

## **Raymond Central Public Schools Board of Education Regular Meeting**

Wednesday, January 12, 2022 at 6:00 PM Central  
Raymond Central Jr-Sr High School - Mustang Room  
1800 West Agnew Road  
Raymond, NE 68428-9783

**Present:** Matt Blanchard, Cathy Burklund, Dr. Harriet Gould, Bill Lange, Derek Matulka,  
**Absent:** Brad Breitreutz. Also attending were: Lynn Johnson, Superintendent; Allison Stansberry, Secondary Principal; Brian Gralheer, Asst Principal/Athletic Director; Amanda Coufal, Special Education Director; Shelly Dostal, Valparaiso Elementary Principal; Ann Egr, Ceresco Elementary Principal; and Jaci Bryce, Student Board Member.

### 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.

### Annual Organizational Meeting Procedures Election of Officers

President Gould turned the chairmanship over to Superintendent Johnson. Motion by Blanchard, second by Burklund to elect Harriet Gould as President. RCV 5-0. Motion carried.

Motion by Blanchard, second by Lange to retain all other officers for 2022: Brad Breitreutz-Vice President, Cathy Burklund-Secretary, and Matt Blanchard-Treasurer. RCV 5-0. Motion carried.

### Approval of committees and positions

Motion by Blanchard, second by Lange to approve the 2022 Board Committee members as follows: Committee on American Civics: Brad Breitreutz-Chair, Cathy Burklund, Derek Matulka; Transportation Committee: Brad Breitreutz-Chair, Bill Lange, Derek Matulka; Finance Committee: Matt Blanchard-Chair, Brad Breitreutz, Cathy Burklund; Facilities Committee: Matt Blanchard-Chair, Cathy Burklund, Derek Matulka; Negotiations Committee: Matt Blanchard-Chair, Harriet Gould, Bill Lange; Curriculum Committee: Harriet Gould-Chair, Cathy Burklund, Bill Lange; Policy Committee: Harriet Gould-Chair, Bill Lange, Derek Matulka. RCV 5-0. Motion carried.

### Discuss, consider, and take necessary action to appoint recording secretary to the BOE

Motion by Matulka, second by Lange to appoint Cheryl Rieck as recording secretary. RCV 5-0. Motion carried.

### Discuss, Consider and take necessary action to designate a depository

Motion by Burklund, second by Gould to approve the Resolution designating CerescoBank, Jones Bank, First Northeast Bank of Nebraska, and BOK Financial (Bank of Oklahoma-Lincoln Office) as the 2022 depositories for Raymond Central Public Schools. RCV 5-0. Motion carried.

### Discuss, Consider and Take Necessary Action to approve legal counsel

Motion by Burklund, second by Matulka to approve the Resolution designating Perry, Guthery, Haase, & Gessford Law Office, with Justin Knight as lead attorney, to serve as the 2022 general legal

counsel for Raymond Central Public Schools with KSB School Law Firm serving specific roles. RCV 5-0. Motion carried.

Discuss, consider and take necessary action to select District newspaper

Motion by Lange, second by Matulka to continue with the Wahoo-Waverly-Ashland Newspaper as our primary newspaper of record for 2022. RCV 5-0. Motion carried.

Motion to Excuse Board Member's Absence

Motion by Burklund, second by Lange to excuse the absence of Brad Breitreutz. RCV 5-0. Motion carried.

Open Meeting Law

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

Consent Agenda

Motion by Matulka, second by Lange to approve the consent agenda as presented including the regular meeting minutes of December 20, 2021; workshop meeting minutes of January 5, 2022; December financial statement; and December monthly bills. RCV 5-0. Motion carried.

Regular Minutes of December

Financial Statement/Report

Monthly Bills

Correspondence/Recognition

Keely Schaffer applied for and obtained a grant that provides us with 200 free chromebooks.

While at the state principal convention, Allison Stansberry won a 6 month free subscription to Reading Plus. The middle level is going to pilot this program during the spring semester.

TeamMates is celebrating 30 years of making a difference! Raymond Central is fortunate to have so many people willing to transform a student's life by being a mentor. When you mentor, you are helping a student realize his/her full potential. Mentors meet with their students during the school day, during the school year once a week for 30 minutes.

At this time, we would like to recognize our TeamMate mentors: Bottorff, Ron; Boyd, Kim; Breikreutz, Brad; Brooks, Deb; Donahue, Karri; Eichmeier, Shirley; Fletcher, Dallas; Fredrickson, Kathy; Hayward, Kathryn; Holley, Tammie; Lange, Chip; Masek, Ronda; Maxwell, Lori; Nelson, Kara; Ohnoutka, Barb; Pat Pittman; Pecka, Alice; Polak, Jen; Ryan, Esther; Sklenar, Marcene; Sophia Custer; Unverferth, Mike; Unverferth, Virginia; Wagner, Diane; Walla, Darrell; White, Ian; Wolfe, Cindi.

Public Forum

Discussion Items

Presentation from First National Capital Markets

First National Capital Markets provided a presentation about the role of a Municipal Advisor to the Board of Education. They have the skills to help school boards in establishing direction for potential

building projects and then can also help boards through informational campaigns should the process result in some sort of bond election.

## Administrative Reports

### **Submitted by Allison Stansberry, Jr-Sr High School Principal**

I want to start this board report by expressing my sincere gratitude for our staff. Mr. Pester, Ms. Paige, and Mrs. Polak all graciously gave up their regularly scheduled plan to add another section of classes so we can have spaces to put kids in that were initially scheduled for Industrial Tech. Mrs. Polak is teaching a section of Psychology, Ms. Paige is teaching a section of study skills to 8th grade, and Mr. Pester is teaching Weights. Their plan will be during advisory. Mrs. Schaffer is also offering another section of Networking. This has been an incredible help.

Also, as you will see in the professional development section, we have a lot of amazing things going with strong momentum. Our staff is willing to learn and grow collectively and it has been incredible to see them put our work into action. We truly have some of the best here at Raymond Central!

**Professional Development** - On December 8, we had PLC and had rich discussions as we continue the topic of disciplinary literacy. Our objectives for the day consisted of:

- Defining expectations within our campus goal
- Having an understanding of shifts for teaching reading within the disciplines.

We provided concrete examples of reading within the disciplines. After the PLC PD we broke into PLC's. As I walked around, we got great feedback from staff about how the PD presented to them allowed them to grasp a better understanding of how they can incorporate more reading into their content area. Some of the groups even started revamping their PLC goals.

On January 4, we came back as a staff after winter break and did a few housekeeping things that prepared us for 2nd semester. After that, Brain and I led a PD on Optimizing the use of learning targets throughout a lesson. Our informals and walkthroughs during quarter 2 were focused around this. We first started with accessing prior knowledge which comes from our Teacher Performance Framework. The framework states:

**Domain I: Teacher Planning and Preparation** - The teacher plans using district and state content standards, district supported curriculum, instructional materials, and strategies, evidence-based resources, data, and community context to address the needs of each student in achieving rigorous learning goals.

**Indicator I.a: Standards and Objectives** - Designs lessons with clear measurable goals closely aligned with state standards, district curriculum resources, and unit outcomes; and State standards, district curriculum, and lesson goals are aligned, written, visually displayed, and verbally referenced throughout the lesson. We then discussed the learning targets for the PD session. The learning targets were as follows with the activities for each learning target underneath:

- Define definition and characteristics of learning targets.
- Actively read pages 461-462 of The Skillful Teacher using the following note taking symbols to code the text - \* interesting; ? question; ! a-ha
- Brainstorm strategies for visually displaying and verbally referencing learning targets throughout each lesson.

- Modified Frayer Model and Gallery Walk: Teachers created a Modified Frayer Model on large sheets of paper and wrote down their definition and characteristics of learning targets as well as examples of visually referenced and verbally displayed. They then rotated around to other groups and looked at what they came up with using the above symbols.
- Develop a plan for visually displaying and verbally referencing learning targets throughout each lesson.
  - Partner Discussion
- Our success criteria was as followed:
- Describe your plan visually displaying learning targets throughout each lesson.
- Describe your plan for verbally referencing learning targets throughout each lesson.
- Identify 1-2 strategies you will need to implement to help remind you to visually display and verbally reference the learning targets throughout the lesson (e.g., set a timer, add a learning target slide throughout the deck, have students write the target in a journal).

We had them fill out a Fast Feedback form with their plans and strategies. The next component of this to ensure that our learning targets are directly tied to the standards. More to come on this.

On January 6, the Jr/Sr High MTSS Core Team composed of Tasha Osten, Brian Gralheer, Caitlin Roussan, Amanda Coufal, and myself met with Kala Peyton from NDE-MTSS to start our implementation rollout. We had a fantastic discussion with action steps to complete prior to our next meeting in March. We will then spend two full days on June 14-15 with our MTSS Core Team as well as our MTSS Leadership Team (which is the same as our Teacher Leadership Team) and will begin the heavy work. After the meeting, we felt like we really were headed in the right direction and were reaffirmed that the work we are currently doing is the right work. We are also working on our MTSS Google Site Page for staff and once we get that up and going I will share screen shots of what it entails. More details to come!

On January 18, our Teacher Leadership Team is heading to Fremont to watch Joe Sanfelippo speak. Dr. Joe Sanfelippo is a Superintendent in Wisconsin. He also has a number of publications, however, the one I have recently read that I thoroughly enjoy is "Hacking Leadership". In this book, he identifies 10 problems with school leadership and provides dynamic, right-now solutions. It is a very easy read.

One of my favorite videos by Joe Sanfelippo: <https://vimeo.com/603238481>; Direct Link to Joe Sanfelippo's 1 Minute Walk 2 Work Videos: <http://www.jsanfelippo.com/leadership-challenge>

**Other Happenings:** I have been nominated through the ESU2 to be a part of the Learning Acceleration Project through NDE. About the project: Nebraska's Framework for School Renewal and Acceleration calls us to optimize instructional practices leveraging data so our students are equipped to learn, earn, and live the life they envision for themselves once they leave our schools. A vital component of this work is providing learning opportunities that are responsive to teachers, leaders, students, and Nebraska schools' unique needs. To this end, the series aims to leverage the expertise, knowledge, and experiences of Nebraska educators to support learning acceleration.

Over the spring semester, the team will:

- deepen our understanding of the foundations for learning acceleration

- develop a shared vision for learning acceleration in Nebraska
- diagnose existing strengths and gaps
- co-create a scope & sequence for a learning acceleration PL series

Once the project is complete the goal is to train other districts on this project. I will be attending the first two days on January 24th and January 25th in Grand Island.

We have purchased Mastery Prep ACT Curriculum. We will be piloting this program starting next week with approximately 18 students. Students will meet on A Days with Mrs. Winfrey. The hope is to see how the program goes and learn more about it so we can potentially bring it to our sophomores and juniors next year.

We have 4 incredible student teachers joining us this Spring from UNL:

- Jenna Kramer with Andrea Hicks (Special Education)
- Austyn McKee with Jill Huck (ELA)
- Grace Ellis with Carolyn Enevoldsen (ELA)
- Radley Shaw with Andrew Placke (Social Studies)

Austin Anderson graduated in December and left for military training on December 28th. We are so proud of Austin and his commitment and sacrifice. We can't wait to see the amazing things he will accomplish.

We have brought Campus Life to Raymond Central. Campus Life is a positive place where students can go to have fun with friends, talk about relevant issues, and be heard without judgement. It's a place where students are challenged to make good decisions and lead in positive ways in their school. This is for students in grades 6-8. The first event was held on December 16th and there was an overwhelming turnout. Derek Farmer, who is leading the charge, was ecstatic with the number of students that participated and we will be meeting on January 7th to get the next meeting scheduled.

We had SEVEN students accepted into the Wayne Honor Band, plus two as alternates. That means everyone who auditioned either made it in or is an alternate! **Accepted:** High School - Josie Hain - Flute; Josie Lahm - Flute; Rosalie Tvrdy - Clarinet; Armin Barr - Tenor Saxophone; Morgan Lahm - Trumpet; Gareth Mills - Tuba; Junior High - Marissa Tvrdy - Trombone. **Alternates:** High School - Asher Lahm - Baritone Saxophone; Junior High - Lindsey Morris - Trumpet.

#### **Upcoming Events:**

- January 17: No school for students (Staff PD)
- January 18: Joe Sanfelippo Speaking at ESU (Teacher Leadership Team Attending)
- January 19: Discovery Ed Training
- January 24-25: Learning Acceleration Project in Grand Island
- January 28: PLC (2 Hour Late Start)

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

2022 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. Our winter sports teams have been experiencing a more "normal" season compared to last year.

- The wrestling team has seen a successful start to the season with a 15-3 dual record and a number of Top 3 Tournament finishes this season. They will be heading to Arlington this Saturday, then will host a Sr Night Quad at home on January 20.
- The girls basketball team sits at 7-5 with recent wins over Arlington and Centennial. Next on the schedule is David City and Ashland-Greenwood.
- The boys basketball team is currently 4-8 with a recent win over Conestoga. Next on the schedule is David City and Ashland-Greenwood.
- 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 many of those tournaments, the Players have placed in the top half of the competing schools.

Notable upcoming Events at RC:

1/15/22 - 8 AM - Central Players Speech Invitational

1/22/22 - 9 AM - Boys and Girls Reserve BB Tournament

1/29/22 - 9AM - RC Mustang Wrestling Invitational

**Submitted by Amanda Coufal, Director of Special Education**

This month, Caitlin Roussan (school psychologist), and myself will be presenting to the MS/HS staff on Special Education topics such as: purpose of IEP meetings, team member roles, accommodations, strategies, etc. We will hold the same presentation at the elementary schools at a later date.

Rachel Beck, Speech Language Pathologist, has resigned from her position to be closer to her boyfriend as they look towards the future. This was a very hard decision for her as she loves her job, the students, and loves being part of the Raymond Central staff. In a short amount of time, Rachel has been a huge asset to our team. Her expertise, data collection, goal writing, and communication with parents and the team are phenomenal. If/when we hire another SLP, Rachel would be willing to help with that transition process. This would be beneficial for us as a district to provide that opportunity for training. We wish Rachel good luck in her future endeavors!

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

Professional Development - On January 4, elementary teachers participated in professional development led by Mrs. Egr and Mrs. Dostal. The focus was on Domain 1 Teacher Planning and Preparation, Indicator 1.a Standards and Objectives of the Teacher Performance and Evaluation Framework. The teachers also had Wellness Time and work time to wrap up second quarter and get ready for second semester. Elementary teachers will have Professional Development on January 17 as well as PLC group time. We will follow up the Domain I, Indicator 1.a Standards and Objectives, Teach Boost, and discuss teacher responses to FastBridge benchmark assessments. Elementary teachers will work on ELA Standards Updates during the late start on January 26; they will not meet in PLCs.

