

Scottsbluff Board of Education Regular Meeting
Monday, August 12, 2024 6:00 PM

Scottsbluff High School Board Meeting Room
313 E 27th Street
Scottsbluff, Nebraska 69361

Mark Lang: Present
Beth Merrigan: Present
Robert Polk: Present
Scott Reisig: Present
Tory Schwartz: Present
Paul Snyder: Absent

1. Opening Procedures

The Regular Board of Education Meeting was called to order at 6:00 PM by Board President Scott Reisig.

1.a. Call to Order

1.b. Roll Call

1.c. Excuse Absent Member(s)

Motion to excuse absent member Paul Snyder Passed with a motion by Mark Lang and a second by Robert Polk.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea

2. Pledge of Allegiance

3. Open Meetings Law

This meeting was held in accordance to the Open Meetings Act. Notice of this meeting was published in the Star-Herald and on the Scottsbluff Public Schools website.

4. Consent Agenda

Motion to accept the Consent Agenda Passed with a motion by Beth Merrigan and a second by Mark Lang.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea

4.a. Adopt Agenda

4.b. Approve Minutes as follows:

4.b.1. July 8, 2024

4.b.2. July 22, 2024

5. Expenditures

5.a. Expenditures without Tree Monkeys, LLC: \$3,314,649.90

Motion to approve the expenditures without Tree Monkeys, LLC for the amount of \$3,314,649.90 Passed with a motion by Robert Polk and a second by Mark Lang.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea

5.b. Tree Monkeys, LLC Expenditures: \$725.00

Motion to approve the expenditures for Tree Monkeys, LLC for the amount of \$725.00

Passed with a motion by Mark Lang and a second by Beth Merrigan.

Robert Polk: Abstain (With Conflict), Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea

6. Public Comment - a total of 120 minutes will be allotted (no more than 5 minutes per speaker).

The following member of the public was present to address the Board of Education:

- Ashley Hillman, Scottsbluff

7. New Business

- 7.a. Emergency Operations Plan

Motion to approve the Emergency Operations Plan as presented. Passed with a motion by Tory Schwartz and a second by Beth Merrigan.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea

- 7.b. Discuss, consider, and take all necessary action to revise and adopt revisions to Board Policy 1210 - "Title IX Discrimination" and to rescind Board Policy 1211 - "Title IX - Procedure for Complaints of Sexual Harassment," effective immediately.

Motion to revise and adopt the revisions to Board Policy 1210 - "Title IX Discrimination" and to rescind Board Policy 1211 - "Title IX - Procedure for Complaints of Sexual Harassment," effective immediately and to waive any further readings related to the revisions to Board Policy 1210. Passed with a motion by Robert Polk and a second by Tory Schwartz.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea

- 7.c. Contract with Axtell Community Schools

Motion to authorize the District to sign an agreement with Axtell Community Schools for the educational programming for the student residing at Mosaic for the 2024-2025 school year.

Passed with a motion by Robert Polk and a second by Tory Schwartz.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea

- 7.d. Extended Care Services

Motion to approve awarding the Extended Care Services RFP to the YMCA for the 2025-2026 school year with the option to extend an additional one to four years. Passed with a motion by Beth Merrigan and a second by Mark Lang.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea

- 7.e. Salaried Compensation Procedures Document

Motion to approve the Salaried Compensation Procedures document as presented. Passed with a motion by Mark Lang and a second by Robert Polk.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea

- 7.f. Early Retirement Notification Resolution - 2024-2025

Motion to approve the 2024-2025 Early Retirement Notification Resolution as presented. Passed with a motion by Beth Merrigan and a second by Mark Lang.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea

7.g. Extra Standard Service & Special Assignment Positions

Motion to approve the Extra Standard Service and Special Assignment Position as presented. Passed with a motion by Robert Polk and a second by Tory Schwartz.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea

7.h. Auditorium Improvement Project

Scottsbluff Foundation Director Beth Rohrer, Scottsbluff High School Principal Justin Shaddick, SHS Vocal Music Teacher Brad Ronne, Jack Baker from JEO Consulting, Executive Director of Finance Marianne Carlson, and Fundraising Committee Member Sandy Massey gave a presentation.

Motion to approve the scope of the Auditorium Improvement Project as presented. Passed with a motion by Mark Lang and a second by Robert Polk.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea

8. Reports and Proposals

8.a. Board Members

Board Member Tory Schwartz extended his appreciation for all SBPS staff and wished them a good year, stating "It is go time." Board Vice President Beth Merrigan echoed Mr. Schwartz's sentiments. Board Member Mark Lang thanked The Rock Church for the work completed during the "Big Serve Sunday" event on July 28, 2024. Mr. Lang stated between 30-50 people volunteered to help clean up the grounds at the 23 Building. Board Member Rob Polk extended his thanks to the staff, especially the building principals and district leaders for the work being done to prepare for the new school year. Mr. Polk wished the staff good luck this year, and shared he was able to attend the Mu Alpha Theta Math Competition in Las Vegas with the SHS Math Club. Board President Scott Reisig noted that he was able to attend the ReConnect graduation last week and shared he was able to watch a student who became a mother in May graduate, stating it was a special moment for everyone. Mr. Reisig also stated he attended the SBPS All Staff meeting this morning and commented on what an impressive group of people the SBPS staff is. He stated the Board serves a great district and we are very fortunate.

8.b. Board Committee Reports

8.b.1. Curriculum & Instruction/Americanism Committee - Next Meeting: August 16, 2024 @ 11:30 AM

No report.

8.b.2. Facility Committee - Next Meeting: September 3, 2024 @ 12:30 PM

No report.

8.b.3. Finance Committee - Next Meeting: September 3, 2024 @ 11:00 AM

No report.

8.b.4. Student Services Committee - Next Meeting: August 15, 2024 @ 11:30 AM

No report.

8.c. From the Administrative Staff:

8.c.1. Executive Director of Finance

Executive Director of Finance Marianne Carlson shared with the Board a change order that was submitted from Twin City in July for the auditorium roof replacement. Marianne noted that per Board Policy, Policy 3133, the Superintendent or the Superintendent's designee has the ability to approve change orders if the change order is less than \$40,000, and the total of

all change orders is less than 10% of the total project, and such change orders shall be reported to the Board of Education at the Board's next regular meeting.

8.c.2. Executive Director of Student Services

No report.

8.c.3. Executive Director of Curriculum and Instruction

No report.

8.c.4. Superintendent

Dr. Andrew Dick congratulated Lake Minatare Principal Ashlen Schaneman on completing her doctoral degree. He stated that he and Executive Director of Finance Marianne Carlson are following the legislature's special session closely. Dr. Dick noted the biggest development from today's session is LB34 with Amendment 73 making its way out of the Revenue Committee, which is the first bill that has made it to the floor. It is scheduled for first round of debate tomorrow, but it is important to note there have been a number of motions filed, so there could be further activity at tomorrow's session. Dr. Dick stated he will continue to keep the Board updated on the special session.

Dr. Dick stated preparations are being made for the new school year, with the All Staff meeting being held earlier this morning, and with the on-boarding of new staff, preparations of student Chromebooks, getting the facilities ready, ensuring the safety and security of our buildings, and the principals hiring for open positions. He shared the District is onboarding the fewest number of certified staff this year than we have done in a number of years, 18 individuals. Typically, the District has onboarded between 25 and 30 each year, or around 10%. Around 17 classified staff have also been onboarded this year. Dr. Dick shared these numbers are evidence that the District's retention practices are working.

Lastly, Dr. Dick thanked the Foundation and the fundraising committee for coming alongside the District in an effort to modernize the auditorium. He stated the District made the very fiscally-responsible decision with the high school bond issue to keep the dollar amount under \$30 million. Two spaces that were left untouched in this building were the auditorium and the gymnasium. There was a commitment to return to the spaces for renovation. Dr. Dick thanked the Foundation Committee, including Sandy Massey, Charlotte Browning, Brad Ronne, and Scott Harvey for their willingness to help with the fundraising event. He also thanked the Board of Education for supporting this project, noting it will really transform the space and bring it up to speed with the quality of the rest of the building. Dr. Dick noted there is no shortage of students who will be impacted by the opportunity to utilize the auditorium.

9. Future Meetings and Dates to Remember

9.a. August 15, 2024 - First Day of 2024-2025 School Year

9.b. August 29, 2024 - Special Board Meeting @ 7:30 AM

9.c. August 30, 2024 - ½ PD Day & ½ Work Day - No School for Students

9.d. September 2, 2024 - Labor Day - No School for Students & Staff

9.e. September 9, 2024 - Board of Education Meeting

10. Adjournment

The Board of Education adjourned at 6:57 PM.

Motion to adjourn Passed with a motion by Tory Schwartz and a second by Beth Merrigan.
Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz:
Yea

Scottsbluff Board of Education Regular Meeting
Monday, July 8, 2024 6:00 PM

Scottsbluff High School Board Meeting Room
313 E 27th Street
Scottsbluff, Nebraska 69361

Mark Lang: Present
Beth Merrigan: Present
Robert Polk: Absent
Scott Reisig: Present
Tory Schwartz: Present
Paul Snyder: Present

1. Opening Procedures

1.a. Call to Order

The Scottsbluff Public Schools Regular Board Meeting was called to order at 6:00 PM by Board President Scott Reisig.

1.b. Roll Call

1.c. Excuse Absent Member(s)

Motion to excuse absent member Rob Polk Passed with a motion by Mark Lang and a second by Tory Schwartz.

Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

2. Pledge of Allegiance

3. Open Meetings Law

This meeting was held in accordance to the Open Meetings Act. Notice of this meeting was published in the Star-Herald and on the Scottsbluff Public Schools website.

4. Student Fees Public Hearing

4.a. Public Hearing for the purpose of hearing support, opposition, criticism, suggestions, or observations by taxpayers relating to setting the Student Fee Schedule.

There were no members of the public present who wished to address the Board of Education.

5. Consent Agenda

Motion to accept the Consent Agenda Passed with a motion by Beth Merrigan and a second by Paul Snyder.

Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

5.a. Adopt Agenda

5.b. Approval of Certified Staff Resignation

5.b.1. Jenna Sims, Registered Nurse, SBPS

5.c. Approve Minutes as follows:

5.c.1. June 10, 2024

6. Expenditures

6.a. Expenditures without Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C: \$1,921,842.61
Motion to approve the expenditures without Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C. for the amount of \$1,921,842.61 Passed with a motion by Mark Lang and a second by Paul Snyder.

Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

6.b. Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C. Expenditures: \$698.75

Motion to approve the expenditures for Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C for the amount of \$698.75 Passed with a motion by Mark Lang and a second by Tory Schwartz.
Paul Snyder: Abstain (With Conflict), Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea

7. Unfinished Business

7.a. Board Policy Revisions - Policy 3140 - "Contracting for Services," Policy 5004 - "Full-time and Part-time Enrollment," Policy 8342 - "Designated Method of Giving Notice of Meetings," Policy 8346 - "Public Participation at Board Meetings" - Second Reading

Motion to approve the revisions of Board Policies 3140, 5004, 8342, and 8346 as presented.

Passed with a motion by Paul Snyder and a second by Mark Lang.

Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8. Public Comment - a total of 120 minutes will be allotted (no more than 5 minutes per speaker).
The following member of the public was present to address the Board of Education:

- Raul Fernandez, Scottsbluff

9. New Business

9.a. 2024-2025 Bear Cub Preschool Parent-Student Handbook

Motion to approve the 2024-2025 Bear Cub Preschool Parent-Student Handbook as presented.

Passed with a motion by Beth Merrigan and a second by Tory Schwartz.

Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

9.b. 2024-2025 Bluffs Middle School Parent-Student Handbook

Motion to approve the 2024-2025 Bluffs Middle School Parent-Student Handbook as presented.

Passed with a motion by Paul Snyder and a second by Beth Merrigan.

Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

9.c. 2024-2025 SBPS District Parent-Student Handbook

Motion to approve 2024-2025 SBPS District Parent-Student Handbook as presented. Passed with a motion by Beth Merrigan and a second by Mark Lang.

Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

9.d. Resolution Approving Staff Trainings

Motion to approve the Staff Training Resolution as presented. Passed with a motion by Mark Lang and a second by Tory Schwartz.

Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

9.e. Revision of Board Policy 5416 - "Student Fees"

Motion to approve the revision of Board Policy 5416 - "Student Fees" as presented. Passed with a motion by Mark Lang and a second by Paul Snyder.

Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

9.f. 2024-2025 Scottsbluff Public Schools Staff Handbook

Motion to approve the 2024-2025 Scottsbluff Public Schools Staff Handbook. Passed with a motion by Paul Snyder and a second by Tory Schwartz.

Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

9.g. 2024-2025 Scottsbluff Public Schools Substitute Handbook

Motion to approve the 2024-2025 Scottsbluff Public Schools Substitute Handbook. Passed with a motion by Tory Schwartz and a second by Mark Lang.

Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

9.h. Vehicle Disposal

Motion to approve the auction of the two 2008 Chevy Uplanders, the 2006 Ford E350 Super Duty Cargo Van, and the 2003 Ford Ranger. Passed with a motion by Paul Snyder and a second by Mark Lang.

Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

10. Reports and Proposals

10.a. Board Members

Board Member Beth Merrigan stated she appreciated that the Board was given the 2024-2025 handbooks and policy changes well in advance of the Board meeting, which provided Board members adequate time to review the materials.

10.b. Board Committee Reports

10.b.1. Curriculum & Instruction/Americanism Committee - Next Meeting: August 16, 2024 @ 11:30 AM

No report.

10.b.2. Facility Committee - Next Meeting: August 5, 2024 @ 1:00 PM

No report.

10.b.3. Finance Committee - Next Meeting: August 5, 2024 @ 11:30 AM

No report.

10.b.4. Student Services Committee - Next Meeting: August 15, 2024 @ 11:30 AM

No report.

