

Board of Education Regular Meeting
Monday, June 8, 2020 8:00 PM
Conference Room at the Southern Valley
Schools Junior/Senior High School Building,
Oxford, Nebraska
43739 Hwy 89
Oxford, NE 68967

1. OPENING
 - 1.1. Call Meeting to Order
 - 1.2. Pledge of Allegiance
 - 1.3. Roll Call
 - 1.4. Excuse Absent Board Members
 - 1.5. Acknowledge Posted Open Meeting Act
2. REVIEW THE AGENDA
 - 2.1. Publication of Notice Verification
 - 2.2. Notes Regarding Agenda/Additions
 - 2.3. Approval of Agenda
 - 2.4. Approval of Prior Minutes
3. RECOGNITION OF VISITORS
 - 3.1. Public Comment
4. DISCUSSION ITEMS
 - 4.1. Treasurer's Report
 - 4.2. Committee Reports
 - 4.3. PK-6 Principal's Report
 - 4.4. 7-12 Principal's Report

4.5. AD Report

4.6. Superintendent's Report

4.7. Summer School Plans

4.8. Opening plan for 2020-2021

4.9. Trane payment plan

4.10. Graduation 2020

4.11. Handbooks for 2020-2021

4.12. Policy Updates

5. BUSINESS ITEMS

5.1. Approval of Bills

5.2. Lunch Prices for 2020-2021

5.3. Substitute Rate for 2020-2021

5.4. Non-Certified Salaries for 2020-2021

5.5. Administrator Salaries for 2020-2021

5.6. Nurse for 2020-2021

6. NEXT MEETING

7. EXECUTIVE SESSION

8. MOTION TO ADJOURN

Board of Education Meeting
May 11th, 2020 8:00 PM
Conference Room at the Southern Valley Schools Junior/Senior High School Building,
Oxford, Nebraska

The regular meeting of the Southern Valley Board of Education was called to order by President Ryan Hunt at 8:00pm. The roll was called and the following members were present: Ryan Hunt, Bob Bergquist, Todd Brown, Dave Witte, Steve Hunt and Stacy Shafer. Members absent: None. Others present: Superintendent Bryce Jorgenson.

The Board of Education makes available a current copy of the Open Meetings Act accessible to members of the public. The Open Meetings Act is also posted in the conference room. Notice of the meeting was given in advance by posting in accordance with the Board of Education approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. Availability of the agenda was communicated in the posted notice and a current copy of the agenda was maintained as stated in the posted notice.

All members and public recited the Pledge of Allegiance.

Motion to approve the agenda passed with a motion by Bob Bergquist and a second by Steve Hunt.

Stacy Shafer	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

April minutes approve as submitted.

The Financial Report and Budget Comparison Reports were reviewed along with current account balances and projected revenue.

Superintendent Bryce Jorgenson updated the board on the track project. Process to start the first week in June. The gym floors will also be refinished with a projected start date of June 8th. The goal posts on the football field have been moved and look great. Mr. Jorgenson then updated the board on the latest form the Governor and the Commissioner of Education. The new Launch Nebraska website was also discussed as well as some changes that will take place at the start of the 2020-21 school year due to COVID19.

Motion to approve receipts and payment of expenditures submitted by the administration passed with a motion by Steve Hunt and a second by Stacy Shafer.

Stacy Shafer	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

Motion to approve proposal by TL Sund for additional work around the track and building in the amount of \$15,275 passed with a motion by Steve Hunt and a second by Bob Bergquist.

Stacy Shafer	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

Motion to approve proposal from Josh Graczyk for additional work around the track in the amount of \$15,075 passed with a motion by Bob Bergquist and a second by Todd Brown.

Stacy Shafer	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

Meeting adjourned at 9:35pm.

The next regular meeting is scheduled for June 8th, 2020 at 8:00pm.

Dated this 19th day of May 2020.

FURNAS COUNTY SCHOOL DISTRICT #540
A/K/A SOUTHERN VALLEY SCHOOLS
BY: Ryan Hunt, PRESIDENT

ATTEST: Lindin Quinn, Recording Secretary

SOUTHERN VALLEY SCHOOL Financial Report- June 2020 Meeting

<u>ACCOUNT NAME</u>	<u>CASH BALANCE</u>	<u>BEGIN. CD BAL</u>	<u>DEPOSIT</u>	<u>INTEREST</u>	<u>TRANSFER</u>	<u>EXPENSE</u>	<u>Current Balances</u>	<u>2019 Balances</u>
<i>Bond Fund Checking</i>	\$ 192,293.85		\$ 130,604.67	\$ 61.42			\$ 322,959.94	\$ 241,545.76
<i>Bond LAF</i>	\$ 182,935.64			\$ 159.11			\$ 183,094.75	\$ 179,010.00
Bond Total							\$ 506,054.69	\$ 420,555.76
<i>Depreciation Checking</i>	\$ 213,593.30			\$ 58.23			\$ 213,651.53	\$ 87,338.47
<i>General Special</i>		\$198,252.33		\$ 54.04	\$0.00	\$ -	\$198,306.37	\$ 196,652.73
<i>General Checking</i>	\$ 1,615,157.68		\$ 1,832,417.31	\$ 879.78	\$0.00	\$ 562,031.11	\$ 2,886,423.66	\$ 2,100,791.24
General Total							\$3,084,730.03	\$ 2,297,443.97
<i>General Clearing Checking</i>	\$ 74,872.45		\$ 69,267.92	\$ 7.12		\$ 67,309.26	\$ 76,838.23	\$ 59,407.45
<i>Sinking/BLDG Fund Checking</i>	\$ 824,332.30		\$ 811,644.08	\$ 129.31			\$ 1,636,105.69	\$ 634,148.37
<i>QCPUF</i>	\$ 81,390.59		\$ 35,580.23	\$ 14.29			\$ 116,985.11	\$ 154,029.48
<i>Activities Fund</i>	\$ 80,940.82		\$ 23,913.76	\$ 13.48		\$ 11,721.56	\$ 93,146.50	
<i>Nutrition Fund</i>	\$ 181,992.38		\$ 1,320.71			\$ 13,984.45	\$ 169,328.64	

June Board Meeting

Driver's Ed - 18 enrolled and classes will be done on Thursday. The on-street part will continue into the summer

Report Cards were sent out to those that have everything turned in and fines paid.

We have 6 students in the upper grades that will be attending summer school. We will have a few students in the primary grades that will be taking it as well.

7-12 Principal Board Report
June 2020

A lot has happened since the last board meeting.

- 1). The teachers did an outstanding job helping students finish up their Spring Semester and I wanted to acknowledge their efforts.
- 2). School finished up on May 19th for students and May 20th for teachers.
- 3). Student Check-in days on June 1st and 2nd was a great success, 84% of students have checked their school items in on these two days. I will be finishing up getting students check-in soon.
- 4). A graduation plan has been submitted and the plan is to have Graduation on June 27th.
- 5). Summer School will be July 27th-August 7th from 8:30 am to 11:30 am, Letters are being sent home to notify parents/guardians and students of their attendance. The Goal of the summer school is to help students recover credits that they lost from the Spring Semester and to help them be ready for school this upcoming school year.

Go Eagles!

June Activities Director Report

1. Recognition

- a. All of our Athletic, Activity, & Academic Award Winners for the year
- b. SV Coaching Staff for their teamwork on providing workout opportunities through this COVID-19 situation.
- c. SV Custodial Staff and the rest of my Admin Team for their work so we could make it possible to get kids in the building this week. It's been great.

2. Activities

- a. Schedules are all completed as we can and on the calendar ready to print
- b. Only change for 2020-2021 School Year is Kristi Bose will now be heading up Play Production with Rebecca Jorgenson due to personal reasons Mrs. Nathan stepped down from Play Production.

3. Athletics

- a. COVID-19 "live" workouts concluded it went very well. Students can still access a workout through Google Classroom and complete a workout daily.
- b. Weight room started great participation the first week with Monday being the low day with 37 and the high was 44 on Wednesday. There have been a few more guys than girls everyday. Using a very positive Social Media platform to encourage and promote our summer lifting.
- c. "Live" Printable Schedule (still subject to change)
<https://drive.google.com/open?id=1SAIPJhrAJ6JPevT623qxhwOcT8jTYUyE>
- d. Jimmy Sindelar is the new HS Boys, JH Boys Basketball Coach he has been attending workouts this week and is very involved in our team process. I feel like this is a great hire for our student athletes and our team.
- e. Rudy Glur stepping down as paid wrestling coach going to volunteer will not be there everyday. We will not pay a third coach now but will add a third coach when Girls Wrestling gets sanctioned as needed which is coming.
- f. TJ Vacura is now a volunteer assistant and replaces Coach Finchor as the paid Jumping Coach for HS Track
- g. Bowling has been added as a NSAA Sanctioned Activity I would like to start this as a competitive sport due to our low participation numbers in Winter Sports. I feel there are a lot of kids that do nothing that would participate. Major drawback we would have to go to Arapahoe or Alma to practice. I must declare by July 1 and it will not affect Unified Bowling which we will continue.

Superintendent Board Report
June 2020

1. Track Update
 - a. Grass has been pulled up
 - b. 3-4 inches of dirt removed
 - c. Grass put back down
 - d. Cement work on Northwest end complete for drainage
 - e. Fisher track is coming on Wednesday to get started
2. Cement work
 - a. Other cement work around the facility completed
3. Heat pumps
 - a. Everything has been ordered. Waiting on confirmation from Trane on for sure beginning date.
4. Year end reports are due June 15 and are final June 30th.



Southern Valley School

JR. - SR. HIGH - 43739 Hwy 89 - Oxford, Ne 68967 - Phone (308) 868-2222

ELEMENTARY - 43737 Hwy 89, - Oxford, Ne 68967 - Phone (308) 868-9966

Bryce Jorgenson - Superintendent

Jeff Linden - 7-12 Principal

Mark Grove - Elementary Principal

Brandon Marquez - Activities Director

Dear [REDACTED] and [REDACTED]

[REDACTED] failed to pass the Semester 2 in the following subjects that need to be made up for [REDACTED] to move on to 6th Grade:

Math - 63

Science - 63

He will need to attend Summer School from July 27 - August 7. The classes will run from 8:30 - 11:30 daily. I will be in contact to see if you are planning on riding on our transportation at a later date. If he does not attend, he will be retained in [REDACTED] Grade.

Sincerely,

Mark Grove

June 4th, 2020

Dear Parents/Guardians of [REDACTED]

It has come to our attention that [REDACTED] did not pass his English 7 class this past Spring 2020 Semester. In an effort to help [REDACTED] be prepared and ready for the 2020-2021 school year he will be **required** to attend Summer School during the weeks of **July 27th - August 7th Monday through Friday from 8:30 am to 11:30 am.** The goal of Summer School is to help 7th-8th grade students to have the necessary skills so they are not struggling when school restarts in the fall. If [REDACTED] refuses to complete the Summer School Program it will be a huge disservice to his educational progress for the 2020-2021 school year. If you have any questions please do not hesitate to contact me at jeff.linden@sveagles.org

Educationally,

Mr. Jeff Linden



TRANE

Trane U.S. Inc.
3600 PAMMEL CREEK ROAD
LA CROSSE, WI 54601-7599

PAYMENT REQUISITION

Remit To: Trane U.S. Inc.
PO BOX 845053
DALLAS, TX 75284-5053

Contract Name and Location: See applicable Tax Detail page(s)

Bill To: SOUTHERN VALLEY SCHOOLS
43739 HIGHWAY 89
OXFORD, NE 68967

INVOICE
TYPE
310842978
***NUMBER
5/22/2020
DATE
Page 1
Signed PACT Agreement
PURCHASE ORDER NUMBER
SVS WSHP 2020 CSNG
CONTRACT NAME
2843007
CUSTOMER ACCOUNT #
PREVIOUS #

Payment Terms	Due Date	Credit Job #	Contract #
N30	6/21/2020	Q451140	CID00080968

Application No. 01 for work completed thru 5/31/2020

- 1. ORIGINAL CONTRACT SUM: \$1,045,500.00
- 2. Net Change by Change Orders: \$0.00
- 3. CONTRACT SUM TO DATE: \$1,045,500.00
- 4. TOTAL COMPLETED & STORED TO DATE: \$210,000.00
 - a. Percentage Completed: 20.09 %
- 5. RETAINAGE:
 - a. 0.00% of Completed Work: \$0.00
 - b. 0.00% of Stored Material: \$0.00
 - Total Retainage \$0.00
- 6. TOTAL EARNED LESS RETAINAGE: \$210,000.00
- 7. LESS PREVIOUS REQUESTS FOR PAYMENT: \$0.00

8. CURRENT PROJECT PAYMENT DUE: (Before Applicable Sales Taxes)	\$210,000.00
9. Applicable Sales Taxes:	\$0.00
See applicable Tax Detail page(s)	
10. Amount Due This Requisition:	\$210,000.00
Currency: USD	
*** PLEASE REFERENCE NUMBER 310842978 WITH YOUR PAYMENT	

Sections Included: Summary Sheet,
Detail Sheet(s) and Tax Detail Sheet(s)

SPECIAL INSTRUCTIONS:

0.50% DISCOUNT:
*PAYMENT W/IN 10 DAYS OF INVOICE DATE.
*ACCOUNT MUST BE CURRENT TO QUALIFY

APPLICATION AND CERTIFICATE FOR PAYMENT (SUMMARY SHEET)

INV NBR: 310842978

CONTRACT NAME: SVS WSHP 2020 CSNG

TO: SOUTHERN VALLEY SCHOOLS
43739 HIGHWAY 89
OXFORD, NE 68967

APPLICATION NO: 01
APPLICATION DATE: 5/22/2020
PERIOD TO: 5/31/2020

FROM: Trane U.S. Inc.
11937 Portal Road
OMAHA, NE 68128

CONTRACT DATE: 2/26/2020
CUST PO NUMBER: Signed PACT Agreement
OUR CONTRACT NUMBER: CID00080968

CONTRACT LOCATION: See applicable Tax Detail page(s)

APPLICATION FOR PAYMENT

Application is made for payment, as shown below, in connection with the Contract.

