

Raymond Central Public Schools Board of Education Regular Meeting

Wednesday, September 14, 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, Brad Breitreutz, Cathy Burklund, Dr. Harriet Gould, Bill Lange, Derek Matulka. Also attending were: Lynn Johnson, Superintendent; Scott Shepard, Jr-Sr High School Principal; Tony Kobza, Asst Principal/Activities Director; Steve Rose, Elementary Principal; Deb Kruse, Asst Elementary Principal; and Amanda Coufal, SpEd Director.

Call to Order and Pledge of Allegiance

President Gould called the regular meeting to order at 6:18 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 Burklund to approve the consent agenda as presented including the August 10, 2022 regular meeting minutes and the August 31, 2022 Budget Workshop and Patron Committee Meeting minutes; the August financial statement; and monthly bills. RCV 6-0. Motion carried.

Regular Minutes of August 10, 2022; August 31, 2022 Budget Workshop and Patron Committee

Financial Statement/Report

Monthly Bills

Correspondence/Recognition

NASB is a private, nonprofit organization that serves the needs of Nebraska public school districts and Educational Service Unit board members. Nebraska's 1,700 school board members from across the state may participate in board development training throughout the year by attending workshops and conferences to help strengthen their role in governance, legislative advocacy, and stewardship of district resources in support of student achievement. In recognition of their volunteer time and commitment to education, NASB recognizes participation and growth in knowledge and best practice through the Awards of Achievement program. Congratulations to the following board members for achieving new levels of success:

Level 2 Bill Lange

Level 4 Brad Breitreutz

Level 3 Cathy Burklund

Level 1 Derek Matulka

Public Forum

Chris Dickey addressed the Board with a few additional questions regarding the facility planning. Dave Burklund spoke about the EnergyWise incentive program which changes out inefficient lighting to LED lighting and also his thoughts on a possible future bond election.

Reports

Facility planning update from architect BVH

BVH architect, Cleve Reeves, reviewed information collected from the Patron Committee Meeting including pros and cons of the four potential scenarios for facility improvement. These four alternatives are not the only alternatives nor do any of these stand on their own, they are just starting points for consideration. Mr. Reeves also reviewed the facility planning timeline going forward.

Administrative Reports

Submitted by Scott Shepard, Jr-Sr High School Principal

Relationships - Since July 1, I have been able to meet the board, several staff members and spent some great time with the administrative team at the NCSA Administrators' Days in Kearney. We had our open house this week, where I was able to meet and greet many of the students and parents as they came to finish the registration process and receive their chromebooks.

Student Engagement - We are planning a first day of school to welcome the students into the RC Family that will include some required trainings (school safety, bus evacuations, dating violence) and some logistical items (guidance/counseling, student handbook) and I will also have time with each of the grade levels as we discuss what it means to be part of the RC Family! Fall sport practices also begin on Monday, August 8. Our initial staff development will focus on relationships and student engagement in the block schedule. We believe this will increase student learning over the course of the year.

Beginning of the School Year - New staff start next week with mentors joining them on Tuesday. We are excited to work with the team to create positive experiences for our students. The handbooks are complete, but Tony and I do want to work with the staff early on and we may make a few recommendations for changes as we understand the culture and routines of Raymond Central. Lynn and I will hopefully have a recommendation for a 6th grade teacher at the board meeting on Wednesday following the late resignation.

Celebrations - Last week, several of our students and their livestock performed well at the Saunders County Fair. I was fortunate to be able to watch some of them show their calves on Friday. What a great experience for our kids and also want to thank our Ag teacher Katie Donahue for the support she gives our students and families.

Jared and his team have the facility just about ready for staff and students to return. Everything looks great!

Tony Kobza has done a great job with filling coaching positions, raising funds for the scoreboards in the gym and preparing for the start of the fall seasons.

I want to thank Lynn for the support over the past few months during the transition. She has handled most of the hiring and we have worked together on the handbooks to create some consistency across the district. It is refreshing to work with a positive team focused on doing what is best for kids.

Submitted by Tony Kobza, Assistant Jr-Sr High School Principal/Athletic Director

Fall Sports are in full swing. We currently have 171 athletes competing in grades 7-12 for the fall season. Weight Room upgrades have been completed and added max capacity to the weight room by 50%. We are adding a new Hudl Focus camera to the New Gym to allow us to livestream any competitions that are held within that gym.

Band, Cheer and Dance have been adding to a great game day atmosphere for Volleyball and Football games. We are moving forward with the ScoreVision Boards as we have the funds necessary for installation committed for us to have the boards installed in early November. Businesses and families have provided all of the funding necessary to cover the costs of the boards. We are currently over \$127,000 committed to this project.

Submitted by Steve Rose, Elementary Principal and Deb Kruse, Assistant Elementary Principal

Beginning of School - we have many new teachers and assignments that are being worked out (Ceresco 1st, 3rd, and 5th grade; Valparaiso Kindergarten; Counselor to both buildings). We also have three new paras.

School Year Focus - Science of Reading. This will begin during pre service with all elementary teachers and will continue throughout the year in various sessions to train teachers in the research based best practices for teaching reading. This will also culminate in the evaluation and adoption for our new curricular resources for the 2022-2023 school year.

MTSS

Developing the use of the process with our team through services provided by NeMTSS Kayla Peyton.

Defining work of High Leverage Practices and adopting High Level materials.

Creating a list of verified interventions, defining the process of prescribing those to students and training those involved.

Will develop and implement the use of student problem solving teams.

These teams will be in place to be an early identification of students who need extra support to work towards keeping them from needing more formalized services with larger gaps.

Submitted by Amanda Coufal, Director of Special Education

CPI (Crisis Prevention Intervention). Staff were trained using practical skills and strategies to safely manage disruptive or difficult student behaviors. CPI certification training supports PBIS strategies. We have 30 staff recertified in CPI and 10 new staff certified in CPI.

Current SpEd List - During the summer months, we had two special education students transfer to a different school district and we had three students enroll that are on an IEP. Current Special Education numbers: Ceresco - 26; Valparaiso - 11; MS/HS - 71 = 108 verified students.

TIP (Targeted Improvement Plan). Each school district has to review their student data and establish a targeted improvement plan. Each TIP is required to have: A focus for improvement; A measurable goal with annual targets; A student-centered, evidence-based strategy to affect the outcome for students with disabilities; An implementation plan; Criteria to measure fidelity of the student-centered, evidence-based strategies selected. The TIP must be aligned to the overall general education improvement activities being implemented at the district.

Raymond Central's [TIP](#) was submitted in May and we just received our review summary back. We have met the criteria in all areas! [RC Tip Review Summary](#) I want to thank Caitlin Roussan (school psychologist) and Jenifer Highstreet (HS SpEd teacher) for helping with this process and agreeing to be a member of the TIP team. They dedicated their time and expertise to make this possible. They spent

many hours dissecting data, collaborating, and creating a plan that will benefit the students at Raymond Central. Their hard work definitely paid off!

Student Board Report - Madison Parham

Submitted by Madison Parham, Student Body President

Good evening Raymond Central Board members, my name is Madison Parham. I am the Student Body President for the 2022-2023 school year. I am involved in various activities including Volleyball, Basketball, Cheerleading, Student Council, and National Honor Society.

I, on behalf of the student body, would like to highlight some changes in a positive manner that have been made this school year that were not put in place in past years. To start, every morning before school as students walk into the school building to begin their day, they are welcomed with a "good morning", words of encouragement, and smile by Mr. Shepard and Mr. Kobza, along with music playing on a speaker. This warm welcome at the beginning of an early morning is something that helps students start their day of learning off on a positive note knowing that they have an administration who wants to be able to change the atmosphere of arriving at school into something that is much more exciting. This is just one example of how the culture at our school is changing for the better.

To add to that, the 9-12 student body gathered in the commons during our advisory period two Fridays ago to create excitement for the first home football game of the season against Malcolm High School. The cheerleaders led the student body in a few different cheers that engaged everyone and the gathering was finished with the football players teaching everyone their huddle chant, which was then participated in by everyone. That night, our student section was well-attended, loud, cheerful, and very interactive with the "White Out" theme. Some of the students in the student section even brought different posters that they made to encourage school spirit and pride for the football game. The great student section at the football game that Friday had been carried over from multiple home volleyball games. During home volleyball games, the student section is filled to the top of the bleachers with students from all grades who are actively engaged in the game and promote a great amount of school spirit. On top of that, our cheerleaders are at the volleyball game as well, which is a change from the past years, and have been great advocates for keeping our student section loud and cheerful. Our student sections have had an outstanding impact on our different athletic teams, and I, as a volleyball player, am always happy to see a large crowd of students spending their weekday evenings to support our team.

In regards to the academic lives of students, classes seem to have begun on a great start. Even through different opinions of our cell phone policy, having restrictions on usage of phones has been able to motivate students to be more engaged in class and ultimately promote a better learning environment. As teenagers, many of us enjoy being able to use our cell phones frequently, and I feel that students here at our school have been able to adjust quite well to the school policy regarding phone consumption, for the most part.

Some of the students have been able to participate in class trips recently, taking their environment of learning off-campus. Our school provides students with multiple opportunities to take different class trips related to what they are learning in class and trips that are beneficial to their future lives outside of high school. Yesterday, the Plant Science class took a half-day trip to the Saunders County Fairgrounds to listen to a speaker who taught them about different types of soil. Just last week, the Junior class took a trip to Southeast Community College in Beatrice where they got to tour the campus and learn more about other colleges that they may be interested in. In the near future, the students taking Composition I plan to take a class trip to UNL where they will spend a few hours using their five senses to inspire different ideas for them to use to create an observation essay.

I am excited to see where this school year takes our student body as a whole and am enthusiastic about my involvement within our student body here at Raymond Central, upcoming school activities, and future board meetings.

Superintendent's Report

NASB Monthly Update

Update on Superintendent Goals

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

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

Goal 3: Continue the development of a 10 year facilities strategic plan for implementation that addresses maintenance and improvements for existing building assets and new construction.

Goal 4: Continue the development of safety and security practices for Raymond Central Public Schools.

Superintendent Johnson provided the Board with an update on her goals.

Safety Report

Following are actions that have been taken:

Safety Meeting with Lancaster County Sheriff and county school

Attended reunification drill in Fremont, NE

Upcoming safety meeting in Lincoln to attend with Deputy Piitz

Safety Committee scheduled to meet September 21, 2022

Drill protocol covered with all students. Bus evacuation and evacuation drills executed with all students.

Redesigned Jr/Sr high drop-off to be one way (safer

Implemented manifests and buddy system for kindergarteners for PM bus routes

Assigned additional supervision to bus loading zone at Jr/Sr High

Using radios at all campuses for persons who take kids outside

Important Upcoming Dates:

NRCSA Monthly Update

Facilities Report

Technology Updates

Submitted by Jaxn Kobza, Technology Director

Infrastructure

- All new wifi networks are in place and operational
- Completed our VLAN remodeling with Kidwell

Technology Projects

- Working with ESU 2 to get servers upgraded
- Needing to upgrade VMWare Licensing for the new server.
- Cleaning up Active Directory and email accounts.

Issues/Concerns

- Working on securing our network and meeting the requirements for cyber insurance.

Miscellaneous

Attending Nebraska Cyber Security Conference September 27.

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

New Business

Discuss, Consider and Take Necessary Action to surplus items

Motion by Matulka, second by Lange to approve an old warming oven and folding chairs as surplus. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action to Approve Staff

Motion by Breitkreutz, second by Matulka to approve paraeducator staff appointments of Kristen Lovell, Julie Mueller, and Melanie Schmalken; and also girls basketball head coach Gary Samuelson and assistant coach Trudy Samuelson. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action to Approve Substitute Teachers

Motion by Matulka, second by Burklund to approve Kennedy DeBoer as substitute teacher. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action to approve VM software for servers

Motion by Breitkreutz, second by Lange to approve the purchase of VMware software for our servers at a cost of \$8,707.06. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action to purchase email filtering

Motion by Matulka, second by Lange to approve the purchase of a 3 year email filtering contract with Avanan at a cost of \$35,010.00. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action to approve superintendent's evaluation tool

Motion by Blanchard, second by Breitreutz to utilize the Standard Superintendent Evaluation Tool for the 2022-2023 school year by the Board and also include input from administrators. RCV 6-0. Motion carried.

Approval of Next Regular Board Meeting

Motion by Gould, second by Blanchard to approve the next regular Board meeting of Wednesday, October 12, 2022 and also Special Board meeting of September 23, 2022 to set the system-wide 2022-2023 property tax request. RCV 6-0. Motion carried.

Adjournment

Motion by Breitreutz, second by Matulka to adjourn the meeting at 7:22 PM. RCV 6-0. Motion carried.

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Regular Minutes of July 13, 2022

Financial Statement/Report

Monthly Bills

Correspondence/Recognition

Congratulations to Kay Maresh (UNL College of Business) named the Sue Vagts Faculty/Staff Partner of the Year by the Business Career Center for building relationships with employers and enhancing career development, education and opportunities to help College of Business students succeed.

Thank you to all the businesses and patrons who are helping in the effort to have a ScoreVision board realized on campus!

A huge thanks to Dr. Gould for hosting the new administrator "meet and greet" last Sunday.

Public Forum

Reports

Administrative Reports

Submitted by Scott Shepard, Jr-Sr High School Principal

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Submitted by Tony Kobza, Assistant Jr-Sr High School Principal/Athletic Director

Athlete Summer Workouts - Summer workouts ended the last week of July. We saw great strides in commitment level from athletes, as well as gains in strength. We were very pleased to see our max numbers grow from the end of June to the end of July. Fall sports begin on Monday, August 8 so there is a lot of excitement for this week.

ScoreVision Project - The ScoreVision project has made great progress over the first three weeks through family donations and business sponsorships. We have currently raised over \$100k in working toward our \$150k goal. We are still looking for business partners to advertise with us and are currently in discussions with several.

Submitted by Amanda Coufal, Director of Special Education

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MTSS

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- Defining work of High Leverage Practices and adopting High Level materials.
- Creating a list of verified interventions, defining the process of prescribing those to students and training those involved.
- Will develop and implement the use of student problem solving teams.
- These teams will be in place to be an early identification of students who need extra support to work towards keeping them from needing more formalized services with larger gaps.

Superintendent's Report

The Raymond Central Education Foundation golf outing will be held on Saturday, August 20 at the Hilltop County Club in Wahoo.

All staff opening events are scheduled for Friday, August 12. We will also be handing out service awards on and board members are invited to be a part of the celebration.

Wednesday, August 24 is the NASB regional meeting in Fremont.

We have previously contracted with Diane Wolfe to provide the Birth to 3 services in our District. This year we will contract 1 day a week with ESU#2 and Erin Gangwish will provide our B-3 services. She will also have time to consult with our PK-3 staff on all things early childhood, inclusive of assisting in the evaluation of student needs and development of effective learning plans. Steve, Deb, Amanda and I had the opportunity to meet with Erin this week and she is going to be a great addition to our team.

We are starting the school year off with five (5) routes. We ran with the same number last year but we were hoping to get the sixth route added back in. There are a couple of leads that we have on drivers and we will continue looking for additional ones. We spent considerable time developing routes (as usual) with an eye to efficiency, practicality and particular student needs. Unfortunately, the pick-up in the morning at Valparaiso will be earlier than usual and earlier than desired, but it appears to be the best solution at this time. We will continue to evaluate routes and make changes as conditions change.

NASB Monthly Update

Important Upcoming Dates:

Facilities Report

Following is a proposed timeline of dispensing and receiving information relative to facility analysis:

- **Tuesday, August 2:** BVH shared with Jared and Lynn the preliminary information gathered from their analysis and asked that we review for accuracy.
- **Friday, August 12 (morning) and Tuesday, August 16 (afternoon):** BVH meets with staff to further discuss educational programming and facility impact.
- **Monday, August 22 or Thursday, August 25:** Two (2) subgroup meetings with board members. Three board members meet at 3:00 p.m. - 4:30 p.m. Another three board members meet 4:30 p.m. - 6:00 p.m.
- **Wednesday, August 31 or Thursday, September 1:** Community Meeting (evening)
- **Wednesday, September 14: Regular Board Meeting.** Goal is to provide the board with 2 or 3 options for facilities on the path to being able to act on any ballot questions at the November meeting.
- **September 14 - November 14:** Study facility options, cost & financing options. Administration meetings, board meetings, and Community Meeting(s) to work through the options to a proposed solution

Hail damage claims

Update on the facility analysis with architects BVH

Technology Update

Firmware - We need to renew our firmware subscription for our fortinet Firewalls at RCH, Ceresco, And Val. This will be done with the help of the ESU. This subscription will run for three years, 2022-2025. The High school/Jr High will cost \$7,791.36. Val and Ceresco will cost \$5,674.85 each. The renewal will cost \$19,141.06 in total.

Technology Support Services - We will also not be renewing our support contract with Kidwell. We are at a point that we do not require their services. We will be supplementing out technical staff with a service contract with the ESU#2. With the ESU#2 service contract we will purchase 150 Hours at \$7500, anything past 150 hours will cost \$50/hr. This will allow us to get our network to be remodeled creating a proper and secure segregation of data. Update our current servers to a supported operating system and any higher level maintenance we require.

With the termination of our Kidwell contract we will have to purchase anti-virus(AV) software on our own as it is rolled up into our contract with Kidwell. We are looking at joining an ESU 7 mass buy of Sophos AV. This will cost us a total of \$1,720.20. This will give us licensing for 200 end point computers and for all of our servers.

Before the end of our contract with Kidwell we will have them complete an addition of 3 new VLAN's, Students, Staff, and Guest. This will allow us to segregate Student and guest traffic to be isolated and go directly out to the internet while our staff will still have the necessary access to the internal network they require to do their jobs. With this we will be locking down our staff network to only school owned devices. Any staff phones or other personal devices will only be able to utilize the guest network. We will also be adding a password to our guest network, this will be known to the public and add a layer of security to our guest network.

Email Filter - We are currently shopping around for an email filter. This will allow us to protect our students and staff from phishing, and malware embedded emails. The two we are looking at are Sophos email gateway and Avanan. We have had a trial of Avana going since 7/30/2022. From that trial we have seen that we are a hot target. In the first 72 hours we had 25 emails flagged as phishing attacks. With the recent phishing attack targeting board members this is a top concern for the technology department.

Server Replacement - We will also need to replace out current server infrastructure. The servers we have in use are all at least 10 years old, most of them are closer to 15 years old. The typical lifespan of a

server is at most 7 years. We are working with the ESU#2 to get quotes on the cost to replace our current infrastructure.

Review of Safety Plan

Technology Audit - There have been four different instances in the past couple of weeks where it was recommended to us that we have card access to our buildings. Meeting with Deputy Piitz, technology audit associated with BVH facility review, technology review by ESU#2 tech staff, and in the reunification drill that we participated in at Fremont. That will definitely be on our facility needs short list.

Reunification Drill - Deputy Piitz and I attended a reunification drill that was held at Fremont Middle School on Thursday. We walked away with some good information and insights on how to do a drill and how to develop our reunification plans.

Rule 10 Safety Audit - School Districts are tasked with having a safety audit by August 31 each year to be compliant with Rule 10 regulations. Toby Tortilla, who is the loss prevention specialist with our insurance company SFM, performed a safety audit of the high school campus this past week and will be setting up audits of the Valparaiso and Ceresco facilities. In the audit he noted two (2) actionable items and then also offered others suggestions that could improve safety in his opinion. The two action items include: 1) Extend ladder rails or provide handle to hold to prevent falls during entry and exit from boiler room from outside. (Currently there is nothing to assist with maintaining balance), and 2) add a door closure mechanism to the same door in the boiler room.

Officer Piitz will cover SRP safety protocol with all staff during our preservice meetings on August 12th.

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

New Business

Discuss, Consider and Take Necessary Action to Approve Staff Resignation(s)

Motion by Burklund, second by Breitkreutz to approve the staff resignation of Laci Pebley, 6th Grade Teacher. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action to Approve Staff Appointments

Motion by Breitreutz, second by Matulka to approve staff appointments of Mark King, PE Teacher; Jennifer Crees, Health Tech; Kate Gralheer, Preschool Para; Bruce Theye, SpEd Van Driver; and Jennifer Hoffschneider, Jr-Sr High Cook. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action to Approve Substitute(s)

Motion by Matulka, second by Burklund to approve Kinzie Beutler, Derek Farmer and Wes Kramer as substitute teachers; and Carrie Woods as a substitute bus driver. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action to approve student/guardian handbooks and teacher handbooks

Our goal was to have the teacher and student/guardian handbooks more consistent across the district. There are some changes and additions to the handbook but most of the changes are adding elements that legal counsel advises us to include to protect the interests of the district. The eligibility guidelines for the Jr-Sr High students has changed. Students that have two or more F's will be ineligible for a full week Monday-Sunday. They will continue to be ineligible unless that get that down to one or less F. Additionally, if a student holds an F in the same class for three weeks in a row, they will be ineligible.

Motion by Burklund, second by Breitreutz to approve the Student/Guardian Handbooks and Teacher Handbooks as presented. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action to approve the purchase of firewall protection

We need to renew our firmware subscription for our fortinet Firewalls at RCH, Ceresco, and Valparaiso. Our current contract expires this month. This purchase will be made through the ESU#2. The actual vendor is Sterling Company. We received quotes for 1, 3, and 5 years and are choosing the three year subscription. The three year subscription will be for 2022-2025. The Jr-Sr High School will cost \$7,791.36. Valparaiso and Ceresco will cost \$5,674.85 each. Motion by Matulka, second by Lange to approve the renewal of our firewall protection subscription through the ESU #2 for three years at a cost of \$19,141.06. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action to approve the purchase of two new servers

Motion by Breitreutz, second by Matulka to approve the purchase of two new servers which will replace the three current, aged servers that are being used for our virtual environment for a total cost of \$9,891.52. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action to approve the sale or disposal of surplus items

Motion by Matulka, second by Lange to approve two computer charging carts, eight reception chairs with casters, a rectangular table and a round table as surplus. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action to transfer \$300,000 from the General Fund to the Depreciation Fund

Motion by Breitreutz, second by Blanchard to transfer \$300,000.00 to the Depreciation Fund to be earmarked for transportation acquisition, technology upgrades, safety upgrades and curriculum. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action to transfer \$100,000 from the General Fund to the Employee Benefit Fund

Motion by Matulka, second by Gould to transfer \$100,000.00 to the Employee Benefit Fund to prepay a portion of our 2022-2023 health insurance premiums. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action to approve property line of insurance premiums for the 2022-23 school year

The EMC summary page shows that the valuation has increased and when a 9% premium hike is applied to the increased valuation, the result is a 19% premium increase from the previous year. Motion by Lange, second by Matulka to approve the renewal of the district's annual insurance policy through EMC for 2022-2023 for \$164,983.00. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action to approve the installation of a metal roof on the concession stand

Motion by Matulka, second by Breitreutz to approve the replacement of the concession stand roof with a metal roof and to use insurance reimbursement to pay for the roof. RCV 6-0. Motion carried.

Approval of Next Regular Board Meeting and potential Special Meeting to approve tax resolution and budget

Motion by Lange, second by Matulka to approve the Budget Workshop on August 31, 2022; Regular Board Meeting on September 14, 2022; and Special Board Meeting to approve the budget/tax resolution on September 21, 2022. RCV 6-0. Motion carried.

Adjournment

Motion by Breitreutz, second by Matulka to adjourn the meeting at 7:16 PM. RCV 6-0. Motion carried.

Raymond Central Public Schools Board of Education Budget Workshop

Wednesday, August 31, 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

Board President Dr. Harriet Gould called the meeting to order at 6:00 p.m.

Motion to Excuse Board Member's Absence

All board members were present to include Dr. Harriet Gould, Matt Blanchard, Brad Breitzkreutz, Cathy Burkland, Derek Matulka, and Bill Lange. Also present was superintendent Lynn Johnson and bookkeeper Peggy Breitzkreutz.

Open Meeting Law

President Dr. Gould expressed that open meetings law would be followed and indicated that indicated where they were posted.

Discussion Items

Discuss the proposed budget for the 2022-23 school year and the tax asking proposed

Superintendent Johnson provided a powerpoint that detailed the budget and the possible tax asking requests that could be levied to accomplish the budget goals that have been established. The board reviewed the budget and the various tax asking options and asked questions about the options and about the budget.

Adjournment

The meeting was adjourned at 6:50 p.m.

Raymond Central Public Schools Board of Education Workshop - Patron Committee Meeting

Wednesday, August 31, 2022 at 7:00 PM Central

Raymond Central Jr/Sr High School - Auxilliary Gym

1800 West Agnew Road

Raymond, NE 68428-9783

Call to Order and Pledge of Allegiance

Dr. Harriet Gould called the meeting to order at 7:00 p.m. and the Pledge of Allegiance was said.

Motion to Excuse Board Member's Absence

All board members were present: Dr. Harriet Gould, Matt Blanchard, Brad Breitreutz, Cathy Burkland, Derek Matulka, and Bill Lange.

Open Meeting Law

President, Dr. Harriet Gould noted that since all board members were present this workshop would fall under the open meetings law and she noted that the laws were posted at the registration desk.

Discussion Items

BVH Architects share information from facility analysis and educational planning suitability

BVH architects, Cleveland Reeves and Roger Slouson provided a slideshow that captured information and data from the facilities analysis performed by engineers and information from the Educational Planning analysis. They presented four potential scenarios for facility improvements and asked the patrons that were present to divide into four different groups and to provide pro's and con's to the four different alternatives. They specifically noted that these four alternatives were not the only alternatives nor did any of these alternatives stand on their own necessarily. They are just starting points for consideration. Each of the four groups reported out their pro's/con's to the entire group. It was noted that this feedback would be posted on the website and that persons were welcome to email Lynn Johnson with feedback on any of the other three alternatives that they had not had a chance to contribute to.

Adjournment

The meeting was adjourned at 8:15 p.m.