10.c. From the Administrative Staff:

10.c.1. Executive Director of Finance

No report.

10.c.2. Executive Director of Student Services

No report.

10.c.3. Executive Director of Curriculum and Instruction

No report.

10.c.4. Superintendent

No report.

11. Future Meetings and Dates to Remember

11.a. August 8, 2024 - First Day for Staff

11.b. August 8, 2024 - ReConnect Graduation @ 5:30 PM - BMS Cafeteria

11.c. August 12, 2024 - Board of Education Meeting

11.d. August 15, 2024 - First Day of 2024-2025 School Year

12. Adjournment

The Regular Board of Education Meeting adjourned at 6:38 PM.

Motion to adjourn Passed with a motion by Tory Schwartz and a second by Beth Merrigan.

Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

Scottsbluff Board of Education Special Meeting

Monday, July 22, 2024 5:00 PM

Scottsbluff Public Schools District Office Conference Room

1722 1st Avenue

Scottsbluff, NE 69361

Mark Lang: Present

Beth Merrigan: Absent

Robert Polk: Present

Scott Reisig: Present

Tory Schwartz: Present

Paul Snyder: Present

1. Opening Procedures

The Special Board of Education Meeting was called to order at 5:00 PM by Board President Scott Reisig.

1.a. Call to Order

1.b. Roll Call

1.c. Excuse Absent Member(s)

Motion to excuse absent member Beth Merrigan Passed with a motion by Paul Snyder and a second by Tory Schwartz.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

2. Open Meetings Law

This meeting was held in accordance to the Open Meetings Act. Notice of this meeting was published in the Star-Herald and on the Scottsbluff Public Schools website.

3. Consent Agenda

3.a. Adopt Agenda

Motion to adopt the Consent Agenda Passed with a motion by Mark Lang and a second by Robert Polk.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

3.b. Certified Staff Resignation

3.b.1. Nichelle Paz, Licensed Mental Health Practitioner, Longfellow Elementary

4. Public Comment - a total of 120 minutes will be allotted (no more than 5 minutes per speaker). No members of the public were present to address the Board of Education.

5. Move into Closed Session

The Board of Education moved into Closed Session at 5:02 PM.

Move pursuant to § 84-1410 of the Nebraska Revised Statutes, also known as the Nebraska Open Meetings Law, that the Board of Education for Scottsbluff Public Schools move into closed session to include Superintendent Dr. Andrew Dick and Executive Director of Finance Marianne

Carlson for the purpose of a strategy session with respect to potential real estate purchases. The closed session is necessary for the protection of the public interest. Passed with a motion by Tory Schwartz and a second by Mark Lang.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

5.a. Move pursuant to § 84-1410 of the Nebraska Revised Statutes, also known as the Nebraska Open Meetings Law, that the Board of Education for Scottsbluff Public Schools move into closed session to include Superintendent Dr. Andrew Dick and Executive Director of Finance Marianne Carlson for the purpose of a strategy session with respect to potential real estate purchases. The closed session is necessary for the protection of the public interest.

6. Exit Closed Session

The Board of Education exited Closed Session at 5:56 PM.

7. Adjournment

The Board of Education adjourned at 5:56 PM.

Motion to adjourn Passed with a motion by Mark Lang and a second by Tory Schwartz.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

Fund	Vendor	Description	Amount
01	A & L Inc.	SUPPLIES	\$ 350.00
	A & O Grant Consulting	SERVICES	\$ 3,300.00
	ACCS Inc	SERVICES	\$ 189.00
	Alarm Security Technicians	SERVICES	\$ 205.00
	All Makes	FURNITURE	\$ 27,666.00
	Allo Communications	UTILITIES	\$ 11,567.66
	Backupify, Inc.	COMPUTER SOFTWARE	\$ 1,700.00
	Benzel Pest Control	SERVICES	\$ 224.70
	Benzel, Lukas R	REIMBURSEMENT	\$ 80.00
	Bird, Sharon	REIMBURSEMENT	\$ 90.00
	Black Hills Energy	FUEL	\$ 1,312.48
	Bluffs Facility Solutions	SUPPLIES	\$ 1,452.26
	Burg, Wynne	REIMBURSEMENT	\$ 109.28
	C & J Bus Repair, Inc	REPAIRS & MAINTENANCE	\$ 2,649.34
	Calvert, Meghan	REIMBURSEMENT	\$ 90.00
	CDW Government Inc	COMPUTER SOFTWARE	\$ 24,700.00
	Central Security Communication	SERVICES	\$ 42.00
	Century Business Products, Inc.	MISCELLANEOUS EXPENSES	\$ 51,484.29
	CenturyLink	SERVICES	\$ 376.22
	Chimney Rock Public Power Dist	UTILITIES	\$ 2,087.39
	City of Cheyenne	SERVICES	\$ 75.00
	City of Gering	UTILITIES	\$ 18.71
	City of Scottsbluff	UTILITIES	\$ 18,380.73
	Column Software, PBC	MISCELLANEOUS EXPENSES	\$ 46.02
	Country Inns & Suites	TRAVEL EXPENSE	\$ 428.00
	Crescent Electric Supply	SUPPLIES	\$ 2,296.00
	Crowne Plaza - Kearney	TRAVEL EXPENSE	\$ 279.90
	CTBook Holdings, LLC	SERVICES	\$ 1,137.00
	Culligan of Scottsbluff	SUPPLIES	\$ 114.50
	Curriculum Associates	TEXTBOOKS	\$ 1,122.00
	Damarco Solutions	DUES & FEES	\$ 459.00
	Davies, Michael	SERVICES	\$ 1,100.00
	Davis, David A.	REIMBURSEMENT	\$ 400.00
	Dennis Supply Company	SUPPLIES	\$ 30.00
	Dick, Andrew D	REIMBURSEMENT	\$ 156.14
	District 12 Ag Teachers Sioux Co HS	DUES & FEES	\$ 200.00
	Docu-Shred LLC	MISCELLANEOUS EXPENSES	\$ 90.00
	DocuSign, Inc. Lockbox	COMPUTER SOFTWARE	\$ 7,981.00
	Douglas, Kelly and Ostdiek, P.C.	LEGAL SERVICES	\$ 537.50
	Durbin, Mary	REIMBURSEMENT	\$ 64.12
	Eakes Office Solutions	SUPPLIES	\$ 13,542.29
	Educational Service Unit #13 _9800	MISCELLANEOUS EXPENSES	\$ 52,155.10
	Engineered Controls	SERVICES	\$ 280.00
	ESU Coordinating Council	SERVICES	\$ 3,069.00
	Fastenal Company	SUPPLIES	\$ 94.00
	FirstGroup America	SERVICES	\$ 15,290.86
	Follett Content Solutions, LLC	LIBRARY BOOKS	\$ 2,843.87
	GE Money Bank/Amazon	MISCELLANEOUS EXPENSES	\$ 4,226.00
	Great Minds	TEXTBOOKS	\$ 13,366.50
	Harris, Adam	REIMBURSEMENT	\$ 131.25
	Hillman, Ashley A	REIMBURSEMENT	\$ 1,111.20
	Hinton, Ashton	REIMBURSEMENT	\$ 7.82
	HM Recievables Co LLC	TEXTBOOKS	\$ 45,659.25
	Honey Wagon Express	SERVICES	\$ 850.00

Hugen, Hillari	REIMBURSEMENT	\$	50.92
Innovative Office Solutions, LLC	SUPPLIES	\$	3,899.89
Johnson Cashway Lumber	SUPPLIES	\$	1,035.00
journeyEd.com, Inc.	COMPUTER SOFTWARE	\$	2,496.00
Kaul, Jared	REIMBURSEMENT	\$	1,233.75
Kendall Hunt Publishing Company	TEXTBOOKS	\$	9,396.00
Kesler Science, LLC	SERVICES	\$	290.33
L R P Publications	COMPUTER SOFTWARE	\$	3,804.00
Lakeshore Learning Materials	SUPPLIES	\$	2,088.10
LanguageUSA, Inc.	SERVICES	\$	9,623.00
Lawayne Klein	LEASE	\$	1,300.00
Leach, Alyssa	REIMBURSEMENT	\$	0.99
Lied Scottsbluff Public Library	SERVICES	\$	500.00
Matheson Tri-Gas, Inc.	SUPPLIES	\$	140.95
McGraw-Hill Companies	TEXTBOOKS	\$	89,220.86
Mechanical Sales, Inc.	SUPPLIES	\$	1,121.78
Megan Hafer	REIMBURSEMENT	\$	250.00
Mighty Ducts	SERVICES	\$	3,875.00
MRG Enterprises, LLC	RENTAL	\$	1,500.00
Myriad Sensors, Inc.	SUPPLIES	\$	4,045.00
NCS Pearson, Inc	SUPPLIES	\$	2,584.50
Nebraska Machinery Co	MISCELLANEOUS EXPENSES	\$	1,473.00
Nebraska Public Power District	UTILITIES	\$	50,873.88
Nebraska Safety & Fire Equipment, Inc.	SERVICES	\$	2,359.00
Neu, Heather Rae	REIMBURSEMENT	\$	465.00
O'Boyle, Barbara	REIMBURSEMENT	\$	425.00
Ombudsman Educational Services, LTD	SERVICES	\$	124,750.00
Options in Pyschology, LLC	SERVICES	\$	150.00
Perry, Guthery, Haas, Gessford P.C., Llo	LEGAL SERVICES	\$	2,230.00
PFM Financial Services LLC	MISCELLANEOUS EXPENSES	\$	46,821.67
Polk, Robert	REIMBURSEMENT	\$	90.00
Powell, Wendee Annette	REIMBURSEMENT	\$	40.00
PowerSchool Group LLC	SERVICES	\$	3,790.54
PresenceLearning, Inc.	SERVICES	\$	3,260.00
Price, Melissa L	REIMBURSEMENT	\$	360.00
Project Lead The Way, Inc.	TRAINING	\$	15,950.00
Pyramid School Products	SUPPLIES	\$	714.04
Quadient Finance USA, Inc.	LEASE	\$	72.80
Ramirez, Teri	REIMBURSEMENT	\$	187.00
Regional Care Inc	EMPLOYEE BENEFIT	\$	535.00
Remind101, Inc.	SERVICES	\$	17,587.50
Renaissance Learning, Inc.	COMPUTER SOFTWARE	\$	88,525.85
Rock, Brianna R	REIMBURSEMENT	\$	360.00
Savvas Learning Company LLC	TEXTBOOKS	\$	113,843.89
Scholastic	TEXTBOOKS	\$	9,817.59
Scholastic, Inc. - NJ	SUPPLIES	\$	327.45
School Health Corporation _28274	SUPPLIES	\$	412.16
School Outfitters	SUPPLIES	\$	2,215.94
Scottsbluff Country Club _28545	MISCELLANEOUS EXPENSES	\$	5,000.00
Scottsbluff Public Schools _29270	FUEL	\$	1,997.37
Shaggy Buffalo Carwash LLC	SERVICES	\$	5.00
Sherwin Williams Co	SUPPLIES	\$	403.80
Snell Services Inc _30175	SERVICES	\$	229.00
Soule, Leishel	REIMBURSEMENT	\$	930.00
Spic & Span Cleaners	SUPPLIES	\$	2,907.25

State Of Nebraska Das Communications	SERVICES	\$	267.63
Stodola, Alicia	REIMBURSEMENT	\$	327.69
Svitak, Lori	REIMBURSEMENT	\$	90.00
Sweet Rush Ice Cream Truck	SERVICES	\$	-
Taylor & Francis Group LLC	SERVICES	\$	2,615.22
Teaching Strategies Inc	COMPUTER SOFTWARE	\$	22,287.20
Team Chevrolet	REPAIRS & MAINTENANCE	\$	4,132.89
Teeple, Caroline	REIMBURSEMENT	\$	35.51
The Master Teacher, Inc.	SERVICES	\$	18,433.00
The Math Learning Center	TEXTBOOKS	\$	583.20
thyssenkrupp Elevator Corporation	SERVICES	\$	3,712.41
Time Clock Plus/Data Management, Inc.	COMPUTER SOFTWARE	\$	38.64
Titan Machinery Inc.	SUPPLIES	\$	46.63
Trane U.S. Inc	SUPPLIES	\$	500.20
Tree Monkeys LLC	SERVICES	\$	725.00
Urwiller, Kenna	REIMBURSEMENT	\$	440.00
Valverde, Gabriela	REIMBURSEMENT	\$	75.04
Van Pelt Fencing Co	SERVICES	\$	2,966.90
Verizon Connect	SERVICES	\$	265.30
Verizon Wireless	SERVICES	\$	1,453.30
Vistabeam	SERVICES	\$	300.00
Waste Connection Of Ne, Inc.	UTILITIES	\$	468.14
Wilson Language Training Corp	TEXTBOOKS	\$	735.00
WPCI	SERVICES	\$	195.00
Y M C A	SERVICES	\$	59.00
Zwetzig Skate and Bounce House	MISCELLANEOUS EXPENSES	\$	200.00

Fund Total

02	JEO Consulting Group, Inc	SERVICES	\$	62,504.04
	Panhandle Dynamic Inc	SUPPLIES	\$	505.00
	PFM Financial Services LLC	MISCELLANEOUS EXPENSES	\$	131.96

