

Board of Education Regular Meeting

Monday, May 10, 2021 7:00 PM

Media Center at the Palmyra District OR-1 Public Schools

425 F Street

Palmyra, NE 68418

1. Call to Order and Pledge of Allegiance
2. Announcement of the Open Meetings Act Posting
3. Staff and Student Presentations
4. Meeting Broadcast Information
5. Consent Agenda
 - 5.1. Approval of minutes of previous meetings
 - 5.2. Approval of Claims/Payment of Bills and Payroll
 - 5.3. Certificated/Classified Hire(s)/Reassignment(s)/Resignation(s)
 - 5.3.1. Presentation, discussion, and or official action to ratify a certified staff contract for Austin Lahmon for Elementary Guidance Counselor.
 - 5.3.2. Presentation, discussion, and or official action to ratify a certified teaching contract for Brittany Eisenhower. Preschool Teacher at Bennet Elementary.
 - 5.4. Financial Report
6. Public Comment
7. Administrative Reports
 - 7.1. Superintendent's Report
 - 7.2. Administrative Report
8. Discussion Items- Committee Reports
 - 8.1. Facility Audit Committee
 - 8.2. Strategic Planning Update
 - 8.3. Olson Project Complex Update
 - 8.4. Transportation Committee
 - 8.5. Budget Committee Report
9. Action Items
 - 9.1. District Copier Program
 - 9.2. Presentation, discussion and or official action with regard to the Olson Foundation Project for the construction of certain improvements on property of the School District and Village for athletic and recreational facilities to benefit the Palmyra, Nebraska Community (Project) to approve the Applications for Payment and billing statements related to the Project, including, but not limited to the cost of the legal services, architectural design and planning, and site preparation costs.
 - 9.3. Surplus School Items for Purchase
10. Board of Education Development
 - 10.1. Superintendent Evaluation
 - 10.2. Board Retreat Date
11. Topics for Next Month:
12. Closed Session
13. Adjournment

Chairperson

Superintendent

Board of Education Regular Meeting

Monday, April 12, 2021 7:00 PM

Media Center at the Palmyra District OR-1 Public Schools

425 F Street

Palmyra, NE 68418

District Mission:

“Together we prepare our students to successfully meet the challenges of the future.”

Strategic Goal 1: District OR-1 Public Schools will provide the facilities needed to be competitive with other area schools in athletics and fine arts programs.

Strategic Goal 2: District OR-1 Public Schools will foster a unified community.

Strategic Goal 3: District OR-1 Public Schools will continuously implement (academic) programs and the curriculum needed to remain competitive with other area schools.

Attendance Taken at 7:02 PM.

Jaimi Calfee: Present

Doug Church: Absent

Brandon Desh: Present

Clayton Maahs: Present

Josh Penterman: Present

Lisa Wilen: Present

Attendance Update Taken at 9:20 PM.

Jaimi Calfee: Absent

This information was posted on Thursday, April 8th 2021

1. Call to Order and Pledge of Allegiance Meeting called to order by Board of Education President Desh.

- The meeting was called to order by Board President Desh at 7:08 p.m.
- Board member Church was excused absent.

2. Announcement of the Open Meetings Act Posting

3. Meeting Broadcast Information

- The meeting link went live for the public as advertised at 7:00 p.m.

4. Staff and Student Presentations

- There were no student or staff presentations this month.

5. Consent Agenda

Motion to approve the consent agenda as presented. Passed with a motion by Jaimi Calfee and a second by Clayton Maahs.

Jaimi Calfee: Yea, Brandon Desh: Yea, Clayton Maahs: Yea, Josh Penterman: Yea, Lisa Wilen: Yea

5.1. Approval of minutes of previous meetings

Official Board of Education minutes are available on the district web site at www.districtor1.org

5.2. Approval of Claims/Payment of Bills and Payroll

- Designated Bills and Payroll Documents are attached.

5.3. Certificated/Classified Hire(s)/Reassignment(s)/Resignation(s)

5.3.1. Presentation, discussion, and or official action to ratify a teaching contract for Jordan Linke

- Jordan Linke will be the new Physical Education / Health Teacher at Palmyra High School beginning with the 2021 -2022 school year.
- Jordan is replacing Mr. Ron Wergin.
- Welcome to the district Jordan!

5.4. Financial Report

- The Financial Report is attached.

6. Public Comment

- No public comment was presented.

7. Certificated employee; contract amendment, termination, nonrenewal, or cancellation; notice; hearing. 79-831.

- Teacher contracts were distributed and returned by March 19th 2021.
- This item provides specificity for certified staff contract information.
- Current teacher contracts were signed by Board President Desh and Superintendent Hart.

8. Administrative Reports

Administrative reports are available in their entirety at:
<https://meeting.sparqdata.com/Public/Organization/174>

8.1. Superintendent's Report

- Some of the highlights of the report were a district COVID-19 update, a brief update on the district budget, a summary of grants and reimbursements for this school year, and a curriculum update on science materials.
- Additional topics covered during the Superintendent report were updates on the following items: planning for the 2021-2022 school year, building maintenance, current district student enrollment numbers, an update on current legislative issues impacting education, and an update on the recent NCRSA conference held in Kearney on March 25th and 26th.
- A presentation on recommendations for additional certified staffing was also provided to the board by Superintendent Hart.

8.2. Administrative Report

- Mr. Johnson provided the report for the high school and elementary school. Topics included: standardized testing, staff development activities for April 14th, Kindergarten Roundup at Bennet Elementary, graduation, prom, spring activity schedules, and an update on student participation numbers in spring activities.
- Special recognition was also given to students and teams receiving awards in various activities.

9. Discussion Items- Committee Reports

9.1. Facility Audit Committee

- Board president Desh provided updates around possible "draft" options for increasing classroom and "common area" spaces at the high school.
- These "draft" options were provided at the Facility Audit Committee on April 8th by representatives from Clark and Enersen.
- A follow-up Facility Audit meeting will be scheduled in the near future.

9.2. Government Relations Committee

- The additional discussion revolved around monitoring bills that allow our district to continue to evolve and grow, but also remain focused on community values.
- Additional discussion addressed a question related to establishing residency in the district.

9.3. Curriculum Committee

- No further discussion on this topic.

9.4. Strategic Planning Update

- Board President Desh and Superintendent Hart summarized the strategic planning meeting with NASB representatives on April 7th.
- An overview of the timeline for implementing the Strategic Planning process with NASB was distributed to board members and discussed.

- NASB interviews with board members and administrative staff, followed by staff surveys, and the creation of community engagement groups, were also topics that were discussed.

9.5. Olson Project Complex Update

- Discussion for the Olson Complex revolved around answering questions about the following topics: Operational chain of command and a specific timeline and expected completion date for items still left on the complex "punch list".
- A meeting with representatives from Nemaha Sports Construction will be initiated after the board meeting to finalize work projects and completion of the updated "punch list".
- Follow-up conversations will be regularly scheduled after the completion of the project to remain proactive in maintaining the complex and keeping the facility in top working order.
- Local baseball teams have started to practice on the baseball field and games are scheduled to start in mid-May. The community is invited to attend activities at the complex.

9.6. Transportation Committee

- Board member Maahs updated the board on highlights from the April 9th Transportation meeting that was held at Palmyra High School.
- Highlights of the discussion included a summary of the conditions of our district vehicle fleet and the need to purchase at least one additional bus and possibly a 10 passenger van.
- In the coming weeks, Superintendent Hart will look at various new and used bus pricing options and make a decision for purchase prior to the end of the current school year.
- An additional discussion involved adding additional rock to the bus lot south of the high school and relocating the temporary fuel tank to a different location to better facilitate bus fueling and maintenance procedures.

10. Action Items

- Board member Calfee was absent for all action items other than 10.4. as this item was moved to earlier in the meeting.

10.1. Presentation, discussion and or official action with regard to the Olson Foundation Project for the construction of certain improvements on property of the School District and Village for athletic and recreational facilities to benefit the Palmyra, Nebraska Community (Project) to approve the Applications for Payment and billing statements related to the Project, including, but not limited to the cost of the legal services, architectural design and planning, and site preparation costs.

Motion to Approve the Applications for Payment and billing statements related to the Olson Foundation Project for the construction of certain improvements on property of the School District and Village for athletic and recreational facilities to benefit the Palmyra, Nebraska Community (Project) as presented Passed with a motion by Lisa Wilen and a second by Clayton Maahs.

Brandon Desh: Yea, Clayton Maahs: Yea, Josh Penterman: Yea, Lisa Wilen: Yea

- No additional discussion on this topic.

10.2. Presentation, discussion and or official action to adopt the ESU 4 Core Services Resolution authorizing the Superintendent to act as the Board's representative in matters dealing with the provisions of Core Services provided by ESU 4.

Motion to approve the Core Services Agreement with ESU 4 Passed with a motion by Clayton Maahs and a second by Lisa Wilen.

Brandon Dersh: Yea, Clayton Maahs: Yea, Josh Penterman: Yea, Lisa Wilen: Yea

- No additional discussion.

10.3. Presentation, discussion and or official action to accept the Policy Review recommendations from the Policy Committee.

Motion to approve identified changes and committee recommendations for Series 1000, 2000, and 3000s. Passed with a motion by Josh Penterman and a second by Lisa Wilen.

Brandon Dersh: Yea, Clayton Maahs: Yea, Josh Penterman: Yea, Lisa Wilen: Yea

- No additional discussion.

10.3.1. Policy Review: 1000's Series

Motion to approve Series 1000 policy revisions and Committee Recommendations Passed with a motion by Josh Penterman and a second by Lisa Wilen.

Brandon Dersh: Yea, Clayton Maahs: Yea, Josh Penterman: Yea, Lisa Wilen: Yea

- No additional discussion.

10.3.2. Policy Review: 2000's Series

Motion to accept 2000s Series changes Passed with a motion by Clayton Maahs and a second by Lisa Wilen.

Brandon Dersh: Yea, Clayton Maahs: Yea, Josh Penterman: Yea, Lisa Wilen: Yea

- No additional discussion

10.3.3. Policy Review: 3000's Series

Motion to Approve Recommendation and 3000 Series Policy Review Passed with a motion by Lisa Wilen and a second by Clayton Maahs.

Brandon Dersh: Yea, Clayton Maahs: Yea, Josh Penterman: Yea, Lisa Wilen: Yea

- No additional discussion

10.4. Bond Refinancing Resolution

- Jay Spearman from Piper Sandler presented the board with two options for refinancing the 2016 Series General Obligation Bonds.
- The two options were uniform and accelerated savings and the board chose the uniform option of refinancing.

- Overall savings to district stakeholders for the refinance option would be approximately \$1 million over the course of the refinancing term.

10.4.1. Approval and adoption of a resolution authorizing the early redemption of the District's outstanding General Obligation School Building Bonds, Series 2016.

Motion to approve resolution Passed with a motion by Lisa Wilen and a second by Josh Penterman.

Jaimi Calfee: Yea, Brandon Desh: Yea, Clayton Maahs: Yea, Josh Penterman: Yea, Lisa Wilen: Yea

Special note: Due to the availability of time for tonight's presenter on this topic, this agenda item was moved to earlier in the meeting to facilitate the presenter's schedule.

No further discussion.

10.4.2.

Approval and adoption of a resolution authorizing the issuance by the District of its General Obligation Refunding Bonds, Series 2021, in a principal amount not to exceed \$8,200,000, for the purpose of refunding the District's outstanding General Obligation School Building Bonds, Series 2016

Motion to authorize the issuance of General Obligation Refunding Bonds, Series 2021 in a principal amount not to exceed \$8,200,000. Passed with a motion by Josh Penterman and a second by Lisa Wilen.

Jaimi Calfee: Yea, Brandon Desh: Yea, Clayton Maahs: Yea, Josh Penterman: Yea, Lisa Wilen: Yea

Special note: Due to the availability of time for tonight's presenter on this topic, this agenda item was moved to earlier in the meeting to facilitate the presenter's schedule.

No further discussion.

10.5. Presentation, discussion and or official action to adopt the ESU 4 Core Services Resolution authorizing the Superintendent to act as the Board's representative in matters dealing with the provisions of Core Services provided by ESU 4.

Motion to adopt the ESU 4 Core Services Resolution authorizing the Superintendent to act as the Board's representative in matters dealing with the provisions of Core Services provided by ESU 4. Passed with a motion by Clayton Maahs and a second by Lisa Wilen.

Brandon Desh: Yea, Clayton Maahs: Yea, Josh Penterman: Yea, Lisa Wilen: Yea

10.6. Presentation, discussion and or official action to approve the Special Education Service Agreement with ESU 4.

approve the Special Education Service Agreement with ESU 4 Passed with a motion by Lisa Wilen and a second by Josh Penterman.

Brandon Desh: Yea, Clayton Maahs: Yea, Josh Penterman: Yea, Lisa Wilen: Yea

- No additional discussion

10.7. Presentation, discussion and or official action to approve the purchase a Track Timing System for the Olson Complex

Motion to approve the purchase of a track timing system for the Olson Complex. Passed with a motion by Clayton Maahs and a second by Lisa Wilen.

Brandon Desh: Yea, Clayton Maahs: Yea, Josh Penterman: Yea, Lisa Wilen: Yea

- No additional discussion

10.8. Presentation, discussion, and or official action to approve recommended staffing additions. Motion to approve recommended staffing additions for the 2021-2022 school year. Passed with a motion by Lisa Wilen and a second by Clayton Maahs.

Brandon Desh: Yea, Clayton Maahs: Yea, Josh Penterman: Yea, Lisa Wilen: Yea

- Discussion centered around the request to add an elementary counselor/ behavioral skills specialist and an elementary "specials" teacher. This "specials" teacher would teach elementary art and assist with "unfinished learning" for students with numeracy and literacy deficits exacerbated by the prolonged impact of the COVID-19 pandemic.
- The elementary counselor will assist with teaching the district character education program (Second Step), facilitating the enhancement of a school-wide behavior plan for students, and actively respond to the increase of socio-emotional issues and challenges exacerbated by the prolonged impact of the COVID-19 pandemic experienced by students, staff, and families.

11. Board of Education Development

- Board members were updated on upcoming professional board development activities through NASB.

11.1. Superintendent Evaluation Reminder

- Mr. Hart will give a follow-up presentation to the board about second-semester goals and year-to-date progress prior to the next superintendent evaluation.
- The second superintendent evaluation will need to be completed at the June board meeting
- Board members will have an opportunity to provide additional information on the evaluation at the May regular board meeting.

11.1.1. Superintendent Evaluation

- The discussion was centered on possibly using the attached NASB superintendent evaluation document.
- More discussion on using the NASB document will be discussed at the May regular board meeting.

12. Topics for Next Month's Agenda

- No further discussion on this topic.

13. Closed Session

- No closed session was held at this meeting.

14. Adjournment

- No further discussion.
- The meeting was adjourned at 10:13 p.m.