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

August 31, 2022

	8/1/2022 Thru 8/31/2022	8/1/2021 Thru 8/31/2021
Bank Balance - Beginning of month	\$3,391,071.27	\$2,221,525.27
Deposits	\$1,234,320.26	\$1,198,417.37
Interest	\$1,714.53	\$274.76
Less Debits	<u>-\$1,436,676.50</u>	<u>-\$821,530.77</u>
Bank Balance - End of Month	\$3,190,429.56	\$2,598,686.63
Plus Outstanding Deposits	\$0.00	\$0.00
Less Outstanding Checks	<u>-\$205,837.93</u>	<u>-\$409,776.21</u>
Book Balance - End of month	<u>\$2,984,591.63</u>	<u>\$2,188,910.42</u>

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

GENERAL FUND

Cash Balance - August 1, 2022		\$3,212,058.96
August Receipts		\$1,234,320.26
August Interest Earned		<u>\$1,714.53</u>
	Total	\$4,448,093.75
August Disbursements		<u>-\$1,463,502.12</u>
	Cash Balance - August 31, 2022	\$2,984,591.63

LUNCH FUND

Cash Balance - August 1, 2022		\$268,949.61
August Receipts		\$46,729.70
August Interest Earned		<u>\$26.10</u>
	Total	\$315,705.41
August Disbursements		<u>-\$28,821.65</u>
	Cash Balance - August 31, 2022	\$286,883.76

BUILDING/SINKING FUND

Cash Balance - August 1, 2022		\$1,300,787.04
August Receipts		\$104,558.06
August Interest Earned		<u>\$663.82</u>
	Total	\$1,406,008.92
August Disbursements		<u>-\$2,030.49</u>
	Cash Balance - August 31, 2022	\$1,403,978.43
Certificate of Deposit + Interest		<u>\$559,348.29</u>
	Combined Balance - August 31, 2022	\$1,963,326.72

HIGH SCHOOL BOND FUND

Cash Balance - August 1, 2022		\$706,100.96
August Receipts		\$104,687.58
August Interest Earned		<u>\$273.07</u>
	Total	\$811,061.61
August Disbursements		<u>\$0.00</u>
	Cash Balance - August 31, 2022	\$811,061.61

DEPRECIATION FUND

Cash Balance - August 1, 2022		\$1,006,822.24
August Receipts		\$300,100.00
August Interest Earned		<u>\$295.29</u>
	Total	\$1,307,217.53
August Disbursements		<u>\$0.00</u>
	Cash Balance - August 31, 2022	\$1,307,217.53
Certificate of Deposit + Interest		<u>\$628,903.49</u>
	Combined Balance - August 31, 2022	\$1,936,121.02

QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND

Cash Balance - August 1, 2022		\$10,505.75
August Receipts		\$0.00
August Interest Earned		<u>\$1.90</u>
	Total	\$10,507.65
August Disbursements		<u>\$0.00</u>
	Cash Balance - August 31, 2022	\$10,507.65

EMPLOYEE BENEFIT FUND - UNEMPLOYMENT

Cash Balance - August 1, 2022		\$35,012.94
August Receipts		\$100,000.00
August Interest Earned		<u>\$13.14</u>
	Total	\$135,026.08
August Disbursements		<u>\$0.00</u>
	Cash Balance - August 31, 2022	\$135,026.08
Certificate of Deposit + Interest		<u>\$16,134.25</u>
	Combined Balance - August 31, 2022	\$151,160.33

TAXES - 2021-2022

Requested Amount of Taxes	\$7,705,208.00	
Taxes Received	<u>\$7,045,213.84</u>	
Balance	\$659,994.16	8/31/22: 91.43% Received

RAYMOND CENTRAL PUBLIC SCHOOLS

GENERAL FUND RECEIPTS AND DISBURSEMENTS - AUGUST 2022

AUGUST 1, 2022 BOOK BALANCE

3,212,058.96

LANCASTER COUNTY TREASURER

TAXES	1,074,457.60
MOTOR VEHICLE TAXES	20,932.88
FINES & FEES	2,964.37
HOMESTEAD EXEMPTION	18,287.93
PERSONAL PROPERTY TAX CREDIT	5.46

SAUNDERS COUNTY TREASURER

TAXES	53,508.47
MOTOR VEHICLE TAXES	18,075.95
FINES & FEES	1,459.21
HOMESTEAD EXEMPTION	15,607.61

SEWARD COUNTY TREASURER

TAXES	1,582.94
MOTOR VEHICLE TAXES	1,475.17
FINES & FEES	246.03

BUTLER COUNTY TREASURER

MOTOR VEHICLE PRO RATE	5.64
FINES & FEES	7.63

TUITION COLLECTED

PRE K TUITION	6,083.89
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NON REVENUE RECEIPTS

SCHOOL SPECIALTY REBATE	134.68
PAYROLL ACH BANK RETURN	2,797.78

JONES BANK

GENERAL FUND INTEREST - August	1,714.53
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RCPS HOT LUNCH FUND

AUGUST EXPENSES	16,687.02
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TOTAL AUGUST RECEIPTS	1,236,034.79
TOTAL RECEIPTS	4,448,093.75
AUGUST DISBURSEMENTS	1,463,502.12

SEPT 1, 2022 BOOK BALANCE

2,984,591.63

AUGUST 2022	Percent of Year Completed		100.00%			
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	\$1,129,535.23	\$7,006,061.00	\$7,072,545.51	90.93%	94.73%
Motor Vehicle Tax	\$450,000.00	\$40,489.64	\$500,365.90	\$496,409.84	111.19%	101.35%
Public Power Tax (5% Gross)	\$40,000.00	\$0.00	\$39,280.37	\$0.00	98.20%	0.00%
Carline Taxes	\$3,000.00	\$0.00	\$3,470.26	\$8,334.94	115.68%	238.14%
Other Tuition	\$0.00	\$13.78	\$13.78	\$0.00	0.00%	0.00%
Interest	\$10,000.00	\$1,714.53	\$6,452.36	\$4,166.50	64.52%	40.85%
Local License Fees	\$1,200.00	\$0.00	\$2,570.00	\$2,250.00	214.17%	112.50%
Other Local Receipts(Pre-School)	\$5,000.00	\$6,083.89	\$22,333.57	\$9,308.77	446.67%	103.43%
Fines & License Fees	\$40,000.00	\$4,677.24	\$35,572.78	\$36,104.32	88.93%	80.23%
ESU Receipts	\$0.00	\$0.00	\$9,791.47	\$252.50	0.00%	0.00%
State Aid	\$939,105.00	\$0.00	\$939,105.00	\$374,711.00	100.00%	100.00%
Special Education	\$400,000.00	\$0.00	\$525,434.00	\$448,277.00	131.36%	128.08%
Special Education Transportation	\$15,000.00	\$0.00	\$0.00	\$21,504.00	0.00%	107.52%
Homestead Exemption	\$0.00	\$33,895.54	\$211,814.31	\$171,698.58	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	\$19,249.94	\$16,167.22	128.33%	95.10%
State Apportionment	\$131,250.00	\$0.00	\$105,637.03	\$106,348.64	80.49%	77.96%
Relief to Property Tax Payers	\$0.00	\$0.00	\$391,228.74	\$356,583.46	0.00%	0.00%
Other State Receipts	\$45,000.00	\$0.00	\$3,000.00	\$42,000.00	6.67%	0.00%
Personal Property Tax Credit	\$0.00	\$5.46	\$136,193.58	\$121,766.07	0.00%	0.00%
Title I Funds	\$45,000.00	\$0.00	\$41,010.00	\$16,079.00	91.13%	36.60%
Title II, Part A ESSA (NCLB)	\$0.00	\$0.00	\$14,536.00	\$12,970.00	0.00%	99.97%
Other Federal Receipts	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
SPED IDEA Grant	\$100,000.00	\$0.00	\$136,984.00	\$126,440.00	136.98%	140.49%
Private Grants	\$18,000.00	\$0.00	\$5,000.00	\$3,000.00	27.78%	0.00%
Carl Perkins	\$4,000.00	\$0.00	\$675.00	\$5,680.52	16.88%	103.28%
Other Non-Revenue Receipts	\$0.00	\$2,932.46	\$22,709.61	\$15,083.97	0.00%	0.00%
Ag Land Property Credit	\$0.00	\$0.00	\$114,239.86	\$110,271.14	0.00%	0.00%
ESSER (COVID-19) Funds	\$0.00	\$0.00	\$512,383.00	\$41,409.00	0.00%	0.00%
Sale of Property	\$0.00	\$0.00	\$4,098.85	\$8,825.00	0.00%	0.00%
MIPS-Medicaid in Public Schools	\$3,800.00	\$0.00	\$13,311.56	\$9,131.39	0.00%	0.00%
Transfer from Other Fund/ Imprest	\$0.00	\$0.00	\$132,014.58	\$25,009.52	0.00%	0.00%
Insurance Adjustments	\$0.00	\$0.00	\$30,543.06	\$0.00	0.00%	0.00%
TOTAL	\$9,976,784.00	\$1,219,347.77	\$10,991,120.61	\$9,668,940.89	110.17%	104.78%
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	\$353,815.17	\$4,315,744.49	\$4,142,632.66	93.02%	88.26%
Special Education	\$1,798,586.00	\$124,117.04	\$1,535,612.58	\$1,285,137.72	85.38%	72.51%
Guidance	\$199,432.00	\$16,507.60	\$197,741.20	\$223,541.46	99.15%	99.98%
School Health Nurse	\$92,450.00	\$7,962.48	\$84,433.92	\$68,261.35	91.33%	105.30%
Safety & Security	\$26,000.00	\$279.96	\$26,290.12	\$10,165.68	101.12%	46.21%
Activities	\$56,000.00	\$3,414.45	\$85,405.75	\$61,917.41	152.51%	49.46%
Media, Audio Visual, Technology	\$746,529.00	\$44,133.03	\$658,472.39	\$735,281.88	88.20%	134.99%
General Administration	\$448,365.00	\$31,541.57	\$378,688.22	\$441,465.69	84.46%	87.77%
School Administration	\$557,490.00	\$66,711.41	\$692,302.55	\$568,207.75	124.18%	95.24%
Business	\$69,432.00	\$129,650.66	\$185,965.49	\$186,198.09	267.84%	66.50%
Operation of Plant	\$644,564.00	\$61,281.40	\$606,054.24	\$527,965.73	94.03%	65.34%
Maintenance of Plant	\$548,642.00	\$57,748.17	\$452,704.88	\$817,145.52	82.51%	132.05%
Pupil Transportation	\$521,500.00	\$65,420.69	\$274,154.90	\$221,449.27	52.57%	36.99%
Grants Includes Covid Expenses/ESSRS	\$344,684.00	\$9,341.66	\$192,501.11	\$615,171.75	55.85%	1206.22%
Transfers	\$75,000.00	\$475,000.00	\$475,000.00	\$75,000.00	633.33%	750.00%
TOTAL	\$10,768,372.00	\$1,446,925.29	\$10,161,071.84	\$9,979,541.96	94.36%	91.45%
Cash Reserves in General Fund	\$755,921.00	\$755,921.00	\$755,921.00	\$0.00	100.00%	0.00%
TOTAL	\$11,524,293.00		\$10,916,992.84			

RAYMOND CENTRAL PUBLIC SCHOOLS**Student Activities Account Balances - August 2022**

<u>Activity Name</u>	<u>Beginning Balance</u>	<u>Revenues</u>	<u>Expenses</u>	<u>Balance</u>
After School Club	2,387.13	0.00	0.00	2,387.13
Annual	6,019.61	4,853.50	0.00	10,873.11
AP Funds	34,779.84	0.00	113.11	34,666.73
APEX	369.05	0.00	0.00	369.05
ART CLUB	270.48	0.00	0.00	270.48
Athletics	149,492.66	83,564.80	17,686.51	215,370.95
Band	770.96	42.00	0.00	812.96
Band Trip	10,669.76	0.00	0.00	10,669.76
Baseball	810.49	0.00	0.00	810.49
Boys BB	2,174.71	0.00	220.00	1,954.71
Ceresco Book Fair	25.61	0.00	0.00	25.61
Ceresco Box Tops	414.49	0.00	0.00	414.49
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	22.65	14.21	0.00	36.86
Cheerleaders	7,707.84	170.00	270.47	7,607.37
Choir	14,194.03	0.00	0.00	14,194.03
Class 2021	0.00	0.00	0.00	0.00
Class 2022	498.33	0.00	0.00	498.33
Class 2023	370.99	498.33	498.33	370.99
Class 2024	(857.10)	0.00	0.00	(857.10)
Class 2025	91.78	0.00	0.00	91.78
Class 2028	2,919.98	0.00	0.00	2,919.98
Class 2029 Field Trip Funds C	(606.74)	847.97	0.00	241.23
Class 2030 Field Trip Funds C	238.36	109.76	0.00	348.12
Class 2030 Field Trip Funds V	338.19	0.00	0.00	338.19
Class 2031 Field Trip Funds C	487.82	0.00	0.00	487.82
Class 2031 Field Trip Funds V	176.39	122.10	0.00	298.49
Class 2032 Field Trip Funds C	136.27	192.00	0.00	328.27
Class 2032 Field Trip Funds V	92.90	215.52	0.00	308.42
Class 2033 Field Trip Funds C	102.59	215.75	0.00	318.34
Class 2033 Field Trip Funds 2033	77.53	280.50	0.00	358.03
Class of 2026	165.00	0.00	0.00	165.00
Class of 2027	2,028.49	0.00	0.00	2,028.49
Class of 2028 Field Trips V	0.00	0.00	0.00	0.00
Class of 2029 Field Trip Funds V	(486.61)	847.98	0.00	361.37
Class of 2034 Ceresco	(202.00)	202.00	0.00	0.00
College Access Grant	693.52	0.00	0.00	693.52
Computer	7,581.91	0.00	0.00	7,581.91
Concessions	23,332.62	0.00	586.58	22,746.04
Cross Country	1,367.72	0.00	0.00	1,367.72
Culinary Snack Cart	1,209.47	0.00	0.00	1,209.47
DI	4,614.68	0.00	0.00	4,614.68
Drama Act	2,096.27	0.00	0.00	2,096.27
Drill Team	704.79	715.80	1,611.80	(191.21)
Elem Fines	526.05	0.00	0.00	526.05
Elem PE	2,167.50	0.00	0.00	2,167.50
Elem Pictures	3,070.62	0.00	0.00	3,070.62
Elem Prof Development	2,028.73	0.00	0.00	2,028.73
Elem Reading Promotion	548.06	0.00	0.00	548.06
Elem Student Council	483.85	0.00	0.00	483.85
FBLA Act	3,620.09	953.00	572.37	4,000.72
FFA Act	17,492.70	676.00	92.56	18,076.14
Fines	2,040.58	0.00	0.00	2,040.58
Football	3,509.62	5,485.00	1,175.05	7,819.57
Girls BB	891.44	0.00	0.00	891.44

Golf Activity	1,068.91	0.00	0.00	1,068.91
HAL	59.66	0.00	0.00	59.66
Hot Lunch	347.63	0.00	0.00	347.63
HS Caring Shelves	5,144.53	0.00	0.00	5,144.53
HS Pop	66.87	0.00	0.00	66.87
JH Boys BB	15.31	0.00	0.00	15.31
JH Football	322.23	302.08	0.00	624.31
JH Girls BB	112.68	0.00	0.00	112.68
JH Speech	380.35	0.00	0.00	380.35
JH Student Council	872.31	0.00	0.00	872.31
JH Track	515.96	0.00	0.00	515.96
JH Volleyball	1,015.38	0.00	0.00	1,015.38
JR Achievements	629.57	0.00	0.00	629.57
Kindness Acct	24,255.23	0.00	4,834.50	19,420.73
Library	2,613.66	0.00	0.00	2,613.66
Life Skills	2.41	0.00	0.00	2.41
Mock Trial	380.96	0.00	0.00	380.96
National Honor Society	382.85	0.00	0.00	382.85
Pre-Kindergarten	1,939.71	4,834.50	535.66	6,238.55
Professional Development	18,256.83	0.00	908.15	17,348.68
PTO	(184.62)	570.00	193.75	191.63
Rain Garden	459.50	0.00	0.00	459.50
RC Concessions	3,033.89	1,646.42	1,294.93	3,385.38
RC Foundation	0.00	0.00	0.00	0.00
RC PACTS	176.16	0.00	0.00	176.16
Restitution	0.00	0.00	0.00	0.00
SADD	61.17	0.00	0.00	61.17
Score Vision	0.00	94,517.26	52,796.00	41,721.26
Service Fees (Activity Acct)	1,031.51	216.33	62.82	1,185.02
Social Justice	194.12	0.00	0.00	194.12
Softball	5,018.59	2,813.50	0.00	7,832.09
Spanish Club	1,316.82	8.00	0.00	1,324.82
Speech	8,212.19	236.00	0.00	8,448.19
Staff Inservice	854.92	0.00	0.00	854.92
'Stang Gang Student Section	15.98	0.00	0.00	15.98
Student Council	4,264.87	0.00	0.00	4,264.87
Student Pop	361.07	0.00	0.00	361.07
Testing	3,933.23	54.00	0.00	3,987.23
TFK - Ceresco	347.92	0.00	0.00	347.92
TFK - Valparaiso	2,127.82	0.00	0.00	2,127.82
Tonettes	159.86	0.00	0.00	159.86
Track	1,351.20	0.00	0.00	1,351.20
Val Book Fair	9,559.51	0.00	0.00	9,559.51
Val Box Tops	3,315.33	0.00	0.00	3,315.33
Val Field Trips	6,022.24	0.00	0.00	6,022.24
Val In-Service	1,815.96	0.00	0.00	1,815.96
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
Val Pop	1,082.47	16.33	0.00	1,098.80
VolleyBall	2,953.94	5,235.00	740.00	7,448.94
Weight Room	0.00	4,000.00	0.00	4,000.00
Wrestling	3,381.25	60.00	0.00	3,441.25

RAYMOND CENTRAL PUBLIC SCHOOLS
Student Fees Account Balances - August 2022

<u>Activity Name</u>	<u>Beginning Balance</u>	<u>Receipts</u>	<u>Expenses</u>	<u>Balance</u>
Activity Pass	645.00	11,715.00	0.00	12,360.00
Service Fees (Student Fees)	121.52	1,801.87	1,683.40	239.99
Ag-Ed Labs	3,436.04	2,611.10	0.00	6,047.14
Art Class	424.95	875.00	0.00	1,299.95
Band Dry Cleaning	224.52	11.00	0.00	235.52
Band Repair/Rental	1,298.62	0.00	0.00	1,298.62
Choir Dry Cleaning	433.10	0.00	0.00	433.10
Chromebooks	4,040.55	10,850.00	0.00	14,890.55
Computer Science	380.00	0.00	0.00	380.00
Drama	391.64	0.00	0.00	391.64
FBLA	(282.13)	75.00	90.78	(297.91)
FFA	799.58	796.00	150.00	1,445.58
Foods Class	2,598.36	635.00	0.00	3,233.36
Mock Trial	450.01	0.00	0.00	450.01
NFL	15.00	0.00	0.00	15.00
Skills USA	2,110.95	0.00	0.00	2,110.95
Speech	0.00	250.00	0.00	250.00
Sports Fees	13,965.22	8,440.00	0.00	22,405.22
Tech Ed	3,897.43	1,335.00	0.00	5,232.43

RAYMOND CENTRAL PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING SEPTEMBER 14, 2022

General Fund - Report of Bills Paid August 2022

Check Date	Vendor Name	Description	Amount
1 08/19/2022	RCPS District #161	August Payroll	640,875.43
2 08/19/2022	Rcps Depreciation Fund	Transfer to Depreciation Fund	300,000.00
3 08/22/2022	EMC Insurance	Liability Premium 22-23SY	144,889.00
4 08/19/2022	RCPS Employee Benefit Fund	Transfer to Employee Benefit Fund	100,000.00
5 08/04/2022	RC Athletics	Transfer From General Fund 21-22 Budget	75,000.00
6 08/30/2022	Mechanical Sales Inc.	Heat Pump Service/Repairs HS Commons	35,038.57
7 08/11/2022	Frontier Cooperative Company	Bus Fuel	22,903.94
8 08/24/2022	SFM	WC Premium 22-23	20,785.00
9 08/11/2022	MCS	Custodial Supplies, all Locations	12,741.56
10 08/11/2022	Norris Public Power	Electricity HS	11,919.55
11 08/12/2022	VIRCO	Student Chairs Kindergart. V, HS	5,742.80
12 08/04/2022	Kiner Supply Company	Maintenance/Plumbing Supplies HS	4,283.72
13 08/25/2022	DYNAMIC FITNESS & STRENGTH	Weight Room Equipment	4,000.00
14 08/19/2022	All Makes Office Equipment	HS Principal's Office Desk, Tables	3,807.76
15 08/30/2022	U. S. Bank Equipment Finance	Photo Copiers Lease	3,307.53
16 08/11/2022	Butler Public Power District	Electricity V	2,938.32
17 08/04/2022	Omaha Public Power Dist	Electricity C	2,570.08
18 08/04/2022	U. S. Bank Equipment Finance	Photo Copiers Lease	2,455.60
19 08/30/2022	Omaha Public Power Dist	Electricity C	2,447.45
20 08/19/2022	Sentry Electric Inc.	Computer Lab Installations HS	2,375.00
21 08/19/2022	Educational Service Unit No. 5	Cloud Hosting (Power School) 22-23 SY	2,202.00
22 08/11/2022	McGraw-Hill	6-8 and 9-12 Health Curriculum	2,172.60
23 08/11/2022	Holiday Inn Kearney	Hotel- Admin Days Kearney	1,999.20
24 08/30/2022	Comforttechs	AC Repair Calls V	1,980.00
25 08/25/2022	Scholastic Book Flix	Renewal 22-23 V, C	1,754.00
26 08/30/2022	School Specialty Supply	Elem. Art Supplies: 22-23	1,540.44
27 08/19/2022	US Bank	Macbook Pro for managing Ipads Tech Supp	1,499.00
28 08/04/2022	Publication Printing of Nebraska Inc.	Envelopes	1,299.45
29 08/30/2022	Mastery Preo	ACT Prep Student Enroll/Workbooks	1,292.00
30 08/11/2022	Mechanical Sales Parts Inc.	Exhaust Fan-Outside Concession Bldg	1,128.00
31 08/19/2022	Voss Lighting	Lightbulbs	1,110.70
32 08/23/2022	US Bank	SPED Eval Materials	1,070.31
33 08/25/2022	Fox, Kindra	SPED Services OT Summer2022	1,058.71
34 08/23/2022	US Bank	Speech Supplies	1,057.50
35 08/11/2022	Educational Service Unit #2	Summer Speech Services	944.58
36 08/04/2022	Windstream	Fax Supt, V, C, Phone HS	833.46
37 08/25/2022	Engineered Controls	Service Call C Thermostat/HP Loops	723.00
38 08/11/2022	Scott Tvrdy	July Mowing C, V	720.00
39 08/04/2022	Menards Lincoln	Custodial /Maint.Supplies C,HS, Bus	708.33
40 08/30/2022	TestOut	TestOut IT Fundamentals Pro	693.00
41 08/23/2022	US Bank	Amazon supplies for Drama order	679.28
42 08/25/2022	Precision Alignment LLC	Align Pumps V	674.48
43 08/04/2022	Liberty Lawn & Landscape	Lawn Treatment#4, Fungicide HS	670.00
44 08/04/2022	Oak Valley Lumber Co	Building Maint Supplies	630.30
45 08/30/2022	Eakes Office Solutions	Custodial Supplies HS, V, C	623.06
46 08/30/2022	Hauff Sports	JH football equipment	604.52
47 08/23/2022	US Bank	Tech Supplies for Mustang Room	597.55
48 08/04/2022	William V. MacGill & Co	Bed for Nurse's office	580.00
49 08/04/2022	Waste Connections Co	Garbage HS, V	577.61
50 08/25/2022	Ralston Public School	SPED Summer Services - Hearing Impaired	542.85
51 08/23/2022	US Bank	Computer Class and Technology Supplies HS	536.69
52 08/30/2022	TK Elevator Corporation	Elevator Service HS,V 9/22 - 1122	532.59
53 08/30/2022	Perry Guthery Haase & Gessford P.C.	Legal Services	525.00
54 08/25/2022	Midwest Door and Hardware	Shim/Adjust Doors C	522.50
55 08/04/2022	Green's Furnace & Plumbing Co. Inc.	Heat Pump Service Calls - C	520.00
56 08/19/2022	National Art & School Supplies Inc.	Web Page Class Supplies	510.74
57 08/23/2022	US Bank	Dry erase boards for Principals	509.97
58 08/04/2022	Henderson, Michael	Lawn Mowing at HS	495.00
59 08/04/2022	KS StateBank	Computer Lease documentation Fee	479.00