Fund Total

03	Morrison, Diane C	REIMBURSEMENT	\$	15.10
	Sodexo Operations, LLC	SERVICES	\$	27,455.42

Fund Total

05	Awards Unlimited Inc	MISCELLANEOUS EXPENSES	\$	3,518.41
	C W D Cash Wa Distributing Co Inc	SUPPLIES	\$	1,025.91
	Country Inns & Suites	TRAVEL EXPENSE	\$	749.00
	Foral, Leslie	REIMBURSEMENT	\$	2,838.98
	GE Money Bank/Amazon	MISCELLANEOUS EXPENSES	\$	821.25
	Gollas, Angela	REIMBURSEMENT	\$	50.00
	Hampton Inn & Suites	TRAVEL EXPENSE	\$	2,323.12
	Holiday Inn Express - Lincoln South	TRAVEL EXPENSE	\$	1,000.00
	Jugs Sports, Inc	SUPPLIES	\$	5,090.00
	Logoz	SUPPLIES	\$	771.00
	Lynx System Developers, Inc	MISCELLANEOUS EXPENSES	\$	5,155.00
	Merrigan, Beth	REIMBURSEMENT	\$	50.00
	PFM Financial Services LLC	MISCELLANEOUS EXPENSES	\$	13,490.83
	Prigge, Kaylee	MISCELLANEOUS EXPENSES	\$	1,560.00
	Pyramid School Products	SUPPLIES	\$	1,422.30
	Reynoldson, Donna	REIMBURSEMENT	\$	50.00
	Scottsbluff Screenprinting	SUPPLIES	\$	2,663.20
	Snowie Shaved Ice	MISCELLANEOUS EXPENSES	\$	210.00

	Sportboardz	SUPPLIES	\$ 2,718.00
	University of Nebraska - Lincoln	DUES & FEES	\$ 1,000.00
			Fund Total
06	Ben's Construction Inc.	SERVICES	\$ 13,377.00
	Building and Controls	SERVICES	\$ 6,255.50
	ControlTemp, Inc.	SERVICES	\$ 28,812.00
	Don Schmidt Carpet	SERVICES	\$ 32,288.17
	Dutton-Lainson Company	SUPPLIES	\$ 22.12
	Eric Reichert Insulation & Cons., Inc.	SERVICES	\$ 7,435.80
	GE Money Bank/Amazon	SUPPLIES	\$ 359.98
	Grainger	SUPPLIES	\$ 243.78
	JEO Consulting Group, Inc	SERVICES	\$ 816.75
	Menards	SUPPLIES	\$ 734.00
	Midland Restoration Company, Inc.	SERVICES	\$ 37,922.50
	Nebraska Machinery Co	SERVICES	\$ 4,265.81
	PFM Financial Services LLC	MISCELLANEOUS EXPENSE	\$ 2,946.73
	Simon Contractors	MISCELLANEOUS EXPENSE	\$ 3,322.75
			Fund Total
07	PFM Financial Services LLC	MISCELLANEOUS EXPENSE	\$ 7,998.57
			Fund Total
08	Regional Care Inc	EMPLOYEE BENEFITS	\$ 18,989.69
			Fund Total
09	PFM Financial Services LLC	FUEL	\$ 3,281.69
			Fund Total
10	Platte Valley Bank	DEBT PAYOFF	\$ 1,993,446.46
			Fund Total
			July 2024 Total

\$ 1,015,737.08

\$ 63,141.00

\$ 27,470.52

\$ 46,507.00

\$ 138,802.89

\$ 7,998.57

\$ 18,989.69

\$ 3,281.69

\$ 1,993,446.46

\$ 3,315,374.90

Scottsbluff Public Schools

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2023-2024 From Date:7/1/2024 To Date:7/31/2024

Account Mask: 01???????????????

Account Type: EXPENDITURE

Print accounts with zero balance
 Include Inactive Accounts
 Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
01 - GENERAL FUND						
2 - EXPENSE						
105 - SUPERINTENDENT SALARY	\$209,000.00	\$17,999.99	\$196,170.54	\$17,999.98	(\$5,170.52)	102.47%
110 - NON INSTRUCTION WAGES	\$6,331,959.73	\$278,078.39	\$3,341,757.68	\$92,463.47	\$2,897,738.58	54.24%
111 - SALARIES TEACHERS/PROFESSIONAL STAFF	\$23,646,786.12	\$1,905,980.86	\$21,099,064.61	\$1,899,848.07	\$647,873.44	97.26%
112 - INSTRUCTIONAL AIDE WAGES	\$3,061,010.22	\$16,467.15	\$2,617,139.49	\$4,780.88	\$439,089.85	85.66%
113 - SUBS	\$15,600.00	\$0.00	\$1,600.00	\$0.00	\$14,000.00	10.26%
114 - SALARIES TECHNICAL STAFF	\$298,110.80	\$25,852.91	\$273,010.05	\$17,430.13	\$7,670.62	97.43%
115 - SPECIAL ASSIGNMENT	\$0.00	\$0.00	\$1,400.00	\$0.00	(\$1,400.00)	0.00%
116 - REGULAR NON CERTIFIED STAFF	\$459,878.77	\$33,662.40	\$406,067.90	\$33,662.33	\$20,148.54	95.62%
120 - NON INSTRUCTION TEMP WAGES	\$146,044.00	\$2,721.29	\$88,018.56	\$40.00	\$57,985.44	60.30%
121 - SALARIES OF TEMP EMP PD TO TEACH/PROF	\$443,409.25	\$25,900.35	\$600,296.58	\$0.00	(\$156,887.33)	135.38%
122 - SALARIES OF TEMP EMP PD TO PARAS	\$0.00	\$0.00	\$708.63	\$0.00	(\$708.63)	0.00%
125 - TEMPORARY HELP - ACT	\$30,975.00	\$0.00	\$10,075.00	\$0.00	\$20,900.00	32.53%
130 - OVERTIME NON INSTRUCTION	\$51,611.00	\$1,920.58	\$93,012.69	\$0.00	(\$41,401.69)	180.22%
134 - OVERTIME TECHNICAL STAFF	\$0.00	\$1.76	\$65.95	\$0.00	(\$65.95)	0.00%
150 - NON INSTRUCTIONAL STAFF	\$0.00	\$0.00	\$56,337.50	\$0.00	(\$56,337.50)	0.00%
151 - CERTIFIED STIPENDS NEGOTIATED	\$821,836.65	\$93,258.19	\$1,381,544.30	\$93,257.06	(\$652,964.71)	179.45%
152 - ADDITIONAL COMP INSTRUCTIONAL AIDES/ASSTS	\$0.00	\$0.00	\$48,750.00	\$0.00	(\$48,750.00)	0.00%
154 - TECHNICAL STAFF	\$0.00	\$0.00	\$5,500.00	\$0.00	(\$5,500.00)	0.00%
156 - PROFESSIONAL NON-CERTIFICATED STAFF	\$0.00	\$0.00	\$4,562.50	\$0.00	(\$4,562.50)	0.00%
161 - CERTIFIED STIPENDS ADDITIONAL	\$48,000.00	\$91,207.23	\$202,596.16	\$1,741.67	(\$156,337.83)	425.70%
210 - GROUP INSURANCE	\$26,097.87	\$1,980.96	\$24,870.98	\$645.86	\$581.03	97.77%
211 - GROUP INSURANCE FOR TEACHERS/PROF STAFF	\$176,322.43	\$13,588.88	\$150,054.86	\$13,568.84	\$12,698.73	92.80%
212 - GROUP INSURANCE INSTRUCTIONAL AIDES/ASSTS	\$21,965.72	\$57.68	\$18,965.75	\$30.35	\$2,969.62	86.48%
214 - GROUP INSURANCE TEHNCIAL STAFF	\$2,235.84	\$193.92	\$2,039.28	\$130.73	\$65.83	97.06%
215 - GROUP INSURANCE SUPERINTENDENTS	\$1,567.50	\$135.00	\$1,441.30	\$135.00	(\$8.80)	100.56%
216 - GROUP INSURANCE NON CERT PROF STAFF	\$3,449.09	\$252.47	\$3,051.03	\$252.47	\$145.59	95.78%
220 - FICA SS	\$485,540.01	\$20,818.14	\$257,456.11	\$6,634.08	\$221,449.82	54.39%
221 - FICA SS TEACHERS	\$1,917,487.22	\$151,462.85	\$1,664,201.65	\$142,178.03	\$111,107.54	94.21%
222 - FICA SS INSTRUCTIONAL AIDES/ASSTS	\$229,347.78	\$1,190.55	\$199,843.37	\$364.53	\$29,139.88	87.29%
223 - FICA SS SUBSTITUTE TEACHERS	\$0.00	\$0.00	\$122.32	\$0.00	(\$122.32)	0.00%
224 - FICA SS TECHNICAL STAFF	\$22,805.49	\$1,932.24	\$20,689.65	\$1,302.92	\$812.92	96.44%
225 - FICA SS SUPERINTENDENTS	\$15,988.50	\$1,351.82	\$11,943.83	\$1,351.82	\$2,692.85	83.16%

Scottsbluff Public Schools

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2023-2024 From Date:7/1/2024 To Date:7/31/2024

Account Mask: 01???????????????

Account Type: EXPENDITURE

Print accounts with zero balance
 Include Inactive Accounts
 Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
226 - FICA SS PROF NON CERT STAFF	\$35,180.73	\$2,299.30	\$29,977.51	\$2,299.02	\$2,904.20	91.74%
230 - RETIREMENT CONTRIBUTIONS	\$620,513.69	\$27,449.73	\$337,847.12	\$8,716.99	\$273,949.58	55.85%
231 - RETIREMENT TEACHERS/PROF STAFF	\$2,175,808.07	\$189,119.41	\$2,009,652.59	\$177,730.53	(\$11,575.05)	100.53%
232 - RETIREMENT INSTRUCTIONAL AIDES/ASSTS	\$289,692.89	\$1,560.45	\$256,078.81	\$474.85	\$33,139.23	88.56%
234 - RETIREMENT TECHNICAL STAFF	\$29,446.78	\$2,553.88	\$26,855.93	\$1,721.72	\$869.13	97.05%
235 - RETIREMENT SUPERINTENDENTS	\$20,644.60	\$1,778.00	\$19,050.90	\$1,778.00	(\$184.30)	100.89%
236 - RETIREMENT PROF NON CERT STAFF	\$45,425.91	\$3,325.10	\$42,049.84	\$3,325.10	\$50.97	99.89%
240 - ON BEHALF OF	\$278,775.00	\$0.00	\$221,762.29	\$0.00	\$57,012.71	79.55%
251 - TUITION REIMBURSEMENT TEACHERS/PROF STAFF	\$0.00	\$0.00	\$1,764.00	\$0.00	(\$1,764.00)	0.00%
260 - UNEMPLOYMENT NON INSTRUCTION	\$41,270.82	\$785.50	\$12,435.40	\$703.90	\$28,131.52	31.84%
280 - HEALTH BENEFITS-NON INSTRUCTIONAL	\$0.00	\$9,405.18	\$139,852.69	\$3,410.24	(\$143,262.93)	0.00%
281 - HEALTH BENEFITS-TEACHERS/PROFESSIONAL STAFF	\$1,187,557.08	\$64,794.12	\$715,469.38	\$64,794.12	\$407,293.58	65.70%
282 - HEALTH BENEFITS-INSTRUCTIONAL AIDES/ASSISTANTS	\$400,000.00	\$0.00	\$120,960.85	\$0.00	\$279,039.15	30.24%
284 - HEALTH BENEFITS-IT SUPPORT STAFF	\$0.00	\$499.06	\$5,489.66	\$499.06	(\$5,988.72)	0.00%
286 - HEALTH BENEFITS-PROFESSIONAL NON CERTIFIED STAFF	\$4,990.56	\$2,904.96	\$35,932.77	\$2,911.18	(\$33,853.39)	778.35%
291 - OTHER BENEFITS TEACHERS/PROF STAFF	\$10,500.00	\$5,027.64	\$113,870.90	\$0.00	(\$103,370.90)	1084.48%
310 - PROFESSIONAL & TECHNICAL SERVICES	\$11,600.00	\$0.00	\$0.00	\$0.00	\$11,600.00	0.00%
312 - REPAIRS	\$51,030.00	(\$20.00)	\$8,298.34	\$0.00	\$42,731.66	16.26%
314 - INSERVICE	\$213,361.00	\$1,492.00	\$61,691.91	\$85.00	\$151,584.09	28.95%
315 - ACCOUNTING & AUDITING SERVICES	\$32,050.00	\$0.00	\$28,500.00	\$0.00	\$3,550.00	88.92%
316 - DATA PROCESSING	\$6,000.00	\$0.00	\$8,040.00	\$0.00	(\$2,040.00)	134.00%
317 - LEGAL SERVICES	\$68,250.00	\$2,767.50	\$47,823.13	\$0.00	\$20,426.87	70.07%
318 - CONTRACTED OR SECURED SERVICES	\$312,296.00	\$347.00	\$13,070.30	\$0.00	\$299,225.70	4.19%
319 - OTHER PROFESSIONAL & TECHNICAL SERVICES	\$826,423.00	\$91,421.73	\$866,650.23	\$14,947.74	(\$55,174.97)	106.68%
321 - FUEL	\$361,200.00	\$1,312.48	\$180,566.63	\$0.00	\$180,633.37	49.99%
322 - ELECTRICITY	\$562,675.00	\$52,961.27	\$526,954.48	\$0.00	\$35,720.52	93.65%
323 - WATER & SEWER	\$91,350.00	\$5,496.20	\$55,048.41	\$11,822.83	\$24,478.76	73.20%
325 - GARBAGE	\$98,700.00	\$8,838.02	\$94,432.23	\$8,758.17	(\$4,490.40)	104.55%
327 - RENTALS OR LEASES	\$210,225.00	\$16,385.66	\$92,542.73	\$6,727.51	\$110,954.76	47.22%
328 - PROPERTY INSURANCE	\$697,200.00	\$0.00	\$945,100.01	\$0.00	(\$247,900.01)	135.56%
330 - EMPLOYEE TRAINING AND DEVELOPMENT	\$96,000.00	\$1,295.00	\$7,998.83	\$3,795.00	\$84,206.17	12.29%
331 - CONTRACTED PUPIL TRANSPORTATION	\$1,143,050.00	\$15,290.86	\$963,675.00	\$0.00	\$179,375.00	84.31%
332 - MILEAGE TO PARENTS	\$3,875.00	\$88.00	\$6,623.92	\$88.00	(\$2,836.92)	173.21%
336 - GAS & OIL	\$179,750.00	\$6,171.98	\$165,966.46	\$2,907.47	\$10,876.07	93.95%

Scottsbluff Public Schools

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2023-2024 From Date:7/1/2024 To Date:7/31/2024

Account Mask: 01???????????????