Chairperson

Superintendent

Designated Bill Summaries
SUPERINTENDENT'S REPORT
REGULAR BOARD MEETING:

Date: May 10th, 2021

TO: Palmyra District OR-1 BOE

From: Michael Hart

Re: Designated Bill Summary Report for BOE meeting for May 10th, 2021

- The next meeting of the Board of Education is a Special Meeting Board Retreat on Tuesday, June 1st from 5-8 p.m. at Transformational Marketing in Panama, NE.
- Next month's regular meeting is scheduled for **Monday, June 14th 2021 at 7:00p.m.**

A. Consent Agenda Expenditures

QCPUF Claims:

- none this month

Depreciation Fund Claims:

- none this month

Bond Fund:

- none this month

Special Building Claims:

- none this month

General Fund Claims: Total claims: **\$102,021.92**

- **Blackhawk Roofing: \$3,420.00** - Damage to the Roof Apron Repairs caused by flagpole incident (Insurance Claim)
- **BOK Financial: \$12,629.64** -- Lease payment for bus
- **CDI Dallas LLC: \$3,049.00** - "Touch Screen" Technology for Classrooms (**ESSER**)
- **Cornhusker International: \$165.50** – Bus servicing and maintenance
- **Casey's: \$2,366.81** – Fuel expenses / misc.
- **Cheney Welding: \$200.00** - Removal of Flag Pole at Bennet Elementary (Insurance Claim)
- **Cognia: \$2,400.00** - High School and Elementary School Accreditation

- **Egan Supply Co: \$520.86** – Custodial supplies
- **Hamilton Service: \$24,587.12** – Replacement of hot water heater at the high school and repairs and maintenance for elementary and high school
- **High Standards Cleaning Services (formerly Skyler Enterprises): \$ 5,250.00** - Night cleaning services
- **John Henry’s Plumbing: \$ 1,144.46**– Installed new “no touch” faucets at the elementary school in the nurse’s office.
- **McGraw - Hill: \$2,044.59** -Instructional Supplies for Early Intervention Curriculum **(ESSER)**
- **Menards: \$381.63** – Custodial supplies for the high school
- **Nebraska City Utilities: \$7,761.23** – utilities
- **Nicholson and Associates: \$35.00** - Security Services for High School Prom
- **Southwest Auto: \$7,412.91** – Bus repair and maintenance
- **Syncb/Amazon: \$ 203.47** – Security and custodial supplies for the high school
- **Palmyra Activity Fund: \$369.99**- Weed / Turf Management Sprayer
- **Unite Private Networks: \$ 1,118.66** – Internet and technology services
- **Village of Bennet: \$579.76** – water, electricity, and sewer bill
- **Village of Palmyra: \$631.80** – water and sewer bill
- **Whitehead Oil: \$3,932.94** - Fuel and mixture for buses

05/06/2021 09:27 AM

Posted - All; Fund Number 01; Processing Month 05/2021

User ID: KFH

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
Checking Account ID	1	Fund Number 01	GENERAL FUND	
01 2610 431 003	441059	ABC TERMITE & PEST CONTROL	05/10/2021	90.00
		Elem Upkeep of Building		90.00
01 2610 431 001	441073	ABC TERMITE & PEST CONTROL	05/10/2021	119.00
		HS Upkeep of Building		119.00
Total		ABC TERMITE & PEST CONTROL		209.00
	29199162	Access Systems Leasing	05/10/2021	3,109.03
01 1100 440 001		HS Copier Lease		1,554.51
01 1100 440 003		Elem Copier Lease		1,554.52
Total		Access Systems Leasing		3,109.03
	32329545	ACT	05/10/2021	462.00
01 2120 320 001		Counselor Contracted Service		462.00
Total		ACT		462.00
	44758	AWARDS UNLIMITED, INC.	05/10/2021	164.26
01 2310 890 000		BOE Misc. Expenses		164.26
Total		AWARDS UNLIMITED, INC.		164.26
	21-000-008	Black Hawk Roof of Nebraska, Inc.	05/10/2021	3,420.00
01 5301		INSURANCE ADJUSTMENTS		3,420.00
Total		Black Hawk Roof of Nebraska, Inc.		3,420.00
	PALMYRACOP17-2021	BOKF, NA	05/10/2021	12,629.64
01 2710 732 000		Bus Replacement		12,629.64
Total		BOKF, NA		12,629.64
	BBY01-806445513844	Brown, Burke	05/10/2021	129.99
01 2310 890 000		BOE Misc. Expenses		129.99
Total		Brown, Burke		129.99
	DN046-APRIL2021	CASEY'S BUSINESS MASTERCARD	05/10/2021	2,366.81
01 2710 626 000		Bus Gas and Oil		2,366.81
Total		CASEY'S BUSINESS MASTERCARD		2,366.81
	882851	CDI DALLAS LLC	05/10/2021	3,049.00
01 6997 734 000		TECHNOLOGY RELATED HARDWARE		3,049.00
Total		CDI DALLAS LLC		3,049.00
	315	CHENEY WELDING, INC.	05/10/2021	200.00
01 5301		INSURANCE ADJUSTMENTS		200.00
Total		CHENEY WELDING, INC.		200.00
	44082	COGNIA INC	05/10/2021	1,200.00
01 2620 720 001		HS Building Improvements		1,200.00
	44562	COGNIA INC	05/10/2021	1,200.00
01 2620 720 003		Elem Building Improvements		1,200.00
Total		COGNIA INC		2,400.00

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User ID: KFH

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
	APRIL2021 DOT EX -RD	COMPLETE CHIROPRACTIC & WELLNESS CENTER	05/10/2021	65.00
01 2710 890 000		Bus Misc. Expenses		65.00
Total		COMPLETE CHIROPRACTIC & WELLNESS CENTER		65.00
	3361505	CORNHUSKER INTERNATIONAL TRUCKS, INC.	05/10/2021	165.50
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		165.50
Total		CORNHUSKER INTERNATIONAL TRUCKS, INC.		165.50
	1263274	DAS State ACCTG-Central Finance	05/10/2021	232.49
01 2224 530 000		Internet Service		232.49
Total		DAS State ACCTG-Central Finance		232.49
	10709	DIVERSIFIED DRUG TESTING LLC	05/10/2021	297.50
01 1100 320 001		HS Services/Assessments		297.50
	10717	DIVERSIFIED DRUG TESTING LLC	05/10/2021	297.50
01 1100 320 001		HS Services/Assessments		297.50
Total		DIVERSIFIED DRUG TESTING LLC		595.00
	NURS-3255-TCUB	DUDNEY, APRIL	05/10/2021	40.00
01 1100 330 001		HS Professional Development		20.00
01 1100 330 003		Elem Professional Development		20.00
Total		DUDNEY, APRIL		40.00
	660501 - APRIL 15 21	EDUCATIONAL SERVICE UNIT #4	05/10/2021	2,805.18
01 6408 591 000		EARLY CHILDHOOD SERVICES ESU/DISTRICT		186.62
01 1291 591 003		Sped Director ages 3-5 Elem		93.31
01 6408 591 000		EARLY CHILDHOOD SERVICES ESU/DISTRICT		37.78
01 6406 591 003		AD/ECH SERVICES FROM ESU/DISTRICT		37.79
01 6408 591 000		EARLY CHILDHOOD SERVICES ESU/DISTRICT		91.67
01 6406 591 003		AD/ECH SERVICES FROM ESU/DISTRICT		91.66
01 1200 591 003		ELEM SPED DIRECTOR		839.79
01 1200 591 001		HS SPED DIRECTOR		746.48
01 2151 591 003		ELEM AUDIOLOGY SERVICES ESU/DISTRICT		340.04
01 2151 591 001		HS AUDIOLOGY SERVICE FROM ESU/DISTRICT		340.04
Total		EDUCATIONAL SERVICE UNIT #4		2,805.18
	15060	EDUCATIONAL SERVICE UNIT #6	05/10/2021	398.36
01 2224 530 000		Internet Service		398.36
Total		EDUCATIONAL SERVICE UNIT #6		398.36
	330295B	EGAN SUPPLY CO	05/10/2021	58.92
01 6996 610 003		COVID19 ELEM GENERAL SUPPLIES		58.92
	335734	EGAN SUPPLY CO	05/10/2021	433.08
01 2610 610 001		HS Custodian Supplies		433.08
	335734A	EGAN SUPPLY CO	05/10/2021	28.86
01 2610 610 001		HS Custodian Supplies		28.86

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PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
Total	EGAN SUPPLY CO			520.86
	4196	Electronic Sound Inc	05/10/2021	2,806.00
01 2620 733 001		HS Building Furniture and Equipment		2,806.00
Total	Electronic Sound Inc			2,806.00
	APRIL 2021 PAYFLEX	FIRST CONCORD BENEFITS	05/10/2021	100.00
01 2510 890 000		Superintendent Secretary Misc. Expenses		100.00
Total	FIRST CONCORD BENEFITS			100.00
	004103	FRONTIER COOPERATIVE	05/10/2021	145.00
01 2610 610 001		HS Custodian Supplies		145.00
Total	FRONTIER COOPERATIVE			145.00
	143721	HAMILTON SERVICE CO	05/10/2021	3,897.79
01 2620 431 001		HS Repairs & Maintenance		3,897.79
	143826	HAMILTON SERVICE CO	05/10/2021	1,056.88
01 2620 431 001		HS Repairs & Maintenance		1,056.88
	147085	HAMILTON SERVICE CO	05/10/2021	543.01
01 2620 431 003		Elem Repairs & Maintenance		543.01
	147219	HAMILTON SERVICE CO	05/10/2021	18,502.25
01 2620 431 001		HS Repairs & Maintenance		18,502.25
	147499	HAMILTON SERVICE CO	05/10/2021	587.19
01 2620 431 001		HS Repairs & Maintenance		587.19
Total	HAMILTON SERVICE CO			24,587.12
	1023	HIGH STANDARDS CLEANING SERVICES	05/10/2021	1,900.00
01 2620 420 003		Elem Cleaning Service		1,550.00
01 6996 420 003		COVID19 ELEM CLEANING SERVICES		350.00
	1026	HIGH STANDARDS CLEANING SERVICES	05/10/2021	3,350.00
01 2620 420 001		HS Cleaning Service		2,700.00
01 6996 420 001		COVID19 HS CLEANING SERVICES		650.00
Total	HIGH STANDARDS CLEANING SERVICES			5,250.00
	610335267	HOME DEPOT PRO, THE	05/10/2021	397.65
01 2610 610 003		Elem Custodian Supplies		397.65
Total	HOME DEPOT PRO, THE			397.65
	363334769	J.W. PEPPER & SON INC.	05/10/2021	158.99
01 1100 610 001 2 102		HS INSTRUMENTAL SUPPLIES		158.99
	363337262	J.W. PEPPER & SON INC.	05/10/2021	100.99
01 1100 610 001 2 102		HS INSTRUMENTAL SUPPLIES		100.99
	363354005	J.W. PEPPER & SON INC.	05/10/2021	22.50
01 1100 610 001 2 102		HS INSTRUMENTAL SUPPLIES		22.50
	363354485	J.W. PEPPER & SON INC.	05/10/2021	60.00
01 1100 610 001 2 102		HS INSTRUMENTAL SUPPLIES		60.00
	363369482	J.W. PEPPER & SON INC.	05/10/2021	4.00
01 1100 610 001 2 102		HS INSTRUMENTAL SUPPLIES		4.00
Total	J.W. PEPPER & SON INC.			346.48
	15378	JOHN HENRY'S PLUMBING-HEATING-AIR	05/10/2021	1,144.46
01 2620 431 003		Elem Repairs & Maintenance		1,144.46
Total	JOHN HENRY'S PLUMBING-HEATING-AIR			1,144.46

05/06/2021 09:27 AM

Posted - All; Fund Number 01; Processing Month 05/2021

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PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
	26058542	JOSTENS, INC	05/10/2021	108.00
01 2900 610 001 2		Commencement		108.00
Total	JOSTENS, INC			108.00
	APRIL2021 MILEAGE	Knutson, Denise	05/10/2021	50.40
01 1100 333 003		Elem Mileage		50.40
Total	Knutson, Denise			50.40
	INV592584	KURITA AMERICA INC	05/10/2021	340.00
01 2610 431 003		Elem Upkeep of Building		340.00
Total	KURITA AMERICA INC			340.00
	04282021 SUPPLIES	LEMMER, ANDREA	05/10/2021	59.39
01 1100 610 001		HS General Supplies		59.39
	04282021 SUPPLIES 2	LEMMER, ANDREA	05/10/2021	164.17
01 1100 610 001		HS General Supplies		164.17
Total	LEMMER, ANDREA			223.56
	115309017001	MACMILLAN MCGRAW-HILL	05/10/2021	(37.10)
01 6997 640 003		EARLY INTERVENTION MATERIALS		(37.10)
	117474307001	MACMILLAN MCGRAW-HILL	05/10/2021	2,081.69
01 6997 640 003		EARLY INTERVENTION MATERIALS		2,081.69
Total	MACMILLAN MCGRAW-HILL			2,044.59
	0023453388	MATHESON-TRI-GAS INC	05/10/2021	445.29
01 1100 610 001		HS General Supplies		445.29
	51789462	MATHESON-TRI-GAS INC	05/10/2021	48.95
01 1100 610 001		HS General Supplies		48.95
Total	MATHESON-TRI-GAS INC			494.24
	58468	MENARDS	05/10/2021	56.95
01 2610 610 001		HS Custodian Supplies		56.95
	58499	MENARDS	05/10/2021	43.19
01 2610 610 001		HS Custodian Supplies		43.19
	58631	MENARDS	05/10/2021	43.36
01 2610 610 001		HS Custodian Supplies		43.36
	58785	MENARDS	05/10/2021	95.86
01 2610 610 001		HS Custodian Supplies		95.86
	59306	MENARDS	05/10/2021	2.49
01 2610 610 001		HS Custodian Supplies		2.49
	59424	MENARDS	05/10/2021	139.78
01 2610 610 001		HS Custodian Supplies		139.78
Total	MENARDS			381.63
	9001449756	NASSP/NHS	05/10/2021	385.00
01 2900 610 001 0 012		National Honor Society		385.00
Total	NASSP/NHS			385.00
	O-721	NCECBVI	05/10/2021	328.80
01 2181 591 001		HS VISUALLY IMPAIRED SERVICES		328.80

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PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
Total	NCECBVI			328.80
	2021 DUES AND FEES	NE COUNCIL OF SCHOOL ADMINISTRATORS	05/10/2021	335.00
01 2320 810 000		Superintendent Dues and Fees		335.00
Total	NE COUNCIL OF SCHOOL ADMINISTRATORS			335.00
01 2610 621 001	1546 APRIL2021	NEBRASKA CITY UTILITIES HS Utilities	05/10/2021	75.38
01 2610 621 003	3273 APRIL2021	NEBRASKA CITY UTILITIES Elem Utilities	05/10/2021	3,504.55
01 2610 621 001	3321 APRIL2021	NEBRASKA CITY UTILITIES HS Utilities	05/10/2021	3,430.10
01 2610 621 001	39368 APRIL2021	NEBRASKA CITY UTILITIES HS Utilities	05/10/2021	28.35
01 2610 621 001	43577 APRIL2021	NEBRASKA CITY UTILITIES HS Utilities	05/10/2021	31.91
01 2610 621 001	43679 APRIL2021	NEBRASKA CITY UTILITIES HS Utilities	05/10/2021	40.05
01 2610 621 001	44277 APRIL2021	NEBRASKA CITY UTILITIES HS Utilities	05/10/2021	85.24
01 2610 621 001	44718 APRIL2021	NEBRASKA CITY UTILITIES HS Utilities	05/10/2021	565.65
Total	NEBRASKA CITY UTILITIES			7,761.23
01 1100 320 001	3750	NICHOLSON & ASSOCIATES HS Services/Assessments	05/10/2021	35.00
Total	NICHOLSON & ASSOCIATES			35.00
01 6408 320 000	APRIL 2021 PT - JO	O'Neil, Jan IDEA Part B Birth-4 Pre-diagnosis	05/10/2021	805.60
01 6406 320 003		IDEA Preschool Professional Service		1,637.22
01 2171 320 003		Physical Therapy Elem Contracted Service		1,483.09
01 2171 320 001		Physical Therapy HS Contracted Service		195.51
Total	O'Neil, Jan			4,121.42
01 2310 890 000	1502-20210430	ONE SOURCE THE BACKGROUND CHECK COMPANY BOE Misc. Expenses	05/10/2021	20.00
Total	ONE SOURCE THE BACKGROUND CHECK COMPANY			20.00
01 2620 733 001	871411 - TRAILER SP	PALMYRA ACTIVITY FUND HS Building Furniture and Equipment	05/10/2021	369.99
Total	PALMYRA ACTIVITY FUND			369.99
01 1100 610 003	15948470	QUILL Elem General Supplies	05/10/2021	1,279.60
Total	QUILL			1,279.60
01 2610 431 001	05252021 PHS	RECYCLING ENTERPRISES OF NE, INC. HS Upkeep of Building	05/10/2021	90.00
Total	RECYCLING ENTERPRISES OF NE, INC.			90.00

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PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
	208125897889	SCHOOL SPECIALTY	05/10/2021	18.36
01 1100 610 003		Elem General Supplies		18.36
	208127194414	SCHOOL SPECIALTY	05/10/2021	22.70
01 1100 610 003		Elem General Supplies		22.70
	208127324838	SCHOOL SPECIALTY	05/10/2021	50.87
01 2410 610 001		HS Principal Supplies		50.87
Total	SCHOOL SPECIALTY			91.93
	04142021	SEW CREATIVE	05/10/2021	195.82
	SUPPLIES			
01 1100 610 001		HS General Supplies		195.82
Total	SEW CREATIVE			195.82
	155515	Southwest Auto	05/10/2021	1,533.36
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		1,533.36
	155535	Southwest Auto	05/10/2021	773.20
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		773.20
	155542	Southwest Auto	05/10/2021	228.00
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		228.00
	155544	Southwest Auto	05/10/2021	184.77
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		184.77
	155552	Southwest Auto	05/10/2021	115.50
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		115.50
	155582	Southwest Auto	05/10/2021	830.99
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		830.99
	155606	Southwest Auto	05/10/2021	406.50
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		406.50
	155612	Southwest Auto	05/10/2021	1,372.74
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		1,372.74
	155660	Southwest Auto	05/10/2021	1,164.74
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		1,164.74
	155707	Southwest Auto	05/10/2021	640.89
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		640.89
	155720	Southwest Auto	05/10/2021	46.50
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		46.50
	155735	Southwest Auto	05/10/2021	115.72
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		115.72
Total	Southwest Auto			7,412.91
	2021 STUDENT INSURAN	STUDENT ASSURANCE SERVICES, INC.	05/10/2021	925.00
01 2310 520 000		BOE Insurance		925.00
Total	STUDENT ASSURANCE SERVICES, INC.			925.00
	439397369457	SYNCB/AMAZON	05/10/2021	29.95

