

Board of Education Regular Meeting
Monday, April 13, 2026 7:30 PM
Exeter Site - Community Classroom
318 S River Avenue
Exeter, NE 68351

Board of Education Goals

- **Allocate resources to effectively and efficiently meet the educational needs of the district.**
- **Ensure vertically and horizontally aligned curriculum.**
- **Implement a district instructional program based on current research and best practice.**
- **Provide facilities that maximize student learning opportunities.**

1. Call to Order and Roll Call
2. Notice of Open Meeting Act - Posted
3. Motion to excuse absent board members
4. Pledge of Allegiance
5. Approval of the agenda
6. Consent Agenda

6.1. Hold for discussion and for possible action approval of the following items:

- 6.1.1. Minutes of prior meeting(s)
- 6.1.2. Treasurer's report
- 6.1.3. Receipts
- 6.1.4. Expenditures
- 6.1.5. Claims for payment

7. Public Comment:
8. Reports

8.1. Committee:

8.1.1. Negotiations

8.1.2. Building and Grounds

8.1.3. Policy

8.2. Administration

8.2.1. Elementary Principal's Report

8.2.2. Secondary Principal's Report

8.2.3. Superintendent

9. Discussion Items

9.1. Admin Report Discussion

9.2. Mission/Vision

9.3. Board Handbook

9.4. First Year of Consolidation Reflection

10. Action Items

10.1. Approve the initial employment contract for Josie Zeleny for the 2026-27 EMF school year.

10.2. Approve Administrative Contracts.

10.3. Approve Classified Staff pay for the 2026-27 school year.

10.4. Consideration and Possible Action and Review of policies 1100-1250.

11. Next Meeting:

12. Adjournment

INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM

(Agenda items only) Public comment time is the time to request to speak to items listed on this agenda. The public forum is available for interested parties that are not part of any formal

presentation regarding a specific agenda item. Patrons wishing to address the board need to request to be recognized by the Board President or Chair of the meeting prior to the beginning of the meeting.

(Non agenda item) this is the time to request to speak to any nonagenda topic concerning the school district. Since it is not an agenda item, the board cannot discuss or take action at this time. The BOE may choose to place the item on a future agenda for consideration &/or action.

Time Limit: The Board President or chair for the meeting shall have the authority to establish reasonable time limits for individual speakers (generally five minutes) and for the duration of public forum sessions.

Personnel or Student Topic: Patrons wishing to address the board regarding a personnel or student issue need to understand that Board policies require that such concerns initially be directed to the administration for consideration. Board members will generally not respond to any questions or comments directed toward or about individual staff members and/or students. Patrons are cautioned that slanderous comments are not protected just because they are made at Board meeting.

General Rules: Please remember that this is a public meeting for the conduct of the business of the Board of Education. Offensive language, personal attacks and hostile conduct will not be tolerated.

This agenda contains a list of subjects known at the time of its distribution. A copy of the agenda reflecting any changes will be available for public inspection during normal business hours in the office of the Superintendent. Except for the items of an emergency nature, the agenda will not be enlarged later than 24 hours before the scheduled start of the meeting.

Board of Education Regular Meeting

Friend Site - Media Center
501 Main Street
Friend, NE 68359-0067
Monday, March 9, 2026 7:30 PM

Tyler Bartels: Present
Adam Erdkamp: Present
Kendra Jansky: Absent
Eric Milton: Present
Tiffany Shonerd: Present
Jamie Tuttle: Present

1. Call to Order and Roll Call
2. Notice of Open Meeting Act - Posted
3. Motion to excuse absent board members

Motion to approve absent board member Kendra Jansky, Passed with a motion by Jamie Tuttle and a second by Eric Milton.

Tyler Bartels: Yea, Adam Erdkamp: Yea, Eric Milton: Yea, Tiffany Shonerd: Yea, Jamie Tuttle: Yea
Yea: 5, Nay: 0

4. Pledge of Allegiance
5. Approval of the agenda

Motion to approve agenda, as presented, Passed with a motion by Tyler Bartels and a second by Tiffany Shonerd.

