

Raymond Central Public Schools Board of Education Regular Meeting

Wednesday, January 13, 2021 at 6:00 PM Central

Jr/Sr High School Mustang Classroom

1800 West Agnew Road

Raymond, NE 68428-9783

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

Call to Order and Pledge of Allegiance

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

New Board Member Oath of Office

Bill Lange recited the Oath of Office and he was welcomed as a new member of the Board of Education.

Bill Lange (Ward 3)

Election of Officers

President Gould turned the chairmanship over to Superintendent Joel at 6:05 PM. Motion by Blanchard, second by Burklund elect Harriet Gould as President. RCV 6-0. Motion carried.

President Gould assumed chairmanship at 6:07 PM. Motion by Gould, second by Lange to elect Brad Breitreutz as Vice President. RCV 6-0. Motion carried.

Motion by Blanchard, second by Breitreutz to elect Lori Springer as Secretary. RCV 6-0. Motion carried.

Motion by Burklund, second by Gould to elect Matt Blanchard as Treasurer. RCV 6-0. Motion carried.

Motion to Excuse Board Member's Absence

All members were present.

Open Meeting Law

The audience was reminded that the Open Meeting Laws would be followed.

Consent Agenda

Motion by Breitreutz, second by Burklund to approve the consent agenda as presented including the regular meeting minutes of December 16, 2020, December Financial Statement and January monthly bills. RCV 6-0. Motion carried.

Regular Minutes of December 16, 2020

Financial Statement/Report

Monthly Bills

Correspondence/Recognition

A thank you letter was read from Ron Bottorff, President of Raymond Central TeamMates Board, extending their appreciation to the Superintendent and Board of Education for their support of the TeamMates program.

January is TeamMates month, contact Kris White if you are interested in becoming a mentor for an RC student.

It is always a pleasure to recognize six volunteers, who work hard for our students, staff, families, and community - our elected school board members: Dr. Harriet Gould, Lori Springer, Matt Blanchard, Brad Breitreutz, Cathy Burklund, and Bill Lange. The Board meets regularly to support and enable our educational mission, vision, strategic plan, and they advocate for continuous improvement to our district. Members participate in endless board, committee, negotiation, and other meetings, make appearances at school functions and spend hours reviewing reports, agendas, proposals, and other information they receive weekly. When you see one of our six board members, be sure to thank them for their commitment to making Raymond Central a great place to learn as we celebrate their leadership from **January 31 to February 6, 2021!**

Thank you to Jared Shanahan and his crew for their hard work over Winter Break. Our school facilities are in excellent shape thanks to their time and efforts.

Thanks to Patty Hudson and her team for their willingness to serve lunches over Winter Break. We look forward to extending this service into the summer!

Public Forum

Discussion Items

Student Board Report - Sydney Blanchard

Student Survey regarding new A/B Class Schedule - Mrs. Stansberry and I decided to ask students for their honest opinions regarding schedule changes for this semester. Students this week were sent out a survey asking their grade level and other questions regarding past and current class schedules and open campus. Most responses came from freshman and sophomore students with a total of 105 responses.

Over 1/2 of the surveyed students chose the new A/B class schedule to be their preferred choice. Negative responses included students not having enough time to finish homework and/or retake a test during the 30 minute advisory period held at the end of the day.

This was the only availability for advisory time because of the new block schedules. Past advisory or study hall periods were as little as 20 minutes with eight classes a day. Positive feedback was fully received with many students enjoying being able to see teachers more often and having a simpler schedule that is easier to follow. Many responses included seniors enjoying this schedule more because of work and college class schedules. Eighty-five percent of senior students agreed that this schedule works better with work and college schedules. Open campus was a very positive topic with no negative responses regarding senior open campus.

Mrs. Stansberry and I plan on sending a similar survey out at the end of February or March to further input. This survey was very helpful and showed students point of view on their class schedules. In person class schedules were hard to make this year because of covid and administration came up with great options to keep students in the classroom this school year.

Administrative Reports

Submitted by Allison Stansberry, Jr-Sr High School Principal

We are 2 days into the 2nd semester and piloting our A/B Block schedule. So far, the transition has seemed to go smooth but we will continue to monitor and seek feedback as we prepare for the 2021-

2022 school year.

We have welcomed six new students to our building to start the semester. We have three juniors, one sophomore, one freshman, and one seventh grader.

We also have five new student teachers joining us this semester. Those student teachers and their cooperating teachers are: Regan Hennings (UNL): Mr. Strouf ; Tyler Polacek (UNL): Mr. Placke; Bailey Ballard (Hastings): Mrs. Polak; Riley Freeland (Concordia): Mr. Pester (Starting January 14 through March); Jeremy Brey (Concordia): Mr. Henderson (Starting January 14 through March).

During our staff meeting on January 6, we discussed the culture of your school post COVID will depend on how well you build connections during the crisis. We know that teachers are facing the challenge of connecting with both our remote learners and our face to face learners. Teachers have stated that they are reaching out to their students on remote through email, through phone calls home, and through zoom. We know that at some point these students will be back in our building and we want to make sure that they don't feel disconnected when that happens. "Connection is why we're here. We are hardwired to connect with others. It's what gives us purpose and meaning to our lives and without it there is suffering," Brene Brown.

We now have the ability to control the bells through my computer. This has been a huge blessing as with the old system, we had to call the company to come in and program. If we needed to create a schedule that was not already pre-programmed, we were having to manually ring every bell. Now if that ever happens, I will be able to quickly create a schedule needed. Also, the program has capabilities to do some fun things so I am hoping that I will be able to spend some time to try it out.

New phones are up and working. As with every new system, we have had some glitches but Keely continues to work hard with Jeremiah to quickly fix these problems.

On January 20, I will be attending Midland's Virtual Interview Fair.

On January 6, para's worked in the classrooms. We provided an opportunity for training on Mental Health and a small piece on the Opportunity Gap. Para's watched the Mind Inside Episode 2 (Episode 3 comes out in February) and it seemed to have really sparked some good conversations amongst our Para's. I appreciate the work they do every day as they are an immeasurable asset to RC. We will also now have a full team as we have hired a new para that will start January 11. I think she is going to be a great addition.

ACT: The Juniors will be taking the ACT on April 6.

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

2021 is finally here! I hope everyone had a wonderful and safe holiday season. Our students and staff definitely deserved a break. I want to thank our students and staff for their hard work and diligence throughout the first semester. Because of their efforts, we were able to not only keep our doors open, but also keep activities running as smoothly as possible. I have heard our coaches use phrases such as "control what you can control" and "do whatever it takes" multiple times since the beginning of the year and I appreciate them putting those words into action.

Our wrestling team has been going strong with a busy slate of five tournaments and four additional duals since our season kicked off on December 7. The NSAA has made the following adjustments to the postseason schedule for THIS SEASON ONLY:

- ? No State Dual Tournament
- ? District Wrestling has been split into two subdistricts (RC will host on February 5)
- ? District Final Wrestling will be held the weekend of February 13
- ? State Wrestling will still be held in Omaha on February 18-20

The girls basketball team has endured some tough games, and was able to come away with a victory over Dorchester in the Weeping Water Holiday Tournament. They are currently 1-7 with a game against Centennial coming up on January 9. The boys basketball team secured victories over Malcolm, Weeping Water, and Sterling thus far in the season and is currently 3-4. Their next game will be on January 12 at David City.

The Central Players have competed in 7 tournaments with competition ranging from Class A to

Class C2 and have been doing well. They are a small, but mighty team this year. In three of those tournaments, the Players have placed in the top half of the competing schools. Most notable tournaments are placing 10th in the Team Sweeps at Pius Varsity Meet and placing 2nd in the Team Sweeps at Norris Varsity Meet.

As we continue to move forward with activities during the pandemic, it is important to note that we will continue to operate under the jurisdiction of the local health departments. Governor Ricketts and the NSAA have recently released new relaxed restrictions, however our local health department has not changed their guidance.

Spectator restrictions will continue to be two household members per participant. As we travel to other venues, I have created an evolving document that will incorporate the many different COVID protocols our students and parents will be expected to follow.

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

Professional Development - On January 6, teachers and paras participated in professional development. Dr. Joel presented along with information regarding School Improvement, the EIR/Discovery Ed grant, NSCAS update, and building level meetings. PLC groups also met, with the primary focus being to analyze data and make instructional decisions for third quarter. PLC groups will meet on January 18 and again on the next scheduled late start which is January 27.

Assessment - Winter FASTBridge benchmarking was completed in December. End of quarter assessments were completed prior to break. Second Quarter Report Cards will be sent home on January 15. I have been attending trainings via webinars for the statewide assessment system (NSCAS) to take place this spring. Mrs. Stansberry and Ms. Osten are coordinating the ACT assessment and are attending those trainings. Information regarding NSCAS assessment was shared with staff during the January 6 professional time.

Staff and students are adjusting to our revised schedule. Elementaries are using a four day rotation to follow the A/B schedule of the Jr-Sr High. The first two days have gone pretty smoothly. We would like to welcome our new students and new staff.

January is National Mentoring Month. The mentoring program founded by Dr. Tom and Nancy Osborne, TeamMates, matches students with caring adults. Mentors and mentees meet once a week during school hours. TeamMates would like to thank all of our mentors: Kathy Fredrickson, Brad Kobza, Shirley Eichmeier, Mike Unverferth, Ian White, Dallas Fletcher, Linda Ward, Kara Nelson, Alice Pecka, Deb Brooks, Jen Polak, Ron Bottorff, Karri Donahue, Esther Ryan, Tammie Holley, Darrell Walla, Barb Ohnoutka, Kathryn Hayward and Brad Breikreutz. Mrs. Kristine White continues to recruit mentors and match students. Please contact Mrs. White at the school for more information about how to become a mentor or go to www.teammates.org.

PTO - Cookie dough sales were a huge success! Families picked up their cookie dough and then distributed it. PTO met on January 5 to discuss ideas for the second semester. PTO has a virtual scavenger hunt/ family night planned for January 21.

Other happenings at Valparaiso:

The Elementary Winter Concert was held virtually this year! A YouTube video was sent out to families on December 21. Thank you to Mr. Strouf and Mr. Luke for putting together the video.

A special thank you to the generous donors for providing gifts for some of our students during the holiday season. A big thank you to Frontier Coop for partnering with us to provide many of the gifts.

Winter holiday parties and end of second quarter celebrations were held on December 22. It was fun to celebrate the successful first semester with some games, crafts, and physical activities.

To promote learning over the break, a reading challenge and physical activity calendar were sent home. Students who completed the reading challenge were rewarded with a free book. We had 41 students turn in their completed challenge on the first day back to school, January 7, and we expect more to be returned on Friday. The physical activity challenge is due on January 12. Thank you to Mrs. Shelly Hlavaty, Mrs. Monica Blank, and Ms. Kalyn Brannagan for facilitating these promotions.

The 100th day of school is quickly approaching. We will plan to celebrate on January 25.

"I Love Public Schools" day is January 20. Go to I Love Public Schools Day 2021 to see how you

can participate.

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

Elementary - Welcome to 2021! The students were excited to be back and ready to learn. It was nice to see all of them.

The second round of FastBridge was completed in December. The data is used in conjunction with other assessment tools to evaluate students' reading progress. This data is used to develop appropriate supports and interventions.

Thank-you to the many generous donors for providing food and gifts to our families in the Food Bank Backpack Program and Angel/Giving Trees. The community support is greatly appreciated.

Due to COVID-19 we were unable to hold the PTO sponsored Holiday Shop.

Report Cards will go home January 15.

The district is currently accepting kindergarten registration for 2021-2022.

The application process for the district pre-school is available until March 15 or until both sections are full.

Para Educators participated in on-line training on January 6. Thank-you to Mrs. Stansberry for organizing this opportunity.

Special Education numbers continue to grow. Currently, the district has 146 identified students. This is an increase of 11 students since September. The number of students in September was 135.

Student Performance Data Presentation

Curriculum Report

Superintendent's Report

We served a total of 2,884 meals over Winter Break. A big thank you to Patty and her team, FFA leadership students, and FBLA students for making this possible. I am impressed with the support of our staff and students stepping in to help out a program that we have never had before.

Our new BlueBird bus was delivered on Monday. They took the 2006 bus to scrap. Once it is scrapped, we will get our \$20,000 grant. We now have the 2013 Lion bus, 2011 Freightliner bus, and 2007 Thomas bus as our backups.

We have been working with the Maly Marketing Group out of Lincoln to update our Raymond Central district and ward map.

Our campaign for adding bus drivers has paid off. Kerry Sanchez has agreed to drive a route for us. Kerry lives in Lincoln and is currently a substitute driver for Wahoo. Stephanie Voichahoske, new SPED para at the Jr-Sr High School, will begin training immediately. She will become a route driver for us when her certification is complete.

On Thursday, January 14, Governor Ricketts will deliver his State of the State address. The Governor has alluded to unveiling several school spending control measures, to be introduced at his behest. We'll soon find out what he has in mind and what we'll need to address this session. Bill introduction will continue through January 20 for the 107th Legislature. No "big surprises" have happened at this point in time.

Health Director Pat Lopez announced Tuesday afternoon that the COVID Risk Dial will remain in RED this week as they have not had any substantial change to our case counts, positivity rate or hospitalizations. In addition, Pat announced that the current DHM will be extended for two weeks, through January 29 at 11:59 p.m. If over the next week, our indicators improve substantially relative to cases, positivity rate, and hospitalizations, it is possible that we could move into ORANGE next Tuesday and the DHM would also be updated accordingly.

The Feasibility Study has been completed and was presented to the board on January 12. The Board of Education will meet again to discuss before sharing the findings.

Goal 1: Ensure continuing well being of staff and students by creating an equitable framework for responding to and recovering from a pandemic.

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 the sustainability over time.

2019-2020 Raymond Central Strategic Plan

Facilities Report

The new technology office/workshop is complete. Thanks to Jared, Chris, and Ron for their work. Also, thank you to Mr. Jedlicki and his class for constructing the new wall. This space will now allow Mrs. Schaffer a secure storage area and more workspace for devices.

Touchless faucets have been installed at both elementary schools in the bathrooms. The last bathroom needing to be completed is the west wing in Val. This will be done on January 18.

The new carpet in the elementary entryways will begin on January 18.

We will approve the bid for the Jr-Sr High School roof project in the action item section of our meeting. The total for the project will be \$187,398.

Cameras have been installed at the Jr/Sr High School. The next step is to repurpose the old ones.

We will begin getting price quotes for the other projects as we get closer to springtime.

Review of Technology Plan

We have implemented GoGuardian Beacon. This provides us with an alert in several different categories such as Active Planning, Suicide Ideation, Self Harm, Help and Support, and Suicide Research.

Raymond Central has a new Technology Office. I have moved to room 306. Thank you to Mr. Jedlicki's construction class for building the wall and to the custodians for everything they coordinated and helped with.

Diode Technologies has been working to install the new phone system at all three sites. We are still ironing out some issues, but for the most part the transition has gone well.

Kidwell installed the POE switches we took out of the HS in the elementary to help take stress off the existing switches. They also installed the USB (backup power supply) in Ceresco and Valparaiso.

AIS has installed the cabling and equipment and we now have an internet in the press box and the bus barn.

We submitted a proposal for three new firewalls to replace the existing firewalls at all three sites. They will also be faster to assist with all the new equipment and internet speed we have installed in the last year.

Kidwell has begun installing the new Avigilon System. As of January 8, the existing cameras have been added to the new server.

Kidwell is working on getting the new VLAN setup for the cameras. Kidwell will be back out next week to install the new cameras around the district. The electrician was out on January 8 to run a new electrical circuit to the data room.

Website Updates - As always if you see something out of place send me an email and let me know.

Added January Lunch menu

Added January newsletter

Worked on Staff Directory - In Progress

Added schools to the "Staff Directory" page

Edit the old "Staff" page under each school and transition to the Staff Directory

Fine Arts Page

Added more staff pictures

Rearranged Board Policy Articles

Posted Final Schedule

Added to Highlights section

Created Raymond Central Values Graphic

Reposted to website/highlights section

Updated the 2nd semester schedule

Worked with Brian to update the linked calendar for the back to school date

Posted Activity Protocol and Procedures 3 places on the website

Updated the Master Contract on the staff page

Added the Swanson Foundation Grant Information to the website

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

Families First Coronavirus Response Act Extension - Consider, discuss and take all necessary action

Motion by Lange, second by Breitkreutz to extend the Families First Coronavirus Response Act to March 31 providing employees up to two weeks of Covid leave if not already used. RCV 6-0. Motion carried.

2021-2022 Teacher's Master Contract - Consider, discuss and take all necessary action

Motion by Blanchard, second by Springer to approve the 2021-2022 Teacher's Master Contract as presented with a \$400.00 increase to the base salary. RCV 6-0. Motion carried.

Early Dismissal Friday, February 5, 2021 - Consider, discuss and take all necessary action

Motion by Breitreutz, second by Blanchard to dismiss school early on Friday, February 5 due to Raymond Central hosting Wrestling Sub Districts - Elementary at 1:00 PM, Secondary at 1:15 PM. RCV 6-0. Motion carried.

Board of Education Committees - Consider, discuss and take all necessary action

Motion by Breitreutz, second by Lange to approve the 2021 Board Committee members as follows: Committee on American Civics: Brad Breitreutz-Chair, Cathy Burklund, Lori Springer; Transportation Committee: Brad Breitreutz-Chair, Bill Lange, Lori Springer; Finance Committee: Lori Springer-Chair, Matt Blanchard, Brad Breitreutz; Facilities Committee: Matt Blanchard-Chair, Cathy Burklund, Lori Springer; Negotiations Committee: Matt Blanchard-Chair, Bill Lange, Harriet Gould; Curriculum Committee: Harriet Gould-Chair, Bill Lange, Cathy Burklund; Policy Committee: Lori Springer-Chair, Bill Lange, Harriet Gould. RCV 6-0. Motion carried.

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

Action Items

Approval of Staff Resignation(s)

Motion by Springer, second by Blanchard to approve the resignation of Wade Houchin as Special Education Teacher and Strength/Conditioning Coordinator effective at the end of the school year. RCV 6-0. Motion carried.