60	08/11/2022	Pitney Bowes Bank Purchase Power	Postage HS	473.51
61	08/11/2022	Brooke L. Cheleen	July 2022 SPED Physical Therapy	466.86
62	08/04/2022	National Speech & Debate Association	Speech HS, JrHS Membership fees	424.00
63	08/19/2022	Larry`s Boiler Service	Service Call - Repair Boiler PressureHS	410.00
64	08/25/2022	School Specialty	Supplies: General Tchg C, 2nd,5th V	393.24
65	08/04/2022	CDW Government	Docking Station Tech Director	374.11
66	08/23/2022	US Bank	Black foam boards	371.48
67	08/25/2022	Follett School Solutions Inc.	Golden Sower/Book Order HS	365.61
68	08/19/2022	Village Of Ceresco	Utilities C	345.30
69	08/23/2022	US Bank	IPad - Speech Path	324.99
70	08/25/2022	A-1 Flags Poles & Repair	Flags HS,V,C	317.00
71	08/23/2022	US Bank	I Love Public Schools T-Shirts	309.06
72	08/23/2022	US Bank	General Teaching SuppliesHS	298.17
73	08/23/2022	US Bank	Ring Doorbell Supt Office, Val	279.96
74	08/04/2022	Nelson Gas & Oil Co.	Fuel Additive DEF/Fuel	275.50
75	08/19/2022	William V. MacGill & Co	Health Office Supplies	271.74
76	08/23/2022	US Bank	Drama supplies	263.53
77	08/23/2022	US Bank	Shelving for Tech Storage HS	257.36
78	08/11/2022	Village Of Valparaiso	Utilities V	253.82
79	08/04/2022	Donald R. Prentice	Extermination Service	240.00
80	08/23/2022	US Bank	Speech Supplies	239.98
81	08/19/2022	School Specialty	Classroom Supplies 3rd, V	238.73
82	08/19/2022	Educational Service Unit #2	CPI Training	220.00
83	08/25/2022	Intermedia.net, INC	Phone Service	218.38
84	08/19/2022	Typing.com LLC	TC Premium	210.57
85	08/19/2022	Nebraska Sports	JH football equipment	204.23
86	08/23/2022	US Bank	Website Domain Renewal	200.25
87	08/11/2022	Nebraska Safety Center	Transportation Class - KM	200.00
88	08/30/2022	J.W. Pepper	Sheet Music Choir	194.25
89	08/30/2022	Donald R. Prentice	Extermination Service	190.00
90	08/30/2022	Kobza, Jaxn	Mileage Reimb. Tech Director	187.50
91	08/11/2022	Pioneer Printing Inc.	Printing for Office C	187.50
92	08/19/2022	Ernie`s Store Inc.	Water Softner Repair- Parts	182.00
93	08/23/2022	US Bank	Parking Cones & Cart HS	176.98
94	08/25/2022	NE Public Health Environmental Laboratory	Water Testing HS	174.00
95	08/30/2022	Pitney Bowes(Lease)	Postage Machine HS Lease	159.57
96	08/25/2022	Follett School Solutions Inc.	Golden Sower Book Order V Library	158.05
97	08/04/2022	KSB School Law PC LLO	Legal Webinar Fee	150.00
98	08/04/2022	Home Depot Pro	Custodial Supplies	149.59
99	08/04/2022	Platte Valley Equipment	Parts for Mower	144.09
100	08/19/2022	Scott Kerns	Piano tuning	135.00
101	08/11/2022	Midwest Petroleum Equipment	Fuel Pump Stickers,Gaskets	126.85
102	08/19/2022	Educational Service Unit #2	Orton-Gillingham Reading Rm Training C	125.00
103	08/25/2022	Paul L. Kess Inc.	Ceiling Tiles HS	120.00
104	08/11/2022	Wahoo-Wav.-Ashl. News	Publications	117.29
105	08/11/2022	Nebraska Council of School Administrators	Business Manager Mtg Payroll	100.00
106	08/19/2022	DIODE TECHNOLOGIES	Phone System updates	97.50
107	08/23/2022	US Bank	Heggerty manual for PK3	97.00
108	08/23/2022	US Bank	Title I Room Supplies	72.38
109	08/23/2022	US Bank	Tech Supplies	71.02
110	08/23/2022	US Bank	IPad software SLP	69.00
111	08/04/2022	School Specialty/Classroom Direct	English Supplies HS	67.59
112	08/19/2022	Patty Hudson	Reimb. CDL Fee	60.00
113	08/30/2022	Crees, Jennifer	Mileage Reimbursement Health Tech	56.25
114	08/23/2022	US Bank	classroom supplies 5th C	54.57
115	08/19/2022	Kobza, Jaxn	Reimb. Tech Supplies	51.47
116	08/04/2022	ASI	Payflex Admin Fees	50.00
117	08/19/2022	Educational Service Unit #2	LETRS Reading Training V	50.00
118	08/19/2022	Kristine White	Mileage for LB1184 June & August 2022	48.40
119	08/23/2022	US Bank	Office Supplies:Self inking custom stamp	42.65
120	08/23/2022	US Bank	Boom Cards Subscription	40.00
121	08/23/2022	US Bank	Custodial Supplies Val	26.15
122	08/25/2022	Bishop Business	Printer Toner V	24.95
123	08/11/2022	Beck, Rachel	Mileage Reimbursement	18.35
124	08/19/2022	Jostens	1 HS Diploma	12.64
125	08/19/2022	Judah Caster Co	Building Maint Supplies	8.75

Hot Lunch Fund - Report of Bills Paid August 2022

1 08/20/2022	RCPS District #161	August Hot Lunch Payroll	15,917.02
2 08/11/2022	Cash-Wa Distributing	Food	3,590.54
3 08/31/2022	Buresh Meat	Meat from Local Butcher - Lunch Program	2,918.71
4 08/25/2022	TechMasters Heating & Air	Repair Kitchen Freezer C	2,299.77
5 08/08/2022	Kelly's Produce	Fresh Produce	1,545.00
6 08/11/2022	Sysco Lincoln	Food	1,533.82
7 08/19/2022	Patty Hudson	Reimb. Hot Lunch Water, Snack	342.52
8 08/25/2022	TechMasters Heating & Air	Repair Dishwashing Mach C	271.00
9 08/25/2022	TechMasters Heating & Air	Repair Kitchen Oven C	262.00
10 08/11/2022	TriMark	Hot Lunch General Supplies	54.93
11 08/08/2022	RevTrak	Revtrak Fees	48.09
12 08/09/2022	White, Mark	Hot Lunch Refund Joshua	19.40
13 08/09/2022	Buresh, Jordy	Hot Lunch Refund Ella	14.75
14 08/09/2022	Steele, Kevin	Hot Lunch Refund Ruby	4.10

Buildng Fund - Report of Bills Paid August 2022

1 07/25/2022	Lancaster County Treasurer	Property Tax Farm Land 2nd Payment	2,030.49
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RAYMOND CENTRAL PUBLIC SCHOOLS

Student Fees Checks - August 2022

<u>Activity Name</u>	<u>Date</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
Service Fees (Student Fees)	08/24/2022	Rcps Hot Lunch Fund	Service Fees (Student Fees)	1,440.50
Service Fees (Student Fees)	08/24/2022	Rcps Hot Lunch Fund	Service Fees (Student Fees)	240.00
FFA	08/18/2022	Newman Grove Public Sch	District 2 Dues	150.00
FFA	08/23/2022	US Bank	Sandwiches	52.99
FFA	08/23/2022	US Bank	Cookies	37.79
Service Fees (Student Fees)	08/08/2022	RevTrak	Service Fees (Student Fees)	2.90

RAYMOND CENTRAL PUBLIC SCHOOLS
Student Activities Checks - August 2022

<u>Activity Name</u>	<u>Date</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
Score Vision	08/11/2022	SCOREVISION, LLC	Score Vision Deposit Paymt	52,796.00
Athletics	08/24/2022	DYNAMIC FITNESS & STRENGTH	Athletics	10,043.61
Kindness Acct	08/23/2022	Jumpstart Pre K RCPS	Plant sale money split	4,834.50
Athletics	08/30/2022	Smartwave Technologies	Athletics	2,069.85
Drill Team	08/04/2022	Graham, Allie	Camp Choreography	1,200.00
Football	08/24/2022	Rivalry	FB shirts	610.00
Concessions	08/23/2022	US Bank	Concessions	586.58
Professional Development	08/11/2022	Sports Express	Professional Development	576.00
Football	08/18/2022	Graphic Edge	FB shirts	565.05
RC Concessions	08/23/2022	Del Gould Meat Co., Inc	outside concession-meat restock	543.10
Class 2023	08/26/2022	Class of 2023	Class 2023	498.33
Athletics	08/04/2022	Graham, Allie	Athletics	400.00
FBLA Act	08/26/2022	Grafton and Associates	Fall Leadership Conf Regis. FFA	390.00
VolleyBall	08/18/2022	Masek, Ravae	HS VB camp shirts	330.00
Athletics	08/18/2022	Inter-State Studios	Athletics	313.45
RC Concessions	08/30/2022	RC Jr High Football	profit from 8/25 VB Concessions	302.08
Jumpstart Pre K	08/11/2022	Really Good Stuff Inc.	Kind V Supplies	278.82
Athletics	08/23/2022	Castillo, Cutty Louis	8/23 Varsity SB Triangular Umpire	270.00
Athletics	08/23/2022	Cotton, Adrian	8/23 Varsity SB Triangular Umpire	270.00
VolleyBall	08/18/2022	Masek, Ravae	JH VB Camp shirts	270.00
RC Concessions	08/26/2022	Pepsi Cola Of Lincoln	pop/water for outside concessions	266.60
Cheerleaders	08/18/2022	Ez Flex Mats	cheer mat secure straps	248.00
Athletics	08/18/2022	Baker, Allison	WeightRoom Summer Work	230.00
Drill Team	08/18/2022	Sutton, Rose	Bedazzled Dance Tops	225.00
Athletics	08/18/2022	Prai, Bob	WeightRoom Summer Work	220.00
Boys BB	08/18/2022	Svehla, Ben	Shoes - Incentive Award	220.00
Professional Development	08/19/2022	US Bank	Professional Development	209.72
Athletics	08/18/2022	Tvrdy, Laura	WeightRoom Summer Work	200.00
PTO	08/04/2022	School Datebooks Inc.	Student Planners	193.75
Drill Team	08/23/2022	US Bank	Jazz Costumes	186.80
RC Concessions	08/24/2022	Pepsi Cola Of Lincoln	pop/water for concessions inside	183.15
Athletics	08/30/2022	Hunt, Mat	9/1 Varsity VB Triangular official	180.00
Athletics	08/30/2022	Meduna, Bridget	9/1 Varsity VB Triangular official	180.00
Athletics	08/18/2022	Tenopir, Todd	WeightRoom Summer Work	180.00
Athletics	08/30/2022	Gubbels, Chuck	9/1 JV VB triangular official	150.00
Athletics	08/30/2022	Baker, Andy	8/30 Res/JV/V VB Official	150.00
Athletics	08/30/2022	Lange, Chris	8/30 Res/JV/V VB Official	150.00
Athletics	08/23/2022	Kalnins, Ivars	8/25 Res/JV/Varsity VB Official	150.00
Athletics	08/23/2022	Appleby, Kelsey	8/25 Res/JV/Varsity VB Official	150.00
Jumpstart Pre K	08/19/2022	US Bank	school suppliesV Kind	140.77
VolleyBall	08/18/2022	Plattsmouth High School	VB Tournament	140.00
Athletics	08/18/2022	Fred, Spale	Reimb.Nebraska Coaches Association Fee	130.00
Athletics	08/18/2022	Sliva, Nathan	WeightRoom Summer Work	130.00
Professional Development	08/18/2022	Raymono's Pizza	Professional Development	122.43
Athletics	08/30/2022	Pappas, Jeff	9/2 VFB Official	120.00
Athletics	08/30/2022	Bokowski, Jason	9/2 VFB Official	120.00
Athletics	08/30/2022	Hickson, Mark	9/2 VFB Official	120.00
Athletics	08/30/2022	Sheets, Mike	9/2 VFB Official	120.00
Athletics	08/30/2022	Ohler, Scott	9/2 VFB Official	120.00
Athletics	08/18/2022	Greg Wilmes	WeightRoom Summer Work	120.00
Jumpstart Pre K	08/19/2022	US Bank	school suppliesV Kind	116.07
AP Funds	08/24/2022	Ayres, Madysen	Book Scholarship	113.11
Athletics	08/26/2022	Wiles, Brian	Assignor fee for JV and JH FB	100.00
Athletics	08/26/2022	Dueker, Aaron	assignor's fee for VFB	100.00
Athletics	08/23/2022	Gubbels, Chuck	Assignor's fee for VB officials	100.00
FBLA Act	08/09/2022	Super C	FBLA Act	96.00
FFA Act	08/23/2022	US Bank	FFA Act	92.56
Athletics	08/26/2022	Peitzmeier, Jim	8/29 Varsity Softball Umpire	90.00
Athletics	08/26/2022	Castillo, Cutty Louis	8/29 varsity softball umpire	90.00
FBLA Act	08/23/2022	US Bank	FBLA Act	86.37
Athletics	08/18/2022	Traci Hummel	WeightRoom Summer Work	70.00
Athletics	08/24/2022	Hauff Sports	VB scorebooks	69.50
Athletics	08/26/2022	Hickson, Mark	8/29 JV FB Ref	60.00
Athletics	08/26/2022	Foote, Jeremy	8/29 JV FB Ref	60.00
Athletics	08/26/2022	Schulte, Vern	8/29 JV FB Ref	60.00
Athletics	08/26/2022	Wiles, Brian	8/29 JV FB Ref	60.00
Athletics	08/18/2022	Tvrdy, Kelly	WeightRoom Summer Work	60.00
Athletics	08/18/2022	Kalyn Brannagan	WeightRoom Summer Work	60.00

Athletics	08/18/2022	Harold Pester	WeightRoom Summer Work	60.00
Athletics	08/18/2022	Harris, Steve	8/19 VFB Scrimmage Official	50.00
Athletics	08/18/2022	King, Mark	WeightRoom Summer Work	50.00
Athletics	08/18/2022	Kratochvil, Ryan	8/19 VFB Scrimmage	50.00
Athletics	08/18/2022	Centers, Todd	8/19 VFB Scrimmage	50.00
Athletics	08/18/2022	Yorges, Tanner	8/19 VFB Scrimmage Official	50.00
Athletics	08/18/2022	Hickson, Mark	8/19 VFB Scrimmage Official	50.00
Service Fees (Activity Acct]	08/31/2022	RevTrak	Service Fees (Activity Acct]	31.40
Athletics	08/18/2022	Craig, Taylor	WeightRoom Summer Work	30.00
Cheerleaders	08/26/2022	Deidel, Shay	locker sign paper	22.47
Athletics	08/24/2022	Hauff Sports	shipping	19.56
Athletics	08/23/2022	US Bank	Athletics	10.54
Service Fees (Activity Acct]	08/31/2022	Square	Service Fees (Activity Acct]	0.02

September Board Report

Mr. Steve Rose
Principal | Elementary

Mrs. Deb Kruse
Assistant Principal | Elementary

Topics

- Targeted Professional Development
 - Steve and Deb are conducting multiple walkthroughs weekly in teachers classrooms to determine district and individual teacher needs. Through those walkthroughs we have identified a need for staff instruction on the following:
 - Staff Meetings every 3 weeks to discuss
 - 10 Big Ideas / Checks for Understanding with 100% active participation
 - Based on Explicit Instruction: Anita L. Archer
 - 1st Staff Development was on Bid Idea #1
 - Participating in class is **not voluntary** and done by ALL students. **NO HANDS UP**
 -
- [Science of Reading](#)
 - Session 1 completed during Preservice with [Caryn Zietlow](#) from the ESU.
 - Reading Teachers from K-8 are working on what good instruction looks like in Reading and how that knowledge can be used to determine what resources will best suit our needs as we look at curriculum adoption for the '23-'24 school year.
 - Session 2 was held during the late start on 9/14.
- School News
 - PTO fundraiser has been ongoing. Students are responsible for selling the items and gaining the rewards.
 - Patriot's Day observation (9/12) at both elementary schools have been run and were organized by Rolland Lovell. A static display of 1st responders and veterans vehicles were used at both sites with a short program to define who patriots are and how we can honor them.
- Testing
 - NSCAS Growth
 - NWEA MAP
 - FastBridge
 - Phonics / Reading Screeners began 9/6 and will finish 9/16
 - All students in grades K-5 screen on reading components to give teachers baseline data to aid in classroom instructional decisions
 - Students who fall below benchmark are targeted for specific interventions and are progress monitored to check for progress in growing towards the benchmark

Scott Shepard, 6-12 Principal
September Board Report

Relationships

The school year is off to a great start! Our admin team greets the students out front of the building each day with music. This creates a positive interaction with students (and parents as they are dropping kids off) to start each day. Our staff has done a great job of building positive relationships in the first few days to help the students feel comfortable in their classrooms. I am a firm believer in Bill Daggett's 3 R's, Relationships, Relevance and Rigor. The thought is that you must have strong relationships first and make the content relevant in order to increase the level of rigor in the classroom. We are working hard to create a culture of supporting all of our Mustangs.

Student Engagement

Tony and I have been in all classrooms multiple times each week and have seen students engaged in a variety of ways. We are stressing to the teachers that they need to vary their activities and should focus on:

Students engaged with the content

Students engaged with the teacher

Students engaged with students

Students engaged with career exploration activities that are then linked to the content in the classroom

Students are responding well to our focus on the Mustang Family. The stands at the football and volleyball games have been packed. We are encouraging students making good choices through the new RC Gotcha Good program which rewards both students and staff for doing great things. In our first impromptu pep rally, we honored 5 students that were caught being good by helping others. We also honored our 3 maintenance/custodial guys for taking care of our house along with our counselor Tasha Osten for preparing all of the schedules and starting off the year very organized.

Community Engagement

You will receive an invitation to our Raymond Central Veterans Day Program on Friday, November 11 at 9:00 am. We will be busing our K-5 grades to the high school for the program. Our keynote speaker will be former Nebraska Governor Dave Heineman. Both local Legion Posts are involved in the planning. We will send out invites to all local veterans and we will also allow our school families to invite friends and relatives that are veterans. Please plan to come out to help us as we educate our students and honor our veterans!

Celebrations

Our teams continue to compete at a high level and jr. high sports started this week. Our FFA will be preparing to attend the national conference in Indianapolis. We had a student (will share his name later - embargoed info for now) that did receive recognition for the National Merit

Scholarship Program. Unfortunately he did not make the semi-finalist list, but it is still an honor to receive consideration.

Ms. Osten has already taken several groups of students on college tours. She and I are also going into 9th-11th grade advisory periods to work with students in Naviance to help students identify potential career paths that may lead to job shadows and internships in the future. We believe this will also assist in engaging students in their daily classes.

Go Stangs!

Submitted by Tony Kobza, Assistant Jr-Sr High School Principal/Athletic Director

Fall Sports are in full swing. We currently have 171 athletes competing in grades 7-12 for the fall season. Weight Room upgrades have been completed and added max capacity to the weight room by 50%. We are adding a new Hudl Focus camera to the New Gym to allow us to livestream any competitions that are held within that gym.

Band, Cheer and Dance have been adding to a great game day atmosphere for Volleyball and Football games. We are moving forward with the ScoreVision Boards as we have the funds necessary for installation committed for us to have the boards installed in early November. Businesses and families have provided all of the funding necessary to cover the costs of the boards. We are currently over \$127,000 committed to this project.

September Board Report
Mrs. Amanda Coufal
Special Education Director

Whole Staff Special Education Training:

- On August 12th, Caitlin Roussan and myself presented to the elementary and high school staff about special education procedures. We reiterated that special education students are regular education students first. We also discussed:
 - Rule 51 and IDEA
 - Role of the general educator
 - Eligibility criteria to qualify for special education services
 - The IEP development
 - Discussed IEP goal areas and what teachers need to share during meetings to allow for a quality goal that is measurable
 - What to share in meetings about the students' present level of performance
 - Discussed differences of modifications versus accommodations
 - Shared the roles of our support staff: school psychologist, speech language pathologist, physical therapist, occupational therapist, vision specialist, hearing specialist, and early childhood specialist
 - Recognized our paraeducators

Paraeducator Training:

- On August 12, I conducted a paraeducator training for all of our paraeducators. Topics of interest included:
 - IEP and the Law
 - Para Responsibilities
 - Expectations for the school year
 - Special Education Case Managers
 - 5 Questions to ask Yourself when working with students
 - Behavior Management
- We had great discussions during this time. Our staff asked great questions and were allowed to brainstorm with each other. This was a valuable time and I will continue to provide opportunities for our paraeducators.
- On August 15, Monica Blank presented the Science of Reading to our paraeducators and how students learn in the classroom. She described the three stages of reading development: Letters & Sounds, Phonic Decoding, and Orthographic Mapping. She discussed the simple view of Reading: Decoding x Language Comprehension = Reading Comprehension.
- Monica did a great job with this training and she is very passionate about reading. She has offered to conduct more reading training for our paraeducators to allow them to better assist our struggling readers. I would like to thank Monica for sharing her expertise with others and her willingness to help our staff.



NASB Monthly Update for Board Meeting Agenda Item

September 2022

Coming Soon: September Agenda Video Update

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



State Conference Registration Opens September 13th

<http://members.nasbonline.org/index.php/state-education-conference>

Latest 'Board Notes' – Monthly Newsletters

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

- *Hitting the Road ... Leadership at the Local Level*
- *ALICAP Returning \$2.6 Million to its Members*
- *Board Calendar Agenda Items for your September Meetings - Board Operating Protocols*
- *Welcome New Superintendents for 2022-23*
- *How Well Do You Know Your Board's Policies?*
- *Legislative Candidate Questionnaires*
- *The Nebraska Reads Initiative*
- *... And Much More!*

"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)

As a board, some items you should do, or have on the monthly agenda include:

MISSION, VISION & GOALS

- Strategic Plan Update; District Goals Update

POLICY GOVERNANCE

- Review Annual District Report. Review, update, and adopt policy

ACCOUNTABILITY & STUDENT ACHIEVEMENT

- Review Summer School Programs
- Review ACT Results
- Review Certified Staff Professional Development Calendar and Budget
- Review School Improvement Plan
- District Membership Report. On or before Oct 15, of each year, the superintendent of each district shall file with the commissioner the fall school district membership report, which report shall include the number of children from birth through twenty years of age enrolled in the district on Oct 1 of a given school year. The report shall enumerate (i) students by grade level, (ii) school district levies and total assessed valuation for the current fiscal year, (iii) students enrolled in the district as option students, resident students enrolled in another district as option students, students enrolled in the district as open enrollment students, and resident students enrolled in another district as open enrollment students, and (iv) such other information as the Commissioner of Ed directs.
- Pending in Legislature - Distance Education Incentives Denial Appeal – Due Oct 1

DISTRICT/ESU RESOURCES (BUDGET)

- Negotiations contract dispute decision (year of contract, if needed); Due Sept 15
- Collective Bargaining Timeline. On or before Sept 1 of the year preceding the contract year in question, the certificated and instructional employees' collective-bargaining agent shall request recognition as bargaining agent. The governing board shall respond to such request not later than the following Oct 1.
- Collective Bargaining Mediation Decision. On or before Sept 15, the commission will render a decision on any contract dispute in regard to a non-agreed upon agreement that was due March 25. Negotiations board must respond to agent request; Due Oct 1
- Elementary site allowance; calculation. On or before Oct 15, each school district who qualifies for an elementary site allowance to submit the applicable form to the NDE.
- Tax Request Hearing for Fund Levies. On or before Oct 15, it is required that a school board, ESU, or the learning community council, setting the tax request at a different amount than the prior year, to hold a special public hearing, provide proper notice at least five days prior to the hearing, pass by a majority vote a resolution or ordinance increasing the tax amount and to certify and submit the resolution to the county clerk on or before Oct 13.
- ESU Audit. On or before Jan 31, the ESU Audit Report will be presented to the ESU board for review. The board of each ESU shall cause a complete and comprehensive annual audit to be made of the books, accounts, records, and affairs of the ESU. The audits shall be conducted annually, except that the Auditor of Public Accounts may determine an audit of less frequency to be appropriate but not less than once in any three-year period.

REPORTS

- Board Committees; Superintendent; Administrators. Annual Emergency Safety Plan – Annual Adoption

BOARD LEADERSHIP DEVELOPMENT

- Review and discuss Board Governance Standard VII. Board Operations
- NASB Area Membership Meetings
- NASB Facilities & Construction

LEARNING COMMUNITY

- Learning Community Coordinating Council Only. On or before Oct 15, the learning community levies and total assessed valuation.

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!

Networking & Events ... Register Now

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

(www.NASBonline.org – Events)

All Dates & Locations Tentative & Subject to Change

Area Membership Meetings

<http://members.nasbonline.org/index.php/area-membership-meetings>

September 7 - York

September 20 – North Platte

September 21 – Kearney

2022 NASB Board Candidate Webinars

Wednesday, September 14 at 12:00 PM to 1:00 PM CT / 7:00 PM to 8:30 PM CT

Annual Sparq Date Solutions Tailgate

September 17 – Lincoln

Facilities & Construction Workshop

<http://members.nasbonline.org/index.php/facilities-construction-workshop>

September 22 – Kearney

Labor Relations Conference

October 5-6 – Lincoln

2022 NASB Board Candidate Webinars

Wednesday, October 5 at 12:00 PM to 1:00 PM CT / 7:00 PM to 8:30 PM CT

State Education Conference

<http://members.nasbonline.org/index.php/state-education-conference>

November 16-18 – Omaha

**Sparq Open House ... Tuesday, November 15th – 7:00 to 11:00 PM*

New Board Member Workshops

December 5 – Gering

December 6 – North Platte

December 7 – Kearney

December 8 – York

December 13 – La Vista

December 14 - Norfolk

NASB Member Virtuals

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

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

- **Previous Member Virtuals Available to Watch Include:**

- 2022 Legislative Recap & Look Ahead
- Tough Times & Tough Meetings: The Board's Role in Navigating Hot Button Issues
- NASB Member Virtuals w/ Commissioner Blomstedt & Dr. Jeffrey Gold of UNMC, Bryce Wilson of NDE on Cares Act Funds Q&A for School Boards, and More ...

Advocacy

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

(www.NASBonline.org – Government Relations)

2022 Legislative Candidate Questionnaires

<http://members.nasbonline.org/index.php/2022-legislative-candidate-questionnaire>

Now on the NASB GR Page ...

LB 644 - THE POSTCARD BILL - WHAT YOU NEED TO KNOW

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

Upcoming Legislative Meet & Greets ... Join Us!