Assessment - End of quarter assessments were completed prior to break. Second Quarter Report Cards will be sent home on January 14. Winter FASTBridge benchmarking will take place January 19-26.

State Assessment - I have been attending weekly webinars for the statewide assessment system (NSCAS). I trained the elementary proctors and Grades 3-5 completed the pilot Winter NSCAS

assessments in December. Grades 6-8 will be assessed in January and I will train teacher proctors next week. Overall, the Winter Pilot NSCAS testing process has gone smoothly. A shout out to Mr. Steve Rose for assisting with the technical side of testing, making sure the Chromebooks are working and the student information is correct in the RC data rosters so the information communicates with the testing platform. Mrs. Stansberry and Ms. Osten are coordinating the ACT assessment and are attending those trainings.

School Improvement - The Elementary School Improvement committee met on January 6 and 11 to refine plans for second semester.

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. At the recent January 5 meeting, some data from 2020-21 was shared. RC had 24 matches, up from 11 matches the previous year. Most matches have longevity, with 58% of matches lasting three years or more. In addition, the matches had a positive effect on academics with 69% showing academic improvement. TeamMates would like to thank all of our mentors! A big shout out to RC TeamMates Coordinator, Mrs. Kristine White, who continues to recruit mentors, match students, and facilitate fundraisers to support the program. Please contact Mrs. White at the school for more information about how to become a mentor or go to [www.teammates.org](http://www.teammates.org)

PTO met on January 4 to discuss plans for the second semester. PTO has purchased a special surprise for our grades K-2 students for the 100th day of school.

Other happenings at Valparaiso:

Winter holiday parties and end of second quarter celebrations were held on December 21. 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 calendar was sent home. Students who completed the reading challenge were rewarded with a free book. We had students turn in their completed challenge on the first week back to school. Thank you to Mrs. Shelly Hlavaty and Mrs. Monica Blank for facilitating the reading challenge promotion.

The end of quarter MUSTANG Assembly was held on January 7. We are so proud of our students and staff for meeting goals!

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

"I Love Public Schools" day is January 19. Staff will be encouraged to wear their "I Public Schools" t-shirts and students are encouraged to wear Raymond Central apparel. Go to [I Love PS 2022](#) to see how you can participate.

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

Welcome to 2022! The students were excited to be back and ready to learn. It was nice to see all of them.

MUSTANG Awards: Baylor Gushard, Brooks Lassen, Mason Simpson, Lela Hass, Perrin McMann, Bentley Johnson, Ruby McMann, June Hartshorn, Wyatt Varilek, Elyza O'Malley, and Maci Blank  
P.O.P Pass (Positive Office Pass) winners: Thomas Norlen, Anthony Love, Tyler Scheinost, Olivia Shadden, Henry Bower, Cole Simpson, Bentley Johnson, Hannah Hassebrook, and Lela Hass

The second round of FastBridge will be start January 19 and will be completed by January 26. 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.

Thank you PTO for sponsoring the annual Holiday Shoppe. It was a huge success! The students love shopping

Report Cards will go home January 14.

The district is currently accepting kindergarten registration for 2022-2023.

The application process for the district preschool is available until March 15 or until all three sections are full.

Preschool currently has 52 students enrolled. The four year old classes are 16 and 18. The three year old section has 18.

The Elementary Campus School Improvement team met on January 6 to plan for second semester inservice days. Members of the team are: Mrs. Johnson, Mrs. Egr, Mrs. Dostal, Ms. Farr, Mrs. Peterson, Mrs. Blank, and Mrs. Hlavaty. The next meeting will be January 11 at 3:30.

## Student Board Member Report Superintendent's Report

ESU#2 has been working with NDE regarding funding in the American Rescue Plan - Homeless Child and Youth (ARP-HCY - 1). This fund provided an unprecedented amount of funding that we have the opportunity to utilize for students. ESU#2 is proposing a collaboration effort where the ESU will help to apply and assist with the management of funds. This is a competitive grant application, which means we may or may not get funded. The funds will be used to provide professional development to your staff and to provide additional Licensed Mental Health Practitioner therapy services. Stay tuned and keep your fingers crossed that our grant is approved.

We were notified by the Nebraska Department of Education (NDE) that we have been selected to receive a desk audit on the federal grants (IDEA, Title, ESSER) for the 2019-20 school year. We are required to submit detailed accounting reports, Time and Effort supporting documents, invoices, employment contracts, etc. Once the department specialist reviews the documentation provided they will hold a Zoom meeting/conference with us to discuss the findings and an official letter outlining the results of the review will be mailed to the district.

In addition to the above-mentioned desk audit, we are also scheduled for an ESEA (Elementary and Secondary Education Act) Monitoring visit this year. We are required to submit documentation that we have met the program standards detailed for our Title programs. Once the documentation is reviewed by the state reviewers, we will meet with them to obtain the results of the monitoring report. Monica Blank and Shelly Hlavaty have organized and uploaded a majority of the documentation and Ann Egr is organizing and submitting the district level program documentation.

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

Goal 2: Foster a learning environment in which every student has the maximum opportunity to achieve academic excellence.

Goal 3: Develop an understanding of and progression for the implementation of the revised teacher evaluation model.

Goal 4: Continue the development of a 10 year facilities strategic plan for implementation that addresses maintenance and improvements for existing building assets and new construction.

## Facilities Report

Gym floors at the elementaries were refinished over holiday break.

Many hard surface floors were refinished over the holiday break.

## Review of Technology Plan

### **Submitted by Keely Schaffer, Technology Director**

Chromebooks are in for the 2022-2023 school year. We are working to unbox and process them.

Staff computers for 2022-2023 have arrived! We have started to inventory them and set them up.

Report from Kidwell said that one of the Cameras is in, we are just waiting on 2 more. The lead time is still sometime around the end of the month.

We were approved for Emergency Connectivity Funds for 200 Chromebooks. Valued at over \$75,000. This will allow us to replace the oldest Chromebooks in the district which were purchased in

2017.

**Website Updates**-Added December Lunch Menu; Added November newsletter; Worked on Staff Directory - In Progress; Edit the old "Staff" page under each school and transition to the [Staff Directory](#); Played around and sent out app push notifications; I have been working on a Raymond Central Website How to Guide for when I am on leave.

#### Board Committee Reports

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

Transportation Committee (Breitkreutz-chair, Lange, Matulka)

Finance Committee (Blanchard-chair, Breitkreutz, Burklund)

Facilities Committee (Blanchard-chair, Burklund, Matulka)

Negotiations Committee (Blanchard-chair, Gould, Lange)

Curriculum Committee (Gould-chair, Burklund, Lange)

Policy Committee (Gould-chair, Lange, Matulka)

#### NASB Monthly Update

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

#### Action Items

Discuss, Consider and Take Necessary Action to Engage First National Capital Markets to assist with future facility planning

Motion by Blanchard, second by Lange to engage First National Capital Markets to assist with future facility planning. RCV 4-1. Yes: Blanchard, Gould, Lange, Matulka; No: Burklund. Motion carried.

Motion by Gould, second by Matulka to appoint Superintendent Johnson and the Facilities Committee to work with First National Capital Markets to organize and plan meetings with patron groups. RCV 5-0. Motion carried.

Discuss, Consider and Take Necessary Action to Approve Staff Appointments

Motion by Burklund, second by Matulka to approve Kim Matthews as Jr-Sr High School Cook (4 hr/day) and Van Driver (2 hr/day). RCV 5-0. Motion carried.

Discuss, Consider and Take Necessary Action to approve substitute teachers

Motion by Lange, second by Burklund to approve John Aylward; Grace Ellis (Student Teacher with Carolyn Enevoldsen); Austyn McKee (Student Teacher with Jill Huck); Jenna Kramer (Student Teacher with Andrea Hicks); and Radley Shaw (Student Teacher with Andrew Placke) as substitute teachers. RCV 5-0. Motion carried.

Discuss, Consider and Take Necessary Action to approve the 2022-23 Classified Staff Salary Schedule and Raises

Motion by Lange, second by Burklund to increase the wages of custodial/maintenance, office staff, on-site paraeducators and cafeteria staff by \$1.00/hr and to increase bus route pay to \$24.75/hr for the 2022-23 school year and to apply that raise retroactively to the hours obtained from January 1, 2022 in this school year. RCV 5-0. Motion carried.

Discuss, Consider and Take Necessary Action to Approve the 12-month Employee Salaries for 2022-23

Motion by Burklund, second by Lange to approve 12 month employee salaries for the 2022-23 school year as presented. RCV 5-0. Motion carried.

Discuss, Consider and Take Necessary Action to approve the 2022-23 Nurse Salary

Motion by Burklund, second by Gould to approve the 2022-23 Nurse salary adding three additional days to her contract. RCV 5-0. Motion carried.

Discuss, Consider and Take Necessary Action to approve administrator salaries for 2022-23

Motion by Lange, second by Blanchard to approve administrator salaries as presented for 2022-23. RCV 5-0. Motion carried.

Discuss, Consider and Take Necessary Action to approve appointment of foundation members

Motion by Matulka, second by Gould to appoint Miranda Kliment and Lynne Nelson to the Raymond Central Educational Foundation Board serving 3 year terms - 2022, 2023, 2024. RCV 5-0. Motion carried.

Discuss, Consider and Take Necessary Action to approve the 2022-2023 Calendar.

The 2022-23 school calendar was tabled until the February meeting.

Discuss, Consider and Take Necessary action to approve the next regular board meeting

Motion by Matulka, second by Lange to approve the next regular board meeting on Wednesday, February 16, 2022. RCV 5-0. Motion carried.

**Executive Session**

Motion by Matulka, second by Blanchard to enter Executive Session at 7:28 PM to protect the public interest in the discussion of the Superintendent contract. RCV 5-0. Motion carried.

**Return to Regular Session**

Return to regular session at 7:43 PM. The Raymond Central Board of Education approves the proposed 2022-23 Superintendent Contract and instructed the Superintendent Pay Transparency Notice to be posted on the school website.

Discuss and Consider the Superintendent's Contract for 2022-23

**Adjournment**

Motion by Matulka, second by Lange to adjourn the meeting at 7:45 PM. RCV 5-0. Motion carried.

**Important upcoming dates**

## **Raymond Central Public Schools Board of Education Regular Meeting**

Monday, December 20, 2021 at 6:00 PM Central

Jr/Sr High School Mustang Classroom

1800 West Agnew Road

Raymond, NE 68428-9783

**Present:** Matt Blanchard, Brad Breitzkreutz, Cathy Burklund, Dr. Harriet Gould, Bill Lange, Derek Matulka. Also attending were: Lynn Johnson, Superintendent; Allison Stansberry, Secondary Principal; Brian Gralheer, Asst Principal/Athletic Director; and Shelly Dostal, 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 Open Meeting Laws would be followed.

### Consent Agenda

Motion by Matulka, second by Lange to approve the consent agenda as presented including the regular meeting minutes of November 14, 2021; workshop meeting minutes of November 29, 2021; November financial statement; and November monthly bills. RCV 6-0. Motion carried.

### Regular Minutes of November 14, 2021 and Board of Education Workshop of November 29, 2021

### Financial Statement/Report

### Monthly Bills

### Correspondence/Recognition

### Public Forum

Dan Wolfe addressed the Board during Public Forum regarding his opposition to the mask mandate.

### Reports

#### Administrative Reports

Shelly Dostal and Allison Stansberry presented assessment data from 2020-2021 and school action plans.

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

This month marks the beginning of the winter sports competition season. Our teams have been working hard in practice to ensure they perform well when the time comes for them.

The Wrestling team kicked off the season with a runner-up finish at the Columbus Lakeview

Invitational, then continued their success with a dual victory over a quality David City team and then winning the Raymond Central Dual Tournament. They will be back in action later this week in a triangular at Cross County and a Tournament at Platteview.

The Girls basketball team is currently 2-2 with wins over Aquinas and Wilber-Clatonia. The losses came in hard-fought battles against two quality teams in Milford and Syracuse. They have 3 games against DC West, Malcolm, and Yutan coming up before the holiday break.

The Boys basketball team is currently 3-1 with wins over Aquinas, Syracuse, and Wilber-Clatonia. The lone loss came at the hands of a Milford team that gathered 20+ wins last year. They have 3 games against DC West, Malcolm, and Yutan coming up before the holiday break.

Central Players Speech team has been working hard with competitions at Lincoln High, Millard North, Lincoln East and Papillion-LaVista. With largely Class A competition, they have been able to place in the top ten as a team at each meet they attended.

FFA had a successful District LDE competition at Newman Grove. State qualifiers include Sarah Lange (Natural Resources Speaking), Parliamentary Procedure team, and Conduct of Chapter Meetings team.

As you see on the agenda, we have had a large number of resignations from our coaches. We will be posting these coaching opportunities until filled. Our priority would be to fill these positions within our certified staff, but we are willing to take any and all steps to ensure our student-athletes have trusted and knowledgeable coaches to lead them.

#### **Submitted by Amanda Coufal, Director of Special Education**

The high school life skills program held a Thanksgiving Dinner on November 19. This was a huge success as many family members attended. The kids did a great job of preparing for this day by creating a grocery list, shopping for groceries, and preparing the meal. It was fun to see how proud they were of this accomplishment and being able to share this time with family and friends. They went above and beyond and the food was delicious! A huge thank you to Mrs. Doan, Mrs. Albrecht, Mrs. Gerdes, and Mr. Breikreutz for all of their hard work during this time and allowing students a chance to showcase their skills.

The students also went out to eat at Culver's when they finished grocery shopping. This was a great experience as students had to order their own food and were excited to go out to eat with friends. This was a great experience for all the students and hopefully something that will continue as it is a valuable part of their education.

It has been a busy two months of MDT/IEP meetings. In the months of November and December, the elementary buildings have held eight MDT/IEP meetings and the high school has held 30 MDT/IEP meetings. Meetings occur either before or after school. All the meetings have been successful with meaningful conversations which allow the SpEd staff to implement individualized plans for students. Staff has worked tirelessly to schedule, conduct, and write MDT/IEP's during these last two months. Also, there has been a great turn-out of general education teachers at the meetings and parents have been very grateful. Our teachers are invested in the learning needs of our students!

NDE came out with a new guidance document to help develop local policies and procedures for SPED. The ESU is planning to hold a workday to allow SpEd directors to dive into district policies and procedures. KSB has also come out with a template to use to help drive the process.

Districts are now allowed to provide parents with their procedural safeguards through a hard copy OR internet web site. This information has been passed along to special education teachers and parents. The Procedural Safeguard document is given at the initial IEP meeting, follow up IEP meetings and whenever a parent requests information on procedural safeguards.

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

Curriculum/Instruction/Assessment - Grades 3-5 are participating in the Winter Pilot for NSCAS. After training proctors and familiarizing staff with the new platform, most of the process is going smoothly. We have had a few technical glitches, especially with the text to speech accommodations.