Approval of Staff Appointment(s)

Motion by Burklund, second by Blanchard to approve staff appointments of: Rebecca Ries, SpEd Para at Valparaiso; Stephanie Voichahoske, SpEd Para at the Jr-Sr High School; and Kerry Sanchez, bus driver. RCV 6-0. Motion carried.

Approval of Substitute(s)

Motion by Gould, second by Burklund to approve Lance Ferguson as a local substitute teacher. RCV 6-0. Motion carried.

Approval of Shelly Hlavaty from .815 FTE to 1.0 FTE

Motion by Breitreutz, second by Burklund to increase Shelly Hlavaty from .8125 FTE to 1.0 FTE for second semester 2020-2021 to work in collaboration with Mrs. Carlson, Valparaiso Kindergarten teacher, due to the increase in class size. RCV 6-0. Motion carried.

Add 1.0 FTE 6-12 Special Education Teacher for 2021-2022

Motion by Springer, second by Lange to add an additional full-time Special Education Teacher at the Jr-Sr High School due to increased needs and services. RCV 6-0. Motion carried.

Approval of the Jr/Sr High School Summer 2021 Re-Roof Project

Motion by Lange, second by Breitreutz to approve the bid of \$187,398.00 from Weathercraft of Lincoln to re-roof the flat section of the Jr-Sr High School. RCV 6-0. Motion carried.

Approval of 2021 Legal Counsel

Motion by Springer, second by Burklund to approve the Resolution designating Perry, Guthery, Haase, & Gessford Law Office, with Justin Knight as lead attorney, to serve as the 2021 general legal counsel for Raymond Central Public Schools. RCV 6-0. Motion carried.

Approval of 2021 Official Depository

Motion by Burklund, second by Lange to approve the Resolution designating CerescoBank, Jones Bank, First Northeast Bank of Nebraska, and BOK Financial (Bank of Oklahoma-Lincoln Office) as the 2021 depositories for Raymond Central Public Schools. RCV 6-0. Motion carried.

Approve New Mileage Rate

Motion by Lange, second by Burklund to approve the new mileage rate of **56 cents** per mile (a 1.5 cent decrease from the **57.5 cents** per mile rate for 2020). RCV 6-0. Motion carried.

Approval of Next Regular Board Meeting - Wednesday, February 10 , 2021

Motion by Blanchard, second by Lange to approve the next regular Board Meeting for Wednesday, February 10, 2021 at 6:00 PM. RCV 6-0. Motion carried.

Adjournment

Motion by Breitreutz, second by Blanchard to adjourn the meeting at 7:20 PM. RCV 6-0. Motion carried.

Important Upcoming Dates:

- January 18 - No School - Teacher Professional Development Date
- February 1 - NASB Virtual Legislative Issues Conference @ 9 AM
- February 8 - BOE Feasibility Study Workshop
- February 10 - Regular BOE Meeting @ 6:00 PM

Attached is the 2021 calendar for RC Board of Education Meetings

Raymond Central Public Schools Board of Education Regular Meeting

Wednesday, December 16, 2020 at 6:00 PM Central

Jr/Sr High School Mustang Classroom

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 Elementary Principal; and Ann Egr, Ceresco Elementary Principal.

Call to Order and Pledge of Allegiance

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

Motion to Excuse Board Member's Absence

All members were present.

Open Meeting Law

The audience was reminded 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 November 11, 2020, November Financial Statement and December monthly bills. RCV 6-0. Motion carried.

Regular Minutes of November 11, 2020

Financial Statement/Report

Monthly Bills

Correspondence/Recognition

Thank you to staff and community members for their ongoing support with the Caring Shelves at the Jr-Sr High School. Because of their generosity, we were able to provide Thanksgiving meals to 11 families and will provide 10 families with a Christmas meal as well as gifts.

A special Thank You to ALL staff for their hard work and dedication this semester. We have (almost) made it through the first semester with our doors open while doing "Whatever It Takes."

Thank you to our students for continuing to follow the policies and procedures put in place and for adapting to the amount of change that came with the first semester. We have amazing kids!

Thank you to Frontier Cooperative for their assistance in providing gifts for Angel Tree families in the community.

Thank you to the Board of Education, RC Foundation and PTO for sponsoring the VIBE coffee truck and lining sidewalks with "thank yous" for staff on Wednesday, November 18!

Scott Black - 6 Years of Service on the Board of Education

President Gould presented an appreciation plaque to Scott Black for his 6 years of service as board member.

Public Forum

Nick Monnier addressed the Board in regards to the time doors open for students in the morning at the high school and also busing/transportation.

Discussion Items

Student Board Report - Sydnie Blanchard

Administrative Reports

Submitted by Allison Stansberry, Jr-Sr High School Principal

We have (almost) made it to the end of the semester! As I reflect on this semester, I started thinking about the new things we have implemented that we may want to continue implementing after the Pandemic is over (and no masks will not be one of them). Some of those items are: Block Scheduling; Open Campus for Seniors (if we continue with Block Scheduling); Prioritizing the well-being of our students and staff, continue to push for self care; Continue to promote empathy and grace for all; Continue to close the digital divide; Remote Learning for students with extended medical needs; Remote Learning: Research how to integrate remote options for conferences.

ACT: The Juniors will be taking the ACT on April 6, 2021. We have started small group ACT prep during Homeroom. We will have 2 more sessions this week and will pick back up in January. We will be doing a data report for the January Board Meeting with Map and ACT.

Congratulations to Connor Nichols and Kelsey Hudson on receiving Regent Scholarships!

Finals will be held on December 21-22. December 22 will be a 1:45 dismissal.

Discovery Education Stem PD: Our teachers continue to meet with Mark Jankowski for 30 minute coaching sessions. The teachers at the Jr-Sr High that are participating as teacher leaders are: Carolyn Enevoldsen, Courtney Polak, Greg Wilmes, Adison Kenning, Sydnie Paige, Jill Huck, Nicole Hummel, Celia Newman, and Rebecca Parks. I had my first coaching session with Albert and it was a great experience. He challenged my thinking and pushed me to think of ways we can incorporate some of the learnings from the Discovery Ed PD into staff meetings to also challenge the thinking of our teachers. I am excited to see where this opportunity will take us as a district.

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

It has been a bit of a roller coaster ride for Winter Sports in Lancaster County. On November 13, the Lincoln-Lancaster County Health Department suspended Winter Sports just before practice was scheduled to open on November 16. In discussions with our coaches at that time, there was a common message, "We are in season." This meant we reverted back to the template we created in March when school and spring sports were shut down.

The first step in this process was to establish a reliable line of communication to participants and parents. Coaches were able to utilize Zoom, Google Classroom, and other tech-based platforms to enrich that line of communication. I am proud of how our coaches were able to creatively think of ways to provide opportunities for our student-athletes during the shutdown. We were also fortunate to have unseasonably good weather during the three week break.

On December 7, the health department allowed us to open up under tight restrictions. Our coaches, student-athletes, and parents were thankful for this opportunity and willing to abide by any and all restrictions if it meant giving the kids an opportunity to compete. Our players jumped right into competition with limited practice and competed hard. I will be excited to see how our athletic teams grow through the winter sports season.

The Central Players Speech Team has been able to compete in multiple competitions remotely from either their own home or a classroom here at school. Regardless of what we hear from the Health Department or NSAA, it is nice to know that speech will continue to move forward in a virtual capacity.

FFA was also able to compete at Districts virtually from the Ceresco Senior Center. Sarah Lange was

district champion in Discovery Speaking. The Senior Parliamentary Procedure team was district runner-up. Congratulations to them!

As we continue to move forward with activities during the pandemic, it is important to note that we will continue to operate under the jurisdiction of the local health departments. Governor Ricketts and the NSAA have recently released new relaxed restrictions, however, our local health department has not changed their guidance.

Spectator restrictions will continue to be two household members per participant. As we travel to other venues, I have created an evolving document that will incorporate the many different COVID protocols our students and parents will be expected to follow.

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

Curriculum/Instruction/Assessment - FASTBridge data benchmarking took place on December 2-11 for the mid-year checkpoint to monitor student progress. Second quarter ends on December 22. Report Cards are scheduled to be sent home on January 15. For professional learning time on December 9, teachers discussed Remote Learning for second semester and were trained on the new phone system. Professional Learning Communities also met to continue progress on their SMART goals. I attended the winter NACIA/Curriculum Directors meeting on December 7. Preparations are underway for staff training on January 6 including information about NSCAS for 2021, EIR Discovery Ed Grant, School Improvement update, PLCs, and building level meetings.

Music Concert - The K-2 grade students will have a virtual vocal Winter Concert this year. Mr. Strouf will record K-2 students and Mr. Luke will record the 5th grade band. Families will be sent a link to watch the performances on December 21. Mr. Strouf and Mr. Luke are to be commended for their extra efforts to create the virtual concert.

RC PTO - The Cookie Dough sales were a great success. Thank you to everyone who ordered and to our volunteers for organizing and distributing on December 10. Proceeds from the cookie dough sales support class field trips. Homework Club continues to meet each Tuesday and Thursday under the direction of Mrs. Kendra Carlson.

Thank you to our many generous anonymous donors for providing Christmas gifts for families through the Angel Giving Trees. Frontier Co-op partnered with Raymond Central to provide the gifts. The families who participate in the Backpack Food Program each week will also be receiving food vouchers and gift certificates to purchase food supplies for the extended winter break as well as extra food. These vouchers, certificates, and food are provided by our local faith based organizations, RC Food Bank Backpack fundraising, and anonymous donors. Thanks to all!

Students will celebrate their learning for the second quarter with Winter holiday parties on December 22. We will wear festive holiday apparel on December 21.

The Valparaiso Staff would like to extend our best wishes to you all for a very Merry Christmas and Happy New Year!

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

Ceresco Elementary just finished the 2nd round of FastBridge assessment. The data is used in conjunction with other assessment tools to evaluate students' reading progress to develop appropriate supports and interventions.

The K-2 vocal music and 5th grade winter band concerts will be held virtually. The concert will be released on December 21. Thank-you Mr. Strouf and Mr. Luke for producing this event.

PTO Cookie dough fundraiser pickup was on December 10. Proceeds from the sales go towards field trips.

POP Pass (Positive Office Pass) winners will be announced on December 22.

Due to Covid-19, we are unable to hold large assemblies. Teachers will hold celebrations in their rooms on December 21.

Special Education - end of the year reporting is in full swing.

The staff at Ceresco would like to extend our best wishes for a very Merry Christmas and Happy New Year!

Curriculum Report

Superintendent's Report

We will receive a \$13,500 grant from No Kid Hungry to extend our summer lunch program to provide free meals over winter break. This will be available to any RC child 18 years and younger.

To date, we have had 42 students and 9 staff members test positive for COVID-19. Updated quarantine protocols were reviewed.

We are currently operating with five full-time bus drivers and utilizing pickup points. We are seeking to hire a full-time bus driver to support the minimum six drivers needed to go back to regular routes. Please send the names of anyone you know that might be interested to Dr. Joel. Our goal is to increase our busing options for 2nd semester.

The SIP Team has completed their book study focused on creating fair, consistent, and equitable grading practices for the district. The team will now use their foundational knowledge to update the draft documents which includes best practices in grading and assessment. The team has made significant strides towards making our Vision 2025 come alive.

The Teacher Evaluation Committee met on Wednesday to discuss the next steps in re-developing our process and procedures. The meeting sparked rich conversation and a clearer picture of what we are looking for. At our next meeting, the committee members will come to a consensus on the performance standards and indicators. The committee will need to determine the process and procedures for teacher evaluation and also find a vendor that will create an online system to go paperless.

Dr. Joel also reviewed his Goals for 2020-2021.

Goal 1: Ensure continuing well being of staff and students by creating an equitable framework for responding to and recovering from a pandemic.

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 the sustainability over time.

2019-2020 Raymond Central Strategic Plan

Facilities Report

AIS (Affordable Internet Solutions) has connected our bus barn and press box with wireless internet. The bus barn project is complete and we are now able to use the space. Back door access concrete in Val has been replaced. Touch-less faucets have been purchased for elementary school sites, will be installed over winter break.

Peggy has been tracking our electric bill from Norris to see what savings we have had after our project this summer at the Jr-Sr High School. Over the course of three months (September, October, November), we have averaged 12% in savings. The total savings in the three months is \$4,438.48. The average electric bill from Norris is now \$11,379.74 (2020) compared to \$12,859.24 last year (2019).

Review of Technology Plan

December 7-11 was Hour of Code Week/Computer Science Week. This is a national program that was started by Code.org to help promote the importance of programming, and to expose students to the possibilities of what coding can do for them. Students in grades 6-12 participated in events throughout the week. Raymond Central students coded for a total of 3096 hours.

Diode Technologies has been working to install the new phone system at all three sites. We conducted

training on December 9 on how to navigate the new phone. We will be conducting more training with the office staff at all three sites once everything is installed.

We are waiting for two switches that are backordered to arrive. On 12-11 Kidwell will install the POE switches we took out of the HS in the elementary to help take stress off the existing switches. They also installed the USB (backup power supply) in Ceresco and Valparaiso.

AIS has installed the cabling so we can have internet in the press box and the bus barn. The goal is to get the hardware installed on December 18th. The equipment has not come in yet, so it may get pushed back.

Kidwell will begin soon to install the new Avigilon Camera System. Transition begins Wednesday, December 16.

Update of Raymond Central Crisis and Safety Protocol

Mrs. Stansberry and Deputy Piitz have completed the Administrator/SRO 20-hour training required by 390.

We are now utilizing BEACON: GoGuardian's newest product, Beacon, is a multi-class classifier built to identify students' online behaviors that could be indicative of suicide or self-harm by analyzing their browsing across all student content including search engines, social media, email, web apps and more. Beacon shows a holistic view of the student's online behavior.

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

State NASB Conference Takeaways (November 2020)

Review Superintendent 360 Performance Evaluation - Consider, discuss and take all necessary action

The Board of Education reviewed the results and data from the Fall 2020 Leadership Encompass 360 Evaluation.

2nd Semester Remote Learning Agreement - Consider, discuss and take all necessary action

Motion by Breitkreutz, second by Burklund to approve the Parent/Student Remote or Alternate Learning Election Form outlining expectations for remote learning for the second semester of the 2020-2021 school year. RCV 6-0. Motion carried.

Raymond Central Dual Credit Advantage Scholarship - Consider, discuss and take all necessary action

Motion by Burklund, second by Black to approve the proposal to offer two \$500 Raymond Central Dual Credit Advantage Scholarships using SENCAP dollars received. RCV 6-0. Motion carried.

Approval of Final 2020-2021 District Calendar - Consider, discuss and take all necessary action

Motion by Black, second by Blanchard to approve the amended 2020-2021 school calendar utilizing Friday, March 5 and Friday, April 30 as teacher/staff professional work time per the Rule 62 Declaratory Order. RCV 6-0. Motion carried.

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

Action Items

Approval of Staff Resignation(s)

Motion by Blanchard, second by Breitreutz to approve staff resignations of Emily Richerson, Valparaiso Paraeducator; Kristine Donahue, Ceresco Paraeducator; Justin Lillie, 6th Grade Teacher and Head Varsity Girls Basketball; and Jeff White, Jr High Girls Basketball. RCV 6-0. Motion carried.

Approval of Staff Appointment

Motion by Blanchard, second by Black to approve staff appointments of Mike Henderson, Jr High Girls Basketball; and Jeff White, Head Varsity Girls Basketball. RCV 6-0. Motion carried.

Approval of Substitute(s)

Motion by Blanchard, second by Burklund to approve Rachel Mika as a substitute teacher; Tyler Polacek as a local substitute teacher; Maggie Brummond as long-term substitute for Ceresco 5th Grade; Dorie Dickey and Cindi Wolfe as substitute paraeducators. RCV 6-0. Motion carried.

Approval of Surplus Item(s)

Motion by Breitreutz, second by Burklund to approve three 500 gallon propane tanks and one 1,000 gallon propane tank (side fill) as surplus. RCV 6-0. Motion carried.

Approval to Increase Bus Driver DOT Physical Reimbursement

Motion by Black, second by Blanchard to increase maximum reimbursable dollar amount for bus driver DOT physical exams to \$100.00. RCV 5-0. Abstained-1. Motion carried.

Approval of Next Regular Board Meeting - Wednesday, January 13, 2021

Motion by Black, second by Blanchard to approve the next regular Board Meeting for Wednesday, January 13, 2021 at 6:00 PM. RCV 6-0. Motion carried.

Adjournment

Motion by Breitreutz, second by Blanchard to adjourn the meeting at 7:50 PM. RCV 6-0. Motion carried.

