

Board of Education Regular Meeting

Monday, December 13, 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. Consent Agenda
 - 4.1. Approval of minutes of previous meetings
 - 4.2. Approval of Claims/Payment of Bills and Payroll
 - 4.3. Certificated/Classified Hire(s)/Reassignment(s)/Resignation(s)
 - 4.3.1. Presentation, discussion, and or official action to ratify a teaching contract for Dana Christensen.
 - 4.3.2. Presentation, discussion, and or official action to ratify a teaching contract for Joslynn Hudson
 - 4.4. Financial Report
5. Public Comment
6. Comprehensive District Enrollment Study Presentation
7. Administrative Reports
 - 7.1. Superintendent's Report
 - 7.2. Administrative Team Report
8. Superintendent NASB Evaluation Summary and Feedback
9. Discussion Items- Committee Reports
 - 9.1. Strategic Planning Update
 - 9.2. Negotiations Committee Update
 - 9.3. Transportation Update:
10. Action Items
 - 10.1. Presentation, discussion, and or official action to accept the 2021 Audit Report
 - 10.2. Presentation, discussion and or official action to receive the Annual Rule 10 Report.
11. Board of Education Development
12. Topics for Next Month's Agenda
13. Closed Session
14. Adjournment

Chairperson

Superintendent

Skillet Zucchini and Mushrooms

6 servings

While eaten as a vegetable, mushrooms are fungi. Their unique nutrient composition provides B vitamins similar to that of grains, beans and meats.

- 1 Tablespoon vegetable oil
- 1 green pepper, scrubbed with clean vegetable brush under running water and chopped
- 1 onion, scrubbed with clean vegetable brush under running water and chopped
- 3 zucchini, gently rubbed under cold running water and sliced
- 1/2 pound fresh mushrooms, gently rubbed under cold running water and sliced or 1 (6.5 ounce) can mushrooms, drained
- 1/2 cup Mozzarella cheese, shredded



1. Wash hands with soap and water. In a large skillet, heat oil. Saute green pepper and onion.
2. Add zucchini, cover and cook until tender.
3. Add mushrooms and heat through.
4. Spoon into a 2-quart baking dish. Sprinkle with cheese. Cover and let stand for 5 minutes or until cheese is melted. Serve hot.

Nutrition Information per Serving: (1/6 of recipe) Calories 70, Total Fat 4g, Saturated Fat 1g, Cholesterol 5mg, Sodium 60mg, Total Carbohydrate 5g, Dietary Fiber 1g, Sugars 3g, Protein 4g, Vitamin A 2%, Vitamin C 45%, Calcium 8%, Iron 2%.

This material was funded in part by USDA's Supplemental Nutrition Assistance Program and Expanded Food & Nutrition Education Program (EFNEP). The Supplemental Nutrition Assistance Program provides nutrition assistance to people with low income. This institution is an equal opportunity provider.

It can help you buy nutritious foods for a better diet. To find out more, call 1-800-430-3244.

Sweet Potato Quesadillas

8 servings

Vegetables provide important nutrients like vitamin A, vitamin C, potassium, folate (folic acid), and dietary fiber. It is important to eat a variety of vegetables because different vegetables provide different nutrients. Try to include different colored vegetables at each meal to make sure you are getting the important nutrients they provide.



- 8 small sweet potatoes, scrubbed with a clean vegetable brush under running water
 - 2 teaspoons cumin
 - 1 teaspoon chili powder
 - Salt, to taste
 - 16 whole wheat tortillas
 - 1 (15 ounces) can low-sodium black beans, drained and rinsed
 - 1 (15 ounces) can low-sodium corn, drained
 - 2 cups Cheddar cheese, shredded
1. Wash hands with soap and water.
 2. Prepare sweet potatoes as desired. They can be baked, boiled, steamed or sautéed until fork tender.
 3. In a medium bowl, mash potatoes with a fork until they form a puree.
 4. Add cumin, chili powder and salt, to taste. Mix well.
 5. Place tortilla on a plate and spread sweet potato mixture on the tortilla.
 6. Top sweet potato mixture with black beans, corn and cheddar cheese.
 7. Place another tortilla on top of cheese.
 8. Cook on medium heat in a skillet or on a griddle until brown (about two minutes), flip and brown other side.
 9. Remove from heat and cut quesadilla into 6 pieces.
 10. Store leftovers in a sealed container in the refrigerator.

Nutrition Information per Serving: (1/8 of recipe) Calories 540, Total Fat 16g, Saturated Fat 7g, Protein 21g, Total Carbohydrates 85g, Dietary Fiber 5g, Sodium 980mg.

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It can help you buy nutritious foods for a better diet. To find out more, call 1-800-430-3244.

Board of Education Regular Meeting

Monday, November 8, 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 7:00 PM.

Dean Busch: Present

Jaimi Calfee: Present

Brandon Desh: Present

Clayton Maahs: Present

Josh Penterman: Present

Lisa Wilen: Present

This information was posted in the following public formats:

- The Voice News (weekly area newspaper)
- Farmers' Merchants Bank - Palmyra
- Palmyra Post Office
- Palmyra High School
- Bennet Post Office
- Bennet Elementary School
- District OR-1 Website - <https://www.districtor1.org/>

1. Call to Order and Pledge of Allegiance

- Board President Desh called the meeting to order at 7:00 p.m.

2. Announcement of the Open Meetings Act

- Board President Desh identified the location of the Open Meetings Act Poster on the wall in the meeting room.

3. Introduction / Installation of New Board Member

- The board resolution was read to the board and public patrons by Superintendent Hart.

3.1. New Board Member: Oath of Office

- Superintendent Hart read the attached "oath of office" to Mr. Busch.
- Board members and district staff at the meeting welcomed Mr. Busch to the district.

4. Staff and Student Presentations

- No further discussion.

5. Consent Agenda

Motion to approve the consent agenda as presented Passed with a motion by Lisa Wilen and a second by Josh Penterman.

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

- No further discussion.

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

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

5.4. Financial Report

6. NRCSA Presentation

- Jack Moles gave a presentation to the board about the NRCSA organization and its benefits to rural school districts.
- His presentation included discussion on the following topics:
 - **NRCSA Goals:** Maintain local control, Promote and protect ESU's, Improve the rural teacher shortage, Work to get state funding for all rural school districts, Maintain NRCSA presence at the state level
 - Other areas of discussion: Board connection, membership growth, benefits of membership, Covid Issues, Legislative issues, professional development, scholarships, and policy, strategic planning, and Superintendent search services.

7. Public Comment

- Public comment was provided by Jackie Bremer of Palmyra.

8. Administrative Reports

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

8.1. Superintendent's Report

- Superintendent Hart presented the Superintendent's report to the board.
- Topics included in the report were: Strategic Planning, Veterans Day Assembly and Celebration, District Newsletter, Negotiations update, NSAA Football Classification for 2022-2024, "Return to School" Update, Audit information, and upcoming board meeting presentations.
- **Correction:** The correct Legion Post Number for Palmyra is Post 195.
- Additional discussion was centered on the current DHM for Lancaster County and options to consider if the mandate is extended or removed after November 24th.
- A special board meeting is scheduled for **Tuesday, November 23rd at 5:30 p.m.** at Palmyra High School to discuss the mask mandate and options for moving forward. Public Notice of this meeting will be advertised and posted as normal.

8.1.1. Superintendent Goals Update Presentation

- Superintendent Hart presented an update on his goals for the 2021-2022 school year.
- Board members will provide feedback to Board President Desh regarding these goals prior to December 1st, 2021.
- Board President Desh will provide a summary to the board about Superintendent Hart's goals and performance for the December 13th regular board meeting.

8.2. Administrative Report

- Ms. Walter presented information about Bennet Elementary. Topics included: Red Ribbon Week activities, Purple Hand Pledge, Veterans Day Assembly at the high school on November 11th, upcoming Elementary Holiday Concert on Monday, November 29th, and NSCAS testing.
- Mr. Johnson presented information regarding activities, local law enforcement presence at the high school, safety and security, social studies curriculum, and college visits for students.

9. Discussion Items- Committee Reports

- The document has been updated to include new board committee assignments for Dean Busch.

9.1. Transportation Update:

- Superintendent Hart presented information on the topics listed.
- Additional discussion was focused on the available options for bus and vehicle service providers in the area. Due to parts delays and staffing shortages, vehicle repairs have

taken longer than normal and this has impacted our district's ability to get vehicles back in operation in an expedient manner. The discussion also centered on driver compensation and recruiting and keeping good drivers.

- A Transportation Committee meeting has been scheduled for Wednesday, November 17th at 6:00 p.m. at Bennet Elementary.

9.2. Americanism Committee Update The committee met on Thursday, October 14th to discuss the following agenda topics.

Agenda for the Meeting:

- **State of the Current Curriculum (materials, etc.) at the High School and Elementary:**
- **Scope and Sequence of Classes for Social Studies at the High School: Content and Credits:**
- **Social Studies Instruction at the Elementary:**
- **Controversial Topics: Instruction and Policies: 6390 and 6391:**
- **Social Studies Curriculum: Possible Options and Recommendations: Moving Forward:**
- **Adjourn**
- **The next meeting will be Wednesday, February 2nd, 2002 at 12:00 p.m. at the high school.**

Additional discussion focused on the quality of our district teachers and an appreciation for our high school students being assessed with a standard Citizenship Test to check current knowledge of our country and government.

9.3. Policy Review Committee Update

- Small non-substantive changes were suggested by the committee.
- Policy #7020 - Add board members.
- Policy #6212 Updated Social Studies to 2019
- Additional discussion was presented on Policies 5306 and 5103.
 - Questions about monitoring drug and alcohol use, school supervision, and follow-up with students after drug testing were also items of discussion.
- Follow-up with coaches and activity sponsors on policies 5306 and 5103 will take place sometime before the end of November. Feedback from the meeting will be presented at the December 13th regular board meeting.

9.4. Strategic Planning Update

- Superintendent Hart presented an update on our current Strategic Planning process with NASB.
- There was a community engagement meeting held at Palmyra High School on Sunday, November 7th.
- A Strategic Overview Committee (SOC) was also chosen to collaborate and gather feedback for the Strategic Planning process. A list of those members is now attached.

- SOC members met on Sunday, November 7th and will meet again on Wednesday, November 10th to provide feedback on the Strengths, Weaknesses, Opportunities, and Threats to our district. This information, along with feedback from our students, staff, and community patrons will be combined, categorized, and summarized, and the information will be shared publicly later in the Strategic Planning process (after the first of the year). A final Strategic Plan will be developed and finalized during second semester.
- Additional opportunities for community engagement and follow-up meetings with the SOC committee will take place in the spring.

10. Action Items

10.1. Presentation, discussion and or official action to approve the NASB Superintendent Evaluation Document

Motion to approve the NASB evaluation tool for the Superintendent Evaluation for the 2021-2022 school year. Passed with a motion by Jaimi Calfee and a second by Lisa Wilen.

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

- No further discussion.

10.2. Presentation, discussion and or official action to approve the NDE Purple Star Resolution for District OR-1.

Motion to approve the attached resolution. Passed with a motion by Jaimi Calfee and a second by Josh Penterman.

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

How do school districts qualify for this designation?

- The district and schools must complete some activities to be considered a Purple Star School. These activities include
 1. Designating a military liaison:
 2. Maintaining a dedicated webpage for military-connected students and families:
 3. Maintaining a transition program led by students.
 4. Offering professional development for school staff related to military-connected students.
 5. Creating/Doing at least one of the following:
 - Resolution from the school board showing support for military-connected families posted on the school website.
 - Recognize April as the military-child month or November as military-family month with relevant events being held.
 - Partner with a local military installation to provide opportunities for service members to volunteer or otherwise be involved in the school.
- No further discussion.
- Special thanks to Mr, Chaffe for organizing this initiative.

11. Board of Education Development

- Logistics for transportation to the State Conference were discussed.

12. Topics for Next Month's Agenda

- No further discussion.

13. Closed Session

- No closed session.

14. Adjournment The meeting was adjourned at 9:56.

Chairperson

Superintendent

Board of Education Special Meeting

Tuesday, November 23, 2021 5:30 PM

Media Center at the Palmyra District OR-1 Public Schools

425 F Street

Palmyra, NE 68418

District Mission:

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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 5:30 PM.

Dean Busch: Present

Jaimi Calfee: Present

Brandon Desh: Present

Clayton Maahs: Present

Josh Penterman: Present

Lisa Wilen: Present

1. Call to Order

- The meeting was called to order by Board President Desh at 5:30 p.m.

2. Announcement of the Open Meetings Act Posting

- Board President Desh indicated the location of the Open Meetings Act Poster on the wall in the media center.

3. Discussion Item: Lancaster County Health Department Directed Health Measure and District COVID and "Return to School" Update

- The purpose of the special meeting was to discuss the current LLCHD DHM, review information relating to the mask mandate and COVID, and discuss possible courses of action if the mandate was lifted or extended.
- Superintendent Hart began this section of the meeting by updating the board on the current number of Positive COVID Cases in the district as of 11/22/2021. *FYI: The positive COVID numbers for District OR-1 as of 11/22/21 are **27 positive student cases** (12 at the elementary and 15 at the high school) and **5 staff positive cases** (2 at the*

elementary and 3 at the high school) since the beginning of school on Wednesday, August 11th for a total of 32 total positive cases.

- Superintendent Hart also updated the board on the latest "Return to School" Plan (Version #6). This plan still requires masks at Bennet Elementary and masks remain optional at Palmyra High School. Students and staff riding school vehicles still must continue to wear masks while riding in the vehicles. This includes activity trips.
- Superintendent Hart summarized the latest Lincoln Lancaster County Health Department's Directed Health Measure (2021-25) and noted the current DHM was set to expire at 11:59 p.m. on Wednesday, November 24th, 2021.
- Prior to the meeting, it was announced (through the Lincoln Mayor's 3:30 p.m. Press Conference on Tuesday, November 23rd) that the **LLCHD DHM** would now be extended to Thursday, December 23rd, 2021. *Please note: This new LLCHD DHM (2021-26) is available at <https://app.lincoln.ne.gov/city/covid19/>*
- Superintendent Hart also presented information regarding **LB-139**, which was passed into law by the Nebraska Legislature on May 26th, 2021. This new law helps to protect school districts from potential litigation if they are following public health guidance and protocols regarding COVID.
- Superintendent Hart also discussed our district's adherence to **NDE Rule 10** (School Accreditation) assurances. These assurances include provisions that the district will be in alignment with public health and safety codes.
- Superintendent Hart also discussed information from our district's Health and Wellness Task Force. This Task Force (made up of school personnel (admin, counselors, teachers, support staff), board members, parents, local health care professionals, and our school nurse) takes a proactive stance in monitoring our district's COVID cases, including self-monitoring and quarantine protocols, local, state, and federal health information, current academic and socio-emotional supports and interventions for students, staff supports, community concerns and questions, and current COVID challenges and solutions for moving forward. This Task Force has met several times since the start of school and will continue to meet as needed throughout the rest of the 2021-2022 school year.
- Additional discussion centered around our district's *Policy # 5409: Communicable Diseases and Disease Control*. In the policy, it states that the district will "cooperate" and "conform" to health department regulations.
- The final portion of the meeting involved board members engaging in a discussion about their experiences with COVID and questions about how to best respond to the prolonged impact of the pandemic and the community feedback members have received on this issue. Board members also presented some additional sources of information for others to consider. This information presents data and opinions from a variety of perspectives.
- Concerns noted during the discussion were the lack of enforcement of the mask mandate in the city of Lincoln and Lancaster County (especially at some businesses and various community events), the inconsistency of information from various state, county, and local health-related officials, frustration with the lack of shared goals, a common mitigation plan, expected outcomes from the mask mandate, and the perceived lack of parental "choice" in regards to students wearing of the masks.
- Information was also discussed about the efficacy of wearing masks for students and the impact it has had on the overall rate of positive COVID cases.