Grades 6-8 will participate in January. Second quarter ends on December 21. Report Cards for elementary students are scheduled to be sent home on January 14. FASTBridge data benchmarking will take place on January 19-26 for the second checkpoint to monitor student progress. Data from the 2020-2021 school year will be shared in separate format.

Professional Learning - Teachers were very appreciative of the time on November 22 and 23 to learn more, catch up, and plan ahead. For professional learning time on December 8, elementary teachers expanded their knowledge base about the latest neuroscience behind the Science of Teaching Reading and revisited the principles of effective instruction. PLCs also met to continue progress on their SMART goals and apply their new learning to create further action steps. I attended the winter NACIA/Curriculum Directors meeting on December 6. Much of the focus was on the Pilot NSCAS assessment, the many changes with accountability, and general stress in education. Helping teachers do their best while serving students with high anxiety and mental health issues is a common theme across districts. Another commonality is the shortage of staff at both the classified and certified levels.

School Improvement - The district committee met on December 8 to share what has been happening at the elementary and the 6-12 level towards goals. The elementary level SIP committee will meet next week to make decisions for second semester.

Music Concert - The Winter Concert was held on December 7. Ms. Spale directed the K-2 students and Mr. Luke directed the 5th grade band. The students did a wonderful job performing for their families and friends. Thank you to the teachers who helped supervise the students; a big thank you to Mr. Gralheer for setting up the livestream. We have had over 290 views! You can use this link to see the concert if you were not able to attend: [RC Activities Link](#). Ms. Spale and Mr. Luke are to be commended for their efforts.

RC PTO - The annual Holiday Shoppe is back. Students will be able to purchase items for their family, friends, and pets at very reasonable prices on December 16 during the school day and until 7:00 PM. Thank you to the many volunteers who make this event happen! The Cookie Dough sales were a great success. Thank you to everyone who ordered and to our volunteers for organizing and distributing on December 16. Proceeds from the cookie dough sales support class field trips.

Thank you to our many generous anonymous donors for providing Christmas gifts for families through the Angel Giving Trees. A special thank you to First National Bank Northeast and Frontier Co-op who support these efforts. 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 holiday parties 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 data is used as part of our Campus Leadership group and to help drive the MTSS process.

80% or more of students will meet or exceed benchmark goals in reading by the end of the 2021-22 school year. Each student will improve in applicable reading skills to include: phonological awareness, phonics, fluency, vocabulary, and reading comprehension. Action Steps:

1. Each PLC will create a SMART goal to address specific areas of growth.
2. Develop a MTSS structure to support all tiers in the academic area.
3. Selected staff will participate in LETRS training.
4. Specialists will support the campus goal by incorporating literacy activities.

The K-2 vocal music winter band concert was held December 7 in the High School gym. Thank you Miss Spale and Mr. Luke for producing this event.

PTO Cookie dough fundraiser pickup was on December 10. Proceeds from the sales go towards field trips. Hopefully, students will be able to participate in person.

PTO Holiday Shop will be held at both schools. The students LOVE this opportunity to purchase gifts for family members. Thank you for your support!

POP Pass (Positive Office Pass) and Mustang Award winners will be announced on December 20 at the Mustang Assembly.

The MTSS group continues to collaborate on developing the foundation which helps educators provide academic and behavioral strategies for students. MTSS is a Multi-Tiered System of Supports with three tiers to assist all students at various levels and needs.

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

## Student Board Member

### **Submitted by Jaci Bryce, Student Body President**

This winter season is off to a great start with all of our winter sports programs seeing success. The wrestling team is being led by returning state medalist, senior Logan Bryce. Recently the team won the Raymond Central Invite competing against six other schools. The team will compete next at a triangular at Cross County and end the week with a big tournament in Platteview on Friday.

The boys basketball team is starting the season with a winning record as well. They just matched up against Syracuse and got a victory in the close game. The girls team is also seeing success with recently having a win over Wilber.

With the holidays around the corner, the High School Student Council is hosting a toy drive. Donations can be accepted in the office for that. Our school is putting together holiday boxes for those in need during the holiday season, it was a great success for thanksgiving. If you would like to contribute please contact Mrs. Stansberry. They would like to have everything no later than December 17, so that they are ready to send out.

With finals around the corner some students partaking in our college classes have already started those and they will continue through next week which is our official finals schedule.

## Superintendent's Report

**Civic Nebraska Program - It is with much regret that we have to announce that the Raymond Central Before and After School Program that was operated by Civic Nebraska will not be reopening in January 2022. It was unfortunate that COVID hit at the same time that the program was implemented. Due to COVID and a change in family circumstances, we have not been able to build the enrollment that is needed to financially sustain the program. Program Director Kara Nelson and her staff have done a phenomenal job of providing quality learning experiences for these children. Civic Nebraska and the Raymond Central school district are ending this program on very positive terms and both entities are open to considering future relationships.**

**Remote Learning - There are two components of the Return to Learn Plan that I would like to reiterate for the board and the public as they've recently been in question. The first is the fact that we made the decision to not offer any remote learning. This includes when students are out of school for quarantine or extended illness. We made that decision because the practice is very demanding on our teaching staff and is not something that we can sustain and still maintain the emotional well-being of our teaching staff. Teachers will work with students to make up for the learning that has been missed. The only exception to this rule will be for some of the dual-enrolled classes. In those cases, we need to be consistent with the requirements of SECC.**

**Quarantine Measures - We have experienced a slight increase in the number of COVID cases**

across the district. Along with elevated COVID, we have also seen a rash of other illnesses including influenza, coughs, colds, etc. In two instances, we are monitoring what appears to be an epilink in two subgroups. One of our contact tracing responses when we have multiple cases within a subgroup is to require subgroup members to wear masks for a period of time. These are protocols that are suggested by our public health agencies. Our goal is to do as much as we can to prevent the need to quarantine groups of students and to keep our staff healthy so that we don't have to discontinue in-person learning due to a lack of staff.

**Snow Day Used and PK Hours -** The unusual dangerous winds resulted in us having to use one of our three snow days. According to NDE guidelines, we have to have a certain number of instructional hours on an annual basis. We are in good standing with our elementary and Jr-Sr high school but our Monday/Wednesday preschool is some hours short. We will schedule some extra hours next semester to ensure that we meet the requirements.

## Summary of Information from State School Boards Conference

### NASB Board Notes

#### Important Upcoming Dates:

December 21: Last day of school before Christmas break (1:45 p.m. dismissal)

December 22 - 26: NSAA moratorium (gyms closed)

December 22-January 4: No School for students

January 4: PD Day for Teachers

December 21: Last day of school before Christmas break (1:45 p.m. dismissal)

December 22 - 26: NSAA moratorium (gyms closed)

December 22-January 4: No School for students

January 4: PD Day for Teachers

### Facilities Report

#### Review of Technology Plan

#### **Submitted by Keely Schaffer, Technology Director**

December 6-12 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.

Chromebooks have been ordered for the 2022-2023 school year. Due to backorders we are not sure when they will be available.

Staff laptop computers have been ordered for the 2022-2023 school year. Due to backorders we are not sure when they will be available.

Website Updates - Added December Lunch Menu; Added December newsletter; Worked on Staff Directory - In Progress; Added new staff members; Deleted staff members who have left the district; Edit the old "Staff" page under each school and transition to the Staff Directory; Played around and sent out app push notifications; I have been working on a Raymond Central Website How to Guide; Posted about Sloppy Joe Feed; Posted about Toy Drive; Posted School Board Video.

### Board Committee Reports

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

Transportation Committee (Breitkreutz-chair, Lange, Matulka)

Finance Committee (Blanchard-chair, Breitkreutz, Burklund)

Facilities Committee (Blanchard-chair, Burklund, Matulka)

Negotiations Committee (Blanchard-chair, Gould, Lange)

Curriculum Committee (Gould-chair, Burklund, Lange)

Policy Committee (Gould-chair, Lange, Matulka)

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

Old Business

Discuss, Consider and Take Necessary Action to Approve the Superintendent's Evaluation

Results from the Superintendent's Evaluation were reviewed. On a rating scale of 1-6, Superintendent Johnson received a very positive overall score of 5.51. She has a wealth of knowledge and a strong desire for our district to succeed.

Approval of job descriptions of Special Education Director, Student Services Director and Curriculum Director as regulations 2300, 2310, and 2320 respectively.

Motion by Matulka, second by Burklund to approve Policies 2300-Special Education Director Job Description; 2310-Student Services Director Job Description; and 2320-Curriculum Director Job Description. RCV 6-0. Motion carried.

Approve Policy 2405 Organizational Units: Structural Relationships

Motion by Breitkreutz, second by Lange to approve Policy 2405-Organizational Units: Structural Relationships. RCV 6-0. Motion carried.

Approve Regulation 2405A District Organizational Chart

Motion by Burklund, second by Lange to approve Policy 2405A-District Organizational Chart. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action in updating Safe Return to School Plans

New Business

Discuss, Consider and Take Necessary Action to approve an early graduation request

Motion by Breitkreutz, second by Burklund to approve the early graduation request of Jeremiah Karpov. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action to approve a Student Teacher

Motion by Matulka, second by Lange to approve Radley Shaw from UNL as student teacher with Andrew Placke including the Modern Problems class with Courtney Polak. RCV 6-0. Motion carried.

### Discuss, Consider and Take Necessary Action to approve RC After School Clubs

The After School Clubs existed within the Civic Nebraska Before/After School program. With the termination of that program, it would be beneficial to continue to run the Clubs on a local level. Motion by Blanchard, second by Breitreutz to approve the RC Elementary After School Clubs to be overseen by Kara Nelson as proposed. RCV 6-0. Motion carried.

### Discuss, Consider and Take Necessary Action to approve Staff Appointments

Motion by Matulka, second by Blanchard to approve staff appointments: Laura Tvrdy, Assistant Jr High Girls Basketball; Hannah Miller, Paraeducator at Valparaiso; Kara Nelson, Preschool Paraeducator; Nicole Maier, Part-Time Jr-Sr High School Cook; and Michael Jorgenson, Industrial Arts Teacher and Skills USA. RCV 6-0. Motion carried.

### Discuss, Consider and Take Necessary Action to approve Staff Resignation

Motion by Blanchard, second by Lange to approve staff resignations: Kearah Houchin, Asst Varsity Track; Kalli Brannagan, Asst Volleyball; Ryan Hitz, Asst Football; and release pending suitable replacement: Kalyn Brannigan, Head Cross Country; Andrea Rockemann, Head Volleyball; and Tasha Osten, Assistant Volleyball. RCV 6-0. Motion carried.

### Discuss, Consider and Take Necessary Action to approve Substitute Teacher

Motion by Matulka, second by Burklund to approve Jerry Voboril as a substitute teacher; Rebecca Higgins as a local substitute teacher; and Steve Johnson as long term substitute for Kalyn Brannagan. RCV 6-0. Motion carried.

### Discuss, Consider and Take Necessary Action to amend Policy 4004 - Duty Hours of Employees

Motion by Breitreutz, second by Blanchard to approve amended Policy 4004-Duty Hours of Employees. RCV 6-0. Motion carried.

### Discuss, Consider and Take Necessary Action to approve the Master Contract with the RCEA for 2022-2023

Motion by Blanchard, second by Lange to approve the Master Contract with the RCEA for 2022-2023 increasing the base salary to \$38,775.00. RCV 6-0. Motion carried.

### Discuss, Consider, and Take Necessary Action to move forward with a course of action in response to the Feasibility Study, Spring 2021

Matt Fisher and Carl Dietz (First National Capital Markets) presented a summary of the results from the January 2021 feasibility study to the Board of Education at their Workshop on November 29. Motion by Blanchard, second by Matulka to schedule a Workshop on Wednesday, January 5 to refine the data into an executive summary to be shared with patrons in conversations about the next step with facilities. RCV 6-0. Motion carried.

### Discuss, Consider and Take Necessary Action to accept the annual audit as presented

Motion by Lange, second by Matulka to accept the annual audit as presented. RCV 6-0. Motion carried.

#### Discuss, Consider and Take Necessary Action to approve the Annual Report 2020-21

Motion by Burklund, second by Matulka to approve the 2020-2021 Annual Report designed to capture highlights for the year that can be shared with patrons and included as part of our recruiting toolkit. RCV 6-0. Motion carried.

#### Discuss, Consider and Take Necessary Action to approve the redistricting as presented.

The district had to be redistricted based on the change to legislative districts. The most recent 2020 census was used to determine the new boundaries. The goal is for each ward to be within 5% population spread. The new ward boundary lines evidence that Ward 1, just north of Lincoln, has experienced the biggest growth. Motion by Blanchard, second by Lange to approve the redistricting as presented. RCV 6-0. Motion carried.

#### Approval of Next Regular Board Meeting

Motion by Blanchard, second by Matulka to approve the next regular board meeting on Wednesday, January 12, 2021. RCV 6-0. Motion carried.

#### Adjournment

Motion by Breitkreutz, second by Lange to adjourn the meeting at 7:54 PM. RCV 6-0. Motion carried.

**Raymond Central Public Schools Board of Education Workshop**

Wednesday, January 5, 2022 at 6:00 PM Central

Raymond Central Jr-Sr High School - Mustang Room

1800 West Agnew Road

Raymond, NE 68428-9783

Call to Order and Pledge of Allegiance

President Harriet Gould called the meeting to order at 6:07 p.m. with all board members in attendance noting that Cathy Burklund was participating via Zoom.

Also present were Lynn Johnson, Allison Stansberry, Amanda Coufal, Brian Grahleer, Shelly Dostal and Ann Egr.

Motion to Excuse Board Member's Absence

Open Meeting Law

Discuss and Consider a summary of the Feasibility Report to be shared with our patrons.

The board engaged in a discussion regarding information in the Feasibility Study noting that there may be pieces of projected data that need to be adjusted to be more accurately portrayed and noting that the loss of state aid for an elementary site allowance is not included in cost analysis.

Discuss and Consider how to dispense information regarding the feasibility study to our patrons

The next step is to get information out to our patrons and the board would like to learn more about how First National Capital Markets can assist us in getting information to patrons and input from patrons.

Adjournment

Motion by Brad Breitreutz and second by Derek Matulka to adjourn at 7:30 p.m.