Tyler Bartels: Yea, Adam Erdkamp: Yea, Eric Milton: Yea, Tiffany Shonerd: Yea, Jamie Tuttle: Yea
Yea: 5, Nay: 0

6. Consent Agenda

Approve the consent agenda, as presented, Passed with a motion by Jamie Tuttle and a second by Tiffany Shonerd.

Tyler Bartels: Yea, Adam Erdkamp: Yea, Eric Milton: Yea, Tiffany Shonerd: Yea, Jamie Tuttle: Yea
Yea: 5, Nay: 0

- 6.1. Hold for discussion and for possible action approval of the following items:

6.1.1. Minutes of prior meeting(s)

6.1.2. Treasurer's report

6.1.3. Receipts

6.1.4. Expenditures

6.1.5. Claims for payment

7. Public Comment:

7.1. Roof Presentation - Heartland Roofing

Zach from Heartland Roofing presented a plan for roof repairs/overlays. Their plan is scheduled over a staggered seven year period.

8. Reports

8.1. Committee:

8.1.1. Policy Committee

Committee met 3-3-26. Reviewed the 1000-series Policies.

8.1.2. Curriculum/Americanism Committee

Committee met 3-3-26. Reviewed LB399 bill compliance.

8.2. Administration

8.2.1. Elementary Principal's Report

Mrs.Kroll reviewed parent teacher conferences, and the book fair. Preschool registration is beginning. She reviewed upcoming events.

8.2.2. Secondary Principal's Report

Mrs. Stutzman recapped events of the past month. She reviewed the secondary staff surveys. Scheduling for 26-27 will begin soon.

8.2.3. Superintendent

Mr. Anderson reported on some Strategic Plan checkpoints, including MTSS. Staff is discussing ways to make the 5th to 6th grade transition better. Working on staffing changes.

9. Discussion Items

9.1. Admin Report Discussion

Mr. Anderson discussed the Exeter football field cleanup.

9.2. Strategic Plan

Mr. Anderson asked if there were any updates members would like to make to the Strategic Plan. He will distribute copies of the current plan to all BOE members.

9.3. Mission/Vision

Mr. Anderson will start the process to begin this project.

9.4. Board Handbook

Several board members suggested we begin creating of a BOE handbook for our district.

9.5. Lunch Program

Mr. Anderson will be meeting with both head cooks next week to discuss what is working in each facility.

9.6. Maintenance Positions/Building and Grounds

We plan to add a full time position which would include mowing, cleaning, and maintenance work.

9.7. Signage/Murals

We are looking at re-branding some of the murals and signage, while being mindful of honoring history.

10. Action Items

10.1. Approve the initial employment contract for Hannah Cast for the 2026-27 EMF school year.

Approve the initial employment contract for Hannah Cast for the 2026-27 school year Passed with a motion by Jamie Tuttle and a second by Tyler Bartels.

Tyler Bartels: Yea, Adam Erdkamp: Yea, Eric Milton: Yea, Tiffany Shonerd: Yea, Jamie Tuttle: Yea

Yea: 5, Nay: 0

10.2. Approve the initial employment contract for Erika Arp for the 2026-27 EMF school year.

Move to approve the initial employment contract for Erika Arp for the 2026-27 EMF school year. Passed with a motion by Eric Milton and a second by Tiffany Shonerd.

Tyler Bartels: Yea, Adam Erdkamp: Yea, Eric Milton: Yea, Tiffany Shonerd: Yea, Jamie Tuttle: Yea

Yea: 5, Nay: 0

10.3. Approve the 2026-27 School Calendar

Approve the 2026-27 school calendar as presented, Passed with a motion by Tiffany Shonerd and a second by Jamie Tuttle.