MEET & GREET W/ DISTRICT 18 LEGISLATIVE CANDIDATE YOUNG
SEPTEMBER 8 - ELKHORN - 4:00 TO 6:00 PM CT

MEET & GREET W/ DISTRICT 24 LEGISLATIVE CANDIDATE HOTOVY
SEPTEMBER 13 - STROMSBURG - 4:30 TO 6:00 PM

MEET & GREET W/ DISTRICT 48 LEGISLATIVE CANDIDATE HARDIN
SEPTEMBER 27 - SCOTTSBLUFF - 4:30 TO 6:00 PM

RSVP to mbelka@NASBonline.org

Previous Legislative Meet & Greets include:

District 42 Legislative Candidate Jacobson - April - North Platte
District 44 Legislative Candidate Ibach - June – Lexington
District 34 Legislative Candidate Lippincott - July - Central City
District 36 Legislative Candidate Holdcroft - August - Springfield
District 24 Legislative Candidate Hughes - August – York
District 36 Legislative Candidate Lauritsen - August – Papillion
District 48 Legislative Candidate Lease II - August – Scottsbluff
District 24 Legislative Candidate DeKay - August – Plainview

All Dates & Locations Tentative & Subject to Change

Follow NASB on twitter at www.twitter.com/NASBOnline using the hashtag #liveNASB
and on Facebook at www.facebook.com/NASBOnline
Watch all of the NASB videos at <http://members.nasbonline.org/index.php/news-resources/videos>
(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 - News & Resources - Board Notes)

NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

Join NASB, as we travel the state for various workshops, meetings and events throughout the year. To learn more and register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'.

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



Your Monthly Board Agenda Update Video Links from NASB

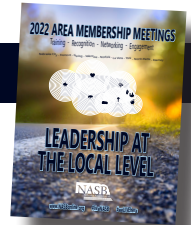
<http://members.nasbonline.org/index.php/news-resources/videos>



Area Membership Meetings - August through September



AUGUST 23 - NEBRASKA CITY AUGUST 24 - FREMONT AUGUST 29 - GERING
AUGUST 30 - VALENTINE AUGUST 31 - NORFOLK SEPTEMBER 1 - LA VISTA
SEPTEMBER 7 - YORK SEPTEMBER 20 - NORTH PLATTE SEPTEMBER 21 - KEARNEY



NASB Legislative Meet & Greet w/ Legislative Candidate Young - September 8 - Elkhorn

State Education Conference Registration Opens - September 13

NASB Legislative Meet & Greet w/ Legislative Candidate Hotovy - September 13 - Stromsburg

NASB Board Candidate Webinar - September 14 - 12:00 to 1:00 PM CT & 7:00 to 8:30 PM CT

Annual Sparq Data Solutions Tailgate Party - September 17 - Lincoln

Thriving Children, Families & Communities Conference - September 19 - Kearney

Facilities & Construction - September 22 - Kearney



NASB Board Candidate Webinar - October 5 - 12:00 to 1:00 PM CT & 7:00 to 8:30 PM CT

Labor Relations - October 5-6 - Lincoln



Leadership

Innovation

Vision

Engagement

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The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

PAGE 2

NOVEMBER
2022

Statewide General Election - November 8

Sparq Data Solutions Open House - November 15 - Omaha

State Education Conference - November 16-18 - Omaha

DECEMBER
2022

New Board Member Workshops - December

DECEMBER 5 - GERING
DECEMBER 8 - YORK

DECEMBER 6 - NORTH PLATTE
DECEMBER 13 - LA VISTA

DECEMBER 7 - KEARNEY
DECEMBER 14 - NORFOLK

YOUR 2022 PLATINUM AFFILIATES

ALICAP

AMERICAN FIDELITY
a different opinion

Ameritas
Ameritas Investment Corp.
Member FINRA/SIPC

BCDM
architects

Boyd Jones

BVH
ARCHITECTURE

CLARK &
ENERSEN

CMBA
ARCHITECTS

COMMUNITY
BUILDING SOLUTIONS

crouch
RECREATION

D|A DAVIDSON

filament
ESSENTIAL SERVICES

jmc

NEBRASKA
LIQUID
ASSET FUND

PIPER | SANDLER

prm
PUBLIC RISK
MANAGEMENT
INCORPORATED

SPARQ DATA
SOLUTIONS

If your business would like to become an Affiliate Member of NASB for 2022, please visit:

<http://nasbonline.org/registrations/AffiliateMembershipProgram.aspx>

NASB
Nebraska Association of
SCHOOL BOARDS

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Nebraska Rural Community Schools Association

Member Update

September 8, 2022



Photo Credit: Allen Consolidated Schools



www.nrcsa.net



www.twitter.com/NRCSA1980



www.facebook.com/nrcsahome/



NRCSA Calendar

NRCSA Events

NRCSA Southeast District Meeting

October 4, 2022

10:00 AM at the NCSA Building in Lincoln

NRCSA North Central District Meeting

October 10, 2022

10:00 AM at the Pizza Palace in Burwell

NRCSA Southwest District Meeting

October 11, 2022

1:00 PM At ESU 15 in Trenton

NRCSA South Central District Meeting

October 12, 2022

9:00 AM at ESU 11 in Holdrege

NRCSA Northeast District Meeting

October 24, 2022

11:00 AM at The Granary in Norfolk

NRCSA West District Meeting

October 26, 2022

1:00 PM at ESU 13 in Scottsbluff

NRCSA Legislative Forum

February 16, 2023

Cornhusker Hotel in Lincoln

[More about this event](#)

NRCSA Spring Conference

March 23-24, 2023

Crowne Plaza & Younes North Convention Center in Kearney

[More about this event](#)

NRCSA Golf Tournament

July 25, 2023

Meadowlark Hills Golf Course in Kearney

[More about this event](#)

Committee Meetings

NRCSA Executive Committee

November 16, 2022

CHI Center in Omaha

9:00 AM Room TBD

NRCSA Scholarship & Recognition Committee

November 16, 2022

CHI Center in Omaha

10:00 AM Room TBD

NRCSA UNO Closing the Achievement Gap Committee

November 16, 2022

CHI Center in Omaha

11:00 AM Room TBD

NRCSA Legislative Committee

November 16, 2022

CHI Center in Omaha

1:00 PM Room TBD

NRCSA Rural Teacher Committee

November 16, 2022

CHI Center in Omaha

3:00 PM Room TBD



NRCSA Search Service

Please let Jack Moles know where superintendent vacancies occur, so that NRCSA Superintendent Search can make direct contact. We need to hear as soon as possible in anticipation of getting promotional materials specific to that board of education ready. It is critical that Board Presidents have the NRCSA contact information so that if they choose to consider a Superintendent Search Service, NRCSA is one they hopefully will consider.



**North Bend Central Public Schools -
Permanent**

Search will begin at a later date



Randolph Public Schools

Search will begin at a later date



Southwest Public Schools

[Notice of Vacancy](#)

[Apply for this Vacancy](#)

Application Deadline: **Sept 26, 2022**

Finalists Selected: **Oct 3, 2022**

Interviews: **Oct 5, 2022**

Contract starts: **July 1, 2023**

Access the Members area of www.nrcsa.net anytime.

Login: member Password: recess

NRCSA has been able to put together a Governor Candidate Forum for Tuesday, September 20. The Forum will be held at Northwest High School in Grand Island. The Forum is open to all NRCSA-member Superintendents and Board of Education members. The schedule will look something like this:

- 11:00 a.m.** Democrat Candidate for Governor Carol Blood
- 12:30 p.m.** Lunch courtesy of NRCSA
- 1:00 p.m.** Interim update provided by NRCSA lobbyist Russ Westerhold, Milford Board of Education President Dave Welsch, and NRCSA Executive Director Jack Moles
- 2:30 p.m.** Republican Candidate for Governor Jim Pillen

Senator Blood and Mr. Pillen will provide some of their views on education, then there will be a time for those in attendance to ask questions/provide input/make suggestions. This is a very important opportunity for rural school proponents to make a positive connection with the next Governor of the State of Nebraska and we need you to be in attendance if at all possible.

A special thank you goes out to Stephanie Kaczor, Superintendent at Riverside, for her assistance in fashioning the Forum, as well as to Dr. Jeff Edwards (Northwest Superintendent) and the Northwest Board of Education and staff for hosting the Forum.

Please indicate your intention to attend by completing this RSVP. We need a somewhat accurate number for lunch purposes.

NRCSA Governor Candidate Registration Form

The 2022-23 NRCSA membership drive is in full swing. Annual dues are set at \$850 and have not been raised in several years. Notices were sent July 5th & 6th in time for July board meetings. You are welcome to pay your dues in this fiscal year or the next. Last year we had 216 school districts, ESU's, and State colleges and we are hoping to continue our annual growth. Thanks to you for being a member. This energizes our representation and advocacy for rural Nebraska, no matter who we are engaged with on education, legislation, or community issues. Without your support, there is less rural advocacy. Whether we like it or not, the outstate and rural population does not create a legislative majority anymore. In fact, rural Nebraska lost another seat in the Unicameral in last fall's redistricting. Finding success, whether passing, amending, or stopping legislation comes from membership, relationships, and focus. Thanks to your membership in NRCSA, rural is at the table and making a difference on behalf of our rural students, schools, and communities. We have already received 150 membership renewals out of 216 member entities from last year so we are well on the way.

We welcome our newest members: Wausa Public Schools, Bloomfield Public Schools, and Randolph Public Schools. **Welcome VIKINGS, BEES, and CARDINALS!** We do hope to continue to pick up a few more members this

NRCSA Leadership

Dr. Dawn Lewis, President.
Arlington Public Schools

Ginger Meyer, Past President
Chadron Public Schools

Mark Lenihan, Pres-Elect.
Wayne Community Schools

Jane Davis, Secretary.
Hershey Public Schools

District Representatives:

Eugene Hanks, West
Crawford Public Schools

Dale Hafer, North Central
Ainsworth Community Schools

Dr. Jon Cerny, Northeast
Bancroft-Rosalie Community Schs

Paul Sheffield, Southeast
Exeter-Milligan Public Schools

Jon Davis, South Central
Alma Public Schools

Alan Garey, Southwest
Medicine Valley Schools

Executive Director:

Jack Moles

Lobbyists:

Jon Edwards
Trent P. Nowka
Russell Westerhold

Legislative Co- Chairs:

Randy Page,
Thayer Central Community Schs

Dr. Jason Dolliver
Pender Public Schools

Scholarship & Recognition Co Chairs:

Tim Heckenlively,
Falls City Public Schools

Jim Widdifield
Minden Public Schools

year and we will keep you posted if and when that does happen. Thanks to all of you for your membership and partnership!

The 2022-23 NRCSA District Meetings are right around the corner. NRCSA Executive Director will meet with members in the six NRCSA Districts to provide updates concerning NRCSA and provided services, as well as to share information on State level activity in the Unicameral and November elections. The dates and locations of these meetings are as follows:

SOUTHEAST DISTRICT–Tuesday, October 4 at 10:00 a.m. at NCSA Conference Room in Lincoln

NORTH CENTRAL DISTRICT–Monday, October 10 at 10:00 a.m. at Pizza Palace in Burwell

SOUTHWEST DISTRICT–Tuesday, Oct. 11 at 1:00 p.m. at ESU 15 in Trenton

SOUTH CENTRAL DISTRICT–Wednesday, Oct. 12 at 9:00 a.m. at ESU 11 in Holdrege

NORTHEAST DISTRICT–Monday, Oct. 24 at 11:00 a.m. at The Granary in Norfolk

WEST DISTRICT–Wednesday, Oct. 26 at 1:00 p.m. at ESU 13 in Scottsbluff

The District meetings are open to all members, not just Superintendents or ESU Administrators. District representatives from each of the NRCSA Districts will be in touch with our members as we get closer to their dates.

New Collaboration Seeks to Address Principal Shortage and Strengthen Professional Development

A new collaboration designed to address the shortage of future principals and strengthen professional development of current school leaders is underway. The project, entitled, Growth-Oriented Leadership Development (GOLD) is being coordinated by members of the UNL Department of Educational Administration, in partnership with NRCSA, NCSA, ESUs, and NDE.

“We’re seeking federal funds to develop current and future principals from within—a grow your own model, said Nick Pace, chair of the UNL Educational Administration Department. Over the next several months, Pace says a team led by professors Jiangang Xia and Scott Sturgeon will be inviting districts to join the effort. The team is inviting approximately 60 schools to participate, with half receiving focused training while the other half continues its current efforts without the

training. Districts not initially selected for the training group would be first in line for the next round of the program, if funded.

Districts interested in participating should watch for information through NRCSA updates, ESU superintendent meetings, or by contacting Pace, Xia, or Sturgeon.

Nick.Pace@unl.edu, Jxia@unl.edu, ssurgeon2@unl.edu

Southern Superintendent Chris Prososki recently shared a sample Superintendent Checklist that he uses. I thought this was a great instrument, one that I wished I had available to me when I was in the Superintendency. Thanks to Chris for sharing this! You can access the checklist here:

Superintendent Check List

The ESUCC and ESU 3 have shared a document which outlines all of the trainings and mandates that are required of districts. The document, “School District Plans, Policies, and Annual Trainings Requirements”, is a handy reminder for districts. Thanks to ESUCC Executive Director Kraig Lofquist and ESU 3 Administrator Dan Schnoes for developing and distributing this handy tool. The document may be accessed here:

School District Plans, Policies, & Annual Trainings

National Rural Teacher of the Year, Laurie Smith of Sumner-Eddyville-Miller continues to represent rural schools in Nebraska on a high level. Laurie was recently featured on Sustaining Capitalism podcast. It can be accessed at [https://www.conference-board.org/mediaroom/#mediaRoomPodcasts.](https://www.conference-board.org/mediaroom/#mediaRoomPodcasts) Click on “Sustaining Capitalism: Rural Education in America.

In its most recent newsletter, The Conference Board had this to say about Laurie’s podcast”

According to data from the High School Longitudinal Study, 76 percent of urban and 79 percent of suburban students went to some form of college. However, that holds true for just 71 percent of rural students. Lack of exposure to a broad swath of career opportunities is one potential cause of this discrepancy. In a new episode of

the Sustaining Capitalism podcast, **Laurie Smith**, the 2021 National Rural Teacher of the Year, spoke about the key challenges and opportunities for students in rural America with **Cindy Cisneros**, Vice President of Education Programs at the Committee for Economic Development, the public policy center of The Conference Board (CED).

Why It Matters Ultimately, diversifying the skillsets of students in these areas will bolster not only their own economic prospects, but also strengthen the competitiveness of rural America. Smith encourages policymakers and employers in surrounding locales to reach out to educators and schools in rural communities to facilitate collaborative conversations as well as career fairs or Zoom sessions. And as CED has recommended, regional employers and other stakeholders can play a pivotal role by providing students with more training opportunities and exposure to careers beyond traditional industry sectors. Moreover, CED advocates for business and public policy leaders to work towards addressing the affordability and access barriers to reliable, high-speed internet—essential for rural students in particular to attain economic and educational improvements.

[Nebraska rural school districts are being offered an opportunity to participate in a pilot program designed to increase student attendance.](#) Below is information about the program. If this is something your district would like to work on, this may be a really good opportunity.

[The National Center for Rural Education Research Networks \(NCRERN\)](#) at Harvard University seeks to bring together a national cohort of rural districts to pilot an evidence-based program designed to increase student attendance rates. During the 2022-23 academic year, NCRERN will support the expanded implementation and evaluation of **[Leveraging Interactions with Families To \(L.I.F.T.\) Up Attendance](#)**, a low-burden, research-based program proven to reduce absenteeism rates.

LIFT Up Attendance is a user-friendly messaging program that integrates with your student information system (SIS) to provide personalized messages that inform caregivers about their student's total number of absences each month. Caregivers are provided with information on how to contact the school if they need support to address barriers to their student's attendance. LIFT Up Attendance aims to engage and empower families and caregivers as partners in their students' education by providing transparent, real-time

information about attendance patterns.

LIFT Up Attendance was developed by researchers and piloted in 8 rural districts in New York and Ohio during the 2020-21 academic year. Even amidst the uncertainty and disruption of the pandemic, the pilot study found the personalized messages reduced absences for rural students by up to 11% and saved instructional days.

We also know that schools have a lot going on. The messaging program is designed to be easy to use with minimal time required — just a few clicks per month! LIFT Up Attendance can be used in conjunction with other family engagement initiatives or as a standalone engagement strategy.

Interested and want to learn more? Check out our website (<https://sites.google.com/view/lift-up-attendance>) or contact Hayley Didriksen (hayley.didriksen@gse.harvard.edu) for more information.

[I would encourage districts to consider participating in the Academic Decathlon competition.](#) Academic Decathlon is an activity that is dependent on students of different ability levels. A team is made up of students who are in the Honors (A average), Scholastic (B average), and Varsity (C average) levels. Students may move up, but they may not move down. The combined scores of the students in all 10 competition events are counted, thus each team member is very important. There is a defined course of study in each subject area each year. Subject areas are commonly Math, Language & Literature, Science, Social Science, Economics, Art, and Music which are covered in the Regional competition each year. At the State Competition, Speech, Interview, and Essay are added. There is a “theme” each year that many of the subject areas cover. The theme for 2022-23 is the American Revolution. Students on successful teams that place in the top three at Regionals and State also receive scholarships. Regional competition takes place in January and State competition takes place in February. The school can decide how to prepare for the competitions. Some schools have teams that have practices in the evenings or after school. Some simply provide the students with materials to study prior to competitions. Other schools offer a class to prepare.

Quiz Bowls are wonderful and fun activities, but they do not have a defined course of study like the Academic Decathlon. I find the Decathlon to be the best academic competition that I have experienced. To me, it is based on true study and learning.

On a personal note, three of my four kids participated in Academic Decathlon through high school and between them they won thousands of dollars in scholarships as they were on teams that had success. I currently serve on the Nebraska Academic Decathlon Board of Directors. I have been very involved with this activity for many years and highly encourage you to consider adding it to your school. A new school can have its enrollment fee waived the first year and may receive free study materials.

If you have any questions or have a staff member who is interested, please feel free to contact me. You could also contact the State Director, Vicki Deniston-Reed at dcthlndenistonreed@gmail.com.

[NRCSA was asked earlier in the year to share with all of our members about some items that were for sale.](#)

Rob Gregory, Supt. at Axtell, asked us to spread the news about lunch tables that they had available. Soon after that, Brent Hollinger, Supt. at Cross County, asked us to advertise a SPED van with a lift that they were making available. Recently, Nick Mumm at Giltner share information on a bus and Kyle Finke at Summerland asked to have information on a Vertimax machine to be shared. Soon after that Randy Schleuter at Tri-County shared information on a Vertimax machine they had for sale. In each instance, we sent notice to all NRCSA member entities. Shortly after sharing about each item, I was informed that they had been sold.

This is a service that NRCSA enthusiastically provides—we can help to spread the word if you have any items for sale (or to give away). And the price for this service is great—FREE! If you have such items, please don't hesitate to contact us. Hopefully we can help!

[Big Red Leader Tuition Program](#) The Big Red Leader tuition remission program offers reduced tuition rates for Nebraska resident students in P-12 School Leadership programs leading to an endorsement.

[Big Red Leader Website](#)

[Big Red Leadership Flyer](#)

[A year ago, the NRCSA Executive Committee approved the start of a corporate sponsorship/partnership program.](#) One of the benefits for our upper level Purple Ribbon Partners is the opportunity to submit an article for the monthly Member Update. This month we proudly recognize:



[Cornhusker International- By Russ Folts, General Manager](#)

It's certainly a privilege to provide an insert into this month's NRCSA Newsletter. As Nebraska's leading school bus distributor, we're pleased to team up with Nebraska Rural Community Schools Association, and proud to be a Purple-Ribbon Sponsor! Rural schools are pretty special to me, having grown up in a rural Nebraska district myself. Make sure to read here about our exclusive discount for all NRCSA member districts!

[Alternative Energy Sources for School Buses.](#)

[Electric School Buses](#)

Today's news certainly seems focused on alternative energy, especially electric vehicles, or "EVs" as they're often referred to. In fact, you may own an electric or hybrid/electric car yourself. If so, you've likely experienced both the positive, as well as the negative traits of this technology. To be sure, there's plenty of both!

As a company doing business with a large number of Nebraska rural schools, we offer the latest technology, including EV as it becomes available to the school bus industry. While it may be tempting to want to invest in what's perceived as the latest and greatest technology, as a locally owned dealership, we're inclined to fully understand all of the important details before we recommend it to schools. Certainly, we all enjoy clean air, and clean water, but electric school buses do offer some limitations which may not be very palatable to your student transportation services.

- Acquisition cost of \$385,000 - \$450,000 per bus, depending on optional equipment.
- Driving range of around 120-150 miles, less if operated on gravel roads, less if heaters or air conditioners are in use. This is a severe limit if your EV bus is an activity bus!
- Driving range can be limited if the batteries are out of temperature, either extreme heat or cold.
- Limited infrastructure for charging stations. Not all communities have the electric grid to support EV charging stations.
- Clean and safe disposal of expired battery cells. This seems to be an unknown at this time.

Again, we are optimistic to see where EV technology goes, and we're not "anti-electric", however I think our recommendation and endorsement of electric school

buses for rural Nebraska schools will need to wait until the technology progresses considerably. Even with the federal monies being thrown around right now, it may not be in your districts best interest at this time.

Propane

Propane is a clean burning fuel that works well in some applications, particularly for shorter routes. Propane engines often times start up easier and produce heat quicker than diesel engines. Routine maintenance costs can also be lower, as far as oil changes, etc. IC Bus offers an 8.8 liter propane engine which has proven itself to be extremely reliable, and is a top performer developing peak torque at much lower engine speeds than competitive propane engines. Here's a couple things to keep in mind as you consider propane:

- Propane buses typically cost close to \$20,000 more than a comparable diesel-fueled bus.
- Many times your local cooperative or fuel supplier will install a fueling station right on your premises.
- If you use the propane bus for out of town trips, refueling can be tougher logistically, as often times propane isn't available at truck stops or fuel stations.
- Propane costs considerably less than diesel, though this savings can be at least partially offset by the lower fuel economy of a propane bus. Customers report to us that their propane bus typically achieves about 5-6 mpg, compared to a diesel getting 9 mpg. Keep in mind the fuel range of a propane bus, and how this might change the way your activity trips are handled.
- Propane engines do not require the exhaust after-treatment systems found on modern diesel engines. As propane is cleaner burning, there are less emissions components required.

Clean Diesel

By far, the most common fuel source for school buses remains diesel. Diesel engine are well built, and have a long life-cycle. They provide more horsepower and torque than either propane or gasoline, and boast fuel economy simply unmatched by either. The diesel fueled buses we provide at Cornhusker International, feature a top-quality Cummins engine. This engine has been great for our customers, and rarely do we see one in the shop needing repairs. The Cummins diesel is available in a number of configurations. We spec' our buses with the top-performing 250HP, 660 lb/ft rating. This high performance rating allows us to spec' the buses out with a taller rear axle ratio, providing excellent fuel economy, and the power to hold highway speeds and climb hills very well.

SCR technology (requires Diesel Exhaust Fluid) has helped clean up the exhaust emissions an incredible amount, especially when compared to previous generations of diesel engines! You will virtually never see black smoke emitted from the tailpipe of a modern diesel engine.

Today's diesel exhaust after-treatment systems have proven to be more reliable, requiring less maintenance than engines built even just a couple years ago!

Today's ultra-low sulfur fuel, particularly when blended with bio-fuels, can pose some cold weather gelling issues. Fuel additives make a world of difference in combatting these problems, and we offer several brands of additives that do a great job and keep your fleet up and running in the cold!

Hydrogen

Recently, we've seen some major advances in the development of hydrogen used as a motor vehicle fuel. At this time, the technology is just in the early stages, and it will be some time before hydrogen will offer a real-life solution. That said, it will be exciting to watch, as the preliminary expectations are quite promising. We're optimistic to see what hydrogen has to offer!

NRCSA Discount

Rural schools face many challenges, everything from tight budgets to opportunities of scale. They also help produce some of the finest young men and women in society today. The common sense and work ethic that's instilled in your students today, cannot be minimized or taken for granted. We appreciate what you do, and to show our commitment to Nebraska Rural Schools, we offer an exclusive incentive to NRCSA member districts. We're pleased to provide your school with a \$1,000 discount on any new or used bus purchased from Cornhusker International! This can be taken as a discount off the cost of the bus, or as a parts and service credit, whichever works best for you.

We look forward to working with you! Please reach out to us by calling 1-888-466-8461 ext 206 or email at bus@cornhuskerinternational.com

NRCSA developed a corporate sponsorship/partnership program.

The program is designed to provide our corporate partners with more opportunities for contact with the decision makers in our member school districts, ESUs, and the colleges through increased exposure. Corporate partners are able to choose among three levels of sponsorship: Purple Ribbon Partners, Blue Ribbon Friends, and Red Ribbon

Sponsors. Different forms of contact with our members are made available in each of the three levels. We are very pleased to welcome our first corporate sponsors. NRCSA is so very thankful that each of you has chosen to partner with us.