- 1. ORIGINAL CONTRACT SUM \$1,045,500.00
- 2. Net change by Change Orders \$0.00
- 3. CONTRACT SUM TO DATE (line 1+/-2) \$1,045,500.00
- 4. TOTAL COMPLETED & STORED TO DATE \$210,000.00
(Column G on Detail Sheet)

5. RETAINAGE:

- a. 0.00% of Completed Work \$0.00
(Columns D + E on Detail Sheet)
- b. 0.00% of Store Material \$0.00
(Columns F on Detail Sheet)

Total Retainage (Line 5a + 5b or Total in Column I of Detail Sheet) \$0.00

6. TOTAL EARNED LESS RETAINAGE \$210,000.00
(Line 4 less Line 5 Total)

7. LESS PREVIOUS CERTIFICATIONS FOR PAYMENT \$0.00
(Line 6 from prior Certificate)

8. CURRENT PAYMENT DUE \$210,000.00
Before applicable Sales Taxes

9. BALANCE TO FINISH, INCLUDING RETAINAGE \$835,500.00
(Line 3 less Line 6)

The undersigned Company certifies that to the best of the Company's knowledge, information and belief, the work covered by this Application For Payment has been completed in accordance with the Contract Documents, and that the current payment shown herein is now due.

COMPANY: Trane U.S. Inc.

By: _____ Date: _____

State of: _____

County of: _____

Subscribed and sworn to before me this _____ day of _____

Notary Public

My Commission expires: _____

CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising this application, the undersigned company Certifies that to the best of their knowledge, information and belief, the Work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the company indicated above is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED \$ _____

(Attach explanation if amount certified differs from the amount applied for. Initial all figures on this Application and on the Detail Sheet that are changed to conform to the amount certified.)

CERTIFIER: _____

BY: _____ Date: _____

ACCEPTANCE: _____

BY: _____ Date: _____

This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the company named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the party under this Contract.

CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Total changes approved in previous months	0.00	0.00
Total approved this Month	0.00	0.00
TOTALS	0.00	0.00
NET CHANGES by Change Order	0.00	

DETAIL SHEET

INV NBR: 310842978

Page 3 of 3
+ Tax Detail Sheet(s)

APPLICATION AND CERTIFICATE FOR PAYMENT,
containing Certification, is attached.

APPLICATION NO: 01
APPLICATION DATE: 5/22/2020
PERIOD TO: 5/31/2020
CONTRACT DATE: 2/26/2020
CUST PO NUMBER: Signed PACT Agreement
OUR CONTRACT NUMBER: CID00080968

A ITEM NO.	B DESCRIPTION OF WORK	C SCHEDULED VALUE	D WORK COMPLETED		F MATERIALS PRESENTLY STORED (NOT IN D OR E)	G TOTAL COMPLETED AND STORED TO DATE (D + E + F)	% G/C	H BALANCE TO FINISH (C - G)	I RETAINAGE
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
1	Mobilization Billing	210,000.00	0.00	210,000.00	0.00	210,000.00	100.00%	0.00	0.00
2	June Billing	105,000.00	0.00	0.00	0.00	0.00	0.00%	105,000.00	0.00
3	July Billing	210,000.00	0.00	0.00	0.00	0.00	0.00%	210,000.00	0.00
4	August Billing	210,000.00	0.00	0.00	0.00	0.00	0.00%	210,000.00	0.00
5	September Billing	210,000.00	0.00	0.00	0.00	0.00	0.00%	210,000.00	0.00
6	Final Billing	100,500.00	0.00	0.00	0.00	0.00	0.00%	100,500.00	0.00
	TOTAL	1,045,500.00	0.00	210,000.00	0.00	210,000.00	20.09%	835,500.00	0.00

ORIGINAL DOCUMENT

TAX DETAIL SHEET

INV NBR: 310842978

Page 1 of 1

APPLICATION AND CERTIFICATE FOR PAYMENT,
containing Certification, is attached.

APPLICATION NO: 01
APPLICATION DATE: 5/22/2020
PERIOD TO: 5/31/2020
CONTRACT DATE: 2/26/2020
CUST PO NUMBER: Signed PACT Agreement
OUR CONTRACT NUMBER: CID00080968

Location: 43739 Hwy 89

OXFORD, NE 68967

Billing this period less retainage: 210,000.00
Applicable Sales Taxes: 0.00

2002
Organization of the Board, Board Officers, Check Signing, and
Committees

1. Membership, Term and Election

- a. The Board of Education shall be comprised of six members who will be elected at large.
- b. Those who wish to serve on the board shall file, be elected, and serve terms of office on the board according to law.

2. Internal Organization and Officers

a. President

- i. At the regular January meeting, the board shall elect from among its members a president who shall serve in that capacity for one year.
- ii. The president shall preside at all board meetings, and shall perform such other duties as may be prescribed by law or by action of the board.

b. Vice President

- i. At the regular January meeting, the board shall elect from among its members a vice president who shall serve in that capacity for one year.
- ii. The vice president shall preside in the absence of the president, and shall perform such other duties as are assigned by the board.

c. Secretary

- i. At the regular January meeting, the board shall elect a secretary who need not be a member of the board. The secretary shall serve in that capacity for one year. If the secretary is a member of the board, an assistant secretary may be named and his or her duties and compensation set by the board.

- ii. The secretary shall see that an accurate record of the proceedings of the board is kept, that a copy of the proceedings is provided to each board member and to the superintendent, and that a concise summary of each month's meeting is published along with a list of all approved claims. The secretary shall perform such other duties as are prescribed by law and assigned by the board.

d. Treasurer

- i. At the regular January meeting, the board shall elect, employ, or appoint a treasurer who need not be a member of the board if permitted by law. The treasurer shall serve in that capacity for one year, unless the board designates a longer term for the treasurer.
- ii. The treasurer may be designated to sign checks and certain other documents. The treasurer is the custodian of the monies of the district.
- iii. The treasurer shall give bond or equivalent insurance coverage payable to the district as prescribed by law with the cost of the bond being paid by the district.
- iv. The treasurer shall issue no warrant of payment of claim against the district until such claim has been duly authorized.

3. Signing and Authorizing Checks, Warrants, and other Instruments.

- a. Unless otherwise delegated by the board, the president and secretary of the board shall sign checks, warrants, and other instruments of the district.
- b. The board may delegate another person to sign and validate any checks, warrants, and other instruments. Facsimile signatures of board members may be used.
- c. The board delegates that the vice president or treasurer may sign any warrant in the absence of either the president or the secretary.

4. Board Officer Voting and Tie Breakers

- a. The vote to elect board officers may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.
- b. In the event any officer cannot be elected by a majority after 10 votes; no votes occur after ten motions fail for lack of a "second,"; or no member volunteers to serve as an officer for a particular position, the tie will be broken by the applicable method:

- i. **[Option 1]**: If the board is split between two members, they will each serve as the officer for six months of the year. The initial six-month term will be determined by coin flip.

[Option 2]: If the board is split between two members, the officer will be determined by coin flip. The winning member will be the officer for the upcoming year unless the position changes by action of the board.

- ii. If the board is split between more than two members who wish to serve as the officer, any member wanting to serve as the officer will put his or her name into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.
- iii. If no member is willing to serve as an officer for a position which is required to be a member of the board, all non-officers' names will be put into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.

5. Committees

- a. The board shall authorize such special committees as it deems necessary. The board president shall appoint members to the committee, and designate its function, tasks it is to perform, and a completion date for its work.
- b. On or before the beginning of each calendar year, the board shall appoint three members to form a Committee on American Civics.

The committee's duties shall be those prescribed by Nebraska statutes, which include:

- i. Hold no fewer than two public meetings annually, at least one when public testimony is accepted;
- ii. Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
- iii. Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted pursuant to section 79-760.01 and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
- iv. Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education as set forth in sections 79-719 to 79-723 in order to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;
- v. Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;
- vi. Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted pursuant to section 79-760.01;
- vii. Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
 1. Administration of a written test that is identical to the entire civics portion of the naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or

2. Attendance or participation between the commencement of eighth grade and completion of twelfth grade in a meeting of a public body as defined by section 84-1409 followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or
 3. Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event commemorated by a holiday listed in section 79-724(6) or on a topic related to such person or persons or event;
- viii. Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

6. Vacancies

- a. A vacancy on the board of education shall exist when any one of the following occurs:
 - i. A member submits his or her formal resignation from the board.
 - ii. A member removes himself or herself from the district or is absent from the district for a continuous period of sixty days.
 - iii. A member misses more than two consecutive regular board meetings unless excused by a majority of the remaining members.
 - iv. Such other reasons as are set forth in Nebraska statutes.
- b. The board shall make note the vacancy in its minutes and shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term to (1) the election commissioner or county clerk, and (2) the public by published notice in a newspaper of general circulation in the district.

c. Vacancies shall be filled in the manner set forth in Nebraska statutes.

Adopted on: _____

Revised on: _____

Reviewed on: _____

3039

Threat Assessment and Response

[Option 1: Team Concept]

The board of education is committed to providing a safe environment for members of the school community. Students, staff and patrons are urged to immediately report any statements or behavior that makes the observer fearful or uncomfortable about the safety of the school environment.

1. Definitions

- a. A **threat** is an expression of a willful intent to physically or sexually harm someone or to damage property in a way that indicates that an individual poses a danger to the safety of school staff, students or other members of the school community.
 - i. The threat may be expressed/communicated behaviorally, orally, visually, in writing, electronically, or through any other means.
 - ii. A **transient threat** is an expression of anger or frustration that can be quickly or easily resolved.
 - iii. A **substantive threat** is an expression of serious intent to harm others which includes, but is not limited to, any threat which involves a detailed plan and means.
- b. A **threat assessment** is a fact-based process emphasizing an appraisal of observed (or reasonably-observable) behaviors to identify potentially dangerous or violent situations, to assess them and to manage/address them. Threat assessment is the process of identifying and responding to serious threats in a systematic, data-informed way.
 - i. The threat assessment process is distinct from student disciplinary procedures. The mere fact that the district is conducting a threat assessment does not by itself necessitate suspension, expulsion or

emergency exclusion without complying with state law and board policy related governing those actions.

- ii. The threat assessment process is distinct from specialized instruction which a student with a disability may receive from the school district. The school district will not change a student's educational placement as that term is used in the Individuals with Disabilities in Education Act *solely* as part of a threat assessment.

2. Obligation to Report Threatening Statements or Behaviors.

All staff and students must report **substantive threats** to a member of the administration immediately and comply with any other mandatory reporting obligations. Staff and students who are unsure whether a threat is substantive or transient should report the situation. Staff and students must make such report regardless of the nature of the relationship between the individual who initiated the threat or threatening behavior and the person(s) who were threatened or who were the focus of the threatening behavior. Staff and students must also make such reports regardless of where or when the threat was made or the threatening behavior occurred.

THREATS OR ASSAULTS WHICH REQUIRE IMMEDIATE INTERVENTION SHOULD BE REPORTED TO THE POLICE AT 911.

3. Threat Assessment Team

The threat assessment team (team) shall consist of _____ . **[Note to be deleted: This team should include at least the superintendent of schools, building principal(s), guidance counselor and local law enforcement. It also could include information technology staff, the school nurse, members of the mental health profession who would be willing to work with the school. It should not include parents or board members. Members of the school crisis team may also serve on the threat assessment team.]** Not every team member need participate in every threat assessment. If the threat has been made by or is directed towards, a student with a disability, the threat assessment team must include a staff member who is knowledgeable about special education services or Section 504 of the Rehabilitation Act, as appropriate. Neither the student nor their student's family members are part of the threat assessment team.

The team is responsible for investigating all reported threats to school safety, evaluating the significance of each threat, and devising an appropriate response. The threat assessment team shall work closely with the crisis team in planning for crisis situations. The threat assessment team shall be familiar with mental health resources available to students, staff and patrons and shall collaborate with local mental health service providers as appropriate.

4. Threat Assessment Investigation and Response

When a threat is reported, the school administrator shall initiate an initial inquiry/triage and, in consultation with members of the threat assessment team, make a determination of the seriousness of the threat as expeditiously as possible. The school administrator must contact law enforcement if the administrator believes that an individual poses a clear and immediate threat of serious violence.

If there is no reasonably apparent imminent threat present or once such an imminent threat is contained, the threat assessment team will meet to evaluate and respond to the threatening behavior. The team may, but is not required to, review the following types of information:

- Review of the threatening behavior and/or communication;
- Interviews with the individuals involved including students, staff members, and family members as necessary and/or appropriate;
- Review of school and other records for any prior history or interventions with the students involved;
- Any other investigatory methods that the team determines to be reasonable and useful.

At the conclusion of the investigation, the team will determine what, if any, response to the threat is appropriate. The team is authorized to disclose the results of its investigation to law enforcement and to the target(s) of any threatened acts. The team may refer the individual of concern to the appropriate school administrator for consequences under the school's student discipline policy or, if appropriate, report the results of its investigation to the student's individualized education plan team.

Regardless of threat assessment activities, disciplinary action and referral to law enforcement will occur consistent with board policy and Nebraska law.

5. Communication with the Public about Reported Threats

The team will keep members of the school community appropriately informed about substantive threats and about the team's response to those threats. This communication may include oral announcements, written communication sent home with students, or communication through print or broadcast media. However, the team will not reveal the identity of the individual of concern or of any target(s) of threatened violence unless permitted by law.

6. Coordination with the Crisis Team After Resolution of Threat

The threat assessment team will confer with the district's crisis team after a threat has been investigated to provide the crisis team with information that the crisis team may use in assessing or revising the district's All-Hazard School Safety Plan.

[Option 2: Superintendent as Primary Investigator and Decision-Maker]

The board of education is committed to providing a safe environment for members of the school community. Students, staff and patrons are urged to immediately report any statements or behavior that makes the observer fearful or uncomfortable about the safety of the school environment.