Tyler Bartels: Yea, Adam Erdkamp: Yea, Eric Milton: Yea, Tiffany Shonerd: Yea, Jamie Tuttle: Yea

Yea: 5, Nay: 0

11. Next Meeting:

Next meeting will be April 13th, at 7:30 pm, at the Exeter site.

12. Adjournment

Motion to adjourn at 8:35 pm Passed with a motion by Tyler Bartels and a second by Jamie Tuttle.

Tyler Bartels: Yea, Adam Erdkamp: Yea, Eric Milton: Yea, Tiffany Shonerd: Yea, Jamie Tuttle: Yea

Yea: 5, Nay: 0

Posted Locations:

- Friend Sentinel
- Post Office - Friend
- Post Office - Exeter
- Post Office - Milligan
- Generations Bank - Exeter
- Farmers & Merchants Bank - Milligan
- Citizens State Bank - Friend
- First Bank Utica - Friend
- Qwik6 Convenience Store

Posted Date: 2/25/2026

03-1-05610-000-000	EBF - Trsf from Merged School Distrc	\$0.00	(\$46,000.00)	(\$29,444.18)	64.00
Subtotal of Element: [Fund] 03 - Employee Benefit Fund		(\$2,686.41)	(\$62,700.00)	(\$55,820.11)	89%
ACTIVITY FUND					
05-1-01510-000-000	ACT - Interest Income	(\$144.69)	(\$400.00)	(\$1,124.50)	281.12
05-1-01710-000-000	ACT - DISTRICT ACTIVITIES - ADMISSIONS	\$0.00	(\$50,000.00)	(\$31,346.75)	62.69
05-1-01730-000-000	ACT - Student Dues	\$0.00	(\$8,000.00)	\$0.00	0.00
05-1-01740-000-000	ACT - Fees	\$0.00	(\$5,000.00)	(\$4,883.00)	97.66
05-1-01790-000-000	ACT - LOCAL - MISC LOCAL REVENUE	(\$3,693.77)	(\$234,600.00)	(\$121,086.72)	51.61
05-1-01920-000-000	ACT - Donations & Grants	(\$2,492.00)	(\$5,000.00)	(\$16,017.13)	320.34
05-1-05200-000-000	ACT - OTHER FINANCING SOURCES - Support from Gen Fund	(\$6,000.00)	(\$72,000.00)	(\$42,000.00)	58.33
05-1-05610-000-000	ACT - OTHER FINANCING SOURCES - Trsf from merged school district	\$0.00	(\$200,000.00)	(\$231,420.64)	115.71
Subtotal of Element: [Fund] 05 - Activity Fund		(\$12,330.46)	(\$575,000.00)	(\$447,878.74)	78%
SCHOOL NUTRITION FUND					
06-1-01510-000-000	SN - Interest	\$0.00	(\$500.00)	\$0.00	0.00
06-1-01611-000-000	SN - DAILY SALES - SCHOOL LUNCH PROGRAM	(\$11,635.40)	(\$124,500.00)	(\$126,792.96)	101.84
06-1-01620-000-000	SN - DAILY SALES - STAFF	(\$634.95)	(\$5,000.00)	(\$6,017.75)	120.35
06-1-05200-000-000	SN - OTHER FINANCING SOURCES - Support from Gen Fund	(\$27,500.00)	(\$330,000.00)	(\$192,500.00)	58.33
06-1-05610-000-000	SN -Trsf Cash Bal from Merged Dist	\$0.00	(\$40,000.00)	(\$50,405.18)	126.01
06-1-05690-000-000	SN - OTHER NON-REVENUE RECEIPTS	(\$132.63)	\$0.00	(\$369.28)	0.00
06-1-09001-000-000	SN - Non Pgm Rcpts - Interfund Loan from GF	\$749.52	\$0.00	\$0.00	0.00
Subtotal of Element: [Fund] 06 - Lunch Fund		(\$39,153.46)	(\$500,000.00)	(\$376,085.17)	75%