Account Type: EXPENDITURE

Print accounts with zero balance
 Include Inactive Accounts
 Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
337 - TIRES & PARTS	\$12,725.00	\$723.21	\$13,308.95	\$0.00	(\$583.95)	104.59%
338 - REPAIRS & MAINTENANCE TO VEHICLES	\$35,875.00	\$12,758.93	\$62,073.02	\$3,625.52	(\$29,823.54)	183.13%
340 - LIABILITY INSURANCE	\$2,625.00	\$0.00	\$0.00	\$0.00	\$2,625.00	0.00%
350 - ADVERTISING & PRINTING	\$28,295.00	\$85.04	\$17,925.67	\$14.99	\$10,354.34	63.41%
363 - TUITION PAID-OTHER	\$65,000.00	\$133,396.70	\$211,217.00	\$0.00	(\$146,217.00)	324.95%
370 - TUITION PAID-SPED	\$611,500.00	\$30,982.40	\$302,944.44	\$0.00	\$308,555.56	49.54%
380 - COMMUNICATIONS	\$131,375.00	\$14,806.16	\$134,682.47	\$11,795.15	(\$15,102.62)	111.50%
381 - POSTAGE	\$27,165.51	\$514.35	\$11,803.75	\$0.00	\$15,361.76	43.45%
382 - DISTANCE ED & TELECOMMUNICATIONS	\$35,420.00	\$1,969.85	\$19,765.09	\$0.00	\$15,654.91	55.80%
390 - OTHER PURCHASED SERVICES	\$45,550.00	\$75.00	\$5,695.00	\$0.00	\$39,855.00	12.50%
391 - COPY SERVICE-BUILDINGS	\$1,320.00	\$0.00	\$0.00	\$0.00	\$1,320.00	0.00%
395 - SUBAWARDS/SUBCONTRACTS	\$60,000.00	\$0.00	\$92,445.83	\$0.00	(\$32,445.83)	154.08%
397 - SUBAWARDS/SUBCONTRACTS	\$0.00	\$0.00	\$24,000.00	\$0.00	(\$24,000.00)	0.00%
398 - SUBAWARDS/SUBCONTRACTS	\$15,000.00	\$189.00	\$7,051.00	\$0.00	\$7,949.00	47.01%
399 - SUBAWARDS/SUBCONTRACTS	\$16,000.00	\$3,300.00	\$39,600.00	\$0.00	(\$23,600.00)	247.50%
400 - SUPPLIES & MATERIALS	\$10,000.00	\$0.00	\$0.00	\$0.00	\$10,000.00	0.00%
410 - SUPPLIES	\$1,664,781.47	\$69,140.96	\$829,820.92	\$41,876.11	\$793,084.44	52.36%
411 - TAXES	\$6,250.00	\$0.00	\$1,175.35	\$0.00	\$5,074.65	18.81%
413 - SUPPLIES - MEDICAID REIMB.	\$0.00	\$13.29	\$2,199.93	\$43.10	(\$2,243.03)	0.00%
415 - ANNUAL PURCHASE SUPPLIES	\$244,400.00	\$18,009.17	\$201,710.85	\$10,307.18	\$32,381.97	86.75%
420 - TEXTBOOKS	\$1,078,708.00	\$264,674.59	\$917,832.53	\$163,976.70	(\$3,101.23)	100.29%
430 - LIBRARY BOOKS	\$18,275.00	\$2,843.87	\$35,806.90	\$7,975.00	(\$25,506.90)	239.57%
440 - PERIODICALS	\$19,726.00	\$228.00	\$1,568.63	\$0.00	\$18,157.37	7.95%
450 - AUDIO-VISUAL MATERIALS	\$5,100.00	\$0.00	\$2,660.00	\$0.00	\$2,440.00	52.16%
460 - COMPUTER HARDWARE < 5000	\$569,425.00	\$14,617.33	\$794,049.42	\$24,212.32	(\$248,836.74)	143.70%
465 - COMPUTER SOFTWARE	\$299,984.00	\$142,710.34	\$550,968.53	\$51,923.97	(\$302,908.50)	200.97%
466 - COMPUTER SOFTWARE	\$8,000.00	\$0.00	\$0.00	\$0.00	\$8,000.00	0.00%
467 - COMPUTER SOFTWARE	\$76,400.00	\$0.00	\$0.00	\$0.00	\$76,400.00	0.00%
470 - FOOD	\$50,000.00	\$0.00	\$28,500.00	\$0.00	\$21,500.00	57.00%
475 - FEE WAIVER	\$15,250.00	\$41.75	\$16,759.85	\$0.00	(\$1,509.85)	109.90%
480 - FURNITURE & EQUIPMENT <\$5000	\$26,727.00	\$28,122.09	\$129,818.90	\$19.90	(\$103,111.80)	485.80%
490 - OTHER SUPPLIES & MATERIALS	\$0.00	\$0.00	\$57.24	\$0.00	(\$57.24)	0.00%
520 - BUILDING, ACQUISITION IMPROVEMENT	\$183,750.00	\$2,966.90	\$1,502,966.90	\$0.00	(\$1,319,216.90)	817.94%
530 - FURNITURE & EQUIPMENT	\$409,069.00	\$36,365.00	\$100,897.99	\$0.00	\$308,171.01	24.67%
550 - VEHICLE ACQUISITION	\$160,000.00	\$0.00	\$146,900.69	\$0.00	\$13,099.31	91.81%

Scottsbluff Public Schools

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2023-2024 From Date:7/1/2024 To Date:7/31/2024

Account Mask: 01???????????????

Account Type: EXPENDITURE

Print accounts with zero balance
 Include Inactive Accounts
 Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
560 - COMPUTER HARDWARE	\$185,950.00	\$0.00	\$50,664.21	\$0.00	\$135,285.79	27.25%
563 - INSURANCE PAYMENTS	\$2,625.00	\$0.00	\$0.00	\$0.00	\$2,625.00	0.00%
630 - DUES & FEES	\$105,350.00	\$7,730.00	\$60,237.54	\$199.00	\$44,913.46	57.37%
670 - TRAVEL EXPENSE & MILEAGE	\$515,421.00	\$25,400.33	\$502,525.53	\$121.91	\$12,773.56	97.52%
671 - PROFESSIONAL DEVELOPMENT	\$10,000.00	\$109.28	\$820.82	\$0.00	\$9,179.18	8.21%
672 - PROFESSIONAL DEV TRAVEL	\$5,000.00	\$0.00	\$6,474.19	\$0.00	(\$1,474.19)	129.48%
673 - PROFESSIONAL DEV TRAVEL	\$5,000.00	\$0.00	\$5,079.46	\$0.00	(\$79.46)	101.59%
674 - PROFESSIONAL DEV TRAVEL	\$1,000.00	\$0.00	\$2,430.63	\$0.00	(\$1,430.63)	243.06%
675 - FIELD TRIPS	\$34,950.00	\$0.00	\$20,948.78	\$0.00	\$14,001.22	59.94%
676 - PROFESSIONAL DEV TRAVEL	\$0.00	\$0.00	\$1,298.94	\$0.00	(\$1,298.94)	0.00%
677 - PROFESSIONAL DEV	\$0.00	\$0.00	(\$750.00)	\$0.00	\$750.00	0.00%
678 - PROFESSIONAL DEV	\$0.00	\$0.00	\$13,528.00	\$0.00	(\$13,528.00)	0.00%
679 - PROFESSIONAL DEV	\$10,000.00	\$0.00	\$12,000.00	\$0.00	(\$2,000.00)	120.00%
680 - PROFESSIONAL DEV	\$10,000.00	\$0.00	\$4,044.25	\$0.00	\$5,955.75	40.44%
682 - PROFESSIONAL DEV	\$0.00	\$0.00	\$4,675.00	\$0.00	(\$4,675.00)	0.00%
690 - MISCELLANEOUS EXPENSES	\$133,820.00	\$1,931.99	\$46,902.98	\$233.96	\$86,683.06	35.22%
695 - FAMILY INVOLVEMENT	\$8,750.00	\$1,893.06	\$11,618.14	\$0.00	(\$2,868.14)	132.78%
999 - CREDIT FOR USE	(\$164,850.00)	(\$12,647.02)	(\$283,274.08)	\$0.00	\$118,424.08	171.84%
01 - GENERAL FUND Total:	\$55,368,582.10	\$4,004,317.21	\$47,609,822.76	\$2,961,639.46	\$4,797,119.88	91.34%

Scottsbluff Public Schools

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2023-2024 From Date:7/1/2024 To Date:7/31/2024

Account Mask: 01???????????????

Account Type: EXPENDITURE

Print accounts with zero balance Include Inactive Accounts Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
Grand Total:	\$55,368,582.10	\$4,004,317.21	\$47,609,822.76	\$2,961,639.46	\$4,797,119.88	91.34%

End of Report

Scottsbluff Public Schools

Fund Balances

Fiscal Year: 2023-2024

Month: July
 Year: 2024
 Fund Type:

Include Cash Balance
 FY End Report

<u>Fund</u>	<u>Description</u>	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Transfers</u>	<u>Fund Balance</u>
01	GENERAL FUND	\$17,375,880.21	\$47,003,481.36	(\$47,609,847.08)	\$0.00	\$16,769,514.49
02	SPECIAL BUILDING FUND	\$3,502,238.27	\$1,126,932.86	(\$1,703,781.51)	\$0.00	\$2,925,389.62
03	SCHOOL LUNCH FUND	\$2,066,697.62	\$2,054,822.24	(\$2,214,921.51)	\$0.00	\$1,906,598.35
04	QUAL CAPITAL PURPOSE FUND	\$670,898.93	\$395,999.35	(\$420,970.87)	\$0.00	\$645,927.41
05	ACTIVITY FUND	\$490,266.25	\$951,788.45	(\$921,815.56)	\$0.00	\$520,239.14
06	DEPRECIATION FUND	\$1,864,546.89	\$1,500,000.00	(\$1,643,615.39)	\$0.00	\$1,720,931.50
07	STUDENT FEE FUND	\$15,351.47	\$22,643.59	(\$47,496.69)	\$0.00	(\$9,501.63)
08	EMPLOYEE BENEFIT FUND	\$33,889.56	\$261,520.22	(\$272,717.26)	\$0.00	\$22,692.52
09	COOPERATIVE FUND	\$50,228.43	\$177,289.01	(\$171,892.60)	\$0.00	\$55,624.84
10	BOND FUND	\$5,003,785.78	\$2,815,561.54	(\$4,892,648.16)	\$0.00	\$2,926,699.16
Grand Total:		\$31,073,783.40	\$56,310,038.62	(\$59,899,706.63)	\$0.00	\$27,484,115.40

End of Report

Scottsbluff Public Schools

Revenue Report

Summary Only From Date: 7/1/2024 To Date: 7/31/2024

Fiscal Year: 2023-2024

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
Fund: 01 GENERAL FUND					
01.1.1030.102.0.000.00 BAD DEBT WRITE OFF	\$0.00	\$0.00	\$924.28	(\$924.28)	0.00%
01.1.1110.100.0.000.00 LOCAL DISTRICT TAXES	\$15,118,198.00	\$99,206.69	\$9,890,122.38	\$5,228,075.62	34.58%
01.1.1115.100.0.000.00 CARLINE TAXES / DEBATE	\$13,000.00	\$0.00	\$10,913.86	\$2,086.14	16.05%
01.1.1120.100.0.000.00 PUBL POWER SALES TAX	\$500,000.00	\$0.00	\$604,307.26	(\$104,307.26)	-20.86%
01.1.1125.100.0.000.00 MOTOR VEHICLE TAX	\$1,300,000.00	\$132,705.96	\$1,342,766.33	(\$42,766.33)	-3.29%
01.1.1270.100.0.000.00 PRESCHOOL RECEIPTS	\$120,000.00	(\$0.99)	\$104,119.01	\$15,880.99	13.23%
01.1.1270.100.0.015.00 PRESCHOOL RECEIPTS	\$0.00	(\$7.82)	\$144,355.59	(\$144,355.59)	0.00%
01.1.1270.102.0.000.00 PRESCHOOL RECEIPTS	\$0.00	\$0.00	\$773.13	(\$773.13)	0.00%
01.1.1270.102.0.015.00 BAD DEBT WRITE OFF	\$0.00	\$0.00	(\$376.85)	\$376.85	0.00%
01.1.1321.100.0.000.00 TUITION FROM OTHER SCHOOL DISTRICTS WITHIN STATE	\$0.00	\$0.00	\$3,074.00	(\$3,074.00)	0.00%
01.1.1410.100.0.000.00 INTEREST INVESTMENTS/DIGITAL GRAPHIC ART	\$100,000.00	\$161,693.89	\$811,416.45	(\$711,416.45)	-711.42%
01.1.1610.100.0.000.00 LOCAL LICENSE FEES	\$20,000.00	\$0.00	\$23,255.00	(\$3,255.00)	-16.28%
01.1.1620.100.0.000.00 POLICE COURT FINES/SALE OF NON REIMB	\$0.00	\$19,446.56	\$183,390.48	(\$183,390.48)	0.00%
01.1.1810.100.0.000.00 AFTER SCHOOL PROGRAM	\$25,000.00	\$0.00	\$0.00	\$25,000.00	100.00%
01.1.1810.100.0.050.00 AFTER SCHOOL PROGRAM	\$0.00	\$0.00	\$5,574.14	(\$5,574.14)	0.00%
01.1.1810.100.0.060.00 AFTER SCHOOL PROGRAM	\$0.00	\$0.00	\$18,387.07	(\$18,387.07)	0.00%
01.1.1810.100.0.080.00 AFTER SCHOOL PROGRAM	\$0.00	\$0.00	\$9,751.37	(\$9,751.37)	0.00%
01.1.1810.102.0.050.00	\$0.00	\$0.00	(\$92.25)	\$92.25	0.00%