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PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
01 2610 610 001		HS Custodian Supplies		29.95
	457748687689	SYNCB/AMAZON	05/10/2021	74.70
01 2660 890 000		Security Misc. Expenses		74.70
	748557436695	SYNCB/AMAZON	05/10/2021	73.82
01 1100 610 003		Elem General Supplies		73.82
	956893468454	SYNCB/AMAZON	05/10/2021	25.00
01 2660 890 000		Security Misc. Expenses		25.00
Total	SYNCB/AMAZON			203.47
	1000342890	THYSSENKRUPP ELEVATOR CORP.	05/10/2021	232.62
01 2620 431 001		HS Repairs & Maintenance		232.62
Total	THYSSENKRUPP ELEVATOR CORP.			232.62
	2021 AGCL SUPPLIES	TRUAX, SHAYLEE	05/10/2021	19.74
01 1100 610 001		HS General Supplies		19.74
Total	TRUAX, SHAYLEE			19.74
	SI-21-008712	UNITE PRIVATE NETWORKS LLC	05/10/2021	1,118.66
01 2224 382 001		HS Distant Learning Connection		559.33
01 2224 382 003		Elem Distant Learning Connection		559.33
Total	UNITE PRIVATE NETWORKS LLC			1,118.66
	2021-009	UNIVERSITY OF NEBRASKA - LINCOLN	05/10/2021	250.00
01 1100 330 001		HS Professional Development		250.00
Total	UNIVERSITY OF NEBRASKA - LINCOLN			250.00
	62173	VILLAGE OF BENNET	05/10/2021	579.76
01 2610 410 003		Elem Water & Sewer		543.20
01 2610 621 003		Elem Utilities		36.56
Total	VILLAGE OF BENNET			579.76
	107003 - 32721-42621	VILLAGE OF PALMYRA	05/10/2021	26.00
01 2610 410 001		HS Water & Sewer		26.00
	230001 - 32721-42621	VILLAGE OF PALMYRA	05/10/2021	26.00
01 2610 410 001		HS Water & Sewer		26.00
	257001 - 32721-42621	VILLAGE OF PALMYRA	05/10/2021	271.50
01 2610 410 001		HS Water & Sewer		271.50
	274001 - 32721-42621	VILLAGE OF PALMYRA	05/10/2021	26.00
01 2610 410 001		HS Water & Sewer		26.00
	286002 - 32721-42621	VILLAGE OF PALMYRA	05/10/2021	282.30
01 2610 410 001		HS Water & Sewer		282.30
Total	VILLAGE OF PALMYRA			631.80
	0048092	VOLLI COMMUNICATIONS, INC	05/10/2021	113.63
01 2510 382 001		HS Telephone		56.82
01 2510 382 003		Elem Telephone		56.81
Total	VOLLI COMMUNICATIONS, INC			113.63
	11892	WHITEHEAD OIL CO	05/10/2021	1,990.78

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PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
01 2710 626 000		Bus Gas and Oil		1,990.78
	INV-11597	WHITEHEAD OIL CO	05/10/2021	1,942.16
01 2710 626 000		Bus Gas and Oil		1,942.16
Total	WHITEHEAD OIL CO			<u>3,932.94</u>

	091969071 - 4262021	WINDSTREAM	05/10/2021	206.35
01 2510 382 001		HS Telephone		206.35
Total	WINDSTREAM			<u>206.35</u>

Fund Number	01	<u>102,021.92</u>
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Checking Account ID	1	<u>102,021.92</u>
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May 2021 Bills	\$102021.92
April 15, 2021 Payroll	\$529687.45
Total	\$631709.37

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Regular, Processing Month 04/2021, Fund Number 01

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Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
4600	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4610	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4630	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4690	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4700	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4730	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4855	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4960	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4985	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4994	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5200	69,173.85	5,093.65	40,928.53	59.17	28,245.32	0.00	0.00	28,245.32
6310	45,008.00	0.00	0.00	0.00	45,008.00	0.00	0.00	45,008.00
6330	40,000.00	0.00	0.00	0.00	40,000.00	0.00	0.00	40,000.00
6406	22,385.00	2,771.74	16,818.00	75.10	5,577.00	0.00	0.00	5,577.00
6408	152,317.95	11,989.95	93,854.81	61.62	58,463.14	0.00	0.00	58,463.14
6411	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6412	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6610	10,090.85	0.00	0.00	0.00	10,090.85	0.00	0.00	10,090.85
6969	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6992	45,001.00	920.78	25,157.50	55.90	19,843.50	0.00	0.00	19,843.50
6996	0.00	1,117.73	49,530.05	0.00	(49,530.05)	0.00	0.00	(49,530.05)
6997	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01	7,796,894.52	630,565.26	5,094,022.86	65.34	2,702,671.66	0.00	0.00	2,702,671.66

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Function Number

Regular, Processing Month 04/2021; Fund Number 01

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Unencumbered Balance

Grand Total:

Revised Budget	7,796,694.52	Expended During Month	630,565.26	Expenditures to Date	5,094,022.86	% of Budget	65.34	Balance at EOM	2,702,671.66	A/P Outstanding	0.00	P/O Outstanding	0.00	Unencumbered Balance	2,702,671.66
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TEACHER'S CONTRACT

THIS CONTRACT is made by and between the Board of Education of Otoe County School District 0501, a/k/a Palmyra District OR-1 Public Schools ("District") and Austin Lahmon ("Teacher"). That the Board of Education agrees to employ the Teacher as follows:

School Year: School Year begins on or about August 9, 2021 and ends on or about May 20, 2022 subject to Board modification.

Days of Service: Teacher shall be employed for 185 days of service, subject to terms of the negotiated agreement.

Full Time Equivalency: Teacher shall be employed for a full-time equivalency (FTE) of 1.0

Salary Schedule Placement: Teacher's salary schedule placement is subject to final terms of the negotiated agreement for the applicable contract year between the Board and the bargaining unit representing the certificated employees of the District. The Teacher's salary schedule placement and other terms of employment for the 2021-2022 contract year may be set forth on the Annual Supplemental Renewal form to be executed subsequent to this Teacher's Contract.

FIRST: Salary. The salary of the Teacher shall be payable in twelve (12) equal installments. The first installment shall be payable on the 15th day of September, 2021, and the remaining installments shall be payable on same day of each month thereafter. Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof. This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and Teacher's Retirement. Other deductions may be withheld as agreed to by the parties to this contract. Upon termination of this contract by the Board or the Teacher, the compensation shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the applicable contract year. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

SECOND: Duties. The Teacher hereby agrees to be governed by the policies of the Board of Education of the District. The duties to be performed by the Teacher shall be subject to assignment by the Superintendent or the Board. Days of service may be adjusted from year to year by the Board. The Teacher further agrees to devote full time during days of school to the Teacher's position and in all respects to diligently and faithfully perform the assigned duties to the best of the Teacher's professional ability. Regular dependable attendance is an essential function of the Teacher's position.

THIRD: Extra Duty Assignments. In addition to the normal duties traditionally required of certificated employees, the Teacher may be assigned "extra duty" assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Teacher and the District may agree upon; provided that the Teacher shall not unreasonably refuse to accept such assignments. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of this Teacher's Contract.

FOURTH: Contract Termination. To the extent this Contract is subject to the continuing contract statutes, this Contract may be amended, cancelled or terminated subject to required procedures in the event the Teacher violates any of the provisions of this Contract, or performs any act or does anything which is materially harmful to the employer, or which substantially inhibits the Teacher's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to teach in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. Non-renewal, suspension or other disciplinary action may be enforced in accordance with applicable law. To the extent this Contract is not subject to the continuing contract statutes, it shall be terminable at will, without cause or hearing.

FIFTH: Legal Requirements. The Teacher affirms that: (1) Teacher holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Teacher shall not be compensated for services performed prior to the date of registration of this certificate; (3) Teacher is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract and (4) there shall be no penalty for release or resignation by Teacher from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. It is understood that this Contract is also subject to provisions of the School Teachers Retirement Act.

SIXTH: Renewal. Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference except as stated on such Renewal Agreement. Renewal Agreements must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen calendar days of receipt thereof from the District. Said Renewal agreement shall not be required to be signed by the Teacher prior to March 16. Failure to return the Renewal Agreement or an intent card by the required date shall constitute grounds for termination.

The failure to return a signed copy of this contract to the Secretary of the Board of Education or the Superintendent of the District on or before **12:00 p.m. on May 7th, 2021** shall constitute a rejection by the Teacher of the offer of employment.

Executed this <u>6th</u> day of <u>May</u> , 2021	Executed this ___ day of _____, 2021
 Teacher	Board of Education of Otoe County School District 0501, a/k/a Palmyra District OR-1 Public Schools By: _____ Attest: _____ President Secretary

TEACHER CONTRACT

THIS CONTRACT is made by and between the Board of Education of Otoe County School District #501, aka Palmyra District OR-I Public Schools ("District") and Rebecca J. Kenhauser ("Teacher"). That the Board of Education agrees to employ the Teacher as follows:

School Year: School Year begins on or about August 9, 2021 and ends on or about May 30, 2022, subject to Board modification.
Days of Service: Teacher shall be employed for 180 days of service, subject to terms of the negotiated agreement.
Full Time Equivalency: Teacher shall be employed for a full-time equivalency (FTE) of 1.0
Salary Schedule Placement: Teacher's salary schedule placement is subject to final terms of the negotiated agreement for the applicable contract year between the Board and the bargaining unit representing the certificated employees of the District. The Teacher's salary schedule placement and other terms of employment for the 2021-2022 contract year may be set forth on the Annual Supplemental Renewal form to be executed subsequent to this Teacher's Contract.

FIRST: Salary. The salary of the Teacher shall be payable in twelve (12) equal installments. The first installment shall be payable on the 15th day of September, 2021, and the remaining installments shall be payable on same day of each month thereafter. Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof. This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and Teacher's Retirement. Other deductions may be withheld as agreed to by the parties in this contract. Upon termination of this contract by the Board or the Teacher, the compensation shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the applicable contract year. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

SECOND: Duties. The Teacher hereby agrees to be governed by the policies of the Board of Education of the District. The duties to be performed by the Teacher shall be subject to assignment by the Superintendent or the Board. Days of service may be adjusted from year to year by the Board. The Teacher further agrees to devote full time during days of school to the Teacher's position and in all respects to diligently and truthfully perform the assigned duties to the best of the Teacher's professional ability. Regular dependable attendance is an essential function of the Teacher's position.

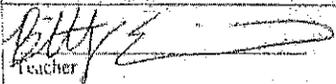
THIRD: Extra Duty Assignments. In addition to the normal duties traditionally required of certificated employees, the Teacher may be assigned "extra duty" assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Teacher and the District may agree upon; provided that the Teacher shall not unreasonably refuse to accept such assignments. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of this Teacher's Contract.

FOURTH: Contract Termination. To the extent this Contract is subject to the continuing contract statutes, this Contract may be amended, cancelled or terminated subject to required procedures in the event the Teacher violates any of the provisions of this Contract, or performs any act or does anything which is materially harmful to the employer, or which substantially inhibits the Teacher's ability to discharge the duties as set forth herein, including, but not limited to: (1) becoming legally disqualified to teach in the State of Nebraska; (2) participation in any fraud, (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law, or (h) other conduct which interferes substantially with the continued performance of duties. Non-renewal, suspension or other disciplinary action may be enforced in accordance with applicable law. To the extent this Contract is not subject to the continuing contract statutes, it shall be terminable at will, without cause or hearing.

FIFTH: Legal Requirements. The Teacher affirms that: (1) Teacher holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract, (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Teacher shall not be compensated for services performed prior to the date of registration of this certificate; (3) Teacher is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract and (4) there shall be no penalty for release or resignation by Teacher from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. It is understood that this Contract is also subject to provisions of the School Teachers Retirement Act.

SIXTH: Renewal. Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference except as stated on such Renewal Agreement. Renewal Agreements must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen calendar days of receipt thereof from the District. Said Renewal agreement shall not be required to be signed by the Teacher prior to March 16. Failure to return the Renewal Agreement or an intent card by the required date shall constitute grounds for termination.

The failure to return a signed copy of this contract to the Secretary of the Board of Education or the Superintendent of the District on or before 4:00 p.m. on May 7th, 2021 shall constitute a rejection by the Teacher of the offer of employment.

Executed this <u>4th</u> day of <u>MAY</u> , 2021	Executed this ___ day of _____, 2021
 Teacher	Board of Education of Otoe County School District #501, aka Palmyra District OR-I Public Schools By: _____ Attest: _____ President Secretary

Monthly; Processing Month 04/2021; Accounts to Include Accounts with Activity

<u>Account Number</u>	<u>Description</u>	<u>Previous Balance</u>	<u>Current Month</u>	<u>Ending Balance</u>
Fund: 01 GENERAL FUND				
<u>Current Assets</u>				
01 101	CASH IN BANK	1,939,702.14	737,824.83	2,677,526.97
01 900	Cash County Treasurer	848,892.22	0.00	848,892.22
	Current Assets Subtotal:	2,788,594.36	737,824.83	3,526,419.19
<u>Other Assets</u>				
01 390	Budgeted Revenue	7,216,649.00	0.00	7,216,649.00
01 392	Less: Revenue Received	(4,091,235.70)	(1,368,390.09)	(5,459,625.79)
	Other Assets Subtotal:	3,125,413.30	(1,368,390.09)	1,757,023.21
Total Assets and Deferred Outflows of Resources:		5,914,007.66	(630,565.26)	5,283,442.40
<u>Current Liabilities</u>				
01 450	PAYROLL DEDUCTION PAYABLE	0.00	0.00	0.00
01 451	FICA PAYABLE	0.00	0.00	0.00
01 452	BENEFIT PAYABLE	0.00	0.00	0.00
01 453	DISABILITY INSURANCE PAYABLE	(3,854.71)	0.00	(3,854.71)
01 454	RETIREMENT PAYABLE	0.00	0.00	0.00
01 455	SIT PAYABLE	0.00	0.00	0.00
	Current Liabilities Subtotal:	(3,854.71)	0.00	(3,854.71)
<u>Other Liabilities</u>				
01 690	Budgeted Expenditures	7,796,694.52	0.00	7,796,694.52
01 692	Less: Expenditures to Date	(4,463,457.60)	(630,565.26)	(5,094,022.86)
	Other Liabilities Subtotal:	3,333,236.92	(630,565.26)	2,702,671.66
<u>Fund Balance</u>				
01 704	Fund Balance - Regular Unspent	3,164,670.97	0.00	3,164,670.97
01 705	Budgeted Fund Balance	(580,045.52)	0.00	(580,045.52)
	Fund Balance Subtotal:	2,584,625.45	0.00	2,584,625.45
Total Liabilities, Deferred Inflows of Resources, and Fund Equity:		5,914,007.66	(630,565.26)	5,283,442.40

Monthly; Processing Month 04/2021; Accounts to Include Accounts with Activity

<u>Account Number</u>	<u>Description</u>	<u>Previous Balance</u>	<u>Current Month</u>	<u>Ending Balance</u>
Fund: 02 Depreciation				
<u>Current Assets</u>				
02 101	CASH	209,014.99	0.00	209,014.99
	Current Assets Subtotal:	<u>209,014.99</u>	<u>0.00</u>	<u>209,014.99</u>
<u>Other Assets</u>				
02 392	LESS: REVENUE RECEIVED	(212.83)	0.00	(212.83)
	Other Assets Subtotal:	<u>(212.83)</u>	<u>0.00</u>	<u>(212.83)</u>
	Total Assets and Deferred Outflows of Resources:	<u><u>208,802.16</u></u>	<u><u>0.00</u></u>	<u><u>208,802.16</u></u>
<u>Other Liabilities</u>				
02 692	LESS: EXPENDITURES TO DATE	(69,128.16)	0.00	(69,128.16)
	Other Liabilities Subtotal:	<u>(69,128.16)</u>	<u>0.00</u>	<u>(69,128.16)</u>
<u>Fund Balance</u>				
02 704	FUND BALANCE	277,930.32	0.00	277,930.32
	Fund Balance Subtotal:	<u>277,930.32</u>	<u>0.00</u>	<u>277,930.32</u>
	Total Liabilities, Deferred Inflows of Resources, and Fund Equity:	<u><u>208,802.16</u></u>	<u><u>0.00</u></u>	<u><u>208,802.16</u></u>

Monthly; Processing Month 04/2021; Accounts to Include Accounts with Activity

<u>Account Number</u>	<u>Description</u>	<u>Previous Balance</u>	<u>Current Month</u>	<u>Ending Balance</u>
Fund: 03 Unemployment				
<u>Current Assets</u>				
03 101	CASH	19,038.73	0.00	19,038.73
03 106	SAVINGS CERTIFICATES	20,000.00	0.00	20,000.00
	Current Assets Subtotal:	39,038.73	0.00	39,038.73
<u>Other Assets</u>				
03 392	LESS: REVENUE RECEIVED	(41.30)	0.00	(41.30)
	Other Assets Subtotal:	(41.30)	0.00	(41.30)
	Total Assets and Deferred Outflows of Resources:	38,997.43	0.00	38,997.43
<u>Fund Balance</u>				
03 704	FUND BALANCE	38,997.43	0.00	38,997.43
	Fund Balance Subtotal:	38,997.43	0.00	38,997.43
	Total Liabilities, Deferred Inflows of Resources, and Fund Equity:	38,997.43	0.00	38,997.43