1. Definitions

- a. A **threat** is an expression of willful intent to physically or sexually harm someone or to damage property in a way that indicates that an individual poses a danger to the safety of school staff, students or other members of the school community.
 - i. The threat may be expressed/communicated behaviorally, orally, visually, in writing, electronically, or through any other means.
 - ii. A **transient threat** is an expression of anger or frustration that can be quickly or easily resolved.
 - iii. A **substantive threat** is an expression of serious intent to harm others which includes, but is not limited to, any threat which involves a detailed plan and means
- b. A **threat assessment** is a fact-based process emphasizing an appraisal of observed (or reasonably-observable) behaviors to identify potentially dangerous or violent situations, to assess them and to manage/address them. Threat assessment is the process of distinguishing "transient" threats from serious ones in a systematic, data-informed way.
 - i. The threat assessment process is distinct from student disciplinary procedures. The mere fact that the district is conducting a threat assessment does not by itself necessitate suspension, expulsion or emergency exclusion without complying with state law and board policy related governing those actions.

- ii. The threat assessment process is distinct from specialized instruction which a student with a disability may receive from the school district. The school district will not change a student's educational placement as that term is used in the Individuals with Disabilities in Education Act *solely* as part of a threat assessment.

2. Obligation to Report Threatening Statements or Behaviors.

All staff and students must report **substantive threats** to a member of the administration immediately and comply with any other mandatory reporting obligations. Staff and students who are unsure whether a threat is substantive or transient should report the situation. Staff and students must make such report regardless of the nature of the relationship between the individual who initiated the threat or threatening behavior and the person(s) who were threatened or who were the focus of the threatening behavior. Staff and students must also make such reports regardless of where or when the threat was made or the threatening behavior occurred.

THREATS OR ASSAULTS WHICH REQUIRE IMMEDIATE INTERVENTION SHOULD BE REPORTED TO THE POLICE AT 911.

3. Threat Assessment Investigation and Response

When a threat is reported, the school administrator shall initiate an initial inquiry/triage and, in consultation with members of the threat assessment team, make a determination of the seriousness of the threat as expeditiously as possible. The school administrator must contact law enforcement if the administrator believes that an individual poses a clear and immediate threat of serious violence.

If there is no reasonably apparent imminent threat present or once such an imminent threat is contained, the threat assessment team will meet to evaluate and respond to the threatening behavior. The superintendent may, but is not required to, review the following types of information:

- Review of the threatening behavior and/or communication;
- Interviews with the individuals involved including students, staff members, and family members as necessary and/or appropriate;
- Review of school and other records for any prior history or interventions with the students involved;

- Any other investigatory methods that the law enforcement unit determines to be reasonable and useful.
- The superintendent must confer with at least one member of the school's guidance counseling staff as part of his/her investigation. If the threat has been made by, or is directed towards, a student with a disability, the superintendent must confer with a staff member who is knowledgeable about special education services or Section 504 of the Rehabilitation Act, as appropriate.

At the conclusion of the investigation, the superintendent will determine what, if any, response to the threat is appropriate. The superintendent is authorized to disclose the results of his/her investigation to law enforcement and to the target(s) of any threatened acts. The superintendent may refer the individual of concern to the appropriate school administrator for consequences under the school's student discipline policy or, if appropriate, report the results of his/her investigation to the student's individualized education plan team.

Regardless of threat assessment activities, disciplinary action and referral to law enforcement will occur consistent with board policy and Nebraska law.

4. Communication with the Public about Reported Threats

To the extent possible, the superintendent will keep members of the school community informed about substantive threats and about the District's response to those threats. This communication may include oral announcements, written communication sent home with students, and communication through print or broadcast media. However, the superintendent will not reveal the identity of the individual of concern or of any target(s) of threatened violence unless permitted by law.

5. Coordination with the Crisis Team After Resolution of Threat

The superintendent will confer with the district's crisis team after a threat has been investigated to provide the crisis team with information that the crisis team may use in assessing or revising the district's All-Hazard School's Safety Plan.

[Option 3: Law Enforcement Unit as Primary Investigator; Superintendent as Primary Decision Maker – Please note, this option is only available if you have adopted Policy 3054 designating a Law Enforcement Unit]

The board is committed to providing a safe environment for members of the school community. Students, staff and patrons are urged to immediately report any statements or behavior that makes the observer fearful or uncomfortable about the safety of the school environment.

1. Definitions

- a. A **threat** is an expression of willful intent to physically or sexually harm someone or to damage property in a way that indicates that an individual poses a danger to the safety of school staff, students or other members of the school community.
 - i. The threat may be expressed/communicated behaviorally, orally, visually, in writing, electronically, or through any other means.
 - ii. A **transient threat** is an expression of anger or frustration that can be quickly or easily resolved.
 - iii. A **substantive threat** is an expression of serious intent to harm others which includes, but is not limited to, any threat which involves a detailed plan and means.
- b. A **threat assessment** is a fact-based process emphasizing an appraisal of observed (or reasonably-observable) behaviors to identify potentially dangerous or violent situations, to assess them and to manage/address them. Threat assessment is the process of distinguishing “transient” threats from serious ones in a systematic, data-informed way.
 - i. The threat assessment process is distinct from student disciplinary procedures. The mere fact that the district is conducting a threat assessment does not by itself necessitate suspension, expulsion or emergency exclusion without complying with state law and board policy related governing those actions.

- ii. The threat assessment process is distinct from specialized instruction which a student with a disability may receive from the school district. The school district will not change a student's educational placement as that term is used in the Individuals with Disabilities in Education Act *solely* as part of a threat assessment.

2. Obligation to Report Threatening Statements or Behaviors.

All staff and students must report **substantive threats** to a member of the administration immediately and comply with any other mandatory reporting obligations. Staff and students who are unsure whether a threat is substantive or transient should report the situation. Staff and students must make such report regardless of the nature of the relationship between the individual who initiated the threat or threatening behavior and the person(s) who were threatened or who were the focus of the threatening behavior. Staff and students must also make such reports regardless of where or when the threat was made or the threatening behavior occurred.

THREATS OR ASSAULTS WHICH REQUIRE IMMEDIATE INTERVENTION SHOULD BE REPORTED TO THE POLICE AT 911.

3. Threat Assessment Investigation and Response

All reports of violent, threatening, stalking or other behavior or statements which could be interpreted as posing a threat to school safety will immediately be forwarded to the designated law enforcement unit. Upon receipt of an initial report of any threat, the law enforcement unit shall initiate an initial inquiry/triage and make a determination of the seriousness of the threat as expeditiously as possible. The law enforcement unit must contact local law enforcement if it determines that an individual poses a clear and immediate threat of serious violence.

If there is no reasonably apparent imminent threat present or once such an imminent threat is contained, the law enforcement unit will meet to evaluate and respond to the threatening behavior. The law enforcement unit may, but is not required to, review the following types of information:

- Review of the threatening behavior and/or communication;
- Interviews with the individuals involved including students, staff members, and family members as necessary and/or appropriate;

- Review of school and other records for any prior history or interventions with the students involved;
- Any other investigatory methods that the law enforcement unit determines to be reasonable and useful.

If the threat has been made by, or is directed towards, a student with a disability, the superintendent must confer with a staff member who is knowledgeable about special education services or Section 504 of the Rehabilitation Act, as appropriate.

At the conclusion of the investigation, the law enforcement unit will share its findings with the superintendent. The superintendent will determine what, if any, response to the threat is appropriate. The superintendent is authorized to disclose the results of the investigation to law enforcement and to the target(s) of any threatened acts. The superintendent may refer the individual of concern to the appropriate school administrator for consequences under the school's student discipline policy or, if appropriate, report the results of the investigation to the student's individualized education plan team.

4. Communication with the Public about Reported Threats

To the extent possible, the superintendent will keep members of the school community informed about substantive threats and about the district's response to those threats. This communication may include oral announcements, written communication sent home with students, and communication through print or broadcast media. However, the superintendent will not reveal the identity of the individual of concern or of any target(s) of threatened violence unless permitted by law.

5. Coordination with the Crisis Team After Resolution of Threat

The superintendent will confer with the district's crisis team after a threat has been investigated to provide the crisis team with information that the crisis team may use in assessing or revising the district's All-Hazard School's Safety Plan.

Adopted on: _____
Revised on: _____
Reviewed on: _____

3046 Animals at Schools

Animals are not allowed in school district buildings or on school district property without the written permission of the superintendent or his or her designee except as provided in this policy or as otherwise required by law.

I. USE OF ANIMALS FOR INSTRUCTIONAL PURPOSES

Animals that support a district program or curriculum or that are used for instructional purposes are allowed in school district buildings or on school district property with the written permission of the superintendent or building principal.

II. SERVICE ANIMALS

The school district does not permit discrimination against individuals with disabilities, including those who require the assistance of a service animal. An individual with a disability is permitted to be accompanied by his/her service animal on school property when required by law, subject to the conditions of this policy.

Service Animal. A "service animal" is a dog that has been individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. Work or tasks **do not** include the crime deterrent effects of an animal's presence and the provision of emotional support, well-being, comfort, or companionship. The work or tasks performed by a service animal must be directly related to the handler's disability or necessary to mitigate a disability. Other species of animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition. **See also**, Miniature Horses below.

School District Inquiries. School officials **may** ask the owner or handler of an animal whether the animal is required because of a disability and what work or task the animal has been trained to do **unless** the answers to these inquiries are readily apparent. School officials **may not** ask about the nature or extent of a person's disability and may not require documentary proof of certification or licensing as a service animal.

Procedural Requirements. The following requirements must be satisfied **before** a service animal will be allowed in school buildings or on school grounds:

Request. A person who wants to be accompanied by his/her service animal must submit a written request form to a principal or superintendent. The request form is attached to this policy. These requests must be renewed each school year or whenever a different service animal will be used. When a request to be accompanied by a service animal is submitted by, or on behalf of, a student who has an Individualized Education Program (IEP) and/or a Section 504 Plan, then the request shall be promptly referred to the student's respective IEP Team and/or 504 Team for its consideration and/or input.

Health and Vaccination. The owner or handler must have proof of current licensure from the local licensing authority including proof of the service animal's current vaccinations and immunizations required by law.

Service animals will not be allowed in school buildings or other school property until the school has approved the request.

Control. A service animal must be under the control of its handler at all times. The service animal must have a harness, backpack, vest identifying the dog as a trained service dog, leash, or other tether. If the handler is unable to use a harness, backpack, vest, leash, or other tether, because of a disability or the use of a harness, backpack, vest, leash, or other tether would interfere with the service animal's safe, effective performance of work or tasks, the use of these items is not required. However, the service animal must be otherwise under the handler's control.

Exclusion or Removal from School. A service animal may be excluded from school property and buildings if a school administrator determines that:

- (1) A handler does not have control of the service animal;
- (2) The service animal is not housebroken;
- (3) The service animal presents a direct and immediate threat to others in the school; or
- (4) The animal's presence fundamentally alters the nature of the service, program, or activity.

The handler or the student's parent or guardian shall be required to remove the service animal from school premises immediately upon such a determination. If the service animal is removed, the individual with a disability shall be provided with the opportunity to participate in the service, program, or activity without the service animal.

Allergic Reactions. If any student or school employee assigned to a classroom or mode of transportation in which a service animal is permitted suffers an allergic reaction to the service animal, the person having custody and control of the animal will be required to remove the animal to a different location designated by an administrator. The school will arrange a meeting between school personnel, the individual with the disability, and the parents or guardian(s) of the person with the disability if that person is a student to develop an alternate plan.

Supervision and Care of Service Animals. The owner or handler of a service animal is solely responsible for the supervision and care of the animal, including any feeding, exercising, and clean up while the animal is in a school building or on school property. The student's parent or guardian is responsible for providing for the supervision and the care of the animal in the event that his or her student is not able to do so. The school district is not responsible for providing any care, supervision, or assistance for a service animal.

Extra Charges. The owner or handler of a service animal will not be required to pay an admission fee or a charge for the animal to attend events for which a fee is charged.

Damage to School Property and Injuries. The owner or handler of a service animal is solely responsible and liable for any damage to school property or injury to personnel, students, or others caused by the animal.

Miniature Horses. Requests to permit the use of a miniature horse by an individual with a disability will be addressed on a case-by-case basis by considering the following factors:

- (1) The type, size, and weight of the miniature horse and whether the facility can accommodate these features;
- (2) Whether the handler has sufficient control of the miniature horse;
- (3) Whether the miniature horse is housebroken; and
- (4) Whether the miniature horse's presence in a specific facility compromises legitimate safety requirements that are necessary for safe operation.

All additional requirements outlined in this policy, which apply to service animals, shall apply to miniature horses.

Service Animal in Training. This policy shall also be applicable to service animals in training that are accompanied by a bona fide trainer.

Denial of Access and Grievance. If a school official denies a request for access of a service animal, the disabled individual or parent or guardian can file a written grievance with the school's Section 504 Coordinator.

[NOTE TO BE DELETED: There are 2 options below. The first option allows therapy animals brought by school employees as approved by the administration. The second does not allow therapy animals "except as required by law." YOU MUST PICK AN OPTION AND DELETE THE OTHER.]

[OPTION 1]

III. THERAPY ANIMALS

The school district supports the use of therapy animals by teachers or other qualified school personnel ("Owner") for the benefit of its students subject to the conditions of this policy.

Therapy Animal. A "therapy animal" is an animal that has been individually trained and certified to work with its Owner to provide emotional support, well-being, comfort, or companionship to school district students. Therapy animals are not "service animals" as that term is used in the American with Disabilities Act. The animal must be well behaved and have a temperament that is suitable for interaction with students and others in a public school. Therapy animals are personal property of the Owner and are not owned by the school district.

Therapy Animal Standards and Procedures. The following requirements must be satisfied *before* a therapy animal will be allowed in school buildings or on school grounds:

Request. An Owner who wants to bring a therapy animal to school must submit a written request form to a principal or superintendent. The request form is attached to this policy. The request must be renewed each school year or whenever a different therapy animal will be used. When a request to bring a therapy animal to school is submitted by, or on behalf of, a student who has an Individualized Education Program (IEP) and/or a Section 504 Plan, then the request shall be promptly referred to the student's respective IEP Team and/or 504 Team for its consideration and/or input.