Scottsbluff Public Schools

Revenue Report

 Summary Only

From Date: 7/1/2024

To Date: 7/31/2024

Fiscal Year: 2023-2024

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
BAD DEBT WRITE OFF					
01.1.1810.102.0.060.00	\$0.00	\$0.00	(\$208.48)	\$208.48	0.00%
AFTER SCHOOL PROGRAM					
01.1.1810.102.0.080.00	\$0.00	\$0.00	(\$94.46)	\$94.46	0.00%
BAD DEBT WRITE OFF					
01.1.1820.100.0.015.00	\$0.00	\$0.00	\$17,962.16	(\$17,962.16)	0.00%
PRESCHOOL BEFORE & AFTER SCHOOL CARE					
01.1.1820.102.0.015.00	\$0.00	\$0.00	(\$137.00)	\$137.00	0.00%
BAD DEBT WRITE OFF					
01.1.1910.100.0.000.00	\$10,000.00	\$650.00	\$10,875.00	(\$875.00)	-8.75%
RENTAL - SCHOOL FACILITIES					
01.1.1925.100.0.000.00	\$0.00	\$0.00	\$2,660.42	(\$2,660.42)	0.00%
GRANT FROM CORP & OTHER PRIVATE INTEREST					
01.1.1990.100.0.000.00	\$35,000.00	\$0.00	\$0.00	\$35,000.00	100.00%
OTHER LOCAL RECEIPTS					
01.1.2110.100.0.000.00	\$200,000.00	\$0.00	\$0.00	\$200,000.00	100.00%
COUNTY FINES & LICENSES					
01.1.3110.100.0.000.00	\$18,480,589.00	\$0.00	\$18,276,302.00	\$204,287.00	1.11%
STATE AID					
01.1.3110.100.0.015.00	\$0.00	\$0.00	\$320,971.00	(\$320,971.00)	0.00%
STATE AID					
01.1.3120.100.0.000.00	\$4,400,000.00	\$0.00	\$5,944,461.00	(\$1,544,461.00)	-35.10%
SPECIAL ED					
01.1.3125.100.0.000.00	\$50,000.00	\$0.00	\$0.00	\$50,000.00	100.00%
SPECIAL EDUC. TRANSPORTATION					
01.1.3130.100.0.000.00	\$0.00	\$99,296.51	\$488,291.75	(\$488,291.75)	0.00%
HOMESTEAD EXEMPTION					
01.1.3132.100.0.000.00	\$0.00	\$0.00	\$912,699.04	(\$912,699.04)	0.00%
PERSONAL PROPERTY TAX CREDIT					
01.1.3133.100.0.000.00	\$0.00	\$0.00	\$222.75	(\$222.75)	0.00%
NAMEPLATE CAPACITY TAX					
01.1.3135.100.0.000.00	\$10,000.00	\$0.00	\$14,492.00	(\$4,492.00)	-44.92%
HIGH ABILITY LEARNERS					
01.1.3180.100.0.000.00	\$60,000.00	\$0.00	\$0.00	\$60,000.00	100.00%
PRO RATE MOTOR VECHICLE TAX					
01.1.3200.100.0.000.00	\$350,000.00	\$0.00	\$546,107.38	(\$196,107.38)	-56.03%

Scottsbluff Public Schools

Revenue Report

 Summary Only

From Date: 7/1/2024

To Date: 7/31/2024

Fiscal Year: 2023-2024

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
STATE APPORTIONMENT					
01.1.3540.100.0.000.00	\$250,000.00	\$0.00	\$288,893.17	(\$38,893.17)	-15.56%
STATE EARLY CHILDHOOD-STADIUM					
01.1.3541.100.0.000.00	\$306,850.00	\$0.00	\$280,966.00	\$25,884.00	8.44%
EARLY CHILDHOOD SIXPENCE					
01.1.3551.100.0.000.00	\$0.00	\$0.00	\$24,343.00	(\$24,343.00)	0.00%
Career Education State Grant					
01.1.3599.100.0.000.00	\$0.00	\$0.00	\$8,000.00	(\$8,000.00)	0.00%
OTHER STATE CATEGORICAL PROGRAMS					
01.1.3990.100.0.000.00	\$1,000.00	\$17.04	\$2,995.56	(\$1,995.56)	-199.56%
OTHER STATE RECEIPTS					
01.1.3992.100.0.000.00	\$0.00	\$0.00	\$15,000.00	(\$15,000.00)	0.00%
EDUCATION QUEST					
01.1.4105.100.0.000.00	\$0.00	\$0.00	\$11,906.64	(\$11,906.64)	0.00%
UNIVERSAL SERVICES FUND (E-RATE)					
01.1.4200.100.0.000.00	\$1,100,000.00	\$0.00	\$850,532.00	\$249,468.00	22.68%
TITLE 1, PART A					
01.1.4222.100.0.000.00	\$11,000.00	\$0.00	\$28,348.00	(\$17,348.00)	-157.71%
MCKINNEY HOMELESS GRANT					
01.1.4310.100.0.000.00	\$150,000.00	\$0.00	\$88,881.00	\$61,119.00	40.75%
TITLE II, PART A					
01.1.4330.100.0.000.00	\$0.00	\$0.00	\$50,297.00	(\$50,297.00)	0.00%
Title VI, REAP RURAL LOW INCOME					
01.1.4404.100.0.000.00	\$0.00	\$0.00	\$756,633.00	(\$756,633.00)	0.00%
IDEA BASE 0-4					
01.1.4406.100.0.000.00	\$19,000.00	\$0.00	\$20,483.00	(\$1,483.00)	-7.81%
IDEA PRESCHOOL BASE ALLOC					
01.1.4410.100.0.000.00	\$800,000.00	\$0.00	\$0.00	\$800,000.00	100.00%
IDEA/ENROLLMENT & POVERTY					
01.1.4412.100.0.000.00	\$25,000.00	\$0.00	\$26,635.00	(\$1,635.00)	-6.54%
IDEA PART B PORPORTIONALTE SHARE					
01.1.4450.100.0.000.00	\$200,000.00	\$0.00	\$345,252.72	(\$145,252.72)	-72.63%
M.I.P.S.					
01.1.4455.100.0.000.00	\$200,000.00	\$0.00	\$65,922.78	\$134,077.22	67.04%
MEDICAID CLAIM PROCESSING					
01.1.4510.100.0.000.00	\$430,000.00	\$0.00	\$462,034.58	(\$32,034.58)	-7.45%

Scottsbluff Public Schools

Revenue Report

 Summary Only

From Date: 7/1/2024

To Date: 7/31/2024

Fiscal Year: 2023-2024

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
TITLE IV STUDENT SUPPORT & ACADEMIC ENRICHMENT GRA					
01.1.4700.100.0.000.00 CARL PERKINS	\$55,000.00	\$0.00	\$55,301.00	(\$301.00)	-0.55%
01.1.4910.100.0.000.00 INDIAN EDUCATION	\$25,000.00	\$0.00	\$28,516.24	(\$3,516.24)	-14.06%
01.1.4925.100.0.000.00 TITLE III ELL	\$20,000.00	\$0.00	\$27,341.20	(\$7,341.20)	-36.71%
01.1.4967.100.0.000.00 TITLE IV PART A	\$70,000.00	\$0.00	\$80,969.00	(\$10,969.00)	-15.67%
01.1.4968.100.0.000.00 21ST CENTURY GRANT (TITLE IV, PART B)	\$0.00	\$0.00	\$150,000.00	(\$150,000.00)	0.00%
01.1.4968.100.1.060.00 21ST CENTURY GRANT (TITLE IV, PART B)	\$50,000.00	\$0.00	\$0.00	\$50,000.00	100.00%
01.1.4968.100.1.070.00 21ST CENTURY GRANT (TITLE IV, PART B)	\$50,000.00	\$0.00	\$0.00	\$50,000.00	100.00%
01.1.4968.100.1.080.00 21ST CENTURY GRANT (TITLE IV, PART B)	\$50,000.00	\$0.00	\$0.00	\$50,000.00	100.00%
01.1.4988.100.0.000.00 ARP - ELO	\$0.00	\$0.00	\$11,008.00	(\$11,008.00)	0.00%
01.1.4988.100.1.000.00 ARP - Expanded Learning Collaborative	\$192,500.00	\$0.00	\$0.00	\$192,500.00	100.00%
01.1.4989.100.0.000.00 ARP - ELO SUMMER	\$0.00	(\$34,144.00)	\$29,910.00	(\$29,910.00)	0.00%
01.1.4992.100.0.000.00 AFJROTC	\$55,000.00	\$0.00	\$0.00	\$55,000.00	100.00%
01.1.4993.100.0.000.00 ARP HCY I	\$0.00	\$0.00	\$1,173.00	(\$1,173.00)	0.00%
01.1.4994.100.0.000.00 ARP HCY II	\$0.00	\$0.00	\$17,434.00	(\$17,434.00)	0.00%
01.1.4995.100.0.000.00 CATEGORICAL GRANTS	\$1,626,104.00	\$174,215.74	\$562,071.60	\$1,064,032.40	65.43%
01.1.4997.100.0.000.00 ESSER II Grant	\$0.00	\$0.00	\$2,667,152.00	(\$2,667,152.00)	0.00%
01.1.4998.100.0.000.00 ESSER III Grant	\$5,015,245.00	\$0.00	\$0.00	\$5,015,245.00	100.00%
01.1.5250.000.0.000.00	\$0.00	\$0.00	\$9,623.83	(\$9,623.83)	0.00%

Scottsbluff Public Schools

Revenue Report

 Summary Only

From Date: 7/1/2024

To Date: 7/31/2024

Fiscal Year: 2023-2024

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
BOY/GIRL SWIMMING					
01.1.5301.100.0.000.00	\$0.00	(\$292.59)	\$4,001.98	(\$4,001.98)	0.00%
INSURANCE ADJUSTMENTS					
01.1.5400.100.0.000.00	\$2,500.00	\$104,422.71	\$208,529.71	(\$206,029.71)	-8241.19%
SALE OF PROPERTY					
01.1.5690.100.0.000.00	\$25,000.00	(\$1,057.47)	\$136,060.54	(\$111,060.54)	-444.24%
OTHER NON-REVENUE RECEIPTS					
Fund 01 Total:	\$51,520,986.00	\$756,152.23	\$47,003,481.36	\$4,517,504.64	8.77%
Grand Total:	\$51,520,986.00	\$756,152.23	\$47,003,481.36	\$4,517,504.64	8.77%

End of Report

FOR BOARD REPORT : July 2024

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FUND	PAYROLL	AP DISBURSEMENTS	OTHER EXPENSES*	TOTAL
General	\$ 2,992,490.30	\$ 1,015,737.08	\$ (3,910.17)	\$ 4,004,317.21
Special Building		\$ 63,141.00	\$ -	\$ 63,141.00
Cafeteria		\$ 27,470.52	\$ (15.10)	\$ 27,455.42
Hazardous Materials		\$ -	\$ -	\$ -
Activities		\$ 46,507.00	\$ (13,308.59)	\$ 33,198.41
Capital Replacement Fund		\$ 138,802.89	\$ 26.00	\$ 138,828.89
Student Fee Fund		\$ 7,998.57	\$ -	\$ 7,998.57
Employee Benefit Fund		\$ 18,989.69	\$ 18,585.07	\$ 37,574.76
Cooperative		\$ 3,281.69	\$ (753.90)	\$ 2,527.79
Bond Fund		\$ 1,993,446.46	\$ -	\$ 1,993,446.46
TOTALS				
GRAND TOTALS FOR July 2024	\$ 2,992,490.30	\$ 3,315,374.90	\$ 623.31	\$ 6,308,488.51

*Includes Transfers

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Community RelationsTitle IX - Discrimination

[Name] Public Schools, in response to federal and state regulations for Title IX of the Education Amendments of 1972 - Prohibiting Sex Discrimination in Education, hereby adopts and re-affirms the following policy:

- 1) The Board of Education affirms its intent to comply with provisions of Title IX - Prohibiting Sex Discrimination in Education.
- 2) The publication of this statement re-affirms the District's efforts to comply with Title IX to inform citizens of non-discriminatory practices in the dissemination process.
- 3) The Board of Education hereby authorizes and directs the Superintendent of Schools, in conjunction with relevant personnel as determined by the Superintendent, to adopt and publish grievance procedures providing for prompt and equitable resolution of complaints of sex discrimination in the District. Such grievance procedures shall be developed and be made publicly available, and such forms as needed shall be developed and made available to the public.
- 4) The grievance procedures adopted and implemented by the Superintendent shall be followed by all individuals with concerns about discriminatory practices in the District, including suspected sex discrimination.