Monthly; Processing Month 04/2021; Accounts to Include Accounts with Activity

<u>Account Number</u>	<u>Description</u>	<u>Previous Balance</u>	<u>Current Month</u>	<u>Ending Balance</u>
Fund: 05	Activity Fund			
<u>Current Assets</u>				
05 101	CASH	130,954.64	(2,561.60)	128,393.04
	Current Assets Subtotal:	<u>130,954.64</u>	<u>(2,561.60)</u>	<u>128,393.04</u>
<u>Other Assets</u>				
05 392	LESS: REVENUE RECEIVED	(89,407.08)	(6,338.54)	(95,745.62)
	Other Assets Subtotal:	<u>(89,407.08)</u>	<u>(6,338.54)</u>	<u>(95,745.62)</u>
Total Assets and Deferred Outflows of Resources:		<u>41,547.56</u>	<u>(8,900.14)</u>	<u>32,647.42</u>

Annual; Processing Month 04/2021; Accounts to Include Accounts with Activity; Fund Number 05

<u>Account Number</u>	<u>Description</u>	<u>Previous Balance</u>	<u>Current Month</u>	<u>Ending Balance</u>
Fund: 05	Activity Fund			
<u>Current Assets</u>				
05 101	CASH	130,954.64	(2,561.60)	128,393.04
	Current Assets Subtotal:	130,954.64	(2,561.60)	128,393.04
Total Assets and Deferred Outflows of Resources:		130,954.64	(2,561.60)	128,393.04

<u>Fund Balance</u>				
05 704 0001	ATHLETICS	12,072.18	(1,437.79)	10,634.39
05 704 0002	ANNUAL	5,903.08	80.00	5,983.08
05 704 0003	MUSIC	2,236.13	(1,922.00)	314.13
05 704 0004	ELEMENTARY UNIT	11,885.17	2,235.04	14,120.21
05 704 0005	STUDENT COUNCIL	3,840.96	0.00	3,840.96
05 704 0006	FFA	7,349.38	(639.00)	6,710.38
05 704 0007	HIGH SCHOOL UNIT	4,466.10	(119.89)	4,346.21
05 704 0008	LIFE SKILLS	588.91	0.00	588.91
05 704 0009	FCCLA	2,632.40	0.00	2,632.40
05 704 0010	MISC ACCOUNT	1,273.10	0.00	1,273.10
05 704 0011	ART CLUB	214.48	356.06	570.54
05 704 0012	NATIONAL HONOR SOCIETY	452.28	410.00	862.28
05 704 0013	SPEECH	503.28	(259.90)	243.38
05 704 0014	1ST GRADE	621.48	0.00	621.48
05 704 0015	BOYS BASKETBALL	1,682.46	(170.00)	1,512.46
05 704 0016	CONCESSIONS	4,275.43	(317.20)	3,958.23
05 704 0017	GIRLS BASKETBALL	1,390.70	(1,332.00)	58.70
05 704 0019	INTEREST	499.63	5.06	504.69
05 704 0020	UNION BANK	3,067.38	0.00	3,067.38
05 704 0022	FIELDS SCHOLARSHIP	4,263.80	0.00	4,263.80
05 704 0023	CROSS COUNTRY	1,881.60	0.00	1,881.60
05 704 0024	INDUSTRIAL ARTS SHOP	534.69	0.00	534.69
05 704 0025	LIBRARY	1,330.05	0.00	1,330.05
05 704 0026	PARTY GROUP	1,132.31	0.00	1,132.31
05 704 0027	CLASS OF 2021	500.00	0.00	500.00
05 704 0028	MUSICAL/DRAMA	2,390.46	200.00	2,590.46
05 704 0029	WRESTLING	196.11	0.00	196.11
05 704 0030	GENERAL FUND REIMBURSEMENT	(225.00)	(144.99)	(369.99)
05 704 0031	6TH GRADE	734.13	0.00	734.13
05 704 0032	WEIGHTS	3,452.54	6.00	3,458.54
05 704 0033	VOLLEYBALL ACCOUNT	2,256.14	45.00	2,301.14
05 704 0034	IMPREST FUND	2,000.00	0.00	2,000.00
05 704 0035	BENNET BOOSTERS	1,589.67	0.00	1,589.67
05 704 0036	CHEERLEADING	1,744.40	0.00	1,744.40
05 704 0037	BENNET BACK-PACK PROGRAM	833.21	0.00	833.21
05 704 0038	CLASS OF 2023	904.49	0.00	904.49

Annual; Processing Month 04/2021; Accounts to Include Accounts with Activity; Fund Number 05

<u>Account Number</u>	<u>Description</u>	<u>Previous Balance</u>	<u>Current Month</u>	<u>Ending Balance</u>
05 704 0039	FAMILY PASSES	4,830.00	0.00	4,830.00
05 704 0040	STUDENT FEES	4,620.00	0.00	4,620.00
05 704 0041	QUIZ BOWL	600.08	0.00	600.08
05 704 0042	JR HIGH BASKETBALL	81.50	0.00	81.50
05 704 0044	SPANISH	44.55	0.00	44.55
05 704 0045	ENGLISH/PSYCHOLOGY	62.01	0.00	62.01
05 704 0046	NEW BAND UNIFORMS	0.00	0.00	0.00
05 704 0047	NATIONAL BREAST CANCER FOUNDATION	0.01	0.00	0.01
05 704 0049	SHOW CHOIR	1,064.93	(200.00)	864.93
05 704 0050	CHROMEBOOK INSURANCE	28,313.85	0.00	28,313.85
05 704 0052	CIRCLE OF FRIENDS	864.58	0.00	864.58
05 704 0053	CLASS OF 2022	0.00	644.01	644.01
Fund Balance Subtotal:		130,954.64	(2,561.60)	128,393.04
Total Liabilities, Deferred Inflows of Resources, and Fund Equity:		130,954.64	(2,561.60)	128,393.04

Monthly; Processing Month 04/2021; Accounts to Include Accounts with Activity

<u>Account Number</u>	<u>Description</u>	<u>Previous Balance</u>	<u>Current Month</u>	<u>Ending Balance</u>
Fund: 06 Hot Lunch				
<u>Current Assets</u>				
06 101	CASH	111,981.82	14,738.64	126,720.46
	Current Assets Subtotal:	<u>111,981.82</u>	<u>14,738.64</u>	<u>126,720.46</u>
<u>Other Assets</u>				
06 392	LESS: REVENUE RECEIVED	(265,590.76)	(50,935.33)	(316,526.09)
	Other Assets Subtotal:	<u>(265,590.76)</u>	<u>(50,935.33)</u>	<u>(316,526.09)</u>
Total Assets and Deferred Outflows of Resources:		<u>(153,608.94)</u>	<u>(36,196.69)</u>	<u>(189,805.63)</u>
<u>Other Liabilities</u>				
06 692	LESS: EXPENDITURES TO DATE	(236,838.71)	(36,196.69)	(273,035.40)
	Other Liabilities Subtotal:	<u>(236,838.71)</u>	<u>(36,196.69)</u>	<u>(273,035.40)</u>
<u>Fund Balance</u>				
06 704	FUND BALANCE	83,229.77	0.00	83,229.77
	Fund Balance Subtotal:	<u>83,229.77</u>	<u>0.00</u>	<u>83,229.77</u>
Total Liabilities, Deferred Inflows of Resources, and Fund Equity:		<u>(153,608.94)</u>	<u>(36,196.69)</u>	<u>(189,805.63)</u>

Monthly; Processing Month 04/2021; Accounts to Include Accounts with Activity

<u>Account Number</u>	<u>Description</u>	<u>Previous Balance</u>	<u>Current Month</u>	<u>Ending Balance</u>
Fund: 07 Bond				
<u>Current Assets</u>				
07 101	CASH	161,692.02	42,234.97	203,926.99
07 900	Cash County Treasurer	131,855.65	0.00	131,855.65
	Current Assets Subtotal:	293,547.67	42,234.97	335,782.64
<u>Other Assets</u>				
07 392	LESS: REVENUE RECEIVED	(404,297.23)	(42,234.97)	(446,532.20)
	Other Assets Subtotal:	(404,297.23)	(42,234.97)	(446,532.20)
Total Assets and Deferred Outflows of Resources:		(110,749.56)	0.00	(110,749.56)
<u>Other Liabilities</u>				
07 692	LESS: EXPENDITURES TO DATE	(619,642.50)	0.00	(619,642.50)
	Other Liabilities Subtotal:	(619,642.50)	0.00	(619,642.50)
<u>Fund Balance</u>				
07 704	FUND BALANCE	508,892.94	0.00	508,892.94
	Fund Balance Subtotal:	508,892.94	0.00	508,892.94
Total Liabilities, Deferred Inflows of Resources, and Fund Equity:		(110,749.56)	0.00	(110,749.56)

Monthly; Processing Month 04/2021; Accounts to Include Accounts with Activity

<u>Account Number</u>	<u>Description</u>	<u>Previous Balance</u>	<u>Current Month</u>	<u>Ending Balance</u>
Fund: 08 Special Building Fund				
<u>Current Assets</u>				
08 101	CASH	630,341.31	13,946.61	644,287.92
08 106	SAVINGS CERTIFICATES	50,000.00	0.00	50,000.00
08 900	Cash County Treasurer	51,637.03	0.00	51,637.03
Current Assets Subtotal:		731,978.34	13,946.61	745,924.95
<u>Other Assets</u>				
08 392	LESS: REVENUE RECEIVED	(82,777.56)	(13,946.61)	(96,724.17)
Other Assets Subtotal:		(82,777.56)	(13,946.61)	(96,724.17)
Total Assets and Deferred Outflows of Resources:		649,200.78	0.00	649,200.78
<u>Other Liabilities</u>				
08 692	LESS: EXPENDITURES TO DATE	(10,130.87)	0.00	(10,130.87)
Other Liabilities Subtotal:		(10,130.87)	0.00	(10,130.87)
<u>Fund Balance</u>				
08 704	FUND BALANCE	659,331.65	0.00	659,331.65
Fund Balance Subtotal:		659,331.65	0.00	659,331.65
Total Liabilities, Deferred Inflows of Resources, and Fund Equity:		649,200.78	0.00	649,200.78

Monthly; Processing Month 04/2021; Accounts to Include Accounts with Activity

<u>Account Number</u>	<u>Description</u>	<u>Previous Balance</u>	<u>Current Month</u>	<u>Ending Balance</u>
Fund: 09 Qualified Capital Purpose Fund				
<u>Current Assets</u>				
09 101	CASH	46,812.94	38,085.85	84,898.79
	Current Assets Subtotal:	<u>46,812.94</u>	<u>38,085.85</u>	<u>84,898.79</u>
<u>Other Assets</u>				
09 392	LESS: REVENUE RECEIVED	(71,045.39)	(38,085.85)	(109,131.24)
09 900	Cash County Treasurer	27,013.01	0.00	27,013.01
	Other Assets Subtotal:	<u>(44,032.38)</u>	<u>(38,085.85)</u>	<u>(82,118.23)</u>
	Total Assets and Deferred Outflows of Resources:	<u>2,780.56</u>	<u>0.00</u>	<u>2,780.56</u>
<u>Other Liabilities</u>				
09 692	LESS: EXPENDITURES TO DATE	(128,001.25)	0.00	(128,001.25)
	Other Liabilities Subtotal:	<u>(128,001.25)</u>	<u>0.00</u>	<u>(128,001.25)</u>
<u>Fund Balance</u>				
09 704	FUND BALANCE	130,781.81	0.00	130,781.81
	Fund Balance Subtotal:	<u>130,781.81</u>	<u>0.00</u>	<u>130,781.81</u>
	Total Liabilities, Deferred Inflows of Resources, and Fund Equity:	<u>2,780.56</u>	<u>0.00</u>	<u>2,780.56</u>

Regular; Processing Month 04/2021; Accounts to Include Accounts with Activity

Fund: 01 GENERAL FUND

Account Number	Description	Revised Budget	During Month	To Date	% of Budget	Budget Balance
01 1100	LOCAL PROPERTY TAXES	5,018,990.00	1,050,099.89	3,049,152.67	60.75	1,969,837.33
01 1125	MOTOR VEHICLE TAXES	283,952.00	39,660.89	223,235.92	78.62	60,716.08
01 1312	SUMMER SCHOOL TUITION	10,000.00	0.00	0.00	0.00	10,000.00
01 1315	TUITION FROM DISTRICTS - SENCAP	0.00	0.00	50.00	0.00	(50.00)
01 1370	PRESCHOOL TUITION & FEES	10,000.00	3,100.00	23,475.00	234.75	(13,475.00)
01 1510	INTEREST ON INVESTMENTS	0.00	92.22	662.49	0.00	(662.49)
01 1800	REC PROGRAM - COMMUNITY SERVICES	25,000.00	1,155.00	18,271.35	73.09	6,728.65
01 1910	RENTAL OF SCHOOL FACILITY	200.00	0.00	100.00	50.00	100.00
01 1911	LOCAL LICENSE FEES	0.00	0.00	1,734.78	0.00	(1,734.78)
01 1920	EDUCATION QUEST FOUNDATION	0.00	171.75	823.32	0.00	(823.32)
01 1990	OTHER LOCAL RECEIPTS	0.00	0.00	30.00	0.00	(30.00)
Subtotal: LOCAL RECEIPTS		5,348,142.00	1,094,279.75	3,317,535.53	62.03	2,030,606.47
01 2110	COUNTY FINES & LICENSE FEES	20,000.00	2,652.77	16,770.65	83.85	3,229.35
01 2210	ESU RECEIPTS	5,000.00	70.20	7,316.80	146.34	(2,316.80)
Subtotal: COUNTY AND ESU RECEIPTS		25,000.00	2,722.97	24,087.45	96.35	912.55
01 3110	STATE AID	1,303,507.00	129,817.00	1,043,878.00	80.08	259,629.00
01 3120	SPED SCHOOL AGE	200,000.00	61,922.00	305,761.00	152.88	(105,761.00)
01 3125	SPED TRANSPORTATION	1,500.00	0.00	0.00	0.00	1,500.00
01 3130	HOMESTEAD EXEMPTION	20,000.00	15,380.25	122,856.37	614.28	(102,856.37)
01 3180	PRO-RATE MOTOR VEHICLE	7,000.00	0.00	0.00	0.00	7,000.00
01 3400	STATE APPORTIONMENT	52,000.00	0.00	70,264.06	135.12	(18,264.06)
01 3535	PAYMENTS FOR HIGH ABILITY LEARNERS	3,500.00	0.00	6,079.00	173.69	(2,579.00)
01 3540	STATE EARLY CHILDHOOD	60,000.00	0.00	42,348.00	70.58	17,652.00
01 3990	OTHER STATE RECEIPTS	25,000.00	0.00	0.00	0.00	25,000.00
Subtotal: STATE RECEIPTS		1,672,507.00	207,119.25	1,591,186.43	95.14	81,320.57
01 4300	RESTRICTED GRANTS-IN-AID FROM FED GOV	5,000.00	0.00	0.00	0.00	5,000.00
01 4310	REAP	35,000.00	50,711.00	50,711.00	144.89	(15,711.00)
01 4506	TITLE 1 PART A - CURRENT YEAR	32,000.00	0.00	0.00	0.00	32,000.00
01 4516	IDEA PRESCHOOL BASE/IDEA ENROL POVERTY	0.00	0.00	3,974.00	0.00	(3,974.00)
01 4519	IDEA ENROLLMENT/POVERTY	85,000.00	0.00	0.00	0.00	85,000.00
01 4521	IDEA PART B PROPORTIONATE	0.00	0.00	121,080.00	0.00	(121,080.00)
01 4708	MEDICAID REIMBURSEMENT SPED	7,500.00	0.00	0.00	0.00	7,500.00
01 4709	MEDICAID ADMIN ACTIVITIES (MAAPS)	5,500.00	0.00	1,837.63	33.41	3,662.37
Subtotal: FEDERAL RECEIPTS		170,000.00	50,711.00	177,602.63	104.47	(7,602.63)
01 5200	FUND TRANSFERS	0.00	18,098.11	118,557.35	0.00	(118,557.35)
01 5301	INSURANCE ADJUSTMENTS	0.00	0.00	1,336.00	0.00	(1,336.00)
01 5690	OTHER NON-REVENUE RECEIPTS	1,000.00	(12,313.24)	113,534.15	11,353.42	(112,534.15)
Subtotal: NON-REVENUE RECEIPTS		1,000.00	5,784.87	233,427.50	23,342.75	(232,427.50)
01 6990	FEDERAL REVENUE	0.00	0.00	108,000.00	0.00	(108,000.00)
Subtotal: 6000		0.00	0.00	108,000.00	0.00	(108,000.00)
01 9000	NON-PROGRAMMED RECEIPTS	0.00	7,772.25	7,786.25	0.00	(7,786.25)
Subtotal: NON-PROGRAM RECEIPTS		0.00	7,772.25	7,786.25	0.00	(7,786.25)
Fund Total:		7,216,649.00	1,368,390.09	5,459,625.79	75.65	1,757,023.21



District OR-1 : Home of the Panthers!
SUPERINTENDENT'S NARRATIVE REPORT
REGULAR BOARD MEETING:

Information Items

Date: May 10.2021

TO: Palmyra District OR-1 BOE

From: Michael Hart

COVID Numbers as of 5.7.2021: This will be the last COVID board update for the year.