- Additionally, questions like, *"What is the end goal?"* and *"What benefits do masks have for students?"* and, *"What is the real "cost to benefit" analysis of the possible long term social, academic, and psychological impact of wearing masks for children?"* and *"Who is at the "table" when these decisions about extending the mandates are made?"* were just some examples of things that board members felt needed further explanation from public health officials.
- Board members also noted that there has been an increase in recent discussions between school district personnel and between community members in the Lancaster County area regarding alternative options for moving forward with responding (safely and efficiently) to mitigating the COVID virus at school.
- Some possible solutions were also presented for consideration, such as the use of face shields instead of face coverings, creating an exemption system based on natural immunity, and maximizing vaccination and "booster shot" opportunities for students and adults.
- Although no official action was taken during the meeting, board members will continue to gather feedback, encourage patrons to contact local health officials with COVID-related questions and concerns, and remain focused on meeting our student and staff needs.
- In summary, our district will continue to follow the LLCHD DHM (2021-26) until the end of the first semester (**December 23rd, 2021**), but additional discussion and information are needed prior to the expiration date to make the best decision possible moving into the second semester.
- This topic will continue to be discussed as needed at upcoming board meetings.

4. Next Regular Meeting

5. Adjournment

- The meeting was adjourned at 6:32 p.m.

Chairperson

Superintendent

12/09/2021 11:11 AM

Posted - All; Check Date 12/13/2021

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	
	30578305	Access Systems Leasing	12/13/2021	2,203.80
01 1100 440 001		HS Copier Lease		1,101.90
01 1100 440 003		Elem Copier Lease		1,101.90
Total	Access Systems Leasing			2,203.80
	30578305	Access Systems	12/13/2021	2,203.80
01 1100 440 001		HS Copier Lease		1,101.90
01 1100 440 003		Elem Copier Lease		1,101.90
	INV1100447	Access Systems	12/13/2021	206.99
01 1100 610 001		HS General Supplies		103.49
01 1100 610 003		Elem General Supplies		103.50
	INV1100447 -	Access Systems	12/13/2021	206.99
01 1100 610 001		HS General Supplies		103.49
01 1100 610 003		Elem General Supplies		103.50
	V*30578305	Access Systems	12/13/2021	(2,203.80)
01 1100 440 003		Elem Copier Lease		(1,101.90)
01 1100 440 001		HS Copier Lease		(1,101.90)
	V*INV1100447	Access Systems	12/13/2021	(206.99)
01 1100 610 003		Elem General Supplies		(103.50)
01 1100 610 001		HS General Supplies		(103.49)
Total	Access Systems			206.99
	011494	ADAMS REPAIR	12/13/2021	616.17
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		616.17
	011547	ADAMS REPAIR	12/13/2021	46.50
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		46.50
	011554	ADAMS REPAIR	12/13/2021	63.84
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		63.84
	11592	ADAMS REPAIR	12/13/2021	653.45
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		653.45
	11611	ADAMS REPAIR	12/13/2021	467.44
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		467.44
	11696	ADAMS REPAIR	12/13/2021	1,640.67
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		1,640.67
	11770	ADAMS REPAIR	12/13/2021	309.55
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		309.55
Total	ADAMS REPAIR			3,797.62
	2974705	AKERS EQUIPMENT	12/13/2021	34.35
01 2610 610 001		HS Custodian Supplies		34.35
Total	AKERS EQUIPMENT			34.35
	AG27192233	APPLE INC	12/13/2021	299.00
01 6992 734 001		REAP Secondary Computer Equipment		299.00
Total	APPLE INC			299.00
	PALMYRACOP17-2021	BOKF, NA	12/13/2021	12,629.69

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Posted - All; Check Date 12/13/2021

User ID: KFH

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
01 2710 732 000		Bus Replacement		12,629.69
Total	BOKF, NA			12,629.69
	2021QRT1MILEA GE AB	BUCHANAN, AMY	12/13/2021	80.64
01 2151 333 003		Sped Speech Elem MILEAGE PAID TO STAFF		80.64
Total	BUCHANAN, AMY			80.64
	DN046 - 12/23/2021	CASEY'S BUSINESS MASTERCARD	12/13/2021	5,424.60
01 2710 626 000		Bus Gas and Oil		5,424.60
Total	CASEY'S BUSINESS MASTERCARD			5,424.60
	IN002950	CCS PRESENTATION SYSTEMS	12/13/2021	5,768.00
01 5960		TIRE GRANT		5,768.00
Total	CCS PRESENTATION SYSTEMS			5,768.00
	11182021 82GREAT	Chaffee, Michael	12/13/2021	52.22
01 1920		EDUCATION QUEST FOUNDATION		52.22
	2021 82GR POSTERS	Chaffee, Michael	12/13/2021	188.60
01 2120 610 001		Counselor HS Supplies		188.60
Total	Chaffee, Michael			240.82
	316512698	CHARTWELL'S DINING SERVICES	12/13/2021	368.00
01 1920		EDUCATION QUEST FOUNDATION		368.00
Total	CHARTWELL'S DINING SERVICES			368.00
	11122021 DOT VH	COMPLETE CHIROPRACTIC & WELLNESS CENTER	12/13/2021	65.00
01 2710 890 000		Bus Misc. Expenses		65.00
Total	COMPLETE CHIROPRACTIC & WELLNESS CENTER			65.00
	1292149	DAS State ACCTG-Central Finance	12/13/2021	259.49
01 2224 530 000		Internet Service		259.49
Total	DAS State ACCTG-Central Finance			259.49
	11302021 GENERAL	DFC Inc. Decker's Food Center	12/13/2021	163.06
01 2211 320 000		Strategic Planning		7.98
01 2211 320 000		Strategic Planning		24.34
01 2211 320 000		Strategic Planning		26.47
01 1100 610 001		HS General Supplies		104.27
Total	DFC Inc. Decker's Food Center			163.06
	FB4815-0	DIETZE MUSIC HOUSE	12/13/2021	33.36
01 1100 610 001 2 102		HS INSTRUMENTAL SUPPLIES		33.36
	QS3273	DIETZE MUSIC HOUSE	12/13/2021	95.00
01 1100 739 001		HS Music Equipment		95.00
Total	DIETZE MUSIC HOUSE			128.36
	10273	DIVERSIFIED DRUG TESTING LLC	12/13/2021	297.50
01 1100 320 001		HS Services/Assessments		297.50

12/09/2021 11:11 AM

Posted - All; Check Date 12/13/2021

User ID: KFH

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
	10762	DIVERSIFIED DRUG TESTING LLC	12/13/2021	352.50
01 1100 320 001		HS Services/Assessments		352.50
	10779	DIVERSIFIED DRUG TESTING LLC	12/13/2021	170.00
01 1100 320 001		HS Services/Assessments		170.00
	10780	DIVERSIFIED DRUG TESTING LLC	12/13/2021	297.50
01 1100 320 001		HS Services/Assessments		297.50
Total		DIVERSIFIED DRUG TESTING LLC		1,117.50
	660501 - 11/15/2021	EDUCATIONAL SERVICE UNIT #4	12/13/2021	7,849.83
01 6408 591 000		EARLY CHILDHOOD SERVICES ESU/DISTRICT		299.93
01 6408 591 003		PREK PURCHASED SERVICE FROM ESU/DISTRICT		149.96
01 6408 591 000		EARLY CHILDHOOD SERVICES ESU/DISTRICT		55.56
01 6408 591 003		PREK PURCHASED SERVICE FROM ESU/DISTRICT		55.56
01 6408 591 000		EARLY CHILDHOOD SERVICES ESU/DISTRICT		91.67
01 6408 591 003		PREK PURCHASED SERVICE FROM ESU/DISTRICT		91.66
01 1200 591 001		HS SPED DIRECTOR		1,199.70
01 1200 591 003		ELEM SPED DIRECTOR		1,349.66
01 2151 591 001		HS AUDIOLOGY SERVICE FROM ESU/DISTRICT		500.06
01 2151 591 003		ELEM AUDIOLOGY SERVICES ESU/DISTRICT		500.07
01 6421 591 001		HS ESU SCHOOL PSYCHOLOGY		889.00
01 6421 591 003		ELEM ESU SCHOOL PSYCHOLOGY		2,667.00
	9673	EDUCATIONAL SERVICE UNIT #4	12/13/2021	15.00
01 1100 330 001		HS Professional Development		15.00
	9717	EDUCATIONAL SERVICE UNIT #4	12/13/2021	90.00
01 1200 330 001		Sped HS Professional Development		30.00
01 1200 330 003		Sped Elem Professional Development		60.00
Total		EDUCATIONAL SERVICE UNIT #4		7,954.83
	16101	EDUCATIONAL SERVICE UNIT #6	12/13/2021	398.36
01 2224 530 000		Internet Service		398.36
Total		EDUCATIONAL SERVICE UNIT #6		398.36
	16754	EKSTRUM AUTO TECH INC.	12/13/2021	199.50
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		199.50
	16826	EKSTRUM AUTO TECH INC.	12/13/2021	17.50
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		17.50
	16828	EKSTRUM AUTO TECH INC.	12/13/2021	95.00
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		95.00
Total		EKSTRUM AUTO TECH INC.		312.00
	B-18260132	EMC INSURANCE COMPANIES	12/13/2021	46,752.23
01 2610 520 001		HS Building Insurance		11,549.66
01 2610 520 003		Elem Building Insurance		11,549.66
01 2310 520 000		BOE Insurance		2,351.45
01 2310 520 000		BOE Insurance		2,134.64

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PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
01 2310 520 000		BOE Insurance		1,413.41
01 2310 520 000		BOE Insurance		1,137.68
01 2310 520 000		BOE Insurance		492.55
01 2710 520 000		Bus Insurance		6,105.68
01 2310 520 000		BOE Insurance		279.41
01 2310 520 000		BOE Insurance		9,733.09
01 2310 810 000		BOE Dues and Fees		5.00
Total	EMC INSURANCE COMPANIES			46,752.23
	122021 PAYFLEX	FIRST CONCORD BENEFITS	12/13/2021	100.00
01 2510 890 000		Superintendent Secretary Misc. Expenses		100.00
Total	FIRST CONCORD BENEFITS			100.00
	492262	GABRIEL CONSTRUCTION	12/13/2021	800.00
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		800.00
Total	GABRIEL CONSTRUCTION			800.00
	128520	GENERAL FIRE AND SAFETY EQUIPMENT COMPANY	12/13/2021	276.00
01 2620 431 001		HS Repairs & Maintenance		276.00
Total	GENERAL FIRE AND SAFETY EQUIPMENT COMPANY			276.00
	153683	HAMILTON SERVICE CO	12/13/2021	929.48
01 2620 431 003		Elem Repairs & Maintenance		929.48
Total	HAMILTON SERVICE CO			929.48
	2021 OFFICE SUPPLIES	HART, MICHAEL	12/13/2021	21.49
01 2320 890 000		Superintendent Misc. Expenses		21.49
Total	HART, MICHAEL			21.49
	1101 - 1	HIGH STANDARDS CLEANING SERVICES	12/13/2021	612.20
01 2620 420 001		HS Cleaning Service		612.20
	1127	HIGH STANDARDS CLEANING SERVICES	12/13/2021	2,160.00
01 2620 420 001		HS Cleaning Service		2,160.00
	1128	HIGH STANDARDS CLEANING SERVICES	12/13/2021	3,640.00
01 2620 420 003		Elem Cleaning Service		3,640.00
Total	HIGH STANDARDS CLEANING SERVICES			6,412.20
	10901	HOLIDAY INN KEARNEY	12/13/2021	129.95
01 2410 580 001		HS Principal Travel Expenses		129.95
Total	HOLIDAY INN KEARNEY			129.95
	495922	HOME DEPOT PRO, THE	12/13/2021	303.60
01 2610 610 003		Elem Custodian Supplies		303.60
	650865256	HOME DEPOT PRO, THE	12/13/2021	2,501.95
01 2610 610 003		Elem Custodian Supplies		2,501.95
	651397978	HOME DEPOT PRO, THE	12/13/2021	652.31
01 6998 610 003		ESSER III GENERAL SUPPLIES		652.31
	651958118	HOME DEPOT PRO, THE	12/13/2021	563.70
01 2610 610 003		Elem Custodian Supplies		563.70
	652237173	HOME DEPOT PRO, THE	12/13/2021	553.44
01 2610 610 003		Elem Custodian Supplies		553.44

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Account Number		Detail Description		Amount
	654903004	HOME DEPOT PRO, THE	12/13/2021	497.56
01 2610 610 003		Elem Custodian Supplies		497.56
Total	HOME DEPOT PRO, THE			5,072.56
	405018 - 2	JOHN HENRY'S PLUMBING-HEATING-AIR	12/13/2021	780.28
01 2620 431 003		Elem Repairs & Maintenance		780.28
	405428	JOHN HENRY'S PLUMBING-HEATING-AIR	12/13/2021	656.60
01 2620 431 003		Elem Repairs & Maintenance		656.60
	410463	JOHN HENRY'S PLUMBING-HEATING-AIR	12/13/2021	504.76
01 2620 431 001		HS Repairs & Maintenance		504.76
Total	JOHN HENRY'S PLUMBING-HEATING-AIR			1,941.64
	112406	JUDSON IRRIGATION, INC.	12/13/2021	231.00
01 2620 431 003		Elem Repairs & Maintenance		231.00
Total	JUDSON IRRIGATION, INC.			231.00
	21-2273	Julie D. Bauman CPA, P.C	12/13/2021	6,240.00
01 2510 315 000		Accounting and Auditing Services		6,240.00
Total	Julie D. Bauman CPA, P.C			6,240.00
	13972	KANSAS CITY AUDIO-VISUAL, INC	12/13/2021	38,035.19
01 6998 734 000		ESSER III TECHNOLOGY RELATED HARDWARE		38,035.19
Total	KANSAS CITY AUDIO-VISUAL, INC			38,035.19
	INV640044	KURITA AMERICA INC	12/13/2021	340.00
01 2610 431 003		Elem Upkeep of Building		340.00
Total	KURITA AMERICA INC			340.00
	AAH750771-AB01	LOU'S SPORTING GOODS	12/13/2021	2,637.60
01 5960		TIRE GRANT		2,637.60
Total	LOU'S SPORTING GOODS			2,637.60
	0024571248	MATHESON-TRI-GAS INC	12/13/2021	6.35
01 1100 610 001		HS General Supplies		6.35
	0051881783	MATHESON-TRI-GAS INC	12/13/2021	48.95
01 1100 610 001		HS General Supplies		48.95
Total	MATHESON-TRI-GAS INC			55.30
	71678	MENARDS	12/13/2021	23.94
01 1100 610 003		Elem General Supplies		23.94
	72472	MENARDS	12/13/2021	567.71
01 2610 610 001		HS Custodian Supplies		567.71
	72473	MENARDS	12/13/2021	410.31
01 2610 610 001		HS Custodian Supplies		410.31
	72598	MENARDS	12/13/2021	69.94
01 2610 610 001		HS Custodian Supplies		69.94
	73120	MENARDS	12/13/2021	190.03
01 2610 610 001		HS Custodian Supplies		190.03
Total	MENARDS			1,261.93
	71141	Metal Doors and Hardware Co.	12/13/2021	1,538.00
01 2620 431 001		HS Repairs & Maintenance		1,538.00
Total	Metal Doors and Hardware Co.			1,538.00