Purple Ribbon Partners



Cheever Construction

Doug Klute
3425 N 44th St
Lincoln, NE 68504
Phone: (402) 477-6745
dklute@cheeverconstruction.com



DA Davidson

Paul Grieger
450 Regency Parkway, Suite 400
Omaha, NE 68114
Phone: (402) 392-7984
pgrieger@dadco.com



Cognia

Shannon Vogler
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Firth, NE 68358
Phone: (888) 413-3669 ext 5801
shannon.vogler@cognia.org



DLR Group

Emily O'keeffe
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Omaha, NE 68106
Phone: (402) 393-4100
eokeeffe@dlrgroup.com



Cornhusker International Trucks

Russ Folts
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Lincoln, NE 68504
Phone: (402) 304-4016
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Facility Advocates

Dave Raymond
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Omaha, NE 68137
Phone: (402) 206-8777
draymond@facilityadvocates.com



Crouch Recreation

Nicole Crouch
1309 S 204th St # 330
Elkhorn, NE 68022
Phone: (402) 496-2669
nicole@crouchrec.com



First National Capital Markets

Matt Fisher
2223 Second Ave
Kearney, NE 68848
Phone: (308) 380-3831
mfisher@fnni.com



Network For Educator Effectiveness (NEE)

Marc Doss
288 Maguire Blvd
Columbia, MO 65211
Phone: (417) 581-0171
dossm@missouri.edu

PIPER | SANDLER

Piper Sandler & Co

Jay Spearman
2900 S 70th St, Suite 310
Lincoln, NE 68506
Phone: (402) 432-9268
jay.spearman@psc.com

RENAISSANCE®

Renaissance Learning

Heather Mille
2911 Peach St
Wisconsin Rapids, WI 54494
Phone: (402) 290-4379
heather.miller@renaissance.com



Tremco Roofing

Jim Wolfsohn
3735 Green Road
Beachwood, OH 44122
Phone: (816) 716-7345
jwolfsohn@tremcoinc.com



Wilkins Architecture, Design, Planning

Jacob Sertich
2908 W 39th St, Suite A
Kearney, NE 68845
Phone: (308) 237-5787
jsertich@wilkinsadp.com



Blue Ribbon Supporters



Blue Cross Blue Shield of Nebraska



Clark Enersen Partners



Davis Design



On to College



Sparq Data



Tetrad Property Group



US Bank



Red Ribbon Friends



BD Construction



Sampson Construction



Boyd Jones Construction



Student Assurance Services



EMC Insurance Company

MEMBER SPOTLIGHT

Wayne State College



Enrollment: 4,000 students

Location: Wayne, NE. WSC also has off-site delivery locations in S. Sioux, Norfolk, Fremont, Grand Island, and in the country of Aruba.

Interesting Fact: A few quick facts: Wayne State's planetarium is the largest in northeast Nebraska. We host several groups each year, providing visitors with traditional experiences related to space exploration and constellations, but also have been known to put on a laser light show, too. This fall, WSC enrolled the largest marching band in school history, the second largest college/university band in the state. The Sylvester Stallone movie, Rocky III, is famous for the Rocky statue that now sits at the bottom of the stairs at the Philadelphia Museum of Art. The sculptor of that statue, A. Thomas Schomberg, is a 1964 graduate of Wayne State.

Campus Administrators: Dr. Marysz Rames, President; Mr. Steven T. Elliott, Vice President of Academic Affairs



System Administrator: Dr. Paul Turman, Chancellor, Nebraska State College System

College Deans: Dr. David Bohnert, Dean of Arts and Humanities; Dr. Anne Power, Dean of Business and Technology; Dr. Nicholas J. Shudak, Dean of Education and Behavioral Sciences; Dr. Ron Loggins, Dean of Science, Health, Criminal Justice



Dr. Joni Irlmeier

Dr. Joni Irlmeier is a literacy professor entering her 20th year of teaching at Wayne State College. She has been consumed by the research suggesting that a student's ability to become a proficient reader in the early elementary grades correlates with their level of achievement and success throughout their life. And because so, Dr. Irlmeier has engaged in sustained professional development over the past several years to help teach our preservice teachers how to become impactful teachers of reading.

To this extent, Dr. Irlmeier has become an Orton-Gillingham Training for Dyslexia Specialist. This research-based program provides reading specialists the opportunity to develop effective interventions primarily supporting students with dyslexia; however, it serves all students and especially those who are struggling readers. The design of the program provides students an explicit, multisensory, and individualized approach to instruction. She generously shares her knowledge with her undergraduate and graduate students, helping them gain the competence to plan for a comprehensive teaching approach to implement effective literacy instruction. It also provided her the opportunity to serve as a tutor for a young reader with dyslexia. This has been an authentic hands-on experience she shares with all her learners at WSC.

The second opportunity for training encompassed the Science of Reading. A recent survey by the National Council on Teacher Quality (NCTQ) revealed that not all teacher preparation institutions teach scientific-based concepts in the teaching of reading. To guarantee that this is not the case at Wayne State College, she and other WSC colleagues participate in the online LETRS I and II (Grades PreK-12) trainings provided by our local ESUs. Many thanks to those partners!!



Midge Simmons

What is LETRS? It stands for Language Essentials for Teachers of Reading and Spelling. Literacy experts, Dr. Louisa Moats and Dr. Carol Tolman developed the professional trainings known as LETRS, or, the Science of Reading. This is an extensive program focusing on four components that bridge deep, meaningful research and bridge the research into practice in the classroom. In preparing future teachers of grades K-5, the training reinforces the need for foundational skills of reading in the areas of phonological awareness, phonics, word study, vocabulary, and comprehension. Through Dr. Irlmeier's work, WSC students are prepared to create necessary interventions for students with reading difficulties.

Midge Simmons, Ed.D. completed the coursework and received her Quality Matters (QM) Master Reviewer for Higher Education, K-12, and Publisher Certifications. These certifications not only allow her to chair reviews for other online courses but also sharpen her skills to improve her online undergraduate and graduate courses.

She and Dr. Leigh Scruggs presented Reimagining ESAs for Graduate Student and Program Evaluation for CAEP Accreditation at the American Association of Colleges for Teacher Education (AACTE) conference in March of 2022.

Dr. Simmons served on the Special Education Endorsement Ad Hoc Committee for the Nebraska Council on Teacher Education (NCTE) starting in the spring of 2022. This committee reviewed the special education endorsements and recommended any revisions necessary. The committee completed their work in July of 2022 and sent their recommendations to the next level.

Finally, Dr. Simmons is collaborating with Kristen Job, Executive Director of the Nebraska Association for the Gifted (NAG), to provide our pre-service teachers the strategies they need to support gifted learners in their classrooms. She continues her work with the Region 3 MTSS Builder's Group and the NDE IEP Facilitator's Group. She will be the new Alpha Lambda Delta Chapter Advisor, the Honor Society for First-Year Academic Success, starting the Fall of 2022.

MEMBER SPOTLIGHT

Homer Community Schools



A \$5million building addition will be completed by August 2023. The addition includes two elementary classrooms, two science classrooms, and an update to the heating and air conditioning systems.

Mascot: Knights
Enrollment: 430
Location: Homer, NE
Interesting Facts: Of the 403 students enrolled K – 12, 145 are option enrolled (36%).

Superintendent & Principals: *Left to Right* JH-HS Principal Casey Tremayne, Elementary Principal Abbie Uhl, Superintendent Gregg Cruickshank



Board Members: *Left to right* Tyler Kirkholm, Paul Tighe, Byron Hall, Carrie Vanschoiack, Kristina Nelsen (Aaron Reis not pictured)



Programs

Teammates

Homer started its TeamMates chapter in the fall of 2019. Under the leadership of Chapter Coordinator Katie Curry, it has grown to 50+ matches. Matches in Homer enjoy countless activities including playing board games, shooting hoops, and doing art projects. The group has also gone on “fieldtrips” to the Nebraska Huskers Spring Game, the Sioux City Musketeers Hockey Game, and Cone Park. Students involved in the program show better attendance, behavior, and academic scores overtime. In addition, 85% of adult mentors report feeling more hopeful after meeting with their mentee. This program benefits both students and adults in our community, and we are excited to see the impact it will continue to have at our school.



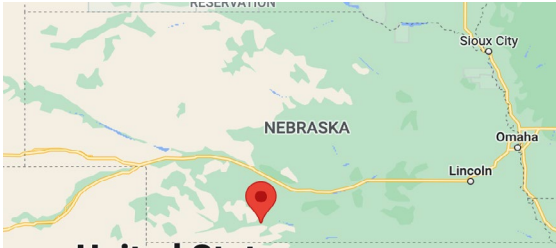
Play Production and Speech

The Homer Knight Play Production and Speech programs continue to grow and develop under the leadership of Head Coach Ashley Tremayne-Ziska, and Assistant Coaches Alisha McPartland, Trevin Launsby, and Trena Launsby. Over 50 students participated in the programs in 2021-22. Play Production earned their ninth consecutive Lewis and Clark Conference Championship and was runner-up at the Class B-2 District. This year they plan to entertain audiences with their production of Shrek Jr. and hope to bring home a tenth straight conference plaque. The Speech team earned their first district championship in 2022, placed sixth at state in Class C-1, and had nine entries in the state tournament.



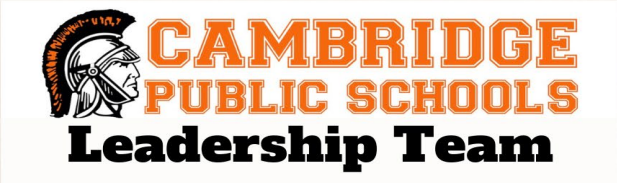
MEMBER SPOTLIGHT

Cambridge Public Schools



Mascot: Trojans
Enrollment: 286
Location: Cambridge, NE

School Leadership



Greg Shepard
Superintendent



Jarod Albers
Principal



Margo Kent
Activities Director



Jason Houghtelling
President



Amy Sines
Vice President



Kyle Klinkebiel
Board Member



Kim Huxoll
Board Member



Trevor Kubik
Board Member



Sally Farquhar
Board Member



Marisa Burke
Board Secretary

Programs

Academic Decathlon – The 2021-2022 topic of Water - A Most Essential Resource was the starting point for building the Academic Decathlon team. CPS had 24 high school students (a full 1/4 of the eligible students in high school) step forward and sign up to represent our school. That may not seem like much but when you consider that they willingly agreed to take a series of very difficult tests over 7 subject areas; that says a lot about the dedication of our students at Cambridge. After two competitions, the Trojans went into regional competition finishing 1st in the region and qualifying for state. Individual State Awards were: Andrew Hawke - 3rd Place Alternative Division “Soft Sciences,” Rachel Harris - 3rd Place Alternative Division “Soft Sciences,” Brohdey Wood - 2nd Place Science, Aidan Gunderson - 1st Place Math, and Autumn Deterding - Top Scorer.

This year the Trojans look forward to filling another team and working hard to make it back into the state competition.



Volleyball - The 2021 season was an exciting season to say the least. Cambridge had 7 returning letter winners, 6 of those being starters from the previous year. We started off the season 4-0, however, we had a tough loss to Alma in our 5th game. From then on, the girls learned the importance of hard work and resilience. In the games that we lost this season, our girls refused to go down without a fight. They quickly learned that their hard work in practice would pay off when they made it to the RPAC conference tournament championship. We fell short in a tough battle against Maywood-Hayes Center (23-25, 25-21, 23-25, 23-25). Moving forward to sub-districts and district finals, we swept Arapahoe, Southwest, and Central Valley all in 3 sets to punch our ticket to the state tournament. State volleyball didn't exactly pan out how we wanted it to, however, we still had an amazing experience playing at the Pinnacle Bank Arena. We finished the season with a 27-7 record, 9 letter winners, and 6 girls who earned RPAC All-Conference recognition.

The 2022 season for the Trojan Volleyball team has started off with a bang! The Trojans are 6-0 going into a triangular with North Platte St. Pats and Dundy County-Stratton. A highlight of the season so far is taking home first place at our home tournament. The Trojans are pushing for another successful season and are working hard to make it back to the State Tournament.



Board of Education meeting visits. Beginning in December, 2019, I started attending Board of Education meetings in member school districts. Since then, I have attended 66 such meetings. I have really enjoyed this and am willing to attend Board meetings when I can. I take a few minutes to cover NRCSA news and offerings, as well as some legislative news. When I am going to be in a specific area on Board meeting days I may send out a notice to near-by Superintendents to make an offer to visit. I'd like to be able to schedule two or three in the same evening if I can.

On Monday, July 11, I attended the Board meetings at Leigh and Humphrey, as well as visited with some non-member schools in that area. On Monday, Sept. 12, I will attend the North Bend BOE meeting, and on Tuesday, Sept. 13 will attend the Conestoga Board meeting. If you would be interested in me attending a future Board meeting, please contact me to start the arrangements. I would also be willing to "attend" your Board meetings via Zoom if you preferred. I would still only do one at a time but would be able to do several in the same evening. Let me know and we will try to make the connection.

UNL Tuition Discount

We have a new tuition discount program aimed at better serving folks from rural districts who are seeking school leadership degrees (MEd – principalship, EdD – superintendency) or endorsements. The program provides a 15% tuition discount for educators who serve in NRCSA member districts or are in an area classified by NCES as rural or town. We think this is a small but important step toward helping rural schools be intentional about growing their own leaders.

If interested, please contact Dr. Nick Pace at nick.pace@unl.edu.

Graduate School Library Programs in Nebraska (from Dr. Sara Churchill, Ed.D., UNO; and Judy Henning, Ed.D., UNK)

Today's school librarians are not just managers of a collection of resources, but also educational leaders who collaborate with the classroom teachers on a daily basis and teach essential information evaluation and research skills to students. In fact, many administrators include librarians on the school improvement team because of their overall curricular knowledge of the school. In some

schools, librarians are the school's technology leaders facilitating the use of technology for the classroom teachers. Research demonstrates that school librarians are instructional leaders who are instrumental in increasing student academic achievement.

In Nebraska, there are two institutions that offer graduate programs of study for teachers who want to add the PreK-12 school librarian endorsement to their NDE teaching certificate. The University of Nebraska Omaha and University of Nebraska at Kearney both offer Nationally Recognized School Library programs that meet national and state standards for developing high-quality, digital-age librarians. The coursework includes a focus on the many roles of today's school librarians from how to teach information evaluation and research skills to how to assess curriculum materials for every subject area to promotion of reading and technology integration. Both programs offer fully online coursework on a schedule that is flexible for the needs of today's practicing educators.

Strong educators who love reading and serving both students and staff are excellent candidates for school library positions. Certified teachers who take two graduate library courses (6 credit hours) in a calendar year are eligible to serve in a school library position, without a full or provisional endorsement. This allows administrators to "grow their own" school librarian and meet the Nebraska Department of Education requirements for accreditation.

Both institutions offer their students the opportunity to complete a master's program along with their school library endorsement. This can benefit local districts by fostering experience and creating highly-qualified teachers within our schools. Since the school library endorsement is a 30-credit hour endorsement, earning a master's degree typically only requires two additional classes. Students in either program can also take 2-3 additional graduate technology courses to qualify for a supplemental NDE endorsement in PreK-12 Instructional Technology Leadership.

Because there is a shortage of school librarians in Nebraska, graduate students pursuing a school librarian endorsement are eligible to apply each spring for the Enhancing Excellence in Teaching Program (EETP). EETP is a forgivable loan program from the Nebraska Department of Education that pays partial tuition for classes towards an endorsement in a shortage area or towards an advanced degree. Graduate students who are eligible may apply for up to \$175 per credit hour for a maximum of \$3,000 per year. Students may reapply

each year for up to five years. See the [Nebraska Department of Education EETP Information website](#) for additional information.

There are many supports available to administrators who are looking for a dynamic, high-quality school librarian. Dr. Judy Henning, Assistant Professor of Teacher Education, is the administrator of UNK's program. Dr. Sara Churchill, Assistant Professor of Teacher Education, is the coordinator of UNO's program. Drs. Henning and Churchill are eager to help administrators fill this valuable position. They can help take some of the burden of finding a school librarian off of administrators. Their expertise can guide potential candidates through the admissions process, help them navigate the program choices and endorsement requirements, and provide institutional verification to NDE once a program is completed. Additionally, the School Library programs serve as two of the biggest networks for the profession in the state. Informing candidates about open positions, both now and in the future, is something that occurs regularly. UNO operates a school library mailing list that reaches hundreds of school librarians across the state and beyond.

Both Dr. Henning and Dr. Churchill are available to discuss how you can "grow your own" school librarian, help answer questions about EETP or endorsement requirements, as well as connect you with quality candidates and even facilitate access to professional development in the area of school librarianship. Please consider reaching out to either program coordinator to discuss how we can help support you in filling this high-impact position.

Sara Churchill, Ed.D., UNO
402-554-3485. schurchill@unomaha.edu

Judy Henning, Ed.D., UNK
308-627-6807. henningja@unk.edu

[Data for SL Revisions](#)

[Chadron State College Special Education Para-to-Teacher Program Initiative.](#)

Purpose: This "Grow Your Own" Special Education Teacher program is designed to provide school districts with the opportunity to cultivate and participate in the training of their para-professionals who wish to continue their education to become special education teachers.

Who: Any individual who holds a minimum of an

Associate's Degree (or equivalent credit hours) from an accredited higher education institution, and who is employed as a para-professional within a school district. What: Chadron State will provide required course work and enrichment activities via online, face-to-face (via Zoom), and on the job experiential learning, leading to a Bachelor's in Education Degree, and a Nebraska Teaching Certificate with an endorsement in Special Education (grades PK-12). With administrator input, program course work will be tailored to best fit your district practices and expectations. Each course will be offered in an 8-week format, with 12-13 credit hours to be completed each 16 week semester.

How: Program participants will be advised, monitored, and supported by CSC faculty/staff, and a CSC Education Program liaison is specifically assigned to facilitate their progress. District para-professionals may enter the program at any time in the academic year.

When: once participants reach their senior academic year they will embark on completing their capstone course work, via online and Zoom class sessions. This course work has been pared down considerably with the understanding and assumption that these student teachers will be learning "on-the-job". For example, one section covers classroom management practices. Clearly, one can argue and attest that these student teacher interns are learning more about managing a classroom from being mentored by veteran teachers within your school, and observing them in action. This is the belief and learning approach embraced during this senior year. However, to ensure and assess concept learning, Chadron State faculty will be meeting with your student teacher cohort twice per week for 1.5 hours, via Zoom conferencing technology.

Graduation: At the completion of this program students/candidates graduate from Chadron State College, and apply for teaching licensure resulting in a valid initial teaching certificate with and endorsement in PK-12 Special Education. Chadron State's education program is nationally and State accredited. As such, interstate certification reciprocity is not a problem.

Things for your consideration:

- 1) To qualify for this program participants must hold at least an Associate's Degree or the equivalent in college credit hours. (*CSC will work with those applicants to provide them with the needed coursework leading up to program entry*).
- 2) Districts must agree to maintain para-professional employment throughout the course of the program—

including during the student teaching experience.

Please contact Dr. Adam Fette for more program information, at afette@csc.edu.

The UNL Department of Educational Psychology has received a grant from the Swanson Foundation which allows them to offer mental health services to rural schools.

From Dr. Michael Scheel, Chair of the UNL Department of Educational Psychology:

The UNL Department of Educational Psychology would like to offer counseling and psychological services, as well as consultation services to the schools and communities of Southeast Nebraska. We run a mental health counseling and therapy clinic and we are offering counseling and consultation services to teachers, administrators, students, and community members of Southeast Nebraska. Services will be provided through remote and confidential means (i.e., Zoom conferencing). We are hoping that schools, families, and individuals contact us to schedule an appointment for a telehealth counseling or consultation session.

We have recently learned that a donor will support our work with individuals living in rural Southeast NE by paying all fees for services. Thus, whoever seeks out our services will simply have to indicate they live in Southeast Nebraska, and any services we provide will be paid for through the UNL Foundation. Individual, couple, and family counseling will be provided without financial expense. Additionally, we can provide teachers, school administrators, school counselors, and school social workers consultation services for students of their schools without charge.

We are very excited to enter a partnership with schools and communities of SE Nebraska to promote mental health and well-being. We are aware of the mental health counseling disparities that exist in Nebraska rural areas, and our department, our College of Education and Human Sciences, and UNL are highly interested in offering our expertise and resources with the goal of enhancing the well-being of SE Nebraska individuals, schools, and communities. We are a group comprised of licensed psychologists and psychology graduate students who regularly provide services through our clinic to the Lincoln community. We are seeking to reach beyond Lincoln to connect more with

surrounding rural areas. We also are acutely aware of the importance of addressing mental health concerns right now as we all are experiencing the stress of going through the COVID-19 pandemic.

The Counseling and School Psychology Clinic is a training clinic in which graduate students in counseling and school psychology work with clients under the supervision of licensed psychologists. Services are available to all on a sliding scale. For clients from SE Nebraska communities, services will be paid for through UNL Foundation funds supplied by a donor who cares deeply about the welfare of schools and communities in SE Nebraska. Counseling services are offered to improve well-being, improve academic and behavioral issues, stabilize mood, manage stress, and improve life-adjustment issues.

For more information, please visit our clinic website:

<https://cehs.unl.edu/edpsych/clinic/>

A common theme from some of the decision makers on the state level is that “out of control” local spending is to blame for the property tax problem. NRCSA, along with many other educational entities, maintains that we do not have a school spending issue, but instead have a school funding issue. Attached are two reports, one from NRCSA, the other from Open Sky, that discuss the myth of “out of control” school spending. It is my hope that administrators and Board of Education members will read, then use these reports to counter those claims. When you do please tell your district’s story as that is the most powerful way to get this message across.

[NRCSA Spending Study](#)

[A Look at School Spending in NE from Open Sky](#)

We urge you to consider making use of the NRCSA Partner OneCard as a tool for you in managing school expenditures, both large and small. Certainly, the card can help reduce/eliminate any issues relative to unverified cash expenditures. You decide who uses it, can get cards for each of those users, keep all cards wherever you wish, determine the amount to load it with, and how long the time frame of use is. It is a terrific management tool and clearly identifies each expenditure/name/date/amount. Whether small purchases or very large purchases, the card is a terrific tool. NRCSA owns the state contract, so liability for

misuse falls to NRCSA, not the district user. We have only had three circumstances of fraud and all three have been the theft of the card number information, not any district employee misuse. Great job by all participating districts in protecting the card and program! Don't forget, the NRCSA rebate from the transaction fee paid by businesses that choose to accept plastic is used for scholarship, awards, and special needs. For 2021-22, the rebate was over \$23,000 to NRCSA, showing that use is increasing, and large purchases are being included. WIN, WIN, WIN!

If you are considering joining the program and need more information, please contact Jack Moles (jmoles@nrcca.net) or Jeff Bundy (jbundy@nrcca.net).

[SUPERINTENDENT SEARCH & PLANNING](#)

NRCSA had a very successful year this past year in assisting 14 Boards of Education in choosing their next Superintendent of Schools. The NRCSA Superintendent Search Service helped Arapahoe, Arthur County, Bayard, Heartland, Leyton, Newman Grove, North Bend Central, O'Neill, Potter-Dix, St. Paul, St. Edward, Tri-County, Wheeler Central, and ESU 11 in identifying their next leader. We are already scheduled to assist Southwest Public Schools and North Bend Central Public Schools and Randolph Public Schools in their search for their next Superintendents.

If your district finds a need to locate your next school leader, please be sure to keep the NRCSA Superintendent Search Service in mind. For more information you can contact Executive Director Jack Moles at jmoles@nrcca.net or by phone at 402-335-7732.

It is a common practice for many Boards of Education and the Superintendent to conduct short and long-term planning. NRCSA does provide a quality service using experienced consultants. If you are interested in more information, please contact Executive Director Jack Moles.



Hanger and Fred Helmink assisted the district with its planning.

[NRCSA Search Service Experience](#)

[NRCSA Planning Support Brochure](#)

Global Teletherapy is a group with which NRCSA has had a long relationship. As a nationally renowned K-12 service provider, Global Teletherapy offers virtual mental-health, speech, occupational, physical therapy services, and psychoeducational assessments to students across the nation.

Currently serving approximately 100 schools in over 30 states around the U.S. with over 500 therapists, Global Teletherapy is prepared to help districts that find themselves short of the needed personnel to provide these services.. To learn more about Global Teletherapy's caring therapists and reliable virtual platform please [click here](#).



From Dr. Jon Habben, NREA Past President:

I am forwarding Tara Thomas AASA/NREA lobbyist report in addition to some notes here. Congress is going back into session as we speak. And of course, elections of all Representatives and 1/3 of the Senators can certainly dominate the news and efforts leading up to November 8. But don't get sidetracked from Nebraska and local elections. Learning about why and why not gets more important each day until time to vote.

First, I again encourage NRCSA members to join the NREA as they renew their district's NRCSA membership. For \$75, the superintendent can join as an individual NREA member and have access to NREA information in at least once per week email updates from Executive Director Dr. Allen Pratt. Every bit as important, you add another voice to the rural public school advocacy that is in the mix every day regarding representing a constituency that often gets overlooked as population density so often grabs the attention of policy-makers. It can be a legacy of frustration, as with the never-ending Title I Formula that favors density over individuals in the counting process. We will continue to see this multiply forward as more and more federal programs use Title I data to move federal funds out to districts.

Second, as always, keep an ear open to the Nebraska Department of Education federal programs folks regarding any and all federal funds that are supposed to go to public school districts. They are your go-to officials when it comes to rules/regs/receiving/reporting of federal funds. This creates some conflicting thoughts that rural board members, superintendents/staff, and parents/patrons may have about the role of the feds, monetary policy, all the way to where the money meets the road, local students. Elected board members need support as they and their superintendent work through these issues.

Third, you may have read about the NREA rural research agenda that includes connections with higher learning. And if you are wondering what the significance could possibly be, you aren't alone. I first became aware of the incredibly limited amount and quality of rural education research when I was writing my doctoral dissertation 25 years ago. The bigger picture was brought home much later when I became involved with the Regional Education Laboratory (that included Nebraska and six other states) in creating a research-based NRCSA recognition program for Nebraska rural districts and later became a Governing Board member of the REL. Bottom line: quality rural education research was far more limited than suburban, urban, or generalized research. This was impacting advocacy on behalf of rural students and teachers. NREA has been a source of trying to promote such rural education research through its [The Rural Educator: A Journal about Rural and Small School Issues](#). The Journal is in its 43rd volume and publishes at least twice per year, including at least five rural research projects in each publication. This is part of what members receive within their membership. The effort is growing and an energized NREA committee has led the development of a five-year (2022-2027) research

agenda to be promoted at the higher education levels toward improving the state of rural education research and further, rural education advocacy.