- Including our new cases, here are the updated numbers for our district as of **5.7.2021**.
- **30** positive staff cases (12 HS/ 18 Elementary) since the beginning of school in August.
- **45** positive student cases (23 HS / 22 Elementary) since the beginning of school in August.
- Total positive COVID cases for the district since the beginning of school in August is now at **75**.
- ***Please note:*** *Although our overall positive case numbers have continued to decline over the past couple of months, we will stay vigilant in mitigating the virus by continuing to wear masks and adhering to the district protocols we have utilized throughout the school year.*
- **Recent News:** *As of May 6th 2021, students or staff identified as “close contacts” may no longer have to quarantine. Now due to the decrease in overall cases and the increased number of people fully vaccinated, “close contacts” may be able to now “self-monitor” for symptoms.*

Science Curriculum Update:

- We are still in the process of updating our science curriculum. We are down to two different options for material selection and a selection has still not been finalized.
- The final selection of science curriculum is expected to be an action item on the June Regular Board meeting agenda.

Board Retreat:

1. Just a reminder that our Board Retreat this summer will be held on **Tuesday, June 1st from 5-8 p.m. at Transformational Marketing in Panama, Nebraska.**
2. The address is: **208 Locust St, Panama, NE 68419**
 - **Tentative Agenda for the Board Retreat**
 - Budget Planning
 - Superintendent Evaluation
 - Board Communication and Board Meeting Protocols
 - Board Self Evaluation



District OR-1 : Home of the Panthers!



School Planning Update for 2021-2022:

- As we continue to make successful strides in mitigating the COVID -19 virus, we are making plans to begin the school year in as “normal” a way as possible in the fall. Staying vigilant of the current COVID conditions, we will plan to start school “in person” and continue to follow local health department guidelines to ensure the safety of all of our students and staff.

Teacher Appreciation Week:

- This past week was Teacher Appreciation Week. Thanks again to our fantastic group of educators who make this an outstanding district.
- There was an ad in last Thursday’s Voice Newspaper expressing our appreciation for the work our teachers continue to do for our community! Listed below is as picture of the ad:





District OR-1 : Home of the Panthers!

Building Update:

- Just an update on the Bennet flagpole that was damaged a couple of months ago. A new flagpole is back in place and the flags are again flying high. A picture of the new pole is below:



Building Mural at Palmyra High School:

- Art students have worked together to paint a “Panther” mural in the southwest hallway at the high school. Although it has not been completed yet, I wanted to show you the progress so far. Kudos to all of our art students and Ms. Swartzendruber for their work on this project!





District OR-1 : Home of the Panthers!

Annual Policy Updates:

- Given that the Legislature may not recess until the middle of June, we will hold off on any policy updates until our July meeting.

US Supreme Court Case:

- In case you didn't hear or see anything about this, I just wanted you to know that the United States Supreme Court heard oral arguments last week in a case involving a student's First Amendment challenge. Depending on how the Supreme Court rules, we may need to modify and/or update provisions of student handbooks and extracurricular activity handbooks.
- The Supreme Court's final day this term is scheduled for June 28th. If the Court announces its decision that late, we may not be able to finalize our student handbooks until the July or August board meetings.

Legislation Update:

- Listed below are some updates on a variety of education related legislative bills. The Legislature is currently set to adjourn on June 10th.
 - **LB 408/AM 371 (Sen. Briese):** The bill would have placed a 3% cap on property tax asking on all political subdivisions. The amendment would allow for a 3% average over a 3-year period. Opponents to the bill were able to filibuster the bill and kill it.
 - **LB 454 (Sen. Friesen):** This bill would provide for a property tax stabilization fund that would provide state funds to schools that depend on at least 70% of their needed revenues from property taxes. In ensuing years, the threshold would have dropped to 65%, 60%, then 55%. NRCSA supported LB 454. The bill would have made it possible for every school district to receive some form of targeted state funding, whether it be Equalization Aid, Net Option Funding, or Property Tax Stabilization Funding, or some combination of the three. The bill failed by two votes of passing on to select file.
 - **LB 2 (Sen. Briese):** This bill would set ag land valuations at 50% of actual value in school bond elections. LB 79 was amended into LB 2. As amended, the bill would also have put more funds into the Property Tax Credit Fund. NRCSA opposed the bill. In floor debate the provisions included in LB 79 were removed and LB 2 did eventually pass on to select file.
 - **LB 132 (Sen. DeBoer):** This bill calls for a School Financing Review Committee which would report to the Unicameral every two years. This is an idea that has been backed by both the Education Coalition and Nebraskans United. NRCSA is a part of both groups. The bill has received opposition from a group of mainly rural Senators.
 - **LB 143 (Sen. Kolterman):** This bill requires DHHS to contact a school district before placing a foster child in the district. NRCSA supported the bill. The bill has been passed.



District OR-1 : Home of the Panthers!

- **LB 364 (Sen. Linehan):** The Opportunity Scholarships Act, which would have provided for income tax credits to those who provide scholarships for students to attend private schools. Along with the other education groups, NRCSA opposed the bill. Opponents to the bill were successful in killing it.
- **LB 388 (Sen. Friesen at the request of the Governor).** This bill provides state funding for projects to increase availability of broadband in rural areas. NRCSA supports LB 388. The bill currently sits on select file.

Chick-Fil-A Leadership Academy: Corporate Business Sponsorships:

- In alignment with Strategic Goal # 3, we are looking at developing some additional academic opportunities and programs for students in the district. Through a collaborative business partnership with Chick-Fil-A some of our high school students will have an opportunity to participate in an engaging and innovative leadership program beginning in the fall.
- 30 of our high school aged students will engage in leadership opportunities throughout the school year and the groups will work together to plan and implement two community service projects. One of the projects will be completed in December and one in the spring of 2022.
- This wonderful opportunity is made available to our students through a generous donation from Chick-Fil-A. Mr. Chaffee will assist in leading the group.

Retiring Staff Recognition:

- Although we will be honoring our retiring staff at each building at the end of this school year, we are also planning on a community celebration to honor our 2021 teacher retirees at our **Varsity Football Homecoming Game on Friday September 10th.**
- The honors ceremony will occur at halftime of the football game around 8:00 p.m. Please mark your calendars and plan to attend this special event.



2020-21 NSAA Spring Season Guidelines

Effective: March 1, 2021

Circumstances related to the COVID-19 pandemic are constantly changing and vary from community to community. Decisions will have to be made from week to week or even day to day. The health and safety of students, staff, and local communities remain the priority of the NSAA as we provide opportunities to participate in the spring sports season.

Each school has the authority to determine if it will participate in the 2020-21 Spring Season. During the season it will be the responsibility of the host school to provide administrative oversight and compliance with established COVID-19 guidelines in accordance with their local health departments and facilities.

FOR ALL SPRING ACTIVITIES:

The NSAA is requiring the following of schools, officials and spectators for all spring season contests:

- Active participants are permitted, but not required, to wear face coverings during competition/performance.
- Spectators are required to wear face coverings for entrance to all activities. Face coverings may be removed if outside and 6 feet of physical distance can be maintained.
- Face coverings must cover the nose and mouth.
- Follow local/state DHM's for spectator attendance.
- The host school may establish additional requirements in consultation with local health departments. Additional requirements implemented by the host school must be the same for all schools, officials, judges, and spectators.

Recommended protocols for spring contest hosts:

- Coaches and non-active participants are encouraged to wear face coverings at all times
- Create separate points of entry and seating for home and visitor teams/spectators
- Provide no concession stands or separate/multiple concession stands
- Provide separate/multiple restrooms
- Use signage, stanchions, or field markings to ensure physical distancing of 6 feet at concession stands and restrooms
- Communicate availability of locker room space for the opposing team and officials
- Implement diligent and effective cleaning and disinfecting of frequently touched objects and surfaces

NSAA expects schools to play their regularly scheduled competitions unless a COVID-19 issue prevents them from playing. Member schools, in consultation with their local health department, shall be responsible for determining whether a scheduled game, match, contest, or other activity is cancelled or postponed due to a COVID-19 related issue. Member schools shall notify the NSAA of any cancellation or postponement.

The NSAA has great appreciation for all its member schools and their tireless efforts to provide opportunities for learning and participation in NSAA activities. Communication, flexibility, and patience will be key in supporting our high school student participants as they participate in activities this spring season.



2021 NSAA Track & Field
COVID-19 Regular Season Accommodations

These modifications are subject to change in response to COVID-19.

The host school should make every effort to mitigate risk and provide adequate opportunities for physical distancing procedures for the opposing teams, officials, and all spectators.

This may include but is not limited to:

- Restricting attendance / seating areas
- Separate points of entry for teams and spectators
- No concession stands, or multiple concession stands
- Multiple restrooms for spectators
- Adequate locker room space / outdoor space for the opposing teams
- Adequate locker room space / outdoor space for the officials
- Encouraging / requiring spectators to wear face coverings
- Implementing a diligent and effective cleaning / disinfecting procedure of frequently touched objects and surfaces

Competition Considerations:

- Minimize the number of teams or participants at the competition
- Recommend / require athletes to physical distance when not actively competing
- Recommend / require athletes to wear face coverings when not actively competing
- Disinfect implements before, during and after competition
- Recommend / require meet officials to wear face coverings
- Provide adequate space to physical distance in the clerking area



2021 NSAA Baseball Rules Modifications & Considerations

These modifications are subject to change in response to COVID-19.

- All NSAA member schools must follow their local [Directed Health Measures](#).
- The host administration must pre-communicate local protocols and activity requirements to participating school(s).

NSAA Approved Rulings:

Schedules

1. The deadline to submit varsity schedules to the NSAA has been extended to Thursday, March 18th.
2. Regular season games that are canceled due to COVID-19 will be considered a “no-contest.”
 - a. Wild card points will not be awarded for “no-contest” games.
 - b. Forfeits will not be issued for “no-contest” games.
3. Replacement games (not originally scheduled) may be scheduled at any time.
 - a. Wild card points will not be awarded.
 - b. Contest limitations may not be exceeded.

NSAA Baseball Rules Modifications:

- **Facial Coverings:** Players are not permitted to use white facial coverings and they cannot be distracting. Facial coverings should not have designs other than the school mascot/logo.
- **Offensive helmets** do not need to match.
- **Pregame conferences:** Limit attendees to one coach from each team plus the umpires. Coaches should stay outside the width of the batter’s box at home plate, maintaining six feet of distance between each person.
- **Lineups** should be handed to the umpire, and the umpire will verbally approve or ask any questions about the lineup. It is recommended that lineup cards be exchanged team to team and teams to scorekeeper to be shared via photo or text.
- **Pitch Counts** should be exchanged verbally after each game at each level of play.
- **Substitutions/Coaching:** The verbal exchange should occur six feet from the coach to scorer and opposing team when making lineup changes. Coaches who wish to discuss a rule or a ruling on the field must maintain at least six feet of distance from the umpire.
- **Bench & Field Conduct:** Players are not permitted to leave the dugout area to congratulate players when scoring or after home runs. Players and coaches should maintain six feet of social distance when possible. If extending the dugout, rule 1-2-4 shall be followed and the dugout extension should be outside of the field.
- **Conferences:** Conferences shall be limited to one coach attending with all persons involved maintaining at least six feet of social distance.
- **Press Box:** Limit the number of non-essential personnel who are in the press box throughout games.

General Considerations:

- Have hand sanitizer and wipes available at the field.
- Wash stations or sanitizer at each dugout.
- No one touches the score sheet except the scorer.
- Disinfect the bench/dugout prior to competition.
- Stagger seating of fans.
- The home team should provide the game balls.

- Provide a clean/dirty bucket.
- Clean/sanitize as needed.

Considerations for Coaches:

- Wear masks on and off the field.
- Eliminate handshakes post-game.
- Maintain six feet distance between players and umpires.
- Limit and shorten visits with Homeplate umpires between innings.
- No seeds, gum or spitting.
- Coaches are responsible for ensuring social/physical distancing is maintained between players as much as possible.

Considerations for Players:

- No seeds, gum or spitting.
- Players should clean and sanitize equipment after each game.
- Social distancing on the bench and/or dugout.
- No sharing of water bottles, helmets, catcher's equipment, or bats.
- Sanitize all equipment after each game.
- Eliminate handshakes post game.
- Eliminate handshakes with coaches/umpires pre-game.
- Carry hand sanitizer.

Considerations for Umpires:

- Wearing of facial coverings. Facial coverings should be one solid color and not distracting.
- Bring personal hand sanitizer. Wash hands frequently
- Don't share equipment.
- No touching of baseballs.
- Clean equipment after each game.
- Follow social distancing guidelines. Consider six feet minimum distance when talking to others (players, coaches, other umpires) at plate meeting.
- Do not shake hands and follow pre and post-game ceremony guidelines established by state associations.
- Consider facility size and spacing within umpire dressing rooms. They should be cleaned and sanitized.
- If umpires must enter the field through the dugout, the dugout should be empty with no players/coaches/team personnel.



2021 NSAA Soccer Rules Modifications & Considerations

These modifications are subject to change in response to COVID-19.

Participants, coaches, officials or spectators that feel sick or have been exposed to someone with a confirmed positive COVID-19 diagnosis in the last 14 days, should not attend or participate in practice or competition. The NSAA requires all non-active participants, coaches, and spectators to wear face coverings. Physical distancing should be practiced when possible.

NSAA Approved Ruling Modifications:

- **NSAA schedule deadline is extended from March 10th to March 19th**
- **Regular season games that are canceled due to COVID-19 will be considered a “no-contest.”**
 - **Wild card points will not be awarded for “no-contest” games.**
 - **Forfeits will not be issued for “no-contest” games.**
- **Replacement games (not originally scheduled) may be scheduled at any time.**
 - **Wild card points will not be awarded.**
 - **Contest limitations may not be exceeded.**
- **Attendance can be limited according to the respective DHM capacity restrictions**

Additional NFHS/NSAA Wrestling Rules Modification/Considerations

- Eliminate shaking hands with officials at any time
- Eliminate shaking hands with opposing team or coach before or after the contest
- Pregame conference
 - Limit attendees to head referee or center referee, the head coach from each team, and a single captain from each team.
 - All individuals maintain a social distance of 6 feet.
- Maintain social distancing of 6 feet between the substitute, officials and/or teammate(s) by encouraging substitutions to occur closer to the center line.
- Team benches should be more than 6 feet off of the out-of-bounds line to allow for the AR to freely move and keep socially distanced
- Limit the official’s table to essential personnel which includes: home team scorer, and timer with a recommended distance of 6 feet between individuals. Visiting team personnel (scorer, statisticians) are not deemed essential personnel and will need to be at an alternate location
- Consider percentage of capacity allowance for spectators – follow respective DHM’s for your area

ADDITIONAL CONSIDERATIONS

Practices

- No shared drinking facilities (individual water bottles)

Competitions

- Wash stations or sanitizer at each team bench.
- No one touches the score sheet except the scorer.
- Disinfect the benches prior to competition.
- Stagger seating of fans.
- The home team should provide the game balls
- Coaches need to wear face coverings at all times

- When not competing, players need to wear face coverings and physical distance
- Sanitary wipes and sanitizer available at the scoring/head tables
- Reduce the traveling parties to essential personnel only (competitors and coaches, medical personnel)

Venues, Workers and Spectators

- All staff, workers, and spectators wear a face covering
- Prepare field for physical distancing, where possible - follow respective DHM's for your area and follow capacity limitations
- Hand sanitizer and disinfectant wipes available at each scorer's table
- Writing utensils, when used, handled by one person or sanitized between uses by other workers
- Limit the number of workers at each table – only necessary personnel

Officials

- Officials are NOT responsible for monitoring activities on the sidelines, such as physical distancing, hand sanitizing, symptoms of illness and other such issues. This monitoring is the responsibility of the respective coaching staff and school personnel.
- Bring personal hand sanitizer. Wash hands frequently
- Follow social distancing guidelines. Consider six feet minimum distance when talking to others (players, coaches, other umpires) at plate meeting.
- Do not shake hands and follow pre and post-game ceremony guidelines established by state associations.
- Consider facility size and spacing within official's dressing rooms. They should be cleaned and sanitized.
- Face coverings required when arriving and departing and optional when actively officiating
- May wear disposable gloves
- Do not share equipment



2021 NSAA Boys Golf Rules Modifications & Considerations

These modifications are subject to change in response to COVID-19.

Equipment/Facility:

- Driving range is to be determined by golf course.
- Much of the facility information will come from the golf course.
- If bad weather occurs it is recommended that all should return to their vehicles rather than the clubhouse.
- It is recommended to not have award ceremonies.

Contest warm up:

- Driving range regulations determined by golf course.
- Consider having a rotation of use to limit number on the range at one time and putting green.

Competition:

- Communicate the details of the event prior to the day of the event. This way schools can plan their arrival and competition with minimal gatherings to discuss the event details.

Practice Areas - The policies below for the practice range and putting/chipping green(s) allows for players to practice prior to their start time on a limited basis. All players should have equal opportunity to practice before their round if the following are adhered to.