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		
	10272021 SUMMIT	NACTE SUMMIT	12/13/2021	65.00
01 2410 330 001		HS Principal Professional Development		65.00
Total	NACTE SUMMIT			65.00
	67039	NAVIGATE 360, LLC	12/13/2021	700.00
01 2410 735 003		Elem Principal Computer Software		350.00
01 2410 735 001		HS Principal Computer Software		350.00
	67046	NAVIGATE 360, LLC	12/13/2021	923.80
01 2410 735 001		HS Principal Computer Software		461.90
01 2410 735 003		Elem Principal Computer Software		461.90
Total	NAVIGATE 360, LLC			1,623.80
	O-835	NCECBVI	12/13/2021	294.80
01 2181 591 001		HS VISUALLY IMPAIRED SERVICES		228.40
01 2181 591 003		ELEM VISUALLY IMPAIRED SERVICES		66.40
	O-856	NCECBVI	12/13/2021	294.80
01 2181 591 001		HS VISUALLY IMPAIRED SERVICES		228.40
01 2181 591 003		ELEM VISUALLY IMPAIRED SERVICES		66.40
Total	NCECBVI			589.60
	1546 - 11242021	NEBRASKA CITY UTILITIES	12/13/2021	90.84
01 2610 621 001		HS Utilities		90.84
	3273 - 11242021	NEBRASKA CITY UTILITIES	12/13/2021	3,473.55
01 2610 621 003		Elem Utilities		3,473.55
	3321 - 11242021	NEBRASKA CITY UTILITIES	12/13/2021	4,437.61
01 2610 621 001		HS Utilities		4,437.61
	39368 - 11242021	NEBRASKA CITY UTILITIES	12/13/2021	29.85
01 2610 621 001		HS Utilities		29.85
	43577 - 11242021	NEBRASKA CITY UTILITIES	12/13/2021	37.46
01 2610 621 001		HS Utilities		37.46
	43679 - 11242021	NEBRASKA CITY UTILITIES	12/13/2021	42.15
01 2610 621 001		HS Utilities		42.15
	44277 - 11242021	NEBRASKA CITY UTILITIES	12/13/2021	74.32
01 2610 621 001		HS Utilities		74.32
	44718 - 11242021	NEBRASKA CITY UTILITIES	12/13/2021	312.58
01 2610 621 001		HS Utilities		312.58
Total	NEBRASKA CITY UTILITIES			8,498.36
	15424-682384	NEBRASKA COUNCIL OF SCHOOL ADMIN.	12/13/2021	180.00
01 2410 330 001		HS Principal Professional Development		180.00
Total	NEBRASKA COUNCIL OF SCHOOL ADMIN.			180.00
	NOV2021 OT JO	O'Neil, Jan	12/13/2021	3,896.01
01 6408 320 000		IDEA Part B Birth-4 Pre-diagnosis		563.90
01 6408 320 003		PREK PROFESSIONAL EDUCATIONAL SERVICES		749.23
01 2171 320 003		Physical Therapy Elem Contracted Service		2,108.88
01 2171 320 001		Physical Therapy HS Contracted Service		138.25
01 2171 320 001		Physical Therapy HS Contracted Service		335.75
Total	O'Neil, Jan			3,896.01

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Account Number		Detail Description		Amount
	1502-20211130	ONE SOURCE THE BACKGROUND CHECK COMPANY	12/13/2021	71.00
01 2510 890 000		Superintendent Secretary Misc. Expenses	71.00	
	1502-2108	ONE SOURCE THE BACKGROUND CHECK COMPANY	12/13/2021	20.48
01 2510 890 000		Superintendent Secretary Misc. Expenses	20.48	
Total	ONE SOURCE THE BACKGROUND CHECK COMPANY		91.48	
	112021 FCCLA	PALMYRA ACTIVITY FUND	12/13/2021	21.71
01 1100 610 001		HS General Supplies	21.71	
	12/2021 REIMB	PALMYRA ACTIVITY FUND	12/13/2021	575.46
01 2211 320 000		Strategic Planning	327.63	
01 2211 320 000		Strategic Planning	39.96	
01 2712 890 000		Sped Bus Misc. Expenses	207.87	
Total	PALMYRA ACTIVITY FUND		597.17	
	78	Perry, Guthery, Hasse & Gessford, P.C., L.L.O.	12/13/2021	1,494.00
01 2330 317 000		District Legal Services	1,494.00	
Total	Perry, Guthery, Hasse & Gessford, P.C., L.L.O.		1,494.00	
	PHS - 12/1/2021	RECYCLING ENTERPRISES OF NE, INC.	12/13/2021	180.00
01 2610 431 001		HS Upkeep of Building	180.00	
	PHS 12/26/2021	RECYCLING ENTERPRISES OF NE, INC.	12/13/2021	180.00
01 2610 431 001		HS Upkeep of Building	180.00	
Total	RECYCLING ENTERPRISES OF NE, INC.		360.00	
	36641	SCC Business Office	12/13/2021	302.65
01 1920		EDUCATION QUEST FOUNDATION	302.65	
	L-36539	SCC Business Office	12/13/2021	282.90
01 1920		EDUCATION QUEST FOUNDATION	282.90	
Total	SCC Business Office		585.55	
	208128934499	SCHOOL SPECIALTY	12/13/2021	144.29
01 2161 610 003		Sped Occupational Therapy Elem Supplies	144.29	
	208128950159	SCHOOL SPECIALTY	12/13/2021	309.60
01 1100 733 001		HS Furniture and Fixtures	309.60	
Total	SCHOOL SPECIALTY		453.89	
	152328	SODEXO, INC & AFFILIATES	12/13/2021	349.60
01 1920		EDUCATION QUEST FOUNDATION	349.60	
Total	SODEXO, INC & AFFILIATES		349.60	
	2021SP TERM	SOUTHEAST COMMUNITY COLLEGE	12/13/2021	166.50
01 1920		EDUCATION QUEST FOUNDATION	166.50	
Total	SOUTHEAST COMMUNITY COLLEGE		166.50	
	157004	Southwest Auto	12/13/2021	893.66
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	893.66	
	157023	Southwest Auto	12/13/2021	1,841.54
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	1,841.54	
	157038	Southwest Auto	12/13/2021	498.81
01 2730 431 000		BUS & VEHICLE SERVICING &	498.81	

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PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		
		MAINTENANCE		
	157058	Southwest Auto	12/13/2021	1,475.48
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		1,475.48
	157093	Southwest Auto	12/13/2021	248.00
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		248.00
Total Southwest Auto				4,957.49
	11764804	SYMMETRY ENERGY SOLUTIONS LLC	12/13/2021	1,638.50
01 2610 621 003		Elem Utilities		358.52
01 2610 621 001		HS Utilities		319.72
01 2610 621 001		HS Utilities		919.94
01 2610 621 003		Elem Utilities		40.32
Total SYMMETRY ENERGY SOLUTIONS LLC				1,638.50
	583795664584	SYNCB/AMAZON	12/13/2021	346.49
01 6992 734 001		REAP Secondary Computer Equipment		346.49
	656475735938	SYNCB/AMAZON	12/13/2021	172.99
01 6998 610 003		ESSER III GENERAL SUPPLIES		172.99
	789835345974	SYNCB/AMAZON	12/13/2021	246.20
01 6992 734 001		REAP Secondary Computer Equipment		246.20
	797596849673	SYNCB/AMAZON	12/13/2021	69.96
01 1190 610 003		ECEP GENERAL SUPPLIES		69.96
Total SYNCB/AMAZON				835.64
	10730	TCA OUTDOOR POWER	12/13/2021	22.49
01 2610 610 001		HS Custodian Supplies		22.49
Total TCA OUTDOOR POWER				22.49
	2021 SUPPLIES	TRUAX, SHAYLEE	12/13/2021	66.59
01 2610 610 001		HS Custodian Supplies		66.59
Total TRUAX, SHAYLEE				66.59
	0000049706	ULMAN ENTERPRISES INC	12/13/2021	565.00
01 2620 340 001		HS MAINTENANCE PROFESSIONAL SERVICE		565.00
Total ULMAN ENTERPRISES INC				565.00
	SI-21-031023	UNITE PRIVATE NETWORKS LLC	12/13/2021	1,112.85
01 2224 382 001		HS Distant Learning Connection		556.43
01 2224 382 003		Elem Distant Learning Connection		556.42
Total UNITE PRIVATE NETWORKS LLC				1,112.85
	502078	Uribe Refuse Services, Inc.	12/13/2021	356.00
01 2610 431 003		Elem Upkeep of Building		356.00
Total Uribe Refuse Services, Inc.				356.00
	66064	VILLAGE OF BENNET	12/13/2021	587.25
01 2610 410 003		Elem Water & Sewer		550.69
01 2610 621 003		Elem Utilities		36.56
Total VILLAGE OF BENNET				587.25
	107003 -	VILLAGE OF PALMYRA	12/13/2021	26.00

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Account Number		Detail Description		Amount
	12/10/2021			
01 2610 410 001		HS Water & Sewer		26.00
	230001 -	VILLAGE OF PALMYRA	12/13/2021	26.00
	12/10/2021			
01 2610 410 001		HS Water & Sewer		26.00
	257001 -	VILLAGE OF PALMYRA	12/13/2021	289.50
	12/10/2021			
01 2610 410 001		HS Water & Sewer		289.50
	274001 -	VILLAGE OF PALMYRA	12/13/2021	26.00
	12/10/2021			
01 2610 410 001		HS Water & Sewer		26.00
	286002 -	VILLAGE OF PALMYRA	12/13/2021	298.50
	12/10/2021			
01 2610 410 001		HS Water & Sewer		298.50
Total VILLAGE OF PALMYRA				666.00
	3011715	VOICE NEWS	12/13/2021	7.15
01 2310 540 000		BOE Advertising		7.15
	3011795	VOICE NEWS	12/13/2021	130.45
01 2310 540 000		BOE Advertising		130.45
	3011796	VOICE NEWS	12/13/2021	130.45
01 2310 540 000		BOE Advertising		130.45
	3011867	VOICE NEWS	12/13/2021	116.00
01 2310 540 000		BOE Advertising		116.00
Total VOICE NEWS				384.05
	0053079	VOLLI COMMUNICATIONS, INC	12/13/2021	123.87
01 2510 382 001		HS Telephone		61.94
01 2510 382 003		Elem Telephone		61.93
Total VOLLI COMMUNICATIONS, INC				123.87
	10207963-00	VOSS LIGHTING	12/13/2021	264.00
01 2610 610 001		HS Custodian Supplies		264.00
Total VOSS LIGHTING				264.00
	15432	WHITEHEAD OIL CO	12/13/2021	2,515.86
01 2710 626 000		Bus Gas and Oil		2,515.86
	15723	WHITEHEAD OIL CO	12/13/2021	2,339.12
01 2710 626 000		Bus Gas and Oil		2,339.12
Total WHITEHEAD OIL CO				4,854.98
	091969071 -	WINDSTREAM	12/13/2021	208.58
	11292021			
01 2510 382 001		HS Telephone		208.58
	091969071 -	WINDSTREAM	12/13/2021	105.79
	12272021			
01 2510 382 001		HS Telephone		105.79
Total WINDSTREAM				314.37
Fund Number 01				189,926.72

Payroll November 15, 2021 \$552802.47

Bills December 14, 2021 \$189926.72

Total \$742729.19

Designated Bill Summaries
Superintendent Report: Regular Board Meeting:

Date: Monday, December 13th, 2021

TO: Palmyra District OR-1 BOE

From: Michael Hart

Re: Designated Bill Summary Report for BOE meeting

- Next month's regular meeting is scheduled for **Monday, January 10th at 7:00p.m.** at Palmyra High School in the media center.

A. Consent Agenda Expenditures

QCPUF Claims:

- **\$137,066.25** QCPUF 2019: This payment is for roof Repairs at Bennet and Palmyra High School

Depreciation Fund Claims:

- None

Bond Fund Claims:

FYI: These payments do not occur every month, only semiannually.

- **\$291,940** 2016 General Obligation Bond Payment: This is the last payment of this bond.
- **\$229,372.50** 2021 A General Obligation Bond Payment. This bond was refinanced earlier this year.
- **\$69,773.47** 2021 B General Obligation Bond Payment. This bond was refinanced earlier this year.

Special Building Fund Claims:

- **\$7,456.66** - Labor and crane charges for HVAC repair at the high school in the media center. Parts were under warranty.

General Fund Claims: Total claims: **\$189,926.72**

Please note: There are claims for insurance and ESSER dollar reimbursements included in this month's bills and that is why the overall total is higher this month. The rest of the yearly premium is being paid over a shorter time in order to save the district dollars. The ESSER fund expenditure for technology will be reimbursed through the ESSER III allocation process in the next month.

*Indicates ESSER III Reimbursement expense

- **Adams Repair: \$3,797.62** - Bus and vehicle repairs
- **BOK Financial: \$12,629.69** - Bus Replacement Payment
- **Access Systems Leasing: \$2,203.80** - Copiers at the elementary and high school
- **Casey's: \$5,424.60** - Fuel expenses / misc.
- **CCS Presentation Systems: \$5,768.00** - Sound equipment replacement at the Olson Complex.
- **EMC Insurance: \$46,752.23** - Auto, Building Insurance Premium Installment
- **ESU#4: \$7,954.83** - Contracted services, professional development and Internet services
- **ESU #6: \$398.36** - Internet Service/ SPED Professional Development Elementary

- **Home Depot: - \$5,072.56** - Custodial / Maintenance Supplies
- **Julie D. Bauman CPA: \$6,240** - Auditor Services
- ***Kansas City Audio Visuals: \$38,035.19** - Classroom Instructional Technology: “Touch Screens” (*ESSER III Reimbursement Expense*)
- **Metal Doors and Hardware: \$1,538.00** - Lock and door replacement at the high school.
- **Navigate 360 \$1,623.80** - Visitor Identification safety and security entrance system for the high school and elementary school.
- **NCSA: \$180.00** - Dues and Fees / HS Professional Development
- **Nebraska City Utilities: \$8,498.36** – Utilities
- **Southwest Auto: \$4,957.49** - Vehicle inspections and maintenance.
- **Syncb/Amazon: \$ 835.64** – Masks and general supplies (Early Childhood and REAP)
- **Voice News: \$384.05**- Advertising and public notice
- **Village of Bennet: \$587.25** – water, electricity, and sewer bill
- **Village of Palmyra: \$666.00**– water and sewer bill
- **Whitehead Oil: \$4,854.98** - Fuel for buses

DISTRICT OR-1: TEACHER'S CONTRACT

Please note: This is a "one semester only" contract that expires on May 20, 2021.