Training and Certification. The Owner must submit training and certification information requested by the Superintendent or his or her

designee. Any certification required by the school district must remain current at all times.

Health and Vaccination. The therapy animal must be clean, well groomed, in good health, house broken, and immunized against diseases common to such animals. The Owner must submit proof of current required licensure from the local licensing authority and proof of the therapy animal's current vaccinations and immunizations from a licensed veterinarian, if applicable.

Control. A therapy animal must be under the control of the Owner at all times.

Identification. The therapy animal must have appropriate identification identifying it as a therapy animal.

No Disruption. The therapy animal must not disrupt the educational process by any of its behaviors.

Health and Safety. The therapy animal must not pose a health and safety risk to any student, employee, or other person at school.

Supervision and Care of Therapy Animals. The Owner is solely responsible for the supervision and care of the therapy animal, including any feeding, exercising, and clean up while the animal is in a school building or on school property. The school district is not responsible for providing any care, supervision, or assistance for a therapy animal.

Authorized Area(s). The Owner shall only allow the therapy animal to be in areas in school buildings or on school property that are authorized by school district administrators.

Insurance. The Owner must submit a copy of an insurance policy that provides liability coverage for the therapy animal while on school property.

Exclusion or Removal from School. A therapy animal may be excluded from school property and buildings if a school administrator determines that:

- (1) A handler does not have control of the therapy animal;
- (2) The therapy animal is not housebroken;
- (3) The therapy animal presents a direct and immediate threat to others in the school; or

- (4) The animal's presence otherwise interferes with the educational process.

The Owner shall be required to remove the therapy animal from school premises immediately upon such a determination.

Allergic Reactions. If any student or school employee assigned to a classroom in which a therapy animal is permitted suffers an allergic reaction to the therapy animal, the Owner of the animal will be required to remove the animal to a different location designated by an administrator.

Damages to School Property and Injuries. The Owner of a therapy animal is solely responsible and liable for any damage to school property or injury to personnel, students, or others caused by the therapy animal.

Other Therapy Animals. Therapy animals (1) owned by students, patrons, or other non-school employees or (2) owned by school employees for their own benefit will not be allowed on school grounds or school property except as otherwise required by law.

[OPTION 2]

III. THERAPY ANIMALS

A "therapy animal" is an animal that has been individually trained and certified to work with its owner to provide emotional support, well-being, comfort, or companionship. Therapy animals are not "service animals" as that term is used in the Americans with Disabilities Act.

Therapy animals will not be allowed on school grounds or school property except as otherwise required by law.

Adopted on: _____

Revised on: _____

Reviewed on: _____

3055 School Resource Officers

The school district must have in effect a memorandum of understanding (MOU) with any law enforcement agency or any security agency prior to using the services of a school resource officer (SRO) or security guard. The MOU shall comply with all state law requirements.

Employer. The SRO or security guard are employees of the law enforcement agency or security agency.

Required Training. Each SRO and security guard and at least one administrator in each elementary or secondary school where an SRO or security guard is assigned must attend a minimum of twenty hours of training focused on school-based law enforcement, including, but not limited to, coursework focused on school law, student rights, understanding special needs students and students with disabilities, conflict de-escalation techniques, ethics for school resource officers and security guards, teenage brain development, adolescent behavior, implicit bias training, diversity and cultural awareness, trauma-informed responses, and preventing violence in school settings.

Prosecution Referral Records. The district must create and maintain records on each student referral for prosecution from an SRO in response to an incident occurring at school, on school grounds, or at a school-sponsored event. The records must allow for analysis of related data and must include the reason for the referral and the federally identified demographic characteristics of each student.

Parent or Guardian Notification. School officials are not required to notify a parent or guardian or give them an opportunity to be present if the student is subjected to questioning or interrogation by a school official. School officials will notify a parent or guardian or give them an opportunity to be present if the student is subjected to questioning or interrogation by an SRO or security guard operating in conjunction with a school official as provided in the school's separate policy regarding investigations, arrests, and other student contact by law enforcement, Health and Human Services, or other child welfare agencies.

Rights Advisement. School officials will not advise students of any constitutional rights before student questioning or interrogation. The advisement, if any, shall be made by the SRO or security guard as provided by their agencies' policies and procedures.

Referral to Law Enforcement for Prosecution. The school district's student discipline policy is the school policy required by state law that addresses the student conduct or actions that will be referred to law enforcement for prosecution and the type of student conduct or actions that will be resolved as a disciplinary matter by a school official and not referred to law enforcement.

Restraint and Seclusion. The school district's restraint and seclusion policy applies to the use of restraint and seclusion on students by school district employees. SROs and security guards that are not employees of the school district are not governed by the school district's restraint and seclusion policy. Instead, they will be governed by the restraint and seclusion policies, practices, and procedures implemented by their employers.

Filing and Posting the MOU. The superintendent shall provide a copy of any initial MOU entered into under this policy to the Nebraska Department of Education (Department) or post a copy on the school district's website within three months of its adoption. The superintendent shall thereafter file any changes to the MOU with the Department or post it on the school district's website no later than January 1st of each year.

Complaint Process. Any student or parent who wishes to express a concern or file a complaint about an SRO or security guard and the practices of the SRO or security guard must follow the school district's complaint procedure.

Adopted on: _____
Revised on: _____
Reviewed on: _____

3056 Guest Speakers

The school board recognizes that guest speakers with demonstrated expertise in areas of interest to the school district and its students may enrich the students' educational experiences. The school district has adopted this policy to ensure that the messages provided by outside speakers do not conflict with school district policies, the fundamental values of a public school education, or the legal limitations placed on public school districts. Individuals who wish to invite a guest speaker must follow the procedures outlined below.

Classroom or School-Sponsored Activity Guest Speakers. Teachers or activity sponsors who desire to invite a guest speaker to address his or her class or activity members must:

1. Research the guest speaker, have a clear understanding of the guest speaker's purpose and message, and determine that the speaker's message complies with the school district's policies and fundamental values.
2. Complete a Guest Speaker Request Form and submit it to the building principal at least days prior to the proposed appearance.
3. Notify the main office of name, time, and date of the guest speaker's appearance (if the request is approved).
4. Notify parents of the name, time, date, and topic and summary of the presentation at least days before the presentation (if the request is approved).
5. Require the guest speaker to submit a copy of any visual or written materials to the employee at least 24 hours prior to any presentation. The employee shall submit the materials to the principal upon receipt.
6. Prepare students in advance for the experience.
7. Inform the guest speaker that students or employees may ask challenging questions or offer differing viewpoints.
8. Terminate the presentation if the speaker fails to limit his or her remarks to the subject on which he or she has been invited to speak.
9. Remain with the speaker and students to facilitate and monitor the discussion.

10. Provide appropriate follow-up activities and education.

Assembly Speakers. Employees who desire to invite a guest speaker to address staff or students at an assembly must follow the identical procedures outlined above. In addition, the employee must submit the Guest Speaker Request Form to the superintendent at least [redacted] days prior to the proposed appearance and the speaker submitted materials upon receipt.

Request Consideration. The administrator(s) must research the guest speaker and determine that the speaker's message complies with the school district's policies and fundamental values. If it does not comply, the administrator will reject the request. If it does comply, the administrator shall then consider the following factors when approving or denying the request:

1. The guest speaker's ability to appropriately and adequately address the topic with the students based upon the speaker's education, training, expertise, or other qualifications.
2. The materials submitted by the guest speaker.
3. The educational value to students of the presentation.
4. The relevance of the presentation to the class, activity, or school's educational mission.
5. Whether the topic of the presentation is appropriate for the students' ages and level of maturity.
6. Whether the speaker has a history of providing factual information in a fair and balanced manner or if he or she has previously advocated for a particular position or espoused personal opinion, bias, or partisanship.
7. Whether the speaker's proposed presentation is consistent with the fundamental values of a public school education and/or encourages the fundamental values, habits, or manners of civility.
8. Whether the speaker's proposed presentation will satisfy the Nebraska Department of Education's accreditation, curriculum, or standards requirements or recommendations.

The administrator shall notify the employee of his or her decision.

Controversial Issues. If the employee or administrator determine that the guest speaker's topic or presentation is partisan or controversial but will still be of benefit to the students, (1) the employee and administrator will work

with the guest speaker to develop a plan that will allow the issue to be presented in an objective and unbiased manner and/or (2) the employee and administrator will develop a plan that will allow opposing viewpoints to be presented. The employee will notify students and their parents at least days in advance of the nature of the presentation. If a student does not wish to attend a controversial presentation, the employee will either excuse the student from attending or provide an alternative assignment.

Other Requirements. The inviting employee or appropriate administrator may interrupt or stop the presentation if it violates this or any other school policy.

Adopted on: _____
Revised on: _____
Reviewed on: _____

4003 Drug Policy Regarding Drivers

Policy Statement. Drivers for the school district must be free from drug and alcohol abuse, and the use of illegal drugs or improper use of alcohol is prohibited. The overall goal of drug and alcohol testing is to insure a drug-free and alcohol-free transportation environment, and to reduce accidents, injuries and fatalities.

Designated Contact. The school district has designated [insert designated individual] as the individual any driver may contact with questions about this policy or the school district's drug testing program and procedures for drivers. This individual further maintains and will provide drivers informational materials concerning the effects of alcohol and controlled substances use on an individual's health, work, and personal life; signs and symptoms of an alcohol or a controlled substances problem (the driver's or a co-worker's); and available methods of intervening when an alcohol or controlled substances problem is suspected, including confrontation, referral to any employee assistance program and/or referral to management.

[Insert designated individual] may be contacted at [insert contact information.]

Covered Drivers. Any person who operates a commercial motor vehicle on behalf of the school district is covered by this policy and the school district's drug testing program and procedures for drivers. All covered drivers must provide the school district a signed statement certifying that he or she has received a copy of this policy and related materials.

Covered Workday. A driver is required to comply with this policy and the terms of the school district's drug testing program and procedures for drivers at all times they are assigned, or may be assigned, to perform safety-sensitive functions. This includes all time from the time a driver begins to work or is required to be in readiness to work until the time he/she is relieved from work and all responsibility for performing work. Safety-sensitive functions include: (1) all time at a school district facility or property, contractor facility or property, or on any public property, waiting to be dispatched, unless the driver has been relieved from duty by the school district; (2) all time inspecting equipment as required by state or federal law or regulation and any and all other time inspecting, servicing, or conditioning any commercial motor vehicle; (3) all time spent at the driving controls of a commercial motor vehicle in operation; (4) all time, other than driving time, in or upon any commercial motor vehicle; (5) all time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or

unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded; and (6) all time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

Prohibited Conduct. No driver shall: (1) report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater; (2) use alcohol while performing safety-sensitive functions; (3) perform safety-sensitive functions within four hours after using alcohol; or (4) refuse to submit to a pre-employment controlled substance, a post-accident alcohol or controlled substance test, a random alcohol or controlled substances test, a reasonable suspicion alcohol or controlled substance test, a return-to-duty alcohol or controlled substances test, or a follow-up alcohol or controlled substance test required under state or federal law or this policy. No driver required to take a post-accident alcohol test shall use alcohol for eight hours following the accident, or until he/she undergoes a post-accident alcohol test, whichever occurs first.

No driver shall: (1) report for duty or remain on duty requiring the performance of safety sensitive functions when the driver uses any drug or substance identified in 31 CFR 1308.11 Schedule 1; (2) report for duty or remain on duty requiring the performance of safety-sensitive functions when the driver uses any non-Schedule I drug or substance that is identified in the other Schedules in 21 CFR part 1308 except when the use is pursuant to the instructions of a licensed medical practitioner who is familiar with the driver's medical history and has advised the driver that the substance will not adversely affect the driver's ability to safely operate a commercial motor vehicle; or (3) report for duty, remain on duty or perform a safety-sensitive function, if the driver tests positive or has adulterated or substituted a test specimen for controlled substances.

Types of Testing. Pursuant to regulations promulgated by the Department of Transportation (DOT), the district has implemented four types of testing: (1) pre-employment testing, (2) reasonable cause testing, (3) post-accident testing and (4) random testing.

Refusal to Submit to Testing. A driver shall not refuse to submit to testing. A driver will be considered to have refused to submit to testing if the driver fails to provide a sample or specimen necessary for testing upon a lawful request, consistent with the required testing protocols. The refusal to submit to the testing used by the district will be grounds for refusal to hire driver applicants and to terminate the employment of existing drivers.

Consequences for Violations. Any driver who becomes unqualified on the basis of violation of the terms of this policy will be subject to disciplinary action

which may include termination of the driver's employment, and shall include the immediate removal from safety-sensitive functions in compliance with federal law. No driver tested pursuant to this policy and the school district's drug testing program and procedures who is found to have an alcohol concentration of 0.02 or greater but less than 0.04 shall perform or continue to perform safety-sensitive functions until the start of the driver's next regularly scheduled duty period, but not less than 24 hours following administration of the test.

Return to Duty Process. A driver who has violated this policy or the school district drug testing program and procedures cannot again perform any safety-sensitive functions until and unless the employee completes the return-to-duty process, including the substance-abuse professional's (SAP) evaluation, referral, and recommended education or treatment. The school district will provide employees the relevant contact information for available and acceptable SAPs as necessary, but the school district is not required under the law to provide a SAP evaluation or any subsequent recommended education or treatment for a driver. Any driver completing the return-to-duty process must complete a return-to-duty test and test negatively.

Disqualification. Any applicant who tests positive for the presence of the following drugs is medically unqualified to drive and will not be considered for the position of driver: (1) marijuana, (2) cocaine, (3) opiates, (4) amphetamines, or (5) phencyclidine (PCP). Any district driver who tests positive shall be medically unqualified and removed from service immediately.

Pre-employment Testing. All applicants for employment must submit to drug and alcohol tests as a condition of being considered for employment.

Reasonable Cause Testing. The district shall have reasonable cause to require a driver to submit to drug testing when a driver manifests physical or physiological symptoms or reactions commonly attributed to the use of controlled substances or alcohol.