Legal Reference: Title IX

Date of Adoption: [Insert Date]

Community RelationsTitle IX - Discrimination

[Name] Public Schools, in response to federal and state regulations for Title IX of the Education Amendments of 1972 - Prohibiting Sex Discrimination in Education, hereby adopts and re-affirms the following policy:

- 1) The Board of Education affirms its intent to comply with provisions of Title IX ~~regulation implementing the Education Amendments of 1972~~ - Prohibiting Sex Discrimination in Education.
- 2) The publication of this statement re-affirms the District's efforts to comply with ~~the~~ Title IX ~~regulations~~ to inform citizens of non-discriminatory practices in the dissemination process.
- 3) The Board of Education hereby authorizes and directs the Superintendent of Schools, in conjunction with relevant personnel as determined by the Superintendent, to ~~affirms its intent to~~ adopt and publish grievance procedures providing for prompt and equitable resolution of ~~written~~ complaints of sex discrimination in the District. Such ~~guidelines~~ grievance procedures shall be developed ~~as part of the administrative procedures~~ and be made publicly available, and such forms as needed shall be developed and made available to the public.
- 4) The grievance procedures adopted and implemented by the Superintendent shall be followed by all individuals with concerns about discriminatory practices in the District, including suspected sex discrimination.
- 4) ~~The Board of Education will implement specific and continuing steps to notify the public of its intent for compliance with nondiscriminatory practices. Self-evaluation and a continual assessment of the educational program will be implemented through regular administrative procedures.~~
- 5) ~~Pursuant to this intent the Board of Education, as of this date, appoints the Board policy committee to address these issues, as needed.~~

Legal Reference: Title IX

Date of Adoption: [Insert Date]

Community RelationsTitle IX—Procedure for Complaints of Sexual HarassmentComplaint Procedure—Generally1.—Reporting Procedures

All employees are responsible for helping to prevent sexual harassment. Employees or students who believe they have been subjected to, or believe they have witnessed sexual harassment should follow these procedures:

- a.—Directly inform the person engaging in the discrimination or harassment that such conduct is offensive and must stop.
- b.—For employee reporters, contact your principal or supervisor, the principal or supervisor of the offending person, or the Title IX Coordinator if you do not wish to communicate directly with the person whose conduct is offensive or if direct communication with the offending person has been ineffective.
- c.—Report the matter to the Title IX Coordinator if the offending conduct continues or has not been resolved to your satisfaction after you have reported the matter to a principal or supervisor.
- d.—For student reporters, contact any teacher, counselor, or administrator, or the Title IX Coordinator.
- e.—Report to the Title IX Coordinator if you are the adult to whom the student has made a report so that the matter can be properly resolved. The Title IX Coordinator is:

TITLE IX COORDINATOR CONTACT INFORMATION

Dr. Wendy Kemling
1722 1st Ave
Scottsbluff, NE, 69361
308-635-6200
wkemling@sbps.net

2.—District Actions Upon Report of Sexual Harassment or Sexual Misconduct

Upon receipt of a report of sexual harassment, the Title IX Coordinator, or designee, including but not limited to a building principal or assistant principal, will conduct an initial inquiry. The first step of the inquiry will typically include a preliminary meeting between the individual whom the reporting party alleges has been subjected to sexual harassment or sexual misconduct and the Title IX Coordinator, or designee. The initial inquiry may also include a meeting between the Title IX Coordinator, or designee, and the individual whom the reporting party alleges has committed sexual harassment or sexual misconduct. The purpose of these meetings is to gain a basic understanding of the nature and circumstances of the report, it is not intended to be a full investigative interview. During the initial assessment, the reporting party may also receive information about resources, rights, procedural options, and supportive measures. The Title IX Coordinator, or designee, may inquire into whether the person who has is alleged to have been subject to sexual harassment or misconduct requests resources, no further action, supportive measures, and/or initiation of the “Formal Complaint” process.

~~The Title IX Coordinator will make a reasonable effort to respect the wishes of the person who experienced sexual harassment or sexual misconduct; however, if the reported incident constitutes an imminent or ongoing threat to school safety, based on the assessment of the Title IX Coordinator, then the Title IX Coordinator may file a Formal Complaint, on behalf of the District, with or without the consent or permission of the person who has experienced sexual harassment or sexual misconduct.~~

~~With or without a Formal Complaint, allegations of sexual harassment or discrimination shall be investigated and if substantiated, corrective or disciplinary action will be taken, up to and including dismissal from employment, if the offender is an employee, or suspension and/or expulsion, if the offender is a student. Retaliatory action will not be taken against any person for reporting discrimination or harassment. This policy does not limit or prohibit the District from instituting disciplinary measures pursuant to other Board Policy, rules, or other expectations if the District determines that a person violated district rules or expectations.~~

Formal Complaint Process

~~The following procedures apply only in the event that a Formal Complaint is filed. All other reports of sexual harassment shall be resolved using the general complaint procedure. Any timelines set forth in the following procedures may be extended by the Title IX Coordinator with notice to the parties.~~

- ~~1. Misconduct Which May Be Investigated Under a Formal Complaint. The Formal Complaint process is only available if the Formal Complaint alleges:
 - a. ~~Conduct which occurs on district grounds or property owned or controlled by the District;~~
 - b. ~~Conduct which occurs in the context of district employment or an education program or district-sponsored activity within the United States; and,~~
 - c. ~~Conduct which occurs when the District has substantial control over both the Respondent and the context in which the sexual harassment or sexual misconduct occurs. The conduct must also fall within one of the following categories:
 - i. ~~An employee of the District conditioning an aid, service, or benefit of the District on an individual's participation in unwelcome sexual contact;~~
 - ii. ~~Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a student equal access to the District's education program or activity;~~
 - iii. ~~Sexual assault;~~
 - iv. ~~Domestic violence;~~
 - v. ~~Dating violence; or,~~
 - vi. ~~Stalking.~~~~~~
- ~~2. Parties to a Formal Complaint. The only parties to a Formal Complaint are the Complainant, who is the person alleged to have been subject to misconduct, and the Respondent, the person who is alleged to have committed the misconduct.~~

- ~~3. Filing a Formal Complaint. A Formal Complaint may only be filed by a Complainant or the Title IX Coordinator. An employee or student Complainant may file a Formal Complaint in writing with the Title IX Coordinator in person or by mail, or by electronic mail. The Formal Complaint must be signed by the Complainant or by the Title IX Coordinator.~~
- ~~4. Immediate Actions Upon Receipt of Formal Complaint. Upon receipt of a Formal Complaint, the Title IX Coordinator will conduct an initial assessment of the allegations contained within the Formal Complaint to determine if the allegations in the Formal Complaint, if true, allege misconduct which may be investigated under the Formal Complaint process. If the allegations in the Formal Complaint do not allege misconduct which may be investigated under the Formal Complaint process, the Title IX Coordinator must dismiss the Formal Complaint and may proceed under other district policies or procedures. The Complainant will be provided notice in writing if the Formal Complaint is dismissed.~~

~~If the allegations in the Formal Complaint allege misconduct which may be investigated under the Formal Complaint process, the Title IX Coordinator shall provide the following to all known parties:~~

- ~~a. The complaint procedure as outlined in this policy; and,~~
- ~~b. Notice of the allegations of sexual harassment, known by the District at the time of filing the Notice, including:
 - ~~i. The identities of the parties involved, if known;~~
 - ~~ii. The conduct allegedly constituting sexual harassment; and,~~
 - ~~iii. The date and location of the alleged incident.~~~~

~~The Title IX Coordinator shall then provide the Formal Complaint and the Notice of the Formal Complaint to the District's Title IX Investigator.~~

-
- ~~5. Investigation of Formal Complaint. Upon receipt of a Formal Complaint, the Investigator will promptly investigate the allegations contained within, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The Investigator will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this complaint procedure. If the allegation(s) involve possible criminal conduct, the District will notify the Complainant of his or her right to file a criminal complaint, and district employees will not dissuade the Complainant from filing a criminal complaint either during or after the District's investigation.~~

~~The Investigator will contact the Complainant, Respondent, and relevant witnesses to schedule interviews. All parties may bring up to two people to this meeting, the Support Person and/or the Advisor of Choice. The Advisor of Choice may or may not be an attorney. Neither the Support Person nor the Advisor of Choice can direct questions or comments to the Investigator, nor may the Support Person or Advisor of Choice advise a student or employee how to answer the Investigator's questions.~~

~~The Investigator will also aim to collect all tangible evidence relevant to the investigation.~~

~~The Investigator will complete the investigation within a reasonable time frame, as determined by the Title IX Coordinator. The factors to determine a reasonable time frame include, but are not limited to, the allegations of the Formal Complaint and the number of witnesses that may need to be interviewed. The time frame originally set by the Title IX Coordinator may be extended by the Title IX Coordinator, upon notice to the parties, as deemed necessary to complete the investigation. Periodic status updates will be given to the parties, when appropriate.~~

~~Neutrality. The Title IX Coordinator, Investigator, Decision Maker, or any person designated by the District to facilitate this Formal Complaint process, shall not have any conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent. The District shall ensure that Title IX Coordinator, Investigator, Decision Maker, and any person who facilitates this Formal Complaint process shall receive training on the definition of sexual harassment, the scope of the District's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the fact at issue, conflicts of interest, and bias.~~

~~Burden of Production. It shall be the Investigator's burden to gather evidence sufficient to reach a determination regarding the outcome of the Formal Complaint. To reach a determination, the investigation will include, but is not limited to:~~

- ~~a. Providing the parties with the opportunity to present witnesses and provide evidence.~~
- ~~b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.~~
- ~~c. A consideration of various factors, including:
 - ~~i. The nature of the conduct and whether the conduct was unwelcome;~~
 - ~~ii. The surrounding circumstances, expectations, and relationships;~~
 - ~~iii. The degree to which the conduct affected one or more students' education;~~
 - ~~iv. The type, frequency, and duration of the conduct;~~
 - ~~v. The identity of and relationship between the alleged harasser and the suspect or suspects of the harassment;~~
 - ~~vi. The number of individuals involved;~~
 - ~~vii. The age and sex, if applicable, of the alleged harasser and the alleged victim(s) of the harassment;~~
 - ~~viii. The location of the incidents and the context in which they occurred;~~
 - ~~ix. The totality of the circumstances; and,~~
 - ~~x. Other relevant evidence.~~~~
- ~~d. A review of the evidence using a "preponderance of the evidence" standard. To meet the "preponderance of the evidence" standard, the evidence must~~

show that the discrimination, harassment, or retaliation more likely occurred than did not occur.

~~Rights of the Parties. The Respondent is entitled to a presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process. The Investigator must provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence. The Investigator shall not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.~~

~~The District retains the right to place any person on administrative leave during the pendency of the investigation. The District also retains the right to remove a Respondent from the District's educational program prior to the conclusion of the investigation. In the event of a removal, the Respondent shall have the opportunity to challenge the decision for removal by meeting with the Title IX Coordinator to discuss the removal.~~

~~Conclusion of Investigation. Prior to the conclusion of the investigation, the Investigator shall send each party the evidence that is subject to inspection and review in an electronic format or a hard copy. This information shall be known as the "Draft Investigative Report." The Draft Investigative Report shall include all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which the Investigator does not intend to relay to the Decision-Maker. The parties shall then have 10 calendar days to submit a written response, which the Investigator will consider. Responses may not be submitted by the parties' Advisor of Choice or Support Person, unless such person is the parent or guardian of the Complainant or Respondent. Responses may include corrections to the Investigator's summary of the parties' interviews, suggestions for additional investigation, or additional information not known at the time of the interviews. Any new information provided by the parties during the response period will not result in an additional time period for response by the other party unless determined necessary by the Title IX Coordinator. The Investigator is not obliged to respond to any question or requests for information in the parties' responses. The Investigator will consider the information provided by the parties and will incorporate relevant information into the Final Investigative Report. The Final Investigative Report will fairly summarize the relevant evidence. The Investigator shall then submit the Final Investigation Report to the Decision-Maker. The parties shall each receive a copy of the Final Investigative Report at the same time as the Decision-Maker.~~

- ~~6. Actions Taken by Decision-Maker Upon Receipt of Final Investigative Report. Upon receipt of the Final Investigative Report, the Decision-Maker shall provide 10 days for each party to submit written, relevant questions that a party wants asked of any party or witness. Questions shall be submitted to the Title IX Coordinator who shall determine whether questions are relevant. The Title IX Coordinator shall contact parties or witnesses to request answers to the parties' relevant questions. The Title IX Coordinator will provide each party, and the Decision-Maker with the answers provided by the~~

~~opposing party or witness and allow for additional, limited follow-up questions from each party.~~

- ~~7. Notice of Determination. Once the Decision-Maker has received the answers to relevant questions submitted by the parties, the Decision-Maker shall consider the answers and the Decision-Maker shall issue a written determination regarding responsibility by a preponderance of the evidence within a reasonable time frame, as determined by the Title IX Coordinator. The Decision-Maker shall consider all relevant evidence, including inculpatory and exculpatory evidence, and will not consider the credibility of the evidence to be based on a person's status, such as the Complainant, Respondent, or witness. The Decision-Maker shall provide the written determination to both parties simultaneously. The written determination shall include:~~
- ~~a. Identification of the allegations potentially constituting sexual harassment;~~
 - ~~b. A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather evidence;~~
 - ~~c. Findings of fact supporting the determination;~~
 - ~~d. Conclusions regarding the application of each recipient's code of conduct to the facts;~~
 - ~~e. A statement of, and rationale for, the results as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the recipient imposes on the Respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the recipient to the Complainant; and,~~
 - ~~f. The recipient's procedures and permissible bases for the Complainant and Respondent to appeal.~~

~~The Family Educational Rights and Privacy Act (FERPA) permits the District to disclose relevant information to a student who was discriminated against or harassed.~~

- ~~8. Sanctions. At the conclusion of the investigation, the Decision-Maker may institute disciplinary measures against the Respondent if the Decision-Maker determines that the Respondent engaged in sexual abuse or harassment. Disciplinary measures may include, but are not limited to, in-school suspension, out-of-school suspension, expulsion, and, in the case of an employee disciplinary action, up to and including immediate termination from employment.~~

~~The Title IX Coordinator is responsible for coordinating the implementation of supportive measures for the victim(s).~~

Appeals

~~If either party is not satisfied with the outcome of the investigation and the decision of the Decision-Maker, they may appeal on the following bases:~~

- ~~1. Procedural irregularity that affected the outcome of the matter;~~
- ~~2. New evidence that was not reasonably available at the time the determination regarding~~

- responsibility or dismissal was made, that could affect the outcome of the matter; and,
- ~~3. The Title IX Coordinator, Investigator, or Decision-Maker had a conflict of interest or bias for or against the Complainant or Respondent generally or the individual Complainant or Respondent that affected the outcome of the matter.~~