In consideration of this agreement, the Teacher hereby irrevocably resigns at the conclusion of the end of the 2021-2022 school year and the parties agree and acknowledge that the Teacher's signature on this contract constitutes the Teacher's letter of resignation and the District's acceptance of said resignation. In addition, the parties specifically agree that the Teacher has been hired to fulfill the duties of another certificated employee and shall not accrue rights under sections 79-824 to 79-842 during the remainder of the 2021-2022 school year.

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 Dana Christensen ("Teacher"). That the Board of Education agrees to employ the Teacher as follows:

School Year: The second semester of the 2021-2022 School Year begins on **January 4, 2022** and ends on or about May 20, 2022 subject to Board modification.

Days of Service: Teacher shall be employed for 93 days of service, subject to terms of the negotiated agreement. *Please note this is a prorated number of days due to starting second semester.* Teacher will be placed on Step 4, BA column.

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 seven (7) equal installments. The first installment shall be payable on the 15th day of February, 2022, 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.

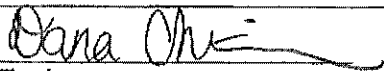
THIRD: Extra Duty Assignments. In addition to the normal duties traditionally required of certificated employees, the Teacher may be assigned "extra duty" assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Teacher and 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 December 10, 2021 shall constitute a rejection by the Teacher of the offer of employment.

Executed this 9 th day of December, 2021	Executed this 13th day of December, 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'S CONTRACT

Please note: This is a "one semester only" contract that expires on **May 20, 2021**.

In consideration of this agreement, the Teacher hereby irrevocably resigns at the conclusion of the end of the 2021-2022 school year and the parties agree and acknowledge that the Teacher's signature on this contract constitutes the Teacher's letter of resignation and the District's acceptance of said resignation. In addition, the parties specifically agree that the Teacher has been hired to fulfill the duties of another certificated employee and shall not accrue rights under sections 79-824 to 79-842 during the remainder of the 2021-2022 school year.

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 **Joslynn Hudson** ("Teacher"). That the Board of Education agrees to employ the Teacher as follows:

School Year: The second semester of the 2021-2022 School Year begins on **January 4, 2022** and ends on or about May 20, 2022 subject to Board modification.

Days of Service: Teacher shall be employed for **93** days of service, subject to terms of the negotiated agreement. Please note this is a prorated number of days due to starting second semester. Teacher will be placed on **Step 1, BA column**.

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 **seven (7)** equal installments. The first installment shall be payable on the **15th day of February, 2022**, 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.

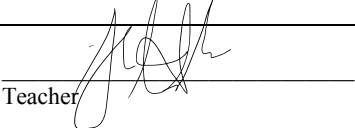
THIRD: Extra Duty Assignments. In addition to the normal duties traditionally required of certificated employees, the Teacher may be assigned "extra duty" assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Teacher and 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. **Please note: This is a "one semester only" contract that expires on May 20, 2021.**

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 December 10, 2021** shall constitute a rejection by the Teacher of the offer of employment.

Executed this <u>9th</u> day of <u>December</u> , 2021	Executed this 13th day of December, 2021
 Teacher	Board of Education of Otoe County School District 0501, a/k/a Palmyra District OR-1 Public Schools By: _____ Attest: _____ President Secretary

Balance Sheet

Period Ending: November 2021

Monthly; Processing Month 11/2021; 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	2,643,444.49	(469,633.73)	2,173,810.76
01 900	Cash County Treasurer	175,129.89	0.00	175,129.89
	Current Assets Subtotal:	2,818,574.38	(469,633.73)	2,348,940.65
<u>Other Assets</u>				
01 390	Budgeted Revenue	7,977,470.00	0.00	7,977,470.00
01 392	Less: Revenue Received	(1,276,180.04)	(221,295.66)	(1,497,475.70)
	Other Assets Subtotal:	6,701,289.96	(221,295.66)	6,479,994.30
Total Assets and Deferred Outflows of Resources:		9,519,864.34	(690,929.39)	8,828,934.95
<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	FIT PAYABLE	0.00	0.00	0.00
01 453	INSURANCE PAYABLE	569.00	0.00	569.00
01 454	RETIREMENT PAYABLE	0.00	0.00	0.00
01 455	SIT PAYABLE	0.00	0.00	0.00
	Current Liabilities Subtotal:	569.00	0.00	569.00
<u>Other Liabilities</u>				
01 690	Budgeted Expenditures	8,067,389.54	0.00	8,067,389.54
01 692	Less: Expenditures to Date	(1,423,755.65)	(690,929.39)	(2,114,685.04)
	Other Liabilities Subtotal:	6,643,633.89	(690,929.39)	5,952,704.50
<u>Fund Balance</u>				
01 704	Fund Balance - Regular Unspent	2,965,580.99	0.00	2,965,580.99
01 705	Budgeted Fund Balance	(89,919.54)	0.00	(89,919.54)
	Fund Balance Subtotal:	2,875,661.45	0.00	2,875,661.45
Total Liabilities, Deferred Inflows of Resources, and Fund Equity:		9,519,864.34	(690,929.39)	8,828,934.95

Balance Sheet

Period Ending: November 2021

Monthly; Processing Month 11/2021; 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	274,276.58	(7,279.38)	266,997.20
	Current Assets Subtotal:	274,276.58	(7,279.38)	266,997.20
<u>Other Assets</u>				
02 392	LESS: REVENUE RECEIVED	(49.92)	(7,279.38)	(7,329.30)
	Other Assets Subtotal:	(49.92)	(7,279.38)	(7,329.30)
Total Assets and Deferred Outflows of Resources:		274,226.66	(14,558.76)	259,667.90
<u>Other Liabilities</u>				
02 692	LESS: EXPENDITURES TO DATE	(15,313.80)	(14,558.76)	(29,872.56)
	Other Liabilities Subtotal:	(15,313.80)	(14,558.76)	(29,872.56)
<u>Fund Balance</u>				
02 704	FUND BALANCE	289,540.46	0.00	289,540.46
	Fund Balance Subtotal:	289,540.46	0.00	289,540.46
Total Liabilities, Deferred Inflows of Resources, and Fund Equity:		274,226.66	(14,558.76)	259,667.90

Balance Sheet

Period Ending: November 2021

Monthly; Processing Month 11/2021; 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	19,057.13	0.27	19,057.40
03 106	SAVINGS CERTIFICATES	20,000.00	0.00	20,000.00
	Current Assets Subtotal:	39,057.13	0.27	39,057.40
<u>Other Assets</u>				
03 392	LESS: REVENUE RECEIVED	(7.85)	(0.27)	(8.12)
	Other Assets Subtotal:	(7.85)	(0.27)	(8.12)
Total Assets and Deferred Outflows of Resources:		39,049.28	0.00	39,049.28
<u>Fund Balance</u>				
03 704	FUND BALANCE	39,049.28	0.00	39,049.28
	Fund Balance Subtotal:	39,049.28	0.00	39,049.28
Total Liabilities, Deferred Inflows of Resources, and Fund Equity:		39,049.28	0.00	39,049.28

Monthly; Processing Month 11/2021; 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	145,318.10	8,537.74	153,855.84
	Current Assets Subtotal:	145,318.10	8,537.74	153,855.84
<u>Other Assets</u>				
05 392	LESS: REVENUE RECEIVED	(59,518.55)	(22,103.14)	(81,621.69)
	Other Assets Subtotal:	(59,518.55)	(22,103.14)	(81,621.69)
Total Assets and Deferred Outflows of Resources:		85,799.55	(13,565.40)	72,234.15

Annual; Processing Month 11/2021; 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	145,318.10	8,537.74	153,855.84
	Current Assets Subtotal:	145,318.10	8,537.74	153,855.84
Total Assets and Deferred Outflows of Resources:		145,318.10	8,537.74	153,855.84
<u>Fund Balance</u>				
05 704 0001	ATHLETICS	19,685.23	2,821.28	22,506.51
05 704 0002	ANNUAL	2,977.75	40.00	3,017.75
05 704 0003	MUSIC	854.13	(208.00)	646.13
05 704 0004	ELEMENTARY UNIT	12,529.71	0.00	12,529.71
05 704 0005	STUDENT COUNCIL	2,806.00	2,169.52	4,975.52
05 704 0006	FFA	4,061.84	1,164.57	5,226.41
05 704 0007	HIGH SCHOOL UNIT	3,897.88	0.00	3,897.88
05 704 0008	LIFE SKILLS	543.87	(39.50)	504.37
05 704 0009	FCCLA	2,593.38	1,111.72	3,705.10
05 704 0010	MISC ACCOUNT	974.58	1,300.00	2,274.58
05 704 0011	ART CLUB	754.87	25.00	779.87
05 704 0012	NATIONAL HONOR SOCIETY	547.75	0.00	547.75
05 704 0013	SPEECH	243.38	0.00	243.38
05 704 0014	1ST GRADE	621.48	0.00	621.48
05 704 0015	BOYS BASKETBALL	1,416.46	800.00	2,216.46
05 704 0016	CONCESSIONS	3,085.83	700.73	3,786.56
05 704 0017	GIRLS BASKETBALL	522.70	600.00	1,122.70
05 704 0019	INTEREST	538.80	6.64	545.44
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	1,970.80	28.00	1,998.80
05 704 0024	INDUSTRIAL ARTS SHOP	1,184.69	0.00	1,184.69
05 704 0025	LIBRARY	1,186.55	0.00	1,186.55
05 704 0026	PARTY GROUP	1,132.31	(339.52)	792.79
05 704 0028	MUSICAL/DRAMA	2,675.76	430.00	3,105.76
05 704 0029	WRESTLING	530.11	(222.00)	308.11
05 704 0030	GENERAL FUND REIMBURSEMENT	(180.77)	(394.69)	(575.46)
05 704 0031	ELEM STUDENT COUNCIL	717.57	51.27	768.84
05 704 0032	WEIGHTS	7,132.10	(848.00)	6,284.10
05 704 0033	VOLLEYBALL ACCOUNT	1,950.63	(539.76)	1,410.87
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	2,652.77	(297.52)	2,355.25
05 704 0037	BENNET BACK-PACK PROGRAM	1,002.62	0.00	1,002.62
05 704 0038	CLASS OF 2023	1,197.49	0.00	1,197.49
05 704 0039	FAMILY PASSES	8,415.00	0.00	8,415.00

Balance Sheet

Period Ending: November 2021

Annual; Processing Month 11/2021; 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 0040	STUDENT FEES	5,387.00	90.00	5,477.00
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 0047	NATIONAL BREAST CANCER FOUNDATION	0.01	0.00	0.01
05 704 0049	SHOW CHOIR	1,811.07	0.00	1,811.07
05 704 0050	CHROMEBOOK INSURANCE	33,983.85	70.00	34,053.85
05 704 0052	CIRCLE OF FRIENDS	864.58	0.00	864.58
05 704 0053	CLASS OF 2022	1,339.33	0.00	1,339.33
05 704 0054	UNIFIED SPORTS	0.00	18.00	18.00
Fund Balance Subtotal:		145,318.10	8,537.74	153,855.84
Total Liabilities, Deferred Inflows of Resources, and Fund Equity:		145,318.10	8,537.74	153,855.84

Monthly; Processing Month 11/2021; 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	139,306.58	14,297.27	153,603.85
	Current Assets Subtotal:	139,306.58	14,297.27	153,603.85
<u>Other Assets</u>				
06 392	LESS: REVENUE RECEIVED	(128,126.69)	(55,981.09)	(184,107.78)
	Other Assets Subtotal:	(128,126.69)	(55,981.09)	(184,107.78)
Total Assets and Deferred Outflows of Resources:		11,179.89	(41,683.82)	(30,503.93)
<u>Other Liabilities</u>				
06 692	LESS: EXPENDITURES TO DATE	(103,808.77)	(41,683.82)	(145,492.59)
	Other Liabilities Subtotal:	(103,808.77)	(41,683.82)	(145,492.59)
<u>Fund Balance</u>				
06 704	FUND BALANCE	114,988.66	0.00	114,988.66
	Fund Balance Subtotal:	114,988.66	0.00	114,988.66
Total Liabilities, Deferred Inflows of Resources, and Fund Equity:		11,179.89	(41,683.82)	(30,503.93)

Balance Sheet
Period Ending: November 2021
Monthly; Processing Month 11/2021; 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	620,000.29	6,749.84	626,750.13
07 900	Cash County Treasurer	26,608.35	0.00	26,608.35
	Current Assets Subtotal:	646,608.64	6,749.84	653,358.48
<u>Other Assets</u>				
07 392	LESS: REVENUE RECEIVED	(221,649.51)	(6,749.84)	(228,399.35)
	Other Assets Subtotal:	(221,649.51)	(6,749.84)	(228,399.35)
Total Assets and Deferred Outflows of Resources:		424,959.13	0.00	424,959.13
<u>Other Liabilities</u>				
07 692	LESS: EXPENDITURES TO DATE	(1,687.50)	0.00	(1,687.50)
	Other Liabilities Subtotal:	(1,687.50)	0.00	(1,687.50)
<u>Fund Balance</u>				
07 704	FUND BALANCE	426,646.63	0.00	426,646.63
	Fund Balance Subtotal:	426,646.63	0.00	426,646.63
Total Liabilities, Deferred Inflows of Resources, and Fund Equity:		424,959.13	0.00	424,959.13

Monthly; Processing Month 11/2021; 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	677,839.53	2,754.37	680,593.90
08 106	SAVINGS CERTIFICATES	50,000.00	0.00	50,000.00
08 900	Cash County Treasurer	1,549.82	0.00	1,549.82
Current Assets Subtotal:		729,389.35	2,754.37	732,143.72
<u>Other Assets</u>				
08 392	LESS: REVENUE RECEIVED	(10,460.31)	(2,754.37)	(13,214.68)
Other Assets Subtotal:		(10,460.31)	(2,754.37)	(13,214.68)
Total Assets and Deferred Outflows of Resources:		718,929.04	0.00	718,929.04
<u>Fund Balance</u>				
08 704	FUND BALANCE	718,929.04	0.00	718,929.04
Fund Balance Subtotal:		718,929.04	0.00	718,929.04
Total Liabilities, Deferred Inflows of Resources, and Fund Equity:		718,929.04	0.00	718,929.04

Monthly; Processing Month 11/2021; 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	174,481.00	1,069.81	175,550.81
	Current Assets Subtotal:	174,481.00	1,069.81	175,550.81
<u>Other Assets</u>				
09 392	LESS: REVENUE RECEIVED	(31,169.36)	(1,069.81)	(32,239.17)
09 900	Cash County Treasurer	4,637.59	0.00	4,637.59
	Other Assets Subtotal:	(26,531.77)	(1,069.81)	(27,601.58)
Total Assets and Deferred Outflows of Resources:		147,949.23	0.00	147,949.23
<u>Fund Balance</u>				
09 704	FUND BALANCE	147,949.23	0.00	147,949.23
	Fund Balance Subtotal:	147,949.23	0.00	147,949.23
Total Liabilities, Deferred Inflows of Resources, and Fund Equity:		147,949.23	0.00	147,949.23

