaching process in our school. Following is a list of examples of attire that will not be considered appropriate, such list is not exclusive and other forms of attire

deemed inappropriate by the administration may be deemed inappropriate for the school setting:

- a. Clothing that shows an inappropriate amount of bare skin or underwear (midriffs, spaghetti straps, sagging pants) or clothing that is too tight, revealing or baggy, or tops and bottoms that do not overlap or any material that is sheer or lightweight enough to be seen through, or otherwise of an appropriate size and fit so as to be revealing or drag on the ground.
- b. Shorts, skirts, or skorts that do not reach mid-thigh or longer.
- c. Clothing or jewelry that advertises or promotes beer, alcohol, tobacco, or illegal drugs.
- d. Clothing or jewelry that could be used as a weapon (chains, spiked apparel) or that would encourage “horse-play” or that would damage property (e.g. cleats).
- e. Head wear including hats, caps, bandannas, and scarves.
- f. Clothing or jewelry which exhibits nudity, makes sexual references or carries lewd, indecent, or vulgar double meaning.
- g. Clothing or jewelry that is gang related.
- h. Visible body piercing (other than ears).

Consideration will be made for students who wear special clothing as required by religious beliefs, disability, or to convey a particularized message protected by law. The final decision regarding attire and grooming will be made by the Principal or Superintendent. In the event a student is uncertain as to whether a particular item or method of grooming is consistent with the school’s guidelines, the student should contact the Principal for approval, and may also review such additional posting of prohibited items or grooming which may be available in the Principal’s office.

Coaches, sponsors or teachers may have additional requirements for students who are in special lab classes, students who are participants in performing groups or students who are representing the school as part of an extracurricular activity program.

On a first offense of the dress code, the student may call home for proper apparel. If clothes cannot be brought to school, the student will be assigned to in-school suspension for the remainder of the day. Students will not be allowed to leave campus to change clothes. Continual violations of the dress code will result in more stringent disciplinary actions, up to expulsion. Further, in the event the dress code violation is determined to also violate other student conduct rules (e.g., public indecency, insubordination, expression of profanity, and the like), a first offense of the dress code may result in more stringent discipline, up to expulsion.

2. Academic Integrity.

- a. Policy Statement: Students are expected to abide by the standards of academic integrity established by their teachers and school administration. Standards of academic integrity are established in order for students to

learn as much as possible from instruction, for students to be given grades which accurately reflect the student's level of learning and progress, to provide a level playing field for all students, and to develop appropriate values.

Cheating and plagiarism violate the standards of academic integrity. Sanctions will be imposed against students who engage in such conduct.

b. Definitions: The following definitions provide a guide to the standards of academic integrity:

(1) "Cheating" means intentionally misrepresenting the source, nature, or other conditions of academic work so as to accrue undeserved credit, or to cooperate with someone else in such misrepresentation. Such misrepresentations may, but need not necessarily, involve the work of others. Cheating includes, but is not limited to:

(a) Tests (includes tests, quizzes and other examinations or academic performances):

(i) Advance Information: Obtaining, reviewing or sharing copies of tests or information about a test before these are distributed for student use by the instructor. For example, a student engages in cheating if, after having taken a test, the student informs other students in a later section of the questions that appear on the test.

(ii) Use of Unauthorized Materials: Using notes, textbooks, pre-programmed formulae in calculators, or other unauthorized material, devices or information while taking a test except as expressly permitted. For example, except for "open book" tests, a student engages in cheating if the student looks at personal notes or the textbook during the test.

(iii) Use of Other Student Answers: Copying or looking at another student's answers or work, or sharing answers or work with another student, when taking a test, except as expressly permitted. For example, a student engages in cheating if the student looks at another student's paper during a test. A student also engages in cheating if the student tells another student answers during a test or while exiting the testing room, or knowingly allows another student to look at the student's answers on the test paper.

(iv) Use of Other Student to Take Test. Having another person take one's place for a test, or taking a test for another student, without the specific knowledge and permission of the instructor.

- (v) Misrepresenting Need to Delay Test. Presenting false or incomplete information in order to postpone or avoid the taking of a test. For example, a student engages in cheating if the student misses class on the day of a test, claiming to be sick, when the student's real reason for missing class was because the student was not prepared for the test.
 - (b) Papers (includes papers, essays, lab projects, and other similar academic work):
 - i) Use of Another's Paper: Copying another student's paper, using a paper from an essay writing service, or allowing another student to copy a paper, without the specific knowledge and permission of the instructor.
 - (ii) Re-use of One's Own Papers: Using a substantial portion of a piece of work previously submitted for another course or program to meet the requirements of the present course or program without notifying the instructor to whom the work is presented.
 - (iii) Assistance from Others: Having another person assist with the paper to such an extent that the work does not truly reflect the student's work. For example, a student engages in cheating if the student has a draft essay reviewed by the student's parent or sibling, and the essay is substantially re-written by the student's parent or sibling. Assistance from home is encouraged, but the work must remain the student's.
 - (iv) Failure to Contribute to Group Projects. Accepting credit for a group project in which the student failed to contribute a fair share of the work.
 - (v) Misrepresenting Need to Delay Paper. Presenting false or incomplete information in order to postpone or avoid turning in a paper when due. For example, a student engages in cheating if the student misses class on the day a paper is due, claiming to be sick, when the student's real reason for missing class was because the student had not finished the paper.
 - (c) Alteration of Assigned Grades. Any unauthorized alteration of assigned grades by a student in the teacher's grade book or the school records is a serious form of cheating.
- (2) "Plagiarism" means to take and present as one's own a material portion of the ideas or words of another or to present as one's own

an idea or work derived from an existing source without full and proper credit to the source of the ideas, words, or works. Plagiarism includes, but is not limited to:

- (a) Failure to Credit Sources: Copying work (words, sentences, and paragraphs or illustrations or models) directly from the work of another without proper credit. Academic work frequently involves use of outside sources. To avoid plagiarism, the student must either place the work in quotations or give a citation to the outside source.
 - (b) Falsely Presenting Work as One's Own: Presenting work prepared by another in final or draft form as one's own without citing the source, such as the use of purchased research papers or use of another student's paper.
- (3) “Contributing” to academic integrity violations means to participate in or assist another in cheating or plagiarism. It includes but is not limited to allowing another student to look at your test answers, to copy your papers or lab projects, and to fail to report a known act of cheating or plagiarism to the instructor or administration.
- c. Sanctions: The following sanctions will occur when a student engages in cheating, plagiarism, or contributing to an academic integrity offense:
- (1) Academic Sanction. The instructor will refuse to accept the student's work in which the academic integrity offense took place, assign a grade of "F" or zero for the work, and require the student to complete a test or project in place of the work within such time and under such conditions as the instructor may determine appropriate. In the event the student completes the replacement test or project at a level meeting minimum performance standards, the instructor will assign a grade which the instructor determines to be appropriate for the work.
 - (2) Report to Parents and Administration. The instructor will notify the Principal of the offense and the instructor or Principal will notify the student's parents or guardian.
 - (3) Student Discipline Sanctions. Academic integrity offenses are a violation of school rules. The Principal may recommend sanctions in addition to those assigned by the instructor, up to and including suspension or expulsion. Such additional sanctions will be given strong consideration where a student has engaged in serious or repeated academic integrity offense or other rule violations, and where the academic sanction is otherwise not a sufficient remedy, such as for offenses involving altering assigned grades or contributing to academic integrity violations.

3. Electronic Devices

- a. Philosophy and Purpose. The District strongly discourages students from bringing and/or using electronic devices at school. The use of electronic devices can be disruptive to the educational process and are items that are frequently lost or stolen. In order to maintain a secure and orderly learning environment, and to promote respect and courtesy regarding the use of electronic devices, the District hereby establishes the following rules and regulations governing student use of electronic devices, and procedures to address student misuse of electronic devices.
- b. Definitions.
 - (1) “Electronic devices” include, but are not limited to, cell phones, Mp3 players, iPods, personal digital assistants (PDAs), compact disc players, portable game consoles, cameras, digital scanners, lap top computers, and other electronic or battery powered instruments which transmit voice, text, or data from one person to another.
 - (2) “Sexting” means generating, sending or receiving, encouraging others to send or receive, or showing others, through an electronic device, a text message, photograph, video or other medium that:
 - (i) Displays sexual content, including erotic nudity, any display of genitalia, unclothed female breasts, or unclothed buttocks, or any sexually explicit conduct as defined at Neb. Rev. Stat. § 28-1463.02; or
 - (ii) Sexually exploits a person, whether or not such person has given consent to creation or distribution of the message, photograph or video by permitting, allowing, encouraging, disseminating, distributing, or forcing such student or other person to engage in sexually explicit, obscene or pornographic photography, films, or depictions; or,
 - (iii) Displays a sexually explicit message for sexual gratification, flirtation or provocation, or to request or arrange a sexual encounter.
- c. Possession and Use of Electronic Devices.
 - (1) Students are not permitted to possess or use any electronic devices during class time or during passing time except as otherwise provided by this policy. Cell phone usage is strictly prohibited during any class period; including voice usage, digital imaging, or text messaging.
 - (2) Students are permitted to possess and use electronic devices before school hours, at lunch time, and after school hours, provided that the student not commit any abusive use of the device (see paragraph (d)(1). Administrators have the discretion to prohibit student possession or use of electronic devices on school grounds during these times in the event the administration determines such

further restrictions are appropriate; an announcement will be given in the event of such a change in permitted use.

- (3) Electronic devices may be used during class time when specifically approved by the teacher or a school administrator in conjunction with appropriate and authorized class or school activities or events (i.e., student use of a camera during a photography class; student use of a lap top computer for a class presentation).
- (4) Students may use electronic devices during class time when authorized pursuant to an Individual Education Plan (IEP), a Section 504 Accommodation Plan, or a Health Care Plan, or pursuant to a plan developed with the student's parent when the student has a compelling need to have the device (e.g., a student whose parent is in the hospital could be allowed limited use of the cell phone for family contacts, so the family can give the student updates on the parent's condition).

d. Violations

- (1) Prohibited Use of Electronic Devices: Students shall not use electronic devices for: (a) activities which disrupt the educational environment; (b) illegal activities in violation of state or federal laws or regulations; (c) unethical activities, such as cheating on assignments or tests; (d) immoral or pornographic activities; (e) activities in violation of Board or school policies and procedures relating to student conduct and harassment; (f) recording others (photographs, videotaping, sound recording, etc.) or otherwise transmitting images and/or sounds of another person or persons without direct administrative approval and consent of the person(s) being recorded, other than recording of persons participating in school activities that are open to the public; (g) "sexting;" or (h) activities which invade the privacy of others. Such student misuses will be dealt with as serious school violations, and immediate and appropriate disciplinary action will be imposed, including, but not limited to, suspension and expulsion from school.
- (2) Disposition of Confiscated Electronic Devices: Electronic devices possessed or used in violation of this policy may be confiscated by school personnel and returned to the student or parent/guardian at an appropriate time. If an electronic device is confiscated, the electronic device shall be taken to the school's main office to be identified, placed in a secure area, and returned to the student and/or the student's parent/guardian in a consistent and orderly way.
 - (i) First Violation: Depending upon the nature of the violation and the imposition of other appropriate disciplinary action, consequences at a minimum may include a relinquishment of the electronic device to the school administration and a conference between the student and school principal or

assistant principal. The electronic device shall remain in the possession of the school administration until such time as the student personally comes to the school's main office and retrieves the electronic device.

- (ii) **Second Violation:** Depending upon the nature of the violation and the imposition of other appropriate disciplinary action, consequences at a minimum may include a relinquishment of the electronic device to the school administration and a conference between the student and his/her parent/guardian and the school principal or assistant principal. The electronic device shall remain in the possession of the school administration until such time as the student's parent/guardian personally comes to the school's main office and retrieves the electronic device.
 - (iii) **Third Violation:** Depending upon the nature of the violation and the imposition of other appropriate disciplinary action, consequences at a minimum may include a relinquishment of the electronic device to the school administration, a conference between the student and his/her parent/guardian and the school principal or assistant principal, and suspension of the student from school. The electronic device shall remain in the possession of the school administration until such time as the student's parent/guardian personally comes to the school's main office and retrieves the electronic device.
- (3) Penalties for Prohibited Use of Electronic Devices: Students who receive a "sexting" message are to report the matter to a school administrator and then delete such message from their electronic device. Students shall not participate in sexting or have any "sexting" message on their electronic devices regardless of when the message was received while on school grounds or at a school activity. Students who violate the prohibitions of this policy shall be subject to the imposition of appropriate disciplinary action, up to and including expulsion, provided that at a minimum the following penalties shall be imposed:
- (i) Students found in possession of a "sexting" message shall be subject to a one (1) day suspension from school.
 - (ii) Students who send or encourage another to send a "sexting" message shall be subject to a five (5) day suspension from school.
- (4) Reporting to Law Enforcement: Violations of this policy regarding the prohibited use of electronic devices that may constitute a violation of federal or state laws and regulations, including, but not limited to, the Nebraska Child Protection Act or

the Nebraska Child Pornography Prevention Act shall be reported to appropriate legal authorities and law enforcement.

- e. Responsibility for Electronic Devices. Students or their parents/guardians are expected to claim a confiscated electronic device within ten (10) days of the date it was relinquished. The school shall not be responsible, financially or otherwise, for any unclaimed electronic devices. By bringing such devices to school, students and parents authorize the school to dispose of unclaimed devices at the end of each semester. The District is not responsible for the security and safekeeping of students' electronic devices and is not financially responsible for any damage, destruction, or loss of electronic devices.