Fourth, if you were concerned about teacher shortages, you now get to add lower national test scores in reading and math. You have probably heard the phrase, "all politics are/is local." Start at your district with your students and focus there. Whether the discussion is test scores, resources, school culture, teachers, leaders, parents, and patrons, the face-to-face matters in what should be civil, courteous, and solution-oriented efforts. Rural community schools have always been about the basics and strong expectations for all kids. Your place is a great place to start 2022-23!

Fifth, have you got time to attend, either directly or virtually the NREA national conference in Green Bay, WI? Go to nrea.net for information. Dates are: Pre-Conference 10/19, Conference 10/20-21. Great learning opportunity! And since I am the NREA Foundation Treasurer, I will put in a plug that if you attend, plan to buy something at the Foundation Auction to support our student and teacher recognition programs. Here is an idea. If you can't attend, send money with NRCSA Executive Director Jack Moles to buy something at the auction, or send him money to buy a Nebraska item to auction. Don't tell him this was my idea...

Take care! Jon

[Legislative Corps September 2, 2022](#)

Contact Information

NRCSA

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jmoles@nrcea.net

Jeff Bundy, Administrative Aide
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jbundy@nrcea.net

Legislative Contacts

U.S. Senators

[Deb Fischer](#)

[Ben Sasse](#)

U.S. House of Representatives

[Don Bacon](#)

[Mike Flood](#)

[Adrian Smith](#)

Nebraska Governor

[Pete Ricketts](#)

NE State Senators

[Raymond Aguilar, Dist 35](#)

[Joni Albrecht, Dist 17](#)

[John Arch, Dist 14](#)

[Carol Blood, Dist 3](#)

[Eliot Bostar, Dist 29](#)

[Bruce Bostelman, Dist 23](#)

[Tom Brandt, Dist 32](#)

[Tom Brewer, Dist 43](#)

[Tom Briese, Dist 41](#)

[John Cavanaugh, Dist 9](#)

[Machaela Cavanaugh, Dist 6](#)

[Robert Clements, Dist 2](#)

[Jen Day, Dist 49](#)

[Wendy DeBoer, Dist 10](#)

[Myron Dorn, Dist 30](#)

[Robert Dover, Dist 19](#)

[Steve Erdman, Dist 47](#)

[Curt Friesen, Dist 34](#)

[Suzanne Geist, Dist 25](#)

[Tim Gragert, Dist 40](#)

[Steve Halloran, Dist 33](#)

[Ben Hansen, Dist 16](#)

[Matt Hansen, Dist 26](#)

[Mike Hilgers, Dist 21](#)

[Robert Hilkemann, Dist 4](#)

[Dan Hughes, Dist 44](#)

[Megan Hunt, Dist 8](#)

[Mike Jaconson, Dist 42](#)

[Mark Kolterman, Dist 24](#)

[Steve Lathrop, Dist 12](#)

[Brett Lindstrom, Dist 18](#)

[Lou Ann Linehan, Dist 39](#)

[John Lowe Sr., Dist 37](#)

[John McCollister, Dist 20](#)

[Mike McDonnell, Dist 5](#)

[Terrell McKinney, Dist 5](#)

[Adam Morfeld, Dist 46](#)

[Mike Moser, Dist 22](#)

[Dave Murman, Dist 38](#)

[Rich Pahls, Dist 31](#)

[Patty Pansing Brooks, Dist 28](#)

[Rita Sanders, Dist 45](#)

[Julie Slama, Dist 1](#)

[John Stinner, Dist 48](#)

[Tony Vargas, Dist 7](#)

[Lynne Walz, Dist 15](#)

[Justin Wayne, Dist 13](#)

[Matt Williams, Dist 36](#)

[Anna Wishart, Dist 27](#)



NRCSA Programs

[Global Speech Teletherapy](#)

[Planning Support Service](#)

[Scholarship and Awards Programs](#)

[Superintendent Search Service](#)

[USBank OneCard Program](#)



NRCSA Rural Community Schools Association
455 S 11th ST, Suite B
Lincoln, NE 68508



www.nrcsa.net



www.twitter.com/NRCSA1980



www.facebook.com/nrcsahome/

September Board Report
Mr. Jaxn Kobza
Technology Director

Infrastructure

- All new wifi networks are in place and operational
- Completed our VLAN remodeling with Kidwell

Technology Projects

- Working with ESU 2 to get servers upgraded
- Needing to upgrade VMWare Licensing for the new server.
- Cleaning up Active Directory and email accounts.

Issues/Concerns

- Working on securing our network and meeting the requirements for cyber insurance.

Miscellaneous

- Attending Nebraska Cyber Security Conference September 27.

Raymond Central Public Schools Finance Committee Meeting

Wednesday, August 31, 2022 at 4:30 PM Central

District Office Board Room

1800 West Agnew Road

Raymond, NE 68428-9783

Call the Meeting to Order

Chairman Matt Blanchard called the meeting to order at 4:30 p.m.

Members Present

Board members present includes Matt Blanchard, Brad Breitzkreutz and Cathy Burkland, and Superintendent Lynn Johnson.

AGENDA ITEMS:

Review Year End Balances

The committee reviewed the year end balances for all of the funds.

Discuss the Proposed Budget for 22-23

The committee reviewed the board budget goals and discussed the options of tax asking that would best achieve the board goals. They reviewed the historical data regarding budgets and tax asking.

RECOMMENDATIONS TO THE BOARD

The committee favored the option that would allow the most growth in the general fund, bond fund, and the special building fund while still keeping the levy close to or slightly lower than it was the previous year.

SALES QUOTE

GovConnection, Inc.
732 Milford Road
Merrimack, NH 03054

Account Executive: Jennifer Dew
Phone: (800) 800-0019 ext. 75132
Fax: (603) 683-1313
Email: jennifer.dew@connection.com

25386310.01

PLEASE REFER TO THE ABOVE
QUOTE # WHEN ORDERING

Date: 8/12/2022
Valid Through: 9/11/2022
Account #: K06422

Account Manager:
Phone:
Fax:
Email:

Customer Contact: Jaxn Kobza
Email: jkobza@rcentral.org

Phone: (402) 785-2685 x205
Fax: (402) 785-2097

QUOTE PROVIDED TO: AB#: 3607719 RAYMOND CENTRAL PUBLIC SCHOOLS 1800 W AGNEW ROAD RAYMOND, NE 68428 (402) 785-2685	SHIP TO: AB#: 22232772 RAYMOND CENTRAL PUBLIC SCHOOLS Jaxn Kobza 1800 W Agnew Rd Raymond, NE 68428 (402) 785-2685 x205
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DELIVERY	FOB	SHIP VIA	SHIP WEIGHT	TERMS	CONTRACT ID#
5-30 Days A/R/O	Destination	Small Pkg Ground Service Level	.00 lbs	Net 30	

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* Line #	Qty	Item #	Mfg. Part #	Description	Mfg.	Price	Ext
1	4		VS7-STD-A-2	Academic VMware vSphere 7 Standard for 1 processor VmWare	VmWare	\$ 603.98	\$ 2,415.92
2	4		VS7-STD-P-SSS-A-2	Academic Production Support/Subscription for VMware vSphere 7 Standard for 1 processor for 1 year VMware Inc. VmWare	VmWare	\$ 345.56	\$ 1,382.24
3	1		VCS7-STD-A-2	Academic VMware vCenter Server 7 Standard for vSphere 7 (Per Instance) VmWare	VmWare	\$ 3,406.01	\$ 3,406.01
4	1		VCS7-STD-P-SSS-A-2	Academic Production Support/Subscription VMware vCenter Server 7 Standard for vSphere 7 (Per Instance) for 1 year VmWare	VmWare	\$ 1,502.89	\$ 1,502.89
Subtotal						\$	8,707.06
Fee						\$	0.00
Shipping and Handling						\$	0.00
Tax							Exempt!
Total						\$	8,707.06



ORDERING INFORMATION
GovConnection, Inc. DBA Connection

Please contact your account manager with any questions.

<u>Ordering Address</u>	<u>Remittance Address</u>
GovConnection, Inc. 732 Milford Road Merrimack, NH 03054	GovConnection, Inc. Box 536477 Pittsburgh, PA 15253-5906

Please reference the Contract # on all purchase orders.

TERMS & CONDITIONS

Payment Terms:	NET 30 (subject to approved credit)
FOB Point:	DESTINATION (within Continental US)
Maximum Order Limitation:	NONE
FEIN:	52-1837891
DUNS Number:	80-967-8782
CEC:	80-068888K
Cage Code:	OGTJ3
Business Size:	LARGE
Erate Spin Number:	143026005

WARRANTY: Manufacturer's Standard Commercial Warranty

NOTE: It is the end user's responsibility to review, understand and agree to the terms of any End User License Agreement (EULA).

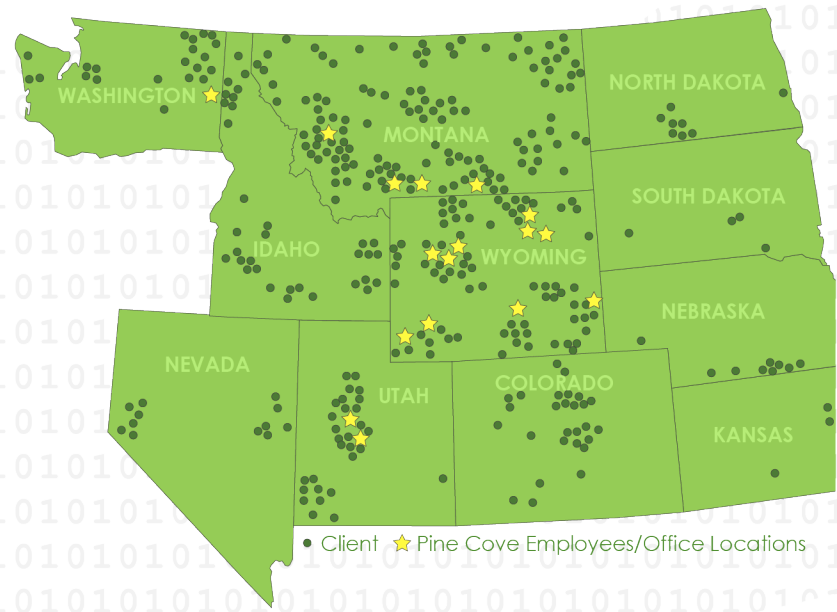
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SLEDOPS@connection.com
QUESTIONS: Call 800-800-0019



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CYBERSECURITY | NETWORKING | COMMUNICATION | PHYSICAL SECURITY | STUDENT SAFETY

We have prepared a quote for you

Sophos Email Gateway


Quote # 007067
Version 3

Prepared for:

Raymond Central Public Schools

Jaxn Kobza
jaxn.kobza@rcentral.org


3-Year

Description		Price	Qty	Ext. Price
Sophos Central Email Advanced - 1000-1999 USERS - 36Months		\$34.50	1000	\$34,500.00

Subtotal: **\$34,500.00**

1-Year

* Optional

Description		Price	Qty	Ext. Price
Sophos Central Email Advanced - 1000-1999 USERS - 12 Months		\$17.70	1000	\$17,700.00

* Optional Subtotal: **\$17,700.00**

Sophos Email Gateway

Prepared by:

Pine Cove Consulting
sales@pinecc.com
800-432-0346

Prepared for:

Raymond Central Public Schools
1800 W. Agnew Road
Raymond, NE 68428
Jaxn Kobza
(402) 785-2615
jaxn.kobza@rcentral.org

Quote Information:

Quote #: 007067
Version: 3
Delivery Date: 08/24/2022
Expiration Date: 09/05/2022

Quote Summary

Description	Amount
3-Year	\$34,500.00
Total: \$34,500.00	

*Optional Expenses

Description	One-Time
1-Year	\$17,700.00
Optional Subtotal: \$17,700.00	

This proposal shall not be used for the creation of RFP/RFQ documents, by the customer.

TERMS: Due on receipt of invoice.

Access to the customer portal for online payment is @ <https://pinecc.connectboosterportal.com>

Applicable fees and taxes not included.

<https://www.orderporter.com/OrderPorter/online.order?passcode=3649355a0829aac5bea4c035cf85befd&entrykey=Quosal Branded v3>
(copy)



959 Skyway Road
 Suite 300
 San Carlos, CA 94070
 USA
 +1-855-528-2626 (Ext. 3)

Quote Number 00010041
 Created Date 8/9/2022
 Expiration Date 8/31/2022

Prepared By Marcie Bennett
 Email marcieb@avanan.com

Contact Name Jaxn Kobza
 Phone 3084700105
 Email jaxn.kobza@rcentral.org

Bill To Name Raymond Central Public Schools
 Bill To 1800 W Agnew Rd Rm 210
 Raymond, Nebraska 68428
 United States

A/P Contact:
 A/P Email:
 PO Required:

Payment Terms Net 30

Product Code	Product	Description	Quantity	Item Price per Month	Term (Months)	Subtotal
CP-HAR-EC-ADV-EMAIL-APPS-1Y	Harmony Email & Collaboration - Advanced (Email and Applications)	<p>Advanced Anti-Phishing, including URL inspection and file sandboxing and sanitization (CDR), for incoming and internal Office 365 and Google Suite emails, as well as collaboration applications (OneDrive, Google Drive, Teams, Slack and more). (1 Year)</p> <p>Email Security * Anti-Phishing for incoming and internal emails * Complete zero-day malware prevention (Sandboxing) * Attachment sanitization (CDR, Threat Extraction) * Malicious URL protection (URL Protection) * URL Click-Time Protection (URL Re-writing) * Account takeover prevention (Anomalies) * Unauthorized applications detection (Shadow IT)</p> <p>Collaboration Applications Security * Complete zero-day malware prevention (Sandboxing) * Malicious URL prevention (URL Protection) for messages and files</p>	200.00	\$2.05	36	\$14,760.00
		Advanced Anti-Phishing, including URL inspection and file sandboxing and sanitization (CDR), for incoming and internal Office 365 and Google Suite emails, as well as collaboration applications (OneDrive, Google Drive, Teams, Slack and more). (1 Year)				



A Check Point Company

CP-HAR-EC-ADV-EMAIL-APPS-1Y	Harmony Email & Collaboration - Advanced (Email and Applications)	<p>Email Security</p> <ul style="list-style-type: none"> * Anti-Phishing for incoming and internal emails * Complete zero-day malware prevention (Sandboxing) * Attachment sanitization (CDR, Threat Extraction) * Malicious URL protection (URL Protection) * URL Click-Time Protection (URL Re-writing) * Account takeover prevention (Anomalies) * Unauthorized applications detection (Shadow IT) <p>Collaboration Applications Security</p> <ul style="list-style-type: none"> * Complete zero-day malware prevention (Sandboxing) * Malicious URL prevention (URL Protection) for messages and files 	750.00	\$0.75	36	\$20,250.00
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Term (Months)	36
Total Price	\$972.50
Total for Term	\$35,010.00

The order subscription period is for the term specified above. Customer may not terminate for convenience.

At the end of the term and each consecutive term, subscription will renew for an additional 12 months unless either Avanan or Customer notifies the other in writing of its intent to terminate at least thirty (30) days prior to the end of the then-current term.

Use of the Service is subject to the Avanan Terms of Service located online at <https://www.avanan.com/avanan-terms-of-service> which are incorporated into and made a part of this Order Form by this reference.

Acceptance

Company Name: **Avanan, Inc.**

Signature

D.

Signature

Date

Name

Title

Name

Title



RAYMOND CENTRAL
PUBLIC SCHOOLS

PROPOSAL, SEPTEMBER 2022



Leadership Encompass 360 **Raymond Central Public Schools Proposal**



Board of Education

Harriet Gould, President
Matt Blanchard
Brad Breitreutz
Cathy Burklund
Bill Lange
Derek Matulka

Presented by the Nebraska Association of School Boards

Marcia Herring, NASB Director of Board Leadership
Kari Stephens, NASB Board Leadership Associate
Katie Coble, NASB Board Leadership Associate
Caden Frank, NASB Board Leadership Associate





September 2, 2022

To Superintendent Johnson and the Raymond Central Board of Education,

We appreciate the opportunity to share the Leadership Encompass 360 Proposal with the Raymond Central Superintendent and Board of Education. The NASB Board Leadership Department is pleased to provide a multitude of programs and services to our members, including the following superintendent evaluation process.

The Association adopted protocol and procedures are characteristic of a comprehensive evaluation process. The proposal outlines the scope and sequence that includes engagement of both internal and external stakeholders through online surveys. The process ensures open and continuous communication with our staff, but also an evaluation process that will ensure the board is equipped to assess purposeful feedback designed to measure the overall educational leadership of the superintendent.

The team at NASB would value the opportunity to work with the board through this most important endeavor. As the Director of the Leadership Department, I will serve as the lead facilitator with assistance from Kari Stephens, NASB Associate, Katie Coble, NASB Associate, and Caden Frank, NASB Associate.

Once again, thank you for allowing us to present a proposal. I look forward to the opportunity to discuss and address questions and points of clarification as needed. Please feel free to contact me at 402-817-0296 at your convenience.

Respectfully submitted,

Marcia R. Herring

Marcia R. Herring, Director of Board Leadership
Nebraska Association of School Boards





TABLE OF CONTENTS

Superintendent Evaluation 4

Leadership Encompass 360 Overview 5

Standards and Indicators..... 6

Cost Breakdown..... 9

PHASE I: Organize and Plan the Process..... 10

PHASE II: Design the Leadership Encompass 360 Evaluation..... 11

PHASE III: Engage Stakeholders 12

PHASE IV: Evaluation Findings and Goals 13

PHASE V: Support and Progress 14

APPENDICIES

 Appendix: NASB Board Leadership Team 15





SUPERINTENDENT EVALUATION

It is the responsibility of the school board to evaluate the performance of the superintendent. There will always be some subjectivity and judgment on the board's part in evaluating the performance of the superintendent and as elected officials representing the school district you have been designated to make those judgments. The process presented is designed to reduce subjectivity and increase objectivity. Agreed upon expectations and a fair application of the evaluation is best determined through mutual understanding by the board and superintendent about what, how, and when the superintendent evaluation will be conducted.

The Association recommends a defined course of action to ensure the board executes an effective evaluation experience.

The process:

- All board members will participate in the evaluation process

The board will execute the evaluation process in accordance to:

- board policy (relevant to superintendent evaluation)
- the superintendent employment contract;
- the superintendent job description;
- the board adopted evaluation instrument; and,
- the superintendent/district performance goals

The value of integrating Leadership Encompass 360 ensures the board is utilizing an evaluation framework intended to define the educational role and expectations of a high-performing and effective superintendent. The standards and supporting indicators allow the board to target the knowledge, skills, and leadership qualities the board expects of the educational leader of the school district.

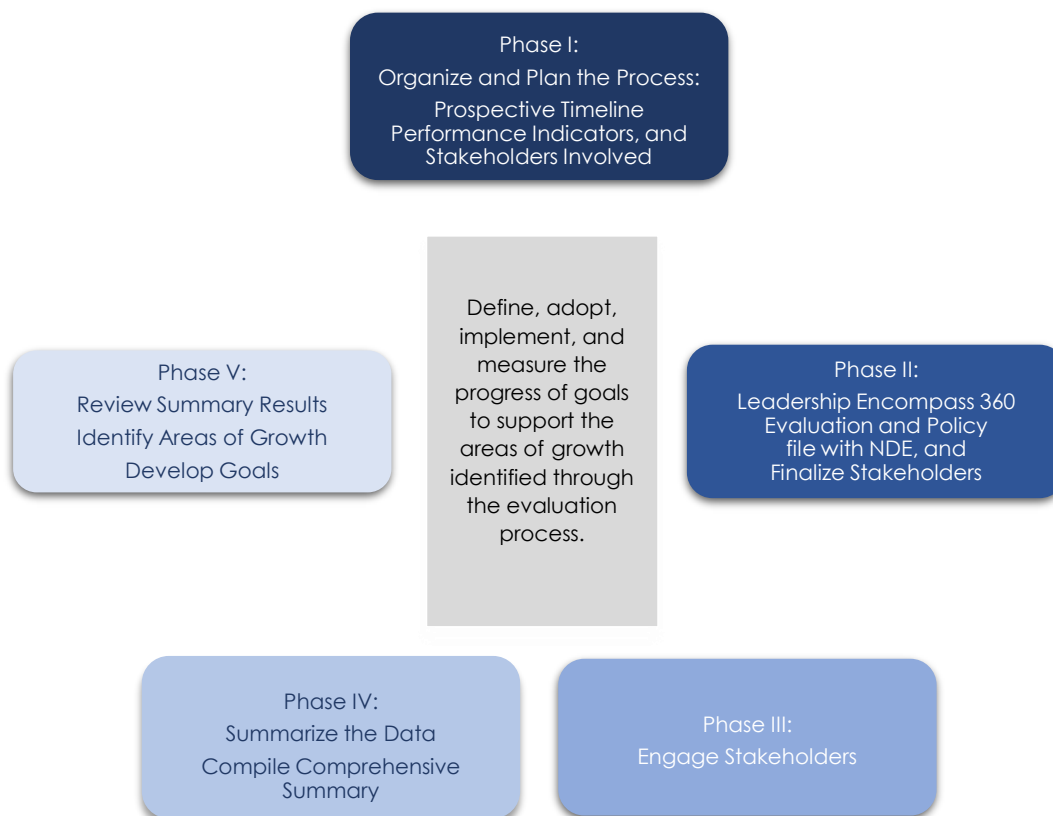




LEADERSHIP ENCOMPASS 360 OVERVIEW

The Nebraska Association of School Boards has been advocating for, working with, and training Nebraska school boards since 1918. Traditionally, NASB's Board Leadership department has worked with school boards and their superintendents providing sample superintendent evaluations that cover most all duties and responsibilities of the educational leader. As recent as 2017, a school board and superintendent requested that we assist the board in the development of a 360-superintendent evaluation to internal and external stakeholders.

Today, the Leadership Encompass 360 process ensures the superintendent is provided a comprehensive evaluation based upon his/her educational leadership with every impacted stakeholder in the district.





LEADERSHIP ENCOMPASS 360 — STANDARDS AND INDICATORS

STANDARD I: MISSION VISION GOALS

The superintendent works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals to ensure the progress and success of student learning and achievement.

- Engagement of Stakeholders
- Implementation of District Strategic Plan
- Addresses Barriers
- Evaluation of Mission, Vision, and Goals
- Utilization of Data in Decision Making

STANDARD II: POLICY

The superintendent works collaboratively with the board to define, update, and adopt effective and purposeful district policy.

- Regular Review and Revision of Policy
- Implementation of Policy
- Communication of Policy and Legislative Rules
- Directional Alignment of Policy
- Oversight of Administration

STANDARD III: BUDGET PLANNING AND MANAGEMENT

The superintendent provides organizational leadership district-wide to ensure fiscal responsibility by allocating, using and investing district resources to support effective instruction and improved student learning.

- Alignment of Resources
- Management of Budget
- Utilizes of Data in Resource Allocation
- Collaboration with Board in Budget Development
- Pursuit of Alternative Resources
- Secures and Manages Resources
- Maintains and Plans for Facilities
- Attention to Local, State, and Federal Legislation





STANDARD IV: EDUCATIONAL LEADERSHIP

The superintendent provides educational leadership ensuring resources align and support best practice for instructional standards, as well as implementation of current and/or applicable curriculum/ assessments to support student success.

- Advocates for Curriculum
- Utilization of Best-Practice Decision-Making
- Implementation of Instructional Evaluation
- Advocates for Support Services
- Optimization of Instruction
- Engagement of Parents and Community
- Provision of Integrated Technology
- Promotion of Student-Centered Culture
- Validation of Curriculum and Alignment

STANDARD V: ORGANIZATIONAL AND CULTURAL LEADERSHIP

The superintendent provides organizational and cultural leadership to ensure the district is providing a quality education in a safe learning environment.

- Purposeful Recruiting and Hiring
- Develops of Professional Growth Opportunities
- Utilization of Effective Problem-Solving and Conflict Resolution
- Protocol and Procedures
- Implementation of Crisis and Safety Plan
- Promotion of Positive School Environment





STANDARD VI: COMMUNITY RELATIONS

The superintendent establishes and sustains effective communications to inform and engage the board, parents, students, staff, local and state government officials, community members, and business leaders.

- Development of/Communication with Collaborative Partnerships:
 - Local Post-Secondary Institutions
 - Organizations/Groups
 - Families/Parents
- Understanding of District/Community
- Visibility within the District

STANDARD VII: PROFESSIONAL LEADERSHIP

The superintendent models and demonstrates professional leadership, ethics, and a commitment to growth and improved instruction and learning for staff and students.

- Embodiment of District Unity
- Establishment of Expectations
- Demonstration of Educational Knowledge
- Provision of Staff Development
- Management of Concerns and Opinions
- Cultivation of Positive Culture
- Investment in Personal Growth
- Possession of Required Certificates and Endorsements

STANDARD VIII: BOARD- SUPERINTENDENT RELATIONS

The superintendent collaborates with the board to define district expectations, policies, and goals to support instruction and student learning.

- Cultivation of Transparent Communication
- Collaboration of Expectations, Goals, and Policies
- Supportive of Committees' Work
- Engagement of Student-Board Representative





COST BREAKDOWN

The following is a description of services provided by NASB through the two-year agreement:

Phase I: Organize and Plan the Process

10% of the total fee

NASB will engage the Client in stakeholder engagement and meetings with the superintendent and board as needed and mutually agreed upon, to be conducted by the NASB Board Leadership Team.

- Create a timeline
- Identify and engage internal stakeholders
- Distribute the communications packet
- Provide administrative support and leadership

Phase II: Design the Leadership Encompass 360 Evaluation

20% of the total fee

Year 1:

- NASB will work closely with the superintendent and board to communicate, engage, and manage the data collected through the internal and external stakeholder engagement.

Year 2:

- NASB will engage the superintendent in a self-assessment and the board will complete the annual superintendent evaluation. *Stakeholders will be engaged again year 3 providing benchmark data to support the growth and leadership of the superintendent.

Phase III: Engage Stakeholders

40% of the total fee

NASB will provide additional consultants on an as-needed basis for the purpose of data collection and analysis.