Post-Accident Testing. A driver who has been involved in a reportable accident must submit to drug and alcohol testing as soon as possible. A reportable accident includes any accident in which there is a fatality, a person is injured and must be treated away from the accident site, the driver receives a citation for a moving violation, or a vehicle is towed from the scene. The driver must notify the district immediately regarding any reportable accident.

Serious Injury to the Driver. If a driver is so seriously injured that he or she cannot submit to testing at or immediately after the time of the accident, the driver must provide the necessary authorization for the district to obtain

hospital reports or other documents that would indicate whether there were controlled substances or alcohol in the driver's system.

Random Testing. All drivers will be subject to unannounced random testing for drugs and alcohol. The district or its agents will periodically select drivers at random for testing. A district official will notify a driver when his or her name has been selected and will instruct the driver to report immediately for testing. By its very nature, random selection may result in one driver being tested more than once in a 12-month period, while another driver may not be selected at all during the same 12 months.

Frequency of Random Testing. Under DOT regulations, the district must test at least 50 percent of its average number of driver positions for drugs and 25 percent of its average number of driver positions for alcohol each year. The tests must be unannounced and spread evenly throughout the year. DOT regulations also require that every driver selected at random must have his or her name placed back in the random pool for the next selection period.

Testing Procedure. All urine and blood specimens collected under the policy will be submitted to an approved laboratory for testing. Specimens that initially test positive for drugs will be subjected to a subsequent confirmation test before being reported by the laboratory as positive. All such specimens collected and submitted will be maintained securely to safeguard the validity of the test results and maintain the integrity of the testing process while ensuring the results are attributed to the correct driver.

Medical Resource Officer. All laboratory test results will be reported by the laboratory to a medical review officer (MRO) designated by the district. Negative test results will be reported as such by the MRO to the district. Before reporting a positive test result to the district, the MRO will attempt to contact the driver to discuss the test result. If the MRO is unable to contact the driver directly, the MRO will contact a district official designated in advance by the district, who shall in turn contact the driver and direct the driver to contact the MRO. Upon being so directed, the driver shall contact the MRO immediately or, if after the MRO's business hours and the MRO is unavailable, at the start of the MRO's next business day. If required by DOT regulations, personal information collected and maintained pursuant to this policy shall be reported to the Clearinghouse by the MRO in the event of: (1) a verified positive, adulterated, or substituted drug test result; (2) an alcohol confirmation test with a concentration of 0.04 or higher; (3) a refusal to submit to any test required by this policy and the school district's drug testing program and procedures; (4) an employer's report of actual knowledge that a driver has used alcohol or controlled substances based on the employer's direct observation of the employee, information provided by the driver's

previous employer(s), a traffic citation for driving a CMV while under the influence of alcohol or controlled substances or an employee's admission of alcohol or controlled substance use; (5) on duty alcohol use as prohibited above; (6) pre-duty alcohol use as prohibited above; (7) alcohol use following an accident as prohibited above; (8) controlled substance use as prohibited above; (9) a substance abuse professional report of the successful completion of the return-to-duty process; (10) a negative return-to-duty test; and (11) an employer's report of completion of follow-up testing.

Confidentiality. Pursuant to DOT regulations, individual test results for applicants and drivers will be released to the district and will be kept confidential unless the tested individual consents to their release or release is required by law (such as the release of information to the Clearinghouse.) Any person who has submitted to drug testing in compliance with this policy is entitled to receive the results of such testing upon timely written request.

Retesting. An individual who tested positive for the presence of drugs may request that the original sample be retested. The request for a retest must be submitted in writing on a form provided by the district within 3 working days of the district's notification to the individual that he or she has a positive test result. The individual making the request must pay all costs associated with the retest and transfer of the sample to another laboratory before the retest will be performed.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4062 Locker Room Supervision

Staff members, coaches, sponsors, and students must comply with the requirements of this policy while using locker rooms at the school district or at other locations.

Staff members, coaches, and sponsors must appropriately supervise students in locker rooms and other locations where students dress, change, or engage in similar activities. This supervision must occur at all times during curricular and extracurricular activities and includes, but is not limited to, the following:

- Entering and walking through the entire locker room at regular and irregular intervals to provide direct supervision and to assess student behavior.
- Maintaining an orderly locker room free from “horseplay” and other prohibited conduct.
- Maintaining a visual presence.
- Adequately addressing any misbehaviors.
- Escorting students to and from the locker room and the activity or instructional area.
- Unlocking the locker room so that students may enter, and locking the locker room after all students have exited the locker room.
- Searching the locker room to determine that all students have exited the locker room before locking it.
- Ensuring that the locker room remains locked during any activity.

If a student is found missing during an activity, the staff member, coach, or sponsor or adult designee shall check the locker room for the missing student.

The locker room must be locked at all times when unsupervised.

Only students whose team or activity is currently playing or are in-season or who are involved in a school-sponsored activity that requires or allows presence in the locker room are allowed access to the locker room before or after the regular school day.

Students are not allowed to enter or reenter the locker room without appropriate supervision.

If the staff member, coach, or sponsor is the opposite sex of the students, he or she may designate another adult of the same sex as the students to provide the required locker room supervision. This delegation does not remove ultimate responsibility from the staff member, coach, or sponsor who is subject to the obligations under this policy to ensure that such obligations are

met. By allowing their students to participate in an activity with a cross-gender coach, parents/guardians consent to the entry of the staff member or his or her designee into the locker room at any time as necessary to maintain student safety and order.

Staff members, coaches, and sponsors must remain with students until they are picked up by the parent, guardian, or other authorized person or the student leaves in his or her own transportation. Students must never be left unattended after a game, practice, or other school-sponsored activity. In other words, the staff member, coach, or sponsor should be the first one to arrive at the activity and the last one to leave.

Cell phones and other devices with visual or auditory recording capability may not be used in the locker room at any time or for any reason.

Under no circumstance may a staff member, coach, or sponsor delegate any responsibility under this policy to a student or other minor.

School administrators or their designees may make random checks to assess policy compliance.

Adopted on: _____
Reviewed on: _____
Amended on: _____

5016 Student Records

The school district shall manage student records and reports as is necessary for effective administration and in compliance with law. In general "student records" shall not include transitory communications such as e-mail, text messages, handwritten communication between school and home, and the like, and these items will not generally be maintained by the district. "Student records" also shall not include any records created and maintained by the district's law enforcement unit for a law enforcement purpose.

[OPTION 1] For purposes of the district's compliance with state and federal law, the district "maintains" only those student records which are reduced to paper or physical format and placed within a student's file in the district's central offices or in the file pertaining to the student's special education or Section 504 services. Records which can be printed in paper form must be printed in order to be "maintained." Other records such as video recordings, which constitute student records, must be reduced to a physical medium in order to be "maintained." For example, a video must be put on a compact disk or other compatible hardware and placed within the student's file to be "maintained."

[OPTION 2] For purposes of the district's compliance with state and federal law, the district "maintains" student records which are printed and kept in the student's physical file or which school district staff have intentionally saved within the official school district digital student information system that specifically identifies the student for whom those records are maintained. The school district may also use learning management systems, which deliver and manage instructional content. The school district maintains student records within its student information system but not in its learning management system. The official school district student information system is _____ **[INSERT YOUR SYSTEM, E.G. POWERSCHOOL, INFINITE CAMPUS, ETC.]**

[OPTION 3] For purposes of the district's compliance with state and federal law, the district "maintains" as "student records" all records, files, and documents which are located in any format and within any storage unit of the district, whether in hard copy, digital, or otherwise.

Each building principal will assign responsibilities for the preparation and maintenance of records and will ensure compliance with the applicable federal and state laws, regulations, and record retention schedules regarding their storage and use in the building. No "student record" or record required to be

retained by the Nebraska Secretary of State's Record Retention Schedules applicable to the district will be destroyed unless it is first saved in a retrievable, digital format. This includes only records required to be kept by the applicable Retention Schedules and "student records" as defined by state and federal law, and this policy does not prohibit the district from following its record expungement procedures for all other records.

Students or their parents, guardians, teachers, counselors, or school administrators shall have access to the school's files or records maintained concerning themselves or their students. For purposes of this policy, "teachers" include paraeducators and volunteers who are providing educational services to a student on behalf of the School District. A school official may access, maintain, and use education records containing personally identifiable information (PII) when he or she has a legitimate educational interest in such. "School official" includes any agent, volunteer, or contractor performing an institutional service or function for which the school would otherwise use its own employees and who is under the school district's direct control with respect to their access to, maintenance of, and use of PII from student records. For example, a school official may include, but would not be limited to, a teacher or other educator, administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel); school board member; volunteer; contractor or consultant who, while not employed by the school, performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of PII from education records, such as an attorney, representative of the district's insurance providers, auditor, medical consultant, therapist, or a third-party website operator who has contracted with the school district or its agent to offer online programs for the benefit of students and/or the district; members of law enforcement acting on behalf of the school district; a parent or student volunteering to serve on an official committee, such as a disciplinary or grievance committee; or a parent, student, or other volunteer assisting another school official in performing his or her tasks. A school official typically has a "legitimate educational interest" if the official needs to review an education record in order to fulfill a school-related professional, contractual, statutory, or regulatory responsibility.

All disciplinary material shall be removed and destroyed upon the pupil's graduation or after the pupil's continuous absence from the school for a period of three years, and after authorization is given by the State Records Board pursuant to state law. Upon request, the school district will disclose education records without consent to officials of another school district in which a student seeks or intends to enroll.

Outside agencies such as physicians, probation officers, psychologists, child guidance clinics, and other agencies concerned with child welfare who are working directly with a child may have access to information pertaining to that child with written parental consent or upon issuance of a valid court order.

The school district shall share student data, records, and information with school districts, educational service units, learning communities, and the State Department of Education to the fullest extent practicable unless otherwise prohibited by law. This includes sharing information with the Department of Education necessary to comply with the requirement of state law that all third-year high school students take a college entrance exam. Any redisclosure of information related to the administration of this exam shall be governed by the agreement between the Nebraska Department of Education and the third-party testing company.

Each year, the school district will notify parents and guardians of their rights under this policy and the Family Educational Rights and Privacy Act.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5035 Student Discipline

Administrative and teaching personnel may take actions regarding student behavior, other than those specifically provided in this policy and the Student Discipline Act, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but need not be limited to, counseling of students, parent conferences, referral to restorative justice practices or services, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. Disciplinary consequences may also include in-school suspension, Saturday School, and any other consequence authorized by law. District administrators may develop building-specific protocols for the imposition of student discipline.

In this policy, references to "Principal" shall include building principals, the principal's designee, or other appropriate school district administrators.

Any statement, notice, recommendation, determination, or similar action specified in this policy shall be effectively given at the time written evidence thereof is delivered personally to or upon receipt of certified or registered mail or upon actual knowledge by a student or his or her parent or guardian.

Any student who is suspended or expelled from school pursuant to this policy may not participate in any school activity during the duration of that exclusion including adjacent school holidays and weekends. The student activity eligibility of a student who is mandatorily reassigned shall be determined on a case-by-case basis by the principal of the building to which the student is reassigned.

Short-Term Suspension

The Principal may exclude students from school or any school function for a period of up to five school days (short-term suspension) on the following grounds:

1. Conduct constituting grounds for expulsion as hereinafter set forth; or,
2. Other violations of rules and standards of behavior adopted by the Board of Education or the administrative or teaching staff of the school, that occur on or off school grounds, if such conduct interferes with school purposes or there is a connection between such conduct and school.

The following process applies to short-term suspension:

1. The Principal shall make a reasonable investigation of the facts and circumstances. Short-term suspension shall be imposed only after a determination that the suspension is necessary to help any student, to further school purposes, or to prevent an interference with school purposes.
2. Prior to commencement of the short-term suspension, the student will be given oral or written notice of the charges against the student. The student will be advised of what he or she is accused of having done, be given an explanation of the evidence the authorities have, and be given an opportunity to explain the student's version of the facts.
3. Within 24 hours or such additional time as is reasonably necessary following the suspension, the Principal will send a written statement to the student, and the student's parent or guardian, describing the student's conduct, misconduct or violation of the rule or standard and the reasons for the action taken. An opportunity will be given to the student, and the student's parent or guardian, to have a conference with the Principal ordering the short-term suspension before or at the time the student returns to school. The Principal shall determine who, in addition to the parent or guardian, is to attend the conference.
4. Students who are short-term suspended **will/will not** be given the opportunity to complete classwork, including but not limited to examinations, under the following conditions: **_____**.

Emergency Exclusion

Students may be emergency excluded from school pursuant to the board's separate policy on emergency exclusion or state law.

Weapons and/or Firearms

Students may be disciplined for the possession of weapons and/or firearms pursuant to the board's separate policy on weapons and firearms or state law.

Long-Term Suspension

Students may be excluded by the Principal from school or any school function for a period of more than five school days but less than twenty school days

(long-term suspension) for any conduct constituting grounds for expulsion as hereinafter set forth. The process for long-term suspension is set forth below.

Expulsion

1. **Meaning of Expulsion.** Expulsion means exclusion from attendance in all schools, grounds and activities of or within the system for a period not to exceed the remainder of the semester in which it took effect unless the misconduct occurred (a) within ten school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or (b) within ten school days prior to the end of the second semester, in which case the expulsion shall remain in effect for summer school and the first semester of the following school year, or (c) unless the expulsion is for conduct specified in these rules or in law as permitting or requiring a longer removal, in which case the expulsion shall remain in effect for the period specified therein. Such action may be modified or terminated by the school district at any time during the expulsion period.
2. **Summer Review.** Any expulsion that will remain in effect during the first semester of the following school year will be automatically scheduled for review before the beginning of the school year. The review will be conducted by the hearing officer who conducted the initial expulsion hearing, or a hearing officer appointed by the Superintendent in the event no hearing was previously held or the initial hearing officer is no longer available or willing to serve, after the hearing officer has given notice of the review to the student and the student's parent or guardian. This review shall be limited to newly discovered evidence or evidence of changes in the student's circumstances occurring since the original hearing. This review may lead to a recommendation by the hearing officer that the student be readmitted for the upcoming school year. If the school board or board of education or a committee of such board took the final action to expel the student, the student may be readmitted only by action of the board. Otherwise the student may be readmitted by action of the Superintendent.
3. **Suspension of Enforcement of an Expulsion:** Enforcement of an expulsion action may be suspended (i.e., "stayed") for a period of not more than one full semester in addition to the balance of the semester in which the expulsion takes effect, and as a condition of such suspended action, the student may be assigned to a school, class, or program/plan and to such other consequences which the school district deems appropriate.
4. **Alternative School or Pre-expulsion Procedures.** The school shall either provide an alternative school, class or educational program for

expelled students or shall follow the pre-expulsion procedures outlined in NEB. REV. STAT. 79-266.