- E. Inappropriate Public Displays of Affection (IPDA): Students are not to engage in inappropriate public displays of affection on school property or at school activities. Such conduct includes kissing, touching, fondling or other displays of affection that would be reasonably considered to be embarrassing or a distraction to others. Students will face the following consequences for IPDA:

1. 1st Offense: Student will be confronted and directed to cease.
2. 2nd Offense: Student will be confronted, directed to cease, and parents will be notified.
3. 3rd Offense: Student will be suspended from school for a minimum of 1 day, and parents and student will need to meet with Administrator(s) and/or counselor.

If this type of behavior continues, or if the IPDA is lewd or constitutes sexual conduct, the student could face long-term suspension or expulsion.

- F. Specific Rule Items: The following conduct may result in disciplinary action which, in the repeated violations, may result in discipline up to expulsion:

1. Students are not given locker passes, restroom passes or telephone passes to leave a classroom or study hall unless special circumstances arise.
2. Students in the hallway during class time must have a pass with them.
3. Gum, candy, seeds, etc. are not allowed in the school building or classrooms. The pop machine is closed until after school and pop is to be drunk outside.
4. Students are expected to bring all books and necessary materials to class. This includes study halls.
5. Assignments for all classes are due as assigned by the teacher.
6. Students are not to operate the mini-blinds or the windows.
7. Classes are ended by the teacher. Students are not to begin to pack up or leave the class until the dismissal bell has rung or the teacher has dismissed the class.
8. Students are to be in their seats and ready for class on the tardy bell.
9. Special classes such as Industrial Technology, Art, P.E., and computer courses will have other safety or clean-up rules that will be explained to students by that teacher which must be followed.
10. Students are not to bring "nuisance items" to school. A nuisance item is something that is not required for educational purposes and which would cause a distraction to the student or others.

11. Students are to stand back from the entry steps and doors in the mornings before school and at noon before the bell so that others may pass in and out of the entry doors.
12. Snow handling is prohibited.

G. Law Violations

1. Any act of a student which is a basis for expulsion and which the principal or designee knows or suspects is a violation of the Nebraska Criminal Code will be reported to law enforcement as soon as possible. Conduct to be reported for law enforcement referral includes conduct that may constitute a felony, conduct which may constitute a threat to the safety or well-being of students or others in school programs and activities, and conduct that the legal system is better equipped to address than school officials. Conduct that does not need to be reported for law enforcement referral includes typical adolescent behavior that can be addressed by school administrators without the involvement of law enforcement. In making the decision of whether to report, consideration should be given to the student's maturity, mental capacity, and behavioral disorders, where applicable. When appropriate, it shall be the responsibility of the referring administrator to contact the student's parent of the fact that the referral to legal authorities has been or will be made.

The foregoing reporting standards shall be reviewed annually by the school board on or before August 1 of each year, be annually reviewed in collaboration with the County Attorney each year, be distributed to each student and his or her parent or guardian at the beginning of each school year, or at the time of enrollment if during the school year, and shall be posted in conspicuous places in each school during the school year.

2. When a principal or other school official releases a minor student to a peace officer (e.g., police officer, sheriff, and all other persons with similar authority to make arrests) for the purpose of removing the minor from the school premises, the principal or other school official shall take immediate steps to notify the parent, guardian, or responsible relative of the minor regarding the release of the minor to the officer and regarding the place to which the minor is reportedly being taken, except when a minor has been taken into custody as a victim of suspected child abuse, in which case the principal or other school official shall provide the peace officer with the address and telephone number of the minor's parents or guardian.

Legal Reference: Neb. Rev. Stat. Sections 79-254 to 79-296

Date of Adoption: [Insert Date]

Students

Extracurricular Activity

Section 1 Extracurricular Activity Philosophy

Extracurricular activity programs enrich the curriculum of the school by making available a wide variety of activities in which a student can participate. Extracurricular activity programs are considered an integral part of the school's program of education that provide experiences that will help students physically, mentally and emotionally.

The element of competition and winning, though it exists, is controlled to the point it does not determine the nature or success of the program. This is considered to be educationally and psychologically sound because of the training it offers for living in a competitive society. Students are stimulated to want to win and excel, but the principles of good sportsmanship prevail at all times to enhance the educational values of contests. Participation in activities, both as a competitor and as a student spectator, is an integral part of the students' educational experiences. Such participation is a privilege that carries with it responsibilities to the school, team, student body, community and the students themselves. In their play and their conduct, students are representing all of these groups. Such experiences contribute to the knowledge, skill and emotional patterns that they possess, thereby making them better individuals and citizens.

Safety

The District's philosophy is to maintain an activities program which recognizes the importance of the safety of the participants. To ensure safety, participants are required to become fully familiar with the dangers and safety measures established for the activity in which they participate, to adhere to all safety instructions for the activity in which they participate, to inform their coach or sponsor when they are injured or have health problems that require their activities be restricted, and to exercise common-sense.

Warning for Participants and Parents

The purpose of this warning is to bring your attention to the existence of potential dangers associated with athletic injuries. Participation in any intramural or athletic activity may involve injury of some type. The severity of such injury can range from minor cuts, bruises, sprains and muscle strains to more serious injuries to the body's bones, joints, ligaments, tendons, or muscles, to catastrophic injuries to the head, neck and spinal cord. On rare occasions, injuries can be so severe as to result in total disability, paralysis or death. Even with appropriate coaching, appropriate safety instruction, appropriate protective equipment and strict observance of the rules, injuries are still a possibility.

Section 2 Extracurricular Activity Code of Conduct

Purpose of the Code of Conduct. Participation in extracurricular activities is a privilege. The privilege carries with it responsibilities to the school, team, student body, and the community. Participants are not only representing themselves, but also their school and community in all of their actions. Others judge our school on the student participants' conduct and attitudes, and how they contribute to our school spirit and community image.

The student participants' performance and devotion to high ideals and values make their school and community proud. Consequently, participation is dependent upon adherence to this Code of Conduct and the school district's policies, procedures and rules.

Scope of the Code of Conduct.

Activities Subject to the Code of Conduct: The Code of Conduct applies to all extracurricular activities. Extracurricular activities means student activities or organizations which are supervised or administered by the school district which do not count toward graduation or grade advancement and in which participation is not otherwise required by the school.

Extracurricular activities include but are not limited to: all sports, cheerleading, dance team, Pep Club, Pep Band, vocal, band, speech and drama, One-Act, FBLA, FCCLA, Spanish Club, Art Club, Student Council, Student Advisory Board, National Honor Society, and other school sponsored organizations and activities. The Code of Conduct also applies to participation in school sponsored activities such as school dances and royalty for such activities.

A participant means a student who participates in, has participated in, or will participate in an extracurricular activity.

When: The Code of Conduct rules apply to conduct which occurs at any time during the school year, and also includes the time frame which begins with the official starting day of the fall sport season established by the NSAA and extends to the last day of the spring sport season established by the NSAA, whether or not the student is a participant in an activity at the time of such conduct.

The rules also apply when a student is participating or scheduled to participate in an extracurricular activity that is held outside the school year or the NSAA season. For example, if an FBLA or FCCLA student plans to participate in a conference in July and commits a Code of Conduct infraction in June, the student may be suspended from participating in the conference. Conduct during the summer months may also affect a student's participation under the team selection and playing time guidelines.

Where: The Code of Conduct rules apply regardless of whether the conduct occurs on or off school grounds. If the conduct occurs on school grounds, at a school function or event, or in a school vehicle, the student may also be subject to further discipline under

the general student code of conduct. A student who is suspended or expelled from school shall not be permitted to participate in activities during the period of the suspension or expulsion, and may also receive an extended activity suspension.

Grounds for Extracurricular Activity Discipline. Students who participate in extracurricular activities are expected to demonstrate cooperation, patience, pride, character, self respect, self-discipline, teamwork, sportsmanship, and respect for authority. The following conduct rules have been determined by the Board of Education to be reasonably necessary to aid students, further school purposes, and prevent interference with the educational process. Such conduct constitutes grounds for suspension from participation in extracurricular activities and grounds for other restrictions or disciplinary measures related to extracurricular activity participation:

1. Willfully disobeying any reasonable written or oral request of a school staff member, or the voicing of disrespect to those in authority.
2. Use of violence, force, coercion, threat, intimidation, bullying, harassment or similar conduct in a manner that constitutes a substantial interference with school or extracurricular activity purposes or making any communication that a reasonable person would interpret as a serious expression of an intent to harm or cause injury to another.
3. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property, repeated damage or theft involving property or setting or attempting to set a fire of any magnitude.
4. Causing or attempting to cause personal injury to any person, including a school employee, school volunteer, or student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect another person shall not constitute a violation.
5. Threatening or intimidating any student for the purpose of, or with the intent of, obtaining money or anything of value from a student or making a threat which causes or may be expected to cause a disruption to school operations.
6. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon (including personal safety or security devices, such as tasers, mace and pepper spray, unless a District administrator gives prior approval) or that has the appearance of a weapon, or bringing or possessing any explosive device, including fireworks, on school grounds or at a school function or event, or in a manner that is unlawful or contrary to school activity rules.
7. Engaging in selling, using, possessing or dispensing of alcohol, tobacco, narcotics, drugs, controlled substance, or an inhalant; being under the influence of any of the above; possession of drug paraphernalia, or the selling, using, possessing, or dispensing of an imitation controlled substance as defined in section 28-401 of the Nebraska statutes, or material represented to be alcohol, narcotics, drugs, a controlled substance or inhalant. Tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), electronic nicotine delivery systems, alternative nicotine products, tobacco product look-alikes, and products intended

to replicate tobacco products either by appearance or effect. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation. The term "under the influence" has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol or illegal substances on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant.

8. Public indecency.
9. Sexual assault or attempting to sexually assault any person. Engaging in sexual conduct, even if consensual, on school grounds or at a school function or event.
10. Engaging in any activity forbidden by law which constitutes a danger to other students, interferes with school purposes or an extracurricular activity, or reflects a lack of high ideals.
11. Repeated violation of any of the school rules.
12. Truancy or failure to attend assigned classes or assigned activities; or tardiness to school, assigned classes or assigned activities.
13. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to a school employee, school volunteer, or student. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, national origin, or religion.
14. Dressing or grooming in a manner which is dangerous to the student's health and safety or a danger to the health and safety of others or repeated violations of dress and grooming standards; dressing, grooming, or engaging in speech that is lewd or indecent, vulgar or plainly offensive; dressing, grooming, or engaging in speech that school officials reasonably conclude will materially and substantially disrupt the work and discipline of the school or of an extracurricular activity; dressing, grooming, or engaging in speech that a reasonable observer would interpret as advocating illegal drug use.
15. Willfully violating the behavioral expectations for those students riding [Name] Public Schools buses or vehicles used for activity purposes.
16. Failure to report for the activity at the beginning of the season. Reporting for one activity may count as reporting on time if there is a change in activity within the season approved by the coach or the supervisor.
17. Failure to participate in regularly scheduled classes on the day of an extracurricular activity or event.
18. Failure to attend scheduled practices and meetings. If circumstances arise to prevent the participant's attendance, the validity of the reason will be determined by the coach or sponsor. Every reasonable effort should be made to notify the coach or sponsor prior to any missed practice or meeting.
19. All other reasonable rules or regulations adopted by the coach or sponsor of an extracurricular activity shall be followed, provided that participants shall be advised by the coach or sponsor of such rules and regulations in writing.
20. Failure to comply with any rule established by the Nebraska School Activities Association, including, but not limited to, the rules relating to eligibility.

All terms used in the Code of Conduct have a less strict meaning than under criminal law and are subject to reasonable interpretation by school officials.

Drug and Alcohol Violations.

Meaning of Terms.

Use or consume includes any level of consumption or use. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation.

Under the influence means any level of impairment and includes even the odor of alcohol on the breath or person of a student, or the odor of an illicit drug on the student. Also, it includes being impaired by reason of the abuse of any material used as a stimulant.

Possession includes having control of the substance and also includes being in the same area where the substance is present and no responsible adult present and responsible for the substance. Possession includes situations where, for example:

- (1) Alcohol is in a vehicle in which the student is present. The student is considered to be in possession if the student is aware that the alcohol is in the vehicle, even though the student has not touched or consumed the alcohol; and
- (2) Alcohol is present at a party attended by the student. The student is considered to be in possession if the student is aware that alcohol is at the party and fails to immediately leave the party, even though the student has not touched or consumed the alcohol.

In these situations, a violation would not exist if the alcohol is in the control of a parent or guardian or other responsible adult (age 21 or older) such that students are not allowed to access the alcohol. A violation would also not exist if the student did not know or have a reasonable basis to know that alcohol would be present, and the student leaves the location where the alcohol is present as soon the student could safely do so. (Students are expected to leave immediately, but are not to do so in a manner that would endanger them. For example, you are not to leave in a car being driven by a person who has been drinking just to get away from the alcohol party immediately when there is no other way to get home. Instead, you should call for a safe ride home and, while waiting, clearly distance yourself from the alcohol).

Consequences.

Students may be suspended from practices or participation in interscholastic competition or participation in co-curricular activities for violations of the Code of Conduct. The period of suspension or other discipline for such offenses shall be determined by the school administration.