Revenue Summary Report

Processing Month: 11/2021

Regular; Processing Month 11/2021; 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	5,100,000.00	48,762.64	964,442.60	18.91	4,135,557.40
01 1125	MOTOR VEHICLE TAXES	305,000.00	12,072.29	41,574.29	13.63	263,425.71
01 1312	SUMMER SCHOOL TUITION	5,000.00	0.00	0.00	0.00	5,000.00
01 1315	TUITION FROM DISTRICTS - SENCAP	1,000.00	0.00	0.00	0.00	1,000.00
01 1370	PRESCHOOL TUITION & FEES	15,000.00	1,775.00	9,351.00	62.34	5,649.00
01 1510	INTEREST ON INVESTMENTS	1,032.00	107.08	331.87	32.16	700.13
01 1800	REC PROGRAM - COMMUNITY SERVICES	25,000.00	4,082.76	8,307.76	33.23	16,692.24
01 1910	RENTAL OF SCHOOL FACILITY	300.00	0.00	0.00	0.00	300.00
01 1911	LOCAL LICENSE FEES	0.00	300.00	300.00	0.00	(300.00)
01 1920	EDUCATION QUEST FOUNDATION	0.00	0.00	1,930.00	0.00	(1,930.00)
01 1990	OTHER LOCAL RECEIPTS	3,500.00	0.00	0.00	0.00	3,500.00
Subtotal: LOCAL RECIEPTS		5,455,832.00	67,079.77	1,026,237.52	18.81	4,429,594.48
01 2110	COUNTY FINES & LICENSE FEES	27,000.00	2,576.12	7,001.36	25.93	19,998.64
01 2130	OTHER COUNTY RECEIPTS	4,500.00	0.00	0.00	0.00	4,500.00
01 2210	ESU RECEIPTS	7,800.00	0.00	0.00	0.00	7,800.00
Subtotal: COUNTY AND ESU RECEIPTS		39,300.00	2,576.12	7,001.36	17.82	32,298.64
01 3110	STATE AID	1,164,000.00	119,475.00	358,425.00	30.79	805,575.00
01 3120	SPED SCHOOL AGE	240,000.00	0.00	0.00	0.00	240,000.00
01 3125	SPED TRANSPORTATION	1,500.00	0.00	0.00	0.00	1,500.00
01 3130	HOMESTEAD EXEMPTION	154,000.00	0.00	1,043.33	0.68	152,956.67
01 3180	PRO-RATE MOTOR VEHICLE	0.00	0.00	0.00	0.00	0.00
01 3400	STATE APPORTIONMENT	70,000.00	0.00	0.00	0.00	70,000.00
01 3535	PAYMENTS FOR HIGH ABILITY LEARNERS	6,000.00	6,384.00	6,384.00	106.40	(384.00)
01 3540	STATE EARLY CHILDHOOD	45,000.00	0.00	0.00	0.00	45,000.00
01 3990	OTHER STATE RECEIPTS	20,000.00	0.00	0.00	0.00	20,000.00
Subtotal: STATE RECEIPTS		1,700,500.00	125,859.00	365,852.33	21.51	1,334,647.67
01 4300	RESTRICTED GRANTS-IN-AID FROM FED GOV	5,000.00	0.00	0.00	0.00	5,000.00
01 4310	REAP	42,000.00	0.00	0.00	0.00	42,000.00
01 4505	TITLE 1 PART A - CARRY OVER	0.00	0.00	39,664.00	0.00	(39,664.00)
01 4506	TITLE 1 PART A - CURRENT YEAR	42,000.00	0.00	0.00	0.00	42,000.00
01 4509	Title II, Part A ESSA Princ & Teach	0.00	5,842.13	5,842.13	0.00	(5,842.13)
01 4512	IDEA PART B BASE ALLOCATIONS	0.00	1,618.00	1,618.00	0.00	(1,618.00)
01 4519	IDEA ENROLLMENT/POVERTY	42,500.00	0.00	0.00	0.00	42,500.00
01 4708	MEDICAID REIMBURSEMENT SPED	7,500.00	0.00	0.00	0.00	7,500.00
01 4709	MEDICAID ADMIN ACTIVITIES (MAAPS)	1,838.00	0.00	0.00	0.00	1,838.00
01 4900	OTHER FEDERAL RECEIPTS	316,000.00	0.00	0.00	0.00	316,000.00
01 4965	Goals 2000	50,000.00	0.00	0.00	0.00	50,000.00
Subtotal: FEDERAL RECEIPTS		506,838.00	7,460.13	47,124.13	9.30	459,713.87
01 5200	FUND TRANSFERS	149,000.00	18,212.84	52,794.35	35.43	96,205.65
01 5690	OTHER NON-REVENUE RECEIPTS	126,000.00	140.00	1,998.21	1.59	124,001.79
01 5960	TIRE GRANT	0.00	(32.20)	(3,532.20)	0.00	3,532.20
Subtotal: NON-REVENUE RECEIPTS		275,000.00	18,320.64	51,260.36	18.64	223,739.64
Fund Total:		7,977,470.00	221,295.66	1,497,475.70	18.77	6,479,994.30

12/09/2021 12:08 PM

Expenditure Report by Function/Object - Summary

Regular; Processing Month 11/2021; Fund Number 01

User ID: KFH

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/P Outstanding	P/O Outstanding	Unencumbered Balance
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
4955	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
6200	69,249.00	5,198.56	18,035.70	26.04	51,213.30	0.00	0.00	51,213.30
6310	45,008.00	0.00	0.00	0.00	45,008.00	0.00	0.00	45,008.00
6330	42,000.00	0.00	195.00	0.46	41,805.00	0.00	0.00	41,805.00
6406	22,830.00	1,251.58	2,706.35	11.85	20,123.65	0.00	0.00	20,123.65
6408	152,317.95	11,676.75	35,176.11	23.09	117,141.84	0.00	0.00	117,141.84
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
6421	0.00	3,556.00	7,112.00	0.00	(7,112.00)	0.00	0.00	(7,112.00)
6700	0.00	4,599.00	4,599.00	0.00	(4,599.00)	0.00	0.00	(4,599.00)
6810	10,090.85	0.00	0.00	0.00	10,090.85	0.00	0.00	10,090.85
6869	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6882	54,200.00	0.00	56.89	0.10	54,143.11	0.00	0.00	54,143.11
6996	7,200.00	0.00	0.00	0.00	7,200.00	0.00	0.00	7,200.00
6997	0.00	2,134.39	39,896.69	0.00	(39,896.69)	0.00	0.00	(39,896.69)
6998	0.00	28,408.36	31,469.35	0.00	(31,469.35)	0.00	0.00	(31,469.35)
8000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01	6,067,389.54	690,929.39	2,114,685.04	26.21	5,952,704.50	0.00	0.00	5,952,704.50

GENERAL FUND

GEORGE LUCAS EDUCATIONAL FOUNDATION

SOCIAL & EMOTIONAL LEARNING (SEL)

Why Social and Emotional Learning Is Essential for Students

Learn more about the critical role that social and emotional learning plays in promoting student success.

By *Roger Weissberg*

February 15, 2016

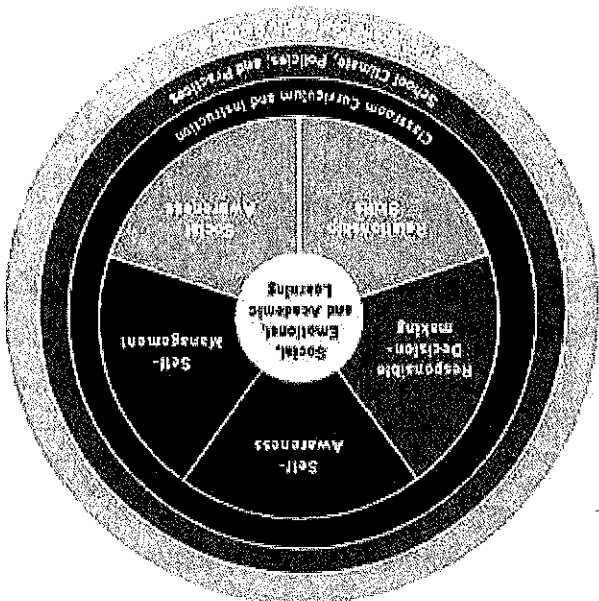


Photo credit: Steven Depolo via flickr (CC BY 2.0)

Editor's note: This piece is co-authored by Roger Weissberg, Joseph A. Durlak, Celene E. Domitrovich, and Thomas P. Gullotta, and adapted from Handbook of Social and Emotional

Research shows that SEL not only improves achievement by an average of 11 percentile points, but it also increases prosocial behaviors (such as kindness, sharing, and empathy), improves student attitudes toward school, and reduces depression and stress among students (Durlak et al., 2011). Effective social and

Image credit: <http://secondaryguide.casel.org/casel-secondary-guide.pdf> (click image to enlarge)



(/pdfs/blogs/edutopia-weissberg-SELessential-caselSEALearning.png)

5 Keys to Successful SEL

Today's schools are increasingly multicultural and multilingual with students from diverse social and economic backgrounds. Educators and community agencies serve students with different motivation for engaging in learning, behaving positively, and performing academically. Social and emotional learning (SEL) provides a foundation for safe and positive learning, and enhances students' ability to succeed in school, careers, and life.

, now available from Guilford Press.

Gullotta/9781462520152)

(<http://www.guilford.com/books/Handbook-of-Social-and-Emotional-Learning/Durlak-Domitrovich-Weissberg->

Learning: Research and Practice

emotional learning programming involves coordinated classroom, schoolwide, family, and community practices that help students develop the following *five key skills* (/keys-social-emotional-learning-video):

Self-Awareness

Self-awareness involves understanding one's own emotions, personal goals, and values. This includes accurately assessing one's strengths and limitations, having positive mindsets, and possessing a well-grounded sense of self-efficacy and optimism. High levels of self-awareness require the ability to recognize how thoughts, feelings, and actions are interconnected.

Self-Management

Self-management requires skills and attitudes that facilitate the ability to regulate one's own emotions and behaviors. This includes the ability to delay gratification, manage stress, control impulses, and persevere through challenges in order to achieve personal and educational goals.

Social Awareness

Social awareness involves the ability to understand, empathize, and feel compassion for those with different backgrounds or cultures. It also involves understanding social norms for behavior and recognizing family, school, and community resources and supports.

Relationship Skills

Relationship skills help students establish and maintain healthy and rewarding relationships, and to act in accordance with social norms. These skills involve communicating clearly, listening actively, cooperating, resisting inappropriate social pressure, negotiating conflict constructively, and seeking help when it is needed.

Responsible Decision Making

Responsible decision making involves learning how to make constructive choices about personal behavior and social interactions across diverse settings. It requires the ability to consider ethical standards, safety concerns, accurate behavioral norms for risky behaviors, the health and well-being of self and others, and to make realistic evaluation of various actions' consequences.

School is one of the primary places where students learn social and emotional skills. An effective SEL program should incorporate four elements represented by the acronym SAFE (Durlak et al., 2010, 2011):

1. Sequenced: connected and coordinated sets of activities to foster skills development
2. Active: active forms of learning to help students master new skills
3. Focused: emphasis on developing personal and social skills
4. Explicit: targeting specific social and emotional skills

The Short- and Long-Term Benefits of SEL

Students are more successful in school and daily life when they:

- Know and can manage themselves
- Understand the perspectives of others and relate effectively with them
- Make sound choices about personal and social decisions

These social and emotional skills are some of several short-term student outcomes that SEL programs promote (Durlak et al., 2011; Farrington et al., 2012; Sklad et al., 2012). Other benefits include:

- More positive attitudes toward oneself, others, and tasks including enhanced self-efficacy, confidence, persistence, empathy, connection and commitment to school, and a sense of purpose

- More positive social behaviors and relationships with peers and adults
- Reduced conduct problems and risk-taking behavior
- Decreased emotional distress
- Improved test scores, grades, and attendance

In the long run, greater social and emotional competence can increase the likelihood of high school graduation, readiness for postsecondary education, career success, positive family and work relationships, better mental health, reduced criminal behavior, and engaged citizenship (e.g., Hawkins, Kosterman, Catalano, Hill, & Abbott, 2008; Jones, Greenberg, & Crowley, 2015).

Building SEL Skills in the Classroom

Promoting social and emotional development for all students in classrooms involves teaching and modeling social and emotional skills, providing opportunities for students to practice and hone those skills, and giving students an opportunity to apply these skills in various situations.

One of the most prevalent SEL approaches involves training teachers to deliver explicit lessons that teach social and emotional skills, then finding opportunities for students to reinforce their use throughout the day. Another curricular approach embeds SEL instruction into content areas such as English language arts, social studies, or math (Jones & Bouffard, 2012; Merrell & Gueldner, 2010; Yoder, 2013; Zins et al., 2004). There are a number of research-based SEL programs that enhance students' competence and behavior in developmentally appropriate ways from preschool through high school (Collaborative for Academic, Social, and Emotional Learning, 2013, 2015).

Teachers can also naturally foster skills in students through their interpersonal and student-centered instructional interactions throughout the school day. Adult-student interactions support SEL when they result in positive student-teacher relationships, enable teachers to model social-emotional competencies for students, and promote student engagement (Williford & Sanger Wolcott, 2015). Teacher practices that provide students

with emotional support and create opportunities for students' voice, autonomy, and mastery experiences promote student engagement in the educational process.

How Schools Can Support SEL

At the *school level*, SEL strategies typically come in the form of policies, practices, or structures related to climate and student support services (Meyers et al., in press). Safe and positive school climates and cultures positively affect academic, behavioral, and mental health outcomes for students (Thapa, Cohen, Guffey, & Higgins-D'Alessandro, 2013). School leaders play a critical role in fostering schoolwide activities and policies that promote positive school environments, such as establishing a team to address the building climate; adult modeling of social and emotional competence; and developing clear norms, values, and expectations for students and staff members.

Fair and equitable discipline policies and bullying prevention practices are more effective than purely behavioral methods that rely on reward or punishment (Bear et al., 2015). School leaders can organize activities that build positive relationships and a sense of community among students through structures such as regularly scheduled morning meetings or advisories that provide students with opportunities to connect with each other. An important component of schoolwide SEL involves integration into multi-tiered systems of support. The services provided to students by professionals such as counselors, social workers, and psychologists should align with universal efforts in the classroom and building. Often through small-group work, student support professionals reinforce and supplement classroom-based instruction for students who need early intervention or more intensive treatment.

Building Family and Community Partnerships

Family and community partnerships can strengthen the impact of school approaches to extending learning into the home and neighborhood. Community members and organizations can support classroom and school efforts, especially by providing students with additional opportunities to refine and apply various SEL skills (Catalano et al., 2004).

After-school activities also provide opportunities for students to connect with supportive adults and peers (Gullotta, 2015). They are a great venue to help youth develop and apply new skills and personal talents. Research has shown that after-school programs focused on social and emotional development can significantly enhance student self-perceptions, school connectedness, positive social behaviors, school grades, and achievement test scores, while reducing problem behaviors (Durlak et al., 2010).

SEL can also be fostered in many settings other than school. SEL begins in early childhood, so family and early childcare settings are important (Bierman & Motamedi, 2015). Higher education settings also have the potential to promote SEL (Conley, 2015).

For more information about the latest advances in SEL research, practice and policy, visit the *Collaborative for Academic, Social, and Emotional Learning website* (<http://www.casel.org/>).

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SHARE THIS STORY



Character Education at District OR 1 Public Schools

(revised 12.9.21)

At District OR 1 Public Schools we understand to truly train our students to “successfully meet the challenges of the future” we have to go beyond the typical core subjects, electives, and activities. We also have to nurture their Emotional Intelligence through Character Education, also known as Social-Emotional Learning (SEL). We begin early with our students; here is an overview of what we cover at each grade level:

At the PreK-6 level, we incorporate the curriculum below along with Character Counts. Needs assessments for classroom lessons are conducted after the second quarter to provide data and insight on where our students continue to need support. Supplemental lessons are developed and implemented on the needed topics. It is also worth noting the outside organizations and presenters we bring in to help provide Character Education and social-emotional development for all students.

