

Board of Education Regular Meeting
Monday, December 12, 2022 6:00 PM
Mountain
Dundy County Stratton High School
400 9th Avenue West
Benkelman, Nebraska 69021

1. Opening Procedures

Procedural Item

1.A. Call to order

Action Item

1.B. Roll Call

Action Item

1.C. Pledge of Allegiance

Procedural Item

2. Open meetings law

Action Item

1. The Board of Education reserves the right to enter into Closed/Executive Session for 1) the protection of public interest or 2) the prevention of needless injury to the reputation of an individual, and the individual has not requested a public meeting. When making a motion to enter into Closed/Executive Session, the member making such a request should be as specific as possible keeping the previously listed stipulation in consideration.
2. If the Board is in agreement, a motion maybe to enter into Closed/Executive Session to 1) discuss a personnel matter, or 2) for the prevention of needless injury to the reputation of the individual, or 3) to discuss litigation and for the protection of the public interest.
3. Action concerning matters discussed in Closed/Executive Session will be acted upon in open session

3. Awards and Recognitions

Action Item

Jody Crouse: A Moment of Recognition for an Honorable Educator

I would like to take a moment to recognize the endless contributions of one the pillars to the operations of the high school office. Jody Crouse (Ms. Jody, Mrs. Course, Jody) is an administrative assistant at DCS. She has been doing this work for a long period of time. According to Jody she has worked through five (5) principals and four (4) superintendents. She believes this is her 17th year as a member of the Tiger family. It is the seventh year in her current role in the office. This legendary run goes back to the five years she served as the secretary in the Haigler school.

Among some of her immediate attributes, Jody is patient, and has a rapport with the students and patrons that is unparalleled. Listening to her visit with patrons and those who call the school on the phone or visit is a pleasure. She is cordial and yet direct. She is honest and yet jovial. She is harmonious and strives to make everyone she meets feel welcome. She leads by demonstrating and is always willing to help where needed. She has a keen wit and a wickedly funny sense of humor that she unleashes on us every once in a while to remind everyone not to take ourselves too seriously in the office.

Jody is humble. She selflessly serves others and is always looking out for the students and staff that work and play here. She is a local version of the paparazzi but does so with a positive flair. Her photos of contests and students in action are often the only link many families have to the memories of the time students spent here. She is constantly snapping photos. This year we have asked her to do more and more of the media representations for our students. The pictures seen in the hallway of the Student of the Month are an example of her work. One other attribute that makes Jody stand out; she is always looking for the next NEW way to get our students recognized. This epitomizes her kids first, last, and always mindset! She truly embraces the idea that they are ALL our students.

She uses her years of experience to lead out. Her common sense abilities match with her unfettering honesty to create a top tier office manager who has an advanced degree of integrity. In short, Jody gets it. I estimate that my early successes as I transitioned to the role of building leader in DCS can be, in part, directly attributed to her. She has been instrumental in helping facilitate my understanding of who we are and how we operate at DCS and Dundy county Stratton High School. It needs to be added that she possesses an enviable rapport with students and staff that will take others years to acquire. This attribute alone makes her pivotal and irreplaceable. Jody is a high potential employee and we are lucky to have her working on our behalf. She is a Tiger through and through. Thank you for being a part of our family and enjoy the day!.

I would like to take this time to say thank you to Irene Gooder. Irene and her staff have done a very good job this year of handling different situations from shortage of staff to unexpected snow days with a smile. Irene and her staff have more importantly made the breakfasts and lunches tasteful for our students and staff. I have heard many compliments from kids saying how they like the variety of foods they are eating this year and how good it tastes. During our annual thanksgiving dinner, I had several parents come up and rave about how well they food tasted. Thank you Irene and keep up the good work.

Kris Freeland

4. **Public comment**
Information Item

Welcome to the Dundy County Stratton Public Schools Board of Education Meeting. The Board welcomes citizens to attend board meetings to become acquainted with the programs and operations of the district. Members of the public are also encouraged to share their ideas and opinions with the Board during the agenda item labeled "Public Items". Comments or questions from the audience at any other time during the meeting except for the agenda item "Public Items" will out of necessity be declared out of order.

The Nebraska Open Meetings Act prevents the board from speaking to a matter that is not on the agenda. Please understand that the board may be unable to address your issue during the meeting. It is not permissible for the board to comment on items not listed for the protection of the public's right to know and participate in the discussion of items that do come before the board and stated appropriately in the meeting agenda.

During this agenda item "Public Items" we ask that you abide by the following rules:

Public Comment Protocol and Procedures

4. Anyone wishing to speak to the board on specific agenda items or on other topics relevant to board business must complete a Public Comment Request Card and submit it to the Board President prior to the opening of the meeting. The public will only be recognized and their comments heard at Item "Public Items" on the board agenda. The total time allotted for the public comment will not exceed thirty minutes and each member of the public will be allotted not more than five minutes to address the Board. If a group wishes to speak, please designate one spokesperson for the group.
5. Please state your name and the topic you are addressing before you begin.
6. Speakers are asked to direct their questions and comments to the chair. A member of the Board of Education or the Superintendent may direct clarifying questions to the chair, but the board will not under any circumstance enter into a debate with any the member of the public.
7. Speakers may offer objective criticism of district operations and programs, but the Board would encourage members of the public to address complaints concerning individual district personnel through the proper chain of command. The chair may direct the member of the public to the appropriate means to address concerns brought before the Board; however, the board will not respond with action but will take comments under advisement and direct the comments to the appropriate staff member to address outside of the board meeting.
8. Please remember that is a public meeting for the conduct of business of the Dundy County Stratton Public School District. Offensive language, personal attacks and hostile conduct will not be tolerated. You should further be advised

that there is no legal protection for any comments that are made.

9. As stated in **NEB. REV. STAT. § 79-570 Class I, II, III, IV, or VI school district; president; meetings; maintenance of order.**

If any district meeting of a Class I, II, III, IV, or VI school district any person conducts himself or herself in a disorderly manner and persists in such conduct after notice by the president or person presiding, the president or person presiding may order such person to withdraw from the meeting and, if the person refuses, may order any person or persons to take such person into custody until the meeting is adjourned.

10. As stated in **NEB. REV. STAT. § 79-571 Class I, II, III, IV, or VI school district; meetings; disorderly conduct; penalty.**

Any person who refuses to withdraw from such meeting on being so ordered as provided in section 79-570 or who willfully disturbs such meeting shall be guilty of a Class V misdemeanor.

5. **Consent Agenda**

Consent Agenda

6. Motion to approve the consent agenda The consent agenda includes the verification of notice of the meeting by publication in the Benkelman Post & News Chronicle, a legal newspaper for Dundy County and to each member of the board, the approval of the minutes from November 14, 2022 meeting, approve the bills as presented in the amount of \$505061.64 from the General Fund; \$9,649.00 from the Depreciation Fund; \$40,300.22 from the activity fund; and \$14,356.90 from the nutrition fund. Passed with a motion by Nick Ladenburger and a second by Kent Lorens.

- | | |
|-----------------------|---------|
| 7. Brad Baney: | 8. Yea |
| 9. Jason Frederick: | 10. Yea |
| 11. Nick Ladenburger: | 12. Yea |
| 13. Kent Lorens: | 14. Yea |
| 15. Toby Marlin: | 16. Yea |
| 17. Sandy Noffsinger: | 18. Yea |
| 19. Shad Stamm: | 20. Yea |

20.A. Verification of publication and notice

Consent Item

To verify that notice of the meeting was given by publication in the Benkelman Post, a legal newspaper for Dundy County Stratton and by written notice to each member of the board, the designated method of giving notice

20.B. Approval of the minutes

Consent Item

Board of Education Regular Meeting
Dundy County Stratton Public School
Benkelman NE 69021

The Dundy County Stratton Board of Education met on Monday, November 14, 2022 at Dundy County Stratton High School.

President Frederick called the meeting to order at 6:01 PM.

Attendance Taken at 6:02 PM. Brad Baney: Present, Jason Frederick: Present, Steve Guernsey: Present, Nick Ladenburger: Present, Kent Lorens: Present, Toby Marlin: Present, Sandy Noffsinger: Present, Shad Stamm: Present, Jordan Stroup: Present. Present: 9.

Others present:

Jackie Anderson, Superintendent
Troy Lurz, Secondary Principal
Kris Freeland, Elementary Principal
Ronda Sargent, Recording Secretary/Business Manager
Jennifer Fries, Elisha Hinojosa and Trevor Horner

Pledge of Allegiance. The Pledge of Allegiance was recited.

President Frederick stated that the board follows the Open Meetings Act Guidelines which are located in the meeting room. The Board of Education may enter closed session during the meeting when it determines that doing so is appropriate and is authorized by the provisions of the Open Meeting Act.

Awards and Recognition

Welcome and recognition of the new incoming board members! Freeland recognized Mr. Loghry for coming back and working with our students and going above and beyond. Anderson recognized Mr. Loghry, Jennifer Garcia, and Mrs. Shillington for the pop concert and an outstanding performance. Stamm also praised Mrs. Hinojosa for outstanding teaching. Anderson recognized the principals for recognizing students and staff. Frederick mentioned all around positive vibe from the public.

A Moment of Recognition for an Honorable Educator

Lurz recognize the selfless and professional contributions of Elisha Hinojosa, 7-12 Science, and presented her with a certificate.

Public comment

Horner discussed Youth Activities with the use of the school's facilities.

Consent Agenda

Motion to approve the consent agenda passed with a motion by Stroup and a second by Stamm. Marlin: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Baney: Yea, Frederick: Yea, Guernsey: Yea, Ladenburger: Yea, Lorens: Yea. Yea: 9, Nay: 0. The consent agenda includes the verification of notice of the meeting by publication in the Benkelman Post & News Chronicle, a legal newspaper for Dundy County and to each member of the board, the approval of the minutes from October 10, 2022 meeting, approve the bills as presented in the amount of \$529,836.82 from the General Fund; \$88,678.79 from the Special Building Fund; \$20,360.02 from the activity fund; and \$10,547.46 from the nutrition fund.

Financial Report

The audit report for year end 2021 prepared by Dana Cole was distributed. Month-end revenue is down but yearly revenue is up. Expenses are up for both the month's end and yearly. Reimbursement requests for the IDEA, Title and SPEDFRS grants have been submitted. The ESSER III application has been amended waiting for approval. An interfund transfer is being made from the General Fund to the Special Building Fund in order to pay the last payment to On Point Construction. This will be paid back to the General Fund when the money is available in the Special Building Fund.

Motion to approve the financial report as presented passed with a motion by Guernsey and a second by Ladenburger. Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Baney: Yea, Frederick: Yea, Guernsey: Yea, Ladenburger: Yea, Lorens: Yea, Marlin: Yea. Yea: 9, Nay: 0.

Teacher Resignation

Motion to accept, with regret, the resignation of Sam Cahow and thank him for his 4 years of service passed with a motion by Stamm and a second by Lorens. Stamm: Yea, Stroup: Yea, Baney: Yea, Frederick: Yea, Guernsey: Yea, Ladenburger: Yea, Lorens: Yea, Marlin: Yea, Noffsinger: Yea. Yea: 9, Nay: 0.

Use of facilities

Anderson asked for guidance on the facilities use. The Board discussed all the uses needs of all the facilities and decision was made that the head coaches for the youth activities would be responsible for the proper paperwork process for the use of the facility.

NASB information

School Board Conference will be November 16-18th. New school board member workshops available. Ladenburger will be the delegate for any voting needed for the school board conference. Discussion by the board on the possible voting items.

Legislation

Board discussion on the election results.

Elementary Principal Report

Freeland recognized the PINC ladies' donation for the book fair. Other items:

- AR Movie
- Picture Retakes
- Visited Museum
- Red Ribbon Week
- Veteran's Day
- Book Fair

Secondary Principal Report

Lurz presented to the Board:

- Fall Activity Participants and Coaches/Sponsors
- Student of the Month
- Data Update
- Attendance Letters
- Friday Celebration

- Red Ribbon Week
- Drive Safe Day
- Veteran's Day
- Blood Drive

Transportation report is in written form.

Superintendent Report

- Anderson reported:
- Superintendent's goals for evaluation
- Quick Access App
- Crisis Team Training
- Congratulations to the FB team
- Safety Team Training
- Crisis Team Training
- Fire Alarm Safety Panel
- Senior Advisory Team Luncheon
- Principal Evaluations

Board and committee reports

Finance/Budget/Legislation committee

Transportation/Facilities/Grounds committee

Curriculum/Activities/Staff Development committee


Americanism committee

Negotiations committee

Discussion of insurance increases per negotiations. Committee will meet.

Adjourn

Motion to adjourn the meeting at 8:11 passed with a motion by Noffsinger and a second by Marlin. Stroup: Yea, Baney: Yea, Frederick: Yea, Guernsey: Yea, Ladenburger: Yea, Lorens: Yea, Marlin: Yea, Noffsinger: Yea, Stamm: Yea. Yea: 9, Nay: 0.