The disciplinary consequence will be determined based on consideration of the seriousness of the offense, any prior violations, the student's compliance with the self-reporting obligations, the student's level of cooperation and willingness to resolve the matter, and the student's demonstration of a commitment to not commit future violations.

Because of the significance of drug and alcohol violations on the student participants, other students and the school, the following consequences are established for such violations:

Drugs and Alcohol.

An activity participant who violates the drug or alcohol rules (other than steroids) shall be prohibited from participating in any extracurricular activity for the following minimum periods:

1. First Violation: 45 days.
2. Second or Any Subsequent Offense: One calendar year.
3. Reduction for Self-Reporting: If the student has self-reported, the first violation shall be reduced to 21 days for the first violation. A commensurate reduction (approximately one-half, as determined by the administration) for a second or subsequent violation shall be given for self-reporting.
4. Reduction for Participation in Chemical Dependency Program: If the student and parents agree to participate in a school-approved program for chemical dependency, the consequence will be reduced to only the next activity in which the student was to participate (including at least one contest) in the case of a first violation, and to a commensurate reduction (approximately 80%, as determined by the administration, for a second or subsequent violation).

The program must be administered by a certified alcohol and drug abuse counselor and be approved by the school authorities. The student will need to successfully complete the approved chemical dependency program. Proof of successful completion of program must be submitted in writing to the Activities Director. Failure to participate and successfully complete the approved chemical dependency program may cause the participating student to be suspended from extracurricular activities for one calendar year. All costs associated with the program are to be borne by the student/parent or guardian.

5. More Serious Violations: In the event of more serious drug or alcohol violations, such as students engaging in use of especially serious drug offenses (cocaine, meth, etc.) or procuring alcohol for minors, the consequence of the violation is not limited by the foregoing, and may be established in the good discretion of the administration.

Steroid Offenses. A student who possesses, dispenses, delivers, or administers anabolic steroids shall be prohibited from participating in any extracurricular activity for the following minimum periods:

1. First Violation: 30 consecutive days.
2. Second or Any Subsequent Offense: One calendar year.

When Suspensions Begin. All suspensions begin with the next scheduled activity in which the student is a participant, after the determination by school officials of the sanction to be imposed; provided that the school officials shall have the discretion to establish a time period for the suspension that makes the suspension have a real consequence for the student. During a suspension, participants may be required or

permitted to practice at the sole discretion of the coach or activity sponsor. Suspensions in the Spring will be carried over to the Fall when the suspension has not been fully served or when determined appropriate for the suspension to have a real consequence for the student.

Letters and Post-Season Honors. A student who commits a Code of Conduct violation is:

1. Eligible to letter, provided the student meets the criteria of the coach or sponsor.
2. Not eligible to receive honors during the sport or activity in which they are participating at the time of the offense and/or in sports or activities in which they have been suspended due to a code violation. The coach/sponsor, with the Athletic Director's approval, may make an exception where the student has self-reported or otherwise demonstrated excellence in character allowing for such honors.

Self-Reporting. A student who violates the Code of Conduct must self-report. The self-report must be made to: the principal, athletic director, or the head coach or sponsor of an activity in which the student participates. The student's parent or guardian may initiate the self-reporting process, but the student will be later required to give a written statement of the self-report. The self-report must be made the earlier of: (1) before the end of the next school day after the conduct occurred and (2) before participation in an extracurricular or co-curricular activity.

In making a self-report, the student must identify the events that took place, what conduct the student engaged in, and any witnesses to the student's conduct, and will be required to put this information in a written statement. In the event the student has received a criminal citation, charge, or ticket, and proclaims innocence of a violation, the student will be required to self-report such offense and provide information as to why they should be found innocent, not as it relates to the criminal offense, but as it relates to the Code of Conduct.

All students are expected to be honest and forthright with school officials. In the event the coach or activity sponsor or any school administrator asks a student participant for information pertaining to compliance (or lack of compliance) by the student or other student participants with the Code of Conduct or eligibility conditions for participation in activities, the student is expected to fully, completely, and honestly provide the information. Students may be disciplined for a failure to be honest and forthright.

Determining a Violation Has Occurred. A violation of the Code of Conduct will be determined to have occurred based on any of the following criteria:

1. When a student is cited by law enforcement and school officials have a reasonable basis for determining that grounds for the issuance of the citation exist.
2. When a student is convicted of a criminal offense. Conviction includes, without limitation, a plea of no contest and an adjudication of delinquency by the juvenile court.
3. When a student admits to violating one of the standards of the Code of Conduct.

4. When a student is accused by another person of violating one of the standards of the Code of Conduct and school officials determine that such information is reliable.
5. When school officials otherwise find sufficient evidence to support a determination that a violation has occurred.

Procedures for Extracurricular Discipline. The following procedures are established for suspensions from participation in extracurricular activities:

1. Investigation. The school official(s) considering the suspension will conduct a reasonable investigation of the facts and circumstances and determine whether the suspension will help the student or other students, further school purposes, or prevent an interference with a school purpose.
2. Meeting. Prior to commencement of the suspension, the school official considering the suspension or their designee will provide the student an opportunity to give the student's side of the story. The meeting for this purpose may be held in person or via a telephone conference.
 - a. The student will be given oral or written notice of what the student is accused of having done, an explanation of the evidence the school has, and the opportunity to explain the student's version. Detail is not required where the activity participant has made a self-report or otherwise admits the conduct. Names of informants may be kept confidential where determined to be appropriate.
 - b. The suspension may be imposed prior to the meeting if the meeting can not reasonably be held before the suspension is to begin. In that case the meeting will occur as soon as reasonably practicable. The student is responsible for cooperating in the scheduling of the meeting.
3. Notice Letter. Within two school days (two business days if school is not in session), or such additional time as is reasonably necessary following the suspension, the Athletic Director or the Athletic Director's designee will send a written statement to the student and the student's parents or guardian. The statement will describe the student's conduct violation and the discipline imposed. The student and parents or guardian will be informed of the opportunity to request a hearing.
4. Informal Hearing Before Superintendent. The student or student's parent/guardian may request an informal hearing before the Superintendent. The Superintendent may designate the Athletic Director or another administrator not responsible for the suspension decision as the Superintendent's designee to conduct the hearing and make a decision.
 - a. A form to request such a hearing must be signed by the parent or guardian. A form will be provided with the notice letter or otherwise be made available by request from the Principal's office.
 - b. The request for a hearing must be received by the Superintendent's office within five days of receipt of the notice letter.
 - c. If a hearing is requested:

- i. The hearing will be held within ten calendar days of receipt of the request; subject to extension for good cause as determined by the Superintendent or the Superintendent's designee.
 - ii. The Superintendent or the Superintendent's designee will notify the participants of the time and place of the hearing a reasonable time in advance to allow preparation for the hearing.
 - iii. Upon conclusion of the hearing, a written decision will be rendered within five school days (ten calendar days if school is not in session). The written decision will be mailed or otherwise delivered to the participant, parents or guardian.
 - iv. A record of the hearing (copies of documents provided at the hearing and a tape recording or other recordation of the informal hearing) will be kept by the school if requested sufficiently in advance of the hearing by the parent/guardian.
5. No Stay of Penalty. There will be no stay of the penalty imposed pending completion of the due process procedures
6. Opportunity for Informal Resolution. These due process procedures do not prevent the student or parent/guardian from discussing and settling the matter with the appropriate school officials at any stage.

Section 3 Attendance

Student participants are expected to meet the following attendance expectations:

1. Attend school regularly. Students who have "excessive absences" as determined under the school's attendance policy are ineligible to participate in extracurricular activity contests or performances. Students who have four or more unexcused absences in the semester of participation will be ineligible to participate in extracurricular activity contests or performances.
2. Be on time for all scheduled practices, contests and departure for contests. In the event a participant is unable to attend a practice or contests the participant should contact the coach or sponsor in advance.
3. On the day of a contest, performance or other activity, be in attendance for the full day. A student who is not in attendance the full day is ineligible for the contest, performance, or activity.

Exceptions may be made for extenuating circumstances, such as doctor/dentist appointments or family emergencies. The exception must be approved by the Principal or Athletic Director.

Every attempt should be made to be in attendance the day of a contest. Sleeping in to rest up for the game will not be considered an extenuating circumstance, nor will going home ill and then returning to play in the contest later that day.

Section 4 Academic Standards

Participation in extracurricular school activities is encouraged and desirable for all students. At the same time, the primary mission and responsibility for each student is to establish a firm academic foundation. A student participating in extracurricular school activities must show evidence of sincere effort towards scholastic achievement. To be eligible for participation in extracurricular activities, students must:

1. Be enrolled in at least 25 credit hours in the semester of participation.
2. Maintain passing grades in all courses. A student who is not passing one or more classes at progress reporting times will be ineligible to participate in extracurricular activity contests or performances if the grade remains below passing one week after progress reporting time. The student will remain ineligible until the student is passing all classes.
3. Maintain an overall “C” average to participate in extracurricular activities, except school dances.
4. Academic requirements do not apply to:
 - (A) Instructional field trips which are a part of the scheduled course learning experience; or
 - (B) Activities or events which are a part of the student’s grade requirements.

Legal Reference: Neb. Rev. Stat. Sections 79-254 to 79-296

Date of Adoption: [Insert Date]

StudentsSearch and Seizures

When it is determined based on searches that a person has violated a Board policy, administrative regulation, building rule, student conduct rule or personnel expectation, or the law, the person shall be subject to appropriate disciplinary action and a report to law enforcement may be made.

Student lockers, desks and other such property are owned by the school. The school exercises exclusive control over school property. Students should not expect privacy regarding items placed in or on school property because school property is subject to search at any time by school officials. Periodic, random searches of student lockers may be conducted in the discretion of the administration.

The following procedures will be used for conducting searches:

1. School officials may conduct a search if there is a reasonable basis to believe that the search will uncover evidence of a crime or rule violation. The search must be conducted in a reasonable manner under the circumstances.
2. Random searches of student lockers, desks, and other similar school property provided for use by students may be conducted in the discretion of the administration.
3. Drug or alcohol tests may be conducted on students based on reasonable suspicion.
4. Drug or alcohol tests may be conducted on a random basis for students participating in extracurricular activities, provided that: a) the student gave consent for testing in advance (attendance at or participation in the extracurricular activity may be withheld in the absence of consent), b) the testing actually be random, c) that the testing procedures limit any intrusion on student privacy, and provide for an appropriate level of confidentiality and accuracy, and d) that the response to positive tests take into consideration student safety and compliance with laws related to reporting and releasing students to law enforcement.
5. School officials may search offices and storage devices provided to or used by employees where permitted by law, such as where reasonable grounds exist for suspecting that a search will turn up evidence that the employee has committed work-related misconduct, or that a search is necessary for a non-investigatory work-related purpose, such as to retrieve a file.
6. Searches of the District's computer system may be conducted in the discretion of the administration at any time.

The following procedures will be used for the removal of personal property:

1. Illegal items or other items reasonably determined to be a threat to the safety of others or a threat to educational purposes may be seized by school officials. Any illegal drugs, firearm or dangerous weapon shall be confiscated and delivered to law enforcement as soon as

practicable. A personal safety or security device (such as a taser, mace or pepper spray) not previously approved by the Administration constitutes a “dangerous weapon.”

2. Items which have been or are reasonably expected to be used to disrupt or interfere with the educational process may be removed from student possession.

The District is not responsible for the security or safety of personal property which employees, students, or other building users may bring to school.

Legal Reference: Neb. Rev. Stat. Sec. 28-1204.04 (firearms)

Date of Adoption: [Insert Date]

StudentsSafe Pupil Transportation Plan**[Name] Public Schools Safe Pupil Transportation Plan**

This Safe Pupil Transportation Plan sets forth the District's plan for providing safe transportation to students being transported in vehicles on regular routes assigned through the district transportation plan.

1. **Weapons.** Vehicles shall not transport any items, animals, materials, weapons or look-a-like weapons, explosive devices or bomb-related materials or equipment which could endanger the lives, health, or safety of the children, other passengers, and the driver. Look-a-like weapons associated with a school-sponsored or approved activity may be transported with written permission of an administrator of the District. Personal safety or security devices (such as tasers, mace or pepper spray) may only be transported with the prior approval of an administrator of the District. If possible, these items should be secured and not visible or accessible to students while in the vehicle.

Upon becoming aware of a weapon aboard a vehicle, the driver will make every attempt to:

- A. Contact dispatch and notify them of the situation *if possible*. If not possible, the driver will make every attempt to contact from a cell phone (after parking on a shoulder or otherwise not moving) or from the nearest safe haven location. Examples of a safe haven include, but are not limited to, any school building site, emergency service station (law enforcement or fire department), community service agency, etc.
 - B. Pull vehicle over to safe and secure area.
 - C. Confiscate weapon (if doing so does not jeopardize student or driver safety).
 - D. Give description of weapon and participating parties to dispatch.
 - E. Dispatch will immediately notify appropriate law enforcement agencies and school administration.
2. **Pupil behavior.** Students are expected to follow student conduct rules while in a vehicle. The pupil transportation driver is responsible for controlling behavior which affects safety and for reporting rule violations to school administration. In the event a student violates Board policy regarding student conduct standards or otherwise engages in behavior that jeopardizes safety, the driver will make every attempt to:
 - A. First seek to resolve incident through discussion with the student(s) involved.
 - B. Contact dispatch and notify them of situation *if possible*. If not possible, the driver will make every attempt to telephone dispatch from a cellular telephone or from the nearest safe haven location.
 - C. Activate emergency flashers.