**RAYMOND CENTRAL PUBLIC SCHOOLS  
 FINANCIAL REPORT TO THE BOARD OF EDUCATION  
 POOLED CASH - BANK RECONCILIATION  
 December 31, 2021**

	12/1/2021 Thru 12/31/2021	12/01/2020 Thru 12/31/2020
Bank Balance - Beginning of month	\$1,527,345.13	\$2,229,982.32
Deposits	\$295,744.63	\$186,951.74
Interest	\$129.83	\$245.42
Less Debits	<u>-\$752,969.77</u>	<u>-\$765,469.46</u>
Bank Balance - End of Month	\$1,070,249.82	\$1,651,710.02
Plus Outstanding Deposits	\$0.00	\$17,589.42
Less Outstanding Checks	<u>-\$206,493.11</u>	<u>-\$137,101.21</u>
Book Balance - End of month	<u>\$863,756.71</u>	<u>\$1,532,198.23</u>

**RAYMOND CENTRAL PUBLIC SCHOOL  
FINANCIAL STATEMENT JANUARY 1, 2022**

**GENERAL FUND**

Cash Balance - Dec. 1, 2021		\$1,383,546.39
Dec. Receipts		291,089.64
Dec. Interest Earned		129.83
	Total	\$1,674,765.86
Dec. Disbursements		-811,009.15
	Cash Balance - Dec. 31, 2021	863,756.71

**LUNCH FUND**

Cash Balance - Dec. 1, 2021		\$200,779.78
Dec. Receipts		52,956.21
Dec. Interest Earned		11.37
	Total	253,747.36
Dec. Disbursements		-48,471.57
	Cash Balance - Dec. 31, 2021	\$205,275.79

**BUILDING/SINKING FUND**

Cash Balance - Dec. 1, 2021		1,192,262.17
Dec. Receipts		3,577.14
Dec. Interest Earned		<u>121.74</u>
	Total	1,195,961.05
Dec. Disbursements		<u>0.00</u>
	Cash Balance - Dec. 31, 2021	\$1,195,961.05
Certificate of Deposit + Interest		<u>\$558,373.39</u>
	Combined Balance - Dec. 31, 2021	\$1,754,334.44

**HIGH SCHOOL BOND FUND**

Cash Balance - Dec. 1, 2021		260,378.85
Dec. Receipts		3,786.15
Dec. Interest Earned		<u>33.44</u>
	Total	264,198.44
Dec. Disbursements		<u>0.00</u>
	Cash Balance - Dec. 31, 2021	\$264,198.44

**DEPRECIATION FUND**

Cash Balance - Dec. 1, 2021		\$1,061,899.42
Dec. Receipts		0.00
Dec. Interest Earned		<u>270.56</u>
	Total	\$1,062,169.98
Dec. Disbursements		<u>\$0.00</u>
	Cash Balance - Dec. 31, 2021	\$1,062,169.98
Certificate of Deposit + Interest		<u>\$627,022.42</u>
	Combined Balance - Dec. 31, 2021	\$1,689,192.40

QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND

Cash Balance - Dec. 1, 2021		10,474.88
Dec. Receipts		\$0.00
Dec. Interest Earned		<u>0.71</u>
	Total	\$10,475.59
Dec. Disbursements		<u>\$0.00</u>
	Cash Balance - Dec. 31, 2021	\$10,475.59

EMPLOYEE BENEFIT FUND - UNEMPLOYMENT

Cash Balance - Dec. 1, 2021		34,989.74
Dec. Receipts		0.00
Dec. Interest Earned		<u>2.97</u>
	Total	\$34,992.71
Dec. Disbursements		<u>\$0.00</u>
	Cash Balance - Dec. 31, 2021	\$34,992.71
Certificate of Deposit + Interest		<u>\$16,122.19</u>
	Combined Balance - Dec. 31, 2021	\$51,114.90

TAXES - 2021-2022

Requested Amount of Taxes	\$7,705,208.00	
Taxes Received	<u>\$1,326,794.72</u>	12/31/21: 17.22%
Balance	\$6,378,413.28	Received

**RAYMOND CENTRAL PUBLIC SCHOOLS**  
**GENERAL FUND RECEIPTS AND DISBURSEMENTS - DECEMBER 2021**

DECEMBER 1, 2021 BOOK BALANCE		1,383,546.39
LANCASTER COUNTY TREASURER		
TAXES	22,905.91	
MOTOR VEHICLE TAXES	24,085.85	
FINES & FEES	2,906.40	
PERSONAL PROPERTY TAX CREDIT	1,700.29	
SAUNDERS COUNTY TREASURER		
TAXES	24,191.04	
MOTOR VEHICLE TAXES	16,413.94	
FINES & FEES	1,356.83	
SEWARD COUNTY TREASURER		
TAXES	6,731.79	
MOTOR VEHICLE TAXES	89.91	
FINES & FEES	251.20	
BUTLER COUNTY TREASURER		
FINES & FEES	12.54	
STATE OF NEBRASKA		
STATE AID	93,911.00	
SPED SCHOOL AGE	75,578.00	
MEDICAID - CFDA	837.68	
MEDICAID DIRECT SERVICE	760.98	
RCPS HOT LUNCH FUND		
DECEMBER EXPENSES	15,974.69	
PRE-SCHOOL FEES		
TUITION & FEES	786.51	
INSURANCE		
EMC - LIGHTNING STRIKE PARTIAL CLAIM PAYT	1,272.46	
NON REVENUE RECEIPTS		
M GERDES INSUR PREMIUM PAYMENT	1,232.47	
FARMER'S COOP STOCK/EQUITY	81.04	
REFUND MEDCO SUPPLY	9.11	
JONES BANK		
GENERAL FUND INTEREST - DECEMBER	129.83	
	TOTAL DEC RECEIPTS	291,219.47
	TOTAL RECEIPTS	1,674,765.86
	DEC DISBURSEMENTS	811,009.15
JANUARY 1, 2022 BOOK BALANCE		863,756.71

DECEMBER 2021	Percent of Year Completed		33.00%			
2021-2022 RECEIPTS		M-T-D	Y-T-D	Y-T-D	Year To Date	Year To Date
	2021-2022	RECEIVED	RECEIVED	RECEIVED	% Received	% Received
ACCOUNT	ANTICIPATED	2021-2022	2021-2022	2020-2021	2021-2022	2020-2021
Property Taxes	\$7,705,208.00	\$53,828.74	\$1,326,794.71	\$1,557,798.40	17.22%	20.86%
Motor Vehicle Tax	\$450,000.00	\$40,589.70	\$170,671.05	\$172,984.73	37.93%	35.32%
Public Power Tax (5% Gross)	\$40,000.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Carline Taxes	\$3,000.00	\$0.00	\$1,078.82	\$5,052.10	35.96%	144.35%
Other Tuition	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Interest	\$10,000.00	\$129.83	835.10	\$1,999.75	8.35%	19.61%
Local License Fees	\$1,200.00	\$0.00	\$600.00	\$1,580.00	50.00%	79.00%
Other Local Receipts(Pre-School)	\$5,000.00	\$786.51	5,910.40	\$5,081.91	118.21%	56.47%
Fines & License Fees	\$40,000.00	\$4,526.97	\$10,281.51	\$11,609.46	25.70%	25.80%
ESU Receipts	\$0.00	\$0.00	\$0.00	\$67.50	0.00%	0.00%
State Aid	\$939,105.00	\$93,911.00	\$375,644.00	\$154,159.00	40.00%	41.14%
Special Education	\$400,000.00	\$75,578.00	\$75,578.00	\$129,239.00	18.89%	36.93%
Special Education Transportation	\$15,000.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Homestead Exemption	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Payments for High Ability Learners	\$6,221.00	\$0.00	\$6,041.00	\$6,613.00	97.11%	106.30%
Pro-Rate Motor Vehicles	\$15,000.00	\$0.00	\$2,662.42	\$2,143.68	17.75%	12.61%
State Apportionment	\$131,250.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Relief to Property Tax Payers	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Other State Receipts	\$45,000.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Personal Property Tax Credit	\$0.00	\$1,700.29	9,387.84	\$891.26	0.00%	0.00%
Title I Funds	\$45,000.00	\$0.00	\$41,010.00	\$17,731.94	91.13%	40.36%
Title II, Part A ESSA (NCLB)	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Other Federal Receipts	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
SPED IDEA Grant	\$100,000.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Private Grants	\$18,000.00	\$0.00	\$2,500.00	\$2,000.00	13.89%	0.00%
Carl Perkins	\$4,000.00	\$0.00	\$325.00	\$0.00	8.13%	0.00%
Other Non-Revenue Receipts	\$0.00	\$1,322.62	9,461.00	\$63.44	0.00%	0.00%
Ag Land Property Credit	\$0.00	\$0.00	\$0.00	\$32.59	0.00%	0.00%
ESSER (COVID-19) Funds	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Sale of Property	\$0.00	\$0.00	\$0.00	\$750.00	0.00%	0.00%
MIPS-Medicaid in Public Schools	\$3,800.00	\$1,598.66	\$1,598.66	\$0.00	0.00%	0.00%
Transfer from Other Fund/ Imprest	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Insurance Adjustments	\$0.00	\$1,272.46	25,551.54	\$0.00	0.00%	0.00%
<b>TOTAL</b>	<b>\$9,976,784.00</b>	<b>\$275,244.78</b>	<b>\$2,065,931.05</b>	<b>\$2,069,797.76</b>	<b>20.71%</b>	<b>22.43%</b>
2021-2022 DISBUREMENTS		M-T-D	Y-T-D	Y-T-D	Year To Date	Year To Date
	2021-2022	DISBURSED	DISBURSED	DISBURSED	% Disbursed	% Disbursed
CATEGORY	BUDGET	2021-2022	2021-2022	2020-2021	2021-2022	2020-2021
Instructional Services	\$4,639,698.00	\$358,960.87	\$1,447,522.30	\$1,393,268.70	31.20%	29.69%
Special Education	\$1,798,586.00	\$182,429.94	\$548,880.31	\$411,996.95	30.52%	23.25%
Guidance	\$199,432.00	\$17,006.95	68,003.04	\$75,654.02	34.10%	33.84%
School Health Nurse	\$92,450.00	\$7,056.48	26,715.10	\$22,416.65	28.90%	34.58%
Safety & Security	\$26,000.00	\$0.00	\$26,010.16	\$10,165.68	100.04%	46.21%
Activities	\$56,000.00	\$5,819.60	\$34,148.51	\$24,229.64	60.98%	19.35%
Media, Audio Visual, Technology	\$746,529.00	\$57,329.67	\$278,208.80	\$277,291.86	37.27%	50.91%
General Administration	\$448,365.00	\$29,265.45	\$124,633.54	\$130,891.62	27.80%	26.02%
School Administration	\$557,490.00	\$52,906.22	\$226,145.24	\$178,781.49	40.56%	29.97%
Business	\$69,432.00	\$3,127.39	\$25,539.83	\$27,504.37	36.78%	9.82%
Operation of Plant	\$644,564.00	\$42,997.38	\$196,639.72	\$151,218.76	30.51%	18.71%
Maintenance of Plant	\$548,642.00	\$18,473.85	\$211,875.25	\$168,758.85	38.62%	27.27%
Pupil Transportation	\$521,500.00	\$13,776.74	\$72,766.72	\$70,134.42	13.95%	11.71%
Grants Includes Covid Expenses/ESSRS	\$344,684.00	\$9,341.16	\$90,121.36	\$89,148.56	26.15%	174.80%
Cash Reserves	\$755,921.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Transfers	\$75,000.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
<b>TOTAL</b>	<b>\$11,524,293.00</b>	<b>\$798,491.70</b>	<b>\$3,377,209.88</b>	<b>\$3,031,461.57</b>	<b>29.31%</b>	<b>27.78%</b>

**COMPARISON OF MONTHLY TAXES RECEIVED**

Month	2017-2018	0.00%	2018-2019	0.00%	2019-2020	0.00%	2020-2021	0.00%	2021-2022	0.00%
September	1,120,568.19	16.54%	1,170,806.38	16.70%	1,260,760.01	17.15%	1,293,582.25	17.33%	1,053,351.40	13.67%
October	175,012.06		190,594.78		208,036.17		152,337.10		183,817.80	
November	1,295,580.25	19.12%	1,361,401.16	19.42%	1,468,796.18	19.98%	1,445,919.35	19.37%	1,237,169.20	16.06%
	68,294.15		59,110.39		66,613.72		69,360.57		35,796.78	
December	1,363,874.40	20.13%	1,420,511.55	20.26%	1,535,409.90	20.89%	1,515,279.92	20.29%	1,272,965.98	16.52%
	45,264.88		52,730.14		57,161.20		42,518.48		53,828.74	
January	1,409,139.28	20.80%	1,473,241.69	21.01%	1,592,571.10	21.67%	1,557,798.40	20.86%	1,326,794.72	17.22%
	808,717.01		741,025.47		453,120.85		799,328.09			
February	2,217,856.29	32.74%	2,214,267.16	31.58%	2,045,691.95	27.83%	2,357,126.49	31.57%	1,326,794.72	17.22%
	557,902.77		414,098.03		647,369.02		361,555.66			
March	2,775,759.06	40.97%	2,628,365.19	37.49%	2,693,060.97	36.64%	2,718,682.15	36.41%	1,326,794.72	17.22%
	129,176.49		138,689.69		143,993.36		167,995.83			
April	2,904,935.55	42.88%	2,767,054.88	39.47%	2,837,054.33	38.60%	2,886,677.98	38.66%	1,326,794.72	17.22%
	1,014,354.92		1,098,725.96		1,240,829.27		1,330,751.05			
May	3,919,290.47	57.85%	3,865,780.84	55.14%	4,077,883.60	55.48%	4,217,429.03	56.49%	1,326,794.72	17.22%
	1,463,512.53		1,574,164.23		1,498,524.29		1,514,563.86			
June	5,382,803.00	79.45%	5,439,945.07	77.59%	5,576,407.89	75.87%	5,731,992.89	76.77%	1,326,794.72	17.22%
	174,835.80		208,173.85		227,328.03		163,221.74			
July	5,557,638.80	82.03%	5,648,118.92	80.56%	5,803,735.92	78.96%	5,895,214.63	78.96%	1,326,794.72	17.22%
	85,680.16		77,911.62		75,030.69		133,684.23			
August	5,643,318.96	83.30%	5,726,030.54	81.67%	5,878,766.61	79.98%	6,028,898.86	80.75%	1,326,794.72	17.22%
	883,613.76		947,773.70		998,702.71		1,043,646.65			
	6,526,932.72	96.34%	6,673,804.24	95.19%	6,877,469.32	93.57%	7,072,545.51	94.73%	1,326,794.72	17.22%
Total for YTD	6,526,932.72	96.34%	6,673,804.24	95.19%	6,877,469.32	93.57%	7,072,545.51	94.73%	1,326,794.72	17.22%

**COMPARISON OF TAXES REQUESTED TO TAXES RECEIVED**

	2016-2017	2017-2018	2019-2020	2020-2021	2021-2022
Taxes Requested	6,774,800.00	7,010,940.00	7,350,000.00	7,466,374.00	\$7,705,208.00
Taxes Received	6,526,932.72	6,673,804.24	6,877,469.32	7,072,545.51	1,326,794.72
Difference	247,867.28	337,135.76	472,530.68	393,828.49	6,378,413.28
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## RAYMOND CENTRAL PUBLIC SCHOOLS