Pre-School: Using the Second Step curriculum from Committee for Children, a research-based 25 lessons grouped into three major components: Empathy Training, Emotion Management, and Problem Solving. Basically, children learn to feel and identify their feelings, manage their emotions (especially anger), and apply problem-solving steps.

Kindergarten: The Second Step Digital curriculum begins, consisting of 20 engaging lessons helping students build skills in growth mindset and goal setting, emotion management, empathy and kindness, and problem-solving. Students learn about how and why to pay attention, work through mistakes, how to recognize their (and others') emotions, the importance of being kind and empathetic, and the problem-solving process and strategies to successfully and kindly resolve conflicts.

1st Grade: Utilizing the Second Step Digital curriculum, the 20 lessons continue to address the four major topics from Kindergarten. Students learn the importance of recognizing their own growth and the difference between helpful and unhelpful thoughts, continue to practice recognizing their own (and others) emotions, practicing and identifying acts of kindness, and how to respectfully work through the problem-solving process.

2nd Grade: Following the research-based Second Step Digital curriculum, the 20 lessons build upon the same four overarching concepts as previously learned. Students put into practice replacing unhelpful thoughts with helpful ones, continue growing their knowledge of emotions, and understand that different emotions can be felt by people regarding the same situation. Empathy continues to be addressed and students are able to practice empathy and kindness by identifying kind acts they can do for special people in their lives. Students continue to build their knowledge of how to respectfully solve problems of all kinds.

3rd Grade: Using the Second Step Digital curriculum, the 20 lessons continue to build on the four major concepts: growth mindset and goal setting, emotion management, empathy and kindness, and problem-solving. Students learn about what happens in their brains when they are learning a new skill and when they make mistakes. More strategies are introduced to help students healthily manage strong emotions and knowledge is gained on the degrees of our emotions. Empathy is again practiced by students learning how to ask how somebody feels and identify kind ways to help them. Finally, students build upon their knowledge of problem-solving while using the STEP process.

4th Grade: In the Second Step Digital curriculum, the 20 lessons continue to grow students' knowledge of the four overarching concepts listed above. Students learn how to effectively create, evaluate progress, and reflect on goals. They continue to learn and practice self-regulation strategies including how to rethink a situation to focus on what actually happened, not what was perceived to have happened. Students also gain knowledge in how to talk about and understand different points of view. Problem-solving skills continue to develop and students learn how to evaluate potential solutions to various problems.

5th Grade: The Second Step Digital curriculum continues, offering 20 lessons covering the same four major ideas students have learned about since Kindergarten. Students work through the goal writing and review process with a personal goal they have at school and outside of school. Recurring situations that cause strong emotions are discussed and students continue to practice identifying strategies to preemptively manage these strong emotions. Students review the basic concepts of empathy and begin working toward a plan to help resolve a community problem. Finally, students are able to practice the problem-solving steps while predicting if potential solutions will be effective based on multiple points of view and outside factors.

6th Grade: Using the Second Step Digital curriculum, the 26 lessons cover four major units: Mindsets & Goals, Recognizing Bullying and Harassment, Thoughts, Emotions & Decisions, and Managing Relationships & Social Conflict. Students learn to set goals, recognize and identify bullying and discover ways to prevent it, explore their feelings and engage others in active listening and learn how to express concern. They also review how to initiate, continue and conclude a conversation in a friendly way.

At the junior high and high school level Social Emotional Learning continues, along with career readiness topics.

Grade 7: The Second Step Digital curriculum developed for 7th-grade middle school students is used. It is research-based and the 26 weekly lessons are grouped into four major components: Mindsets & Goals, Recognizing Bullying and Harassment, Thoughts, Emotions & Decisions, and Managing Relationships & Social Conflict. During the daily Advisory period, students will be introduced to "Know How to Go" material produced by EducationQuest to increase college-going awareness.

Grade 8: The Second Step Digital curriculum developed for 8th-grade middle school students is used. The 26 weekly lessons are grouped into four major components: Mindsets & Goals,

Recognizing Bullying and Harassment, Thoughts, Emotions & Decisions, and Managing Relationships & Social Conflict. They will also attend the S.A.I.L. conference in the fall sponsored by Partners for Otoe County. During the NDE curriculum ENGAGE class, students are also introduced to the “Know How to Go” material produced by EducationQuest to increase college-going awareness. Students begin to create a long-range Personal Learning Plan to include academic and scholastic coursework and explore post-secondary options and interests. As part of the 8th-grade ENGAGE class students will tour SCC-Lincoln to explore career options.

Grade 9: This educational component usually takes place during a special Wednesday morning time block of 11:00 to 11:40. Currently, we offer a curriculum entitled “8 to Great.” Essentially, 8 to Great is Cognitive Behavioral Therapy put into a curriculum format. It is an excellent resource to encourage wisdom, personal accountability, and reflection. The strength of this curriculum is that it offers a creative way of addressing the need of maturing students to navigate life, focusing on one’s personal passions and responsibilities. It is built around eight “highways.” They are: 1. Get the picture (find your passion or dream) 2. Risk (what would you do if you had no fear?) 3. Full Responsibility (take full responsibility for your life, stop complaining and blaming others) 4. Feel all your feelings (allow yourself to process the full range of your emotions). 5. Honest communication (listen for what you need and ask for it) 6. Forgiveness of the past (let go of the pain of the past for yourself and others). 7. Gratitude for the present (being grateful releases a positive power for daily living) 8. Hope for the future (practice resilience, grit, and never give up). More information concerning 8 to Great can be found at their website: www.8togreat.com. The Freshman class begins the 8 to Great curriculum, getting an overview of the course, but emphasizing highways 1-4. In the second semester, EducationQuest materials are introduced to increase awareness of college and career options for post-secondary planning.

Grade 10: Sophomores use the 8 to Great curriculum, receiving an overview of the course, but emphasizing highways 5-8. In the fall, all sophomores take the Armed Services Vocational Aptitude Battery (ASVAB) to determine their interest, skills, and career options. Additionally, they use EducationQuest materials to increase awareness of college and career options for post-secondary planning. Each of the students will create a “profile” on the EducationQuest website and begin an Activities Resume. Speakers from area businesses and colleges, as well as military recruiters, will come to discuss the importance of having a post-secondary plan. Students will take the StrengthsFinder inventory from Gallup and develop a life goal based on strengths. Sophomores also take a campus tour of Peru State College to explore an affordable 4-year college option.

Grade 11: Juniors continue to use the 8 to Great curriculum, presenting an overview of the course. Additionally, they use EducationQuest materials to increase awareness of college and career options for post-secondary planning. Each of the students will create a “profile” on the EducationQuest website and complete an Activities Resume and personal statement for use in college admittance and job applications. All juniors will attend the Financial Aid Workshop by EducationQuest at PHS in the fall. Speakers from area businesses and colleges, as well as

military recruiters, come to campus and increase awareness of having a post-secondary plan. Juniors attend a college fair and visit a UNL, UNO, or UNK college campus.

Grade 12: Seniors will review the 8 to Great curriculum, emphasizing personal application. They will also use the Habitudes for Career Ready Students by Dr. Tim Elmore. Seniors attend the Financial Aid Workshop by EducationQuest at PHS in the fall. Each of the students will create a “profile” on the EducationQuest website and complete a resume and personal statement for use in college admittance and job applications. Seniors attend a college fair and visit a UNL, UNO, or UNK college campus. Speakers from area businesses and colleges, as well as military recruiters, will come to increase awareness of having a post-secondary plan. Computer lab time is offered for students to do research, write personal statements, and complete college, job, or scholarship applications.



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

Informational Items

Date: December 13, 2021

To: Palmyra District OR-1 BOE

From: Michael Hart

Happy Holidays:

- As we end our first semester of school on **Tuesday, December 21st**, I would like to wish our board members, staff, students, parents, and community patrons a safe and blessed holiday season! On behalf of our administrative team, please know how much we appreciate your dedication and service to our students and families.
- District OR-1 is an outstanding school district made even better by the quality of individuals that live, learn, and work in this community!

Policy Review Update:

- Over the past year, the board has worked hard to review our district policies and make changes as needed in the best interest of our students and schools.
- Policies are also updated each year to reflect current legislative changes, new laws, or other adjustments to operational procedures.
- The board will be reviewing our district committee assignments in January and entering into another revision cycle starting after the first of the year.
- Currently, possible revisions to **Policy #5103 (Extracurricular Activity)** and **Policy #5306 (Drug and Alcohol Testing)** are being reviewed by our Policy Committee and activity sponsors.
- Any changes to these policies will be again discussed and reviewed at the January 10th board meeting.

School Accreditation:

- School accreditation is an important part of ensuring quality schools. School accreditation creates a set of quality standards for all education institutions or programs, provides access to federal and state funding, instills and maintains private sector confidence, and makes transferring academic credits easier for students.
- Over the years, our district staff has worked closely with organizations like Cognia (formerly AdvancED) to earn school accreditation status. Cognia provides external expertise on quality assurance standards for schools and every school works through a five year continuous improvement cycle. The end of our current five year cycle is next school year (2022-2023). During the next school year, an external team will again visit the district to review progress and assess future school improvement goals.
- The picture below is a plaque presented to our school district from Cognia that demonstrates continued accreditation excellence over the past twenty five years. This is a wonderful accomplishment and something to be celebrated.
- This plaque will be displayed in the media center or the main office at Palmyra High School.



District OR-1 : Home of the Panthers!



Current District OR-1 COVID Data:

- **Updated 12/10/2021**

- Our overall district COVID numbers now stand at: **31 positive student cases** (16 at the elementary and 15 at the high school) and **5 staff positive cases** (2 at the elementary and 3 at the high school) in the district since the beginning of school on **Wednesday, August 11th** for a total of **36 total positive cases**.
- *Please note: We did have some “at -school transmission” occur with one of our preschool classes the first week of December.* Out of an abundance of caution, we cancelled class for that group of students (December 6th - December 10th). Special thanks to our staff and parents for their cooperation and support with this decision.
- We will still continue to send out self-monitoring letters at the high school as new COVID positive cases show up.
- Our school nurse will continue to contact families and students that may need to quarantine.
- Patrons can find additional information on the current DHM along with FAQs at covid19.lincoln.ne.gov.

- **Lincoln Lancaster County Health Department Directed Health Measure (DHM) Update:**

- The Lincoln Lancaster County Health Department (LLCHD) DHM requiring mask wearing indoors in Lancaster County was recently extended until Thursday, December 23rd.
- Our last day of school for students before the holiday break is Tuesday, December 21st.
- With the extension of the mandate for Lancaster County, we will still require masks for all students, staff, and visitors inside the building at Bennet Elementary. Masks at the high school will continue to be optional. Masks are still required for all students and staff traveling in district vehicles and buses.
- Clinics offering COVID vaccines for children 5-11 years of age are now open. *Please note: District OR-1 is not mandating COVID vaccines.*
- Other resources available:
 - [COVID-19 Vaccination Information - CDC](#)
 - [COVID-19 Vaccine Booster Shot | CDC](#)
 - [Frequently Asked Questions about COVID-19 Vaccination](#)

Special Board Meeting Update:

- On Tuesday, November 23rd, our board held a Special Meeting to discuss possible options if the LLCHD mask mandate would have expired on November 24th.



District OR-1 : Home of the Panthers!

- Listed below are examples of some of the questions we have received from our stakeholders regarding COVID and its impact on our students and schools. These questions have been directed to our local health departments and we hope to receive additional input on these questions in the future.
- 1. *Do the benefits of mandatory masking of children outweigh the significant impacts on cognitive development of children identified by experts in this field, especially those young children and children with special education needs such as autism, hearing loss, speech, and language delays that have particular difficulty reading non-verbal cues?*
- 2. *Do the benefits of mandatory masking of children outweigh the increased prevalence of issues caused by wearing a mask (maybe likely due to the reduced amount of oxygen intake) such as irritability, headache, difficulty concentrating, reluctance to go to school, impaired learning, personal connection to others, drowsiness or fatigue that we are seeing in our children from recent surveys?*
- 3. *Do the benefits of mandatory masking and other mitigation measures that isolate kids such as physical distancing outweigh the increases in cutting and other self-harm cases we are seeing in our children as indicated by our guidance staff personnel and teachers?*
- 4. *Do the benefits of mandatory masking and other mitigation measures outweigh the significant learning loss that is now being identified through the test data we have?*
- 5. *Is there a possible compromise that we can consider that may reduce the time away from school and other consequences (learning loss, skill deficit increases, less social-emotional connections, etc.) associated with quarantining for asymptomatic individuals?*
- 6. *What is the "end goal" with the masking mandate? What are the specific numbers / metrics that may precipitate prolonged or minimal periods of masking?*
- 7. *Who is at the "table" when these decisions about extending the mandates are made?*
- 8. *What is the real "cost to benefit" analysis of the possible long-term social, academic, and psychological impact of wearing masks for children?*
- 9. *Do the benefits of the quarantine policy that has asymptomatic/healthy students being required to be out of school for extended periods of time outweigh the significant disruption to their learning?*
- 10. *What types of masks have the most benefit? Why?*
- 11. *What is the correlation of wearing masks for students and the impact it has had on the overall rate of positive COVID cases?*
- 12. *What can people do once they get infected or receive a positive test before they go and jam up the emergency room? Weight loss? healthy habits, etc.*
- 13. *What are the specific and most relevant comorbidity factors for COVID deaths?*
- 14. *If the benefits of mandatory masking and quarantine do outweigh other issues, can you please provide the data/randomized controlled studies that went into the "risk to benefit" analyses (possibly even completed by the LLCHD) related specifically to the decision to mandate masking kids under age 13 in Lancaster County and the quarantine policy for asymptomatic/healthy students?*

Additional notes from our Special Board Meeting on Tuesday, November 23rd are listed in our board minutes located on our website.

Olson Complex Update:

- Updates on the Olson Complex include: Tree Removal and Replacement, Triple Jump, Shot and Discus, Timing System, Irrigation System, Facility Usage, and Activities (Panther Baseball Club and track).



District OR-1 : Home of the Panthers!

District Calendar Update: Draft:

- Work continues on a District Calendar for the 2022-2023 school year. I will provide some basic information on our preliminary discussions and a final proposal will be presented for approval at the January 10th regular board meeting.

Character Education Information:

- In addition to the strong academic expectations in the district, another important component is the presence of a quality Character Education curriculum in our schools. At the elementary level, our students receive instruction in the **Second Step** program and at the high school level, students receive instruction through the **Eight to Great** program. These programs help develop socio-emotional skills for students like building positive relationships, social awareness, digital citizenship, self-management, and self awareness.
- A document explaining more about the sequence of curriculum is attached to the administrative report section of tonight's board agenda.
- Mr. Chaffee (our high school counselor) will also present more about these programs at our January 10th regular board meeting.

NSAA Classification for Football:

- Moving into next year (2022) and 2023, District OR-1 will continue to compete at the 8 player level for high school football.
- Although our district's overall student enrollment is steadily growing each year, that growth has not necessarily correlated at all grade levels with participation numbers in the high school football program. This trend aligns with state and national trends.
- Taking into consideration a wide variety of factors such as scheduling, the potential to build greater depth at all levels, remaining competitive (especially at the varsity and JV levels), being vigilant about the sudden impact that injuries and player eligibility can have on rosters, and feedback from our players and coaches, we feel this decision will best benefit our current students and players over the next couple of years.