Important Upcoming Dates:

- December 22 - Last Day of 1st Semester (Dismissal @ 1:00 PM - PK, 1:30 PM - Elementary, 1:45 PM - Jr/Sr High School)
- December 23 - January 6 - Winter Break
- January 5 & 6 - Teacher's Report Back (All Staff on January 6th)
- January 7 - 1st Day of 2nd Semester
- January 13 - Regular BOE Meeting @ 6:00 PM

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

	12/01/2020 Thru 12/31/2020	12/1/2019 Thru 12/31/2019
Bank Balance - Beginning of month	\$ 2,229,982.32	\$ 2,172,430.14
Deposits	\$186,951.74	\$ 247,581.16
Interest	\$245.42	<u>\$ 463.13</u>
Less Total Warrants	<u>\$ (765,469.46)</u>	<u>\$ (764,750.63)</u>
Bank Balance - End of Month	\$ 1,651,710.02	\$ 1,655,723.80
Plus Outstanding Deposits	\$ 17,589.42	\$ -
Less Outstanding Checks	\$ (137,101.21)	\$ (119,978.61)
Book Balance - End of month	<u>\$ 1,532,198.23</u>	<u>\$ 1,535,745.19</u>

**RAYMOND CENTRAL PUBLIC SCHOOL
FINANCIAL STATEMENT JANUARY 1, 2021**

GENERAL FUND

Cash Balance - December 1, 2020		\$2,105,603.48
December Receipts		\$204,541.16
December Interest Earned		\$245.42
	Total December Receipts	\$2,310,390.06
December Disbursements		<u>\$778,191.83</u>
	Cash Balance - Jan. 1, 2021	\$1,532,198.23

LUNCH FUND

Cash Balance - December 1, 2020		\$122,125.59
Deposits		\$1,384.70
ALA Carte, Milk, Kdg Milk, Snack & Other		\$380.00
Share Our Strength Grant		\$13,500.00
State Reimbursement		\$42,275.85
Transfer from General Fund		\$0.00
Interest Earned on NOW Account		<u>\$8.17</u>
	Total December Receipts	\$179,674.31
Salaries (Dec) Reimbursement		\$17,589.42
Other Purchases December		<u>\$23,968.38</u>
	Total December Disbursements	\$41,557.80
	Cash Balance - Jan. 1, 2021	\$138,116.51

BUILDING/SINKING FUND

Cash Balance - December 1, 2020		\$911,057.11
December Receipts		\$3,042.99
December Interest Earned		<u>\$116.32</u>
	Total December Receipts	\$914,216.42
December Disbursements		<u>\$0.00</u>
	Cash Balance - Jan. 1, 2021	\$914,216.42
Certificate of Deposit + Interest		<u>\$552,727.29</u>
	Cash Balance - Jan. 1, 2021	\$1,466,943.71

BOND FUND

Cash Balance - December 1, 2020		\$7,675.94
December Receipts		\$0.00
December Interest Earned		<u>\$0.33</u>
	Total December Receipts	\$7,676.27
December Disbursements		<u>\$0.00</u>
	Cash Balance - Jan. 1, 2021	\$7,676.27

RAYMOND CENTRAL PUBLIC SCHOOL
FINANCIAL STATEMENT DECEMBER 1, 2020

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DEPRECIATION FUND

Cash Balance - December 1, 2020		\$1,057,076.39
December Receipts		\$0.00
December Interest Earned		\$897.79
	Total December Receipts	\$1,057,974.18
December Disbursements		<u>\$0.00</u>
	Cash Balance - Jan. 1, 2021	\$1,057,974.18
Certificate of Deposit + Interest		<u>\$622,354.76</u>
	Cash Balance - Jan. 1, 2021	\$1,680,328.94

QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND

Cash Balance - December 1, 2020		\$10,465.91
December Receipts		\$0.00
December Interest Earned		<u>\$0.71</u>
	Total December Receipts	\$10,466.62
December Disbursements		<u>\$0.00</u>
	Cash Balance - Jan. 1, 2021	\$10,466.62

HIGH SCHOOL BOND FUND

Cash Balance - December 1, 2020		\$289,650.33
December Receipts		\$5,544.56
December Interest Earned		\$37.29
	Total December Receipts	\$295,232.18
December Disbursements		<u>\$0.00</u>
	Cash Balance - Jan. 1, 2021	\$295,232.18

EMPLOYEE BENEFIT FUND - UNEMPLOYMENT

Cash Balance - December 1, 2020		\$34,954.78
December Receipts		\$0.00
December Interest Earned		<u>\$2.97</u>
	Total December Receipts	\$34,957.75
December Disbursements		<u>\$0.00</u>
	Cash Balance - Jan. 1, 2021	\$34,957.75
Certificate of Deposit + Interest		<u>\$16,077.98</u>
	Cash Balance - Jan. 1, 2021	\$51,035.73

TAXES - 2020-2021

Taxes Budgeted	\$7,466,374.00
Taxes Received	<u>\$1,557,798.40</u>
Balance	\$5,908,575.60

DECEMBER 2020 RECEIPTS & DISBURSEMENTS

DECEMBER 1, 2020 BANK BALANCE		2,105,603.48
LANCASTER COUNTY TREASURER		
TAXES	21,840.22	
MOTOR VEHICLE TAXES	20,866.30	
FINES & FEES	1,075.77	
PERSONAL PROPERTY TAX CREDIT	84.24	
SAUNDERS COUNTY TREASURER		
TAXES	18,443.77	
MOTOR VEHICLE TAXES	15,166.28	
FINES & FEES	1,254.07	
SEWARD COUNTY TREASURER		
TAXES	2,234.49	
MOTOR VEHICLE TAXES	751.34	
FINES & FEES	120.19	
BUTLER COUNTY TREASURER		
FINES & FEES	24.10	
STATE OF NEBRASKA		
STATE AID	36,760.00	
SPED SCHOOL AGE	64,356.00	
VILLAGE OF RAYMOND		
TOBACCO & LIQUOR LICENSES	310.00	
RCPS HOT LUNCH FUND		
DECEMBER EXPENSES	17,589.42	
SALE OF PROPERTY		
TRAILER	750.00	
PAYROLL DIRECT DEPOSIT		
REFUND	1,032.31	
EDUCATIONAL SERVICE UNIT #2		
STIPEND- SUB PAY	67.50	
PRE-SCHOOL FEES		
FEES	1,706.72	
OTHER NON-REVENUE RECEIPTS		
WINDSTREAM REFUND- VAL PAYPHONE	63.44	
OAK CREEK VALLEY BANK		
GENERAL FUND INTEREST - FEBRUARY	245.42	
STALE CHECK REFUND	45.00	
	TOTAL DEC RECEIPTS	204,786.58
	TOTAL RECEIPTS	2,310,390.06
	DEC DISBURSEMENTS	778,191.83
JANUARY 1, 2021 BANK BALANCE		1,532,198.23

WE HAVE RECEIVED A TOTAL OF \$1,557,798.40 IN PROPERTY TAXES FOR YEAR TO DATE.

RAYMOND CENTRAL PUBLIC SCHOOLS
December 2020 Student Activities Account Balances

<u>Activity Name</u>	<u>Beginning Balance</u>	<u>Receipts</u>	<u>Checks</u>	<u>Ending Balance</u>
APEX	200.00	306.00	336.95	169.05
ART CLUB	100.00	0.00	0.00	100.00
Service Fees (Activity Acct)	81.87	190.01	0.00	271.88
Class 2020	0.00	0.00	0.00	0.00
Class 2021	1,067.51	0.00	0.00	1,067.51
Class 2022	444.21	0.00	0.00	444.21
Class 2023	54.75	0.00	0.00	54.75
Class 2024	264.96	0.00	0.00	264.96
Athletics	166,456.94	2,761.50	9,192.14	160,026.30
Boys BB	4,880.35	537.00	1,878.58	3,538.77
Cross Country	507.98	0.00	0.00	507.98
Baseball	260.26	0.00	0.00	260.26
Football	1,869.09	0.00	445.00	1,424.09
Girls BB	1,725.06	0.00	0.00	1,725.06
Golf Activity	1,068.91	0.00	0.00	1,068.91
Softball	3,618.93	0.00	0.00	3,618.93
Track	895.24	0.00	0.00	895.24
VolleyBall	2,003.78	300.00	0.00	2,303.78
Weight Room	(1,131.00)	0.00	0.00	(1,131.00)
Wrestling	357.69	3,754.50	(161.41)	4,273.60
Spanish Club	1,606.83	0.00	0.00	1,606.83
Life Skills	2.41	0.00	0.00	2.41
Ceresco Book Fair	87.75	0.00	0.00	87.75
Ceresco Box Tops	347.59	0.00	0.00	347.59
Ceresco Field Trips	2,994.32	0.00	0.00	2,994.32
Ceresco Playground	1,462.75	0.00	0.00	1,462.75
Ceresco Pop	(59.15)	0.00	0.00	(59.15)
Elem Fines	516.05	0.00	0.00	516.05
Elem PE	2,167.50	0.00	0.00	2,167.50
Elem Pictures	2,426.09	0.00	0.00	2,426.09
Elem Prof Development	2,252.44	0.00	0.00	2,252.44
Elem Reading Promotion	548.06	0.00	0.00	548.06
Elem Student Council	483.85	0.00	0.00	483.85
JH Boys BB	15.31	0.00	0.00	15.31
JH Football	233.34	0.00	0.00	233.34
JH Girls BB	67.68	0.00	0.00	67.68
JH Student Council	299.95	0.00	0.00	299.95
JH Track	629.85	0.00	0.00	629.85
JH Volleyball	499.99	0.00	0.00	499.99
Computer	10,758.91	0.00	0.00	10,758.91
HS Pop	453.40	0.00	651.98	(198.58)
HS Caring Shelves	2,320.46	540.00	87.78	2,772.68
AP Funds	28,537.11	2,397.68	751.21	30,183.58
Fines	516.82	0.00	0.00	516.82
HAL	73.64	0.00	13.98	59.66
Hot Lunch	347.63	0.00	0.00	347.63
Pre-Kindergarten	3,019.67	0.00	0.00	3,019.67
PTO	619.72	0.00	0.00	619.72
Restitution	326.81	0.00	0.00	326.81

Staff Inservice	854.92	0.00	0.00	854.92
Testing	4,377.23	0.00	0.00	4,377.23
TFK - Ceresco	1,250.92	0.00	0.00	1,250.92
TFK - Valparaiso	4,150.62	0.00	0.00	4,150.62
Val Book Fair	9,422.93	0.00	0.00	9,422.93
Val Box Tops	3,017.19	0.00	0.00	3,017.19
Val Field Trips	6,022.24	0.00	0.00	6,022.24
Val In-Service	3,214.81	0.00	0.00	3,214.81
Val Movie Night	3,310.84	0.00	0.00	3,310.84
Val Office Book Fund	953.25	0.00	0.00	953.25
Culinary Snack Cart	1,228.58	0.00	0.00	1,228.58
Val Pop	810.60	0.00	0.00	810.60
Annual	2,436.81	4,024.57	0.00	6,461.38
Band	194.01	33.00	0.00	227.01
Band Trip	10,669.76	0.00	0.00	10,669.76
Cheerleaders	4,574.81	0.00	242.40	4,332.41
Choir	14,264.52	0.00	0.00	14,264.52
DI	4,614.68	0.00	0.00	4,614.68
Drama Act	2,312.27	0.00	0.00	2,312.27
Drill Team	773.31	0.00	0.00	773.31
FBLA Act	2,901.81	0.00	0.00	2,901.81
FFA Act	30,515.42	5,904.50	2,783.02	33,636.90
JR Achievements	649.57	0.00	0.00	649.57
Kindness Acct	15,883.93	0.00	20.00	15,863.93
Library	2,219.72	0.00	0.00	2,219.72
Mock Trial	380.96	0.00	0.00	380.96
National Honor Society	37.45	0.00	0.00	37.45
Rain Garden	459.50	0.00	0.00	459.50
RC PACTS	176.16	0.00	0.00	176.16
SADD	61.17	0.00	0.00	61.17
Social Justice	194.12	0.00	0.00	194.12
Speech	8,089.07	42.00	4,444.00	3,687.07
Student Council	3,710.98	0.00	0.00	3,710.98
Tonettes	159.86	0.00	0.00	159.86
RC Foundation	0.00	4,078.06	4,078.06	0.00
Concessions	23,555.27	0.00	0.00	23,555.27
RC Concessions	(1,628.73)	1,799.11	1,015.90	(845.52)
Student Pop	2,761.85	0.00	0.00	2,761.85
Professional Development	22,153.09	250.00	328.62	22,074.47
	<u>439,018.81</u>	<u>26,917.93</u>	<u>26,108.21</u>	<u>439,828.53</u>

RAYMOND CENTRAL PUBLIC SCHOOLS
December 2020 Student Fees Account Balances

<u>Activity - Fee Name</u>	<u>Beginning Balance</u>	<u>Receipts</u>	<u>Checks</u>	<u>Ending Balance</u>
Activity Pass	1,235.00	0.00	0.00	1,235.00
Service Fees (Student Fees)	58.76	6.23	41.45	23.54
Ag-Ed Labs	2,172.03	0.00	113.99	2,058.04
Art Class	197.20	10.00	0.00	207.20
Band Dry Cleaning	176.72	0.00	0.00	176.72
Band Repair/Rental	1,898.50	100.00	284.62	1,713.88
Choir Dry Cleaning	496.10	0.00	0.00	496.10
Chromebooks	14,464.20	35.00	15,153.60	(654.40)
Computer Science	260.00	0.00	0.00	260.00
Drama	396.00	0.00	0.00	396.00
FBLA	3,294.06	100.00	0.00	3,394.06
FFA	231.84	0.00	0.00	231.84
Foods Class	1,361.70	0.00	0.00	1,361.70
Mock Trial	450.01	0.00	0.00	450.01
NFL	15.00	0.00	0.00	15.00
Skills USA	2,020.10	0.00	0.00	2,020.10
Speech	(78.33)	0.00	0.00	(78.33)
Sports Fees	7,732.02	40.00	0.00	7,772.02
Tech Ed	2,615.39	1,090.00	1,282.35	2,423.04
	<hr/>	<hr/>	<hr/>	<hr/>
	38,996.30	1,381.23	16,876.01	23,501.52

Raymond Central Public Schools
BOE Bills - January 13, 2021 Meeting

<u>Date Paid</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Invoice Amount</u>
12/14/2020	General Fire And Safety	Inspection Kitchen Fire Hoods	651.00
12/14/2020	Jackson Services Inc.	Mats and Mops	183.10
12/14/2020	Menards Lincoln	Art Supplies HS- Correction	1.00
12/15/2020	Jones Bank	Computer Lease Purchase Payment	12,057.11
12/18/2020	AV Associates of Nebraska	2 Laptops for new teachers	1,398.00
12/18/2020	Awards Unlimited Inc	BOE Supplies, HS Supply	87.58
12/18/2020	Bishop Business	Printer Toner HS	28.75
12/18/2020	Brooke L. Cheleen	SPED Therapy (PT)	1,025.25
12/18/2020	Dietze Music House	Band Instrument Repair	92.62
12/18/2020	Eakes Office Solutions	Masks/Disinfectant - Covid Supplies	566.50
12/18/2020	Educational Service Unit #2	CPI Training	140.00
12/18/2020	Educational Service Unit #2	Firewall	10,851.45
12/18/2020	Enevoldsen, Isaiah	LSE Speech Judge	60.00
12/18/2020	Hain, Haley	LSE Speech Judge	60.00
12/18/2020	Jackson, Matthew	LSE Speech Judge	60.00
12/18/2020	Johnstone Supply	Building Maint Supply C	59.76
12/18/2020	Kalyn Brannagan	Mileage Reimbursement	69.23
12/18/2020	Lincoln Southeast High School	Speech Tournament Fees	160.00
12/18/2020	Malcolm Public Schools	JH BB Tournament Fee	100.00
12/18/2020	McFarling, Andrea	LSE Speech Judge	60.00
12/18/2020	Menards Lincoln	Classroom Supplies Tech Ed	37.22
12/18/2020	Momar Incorporated	Bus Maintenance Supplies	813.11
12/18/2020	Nebraska Center for the Education of Deaf/Hearing Impaired Students	SPED Therapy Services	514.80
12/18/2020	Otte Oil & Propane Inc.	Propane HS	2,506.96
12/18/2020	Paul E. Hass JR	Snow Removal 12/12/2020 C	250.00
12/18/2020	Pepsi Cola Of Lincoln	Water Bottles for Students Covid Supply	234.45
12/18/2020	Randall J. Rieck	Rock - Bus Barn Area	850.16
12/18/2020	RCPS Dist#161	Payroll	610,817.37
12/18/2020	School Specialty Supply	Classroom Supplies SPED - C	22.94
12/18/2020	Sentry Electric Inc.	Wire Switches - Hallway lights HS	1,775.00
12/18/2020	Seward County Clerk	2020 General Election Costs	100.00
12/18/2020	Steve Rose	Web Cam- 5th C Remote Learner	64.34
12/18/2020	Steve Rose	Mileage Reimbursement	302.45
12/18/2020	Trane US Inc	Repair Older HVAC unit	333.00
12/18/2020	U. S. Bank	Supplies: English 79.00, Art Tables 839.30, Ag Ed 148.10, F&CS 98.09, Tech Ed 59.96, General Teaching Supplies (projectors) 2,424.91, Girls BB 101.26, Library Books 49.00, BOE 157.98, Supt 42.32, Cleaning /Bldg Maintenance 375.48. Fees/Dues: Supt 297.45, UST Training (JS) 150.00	4,822.85
12/22/2020	Alexandra Bastian	Gate 12/8, 12/10, 12/11, 12/15	150.00
12/22/2020	Aqua Systems	Filters - Bottle Fillers	806.40
12/22/2020	Aquinas High School,	Wrestling Invite Entry Fee	50.00
12/22/2020	Boone Central High School	Wrestling Invite Entry Fee	110.00
12/22/2020	Courtney Polak	Res BB Gate 12/14, JV/V BB Gate 12/18-19	180.00
12/22/2020	Eakes Office Solutions	Supt Office Desk/Office Chairs	2,542.92
12/22/2020	Easy Time Clock	Business Supplies	4.00
12/22/2020	Engineered Controls	Heat Pump Repair C	383.50