- Collect and Manage Data Collection
- Compile the data
- Analyze the data
- Create the evaluation report

Phase IV: Evaluation Findings and Goals

20% of the total fee

NASB will facilitate data analysis, provide thought leadership, and create goals for the superintendent and board.

Phase V: Support and Progress

10% of the total fee

NASB will provide ongoing support to ensure progress and success. Stakeholder re-engagement is available at an additional expense to ensure the goals are realized.

Enrollment: 675

Total Estimated Cost Year One: \$1,700 (Not including reasonable travel expenses.)

Total Estimated Cost Year Two: \$500 (Not including reasonable travel expenses.)





PHASE I



Organize and Plan the Process:

Performance Indicators | Timeline | Internal and External Stakeholders

ORGANIZE AND PLAN THE PROCESS

Embarking on an effective superintendent evaluation process begins with organizing a timeline to establish a unified vision and expectations of the board. This phase provides the board an opportunity to identify and consider the internal and external stakeholders that will participate in the evaluation process. The timeline for a district will vary based upon the ability to schedule the necessary engagement and meetings.

Table with 3 columns: Task, Target Date, Date Complete. Rows include 'Organize and Plan the Process' (with sub-tasks like 'Identify district point person'), '360 Evaluation Report', and 'Support and Evaluation'.





PHASE II



Leadership Encompass 360 Evaluation and Policy

Adopted & filed with NDE | Finalize Internal/External Stakeholders

ADOPT LEADERSHIP ENCOMPASS 360

The design of the Leadership Encompass 360 enables the board to assess job responsibilities and success. The performance indicators analyze the strengths and qualities of the superintendent while also defining areas of growth that will benefit the long-term leadership of the superintendent. Data collected provides an objective view of the superintendent that reflects his/her leadership.

AUTHENTICATING LEADERSHIP ENCOMPASS 360

The board will review and adopt the design and content of Leadership Encompass 360, review applicable policy, and the superintendent contract language. To ensure proper compliance with Nebraska Department of Education rules and regulations, we ask that the board file all modified policies and the evaluation prior to engaging in the evaluation process.

Our team collects and compiles all responses and feedback from stakeholder engagement, organizes the data, and provides leadership to create purposeful goals to support the success of the superintendent. Although not all data will directly inform the final goals, the responses, organized by stakeholder group, can be a valuable source of information for the superintendent and board.





PHASE III



Engage Stakeholders

Internal Stakeholders | External Stakeholders

ENGAGING STAKEHOLDERS

Engaging stakeholders through the evaluation process aids in creating an additional outlet of feedback and communication. Below contains a list of potential stakeholders to consider in the engagement process.

EXTERNAL STAKEHOLDERS

- Community
 - Residents
 - Community groups
 - Neighborhood leaders
- Parents (e.g., households with school-age and non-school age children)

INTERNAL STAKEHOLDERS

- Board
- Superintendent
- Assistant Superintendents
- District and Building Level Administrators
- Certificated Staff
- Classified Staff
- Students (Jr. High/Middle & High School)

**Please note: One-third of identified Parents and Students will be chosen at random and representative of each building level, to be surveyed.*





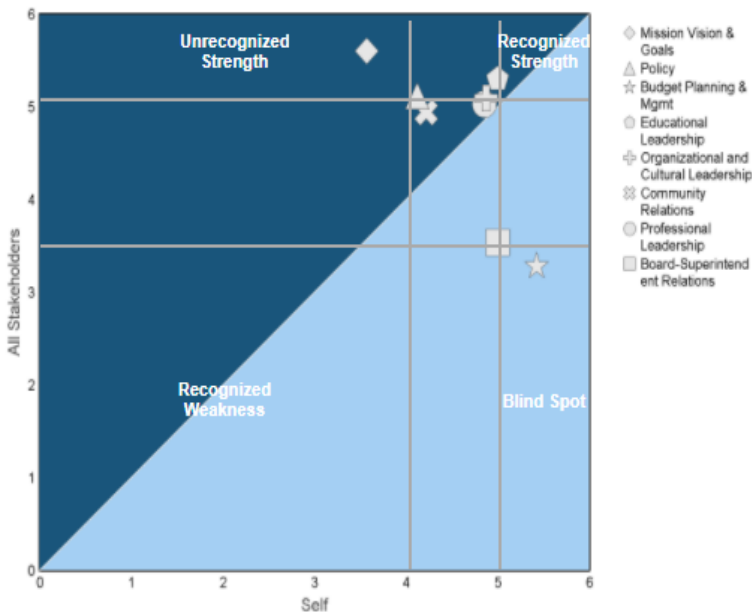
PHASE IV



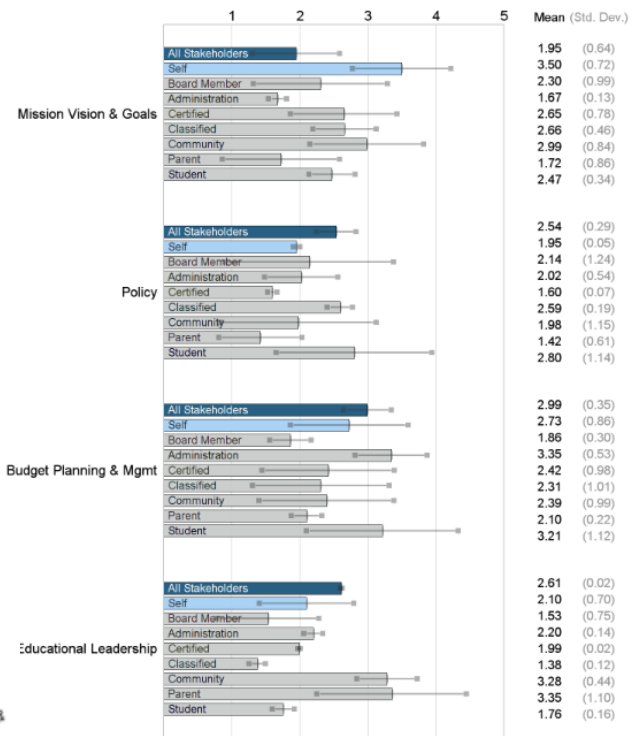
Evaluation Findings and Goals

Summarize and Review Results | Develop Goals

The benefit of evaluations is the ability for the board to objectively acknowledge areas of the strength and effectiveness, as well as set expectations for the future. The Leadership Encompass 360 evaluation tool, and the two-year process that accompanies it, is able to show over a comparative two-year time period whether the goals and strategies of the superintendent have been recognized and found valuable with the stakeholders.



Standards I-IV Overview



RESULTS AND GOALS

The level of invaluable insight this evaluation tool and process provides for the board serves as the foundation upon which the school board can open a dialogue with the community and create more transparency and purposeful oversight of the superintendent.



PHASE V



Support and Progress

SUPPORT AND PROGRESS

Ongoing support from the Board Leadership Team will continue after the board has reviewed the data and adopted the annual goals for the superintendent. The support includes remaining connected with the board and ensuring their ability to measuring the successful completion of the goals in the subsequent year through the online platform.





APPENDIX: THE BOARD LEADERSHIP TEAM

The Nebraska Association of School Boards has been advocating for, working with, and training Nebraska school boards since 1918. Traditionally, the NASB's Board Leadership department has worked with school boards and their superintendents in more narrowly focused goal setting exercises. However, in 2018 district leaders requested that we expand superintendent evaluations to include a comprehensive evaluative process, which led to the creation of the Leadership Encompass 360. As demand has grown, the NASB Board Leadership Team has grown to include four facilitators:

Marcia Herring – NASB Director of Board Leadership

Marcia began her service to public education as a school board member on the Waverly School District Board of Education, completing 12 years of service. During her tenure as a local board member, she was elected by her peers to serve on the Nebraska Association of School Boards—Board of Directors completing three terms as Director. She began her work as a superintendent search consultant more than 18 years ago. Marcia served as Director of NASB Search Services for 8 years.

As the Director of Board Leadership, Marcia has expanded the programs and services to meet the ever-changing needs of our members. We currently support our members through Strategic Planning, Community Engagement, Board Development Learning Retreats and Workshops, and Online Board Self-Assessment and Superintendent Evaluation. The growth of the Department and scope of services has enabled our team to provide impactful and purposeful leadership for school districts across the state and ranging in enrollment from 125 students to more than 10,000.

Kari Stephens – NASB Board Leadership Associate

Kari has been involved in education over the past 26 years as an instructor at all levels from Kindergarten through Twelfth grade most recently teaching English to Seniors. She has a BS in Elementary Education and continues to be passionate about literacy, inclusion, diversity, and equality for all students. The perspective she brings to the NASB Strategic Planning process will be unique as she will offer an educator's lens to ensure that our stakeholder engagement tools, and training are valid, reliable, and effective through the engagement of all district internal and external stakeholder groups.

Katie Coble – NASB Board Leadership Associate

Being from rural-Nebraska and always having an interest and love for public education, Katie is passionate about serving school boards across Nebraska to best support their efforts of providing a positive impact on student learning and achievement. Katie graduated with a BA in Psychology and Sociology and since joining the Association has enjoyed the opportunity to pursue a career path that has a large impact on education. As a Board Leadership Associate, Katie provides support to board members through Online Surveys, primarily Superintendent Evaluation, Board Self-Assessment, and Leadership Encompass 360. She also provides support to the members of the Nebraska Administrative Education Professionals group.

Caden Frank – NASB Board Leadership Associate

Caden comes to the Board Leadership team from a community engagement and higher education background. Earning his BS in Organizational Leadership and currently pursuing his MSE in Higher Education and Student Affairs from Fort Hays State University, Caden's greatest passion lies in grassroots community engagement and creating new opportunities for students in public education. In addition to his work in the strategic planning process, Caden will be reviewing and improving the community engagement and reengagement processes to help to intertwine the success of the school district and community.



LEADERSHIP ENCOMPASS 360 AGREEMENT

This Leadership Encompass 360 Agreement (the "Agreement") is made this ____ day of September (the "Effective Date"), by and between Nebraska Association of School Boards, Inc. ("NASB"), a Nebraska non-profit corporation, and **Raymond Central Public Schools** ("Client"), a Nebraska political subdivision.

RECITALS

A. NASB developed and owns a proprietary process by which a school board evaluates the performance of the superintendent (the "Proprietary Process"), and NASB provides certain services to the school board in connection with the Proprietary Process as described in Exhibit A (the "Services"). The Proprietary Process and the Services are collectively referred to in this Agreement as "Leadership Encompass 360".

B. Client is a school district whose school board (the "Board") is required to annually perform a comprehensive evaluation of the superintendent based on the job description, contract, and identified performance standards (the "Evaluation").

C. Client desires to use Leadership Encompass 360 to conduct the Evaluation in accordance with the terms and conditions of this Agreement.

NOW THEREFORE, in consideration of the mutual promises, covenants, and conditions contained in this Agreement, the parties agree as follows:

1. Recitals. The Recitals set forth above are incorporated herein by this reference and have full force and effect as if fully set forth within this Agreement.

2. License. Subject to the terms and conditions of this Agreement, NASB grants to Client a limited, non-exclusive, non-transferable, non-sublicensable license to use the Proprietary Process to conduct the Evaluation during the term of this Agreement.

3. Services. Subject to the terms and conditions of this Agreement, NASB shall provide the Services to Client during the term of this Agreement. The Services shall be limited to those described in Exhibit A, which may be amended by from time to time as provided herein. NASB shall provide the Services hereunder at such times and places as shall be mutually agreed upon by Client and NASB.

4. Service Fee; Payment Terms. Client shall pay NASB a service fee (the "Service Fee") in the amount set forth on Exhibit B. Client shall also reimburse reasonable travel and other expenses incurred by NASB in connection with performance of the Services. NASB shall provide an invoice to Client for the Service Fee and expenses incurred under this Agreement. Client shall pay NASB, in cash or other immediately available funds, all invoiced amounts within thirty (30) days of the invoice date. All fees are exclusive of any applicable taxes. Client shall be responsible for payment of such taxes of any kind.

5. Term. This Agreement shall be for a term of two (2) years commencing on the Effective Date, unless terminated earlier pursuant hereto.

6. Termination. NASB may terminate this Agreement if Client is in default of any of the terms and conditions of this Agreement and fails to correct such default within ten (10) days after written notice from NASB. Upon termination or expiration of this Agreement, Client shall immediately cease all use of the Proprietary Process.

7. Intellectual Property. Client acknowledges and agrees that: (i) all right, title, and interest in and to the Proprietary Process, together with all customizations, modifications, improvements, additions, updates, derivative works, and any other changes thereto, and any documentation or other materials provided by NASB to Client, is, and at all times shall remain, the exclusive property of NASB; and (ii) the Proprietary Process is protected by trade secret and other laws relating to intellectual property. Client shall not, directly or indirectly, or permit others to: (i) assert ownership rights in the Proprietary Process; (ii) challenge the proprietary and confidential nature of the Proprietary Process or the validity of NASB's ownership of the Proprietary Process; (iii) copy, modify, or create derivative works from or related to the Proprietary Process; (iv) distribute or furnish to others any materials provided by NASB to Client; or (v) remove any copyright or other notice contain or included in any materials provided by NASB to Client.

8. Use of Trademarks. Client shall not use the trademarks or service marks of NASB, or any adaptation thereof, in any promotional, advertising, or marketing materials, or in any other way, without the prior written consent of NASB.

9. Confidential Information.

a. Definition. For the purposes of this Agreement "Confidential Information" shall mean all nonpublic information relating to or in any way connected with the business, financial affairs, financial condition, operations, results of operations and/or intellectual property of the disclosing party, including, without limitation, and all nonpublic information relating to any one or more of the following: this Agreement, the Proprietary Process, the Services, the Evaluation, the Stakeholder Data, policies, practices, means, methods, processes, routines, research, know-how, trade secrets, all other data, and documents or other materials.

b. Exclusions. Notwithstanding anything herein to the contrary, Confidential Information does not include information that the receiving party can prove through written or electronic records or other physical evidence: (i) to have been generally known to the public at the time of disclosure; (ii) to have subsequently become generally known to the public through no fault of the receiving party or any third party having an obligation of confidentiality to the disclosing party; (iii) to have been already in the possession of the receiving party at the time of the disclosure and was not obtained from a third party having an obligation of confidentiality to the disclosing party; (iv) to have been later obtained by the receiving party from a third party who/which is not under any obligation of confidentiality to the disclosing party; or (v) to have been independently developed by the employees or agents of the receiving party who had no access to the Confidential Information of the disclosing party.

c. Ownership, Use and Disclosure of Confidential Information. The receiving party agrees that all Confidential Information shall be and at all times remain the sole and exclusive property of the disclosing party and that, except as permitted in paragraph d. below or any other way by this Agreement, neither the receiving party nor any of its officers, directors, members, managers, trustees, shareholders, partners, employees, agents, or representatives shall, directly or indirectly: (i) disclose or authorize, aid, assist or encourage any third party to disclose all or any part of such Confidential Information to any person, firm or entity other than the receiving party; or (ii) use or authorize, aid or encourage any third party to use all or any part of such Confidential Information for any purpose.

d. Permitted Disclosures. Notwithstanding the restrictions set forth in paragraph c. above, the receiving party may use or disclose the Confidential Information for the following purposes: (i) the receiving party may disclose the Confidential Information to its officers, directors, employees, agents and representatives, including, without limitation its lawyers and accountants and bankers on a "need to know" basis, to the extent such use or disclosure is required for the limited purposes of this Agreement; (ii) the receiving party may use or disclose the Confidential Information to the extent such use or disclosure is necessary to prosecute or defend any claim, demand, suit or other proceeding brought to enforce the terms of this Agreement; (iii) the receiving party may use or disclose the Confidential Information to the extent such use or disclosure is authorized in advance and in writing by the disclosing party, which authorization may be granted, conditioned or withheld by the disclosing party in its sole discretion; and (iv) the receiving party may use or disclose such Confidential Information to the extent such use or disclosure is required by the law or as a result of an order of a court or other government agency with legal authority to obtain such information, provided that the receiving party shall immediately notify the disclosing party of any such event and if requested, cooperate with the disclosing party to seek any protective order or take any other lawful action the disclosing party may desire to take in its reasonable discretion in order to protect the confidentiality of such Confidential Information.

e. Protection of Confidential Information. Except as is otherwise provided in this Section, the receiving party agrees that it will take all reasonable measures to protect the confidentiality of, and avoid disclosure or use of, the Confidential Information so as to prevent it from entering the public domain or falling into the possession of persons other than those authorized by this Agreement to have access to it.

10. Data. As part of the Services, NASB will generate, collect and maintain data from internal and external stakeholders with respect to the Evaluation (the "Stakeholder Data"). The Stakeholder Data shall be and at all times remain the sole and exclusive property of NASB. The Stakeholder Data is deemed the Confidential Information of NASB under this Agreement.

11. Limited Warranties. NASB warrants that the Services provided hereunder will be performed in a professional manner consistent with the quality of NASB's performance of services for similarly situated customers and in accordance with generally accepted industry standards. NASB makes no guarantees or assurances that the Proprietary Process or the Services will achieve Client's specific goals or provide additional functionality to Client. NASB EXPRESSLY DISCLAIMS ALL OTHER WARRANTIES, EXPRESS OR IMPLIED, INCLUDING, WITHOUT LIMITATION, ANY WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE OR NON-INFRINGEMENT, TO THE MAXIMUM EXTENT PERMITTED BY LAW.

12. Limitation of Liability. TO THE MAXIMUM EXTENT PERMITTED BY LAW, IN NO EVENT SHALL NASB BE LIABLE FOR ANY SPECIAL, CONSEQUENTIAL, INCIDENTAL, INDIRECT, PUNITIVE OR EXEMPLARY DAMAGES, HOWEVER CAUSED, WHETHER FOR BREACH OF WARRANTY, CONTRACT, TORT, NEGLIGENCE, STRICT LIABILITY, LOSS OF DATA, LOSS OF USE, OR OTHERWISE, EVEN IF NASB HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. NASB'S AGGREGATE LIABILITY TO CLIENT FOR ALL CLAIMS RELATED TO THIS AGREEMENT SHALL NOT EXCEED THE AMOUNTS ACTUALLY PAID TO NASB BY CLIENT UNDER THIS AGREEMENT.

13. Indemnification. Client shall indemnify, defend and hold harmless NASB from and against any and all claims, liabilities, costs, damages, losses, expenses or obligations of any kind or nature (including without limitation reasonable attorneys' fees and other costs and expenses of litigation) from: (i) third party claims arising out of or in connection with Client's use of Leadership Encompass 360; and/or (ii) a breach of this Agreement by Client, its employees, agents or contractors.

14. Governing Law. This Agreement shall be governed and interpreted by the laws of the State of Nebraska. Any action under or concerning this Agreement shall be brought exclusively in the District Court of Lancaster County, Nebraska. Both parties hereby consent to such personal and exclusive jurisdiction.

15. Severability. In the event any provision of this Agreement is determined to be illegal, void, or unenforceable, the remainder of this Agreement shall remain in full force and effect.

16. No Partnership or Agency. No agency, partnership, joint venture, or employment relationship is created by this Agreement and neither party shall have the authority to act in the name or on behalf of or otherwise bind the other in any way.

17. Force Majeure. NASB will not be held responsible for any delay or failure in performance of any part of this Agreement to the extent that such delay is caused by events or circumstances beyond NASB's reasonable control, including but not limited to fire, flood, storm, act of God, war, malicious damage, failure of a utility service or transport or telecommunications network.

18. Waiver. No delay or omission by a party in exercising any right under this Agreement shall operate as a waiver of that or any other right. A waiver or consent given by a party on any one occasion shall be effective only in that instance and shall not be construed as a bar or waiver of any right on any other occasion.

19. Entire Agreement; Amendments. This Agreement sets forth the entire understandings between the parties with respect to the subject matter hereof, and merges and supersedes all prior or contemporaneous understandings or agreements whether written or oral. No amendment or modification of this Agreement will be binding unless reduced to a writing signed by duly authorized representatives of the parties and such writing makes specific reference to this Agreement and its intention as an amendment hereto.

20. Survival. Any provision of this Agreement, which imposes an obligation after termination or expiration of this Agreement shall survive the termination or expiration of this Agreement.

21. Counterparts. This Agreement may be executed in one or more counterparts, each of which shall be deemed to be an original and all of which together shall constitute one and the same document. A signed copy of this Agreement delivered by email or facsimile is deemed to have the same legal effect as delivery of an original signed copy of this Agreement.

The above provisions are agreed to effective as of the date written above.

Raymond Central Public Schools

NASB

Signature: _____
Print Name: _____
Title: _____
Date: _____

Signature: _____
Print Name: _____
Title: _____
Date: _____

Exhibit A Description of Services

Year 1*

Phase I: Preparation for Evaluation

- Present to the Board, the Leadership Encompass 360 Superintendent evaluation tool;
- Define and adopt a timeline to support the client's superintendent evaluation;
- Support Client's requirements to file evaluation with the Nebraska Department of Education;
- Request email addresses from the district for each Stakeholder group.

Phase II: Conducting the Evaluation*

- Create client's Leadership Encompass 360 evaluation and leadership self-assessment within the online tool, to be distributed to Stakeholder groups;
- Distribute the online self-assessment tool to the superintendent;
- Provide self-assessment results to board;
- Distribute online evaluation tool to Stakeholder groups via email (*Please note: One-third of identified Parents and Students will be chosen at random and representative of each building level, to be surveyed*);
- Provide completion reminders to Stakeholders prior to deadline;

Phase III: Reporting the Evaluation*

- Review results of evaluation and create an executive summary, to be forwarded to the client's board president;
- Design and distribute the Leadership Encompass 360 Evaluation report;
- Schedule a meeting to create superintendent goals and identify profile criteria to validate goal/performance indicator progress*;
- Develop goals and forward to client's board president for the board's consideration.

**First-year superintendents are required to be evaluated twice the first year of employment. Thus, NASB will provide one evaluation with all stakeholders and a second including only the board and superintendent. The Client may determine the order of the two evaluations, but only one goal-planning session will be conducted.*

Year 2

Phase I: Preparation for Evaluation

- Define and adopt a timeline to support the client's superintendent evaluation;
- Option: If superintendent goals are included in Client's evaluation tool, support Client's requirements to file evaluation with the Nebraska Department of Education;

Phase II: Conducting the Evaluation

- Prepare client's Leadership Encompass 360 evaluation and leadership self-assessment within the online tool, to be distributed to the board;
- Distribute online self-assessment tool to the superintendent;
- Provide self-assessment results to board;
- Distribute online evaluation tool to all board members via email;
- Provide completion reminders prior to deadline;

Phase III: Reporting the Evaluation

- Review results of evaluation and create an executive summary, to be forwarded to the client's board president;
- Design and distribute the Leadership Encompass 360 Evaluation report;

- Schedule a meeting to create superintendent goals and identify profile criteria to validate goal/performance indicator progress;
- Develop goals and forward to client's board president for the board's consideration.

Exhibit B

Service Fee

First-Year Superintendent

Enrollment	Year 1 (Board Only)	Year 2 (All-Stakeholders)
Under 200	\$400 each semester	TBD
200 to 500	\$400 each semester	\$1,200
500 to 740	\$400 each semester	\$1,700
750 to 1,000	\$400 each semester	\$2,200
1,000 to 1,500	\$400 each semester	\$2,700
1,500 to 3,000	\$400 each semester	\$3,200 - \$4,700
3,000 +	\$400 each semester	TBD

Second-Year+ Superintendent

Enrollment	Year 1 (All-Stakeholders)	Year 2 (Board Only)
Under 200	TBD	\$500
200 to 500	\$1,200	\$500
500 to 740	\$1,700	\$500
750 to 1,000	\$2,200	\$500
1,000 to 1,500	\$2,700	\$500
1,500 to 3,000	\$3,200 - \$4,700	\$500
3,000 +	TBD	\$500



NASB STANDARD SUPERINTENDENT EVALUATION HANDBOOK

THE NASB MISSION STATEMENT

THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS
PROVIDES PROGRAMS, SERVICES, AND ADVOCACY TO
STRENGTHEN PUBLIC EDUCATION FOR ALL NEBRASKANS.



NASB BOARD LEADERSHIP TEAM MISSION

TO PROMOTE AND ADVANCE EFFECTIVE BOARD
GOVERNANCE AND LEADERSHIP TO SUPPORT
LEARNING FOR ALL STUDENTS.

Marcia R. Herring, NASB Director of Board Leadership

mherring@NASBonline.org

Katie Coble, NASB Board Leadership Associate

kcoble@NASBonline.org

1.800.422.4572

TABLE OF CONTENTS

NASB Superintendent Evaluation System	Page 4
Superintendent Evaluation Outline	Page 5
NASB Superintendent Online Evaluation System	Page 6
NASB Standard Superintendent Evaluation Instrument	Page 6
NASB Standard Superintendent Job Description	Page 16
NASB Standard Superintendent Evaluation Sample Report	Page 22
Following the Superintendent Evaluation, the Supt. and Bd. Will	Page 23



NASB SUPERINTENDENT EVALUATION SYSTEM

The superintendent evaluation is one of the fundamental responsibilities of the school board. The intended purpose is to assess the superintendent in relation to performance-based standards that prove effective in relation to student learning. The superintendent should take the lead by conducting a self-assessment to aid in the development of goal setting, a professional development plan, and personal reflection of how he/she has demonstrated success in the performance of his/her duties.

The board and superintendent must exercise mutual understanding of the value and overall purpose of the evaluation process. Personalities and personal relationships must be removed from the process placing an emphasis on the professional attributes of the superintendent's job performance. When effective and purposeful, a quality superintendent evaluation process will also aid in the development of mutual respect between the board-superintendent working relationship, benefit and clarify respective roles and responsibilities, create common understanding of the leadership qualities, and provide a mechanism for public accountability. Consequently, it is important to allow for flexibility in the process, remembering to differentiate between goals that can reasonably be expected to be achieved and goals that are subject to circumstances beyond the superintendent's ability to control.