### Student Activities Account Balances - December 2021

<u>Activity Name</u>	<u>Beginning Balance</u>	<u>Revenues</u>	<u>Expenses</u>	<u>Balance</u>
Class of 2028 Field Trips V	577.14	0.00	0.00	577.14
Class of 2029 Field Trip Funds V	348.12	0.00	0.00	348.12
Class 2030 Field Trip Funds V	338.19	0.00	0.00	338.19
Class 2031 Field Trip Funds V	298.49	0.00	0.00	298.49
Class 2032 Field Trip Funds V	308.42	0.00	0.00	308.42
Class 2033 Field Trip Funds V	358.03	0.00	0.00	358.03
APEX	369.05	0.00	0.00	369.05
ART CLUB	100.00	0.00	0.00	100.00
Service Fees (Activity Acct)	628.50	91.03	0.00	719.53
Class 2021	0.00	0.00	0.00	0.00
Class 2022	2,059.63	0.00	1,000.00	1,059.63
Class 2023	286.72	1,733.49	184.42	1,835.79
Class 2024	264.96	0.00	0.00	264.96
Class of 2027	1,863.49	0.00	0.00	1,863.49
Class 2028 Field Trip Funds C	278.64	0.00	0.00	278.64
Class 2029 Field Trip Funds C	227.98	0.00	0.00	227.98
Class 2030 Field Trip Funds C	348.12	0.00	0.00	348.12
Class 2031 Field Trip Funds C	487.82	0.00	0.00	487.82
Class 2032 Field Trip Funds C	328.27	0.00	0.00	328.27
Class 2033 Field Trip Funds C	318.34	0.00	0.00	318.34
Athletics	175,204.90	4,074.00	6,066.53	173,212.37
Boys BB	5,174.06	0.00	1,908.22	3,265.84
Cross Country	1,367.72	0.00	0.00	1,367.72
Baseball	850.90	0.00	0.00	850.90
Football	4,438.07	0.00	503.54	3,934.53
Girls BB	2,566.39	0.00	0.00	2,566.39
Golf Activity	1,068.91	0.00	0.00	1,068.91
Softball	3,808.72	0.00	0.00	3,808.72
Track	885.80	167.10	0.00	1,052.90
VolleyBall	2,913.94	300.00	250.00	2,963.94
Weight Room	(1,131.00)	1,131.00	0.00	0.00
Wrestling	6,893.84	120.00	699.00	6,314.84
Spanish Club	1,042.85	0.00	0.00	1,042.85
Life Skills	2.41	0.00	0.00	2.41
Ceresco Book Fair	87.75	0.00	0.00	87.75
Ceresco Box Tops	392.49	0.00	0.00	392.49
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	(8.71)	0.00	0.00	(8.71)
Elem Fines	516.05	0.00	0.00	516.05
Elem PE	2,167.50	0.00	0.00	2,167.50
Elem Pictures	3,006.11	0.00	0.00	3,006.11
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	357.61	0.00	217.77	139.84
JH Girls BB	67.68	0.00	0.00	67.68
JH Student Council	898.71	387.79	12.99	1,273.51
JH Track	551.94	0.00	0.00	551.94

JH Volleyball	1,015.38	0.00	0.00	1,015.38
Computer	7,842.91	560.00	0.00	8,402.91
HS Pop	307.71	0.00	62.96	244.75
HS Caring Shelves	3,326.76	1,100.00	0.00	4,426.76
AP Funds	26,098.81	6,026.40	160.00	31,965.21
Fines	1,590.58	0.00	0.00	1,590.58
HAL	59.66	0.00	0.00	59.66
Hot Lunch	347.63	0.00	0.00	347.63
Pre-Kindergarten	4,931.53	0.00	217.72	4,713.81
PTO	1,023.78	0.00	150.00	873.78
Restitution	0.00	0.00	0.00	0.00
Staff Inservice	854.92	0.00	0.00	854.92
Testing	4,635.23	0.00	0.00	4,635.23
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	11,098.45	0.00	1,538.94	9,559.51
Val Box Tops	3,232.89	0.00	0.00	3,232.89
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	1,245.57	0.00	0.00	1,245.57
Val Pop	1,082.47	0.00	0.00	1,082.47
College Access Grant	1,791.89	0.00	0.00	1,791.89
Annual	8,046.41	580.00	0.00	8,626.41
Band	1,104.20	0.00	37.70	1,066.50
Band Trip	10,669.76	0.00	0.00	10,669.76
Cheerleaders	3,012.52	1,570.00	865.00	3,717.52
Choir	14,229.02	0.00	0.00	14,229.02
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	707.83	150.00	60.00	797.83
FBLA Act	6,177.11	165.53	27.98	6,314.66
FFA Act	36,779.25	596.32	17,757.03	19,618.54
'Stang Gang Student Section	15.98	0.00	0.00	15.98
JR Achievements	629.57	0.00	0.00	629.57
Kindness Acct	12,434.56	0.00	0.00	12,434.56
Library	2,410.52	0.00	0.00	2,410.52
Mock Trial	380.96	0.00	0.00	380.96
National Honor Society	474.47	0.00	0.00	474.47
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	4,637.98	0.00	0.00	4,637.98
Student Council	4,154.26	0.00	0.00	4,154.26
Tonettes	159.86	0.00	0.00	159.86
Concessions	23,438.12	0.00	0.00	23,438.12
RC Concessions	4,797.53	5,159.25	3,239.20	6,717.58
Student Pop	1,143.29	0.00	490.94	652.35
Professional Development	22,431.64	0.00	1,546.16	20,885.48

**RAYMOND CENTRAL PUBLIC SCHOOLS**  
**Student Fees Account Balances - December 2021**

<u>Activity Name</u>	<u>Beginning Balance</u>	<u>Receipts</u>	<u>Expenses</u>	<u>Balance</u>
Activity Pass	605.00	0.00	0.00	605.00
Service Fees (Student Fees)	58.67	9.60	2.53	65.74
Ag-Ed Labs	2,646.04	0.00	0.00	2,646.04
Art Class	642.20	0.00	0.00	642.20
Band Dry Cleaning	418.72	0.00	0.00	418.72
Band Repair/Rental	1,587.32	0.00	0.00	1,587.32
Choir Dry Cleaning	433.10	0.00	0.00	433.10
Chromebooks	6,254.55	200.00	0.00	6,454.55
Computer Science	320.00	0.00	0.00	320.00
Drama	396.00	0.00	0.00	396.00
FBLA	1,801.93	0.00	0.00	1,801.93
FFA	1,420.84	0.00	443.34	977.50
Foods Class	2,483.96	0.00	79.45	2,404.51
Mock Trial	450.01	0.00	0.00	450.01
NFL	15.00	0.00	0.00	15.00
Skills USA	1,925.95	0.00	0.00	1,925.95
Speech	(514.79)	0.00	0.00	(514.79)
Sports Fees	13,445.22	0.00	0.00	13,445.22
Tech Ed	3,819.32	100.00	433.24	3,486.08

**RAYMOND CENTRAL PUBLIC SCHOOLS**  
**BOARD OF EDUCATION MEETING January 12, 2021**

**General Fund - Report of Bills Paid December 2021**

	<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
1	12/02/2021	Amanda Ehlers	Mileage Reimbursement	85.12
2	12/02/2021	Bauer Built Tire & Service	Replace 2 Tires/Alignment Bus 19C	412.39
3	12/02/2021	Becky Studebaker	Bus Washing	20.00
4	12/02/2021	Brad Breitkreutz	Reimbursement Parking NASB Conf.	20.00
5	12/02/2021	Brad Breitkreutz	Bus Washing	40.00
6	12/02/2021	Brian Gralheer	Mileage Reimbursement	124.32
7	12/02/2021	CDW Government	Desktop Computer - Allison	1,052.81
8	12/02/2021	Dietze Music	Piano Accompaniment book	10.40
9	12/02/2021	Donald R. Prentice	Extermination Service	190.00
10	12/02/2021	Eakes Office Solutions	Custodial Supplies C	138.00
11	12/02/2021	Integrated Controls	Repairs HS - Lightning Strike	900.00
12	12/02/2021	Johnstone Supply	Building Maint. Supplies HS/C/V	716.70
13	12/02/2021	Jordan Luke	Mileage Reimbursement	60.48
14	12/02/2021	Kiner Supply Company	Repair Supplies HS	83.76
15	12/02/2021	KSB School Law PC LLO	Legal Services	1,350.00
16	12/02/2021	Leann Wiese	Bus Washing	40.00
17	12/02/2021	Matheson Tri-Gas Inc.	Welding Consumables	221.15
18	12/02/2021	Matt Smith	Bus Washing	40.00
19	12/02/2021	Medco Supply Company	Athletic Supplies	9.11
20	12/02/2021	Menards Lincoln	Building Maint C	58.48
21	12/02/2021	NE Public Health Environmental Laboratory	Water Testing HS	1,018.00
22	12/02/2021	Omaha Public Power Dist	Electricity C	2,149.52
23	12/02/2021	Otte Oil & Propane Inc.	Propane V	555.74
24	12/02/2021	Perry Guthery Haase & Gessford P.C.	Legal Services	603.00
25	12/02/2021	Piitz, Brian	BOE Meeting 11/10/21	126.00
26	12/02/2021	Pitney Bowes(Lease)	Postage Machine HS Lease	159.57
27	12/02/2021	Rhonda Madsen	Bus Washing	40.00
28	12/02/2021	Rhonda Madsen	Bus Washing	40.00
29	12/02/2021	School Datebooks Inc.	HS Student Planners for 2021-2022	1,171.81
30	12/02/2021	TK Elevator Corporation	Elevator Service HS,V 6/21 - 8/21	515.67
31	12/02/2021	Truck Center Companies	Bus Mirror 17A	63.49
32	12/02/2021	U. S. Bank Equipment Finance	Photo Copiers Lease	5,039.69
33	12/02/2021	Voss Lighting	Lightbulbs HS	657.30
34	12/08/2021	RevTrak	Revtrak Fees paid	28.21
35	12/09/2021	Becky Studebaker	Electricity Reimbursement- Bus	30.00
36	12/09/2021	Brad Breitkreutz	Electricity Reimbursement -Bus	30.00
37	12/09/2021	Eakes Office Solutions	Paper Products	1,008.16
38	12/09/2021	Eakes Office Solutions	Custodial Supplies C	325.11
39	12/09/2021	Electronic Contracting Company	Monitoring Fee- Alarms C, V	1,749.55
40	12/09/2021	Follett School Solutions Inc.	Fall book order HS	448.71
41	12/09/2021	Green`s Furnace & Plumbing Co. Inc.	Heat Pump Service Calls - C	951.04
42	12/09/2021	Intermedia.net, INC	Phone Service	171.46
43	12/09/2021	Jackson, Matthew	Speech Judge - 3 Meets	180.00
44	12/09/2021	Johnstone Supply	Building Maint Supplies HS	70.15
45	12/09/2021	Kiner Supply Company	Repair Supplies HS	285.56
46	12/09/2021	Laura Tvrdy	Reimbursement Health Office Supplies HS	10.88
47	12/09/2021	Leann Wiese	Electricity Reimbursement-Bus	30.00
48	12/09/2021	Liberty Lawn & Landscape	Winterizer Lawn Treatment HS	440.00
49	12/09/2021	Matheson Tri-Gas Inc.	Welding Tank Rental	45.85
50	12/09/2021	Matt Smith	Electricity Reimbursement-Bus	30.00
51	12/09/2021	McFarling, Andrea	Judging Fees (3)-Speech	180.00
52	12/09/2021	Nasco Education	Anatomy Lab Supplies	36.95
53	12/09/2021	Nebraska Council of School Administrators	Principals Conf. Registration AS	190.00
54	12/09/2021	Nelson Gas & Oil Co.	DEF - Buses	191.25
55	12/09/2021	Norris High School	Speech Tournament Fees	143.00

56	12/09/2021	Norris Public Power	Electricity HS	8,967.87
57	12/09/2021	Oak Valley Lumber Co	Maint. Supplies	128.81
58	12/09/2021	Pius X High School	Speech Tournament Fees	96.00
59	12/09/2021	PLHS	Speech Tournament Fees	116.00
60	12/09/2021	RCPS Weight Room Activities Fund	Reimbursement	1,131.00
61	12/09/2021	Small Engine Specialists	Snow Blower Servicing	50.87
62	12/09/2021	Steve Rose	Mileage Reimbursement	249.76
63	12/09/2021	Tvrdy's One Stop	Van #6 Replace Brakes	341.80
64	12/09/2021	Village Of Ceresco	Utilities C	321.39
65	12/09/2021	Village Of Valparaiso	Utilities V	236.27
66	12/09/2021	Voss Lighting	Lightbulbs HS	359.34
67	12/09/2021	Waste Connections Co	Garbage HS, V	511.75
68	12/09/2021	William V. MacGill & Co	Health Office Supplies	235.58
69	12/09/2021	Windstream	Faxes	365.98
70	12/10/2021	Calleigh, Osmera	Speech Judge \$60 x 3 tournaments	180.00
71	12/10/2021	Hain, Haley	Speech Tournament judging fees	60.00
72	12/10/2021	Jackson, Matthew	Speech Judging Fees	60.00
73	12/10/2021	Lincoln High School	Speech Tournament Fees	120.00
74	12/10/2021	McFarling, Andrea	Speech Judging Fees	60.00
75	12/10/2021	Palmyra Schools	JH Boys basketball tourney	80.00
76	12/13/2021	Jackson Services Inc.	Mats/Mops	183.24
77	12/16/2021	Alexandra Bastian	Activity Work Pay	75.00
78	12/16/2021	Celia Newman	Activity Work Pay	150.00
79	12/16/2021	Jackson, Johanna	Activity Work Pay	90.00
80	12/16/2021	Jill Huck	Activity Work Pay	90.00
81	12/16/2021	Kalyn Brannagan	Activity Work Pay	30.00
82	12/16/2021	Laura Tvrdy	Activity Work	45.00
83	12/16/2021	Leann Wiese	Activity Work	165.00
84	12/16/2021	Matt Smith	Activity work pay	270.00
85	12/16/2021	Meier, Kristi	Activity Work Pay	60.00
86	12/16/2021	Michael Henderson	Activity Work Pay	90.00
87	12/16/2021	Spale, Aliya	Activity Work Pay	45.00
88	12/16/2021	Stacey Doan	Reimb. Groceries SPED T-Giving Meal	231.51
89	12/16/2021	Starner, Alisha	Activity Work Pay	60.00
90	12/17/2021	Bishop Business	Printer Toner / Staples HS	221.60
91	12/17/2021	Brooke L. Cheleen	Nov 2021 SPED Therapy (PT)	512.25
92	12/17/2021	Butler Public Power District	Electricity V	2,877.75
93	12/17/2021	CDW Government	Staff Computers for 2022-2023	23,122.80
94	12/17/2021	Company Care	Bus Driver Drug Test BS	59.00
95	12/17/2021	Eakes Office Solutions	Custodial Supplies HS	360.40
96	12/17/2021	Eakes Office Solutions	Custodial Supplies HS	42.72
97	12/17/2021	Home Depot Pro	Custodial Supplies HS	2,038.32
98	12/17/2021	Home Depot Pro	Custodial Supplies HS	275.20
99	12/17/2021	Integrated Controls	Repair Flag Pole Lights HS	330.00
100	12/17/2021	Kiner Supply Company	Plumbing Repair Supplies HS	166.49
101	12/17/2021	Malcolm Public Schools	Entry fee Malcolm basketball tournament	200.00
102	12/17/2021	Menards Lincoln	Building Maint C	55.60
103	12/17/2021	NDEE-Public Water Operators	Water Operator License JS Annual Fee	230.00
104	12/17/2021	NE Center Children Blind/Visually Impaired	SPED Vision Therapy	4,578.12
105	12/17/2021	Nebraska State fire Marshal Agency	Annual Fee -Flammable Storage Tanks	360.00
106	12/17/2021	Nebraska/Central Equipment Inc.	Bus Supplies for Maint.	507.50
107	12/17/2021	Omaha World-Herald	Publications	1,169.00
108	12/17/2021	Sam's Club MC/SYNCB	File Folders - health records	17.56
109	12/17/2021	Sam's Club MC/SYNCB	Sped Supplies	28.25
110	12/17/2021	School Specialty Supply	Supplies 3rd Grade V, PreK 3Yr Olds	664.40
111	12/17/2021	TK Elevator Corporation	Elevator Service 1/1/21 - 2/28/22 V, HS	532.59
112	12/17/2021	Voss Lighting	Lightbulbs HS	74.16
113	12/17/2021	Wahoo-Waverly-Ashland Newspaper	Publications	147.94
114	12/17/2021	Windstream	Phone HS	473.48
115	12/20/2021	District #161	Payroll	653,674.78
116	12/21/2021	ASI	Payflex Admin Fees	50.00
117	12/21/2021	Christensen, Brynn	Mileage Reimbursement	132.79