12/22/2020	Jill Huck	JHBBB Book 11/12, 12/8, 12/15	135.00
12/22/2020	Kristine White	Book: JVBB 12/18-19	60.00
12/22/2020	Laura Tvrdy	Score: Res BB 12/14, JV/V BB 12/18-19	180.00
12/22/2020	Matt Smith	Book: Res BB 12/14, JV/V BB 12/18-19	180.00
12/22/2020	Miranda Basel	Mileage Reimbursement	75.67
12/22/2020	Nebraska Public Health Environmental Lab	Water Testing HS	247.00
12/22/2020	Nebraska State Patrol	Background Checks	62.50
12/22/2020	Nicole Hummel	JHBBB Score 11/12,12/8,12/15,12/18	165.00
12/22/2020	Torie Oldfield	JHBBB Gate 11/12	45.00
12/22/2020	Otte Oil & Propane Inc.	Propane C	327.60
12/22/2020	Paul L. Kess Inc.	Ceiling Dividers HS	28.80
12/22/2020	Platteview HS	Wrestling Invite Entry Fee	150.00
12/22/2020	RCHS Girls Basketball	JVBB Score	30.00
12/22/2020	School Specialty Supply	Classroom Supplies SPED V	47.70
12/22/2020	Allison Stansberry	Mileage Reimbursement 1st Semester	401.35
12/22/2020	Wolfe Construction Inc.	Final Payment Bus Barn Expansion	43,961.00
01/04/2021	Omaha Public Power Dist	Electricity C	2,329.90
01/06/2021	Nebraska State Patrol Attn: CID	Background Checks	37.50
01/08/2021	Affordable Internet Solutions	2nd half payt Internet to Bus Barn	2,291.00
01/08/2021	Amanda Ehlers	Mileage Reimbursement	20.70
01/08/2021	Bockmann, Inc	Asbestos Sample Testing	105.00
01/08/2021	D B Nebraska Service Company	Furnace Repair C	450.00
01/08/2021	Derrick C. Joel	Mileage Reimbursement	357.08
01/08/2021	Donald R. Prentice	Extermination Service	190.00
01/08/2021	Electronic Contracting Company	Quarterly Monitoring Fee HS	87.00
01/08/2021	General Fire And Safety	Fire Alarm Inspections, Batteries	1,209.50
01/08/2021	ICON IMPROVEMENTS, LLS	Roof Top Unit #8	20,000.00
01/08/2021	Jackson Services Inc.	Maintenance / Mats	88.77
01/08/2021	Janet Dannelly	Mileage Reimbursement	170.76
01/08/2021	Johnstone Supply	Maintenance Supplies C	56.83
01/08/2021	Menards Lincoln	Classroom Supplies Tech Ed	37.22
01/08/2021	Menards Lincoln	Maintenance Supplies C, Bus Barn	54.61
01/08/2021	Nebraska Association of School Boards	Supt 360 Evaluation, Program Fee	439.00
01/08/2021	Nelson Gas & Oil Co.	Bus Maintenance - Oil and Filters	192.85
01/08/2021	Norris High School	Wrestling Entry Fee 1/5/2021	150.00
01/08/2021	Oak Valley Lumber Co	Building Maint Supplies	136.15
01/08/2021	Otte Oil & Propane Inc.	Propane Bus Barn	2,860.77
01/08/2021	Perry Guthery Haase & Gessford P.C.	Legal Services Acct 278.00	2,169.00
01/08/2021	R & B Contractors	Concrete V and Bus Barn	875.00
01/08/2021	School Specialty Supply	PreK Supplies	10.78
01/08/2021	Seth Strouf	Mileage Reimbursement	82.23
01/08/2021	SFM	Worker's Compensation Insur. Premium	2,024.00
01/08/2021	SPARQDATA Solutions	Sparq Mtg Subscrip/Software	3,920.00
01/08/2021	U. S. Bank Equipment Finance	Photo Copier - Lease	3,576.05
01/08/2021	Village Of Valparaiso	Utilities V	182.72
01/08/2021	Voss Lighting	Lightbulbs LED	227.00
01/08/2021	Windstream	Phone Service	1,420.33
01/08/2021	Wood River High School	Wrestling Entry Fee 1/2/2021	100.00
01/11/2021	ASI	Payflex Admin Fees	50.00
01/11/2021	Becky Studebaker	Electricity - Bus	30.00
01/11/2021	Brad Breitkreutz	Bus Washing, Electricity-Bus	70.00
01/11/2021	D B Nebraska Service Company	Heat Pump Repair C	375.00
01/11/2021	Eakes Office Solutions	Custodial Supplies C	281.38

01/11/2021	Educational Service Unit #2	Sub Teachers	770.00
01/11/2021	FES	Website Hosting	2,000.00
01/11/2021	Home Depot Pro	Maint. Supplies	327.91
01/11/2021	Integrated Controls	Repairs Heat Pump HS	1,072.05
01/11/2021	J. W. Pepper & Son Inc.	Vocal Music Supplies	195.94
01/11/2021	Leann Wiese	Bus Washing, Electricity-Bus	70.00
01/11/2021	Matt Smith	Bus Washing, Electricity-Bus	70.00
01/11/2021	Nasco	Science Classroom Supplies	18.05
01/11/2021	PRAXAIR Distribution, Inc	Bus Barn Supplies/Welding Equip.	1,134.54
01/11/2021	Rhonda Madsen	Bus Washing	40.00
01/11/2021	Ward's Science	Ag Ed Classroom Supplies	560.28
01/11/2021	Waste Connections Co	Garbage HS, V	463.63

HOT LUNCH FUND

01/08/2021	Cash-Wa Distributing	Hot Lunch Food	13,696.89
01/08/2021	GoodSource Solutions	Hot Lunch Food	1,823.20
01/08/2021	Hiland Dairy	Hot Lunch Milk	3,787.37
01/08/2021	Jackson Services Inc.	Hot Lunch Mats/Mops	60.65
01/08/2021	Jackson Services Inc.	Maintenance / Mats	88.77
12/18/2020	Patty Hudson	Hot Lunch Food	323.74
01/08/2021	Patty Hudson	Hot Lunch Food	1,176.57
12/18/2020	RCPS Dist#161	Payroll	17,589.42
01/08/2021	Sysco Lincoln	Hot Lunch Food	3,265.53
01/08/2021	TechMasters Heating & Air	Repairs/Service Freezers HS, C	719.00
01/08/2021	US Foods Inc.	Hot Lunch Food	729.00

RAYMOND CENTRAL PUBLIC SCHOOLS
December 2020 Student Fees Fund Checks

<u>Activity-Fee</u>	<u>Date</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
Tech Ed	12/10/2020	Menards Lincoln	Menards- lumber	238.35
Service Fees (Student Fees)	12/10/2020	RCPS Hot Lunch	Burchess Fees Transfer to HL	41.45
Chromebooks	12/10/2020	Sterling	Chromebooks (70)	15,153.60
Band Repair/Rental	12/18/2020	Dietze Music House	Band Repair/Rental	92.62
Ag-Ed Labs	12/16/2020	Rivers Metal Products Inc.	Tucker Project	113.99
Tech Ed	12/18/2020	US Bank	Steel Cabinet	1,044.00
Band Repair/Rental	12/18/2020	Krutz, Jim	Percussion Repair	192.00

RAYMOND CENTRAL PUBLIC SCHOOLS
December 2020 Student Activities Fund Checks

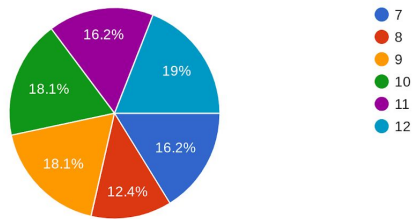
<u>Activity-Fee</u>	<u>Date</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
Boys BB	12/02/2020	Nebraska Sports	Travel Gear 2020	1,761.35
Cheerleaders	12/02/2020	Spoehr, Shay	state reg	170.00
Pre-Kindergarten	12/02/2020	Carlson, Kendra	pre K gifts	135.30
HS Pop	12/02/2020	Hill, Laura	Baby gift reimb	31.07
Athletics	12/07/2020	RevTrak	Athletics	31.76
Athletics	12/31/2020	Hunt, Rusty	12/31 wrestling dual official	150.00
Athletics	12/31/2020	Holtz, Heath	1/2 JVBB Official	65.00
RC Concessions	12/22/2020	Super C	12/18 & 12/19 pizza	87.00
FFA	12/22/2020	Whitney Lehn	hamster	18.00
HS Pop	12/22/2020	Hill, Laura	admin gifts	75.00
Athletics	12/31/2020	Scheel, Ken	1/2 JVBB Official	65.00
Athletics	12/21/2020	Schlegal, Brad	12/22 VBB Official	150.00
AP	12/21/2020	Hall, Trina	Book Scholarship	441.16
AP	12/21/2020	Stachura, Kelly	Book Scholarship	76.00
Athletics	12/21/2020	Harris Decal	Decals for vans	571.87
AP	12/21/2020	Welton, Tee	Book Scholarship	197.06
Athletics	12/21/2020	Thernes, Matt	12/22 VBB Official	150.00
Athletics	12/21/2020	Keeney, Paul	12/22 JV BB Official	65.00
Cheerleaders	12/18/2020	Varisty Spirit Fashions	Cheerleaders	72.40
Athletics	12/21/2020	Roth, Lucas	12/22 JVBB Official	65.00
Athletics	12/21/2020	Keeney, Taylor	12/22 JVBB Official	65.00
Athletics	12/21/2020	Holtz, Heath	12/22 JVBB Official	65.00
Athletics	12/21/2020	Whitemore, Erich	12/22 VBB Official	150.00
RC Concessions	12/18/2020	Pepsi Cola Of Lincoln	pop/water concessions	169.60
Athletics	12/18/2020	Keeney, Paul	12/18 VBB Official	150.00
Speech	12/18/2020	Stefanski, Skyler	speech coach	250.00
Athletics	12/18/2020	Franklin, Les	12/18 VBB Official	150.00
Athletics	12/18/2020	Maxson, Travis	12/18 VBB Official	150.00
Professional Development	12/14/2020	U. S. Bank	Professional Development	150.00
Football	12/18/2020	US Bank	online coaching clinic	445.00
Athletics	12/18/2020	US Bank	camer sling x2	58.98
Athletics	12/18/2020	US Bank	2 camera sling/HDMI/Tripods	178.32
Athletics	12/18/2020	US Bank	4 sony/star	1,791.80
HAL	12/18/2020	US Bank	Stickers	13.98
Professional Development	12/18/2020	US Bank	student leadership retreat	85.70
Athletics	12/16/2020	Sam's Club MC/SYNCB	clothing in office	2,160.00
RC Foundation	12/16/2020	US Bank	Carb w/ Choke	406.47
RC Foundation	12/16/2020	US Bank	Klin	3,671.59
RC Concessions	12/16/2020	RCWC	12/11 profit	46.48
Athletics	12/16/2020	Roth, Lucas	12/19 JVBB Official	65.00
Athletics	12/18/2020	Awards Unlimited Inc	dual tourney awards	173.15
Professional Development	12/15/2020	Fletcher, Trisha	reimb staff drinks	92.92
Pre-Kindergarten	12/16/2020	Really Good Stuff Inc.	desk pencil holders	201.65
HS Pop	12/16/2020	Sam's Club MC/SYNCB	Pro Dev	381.95
FFA	12/16/2020	Sam's Club MC/SYNCB	Charges for sams card	105.56
FFA	12/16/2020	Sam's Club MC/SYNCB	32 cases sausage	1,797.12
HS Pop	12/16/2020	Sam's Club MC/SYNCB	Thanksgiving treats	163.96
RC Concessions	12/15/2020	Sysco Lincoln	concession	14.90
FFA	12/15/2020	Sam's Club MC/SYNCB	Clemetines/tape	301.84
RC Concessions	12/15/2020	Del Gould Meat Co., Inc	12/10 hot dog pickup	125.97
RC Concessions	12/15/2020	RCWC	12/10Concession Profit	22.76

Athletics	12/14/2020	Grandgenett, Colin	12/19 JVBB Official	65.00
Athletics	12/14/2020	Kreikemeier, Isaac	12/19 JVBB Official	65.00
Athletics	12/14/2020	Greenfield, Brett	12/19 JVBB Official	65.00
Athletics	12/14/2020	Risueno, Carlos	12/19 V BB Official	150.00
Athletics	12/14/2020	Smith, Shane	12/19 Var BB Official	150.00
Caring Shelves	12/15/2020	Mike Henderson	Hams for boxes	87.78
Athletics	12/14/2020	Grandgenett, Colin	12/15 JHBB Official	120.00
Athletics	12/14/2020	Keeney, Paul	12/18 JVBB Official	65.00
Athletics	12/14/2020	Kreikemeier, Isaac	12/18 JVBB Official	65.00
Athletics	12/14/2020	Carlson, Curtis	12/18 JVBB Official	65.00
Athletics	12/14/2020	Gerlach, Brenden	12/18 JVBB Official	65.00
Athletics	12/14/2020	Gubbels, Chuck	12/19 Var BB Official	150.00
RC Concessions	01/07/2021	Class 2022	11/12 Concessions Profit	52.20
Speech	12/11/2020	Super C	Pizza for speech	56.00
FFA	12/11/2020	Pratt Industries	Fruit Sales	560.50
Athletics	12/14/2020	Keeney, Jordyn	12/14 Res BB Official	60.00
Athletics	12/14/2020	Peterson, Paige	12/14 Res BB Official	60.00
Athletics	12/14/2020	Peterson, Paige	12/15 JH BB Official	120.00
RC Concessions	01/07/2021	RC Post Prom	12/22 Concession Profit	139.12
RC Concessions	01/07/2021	RC Post Prom	12/19 Concession Profit	163.23
Boys BB	01/07/2021	RC Athletics	masks	117.23
Kindness Acct	01/07/2021	RC Concessions	\$5 concessions bucks	20.00
RC Concessions	01/07/2021	RC Softball	12/8 Concession Profit	22.37
RC Concessions	01/07/2021	Class 2022	12/18 Concession Profit	172.27
Athletics	12/10/2020	Hunt, Rusty	12/11 Dual Official	300.00
Athletics	12/10/2020	Gore, Coleman	12/11 Trackwrestling	150.00
Speech	12/10/2020	Wyhe's Choice Fundraising	wyhe's choice check	2,069.00
Speech	12/09/2020	Wyhe's Choice Fundraising	Speech - wyhe's choice check	2,069.00
Athletics	12/09/2020	Hunt, Rusty	12/10 WR Dual Official	150.00
Athletics	12/10/2020	Stepanek, Alex	12/11 Dual Official	300.00
AP Funds	12/02/2020	Osmera, Nancy	book scholarship	36.99
Wrestling	12/08/2020	Lou`s Sporting Goods	long sleeve tshirts	393.59
Athletics	12/08/2020	Keeney, Paul	12/8 JH Boys Bball Official	105.00
Athletics	12/08/2020	Moore, James	12/8 JH Boys bball official	105.00
Athletics	12/08/2020	Classic Sportwear & Awards	award metal inserts	46.26
Athletics	12/09/2020	Stepanek, Alex	12/11 Dual Official	300.00

Student Survey - Regarding new A, B Class Schedule

Mrs. Stansberry and I decided to ask students for their honest opinions regarding schedule changes for this new semester. Students this week were sent out a survey asking their grade level and other questions regarding past and current class schedules and open campus. Most responses came from freshman and sophomore students with a total of 105 responses.

What grade are you in?
105 responses



Students were asked which class schedule they preferred the most and the newest A, B day schedule was the most popular choice. Over half of the surveyed students chose the new class schedule to be their preferred choice. Negative responses included students not having enough time to finish homework and/or retake a test during the thirty minute advisory period held at the end of the day.

This was the only availability for advisory time lengths because of the new block schedules. Past advisory or study hall periods were as little as twenty minutes with eight classes a day. Positive feedback was fully received with many students enjoying being able to see teachers more often and having a simpler schedule that is easier to follow. Many responses included seniors enjoying this schedule more because of work and college class schedules. Eighty-five percent of senior students agreed that this schedule works better with work and college schedules. Open campus was a very positive topic with no negative responses regarding senior open campus.

Mrs. Stansberry and I plan on sending a similar survey out at the end of February or March to again get student input further in the school year. This survey was very helpful and showed students point of view on their class schedules. In person class schedules are hard to make this year because of covid and administration came up with great options to keep students in the classroom this school year.

January 2021 RC Board of Education Report

2021 is finally here! I hope everyone had a wonderful and safe holiday season. Our students and staff definitely deserved a break. I want to thank our students and staff for their hard work and diligence throughout the first semester. Because of their efforts, we were able to not only keep our doors open, but also keep activities running as smoothly as possible. I have heard our coaches use phrases such as “control what you can control” and “do whatever it takes” multiple times since the beginning of the year and I appreciate them putting those words into action.

Our wrestling team has been going strong with a busy slate of 5 tournaments and 4 additional duals since our season kicked off on 12/7. The NSAA has made the following adjustments to the postseason schedule for THIS SEASON ONLY:

- No State Dual Tournament
- District Wrestling has been split into two subdistricts (RC will host on 2/5/21)
- District Final Wrestling will be held the weekend of 2/13/21
- State Wrestling will still be held in Omaha on 2/18-2/20

The girls basketball team has endured some tough games, and was able to come away with a victory over Dorchester in the Weeping Water Holiday Tournament. They are currently 1-7 with a game against Centennial coming up on 1/9.

The boys basketball team secured victories over Malcolm, Weeping Water, and Sterling thus far in the season and is currently 3-4. Their next game will be on 1/12 at David City.

The Central Players have competed in 7 tournaments with competition ranging from Class A to Class C2 and have been doing well. They are a small, but mighty team this year. In three of those tournaments, the Players have placed in the top half of the competing schools. Most notable tournaments are placing 10th in the Team Sweeps at Pius Varsity Meet and placing 2nd in the Team Sweeps at Norris Varsity Meet.

As we continue to move forward with activities during the pandemic, it is important to note that we will continue to operate under the jurisdiction of the local health departments. Governor Ricketts and the NSAA have recently released new relaxed restrictions, however our local health department has not changed their guidance. Spectator restrictions will continue to be 2 household members per participant. As we travel to other venues, I have created an evolving document that will incorporate the many different COVID protocols our students and parents will be expected to follow. [CLICK HERE](#) to see the document.

Brian Gralheer
AP/AD Raymond Central Jr/Sr High School

January 8, 2021

To: Dr. Joel and the Raymond Central Board of Education
From: Ann Egr - Ceresco Principal and District Special Education Director

Elementary- Welcome to 2021! The students were excited to be back and ready to learn. It was nice to see all of them.

1. The second round of FastBridge was completed in December. The data is used in conjunction with other assessment tools to evaluate students' reading progress. This data is used to develop appropriate supports and interventions.
2. Thank-you to the many generous donors for providing food and gifts to our families in the Food Bank Backpack Program and Angel/Giving Trees. The community support is greatly appreciated.
4. Due to COVID-19 we were unable to hold the PTO sponsored Holiday Shop.
5. Report Cards will go home January 15.
7. The district is currently accepting kindergarten registration for 2021-2022..
8. The application process for the district pre-school is available until March 15 or until both sections are full.
9. Para Educators participated in on-line training on January 6. Thank-you to Mrs. Stansberry for organizing this opportunity.
10. Special Education numbers continue to grow. Currently, the district has 146 identified students. This is an increase of 11 students since September. The number of students in September was 135.