- D. Bring vehicle to a safe stop. Seek to resolve the incident, using physical force only as necessary to protect students or yourself.
 - E. Report and document discipline problems to the school administrator. Use a Bus Conduct Report/Incident Form, if available.
3. **Terrorist threats.** A person commits a terroristic threat if the person threatens to commit a crime of violence with the intent to terrorize another or with the intent of causing evacuation of a building, place of assembly or the vehicle or in reckless disregard of the risk of causing such terror or evacuation. Upon becoming aware of a terroristic threat relating to a pupil transportation vehicle, the driver will make every attempt to:
- A. Contact dispatch and notify them of situation *if possible*. If not possible, the driver will make every attempt to telephone dispatch from a cell phone or from the nearest safe haven location.
 - B. Make every attempt to keep passengers calm (this may mean complying with the terrorist).
 - C. Dispatch will immediately notify appropriate law enforcement agencies and school administration.
 - D. Driver should wait for instructions from dispatch *if possible*.
4. **Severe weather.** Upon becoming aware of severe weather while aboard a pupil transportation vehicle, the driver will make every attempt to:
- A. Contact dispatch and notify them of situation *if possible*. If not possible, the driver will make every attempt to telephone dispatch from a cellular telephone or from the nearest safe haven location.
 - B. Return to the school if less than five minutes away and follow the directions of the school administrator.
 - C. If more than five minutes away from school, go to the nearest school and follow the directions of the school administrator.
 - D. If more than five minutes away from the nearest school or there is immediate danger, get to the nearest basement or underground shelter with all students.
 - E. If there is no shelter and there is immediate danger the driver and passengers are to follow evacuation procedures and get everyone off the vehicle into the nearest ditch or culvert at least 100 feet away from the vehicle.
5. **Hazardous materials and Unattended Items.** Upon becoming aware of a hazardous material aboard a pupil transportation vehicle, the driver will make every attempt to:
- A. Contact dispatch and notify them of situation *if possible*. If not possible, the driver will make every attempt to telephone dispatch from a cellular telephone or from the nearest safe haven location.
 - B. Pull vehicle over to safe and secure area.
 - C. Give description of hazardous materials in question to dispatch.
 - D. Dispatch will immediately notify appropriate law enforcement and school administration.
 - E. Driver should wait for instructions from dispatch *if possible*.

In the event an unattended item is discovered on or near the vehicle, the driver will seek to determine who the item belongs to and whether the item could be hazardous to the safety of those in the vehicle. Any unattended item that would break or could cause injury if tossed about the inside of the vehicle when involved in an accident shall be secured. If it is determined that the item is not hazardous and need not be secured, the driver will not allow the item to distract the driver's attention to the task of operating the vehicle.

6. **Medical emergencies.** Upon becoming aware of a medical emergency aboard a vehicle, the driver will make every attempt to:
 - A. Contact dispatch and notify them of situation *if possible*. If not possible, the driver will make every attempt to telephone dispatch from a cell phone or from the nearest safe haven location.
 - B. Dispatch will immediately notify appropriate medical agencies and school administration.
 - C. Driver should follow instructions from dispatch, school officials, and parents when such information can be obtained quickly enough. If not available, follow emergency first aid procedures.
 - D. *Only if necessary*, the driver should move passengers only enough to get them out of danger of traffic or fire. If moved, the driver and aide are to keep them where placed until a medical agency arrives, unless a parent has taken charge of their child.
 - E. Driver should try to keep student passengers as calm as possible.

7. **Procedures in the event of mechanical breakdowns of the vehicle.** Upon becoming aware of a mechanical breakdown aboard a vehicle, the driver will make every attempt to:
 - A. Pull vehicle over to safe and secure area *if possible*.
 - B. Contact dispatch and notify them of situation *if possible*. If not possible, the driver will make every attempt to telephone dispatch from a cellular telephone or from the nearest safe haven location.
 - C. Activate emergency flashers and place warning flares/reflectors in accordance with safety guidelines, if not in secure area.
 - D. Driver should try to keep student passengers as calm as possible.
 - E. Dispatch will arrange for assistance and a relief vehicle *if needed*.

8. **Procedures in the event the drop-off location is uncertain or appears unsafe to leave students.** In the event the drop-off location is uncertain or appears unsafe to leave students, the driver will make every attempt to:
 - A. Contact or otherwise communicate with dispatch to notify them of the situation *if possible*.

- B. Release children only if an adult responsible for the children is present. If not, keep children who are to be released in the vehicle, continue with route, and return children who were to be released to the school.
 - C. Dispatch will notify appropriate law enforcement agencies and school administration if appropriate given the circumstances.
9. **Documentation under Safe Pupil Transportation Plan.** Each pupil transportation driver is required to complete and submit to the school administration a bus conduct report or incident report involving the pupil transportation vehicle operated by the driver or any pupils transported in it. Documentation is to include the occurrence of any of the following events: weapons, student behavior which affects safety, terroristic threats, severe weather, hazardous materials, or medical emergencies. Documentation of such events shall be completed and submitted as soon as practicable after the incident.
10. **Transportation of Unsafe Items.** Drivers shall not permit pupil transportation vehicles to transport any items, animals, materials, weapons or look-a-like weapons or equipment which in any way would endanger the lives, health or safety of the children or other passengers and the driver. Look-a-like weapons associated with a school sponsored or approved activity may be transported only with written permission of a school administrator. Personal safety or security devices (such as tasers, mace or pepper spray) may only be transported with the prior approval of an administrator of the District. Any items that would break or could produce injury if tossed about inside the pupil transportation vehicle when involved in an accident or sudden stop shall be secured.
11. **Supplemental Information.** A copy of this plan shall be placed in each pupil transportation vehicle, kept at each school building, and made available upon request. Supplemental information with respect to operational and procedural guidelines used to administer this plan can be found in the District's safety and security plan adopted pursuant to 92 NAC10 and in the Nebraska Department of Education Pupil Transportation Guide.
12. **Vehicle drivers of small vehicles on activity trips.** The District will provide drivers of small vehicles with instruction on and guidance for emergency evacuation procedures, first aid, and emergency equipment. Drivers of small vehicles are generally expected to follow this Plan in the event of an emergency evacuation. The District's director of transportation may provide additional guidance for drivers of small vehicles to increase student safety.
13. **Student Instruction.** At least twice during each school year, each pupil who is transported in a school vehicle shall be instructed in safe riding practices and participate in emergency evacuation drills.
14. **Driver Capacity.** To confirm a driver has the ability to conduct daily tasks and emergency evacuations, drivers must: (a) pass a prescribed physical examination administered by a Certified Medical Examiner at least every two years and provide the employer with a copy of the medical certificate; (b) pass a transportation screening every year; (c) participate in required in-service training which includes emergency evacuation

training; and (d) if required, to have a Commercial Driver's License (CDL) to operate the vehicle, participate in the drug and alcohol testing program as required by federal law. Should a driver have a medical concern throughout the year, the Superintendent or Superintendent's designee will work with the driver to confirm a drivers' ability to conduct the daily tasks and emergency evacuations prior to transporting students.

Legal Reference: Neb. Rev. Stat. Sec. 79-318, 79-602, 79-607 and 79-608
Title 92, Nebraska Administrative Code, Chapters 91 and 92

Date of Adoption: [Insert Date]

InstructionCeremonies, Observances, and the Pledge of Allegiance

Appropriate patriotic exercises suitable to the occasion shall be held under the direction of the Superintendent on George Washington's birthday, Abraham Lincoln's birthday, Dr. Martin Luther King, Jr.'s birthday, Native American Heritage Day, Constitution Day, Memorial Day, Veterans Day, and Thanksgiving Day, or on the day or week preceding or following such holiday, if the school is in session. In addition, appropriate exercises may be held for Flag Day and State Fire Day.

The flags of the United States of America and the State of Nebraska shall be prominently displayed on the school grounds on each day such school is in session. All flag displays shall be in accordance with the standards prescribed for the display of the flag of the United States of America.

Each of the District's schools shall establish a period of time during the school day, when a majority of the students are scheduled to be present, during which time students will be led in the recitation of the Pledge of Allegiance in the presence of the flag of the United States of America. Student participation in the recitation of the Pledge of Allegiance shall be voluntary. Students not participating in the recitation of the Pledge of Allegiance shall be permitted to silently stand or remain seated but shall be required to respect the rights of those students electing to participate.

Legal Reference: Neb. Rev. Stat. Sections 79-705; 79-707, 79-708, 79-724; and NDE Rule 10
70 Federal Register 55507 (Constitution Day)

Date of Adoption: [Insert Date]

Concussions: Return to Learn Protocol

Students who sustain a concussion and return to school may need informal or formal accommodations, modifications of curriculum, and monitoring by medical or academic staff until the student is fully recovered.

The school administration of [Name] Public Schools adopts the NDE Guidance entitled “Bridging the Gap from Concussion to the Classroom,” (2nd Edition)¹ and accompanying Appendix,² as its return to learn protocol, with the recognition that each student who has sustained a concussion will require an individualized response.

Any student, parent or guardian who suspects that the student sustained a concussion must immediately inform the student’s coach or building administrator. If a student is suspected of having a concussion, the student may not be permitted to participate or practice in any school-sponsored activity.

The District encourages full cooperation and support from both students and parents in each student’s return to learn protocol.

¹ <https://cdn.education.ne.gov/wp-content/uploads/2019/08/Return-to-Learn-Bridging-the-Gap-7.31.2019.pdf>

² <http://www.education.ne.gov/sped/birsst/Concussion%20Appendix%20final%20February%202014.pdf>.

InstructionClassroom Environment

At all times, teachers are expected to organize, maintain and ensure that their classroom is in a safe, orderly and clean condition for student learning. Classrooms should be free from distractions (such as inappropriate or unprofessional posters or other displays) and other apparatus that may cause student health problems (such as essential oils and/or essential oil diffusers). Teachers who are uncertain as to whether their classroom meets this requirement are encouraged to consult with their building principal in a proactive manner.

Date of Adoption: [Insert Date]

Raymond Central Graduation Requirements Standard Diploma

230 Credits required for Graduation for Class of 2022 and older
 240 Credits required for Graduation for Class of 2023 and younger

Program	Course	Credits
Language Arts Exceptions: Life Skills Communications per IEP	English 9	10
	English 10	10
	English 11	10
	English 12	10
	+Optional to replace English 12 with SCC Comp and SCC Lit taught by our instructor	
	Personal Communications	5
	+Optional to replace Personal Communications with Competitive Speech per IEP	
	Total Credits 45	
Social Studies	Geography	10
	World History	10
	American History	10
	American Government	10
	Economics	5
	Total Credits 45	
Math Students will continue on their Math track 30 credits of 3 separate math courses are required Algebra 1 is to be taken prior to General Math. Note: University of Nebraska System (UNL) requires 4 years of Math to be accepted. And must be Algebra 1, Geometry, Adv. Algebra and a year that builds on Adv. Alg.	Pre Algebra	10
	Algebra 1	10
	Geometry	10
	Advanced Algebra	10
	PreCalculus	10
	Calculus	10
	General Math	10
		Total Credits 30
Science Students will complete 30 credits of 3 separate science courses. *Physical Science and Biology will be two of them. Students have a choice for the last 10 credits.	*Physical Science	10
	Life Science	10
	*Biology	10
	Earth and Space	10
	Chemistry	10
	Physics	10
	Advanced Biology	10
	Physiology	10
	Total Credits 30	
Physical Education/Health	Health	5
	Physical Education and Fitness	5
	Strength and Conditioning	5
		Total Credits 10

Business/Technology Graduating Class of 2022 only needs 5 total credits. *Class of 2023 and younger needs 15 with Computer Apps being 5 credits	*Computer Apps	5
	Information Technology 1	5
	Information Technology 2	5
	Computer Science Principles	10
	Networking	5
	Foundations of Web Design	5
	Introduction to Business	5
	Business Management	5
	Business Law	5
	Accounting 1	10
	Advanced Accounting	10
	Total Credits 15	
Family Consumer Science * Adult Living is a senior required course.	*Adult Living	5
	Fundamentals of Foods and Nutrition	5
	Culinary 1	5
	Culinary 2	5
	Child Development	5
	Early Childhood Educational Services	5
	Early Childhood Practicum	5 or 10
	Home Design and Interior	5
	Textile Construction	5
	Interpersonal Relationships	5
	Total Credits 5	
Fine Arts Students are required to complete 10 credits for graduation.	Band	5 or 10
	Choir	5 or 10
	Beginning Art	5 or 10
	Ceramics	5 or 10
	Digital Photography	5 or 10
	Advanced Art	5 or 10
	Drama	5
		Total Credits 10

Electives

50 credits total – 10 credits must be from Fine or Vocational Arts

Any additional course in a specific subject area outside of required credit hours are considered electives.