Grounds for Long-Term Suspension, Expulsion or Mandatory Reassignment:

The following conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, subject to the procedural provisions of the Student Discipline Act, NEB. REV. STAT. § 79-254 through 79-296, when such activity occurs on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event:

1. Use of violence, force, coercion, threat, intimidation, or similar conduct in a manner that constitutes a substantial interference with school purposes;
2. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, or repeated damage or theft involving property;
3. Causing or attempting to cause personal injury to a school employee, to a school volunteer, or to any student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision;
4. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student;
5. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon (*see also board policy on weapons and firearms*);
6. Engaging in the unlawful possession, selling, dispensing, or use of a controlled substance or an imitation controlled substance, as defined in section 28-401, a substance represented to be a controlled substance, or alcoholic liquor as defined in section 53-103.02 or being under the influence of a controlled substance or alcoholic liquor (*note: the term "under the influence" for school purposes has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant*);
7. Public indecency as defined in section 28-806, except that this prohibition shall apply only to students at least twelve years of age but less than nineteen years of age;
8. Engaging in bullying as defined in section 79-2,137 and in these policies;

9. Sexually assaulting or attempting to sexually assault any person if a complaint has been filed by a prosecutor in a court of competent jurisdiction alleging that the student has sexually assaulted or attempted to sexually assault any person, including sexual assaults or attempted sexual assaults which occur off school grounds not at a school function, activity, or event. For purposes of this subdivision, sexual assault means sexual assault in the first degree as defined in section 28-319, sexual assault in the second degree as defined in section 28-320, sexual assault of a child in the second or third degree as defined in section 28-320.01, or sexual assault of a child in the first degree as defined in section 28-319.01, as such sections now provide or may hereafter from time to time be amended;
10. Engaging in any other activity forbidden by the laws of the State of Nebraska which activity constitutes a danger to other students or interferes with school purposes; or
11. A repeated violation of any of the following rules if such violations constitute a substantial interference with school purposes:
 - a. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, national origin, or religion;
 - b. Dressing or grooming in a manner which violates the school district's dress code and/or is dangerous to the student's health and safety, a danger to the health and safety of others, or which is disruptive, distracting or indecent to the extent that it interferes with the learning and educational process;
 - c. Violating school bus rules as set by the school district or district staff;
 - d. Possessing, using, selling, or dispensing tobacco, drug paraphernalia, an electronic nicotine delivery system, or a tobacco imitation substance or packaging, regardless of form, including cigars, cigarettes, chewing tobacco, and any other form of tobacco, tobacco derivative product or imitation or electronic cigarettes, vapor pens, etc.;
 - e. Possessing, using, selling, or dispensing any drug paraphernalia or imitation of a controlled substance regardless of whether the actual substance possessed is a controlled substance by Nebraska law;
 - f. Possession of pornography;
 - g. Sexting or the possession of sexting images (a combination of sex and texting - the act of sending sexually explicit messages or photos electronically);

- h. Engaging in hazing, defined as any activity expected of someone joining a group, team, or activity that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate. Hazing activities are generally considered to be: physically abusive, hazardous, and/or sexually violating and include but are not limited to the following: personal servitude; sleep deprivation and restrictions on personal hygiene; yelling, swearing and insulting new members/newbies; being forced to wear embarrassing or humiliating attire in public; consumption of vile substances or smearing of such on one's skin; branding; physical beatings; binge drinking and drinking games; sexual simulation and sexual assault;
- i. Bullying which shall include cyberbullying, defined as the use of the internet, including but not limited to social networking sites such as Facebook, cell phones or other devices to send, post or text message images and material intended to hurt or embarrass another person. This may include, but is not limited to; continuing to send e-mail to someone who has said they want no further contact with the sender; sending or posting threats, sexual remarks or pejorative labels (i.e., hate speech); ganging up on victims by making them the subject of ridicule in forums, and posting false statements as fact intended to humiliate the victim; disclosure of personal data, such as the victim's real name, address, or school at websites or forums; posing as the identity of the victim for the purpose of publishing material in their name that defames or ridicules them; sending threatening and harassing text, instant messages or emails to the victims; and posting or sending rumors or gossip to instigate others to dislike and gang up on the target;
- j. Violation of the district's computer acceptable computer use policy are subject to discipline, up to and including expulsion;
- k. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a simulated or "look-a-like" weapon;
- l. Using any object to simulate possession of a weapon;
- m. Knowingly making a false statement or knowingly submitting false information during the Title IX grievance process or any other school investigation or making a materially false statement in bad faith in the course of a Title IX grievance proceeding or any other school investigation; and
- n. Any other violation of a rule or regulation established by a school district staff member pursuant to authority delegated by the board.

Due Process Afforded to Students Facing Long-term Suspension or Expulsion

The following procedures shall be followed regarding any long-term suspension, expulsion or mandatory reassignment

1. On the date of the decision to discipline, the Principal shall file with the Superintendent a written charge and a summary of the evidence supporting such charge.
2. The Principal shall serve the student and the student's parents or guardian with a written notice by registered or certified mail or personal service within two school days of the date of the decision to recommend long-term suspension or expulsion. The notice shall include the following:
 - a. The rule or standard of conduct allegedly violated and the acts of the student alleged to constitute a cause for long-term suspension, expulsion, or mandatory reassignment, including a summary of the evidence to be presented against the student;
 - b. The penalty, if any, which the principal has recommended in the charge and any other penalty to which the student may be subject;
 - c. A statement that, before long-term suspension, expulsion, or mandatory reassignment for disciplinary purposes can be invoked, the student has a right to a hearing, upon request, on the specified charges;
 - d. A description of the hearing procedures provided by the act, along with procedures for appealing any decision rendered at the hearing;
 - e. A statement that the principal, legal counsel for the school, the student, the student's parent, or the student's representative or guardian has the right (i) to examine the student's academic and disciplinary records and any affidavits to be used at the hearing concerning the alleged misconduct and (ii) to know the identity of the witnesses to appear at the hearing and the substance of their testimony; and
 - f. A form on which the student, the student's parent, or the student's guardian may request a hearing, to be signed by such parties and delivered to the principal or superintendent in person or by registered or certified mail.
3. When a notice of intent to discipline a student by long-term suspension, expulsion, or mandatory reassignment is filed with the superintendent, the student may be suspended by the principal until the date the long-

term suspension, expulsion, or mandatory reassignment takes effect if no hearing is requested or, if a hearing is requested, the date the hearing examiner makes the report of his or her findings and a recommendation of the action to be taken to the superintendent, if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of (a) interference with an educational function or school purpose or (b) a personal injury to the student himself or herself, other students, school employees, or school volunteers.

4. Nothing in this policy shall preclude the student, student's parents, guardian or representative from discussing and settling the matter with appropriate school personnel prior to the hearing stage.
5. If a hearing is requested within five days after receipt of the notice, the Superintendent shall appoint a hearing officer who shall follow the "hearing procedures" outlined below.
6. If a hearing is requested more than five school days following the receipt of the written notice, but not more than thirty calendar days after receipt, the Superintendent shall appoint a hearing officer who shall follow the "hearing procedures" outlined below, except that the time constraints set forth may differ as provided by law and this policy. The student shall be entitled to a hearing but the consequence imposed may continue in effect pending final determination.
7. If a request for hearing is not received within thirty calendar days following the mailing or delivery of the written notice, the student shall not be entitled to a hearing.

In the event a hearing is requested, the hearing, hearing procedures, the student's rights and any appeals or judicial review permitted by law shall be governed by the applicable provisions of the Nebraska Student Discipline Act (NEB. REV. STAT. § 79-254 to 79-294). The school district will provide parents with copies of the relevant statutes upon request.

Reporting Requirement to Law Enforcement

Violations of this section will result in a report to law enforcement if:

1. The violation includes possession of a firearm;
2. The violation results in child abuse;
3. It is a violation of the Nebraska Criminal Code that the administration believes cannot be adequately addressed solely by discipline from the school district;
4. It is a violation of the Nebraska Criminal Code that endangers the health and welfare of staff or students;

5. It is a violation of the Nebraska Criminal Code that interferes with school purposes;
6. The report is required or requested by law enforcement or the county attorney.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5054 Student Bullying

Definition of Bullying. Nebraska statute defines bullying as “an ongoing pattern of physical, verbal or electronic abuse.” The Centers for Disease Control and Prevention defines bullying as “any unwanted aggressive behavior(s) by another youth or group of youths who are not siblings or current dating partners that involves an observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated.” The school district’s administrators will consider these definitions when determining whether any specific situation constitutes bullying. These definitions include both in-person and cyberbullying behaviors.

Bullying Prohibited. Students are prohibited from engaging in any form of bullying behavior.

Reporting Bullying. Students who experience or observe bullying behavior must immediately report what happened to a teacher or administrator. **Students can use the district’s anonymous platform _____ to make this report.** Students may always confer with their parents or guardians about bullying they experience or witness, but the students must also ultimately report the situation to a teacher or administrator.

Bullying Investigations. School district staff will investigate allegations of bullying using the same practices and procedures that the district observes for student disciplinary matters. In no circumstance will school district staff be deliberately indifferent to allegations of bullying.

Disciplinary Consequences. The disciplinary consequences for bullying behavior will depend on the frequency, duration, severity and effect of the behavior.

A student who engages in bullying behavior on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or his or her designee, or at school-sponsored activities or school-sponsored athletic events may be subject to disciplinary consequences including but not limited to long-term suspension, expulsion, or mandatory reassignment.

Without limiting the foregoing, a student who engages in bullying behavior that materially and substantially interferes with or disrupts the

educational environment, the district's day-to-day operations, or the education process, regardless of where the student is at the time of engaging in the bullying behavior, may be subject to discipline to the extent permitted by law.

Bullying Based on Protected Class Status. Bullying based on protected class status is unique and may require additional investigation. The appropriate district staff member or coordinator will promptly investigate bullying complaints that violate the district's antidiscrimination policies.

Support for Students Who Have Experienced Bullying. Regardless of where the bullying occurred, the district will consider whether victims of bullying are suffering an adverse educational impact and, if appropriate, will refer those students to the district's student assistance team.

Bullying Prevention and Education. Students and parents are encouraged to inform teachers or administrators orally or in writing about bullying behavior or suspected bullying behavior. School employees are required to inform the administrator of all such reports. The appropriate administrator shall promptly investigate all such reports. Each building shall engage in activities which educate students about bullying, bullying prevention and digital citizenship.

Policy Review. The school district shall review this policy annually.

Adopted on: _____

Revised on: _____

Reviewed on: _____

6020 Multicultural Education

In every curriculum area and at all grades, the school district will provide programs which foster and develop an appreciation and understanding of the racial, ethnic, and cultural heritage of all students. These programs will allow students to explore the history and contributions made by various ethnic groups and will emphasize human relations, sensitivity toward all races, and the rich diversity of the population of the United States. The programs shall be implemented within the guidelines of the State Department of Education and in accordance with any other applicable laws and/or regulations.

Philosophy, Mission, and Program Goals. The school district respects and appreciates cultural diversity and seeks to promote the understanding of unique cultural and ethnic heritage. The district will promote the development of a culturally responsible and responsive curriculum. The school district's program will explore the attitudes, skills, and knowledge necessary to function in various cultures.

District Guides, Frameworks, or Standards. Appropriate district staff and/or committee(s) will review the school district curriculum guides, frameworks, or standards to determine that they appropriately incorporate multicultural education.

Selecting Appropriate Instructional Materials. Appropriate school district staff and/or committee(s) will review instructional materials and make a recommendation regarding those that are appropriate for the school district's multicultural education program.

Providing Staff Development. Appropriate school district staff and/or committee(s) will review the staff development provided for administrators, teachers, and support staff to determine that it includes appropriate multicultural education that is consistent with school district and program goals.

Periodic Assessment. Appropriate school district staff and/or committee(s) will periodically review the school district's multicultural education program by reviewing the criteria in this policy to assess whether the school district is adequately and appropriately incorporating multicultural education in all curriculum areas in all grades.

Annual Status Report. The superintendent will provide the board with a

report on the status of the school district's multicultural education program annually.

Adopted on: _____

Revised on: _____

Reviewed on: _____

6021

District Criteria for Selecting Evaluators to be Used for Special Education Evaluation and Verification and Independent Educational Evaluations

The following criteria shall be used for selecting evaluators according to 92 Nebraska Administrative Code 51-006.07B:

1. Those in-state service agencies that have approved rates for the current year established by the Nebraska Department of Education. A list of service agencies with approved rates, including state agencies, individual providers, and in-state providers may be found at <https://www.education.ne.gov/sped/service-agencies/>.
2. Those Nebraska providers located within 100 **[NOTE TO BE DELETED: insert mileage that is appropriate to your district's geographic location.]** miles of the building of the district where the child attends when driving by ordinary public roadways, except **[include here any exceptions to these criteria necessary for specific assessments which the district would not obtain within the indicated area. Based on feedback from ESU Special Education Directors statewide, these exceptions might include the following: vision-related evaluations (___ miles); evaluations for severe autism spectrum disorder (___ miles); evaluations for severe psychiatric disorders (___ miles); evaluations for significant or atypical orthopedic disorders (___ miles); threat assessments (___ miles); profound hearing impairments (___ miles). You should specifically identify such assessments after consulting with your special education or educational service unit staff, and include those and their relevant mileage range. If no assessments would require a deviation from this area, simply conclude this paragraph after the word "roadways."]**
3. Evaluations must consider the educational, health, or other student records of the student provided by the district. The parents, guardians, or age-appropriate student must provide any required consent to the disclosure of these records unless disclosure is already authorized by state and federal law.
4. Evaluations must be provided to the district, including all educational, health, student, or other records created as part of or relied upon to complete the evaluation. The parents, guardians, or age-appropriate student must provide any required consent to the disclosure of these records unless disclosure is already authorized by state and federal law.
5. Evaluations must be conducted by a provider that is authorized,

available, and willing to discuss, confer, or otherwise cooperate with the district regarding the evaluation, its results, or any other information related to the evaluation. Such cooperation may include reasonable participation in, or the submission of additional reports or information to, an IEP, MDT, or SAT team. The parents, guardians, or age-appropriate student must provide any required consent to the disclosure of these records or information unless disclosure is already authorized by state and federal law.