Special Education:

Students Served Through Special Education: Early childhood special education (ECSE) special education programs and related services are designed to serve children below age five with verified disabilities. School age special education programs and related services are designed to serve children with verified disabilities from age five through the school year in which the children reach age 21.

Following are the current numbers by category:

<u>Grade Level</u>	<u>Total Numbers</u>
Birth-5 (Home-ECSE)	11
Non Public	7
Pre-K	6
K	4
1	5
2	8
3	7
4	7
5	21
6	11
7	9
8	8
9	11
10	10
11	12
12	9
Total	146 (18 are NEW to the district)

Jr/Sr High

Allison Stansberry

We are 2 days into the 2nd semester and piloting our A/B Block schedule. So far, the transition has seemed to go smooth but we will continue to monitor and seek feedback as we prepare for the 2021-2022 school year.

We have welcomed 6 new students to our building to start the semester. We have three juniors, one sophomore, one freshman, and one seventh grader.

We have 5 new student teachers joining us this semester. Those student teachers and their cooperating teachers are:

1. **Regan Hennings (UNL):** Mr. Strouf
2. **Tyler Polacek (UNL):** Mr. Placke
3. **Bailey Ballard (Hastings):** Mrs. Polak
4. **Riley Freeland (Concordia):** Mr. Pester (Starting 1/14 through March)
5. **Jeremy Brey (Concordia):** Mr. Henderson (Starting 1/14 through March)

During our staff meeting on January 6th, we discussed the culture of your school post COVID will depend on how well you build connections during the crisis. We know that teachers are facing the challenge of connecting with both our remote learners and our face to face learners. Teachers have stated that they are reaching out to their students on remote through email, through phone calls home, and through zoom. We know that at some point these students will be back in our building and we want to make sure that they don't feel disconnected when that happens.

"Connection is why we're here. We are hardwired to connect with others. It's what gives us purpose and meaning to our lives and without it there is suffering" Brene Brown

We now have the ability to control the bells through my computer. This has been a huge blessing as with the old system, we had to call in the company to come in and program. If we needed to create a schedule that was not already pre-programmed we were having to manually ring every bell. Now if that ever happens, I will be able to quickly create a schedule needed. Also, the program has capabilities to do some fun things so I am hoping that I will be able to spend some time to try it out.

New phones are up and working. As with every new system, we have had some glitches but Keely continues to work hard with Jeremiah to quickly fix these problems.

On January 20th, I will be attending Midland's Virtual Interview Fair.

On January 6th, Para's worked in the classrooms. We provided an opportunity for training on Mental Health and a small piece on the Opportunity Gap. Para's watched the Mind Inside Episode 2 (Episode 3 comes out in February) and it seemed to have really sparked some good conversations amongst our Para's. I appreciate the work they do every day as they are an immeasurable asset to RC. We will also now have a full Para team as we have hired a new para that will start 1/11/21. I think she is going to be a great addition to our team.

ACT: The Juniors will be taking the ACT on April 6th, 2021.

TO: Dr. Derrick Joel and the Board of Education
FROM: Mrs. Shelly Dostal, Elementary Principal at Valparaiso and Curriculum Director
DATE: January 8, 2021
RE: Principal's Report

- 1) Professional Development – On January 6, teachers and paras participated in professional development. Dr. Joel presented along with information regarding School Improvement, the EIR/Discovery Ed grant, NSCAS update, and building level meetings. PLC groups also met, with the primary focus being to analyze data and make instructional decisions for third quarter. PLC groups will meet on January 18 and again on the next scheduled late start which is January 27.
- 2) Assessment – Winter FASTBridge benchmarking was completed in December. End of quarter assessments were completed prior to break. Second Quarter Report Cards will be sent home on Jan. 15. I have been attending trainings via webinars for the statewide assessment system (NSCAS) to take place this spring. Mrs. Stansberry and Ms. Osten are coordinating the ACT assessment and are attending those trainings. Information regarding NSCAS assessment was shared with staff during the January 6 professional time. [NSCAS Update Jan 2021](#)
- 3) Staff and students are adjusting to our revised schedule. Elementaries are using a four day rotation to follow the A/B schedule of the Jr/Sr High. The first two days have gone pretty smoothly. We would like to welcome our new students and new staff.
- 4) January is National Mentoring Month. The mentoring program founded by Dr. Tom and Nancy Osborne, TeamMates, matches students with caring adults. Mentors and mentees meet once a week during school hours. TeamMates would like to thank all of our mentors: Kathy Fredrickson, Brad Kobza, Shirley Eichmeier, Mike Unverferth, Ian White, Dallas Fletcher, Linda Ward, Kara Nelson, Alice Pecka, Deb Brooks, Jen Polak, Ron Bottroff, Karri Donahue, Esther Ryan, Tammie Holley, Darrell Walla, Barb Ohnoutka, Kathryn Hayward and Brad Breikreutz. Mrs. Kristine White continues to recruit mentors and match students. Please contact Mrs. White at the school for more information about how to become a mentor or go to www.teammates.org
- 5) PTO – Cookie dough sales were a huge success! Families picked up their cookie dough and then distributed it. PTO met on Jan. 5 to discuss ideas for the second semester. PTO has a virtual scavenger hunt/ family night planned for January 21.
- 6) Other happenings at Valparaiso:
 - a) The Elementary Winter Concert was held virtually this year! A YouTube video was sent out to families on December 21. Thank you to Mr. Strouf and Mr. Luke for putting together the video.
 - b) A special thank you to the generous donors for providing gifts for some of our students during the holiday season. A big thank you to Frontier Coop for partnering with us to provide many of the gifts.
 - c) Winter holiday parties and end of second quarter celebrations were held on Dec. 22. It was fun to celebrate the successful first semester with some games, crafts, and physical activities.
 - d) To promote learning over the break, a reading challenge and physical activity calendar were sent home. Students who completed the reading challenge were rewarded with a free book. We had 41 students turn in their completed challenge on the first day back to school, Jan. 7, and we expect more to be returned on Friday, Jan. 8. The physical activity challenge is due on January

12. Thank you to Mrs. Shelly Hlavaty, Mrs. Monica Blank, and Ms. Kalyn Brannagan for facilitating these promotions.

- e) The 100th day of school is quickly approaching. We will plan to celebrate on January 25.
- f) "I Love Public Schools" day is January 20. Go to [I Love Public Schools Day 2021](#) to see how you can participate.



Student Growth Summary Report

Aggregate by District

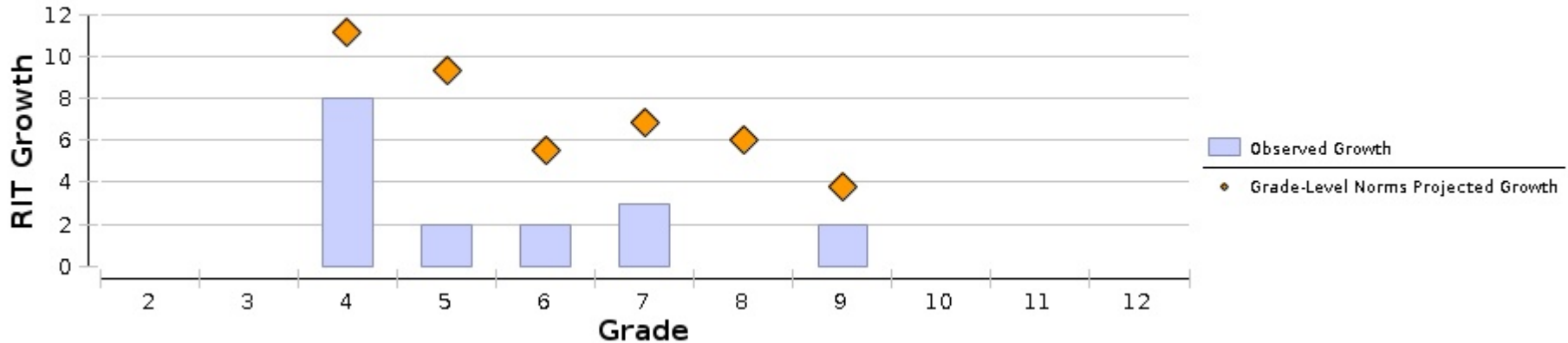
Term: Fall 2020-2021
 District: RAYMOND CENTRAL PUBLIC SCHOOLS

Norms Reference Data: 2020 Norms.
 Growth Comparison Period: Fall 2019 - Fall 2020
 Weeks of Instruction: Start - 8 (Fall 2019) ^
 End - 7 (Fall 2020) ^
 Grouping: None
 Small Group Display: Yes

Math: Math K-12

Grade (Fall 2020)	Growth Count‡	Comparison Periods						Growth Evaluated Against								
		Fall 2019			Fall 2020			Growth		Grade-Level Norms			Student Norms			
		Mean RIT	SD	Percentile	Mean RIT	SD	Percentile	Observed Growth	Observed Growth SE	Projected Growth	School Conditional Growth Index	School Conditional Growth Percentile	Count with Projection	Count Met Projection	Percent Met Projection	Student Median Conditional Growth Percentile
2	0	**			**			**					**			
3	0	**			**			**					**			
4	40	199.5	9.2	93	207.0	10.3	82	8	1.0	11.2	-2.54	1	40	14	35	34
5	47	204.5	12.4	69	206.8	17.0	32	2	1.8	9.3	-5.54	1	47	13	28	18
6	53	216.3	10.7	78	218.2	10.6	63	2	0.8	5.5	-2.27	1	53	17	32	29
7	38	216.9	17.1	55	220.0	16.0	46	3	0.9	6.8	-2.24	1	38	7	18	23
8	47	227.9	10.2	78	228.0	12.4	60	0	0.9	6.0	-3.99	1	47	9	19	16
9	53	230.2	14.4	68	232.1	13.1	70	2	1.0	3.8	-1.12	13	53	19	36	34
10	0	**			**			**					**			
11	0	**			**			**					**			
12	0	**			**			**					**			

Math: Math K-12



Explanatory Notes

^ These values for weeks of instruction are the median across your schools and are used in all calculations except the Student Norms section, which uses the values from each student's school of record.
 ** Calculations not provided because students have no MAP results in at least one of the terms. The Growth Count is zero.
 ‡ Growth Count provided reflects students with MAP results in both the Start and End terms. Observed Growth calculation is based on that student data.



Student Growth Summary Report

Aggregate by District

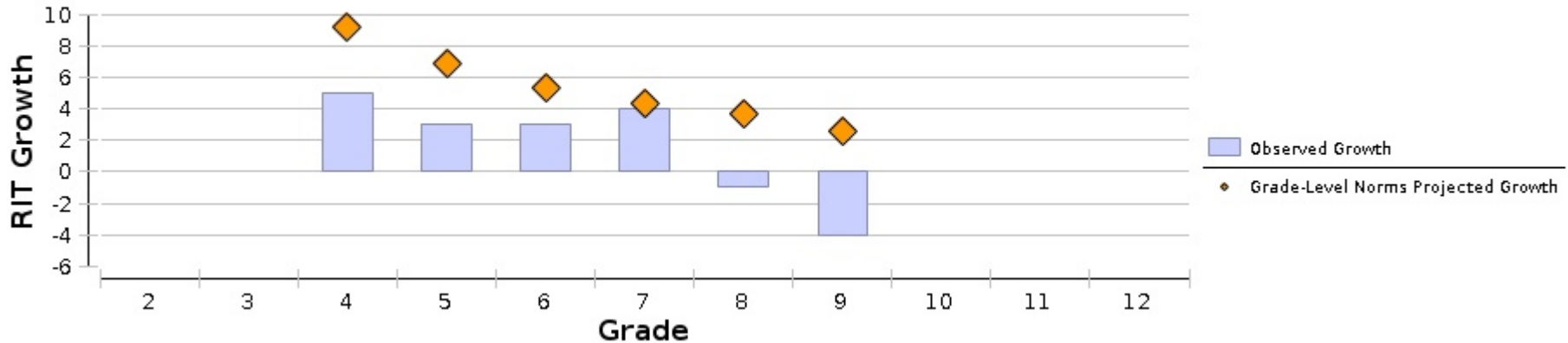
Term: Fall 2020-2021
 District: RAYMOND CENTRAL PUBLIC SCHOOLS

Norms Reference Data: 2020 Norms.
 Growth Comparison Period: Fall 2019 - Fall 2020
 Weeks of Instruction: Start - 8 (Fall 2019) ^
 End - 7 (Fall 2020) ^
 Grouping: None
 Small Group Display: Yes

Language Arts: Reading

Grade (Fall 2020)	Growth Count‡	Comparison Periods						Growth Evaluated Against									
		Fall 2019			Fall 2020			Growth		Grade-Level Norms			Student Norms				
		Mean RIT	SD	Percentile	Mean RIT	SD	Percentile	Observed Growth	Observed Growth SE	Projected Growth	School Conditional Growth Index	School Conditional Growth Percentile	Count with Projection	Count Met Projection	Percent Met Projection	Student Median Conditional Growth Percentile	
2	0	**			**			**						**			
3	0	**			**			**						**			
4	41	196.7	14.0	87	202.1	13.6	72	5	1.5	9.1	-2.16	2	41	15	37	32	
5	47	200.1	13.0	59	203.1	15.5	37	3	1.6	6.9	-2.98	1	47	17	36	32	
6	53	209.5	10.4	70	212.5	12.5	58	3	1.2	5.3	-1.48	7	53	20	38	44	
7	37	211.6	16.9	52	215.3	15.3	52	4	1.2	4.3	-0.42	34	37	18	49	46	
8	37	219.5	10.1	73	218.1	11.9	48	-1	1.4	3.6	-4.00	1	37	13	35	20	
9	53	220.5	11.7	59	216.8	14.0	40	-4	1.8	2.5	-4.12	1	53	21	40	31	
10	0	**			**			**					**				
11	0	**			**			**					**				
12	0	**			**			**					**				

Language Arts: Reading



Explanatory Notes

^ These values for weeks of instruction are the median across your schools and are used in all calculations except the Student Norms section, which uses the values from each student's school of record.
 ** Calculations not provided because students have no MAP results in at least one of the terms. The Growth Count is zero.
 ‡ Growth Count provided reflects students with MAP results in both the Start and End terms. Observed Growth calculation is based on that student data.



Student Growth Summary Report

Aggregate by District

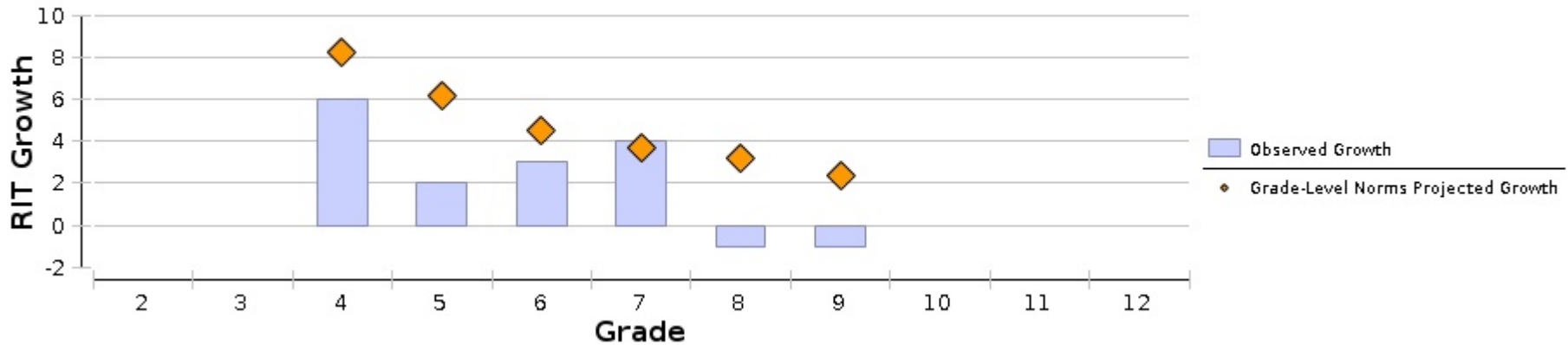
Term: Fall 2020-2021
 District: RAYMOND CENTRAL PUBLIC SCHOOLS

Norms Reference Data: 2020 Norms.
 Growth Comparison Period: Fall 2019 - Fall 2020
 Weeks of Instruction: Start - 8 (Fall 2019) ^
 End - 7 (Fall 2020) ^
 Grouping: None
 Small Group Display: Yes

Language Arts:
 Language Usage

Grade (Fall 2020)	Growth Count‡	Comparison Periods						Growth Evaluated Against								
		Fall 2019			Fall 2020			Growth		Grade-Level Norms			Student Norms			
		Mean RIT	SD	Percentile	Mean RIT	SD	Percentile	Observed Growth	Observed Growth SE	Projected Growth	School Conditional Growth Index	School Conditional Growth Percentile	Count with Projection	Count Met Projection	Percent Met Projection	Student Median Conditional Growth Percentile
2	0	**			**			**					**			
3	0	**			**			**					**			
4	41	197.9	13.4	89	203.5	13.3	77	6	1.2	8.2	-1.60	6	41	14	34	40
5	46	202.2	13.1	68	204.2	12.5	44	2	1.4	6.2	-2.87	1	46	16	35	33
6	53	210.4	9.6	78	213.7	8.9	71	3	0.9	4.5	-0.85	20	53	25	47	46
7	38	212.6	15.6	64	216.1	14.8	66	4	0.7	3.7	-0.12	45	38	20	53	49
8	47	220.3	9.5	85	219.5	7.9	70	-1	0.8	3.2	-3.39	1	47	12	26	27
9	53	220.7	11.3	75	219.7	9.7	64	-1	0.9	2.3	-2.55	1	53	19	36	20
10	0	**			**			**					**			
11	0	**			**			**					**			
12	0	**			**			**					**			