- **Practice Range**
 - Limitations to the number of players that may be on the range will be site specific based on the size of the range and the number of stations available using 6' social distancing.
 - Players only allowed on the practice range.
 - Players can be limited to only one bag of balls (approximately 50 balls) to hit on the range.
- **Putting/Chipping Greens**
 - Limitations to the number of players that may be on the practice putting green and/or chipping green will be site specific based on the size of the greens.
 - Players only allowed on or around the greens.
 - Players should be quick and efficient with their practice to ensure all players get time on the greens.

Starting Areas - Players should arrive at their assigned tee no more than 5 min before their assigned starting time.

- **Scoring** –
 - Digital scoring may be used when available.
 - Scorecards should be distributed to each player. Scorecards will not be exchanged or require signatures.
 - Upon completion of the round players will enter the designated scoring area to review and verify their scores verbally with the scoring official.

GOLF COURSE SET-UP & RULES OF GOLF MODIFICATIONS

- **Bunkers** - Limited number of bunker rakes could be available on the golf course.
 - Ball will be played as it lies in the bunker.
 - If a player feels their ball is in an abnormal ground condition they can ask for relief from a member of the Committee. If granted, the relief procedure will be followed as stated in the Rules of Golf.
- **Flagstick** - Attending and removal of flagsticks is permitted if allowed by the facility.
 - It is recommended that the player that removed the flagstick be the one to replace it.
- **Returned Scorecard** - A scorecard will be deemed returned when the player has verbally verified their hole-by-hole scores with their marker and the scoring official and left the designated scoring area.

NSAA Championships and District Contests.

- Scoring monitors will not be used at district and state championships.

NSAA Board approved changes

Schedules for Class A are now due March 17th.

Schools in Class A can replace a meet or tournament that is missed. Schools cannot exceed the individual contest limit. Meets or tournaments that are replacement meets or tournaments will not count towards an individual or team differential. Note: This does not refer to meets or tournaments that are rescheduled.

May Activities Board Report

Journal Star Academic All-State Selections released in May Sunday Journal Star (Palmyra nominated 18 students).

Band--Superior Rating at Districts

Baccalaureate-May 5th PHS West Gym 7pm

Graduation-May 8th PHS West Gym 2pm

Activity Calendar

See attached



Palmyra

May, 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 10:00am Track-Varsity Freeman vs. Multiple Schools @ Freeman High School
2	MAPS Testing Elementary- @ Bennet Elementary 6:00pm Elementary Spring Concert- @ Palmyra High School Main West Gym	3 MAPS Testing Elementary- @ Bennet Elementary 9:00am Track-Varsity Freeman @ Freeman High School	4 MAPS Testing Elementary- @ Bennet Elementary 9:00am Golf-B/Varsity (Rescheduled from 04-20-21) Palmyra vs. Multiple Schools @ Crooked Creek Golf Course 5:00pm-6:30pm 7th Grade Orientation- @ Palmyra High School 7:00pm Baccalaureate- @ Palmyra High School Main West Gym	5 MAPS Testing Elementary- @ Bennet Elementary 9:00am Golf-B/Varsity Johnson County Central @ Tecumseh Country Club	6 MAPS Testing Elementary- @ Bennet Elementary 9:00am Track-Varsity Johnson County Central vs. Multiple Schools @ Johnson County Central High School 10:00am Track-JH Malcolm @ Malcolm High School	7 2:00pm Graduation- @ Palmyra High School Main West Gym
9	MAPS Testing Elementary- @ Bennet Elementary 9:00am ECNC Instrumental Clinic- @ Elmwood-Murdock HS	10 MAPS Testing Elementary- @ Bennet Elementary 8:30am Golf-B/Varsity Lincoln Christian @ Lincoln Christian High School	11 MAPS Testing Elementary- @ Bennet Elementary	12 9:00am Track-Varsity Johnson County Central @ Johnson County Central High School	13	14 1:00pm-6:00pm Volleyball K-3 Camp- @ Palmyra High School Main West Gym
16	COLT Conference- @ Aurora High School	17 9:00am Golf-B/Varsity Lincoln Lutheran @ Crooked Creek Golf Course	18 Elementary End of 2nd Semester-	19 End of 2nd Semester 1:30pm dismissal-	20 TBD Track-Varsity Omaha Burke @ Omaha Burke High School Teacher Work Day-	21 TBD Track-Varsity Omaha Burke @ Omaha Burke High School
23		24	25	26	27	28
30		31				

Administrative Team Board Report for May 2021

Bennet Elementary and PHS:

- Summer Enrichment will be offered during the month of June for incoming KDG through 6th grade students at Bennet. We have 115 students enrolled.
- MAPS Testing: MAPS (Measures of Academic Progress) testing was completed the first week of May for students. Bennet Elementary assesses all KDG-6th grade students during the Spring testing session. The students and staff have worked hard all year and this is a great opportunity for staff, students and parents to see the growth the students have made academically. We will use this information at our Data Retreat in June. This continues at PHS currently.
- **Upcoming May Events:**
 - -15th Track Day for 5th and 6th grade students.
 - -18th 6th Grade Graduation.
 - -19th Last student day for Bennet Students
 - -20th Last Day for Palmyra Students/Transition meetings and professional development for Bennet Staff.
 - -21st Last day for Staff.
- Bennet Elementary had KDG Round Up on Friday, April 16th. 52 students are enrolled in KDG.

April Activities Board Report

- 47-JH Track Participants
- 30-HS Track Participants
- Band & Choir-earned straight Superior ratings at Malcolm Music Contest
- HS Quiz Bowl Team-MUDECAS Champions, ECNC Champions & ESU 4 Champions. Qualified for State Quiz Bowl in
- Gwen Leuschen-State Speech Qualifier
- Kyla Davis Triple Jumped a distance of 34'6.50"

STRATEGIC PLANNING TIMELINE-2021

NEBRASKA ASSOCIATION
OF SCHOOL BOARDS



CONTACTS:

MARCIA HERRING

KORI STANOSHECK



Project Phase	Online/In Person	Starting	Ending
PHASE 1: DATA COLLECTION AND STAKEHOLDER ENGAGEMENT			
DISTRICT OR-1 ADMINISTRATOR INTERVIEWS (5)	IN PERSON/PHONE	JUNE 2021	JULY 2021
DISTRICT OR-1 BOARD MEMBER INDIVIDUAL INTERVIEWS (6)	IN PERSON/PHONE	JUNE 2021	JULY 2021
STRATEGIC OVERVIEW COMMITTEE (SOC) MEETING REVIEW MISSION/VISION/BELIEFS-VALUES COMPLETE SWOT ANALYSIS AND COMMUNITY ASSESSMENT	IN PERSON	AUGUST 2021	AUGUST 2021
COMMUNITY ENGAGEMENT/BUSINESS LEADERS INPUT MEETING – PARENTS, COMMUNITY MEMBERS, ETC.	IN PERSON	SEPTEMBER 2021	SEPTEMBER 2021
SURVEY CERTIFIED STAFF, CLASSIFIED STAFF, PARENTS, AND STUDENTS	ONLINE	SEPTEMBER 2021	SEPTEMBER 2021
ADMINISTRATORS COMPLETES COMPREHENSIVE NEEDS INDEX	ONLINE	JUNE 2021	JUNE 2021
PHASE 2: NEEDS ANALYSIS, PRIORITIZATION, STRATEGIC PLAN ADOPTION			
REVIEW OF NEEDS ANALYSIS DATA REPORT WITH ADMINISTRATION AND BOARD	IN PERSON	OCTOBER 2021 – SPECIAL MEETING	OCTOBER 2021
DRAFT STRATEGIC PLAN PRESENTED TO ADMINISTRATION AND BOARD	IN PERSON	JANUARY 2022	JANUARY 2022
ADMINISTRATION COMPLETES THE STRATEGY PRIORITIZATION RANKING	ONLINE	FEBRUARY 2022	FEBRUARY 2022
ALIGN PLAN STRATEGIES TO THE REQUIREMENTS OF AQUESTT AND COGNIA	NASB COMPLETES	FEBRUARY 2022	APRIL 2022
BOARD FORMALLY ADOPTS DISTRICT STRATEGIC PLAN	BOARD	MAY 2022	MAY 2022



NASB STRATEGIC PLANNING SERVICE AGREEMENT

This Strategic Planning Service Agreement (the "Agreement") is made this 6th day of April 2021 (the "Effective Date"), by and between the Nebraska Association of School Boards ("NASB"), a non-profit corporation organized and existing under the laws of Nebraska, and **Palmyra District-OR1** (the "Client"), a Nebraska Political Subdivision.

WHEREAS, NASB, provides services to Nebraska school boards to strengthen public education and offers a Strategic Planning Service in which to engage internal and external stakeholders in the development of the district's mission, vision, and goals to support student learning; and

WHEREAS, the Client desires that NASB provide this Strategic Planning Service to the Client; and

WHEREAS, NASB desires to provide such service to the Client under the terms and conditions of this Agreement;

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

1. Services. Subject to the terms and conditions of this Agreement, the Client hereby retains NASB to provide Strategic Planning Services (the "Service"), and NASB agrees, subject to the terms and conditions of this Agreement, to render such Services during the term of this Agreement. Such Services shall be limited to those described in Exhibit A, as amended, by mutual agreement, in writing from time to time. NASB shall render Services hereunder at such times and places as shall be mutually agreed upon by Client and NASB.

2. Fees.

- a. In consideration of the Services to be provided by NASB, subject to the terms and conditions of this Agreement, the Client shall, within 30 days of NASB's invoice, pay to NASB the applicable Service Fees for the Services as described in Exhibit A, in addition to reasonable travel and other expenses NASB incurs in connection with performing the Services.
- b. All fees are exclusive of any applicable taxes. Client shall be responsible for payment of such taxes of any kind.

c. To obtain payment, NASB shall submit to the Client, an invoice describing services rendered and expenses incurred under this Agreement. The Client shall pay to NASB invoiced amounts within thirty (30) days after the date of invoice.

3. Term. This Agreement shall commence on the Effective Date above, and shall continue for a period of one year, unless extended by agreement of the parties.

4. Cancellation Policy. If the Client cancels any of the Services described in Exhibit A less than 36 hours before the start of the scheduled Services, the Client will be billed for any travel or other expenses actually incurred by NASB in connection with this Agreement, which may include the purchase of nonrefundable airline tickets. If the Client cancels any of the Services described in Exhibit A within 36 hours of the start of the scheduled Services, the Client will be charged a Cancellation Fee equal to the total cost of the applicable Service Fee(s), as described in Exhibit A and Paragraph 2 above, plus any actual travel or other expenses actually incurred by NASB in connect with this Agreement. If the Client reschedules the Services, within two weeks of cancellation, for a later time mutually agreed upon and available by both parties, the Client will be charged the Service Fees as described in Paragraph 2 above, minus half of the Cancellation Fee charged to the Client in accordance with this Paragraph.

5. Termination. NASB may terminate this Agreement if Client is in default of any of the terms and conditions of this Agreement and fails to correct such default within ten (10) days after written notice from NASB. Any provision of this Agreement, which imposes an obligation after termination, or expiration of this Agreement shall survive the termination, cancellation or expiration of this Agreement.

6. Intellectual Property. Except as described below, the work products, which are first produced or created for Client by NASB, under this Agreement, shall be the property of the Client and shall be considered works made for hire under this Agreement. Notwithstanding the foregoing, any developed technology, including patentable and unpatentable ideas, know-how, trade secrets, confidential information, technical data, or techniques, and all intellectual property rights appurtenant thereto which may be developed by NASB under this Agreement or in the delivery of any services hereunder that derive from, improve, enhance or modify NASB's product(s) and services or pre-existing intellectual property will be the property of NASB.

7. Confidential Information Defined. For the purposes of this Agreement "Confidential Information" shall mean all nonpublic information relating to or in any way connected with the business, operational, technical and/or financial affairs of NASB, its members, the results of its or their operations and/or any and all nonpublic information relating to the Services provided or performed by NASB pursuant to this Agreement including, without limitation, all policies, practices, research, protocols, specifications,

characteristics, means, methods, processes, routines, trade secrets, and know-how used or developed by NASB. Anything herein to the contrary notwithstanding, Confidential Information does not include information that Client can prove through written or electronic records or other physical evidence: (a) to have been or become generally known to the public through no fault of Client or its agents or representatives; (b) to have been already in the possession of Client at the time of the disclosure and was obtained from NASB; or (c) to have been later obtained by Client from a third party not under any obligation of confidentiality to NASB.

Client agrees that it shall not use for any purpose or disclose to any third party any of NASB's Confidential Information without NASB's prior express written consent. Client agrees to safeguard the Confidential Information against use or disclosure other than as authorized by or pursuant to this Agreement through measures, and exercising a degree of care, which are at least as protective as Client exercises in safeguarding the confidentiality of its own Confidential Information, but no less than a reasonable degree of care under the circumstances.

Client shall not use the name, logos, trademarks, or depictions of NASB, or any officer, director, employee, appointee, or any adaptation thereof, in any promotional, advertising, or marketing literature, or in any other way without the prior express written consent of NASB.

8. Data. As part of Service provided by the NASB, surveys will be conducted with Stakeholder groups that may include, but not be limited to; the Board of Education, School Administration, Certified Staff, Classified Staff, Students, Parents, Community Members, and Business Leaders. The NASB shall be the custodian of all raw data collected from these surveys and shall be responsible for housing and maintaining all data. The raw data collected will not be accessible by the Client without the permission of the NASB.

The NASB will make available to Client a thematic report, which is a summarized report of the data. This thematic report shall be provided to the Client in the Needs Analysis.

9. Limited Warranties and Limited Liabilities. NASB warrants that the Services provided hereunder will be performed in a professional manner consistent with the quality of NASB's performance of services for similarly situated customers and in accordance with generally accepted industry standards. NASB makes no guarantees or assurances that the Services will achieve Client's specific goals or provide additional functionality to Client.

NASB EXPRESSLY DISCLAIMS ALL OTHER WARRANTIES EXPRESS OR IMPLIED INCLUDING ANY WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE OR NON-INFRINGEMENT. EXCEPT FOR DAMAGES OR LOSSES ARISING FROM A PARTY'S

INDEMNIFICATION OBLIGATIONS OR INFRINGEMENT OR MISAPPROPRIATION OF A PARTY'S INTELLECTUAL PROPERTY, IN NO EVENT SHALL NASB BE LIABLE FOR ANY SPECIAL, CONSEQUENTIAL, INCIDENTAL, INDIRECT, PUNITIVE OR EXEMPLARY DAMAGES, HOWEVER CAUSED, WHETHER FOR BREACH OF WARRANTY, CONTRACT, TORT NEGLIGENCE, STRICT LIABILITY, LOSS OF DATA, LOSS OF USE, OR OTHERWISE, EVEN IF SUCH PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. NASB'S MAXIMUM LIABILITY FOR ANY BREACH OF WARRANTY HEREUNDER SHALL BE A REFUND OF THE SERVICES FEES PAID UNDER THIS AGREEMENT.

10. Indemnification. Notwithstanding any other term of this Agreement, Client shall indemnify, defend and hold harmless NASB, its corporate affiliates, current or future directors, trustees, officers, employees, and agents and their respective successors, heirs and assigns against any claim, liability, cost, damage, deficiency, loss, expense or obligation of any kind or nature (including without limitation reasonable attorneys' fees and other costs and expenses of litigation) incurred by or imposed upon any one of them in connection with any claims, suits, actions, demands or judgments arising out of this Agreement (including, but not limited to, actions in the form of tort, warranty, or strict liability).

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

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

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

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

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

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

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

Palmyra District-OR1
Signature: 
Print Name: Michael T. Hart
Title: Superintendent
Date: 4/7/2021

Nebraska Association of School Boards
Signature: _____
Print Name: _____
Title: _____
Date: _____

Exhibit A

The following is a description of Services to be provided by NASB:

Phase I: Organize and Plan the Process

15% of total fee

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

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

Phase II: District Needs Assessment, Analyze Data, and Needs Analysis

50% of total fee

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

- Distribute the Comprehensive Needs Index
- Facilitate the Strategic Overview Committee (SOC) Meetings
- Conduct the Needs Assessment
- Compile the data
- Analyze the data
- Prepare the Needs Analysis

Phase III: Define and Build the Strategic Plan

25% of the fee

NASB will draft the plan by creating the Guiding Principles, Objectives, Strategies, and Performance Indicators. Complete Strategy Prioritization Ranking (*Urgency and Impact Graphing*)

** Specific Stakeholder Group Graphing Fee +\$100/Group

Optional components:

- Option 1: Alignment Matrix (AQuESTT, COGNIA/NE Framework) Fee: \$500
- Option 2: Integration of School Improvement Plan Fee: \$300
- Option 3: SPARQ Meeting Integration and Training Fee: \$250
- The district declines the alignment matrix, Integration of School Improvement Plan and SPARQ integration.

Handwritten notes and signatures:
MFA
OK
MFA
OK
MFA
OK
MFA

Phase IV: Adopt, Implement, and Monitor

NASB will assist the Client in developing an effective assessment process to ensure the success of the Strategic Plan.