118	12/21/2021	Donahue, Katie	Welding Supplies Reimbursement	126.83
119	12/21/2021	Dr. Graham House	Choir Accompanist Fee	330.00
120	12/21/2021	Educational Service Unit #2	Independent School A/S/O Quarterly Bill	15,909.35
121	12/21/2021	Educational Service Unit #2	Indepen. School Nov/Dec Quarterly Bill	9,637.59
122	12/21/2021	Educational Service Unit #2	SPED 2nd Quarter 21-22	15,526.28
123	12/21/2021	Educational Service Unit #2	SPED Fall Quarter 21-22	15,526.28
124	12/21/2021	Electronic Contracting Company	Monitoring Fee 12/21 -3/22 Alarm HS	87.00
125	12/21/2021	Enevoldsen, Isaiah	Judge fees for speech	60.00
126	12/21/2021	General Fire And Safety	Paint Booth Inspection HS	174.06
127	12/21/2021	Home Depot Pro	Maint. Supplies C	141.12
128	12/21/2021	Jackson, Matthew	Judge fees	60.00
129	12/21/2021	Jordan Luke	Screws and Bobby Pins	27.54
130	12/21/2021	Lincoln Journal Star Advertising	Publications	15.18
131	12/21/2021	Lincoln Southeast High School	Tournament fees	144.00
132	12/21/2021	McFarling, Andrea	Speech judge fees	60.00
133	12/21/2021	NE Public Health Environmental Laboratory	Water Testing HS	19.00
134	12/21/2021	Voss Lighting	Lightbulbs HS	22.16
135	12/22/2021	US Bank	Art Supplies HS	59.98
136	12/22/2021	US Bank	Art Supplies HS	53.98
137	12/22/2021	US Bank	Glue- Indust. Tech Supplies	124.34
138	12/22/2021	US Bank	Art Supplies HS	13.98
139	12/22/2021	US Bank	Psych. and SLP Evaluation Tests	1,779.61
140	12/22/2021	US Bank	Sped supplies-HS	207.89
141	12/22/2021	US Bank	Indust. Tech Supplies	123.16
142	12/22/2021	US Bank	saw stop cartridge Indust. Tech Shop	178.00
143	12/22/2021	US Bank	Trampoline for SPED student	86.99
144	12/22/2021	US Bank	Sped Supplies HS	77.98
145	12/22/2021	US Bank	Background checks	31.00
146	12/22/2021	US Bank	Grounds Supplies HS	136.64
147	12/22/2021	US Bank	English Classroom Supplies HS	92.60
148	12/22/2021	US Bank	Tech Supplies HS Adapter cords	79.50
149	12/22/2021	US Bank	One Act Supplies	269.91
150	12/22/2021	US Bank	HS Maint, Supplies:K -C, Science, Eng-HS	1,460.55
151	12/22/2021	US Bank	Equipment Replacement F&CS	18.75
151	12/22/2021	Vega Roofing	Repairs to HS Roof - Wind Storm Damage	300.00

### Hot Lunch Fund - Report of Bills Paid December 2021

1	12/08/2021	RevTrak	Revtrak Fees	45.31
2	12/13/2021	Cash-Wa Distributing	food	25,280.96
3	12/13/2021	Hiland Dairy	Milk	2,853.00
4	12/13/2021	Jackson Services Inc.	Rags	128.86
5	12/13/2021	Patty Hudson	Reimbursement food	338.42
6	12/13/2021	Sysco Lincoln	Food	2,763.93
7	12/13/2021	TechMasters Heating & Air	Service Call Veggie Wash C	142.00
8	12/20/2021	Distict #161	Payroll	15,974.69
9	12/21/2021	General Fire And Safety	Fire Inspect. Kitchen Hoods C, V, HS	527.20
10	12/21/2021	TechMasters Heating & Air	Repair Dish Machine C	417.20

**RAYMOND CENTRAL PUBLIC SCHOOLS**  
**Student Activities Checks - December 2021**

<u>Activity Name</u>	<u>Date</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
AP Funds	12/17/2021	Sam's Club MC/SYNCB	English supplies	160.00
Athletics	12/02/2021	Carlson, Curtis	12/3 JVBB Official	60.00
Athletics	12/02/2021	Gerlach, Brenden	12/3 JVBB Official	60.00
Athletics	12/02/2021	Mead, Lyle	12/3 VBB Officials	150.00
Athletics	12/02/2021	Sorgen, Paul	12/3 VBB Officials	150.00
Athletics	12/02/2021	Starks, Ty	12/3 VBB Officials	150.00
Athletics	12/02/2021	Carraher, Elliot	12/3 JVBB Official	60.00
Athletics	12/02/2021	Higgins, Rebecca	12/3 JVBB Official	60.00
Athletics	12/06/2021	Peterson, Paige	12/11 JVBB Official	60.00
Athletics	12/06/2021	Pierce, Aaron	Res BB Official	110.00
Athletics	12/06/2021	Smith, Ken	12/9 JVBB Official	60.00
Athletics	12/06/2021	Tobin, Reinwald	12/11 JVBB Official	60.00
Athletics	12/06/2021	Carraher, Elliot	12/9 JVBB Official	60.00
Athletics	12/06/2021	Saenz, Omar	Res BB Official	110.00
Athletics	12/06/2021	Batt, Nate	12/9 JVBB Official	60.00
Athletics	12/06/2021	Plybon, Ross	12/11 JVBB Official	60.00
Athletics	12/07/2021	Raymond Central Track/Field	9/3 Gate Profit	86.50
Athletics	12/07/2021	Hunt, Rusty(Donald)	12/10 WR Dual Tourney Official	300.00
Athletics	12/07/2021	Lanham, Drew	12/10 WR Dual Tourney Official	300.00
Athletics	12/07/2021	Whitemore, Erich	10/9 VBB Official	150.00
Athletics	12/07/2021	Butler, TJ	10/9 VBB Official	150.00
Athletics	12/07/2021	Sisel, Evan	12/10 WR Dual Tourney Official	300.00
Athletics	12/09/2021	Keeney, Jordyn	12/9 JVBB Replacement Official	60.00
Athletics	12/09/2021	Gore, Coleman	12/10 TrackWrestling Admin	150.00
Athletics	12/09/2021	Kreikemeier, Isaac	12/11 JVBB Replacement Official	60.00
Athletics	12/10/2021	Franklin, Les	12/11 VBB Official	150.00
Athletics	12/10/2021	Harnisch, Harlan	12/11 VBB Official	150.00
Athletics	12/10/2021	Simpson, Amanda	WR Tourney Ath Training	200.00
Athletics	12/10/2021	Boeka, Alex	12/11 VBB Official	150.00
Athletics	12/13/2021	Gerlach, Brenden	12/13 JHBBB Official	120.00
Athletics	12/13/2021	Aschwege, Dave	12/13 JHBBB Official	120.00
Athletics	12/17/2021	Raymond Central Track/Field	12/9 Gate profit	80.60
Athletics	12/17/2021	Sam's Club MC/SYNCB	Office Supplies - AD	69.82
Athletics	12/17/2021	Sam's Club MC/SYNCB	MBB Hudl Assist Program 21-22	644.38
Athletics	12/17/2021	Hunt, Rusty(Donald)	12/21 WR Tri	180.00
Athletics	12/17/2021	Raymono`s Pizza	Athletics	365.28
Athletics	12/21/2021	Scheel, Ken	1/3 Res BB Official	110.00
Athletics	12/21/2021	Gubbels, Chuck	1/7 VBB Officials	150.00
Athletics	12/21/2021	Kreikemeier, Isaac	1/7 JVBB Official	60.00
Athletics	12/21/2021	Gerlach, Brenden	1/3 Res BB Official	110.00
Athletics	12/21/2021	Risueno, Carlos	1/7 VBB Officials	150.00
Athletics	12/21/2021	Hunt, Matt	1/7 VBB Officials	150.00
Athletics	12/21/2021	Stephens, Amy	1/7 JVBB Official	60.00
Athletics	12/21/2021	Scheel, Ken	1/7 JVBB Official	60.00
Athletics	12/21/2021	Gerlach, Brenden	1/7 JVBB Official	60.00
Athletics	12/21/2021	Hunt, Rusty(Donald)	12/21 WR Tri Official (correction)	70.00
Athletics	12/08/2021	RevTrak	Athletics	29.95
Band	12/17/2021	Up-Front Footwear, Inc.	Black Marching Band shoes	37.70
Boys BB	12/02/2021	BSN Sports	Travel gear and Coach polos	1,743.32
Boys BB	12/17/2021	Evans Custom Apparel Inc.	Jacket Embroidery	164.90
Cheerleaders	12/09/2021	Eclipse, Inc,	LCC tshirts	505.00
Cheerleaders	12/16/2021	5678 Solutions	props	360.00
Class 2022	12/09/2021	Class of 2023	Prom money	1,000.00
Class 2023	12/09/2021	Tasha Osten	Hamburger for Sloppy Joe Feed	36.00
Drill Team	12/02/2021	Lexington Public Schools	Competition Registration Fee	60.00
FBLA Act	12/22/2021	US Bank	FBLA Act	27.98

FFA Act	12/01/2021	Smoking Gun Jerky	FFA Sales Beef Jerky	937.60
FFA Act	12/09/2021	Wyhe's Choice Fundraising	FFA Fruit Sale	2,040.00
FFA Act	12/09/2021	Jisa Farmstead Cheese, LLC	FFA Fruit Sales Cheese	1,785.60
FFA Act	12/09/2021	Ely Farms, LLC	Pickled Asparagus/Green Beans	903.65
FFA Act	12/09/2021	Katie Donahue	FFA Fruit Sales Summer Sausage	1,829.88
FFA Act	12/17/2021	Sam's Club MC/SYNCB	Feed Famers Day Supplies	46.52
FFA Act	12/17/2021	Smoking Gun Jerky	Jerky FFA Fruit Sales	70.32
FFA Act	12/17/2021	4Seasons Fund Raising	Fruit Order	8,479.70
FFA Act	12/17/2021	Katie Donahue	Summer Saus. FFA Fruit Sale Re	71.76
FFA Act	12/21/2021	Wyhe's Choice Fundraising	FFA Act	56.00
FFA Act	12/21/2021	Double K Popcorn LLC	Popcorn	1,536.00
Football	12/02/2021	Houchin, Wade	Sr Football Awards	503.54
HS Pop	12/07/2021	Raymono`s Pizza	HS Pop	62.96
JH Football	12/21/2021	Nebraska Sports	JH Football	217.77
JH Student Council	12/22/2021	US Bank	1st-3rd Place Ribbons	12.99
Pre-Kindergarten	12/09/2021	Carlson, Kendra	supplies for STEM and Christmas	125.80
Pre-Kindergarten	12/17/2021	Carlson, Kendra	stem/party supplies	91.92
Professional Dev	12/17/2021	Sam's Club MC/SYNCB	amazon GC for wellness	300.00
Professional Dev	12/17/2021	Sam's Club MC/SYNCB	items for teacher wellness	1,246.16
PTO	12/21/2021	Lincoln Symphony Orchestra	Tickets for Young People's Conce	150.00
RC Concessions	12/07/2021	RC FFA	9/3 Concessions Profit	133.49
RC Concessions	12/07/2021	RC FFA	Concessions Profit from 9/3	308.83
RC Concessions	12/07/2021	Thernes, Matt	10/9 VBB Official	150.00
RC Concessions	12/09/2021	RCPS FBLA	12/6 Conc Profit	63.25
RC Concessions	12/09/2021	Super C	Concessions Pizza	56.00
RC Concessions	12/09/2021	Super C	Concessions Pizza	98.00
RC Concessions	12/09/2021	Brian Gralheer	Pretzel Reimbursement	183.70
RC Concessions	12/09/2021	Sysco Lincoln	Concessions Popcorn	69.18
RC Concessions	12/09/2021	Sysco Lincoln	nacho chips for concessions	38.80
RC Concessions	12/17/2021	Jr High Student Council	12/9 Concessions Profit	387.79
RC Concessions	12/17/2021	Class of 2023	12/11 Concessions Profit	255.49
RC Concessions	12/17/2021	RCPS FBLA	10/13 Concessions Profit	102.28
RC Concessions	12/17/2021	Super C	Concessions Pizza	98.00
RC Concessions	12/17/2021	Super C	Concessions Pizza	56.00
RC Concessions	12/17/2021	Sam's Club MC/SYNCB	concessions supplies	93.48
RC Concessions	12/17/2021	Sam's Club MC/SYNCB	Concessions Pretzels	36.74
RC Concessions	12/17/2021	Pepsi Cola Of Lincoln	Concessions	769.40
RC Concessions	12/17/2021	Del Gould Meat Co., Inc	Concessions Hot Dog Order	88.00
RC Concessions	12/17/2021	RCWC	12/10 Concessions Profit	250.77
Spanish Club	12/17/2021	Hill, Laura	supplies for sloppy joe feed	148.42
Student Pop	12/09/2021	Laura Tvrdy	reimb. for 12 days items for JH/HS	72.47
Student Pop	12/17/2021	Sam's Club MC/SYNCB	Student Pop	116.52
Student Pop	12/17/2021	Sam's Club MC/SYNCB	"12 days" items for JH/HS staff	301.95
Val Book Fair	12/09/2021	Scholastic Book Fairs	Scholastic Book Fair Invoice	1,538.94
VolleyBall	12/09/2021	Polivka, Rylee	VB pay	250.00
Wrestling	12/17/2021	Lou`s Sporting Goods	Wrestling	699.00