The board through their governance role should accomplish the following objectives through the evaluation process:

Clarify the superintendent's role as defined by the board

Develop an appropriate working relationship between the board and superintendent

Support job performance improvement and development

Establish goals and objectives to align to the district goals, strategic plan, and vision of the district

Strengthening the board-superintendent working relationship is vital to the continuing health and productive performance of the school district's leadership team. The evaluation process is not an exercise that can be accomplished without design and purpose. The board and superintendent must be equally familiar with the process, adapt and apply the performance criteria to the expectations and responsibilities of the superintendent and the mission, vision, and goals for the school district. Therefore, it is important to understand the performance evaluation is an applicable method of communicating future expectations, not simply for reviewing past performance. A carefully administered evaluation reflects the record of the superintendent's annual performance and provides a constructive accountability method for communication.

SUPERINTENDENT EVALUATION OUTLINE

The Association recommends a defined course of action to ensure the board executes an effective and appropriate evaluation process.

Designing an effective board process:

The board president will:

- ✓ Connect with NDE to verify the tool on record with the department
Contact Dr. Micki Charf micki.charf@nebraska.gov or Mr. Todd Wolverton todd.wolverton@nebraska.gov at the Nebraska Department of Education to:
 - 1) Verify the superintendent evaluation on file with NDE, or
 - 2) Email a new superintendent evaluation to NDE requesting certification
- ✓ Request certification of the tool the board is adopting
- ✓ Upon receipt of certification place the new superintendent evaluation on the board meeting agenda for the board to officially adopt
- ✓ Forward a copy of the board meeting minutes to the contact who provided certification to validate the board's action to adopt
- ✓ Review and update a superintendent job description aligned to the evaluation instrument
- ✓ Review, update, and adopt the evaluation instrument periodically
- ✓ Consider board policy to determine if the evaluation is to be reviewed at a specific board meeting (i.e., November, December, etc.)
- ✓ Review the language of the superintendent contract to determine if the contract addresses superintendent evaluation
- ✓ Adopt an annual timeline to support board procedures for administering the superintendent evaluation according to policy and applicable contract language

Administering the Superintendent Evaluation through the NASB Online Survey Service

The Association will:

- ✓ Distribute the superintendent evaluation on behalf of the board according to the timeline set forth
- ✓ Forward the superintendent link to complete a self-evaluation (this is typically a seven-day period)
- ✓ Compile the results of the self-evaluation and email a copy to each board member along with the link to the superintendent evaluation
- ✓ Distribute a link to all board members to complete evaluation (this is typically a ten-day period)
- ✓ Send reminders to board members who have not completed the assessment prior to the deadline
- ✓ Compile the results of the feedback provided by the board
- ✓ Develop an Executive Summary highlighting board strengths and areas of need

- ✓ Distribute the evaluation report and summary to the Board President either through email or the U.S. Postal Service.
- ✓ Provide follow-up call with Board President to discuss summary and explain best practice and protocols/procedures moving forward

Note: A sample report is included on page 21 of this handbook

Returning districts will be given a comparative Superintendent Evaluation report showing standard averages from the current year and the most recent assessment. This use of comparative data allows the board to establish progress on areas of growth and goals.

- ✓ Add superintendent evaluation to the regular board meeting agenda
- ✓ Remember, the superintendent evaluation summary is protected from the Open Meetings Law request as it is a personnel document
- ✓ Discuss the superintendent evaluation during a regular meeting of the board in open session unless otherwise guided
- ✓ Contact the school attorney to verify the need for a closed session to discuss the superintendent evaluation

Note: It is the recommendation of the Association that the board conduct the superintendent evaluation in open session to ensure the board does not risk violating the Nebraska Open Meetings Law. The Association strongly advises the board president to contact the school attorney to ascertain his/her position with respect to the evaluation of the superintendent.

- ✓ Celebrate the positive success derived under the leadership of the current superintendent
- ✓ Work collaboratively with the superintendent to define goals and expectations to align to the identified areas of growth

NASB recommends the board continually review and adopt a superintendent evaluation instrument that effectively identifies the district's achievement progress under the superintendent's leadership.

NASB STANDARD SUPERINTENDENT EVALUATION INSTRUMENT

The superintendent's evaluation serves several functions. Most importantly, it will link the superintendent's assessment to the district's vision and goals by establishing a set of performance indicators for the superintendent. The effective evaluation process fosters communication and understanding between the board and superintendent, commends the superintendent for accomplishments, and documents decisions made regarding the superintendent's employment.

Standard I: Mission, Vision, & Goals

Standard Descriptor: The superintendent works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals to ensure the progress and success of student learning and achievement.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
I.a.	Works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals.						
I.b.	Assumes the key leadership role and responsibility for growth and improved student learning.						
I.c.	Seeks input from the board when appropriate.						
I.d.	Engages internal stakeholders (i.e. administration, staff, students) and external stakeholders (i.e. parents, community) in the discussion of long-term plans and goals.						
I.e.	Effectively utilizes data to guide and monitor progress of district goals.						
I.f.	Implements and monitors progress of the district/strategic plan.						
I.g.	Identifies and proactively addresses potential barriers to ensure the success of the school district.						
	<p>Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to:</p> <ul style="list-style-type: none"> • District strategic plan/district goals • Plan for implementing monitoring and reporting progress of strategic plan/district goals • School improvement plan (including updates/assessment of progress and modifications) • School improvement teams • Superintendent performance plan aligned with district priorities and indicators to measure progress and success • Student performance data • Engagement/communication plan • Meeting agendas/minutes 						
	If you were to suggest one improvement to Mission, Vision, and Goals for the upcoming year, what would it be?						

Standard II: Policy

Standard Descriptor: The superintendent works collaboratively with the board to define, update, and adopt effective and purposeful district policy.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
II.a.	Works with the board to review, update and adopt effective and purposeful district policy.						
II.b.	Governs consistently through board policy and administrative protocol and procedures.						
II.c.	Provides public access to district policy.						
II.d.	Ensures all handbooks are aligned to district policy.						
II.e.	Implements a policy to ensure curriculum is reviewed and aligned with current state standards.						
II.f.	Ensures student discipline is implemented with integrity and consistency.						
II.g.	Personnel policies are clear and implemented consistently.						
II.h.	Monitors administrators' implementation of policy and procedures.						
	Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to: <ul style="list-style-type: none"> • District adopted policy review process/calendar • Progress/updates of the board's work with policy • Policy committee minutes • Curriculum review policy • Meeting agendas/minutes 						
	If you were to suggest one improvement to Policy for the upcoming year, what would it be?						

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*

Standard III: Budget Planning & Management

Standard Descriptor: The superintendent provides organizational leadership district-wide to ensure fiscal responsibility by allocating, using, and investing district resources to support effective instruction and improved student learning.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
III.a.	Upholds fiscal responsibility and accountability.						
III.b.	Leads a collaborative board and administrative budget planning process to align resources with the district mission, vision, and goals.						
III.c.	Utilizes data, research, and informed decision-making to support the allocation of district resources.						
III.d.	Updates board with historical and current budget data to monitor revenue and expenditures.						
III.e.	Ensures that the district completes an annual CPA audit and discloses findings to the finance committee/board.						
III.f.	Advocates for and pursues innovative solutions to improve and expand fiscal and human resources.						
III.g.	Ensures the maintenance and upkeep of facilities.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • Budget strategic/district goals • Professional development plan • Monthly budget reports • Quarterly expenditure updates • District audit • Management and use of alternative resources (i.e. ESU funding, all grant applications, etc.) • Five/Ten-year facility plan • Budget development calendar/board • Financial policies • Forecast financial data 						
	If you were to suggest one improvement to Budget Planning and Management for the upcoming year, what would it be?						

Standard IV: Educational Leadership

Standard Descriptor: The superintendent provides educational leadership ensuring resources align and support best practice for instructional standards, as well as implementation of current/applicable curriculum and assessments to support student success.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
IV.a.	Advocates for the learning needs of all students.						
IV.b.	Promotes a student-centered culture.						
IV.c.	Advocates for the engagement of parents/families as partners in the education of students.						
IV.d.	Ensures curricular and instructional decision-making is based upon current research, data, and best practice.						
IV.e.	Provides the time and resources to align curriculum vertically, horizontally, and to the state standards.						
IV.f.	Provides comprehensive coursework and opportunities to ensure college/career readiness for every student.						
IV.g.	Ensures the district-adopted instructional framework is implemented consistently.						
IV.h.	Integrates the district-adopted instructional framework into certificated staff evaluations.						
IV.i.	Advocates for curriculum and instruction that challenges each student.						
IV.j.	Optimizes alignment of resources, curriculum, and assessments to support student success.						
IV.k.	Provides integrated technology curriculum and resources.						
	<p>Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • District strategic plan/district goals • School improvement plan (including assessment of progress and modifications) • School improvement teams • District calendar • Curriculum review cycle plan and updated policy for curriculum and assessment review • Curriculum review committee minutes • Student performance data and goals • Data to support instruction strategies and student-centered initiatives • Curriculum/programs additions/modifications • Instructional model 						
	If you were to suggest one improvement to Educational Leadership for the upcoming year, what would it be?						

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*

Standard V: Organizational & Cultural Leadership

Standard Descriptor: The superintendent provides cultural leadership through accountability, inclusiveness, engagement, and advocacy for staff and students.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
V.a.	Contributes to a unified school environment of trust and respect among students, staff, families, and community members.						
V.b.	Develops, implements, and sustains a responsive district crisis and safety plan.						
V.c.	Commits to developing a high-performing leadership team.						
V.d.	Ensures a purposeful and equitable recruiting and hiring process.						
V.e.	Integrates an effective conflict resolution process to address matters in a purposeful and timely manner.						
V.f.	Promotes a culture of shared expectations and mutual accountability.						
V.g.	Provides leadership to support the health and well-being of staff and students.						
V.h.	Promotes an environment where differing opinions and backgrounds are welcomed and embraced among staff and students.						
	<p>Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • Conflict resolution process • Leadership development plan • Professional development plan • Crisis and safety plan • Executive summary of the safety audit • Hiring protocols and procedures • Evidence to validate engagement of parents/families • Diversity, equity, and inclusion initiatives • Personnel policies 						
	If you were to suggest one improvement to Organizational and Cultural Leadership for the upcoming year, what would it be?						

Standard VI: Community Relations

Standard Descriptor: The superintendent establishes and sustains effective communication to inform and engage the board, parents, students, staff, local and state government officials, community members, and business leaders.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
VI.a.	Establishes a visible presence in the district and community.						
VI.b.	Regularly attends and participates in school activities, events, and programs.						
VI.c.	Interacts and expresses genuine interest in building a connection with students.						
VI.d.	Develops collaborative partnerships to foster support for the school district.						
VI.e.	Effectively communicates key public information in a timely manner.						
VI.f.	Promotes a positive image of the district.						
VI.g.	Understands and is respectful of the political, economic, and social aspects of the community.						
VI.h.	Seeks a positive relationship with parents and community members.						
VI.i.	Engages special interest groups to work collaboratively to address concerns and opinions that may present conflict.						
	<p>Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • Community engagement summary/report • District partnerships and initiatives established to provide resources and support • Partnership support received through the district foundation, scholarships, grant monies, etc. • Inter-local agreements • District annual report • Communications designed by and distributed to generate support of the district • Membership and participation with civic, community and state organizations • Meeting invitations/agendas 						
	If you were to suggest one improvement to Community Relations for the upcoming year, what would it be?						

Standard VII: Professional Leadership

The superintendent models and demonstrates professional leadership, ethics, and a commitment to growth and improved instruction and learning for staff and students.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
VII.a.	Models positive and professional leadership based upon ethics, trust, integrity, and respect.						
VII.b.	Addresses concerns and opinions with respect and confidence.						
VII.c.	Provides professional development for you to fulfill your responsibilities and grow in your position.						
VII.d.	Provides an effective evaluation process with constructive feedback.						
VII.e.	Exemplifies a life-long learning model to grow personal and professional knowledge.						
VII.f.	Demonstrates knowledge of current evidence-based practices for teaching and learning and seeks to develop others in this area.						
VII.g.	Establishes clear and consistent expectations for staff.						
	Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to: <ul style="list-style-type: none"> • Memberships • Professional development activities (including, but not limited to conferences, workshops, committee work, studies, research, and published works) • Educational growth plan (professional goals and development) • Leadership team development plan • District staff professional development plan 						
	If you were to suggest one improvement to Professional Leadership for the upcoming year, what would it be?						

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*

Standard VIII: Board-Superintendent Relations

The superintendent collaborates with the board to define district expectations, policies, and goals to support instruction and student learning.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
VIII.a.	Maintains an appropriate and professional relationship with the board.						
VIII.b.	Keeps all board members informed with consistent and open communication.						
VIII.c.	Demonstrates support and respect for the board and refrains from public criticism of the board.						
VIII.d.	Demonstrates collaborative problem solving and decision-making.						
VIII.e.	Supports board committee work as part of effective board decision-making.						
VIII.f.	Collaboratively supports or opposes, local, state and/or federal legislation impacting the district.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • Superintendent performance plan/goals • Board committee minutes • Communication plan • Board development plan • Board policies • Meeting agendas/minutes • Retreat agendas/minutes 						
	If you were to suggest one improvement to Board-Superintendent Relations for the upcoming year, what would it be?						

Standard IX: Strategic Planning

The superintendent collaborates with the board to implement and monitor progress of the strategic plan.

Please provide evidence to support the superintendent's leadership in strategic planning.

IX.a.	What evidence can the board identify to validate the superintendent is implementing and monitoring progress of the strategic plan priorities?	
IX.b.	When is the superintendent reviewing the progress/success of the strategic plan with the board?	
IX.c.	How and where is the superintendent documenting the progress and success of the strategic plan priorities?	
IX.d.	Is the superintendent aligning the budget and district resources to ensure the success of the strategic plan priorities?	
IX.e.	How has the implementation of the strategic plan altered the focus of the superintendent and his/her engagement with the board?	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	
	<p>Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • Superintendent performance plan/goals • NASB Strategic Plan Progress Analysis Reports • Board committee minutes • Communication plan • Board development plan • Board policies • Meeting agendas/minutes • Retreat agendas/minutes 	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	

NASB STANDARD SUPERINTENDENT JOB DESCRIPTION

The superintendent's job description identifies the essential tasks that are assigned and expected of the district leader. The job description may also identify reporting relationships, describe required and desirable qualifications. The board and superintendent are collectively responsible for developing and maintaining an accurate and current job description to support the superintendent. The duties should be appropriate to the position and leadership responsibilities and aligned to the accountability defined in the evaluation instrument.

Overview of the Position of Superintendent

The Superintendent of Schools reports directly to the board and holds all staff accountable. The superintendent promotes leadership to ensure the district provides the best possible educational programs and services for all students at the school district. To lead, guide, direct every member of the administrative, instruction, and support services staff in setting and achieving the highest standards of excellence in educational programs and operations. To be responsible for a system of supervision and evaluation for all staff designed to meet the goals of the school district. To oversee and administer the use of all facilities, property, and funds in the best interest of students, the school district, and community.

Performance Responsibilities:

The job responsibilities of the Superintendent include the ability to function effectively in each of the following areas:

Job Requirements:

- A. Education Specialist Degree or Doctorate
- B. Nebraska Administrative and Supervisory Certificate
- C. Experience (as defined by the Board)

Reports to:

The Superintendent of Schools reports directly to the Board and may delegate specific powers or duties to assistants or subordinates, while maintaining final responsibility and actions taken.

Job Responsibilities:

The Superintendent is the chief executive officer of the school district and serves in both a leadership and management role. The Superintendent may delegate performance of management; however, the Superintendent will maintain final responsibility for actions taken.

Standard I: Mission, Vision, and Goals

The superintendent works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals to ensure the progress and success of student learning and achievement.

Performance Indicators:

- A. Develops, implements, and monitors plans for accomplishing the district mission, vision, and goals

- B. Engages internal and external stakeholders in the educational vision and priorities of the district
- C. Reviews the progress of the School Improvement Plan
- D. Leads the board in the development of a vision to support goals and long-range decision-making
- E. Provides and advocates for decision-making based upon data and best practice in allocation of district resources
- F. Plans, formulates, recommends, and advises the board concerning various issues, trends, concerns, and/or any legislation that may impact the district’s mission or strategic plans

Standard II: Policy

The superintendent works collaboratively with the board to define, update, and adopt effective and purposeful district policy.

Performance Indicators:

- A. Provides guidance to the board in the development of policy, adoption, and revisions
- B. Implements administrative protocol and procedures via effective and purposeful board policy
- C. Provides public access to district policy and ensures all handbooks aligned to board policy
- D. Ensures and monitors administrators in providing procedural enforcement and regulation
- E. Conducts all meetings of the board in accordance with the Nebraska Open Meetings Law
- F. Conducts all school business and decision-making within the parameters of NDE Rules and Regulations, state and federal laws, and board policy
- G. Files all reports required by state or federal law/regulations

Standard III: Budget Planning and Management

The superintendent provides organizational leadership district-wide to ensure fiscal responsibility by allocating, using, and investing district resources to support effective instruction and improved student learning.

Performance Indicators:

- A. Educates and engages the board in discussion of the development of the budget, acting in accordance with rules and regulations, statute, and policy
- B. Leads budget planning process including forecasting potential revenue, expenditures, and needs to align with available resources and district mission, vision, and goals
- C. Establishes and maintains efficient procedures and effective controls for operations and all expenditures
- D. Administers the adopted budget in accordance with legal requirements and board policy
- E. Remains accountable to the board for utilization of fiscal and human resources
- F. Provides effective financial forecasting and long and short-term financial planning to support decision-making

- G. Ensures the upkeep and maintenance of all facilities, and in collaboration with the board, plans for long-range facilities maintenance and upkeep
- H. Ensures completion of an annual CPA audit in accordance with law, board policy, and prompt disclosure of findings to board and/or finance committee

Standard IV: Educational Leadership

The superintendent provides educational leadership ensuring resources align and support best practice for instructional standards, as well as implementation of current and/or applicable curriculum/ assessments to support student success.

Performance Indicators:

- A. Assumes the key educational leadership role by promoting a culture centered around students, curriculum, and instruction to meet the needs of all students
- B. Promotes the engagement of parents and families as partners in the education of students
- C. Considers methods to advance programs and services to address the needs of the district
- D. Validates district is in compliance with NDE Accreditation requirements
- E. Informs the board of AQuESTT status for each building and the school district
- F. Ensures alignment of curriculum vertically, horizontally, and to the state standards and consistent implementation of the district-adopted instructional framework
- G. Integrates the district-adopted instructional framework into certificated staff evaluations
- H. Provides comprehensive coursework and opportunities to ensure college/career readiness for every student
- I. Optimizes alignment of resources, curriculum, and assessments to support student success

Standard V: Organizational and Cultural Leadership

The superintendent provides cultural leadership through accountability, inclusiveness, engagement and advocacy for staff and students.

Performance Indicators:

- A. Promotes a healthy environment advocating for diversity, equity, and inclusion initiatives for staff and students
- B. Creates a respectful culture of shared expectations, mutual accountabilities, and constructive feedback
- C. Develops a high-performing leadership team and conducts purposeful and equitable recruiting and hiring processes
- D. Resolves conflict and addresses social-emotional matters in a purposeful and timely manner
- E. Coordinates a responsive district crisis and safety plan

Standard VI: Community Relations

The superintendent establishes and sustains effective communication to inform and engage the board, parents, students, staff, local and state government officials, community members and business leaders.

Performance Indicators:

- A. Represents the school district through effective public relations and engagement
- B. Develops and sustains purposeful community partners to support the educational needs of the district
- C. Establishes a visible presence and positive relationships with board members, parents, students, and community members
- D. Expresses genuine interest in building a connection with students and regularly attends and participates in school activities, events, and programs

Standard VII: Professional Leadership

The superintendent models and demonstrates professional leadership, ethics, and a commitment to growth and improved instruction and learning for staff and students.

Performance Indicators:

- A. Delegates duties as appropriate, with the knowledge of final responsibilities for action taken
- B. Models ethical leadership in word and deed that is based upon integrity, trust, and respect
- C. Conducts staff observations and evaluations per board policy and legal requirements, ensures that evaluations are completed by other district staff as assigned, improvement plans are implemented as the need is identified
- D. Affords opportunities for staff to participate in professional development
- E. Demonstrates a personal and professional commitment to life-long learning knowledge of current evidence-based practices, trends to support effective instruction and learning
- F. Assigns conditions of employment for staff in the best interest of the district and educational programs provided for students
- G. Participates, as deemed appropriate by the board, in negotiations with recognized employee bargaining groups

Standard VIII: Board-Superintendent Relations

The superintendent collaborates with the board to define district expectations, policies, and goals to support instruction and student learning.

Performance Indicators:

- A. Serves as the educational leader of the school district
- B. Assists the board in fulfilling their proper roles, responsibilities, and duties in an effective manner
- C. Coordinates the work of the board through collaborative problem-solving and decision-making

- D. Demonstrates support and respect for the board and board committee work
- E. Prepares for board adoption and distribution to the public an annual report as prescribed by law
- F. Maintains an appropriate and professional relationship with the board
- G. Provides the board with facts, information, data, and recommendation for action to support informed decision-making
- H. Ensures all board members are informed with timely, consistent, and open communication

Standard IX. Strategic Plan

The superintendent collaborates with the board to implement and monitor the progress of the strategic plan.

Performance Indicators:

- A. Provides evidence to validate the progress of the strategic plan priorities
- B. Reviews the progress and success of the strategic plan with the board
- C. Documents the progress and success of the strategic plan priorities
- D. Aligns the budget and district resources to the identified needs and priorities within the strategic plan
- E. Utilizes the strategic plan to support board discussion and engagement

NASB STANDARD SUPERINTENDENT EVALUATION SAMPLE REPORT:

Nebraskaland Public Schools Superintendent Evaluation Spring 2022

Superintendent
John Smith

Board of Education
John Doe, President
David Hart
Leslie Johnson
Jane Miller
Joseph Smith
Karen Swanson



Board Evaluation Standard Averages <i>(listed highest to lowest)</i>		Self-Evaluation Standard Averages <i>(listed highest to lowest)</i>	
Standard VI: Community Relations	5.24	Standard VIII: Board-Superintendent Relations	4.83
Standard II: Policy	5.14	Standard I: Mission, Vision, & Goals	4.71
Standard VIII: Board-Superintendent Relations	5.13	Standard III: Budget Planning & Management	4.57
Standard IV: Educational Leadership	5.10	Standard V: Organizational & Cultural Leadership	4.50
Standard V: Organizational & Cultural Leadership	5.09	Standard VI: Community Relations	4.44
Standard VII: Professional Leadership	5.08	Standard II: Policy	4.40
Standard III: Budget Planning & Management	4.99	Standard VII: Professional Leadership	4.16
Standard I: Mission, Vision, & Goals	4.96	Standard IV: Educational Leadership	3.90

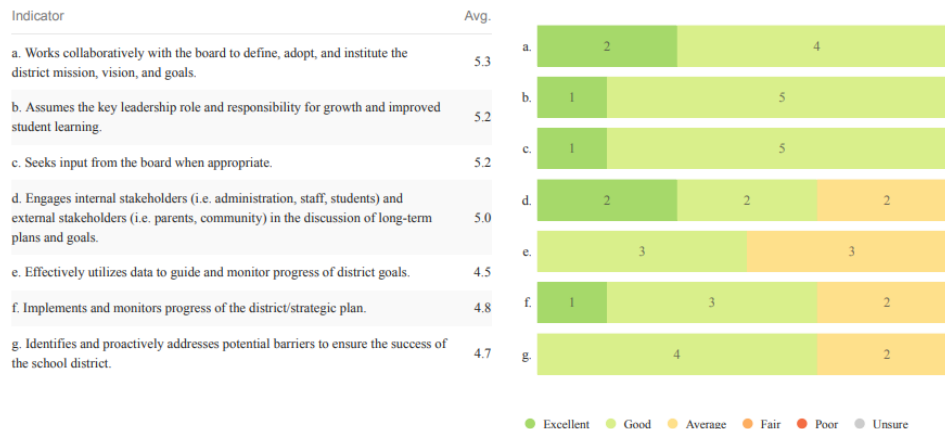
Averages range from 1.00-6.00 with averages closer to 6.00 indicating strengths and averages closer to 1.00 indicating areas for growth.

Standard I: Mission, Vision, & Goals

Standard Descriptor: The superintendent works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals to ensure the progress and success of student learning and achievement.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .



Values are as follows: Excellent: 6 Good: 5 Average: 4 Fair: 2 Poor: 1 Unsure: 3

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2

Standard I: Mission, Vision, & Goals

Provide evidence to support your choices above.

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If you were to suggest one improvement to Mission, Vision, & Goals for the upcoming year, what would it be?

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3

FOLLOWING THE SUPERINTENDENT EVALUATION, THE SUPERINTENDENT AND BOARD WILL:

- Adopt a timeline and develop goals to address the improvement and growth of the superintendent's performance in the identified areas as set forth in the evaluation summary
- At the conclusion of the evaluation process, it is important that all board members return their individual copies of the evaluation and the executive summary to the Board President for appropriate and secure disposal
- The Superintendent and Board President will sign one copy and that official copy will be placed in the superintendent's personnel file.
- Schedule and advertise a board work session to review the results of the assessment
- Discuss the success of the board and consider areas of growth
- Establish goals to address areas of growth, define performance indicators to measure progress, and set timelines to review, update and amend goals as progress is realized

Or,

Request support of the NASB Board Leadership team to facilitate a board retreat to lead the board through the review of the Board Self-Assessment Summary and establish board goals.

If the board would value additional support from the NASB Board Leadership Department to facilitate the development of goals, a board retreat will be scheduled and the fee for the evaluation will be waived. A board retreat fee will be assessed plus reasonable travel expenses.