- Embed the Strategic Plan into NASB Strategic Plan model
- Present the Strategic Implementation Team (SIT)

Phase V: Support and Evaluation

10% of the fee

NASB will provide ongoing support to ensure assessment of progress and success. Stakeholder re-engagement is available at an additional expense to ensure the plan has realized growth and progress of the district.

Total Estimated Cost: \$7,500 to \$9,500 (Not including reasonable travel expenses.)



District OR-1 Olson Sports Complex: Updated April 2021



Olson Complex Baseball Game Day Checklist and Facility Usage Guidelines

Proper baseball field maintenance is required on a daily basis. Failure to maintain the field will result in the loss of its use. The use of the field when too wet (when foot imprints penetrate the surface when walking), is not permitted to ensure the integrity of the surface is maintained.

Surveillance cameras are in use by the district and ensure the safety of the complex contents, as well as those that use it. They operate 24/7.

The pitching mound and batter's boxes are built using a special clay base. Do not try to dig up or alter the playing surface of either one of them.

Practice/Game Day Items:

- *1st, 2nd & 3rd bases will remain installed and are only to be moved if age level of play dictates (base plugs must be moved to replace the old base locations) such movement.
- *Gas powered field dragging equipment is to be operated by the designated head, or assistant coach, or head of baseball/softball operations. The head of baseball /softball operations can train other designated personnel at their discretion. Kids, parents, spectators will not operate school owned equipment at any time. (**Please use premium fuel only in this equipment, no ethanol**).



District OR-1 Olson Sports Complex:
Updated April 2021

- *Hand drag baselines and base areas after all practices and games (this ensures proper drainage in the event of rain).
- *Chalking 1st base line, 3rd base line & batter's box (this task will be performed by head/assistant coaches or head of baseball/softball operations.
- *Return all field maintenance equipment to the "Maintenance Room" located on the north side of the complex building. Please put things back in their proper areas.
- *Lock restrooms, maintenance room, team rooms, concessions and west entrance gate before leaving the facility.
- Do not duplicate any keys without written permission of District OR -1 Administrative staff.
- *Sweep floors in all restrooms
- *Fill paper towels, toilet paper and take out trash in restrooms as well as all trash cans located around the complex and dugouts. *Trash can be deposited in the dumpster on the northeast corner of the old football field at the high school.*
- *Turn off all field lights if they are illuminated. .
- *Replace/secure pitching mound and batter's box tarps
- *Report all damage or broken items to your operations managers (Rick Wilen/Tom Fitzpatrick). Any other questions or concerns should be directed to them as well.
- *No access is permitted on the track or football field at any time. Coaches or designees are required to monitor these areas during practices for compliance. Game day monitoring of these areas should be designated so that coaches can coach.
- Infield irrigation can be utilized as needed by properly trained coaches or the director of baseball/softball operations.
- There is to be no food or beverages on the Olson Complex football field or track area.
- ALCOHOLIC BEVERAGES ARE NOT PERMITTED ON THE OLSON COMPLEX OR ON ANY SCHOOL PROPERTY AND PREMISES.**
- THE USE OF TOBACCO PRODUCTS IS NOT PERMITTED ON THE OLSON COMPLEX OR ON ANY SCHOOL PROPERTY AND PREMISES.**
- Out of concern for public safety, fire and/or open flame are not permitted anywhere on the Olson Complex property. The Otoe County Sheriff's Department has the authority to inspect the facilities at any time for the safety of the patrons.



District OR-1 Olson Sports Complex:
Updated April 2021

Olson Complex Concessions Area Checklist

- Proper concession room cleanup is required when used. Failure to maintain this area will result in the loss of its use.
- Surveillance cameras are in use by the district and ensure the safety of the complex contents, as well as those that use it. They operate 24/7.

Event Supervisors: Please make sure that the following tasks are completed after each use of the concessions area:

- *Wash and put away all used utensils
- *Make sure all cooler/freezer doors are closed
- *Wipe down all counters/hard surfaces with a cleaning solution.
- *Unplug all roasters/microwaves/popcorn machine
- *Sweep the floor
- *Remove all trash (the dumpster is located on the Northeast corner of the old football field at the high school)
- Please note: ***Only Coke products are allowed in the designated Coke coolers** (all other products must be kept in the refrigerators or a portable cooler. Coke requires this per our agreement!)
- *Report all broken or damaged items to your assignor
- *Turn off AC/Heater (When the roll up door is open and the AC is on, it will run constantly. Please use it appropriately and not make it keep up with the heat of June and July)
- *Ensure the “roll up” door is closed and locked
- *Ensure concessions entry doors are closed and locked.



District OR-1 Olson Sports Complex:
Updated April 2021
Facility Usage Guidelines and Expectations:

Facility Usage Purpose:

- The use of the Olson Complex facility will follow the priority of:
 - (1) school-sponsored activities
 - (2) community recreation, youth groups, and cultural activities
 - (3) other educational activities.
- Public use of the facility must
 - Contribute to the physical, moral and ethical well being of the participants;
 - Be legally and culturally acceptable
 - Be open to all regardless of color, sex, creed or national origin.

Advertising:

- Any advertising or announcement by the user must include the following statement: *"This program is sponsored by (name of user). Use of school district facilities does not constitute support of or endorsement by District OR-1."*

Cancellation:

- If a scheduled event is cancelled, designated school officials should be notified via email or text of the change.

Supervision:

- Events supervisors must provide sufficient supervision for crowd control, ticket sales, security of personal property, enforcement of the facility rules and regulations, and applicable state laws and local ordinances.

Personnel:

- Utilization of district custodial services may be an option for some events, but generally the organization using the facility will utilize their own personnel for basic custodial services (picking up trash, refilling bathrooms supplies, etc.). If district custodial service personnel are needed (and are available the day and time of the event), a charge for these services will be incurred.

Organization Liability:

- The organization running the event shall be responsible for the repair and/or replacement of school equipment or property damaged beyond reasonable or normal expectation.



District OR-1 Olson Sports Complex: **Updated April 2021**

District Liability:

- The school district shall not be held liable for accidents and/or injuries suffered by individuals engaged in activities occurring within or upon the complex during the time the facilities are being utilized. The school district assumes no liability for loss of property.

Indemnification:

- As a condition for use of the facility, the organization running the event agrees to indemnify, save and hold harmless District OR-1 its employees, representatives, and agents from any and all claims, liabilities, demands, lawsuits, allegations, judgments, and all forms including attorney fees and recoverable costs, (singularly or collectively 'claims') including claims for bodily, emotional, and personal injury, property damage or loss, brought or made against it, arising out of, relating to, caused by, or resulting from the organization's use of the complex, including claims relating to, arising out of, or caused by the physical condition of the facility, whether or not the basis of the claim(s) was caused by or contributed to, in whole or in part, the negligence of District OR-1, its employees, representatives, and agents.

Insurance:

- As a condition for use of the complex, the organization shall procure Comprehensive General Liability (CGL) Insurance naming District OR-1 as a Name Insured or Additional Insured having the same coverage and coverage limits as the "Named Insured".
- The CGL policy shall have bodily and personal injury coverage limits of no less than \$1 million and property damage coverage limits of no less than \$500,000. The CGL policy must include effective dates covering the time period the organization is using the facility.
- Before the organizations commence use of the facility, it shall provide written proof of its procurement of the CGL policy required by this provision, including an acknowledgement by the insurance carrier providing the CGL policy that if the CGL policy is cancelled for any reason prior to the effective dates identified in the policy, it will immediately notify, in writing, District OR-1 of the cancellation.

Inspection:

- It is an expectation that the organization supervisors have inspected the physical condition of the facility prior to use. It is an expectation that the organization is fully aware of the physical condition of the facility, accepts the use of the facility in an "as is" condition, and agrees to comply with all terms and conditions of the Facility Usage Guidelines.

Fleet Management Service Coverage:

Our Fleet Management Program allows you to lease the equipment you need for one low cost per page.

Your Bundled Payment includes the following:

- On-site service for covered systems — all parts, labor & supplies
- Supplies for covered laser printers and copiers
- Installation and end-user training for new systems
- Print monitoring system to capture print volumes automatically
- Flexible upgrades as business changes occur

New Monthly Cost	Term		Monthly B&W Vol.	Monthly Color Vol.	Mono Cost Per Page	Color Cost Per Page
\$2,193.80	60	Copiers	70,000	1,850	\$0.0045	\$0.0450
		Printers	46,700	700	\$0.0040	\$0.0400

Any overages will be charged at the same rate as the above CPP unless otherwise noted.



402-884-9999

www.AccessSystems.com

Info@AccessSystems.com



Proposed Solution Palmyra District Schools

<u>Qty</u>	<u>Equipment</u>	<u>Description</u>	<u>Location</u>
4	MX-M3071	30 PPM B&W Workgroup Document System	
4	MX-M3071	3-Hole Punch Unit (requires MX-FN27N)	
4	MX-M3071	50-sheet Staple Inner Finisher	
	MX-M3071	Center Exit Tray (required if no finisher installed)	
4	MX-M3071	Stand/1 x 550 + 2,100-sheet Split Tandem Paper Drawers	
1	MX-7081	75 PPM B&W / 70 PPM Color - High Speed Color Document System	
1	MX-7081	100-sheet Staple Finisher (4,000-sheet output capacity; requires MX-RB12N and MX-RB27)	
1	MX-7081	100-sheet Staple/20-sheet Saddle Stitch Finisher (4,000-sheet output capacity; requires MX-RB12N and MX-RB27)	
1	MX-7081	3,500-sheet Large Capacity Cassette (Letter)	
1	MX-7081	3-Hole Punch Unit (for use with MX-FN21 and MX-FN22)	
1	MX-7081	Curl Correction Unit (required for MX-FN21 and MX-FN22)	
1	MX-7081	Paper Pass Unit (for machine; required for all configurations with finishers)	
1	MX-7081	Relay Unit (requires MX-RB12N and MX-RB27; and MX-FN21 or MX-FN22)	
1	MX-6071	60 PPM B&W / 60 PPM Full-Color Workgroup Document System	
1	MX-6071	1K Stacking 50-sheet Staple Finisher (Requires RB25)	
1	MX-6071	3,000-sheet Large Capacity Cassette (letter, requires MX-DE25N/26N/27N/28N)	
1	MX-6071	3-Hole Punch Unit (requires MX-FN28/29)	
1	MX-6071	Center Exit Tray (required if no finisher installed)	
1	MX-6071	Connectivity, Training, and Delivery	
1	MX-6071	Paper Pass Unit (required for MX-FN28/29/30/31)	
1	MX-6071	Stand/1 x 550 + 2,100-sheet Split Tandem Paper Drawers	

Please see attached brochure or specification sheet for more details.



402-884-9999

www.AccessSystems.com

info@AccessSystems.com



TO (OWNER): District OR 1 Public Schools
 425 F Street
 Palmyra, NE 68418

PROJECT: Palmyra Sports Complex

APPLICATION NO: 18
PERIOD TO: 10/31/2020

DISTRIBUTION TO:
 _ OWNER
 _ ARCHITECT
 _ CONTRACTOR

FROM (CONTRACTOR): Nemaha Landscape Const., Inc.
 541 S 1st ST
 Lincoln, NE 68508

VIA (ARCHITECT): The Clark Enersen Partners
 1010 Lincoln Mall, Suite 200
 Lincoln, NE 68510

ARCHITECT'S PROJECT NO:

CONTRACT FOR: Palmyra Sports Complex

CONTRACT DATE: 2/28/2019

CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for Payment, as shown below, in connection with the Contract. Continuation Sheet, AIA Type Document is attached.

1. ORIGINAL CONTRACT SUM	\$	4,833,000.00
2. Net Change by Change Orders	\$	-20,533.25
3. CONTRACT SUM TO DATE (Line 1 + 2)	\$	4,812,466.75
4. TOTAL COMPLETED AND STORED TO DATE	\$	4,812,466.75
5. RETAINAGE:		
a. 0.00 % of Completed Work	\$	0.00
b. 0.00 % of Stored Material	\$	0.00
Total retainage (Line 5a + 5b)	\$	0.00
6. TOTAL EARNED LESS RETAINAGE	\$	4,812,466.75
(Line 4 less Line 5 Total)		
7. LESS PREVIOUS CERTIFICATES FOR PAYMENT		
(Line 6 from prior Certificate)	\$	4,795,058.71
8. CURRENT PAYMENT DUE	\$	17,408.04
9. BALANCE TO FINISH, INCLUDING RETAINAGE		
(Line 3 less Line 6)	\$	0.00

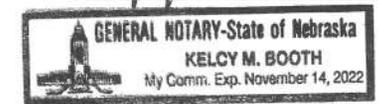
CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Total changes approved in previous months by Owner	0.00	-20,533.25
Total approved this Month	0.00	0.00
TOTALS	0.00	-20,533.25
NET CHANGES by Change Order		-20,533.25

The Undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief the work covered by this application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work for which previous Certificates for Payment were issued and payments received from the owner, and that current payment shown herein is now due.

CONTRACTOR: Nemaha Landscape Const., Inc.
 541 S 1st ST Lincoln, NE 68508

By: 

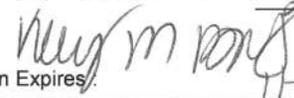
Date: 11/2/2020



State of: NE

County of: Lancaster

Subscribed and Sworn to before me this 2nd Day of November 2020

Notary Public: 
 My Commission Expires: 11-14-22

ARCHITECT'S CERTIFICATE FOR PAYMENT

In Accordance with the Contract Documents, based on on-site observations and the data comprising the above application, the Architect certifies to owner that to the best of the Architect's knowledge, information and belief the Work has progressed as indicated, the quality of the work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED \$ **17,408.04**

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

ARCHITECT: 

Date: 5/6/21

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

AIA Type Document
Application and Certification for Payment

TO (OWNER): District OR 1 Public Schools
 425 F Street
 Palmyra, NE 68418

PROJECT: Palmyra Sports Complex

APPLICATION NO: 18
PERIOD TO: 10/31/2020

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ARCHITECT'S
PROJECT NO:

CONTRACT FOR: Palmyra Sports Complex

CONTRACT DATE: 2/28/2019

ITEM	DESCRIPTION	SCHEDULE VALUE	PREVIOUS APPLICATIONS	COMPLETED THIS PERIOD	STORED MATERIAL	COMPLETED STORED	%	BALANCE	RETAINAGE
1	Allowance	50,000.00	36,154.48	13,845.52	0.00	50,000.00	100.00	0.00	0.00
2	Mobilizations	39,000.00	39,000.00	0.00	0.00	39,000.00	100.00	0.00	0.00
3	General Conditions	196,000.00	196,000.00	0.00	0.00	196,000.00	100.00	0.00	0.00
4	Bonds & Insurance	55,000.00	55,000.00	0.00	0.00	55,000.00	100.00	0.00	0.00
5	SWPPP, Temp Fence, Traffic Control	40,000.00	40,000.00	0.00	0.00	40,000.00	100.00	0.00	0.00
6	Demo/Earthwork	320,000.00	320,000.00	0.00	0.00	320,000.00	100.00	0.00	0.00
7	Site Utilities (Water, Sanitary, Drainage)	196,000.00	196,000.00	0.00	0.00	196,000.00	100.00	0.00	0.00
8	Field Subdrainage and Fabric	65,000.00	65,000.00	0.00	0.00	65,000.00	100.00	0.00	0.00
9	Concrete, Rebar, Sealants and Pavement Markings	880,000.00	880,000.00	0.00	0.00	880,000.00	100.00	0.00	0.00
10	CMU	26,000.00	26,000.00	0.00	0.00	26,000.00	100.00	0.00	0.00
11	Metals (Structural Steel, Railings, Stairs/Grating, Etc.)	54,000.00	54,000.00	0.00	0.00	54,000.00	100.00	0.00	0.00
12	Metal Roofing/Walls/Gutters	33,000.00	33,000.00	0.00	0.00	33,000.00	100.00	0.00	0.00
13	Rough Carpentry	62,000.00	62,000.00	0.00	0.00	62,000.00	100.00	0.00	0.00
14	Insulation	5,900.00	5,900.00	0.00	0.00	5,900.00	100.00	0.00	0.00
15	Windows and Doors	40,000.00	40,000.00	0.00	0.00	40,000.00	100.00	0.00	0.00
16	Wall/Ceiling Finishes	20,000.00	20,000.00	0.00	0.00	20,000.00	100.00	0.00	0.00
17	Flooring and Resilient Base	7,500.00	7,500.00	0.00	0.00	7,500.00	100.00	0.00	0.00
18	Tiling	22,000.00	22,000.00	0.00	0.00	22,000.00	100.00	0.00	0.00
19	Casework and Countertops	23,000.00	23,000.00	0.00	0.00	23,000.00	100.00	0.00	0.00

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CONTRACT FOR: Palmyra Sports Complex