Language Arts: Language Usage



Explanatory Notes

^ These values for weeks of instruction are the median across your schools and are used in all calculations except the Student Norms section, which uses the values from each student's school of record.
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Student Growth Summary Report

Aggregate by District

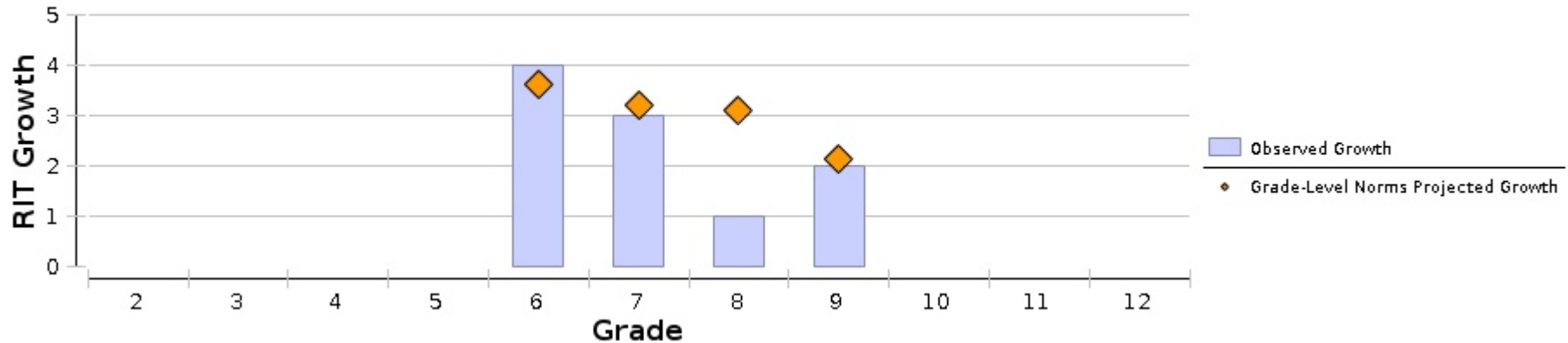
Term: Fall 2020-2021
 District: RAYMOND CENTRAL PUBLIC SCHOOLS

Norms Reference Data: 2020 Norms.
 Growth Comparison Period: Fall 2019 - Fall 2020
 Weeks of Instruction: Start - 8 (Fall 2019) ^
 End - 7 (Fall 2020) ^
 Grouping: None
 Small Group Display: Yes

Science: Science K-12

Grade (Fall 2020)	Growth Count‡	Comparison Periods						Growth Evaluated Against								
		Fall 2019			Fall 2020			Growth		Grade-Level Norms			Student Norms			
		Mean RIT	SD	Percentile	Mean RIT	SD	Percentile	Observed Growth	Observed Growth SE	Projected Growth	School Conditional Growth Index	School Conditional Growth Percentile	Count with Projection	Count Met Projection	Percent Met Projection	Student Median Conditional Growth Percentile
2	0	**			**			**				**				
3	0	**			**			**				**				
4	0	**			**			**				**				
5	0	**			**			**				**				
6	53	204.3	7.9	69	208.2	8.5	72	4	0.8	3.6	0.19	58	53	29	55	49
7	37	206.2	10.9	58	209.4	10.7	64	3	1.0	3.2	0.01	50	37	20	54	50
8	47	212.1	9.5	78	213.3	9.7	68	1	1.0	3.1	-1.29	10	47	21	45	39
9	11	208.6	10.8	38	210.7	9.5	43	2	2.1	2.1	-0.03	49	11	5	45	46
10	0	**			**			**				**				
11	0	**			**			**				**				
12	0	**			**			**				**				

Science: Science K-12



Explanatory Notes

^ These values for weeks of instruction are the median across your schools and are used in all calculations except the Student Norms section, which uses the values from each student's school of record.
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 ‡ Growth Count provided reflects students with MAP results in both the Start and End terms. Observed Growth calculation is based on that student data.

Fall Data ACT

Due to suspending state assessments in the Spring of 2020 due to Covid-19, the data reflects the ACT scores of our seniors. This was not a mandatory requirement and we did have seniors that opted out of taking the test when offered in the Fall 2020 test. There is no data comparing our current senior class to the state. In the Spring, it will be a requirement for all juniors to take the ACT and we will have updated data at that time once the scores come in.

English:

The ACT English test puts an examinee in the position of a writer who makes decisions to revise and edit a text. Short texts and essays in different genres provide a variety of rhetorical situations. Passages are chosen for their appropriateness in assessing writing and language skills and to reflect students' interests and experiences

2017: 19.8

2018: 19.8

2019: 17.1

2020: 21.2

Reading:

The ACT reading test measures the ability to read closely, reason logically about texts using evidence, and integrate information from multiple sources. The test questions focus on the mutually supportive skills that readers must bring to bear in studying written materials across a range of subject areas. Specifically, questions will ask you to determine main ideas; locate and interpret significant details; understand sequences of events; make comparisons; comprehend cause-effect relationships; determine the meaning of context-dependent words, phrases, and statements; draw generalizations; analyze the author's or narrator's voice and method; analyze claims and evidence in arguments; and integrate information from multiple texts.

2017: 19.6

2018: 20.8

2019: 19.1

2020: 21.5

Math:

The ACT mathematics test assesses the skills students typically acquire in courses taken through grade 11. The material covered on the test emphasizes the major content areas that are prerequisites to successful performance in entry-level courses in college mathematics. Knowledge of basic formulas and computational skills are assumed as

background for the problems, but recall of complex formulas and extensive computation are not required.

2017: 19.3

2018: 20.0

2019: 19.1

2020: 20.8

Science

The ACT science test measures the interpretation, analysis, evaluation, reasoning, and problem-solving skills required in the natural sciences. The test presents several authentic scientific scenarios, each followed by a number of multiple-choice test questions. The content of the test includes biology, chemistry, Earth/space sciences (e.g., geology, astronomy, and meteorology), and physics. The questions require you to recognize and understand the basic features of, and concepts related to, the provided information; to examine critically the relationship between the information provided and the conclusions drawn or hypotheses developed; and to generalize from given information to gain new information, draw conclusions, or make predictions.

2017: 20.1

2018: 21.0

2019: 20.0

2020: 22.1

Composite

2017: 19.9

2018: 20.5

2019: 19.0

2020: 21.6

Raymond Central Public Schools FastBridge Data

2020-21



Mission Statement

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

FastBridge Data

Measures early reading skills for Grades K-1

Measures reading fluency and comprehension for Grades 2-5

Given three times per year

Benchmarks are set by FastBridge

Benchmark to Action Plan

Any student without an IEP in grades K-3 who does not meet benchmark for grade level has an IRIP - Individual Reading Improvement Plan.

Interventions are put in place for students not meeting benchmarks. This may include Title I/Reading Specialist, What I Need (WIN) time, or other evidence research based interventions.

Students who do not meet benchmarks are progress monitored for growth each week either by classroom teacher or Reading Specialist.

Early Reading 2020-21

Grades K-1 Benchmark Success

	Winter	Fall
Grade K	78%	73%
Grade 1	55%	58%

K-1 Early Reading District Yearly Data

Benchmark Data
Spring

Fall

Winter

2019-20

74%

69%

2020-21

69%

64%

aReading 2020-21

Grade 2-5 Benchmark Success

	Winter	Fall
Grade 2	57%	42%
Grade 3	74%	70%
Grade 4	75%	72%

Grades 2-5 aReading Yearly Data

District Data	Fall	Winter
2019-20	79%	80%
2020-21	61%	66%

What questions do you have?

PHASE 1B PRIORITIZATION

Priority Tier	Category	Further Defined
TIER I	AGE 75+	
TIER II	First Responder	<ul style="list-style-type: none"> • Dispatch • Police/State Patrol/FBI • Fire • Adult/Child Welfare
	Utilities	<ul style="list-style-type: none"> • Power • Water • Gas • Sanitation
	Homeless Shelter Staff	
	Corrections Staff	
	Educators	<ul style="list-style-type: none"> • Teachers - public, private, higher education • Support staff • Licensed daycare providers
TIER III	Funeral Homes	<ul style="list-style-type: none"> • Funeral homes • Coroners
	Grocery	
	Food/Agriculture	<ul style="list-style-type: none"> • Meat packing plants • Food processing • Co-ops
TIER IV	Transportation	<ul style="list-style-type: none"> • Trucking • Railroad • Gas stations
	US Postal Service	
	Public Transit	<ul style="list-style-type: none"> • Bus • Air

***ACIP defines phase 1B as the subset of workers at highest risk for work-related exposure to SARS-CoV-2, the virus that causes COVID-19, because their work-related duties must be performed on-site and involve being in close proximity (<6 feet) to the public or to coworkers*

3RPHD COVID-19 Vaccination Timeline

Phase 1A

Mid-December to Mid-January

- Healthcare personnel: Hospitals, Home healthcare, Pharmacies, EMS, Public health, Dentists, Behavioral Health, Optometrists, and Veterinarians
- Long Term Care Facility Residents and Staff

Phase 1B

January to Mid-March

- 75 Years of Age
- First Responders
- Utility Workers
- Homeless Shelter Staff
- Corrections Staff
- Educators
- Funeral Homes/Coroners
- Grocery
- Food/Agriculture
- Transportation
- U.S. Postal Service
- Public Transit

Phase 1C

Mid-March to April

- 65-74 years of age
- High-Risk Medical Conditions
- Incarcerated
- Colleges/Universities

Phase 2

May to October

- General Population



Find Your Place in



the Vaccine Line



2020-2021 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 2019-2025 staff exit surveys to determine patterns and trends.
- Performance Indicator (4): [Research and implement an online resource for accepting applications for all open positions.] *[completed 2019-2020]*

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.] *[completed 2019-2020]*
- Performance indicator (5): Continue to engage all stakeholders in school safety issues.

Executive Summary

- 2019-2020
 - During the 2019-2020 school year, the district was able to complete two performance indicators on the strategic plan.
 - Research and implement an online resource for accepting applications for all open positions. The district purchased and implemented *Unified Talent*, a PowerSchool resource.
 - 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. The District purchased and implemented the *StopIt* application for students to utilize inside and outside of school.
 - For the 2020-2021 school year, the district will focus on the following performance indicators:
 - 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 (7): The district will research, design and implement a grading and assessment philosophy based on research and best practice.
- Performance Indicator (3): Hire a consultant to assist in future facility planning including the construction of a Performing Arts Center.
- Performance Indicator (2): Develop and implement a district-wide reunification plan as part of the adopted standard response protocol.

RC Facility Priority List

Created 8.26.20, Updated 1.7.20

2020-2021

Priority Project	Scheduled	Finished	Location	Estimated Cost / Total Cost	Anticipated Start Date	Completion Date	Contractor(s)
Asphalt Main Drive			Jr/Sr High School	\$61,547	June 2020	August 2020	• PAVERS
Waterway in Field (look @ W side of drive)			Jr/Sr High School	\$5,000	May 2020	July 2020	• LPS NRD (contractor TBD)
Bus Barn Addition	X	X	Jr/Sr High School	\$168,000	August 2020	December 2020	• Kevin Wolfe
Replace 2 Addison Units			Jr/Sr High School	\$150,000			
Replace Security Cameras	X	X	All School Sites (interior)	\$58,000	December 2020	January 2021	• Kidwell
Roof Areas 2, 4, 6, 8 (SPED, Mustang Room, Senior Hall, Media Center)	X		Jr/Sr High School	\$250,000	May 2021	August 2021	
Front Steps	X	X	Jr/Sr High	\$3,280	September	September	• Stephens and

Repair			School		2020	2020	Smith
Replace Faucets and Bathroom Hardware with Touchless	X	X	Both Elementary School Sites	\$13,000	December 2020	January 2021	<ul style="list-style-type: none"> • Jared Shanahan
Phase I Concrete Work (Handicap parking & new shed)			Jr/Sr High School	\$65,000			
Concrete Replacement - Back Entrance	X	X	Valparaiso	\$4,000	December 2020	December 2020	<ul style="list-style-type: none"> • Rezac Construction (R & R)
Replace Carpet in Entrances with Rubber Flooring	X		Both Val and Ceresco Elementary Schools	\$2000 (Ceresco) \$4500 (Val) Total- \$6500			<ul style="list-style-type: none"> • Midwest Flooring
1911 Rock - Repair			Ceresco Elementary	TBD			<ul style="list-style-type: none"> • Jared will move this to the bus barn by the end of December 2020
Lighting on Main Drive and N Parking Lot			Jr/Sr High School	TBD ***Seek several bids, contact Norris PPD***			

NE Side of Gym Floor			Valparaiso Elementary	TBD			
Wireless Internet Access to Press Box and Bus Barn	X	X	Jr/Sr High School	\$5,000	December 2020	December 2020	<ul style="list-style-type: none"> • AIS - Affordable Internet Solutions

Comprehensive List for 2020-2021

Project		Location	Estimated Cost / Total Cost	Anticipated Start Date	Completion Date	Contractor(s)
Asphalt Main Drive		Jr/Sr High School	\$61,547			<ul style="list-style-type: none"> • PAVERS
Waterway in Field		Jr/Sr High School	\$5,000	May 2020	June 2020	<ul style="list-style-type: none"> • LPS NRD (contractor TBD)
Bus Barn Addition		Jr/Sr High School	\$168,000			
Replace Security Cameras		All School Sites (not exterior Jr/Sr HS)	\$35,000			
Flat Roof Section		Ceresco Elementary	\$190,000	June 2020	August 2021	
Stucco Repair and Paint (Front		Ceresco Elementary				

Entrance)						
HVAC Replacement Schedule		Valparaiso Elementary	\$400,000 (40 heat pumps @ \$10,000)			
HVAC Replacement - 4 Units		Ceresco Elementary	\$40,000			
Front Steps Repair		Jr/Sr High School	\$3,280			• Stephens and Smith
Remove Old Drinking Water Pressure Tank		Jr/Sr High School	Jared will research			
Replace or Repair North Pumphouse Roof		Jr/Sr High School	Jared will research			
Phase I of III Concrete Work		Jr/Sr High School	\$60,000			
Replace 4 Addison Units		Jr/Sr High School	\$300,000			
Concrete repair behind school		Valparaiso Elementary	\$4,000			
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***			
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	Jared will research			***Possible fundraising project for PTO***
1911 Rock Bench		Ceresco Elementary				
Replace Wooden Lockers w/ Metal		Val and Ceresco Elementary				***Look at alternative plans, can we remove doors and add hooks?
Add Concrete to N Parking Lot for Drainage		Val Elementary	\$13,350.00			

Gym Floor Refinish (annual cost)		All Sites	\$10,000	Summer 2019	Summer 2019	
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Activities Specific

Side-By-Side	X	Jr/Sr High School	\$14,000			
Metal Bleachers for FB stadium		Jr/Sr High School				
New Sound System for Main Gym & Stadium		Jr/Sr High School				

January 2021 Technology Update

GoGuardian Beacon -

We have implemented GoGuardian Beacon. This provides us with an alert in several different categories such as Active Planning, Suicide Ideation, Self Harm, Help and Support, and Suicide Research.

New Tech Office -

Raymond Central has a new Technology Office. I have moved to room 306. Thank you to Mr. Jedlicki's construction class for building the wall and to the custodians for everything they coordinated and helped with.

Phones -

Diode Technologies has been working to install the new phone system at all three sites. We are still ironing out some issues, but for the most part the transition has gone well.

12/9/2020 - Staff Training - During the training we covered how to navigate the new phone.

1/4/2020-1/7/2020 - Office Staff/Admin Training - Trained office staff on how to use the new phones and the online ZAC program.

Switches -

On 12-11 Kidwell will install the POE switches we took out of the HS in the elementary to help take stress off the existing switches. They also installed the USB (backup power supply) in Ceresco and Valparaiso.

Internet to Bus Barn and Press Box -

AIS has installed the cabling and equipment we now have an internet in the press box and the bus barn.

eRate -

We submitted a proposal for three new firewalls. These will replace the existing firewalls at all three sites. They will also be faster to assist with all the new equipment and internet speed we have installed in the last year.

Cameras -

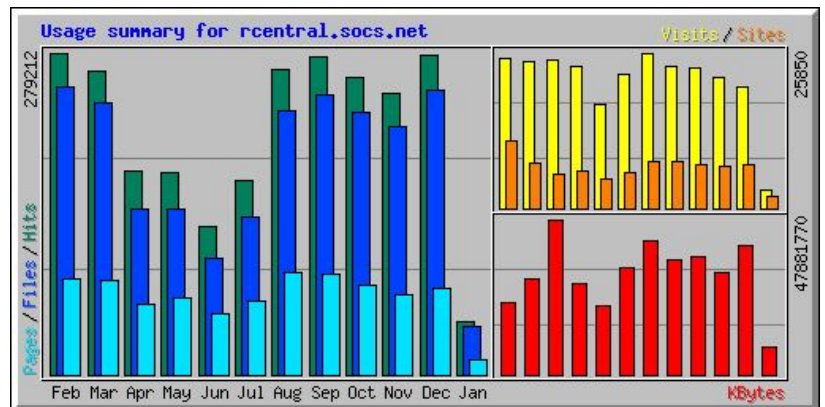
Kidwell has begun soon to install the new Avigilon System. Right now, (1-8-2020) the existing cameras have been added to the new server. Kidwell is working on getting the new VLAN setup for the cameras. Kidwell will be back out next week to install the new cameras around the district. The electrician was out on 1/8/2021 to run a new electrical circuit to the data room.

Website Activity Traffic Report- [December 2020](#)

Website Updates -

As always if you see something out of place send me an email and let me know.