Toby Marlin, Secretary

20.C. Payment of the bills
Consent Item

General Fund Authorization December 2022

Colonial Life	Payroll	31.20
EFTPS	Payroll	63,579.70
Healthplan Services, Inc	Payroll	511.10
LegalShield	Payroll	98.65
MG Trust Company	Payroll	7,636.00
Nebraska Dept of Revenue	Payroll	9,310.86
Nebraska School Retirement System	Payroll	55,525.78
Principal Life Insurance Co	Payroll	838.33
American Fidelity Assurance	Payroll	3,217.68
American Fidelity Assurance Company	Payroll	484.00
Blue Cross-Blue Shield	Payroll	66,281.19
Law Office of Amber M Brehm	Payroll	371.47
Net Payroll	Payroll	218,400.29
ABC Bus Inc.	Repairs	2,247.18
Al's Lock & Safe Inc	New addition bell supplies	1,837.31
Amazon Capital Services	Security/Safety Speaker Supplies	2,522.35
Anderson, Jacqueline	Mileage for games/conferences	430.00
B & H Foto & Electronics Corp	JBL Control Ceiling Speaker	718.20
Benton, Breeanna	Tiger Canvas Painting	310.00
Black Hills Energy	Gas	1,493.57
Blick Art Materials LLC	Supplies	52.50
BWTELCOM	Communications:Phone, Data, Internet	561.04
City Of Benkelman	Utilities	6,688.71
Cobblestone Inn & Suites-Holdrege	Travel	96.00
Cornhusker Internat'l Trucks	Repairs	1,302.73
Dundy Co Stratton School Lunch	Seconds	2,080.30
Dundy County Clerk	General Election	942.39
Dundy County Hospital	Drug Screening/WC	943.29
Eakes Office Products	Supplies	2,085.18
Esu #15	SPED services 2 of 8	24,458.66
Esu #16	SA Audiology/Staff Development	228.51
Farmers Co-op Grain & Supply	Fuel	2,164.08
Frenchman Valley Coop	Fuel/Propane	13,570.41
Grace Market	Supplies	113.64
Great Plains Communications	Telephone Internet	236.04
Hilton Omaha	NASB Covention	1,057.00
HireRight LLC	Random Testing	299.70
Imperial NAPA	Supplies/Repairs	2,026.72
Jody Crouse-Postage	Postage	131.29
Kent Lorens	Parking State School Board Conf	19.00
Kerchal Supply	Supplies	428.75
KISSFLOW INC	Annual Prorated Charges	1,514.00
Ladenburger, Nicholas	NASB Convention reimb	85.00
Lincoln Marriott Cornhusker	Safety Conference	856.00
MCI	Telephone	50.15
Mues, Kayla	Mileage	97.63
NE Safety Center @ UNK	Pupil Transportation Inservice	325.00
Nebraska Assn of School Boards	St Conf Reg-Fries	398.00
Nebraska.gov	Subscription Fee	100.00
Nebraska/Central Equipment	Repairs	258.60
Northwest Fire Extinguisher	Hood Inspection	114.50
Overhead Door Specialists, LLC	Repairs	222.50
Owens Implement & Supply	Supplies/Repairs	1,033.24
Rocky Mountain Low Voltage	Monthly Monitoring	25.00
Scoop Media LLC	Advertising	221.74

Stratton Auto Parts	Supplies	143.88
SWPPD	Bus Radio	53.00
Taylor, Gregory	CDL	200.00
Unifirst Corporation	Custodial Supplies	812.16
US Bank	Subscriptions/Supplies/Conferences	2,771.42
Verizon Wireless	Cell Service	93.58
Village of Stratton	Utilities	330.95
Yanda's Music & Pro Audio	Supplies	24.49
		<u>\$505,061.64</u>

Depreciation Fund Authorization December 2022

Pivot Electric	Ouside Lighting	5,450.00
Yanda's	Yamaha Piano	4,199.00
		<u>\$9,649.00</u>

Transfers		
MMSA to GF		\$450,000.00
GF to GF Clearing		\$131.26
GF to LF for seconds		\$2,080.30

Vendor Name	Invoice Description	Amount
Checking Account ID ACTIVITY	Fund Number 05 ACTIVITY FUND	
Agile Sports Technologies	HUDL AD Package	8,700.00
Alma Public Schools	Wrestling Entry Fee	90.00
Amazon Capital Services	50/50 Raffle Tickets	251.75
Benkelman Cultural Arts Center, Inc.	AR Movies 10/14/2022	625.00
Bryson Fisher	Officiate JH Wrestling	200.00
Cash Wa Distributing	Concessions	134.00
Chase County Youth Volleyball	4th & 6th Grade Club Volleyball	250.00
Chesterman Company	Concessions	1,174.03
FloSports	JH Wrestling Meet	32.00
Frenchman Valley Coop	Propane Bottle Fill	27.12
Grace Market	Supplies	132.83
Hi-Line Bulls	HS Wrestling Entry Fee	125.00
Hitchcock County Schools	JH Wrestling Meet	75.00
Horner, Trevor	Wrestling Assessor	30.00
Howells-Dodge Public Schools	7-Students, 4-Adults	74.00
Jaymar Business Forms, Inc.	Activity Fund Checks	252.00
Johnson-Brock Public School	2nd Rnd FB Playoff	794.42
Little Caesars Fundraising	Little Caesars Fundraising	4,659.00
Lutz, Travis	Officiate JH Wrestling	200.00
McCook Public Schools	Cattle Trail 2022	150.00
Medicine Valley Schools	JH Wrestling Entry	75.00
Misko Sports	5 Gallon White Field Paint	540.00
National FFA Organization	FFA Jackets	3,357.00
Nebraska FBLA	NFLC Travel and Room Expense	1,339.00
Nebraska School Activities Assn	2nd Rnd Football Playoff Johnson Brock	1,366.19
North Platte St. Patricks	JH WR Entry Fee	50.00
Perkins County Pubic Schools	JH Wrestling Entry	35.00
Scholastic Book Fairs-30	Book Fair	3,542.66
School Health Corporation	Whizzer	159.98
Scoop Media LLC	Newspaper Adds	97.50
Seize The Daisy	Parents Night/Homecoming Royalty Flowers	154.00
Sports Shoppe, The	2 Champro Sublimated Fill in Jerseys	4,942.20
US Bank	CC Supplies	1,288.94
Varsity Spirit Fashions	22-23 Cheer Uniforms	5,376.60
Fund Number 05		<u>40,300.22</u>
Checking Account ID ACTIVITY		<u>40,300.22</u>

Vendor Name	Invoice Description	Amount
Checking Account ID NUTRITION	Fund Number 06 NUTRITION FUND	
Cash Wa Distributing	FFVP	14,011.47
Grace Market	Food	8.13
Innovative Office Solutions, LLC	Supplies	124.60
US Bank	Supplies	20.64
US Foods-Grand Island	Food	192.06
Fund Number 06		<hr/> 14,356.90
Checking Account ID NUTRITION		<hr/> 14,356.90

21. **Business Meeting**

Action Item

21.A. Financial Report

Action Item

Presentation of the financial status of the district, balances in various funds, recent/impending activity therein, anticipated expenses and planning for future considerations. The single audit has been filed with the Federal Clearing house by the auditors. Income is down MTD from last year and up for YTD. Expenses are down for MTD and up for YTD. Fund balances are down by 40% from last year. Still waiting for a response to the NDE reports submitted for reimbursement. ESSER III amendment is pending at this time.

21.B. Motion to approve the financial report as presented Passed with a motion by Shad Stamm and a second by Brad Baney.

- | | |
|-------------------------|-----------|
| 21.C. Brad Baney: | 21.D. Yea |
| 21.E. Jason Frederick: | 21.F. Yea |
| 21.G. Nick Ladenburger: | 21.H. Yea |
| 21.I. Kent Lorens: | 21.J. Yea |
| 21.K. Toby Marlin: | 21.L. Yea |
| 21.M. Sandy Noffsinger: | 21.N. Yea |
| 21.O. Shad Stamm: | 21.P. Yea |

Financial Report December				
	Income		Expense	
	MTD	YTD	MTD	YTD
2022	\$ 41,714	\$ 428,358	\$ 493,118	\$ 2,310,027
2021	\$ 89,785	\$ 400,972	\$ 497,623	\$ 1,728,375
2020	\$ 87,057	\$ 513,914	\$ 489,130	\$ 2,050,725
2019	\$ 82,392	\$ 540,427	\$ 449,730	\$ 2,051,897
2018	\$ 53,585	\$ 422,201	\$ 475,444	\$ 1,935,553
2017	\$ 40,080	\$ 658,901	\$ 465,498	\$ 1,925,842
2016	\$ 108,355	\$ 628,925	\$ 453,290	\$ 1,928,619
2015	\$ 77,368	\$ 1,394,914	\$ 464,992	\$ 1,985,705
2014	\$ 135,615	\$ 1,316,717	\$ 435,110	\$ 1,861,290
Average	\$ 82,899	\$ 827,014	\$ 457,344	\$ 1,948,151

Fund Balances							
	Unemp	General Fund	Depreciation	QCPUF	Spec Build	Dep/SpBd/Q	Total
2022	\$ 13,345	\$ 1,870,293	\$ 498,111	\$ 279,665	\$ 12,041	\$ 789,817	\$ 2,673,455
2021	\$ 13,339	\$ 2,302,513	\$ 326,026	\$ 277,736	\$ 1,072,740	\$ 1,676,502	\$ 3,992,354
2020	\$ 13,329	\$ 2,228,689	\$ 740,156	\$ 200,851	\$ 841,474	\$ 1,782,481	\$ 4,024,499
2019	\$ 13,268	\$ 2,078,692	\$ 544,560	\$ 124,218	\$ 484,110	\$ 1,152,888	\$ 3,244,848
2018	\$ 13,211	\$ 2,138,984	\$ 415,637	\$ 73,989	\$ 383,277	\$ 872,903	\$ 3,025,098
2017	\$ 15,947	\$ 1,724,146	\$ 163,000	\$ 50,070	\$ 254,619	\$ 467,689	\$ 2,207,782
2016	\$ 14,226	\$ 1,443,686	\$ 142,479	\$ 102,154	\$ 265,526	\$ 510,159	\$ 1,968,071
2015	\$ 13,904	\$ 949,012	\$ 192,868	\$ 103,531	\$ 255,518	\$ 551,917	\$ 1,514,833
2014	\$ 13,898	\$ 998,750	\$ 256,747	\$ 113,694	\$ 411,925	\$ 782,366	\$ 1,795,014
Average	\$ 14,076	\$ 1,555,545	\$ 285,882	\$ 94,609	\$ 342,496	\$ 722,987	\$ 2,292,608

Account Groups; Processing Month 11/2022; Account Group ID
 GFREVENUE; Accounts to Include Accounts With Activity

Account Group: GFREVENUE Monthly Board Report Accounts

Fund: 01 GENERAL FUND

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
01 1100	Taxes Levied/Assessed by the School Dist	4,010,812.00	17,255.85	340,331.50	8.49	3,670,480.50
01 1115	Carline Taxes	5,472.00	0.00	0.00	0.00	5,472.00
01 1120	Public Power Dist Sales Tax	2,280.00	0.00	0.00	0.00	2,280.00
01 1125	Motor Vehicle Tax	192,280.00	11,658.74	47,154.14	24.52	145,125.86
01 1140	Penalties & Interest on Taxes	463.00	685.86	7,955.21	1,718.19	(7,492.21)
01 1311	Tuition From Individuals-Reg Ed	0.00	120.00	(1,719.00)	0.00	1,719.00
01 1315	Tuition-Education Entities-Distance Ed	1,824.00	0.00	0.00	0.00	1,824.00
01 1370	Preschool Tuition & Fees	4,256.00	0.00	0.00	0.00	4,256.00
01 1510	Interest on Investments	10,640.00	344.65	1,165.93	10.96	9,474.07
01 1800	Revenue-Community Service Activities	0.00	2,489.00	5,155.00	0.00	(5,155.00)
01 1911	Local License Fees	1,672.00	0.00	1,700.00	101.67	(28.00)
01 1920	Contributions-Donations	19,000.00	0.00	0.00	0.00	19,000.00
01 1990	Other Local Receipts	1,672.00	0.00	0.00	0.00	1,672.00
	Subtotal: LOCAL RECIEPTS	4,250,371.00	32,554.10	401,742.78	9.45	3,848,628.22
01 2110	County Fines And License	15,960.00	687.19	4,423.04	27.71	11,536.96
01 2130	Other County Receipts	760.00	0.00	0.00	0.00	760.00
01 2210	Educational Service Unit Receipts	0.00	500.00	1,500.00	0.00	(1,500.00)
	Subtotal: COUNTY AND ESU RECEIPTS	16,720.00	1,187.19	5,923.04	35.42	10,796.96
01 3110	State Aid	29,753.00	4,182.00	12,546.00	42.17	17,207.00
01 3120	Special Education-School Age	130,720.00	0.00	0.00	0.00	130,720.00
01 3125	Special Ed. Transportation-Sch Age	10,640.00	0.00	0.00	0.00	10,640.00
01 3130	Homestead Exemption	9,880.00	0.00	0.00	0.00	9,880.00
01 3131	Property Tax Credit	399,000.00	0.00	0.00	0.00	399,000.00
01 3132	Personal Property Tax Credit	19,000.00	0.00	0.00	0.00	19,000.00
01 3134	Railroad & Public Property Tax Credit	11,400.00	0.00	0.00	0.00	11,400.00
01 3180	Pro-Rate Motor Vehicle	8,512.00	0.00	1,413.73	16.61	7,098.27
01 3400	State Apportionment	36,480.00	0.00	0.00	0.00	36,480.00
01 3535	Payments For High Ability Learners	1,900.00	0.00	0.00	0.00	1,900.00
	Subtotal: STATE RECEIPTS	657,285.00	4,182.00	13,959.73	2.12	643,325.27
01 4310	REAP: SRSA Grants	26,600.00	0.00	0.00	0.00	26,600.00
01 4505	Title I, Part A ESSA Improving Basic Pro	50,160.00	0.00	0.00	0.00	50,160.00
01 4506	Title I, Part A Accountability ESSA Impr	6,460.00	0.00	0.00	0.00	6,460.00
01 4509	Title II Part A ESSA Supporting Eff Inst	9,500.00	0.00	0.00	0.00	9,500.00
01 4512	IDEA Part B (611) Base Allocation	29,640.00	0.00	0.00	0.00	29,640.00
01 4516	IDEA PreK(619) Base Allocation	380.00	0.00	0.00	0.00	380.00
01 4519	IDEA Enrollment/Poverty	34,200.00	0.00	0.00	0.00	34,200.00
01 4525	Federal Vocational Ed & Tech (Perki	1,520.00	0.00	0.00	0.00	1,520.00
01 4708	Medicaid In Public Schools	10,640.00	1,139.34	3,254.25	30.59	7,385.75
01 4709	Medicaid Administrative Activities	760.00	0.00	0.00	0.00	760.00
01 4998	ELEMENTARY & SECONDARY SCHOOL EMERGENCY RELIEF (ESSER III)	676,664.00	0.00	0.00	0.00	676,664.00
	Subtotal: FEDERAL RECEIPTS	846,524.00	1,139.34	3,254.25	0.38	843,269.75
01 5301	Insurance Adjustments	50,000.00	2,651.75	3,477.82	6.96	46,522.18
	Subtotal: NON-REVENUE RECEIPTS	50,000.00	2,651.75	3,477.82	6.96	46,522.18
		<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
	Grand Total:	5,820,900.00	41,714.38	428,357.62	7.36	5,392,542.38