Foreign Language Most college will require 2 consecutive years of a foreign language for acceptance	Spanish 1	10
	Spanish 2	10
	Spanish 3	10
	Spanish 4	10
Agriculture Education Due to schedule rotations some classes will be offered every other year.	Introduction to Agriculture	5
	Welding	5 or 10
	Advanced Welding	5 or 10
	Small Engines	5
	Metals and Fabrications	5 or 10

	AFNRO	5 or 10
	Crop and Food Science	5
	Agri-Business	5
	Natural Resources	5
	Animal Science	5
	Advance Animal Science	5
	Horticulture	5
	Agri-Leadership	5
	Live Animal Selection & Carcass Evaluation	5
	Plant Science	5
Industrial Technology Due to scheduling courses are offered on a rotating basis.	Introduction to Industrial Technology	5
	Electricity	5
	Advanced Industrial Technology	5 or 10
	Autobody	5 or 10
	Introduction to Construction	5 or 10
	Construction Projects	10 or 20
	Introduction to Woods	5
	Woods Projects	5
Social Sciences	Psychology	5
	Sociology	5
Language Arts	Creative Writing	5
	Journalism	5 or 10
	Holocaust Literature	5
	Reading	5
	SCC Public Speaking	5

Anti-Bullying Policy

One of the missions of the District is to provide a physically safe and emotionally secure environment for students and staff.

The administration and staff are to implement strategies and practices to reinforce and encourage positive behaviors by students. Positive behaviors include non-violence, cooperation, teamwork, understanding, and acceptance of others.

The administration and staff are to implement strategies and practices to identify and prevent inappropriate behaviors by all students, including anti-bullying education for all students. Inappropriate behaviors include bullying, intimidation, and harassment. Bullying means any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by the school being used for a school purpose by a school employee or designee, or at school-sponsored activities or school-sponsored athletic events.

Raymond Central has implemented a variety of supports and resources for students and staff. The following are examples, however, not an exhaustive list:

- Anonymous reporting app
- GoGuardian - Student Device Management Software
- K-12 Anti-Bullying Curriculum for Students
- 5th Grade Kindness Retreat
- Trauma-Informed Care Training for staff
- Mental Health First Aid Training for Staff
- 6-12 Onsite Mental Health Therapist (2 days per week)
- Project Harmony training for School Counselors

The school district shall review the anti-bullying policy annually.

Legal Reference: Neb. Rev. Stat. § 79-2,137
Student Discipline Act, Neb. Rev. Stat. §§ 79-254 to 79-296
NDE February 2003 State Board Action; Reaffirmed December 2005

Date of Adoption: April 20, 2009
Date of Revision: June 10, 2019

Use of Restraints and Seclusion

This policy sets forth the requirements, restrictions and procedures related to the use of physical restraints and seclusions at Raymond Central Public Schools.

Definitions

1. **Physical Restraint.** Physical restraint means one or more persons using a physical hold to restrict a student's freedom of movement as a response to student behavior. A light touching of a student while conducting a physical escort or a touching to provide instructional assistance is not a physical restraint for purposes of this Guidance.
2. **Seclusion.** Seclusion is the involuntary confinement of a student alone in a room or area from which the student is physically prevented from leaving as a response to student behavior. Seclusion is distinguishable from an in-school suspension, in which other students or adults may be present. While students are required to remain in the in-school suspension area, the students are not physically prevented from leaving.

Physical Restraint

1. **When Physical Restraint May be Used.** Physical restraint may be used in the following circumstances:
 - To prevent a student from completing an act that would result in injury to the student or others when there is a substantial risk that the student would commit the act.
 - A verbal threat by a student does not present a substantial risk that a student would commit an aggressive act unless the student also demonstrates the ability and intent to carry out the threat.
 - Destruction of or damage to property does not present a substantial risk of personal injury unless personal injury would be caused as a result of the destructive act (for example, throwing sharp or heavy objects when others are present, or the person whose property is about to be destroyed is likely to react physically if the person's property were destroyed). (Note: If a student is about to destroy or damage property, the act of grasping the student's arm or leg solely to prevent the striking, throwing or kicking of the item is not prohibited).
 - To move a student to a seclusion room, or to remove a student to another location because the student is creating a substantial disruption to others, in circumstances where the student is unable to be moved or removed without the use of physical restraint; and
 - In circumstances where the student's IEP or a Behavioral Plan provides for the use of physical restraint in circumstances other than the foregoing. If it is anticipated that physical restraint may need to be used with a special education student, the IEP team is to discuss and include use of physical restraint in the student's IEP if the IEP team determines use of physical restraint to be appropriate. (Note: IEPs or Behavioral Plans should not provide for such physical restraint except in those circumstances where the professional staff determines that non-aversive or positive intervention strategies would not be effective).

Physical restraint may not be used:

- When a known medical or psychological condition contraindicates its use.
- As a form of punishment.

2. Conditions. Use of physical restraint shall take into consideration the safety and security of the student:
 - In determining whether a student who is being physically restrained should be removed from the area where such restraint was initiated, the staff shall consider the potential for injury to the student, the student's privacy interests, and the educational and emotional well-being of other students in the vicinity.
 - If physical restraint is imposed upon a student whose primary mode of communication is sign language or an augmentative mode, the student shall be permitted to have his or her hands free of restraint for brief periods, unless staff determines that such freedom appears likely to result in harm to the student or others.
3. Timeline. Physical restraint is to be used only as long as necessary to resolve the reason for which it was initiated.
4. Training. Physical restraint shall be applied only by individuals who have received systematic training that includes all the elements described below. An individual who applies physical restraint shall use only techniques in which he or she has received such training within the preceding two (2) years.

Training with respect to physical restraint may be provided either by the School District or by an external entity and shall include, but need not be limited to:

- Appropriate procedures for preventing the need for physical restraint, including the de-escalation of problematic behavior, relationship-building, and the use of alternatives to restraint;
- A description and identification of dangerous behaviors on the part of students that may indicate the need for physical restraint and methods for evaluating the risk of harm in individual situations in order to determine whether the use of restraint is warranted;
- The simulated experience of administering and receiving a variety of physical restraint techniques, ranging from minimal physical involvement to very controlling interventions;
- Instruction regarding the effects of physical restraint on the person restrained, including instruction on monitoring physical signs of distress and obtaining medical assistance;
- Instruction regarding documentation and reporting requirements and investigation of injuries and complaints; and
- Demonstration by participants of proficiency in administering physical restraint. An individual may provide training to others in a particular method of physical restraint only if he or she has completed training in that technique that meets the foregoing requirements within the preceding one-year period.

Seclusion

1. When Seclusion May be Used. Seclusion may be used in the following circumstances:
 - When a student's behavior is so out of control that the student's behavior creates a risk of injury to the student or others;
 - When a student's behavior is so out of control that the student is causing a substantial disruption to school activities and there is no other technique and no other place the student may be moved to prevent continued disruption;
 - When a student's behavior is so out of control that the student is unable to engage in educational activities and there is no other technique that could reasonably be employed to allow the student's emotions to cool down and engage in appropriate behaviors and educational activities; and
 - The student has an IEP or a Behavioral Plan which provides for the use of seclusion in circumstances other than the foregoing. If it is anticipated that seclusion may need to be used with

a special education student, the IEP team is to discuss and include use of seclusion in the student's IEP if the IEP team determines use of seclusion to be appropriate. (Note: IEPs or Behavioral Plans should not provide for use of seclusion except in those circumstances where the professional staff determines that non-aversive or positive intervention strategies would not be effective).

Seclusion may not be used:

- When a known medical or psychological condition contraindicates its use.
- As a form of punishment.

2. Conditions. Use of seclusion shall take into consideration the safety and security of the student. Enclosures used for seclusion, other than enclosures used on a temporary basis, shall:

- Have the same ceiling height as the surrounding room or rooms and be large enough to accommodate not only the student being isolated but also any other individual who is required to accompany that student.
- Be constructed of materials that cannot be used by students to harm themselves or others, be free of electrical outlets, exposed wiring, and other objects that could be used by students to harm themselves or others, and be designed so that students cannot climb up the walls (including walls far enough apart so as not to offer the student being isolated sufficient leverage for climbing).
- If an enclosure used for isolated time out is fitted with a door, the door shall either be a steel door or a wooden door of solid-core construction. If the door includes a viewing panel, the panel shall be unbreakable.
- Be designed to permit visual monitoring of and communication with the student sufficient to ensure the student's safety and security. For students who do not communicate verbally, arrangements shall be made to permit the student to periodically communicate the student's needs.
- If a locking mechanism is used on the enclosure, the mechanism shall be constructed so that it will engage only when a key, handle, knob, or other similar device is being held in position by a person, unless the mechanism is an electrically or electronically controlled one that is automatically released when the building's fire alarm system is triggered. Upon release of the locking mechanism by the supervising adult, the door must be able to be opened readily.

The procedures for use of seclusion include:

- An adult who is responsible for supervising the student shall remain within close proximity of the enclosure.
 - The adult responsible for supervising the student must periodically check on the student visually if possible.
3. Timeline. A student shall not be kept in seclusion for more than 20 minutes after the student ceases presenting the specific behavior for which isolated time out was imposed or any other behavior for which isolated time out would be an appropriate intervention.
4. Training. Orientation will be provided to staff members who are anticipated to be involved in the use of seclusion. The orientation shall cover the procedures contained in this Guidance.

Documentation and Evaluation

1. Documentation of Use of Physical Restraint or Seclusion. A written record of each use of seclusion or physical restraint shall be prepared and maintained in the student's temporary record. The student's case manager, if any, shall also maintain a copy of each such record. Each such record shall include:

- The student's name;
- The date of the incident;
- The beginning and ending times of the incident;
- A description of any relevant events leading up to the incident;
- A description of any interventions used prior to the implementation of physical restraint or seclusion;
- A description of the incident and/or student behavior that resulted in implementation of physical restraint or seclusion;
- A log of the student's behavior during physical restraint or seclusion, including a description of the restraint technique(s) used and any other interaction between the student and staff;
- A description of any injuries (whether to students, staff, or others) or property damage;
- A description of any planned approach to dealing with the student's behavior in the future;
- A list of the school personnel who participated in the implementation, monitoring, and supervision of physical restraint or seclusion;
- The date on which the parent or guardian was notified.

The record shall be completed by the beginning of the school day following the use of seclusion or physical restraint.

2. Notification of Administration. The Superintendent or Superintendent's designee shall be notified of the incident as soon as possible, but no later than the end of the school day on which it occurred.
3. Notification of Parent or Guardian. Within 24 hours after use of seclusion or physical restraint, the Superintendent or Superintendent's designee shall send written notice of the incident to the student's parents or guardians, unless the parent or guardian has provided the District a written waiver of this requirement for notification. The notice shall inform the parent of the date of the incident, a description of the intervention (physical restraint or seclusion) used, and who at the school may be contacted for further information.
4. Evaluation. An evaluation shall be conducted whenever a physical restraint exceeds 15 minutes or results in physical injury, whenever a seclusion exceeds 30 minutes, or use of physical restraint or seclusion is repeated with an individual student during any three-hour period:
 - A certified staff person trained in the use of physical restraint, or knowledgeable about the use of seclusion, as applicable, shall evaluate the situation.
 - The evaluation shall consider the appropriateness of continuing the procedure in use, including the student's potential need for medication, nourishment, or use of a restroom, and the need for alternate strategies (e.g., assessment by a mental health crisis team, assistance from police, or transportation by ambulance).
 - The results of the evaluation shall be committed to writing and copies of this documentation shall be placed into the student's temporary student record and provided to the Superintendent or Superintendent's designee.

Date of Adoption: July 19, 2010

Date of Revision: June 10, 2019

Parental/Community Involvement in Schools

Lancaster County School District No. 55-0161 a/k/a Raymond Central Public Schools, after having conducted a public hearing concerning parental involvement and participation, declares that it shall be the policy of the District:

1. In the event any parent has a complaint or objection to textbooks, tests, curriculum materials, and any other instructional materials, the parent may request a personal conference with the parent and appropriate school personnel to discuss such concerns as the superintendent or designee may deem appropriate. The Superintendent or designee shall prepare a complaint form which may be used by a parent to express objections to any such instructional material. Such complaint forms shall seek information including, but not limited to, the specific instructional material complained of, the reason for the complaint, and a proposed resolution of the complaint by the parent.
2. Upon reasonable advance request a parent will be permitted to attend and monitor courses, assemblies, counseling sessions, and other instructional activities unless the school determines that such attendance would substantially interfere with a legitimate school interest, which includes the interests of the parent's child, other students, and the educational staff.
3. Parents are encouraged to communicate to school staff when the parent believes it to be appropriate for their child to be excused from testing, classroom instruction, and other school experiences that the parent finds objectionable. The Superintendent or designee shall make a provision on the complaint form hereinabove referenced for receiving information from a parent concerning what specific testing, classroom instruction, or other school experience the parent finds objectionable, the basis for the parent's objection and a proposed solution for dealing with the objection that would be satisfactory to the parent and consistent with the mission of the District and legitimate school interests.
4. Upon request of a parent, the District will provide access to the education records of their child consistent with applicable law. Access will be provided during regular business hours of the school.
5. The District will notify parents when their child may be subjected to a standard norm referenced or criterion referenced test or standard tests such as but not limited to the Iowa Test of Basic Skills or the California Achievement Test. When reasonable to do so or required by law the parents will be notified of where a sample of such test might be observed and the date upon which such test will be administered. As to all testing by the District, experimental evaluation methodologies, experimental testing instruments and any testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student, or parent or guardian of such student shall be prohibited unless a parent requests in writing that such tests be administered to their child.
6. Prior to any school sponsored survey being administered to the students of the District, it shall be the responsibility of the Superintendent or designee to notify the parent or parents of each student involved in the survey of the nature of the survey, the date and time when such survey shall be administered, and the purpose for which and the uses of which survey exist from the school's perspective.
7. As a general matter substantive decision-making processes will be left to the judgment to the professional staff, administration and the Board of Education, subject to an effort to receive information from parents as to any concerns, objections, or other information such parents would wish to provide to the school district concerning a parent's access, involvement, and participation in activities of the school.