~~The request for an appeal shall be in writing and submitted on the appropriate document. The appeal document shall be submitted to the Superintendent. Upon notice of an appeal by either party, the Superintendent of Schools shall notify the other party in writing when the appeal is filed and of the appeal procedures, which apply equally to both parties. The Superintendent shall give both parties a reasonable and equal opportunity to submit a written statement in support of, or challenging the outcome.~~

~~The Superintendent shall review the investigative report, Decision-Maker's determination, and written statements of the parties and then issue a written decision describing the result of the appeal and the rationale for the result. The Superintendent shall provide the written decision simultaneously to both parties.~~

Informal Resolution

~~If a Formal Complaint is filed, the District may offer the Complainant and Respondent the opportunity to participate in an informal resolution process. The informal resolution process may take place at any time prior to reaching a determination regarding responsibility. The informal resolution process shall only take place upon:~~

- ~~1. Written notice to both parties disclosing the allegations, the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a Formal Complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the resolution process and resume the complaint process with respect to the Formal Complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared;~~
- ~~2. The parties' voluntary, written consent to the informal resolution process; and,~~
- ~~3. That the allegations of the Formal Complaint do not involve any allegations that an employee sexually harassed a student.~~

Record Keeping

~~The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings for a period of seven years.~~

~~Legal Reference: 20 U.S.C. §§ 1681-1688~~

~~Date of Adoption: August 9, 2021~~

~~Date of Revision: June 13, 2022~~

~~Date of Review: December 11, 2023~~

**Dr. Wendy
Kemling-Horner
Executive Director of
Student Services**

Memo

To: Dr. Andrew Dick & Board of Education
CC: Marianne Carlson
From: Dr. Wendy Kemling-Horner
Date: August 12, 2024
Re: Contract with Axtell Community Schools

We have a student residing at Mosaic and attending Axtell Community Schools. As per Neb. Rev. Stat. 79-215, when a residential setting does not maintain an interim program school or an approved or accredited school, the school district in which the residential setting is located and the school district in which a student resided prior to being placed in such residential setting are both required to enter into a contract for the education of such student. Upon entering into the contract, all legal responsibility for the education of the student is transferred to the school district in which the residential setting is located and the school district in which the student resided prior to the placement is responsible for paying for the educational component. Therefore, Axtell is required to contract with Scottsbluff Public Schools for the education of our student who is residing at Mosaic.

Recommendation: Motion to authorize the district to sign an agreement with Axtell Community Schools for the educational programming for the student residing at Mosaic for the 2024-2025 school year. The amount of the contract for this school year is \$9,000 per month for a total of \$108,000.

The services will be paid with special education funds which are reimbursed by the state at 80%.

Memo

To: Dr. Andrew Dick and Scottsbluff Board of Education
From: Marianne Carlson, Executive Director of Finance
Date: August 12, 2024
Re: Extended Care Services

We recently released a Request for Proposals (RFP) for Extended Care Services for preschool age children beginning with the 2025-2026 school year. This is the year that the preschool program will be at the newly acquired building at 2617 College Park and we will have space within the facility for an Extended Care Service. The RFP included the estimated number of children, the projected hours/days of operation, background checks required of employees, etc.

Proposals were received from the Scottsbluff Public Schools Foundation and the YMCA. The Scottsbluff Public Schools Foundation proposal included a monthly rate and the YMCA proposal included a weekly rate. When we projected the anticipated cost for our families, the YMCA overall was lower when you took into consideration the discounted rate for families that qualify for free/reduced status. Scottsbluff Public Schools is currently at approximately 68% free/reduced status.

We are recommending that we issue the bid to the YMCA with the option to extend for an additional one (1) to four (4) years as per the RFP. We will work with our attorney to finalize the Memorandum of Understanding with the YMCA per the requirements within the bid document.

Motion: Approve awarding the Extended Care Services RFP to the YMCA for the 2025-2026 school year with the option to extend an additional one (1) to four (4) years.

Scottsbluff Public Schools – Salaried Compensation Procedures

At-Will Employment, Assignment and Work Days: Salaried employees are employed on an “at-will” basis and compensated on a salary per FLSA regulations. All salaried employees are employed on a 12 month basis with the exception of home visitors, who are not required to work during Winter Break, and those positions otherwise noted in Item #7 on Page 3.

Control Standards for Compensation

Steps for the process:

1. Probation periods will be three months and can be renewed if needed.
2. Salaried placement criteria for moves, promotions or new hires:
 - a. After probation, salary increase may occur with no more than 10% of the initial placement.
 - b. No employee may be compensated outside this range.
 - c. Ranges will be evaluated by the Executive Director of Finance (EDOF) every 2 years. The EDOF will perform a community, external and internal District comparability study and recommend changes to the Superintendent. Superintendent will have final determination on pay ranges.
3. Negotiations with certified staff will determine the annual salary increase for classified salaried staff. In the event an employee is outside their range, the employee will receive the lower of the certified negotiated increase or the cost-of-living adjustment (COLA).
4. Employees requesting movement to a lower salaried position, when approved, will be moved to the midpoint of lower salary pay grade.
5. Employees moved by the District to a lower salaried position will remain at their current pay for a period no more than 180 days and then placed at the midpoint of the new position.
6. A position/compensation review may be required when there is a substantive change in the duties and responsibilities of a job that may occur due to changes in the organization, type of work, staffing requirements or when the assigned job responsibilities have changed necessitating significant revision to the job description, itself.
 - Positions eligible for review cannot be included in any negotiated agreement, salary schedule or established employee group e.g., SSCA, SEA or Administrator.
 - The primary goal of a review is to ensure that the job description accurately reflects significant increases in the scope and significance of the actual expectations of the assigned work being performed and its relative compensation.

- This process is not intended to be primarily “merit” driven. While individual employee initiative may be a relevant component of such a change, in and of itself, “doing a great job” is not a criterion for a change in compensation. The work of the position must have been changed due to its relative significance to the effectiveness of Scottsbluff Public Schools.
- This process only applies to recommendations for increase in compensation. Changes in job description not justifying an increase or those resulting in a downgrade or reduction in compensation cannot be included in this process.

In and of itself, a revision in job description and responsibilities may or may not result in an increase in compensation. An employee’s pay after a review process will be considered in relation to internal equity and external market equity; the complexity and/or scope of duties and responsibility; and the relative significance the completion of the position’s responsibilities contributes to the overall well-being of District goals.

Position and compensation reviews will occur (as needed) twice per year: July and January (with submission deadlines of July 15 and January 15). Any July adjustments will become effective in September and January adjustments will begin in March. No adjustments will be retroactive. An individual employee or position will be reviewed - at most - once in any two-year period.

The request for review must be made by the supervisor/manager responsible for the position. To initiate a request for such a review, the supervisor/manager should complete the Position Review and Request Form, Appendix A, with approval signatures. This form may be initiated by the staff member him or herself or by the supervisor and should be submitted to the Executive Director of Finance and the Superintendent (with the understanding that these two individuals may initiate a review of their direct reports, as well). This request form must be submitted by June 15 and December 15 to be eligible for each of the designated review periods.

Upon submission all requests will be reviewed and decided by a committee made up of the Superintendent, the Executive Directors and one Board member (or a group of similar composition – always to include Board representation - to be determined by the Superintendent). The employee’s direct supervisor will also be included in the review process.

7.

<p>Group I</p>	<p>After School Programming Supervisor (209 days) Community Outreach & Homeless Liaison (209 days) Foundation Director (.75 FTE) School Outreach Liaison (209 days) Sixpence Coordinator Sixpence Home Visitor</p>
<p>Group II</p>	<p>Accounts Payable/Analyst Campus Supervisor Lead Database Analyst Family Community Navigator (219 days) Financial Analyst/Payroll Human Resources Benefit Coordinator Integrated Systems Technician School Social Worker (189 days) Student Success Facilitator (219 days) Student Services Administrative Assistant Systems Administrator</p>
<p>Group III</p>	<p>Executive Assistant to the Superintendent & BOE Head Custodian Maintenance Supervisor Network Engineer Senior Database Analyst Senior Financial Analyst/Payroll</p>
<p>Group IV</p>	<p>Director of Communications Director of Facilities Director of Information Technology Director of Safety & Security</p>

Payment of Compensation: Each Salaried employee shall not be compensated for days when the employee is not required to report for duty (for example a “snow day”).

Overtime Pay: Most of the above positions are exempt from overtime. In times when FLSA (Fair Labor Standards Act) mandates overtime, the overtime pay must be paid at the rate of not less than 1.5 times the employee’s regular rate of pay for all hours

worked in excess of the maximum workweek. All hours paid but not worked do not count toward the forty-hour threshold for payment of overtime.

Education/Professional Development: Salary schedules have been developed taking into consideration education and/or work experience. Continued education and professional development is strongly encouraged.

Bilingual Stipend: A \$1,000/year stipend shall be paid to a maximum of five (5) individuals among the four groups within this document as determined by district administration. This stipend is a year-to-year determination and shall require the individual to interpret as called upon.

Benefits: Salaried staff shall be provided the following benefits or benefit opportunities:

Health and Dental Insurance: The School District has contracted with the Nebraska Educator's Health Alliance (EHA) to provide group health and dental insurance coverage (EHA Group Health & Dental Insurance Plan). The coverage provider and level of coverage shall be Blue Cross-Blue Shield of Nebraska, or another provider determined by the School District, \$1,050 deductible or \$2,500 deductible "Dual Choice" health insurance coverage with 100% A, 75% B, and 50% C dental insurance coverage, or the corresponding successor deductible established by EHA for the plan year in effect. The School District in its discretion may unilaterally elect to contract with a different group health and dental insurance carrier during the term of this contract or for subsequent contract years with the same or similar levels of coverage.

District Contribution: For all full-time (six (6) hours per day or more) Salaried personnel the School District shall contribute an amount equal to Sixty Percent (60%) of the cost of the monthly premium for the \$1,050 deductible "Employee" level plan for each month the Employee is employed by the School District and continues to be enrolled in the EHA Group Health & Dental Insurance Plan. This amount may be modified should the District choose for the purpose of adjusting the provisions to avoid the Employer Mandate penalties of the "Patient Protection and Affordable Care Act" (PPACA). Eligible salaried personnel electing to participate in the EHA Group Health & Dental Insurance Plan may elect either the \$1,050 deductible or \$2,500 deductible coverage and pay the balance of the cost of the monthly premium for an "Employee" level plan not paid by the School District's contribution through the School District's Section 125 plan by signing of a wage reduction agreement to be executed prior to the beginning of any available enrollment period.

Long Term Disability Insurance: The Scottsbluff Public Schools will provide disability insurance to employees who are working at least .5 F.T.E (half-time), that will commence upon exhaustion of sick leave days, regardless of how many or how few days were available to the employee. Long-term disability monthly payments are 66 2/3% of basic monthly earnings. The insurance is effective the first of the month following the hire date.

Life Insurance: The School District has contracted with an insurance company to provide and the School District shall pay the cost of term life insurance coverage in the amount of \$15,000 on the life of the Salaried employee if under age 70 and in the amount of \$7,500 on the life of the Salaried employee if age 70 or older, \$3,000 for spouse, and \$2,000 on the life of any dependents designated by the Salaried employee.

Leaves:

Group I, II, III, & IV Sick Leave: Salaried Staff will accrue annual sick leave at the beginning of each year at a rate of one (1) “work day” per each calendar month of service; a “work day” shall be defined as the budgeted number of hours per day the salaried employee is scheduled to work, and “sick leave time” shall be equivalent to the budgeted number of hours per day the salaried employee is scheduled to work. Sick leave shall be accumulated to a maximum of SEVENTY-FIVE (75) days. For example: if a salaried staff employee is employed three (3) hours per day, they would receive a sick day worth 3 hours per day. If a salaried staff employee is employed (6) hours per day that employee would receive a six (6) hour sick day. Sick leave may be used for parental leave, illness, accident, injury or death of the employee’s spouse, children and their spouses, parent, step-parent, parent-in-law, grandparents, siblings, grandchildren, and individuals living in the same household as the Salaried Staff; provided, that such paid leave shall not exceed five (5) days per occurrence as defined below. In the case of the death of a child/step-child or spouse, not more than fifteen (15) days per occurrence are allowed. For purposes of this paragraph, “occurrence” means an identified event (illness, injury or death) reported by the Salaried Staff to an immediate supervisor.

All sick leave benefits cease upon termination of employment with Scottsbluff Public Schools.

Sick Leave Compensation at Resignation or by Qualified Permanent Disability: Qualified employees will be compensated for accumulated sick leave at retirement or by qualified permanent disability as follows:

a. Resignation: Upon Resignation (age 55 minimum) with the School District, a Salaried Staff member having ten (10) years or more of continuous service to the School District in any capacity shall be paid for all accumulated sick leave days at a rate of \$40 per sick day.

b. Disability: An employee who becomes permanently disabled, as qualified by a physician, without possibility of return of employment in this School District will be compensated for unused sick leave based on the following formula: Number of days accumulated X hours per day worked x hourly rate x 100%.

Personal Leave: All Salaried staff budgeted to be on duty thirty (30) or more hours per week will be allowed two (2) personal days per contract year. Notification to the Salaried Staff’s immediate supervisor shall be made as far in advance as possible,

but at least a twenty-four (24) hour notification to the supervisor is necessary to utilize this day. Leave must be entered into Employee Access and be approved by the supervisor. It is not required that the purpose of the personal leave be included in the request. Leave may be used for a snow day, if available. Salaried Staff will be allowed to carry one (1) unused personal day to the next contract year with a maximum balance of three (3) personal days.

Holidays: Salaried Staff employed full-time (six (6) hours per day or more) for 12 months will receive eleven (11) paid holidays per year, and if employed 10 months per year they will receive nine (9) paid holidays per year.