12/08/2022 01:59 PM

Regular; Processing Month 12/2022; Function Number 53 Records Selected; Fund Number 01

User ID: RJS

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM
01	GENERAL FUND					
1100	Regular Instructional Programs	3,440,429.00	220,752.57	992,231.68	29.33	2,448,197.32
1150	Limited English Proficiency Programs	48,198.00	3,006.09	11,325.04	23.50	36,872.96
1160	Poverty Programs	250,250.00	20,764.37	83,661.96	33.43	166,588.04
1200	Special Education Instructional Programs	396,627.00	38,526.29	137,420.34	34.72	259,206.66
1291	Early Childhood SpEd Ages 3-5	85,192.00	7,259.09	26,844.34	31.51	58,347.66
1292	Early Childhood SpEd Ages 0-2	8,175.00	1,412.50	2,825.00	34.56	5,350.00
1300	Summer School	0.00	0.00	0.00	0.00	0.00
2120	Guidance Services	52,655.00	5,970.47	24,061.43	45.70	28,593.57
2130	Health Services	10,343.00	0.00	478.36	4.81	9,864.64
2140	Psychological Services	0.00	2,423.90	4,847.80	0.00	(4,847.80)
2141	Psychological Services-SPED-School Age	77,504.00	7,068.75	14,137.50	18.24	63,366.50
2142	Psychological Services Sped-Ages 3-5	10,881.00	915.63	1,831.26	16.83	9,049.74
2151	Speech Path/Audiology Svcs SPED SA	28,673.00	6,750.00	13,500.00	47.08	15,173.00
2152	Speech Path/Audiology SPED Age 3-5	3,132.00	693.75	1,387.50	44.30	1,744.50
2153	Speech Path/Audiology Svcs SPED 0-2	3,132.00	693.75	1,387.50	44.30	1,744.50
2161	Occupational Therapy SPED SA	14,423.00	1,762.93	3,525.86	24.45	10,897.14
2171	Physical Therapy Services-SA	5,572.00	186.39	754.54	13.54	4,817.46
2173	Physical Therapy-SPED Ages 0-2	0.00	27.90	373.06	0.00	(373.06)
2212	Instruction & Curriculum Development	162.00	0.00	0.00	509.26	162.00
2213	Instructional Staff Training	4,000.00	353.99	483.28	12.08	3,516.72
2220	Library/Media Services	63,404.00	4,734.75	23,813.36	38.32	39,590.64
2224	EDUCATIONAL TELEVISION SERVICES	0.00	0.00	26,601.00	0.00	(26,601.00)
2230	Instruction-Related Technology	143,929.00	9,002.39	42,090.88	38.11	101,838.12
2240	Academic Student Assessment	0.00	0.00	0.00	0.00	0.00
2310	Board of Education	30,050.00	2,421.13	24,495.35	86.43	5,554.65
2320	Executive Administration	158,552.00	15,800.60	69,066.16	43.92	89,485.84
2330	District Legal Services	8,000.00	0.00	115.00	2.16	7,885.00
2410	Principal	460,906.00	34,528.63	142,149.13	31.24	318,756.87
2510	Fiscal Services	140,686.00	9,963.10	63,875.46	47.85	76,810.54
2570	Personnel Services	0.00	0.00	106.26	0.00	(106.26)
2610	Operation of Buildings	397,948.00	25,642.77	165,105.86	41.49	232,842.14
2620	Maintenance of Buildings	282,908.00	9,499.29	45,577.22	18.68	237,330.78
2630	Care and Upkeep of Grounds	11,316.00	412.81	5,526.77	49.02	5,789.23
2640	Care and Upkeep of Equipment	1,262.00	360.91	360.91	28.60	901.09
2650	Vehicle Operation & Maint (non student t	0.00	39.38	39.38	0.00	(39.38)
2660	Security	5,841.00	2,298.84	4,646.84	79.56	1,194.16
2670	Safety	6,218.00	1,574.20	2,074.20	33.36	4,143.80
2710	Vehicle Operation	426,522.00	37,768.07	150,431.55	35.27	276,090.45
2712	Vehicle Operation-School Age Sped	30,147.00	2,762.18	9,497.46	31.50	20,649.54
2713	Vehicle Operation-Below Age 5 Sped	4,353.00	261.97	857.53	19.70	3,495.47
2730	Vehicle Servicing & Maintenance-Reg Ed	188,034.00	13,559.80	50,598.69	26.91	137,435.31
4700	Building Improvements	0.00	0.00	0.00	0.00	0.00
5000	Debt Service	0.00	0.00	0.00	0.00	0.00
6200	Federal Services-Title I, Part A ESSA Im	111,044.00	0.00	1,315.45	2.10	109,728.55
6210	Federal Services-Title I, Part A Account	532.00	0.00	0.00	100.38	532.00
6310	Federal Services-Title II, Part A ESSA S	27,687.00	1,838.66	7,444.01	26.89	20,242.99
6408	IDEA-PtB-611-Base-EP	86,188.00	0.00	0.00	0.00	86,188.00
6992	Federal Services--REAP-SRSA Grants	0.00	0.00	0.00	0.00	0.00
6997	ESSER II	0.00	0.00	0.00	0.00	0.00
6998	ESSER III	0.00	0.00	68,847.65	0.00	(68,847.65)
8000	Transfers (Outgoing)	650,000.00	2,080.30	23,314.10	3.59	626,685.90
9000	NON-PROGRAM EXPENDITURES	0.00	0.00	0.00	0.00	0.00
9001	Repayment of Interfund Loan General Fund	0.00	0.00	61,000.00	0.00	(61,000.00)
01	GENERAL FUND	<u>7,674,875.00</u>	<u>493,118.15</u>	<u>2,310,026.67</u>	<u>30.72</u>	<u>5,364,848.33</u>
Grand Total:		7,674,875.00	493,118.15	2,310,026.67	30.72	5,364,848.33

TOTAL SUMMARY OF BANK BALANCES

	August	September	October	November
<i>Pinnacle Bank-Unemployment</i>	\$13,343.71	\$13,344.26	\$13,344.83	\$13,345.38
General Fund				
Pinnacle Bank-MMSA	\$1,969,594.61	\$2,544,975.09	\$2,345,384.37	\$1,795,721.69
Pinnacle Bank Benkelman-General Fund	\$44,025.23	\$18,406.57	\$56,958.70	\$58,871.77
Pinnacle Bank Benkelman-Clearing A/C	\$16,689.76	\$14,315.63	\$13,246.85	\$15,699.63
Total General Fund Balances	\$2,030,309.60	\$2,577,697.29	\$2,415,589.92	\$1,870,293.09
<i>Pinnacle Bank Depreciation Fund Balance</i>	\$521,359.58	\$693,454.28	\$498,049.74	\$498,111.14
QCPUF				
Pinnacle Bank Benkelman-Checking A/C	\$278,152.89	\$278,192.06	\$278,247.45	\$278,286.81
NE Liquid Asset Fund	\$1,369.31	\$1,371.64	\$1,374.78	\$1,378.50
Total Qualified Capital Purpose Undertaking Fund	\$279,522.20	\$279,563.70	\$279,622.23	\$279,665.31
<i>Pinnacle Bank Special Building Fund</i>	\$54,399.09	\$126,020.16	\$38,656.87	\$12,040.52
Total Cash in Bank	\$2,898,934.18	\$3,690,079.69	\$3,245,263.59	\$2,673,455.44

CASH FLOW STATEMENT**Beginning Balance General Fund Checking****\$ 58,871.77**

MMSA-Pinnacle Bank 1,795,721.69

Total General Fund Money**\$ 1,854,593.46****ESTIMATED DISBURSEMENTS**

			2021-2022	2020-2021
Bills	<u>78,775.39</u>			
Payroll	<u>426,286.25</u>	505,061.64	<u>552,542.89</u>	<u>505,228.37</u>

COUNTY RECEIPTS

Dundy County Treasurer	<u>25,647.49</u>			
Hitchcock County Treasurer	<u>4,640.15</u>		2021-2022	2020-2021
	<u>30,287.64</u>		<u>55,677.15</u>	<u>46,847.73</u>

Estimated Over(Under)age - GF Checking \$ (415,902.23)

Transfers Out (Interfund Loan for SBF)

Lunch Payroll \$ -

NDE Money

Transfer TO/FROM MMSA \$ 450,000.00

\$ 34,097.77

Regular; Beginning Month 09/2022; Processing Month 11/2022; Fund Number 02, 03, 08,
09

Fund: 02 DEPRECIATION

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
02 101	CASH	521,359.58	224.00	23,472.44	498,111.14
Total:	Current Assets	521,359.58	224.00	23,472.44	498,111.14
Fund Balance					
02 704	FUND BALANCE	521,359.58	23,472.44	224.00	498,111.14
Total:	Fund Balance	521,359.58	23,472.44	224.00	498,111.14
Revenue					
02 1510	Interest Earned	0.00	0.00	224.00	224.00
Total:	Revenue	0.00	0.00	224.00	224.00
Expenditure					
02 2900 450 001	Construction Services	0.00	6,550.00	0.00	6,550.00
02 2900 610 001	General Supplies	0.00	1,133.44	0.00	1,133.44
02 2900 610 002	General Supplies	0.00	0.00	0.00	0.00
02 2900 733 001	Furniture & Fixtures	0.00	15,789.00	0.00	15,789.00
Total:	Expenditure	0.00	23,472.44	0.00	23,472.44
Total:	02	1,042,719.16	47,168.88	23,920.44	1,019,918.72

Fund: 03 EMPLOYEE BENEFIT FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
03 101	CASH	13,343.71	1.67	0.00	13,345.38
03 106	Cafeteria Checking	3,794.18	0.00	0.00	3,794.18
Total:	Current Assets	17,137.89	1.67	0.00	17,139.56
Fund Balance					
03 704	FUND BALANCE	17,137.89	0.00	1.67	17,139.56
Total:	Fund Balance	17,137.89	0.00	1.67	17,139.56
Revenue					
03 1510	Interest Earned	0.00	0.00	1.67	1.67
Total:	Revenue	0.00	0.00	1.67	1.67
Total:	03	34,275.78	1.67	3.34	34,280.79

Fund: 08 SPECIAL BUILDING FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
08 101	CASH	54,399.09	212,380.95	254,739.52	12,040.52
08 131	Receivable Account	71,617.22	19,768.90	90,371.74	1,014.38
Total:	Current Assets	126,016.31	232,149.85	345,111.26	13,054.90
Fund Balance					
08 704	FUND BALANCE	126,016.31	254,739.52	141,778.11	13,054.90
Total:	Fund Balance	126,016.31	254,739.52	141,778.11	13,054.90
Revenue					
08 1100	Taxes Levied	0.00	0.00	19,232.90	19,232.90
08 1140	Penalties & Interest on Taxes	0.00	0.00	456.09	456.09
08 1510	Interest Earned	0.00	0.00	9.21	9.21
08 3180	Pro-Rate Motor Vehicle	0.00	0.00	79.91	79.91
08 9001 000	Interfund Loan from General Fund	0.00	61,000.00	122,000.00	61,000.00
Total:	Revenue	0.00	61,000.00	141,778.11	80,778.11
Expenditure					
08 4700 450 001	Building Improvements-Construction Services	0.00	193,739.52	0.00	193,739.52
Total:	Expenditure	0.00	193,739.52	0.00	193,739.52
Total:	08	252,032.62	741,628.89	628,667.48	300,627.43

Regular; Beginning Month 09/2022; Processing Month 11/2022; Fund Number 02, 03, 08,
 09

Fund: 09 QCPUF

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
09 101	CASH	279,522.20	143.11	0.00	279,665.31
09 131	Receivable Account	4.88	25.58	29.89	0.57
	Total: Current Assets	279,527.08	168.69	29.89	279,665.88
Fund Balance					
09 704	FUND BALANCE	279,527.08	0.00	138.80	279,665.88
	Total: Fund Balance	279,527.08	0.00	138.80	279,665.88
Revenue					
09 1100	Taxes Levied	0.00	0.00	21.93	21.93
09 1140	Penalties & Interest on Taxes	0.00	0.00	3.65	3.65
09 1510	Interest Earned	0.00	0.00	113.22	113.22
	Total: Revenue	0.00	0.00	138.80	138.80
	Total: 09	559,054.16	168.69	307.49	559,470.56