Legal Reference: Neb. Rev. Stat. §§ 79-530 to 79-533
Family Educational Rights and Privacy Act, 20 U.S.C. 1232g
Protection of Pupil Rights Amendment, 20 U.S.C. 1232h

Date of Adoption: May 18, 2009
Date of Revision: June 10, 2009

APPLICATION FOR FINAL PLAT

Ceresco, Nebraska

LEGAL DESCRIPTION AND GENERAL LOCATION

A portion of Tract A & Tract 4 in
the SW 1/4 of SE 1/4, Section 29, T13N,
R7E Main + Third Streets

SUBDIVIDER

Name: James + Martha Hunter

Address: Po Box 27
Ceresco, NE 68017

Telephone: (402) 665-2101

OWNER

Name: James + Martha Hunter

Address: Po Box 27
Ceresco, NE 68017

Telephone: (402) 665-2101

VILLAGE USE ONLY

RECEIPT NO: _____

DATE: _____

FINAL PLAT #: _____

FEE PAID \$ _____

AGENT (Authorized to act on Subdivider's behalf):

Name: REKA Engineering Group Inc

Address: (Marcia L. Kinning)

601 Old Cheney Road, Suite A

Lincoln, NE 68512

Telephone: (402) 484-7342

ANY OTHER ASSOCIATES:

Name: _____

Address: _____

Telephone: () _____

NAME OF FINAL PLAT: Hunter Addition NUMBER OF LOTS: 21

a. Does the subdivider have any interest in the land surrounding the final plat? Yes No .
If yes, please describe the nature of such interest: Subdivider lives in existing residence to
the west and the farmland to the west of this application has
potential to be subdivided in the future

Will the final plat require any zoning or other action (rezoning, Planned Development, conditional use or vacations) to complete the development? Yes No . If yes please describe the nature of the action: _____

c. The final plat is based upon the preliminary plat for Hunter Addition, approved by the Village Board on _____, 20____, Resolution No. _____

d. Is the final plat consistent with the approved preliminary plat? Yes No . If not, please explain the proposed changes and the reasons therefore: _____

e. Have all the improvements required by the preliminary plat been completed? Yes No (Please check the Planning Commission's letter indicating the approval of the preliminary plat.) If not, which improvements have not been completed: No improvements have been completed

Applicant's Signature: _____ Date: _____

FINAL PLAT APPLICANT'S TECHNICAL CHECKLIST
Ceresco, Nebraska

NAME OF FINAL PLAT: Hunter Addition

LOCATION OF SUCH PLAT: Main + Third Streets

REQUIREMENTS OF FINAL PLAT

- Name of subdivision
- Complete drawing on one sheet if possible
- Drawn in ink or photographed on Mylar
- Signatures in black opaque ink
- Blank margin of ½ inch and outline
- Scale of one (1) inch equals ten (10) feet or sufficient to show all required information clearly
- Number and total number of sheets - index sheet if more than two sheets
- Boundary of the subdivision shall be indicated
- Vicinity Map

CERTIFICATES AND ACKNOWLEDGMENTS

- Owner's acknowledgment and offer of dedication by all parties having titled interest or lien upon the lands
- Surveyor's certificate with legal description written in meets and bounds
- Planning Commission approval certificate
- Acknowledgment by Notary
- Village Board approval and acceptance certificate
- Certificate of approval by Village Engineer
- Certification of approval by the Village Enforcement officer, when individual sewage disposal or water systems are to be installed
- Certification by the Chairman and Village Clerk that plat is approved for recording by County Clerk
- Certification that the Subdivider has complied with one of the following alternatives:
 - Improvements have been installed in accordance with requirements of the subdivision ordinance
 - A security bond or certified check filed with the Village
 - Subdivision Improvements Agreement along with sufficient surety has been filed
- All affidavits, certificates, acknowledgments, endorsements, dedications, and notarial seals as are required by Law and the provisions of the zoning ordinance and subdivision regulations.

DATA REQUIRED ON THE FINAL PLAT

- Sufficient data to determine all existing and placed stakes and to locate and retrace all lots, blocks, and parcels, Include:
 - Bearings of lines
 - Radii, arcs and central angles of all curves with dimensions to the nearest second
- All dimensions shall be to the nearest .01 of a foot
- Meets or exceeds the "minimum standards of surveys"
- Location and description of monuments
- Lot numbers, square footage, outlot, block dimensions, and frontage dimensions
- Lot, outlot, and block identification system
- Areas reserved for public use - must clearly identify which are private and which are public
- If park land for use of public, must have an outlot letter and be included in the dedication
- If park land is private, must state so and provide maintenance agreement

FINAL PLAT APPLICANT'S TECHNICAL CHECKLIST (cont.)

Ceresco, Nebraska

- Purpose for which other than residential lots are dedicated or reserved
- Minimum building set back lines
- Locations and names of adjoining subdivisions and streets, adjoining unplatted properties ~~with names and addresses of adjoining owners of unplatted properties.~~
- Abutting streets, cul-de-sacs and alleys, whether public or private, must include the following:
 - Location
 - Names
 - Centerline
 - Centerline radius
 - Length and interior angle of horizontal curves
 - Tangent length
 - Right-of-Way and paving widths (according to sub-division regulations, future land use and transportation plans)
- Location, width and purpose of all easements (according to sub-division regulations)
- Location and identification of all section corners
- Total number of lots, outlots, and total number of acres in subdivision
- Cross-sections, profiles and grades of streets, gutters, curbs and sidewalks; with locations of all "in street utilities" -drawn to Village standards
- Protective covenants, when required
- Any interest in the land surrounding the plat
- Changes in zoning that may have been made

REQUIRED ON EACH STREET

- Name of Subdivision
- Scale
- North arrow and graphic scale
- Date
- Sheet number and total number of sheet comprising the subdivision
- Location of Subdivision (first sheet only)

DOCUMENTS REQUIRED

- Tax payment status form
- Special assessment status form
- Certificates of Title or Title Opinion
- Private restrictions or covenants, if necessary
- One (1) reproducible copy and four (4) copies of final plat for review prior to Planning Commission meeting. Other documents, including grading, drainage, utility plan and landscape/tree plan, will need to go to proper agencies and authorities.
 - [] Village Engineer
 - [] Traffic engineering
 - [] Utility Companies
 - [] Building and safety
 - [] School District
 - [] other

FINAL PLAT APPLICANT'S TECHNICAL CHECKLIST (cont.)
Ceresco, Nebraska

ANY OTHER INFORMATION OR COMMENTS RELATED TO THE FINAL PLAT:
(Please use additional sheet if necessary)

Applicant's Signature(s): _____

Date: _____

REGA

ENGINEERING
GROUP, INC.

File No. 181305
May 7, 2020

Joan Lindgren, Village Clerk
Village of Ceresco
217 South 2nd Street
P.O. Box 160
Ceresco, NE 68017

RE: HUNTER ADDITION
FINAL PLAT
Main & Third Streets

Dear Joan,

On behalf of James and Martha Hunter, we are submitting the final plat of Hunter Addition. We request that this application be scheduled onto the next possible Planning Commission meeting.

Hunter Addition contains 7.08 acres and consists of 21 single family lots which is in conformance with the recently approved preliminary plat of Hunter Addition. The construction drawings for the public streets, water, sanitary sewer and storm sewer are also submitted at this time for review.

The subdivision agreement has been modified per the comments during the preliminary plat process. The ownership certificate has been requested from a title company and will be submitted to the Village once received. Using the construction drawings improvement quantities, preliminary costs have been estimated has been submitted showing the total amounts to be posted with an escrow.

We look forward to working with the Village of Ceresco on this application. Please do not hesitate to contact me if you have any questions, comments or need additional information to proceed with this application.

Sincerely,



Marcia L. Kinning

Cc: James and Martha Hunter

Enclosed: Final Plat Application & Checklist
4 Copies Final Plat (18"x24")
10 Copies Final Plat (11"x17")
1 Copy Subdivision Agreement
1 Copy Preliminary Cost Estimate of Improvements
2 Copies Construction Drawings (24"x36")
4 Copies Construction Drawings (11"x17")

Engineering • Planning • Surveying • Landscape Architecture

SUBDIVISION AGREEMENT

THIS AGREEMENT is made and entered into by and between **James F. Hunter III and Martha Anne Watland Hunter, husband and wife**, hereinafter called “Subdivider”, whether one or more, and the **VILLAGE OF CERESCO, NEBRASKA, a municipal corporation**, hereinafter called “Village”.

WHEREAS, Subdivider has made application to Village for permission to subdivide and for approval of the final plat of **Hunter Addition**, a copy of which is attached to this Agreement as Exhibit ‘A’ (the ‘Final Plat’); and

WHEREAS, the Final Plat contains certain provisions requiring an agreement between Subdivider and Village relating to the Final Plat and the development thereof.

NOW, THEREFORE, IN CONSIDERATION of the Village granting permission to plat and approval of the Final Plat of **Hunter Addition**, it is agreed by and between Subdivider and Village as follows:

1. The Subdivider agrees to complete the street paving of the public streets as shown on the Final Plat within two (2) years following the approval of the Final Plat. A temporary turnaround shall not be required at the east and west end of Park Street.

2. The Subdivider agrees to inform the home builder that the installation of concrete sidewalks, along both sides of Hunter Street and Park Street; and the west side of Third Street adjacent to Lot 1, Block 2 as shown in Exhibit 'B' of this agreement, is the responsibility of the home builder with the construction of the building of each individual lot. Seven (7) years from the approval of the this final plat, the Subdivider agrees to install the sidewalk adjacent to those lots that remain in ownership of the Subdivider.
3. The Subdivider agrees to complete the public water distribution system to serve the properties located in the Final Plat within two (2) years following the approval of the Final Plat.
4. The Subdivider agrees to complete the public wastewater collection system to serve the properties located in the Final Plat within two (2) years following the approval of the Final Plat.
5. The Subdivider agrees to complete the enclosed drainage facilities located in the Final Plat within two (2) years following the approval of the Final Plat.
6. The Subdivider agrees to complete the installation of the LED public street lights along Hunter Street and Park Street within the Final Plat within two (2) years following the approval of the Final Plat.
7. The Subdivider agrees to complete the installation of the street name signs within two (2) years following the approval of the Final Plat.
8. The Subdivider agrees to complete the installation of permanent markers prior to construction on or conveyance of any lot within the Final Plat.

9. The Village agrees to install overhead electricity to the lots within the Final Plat once the public wastewater collection system, public water distribution system and paving of the public streets within the Final Plat have been completed.
10. The Subdivider agrees to complete any public and private improvements or facility required by the Village of Ceresco Subdivision Regulations which have not been waived and which inadvertently may have been omitted from the above list of required improvements within four (4) years of the date of this Agreement.
11. This Agreement and all obligations and covenants contained herein of the Subdivider shall run with the land and be binding and obligatory upon the heirs, successors and assigns of Subdivider.
12. This Agreement shall be recorded with the Saunders County Register of Deeds upon the recording of the Final Plat for the Hunter Addition.
13. This Agreement and all obligations of the Subdivider shall apply to the Hunter Addition including all of the lots legally described in Exhibit 'C' to this Agreement.
14. Subdivider guarantees the completion of all improvements as required by Village of Ceresco Subdivision Regulations Sections 7.02, 7.03 and 7.04 and will provide an Agreement for Escrow of Security Fund attached hereto as Exhibit 'D'.
15. An Ownership Certificate for the property included within the Final Plat is attached hereto as Exhibit 'E' to this Agreement.

Dated this _____ day of _____, 20_____.

JAMES F. HUNTER III AND MARTHA ANNE WATLAND HUNTER
husband and wife

James F. Hunter III

Martha Anne Watland Hunter

ATTEST:

VILLAGE OF CERESCO, NEBRASKA

Village Clerk

Chairman

STATE OF NEBRASKA)

) ss.

COUNTY OF SAUNDERS)

The foregoing instrument was acknowledged before me this _____ day of _____, 20____,
by James F. Hunter III and Martha Anne Watland Hunter, husband and wife.

Notary Public

STATE OF NEBRASKA)

) ss.

COUNTY OF SAUNDERS)

The foregoing instrument was acknowledged before me this ____ day of _____, 20____,

by _____, Village Board Chairman of the Village of Ceresco,
Nebraska.