- Added January Lunch menu
- Added January newsletter
- Worked on Staff Directory - In Progress
- Added schools to the "Staff Directory" page
- Edit the old "Staff" page under each school and transition to the [Staff Directory](#)
- Fine Arts Page
- Added more staff pictures
- Rearranged Board Policy Articles
- Posted Final Schedule
- Added to Highlights section
- Created Raymond Central Values Graphic
- Reposted to website/highlights section
- Updated the 2nd semester schedule
- Worked with Brian to update the linked calendar for the back to school date
- Posted Activity Protocol and Procedures 3 places on the website
- Updated the Master Contract on the staff page
- Added the Swanson Foundation Grant Information to the website



NASB Monthly Update for Board Meetings - Agenda Item: January 2021

View the Monthly Update in video form now at:

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

[December Board Notes - Newsletter](#)

“NASB Update”

As a board, some items you should do, or have completed during **December** include:

MISSION, VISION, & GOALS

- Annual Leadership Team Planning Meeting (Set Date); Strategic Plan Update; District Goals Update;
- Annually review the District Mission, Vision, and Belief or Value Statements

POLICY GOVERNANCE

- Adopt board committee assignments per board policy.
- Review Board Code of Conduct Policy.
- Resolution to re-adopt all existing policies.
- Appoint (superintendent or other qualified district employee) as Non-discrimination Compliance Coordinator to meet federal Equal Employment Opportunity requirements.
- Appoint the district’s Title IX Coordinator.

ACCOUNTABILITY & STUDENT ACHIEVEMENT

- District Report Card
- District Assurance Statement Corrections. On or before February 1 corrections of violations must be submitted in writing to the NDE Office of Accountability, Accreditation, and Program Approval. *Cross reference October.

ADVOCACY

- Review 2021 Legislative Calendar; Review the NASB Advocacy Handbook; Legislative representative and contact information; Appoint a Legislative Committee to monitor and support district response and action;

DISTRICT/ESU RESOURCES [BUDGET]

- Budget - Review Quarterly Financial Reports; Collective Bargaining on or before February 8. If an agreement is not reached, the parties shall submit to mandatory mediation or fact-finding as ordered by the commission, unless the parties mutually agree, in writing, to forgo mandatory mediation or fact finding. NOTE: The negotiations process begins in August. § 48-818.01
- Board Finance Committee Report;

REPORTS

- Negotiations Committee; Superintendent; Administrators;

BOARD OPERATIONS

- **Reorganization Meeting: Election of Officers** - The superintendent shall assume chairmanship of the meeting for the purpose of electing a board president. Ballots for officers may be cast in secret ballot but the total vote for each candidate shall be recorded by the secretary.
- **Newly elected board members: Oath of Office** - 2021 Timeframe – Board Members who did not seek election to the board for another term and/or were not elected to continue service to the board terms expire Thursday, January 7, 2021. *Note: The first Thursday after the first Tuesday of January.



- Sign and file NADC [Conflict of Interest form] with School District Board Secretary
- Adopt Annual Board Calendar and Board Meeting Schedule for 2021.

BOARD – SUPERINTENDENT RELATIONS

- Approve superintendent contract.
- *Transparency Act Guidelines: Current superintendents or ESU Administrators, before approval of contract/amendment, board must publish a copy of the proposed contract/amendment three (3) days before approval along with estimate and description of all costs. § 79- 2402(1).
- New superintendents or ESU Administrators, the board must publish a copy of the contract two (2) days after the meeting at which the contract was approved, along with estimate and description of all costs. § 79-2402(2).
- Collaborate with superintendent/ESU Administrator to develop new/updated goals to align to evaluation.

NASB's Video Resources: <http://members.nasbonline.org/index.php/news-resources/videos>

- Legal Resources, NASB's Live & Learn Series, Q&A's with the Governor and Commissioner Blomstedt, EHA Updates, Advocacy breakdowns, Monthly Board Agendas, and MUCH more!

Networking & Events: <http://members.nasbonline.org/index.php/events>

- ***New Board Member Workshops*** - Registration is Open, modules 3&4 resume January 4th, and will run through February, learn more at <http://members.nasbonline.org/index.php/new-board-member-workshops>
- ***Legislative Issues Conference*** - Registration is Open, join us and hear from and interact with Committee Chairs, state leaders, and more! Learn more at <http://members.nasbonline.org/index.php/legislative-issues-conference>
- ***School Board Member Week starts January 31st***

Advocacy/2021 Legislative Session:

- The 2021 legislative session begins January 6. Keep tabs with all things pertinent to your school at NASB's Govt Relations page at <http://members.nasbonline.org/index.php/government-relations>
- The ***2020 Delegate Assembly*** was held virtual on November 13. To view and download NASB's 2021 Advocacy Handbook visit <http://members.nasbonline.org/index.php/advocacy-handbook>
- The ***2021 Legislative Issues Conference*** is currently scheduled to be held in a virtual form on Monday, February 1 ... Mark Your Calendars!
- 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

Watch all of the NASB videos at <http://members.nasbonline.org/index.php/news-resources/videos>



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>

Negotiated Agreement

between the

Raymond Central School District

and the

Raymond Central Education Association



2021-2022

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ARTICLE 1
RECOGNITION

The Board recognizes the association as the official negotiating representative for all certified personnel, excluding the Superintendent, Principals, and Assistant Principal for the purposes of collective bargaining with respect to wages, hours and other terms and conditions of employment.

**ARTICLE 2
AGREEMENT**

**SECTION 1
COMPENSATION**

1a) Base Salary

2021-2022 Contract Year: The base salary shall be \$38,425 for the 2021-2022 contract year, based on a 186 day contract with increments of 4% for longevity and 5% for professional; Appendix A attached hereto.

1b) Salary Schedule

The following number of professional preparation columns and longevity steps will be allowed:

BA	7 steps
BA + 9	9 steps
BA + 18	11 steps
BA + 27	12 steps
*BA + 36/MA	15 steps
MA + 9	15 steps
MA + 18	15 steps
MA + 27	15 steps
MA + 36	15 steps

See, Appendix A attached hereto.

Beginning with the 2012-13 contract year, the Salary Schedule PhD column will be replaced with MA + 36 and only columns containing 13 steps will have one step added for a total of 14 steps. Beginning with the 2015-16 contract year, only columns containing 14 steps will have one added for a total of 15 steps.

1c) Schedule Placement

1. Vertical Movement

One step vertical movement represents one year of experience in the school district. Staff shall move one step vertically each year unless they are at the bottom step of the column appropriate for their education, in which case they would be frozen vertically. No one may move more than one step vertically in any year.

2. New Staff Placement

Beginning with the 2002-03 contract year, new staff members to the district may be given credit up to six (6) years for prior teaching experience outside of the Raymond Central school district. Effective with the 2005-06 contract year, if the Board feels they need to offer more to someone to fill a specific position, the Board will negotiate with the RCEA for a one time waiver or hiring bonus.

3. Horizontal Advancement

In order to advance horizontally beyond the BA Column on the salary schedule, only graduate hours can be used and must have prior approval from the Superintendent. The staff member is also required to present an official college transcript or proof of completed course work until an official transcript can be presented prior to September 10 of the contract year demonstrating:

- Earned post-baccalaureate degree graduate hours from an accredited institution in a educational related field of study provided by the education college or department, or which would lead to an additional Nebraska teaching or administrative certificate endorsement or endorsements.

Employees covered by this agreement will need to notify the Superintendent by May 15, 2021 if they intend to advance horizontally on the salary schedule for 2021-2022. If the employee fails to notify the Superintendent or indicates that **they** will not advance horizontally they will be frozen in their column placement and not be allowed to advance horizontally during the following contract year.

4. Master's Degree Placement

In order to advance horizontally to the Masters Degree (MA) or Masters Degree Plus (MA+) columns, a staff member shall have earned a Masters Degree and presented an official college transcript representing the completed requirements or additional hours by September 10 of the contract year. Hours beyond the MA column must be graduate hours in an educational field of study or directly related to a teacher's current teaching assignment. A Masters Degree shall be defined as an earned Master's Degree from an accredited college or university.

1d) **Longevity Pay**

When a teacher retires after a minimum of 25 years of service to Raymond Central Public Schools and the certified staff member has accumulated 45 unused sick days, 10 of the 45 unused sick days will be compensated at the rate of \$100 per day. The certified staff member must also agree to donate their remaining 35 days to the catastrophic sick leave bank. The certified staff member must agree to the above qualifications to receive the 10 days of compensation.

1e) **Noon Duty**

The Board of Education shall provide a free lunch to teachers who accept noon duty in place of their duty free lunch period.

1f) **Ticket Sellers/Event Workers**

Ticket sellers shall receive \$15.00 per hour for up to 5 hours.

1g) **Plan Period / Covering Classes**

Secondary teachers shall ordinarily have one of the regularly scheduled class periods, or forty-five (45) minutes, free for educational planning purposes. If by mutual agreement between a teacher and the administration that teacher agrees to teach the remaining period, there shall be additional compensation in the amount of \$25.

Elementary teachers shall have an amount of planning time approximately equal to the amount of time given to secondary teachers, currently forty-five (45) minutes. This dedicated planning time can be split up throughout the day as long as each segment is allocated for dedicated educational planning time. Elementary teachers who, by mutual agreement with the administration, accept duties that would be considered extra or beyond a normal elementary duty load shall receive additional compensation in the amount of \$25. Teaching duty is defined as that time between the beginning of classes in the morning and the dismissal of classes in the afternoon, excluding the time provided for lunch and before or after school.

School Counselors, media specials, or other teachers who do not have a specific scheduled plan time, but are needed to cover classes will be compensated at the above rates.

1h) Personal Expenses

Staff members will receive full compensation for expenses incurred as a part of teaching duties, conferences, and workshops which would be delegated and/or assigned to them by the administration. Compensation for travel expenses if assigned to teach in several buildings within a school day will be paid by the district. This expense is to be paid only when travel is necessary to perform assigned duties in several buildings on the same day. In the event the staff member is not provided a school vehicle for transportation **they** will be paid at the legal rate established by the State of Nebraska.

1i) Extended Contract

Teachers who are assigned to work days in addition to the 186 regular contract days will be compensated at their per diem rate by the District for each extended contract day actually worked as assigned. The per diem rate shall be based solely on the scheduled salary and shall not include extra duty pay, cash in lieu (if applicable), or any other compensation. Per Diem rate will be calculated on the Teacher's placement on the then-current salary schedule divided by the number of regular contract days.

1j) Activities Assignment

Activities assignments are paid from a schedule based on years of experience and category of responsibility; Appendix B attached hereto. The rate of pay shall be calculated by multiplying the appropriate percentage times the base salary as agreed upon for the current year. New assignments not presently on the schedule will be categorized according to the degree of difficulty and areas of responsibility by the Superintendent. Placement for previous experience can be recommended by the Superintendent and approved by the Board of Education. Assistant coaches/sponsors will be considered for Categories IV when the number of participants exceeds twenty-five (25) students per activity.

The School District and Association agree to appoint a joint committee comprised of the Athletic Director, the High School Principal, a representative from the athletic coaching staff, a representative from the activities staff, and an Association member at-large to make findings and recommendations for changes to the existing extra duty schedule attached to this Agreement. The committee's recommendations will be presented to the Board of Education for approval by June of each year at the regular board meeting.

SECTION 2 INSURANCE

2a) Health

For the 2021-2022 contract year, the Board of Education has agreed to pay the full cost of the health insurance for which the employee qualifies and a single dental insurance through the Blue Cross-Blue Shield EHA Plans. Group health insurance will be made available to all bargaining unit members through a Dual Enrollment Option of either the Preferred \$1,050 deductible or Health Savings Account (HSA) \$3,600 deductible. Group dental insurance at the PPO 80% A & B with 50% C coverage single dental. Those employees electing the HSA option will receive the correlating premium difference as a deposit to their individual HSA. If the bargaining unit member (excluding the single policy holder) wishes to upgrade their dental policy the premium will be the difference between the policy they request and the single dental premium which will be deducted from the member's monthly salary. When both spouses are on the staff with eligible dependents, the Board will pay for the family dental plan as well as health insurance. In situations where both the spouses are employed by the school district the employee will be offered the insurance package that best fits their situation and provides the least cost to the district along with appropriate health insurance coverage.

2b) Cash-in-Lieu of Insurance Benefit

The School District shall provide the option for teachers to enroll in a cash benefit plan of \$3,750.00 per year in place of the single health insurance coverage as shown in section 2 (a). (Revised February 15, 1993); (Revised August 4, 1997); (Revised July 19, 1999); (Revised February 27, 2002); (Revised March 8, 2004); (Revised June 20, 2005); (Revised August 17, 2009); and (Revised December 1, 2018).

2c) Long Term Disability Insurance

The District shall pay for long term disability insurance; such insurance to provide a benefit covering sixty percent (60%) of the teachers salary and health insurance premium with a forty-five (45) day waiting period.

2d) 125 Plan

The School District will provide a 125 plan for all teachers. The School District will pay for the administration of the 125 Plan.

SECTION 3 LEAVE

3a) Personal Leave

Each full time teacher shall be allowed ten (10) days of personal leave the first day of school to be used to cover any absence of a personal nature. Teachers working less than full time will be granted days in direct proportion to their contract. Personal Leave days not used during the school year may be transferred into an individual sick leave bank which may be used to cover absences due to personal illness. Teachers shall be allowed to accumulate forty-five (45) days in their individual sick leave bank. Teachers must use all of their yearly allotment of ten (10) personal/sick leave days prior to using any days that they might have in their own sick leave bank. The sick leave bank days are to be used for actual sick leave only, not for personal leave days. If a teacher has used up their allotted ten (10) days in any given year and needs additional personal days the time that is missed will be deducted at the rate of 1/186 of that individual's teaching contract. A teacher shall be allowed to use days from their sick leave bank only when their own, their spouse (effective 2005-2006), or that of their children's personal illness or injury is of such a nature that their attendance at school is prohibited and after their ten (10) personal days have been used. (Routine doctor or dental appointments do not qualify as sick leave). The sick leave bank will include five (5) bereavement days.

Unless the request for Personal Leave is of an emergency nature, such as sickness (Family, self, bereavement, etc.) the following rules shall apply:

1. Personal leave days shall be requested a minimum of seven (7) days in advance of the day(s) to be missed.
2. If three (3) staff members from the same building are already scheduled to be absent for other reasons (Sickness, workshops, medical appointments, etc.) personal leave requests will not be approved.
3. On June 1, leave days not used during the year will be transferred into the teacher's sick leave bank. If the teacher then has forty-five (45) days, all other unused personal leave days will be compensated at fifty (50) dollars per day (effective 2018-2019). Payment for these days will be considered as a bonus check between June 1st and July 1st.

3b) Catastrophic Illness Leave

In the event of a catastrophic illness of a certified staff member or a member of **their** immediate family, the eligible staff member may make withdrawals from a Catastrophic Illness Leave Bank. Immediate family shall include spouse, parent, or child. A certificated staff member shall be allowed to use days from their sick leave bank only when their own, their spouse, or that of their children's personal illness or injury is of such a nature that their attendance at school is prohibited and after their ten (10) personal days have been used.

To be eligible, a staff member must have exhausted all of **their** ten (10) yearly personal leave days and accumulated sick leave days. Should the need arise, days in the Catastrophic Leave Bank are transferred voluntarily by fellow teachers from their unused personal leave or sick leave bank into the Catastrophic Leave Bank at a rate of one (1) "Personal Leave" or "Sick Leave Bank" days (effective 2006-2007) to equal one (1) "Catastrophic Leave" day. A retiring certified staff member with at least

25 years of service for Raymond Central Public Schools has the ability to donate 35 out of their 45 unused sick days to the Catastrophic Leave Bank (effective 2018-2019). Catastrophic leave days, if available from the district Catastrophic Leave Bank, will be limited to thirty (30) days per individual per contract year.

Requests from potential qualifying individuals shall be made to the RCEA President for review. The RCEA President will submit request(s) to the Superintendent for final approval determination.

A catastrophic illness or injury is defined as one which has totally incapacitated an employee's ability to work. Generally, if medical confirmation indicates that the condition causes the inability to work for an extended period of time, the condition can be considered catastrophic. Chronic conditions such as cancer, major surgeries, and residual effects of a stroke, may be considered catastrophic, even if the condition results in only intermittent absences. The school district will determine each situation on a case by case basis. Conditions which are short-term in nature (i.e. flu, common illnesses, common injuries, etc.) are not considered catastrophic.

3c) Professional Leave

Teachers who request and receive administrative permission to attend professional growth activities shall be reimbursed for expenses in accordance with current board policy relative to personnel expense reimbursement. Acceptable or approvable professional leave for teachers shall mean that the requested activity presents a reasonable expectation that the attending teachers' instructional performance will improve as a result of participation in the activity.

SECTION 4 GRIEVANCE PROCEDURE

The purpose of this grievance procedure is to secure, at the lowest possible level, equitable solutions to the problems, which may from time to time arise concerning the interpretation, application, or meaning of the terms and conditions of employment in this school district. An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the district's employees.

4a) **Definitions**

1. Grievance - Any claim or claims by a teacher, a group of teachers, or the Association that there has been a violation, misinterpretations, or misapplication of any District policies covering terms and conditions of employment including, but not limited to, the terms of this Agreement.
2. Grievant - Teacher, group of teachers, or the Association making the claim as provided in the paragraph above.
3. Time Limits - All time limits herein shall consist of teacher working days except when a grievance is submitted after the end of the school year; the time limit shall consist of all weekdays Monday through Friday. The number of days indicated at each level should be considered maximum and every effort shall be made at all levels to expedite the process. Failure of any grievant to comply with the time limits contained herein shall constitute a waiver of right to appeal to the next step. Failure of the Board or its representatives to comply with the time limits at any level shall permit the grievant to appeal the grievance to the next level.
4. Grievance Meetings or Hearings - All meetings and hearings under this procedure up to and including Step 2, shall be conducted in private and shall include only the administration's representatives, the grievant, and grievant's designated representatives. If the grievant chooses to not have a representative assist them, the Association shall have the right to be present at all levels of the grievance procedure. All parties shall have the right to record the proceedings of any hearing or meeting at all formal levels of the grievance procedure. Hearings before the Board shall be closed, at the discretion of the grievant.