Activity Fund Balance Report - Summary - Exclude Encumbrances

09/2022 - 11/2022

Regular; Beginning Month 09/2022; Processing Month 11/2022; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704	FUND BALANCE	1,525.00	0.00	0.00	0.00	1,525.00
05 704 0100	Cheerleaders	3,661.79	0.00	0.00	0.00	3,661.79
05 704 0105	Cheerleading Fundraising	1,181.50	7,429.15	4,704.73	0.00	(1,542.92)
05 704 0110	Cross Country	0.00	542.25	425.00	0.00	(117.25)
05 704 0115	Cross Country Fundraising	(56.50)	6.00	74.72	0.00	12.22
05 704 0120	Football	6,082.86	15,086.07	10,148.28	0.00	1,145.07
05 704 0125	Football Fundraising	7,176.58	4,216.13	0.00	0.00	2,960.45
05 704 0130	Volleyball	3,082.86	4,652.16	1,594.14	0.00	24.84
05 704 0135	Volleyball Fundraising	18,035.62	3,986.52	1,465.47	0.00	15,514.57
05 704 0140	Basketball	6,000.00	3,128.00	0.00	0.00	2,872.00
05 704 0145	Boys Basketball Fundraising	272.34	103.00	0.00	0.00	169.34
05 704 0147	Girls Basketball Fundraising	3,373.20	0.00	0.00	0.00	3,373.20
05 704 0150	Wrestling	3,000.00	1,311.97	150.00	0.00	1,838.03
05 704 0155	Wrestling Fundraising	2,381.60	0.00	0.00	0.00	2,381.60
05 704 0160	Track	1,000.00	2,969.46	0.00	0.00	(1,969.46)
05 704 0165	Track Fundraising	80.50	0.00	0.00	0.00	80.50
05 704 0170	Girls Golf	0.00	350.95	600.00	0.00	249.05
05 704 0175	Girls Golf Fundraising	694.36	363.00	331.54	0.00	662.90
05 704 0180	Boys Golf	5,000.00	0.00	0.00	0.00	5,000.00
05 704 0185	Boys Golf Fundraising	656.14	0.00	0.00	0.00	656.14
05 704 0190	Ticket Taking/Clock	134.55	0.00	0.00	0.00	134.55
05 704 0300	Class of 2024	1,434.48	105.77	2,361.40	0.00	3,690.11
05 704 0310	Class of 2025	2,419.89	1,066.00	2,430.50	0.00	3,784.39
05 704 0320	Class of 2027	4.59	0.00	0.00	0.00	4.59
05 704 0330	Class of 2023	424.50	0.00	553.08	0.00	977.58
05 704 0335	Class of 2026	450.45	0.00	0.00	0.00	450.45
05 704 0340	FBLA	9,588.64	8,454.92	19,322.50	0.00	20,456.22
05 704 0350	Daycare	0.00	780.34	0.00	0.00	(780.34)
05 704 0360	FCCLA	(2,676.84)	257.73	2,055.00	0.00	(879.57)
05 704 0370	FFA	13,855.31	2,924.94	3,257.50	0.00	14,187.87
05 704 0400	Student Council	0.00	748.78	186.51	0.00	(562.27)
05 704 0420	Play/Musical	1,659.18	0.00	0.00	0.00	1,659.18
05 704 0430	7-12 Vocal	0.00	572.98	42.00	0.00	(530.98)
05 704 0445	Music Fundraising	1,760.88	0.00	0.00	0.00	1,760.88
05 704 0460	Play Production	0.00	400.00	0.00	0.00	(400.00)
05 704 0470	Mock Trial	0.00	150.00	0.00	0.00	(150.00)

Activity Fund Balance Report - Summary - Exclude Encumbrances

09/2022 - 11/2022

Regular; Beginning Month 09/2022; Processing Month 11/2022; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0490	Art Club	2,090.25	870.77	364.61	0.00	1,584.09
05 704 0600	Shop Projects	81.11	0.00	0.00	0.00	81.11
05 704 0610	Pop Account	0.00	755.62	0.00	0.00	(755.62)
05 704 0620	Sp Ed Activity A/C	703.60	0.00	0.00	0.00	703.60
05 704 0630	Revolving	5,000.00	670.02	795.48	0.00	5,125.46
05 704 0640	Special Purchasing	5,571.33	0.00	0.00	0.00	5,571.33
05 704 0650	Box Tops for Education	2,794.03	1,473.08	180.00	0.00	1,500.95
05 704 0660	Annual	1,349.66	5,653.85	530.00	0.00	(3,774.19)
05 704 0665	DCS News	200.00	0.00	0.00	0.00	200.00
05 704 0670	Computer Technology	774.84	0.00	0.00	0.00	774.84
05 704 0690	Concessions	1,582.05	9,748.03	7,492.14	0.00	(673.84)
05 704 0800	Grade Activity	8,161.05	3,964.61	4,042.66	0.00	8,239.10
05 704 0810	Stuco-Grade School	0.00	581.25	122.24	0.00	(459.01)
05 704 0830	Stratton	939.04	0.00	0.00	0.00	939.04
Fund Total: 05		121,450.44	83,323.35	63,229.50	0.00	101,356.59

Regular; Beginning Month 09/2022; Processing Month 11/2022; Fund Number 06

Fund: 06 NUTRITION FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
06 101	CASH	6,578.38	86,420.53	56,131.70	36,867.21
06 103	Payroll Cash	0.00	0.00	33,270.67	(33,270.67)
Total: Current Assets		6,578.38	86,420.53	89,402.37	3,596.54
Current Liabilities					
06 450	PAYROLL DEDUCTION PAYABLE	0.00	35.70	35.70	0.00
06 451	FICA PAYABLE	0.00	4,154.18	4,154.18	0.00
06 452	FIT PAYABLE	0.00	1,421.92	1,421.92	0.00
06 453	INSURANCE PAYABLE	0.00	2,203.02	2,203.02	0.00
06 454	RETIREMENT PAYABLE	0.00	4,853.13	4,853.13	0.00
06 455	SIT PAYABLE	0.00	678.36	678.36	0.00
Total: Current Liabilities		0.00	13,346.31	13,346.31	0.00
Fund Balance					
06 704	FUND BALANCE	6,578.38	89,447.50	86,465.66	3,596.54
Total: Fund Balance		6,578.38	89,447.50	86,465.66	3,596.54
Revenue					
06 1510	Interest Earned	0.00	0.00	1.62	1.62
06 1611	Daily Sales-School Lunch Program	0.00	0.00	19,271.48	19,271.48
06 1612	Daily Sales-School Breakfast Program	0.00	0.00	1,592.15	1,592.15
06 1990	Other Local Receipts	0.00	0.00	379.00	379.00
06 4210	Federal Reimbursement	0.00	0.00	28,770.32	28,770.32
06 5200	Transfers from General Fund	0.00	15,000.00	36,233.80	21,233.80
Total: Revenue		0.00	15,000.00	86,248.37	71,248.37
Expenditure					
06 3100 110 001	Salaries of Regular Employees-Non-Instru	0.00	12,928.58	0.00	12,928.58
06 3100 110 002	Salaries of Regular Employees-Non-Instru	0.00	14,159.43	0.00	14,159.43
06 3100 120 002	Salaries of Temporary Employees-Non-inst	0.00	0.00	0.00	0.00
06 3100 130 001	Overtime-Non Instructional Staff	0.00	62.90	0.00	62.90
06 3100 210 001	Group Insurance-Non Instructional	0.00	824.58	0.00	824.58
06 3100 210 002	Group Insurance-Non Instructional	0.00	824.58	0.00	824.58
06 3100 220 001	Social Security-Non Instructional	0.00	993.86	22.60	971.26
06 3100 220 002	Social Security-Non Instructional	0.00	1,083.23	22.53	1,060.70
06 3100 230 001	Retirement-Non Instructional	0.00	1,222.40	0.00	1,222.40
06 3100 230 002	Retirement-Non Instructional	0.00	1,216.24	0.00	1,216.24
06 3100 270 001	Worker's Comp-Non-Instructional Staff	0.00	1,800.00	0.00	1,800.00
06 3100 270 002	Worker's Comp-Non-Instructional Staff	0.00	1,800.00	0.00	1,800.00
06 3100 610 001	General Supplies	0.00	2,085.93	0.00	2,085.93
06 3100 610 002	General Supplies	0.00	2,110.61	0.00	2,110.61
06 3100 630 001	Food: School Food Service Program	0.00	16,116.14	0.00	16,116.14
06 3100 630 002	Food: School Food Service Program	0.00	17,219.02	172.16	17,046.86
Total: Expenditure		0.00	74,447.50	217.29	74,230.21
Total: 06		13,156.76	278,661.84	275,680.00	152,671.66

US BANK Credit Card Nov 2022

10/25/2022	NMEA	Conf Reg	100
10/26/2022	Menards	Supplies	34.22
10/26/2022	Menards	Supplies	251.20
11/01/2022	Pizza Hut	RPAC meal	13.76
11/02/2022	The Oven	SPED Conf meal	25.2
11/03/2022	Texas de Brazil	SPED Conf meal	67.38
11/04/2022	Embassy Suites	SPED Conf meal	525.47
11/04/2022	Hy-Vee	Fuel	60
11/07/2022	ELDT	DOT training	50.00
11/08/2022	Menards	Supplies	508.26
11/10/2022	Dollar General	Supplies	18
11/14/2022	TimeSaver	Fuel	49.23
11/14/2022	OnStar	Equinox	34.99
11/15/2022	Owens	Keys	7.99
11/17/2022	Cunningham	MTTS conf	123.84
11/17/2022	Caseys	Fuel	56.95
11/18/2022	Lincoln Marriott	MTSS conf	38.17
11/18/2022	Cornhusker	MTSS conf	103.28
11/18/2022	Freddys	MTSS conf	63.70
11/18/2022	Ivanna Cone	All State Choir	6.18
11/18/2022	Speedee Mart	Fuel	77.51
11/18/2022	Rise	Subscription	28.35
11/16/2022	City of Lincoln	Parking	8.75
11/16/2022	Freddys	All State Choir	10.74
11/16/2022	Qdoba	All State Choir	12.50
11/17/2022	Raising Cane	All State Choir	12.47
11/18/2022	Fortune	All State Choir	8.74
11/18/2022	Sam Club	Fuel	40.21
11/18/2022	City of Lincoln	Parking	2.50
11/18/2022	Red Lobster	NCSB	70.11
11/18/2022	Caseys	Fuel	96.06
11/18/2022	Hilton Parking	Parking	15.00
11/18/2022	Country Inn	All State Choir	239.32
11/18/2022	Dollar General	Supplies	3.88
11/18/2022	Wendys	All State Choir	7.46

2771.42

21.Q. Accept the contract for Emily Cameron, ELA teacher for the 2023-2024 school year.
Action Item

21.R. Motion to accept the teaching contract for Emily Cameron for the 23-24 school year. Passed with a motion by Sandy Noffsinger and a second by Shad Stamm.

21.S. Brad Baney: 21.T. Yea

21.U. Jason Frederick: 21.V. Yea

21.W. Nick Ladenburger: 21.X. Yea

21.Y. Kent Lorens: 21.Z. Yea

21.AA. Toby Marlin: 21.BB.
ea

21.CC. Sandy Noffsinger: 21.DD.
ea

21.EE. Shad Stamm: 21.FF. Yea

21.GG. Accept, with regret, the resignation of Lori Rettele.
Consider Voluntary Retirement Incentive Application
Action Item

21.HH. Accept, with regret, the resignation of Lori Rettele and thank her for her 35 years of service. Passed with a motion by Toby Marlin and a second by Brad Baney.

21.II. Brad Baney: 21.JJ. Yea

21.KK. Jason Frederick: 21.LL.
ea

21.MM. Nick Ladenburger: 21.NN.
ea

21.OO. Kent Lorens: 21.PP. Yea

21.QQ. Toby Marlin: 21.RR.
ea

21.SS. Sandy Noffsinger: 21.TT.
ea

21.UU. Shad Stamm: 21.VV.
ea

21.WW. Motion to accept the Voluntary Retirement Agreement for Lori Rettele. Passed with a motion by Nick Ladenburger and a second by Shad Stamm.

21.XX. Brad Baney: 21.YY.
ea

21.ZZ. Jason Frederick: 21.AAA.
ea

21.BBB. Nick Ladenburger: 21.CCC.
ea

21.DDD.	Kent Lorens:	21.EEE. ea
21.FFF.	Toby Marlin:	21.GGG. ea
21.HHH.	Sandy Noffsinger:	21.III. Yea
21.JJJ.	Shad Stamm:	21.KKK. ea

21.LLL. Amend the negotiated agreement, changing language for renegotiating the 2023-2024 base salary.
Action Item
4. The base salary for 2023-2024 will be \$40,900 provided the EHA insurance rate increase is between 4 and 6%. If the EHA insurance rate increase falls outside of that range the base increase **will** be recalculated based on a 3.96% package increase using the 2022-2023 staff.

21.MMM. Motion to approve the language change within the negotiated agreement from "will" to "may" in Article VII, number 4. Passed with a motion by Sandy Noffsinger and a second by Toby Marlin.

21.NNN.	Brad Baney:	21.OOO. ea
21.PPP.	Jason Frederick:	21.QQQ. ea
21.RRR.	Nick Ladenburger:	21.SSS. ea
21.TTT.	Kent Lorens:	21.UUU. ea
21.VVV.	Toby Marlin:	21.WWW. ea
21.XXX.	Sandy Noffsinger:	21.YYY. ea
21.ZZZ.	Shad Stamm:	21.AAAA. ea

Dundy County Stratton Public Schools



Negotiated Agreement
2022-2023
and
2023-2024

Dundy County Stratton Schools Negotiated Agreement

This agreement is between the Dundy County Stratton Public School District and the Dundy County Stratton Education Association. It is subject to change only by the provisions described in Article X.

Article I Recognition

Professional Recognition Agreement between the Board of Education and the Dundy County Stratton Education Association states in part (1969-70):

The Board recognizes the Association as the exclusive negotiating agent for all certificated personnel, except the superintendent and principal(s) who are employed by the Board. The Association shall submit to the Board by February 1st of each year a statement of the number of active members of the Association. This recognition shall continue in effect so long as the Association's active membership contains more than fifty (50) percent of the total certificated personnel.

The Board recognizes that the Association has its own structure for internal communication. The Association's elected negotiators will disseminate information concerning the status of negotiations to all teachers.