Notary Public

EXHIBIT 'A'

HUNTER ADDITION

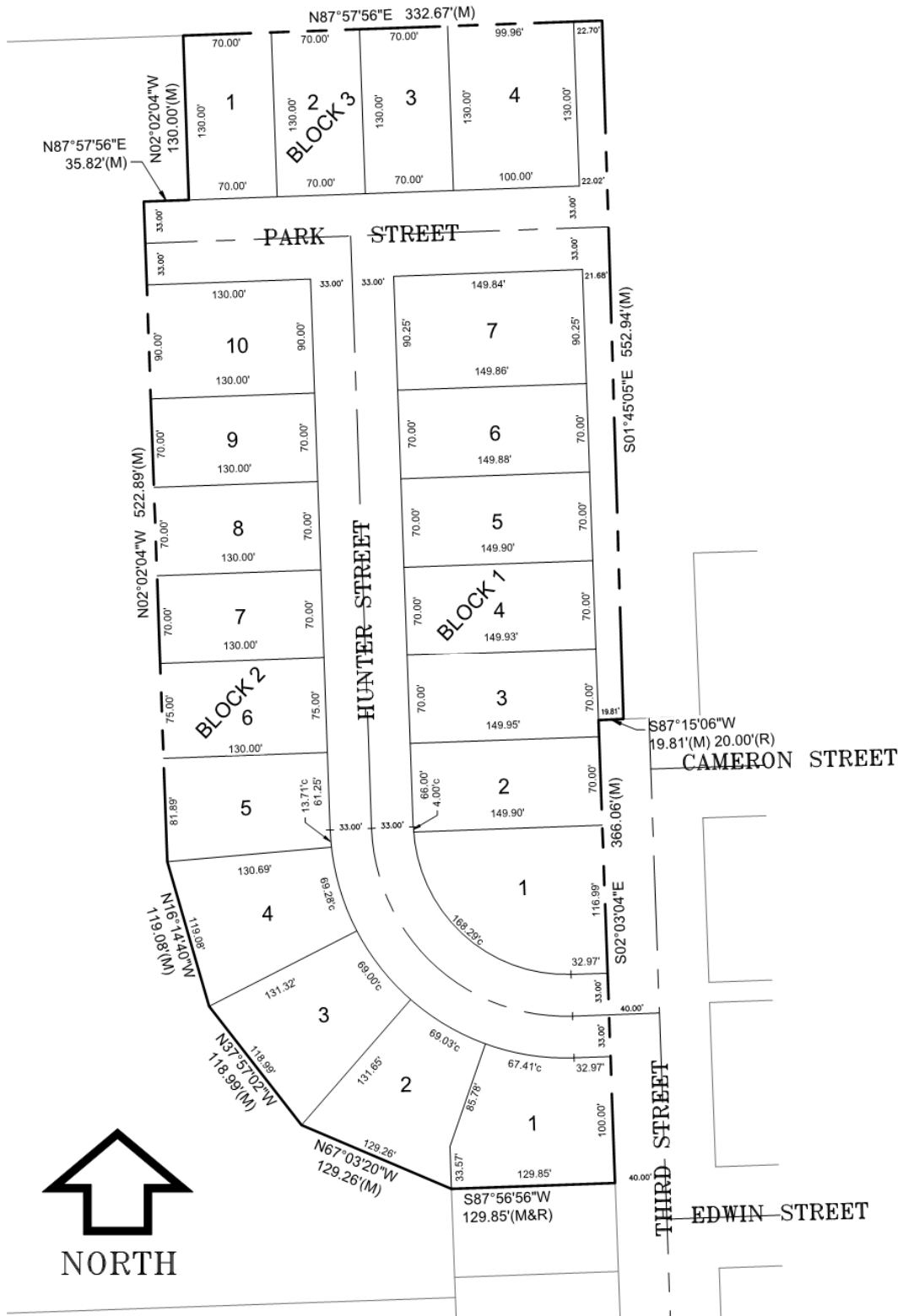


EXHIBIT 'B'
SIDEWALK EXHIBIT

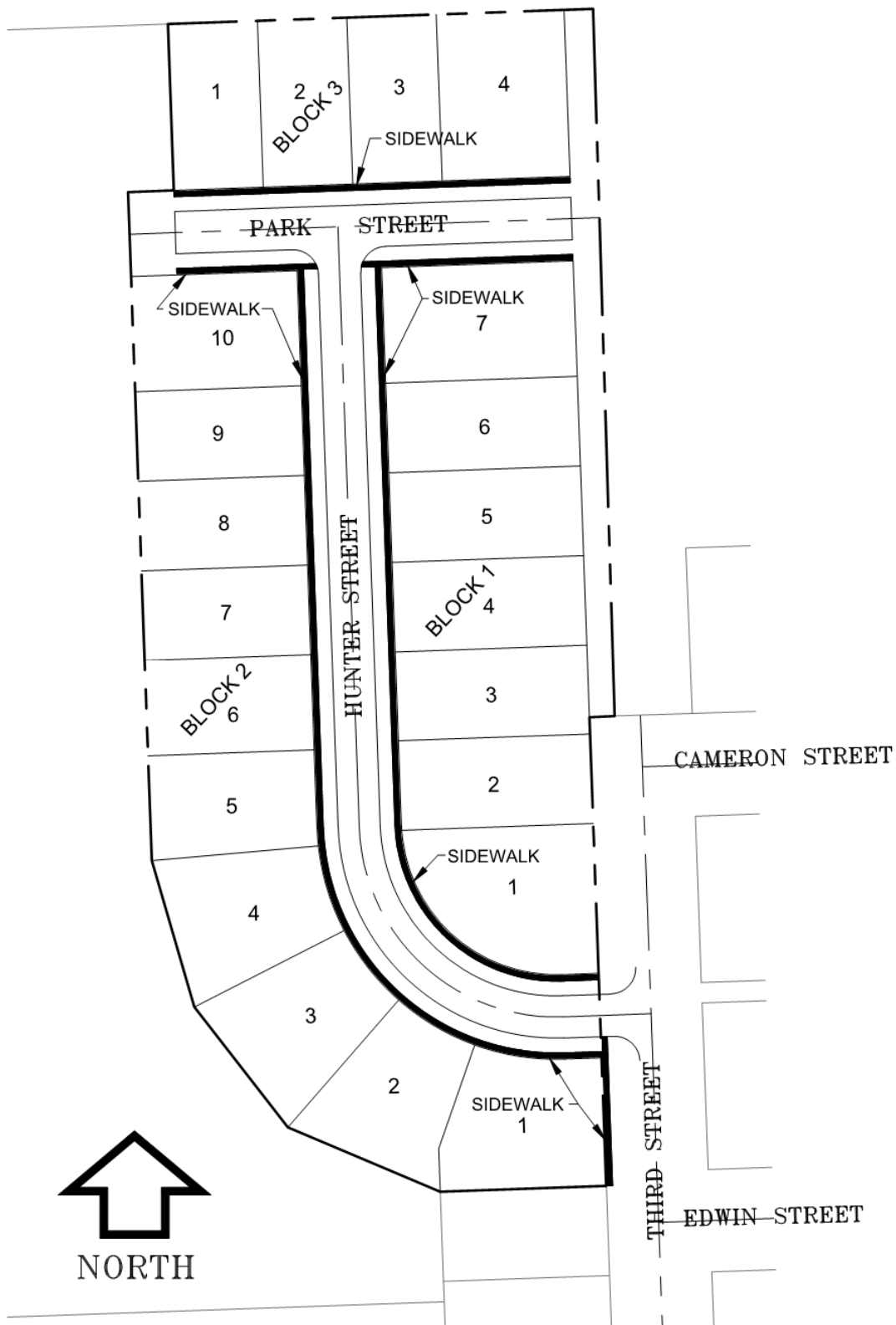


EXHIBIT 'C'

Legal Description of Lots

**HUNTER ADDITION
FINAL PLAT**

Block 1

- Lot 1
- Lot 2
- Lot 3
- Lot 4
- Lot 5
- Lot 6
- Lot 7

Block 2

- Lot 1
- Lot 2
- Lot 3
- Lot 4
- Lot 5
- Lot 6
- Lot 7
- Lot 8
- Lot 9
- Lot 10

Block 3

- Lot 1
- Lot 2
- Lot 3
- Lot 4

EXHIBIT 'D'

**HUNTER ADDITION
FINAL PLAT
AGREEMENT FOR ESCROW OF SECURITY FUND**

WHEREAS, before any final plat may be approved, the required improvements must have been installed or a performance bond, escrow or security agreement must be furnished to the Village to guarantee the installation of the required improvements which may be installed within a subdivision; and

WHEREAS, James F. Hunter III and Martha Anne Watland Hunter, husband and wife, hereinafter called "Permittee," has made application to the Village for permission to construct and/or install public improvements consisting of:

Improvement

Street Paving
Water Distribution System
Wastewater Distribution System
Drainage Facilities
Street Lights
Street Name Signs
Permanent Markers

within the final plat of Hunter Addition, an addition to the Village of Ceresco, Lancaster County, Nebraska and guarantee the same by placing funds in an escrow account as security for performance of said construction.

NOW, THEREFORE, IT IS AGREED by and between Permittee, and the Village of Ceresco, Nebraska, a municipal corporation, hereinafter called the "Village," as follows:

1. That prior to approval of the aforesaid final plat, Permittee shall either deposit the sum of _____ Dollars (\$_____) with _____ (Bank) as escrow agent for the Village, or obtain a loan of immediately payable funds from _____ (Bank) in said amount and irrevocably pledge and assign said funds to _____ (Bank) as escrow agent for the Village, the same to be held in escrow as security to guarantee the construction of the aforesaid improvements within said final plat.
2. The said escrow fund shall be allocated to the above-specified improvements in said final plat as follows:

<u>Improvement</u>	<u>Amount</u> (110% of estimated cost)
Street Paving	\$ <u>216,490.00</u>
Water Distribution System	\$ <u>80,180.00</u>
Wastewater Distribution System	\$ <u>156,430.00</u>
Drainage Facilities	\$ <u>16,465.00</u>
Street Lights	\$ <u>22,000.00</u>
Street Name Signs	\$ <u>1,485.00</u>
Permanent Markers	\$ <u>5,500.00</u>

Said escrow fund shall NOT be automatically transferred and allocated to the specified improvements to the extent such improvements are required to be installed in a subsequent final plat involving any portion of the property within this final plat (“replat”).

3. The funds designated for any one improvement listed above may be released from escrow only as authorized by the Village Administrator or other Village designee. The Village Administrator or other Village designee shall authorize _____(Bank) to release funds according to the following:

Whenever twenty-five, fifty or seventy-five percent or more of the value of any paving, water, sanitary sewer or drainage facilities improvement within the final plat has been completed in accordance with the approved construction plans, and the percentage of completion has been certified by Permittee’s registered professional engineer to the Village, the amount of the funds required as security for said improvement shall be reduced by twenty-five, fifty or seventy-five percent, respectively; provided that such reduction does not reduce the amount of funds held in escrow for said improvement to an amount less than one hundred percent (110%) of the estimated cost of the work remaining to be completed under the approved construction plans. Final escrow releases will be submitted as follows;

- a. Final paving releases will be submitted when 100% of the paving work has been completed under the construction plans. Compaction, air and slump, yield, and proof rolling tests are required to be completed by the Permittee’s registered professional engineer, before the final release will be approved.
- b. Final water releases will be submitted when 100% of the water work has been completed under the construction plans. Once the coliform tests have been completed and approved, the final release will be approved.
- c. Final sanitary sewer releases will be submitted when 100% of the sewer work has been completed under the construction plans. Once the pressure tests and video of the sewer have been submitted and accepted, the final release will be approved.
- d. Final drainage facilities releases will be submitted and approved when 100% of the drainage facilities work has been completed under the construction plans. One hundred percent (100%) will be released when the work has been completed to the satisfaction of the Village.
- e. Street lighting releases will be submitted when 100% of the street lighting work has been completed under the construction plans. One hundred percent (100%) will be released when the work has been completed to the satisfaction of the Village.
- f. Street name signs releases will be submitted when 100% of the street name signs have been installed under the construction plans. One hundred percent (100%) will be released when the work has been completed to the satisfaction of the Village.
- g. Permanent markers releases will be submitted when 100% of the lot staking work has been completed under the construction plans. One hundred percent (100%) will be released when the work has been completed to the satisfaction of the Village.

In the event any or all of the aforesaid improvements are not completed to the satisfaction of the Village by the completion dates listed in the conditions of approval for said final plat or replat to do said construction, whichever is earlier, then and in that event _____(Bank) upon written request from the Village, shall pay to the Village the total amount of funds designated for each of the aforesaid improvements which shall not have been completed on said date or the amount of funds necessary to complete construction thereof, whichever is the lesser, and the Village shall utilize said funds released by _____(Bank) to complete the improvements.

4. This Agreement shall be contingent upon its execution by the parties hereto, the pledge and assignment of the required security funds with _____(Bank) as escrow agent for the Village, and the acceptance of this Agreement by said escrow agent.

5. Permittee agrees to pay any and all fees charged by _____(Bank) as escrow agent for the Village under the terms of this Agreement.

6. _____(Bank) shall be liable as a depository only.

7. Upon deposit of the security fund as provided in this Agreement, the Village agrees to waive the requirement that Permittee post performance bonds for completion of the aforesaid improvements.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed this ____ day of _____, 20_____.

“Permittee”

JAMES F. HUNTER III AND MARTHA ANNE WATLAND HUNTER,
husband and wife

By: _____
James F. Hunter III, husband

Martha Anne Watland Hunter, wife

“Village”

ATTEST:

VILLAGE OF CERESCO, NEBRASKA,

Village Clerk

By: _____
Chairman

Approved:

Village Attorney

ACCEPTANCE OF ESCROW AGREEMENT

_____ (Bank) hereby agrees to the terms and instruction listed above and acknowledges that it has accepted a deposit of Four Hundred Ninety-eight Thousand Five Hundred Fifty Dollars (\$498,550.00) or an irrevocable pledge and assignment of immediately payable funds in said amount from James F. Hunter III and Martha Anne Watland Hunter (Permittee) to be held in escrow (Note No. _____) by _____ (Bank) as escrow agent for the Village of Ceresco, Nebraska, a municipal corporation, to ensure construction of the improvements listed in the above and foregoing Agreement and further agrees not to release any of said monies or irrevocable pledges held by _____ (Bank) to secure construction of said improvements until it has received written authorization from the Village of Ceresco in accordance with the foregoing Agreement.