4b) **Association Representation**

A grievant shall have the right to have Association representatives present to represent the grievant at each level of the grievance procedure. Where a grievant chooses to not have a representative assist them, the Association, at its discretion, may have representatives present for any meetings, appeals, or other proceedings relating to a grievance which has been formally presented. Nothing herein shall be construed as limiting the right of any teacher to discuss their grievance informally with their immediate supervisor, and having the grievance adjusted informally. The Association shall be notified in writing of the issues and the settlement before any settlement becomes effective. The settlement shall not be inconsistent with the terms of the Negotiated Agreement.

4c) **Reprisals**

No reprisals of any kind shall be taken against any employee who utilizes this grievance procedure.

4d) **Withdrawal of a Grievance**

An employee may withdraw their grievance at any level of the procedure without fear of reprisal from any party. Where the Association feels that the issues involved should be resolved, the Association may assume the grievance at the point discontinued by the individual and proceed through the remainder of the procedures.

4e) **Advanced Step Filing**

The Grievance shall be initially filed at the level where the decision resulting in the grievance was made.

4f) **Procedures**

Informal Resolution

The parties believe that it is usually most desirable for an employee and **their** immediate supervisor to resolve problems through free and informal communications. When requested by the teacher, a representative of the Association may assist in this resolution. However, when the grievance remains unresolved, then the grievance shall be processed as follows:

Step 1 - The grievant shall present the grievance in writing to the employee's principal. A hearing shall be held within three (3) working days. Within two (2) days of the hearing the principal shall provide a written answer to the grievance.

Step 2 - If not resolved Step 1, the grievant may appeal to the Superintendent. The Superintendent shall arrange for a hearing with the grievant within five (5) days of the appeal. Each party shall have the right to call such witnesses as deemed necessary to develop the facts pertinent to the grievance. The Superintendent will have four (4) days from the date of the hearings to provide the grievant and the Association a written decision.

Step 3 - If the grievance is not resolved at Step 2, the grievant may appeal the grievance in writing to the Board president. Within ten (10) days from the date of the appeal is received, the Board president shall schedule a hearing on the grievance before the Board of Education, or a committee there from. The hearing shall be held no later than thirty (30) days from receipt of the appeal. Each party shall have the right to call such witnesses as it deems necessary to develop facts pertinent to the grievance. The Board will have five (5) days from the date of the hearing to notify, in writing, the grievant and the Association of the Board's decision.

SECTION 5
PROFESSIONAL GROWTH

Every six (6) years tenured certified employees shall give evidence of professional growth. Six (6) semester hours of college credit in the teaching field shall be accepted as evidence of professional growth. As an alternative such other professional growth activities as approved by the administration and Board of Education shall be accepted in place of or in combination with college credit in the teaching field. A listing of those alternative activities and their corresponding growth points shall be developed in cooperation with representatives of the teaching staff and made available to all members in the teaching staff following their approval.

**SECTION 6
MISCELLANEOUS**

6a) Contract Release

Prior to April 15 teachers who for plausible and professionally sound reasons wish to be excused from performance under their present contract will be released therefrom upon written request, supported by cause, filed with the Board of Education.

6b) Length of School Day

The teacher work day shall be eight (8) hours.

6c) Bus Driving

No coach or sponsor shall be required to drive a school bus to any school activity. A coach or sponsor may volunteer to drive a school bus if mutually agreeable with said party and the schools' administration. Each coach or sponsor who volunteers to drive must have an activity bus operator's permit as per NDE Rule 31 including a CDL license.

6d) Parent Teacher Conferences (PTC)

Teachers may not be excused from a date set by the administration for "Parent Teacher Conferences" (PTC). If a staff member does not attend the PTC's, such failure will be considered a breach of the staff member's employment contract and will result in a reduction in the Staff member's salary at a rate of \$250 for each night of PTC missed. This rate will not be prorated. If a teacher decides to still miss a PTC, they have to make up the equivalent for 4 hours for each night of PTC missed. These hours MUST be scheduled AFTER school hours and must be submitted to the superintendent for approval prior to completing said hours. Teachers must then submit verification of completed hours to the superintendent. In the case of NCC/NSAA scheduled events, only coaches/sponsors who are required to attend these events that are scheduled on the same night as PTC, will be excused from any sort of penalty. In the case of an emergency situation, pending approval from the superintendent, a teacher may be excused from PTCs and will be excused from the aforementioned penalties.

SECTION 7
MANAGEMENT RIGHTS

- 7a) Subject only to the limitation contained in this agreement, the Board retains the exclusive right to manage its business including (but not limited to) the right to determine the methods and means by which its operations are to be carried on, to hire, assign, and direct the staff and to conduct its operations in an effective manner.
- 7b) As the legislative body charged with the operations on the Raymond Central Public Schools, it is acknowledged that the Board has the final responsibility of establishing the educational policies of the Raymond Central Public Schools.
- 7c) Representatives of the Association and its affiliates shall be allowed to conduct Association business on school property during school hours or outside school hours, providing such business does not cause undue interruption of the school program. Time and place of such business shall be contingent on the approval of the Superintendent of Schools.
1. The Association shall be allowed the use of the school building for meetings, providing such use does not result in unscheduled maintenance costs. If such costs are incurred, an appropriate fee will be negotiated between the parties to the Agreement.
 2. The Association shall be allowed the use of school equipment including duplicating machines, audio-visual equipment, computers and standard office equipment on the premises.
 3. The Association shall be allowed to make reasonable use of the school's communication system including teacher mailboxes, intercom, teacher bulletins, and other items, provided such use does not cause unnecessary interruption of the educational program of the school.

Both the Board and the Association agree that this contract constitutes a complete agreement on all matters and that if other proposals have been made or considered, they have been withdrawn in consideration of this contract.

**SECTION 8
EFFECTIVE DATE**

Once signed by the below listed parties this contract becomes effective at the start of the 2020-2021 contract year, and shall continue in effect until amended by mutual agreement of the Board of Education and the Association.

RAYMOND CENTRAL EDUCATION ASSOCIATION

_____ Official Representative	_____ Date
_____ Official Representative	_____ Date
_____ Official Representative	_____ Date

RAYMOND CENTRAL BOARD OF EDUCATION

_____ Official Representative	_____ Date
----------------------------------	---------------

APPENDIX A
RAYMOND CENTRAL PUBLIC SCHOOLS
2021-2020 SALARY SCHEDULE
Base = \$38,425 4% Down / 5% Across

STEP	BA	BA +9	BA +18	BA +27	MA	MA +9	MA +18	MA +27	MA +36
1	1.00 \$38,425.00	1.05 \$40,346.25	1.10 \$42,267.50	1.15 \$44,188.75	1.20 \$46,110.00	1.25 \$48,031.25	1.30 \$49,952.50	1.35 \$51,873.75	1.40 \$53,795.00
2	1.04 \$39,962.00	1.09 \$41,883.25	1.14 \$43,804.50	1.19 \$45,725.75	1.24 \$47,647.00	1.29 \$49,568.25	1.34 \$51,489.50	1.39 \$53,410.75	1.44 \$55,332.00
3	1.08 \$41,499.00	1.13 \$43,420.25	1.18 \$45,341.50	1.23 \$47,262.75	1.28 \$49,184.00	1.33 \$51,105.25	1.38 \$53,026.50	1.43 \$54,947.75	1.48 \$56,869.00
4	1.12 \$43,036.00	1.17 \$44,957.25	1.22 \$46,878.50	1.27 \$48,799.75	1.32 \$50,721.00	1.37 \$52,642.25	1.42 \$54,563.50	1.47 \$56,484.75	1.52 \$58,406.00
5	1.16 \$44,573.00	1.21 \$46,494.25	1.26 \$48,415.50	1.31 \$50,336.75	1.36 \$52,258.00	1.41 \$54,179.25	1.46 \$56,100.50	1.51 \$58,021.75	1.56 \$59,943.00
6	1.20 \$46,110.00	1.25 \$48,031.25	1.30 \$49,952.50	1.35 \$51,873.75	1.40 \$53,795.00	1.45 \$55,716.25	1.50 \$57,637.50	1.55 \$59,558.75	1.60 \$61,480.00
7	1.24 \$47,647.00	1.29 \$49,568.25	1.34 \$51,489.50	1.39 \$53,410.75	1.44 \$55,332.00	1.49 \$57,253.25	1.54 \$59,174.50	1.59 \$61,095.75	1.64 \$63,017.00
8		1.33 \$51,105.25	1.38 \$53,026.50	1.43 \$54,947.75	1.48 \$56,869.00	1.53 \$58,790.25	1.58 \$60,711.50	1.63 \$62,632.75	1.68 \$64,554.00
9		1.37 \$52,642.25	1.42 \$54,563.50	1.47 \$56,484.75	1.52 \$58,406.00	1.57 \$60,327.25	1.62 \$62,248.50	1.67 \$64,169.75	1.72 \$66,091.00
10			1.46 \$56,100.50	1.51 \$58,021.75	1.56 \$59,943.00	1.61 \$61,864.25	1.66 \$63,785.50	1.71 \$65,706.75	1.76 \$67,628.00
11			1.50 \$57,637.50	1.55 \$59,558.75	1.60 \$61,480.00	1.65 \$63,401.25	1.70 \$65,322.50	1.75 \$67,243.75	1.80 \$69,165.00
12				1.59 \$61,095.75	1.64 \$63,017.00	1.69 \$64,938.25	1.74 \$66,859.50	1.79 \$68,780.75	1.84 \$70,702.00
13					1.68 \$64,554.00	1.73 \$66,475.25	1.78 \$68,396.50	1.83 \$70,317.75	1.88 \$72,239.00
14					1.72 \$66,091.00	1.77 \$68,012.25	1.82 \$69,933.50	1.87 \$71,854.75	1.92 \$73,776.00
15					1.76 \$67,628.00	1.81 \$69,549.25	1.86 \$71,470.50	1.91 \$73,391.75	1.96 \$75,313.00

Appendix B
Raymond Central Public Schools/Raymond Central Education Association
2021-2022 Co-Curricular Salary Schedule
(Adopted by Board of Education July 15, 2020)

<u>Category I</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>Number of Assistants</u>	<u>Assistants</u>
Basketball	12	13	14	16	18	2	6,7,8,9,11
Football	12	13	14	16	18	3	6,7,8,9,11
Track	12	13	14	16	18	3	6,7,8,9,11
Volleyball	12	13	14	16	18	2	6,7,8,9,11
Wrestling	12	13	14	16	18	2	6,7,8,9,11
Speech	12	13	14	16	18	2	6,7,8,9,11
Band	12	13	14	16	18		

<u>Category II</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>Number of Assistants</u>	<u>Assistants</u>
Baseball	9	10	11	13	15	1	4,5,6,7,8
Softball	9	10	11	13	15	1	4,5,6,7,8
Vocal Music	9	10	11	13	15		
Strength & Conditioning	7	8	9	11	13		

<u>Category III</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>Number of Assistants</u>	<u>Assistants</u>
Cheerleaders	5	6	7	9	11		
Cross Country	5	6	7	9	11	1	4,5,6

<u>Category IV</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>Number of Assistants</u>	<u>Assistants</u>
Jr High Basketball (2)	3	4	5	7	9		2,3,4,5,6
Jr High Football	3	4	5	7	9	1	2,3,4,5,6
Jr High Track	3	4	5	7	9	2	2,3,4,5,6
Jr High Volleyball (2)	3	4	5	7	9		2,3,4,5,6
Jr High Wrestling	3	4	5	7	9		2,3,4,5,6
Drill Team	3	4	5	7	9		2,3,4,5,6
FBLA	3	4	5	7	9	2	2,3,4,5,6
FFA	3	4	5	7	9	1	2,3,4,5,6
Skills USA (VICA)	3	4	5	7	9	1	2,3,4,5,6
One Act	3	4	5	7	9	1	
Mock Trial*	3	4	5	7	9		
Jr High Speech	3	4	5	7	9		

<u>Category V</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>Number of Assistants</u>	<u>Assistants</u>
Destination Imagination*	3.5	5	7	8	1	2,3,4
AdvancED Chair	3.5	5	7	8		

<u>Category VI</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>Category VIII</u>	<u>1st</u>	<u>3rd</u>
Junior Class Sponsor	2.5	3.5	4.5	Seventh Grade Class/JH SC Asst	.004	.008
AdvancED	2.5	3.5	4.5	Eighth Grade Class/JH SC Asst	.004	.008
Yearbook	2.5	3.5	4.5	Freshman Class/SH SC Asst	.004	.008
Website Coordinator	2.5	3.5	4.5	Sophomore Class/SH SC Asst	.004	.008
				National Honor Society	.004	.008
				Quiz Bowl	.004	.008

<u>Category VII</u>	<u>1st</u>	<u>3rd</u>	<u>Category IX</u>	<u>1st</u>
Senior Class Sponsor	.008	.015	TeamMates	3
JH Student Council	.008	.015		
SH Student Council	.008	.015		
Art Club	.008	.015		
High Ability	.008	.015		
Science Fair	.008	.015		
Spanish Club	.008	.015		

Appendix C
FORMAL GRIEVANCE PRESENTATION
(Level II - Step One)

(To be completed by Grievant)

Date of Hearing _____
(Within 3 Working Days)

Grievant _____

Home Address of Grievant _____

School _____

Subject Area or Grade _____

Name of Association School Representative _____

Statement of Grievance _____

Action Requested _____

Signature of Grievant

Appendix E
DECISION BY SUPERINTENDENT
(Level II - Step Two)

(Hearing to be held within five (5) days after receipt of appeal;
Superintendent of Schools decision to be made within four (4) days after hearing with grievant.)

Grievant Person(s) _____

Date of Formal Grievance Presentation _____

Date Appeal Received by Superintendent _____

Date Hearing Held by Superintendent _____

Decision of Superintendent and reasons therefor _____

Signature of Superintendent

Date of Decision

Grievant Person's Response: (To be completed by Grievant within five (5) days of decision)

_____ I accept the above decision of the Principal (or other administrator).

_____ I hereby refer the above decision to the Superintendent of Schools.

Signature of Grievant

Date of Response

Appendix F
REVIEW BY BOARD OF EDUCATION
(Level II - Step Three)

Grievant person(s) _____

Date of Formal Grievance Presentation _____
(To be completed within five (5) days of receipt of appeal from grievant.)

_____ The attached Grievance is hereby appealed to the Board of Education for a review and hearing.

Date of Referral to Board _____

Board Response: (To be completed by Board of Education Chairman within five (5) days after Board Hearing with grievant representation; Board Hearing to be held within thirty (30) days after receipt of appeal.)

Date Appeal Received by Board of Education _____

Date Hearing held by Board of Education _____
(Hearing must be scheduled within ten (10) days of date of appeal is received.)

Decision of Board of Education and Reasons Therefor _____

Signature of Board Chairman

Date of Decision

Grievant Person's Response: (To be completed by Grievant within five (5) days of decision)

_____ I accept the above decision of the Board of Education.

Signature of Grievant

Date of Response

To whom it may concern within Raymond Central Schools, with specific reference to Dr. Joel (Superintendent of Schools), Mrs. Stansberry (Secondary Principal), Mr. Gralheer (Activities Director), and Mrs. Egr (Special Education Administrator).

Dated: 1/5/21

I, Wade Houchin, am formally submitting my resignation from the following positions effective August 31, 2021. It is my request that said resignation will take effect immediately following the conclusion of my current negotiated teaching contract, negotiated extra duty schedule position, and the detailed obligations therein for the 2020/2021 academic year per the Raymond Central approved school calendar.

Position #1: Full-time Special Education Teacher

Position #2: Extra duty Weight Room Coordinator Position

Please contact me with any questions or additional information needed. A printed copy of this letter will be submitted to Mrs. Stansberry and Dr. Joel on this day, 1/5/21.

Thank you,
Wade Houchin

Raymond Central Public Schools 2021 Roof Project						
Contractor	Lumps Sum Base Bid	Area 2 Insulation Replacement	Area 4 Insulation Replacement	Area 6 & 8 Insulation Replacement	Drain Replacement	Bond
ARR/Boone Brothers	\$ 188,000	\$ 5.10	\$ 5.00	\$ 10.00	\$ 2,500.00	y
Mckinnis Roofing	\$ 220,938	\$ 1.95	\$ 3.50	\$ 4.00	\$ 2,200.00	y
Independent Roofing	\$ 198,500	\$ 4.25	\$ 5.95	\$ 8.95	\$ 3,000.00	y
Weathercraft Roofing	\$ 187,398	\$ 1.50	\$ 2.50	\$ 2.50	\$ 1,000.00	y

To: Dr. Derrick Joel, Superintendent Raymond Central Public Schools
From: Chris Wall - The Garland Company
Date: December 23, 2020
Re: Recommendation for District Re-roof project

Dr. Joel,

Upon reviewing the bid results for the 2021 District Re-roof project, I am recommending that the contract be awarded to lowest bidder for "Lump Sum Base Bid". The school district should accept the "Base Bid" provided by Weathercraft of Lincoln in the amount of \$187,398.

The contracting firm that has been determined to be the low bidder on this project has been contacted, is satisfied with the results of the bids, and is prepared to complete the project per specification. Please refer to bid tabulation form.

If you have any further questions, please do not hesitate to contact me.

Sincerely,

Chris Wall
The Garland Company

Raymond Central's Board of Education Meeting Schedule

February 10, 2021 @ 6:00 PM in the Mustang Room

March 10, 2021 @ 6:00 PM in the Mustang Room

April 14, 2021 @ 6:00 PM in the Mustang Room

May 12, 2021 @ 6:00 PM in the Mustang Room

June 16, 2021 @ 6:00 PM in the Mustang Room

July 14, 2021 @ 6:00 PM in the Mustang Room

(Board of Education Retreat) July, 2021

August 11, 2021 @ 6:00 PM in the Mustang Room

(Budget Workshop) August 25, 2021 @ 6:00 PM in the Mustang Room

September 15, 2021 @ 6:00 PM in the Mustang Room

October 13, 2021 @ 6:00 PM in the Mustang Room

November 10, 2021 @ 6:00 PM in the Mustang Room

December 15, 2021 @ 6:00 PM in the Mustang Room

January 12, 2022 @ 6:00 PM in the Mustang Room

***** Committee Meetings TBA *****