**RAYMOND CENTRAL PUBLIC SCHOOLS**  
**Student Fees Checks - December 2021**

<u>Activity Name</u>	<u>Date</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
FFA	12/07/2021	National FFA Organization	FFA Jackets	275.00
FFA	12/07/2021	National FFA Organization	FFA Scarbes	62.50
FFA	12/07/2021	National FFA Organization	Shipping	34.00
FFA	12/17/2021	Donahue, Katie	Gingerbread Kits	71.84
Foods Class	12/22/2021	US Bank	Foods Groceries/Supplies	79.45
Tech Education	12/22/2021	US Bank	Tech Ed Supplies	278.15
Tech Education	12/22/2021	US Bank	Tech Ed Supplies	85.13
Tech Education	12/22/2021	US Bank	Tech Ed Supplies	69.96
Service Fees (Student Fees)	12/08/2021	RevTrak Fees	Service Fees (Student Fees)	2.53

December Board Report  
Mrs. Allison Stansberry  
Principal | Jr/Sr High

I want to start this board report by expressing my sincere gratitude for our staff. Mr. Pester, Ms. Paige, and Mrs. Polak all graciously gave up their regularly scheduled plan to add another section of classes so we can have spaces to put kids in that were initially scheduled for Industrial Tech. Mrs. Polak is teaching a section of Psychology, Ms. Paige is teaching a section study skills to 8th grade, and Mr. Pester is teaching Weights. Their plan will be during advisory. Mrs. Schaeffer is also offering another section of Networking. This has been an incredible help.

Also, as you will see in the professional development section, we have a lot of amazing things going with strong momentum. Our staff is willing to learn and grow collectively and it has been incredible to see them put our work into action. We truly have some of the best here at Raymond Central!

### **Professional Development**

On January 6th, the Jr/Sr High MTSS Core Team composed of Tasha Osten, Brian Gralheer, Caitlin Roussan, Amanda Coufal, and myself met with Kala Peyton from NDE-MTSS to start our implementation rollout. We had a fantastic discussion with action steps to complete prior to our next meeting in March. We will then spend two full days on June 14th and June 15th with our MTSS Core Team as well as our MTSS Leadership Team (which is the same as our Teacher Leadership Team) and will begin the heavy work. After the meeting, we felt like we really were headed in the right direction and were reaffirmed that the work we are currently doing is the right work. We are also working on our MTSS Google Site Page for staff and once we get that up and going I will share screen shots of what it entails. More details to come!

On January 18th, our Teacher Leadership Team is heading to Fremont to watch Joe Sanfelippo speak. Dr. Joe Sanfelippo is the superintendent in Wisconsin. He also has a number of publications, however the one I have recently read that I thoroughly enjoy is "Hacking Leadership". In this book, he identifies 10 problems with school leadership and provides dynamic, right-now solutions. It is a very easy read.

One of my favorite videos by Joe Sanfelippo: <https://vimeo.com/603238481>

Direct Link to Joe Sanfelippo's 1 Minute Walk 2 Work Videos: <http://www.jsanfelippo.com/leadership-challenge>

On December 8th we had PLC and had rich discussions as we continue the topic of disciplinary literacy. Our objectives for the day consisted of:

- Defining expectations within our campus goal
- Having an understanding of shifts for teaching reading within the disciplines.

We provided concrete examples of reading within the disciplines. After the PLC PD we broke into PLC's. As I walked around, we got great feedback from staff about how the PD presented to them allowed them to grasp a better understanding of how they can incorporate more reading into their content area. Some of the groups even started revamping their PLC goals.

On January 4th, we came back as a staff after winter break and did a few housekeeping things that prepared us for 2nd semester. After that, Brian and I led a PD on Optimizing the use of learning targets throughout a lesson. Our informals and walkthroughs during quarter 2 were focused around this. We first started with accessing prior knowledge which comes from our Teacher Performance Framework. The framework states:

## Domain I: Teacher Planning and Preparation

- The teacher plans using district and state content standards, district supported curriculum, instructional materials, and strategies, evidence-based resources, data, and community context to address the needs of each student in achieving rigorous learning goals.

### Indicator I.a: Standards and Objectives

- Designs lessons with clear measurable goals closely aligned with state standards, district curriculum resources, and unit outcomes
- State standards, district curriculum, and lesson goals are aligned, written, visually displayed, and verbally referenced throughout the lesson.

We then discussed the learning targets for the PD session. The learning targets were as follows with the activities for each learning target underneath:

- Define definition and characteristics of learning targets.
  - Actively read pages 461-462 of The Skillful Teacher using the following note taking symbols to code the text.
    - \* interesting
    - ? question
    - ! a-ha
- Brainstorm strategies for visually displaying and verbally referencing learning targets throughout each lesson.
  - Modified Frayer Model and Gallery Walk: Teachers created a Modified Frayer Model on large sheets of paper and wrote down their definition and characteristics of learning targets as well as examples of visually referenced and verbally displayed. They then rotated around to other groups and looked at what they came up using the above symbols.
- Develop a plan for visually displaying and verbally referencing learning targets throughout each lesson.
  - Partner Discussion

Our success criteria was as followed:

- Describe your plan visually displaying learning targets throughout each lesson.
- Describe your plan for verbally referencing learning targets throughout each lesson.
- Identify 1-2 strategies you will need to implement to help remind you to visually display and verbally reference the learning targets throughout the lesson (e.g., set a timer, add a learning target slide throughout the deck, have students write the target in a journal).

We had them fill out a Fast Feedback form with their plans and strategies. The next component of this to ensure that our learning targets are directly tied to the standards. More to come on this.

## **Other Happenings:**

I have been nominated through the ESU2 to be a part of the Learning Acceleration Project through NDE. About the project: Nebraska's Framework for School Renewal and Acceleration calls us to optimize instructional practices leveraging data so our students are equipped to learn, earn, and live the life they envision for themselves once they leave our schools. A vital component of this work is providing learning opportunities that are responsive to teachers, leaders, students, and Nebraska schools' unique needs. To this end, the series aims to leverage the expertise, knowledge, and experiences of Nebraska educators to support learning acceleration.

Over the spring semester, the team will:

- deepen our understanding of the foundations for learning acceleration
- develop a shared vision for learning acceleration in Nebraska
- diagnose existing strengths and gaps
- co-create a scope & sequence for a learning acceleration PL series

Once the project is complete the goal is to train other districts on this project. I will be attending the first two days on January 24th and January 25th in Grand Island.

We have purchased Mastery Prep ACT Curriculum. We will be piloting this program starting next week with approximately 18 students. Students will meet on A Days with Mrs. Winfrey. The hope is to see how the program goes and learn more about it so we can potentially bring it to our sophomores and juniors next year.

We have 4 incredible student teachers joining us this Spring from UNL:

- Jenna Kramer with Andrea Hicks (Special Education)
- Austyn McKee with Jill Huck (ELA)
- Grace Ellis with Carolyn Enevoldsen (ELA)
- Radley Shaw with Andrew Placke (Social Studies)

Austin Anderson graduated in December and left for military training on December 28th. We are so proud of Austin and his commitment and sacrifice. We can't wait to see the amazing things he will accomplish.

We have brought Campus Life to Raymond Central. Campus Life is a positive place where students can go to have fun with friends, talk about relevant issues, and be heard without judgement. It's a place where students are challenged to make good decisions and lead in positive ways in their school. This is for students in grades 6-8. The first event was held on December 16th and there was an overwhelming turnout. Derek Farmer, who is leading the charge, was ecstatic with the number of students that participated and we will be meeting on January 7th to get the next meeting scheduled.

We had SEVEN students accepted into the Wayne Honor Band, plus two as alternates. That means everyone who auditioned either made it in or is an alternate!

### **Accepted High School**

Josie Hain - Flute  
Josie Lahm - Flute

Rosalie Tvrdy - Clarinet  
Armin Barr - Tenor Saxophone  
Morgan Lahm - Trumpet  
Gareth Mills - Tuba

Junior High

Marissa Tvrdy - Trombone

Alternates

**Upcoming Events:**

January 17th: No school for students (Staff PD)

January 18th: Joe Sanfelippo Speaking at ESU (Teacher Leadership Team Attending)

January 19th: Discovery Ed Training

January 24th and January 25th: Learning Acceleration Project in Grand Island

January 28th: PLC (2 Hour Late Start)

High School

Asher Lahm - Baritone Saxophone

Junior High

Lindsey Morris - Trumpet

**January 7, 2022**

To: Mrs. Johnson and the Raymond Central Board of Education  
From: Ann Egr - Ceresco Principal and Student Service Coordinator

**Elementary-** Welcome to 2022! The students were excited to be back and ready to learn. It was nice to see all of them.

**MUSTANG Awards:** Baylor Gushard, Brooks Lassen, Mason Simpson, Lela Hass, Perrin McMann, Bentley Johnson, Ruby McMann, June Hartshorn, Wyatt Varilek, Elyza O'Malley, and Maci Blank

**P.O.P Pass (Positive Office Pass) winners:** Thomas Norlen, Anthony Love, Tyler Scheinost, Olivia Shadden, Henry Bower, Cole Simpson, Bentley Johnson, Hannah Hassebrook, and Lela Hass

1. The second round of FastBridge will be start January 19 and will be completed by January 26. 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. Thank you PTO for sponsoring the annual Holiday Shoppe. It was a huge success! The students love shopping
5. Report Cards will go home January 14.
7. The district is currently accepting kindergarten registration for 2022-2023.
8. The application process for the district pre-school is available until March 15 or until all three sections are full.
9. Preschool currently has 52 students enrolled. The four year old classes are 16 and 18. The three year old section has 18.
10. The Elementary Campus School Improvement team met on January 6 to plan for second semester inservice days. Members of the team are: Mrs. Johnson, Mrs. Egr, Mrs. Dostal, Ms. Farr, Mrs. Peterson, Mrs. Blank, and Mrs. Hlavaty. The next meeting will be January 11 at 3:30.



### **Special Education Board Report:**

- This month, Caitlin Roussan (school psychologist), and myself will be presenting to the MS/HS staff on Special Education topics such as: purpose of IEP meetings, team member roles, accommodations, strategies, etc. We will hold the same presentation at the elementary schools at a later date.
- Rachel Beck, Speech Language Pathologist, has resigned from her position to be closer to her boyfriend as they look towards the future. This was a very hard decision for her as she loves her job, the students, and loves being part of the Raymond Central staff. In a short amount of time, Rachel has been a huge asset to our team. Her expertise, data collection, goal writing, and communication with parents and the team are phenomenal. If/when we hire another SLP, Rachel would be willing to help with that transition process. This would be beneficial for us as a district to provide that opportunity for training. We wish Rachel good luck in her future endeavors!

TO: Supt Lynn Johnson and the Board of Education  
FROM: Mrs. Shelly Dostal, Elementary Principal at Valparaiso and K-5 Curriculum Director  
DATE: January 7, 2022  
RE: Principal's Report

- 1) Professional Development – On January 4, elementary teachers participated in professional development led by Mrs. Egr and Mrs. Dostal. The focus was on Domain 1 Teacher Planning and Preparation, Indicator 1.a Standards and Objectives of the Teacher Performance and Evaluation Framework. The teachers also had Wellness Time and work time to wrap up second quarter and get ready for second semester. Elementary teachers will have Professional Development on January 17 as well as PLC group time. We will follow up the Domain I, Indicator 1.a Standards and Objectives, Teach Boost, and discuss teacher responses to FastBridge benchmark assessments. Elementary teachers will work on ELA Standards Updates during the late start on January 26; they will not meet in PLCs.
- 2) Assessment – End of quarter assessments were completed prior to break. Second Quarter Report Cards will be sent home on Jan. 14. Winter FASTBridge benchmarking will take place January 19-26.
- 3) State Assessment - I have been attending weekly webinars for the statewide assessment system (NSCAS). I trained the elementary proctors and Grades 3, 4, and 5 completed the pilot Winter NSCAS assessments in December. Grades 6, 7, and 8 will be assessed in January and I will train teacher proctors next week. Overall, the Winter Pilot NSCAS testing process has gone smoothly. A shout out to Mr. Steve Rose for assisting with the technical side of testing, making sure the Chromebooks are working and the student information is correct in the RC data rosters so the information communicates with the testing platform. Mrs. Stansberry and Ms. Osten are coordinating the ACT assessment and are attending those trainings.
- 4) School Improvement - The Elementary School Improvement committee met on January 6 and 11 to refine plans for second semester.
- 5) 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. At the recent January 5 meeting, some data from 2020-21 was shared. RC had 24 matches, up from 11 matches the previous year. Most matches have longevity, with 58% of matches lasting three years or more. In addition, the matches had a positive effect on academics with 69% showing academic improvement. TeamMates would like to thank all of our mentors! A big shout out to RC TeamMates Coordinator, Mrs. Kristine White, who continues to recruit mentors, match students, and facilitate fundraisers to support the program. Please contact Mrs. White at the school for more information about how to become a mentor or go to [www.teammates.org](http://www.teammates.org)
- 6) PTO – PTO met on Jan. 4 to discuss plans for the second semester. PTO has purchased a special surprise for our K, 1, and 2 grade students for the 100th day of school.
- 7) Other happenings at Valparaiso:
  - a) Winter holiday parties and end of second quarter celebrations were held on Dec. 21. It was fun to celebrate the successful first semester with some games, crafts, and physical activities.

- b) To promote learning over the break, a reading challenge calendar was sent home. Students who completed the reading challenge were rewarded with a free book. We had        students turn in their completed challenge on the first week back to school. Thank you to Mrs. Shelly Hlavaty and Mrs. Monica Blank for facilitating the reading challenge promotion.
- c) The end of quarter MUSTANG Assembly was held on January 7. We are so proud of our students and staff for meeting goals!
- d) The 100th day of school is quickly approaching. We will plan to celebrate on January 25.
- e) "I Love Public Schools" day is January 19. Staff will be encouraged to wear their "I ♥ Public Schools" t-shirts and students are encouraged to wear Raymond Central apparel. Go to [I Love PS 2022](#) to see how you can participate.