OPENING NEGOTIATIONS: Issues proposed for discussion shall be submitted in writing by the Association to the Board or its delegated representative on or before February 1 of each year. The board will accept or reject the request in whole or in part and shall give written notice of its decision by March 1st. If the Board accepts the request, the first meeting shall be held by November 1st. No fewer than four meetings will be held prior to January 31st. If an agreement is not reached on or before February 8th, the Board and Association will submit to mandatory mediation or fact-finding, unless both parties agree in writing to forgo mandatory mediation or fact-finding.

Article II Grievance Procedure

The purpose of a grievance procedure is to provide for equitable solutions following the designated chain of command to the problems which may arise from time to time concerning the interpretation, application, or meaning of the

terms and conditions of employment at Dundy County Stratton Schools. An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the district's employees.

The Grievance Procedure is non-negotiable and is the responsibility of the board of Education. See Appendix C for the Grievance Procedure.

Article III Reduction in Force

Paragraph seven (7b) of the R.I.F. Policy shall be changed to read five (5) school days instead of three (3) days. The R.I.F. policy is a responsibility of the Board of education and is not negotiable, except specific number of days in paragraph seven (7b). See Appendix D for the Reduction in Force Policy.

Article IV Dues-Deduction

Dues for DCSEA, NSEA, and NEA are paid directly by the teacher and not deducted from payroll.

Article V Professional Growth

Each permanent (tenured) certificated teacher shall give evidence of professional growth every six years. Six semester hours of college credit shall be accepted as evidence of professional growth. Other activities that may be used for professional growth points are listed below. A total of 30 points must be secured in a six-year period. Teachers hired in the middle of a six- year cycle who achieve permanent (tenured) status prior to the end of a six-year cycle shall earn an equivalent of one college credit or five points per year of permanent status.

The first six-year period will end on January 1, 1986 and future periods will end every six years hence. Courses in progress at the closing date will be applied to the next professional growth requirement as described in Nebraska State Statute (1982) and may be subject to statutory provisions including contract amendment or termination related to the failure to give evidence of professional growth.

Points may be secured as follows:

1 hour college credit	5 points
1 day professional leave	1 point
1 or 2 day workshop (non-credit)	1 point per day
1 day in-service (4 hr. minimum other than preschool orientation)	1 point
Professional Convention (NSBA, NSCA, etc.(brief summary of sessions attended.)	1 point per day
Curriculum Committee Service	10 points
School Improvement Committee Service	5 points
Technology Training	5 points
H.A.L. Committee Service	5 points
Assessment Training	5 points
Workshop (on Saturday or non-contract day)	5 points (all day) 2.5 points (1/2 day)

Records shall be kept by the teacher and shared with the principal. Teachers not meeting growth point expectations will meet with the Principal prior to May 25.

Article VI Approved Leaves of Absence

All approved leaves of absence will occur between August 1 and July 31 of the school calendar year. A current leave summary will be provided in each monthly paycheck.

Sick Leave

Sick leave shall be granted at a rate of 12 days per year, accumulative to 40 days. Sick leave shall be for personal or family illness. Following three consecutive sick leave days, a doctor's certificate may be requested by the superintendent. New employees will be given 15 days of sick leave to begin the year. Sick leave for family shall be granted to each teacher for illness of children or spouse or serious illness or hospitalization of a member of the immediate family. Immediate family is defined as the following: parent, spouse, child, brother, sister, grandparents, grandchild, and in-laws (mother, father, sister, brother, son, daughter, grandparents.)

Buyback option for each day exceeding 28 at \$50.00 per day exists. Claims for buyback must be filed by receipt to the office between the conclusion of the school year and September 1st of that contract year.

Bereavement Leave

Bereavement leave shall be granted at a rate of five (5) days per year. This leave is non-accumulative. Three (3) days of bereavement or sick leave may be used

per year for attending DCS school activities when all personal leave has been used. (Sick leave is used when all bereavement days have been used.) Teachers will be docked sub-rate for each day used. One (1) day of bereavement leave will be granted for Masters Degree graduation with no pay dock. Attendance at graduation is required if this leave is used. Three (3) days of bereavement leave may be used for appointments, only after short/long term disability requirements have depleted accumulated sick leave. Teachers will be docked sub-rate for each day used.

Personal Leave

Personal leave is defined to be business the teacher finds necessary to be conducted during normal school hours and for uniquely personal and significant events affecting the teacher. Teachers are allowed 3 days of personal leave per school year subject to the discretion of the superintendent. The request for personal leave must be made five (5) days in advance of the requested leave day except in cases of emergency. All requests for personal leave will be responded to in writing by the Superintendent of Schools or his designee. Such personal leave shall be discouraged from being taken either before or after vacation days that are part of the normal school calendar. Personal leave may accumulate to five (5) days; personal leave is still granted at three days per year. This "3+2" Personal Leave Policy is subject to all other previously negotiated provisions of personal leave.

Buyback Option-Unused Personal Leave (maximum 2 days per year) will be bought back at substitute rate pay (no mileage). Claims for pay must be filed in the office between the conclusion of the school year and September 1st of that contract year.

Professional Leave

Two days professional leave is allowed for each faculty member. The leave must be approved by the administration. Reimbursement for leave of a professional nature shall be as follows:

1. School vehicle provided
2. Motel paid
- 3.1 Meals at State rate, use school card
4. Receipts must be provided
5. Registration for training will be paid (not membership dues)
6. No Sub pay

Duty leave is assigned by Administration. Examples include:

1. Coaching, Extra Duty related trainings
2. PLC meetings
3. Per federal guidance, meals are only paid when overnight stay is required.

Article VII

Salary Schedule and Definitions

Extra Duty Pay Schedule

Attached to this agreement as Appendix A1, A2, and A3 is the salary schedule and as Appendix B the Extra Duty pay schedule. Implementation of the schedule is defined as follows:

Salary Schedule

1. The salary schedule shall contain horizontal columns and vertical steps. There shall be a B.A., B.A. +9, and B.A. +18 with steps 7, 8 and 9 respectively. B.A. +27, and B.A. + 36 columns with steps 11 and 12 respectively. In addition to the B.A. columns, there shall be a M.A., M.A. +9, and M.A. +18 columns. These columns shall have 13,15,16 steps respectively. All horizontal columns shall have incremental movement of 4%. There shall be vertical movement of recognizing experience at 4% per step throughout the schedule. (See Appendix A1.)
2. Horizontal movement will take place in accordance with the number of hours obtained. Vertical movement on the salary schedule will be one step per year.
3. The base salary for 2022-2023 will be \$40,500
4. The base salary for 2023-2024 will be \$40,900 provided the EHA insurance rate increase is between 4 and 6%. If the EHA insurance rate increase falls outside of that range the base increase will be recalculated based on a 3.96% package increase using the 2022-2023 staff.on
5. All (but not more than) teaching years of experience will be recognized for placement on the salary schedule for incoming teachers. Acknowledgment of all or a portion of the years will be at the Board of Education's discretion.
6. All graduate hours above the B.A. or B.S. degree shall be accepted for horizontal movement up to and including the B.A. +18 column on the salary schedule. Other graduate hours will be approved for further horizontal movement when those hours represent a portion of the program required for an advanced degree. Eighteen hours of non-degree work may be may be applied for horizontal movement before or after a Master's Degree is earned.
ment before or after a Master's Degree is earned.

Graduate and undergraduate hours, correspondence and onlineonline courses which improve the teacher's preparation in his/her particular field or which increases the number of endorsements for which he/she shall be qualified may be recognized for horizontal advancement upon approval of the superintendent.

Any teacher making a horizontal move on the salary schedule shall meet with the superintendent for a transcript review.

Extra-Duty Schedule

The extra duty pay shall be a percentage of the annual base. For each year of experience in the designated position(s) a person shall receive the longevity percentage for his/her extra duty assignment with ½ percent of the annual base. Longevity for extra duty assignments accumulated while in the Dundy County-Stratton Public School system will be maintained as long as the activity sponsor remains employed in the system even with the interruption of extra duty assignments.

Beginning in 2005-2006 the amount of longevity pay received for extra curricular assignment shall not exceed ½ of the original amount of the base stipend paid for the extra duty. Employees over this amount will be grandfathered in at their 2005-2006 percentages.

Article VIII Insurance Coverage

Health Insurance

The district shall pay the health insurance rates for the school years 20222-20233 and 20233-20244. The carrier will be Blue Cross/Blue Shield of Nebraska: the coverage will be a dual option of either a \$1050.00 Deductible Blue Preferred PPO plan with pre-admission certification and which currently includes 100% coverage for wellness issues and preventative care or a \$3600 High Deductible HSA plan.

1. Types of Enrollment:

- A. Single Membership:** Covers the employee only.
- B. Employee and Spouse:** Covers the employee and his or her spouse.
- C. Employee and Child(ren):** Covers the employee and his or her eligible dependent children, but does not provide coverage to a spouse.
- D. Family Membership:** Covers the employee, spouse, and eligible dependent children.

Eligible Dependent Children: The employee's dependent children (excluding foster children) are covered to age 26. Reaching age 26 will not end the covered child's coverage as long as the child is and remains both incapable of self-sustaining employment by reason of mental or physical handicap and dependent upon the subscriber for support and maintenance.

2. EHA chart and definitions follows in Appendix E.
3. Only single dental insurance is offered to employees. Additional dental coverage may be purchased at the discretion of the employee. Any additional premium cost is their responsibility.
4. If an employee is married to a person who is employed by an education institution that provides employer paid health insurance from EHA Blue Cross/Blue Shield of Nebraska the district may negotiate and agree with the other education institution and will pay it half the premium that it would have paid for the employee's coverage at Dundy County Stratton and the other education institution pay for its employee the employee and family or employee and spouse applicable EHA coverage. This is in lieu of each spouse being insured under their employers provided full family coverage and in lieu of both employers paying for full employee and family coverage for the same family. Note: The employee may elect to take their EHA insurance coverage at either institution. The administration will be responsible for communicating the terms of premium payment to the insuring institution.

Short and Long Term Disability Insurance

Short-term and long-term disability policies shall be allowed by the board. The carrier and provisions of this policy shall be determined by the association. Changes to the carrier will be proposed by the administration and approved by the association. The cost of this coverage shall be paid by the employees via a payroll deduction.

Article IX Miscellaneous

1. Items (such as extra duty) on the addendum sheet attached to the teaching contract are a part of the contract and shall only be changed upon mutual agreement of the parties concerned. If no agreement is reached, the matter will be decided by the Board of Education.

2. Teachers who supervise any class period(s) for absent teachers shall be paid \$20.00. A teacher must complete a form prescribed by the principal the day of "covering" a class. The principal shall record which teachers have covered classes and report such to the district (bookkeeper) office by the 1st of each month. The payment will occur with payroll. A record shall be kept in the principal's office and by the teacher. This amount shall be paid monthly on the 15th of each month.
3. No teacher shall be taken out of his/her contracted teaching assignment to serve all day as a substitute for an absent teacher, except in emergency situations.
4. All head sponsors of activities shall be allowed one day of duty leave for a state activity when their team/organization does not qualify. All of the expenses, including meals, will be the responsibility of the sponsor.
5. Ticket taking, clock, and bookkeeper-These duties will no longer be assigned to teachers, and will be removed from the negotiated contract. These activities will be the responsibility of the Athletic Director, and teachers may volunteer to participate. Pay will be set by the AD and the Board of Education.
6. Additional sponsor pay: for all activities that have a ratio greater than 12:1 (sponsor/coach to participants) shall be paid \$70.00 per week. Sponsor/coach must attend practice sessions and AD approval is required for all appointments. For example, a one sponsor activity with 12 participants is allowed one additional sponsor or a 2 sponsor activity with 24 participants is allowed an additional sponsor.
7. State Standards and assessment work will be compensated at the rate of \$100.00 a day for a maximum of five (5) days per subject area during one contract year. A day is defined as a minimum of four (4) hours during non-contract time. The hours need prior principal approval.
8. Eight hours of contract time (late starts/early dismissals) may be utilized each year for teacher work time.

Article X Agreement Provisions

1. Upon mutual agreement, the association and the Board of Education have the right to reopen an item previously negotiated for reconsideration if so indicated in the original annual negotiations letter to either the board or association.
2. Negotiated items shall be put into effect in the school for which they were negotiated. It shall be the duty of the superintendent to inform the principals and secretary of the newly negotiated items. All new teachers and new administrators shall be informed as to the content of the current negotiation package, plus all previously negotiated items. (1980-1981)

Unless otherwise noted, these articles are negotiated and are not subject to change without mutual agreement between the Dundy County Stratton Education Association and the Board of Education. This agreement supersedes all previous agreements.