6. Evaluations must be sufficiently comprehensive for the evaluator to submit to the district a report that specifically details whether the student should be considered eligible for special education and related services, the nature of special education and related services recommended to accommodate the student's suspected disability, and the particular facts or findings underlying the evaluator's conclusions. This report must be submitted to the district within 45 days after the conclusion of the evaluation.
7. Evaluations must meet the then-current state standards for reliability, research-based processes, and educational or professional best practices.
8. Reimbursement to any evaluator chosen in conformance with this policy shall not exceed the cost that would be charged by the school district's contracted providers for the same or substantially similar evaluation.

All special education evaluations, including those independently obtained at the district's expense, must be obtained in a manner consistent with the criteria set forth above, unless state or federal law requires waiver of one or more criteria in order to accommodate unique circumstances.

Adopted on: _____

Revised on: _____

Reviewed on: _____

6033 Restraint and Seclusion of Students

Restraint and seclusion, as defined below, are behavioral interventions. The use of such behavioral interventions must be in accordance with this policy. The following interventions do not constitute seclusion and restraint, and are not governed by this policy: voice control, limited to loud, firm commands; time-limited ignoring of specific behaviors; brief physical prompts to interrupt or prevent a specific behavior; physical interventions which a student's health care provider has indicated are medically necessary for the treatment or protection of the individual; or other similar interventions.

Definitions

Physical restraint refers to a personal restriction that immobilizes or reduces the ability of a student to move his or her torso, arms, legs, or head freely. The term physical restraint does not include a physical escort. Physical escort means a temporary touching or holding of the hand, wrist, arm, shoulder or back for the purpose of inducing a student who is acting out to walk to a safe location. Physical restraint does not include incidental touching that comes along with movement inside a classroom, lunch line, or other areas of the school building where maintaining order is required.

Mechanical restraint refers to the use of any device or equipment to restrict a student's freedom of movement. The term does not include devices implemented by trained school personnel, or utilized by a student that have been prescribed by an appropriate medical or related services professional and are used for the specific and approved purposes for which such devices were designed, such as:

- Adaptive devices or mechanical supports used to achieve proper body position, balance, or alignment to allow greater freedom of mobility than would be possible without the use of such devices or mechanical supports;
- Vehicle safety restraints when used as intended during the transport of a student in a moving vehicle;
- Restraints for medical immobilization; or
- Orthopedically prescribed devices that permit a student to participate in activities without risk of harm.

Chemical restraint refers to the administration of medication for the purpose of restraint, but does not include the administration of medication in accordance with the directions and prescription of a physician with the consent of the student's parent or guardian.

Seclusion refers to the involuntary confinement of a student alone in a room or area from which the student is physically prevented from leaving. It does not include a timeout, which is a behavior management technique that is part of an approved program, involves the monitored separation of the student in a non-locked setting, and is implemented for the purpose of calming.

Use of Restraint and Seclusion

The use of chemical restraint is strictly prohibited. The use of any seclusion or restraint intervention for punitive or disciplinary purposes is strictly prohibited. Similarly, the use of any technique that constitutes corporal punishment, which is the infliction of bodily pain as a penalty for disapproved behavior, is strictly prohibited. Seclusion and/or restraint shall not be used for the convenience of staff or as a substitute for an educational program. When restraint or seclusion is used to respond to the danger of harm posed by a student's behavior, the intervention shall be discontinued as soon as the danger of harm has dissipated.

[Option A: Most Aggressive Approach]

The use of physical restraint, mechanical restraint, and seclusion is permitted in a manner consistent with this policy as reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process.

[Option B: Aggressive Approach]

The use of physical restraint, mechanical restraint, and seclusion is permitted in a manner consistent with this policy:

- as reasonably necessary where the student's behavior risks causing physical harm to self, others, and property;
- in accordance with the student's IEP, Section 504, or behavior intervention plan; *or*
- as otherwise prescribed, recommended, or suggested by a medical or related services provider.

[Option C: Conservative Approach]

The use of mechanical restraint is strictly prohibited. The use of physical restraint and seclusion is permitted in a manner consistent with this policy as reasonably necessary where the student's behavior risks causing physical harm to self or others.

Procedures

No technique shall restrict a student's breathing, deprive a student of basic needs, or unnecessarily expose a student to physical pain or discomfort.

Seclusion shall not be used for students who are severely self-injurious or suicidal. When seclusion is utilized as permitted by this policy, the following procedures shall be followed:

- The student shall be monitored by an adult in close proximity who is able to regularly observe the student;
- The confining space shall be approved for such use, unless the use of such a space is impossible or impracticable under the circumstances;
- The confining space shall be appropriately lighted, ventilated, and heated or cooled; *and*
- The confining space shall be free from objects that unreasonably expose the student or others to harm.

If a pattern of behavior emerges that requires or is anticipated to require the use of restraint and/or seclusion for the student, the appropriate educators and/or team members shall review what assessments, evaluations, supports, services, programs, or placements are appropriate in light of the student's needs and circumstances.

Recording and Reporting

Each incident of restraint or seclusion must be recorded and reported as required by the building administrators.

Training

All staff members shall be provided notice of this policy and will be trained on its contents. The Superintendent or his or her designee will identify school staff members likely to implement the restraint or seclusion interventions authorized by this policy and arrange for those individuals to receive appropriate training on the appropriate implementation of such interventions and the use of other behavioral supports and interventions.

Adopted on: _____

Revised on: _____

Reviewed on: _____

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
Ag Valley Coop	162780 5/25/20	Bus Gas	191.48
Total Ag Valley Coop			<u>191.48</u>
Alma Auto Parts	14766-83747	Bus Maintenance	406.05
Alma Auto Parts	14766-84088	Bus Maintenance	241.00
Alma Auto Parts	14766-84436	Bus Maintenance	55.96
Alma Auto Parts	14766-84607	Bus Maintenance	123.09
Alma Auto Parts	14766-84614	Bus Maintenance	29.88
Alma Auto Parts	14766-84758	Bus Maintenance	101.04
Alma Auto Parts	14766-84759	Bus Maintenance	71.28
Alma Auto Parts	14766-84760	Bus Maintenance	17.02
Alma Auto Parts	14766-84792	Bus Maintenance	55.96
Alma Auto Parts	14766-84854	Bus Maintenance	131.00
Total Alma Auto Parts			<u>1,232.28</u>
Amazon Capital Services	174L-CTM3-3TLM	Library Expense	72.00
Amazon Capital Services	1HR1-TM71-G6WV	General Supplies	90.45
Amazon Capital Services	1JYC-113L-6YVT	Elementary Teaching Supplies	50.75
Amazon Capital Services	1KD6-GDVV-L47P	FCS Supplies	498.66
Amazon Capital Services	1MCL-76YV-9NX9	Secondary Teaching Supplies	1,979.56
Amazon Capital Services	1MK3-9JLY-3MNH	Secondary Teaching Supplies	15.95
Amazon Capital Services	1NWN-LLTL-R64D	Secondary Teaching Supplies	557.24
Amazon Capital Services	1Q96-XVF6-7LP1	Elementary Teaching Supplies	176.78
Amazon Capital Services	1T1K-D3R9-W7GN	Elementary Teaching Supplies	178.98
Amazon Capital Services	1T1Y-CH7D-DXTM	Elementary Teaching Supplies	117.72
Amazon Capital Services	1T9P-MR4C-1L9T	Elementary Teaching Supplies	64.68
Amazon Capital Services	1T9P-MR4C-4H9R	Secondary Teaching Supplies	1,143.13
Amazon Capital Services	1TQJ-3GNX-1TXY	Elementary Teaching Supplies	6.99
Amazon Capital Services	1VHH-3W44-DQFR	Elementary Teaching Supplies	135.65
Amazon Capital Services	1VVJ-Q37W-NXJ7	Secondary Teaching Supplies	2,140.00
Amazon Capital Services	1VWP-6PTL-1QPL	Library Expense	37.56
Amazon Capital Services	1WPG-CFN3-6P39	Secondary Teaching Supplies	1,359.99
Amazon Capital Services	1XPJ-RJD3-XFKG	Elementary Teaching Supplies	232.65
Amazon Capital Services	1Y6X-XXCN-CWWT	Elementary Teaching Supplies	638.49
Total Amazon Capital Services			<u>9,497.23</u>
Apple Computer, Inc.	AC10910223	Computer Supplies	899.00
Apple Computer, Inc.	AC15325866	Computer Supplies	1,489.00
Apple Computer, Inc.	AC15794316	Computer Supplies	97.96
Total Apple Computer, Inc.			<u>2,485.96</u>
Beaver City Municipal Plant	421000 6/10	Electricity- Bus Barn	15.15
Total Beaver City Municipal Plant			<u>15.15</u>
Beaver Creek Mowing	954333	Grounds Upkeep	2,965.00
Total Beaver Creek Mowing			<u>2,965.00</u>
Blick Art Materials	365311	Secondary Teaching Supplies	62.65
Total Blick Art Materials			<u>62.65</u>
Blue Tarp Financial, Inc.	44883099	Secondary Teaching Supplies	39.99
Total Blue Tarp Financial, Inc.			<u>39.99</u>
Bulk Book Store	63016	Secondary Teaching Supplies	654.10

Vendor Name	Invoice Number	Description	Amount
Total Bulk Book Store			654.10
Cobra Midwest	080911	Custodial Supplies	900.00
Cobra Midwest	080914	Custodial Supplies	31.44
Cobra Midwest	080916	Custodial Supplies	34.75
Total Cobra Midwest			966.19
Computer Hardware	131435	Computer Supplies	35.00
Computer Hardware	132798	Computer Supplies	50.00
Computer Hardware	132799	Computer Supplies	50.00
Computer Hardware	132801	Computer Supplies	100.00
Computer Hardware	132810	Computer Supplies	550.00
Total Computer Hardware			785.00
Cornhusker International Trucks Inc	3349412	Bus Maintenance	100.99
Total Cornhusker International Trucks Inc			100.99
Cycle Therapy	MAY 2020	Counseling Services	1,560.00
Total Cycle Therapy			1,560.00
Dish Network	8255707082064465 6/5	Dish Network	240.59
Total Dish Network			240.59
Eakes Office Products Gi	INV205211	Copies	5,095.21
Total Eakes Office Products Gi			5,095.21
Electrical Engineering & Equipment	6735090-01	Custodial Supplies	57.51
Electrical Engineering & Equipment	6761383-00	Custodial Supplies	97.72
Total Electrical Engineering & Equipment			155.23
Esu #10	7850- MAY 2020	Deaf Education Services 3-5	368.91
Total Esu #10			368.91
Esu #11	3754	ESU Billing	5,311.21
Esu #11	3rd QTR Billing-	3rd QTR Billing	53,044.03
Total Esu #11			58,355.24
ESU Coordinating Council	CRIS00670	Crisis Training	600.00
Total ESU Coordinating Council			600.00
Follett School Solutions, INC	7502177	Computer Software Renewal	744.83
Total Follett School Solutions, INC			744.83
Hal Leonard	36852742	Secondary Teaching Supplies	195.00
Total Hal Leonard			195.00
Holmes Plumbing & Heating	238801	Custodial Supplies	660.25
Total Holmes Plumbing & Heating			660.25
HomeTown Leasing	JUNE 2020	Copier Lease Pymt- June 2020	3,354.16
Total HomeTown Leasing			3,354.16
Inspire Rehabilitation	757	SPED Services	390.72

Vendor Name	Invoice Number	Description	Amount
Total Inspire Rehabilitation			390.72
J W Pepper & Son Inc.	331551151	Secondary Teaching Supplies	34.99
J W Pepper & Son Inc.	331595686	Secondary Teaching Supplies	707.50
Total J W Pepper & Son Inc.			742.49
JARED FAUSCH	6/1/20	Mileage	61.00
Total JARED FAUSCH			61.00
JENNIFER SCHUTZ,OTR/L	MAY 2020	SPED Services- Occupational Therapy	1,398.54
Total JENNIFER SCHUTZ,OTR/L			1,398.54
Jostens	24605533	General Supplies	31.00
Total Jostens			31.00
Kim Foundation, The	Conf Registration	Conference Registration	100.00
Total Kim Foundation, The			100.00
KSB School Law	8123	Legal Counsel	1,650.00
Total KSB School Law			1,650.00
Lakeshore Learning Materials	5126250520	Elementary Teaching Supplies	435.85
Lakeshore Learning Materials	5126280520	Elementary Teaching Supplies	257.42
Lakeshore Learning Materials	5336830620	Elementary Teaching Supplies	140.42
Lakeshore Learning Materials	5336860620	Elementary Teaching Supplies	165.54
Lakeshore Learning Materials	5337050620	Elementary Teaching Supplies	206.91
Lakeshore Learning Materials	5337170620	Elementary Teaching Supplies	152.67
Total Lakeshore Learning Materials			1,358.81
Leighton Schmidt	6/1/20	Reimbursement	184.59
Total Leighton Schmidt			184.59
Library Store, Inc., The	450571	Library Supplies	373.05
Total Library Store, Inc., The			373.05
Marco Products Inc	186642	Elementary Teaching Supplies	182.70
Total Marco Products Inc			182.70
Marquez, Brandon	6/1/20	Cell Phone Reimbursment	550.74
Total Marquez, Brandon			550.74
McGraw-Hill School Education Holdings, LLC	112900892001	Elementary Teaching Supplies	126.25
McGraw-Hill School Education Holdings, LLC	112900892002	Elementary Teaching Supplies	146.33
Total McGraw-Hill School Education Holdings, LLC			272.58
MCI	08683584723 6/1	Long Distance Service	85.94
Total MCI			85.94
Menards	1530	Custodial Supplies	223.77
Total Menards			223.77
Micro Computer Systems Inc	0508018	E-Rate Purchase	8,618.00
Micro Computer Systems Inc	0508105	E-Rate Purchase	1,364.00