CONTRACT DATE: 2/28/2019

ITEM	DESCRIPTION	SCHEDULE VALUE	PREVIOUS APPLICATIONS	COMPLETED THIS PERIOD	STORED MATERIAL	COMPLETED STORED	%	BALANCE	RETAINAGE
20	Restroom Accessories, Partitions, Marker Boards and Signage	17,000.00	17,000.00	0.00	0.00	17,000.00	100.00	0.00	0.00
21	Paint	18,000.00	18,000.00	0.00	0.00	18,000.00	100.00	0.00	0.00
22	Flagpole	4,500.00	4,500.00	0.00	0.00	4,500.00	100.00	0.00	0.00
23	Scoreboards	32,000.00	32,000.00	0.00	0.00	32,000.00	100.00	0.00	0.00
24	Playground Structure	53,000.00	53,000.00	0.00	0.00	53,000.00	100.00	0.00	0.00
25	Athletic Equipment, Sand Pits and Nailer	98,000.00	98,000.00	0.00	0.00	98,000.00	100.00	0.00	0.00
26	Bleachers	94,000.00	94,000.00	0.00	0.00	94,000.00	100.00	0.00	0.00
27	Plumbing and Drinking Fountains	80,000.00	80,000.00	0.00	0.00	80,000.00	100.00	0.00	0.00
28	HVAC	22,000.00	22,000.00	0.00	0.00	22,000.00	100.00	0.00	0.00
29	Electrical	790,000.00	790,000.00	0.00	0.00	790,000.00	100.00	0.00	0.00
30	Asphalt	155,000.00	155,000.00	0.00	0.00	155,000.00	100.00	0.00	0.00
31	Bullpen Construction and Synthetic Turf	16,000.00	16,000.00	0.00	0.00	16,000.00	100.00	0.00	0.00
32	Track & Field Aggregates	215,000.00	215,000.00	0.00	0.00	215,000.00	100.00	0.00	0.00
33	Ballfield Fine Grading, Infields, Warning Tracks and Sod	185,000.00	185,000.00	0.00	0.00	185,000.00	100.00	0.00	0.00
34	Fencing, Backstops, Dugouts and Top-Rail Cap	190,000.00	190,000.00	0.00	0.00	190,000.00	100.00	0.00	0.00
35	Irrigation	98,000.00	98,000.00	0.00	0.00	98,000.00	100.00	0.00	0.00
36	Site Fine Grading/Seed/Sod/Restoration	45,000.00	45,000.00	0.00	0.00	45,000.00	100.00	0.00	0.00
37	Landscaping Items	35,000.00	35,000.00	0.00	0.00	35,000.00	100.00	0.00	0.00
38	Alternates F3-F3C (Synthetic Turf)	394,300.00	394,300.00	0.00	0.00	394,300.00	100.00	0.00	0.00

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1010 Lincoln Mall, Suite 200
Lincoln, NE 68510

ARCHITECT'S PROJECT NO:

CONTRACT FOR: Palmyra Sports Complex

CONTRACT DATE: 2/28/2019

ITEM	DESCRIPTION	SCHEDULE VALUE	PREVIOUS APPLICATIONS	COMPLETED THIS PERIOD	STORED MATERIAL	COMPLETED STORED	%	BALANCE	RETAINAGE
39	Alternate F-10D (Track Surfacing)	158,900.00	158,900.00	0.00	0.00	158,900.00	100.00	0.00	0.00
40	Alternate E-1 (Electrical MC Cabling)	-2,100.00	-2,100.00	0.00	0.00	-2,100.00	100.00	0.00	0.00
41	Change Order	-20,533.25	0.00	-20,533.25	0.00	-20,533.25	100.00	0.00	0.00
REPORT TOTALS		\$4,812,466.75	\$4,819,154.48	-\$6,687.73	\$0.00	\$4,812,466.75	100.00	\$0.00	\$0.00

EXHIBIT "E"
REQUEST OF RECIPIENT FOR PAYMENT OF INVOICE/CONTRACT

THE LELAND J. AND DORTHY H. OLSON CHARITABLE FOUNDATION
REQUEST OF RECIPIENT FOR PAYMENT OF INVOICE/CONTRACT

NOTICE: Pursuant to the Grant and Escrow Agreement, request may be made only for payment of invoices to construct certain improvements to the land of Recipients and install certain facilities thereon, as more particularly described in the Grant and Escrow Agreement.

DATE: May 10, 2021

The above name Recipients, being the Recipients of the Olson Foundation under the Grant and Escrow Agreement, hereby jointly request payment of the invoice/contract attached hereto directly to the Payee.

PAYEE:

As Listed Below:

DESCRIPTION OF GOODS OR SERVICES TO BE PURCHASED: [Attach copy of invoice]

Firm	Amount
B & D Diamond Pro, Inc.	\$5,357.60
District OR-1 : Shot and Discus Quote	\$5,161.74
Midwest Synthetic Turf Professionals	\$3,000.00
Nemaha Sports Construction	\$17,408.04

DATE PAYMENT ON INVOICE/CONTRACT DUE: Completed

DATE OF DELIVERY OF CONVEYANCE, SERVICES, WORK OR GOODS: Completed

The undersigned hereby certifies that the foregoing request for payment of invoice/contract is duly authorized and for the purchase of items authorized by the Grant and Escrow Agreement and for amounts owed pursuant to the terms and conditions of the Project Contracts, as such term is defined in the Grant and Escrow Agreement.

/s/ Michael T. Hart: Secretary

- 7.2. Presentation, discussion and or official action with regard to the Olson Foundation Project for the construction of certain improvements on property of the School District and Village for athletic and recreational facilities to benefit the Palmyra, Nebraska Community (Project) to approve the Applications for Payment and billing statements related to the Project, including, but not limited to the cost of the legal services, architectural design and planning, and site preparation costs.

Motion to Approve the Applications for Payment and billing statements related to the Olson Foundation Project for the construction of certain improvements on property of the School District and Village for athletic and recreational facilities to benefit the Palmyra, Nebraska Community (Project) as presented



B & D Diamond Pro, Inc

PO Box 56
 Plattsmouth, NE 68048
 402-306-0947 fax 402-991-2423

PO No. BQ2343

Date 4/1/2021

INVOICE

Customer

Name Palmyra Schools
 Address 426 F Street
 City Palmyra Ne.
 Zip 68418
 Phone

Ship to

Delivered B&D per Mike Hart
 402-640-2875 cell
 402-780-5327 office

Qty	Description	Unit Price	TOTAL
	TONS-Diamond Pro Blue Vitrified		
140	Bags-Red Mound/Home Plate Clay	\$12.10	\$1,694.00
	Bags-Professional Mound/Home Plate Clay	\$12.75	
66	Clay Bricks	\$2.10	\$138.60
	Bags-Marking Dust	\$6.75	
	Bags-Fine Dry Calcine	\$12.85	
	Bags-Professional Calcine	\$12.85	
4	Bags-Dark Red Professional Vitrified		\$0.00
	Bags-Brown Professional Vitrified	\$12.80	
	Bags-Regular Vitrified	\$12.10	
	Bags-Double Play Vitrified/Calcine Blend	\$13.35	
1	4 sided bury all pitching rubber	\$125.00	\$125.00
1	Labor to construct a Game pitching mound	\$3,000.00	\$3,000.00
1	Misc. & Mobilization	\$400.00	\$400.00
	PLEASE NOTE NEW BILLING ADDRESS		
	SubTotal		\$5,357.60
	Taxes		
	Delivery Charge		
	delivered		
	picked up		
	TOTAL		\$5,357.60

Please note: All Invoices NOT PAID within 30 days of date on Invoice will be charged a 1 1/2 % monthly late charge.

Thank You for your business.

Shot and Discus Quote

Discus Cage

Blazer Athletic Equipment

Elite Aluminum Discus Cage

Amount

Cost

Shipping

Total

1

\$2,546.00

\$200

\$2,746.00

Concrete

Discus pad 682 sq. ft.

Shotput pad 100 sq. ft.

Total=782 sq. ft.

Concrete cost:

10.5yds

\$1,470

\$0

\$1,470

Rock

Shotput vector 1,030 sq. ft.

LP Stewart 5/8" Rock

16.5 ton

\$470

\$0

\$470

Landscape Edging

Menards- E-Z Edge 24'

Aluminum Landscape Edging Kit

6

\$329.94

\$0

\$329.94

Concrete Framing Boards

Menards 2x4's 10'

15

\$145.80

\$0

\$145.80

Total=

\$5,161.74

Pay to District OR-7
5/10/2021

MIDWEST

SYNTHETIC TURF PROFESSIONALS

GROOMING AGREEMENT

6/16/20

Palmyra School District
425 F Street
Palmyra, NE 68418

Field Grooming Package - Palmyra Sports Complex
1100 G Street
Palmyra, NE 68418

Grooming to be performed each year starting Summer 2021 and continuing annually for eight (8) years thru Summer 2028.

\$8,000.00 ANNUALLY

Field Grooming Package includes:

- Inspection of seams, inlays and perimeter attachment.
- Turf repairs, up to 15 locations around the field. Each additional spot will be \$50.00 per spot.
- Grooming/cleaning/infill sifting of the field using a machine called the Vertitop.
- We run a magnet over the field to remove any metal debris.
- We perform infill depth inspections around the fields.
- We add rubber to high wear areas, like corner kicks, penalty kicks, etc. (top dressing fields is done by one of our other crews and is not part of this service)
- We perform fiber wear inspections around the fields.
- We also spray a disinfectant on the fields.
- Additional \$1,000.00 per field if you want us to gmax test the field. This is done via a 3rd party independent lab.

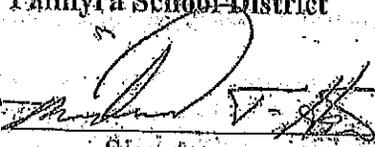
CONTRACTOR:

Midwest Synthetic Turf Professionals

By: Craig Shonk
Title: Manager

OWNER:

Palmyra School District

 5/3/20
Signature
By: Michael V. Hart
Print Name
Its: Superintendent
Print Title

District OR 1 Surplus Items for Sale

May 2021









District OR-1
Superintendent Performance Objectives
Evaluation Instrument: 2020-2021

The superintendent will be evaluated once per semester for the 2020-2021 and then once annually after the first year.

Superintendent: Michael Hart

#1 - COMMUNICATION AND RELATIONSHIPS

- Plan and attend community and school events. Events may need to happen virtually due to the current COVID-19 threat.
- Document classroom visits to ensure all are visited.
- Create a schedule for superintendent building visits that includes sharing goals and be open for feedback.
- Create a virtual option to broadcast monthly BOE meetings.
- Find opportunities to meet with BOE members individually and be visible in the communities. Send weekly updates to members with pertinent information.
- By October 1, BOE members will suggest three people who the superintendent can meet face-to-face or electronically with.

GRADE FOR MIKE IN THIS AREA: **A B C D F**

COMMENTS:

#2 - BUDGET

- As part of the weekly update, the superintendent will break down expenditures outside the norm.
- Continuation of applying for and researching grant opportunities.
- Review previous budgets and processes to determine strategies for developing efficient and effective budgets for the future. Educating stakeholders and the BOE on the budgeting process and tax asking.
- Recommend to the board by September 1st 2020 budgetary opportunities to meet the needs of students, staff and taxpayers of District OR1.

GRADE FOR MIKE IN THIS AREA: **A B C D F**

Board approved: September 14, 2020



District OR-1



COMMENTS:

#3 - INSTRUCTIONAL LEADERSHIP

- Pursue ideas to create more participation and pride in school and community activities.
- Create community and local partnerships to provide real world experiences for students
- Seek out career experiences with SCC and dual credit opportunities for students

GRADE FOR MIKE IN THIS AREA: A B C D F

COMMENTS:

#4 - SCHOOL CLIMATE AND CULTURE

- Become a familiar with the culture and history of District OR1 to jump start the future strategic planning process
- Create a pre and post school wide survey for staff and students to gauge level of climate and culture.
- Engage a climate and culture committee comprised of teachers, support staff, and students
- Work with the digital media club to create platforms of communication to showcase celebrations and marketing for all stakeholders

GRADE FOR MIKE IN THIS AREA: A B C D F

COMMENTS:

OVERALL GRADE FROM BOARD: A B C D F

OVERALL SUMMARY COMMENTS:

Board approved: September 14, 2020



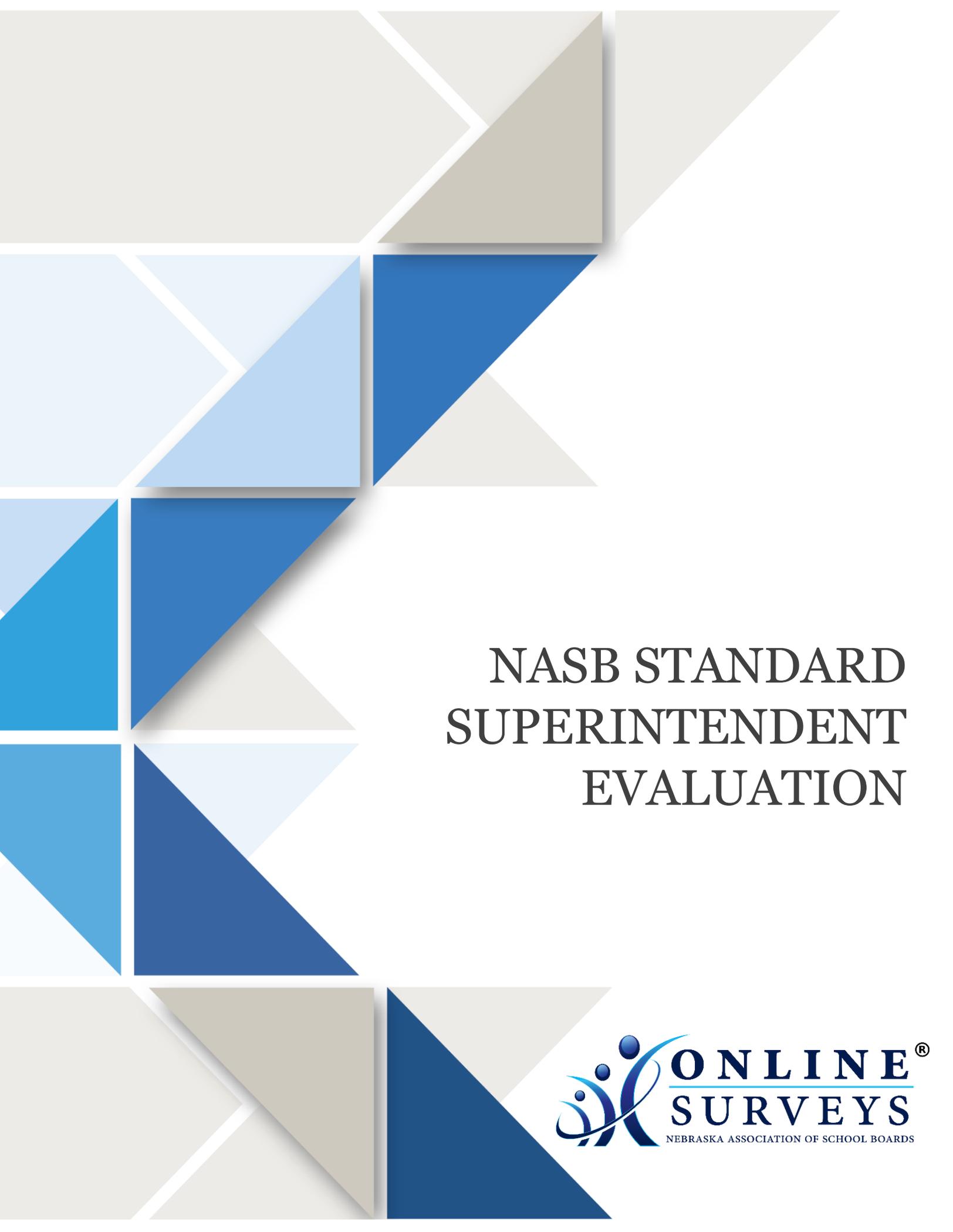
District OR-1



Board President

Superintendent

Board approved: September 14, 2020



NASB STANDARD
SUPERINTENDENT
EVALUATION





Standard I: Mission, Vision, & Goals

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

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

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





Standard II: Policy

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

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

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

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





Standard III: Budget Planning & Management

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

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

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





Standard IV: Educational Leadership

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

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

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

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





Standard V: Organizational & Cultural Leadership

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

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

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

Standard VI: Community Relations

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

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





The Superintendent . . .

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

Standard VII: Professional Leadership

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

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

The Superintendent . . .





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

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





Standard VIII: Board-Superintendent Relations

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

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

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





Superintendent's Response:

Superintendent Evaluation Summary

The superintendent should identify no more than four performance areas on which to focus their growth professionally. Note: Targeting in excess of four performance areas will make it difficult for the individual to address the areas adequately. When his/her performance is at a high-level, sustaining, refining, and replicating the performance is the goal. Follow through will ensure the success of the superintendent and the board.

The Performance Plan should consist of:

- goals (**what** must he/she do to achieve the objective or what is the intended result)
- performance indicators (**how** will the board measure progress and/or success)
- timeline (**when** will progress/success be assessed or completion date)
- signature (once the Performance Plan has been completed and reviewed the board president and superintendent will both sign and date placing a copy in the superintendent's personnel file and a copy will be retained by the board president)

Note: The Performance Plan should be reviewed and updated throughout the year to assess progress and success. Modifications should only be made if the board/superintendent discuss and agree upon appropriate changes.

(Signature of Superintendent) (Date)

(Signature of Board President) (Date)