Accepted on behalf of
Dundy County Stratton
Education Association

Tim Rettele, President, DCSEA

Kris Freeland, Chief Negotiator

Date

Accepted on behalf of
Dundy County Stratton
Board of Education

Toby Marlin, Secretary
Chief Negotiator

Jason Frederick, President

Date

Educators Health Alliance
Renewal Rates for Health, Dental, and Dual Choice Options
Effective September 1, 2022
5% Discount Rates Only

Health Coverage - Active Employees	Renewal Rates -- 5% Discount			
	Employee	Ee & Child(ren)	Ee & Spouse	Ee, Spouse & Child(ren)
\$650 Deductible	\$749.78	\$1,387.10	\$1,574.53	\$2,114.19
\$850 Deductible	\$729.52	\$1,349.64	\$1,532.02	\$2,057.10
\$1,050 Deductible	\$710.92	\$1,315.23	\$1,492.94	\$2,004.64
\$1,200 Deductible	\$698.86	\$1,292.86	\$1,467.56	\$1,970.57
\$1,450 Deductible	\$686.95	\$1,270.90	\$1,442.59	\$1,937.05
\$1,900 Deductible	\$658.07	\$1,217.48	\$1,381.97	\$1,855.64
\$4,000 Deductible HSA-Eligible	\$533.18	\$986.42	\$1,119.71	\$1,503.46
\$2,500 Deductible (Dual Choice Only)	n/a	n/a	n/a	n/a
\$3,800 Deductible HSA-Eligible (Dual Choice Only)	\$599.81	\$1,109.70	\$1,259.63	\$1,691.36

Health Coverage - Retirees	Renewal Rates			
	Employee	Ee & Child(ren)	Ee & Spouse	Ee, Spouse & Child(ren)
\$1,050 Deductible	\$838.26	\$1,486.00	\$1,760.33	\$2,225.20
\$4,000 Deductible HSA-Eligible	\$628.71	\$1,114.51	\$1,320.28	\$1,668.89
\$2,500 Deductible	\$707.29	\$1,253.77	\$1,485.25	\$1,877.45
\$3,800 Deductible HSA-Eligible	\$707.29	\$1,253.77	\$1,485.25	\$1,877.45

Dental Coverage	Renewal Rates			
	Employee	Ee & Child(ren)	Ee & Spouse	Ee, Spouse & Child(ren)
100% A, 75% B Coverage - Option 1	\$27.42	\$50.71	\$57.55	\$77.31
100% A, 80% B, 70% C Coverage - Option 3	\$58.22	\$107.74	\$122.27	\$164.19
PPO - 100% A, 75% B, 50% C Coverage - Option 2	\$29.54	\$54.61	\$62.00	\$83.29
PPO - 100% A, 80% B, 80% C, 50% D Coverage - Option 4	\$53.01	\$98.07	\$111.34	\$149.53
PPO - 100% A, B, & C Coverage - Option 5	\$58.01	\$107.33	\$121.85	\$163.64

Educators Health Alliance
Renewal Rates for Health, Dental, and Dual Choice Options
Effective September 1, 2022
Standard Rates Only (Excluding Discounts or Surcharges)

Health Coverage - Active Employees	Renewal Rates -- Standard			
	Employee	Ee & Child(ren)	Ee & Spouse	Ee, Spouse & Child(ren)
\$650 Deductible	\$789.24	\$1,460.10	\$1,657.40	\$2,225.46
\$850 Deductible	\$767.92	\$1,420.67	\$1,612.65	\$2,165.37
\$1,050 Deductible	\$748.34	\$1,384.45	\$1,571.52	\$2,110.15
\$1,200 Deductible	\$735.64	\$1,360.91	\$1,544.80	\$2,074.28
\$1,450 Deductible	\$723.10	\$1,337.79	\$1,518.52	\$2,039.00
\$1,900 Deductible	\$692.71	\$1,281.56	\$1,454.70	\$1,953.31
\$4,000 Deductible HSA-Eligible	\$561.24	\$1,038.34	\$1,178.64	\$1,582.59
\$2,500 Deductible (Dual Choice Only)	\$631.38	\$1,168.10	\$1,325.93	\$1,780.38
\$3,800 Deductible HSA-Eligible (Dual Choice Only)	\$631.38	\$1,168.10	\$1,325.93	\$1,780.38

Health Coverage - Retirees	Renewal Rates			
	Employee	Ee & Child(ren)	Ee & Spouse	Ee, Spouse & Child(ren)
\$1,050 Deductible	\$838.26	\$1,486.00	\$1,760.33	\$2,225.20
\$4,000 Deductible HSA-Eligible	\$628.71	\$1,114.51	\$1,320.28	\$1,668.89
\$2,500 Deductible	\$707.29	\$1,253.77	\$1,485.25	\$1,877.45
\$3,800 Deductible HSA-Eligible	\$707.29	\$1,253.77	\$1,485.25	\$1,877.45

Dental Coverage	Renewal Rates			
	Employee	Ee & Child(ren)	Ee & Spouse	Ee, Spouse & Child(ren)
100% A, 75% B Coverage - Option 1	\$27.42	\$50.71	\$57.55	\$77.31
100% A, 80% B, 70% C Coverage - Option 3	\$58.22	\$107.74	\$122.27	\$164.19
PPO - 100% A, 75% B, 50% C Coverage - Option 2	\$29.54	\$54.61	\$62.00	\$83.29
PPO - 100% A, 80% B, 80% C, 50% D Coverage - Option 4	\$53.01	\$98.07	\$111.34	\$149.53
PPO - 100% A, B, & C Coverage - Option 5	\$58.01	\$107.33	\$121.85	\$163.64

Educators Health Alliance
2022-23 Benefit Summary for HSA-Eligible \$3,800 Deductible Dual Choice Plan

Benefit Plan	Preferred	Non-Preferred
Subgroups with the \$650, \$850, \$1,050, \$1,200, \$1,450, or \$1,900 may choose this plan as a Dual Option		
Individual Deductible	\$3,800	\$7,600
Family Deductible	\$7,600	\$15,200
Family Deductible Basis	Aggregate Only	Aggregate Only
Coinsurance	10%	20%
Individual Out-of-Pocket Maximum	\$4,350	\$13,000
Family Out-of-Pocket Maximum	\$8,700	\$26,000
<i>Combined Maximum includes Deductible, Coinsurance, and Copays for all services including Prescription Drugs</i>		
Lifetime Maximum	Unlimited	
Office Visit Copay	Ded & Coins	
Inpatient Hospital	Ded & Coins	
Outpatient Hospital	Ded & Coins	
Emergency Services	Ded & Coins	
Prescription Drugs		
Generic Copay	Ded & Coins	
Formulary Brand Copay	Ded & Coins	
Non-Formulary Brand Copay	Ded & Coins	
In Network Specialty Copay (30 Day Supply)	Ded & Coins	
Out of Network Specialty Copay (30 Day Supply)	Ded & Coins	
Formulary Diabetic Supplies	Ded & Coins	
Non-Formulary Diabetic Supplies	Ded & Coins	
Mail Order Maximum	180 Days Supply	
Mail Order Copay	Ded & Coins	
Preauthorization Programs Included	Gastroprotective NSAIDs and Proton Pump Inhibitors	
Preventive Services	Covered at 100%	Ded & Coins
Mental Health and Substance Abuse		
Inpatient	Ded & Coins	
Outpatient	Ded & Coins	
Office Visit	Ded & Coins	

Please note: This Schedule of Benefits Summary is intended to provide you with a brief overview of your benefits. It is not a contract and should not be regarded as one. For more complete information about your plan, including benefits, exclusions and contract limitations, please refer to the master group contract. In the event there are discrepancies between this document and the contract, the terms and conditions of the contract will govern.

Appendix B

Activity and Extra Duty Assignments

The following schedule applies only to contracted certified staff represented by DCSEA.

All other employees receiving extra-curricular pay rate shall be between the Board and t

Total percentage may be divided by more than one sponsor. Activities in **Red** are not assigned.

Base = 40500

	<u>Percentage</u>	<u>Longevity</u>	<u>Max</u>
Academic Bowl 9-12	0.50%	no	0.50%
Academic Bowl K-6	0.50%	no	0.50%
Academic Bowl, 7-8	0.50%	no	0.50%
Annual	9%	yes	13.50%
Basketball HS Boys Assistant	7%	yes	10.50%
Basketball HS Boys Head	10%	yes	15%
Basketball HS Girls Assistant	7%	yes	10.50%
Basketball HS Girls Head	10%	yes	15%
Basketball JH Boys Assistant	1.50%	no	1.50%
Basketball JH Boys Head	4%	yes	6%
Basketball JH Girls Assistant	1.50%	no	1.50%
Basketball JH Girls Head	4%	yes	6%
Cheerleading	8%	yes	12%
Class 10th Grade	1%	no	1%
Class 11th Grade	3%	yes	4.50%
Class 12th Grade	1%	no	1%
Class 7th Grade	1%	no	1%
Class 8th Grade	1%	no	1%
Class 9th Grade	1%	no	1%
Concessions HS	8%	no	8%
Concessions JH	4%	yes	6%
Cross Country HS Asst. (B & G)	3%	yes	4.50%
Cross Country HS Head	7%	yes	10.50%
Drama	2.50%	yes	3.75%
Entrepreneurship	4%	yes	6%
FBLA	8%	yes	12%
FCCLA	6%	yes	9%
FFA	2%	yes	3%
Football HS Assistant Football	7%	yes	10.50%
HS Head	10%	yes	15%
Football JH Assistant	1.50%	no	1.50%

Football JH Head	3%	yes	4.50%
Foreign Language Club	1%	no	1%
Future Problem Solving	1%	no	1%
Golf HS Boys Head	7%	yes	10.50%
Golf HS Girls Head	7%	yes	10.50%
Instrumental music groups	7%	yes	10.50%
Letter Club	1%	no	1%
Mock Trial	2%	yes	3%
Musical	2.50%	yes	3.75%
National Honor Society	1%	no	1%
Newspaper (when not a class)	1%	no	1%
One Act Play Production	2.50%	yes	3.75%
Speech	5%	yes	7.50%
Student Council HS	1%	no	1%
Student Council JH	3%	yes	4.50%
Track HS Assistant	5%	yes	7.50%
Track HS Boys Head	9%	yes	13.50%
Track HS Girls Head	9%	yes	13.50%
Track JH Assistant	1.50%	no	1.50%
Track JH Boys Head	3%	yes	4.50%
Track JH Girls Head	3%	yes	4.50%
Video stream coordinator	6%	no	6%
Vocal music groups	7%	yes	10.50%
Volleyball HS Assistant	7%	yes	10.50%
Volleyball HS Head	10%	yes	15%
Volleyball JH Assistant	1.50%	no	1.50%
Volleyball JH Head	3%	yes	4.50%
Weight Room Coordinator	3%	no	3%
Wrestling HS Assistant	7%	yes	10.50%
Wrestling HS Head	9%	yes	13.50%
Wrestling JH Assistant	1.50%	no	1.50%
Wrestling JH Head	3%	yes	4.50%
ITV Teachers	\$500	no	
Dual Credit Teachers	\$500	no	
Gifted Coordinator	\$500	no	
Assessment Coordinator	\$3,000	no	
Summer School	\$20 per hour	no	

Appendix C

4013

Grievance Procedure

Definition of Grievance. A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education.

Procedural Steps. The procedure for handling grievances is as set forth below.

Step 1 - Oral Notice to Principal. The grievant shall initiate the grievance by presenting it to his or her principal or immediate supervisor within seven (7) days from the date that the grievant knew or should have known of the incident giving rise to the grievance.

Step 2 - Written Grievance to the Principal. If the grievance is not resolved to the satisfaction of the grievant within five (5) days of the meeting with the principal, the grievant representative may present the grievance in writing to the principal.

The principal shall schedule a meeting within three (3) days of receipt of the written grievance to discuss the elements of the grievance. The principal shall submit his or her determination in writing to the grievant within five (5) days of the meeting.

Step 3 - Written Appeal to the Superintendent of Schools. If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) days of receipt of the principal's determination.

The superintendent of schools or a designee shall hold a formal meeting within seven (7) days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) days of the date of the meeting.

Step 4 - Appeal to the Board of Education. If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five

(5) days of receipt of the superintendent's decision. The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

Written Presentation. All grievances presented at Step 2 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

Grievance Meetings or Hearings. All meetings and hearings conducted under this procedure up to and including Step 3 shall be conducted in private and shall include only the administration's representatives, the grievant, the grievant's representatives, and witnesses as necessary.

Association Representation. A grievant shall have the right to have an Association representative present to represent the grievant at each level of the grievance procedure.

Reprisals. No reprisals of any kind shall be taken against any employee who uses this grievance procedure in good faith.

Withdrawal of a Grievance. A grievant may withdraw his or her grievance at any level of the procedure without fear of reprisal from any party.

Advanced Step Filing. A grievance shall be filed initially at the level at which the decision resulting in the grievance was made.

Time Limitations. Time limitations herein are critical. All references to days are to calendar days. No grievance shall be accepted by the district unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1 or Step 2, it shall be deemed to be waived. If the grievance is not appealed to Step 3 in a timely

manner, it shall be deemed to have been settled in accordance with the district's Step 2 determination. If the district fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

When the deadline for taking an action falls on a Saturday, a Sunday or a legal holiday, the time for taking the action shall be extended to the next working day.

Requirement to Grieve. This grievance procedure is not discretionary and cannot be waived except through the express written consent of the board. No administrator or board member, individually, has the authority to waive the requirements of this procedure. Any grievance covered by this procedure but not raised pursuant to the requirements herein, including any grievance abandoned, will be forfeited.

Bad Faith or Serial Filings. The purpose of the grievance procedure is to resolve complaints and grievances regarding covered matters at the lowest level possible within the chain of command. Grievances filed without any intention to attempt to resolve the issues raised; for the purpose of adding administrative burden; or for purposes inconsistent with the professional obligations of district staff members may be dismissed by the superintendent without providing final resolution other than noting the dismissal on a basis in this section.

Adopted on: September 2004

Revised on: May 2013

Revised on: July 2018

Revised on: February 2022

Reviewed on: _____

Appendix D

4037

Reduction in Force

The board of education may determine that a reduction in force of certificated staff members is appropriate due to declining enrollment in a grade or grades, changes in financial support, changes in curricular programs, a decline in the taxable value of property located within the school district, increased costs of operating the school district, or another change or changes in circumstances. If the board, in its sole discretion, determines that a reduction of certificated staff is necessary, the superintendent shall notify those employees whose contracts may be reduced. However, the employment of a permanent employee may not be terminated through a reduction in force while a probationary employee is retained to render a service that the permanent employee is qualified to perform by reason of certification and endorsement, or when certification is not applicable, by reason of college credits in the teaching area.

1. **Definition of Reduction in Force.** A reduction in force shall consist of a reduction of one or more positions or a reduction in the percentage of employment of one or more certificated staff members, even if the number of percentage of employment of the certificated staff overall may be increased by other hirings or increases in the percentage of employment of other employees. Reduction in force may result in the termination of employment or an amendment to an employee's contract reducing the extent of the employee's employment.
2. **Restriction of Right to Administrative Position.** Due to the confidential and unique personal working relationship necessary between the administration and the board of education, a certificated employee who is not currently serving in a predominantly administrative capacity shall have no rights under this policy to any administrative position within the school system.
3. **Criteria for Reduction in Force.** The criteria set forth below shall be considered in selecting the personnel to be reduced. The criteria are not listed in any order of priority, and shall be given the weight that the board considers appropriate.
 - a. Programs to be offered
 - b. Areas of endorsement that are of present or future value to the district. This criterion shall be based upon the endorsement(s) shown on each teacher's Nebraska Teaching Certificate.