Vendor Name	Invoice Number	Description	Amount
Total Micro Computer Systems Inc			<u>9,982.00</u>
Midamerican Research Chemical	0696723-IN	Custodial Supplies	1,089.21
Midamerican Research Chemical	0697078-IN	Custodial Supplies	1,914.24
Midamerican Research Chemical	0697301-IN	Custodial Supplies	233.84
Midamerican Research Chemical	0697475-IN	Custodial Supplies	1,066.11
Midamerican Research Chemical	0698956-IN	Custodial Supplies	841.37
Midamerican Research Chemical	0699718-IN	Custodial Supplies	4,344.50
Total Midamerican Research Chemical			<u>9,489.27</u>
NAAE	PO FFA05182020-01	Christen Reiman Registration	275.00
Total NAAE			<u>275.00</u>
NCS Pearson	9429733	SPED Teaching Supplies	492.67
Total NCS Pearson			<u>492.67</u>
Nebraska Truck Center	NTCIN63607	Bus Maintenance	104.95
Total Nebraska Truck Center			<u>104.95</u>
Norton Auto Supply Inc	12160	Custodial Supplies	283.53
Total Norton Auto Supply Inc			<u>283.53</u>
One Call Concepts, Inc.	0050668	Line Locate	8.06
Total One Call Concepts, Inc.			<u>8.06</u>
One Source	4321920200531	Background Check	15.00
Total One Source			<u>15.00</u>
Oriental Trading Company, Inc	703414928-01	Elementary Teaching Supplies	273.74
Oriental Trading Company, Inc	703414977-01	Elementary Teaching Supplies	58.30
Oriental Trading Company, Inc	703416845-01	Elementary Teaching Supplies	78.76
Oriental Trading Company, Inc	703546069-01	Elementary Teaching Supplies	50.13
Total Oriental Trading Company, Inc			<u>460.93</u>
Oxford Utilities	7704 6/15/20	Trash Disposal	660.02
Oxford Utilities	7914 6/15/20	Electricity- Bus Barn	36.14
Total Oxford Utilities			<u>696.16</u>
Perfection Learning	118247	Secondary Teaching Supplies	1,544.42
Total Perfection Learning			<u>1,544.42</u>
Pitney Bowes	8000909006064369-5	Postage	1,000.00
Total Pitney Bowes			<u>1,000.00</u>
Platte Valley Communications	042000304	Bus Maintenance	118.50
Total Platte Valley Communications			<u>118.50</u>
Quill Corporation	7072487	General Supplies	29.95
Quill Corporation	7087973	General Supplies	769.46
Quill Corporation	7417130	General Supplies	239.97
Total Quill Corporation			<u>1,039.38</u>
Really Good Stuff, Inc.	7230112	Elementary Teaching Supplies	297.35

Vendor Name	Invoice Number	Description	Amount
Really Good Stuff, Inc.	7231012	Elementary Teaching Supplies	285.41
Really Good Stuff, Inc.	7234022	Elementary Teaching Supplies	378.78
Really Good Stuff, Inc.	7234410	Elementary Teaching Supplies	80.97
Really Good Stuff, Inc.	7234413	Elementary Teaching Supplies	105.94
Really Good Stuff, Inc.	723490	Elementary Teaching Supplies	162.27
Really Good Stuff, Inc.	7236441	Elementary Teaching Supplies	106.93
Really Good Stuff, Inc.	7236713	Elementary Teaching Supplies	169.33
Really Good Stuff, Inc.	7236714	Elementary Teaching Supplies	169.52
Really Good Stuff, Inc.	7237501	Elementary Teaching Supplies	211.91
Really Good Stuff, Inc.	7237502	Elementary Teaching Supplies	205.16
Really Good Stuff, Inc.	7237503	Elementary Teaching Supplies	229.22
Total Really Good Stuff, Inc.			2,402.79
Reliable Pest Control	30370	Pest Control	125.00
Total Reliable Pest Control			125.00
Rochester 100 Inc	INV48830	Elementary Teaching Supplies	135.00
Total Rochester 100 Inc			135.00
S & W Auto Parts	717410	Bus Maintenance	41.06
S & W Auto Parts	717734	Bus Maintenance	46.66
Total S & W Auto Parts			87.72
S&S Worldwide	IN100520324	General Supplies	150.70
Total S&S Worldwide			150.70
Scholastic Book Fairs-8	M6953812 2	Elementary Teaching Supplies	157.08
Total Scholastic Book Fairs-8			157.08
Scholastic, Inc.	2020-21 Renewal	Secondary Teaching Supplies	94.90
Total Scholastic, Inc.			94.90
School Health Corporation	3760074-00	General Supplies	331.72
School Health Corporation	5503031-00	Elementary Teaching Supplies	62.92
Total School Health Corporation			394.64
School Specialty Inc	208125211637	Elementary Teaching Supplies	48.93
Total School Specialty Inc			48.93
Sherwin-Williams Co	5196-9	Custodial Supplies	142.90
Total Sherwin-Williams Co			142.90
Sinclair Oil Corporation	7375058 6/22	Bus Gas	181.56
Total Sinclair Oil Corporation			181.56
Stamford Service LLC	5/31/20	Bus Gas	205.80
Total Stamford Service LLC			205.80
Teacher Created Resources	6529533	Elementary Teaching Supplies	118.61
Total Teacher Created Resources			118.61
TEACHER DIRECT	2020/9533/27	Elementary Teaching Supplies	128.84
TEACHER DIRECT	2020/9534/28	Elementary Teaching Supplies	130.56

Vendor Name	Invoice Number	Description	Amount
TEACHER DIRECT	2020/9539/33	Elementary Teaching Supplies	148.88
TEACHER DIRECT	2020/9550/44	Elementary Teaching Supplies	217.86
TEACHER DIRECT	INV/2020/10367/85	Elementary Teaching Supplies	158.20
TEACHER DIRECT	INV/2020/10429/50	Elementary Teaching Supplies	126.04
TEACHER DIRECT	INV/2020/10439/60	Elementary Teaching Supplies	149.80
Total TEACHER DIRECT			<u>1,060.18</u>
Total Fitness Equipment Inc	49123	Secondary Teaching Supplies	675.00
Total Total Fitness Equipment Inc			<u>675.00</u>
Troxell Communications	234170	Secondary Teaching Supplies	43.20
Total Troxell Communications			<u>43.20</u>
Twin Valleys Public Power	6/8/20	Electricity	8,159.13
Total Twin Valleys Public Power			<u>8,159.13</u>
TwoPturf, LLC	2583	Grounds Upkeep	2,270.42
Total TwoPturf, LLC			<u>2,270.42</u>
ULINE	120155388	Elementary Teaching Supplies	120.79
Total ULINE			<u>120.79</u>
Verizon Wireless	9854692228	Verizon	80.02
Total Verizon Wireless			<u>80.02</u>
Village of Stamford	0-1-5 5/26/20	Water	113.00
Village of Stamford	1152-11151 5/26/20	Water- Ballfield	54.86
Total Village of Stamford			<u>167.86</u>
Woodward's Disposal Service, Inc.	8930-2610	Shredding- Disposal	35.00
Total Woodward's Disposal Service, Inc.			<u>35.00</u>
Yogi's Bodyshop	6/10/20	Pickup- Deductible	500.00
Total Yogi's Bodyshop			<u>500.00</u>
Zep Manufacturing Co.	9005196451	Custodial Supplies	434.70
Total Zep Manufacturing Co.			<u>434.70</u>
Fund Number 01			<u>141,233.17</u>
Checking Account ID 1			<u>141,233.17</u>

183669RPAC SURVEY OF LUNCH PRICES / SUB PAY/ ACTIVITY TICKET PRICES

000006/8/2020

Schools	2.55			Lunch Prices			Updated	Substitute Pay		Activity Tickets		
	K-6	7-12	Adult	K-6	7-12	Adult				Student	Adult	Family
ALMA	\$1.60	\$1.60	\$2.10	\$2.40	\$2.80	\$3.55	6/8/20	\$110/\$65 1/2		\$20.00	\$40.00	\$80.00
ARAPAHOE	\$1.65	\$1.90	\$2.00	\$2.55	\$2.80	\$2.90	6/26/17	\$100/ day		\$15.00	\$40.00	\$100.00
BERTRAND	\$2.20	\$2.35	\$2.65	\$2.90	\$3.30	\$4.00	3/12/18	\$110 / \$60.	10¢ increase to all meal prices	\$30.00	\$40.00	\$110.00
CAMBRIDGE	\$1.60	\$1.60	\$2.15	\$2.65	\$3.00	\$3.80	3/12/18	\$105/day		\$30.00	\$65.00	\$125.00
DUNDY COUNTY	\$2.50	\$2.50	\$3.10	\$3.00	\$3.25	\$4.25	7/11/16	\$100/day	No increases	\$20.00	\$50.00	\$90.00
HAYES CENTER	\$1.60	\$1.60	\$1.80	\$2.75	\$2.95	\$3.25	5.23.18	\$110/day		Free	None	None
HITCHCOCK COUNT	\$1.05	\$1.05	\$1.35	\$2.65	\$2.85	\$3.55	8.22.15	\$115 a day	Lunch 7-12 & Adults > 20¢ / Adults	\$20.00	\$50.00	\$100.00
MAXWELL	\$1.90	\$1.90	\$2.30	\$2.65	\$2.70	\$4.10	5/4/20	\$120/day		none	none	none
MAYWOOD	\$1.65	\$1.65	\$1.65	\$2.75 (k-5)	\$3.00 (6-12)	\$3.75	5/24/18	110/day	Milk \$0.40 & Seconds \$0.75	\$25.00	\$50.00	\$100.00
MEDICINE VALLEY	\$1.45	\$1.70	\$2.45	\$2.60	\$2.85	\$3.45	6/14/18	\$110 day/\$60 1/2	Increased all meals by 5¢	\$25.00	\$45.00	\$110.00
PAXTON	\$1.90	\$1.90	\$2.45	\$2.60	\$3.10	\$3.75	5/4/20	\$110/day		\$25.00	\$75.00	None
SOUTHERN VALLEY	\$2.00	\$2.10	\$2.20	\$2.65	\$2.90	\$3.55	6/8/20	\$115		\$20.00	\$50.00	\$100.00
SOUTHWEST	\$2.00			\$2.90	\$3.50	\$3.80	6/12/18	\$125/day	increased .05 all meal prices	\$20.00	\$45.00	\$85.00
WALLACE				\$2.65	\$2.80	\$3.75	7/11/16	115/day		\$20.00	\$50.00	\$100.00
WAUNETA-PALISAD	\$1.75	\$1.75	\$1.75	\$2.40	\$2.75	\$3.50	7/1'2/16	\$115 / day	5¢ > on all meal prices	\$15.00	\$40.00	\$75.00

Additional Cost per Family if Lunch Price is Raised _?_

Based on 18330 lunches served:

	20	\$0.05	\$0.10	\$0.15	\$0.20	\$0.25		18330	Increase	Generated amount
Family Cost - Monthly	1	\$1.00	\$ 2.00	\$ 3.00	\$ 4.00	\$ 5.00	The # in Red can be changed to determine \$ that will be raised based on number of meals served.	\$0.05	\$916.50	
	2	\$2.00	\$ 4.00	\$ 6.00	\$ 8.00	\$ 10.00		\$0.10	\$1,833.00	
	3	\$3.00	\$ 6.00	\$ 9.00	\$ 12.00	\$ 15.00		\$0.15	\$2,749.50	
	4	\$4.00	\$ 8.00	\$ 12.00	\$ 16.00	\$ 20.00		\$0.20	\$3,666.00	
	5	\$5.00	\$ 10.00	\$ 15.00	\$ 20.00	\$ 25.00		\$0.25	\$4,582.50	
	6	\$6.00	\$ 12.00	\$ 18.00	\$ 24.00	\$ 30.00		\$0.30	\$5,499.00	
								\$0.35	\$6,415.50	
								\$0.40	\$7,332.00	
Family Cost- Yearly	178	\$8.90	\$ 17.80	\$ 26.70	\$ 35.60	\$ 44.50		\$0.45	\$8,248.50	
	2	\$17.80	\$ 35.60	\$ 53.40	\$ 71.20	\$ 89.00		\$0.50	\$9,165.00	
	3	\$26.70	\$ 53.40	\$ 80.10	\$ 106.80	\$ 133.50				
	4	\$35.60	\$ 71.20	\$ 106.80	\$ 142.40	\$ 178.00				
	5	\$44.50	\$ 89.00	\$ 133.50	\$ 178.00	\$ 222.50				
	6	\$53.40	\$ 106.80	\$ 160.20	\$ 213.60	\$ 267.00				

	2020-2021	2021-2020
Nurse		
Salary (\$24/hour)	\$36,000.00	\$36,900.00
Insurance (Full Family)	\$21,617.40	\$22,500.00
Taxes, SS, Retirement (20%)	\$7,200.00	\$7,380.00
Total	\$64,817.40	\$66,780.00
Sharon		
Salary (\$15.70/hour)	\$23,550.00	\$0.00
Insurance (Employee and Spouse)	\$16,099.44	\$0.00
Taxes, SS, Retirement (20%)	\$4,710.00	\$0.00
Total	\$44,359.44	\$0.00
Grand Total	\$109,176.84	\$66,780.00