Dated this _____ day of _____, 20_____.

Attest:

Bank: _____

Address: _____

By: _____

Name: _____

Title: _____

EXHIBIT 'E'

DRAFT

Dean Dairy 2020-21 Dairy Bid

May 20

0



Le Mars Office
1345 12th Ave SW
Le Mars, IA 51031



Bill To: 172899
RAYMOND CENTRAL PUBLIC

Dean Dairy would like the opportunity to bid on your schools dairy program for the upcoming 20-21 school year. Please see the below bid prices quoted for the month printed in the top right corner. **If you have any questions regarding the bid, please contact Debra Carlson at: Email: debra_carlson@deanfoods.com - Phone: 712-548-2200 - Fax: 712-548-5809**

Milk	Carton	Item #	Escalator
8oz LOL DairyPure Whole	Paper	56969	
8oz LOL DairyPure 2%	Paper	56986	
8oz LOL DairyPure 1%	Paper	56982	0.2220
8oz LOL DairyPure Skim	Paper	56984	0.2190
8oz TM 1% Chocolate (Squat - 48 per case)	Paper	47284	0.2350
8oz TM Fat Free Chocolate	Paper	45837	0.2300
8oz TM Fat Free Strawberry	Paper	46073	0.2300
Gallon LOL DairyPure Whole	Plastic	56826	
Gallon LOL DairyPure 2%	Plastic	56832	
Gallon LOL DairyPure 1%	Plastic	56840	
Gallon LOL DairyPure Fat Free Skim	Plastic	56836	
Half Gallon LOL DairyPure 2%	Plastic	56923	
Quart LOL DairyPure Buttermilk	Paper	58759	

Other	Carton	Item #	Escalator
Gallon Orchard Pure Orange Juice	Plastic	57741	3.6728
Half Gallon Orchard Pure Orange Juice	Plastic	57739	2.1009
12oz Orchard Pure 100% Orange Juice	Plastic	56683	0.9700
12oz LOL 100% Apple Juice	Plastic	29135	0.9700
8oz LOL Orange Juice	Paper	13165	0.3067
4oz -100% Juice: Orange, Apple, Fruit Punch & Grape	Plastic - Full Top	54952	0.2150
5LB LOL Cottage Cheese 4%	Plastic Tub	11653	7.0054
5LB LOL Cottage Cheese 2%	Plastic Tub	11654	7.1709
5LB LOL Sour Cream Reg	Plastic Tub	11573	5.8410
5LB LOL Sour Cream Lite	Plastic Tub	54017	6.2880
1oz LOL Sour Cream Reg	Paper Packet	54152	10.0739
5LB LOL Yogurt Low Fat Strawberry	Plastic Tub	42701	8.0401
24oz LOL Yogurt Fat Free (All Flavors)	Plastic Tub	12832	2.3880
6oz LOL Yogurt-Low Fat and Fat Free (All Flavors)	Plastic Cup	12827	0.6251
HG DP Lactose Free ESL Skim (other fat levels avail.)	Paper	56745	4.0462
Dzn Large Eggs (15dzn per case - sold by full cases only)	Paper Carton	3707	2.5900
Half Gallon LOL IC Mix 5% Van and Choc	Plastic	37968	3.1922
14oz Dairy Pure /TruMoo Milk Flavors: White: VD, 2%, Choc VD, Choc 1%	Plastic	56781	0.9900
14oz TruMoo 1% Protein (Van-Choc)	Plastic	51059	1.3200

Please fill in the below information, sign and return via mail, e-mail or fax along with any other competitive bids and a 20/21 school calendar.

TRU MOO - No High Fructose Corn Syrup, No Artificial Growth Hormones and No GMO Ingredients!

We Accept (Please circle one)
 We Decline

First Day of School:

Name of Kitchen/Food Service Director:

Phone #:

Email:

Signature:

Ship To's: * Delivery Days and Times to be Determined*

173942 RAYMOND PUB.SCHOOL-CERESC
173985 RAYMOND PUB.SCHOOL-RAYMON
173980 RAYMOND PUB.SCHOOL-VALPAR

No Acceptance of Standard Terms and Conditions: Notwithstanding any terms or conditions contained or referenced in this RFP, each response and submission relating to this RFP shall be subject to the condition that all terms and conditions relating to any resulting business relationship must be separately negotiated and agreed upon in a written agreement executed by both parties, which written agreement shall represent the entire and exclusive understanding and agreement between the parties as to the applicable business.



Produced & Distributed by Dean Foods.

Fluid Milk Escalator /De-escalator Clause

Future price adjustments will be predicated on the following escalator/de-escalator formula for fluid milk taking into consideration Federal Milk Market monthly changes in the cost of skim milk and butterfat. Expenses including fuel, energy, packaging and ingredients will also be included in monthly changes and will be communicated as to what these expenses include.

SKIM MILK:

- For each \$.10/cwt increase or decrease in the cost of skim milk, prices will adjust respectively as follows on all fat levels.

5 Gallon	-	.0430 per 5 Gallon
Gallon	-	.0086 per Gallon
8 oz.	-	.00054 per 8 oz.

BUTTERFAT:

- For each \$.10 increase or decrease in the cost of butterfat, prices will adjust respectively as follows by various fat levels.

Item	Whole (3.25%)	2%	1%	Fat Free
5 Gallon	.1395/5 Gal	.086/5 Gal	.043/5 Gal	.0045/5 Gal
Gallon	.0279/Gal	.0172/Gal	.0086/Gal	.0009/Gal
8 Oz	.0017/8 Oz	.0011/8 Oz	.0005/8 Oz	.0001/8 Oz

- **Monthly per unit adjustments will reflect a combination of the changes in skim milk and butterfat, and expenses (fuel, packaging, ingredients, resin, energy, etc.).**
- This escalator/de-escalator formula applies to all fluid milk items.

Non Fluid Milk Items

Prices bid on products other than fluid milk are for one month only, and will automatically renew at the quoted price, unless Dean Foods advises you of our intent to change the price as a result of a significant supplier price change.

SUSPENSION AND DEBARMENT CERTIFICATION

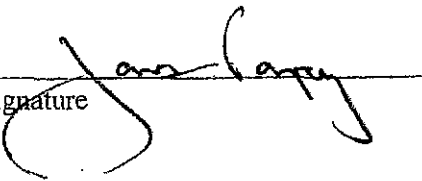
Certification Regarding Debarment, Suspension, Ineligibility, and Voluntary Exclusion-Lower Tier Covered Transactions

This certification is required by the regulations implementing Executive Order 12549, Debarment and Suspension, 7CFR Part 3017, Section 3017.510, Participants' responsibilities. The regulations were published as Part IV of the January 30, 1989, Federal Register (pages 4722-4733). Copies of the regulations may be obtained by contacting the Department of Agriculture agency with which this transaction originated. (BEFORE COMPLETING CERTIFICATION, READ INSTRUCTIONS BELOW)

- (1) The prospective lower tier participant certifies, by submission of this proposal, that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.
- (2) Where the prospective lower tier participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

Dean Foods
Vendor Organization Name

Jim Tarpey-Retail Account Manager
Vendor Authorized Representative

Signature 



Raymond Central Public Schools
 1800 West Agnew Road
 Raymond, Ne. 68428
 Dear Dr. Derrick Joel,

Hiland Dairy is pleased to submit for your consideration the following quote for Dairy Products for the 2020-2021 school year,

Half Pint 1% Chocolate	.2220
Half Pint 1%	.2150
Half Pint Skim	.2000
Half Pint Strawberry	.2220

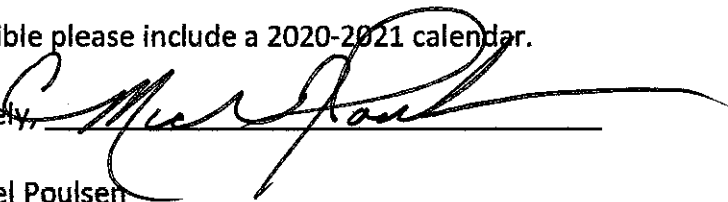
Escalating/De-escalating Bid	
Accepted	<input type="checkbox"/>
Declined	<input type="checkbox"/>
Please submit form to Michael Poulsen c/o Hiland Dairy 5220 NW 38 th St. Lincoln, Ne. 68524 Fax (402)470-2425	

This is an escalating/de-escalating bid on all items. Please see attached clause for monthly cost adjustment factors. When a decision has been reached based on this bid, kindly mail/fax any competitive bids along with this form. Thank you.

Signed; _____

First Delivery: _____

If possible please include a 2020-2021 calendar.

Sincerely, 

Michael Poulsen
 Lincoln Branch Sales Manager
 Hiland Dairy

Milk Escalator / De-Escalator Pricing Clause (DFA Supplied)

The pricing quoted is based on **June's 2020** Federal Milk Marketing Order for Class I Skim and Class I Butterfat. This pricing is subject to change as the cost of raw milk changes each month according to the USDA Federal Milk Market Price Announcements and Dairy Farmers of America.

The cost of milk fluctuates up and down each month based on the cost changes in raw milk. Changes of a minimum of \$.10 per CWT (up or down) will move the cost of a half pint \$.00054.

Prices will also be adjusted up or down based on cost changes in packaging, ingredients, labor, fuel, juice concentrate, re-sale products (ex. Tropicana, Sport Shake), etc. Supporting documentation will be supplied upon request.

All price changes will become effective on the 1st day of the month following the price announcement.

CERTIFICATE OF NON-COLLUSION/INDEPENDENT PRICE
DETERMINATION

The undersigned certifies that the preparation and submission of the attached bid have been conducted independently, without consultation, communication, or agreement with any other bidder or potential bidder and that there will be no consultation, communication, or agreement on the price, terms, and conditions of this bid by or on behalf of Hiland Dairy Foods Co., LLC with any other bidder or potential bidder prior to the official opening of the bid.

Date: June 2, 2020

Hiland Dairy Foods Co., LLC

Rick Beaman

Rick Beaman
General Sales Manager



1133 E. Kearney • P.O. Box 2270 • Springfield, MO • 65801-2270 • (417) 862-9311

Valued Customer;

Your business means the world to us. That's why we want to do our part to keep our world and environment safe. In support of our Green Initiative one of the most significant ways we can make a difference is to transition to electronic billing statements.

The transition is seamless and free of charge. If you would like to receive your statements via email, please provide the following information to:

RMerwald@Hilanddairy.com

Customer Number:
Business Name:
Accounts Payable Contact:
Phone Number:
Email address:

If you have any questions or I can assist you in the process, please feel free to contact me at the number below.

Sincerely,

Don Dishman
417-862-9311 ext. 10140
ddishman@hilanddairy.com

A Splash of Freshness!

May 17, 2020

Dr. Derrick Joel
Superintendent
1800 W. Agnew Road
Raymond, NE 68428

Dr. Joel:

Please accept this letter as my formal resignation from my elementary teaching and junior high volleyball positions here at Raymond Central Public Schools.

It has been an honor to have been given the chance to start my teaching career here 14 years ago. I will be moving to Iowa to be closer to family. I will forever cherish the memories that I have made here at Raymond Central.

Respectfully yours,

Barb Schiefen

HOT LUNCH PRICE COMPARISON

	LUNCH PRICES				BREAKFAST PRICES				MILK
	ELEMENTARY	SECONDARY	REDUCED	ADULT	ELEMENTARY	SECONDARY	REDUCED	ADULT	PRICES
2007-2008	\$1.95	\$2.10	\$0.40	\$2.90	\$0.90	\$0.00	\$0.30	\$1.40	\$0.25
2008-2009	\$2.00	\$2.15	\$0.40	\$3.00	\$0.95	\$0.00	\$0.30	\$1.45	\$0.30
2009-2010	\$2.10	\$2.25	\$0.40	\$3.10	\$1.05	\$0.00	\$0.30	\$1.55	\$0.30
2010-2011	\$2.10	\$2.25	\$0.40	\$3.10	\$1.05	\$0.00	\$0.30	\$1.55	\$0.30
2011-2012	\$2.15	\$2.30	\$0.40	\$3.10	\$1.10	\$0.00	\$0.30	\$1.55	\$0.30
2012-2013	\$2.15	\$2.30	\$0.40	\$3.10	\$1.30	\$0.00	\$0.30	\$1.55	\$0.40
2013-2014	\$2.25	\$2.40	\$0.40	\$3.25	\$1.35	\$0.00	\$0.30	\$1.60	\$0.45
2014-2015	\$2.35	\$2.50	\$0.40	\$3.30	\$1.40	\$0.00	\$0.30	\$1.65	\$0.45
2015-2016	\$2.45	\$2.60	\$0.40	\$3.40	\$1.50	\$0.00	\$0.30	\$1.75	\$0.45
2016-2017	\$2.55	\$2.70	\$0.40	\$3.40	\$1.55	\$0.00	\$0.30	\$1.80	\$0.45
2017-2018	\$2.60	\$2.75	\$0.40	\$3.55	\$1.60	\$1.60	\$0.30	\$2.15	\$0.45
2018-2019	\$2.65	\$2.80	\$0.40	\$3.60	\$1.65	\$1.65	\$0.30	\$2.20	\$0.50
2019-2020	\$2.65	\$2.80	\$0.40	\$3.60	\$1.65	\$1.65	\$0.30	\$2.20	\$0.50
2020-2021	\$2.65	\$2.80	\$0.40	\$3.60	\$1.65	\$1.65	\$0.30	\$2.20	\$0.50