## January 2022 RC Board of Education Report

2022 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. Our winter sports teams have been experiencing a more “normal” season compared to last year.

- The wrestling team has seen a successful start to the season with a 15-3 dual record and a number of Top 3 Tournament finishes this season. They will be heading to Arlington this Saturday, then will host a Sr Night Quad at home on Thursday January 20th.
- The girls basketball team sits at 7-5 with recent wins over Arlington and Centennial. Next on the schedule is David City and Ashland-Greenwood.
- The boys basketball team is currently 4-8 with a recent win over Conestoga. Next on the schedule is David City and Ashland-Greenwood.
- 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 many of those tournaments, the Players have placed in the top half of the competing schools.

### Notable upcoming Events at RC:

- 1/15/22 - 8 AM - Central Players Speech Invitational
- 1/22/22 - 9 AM - Boys and Girls Reserve BB Tournament
- 1/29/22 - 9AM - RC Mustang Wrestling Invitational

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

# **Tech Update January 2022**

## **Chromebook Orders**

Chromebooks are in for the 2022-2023 school year. We are working to unbox and process them.

## **Staff Computer Orders**

Staff computers for 2022-2023 have arrived! We have started to inventory them and set them up.

## **Camera Update**

Report from Kidwell said that one of the Cameras is in, we are just waiting on 2 more. The lead time is still sometime around the end of the month.

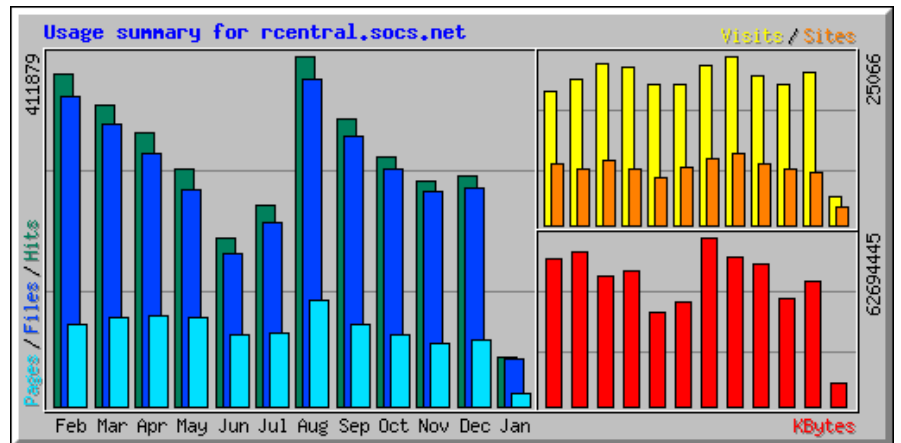
## **Emergency Connectivity Fund**

We were approved for Emergency Connectivity Funds for 200 Chromebooks. Valued at over \$75,000. This will allow us to replace the oldest Chromebooks in the district which were purchased in 2017.

## Website Activity Traffic Report- [December 2021](#)

### Website Updates-

- Added December Lunch Menu
- Added November newsletter
- Worked on Staff Directory - In Progress
  - Added new staff members
  - Deleted staff members who have left the district
- Edit the old "Staff" page under each school and transition to the [Staff Directory](#)
- Played around and sent out app push notifications
- I have been working on a Raymond Central Website How to Guide for when I am on leave





## NASB Monthly Update for Board Meeting Agenda Item

**January 2022**

**School Board Recognition Week in Nebraska will be January 30 to February 5  
Thank You School Boards!!!**

**WATCH: Don't Ever Stop ... which premiered at the 2021 State Education Conference**  
<http://members.nasbonline.org/index.php/news-resources/videos>

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### **Latest 'Board Notes' – Monthly Newsletters**

(www.NASBonline.org - News & Resources - Board Notes)

- *After A Year Away, We Just Hit Play*
- *Who Is Your Why? - The Annual Passing of the Gavel*
- *ALICAP Recognizes its Annual Award Winners*
- *The State Education Conference: In Pictures*
- *At The Board Table - School Board Elections 2022*
- *Needs - Resources Workshops*
- *2022 Legislative Issues Conference*
- *NASB Board President Retreats*
- *Your NASB Board of Directors & Staff*
- *Your 2021 NASB Affiliates*
- *... And Much More!*

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### **"NASB Update – Annual Board Calendar Summary"**

**View the full detailed calendar at: <http://members.nasbonline.org/index.php/resources>**

(www.NASBonline.org – Board Leadership – Resources)

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As a board, some items you should doing, or have on the monthly agenda 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, cross reference October.

#### ADVOCACY

- Review 2022 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. Board Finance Committee Report.

#### REPORTS

- Negotiations Committee; Superintendent; Administrators;

#### BOARD OPERATIONS

- Reorganization Meeting: Election of Officers. Sign and file NADC [Conflict of Interest form] with School District Board Secretary
- Adopt Annual Board Calendar and Board Meeting Schedule for 2022.

#### 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.
- Strategic Plan Update; District Goals Update;

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### **NASB's Video Resources:**

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

(www.NASBonline.org – News & Resources – Videos)

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

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### **Networking & Events ... Register Now**

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

(www.NASBonline.org – Events)

- **NASB Member Zoom with UNMC**
    - January 18 - 4:00 PM CT
  - **NASB Board President Retreats**
    - January 23-24 – Kearney
    - February 6-7 - Norfolk
  - **Legislative Issues Conference**
    - January 30-31 - Lincoln
  - **Needs – Resources: Understanding How the State Funds Your District**
    - February 3 – Seward
    - February 9 – Auburn/ESU 4
    - February 15 – Blair
    - February 23 – Grand Island
  - **Budget & Finance Workshops**
    - March 1 – York
    - March 23 – Ogallala
  - **NSBA Annual Conference**
    - April 2-4 – San Diego
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## **NASB Member Zooms**

<http://members.nasbonline.org/index.php/nasb-member-zooms>

(www.NASBonline.org – Events – NASB Member Zooms)

- **NASB Member Zoom with UNMC**
    - January 18 – 4:00 PM CT ... details to come
  - **Previous Member Zooms Available to Watch Include:**
    - Tough Times & Tough Meetings: The Board’s Role in Navigating Hot Button Issues
    - NASB Member Zoom w/ UNMC – Back to School Guidance, Decoupling, Infection Rates Among Children, Myths, & Q&A
    - NASB Member Zoom w/ NDE – The Local Board’s Role in ESSER Investments
    - NASB Member Zoom w/ Commissioner Blomstedt & Dr. Jeffrey Gold of UNMC
    - NASB Member Zoom w/ Bryce Wilson of NDE – Cares Act Funds Q&A for School Boards
    - And More ...
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## **Advocacy/2021-22 Legislative Session**

<http://members.nasbonline.org/index.php/government-relations>

(www.NASBonline.org – Government Relations)

- The 2022 legislative session will begin Wednesday, January 5. Keep tabs with all things pertinent to your school at NASB's Govt Relations.

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Follow NASB on twitter at [www.twitter.com/NASBOnline](http://www.twitter.com/NASBOnline) using the hashtag #liveNASB  
and on Facebook at [www.facebook.com/NASBOnline](http://www.facebook.com/NASBOnline)

Watch all of the NASB videos at <http://members.nasbonline.org/index.php/news-resources/videos>  
([www.NASBOnline.org](http://www.NASBOnline.org) – 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>

([www.NASBOnline.org](http://www.NASBOnline.org) - News & Resources - Board Notes)



## AMENDED CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

THIS CONTRACT for the 2022-2023 school year is made by and between the Board of Education of the **Lancaster County School District 55-0161, a/k/a Raymond Central Public Schools**, hereinafter referred to as “the Board,” and **LYNN JOHNSON**, hereinafter referred to as “the Superintendent.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 16<sup>th</sup> day of February, 2022, the Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

**1. Term of Contract.** This Contract is for a term of two (2) years beginning on the 1st day of July, 2022, and expiring on the 30th day of June, 2024. A “contract year,” for purposes of this Contract, shall be from July 1st to June 30th.

**Renewal and Rollover.** This Contract may be extended in one (1) year increments under the terms of this Paragraph. An extension will extend the Contract for one additional contract year (July 1st through June 30th), unless otherwise agreed to in writing by both parties. Neither party is obligated to extend this Contract. Any extension under this Contract must occur as follows:

a. Superintendent's Request to Extend. In each contract year, the Superintendent shall, by December 31st of such contract year, notify the Board President in writing if the Superintendent desires to extend this Contract for one additional year. If Superintendent does not notify the Board President in writing by December 31st, then this Contract shall not be extended and shall end on the final day of the existing Contract, unless both parties otherwise mutually agree in writing.

b. Board Action on Request to Extend. If the Superintendent timely submits a request to extend this Contract for one additional year, then the Board shall, in each contract year, have until February 15th of such contract year to decide whether to extend the Contract. If the Board votes to extend the Contract for one year, or if the Board takes no action by February 15th, then this Contract shall automatically be extended by one contract year. If the Board decides against extending the Contract, then the Contract will not extend and will automatically end on the last day of the existing Contract.

c. Notice of Non-Renewal. The parties agree that this Paragraph takes the place of and foregoes the need for the Board to deliver a notice of non-renewal of the Contract. Further, the Superintendent affirmatively waives the April 15th non-renewal deadline and acknowledges that this Paragraph shall have the same force and effect of a formal notice of non-renewal, if the Board votes against extending this Contract.

**2. Salary.** The salary for the first year shall be \$**152,000**. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment certificated employees of the District. In addition, the Superintendent shall receive \$2,500 per year if she lives within the Raymond Central School District. That provision shall extend through the first five years, provided the Superintendent remains employed by the Raymond Central School District.

In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than

that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees' Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

**3. Benefits.** As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

- a. Leave Benefits. Paid leave is available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the District and (2) the paid leave day is taken on a day Superintendent would otherwise be expected to be at work.
  - 1) Vacation. The Superintendent shall be allowed 20 working days of vacation leave during each contract year. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled Board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year).
  - 2) Carry-over and Accumulation of Vacation Days. **Since the Board and the Superintendent agree that periodic vacation is beneficial to "recharge," the Superintendent shall use at least (14) fourteen days of vacation each year. At the end of the contract year the Superintendent will be reimbursed for up to six (6) unused vacation days at the effective daily rate of pay in the amount of \$460/day.**
  - 3) Unspecified Leave (Sick/Bereavement/Personal): The Superintendent shall be allowed 10 working days of **unspecified** leave each contract year.
  - 4) Carry-over and Accumulation of Unspecified Days. Unused **unspecified** leave may be carried over from one contract year as **sick leave only** to the next succeeding contract year to a maximum of 50 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing contract year or years until the accumulated number of days is less than 50, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 50 days.
  - 5) Professional Development Leave. The superintendent shall be allowed 5 working days of professional leave during each contract year.
  - 6) Holidays. The following days shall be holiday days and not working days: July 4th, Labor Day, Thanksgiving, **Friday following Thanksgiving, Christmas Eve**, Christmas Day, **New Year's Eve**, New Year's Day, Good Friday, and Memorial Day.
  - 7) Log. The Superintendent shall maintain a current log of used vacation and unspecified leave days with the Superintendent's secretary.
- b. Health and Dental Insurance. The District shall pay for and provide the Superintendent with family health and single dental insurance for which the Superintendent is qualified for insurance under the District's group insurance plan. To the extent not covered by the District's medical insurance plan, the District shall reimburse the Superintendent for the full cost of a complete annual physical examination at such location and by such physician(s) as selected by the Superintendent with approval of the Board President.
- c. Meetings and Dues. The Superintendent shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Superintendent's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. In addition, the District shall pay the cost of the Superintendent's annual dues to the Nebraska Council of School Administrators, **American Association of School Superintendents, Nebraska Association for Curriculum and Development**, and may pay dues to

other professional organizations suitable for the Superintendent's position upon the Superintendent's request.

- d. Transportation Expenses. The Superintendent shall be reimbursed for reasonable expenses incurred in the performance of his duties as Superintendent. The Superintendent shall be reimbursed for mileage within and outside the District, when using a non-district owned vehicle and on District business (this does not apply to travel between home and work.) The Superintendent will provide a log of the miles and complete required District Documentation and the District will reimburse the miles at the rate set annually by the Board for District travel.
- e. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's individual capacity or the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District and the District is not in an adverse position in the legal proceedings.
- f. Other Benefits. The Superintendent may be provided such other benefits as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Superintendent meets the conditions and eligibility requirements for such benefits.
- g. Catastrophic Leave. The Superintendent shall receive 30 days of catastrophic leave (with other administrators to provide 3 days of the 30 days) by combining all remaining leave with the catastrophic leave and not to exceed 45 days. Other administrators will cover during the interim, the duties of the absent administrator. (Adopted by BOE July 19, 2010.)
- h. Tax Deferred Contribution. The Superintendent shall receive a \$10,000 contribution to a tax deferred plan of her choice to be deposited upon the completion of each year of service covered by this contract.

**8. Duties.** The Superintendent is employed as the Superintendent for the District. The Superintendent shall perform the duties of such position as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such positions. The Superintendent shall be subject to such other duties as the Board may assign from time to time. The Superintendent agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Superintendent shall be governed by the policies, regulations and directions of the Board of Education. The Superintendent shall in all respects to diligently and faithfully perform the assigned duties to the best of the Superintendent's professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent's position.

**9. Board-Superintendent Relationship.** The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District, and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment and consistent with legal requirements; provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action, study or recommendation, as appropriate.

**10. Evaluation of the Superintendent.** The Superintendent shall be evaluated twice during the first contract year with the District and once during each year thereafter, unless the Board deems additional evaluations appropriate. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Superintendent's personnel file. The Superintendent shall notify the President of the Board to remind the Board of the need to evaluate.

**11. Contract Termination.** In the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a superintendent in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; and (6) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Superintendent may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the District are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

The Board of Education may require a certificate of health and physical fitness of Superintendent in accordance with applicable law at any time while this Contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical capacity or any reason beyond the Superintendent's control, and said disability exists for a period exceeding the Superintendent's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Superintendent unable to perform essential functions of the positions for which the Superintendent is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

**12. Representations and Legal Requirements.** The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent is not under contract with another Board of Education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Superintendent further warrants and represents as follows: (1) all information set forth in the Superintendent's application for employment and other information provided by the Superintendent in seeking employment are true and accurate, and if said information ceases to be true, Superintendent will advise the Board of Education immediately; (2) Superintendent has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

**13. No Penalty for Release or Resignation.** There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until the expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to the provisions of the School Employees' Retirement Act.

**14. Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in the performance of their respective duties and obligations under this Contract.

**15. Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

Executed this _____ day of February, 2020.  _____ Superintendent	Executed this _____ day of February, 2020.  Board of Education of Lancaster County School District 55-0161, a/k/a Raymond Central Public Schools  By: _____ President  Attest: _____ Secretary
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