Strategic Planning

- Last month, our district hosted some Strategic Planning meetings to engage the public and share information about the strategic planning process. In addition to a community engagement meeting held on Sunday, November 7th, a Strategic Overview Committee (SOC) participated in a S.W.O.T. (Strengths, Weaknesses, Opportunities, and Threats) analysis led by representatives from the Nebraska Association of School Boards (NASB). A summary document of those meetings is attached.
- Future community engagement opportunities will be available in the coming months. A "Community Coffee" for all interested patrons will be held on Monday, January 10th at 6:00 p.m. to discuss school spending in Nebraska. This meeting will take place at Palmyra High School.
- Listed below are additional opportunities for community engagement on the topic of Strategic Planning.
 - **Wednesday, January 19th** beginning at 6:00 p.m. at Bennet Elementary School
 - **Wednesday, January 26th** beginning at 6:00 p.m. at Palmyra High School

Upcoming Board Presentations:

- **Monday, January 10th:** John Spatz: NASB Executive Director will lead a presentation on School Spending in Nebraska.



District OR-1 : Home of the Panthers!



Audit Information:

- The annual auditor visit has been completed. A copy of the audit was provided to each board member at last month's meeting. There is an action item listed on the board agenda later tonight that acknowledges receipt of the audit. No deficiencies were identified in the audit.
- The audit has also been uploaded to the Nebraska Department of Education site.

Upcoming Board Meeting Presentations:

- **January 10th Regular Board Meeting:**
 - John Spatz, Executive Director of NASB will be at our January 10th regular board meeting to provide an overview of school spending in Nebraska.
 - John will also be hosting a "Community Coffee" the same night for all interested patrons beginning at 6:00 p.m. at Palmyra High School.
- These diverse presentations continue to help our board members stay current with educational trends and district initiatives.



Palmyra

Color key: Home Away

December, 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
				4:30pm Wrestling-Varsity Palmyra vs. Multiple Schools @ Palmyra High School Main Gym 4:30pm Basketball-G/JV Freeman @ Freeman High School 4:30pm Basketball-B/JV Freeman @ Freeman High School More...	4:30pm Wrestling-G/Varsity Nebraska City vs. Multiple Schools @ Nebraska City High School Basketball-JV (Cancelled) @ Palmyra High School Main Gym 4:30pm Basketball-B/JV Southern @ Palmyra High School Auxiliary Gym More...	9:00am Wrestling-Varsity Conestoga Cougars vs. Multiple Schools @ Conestoga Jr./Sr. High School
5	6	7	8	9	10	11
	4:00pm Basketball-B/JH Elmwood-Murdock @ Palmyra High School Auxiliary Gym	3:45pm-4:15pm FCCLA Chapter Officer Meeting @ Palmyra High School 4:00pm Basketball-G/JV Johnson-Brock @ Johnson-Brock High School 4:00pm-6:00pm FCCLA STAR Work Night @ Palmyra High School More...	FFA AG Expo @ Lancaster Event Center 6:30pm Athletic Booster Meeting @ Palmyra High School	6:00pm-7:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym 7:00pm Winter Concert @ Palmyra High School Main West Gym 7:00pm-8:30pm Youth Basketball Practice @ Palmyra High School Aux East Gym	4:30pm Basketball-G/JV Mead Jr. / Sr. @ Palmyra High School Main Gym 4:30pm Basketball-B/JV Mead Jr. / Sr. @ Palmyra High School Auxiliary Gym 5:45pm Basketball-G/Varsity Mead Jr. / Sr. @ Palmyra High School Main Gym More...	8:00am Basketball-B/JH Palmyra vs. Multiple Schools @ Palmyra High School Main Gym 10:00am Wrestling-Varsity Meridian vs. Multiple Schools @ Meridian High School
12	13	14	15	16	17	18
	4:00pm Basketball-B/JH Weeping Water @ Weeping Water High School 7:00pm BOE Meeting @ Palmyra High School	4:00pm-6:00pm FCCLA STAR Work Night @ Palmyra High School 4:30pm Basketball-B/JV Johnson County Central @ Johnson County Central Middle School 4:30pm Basketball-G/JV Johnson County Central @ Johnson County Central High School More...		4:00pm Basketball-B/JH TBD @ TBA 4:30pm Basketball-G/JV Weeping Water @ Palmyra High School Main Gym 4:30pm Basketball-B/JV Weeping Water @ Palmyra High School Auxiliary Gym More...	4:00pm Wrestling-G/Varsity Wahoo vs. Multiple Schools @ Wahoo High School 6:30pm FFA Pancake Feed Member Auction @ Palmyra High School Aux East Gym	8:00am Basketball-B/JH Elmwood-Murdock @ Elmwood-Murdock High School 9:30am Wrestling-Varsity Johnson County Central vs. Multiple Schools @ Johnson County Central Middle School
19	20	21	22	23	24	25
6:30pm Fine Arts Booster Meeting @ Bennet Elementary	6:00pm Basketball-G/C Team Malcolm @ Palmyra High School Main Gym 6:30pm-8:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym 7:15pm Basketball-B/C Team Malcolm @ Palmyra High School Main Gym	End of 2nd Quarter 6:30pm Wrestling-Varsity Lincoln Christian @ Palmyra High School Main Gym 6:30pm-8:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym	NSAA Moratorium No School Winter Break	NSAA Moratorium No School Winter Break	NSAA Moratorium No School Winter Break	NSAA Moratorium
26	27	28	29	30	31	
NSAA Moratorium	No School Winter Break	No School Winter Break TBD Basketball-G/Varsity David City vs. TBD @ David City High School TBD Basketball-B/Varsity David City vs. Multiple Schools @ David City High School	No School Winter Break TBD Basketball-G/Varsity David City vs. TBD @ David City High School TBD Basketball-B/Varsity David City vs. Multiple Schools @ David City High School 9:00pm Wrestling-Varsity Fillmore Central vs. Multiple Schools @ Fillmore Central High School	No School Winter Break	No School Winter Break	

December Activities Board Report

Winter Activities

All winter activities off and running.

Unified Bowling competed at Districts. 4th season a success with 20 participants.

NSAA Moratorium December 22nd through December 26th

Holiday Tournaments: G/BBB @ David City Holiday Tournament Dec. 28th & 29th

WR Holiday Tournament @ Fillmore Central December 29th

Activities Calendar

See attached

December 13, 2021
Board Report
Admin. Report

1. Bennet Elementary had the K-4 Holiday Music Concert on Monday, November 29th at Palmyra High School. Bennet Singers, and 5th/6th grade Band also performed at Bennet on Monday, December 6th. The students did a tremendous job spreading Holiday Cheer. A big thank you goes out to Mrs. McCreight and Mrs. Murphy-Robb for their time in putting together a wonderful program.
2. Our first semester will come to an end on Tuesday, December 21st. We will be dismissing on December 21st for Winter Break and returning January 5th. Report Cards will go home after the Holiday break.
3. Great things continue to develop in our CTE courses
 - a. Students using our plasma cutter (See pic below)
 - b. Ms. Lemmer took several classes to the quilting museum
 - c. Wood Shop is currently making a shed.



December Activities Board Report

Winter Activities

- All winter activities off and running.
- Unified Bowling competed at Districts. 4th season a success with 20 participants.
- NSAA Moratorium December 22nd through December 26^t
- Holiday Tournaments: G/BBB @ David City Holiday Tournament Dec. 28th & 29th
- WR Holiday Tournament @ Fillmore Central December 29th



NASB STANDARD SUPERINTENDENT EVALUATION

*With goals included:
updated October 9th,
2021*



**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> - 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?	- Lead and Facilitate the Strategic Planning Process - Integrate the Facility Audit and Comprehensive Enrollment Study into a “Master Facilities” Plan					



**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> • 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?	• Ensure that all district policies and curriculum are reviewed, updated as needed, and posted or available for public consumption.					

**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> - 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?	- Develop a comprehensive and collaborative budget that prioritizes student learning and enhances district facilities, programs, and curriculum. - Maximize grant opportunities and resources to address learning acceleration and student “learning loss”.					



**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> • 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?	• Develop and implement a more standardized, succinct, and effective instructional model. • Facilitate and develop relevant and purposeful professional learning opportunities in socio-emotional strategies, instructional practices, and program development.					





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**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> • 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?	• Create a more comprehensive network of socio-emotional supports for staff and students. • Prioritize student safety and security and student engagement of learning. • Re-evaluate and reorganize personnel policies, forms, and protocols.					



**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.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> - 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?	Collaborate with local businesses and higher education institutions to create partnerships to create content and programs to promote and positively impact our school district.					





		Continue to meet business and community members and attend community events whenever possible.
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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: - 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?	Attend professional development conferences and mentoring in the areas of Human Resources, budget, facility planning and effective instructional practices.					

**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> • 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?	• Continue board and community updates. • Support professional development for board members. • Schedule board retreats and committee meetings to meet board member schedules.					





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)



DISTRICT OR-1
STRATEGIC OVERVIEW COMMITTEE
FINAL REPORT 2021

DISTRICT OR-1 STRATEGIC OVERVIEW COMMITTEE FINAL REPORT 2021

We would like to thank the Strategic Overview Committee for their contributions and recommendations to the SWOT Analysis and the Mission, Philosophy, Vision, and Belief Statements.

Administrators

Mike Hart
Heath Johnson
Burke Brown
Aaron Hoeft

Board Members

Brandon Desch, President
Lisa Wilen
Josh Penterman
Jaimi Calfee
Clayton Maahs
Dean Busch

Mike Chafee, Staff
Selina Heitt, Staff
Rebecca Dvorak, Staff
Cassidy Buescher, Staff
Laura Dawson, Staff
Lisa Dowding, Staff
Dan Desmond, Staff
Lisa Stedman, Staff
Brad Gabriel, Staff
Sarah Swartzendruber, Staff
Zach Wemhoff, Staff
Jane Powell, Staff
Tyler Maas, Staff

Rebecca Gill-Rose, Staff
Lydia Lang, Student
Serenity Wheeler, Student
Kylee Kment, Student
Iziah Freeman, Student
Hailey Darrah, Student
Owen Raemakers, Student
Makenna Martin, Student
Shane King, Community
Julie Hippen, Community
Tim Watson, Community
Jared Kerkman, Community
Kris Phillips, Community

Dana Jensen, Community
Bryce Wilson, Community
Tim Cheney, Community
James Waltke, Community
Peter Simmons, Community
Kinsley Havranek, Community
Stacy Ptacnik, Community
Dave Hall, Community
Rick Wilen, Community
Lisa Davis-Kovarik, Community
Darin Corder, Community
Tammy Ringland, Community
Mychelle Thompson, Community

At the conclusion of the Strategic Overview Committee meetings, these are the proposals for the Board and Administration to consider as we move forward in the Strategic Planning Process. There were 8 groups within the SOC that brainstormed Strengths, Weaknesses, Opportunities, and Threats for District OR-1. A summary of the findings follows.

STRENGTHS

Summary of Findings:

- Family/community involvement/engagement/support – (8)
- Facilities – (7)
- Extra Opportunities for extracurriculars/activities – (6)
- Teacher to Student Ratio/Class Size – (5)
- Location – (4)
- Small town atmosphere/feel – (4)
- Expanding community/size – (4)
- Great staff/teachers – (4)
- Teacher/staff retention – (3)
- Sense of community within school/culture – (2)
- Strong communication w/community – (2)
- Student/Teacher genuine relationships – (2)
- New academic offerings/opportunities – (2)
- Forward looking board/admin
- Strong relationship between teachers' association & board
- Pride of students
- High moral/ethical character in staff
- Participation in SENCAP
- Strong Ag Education program
- Character Education programs
- Unified Effort
- Positive feedback in the news
- Alumni returning
- Technology Plans
- Looping – teachers have same students several years in a row

WEAKNESSES

Summary of Findings:

- Space for growth/crowding – (8)
- Gym space/availability – (4)
- Staffing for growth – (4)
- Capacity/growth at Elementary – (3)
- Rec space – (2)
- Lincoln proximity – (2)
- Student/teacher ratio/class size – (2)
- Absence of/limited Diversity – (2)
- Softball/Baseball/Soccer
- More 1:1 content in high school
- Dual credit access
- Breath of activities
- Retaining staff/keeping competitive salaries
- Two separate campuses
- Smaller student body/less options
- Staying competitive/keeping involvement
- Pick-up/Drop-off
- Another bond
- Drug and alcohol availability
- Gap between Bennet/Palmyra
- Academic offering
- Name of District
- Providing for Special Needs to Our Students
- Garbage Service Closer to Elementary
- Relocating Loading Doc
- Facility/Maintenance Manager
- Lack of Seating at Olson Complex

OPPORTUNITIES

Summary of Findings:

- Expand Industrial Tech/Job Training/Career Academy (CTE) – (7)
- More College Credit/AP Opportunities in Person – (4)
- (5-8) or (6-8) Jr. High/Middle School Community - (4)
- Increase Support Staff/Staff – (3)
- Strength/Weight Training Facilities - (3)
- More choices for Academic Offerings (staff) – (3)
- Bigger/More Space/Facilities – (3)
- More Life Ready/Skills Curriculum – (2)
- Mental Health Needs Increased/Mental Health Specialist – (2)
- Unified Campus/ District Unity between Two School Buildings – (2)
- Shared Facilities with Community – (2)
- Auditorium – (2)
- Emotional Support Opportunities (animals)
- Utilize Alumni
- Athletic Offerings
- 1 on 1 Additional Services (space & staff)
- Another Bond
- Wrestling Room
- Student to Student mentorship – high school to elementary school
- Additional Administration
- Rigor in Curriculum
- More Classrooms & Practice Space
- Youth Group
- Getting more Students Involved
- Arts having their own facility
- Scheduling (electives)
- School to Career Focus
- Band Opportunities/Performance Trips
- Expand Technology in All Educational Programs
- Expand Ag Facilities
- Athletic Training on Staff & Student Training Opportunity
- Locally sourced food for Nutrition Programs
- Increase Wages for All Staff
- Work Study/Intern Program
- Senior Friday – Career Learning
- Ability to meet all Special and Behavior Needs
- Generational Community Connections
- One location

THREATS

Summary of Findings:

- Proximity to/Growth of Lincoln/Encroachment – (6)
- Money/Funding/Costs – (6)
- Legislative Mandates/Changes to Legislature – (4)
- Proximity to Other School Districts/Competition – (3)
- Space/Landlocked – (3)
- Staffing/Teacher Shortage – (2)
- Economy/Rapid Growth – (2)
- Staying Personal (Student/Staff)
- Keeping up with Offerings
- Learning Style (virtual)
- Culture Created by Excessive Transfers
- Drug/Alcohol Use
- “Asking for Money” to Stay Competitive
- Resistance to Increased Taxes
- Growing School Needs, but no Huge Increase in Businesses in Community
- Lesser Progressive People in Community
- The Questioning of the Need for More Facilities
- Grant Availability
- Not Moving Fast Enough
- Community Communication
- Division Between the Communities
- Number of Staff to Fill Additional Course Load
- HWY 2 Safety
- Misinformation
- Transportation Costs
- Class Scheduling

DISTRICT OR-1
STRATEGIC OVERVIEW COMMITTEE
FINAL REPORT 2021

The final charge that the Strategic Overview Committee was given was to review District OR-1's Mission Statement, Philosophy, Vision Statement, and Belief Statements. Following are the recommended changes to each statement along with a summary of comments and suggestions.