Holiday	10 month	12 month
July 4		X
Labor Day	X	X
Thanksgiving (2 days)	X	X
Christmas (2 days)	X	X
New Years (2 days)	X	X
Easter/Spring Break	X (one day)	X (two days)
Memorial Day	X	X

Group I Vacation Leave: All Salaried Staff employed full-time (six (6) hours per day or more) for a period of 12 months per contract year shall accrue vacation leave at the rate of 15 days per year of continuous employment with a maximum carryover of 10 days.

Group II Vacation Leave: All Salaried Staff employed full-time (six (6) hours per day or more) for a period of 12 months per contract year shall accrue vacation leave at the rate of 15 days per year of continuous employment. Beginning with the 16th year of employment, vacation shall accrue at 20 days per year. Staff may elect to carry over up to 10 days of their annual vacation leave each year. Once an employee has reached 5 years of service as an employee of SBPS they may elect to receive salary compensation for 5 days and carry over 5 unused days, subject to approval by the Superintendent.

Group III Vacation Leave: All Salaried Staff employed full-time (six (6) hours per day or more) for a period of 12 months per contract year shall accrue vacation leave at the rate of 18 days per year of continuous employment. Beginning with the 16th year of employment, vacation shall accrue at 23 days per year. Staff may elect to carry over up to 10 days of their annual vacation leave each year. Once an employee has reached 5 years of service as an employee of SBPS, they may elect to receive salary compensation for 5 days and carry over 5 unused days, subject to approval by the Superintendent.

Group IV Vacation Leave: All Salaried Staff employed full-time (six (6) hours per day or more) for a period of 12 months per contract year shall accrue vacation leave at the rate of 20 days per year of continuous employment. Beginning with the 16th year of employment, vacation shall accrue at 25 days per year. Staff may elect to carry over up

to 10 days of their annual vacation leave each year. Once an employee has reached 3 years of service in current role or 5 years of service as an employee of SBPS they may elect to receive salary compensation for 5 days and carry over 5 unused days, subject to approval by the Superintendent.

Appendix A

Scottsbluff Public Schools POSITION/COMPENSATION REVIEW REQUEST FORM

This request for review must be made by the supervisor/manager responsible for the position. Please complete this form in its entirety.	
Position Title:	Department/Area:
Person(s) currently holding this position (if any):	
Name and Title of Supervisor/Manager (Person completing this form):	
Replacement Position <input type="checkbox"/> Yes or <input type="checkbox"/> No New Position <input type="checkbox"/> Yes or <input type="checkbox"/> No	(If yes) Anticipated start date:
Length of yearly assignment: <input type="checkbox"/> 12-month <input type="checkbox"/> 11-month <input type="checkbox"/> 10-month <input type="checkbox"/> 9-month position <input type="checkbox"/> Other (please indicate):	
Current wages of individual(s) filling this position (indicate all if more than one):	
Amount of recommended change:	
How many staff members would be subject to this proposed change?	
Current benefits associated with this position (#vacation/leave days, PD opportunities, phone, personal technology, insurance etc.)	
<input type="checkbox"/> 12-month position <input type="checkbox"/> 11-month position <input type="checkbox"/> 10-month position <input type="checkbox"/> 9-month position <input type="checkbox"/> Other:	
If a recommendation is being made to increase work year, please provide rationale:	
Summarize recommended adjustment to current wages, work year and/or benefits:	
How has or will the expectations of this position change(d)?	

Job Description: Indicate all factors that have driven this recommendation.

- Changing organizational needs**
- Personal employee initiative/skills/knowledge**
- Organizational restructuring**
- Creation of new position**
- Staff member request**
- Other** (please indicate):

Attach current version of job description and, if applicable, recommended changes.

Special Notes (if needed): While the available budget is typically the limit for setting the salary, what internal or external comparison data should be considered that help justify the compensation adjustment(s) you are recommending. Also, include any other factors that should be considered and were not addressed in other areas of this document.

For HR Use Only

Current compensation:

New compensation:

Special Notes (if needed):

RESOLUTION

BE IT RESOLVED by the Board of Education of Scotts Bluff County School District Number 79-0032, a/k/a Scottsbluff Public Schools, that any existing early retirement incentive program or policy for this School District should be, and is hereby, repealed, effective immediately, upon the passage of this Resolution, and that the following terms and conditions will be implemented for the 2024-2025 school year:

1. Any certified employee who submits a letter of retirement, effective at the end of the 2024-2025 school year, to the Superintendent by December 5, 2024, contingent on Board approval at or before the December Board Meeting, shall receive both (1) their payout of sick days during the regular June payroll and (2) a \$1,000.00 stipend in recognition for their contributions and service to the District.
2. Any certified employee who submits a letter of retirement, effective at the end of the 2024-2025 school year, to the Superintendent by January 6, 2025, contingent on Board approval at the January Board Meeting, shall receive both (1) their payout of sick days during the regular June payroll and (2) a \$750.00 stipend in recognition for their contributions and service to the District.
3. Any certified employee who submits a letter of retirement, effective at the end of the 2024-2025 school year, to the Superintendent by February 5, 2025, contingent on Board approval at the February Board Meeting, shall receive both (1) their payout of sick days during the regular June payroll and (2) a \$500.00 stipend in recognition for their contributions and service to the District.
4. Any certified employee who submits a letter of retirement, effective at the end of the 2024-2025 school year, to the Superintendent after February 5, 2025, shall only receive their payout of sick days during the regular August payroll.

The Executive Director of Finance shall track and administer the implementation of this program, and no employee shall be entitled to any benefits or claims under such program or policy unless the Executive Director of Finance determines that the certified employee qualifies for such benefits. No employee is entitled to more than a \$1,000.00 stipend and any employee who has been notified of possible nonrenewal, cancellation or termination shall not be eligible for any benefits. This program, including all of its benefits and claims, shall expire and be, and hereby are, repealed without further action of this Board of Education as of and effective on August 31, 2025.

The foregoing Resolution having been read in its entirety, Member _____ moved for its passage and adoption. Member _____ seconded same. After discussion and on roll call vote the following members voted in favor of passage and adoption of the above Resolution:

The following members voted against the same: _____
_____.

The following members were absent or not voting:

_____.

The above Resolution having been consented to and approved by a majority of the quorum of the Board of Education of this School District was declared as duly passed and adopted, with all provisions thereof being effective immediately, at a duly called and lawfully held meeting of this School District in full compliance with the Nebraska Open Meetings Law.

DATED this ___ day of _____, 2024.

SCOTTSBLUFF PUBLIC SCHOOLS

BY: _____
President

ATTEST:

Secretary

Memo

To: Dr. Andrew Dick and Scottsbluff Board of Education
From: Marianne Carlson, Executive Director of Finance
Justin Shaddick, Scottsbluff High School Principal
David Hoxworth, Activities Director
Date: August 12, 2024
Re: Extra Standard Services & Special Assignment Positions

The negotiated agreement requires the evaluation and placement of any new or additional assignments to coaching or sponsorship duties to be evaluated and placed accordingly on the schedule by the Board of Education. We are recommending the addition of a Streaming Coordinator and a Wellness Coordinator.

Extra Standard Services

Streaming Coordinator

Beginning with the 2024-25 school year, the SHS Administration is requesting the creation of a position to create, administer, and operate the streaming of athletics and activities through the HUDL platform. This position would have responsibilities in each season (fall, winter, and spring).

Roles & Responsibilities

- Set up streaming schedules on HUDL for all sports
- Ensure that streaming is available and the product is of high quality
- Middle school and lower-level events would strictly be on the HUDL Focus Cameras
- Varsity events would be coordinated with KNEB to include the stream and audio
- As needed at the middle school or high school level, streaming could be utilized for some requested activities

In addition to these responsibilities, the Streaming Coordinator will collaborate with the Graphic Arts teacher to identify students within the school to help facilitate camera operations and streaming of larger varsity events. The goal for the varsity events is to have a quality stream that will allow us to recoup some of the cost in order to offset the HUDL subscription. These time commitments are consistent throughout the school year.

Proposed

Streaming Coordinator	\$4,680	\$4,680	12%	12%
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Special Assignment Positions

Wellness Coordinator

Previously, SBPS employed an individual to administer the wellness program in conjunction with the EHA (Educators Health Alliance) and to facilitate the wellness meetings throughout the year. At the end of the 2023-2024 school year, that individual retired. We are recommending those duties and responsibilities be shifted between the creation of a Wellness Coordinator role and the Business Department. The Wellness Coordinator will be responsible for the setup and running of the quarterly wellness meetings, communication to staff of the EHA program, setting up the annual staff flu shot clinic, and other related responsibilities. The Business Department will assist on the administrative side of the program by ensuring all staff are accurately reported for the EHA program. There will be no increased cost to the District in comparison to prior years.

Proposed

Wellness Coordinator	2,340	6%
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Recommendation: Motion to approve the Extra Standard Service and Special Assignment Position as presented.

Memo

To: Dr. Andrew Dick and Scottsbluff Board of Education
From: Marianne Carlson, Executive Director of Finance
Date: August 12, 2024
Re: Auditorium Improvement Project

We have been working with JEO Consulting Group for the Auditorium Improvement Project. It is our intent to request for proposals to be released in early January with bids due back in late January. Upon consideration of the proposals, a recommendation will be brought to the Board at the February meeting to award the bid.

The Scottsbluff Foundation is fundraising with the intent of contributing half of the anticipated cost of the project in the amount of \$350,000. SBPS would be responsible for the remaining cost of approximately \$350,000. The funds for this project would come from the Depreciation Fund.

Motion: Approve the scope of the Auditorium Improvement Project as presented.

Scottsbluff Public Schools Facility Committee Meeting

August 5, 2024	
Attendance:	Scott Reisig, Rob Polk, Mark Lang, Andrew Dick, Travis Rickey, David Hoxworth, Jeremy Behnke, Beth Rohrer, Justin Shaddick, and Marianne Carlson
Auditorium Improvement Project	<ul style="list-style-type: none"> • Discussion of the Auditorium Improvement Project
Extended Care	<ul style="list-style-type: none"> • Reviewed responses for the Extended Care RFP
Early Childhood & District Office Bid Plan	<ul style="list-style-type: none"> • Bid document was released on Wednesday, July 31st • Bids are due back on Tuesday, August 27th • Alternates are included within the bid packet
QCPUF Resolution	<ul style="list-style-type: none"> • Discussion of the QCPUF fund and potential projects for the 2024-25 school year
ESSER III Use of Funds Review	<ul style="list-style-type: none"> • Review of the ESSER III Use of Funds Plan
2024-2025 Budget	<ul style="list-style-type: none"> • Update on the 2024-2025 Budget <ul style="list-style-type: none"> ○ Valuation not received until August 20th ○ Potential Special Session impacts ○ Formal Board Approval of the Budget in September
Misc Projects	<ul style="list-style-type: none"> • Discussion of projects completed throughout the district and upcoming projects for the facility and maintenance team
BOE Updates	<ul style="list-style-type: none"> • Board Policies <ul style="list-style-type: none"> ○ 1210 Title IX Discrimination (1st Reading, waiving 2nd Reading) ○ 1211 Title IX Procedures for Complaints of Sexual Harassment (Rescind Policy) • Classified Salaried • Early Retirement Notification • Extra Standard Services & Special Assignments <ul style="list-style-type: none"> ○ Streaming Coordinator ○ Wellness Coordinator ○ Nurse • Change Order – Auditorium Roof • EOP • Axtell Contract • Vehicle Purchase
Roundtable	<ul style="list-style-type: none"> • Future Meetings will be on the Tuesday before the board meeting with noted exceptions <ul style="list-style-type: none"> ○ Tuesday, September 3rd ○ Tuesday, October 8th ○ Tuesday, November 5th ○ Tuesday, December 3rd

Scottsbluff Public Schools Finance Committee Meeting

August 5, 2024	
Attendance:	Tory Schwartz, Beth Merrigan, Paul Snyder, Andrew Dick, Jana Mason, Frances Burkhalter, Travis Rickey, Beth Rohrer, Melissa Price, Justin Shaddick, and Marianne Carlson
Auditorium Improvement Project	<ul style="list-style-type: none"> • Discussion of the Auditorium Improvement Project
Extended Care	<ul style="list-style-type: none"> • Reviewed responses for the Extended Care RFP
Early Childhood & District Office Bid Plan	<ul style="list-style-type: none"> • Bid document was released on Wednesday, July 31st • Bids are due back on Tuesday, August 27th • Alternates are included within the bid packet
QCPUF Resolution	<ul style="list-style-type: none"> • Discussion of the QCPUF fund and potential projects for the 2024-25 school year
ESSER III Use of Funds Review	<ul style="list-style-type: none"> • Review of the ESSER III Use of Funds Plan
2024-2025 Budget	<ul style="list-style-type: none"> • Update on the 2024-2025 Budget <ul style="list-style-type: none"> ○ Valuation not received until August 20th ○ Potential Special Session impacts ○ Formal Board Approval of the Budget in September
2023-2024 Interest Distribution	<ul style="list-style-type: none"> • Review of the interest distribution among funds for interest revenue received from August 2023 – July 2024
BOE Updates	<ul style="list-style-type: none"> • Board Policies <ul style="list-style-type: none"> ○ 1210 Title IX Discrimination (1st Reading, waiving 2nd Reading) ○ 1211 Title IX Procedures for Complaints of Sexual Harassment (Rescind Policy) • Classified Salaried • Early Retirement Notification • Extra Standard Services & Special Assignments <ul style="list-style-type: none"> ○ Streaming Coordinator ○ Wellness Coordinator ○ Nurse • Change Order – Auditorium Roof • EOP • Axtell Contract • Vehicle Purchase
P-Card Expenditures and Cash Flows	<ul style="list-style-type: none"> • P-Card Expenditures for May & June were reviewed • Reviewed Cash Flows as of July 31, 2024
Roundtable	<ul style="list-style-type: none"> • Future Meetings will be held on the Monday before the board meeting with noted exceptions <ul style="list-style-type: none"> ○ Tuesday, September 3rd ○ Monday, October 7th ○ Monday, November 4th ○ Monday, December 2nd