- c. State and federal laws or regulations that may mandate certain employment practices;
- d. Involvement in the programs and activities sponsored by the school district.
- e. Special or advanced training consisting of college credit or other training that would be of present or future value to the district.
- f. The organizational and educational effect caused by multiple part-time certificated employees; and
- g. Any other reasons that are rationally related to the instruction in or administration of the school district.

4. **Consideration of Uninterrupted Service.** If, after consideration of the criteria listed above, it is the opinion of the superintendent that there is no significant difference between or among certificated employees being considered for reduction, the employee(s) with the longest uninterrupted service to the district shall be retained.

- a. Uninterrupted length of service is defined as the number of continuous full-time equivalent years of employment in the district as a teacher.
- b. A full-time equivalent year is defined as employment on a full-time basis for an entire school year.
- c. Less than full-time employment reduces the teacher's full-time equivalent employment for a school year. For example, a teacher employed on a half-time basis would be credited with half a year full-time equivalent employment.
- d. A break in service will terminate a teacher's seniority and length of service under this provision. That period of time when a teacher is on a leave of absence shall not constitute a break in service; however, any years of absences or fractions of years of leave of absence will not count as years of employment for the purposes of determining the length of a teacher's uninterrupted service.

5. **Rights of Recall.**

- a. Any certificated employee whose contract has been terminated shall be considered to have been dismissed with honor and shall, upon request, be provided a letter to that effect.
- b. Such employee shall have preferred rights to re-employment for a period of 24 months commencing at the end of the contract year, and the employee shall be recalled on the basis of length of service to the district to any position that he or she is qualified to teach by endorsement or college preparation.
- c. Upon re-employment, a recalled employee shall be placed on the salary schedule and provided fringe benefits based on existing district

policies and the current negotiated agreement. Any year or years of absence from employment shall not be considered as a year or years of employment by the district.

- d. An employee under contract to another education institution may waive recall, but such waiver shall not deprive the employee of his or her right to subsequent recall.

6. Current Teaching Certificate.

- a. Upon initial employment with the district, each certificated employee shall file a copy of his or her teaching certificate, including endorsements with the superintendent of schools.
- b. The employee shall be responsible for filing any changes in certification or endorsements with the superintendent.

7. Address Records.

- a. A certificated employee whose employment contract has been terminated because of a reduction in force shall, during the period which he or she is eligible for recall, be responsible for reporting any change of address to the superintendent of schools.
- b. If there is a vacancy to which a former employee has a right of recall, the district may communicate an offer of re-employment by telephone, by e-mail, or by United States mail sent to the former employee's last known address. If the school district does not receive written acceptance of the offer within five school days, the former employee shall be deemed to have waived his or her rights to be recalled to the employment position.

Adopted on: (4117.3(a)) _____

Revised on: May 13, 2013

Reviewed on: January, 2022

21.BBBB. Consider raising sub pay.

Action Item

Area schools in RPAC pay from \$120 (Maywood) to \$140 (Alma, Waunita-Palisade). Our current rate is \$125. / \$150 long term.

21.CCCC. Motion to approve sub rate to increase to \$140.00 and long term sub rate to \$160.00 beginning 1/1/2023. Passed with a motion by Brad Baney and a second by Nick Ladenburger.

21.DDDD. Brad Baney: 21.EEEE.
ea

21.FFFF. Jason 21.GGGG.
Frederick: ea

21.HHHH. Nick 21.IIII.
Ladenburger: ea

21.JJJJ. Kent Lorens: 21.KKKK.
ea

21.LLLL. Toby Marlin: 21.MMMM.
ea

21.NNNN. Sandy 21.OOOO.
Noffsinger: ea

21.PPPP. Shad Stamm: 21.QQQQ.
ea

21.RRRR. Review School wellness policy, 5052
Action Item

21.SSSS. Motion that the 5052 wellness policy was reviewed Passed with a motion by Shad Stamm and a second by Kent Lorens.

21.TTTT. Brad Baney: 21.UUUU.
ea

21.VVVV. Jason 21.WWWW.
Frederick: ea

21.XXXX. Nick 21.YYYY.
Ladenburger: ea

21.ZZZZ. Kent Lorens: 21.AAAAAA.
ea

21.BBBBBB. Toby Marlin: 21.CCCCCC.
ea

21.DDDDDD. Sandy 21.EEEEE.
Noffsinger: ea

21.FFFFFF. Shad Stamm: 21.GGGGGG.
ea

5052
School Wellness Policy

The school district is committed to providing a school environment that enhances learning and the development of lifelong wellness. The goals outlined in this policy were determined and selected after reviewing and considering evidence-based strategies.*

1. Goals for Nutrition Promotion and Education

- a. The district will promote healthy food and beverage choices for all students, as well as encourage participation in school meal programs by such methods as implementing evidence-based healthy food promotion techniques through the school meal programs and promoting foods and beverages that meet or exceed the USDA Smart Snacks in School nutrition standards.
- b. The health curriculum will include information on good nutrition and healthy living habits.
- c. Teachers will incorporate information on nutrition and wellness into the classroom curriculum as appropriate.
- d. The district will collaborate with public and private entities to promote student wellness.
- e. Water will be made available to students throughout the school day.

2. Goals for Physical Activity

- a. The school district's curriculums shall include instruction on physical activity and habits for healthy living.
- b. Students will be encouraged to engage in physical activities throughout the school day and will be provided with opportunities to do so.
- c. The district encourages parents and guardians to support their children's participation in physical activity, to be physically active role models, and to include physical activity in family events.

3. Goals for Other School-Based Activities Designed to Promote Student Wellness

- a. The district will participate in state and federal child nutrition programs as appropriate.
- b. The district will provide professional development, support, and resources for staff about student wellness.
- c. Students will be provided sufficient time in which to eat school-provided meals.
- d. The district's lunchrooms will be attractive and well-lighted.
- e. The district will allow other health-related entities to use school facilities for activities such as health clinics and screenings so long as the activities meet the district's requirements and criteria for the use of facilities.
- f. The district may partner with other individuals or entities in the community to support the implementation of this policy.
- g. The district will strive to provide physical activity breaks for all students, recess for elementary students, and before and after school activities, as well as encourage students to use active transport (walking, biking, etc.)
- h. The district will use evidence-based strategies to develop, structure, and support student wellness.

4. **Standards and Nutrition Guidelines for All Foods and Beverages Sold to Students on the School Campus and During the School Day**

- a. The district will ensure that student access to foods and beverages meet federal, state and local laws and guidelines including, but not limited to:
 - i. USDA National School Lunch and School Breakfast nutrition standards
 - ii. USDA Smart Snacks in School nutrition standards.
- b. The district will offer students a variety of age-appropriate, healthy food and beverage selections with plenty of fruits,

vegetables, and whole grains aimed at meeting the nutrition needs of students within their calorie requirements in order to promote student health and reduce childhood obesity.

5. Standards for All Foods and Beverages Provided, But Not Sold to Students During the School Day

The district may provide a list of healthy party ideas or food and beverage alternatives to parents, teachers, and students for classroom parties, rewards and incentives, or classroom snacks. The district discourages the use of food and beverages as a reward or incentive for performance or behavior.

6. Food and Beverage Marketing

Marketing and advertising is only allowed on school grounds or at school activities for foods and beverages that meet or exceed the USDA Smart Snacks in School nutrition standards, except as follows:

- a. This requirement does not apply to marketing that occurs at events outside of school hours such as after school sporting or any other events, including school fundraising events.
- b. The district will not immediately replace menu boards, coolers, tray liners, beverage cups, and other food service equipment with depictions of noncompliant products or logos to comply with the new USDA Smart Snacks in Schools nutrition requirements. All previously purchased products will be used, and all existing contracts honored.
- c. All equipment that currently displays noncompliant marketing materials will not be removed or replaced (e.g., a score board with a Coca-Cola logo). However, as the district reviews and considers new contracts, and as scoreboards or other such durable equipment are replaced or updated over time, any products that are marketed and advertised will meet or exceed the USDA Smart Snacks in School nutrition standards

7. Public Participation

Parents, students, representatives of the school food authority, teachers, school health professionals, board members, school administrators, and members of the general public shall be allowed to provide their input to the school district during the wellness policy adoption and review process.

8. Competitive Foods (Includes Food and Beverages Sold in Vending Machines, School Stores, Fundraisers or in Competition with the National School Lunch and Breakfast Programs)

- a. Except as otherwise allowed by the Nebraska Department of Education (NDE), all foods and beverages sold during the school day as part of a fundraiser or for any other purpose in competition with the National School Lunch and Breakfast Programs must meet the nutrition standards of those programs.
- b. Fundraiser food or beverages are NOT exempt from the USDA Smart Snacks in School nutrition standards. Therefore, if food is sold as a fundraiser:
 - (1) It shall not be sold in competition with school meals in the food service area during the meal service.
 - (2) It shall not be sold or otherwise made available to students anywhere on school premises during the period beginning one half hour prior to the serving period for breakfast and/or lunch and lasting until one half hour after the serving of breakfast and/or lunch.
 - (3) The sale of food items during the school day shall meet the USDA Smart Snacks in School nutrition requirements
 - (4) This restriction does not apply to food sold during non-school hours, weekends, and off-campus fundraising events such as concessions during after-school sporting events, school plays or concerts; or to bulk food items that are sold for consumption at home. (Ex: frozen pizzas, cookie dough tubs, etc.)

9. Triennial Assessment

The school board shall assess and review this policy at least every three years to determine:

- a. Compliance with this policy;
- b. How this policy compares to NDE model wellness policies;
- c. Progress made in attaining the goals of this policy.

The school board will update or modify this policy as appropriate.

10. Public Notice

In addition to identifying the topic on its meeting agenda as required by the Open Meetings Act, the school district will provide notice of this policy at least annually to the public and other stakeholders identified in this policy by one or more of the following methods: on its webpage, in its newsletter, in the student and employee handbooks, newspaper advertisements, direct mailings, electronic mail, and public postings.

In addition to identifying the topic on its meeting agenda as required by the Open Meetings Act, the school district will provide notice of the Triennial Assessment and progress reports towards meeting the goals in this policy using one or more of those same methods.

11. Recordkeeping

The District will retain records to document compliance with the requirements of the wellness policy at its central office.

12. Operational Responsibility

The superintendent is responsible for coordinating the implementation of this policy and for monitoring the district's progress in meeting the goals established by this policy. The superintendent will periodically report to the board on the district's progress in implementing this policy.

* These strategies include, but are not necessarily limited to, those cited in the Alliance for a Healthier Generation's Model Wellness Policy (Updated 9/2016 to Reflect the USDA Final Rule) found at https://www.healthiergeneration.org/asset/wtqdwu/14-6372_ModelWellnessPolicy.doc.

Adopted on: June 12, 2017

Revised on: _____

Reviewed on: _____

21.HHHHH. Accept Superintendent Evaluation
Action Item

21.IIIII. Motion to accept the Superintendent evaluation Passed with a motion by
Brad Baney and a second by Sandy Noffsinger.

21.JJJJJ. Brad Baney: 21.KKKKK.
ea

21.LLLLL. Jason 21.MMMMM.
Frederick: ea

21.NNNNN. Nick 21.OOOOO.
Ladenburger: ea

21.PPPPP. Kent Lorens: 21.QQQQQ.
ea

21.RRRRR. Toby Marlin: 21.SSSSS.
ea

21.TTTTT. Sandy 21.UUUUU.
Noffsinger: ea

21.VVVVV. Shad Stamm: 21.WWWWW
ea

21.XXXXX. Jordan 21.YYYYYY.
Stroup: ea

21.ZZZZZ. NASB information
Action Item



NASB Monthly Update for Board Meeting Agenda Item

December 2022

Monthly Agenda Video Updates

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

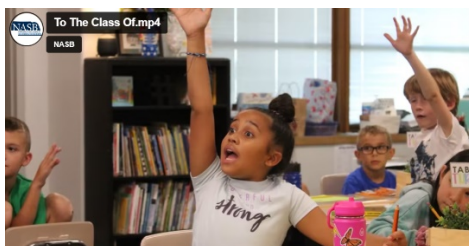
(www.NASBonline.org - News & Resources – Video Library)



WATCH: TO THE CLASS OF ...

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

As this year's School Board Member Graduating Class make their final motions and leave their board room one last time we asked them what exactly they would like the next crop of school board members to know.



[Latest 'Board Notes' – Monthly Newsletters](#)

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

- *Working Together DOES Win!*
- *The Annual Passing of the Gavel*
- *Plattsmouth Adds New CTE Addition*
- *At The Board Table*
- *ALICAP Recognizes its Annual Award Winners*
- *The Nebraska Open Meetings Act & Public Comment*
- *New Board Member Workshops & New Faces*
- *This Month In ... And Much More!*



COMING SOON:

YOUR 2022 ADVOCACY HANDBOOK FOR THE 2023 LEGISLATIVE SESSION

Following approval at the Delegate Assembly, look for this Handbook later in December!