MISSION (PURPOSE) STATEMENT

Proposed Mission Statement –

Together, we prepare our students to successfully rise above.

CURRENT - *Together, we prepare our students to successfully meet the challenges of the future.*

Summary of Comments:

- Change end to say: “challenges of today and the future” or “challenges of their today and tomorrow”
- After Together, the community and school,
- Adding today and future
- Instead of meet use thrive, or engage, or skilled, or integrity
- It's broad but definitive
- How is it being measured?
- Seize the opportunities? Going above and beyond?
- Who is we?
- Instead of meet use exceed, overcome, or rise above

Suggested Mission Statements:

- Palmyra/Bennet (together) as a community we prepare our students to successfully exceed the challenges of the future
- Our schools and communities prepare our student to succeed the challenges of the future
- Together, our district and communities prepare out students to successfully meet the challenges of the future
- Together, we strive to guide our students to successfully be prepared for their futures
- Together, we prepare our students to be productive, responsible citizens in a changing society through superior educational programs in a safe and supportive environment...unites students, families, educators, and the community...
- Together, we prepare our students to successfully meet the challenges of today and tomorrow
- Together, we prepare our students to successfully seize the opportunities of the future

DISTRICT OR-1 PHILOSOPHY

Proposed Philosophy Statement –

District OR-1 Schools will provide exceptional educational opportunities for each of its students in an environment that encourages meaningful intellectual, social-emotional, creative, and physical development.

CURRENT - It is the philosophy of the District OR-1 Public Schools to provide the highest educational opportunities for each of its students in an environment conducive to maximum individual, intellectual, social, and physical development.

Summary of Comments:

- Change social to social-emotional – (2)
- Change highest to most relevant
- Add creative
- More of an expectation than inspiring
- Every student rather than its students
- Adding endeavors after Schools
- Omit individual
- Defining who District OR-1 is
- Change/Reword the ending after “conductive to”
- Omit maximum individual
- Define “environment conducive to” better
- Will provide a safe, positive, and active learning environment to ensure students strive for excellence while obtaining the knowledge and skills necessary to become lifelong learners
- Ending: environment conducive to succeed in todays
- It is the philosophy of the District OR-1 Public Schools to provide the most relevant educational opportunities for every student in an environment conducive to emotional, intellectual, social, meaningful, and physical development.

VISION (DIRECTION) STATEMENT

Proposed Vision Statement -

**Our schools and communities strive for excellence to empower
our children to thrive.**

CURRENT - District OR-1 commits to a course of action providing continued academic growth through a curriculum that recognizes limitless potential and inspires faith in a positive future for every student. With a sense of community ownership and responsibility, we will remain fiscally accountable and attentive to current and future high-tech facility and staffing needs.

Summary of Comments:

- Not inspiring – (2)
- Somewhat inspiring
- Yes inspiring, more so than purpose
- What does high-tech facility mean?

Suggested Vision Statements:

- District OR-1 commits to providing continued growth through a curriculum that recognizes limitless potential and inspires faith in a positive future for every student. With a sense of community ownership and responsibility, we will remain attentive to current and future high-tech facility and staffing needs.
- District OR-1 commits to a course of action providing continued, not just academic growth through a curriculum that recognizes limitless potential and inspires faith in a positive future for every student. With a sense of community ownership and responsibility, use resources wisely and remain attentive to current and future facility and staffing needs.
- District OR-1 commits to a course of action providing continued student growth through a curriculum that recognizes potential in a positive future for every student. With a sense of community responsibility, we will remain attentive to current and future facility and staffing needs.
- District OR-1 commits to providing continued growth through a curriculum that recognizes limitless potential and inspires faith in a positive future for every student. With a sense of community ownership and responsibility, we will remain attentive to current and future high-tech facility and staffing needs.
- District OR-1 commits to providing continued growth through a curriculum that recognizes limitless potential and inspires faith in a positive future for every student. With a sense of ownership, we will remain fiscally accountable and attentive to current and future facility and staffing needs.
- District OR-1 pledges to a course of action providing continued growth through a curriculum that recognizes limitless potential and inspires faith in a positive future for every student. With a sense of community ownership and responsibility, we will remain fiscally accountable and attentive to current and future facility and staffing needs.
- District OR-1 pledges to a course of action providing academic and activity growth through a curriculum that recognizes potential and confidence in a positive future for every student. With a sense of community ownership and responsibility, we will remain fiscally accountable and attentive to current and future needs.
- District OR-1 commits to a course of action providing continued academic growth through a curriculum that recognizes limitless potential and inspires faith in a positive future for every student. With a sense of community ownership and responsibility, we will remain attentive to current and future needs.

BELIEF STATEMENTS

Proposed Belief Statements -

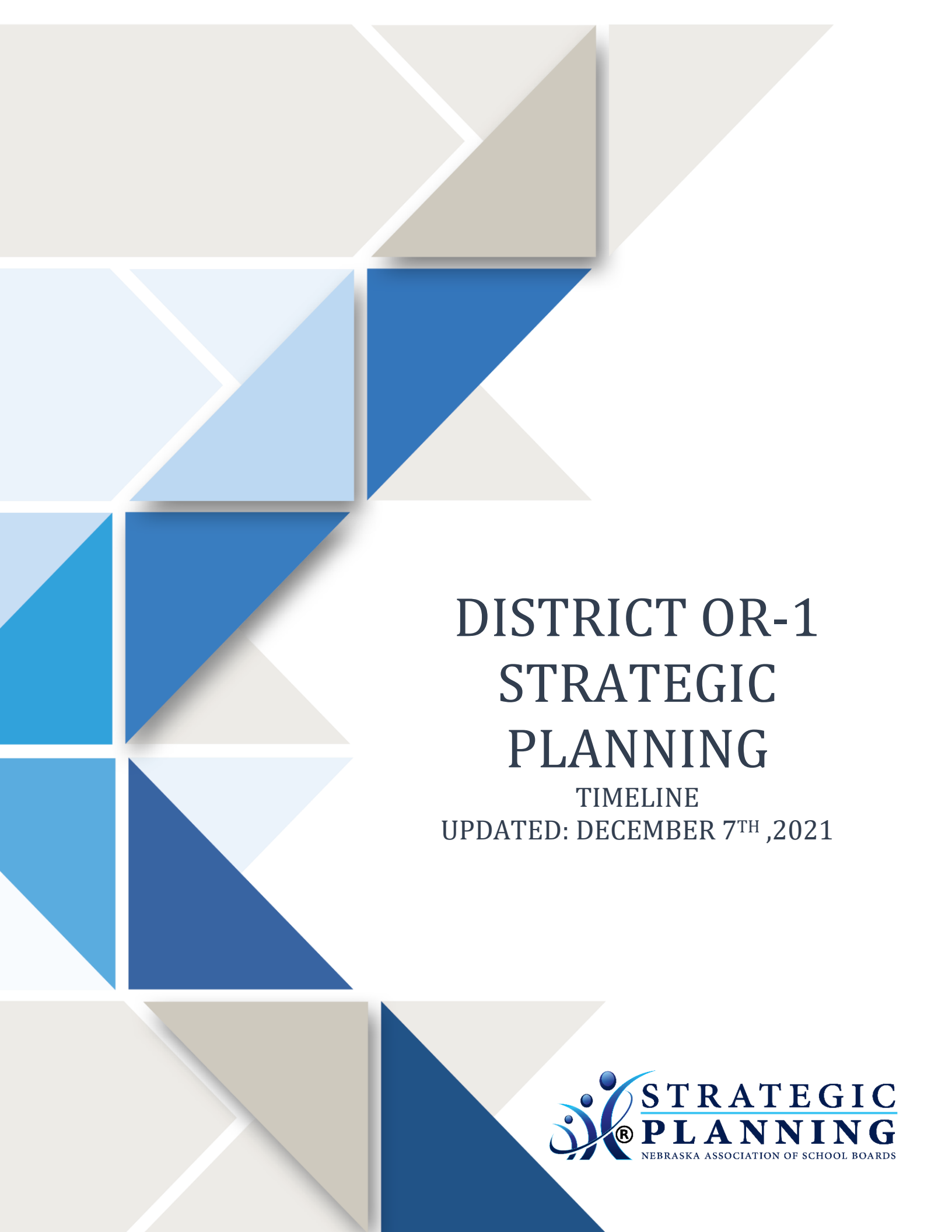
To not have belief statements

CURRENT - District OR-1 will . . .

- 1. Model and reinforce self-respect and respect for others.*
- 2. Provide equal opportunity for each student to develop his/her potential.*
- 3. Seek to develop a sense of individual responsibility and integrity.*
- 4. Seek and integrate educationally sound innovations into the curriculum.*
- 5. Provide a safe learning environment.*

Summary of Comments:

- #4 – educationally sound innovations – underlined – (2)
- Do we need more than a mission and vision? Extra statements/beliefs seem to be wordy and distracting
- #5 change learning to educational
- Need something about providing unique opportunities
- Need something about opportunities for student/teacher relationships
- #5 and physically and emotionally after a
- #2 change each to all & make student plural and change his/her to their
- #2 - change his/her to their
- #2 – omit equal & make opportunity plural
- #3 – omit Seeks to
- #4 – omit Seek and
- #5 – change learning to kind, unbiased, or non-bullying
- All of them are good
- #5 – expand learning environment to include extra-curricular activities somehow
- We like these goals; feel they stand true today
- Not sure how these statements differentiate us
- #4 – Seek and integrate relevant educational methods and innovations into the curriculum
- #4 – embed?
- #5 – Provide a safe community involvement environment for learning to activities



DISTRICT OR-1 STRATEGIC PLANNING

TIMELINE

UPDATED: DECEMBER 7TH, 2021

District OR-1: Detailed Prospective Timeline

The draft timeline provides a general scope of the project and the optimum timeline for strategic planning. The timeline for a district will vary based upon the ability to schedule stakeholder engagement meetings.

Phase One		
Organize and Plan the Process	Target Date	Date Complete
Identify district point person	July 15, 2021	July 15, 2021
Identify Strategic Overview Committee	August 9, 2021 (BOE meeting)	August 9, 2021
Identify community members and business leaders to engage	August 9, 2021 (BOE meeting)	August 9, 2021
Distribute communications packet	October 15, 2021	Completed
Create a proposed timeline to support: - Strategic Overview Committee meetings - Staff engagement meetings - Community engagement meetings - Business leader engagement - Other	September 13, 2021 (BOE Meeting)	Completed
Meeting preparation	October 14, 2021	completed
Send invites, press release, social media promo	October 17, 2021	completed
Verify attendance	October 24, 2021	Completed
Phase Two		
District Needs Assessment	Target Date	Date Complete
Administrators Complete *Survey *Comprehensive Needs Index (CNI) *Program-Service Overview	August 4, 2021	Complete
Conduct Strategic Overview Committee Meeting: *Meeting I – Review Mission, Vision, Beliefs/Values, Conduct SWOT *Meeting II – Review SWOT Results and Mission, Vision, etc. *Meeting III – Present Proposed Strategic Plan Framework	November 7, 2021 November 10, 2021 *February 2, 2022	Sunday, November 7 th 5:00 – 6:30 p.m. And Wednesday, November 10 th from 6:00 – 7:30 p.m. – completed
Administer Stakeholder engagement surveys: *Certified *Classified *Parents *Students	October 7, 2021 October 7, 2021 October 7, 2021 October 7, 2021	Completed
Conduct Community and Business Leader Focus Groups/Surveys *Community – Focus Group *Business Leader – Focus Group and/or Online Survey	Updated: November 7, 2021 November 7, 2021	7:00-8:30 p.m. at Palmyra High School Completed.
NASB compiles all stakeholder data	December 1, 2021	
NASB develop District Needs Analysis	December 13, 2021	

Phase Three		
Define and Build the Plan	Target Date	Date Complete
Develop Strategic Plan Framework	January 2022	
Present Strategic Plan Framework to Administration	February 2 2022	
Phase Four		
Implement and Monitor	Target Date	Date Complete
Present final plan to all SOC – Meeting III	February 9, 2022	
Administer the Strategy Prioritization Assessment	February 21, 2022	
Align Strategic Plan Strategies (e.g., AQuESTT, School Improvement, NE Framework/COGNIA, other	March 1, 2022	
Promote plan internally and externally	April 11, 2022	
Establish Strategic Implementation Team to monitor progress and success at regular intervals	April 20, 2022	
Phase Five		
Support and Evaluation	Target Date	Date Complete
Establish superintendent evaluation aligned to strategic plan	July 2022	
Establish board self-assessment aligned to strategic plan	July 2022	
NASB re-engages internal and external stakeholders	September 2022	
Contact, schedule, and conduct Progress Assessment with NASB	February 15, 2023	

2022 Legislative Session*

Sun	Mon	Tues	Wed	Thur	Fri	Sat
January						
						1
2	3	4	5	6	7	8
			DAY 1	DAY 2	DAY 3	
9	10	11	12	13	14	15
	DAY 4	DAY 5	DAY 6	DAY 7	RECESS	
16	17	18	19	20	21	22
	HOLIDAY	DAY 8	DAY 9	DAY 10	DAY 11	
23	24	25	26	27	28	29
	DAY 12	DAY 13	DAY 14	DAY 15	DAY 16	
30	31					
	DAY 17					

Sun	Mon	Tues	Wed	Thur	Fri	Sat
February						
		1	2	3	4	5
		DAY 18	DAY 19	DAY 20	RECESS	
6	7	8	9	10	11	12
	RECESS	DAY 21	DAY 22	DAY 23	DAY 24	
13	14	15	16	17	18	19
	DAY 25	DAY 26	DAY 27	DAY 28	RECESS	
20	21	22	23	24	25	26
	HOLIDAY	DAY 29	DAY 30	DAY 31	DAY 32	
27	28					
	DAY 33					

Sun	Mon	Tues	Wed	Thur	Fri	Sat
March						
		1	2	3	4	5
		DAY 34	DAY 35	DAY 36	RECESS	
6	7	8	9	10	11	12
	RECESS	DAY 37	DAY 38	DAY 39	DAY 40	
13	14	15	16	17	18	19
	DAY 41	DAY 42	DAY 43	DAY 44	RECESS	
20	21	22	23	24	25	26
	RECESS	DAY 45	DAY 46	DAY 47	DAY 48	
27	28	29	30	31		
	DAY 49	DAY 50	DAY 51	DAY 52		

Sun	Mon	Tues	Wed	Thur	Fri	Sat
April						
					1	2
					RECESS	
3	4	5	6	7	8	9
	RECESS	DAY 53	DAY 54	DAY 55	DAY 56	
10	11	12	13	14	15	16
	DAY 57	DAY 58	DAY 59	RECESS	RECESS	
17	18	19	20	21	22	23
	RECESS	RECESS	DAY 60			
24	25	26	27	28	29	30

Federal & State Holidays

January 17 – Martin Luther King Jr. Day
February 21 - Presidents' Day

Legislative Recess Days

January 14
February 4, 7, 18
March 4, 7, 18, 21
April 1, 4, 14, 15, 18, 19

*The Speaker reserves the right to revise the session calendar.