<http://members.nasbonline.org/index.php/advocacy-handbook>

(www.NASBonline.org – Government Relations – NASB Advocacy Handbook)



“NASB Update – Annual Board Calendar Summary”

View the full detailed calendar at: <http://members.nasbonline.org/index.php/resources>

(www.NASBonline.org – Board Leadership – Resources)

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

MISSION, VISION & GOALS: Review School Improvement Plan: Strategic Plan Update; District Goals Update

POLICY GOVERNANCE: Review, update, and adopt policy

ACCOUNTABILITY & STUDENT ACHIEVEMENT: Career Education Content Areas – Revision begins in Dec to be implemented in Schools Aug 1, NDE Standards Revision Timeline

ADVOCACY: Review the 2023 Legislative Session Calendar

DISTRICT/ESU RESOURCES (BUDGET): ESU Annual Financial Report – On or before Jan 31, the ESU Administrator of each ESU will submit to the Commissioner of Education an Annual Financial Report. § 79-1229

REPORTS: Board Committees; Superintendent; Administrators: Review the NDE State of Schools Report

BOARD-SUPERINTENDENT RELATIONS: Review the Superintendent Evaluation Summary

BOARD LEADERSHIP DEVELOPMENT: NASB New Board Member Workshop

LEARNING COMMUNITY: Report Evaluation and Research Results. On or before Jan 1, each learning community coordinating council shall use any funds received pursuant to section 79-1241.03 for evaluation of programs related to the community achievement plan. § 79-2104.02

BOARD ELECTION: Notify the County Clerk/Election Commissioner. On or before Feb 1, the board must notify the County Clerk of Election Commissioner of the member seats open for the upcoming election



NASB's Video Resources

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

(www.NASBonline.org – News & Resources – Videos)

Legal Resources, NASB's Live & Learn Series, Member Zoom's, Q&A's with the Governor and Commissioner Blomstedt, EHA Updates, Advocacy breakdowns, Monthly Board Agendas, and MUCH more!



Networking & Events ... Register Now

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

(www.NASBonline.org – Events)

All Dates & Locations Tentative & Subject to Change

New Board Member Workshops

<http://members.nasbonline.org/index.php/new-board-member-workshops>

December 5 – Gering

December 6 – North Platte

December 7 – Kearney

December 8 – York

December 13 – La Vista

December 14 – Norfolk

Legislative Issues Conference

<http://members.nasbonline.org/index.php/legislative-issues-conference>

January 22-23 – Embassy Suites Lincoln

NASB Board President Retreats

<http://members.nasbonline.org/index.php/president-retreat>

January 29-30 – York

February 5-6 – Ogallala

Budget & Finance Workshops

<http://members.nasbonline.org/index.php/budget-finance-workshops>

February 8 - Kearney

February 15 – La Vista



Advocacy

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

(www.NASBonline.org – Government Relations)

1st Day of the 108th Legislature, 1st Session

Wednesday, January 4, 2023

(This will be a 90-Day Session ending roughly June 9th)

Day 10 ... Final Day to Introduce Bills ... January 18, 2023

NASB Legislation Committee Meeting

January 22, 2023

Legislative Issues Conference

January 22-23, 2023 – Embassy Suites Lincoln

<http://members.nasbonline.org/index.php/legislative-issues-conference>

RESOURCES PRIOR TO THE 2023 SESSION

WATCH: State Board of Education Candidate Q&A's

2022 Legislative Candidate Questionnaires

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

All Dates & Locations Tentative & Subject to Change

NASB does not endorse candidates and does not make recommendations to members, or anyone, on whom to support for election. NASB may, from time to time, provide opportunities for candidates for elected office to meet with or communicate with its membership. Any NASB event allowing candidates for office to meet or communicate with its membership should not be considered a direct or passive endorsement of any candidate.



NASB Member Virtuals

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

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

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



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and on Facebook at www.facebook.com/NASBOnline

Watch all of the NASB videos at <http://members.nasbonline.org/index.php/news-resources/videos>
(www.NASBOnline.org – News & Resources – Videos)

To see a quick glimpse at the various items the NASB is involved in, check out pages 10 & 11 each month in the Board Notes newsletter for “This Month In ...” To access the latest newsletter, click here:
<http://members.nasbonline.org/index.php/news-resources/board-notes>
(www.NASBOnline.org - News & Resources - Board Notes)

21.AAAAAA. Legislation
Action Item

22. **Reports**
Action Item

22.A. Technology report
Information Item

22.B. Elementary principal report
Information Item

Dundy County Stratton Principal's Report for Dec 12th, 2022

November was a very quick month. The time just seemed to fly by as the students were excited about celebrating our school successes and getting ready for Thanksgiving.

On 11-16 We hosted our turkey dinner with guests for kindergarten thru 3rd grade students. We had a great turn out and many compliments were passed on to the cook.

On 11-21 We attended the Elementary Quiz bowl with Mr. Kale Schields as the sponsor and represented our school very well.

On 11-28 We held a Fire Drill and We had everyone safe and accounted for in 1:32 seconds great job by the staff

On 12-6 We hosted a Lions Club Screenings with Nurse Laura Klissen and the Lion's Club

On 12-7 and 8 Mrs. Fox came down with her H.S. kids and hosted an hour of code, which the kids loved

We will host Polish your Pearls Infant to 6th grade on Dec. 15th, on Dec. 16th We will have the K-12 Music Program at the High School.

On Dec. 20th and 21st we will have The Annual Movie Party with the 4th-6th grade on Tuesday and the K-3rd on the 21st.

22.C. Secondary principal report
Information Item

November Board Report: December 12, 2022 @ 6:00 PM

Student of the Month: Our December student of the Month was Klayton Rinne. He received nominations because of his consistent caring nature. Klayton was a multiple month nominee and staff collectively agree he is deserving. Spend any period of time with Klayton and you will see why he embodies what we are asking of our students. If you see Klayton out and about, please congratulate him. Note; He will likely make a fine lawyer someday.

Last Month's recipient (Owen Mathews) helped us offer a teaching position to an English applicant. Although this was our first attempt in doing so, it set a new standard for how we can get our students even more involved in the goings-on

Staff Member of Merit: Along with the staff member being honored this evening I would like to mention a recent honoree who was recognized by the students and staff at one of our Friday Celebrations. Gregg Anderson who we hired this year to serve as an instructional liaison/distance learning proctor simply can't be over appreciated. He is truly a master of many things but really has no lane :-). Gregg does everything for us. He subs, helps cover classes, fixes what is broken, helps address the occasional unruly kiddo, and of course facilitates the DL classes. Little more needs to be said about Mr. Anderson other than take to social media (our school website) and see his reaction when he was given the recognition. His double-pumped fists in the air are directed at the student body that was hooting and chanting loudly when it was given. Congratulations Gregg. We are lucky to have him.

Data Update: Below is the proposed testing schedule for NSCAS: MS

Tuesday, December 13th during periods 2-4: NSCAS Reading/ELA

Wednesday, December 14th during periods 2-4: NSCAS Mathematics

Thursday, December 15th during periods 3-4: NSCAS Science (8th grade only)

After attending the principals conference there is a lot of confusion about the right way to collect data. We have chosen to collect both MAP and NcCAS data so if the new administration asks for the data we will have it. Data collection, its presentation and its use is an area we are looking at as a school improvement team and we all agree that there are holes in the data. Our focus is to fill those gaps and establish continuity.

Winter Concert December 16 @ 6:30 PM: This will be a K-12 endeavor. Please come and enjoy the festivities and musicianship.

Attendance Letters: Will continue as we tighten up the hallway procedures.

Music In the Halls: If you are in the building and hear music playing during the bells. The system is up and working. Students have one minute to get to class once they hear music being played. Thank you to Patrick Lorens for all of his hard work to see this realized. Now the

hard decision...what music are we listening to? Eye of the Tiger has been played in the first period so far...of course :-). The speakers are an upgrade as part of the security system. It will help us notify our educational family of emergencies when they arise.

State Principals Conference: Mr. Freeland and I attended the State Principals Conference December 7 and 8. Mr. Freeland was able to attend both days. It is always good to sit and glean information on how other schools operate and how our colleagues in the state are dealing with issues we deal with. One of the main issues being discussed statewide is chronic absenteeism and how to handle it since it is one of the items the state uses to grade our school ranking. Thank you for your support of these professional development events.

External Visitation: I attended an external visitation at Hay Springs on December 6 and 7. Our job is to recommend accreditation for their school. As always, we learned a lot from being part of the process and bringing back a lot of ideas. I learned that we are doing good things in DCS and that a lot of the systems they are trying to put in place we either have in place already or are headed there. Every school and community has their own flavor...we got to see theirs. We get to share ours on February 15-16, 2023. Roar Tigers!!!

Evaluation Update: All non-tenured staff and several tenured staff have been evaluated as of December 3. We are in compliance with Rule 10. The conversations have been rich and the staff I have visited have expressed appreciation for the thorough and reflective discussions associated with the evaluations. It is my estimation that they have been productive and well received.

For reference, every teacher that is in their first three years (non-tenured) is to be evaluated not less than once per semester in those first three years. All other teachers are evaluated (per DCS policy) at least once per year. These are full period observations and walkthrough observations do not qualify.

Thank You: I want to thank the DCS Board of Education, staff and administration for what in my estimation has been a very strong semester. Amid a myriad of changes I believe we have made some significant headway toward establishing a sustainable system that strives for excellence in everything we do. We have been intentional throughout the semester about ramping up communication avenues and binding strong alliances with community and patrons. We have been equally aggressive and purposeful in working to build a culture of trust. Through my lens, we are accomplishing these goals. Mrs. Anderson uses a tight-loose leadership style that works well for our purposes as an administrative team and school. She sets the parameters and lets us define how it gets done. At the risk of hexing the whole thing...I would argue that this is the smoothest start to the school year I have experienced in over a decade and quite possibly ever.

22.D. Transportation report
Information Item

DUNDY COUNTY STRATTON SCHOOLS VEHICLE REPORT								November 2022
VEHICLE	CAP	VIN	ODOMETER BEG	ODOMETER END	MILES	GALS	MAINTENANCE	
1	2000 Bluebird Bus (Coach)	50	6003	151982	152957	975.0	177.4	Rpl left turn signal relay
2	2005 Van Hool Coach	58	4313	77358	78319	961.0	245.5	rpl emergency exit window #3 pass side (submitted to Insurance)
3	2015 Blue Bird Yellow Bus	35	8212	78164	79078.2	914.2	100.3	
4	1999 Thomas / INTERNATIONAL	60	5599	206775	206775	0.0	0.0	
5	2002 CHEVY							
6	2014 Blue Bird Bus	47	7776	150702	150702	0.0	0.0	
7	2023 ICE School Bus	47	5460	12885	15016	2131.0	246.0	
8	2014 Blue Bird	77	1039	131828	133226	1398.0	222.1	
9	2002 CHEVY V8 3500 Bus	23	7370	170574	171028	454.0	44.9	
10	2012 Ford E-350 Van	10	8792	102380	103173	793.0	54.5	
11	2019 International Bus	35	6442	80627	82707	2080.0	126.6	
12	2020 IC Bus	47	1961	86,308	89,487	3179.0	308.2	
13	2005 Taurus Gold	5	4124	135721	136192	471.0	12.5	
14	2005 Taurus Grey	5	3776	138403	138677	274.0	0.0	
15	2010 Chevy Impala	5	9642	132129	132360	231.0	18.2	
16	2005 Chevy Suburban white	8	9871	194721	194779	58.0	0.0	
17	2006 Suburban - Maroon	8	2698	175510	176362	852.0	64.6	
18	06 Suburban - grey	8	6085					
19	2013 Ford Expedition White	8	8563	225652	228116	2464.0	130.6	Rpl fuel pump
20	2002 Taurus (Red) Driver's ED	5	6498	111368	111871	503.0	13.3	Rpl intake gaskets; rpl upper plenum gaskets; Rpl water pump
21	2001 Ford Taurus Tan	5	6788	150848	150864	16.0	0.0	
22	sold							
23	1999 Chevy Mid Bus 3500	22	0121	156499	157675	1176.0	101.7	
24	97 Taurus	5	9015					
25	1996 Ford Taurus -Green	5	6462	178372	178537	165.0	0.0	
26	2022 Chevrolet Equinox	5	2126	2643	2643	3588.0	28.6	
27	2012 BlueBird	47	0004	167044	167377	333.0	33.1	Rpl air line from air compressor to primary tank
28	2001 Chevy Silverado 1500		8211	153479	154126	647.0	41.9	
29	2018 Ford T-350 Transit		9985	61674	63190	1516.0	50.1	
30	2009 Ford F-350 Van	12	3952	123744	123832	88.0	25.8	
31	2007 Ford Expedition Silver	8	9506	254940	256370	1430.0	70.2	
32	2021 Ford Exp Max	7	8371	13068	14881	1813.0	42.0	
33	2010 Ford E-350	10	5937	130931	131218	287.0	0.0	
34	1999GMC Suburban Blue	9	2627	156664	156664	0.0	0.0	
	ACTIVITY					28797.2		
	GAS CAN							
	Gas - Stratton							
	DIESEL CAN							
	Diesel - Stratton							
	Other - air compressor @ barn							
	F-935 John Deere							
	Besler Trailer							
	425 Mower (Benk)							
	345 Mower (Haigler)							
	345 Mower (Stratt)							
	Diesel Fuel Tank							
	Weedeaters - Stratton							

22.E. Superintendent report
Information Item

22.F. Board and committee reports
Information Item

22.F.1. Board information
Information Item

22.F.2. Finance/Budget/Legislation committee
Information Item

22.F.3. Transportation/Facilities/Grounds committee
Information Item

22.F.4. Curriculum/Activities/Staff Development committee
Information Item

22.F.5. Americanism committee
Information Item

22.F.6. Negotiations committee
Information Item

23. **Adjourn**
Information Item

24. Motion to adjourn the meeting at 8:08 Passed with a motion by Toby Marlin and a second by Nick Ladenburger.

25. Brad Baney:	26. Yea
27. Jason Frederick:	28. Yea
29. Nick Ladenburger:	30. Yea
31. Kent Lorens:	32. Yea
33. Toby Marlin:	34. Yea
35. Sandy Noffsinger:	36. Yea
37. Shad Stamm:	38. Yea
39. Jordan Stroup:	40. Yea