BOND FUND					
07-1-01100-000-000	BF - LOCAL - RE & PP TAXES LEVIED	(\$6,902.91)	(\$469,062.00)	(\$251,401.29)	53.59
07-1-01115-000-000	BF - LOCAL - CARLINE TAXES	\$0.00	(\$250.00)	(\$27.58)	11.03
07-1-01140-000-000	BF - LOCAL - Penalties & Interest on Taxes	(\$86.48)	(\$1,700.00)	(\$464.72)	27.33
07-1-01510-000-000	BF - LOCAL - INTEREST ON INVESTMENTS	(\$81.08)	(\$4,000.00)	(\$2,190.49)	54.76
07-1-03130-000-000	BF - STATE - HOMESTEAD EXEMPTION	(\$963.86)	\$0.00	(\$963.86)	0.00
07-1-03131-000-000	BF - STATE - PROPERTY TAX CREDIT	(\$26,117.87)	\$0.00	(\$26,307.08)	0.00
07-1-03133-000-000	BF - STATE - NAMEPLATE CAPACITY	\$0.00	(\$4,000.00)	\$0.00	0.00
07-1-03180-000-000	BF - STATE - PRO-RATE MOTOR VEHICLE	\$0.00	(\$1,200.00)	(\$370.32)	30.86
07-1-05610-000-000	BF - OTHER FINAN SOURCES - Trsf from merged school district	\$0.00	(\$224,000.00)	(\$224,713.81)	100.31
07-1-09001-000-000	BF - NON-PROGRAM RECEIPTS - Interfund Loan from General Fund	\$148,100.00	\$0.00	\$0.00	0.00
Subtotal of Element: [Fund] 07 - Bond Fund		\$113,947.80	(\$704,212.00)	(\$506,439.15)	72%
SPECIAL BUILDING FUND					
08-1-01100-000-000	SB - LOCAL - RE & PP Taxes Levied	(\$5,425.63)	(\$430,000.00)	(\$210,912.65)	49.04
08-1-01115-000-000	SB - LOCAL - Carline Taxes	\$0.00	(\$100.00)	(\$28.63)	28.63
08-1-01140-000-000	SB - LOCAL - Penalties & Interest on Taxes	(\$34.86)	(\$5,000.00)	(\$360.74)	7.21
08-1-01510-000-000	SB - LOCAL - Interest Income	(\$4,729.14)	(\$10,000.00)	(\$35,891.05)	358.91
08-1-01910-000-000	SB - LOCAL - Rental of land	(\$11,293.58)	\$0.00	(\$14,514.85)	0.00
08-1-03130-000-000	SB - STATE - HOMESTEAD EXEMPTION	(\$501.28)	\$0.00	(\$506.48)	0.00
08-1-03131-000-000	SB - STATE - PROPERTY TAX CREDIT	(\$37,031.22)	\$0.00	(\$82,949.21)	0.00
08-1-03132-000-000	SB - STATE - Personal Property Tax Credit	(\$1,991.24)	\$0.00	(\$1,991.24)	0.00
08-1-03133-000-000	SB - STATE - NAMEPLATE CAPACITY	\$0.00	(\$2,000.00)	\$0.00	0.00
08-1-03180-000-000	SB - STATE - PRO-RATE MOTOR VEHICLE	\$0.00	(\$500.00)	(\$485.10)	97.02
08-1-05610-000-000	SB - Transfer from merged school district	\$0.00	(\$3,025,000.00)	(\$2,959,629.70)	97.83
Subtotal of Element: [Fund] 08 - Special Building Fund		(\$61,006.95)	(\$3,472,600.00)	(\$3,307,269.65)	95%

E-M-F Public School

Account Summary Report

EXPENDITURES

Cycle: FY25-26; Begin Date: 03/01/2026; End Date: 03/31/2026; Account Type: Expenditure; Created On: 4/6/2026 12:09:47 PM

Account Code	Description	Actual MAR	Budget (YTD)	Actual (YTD)	% of Budget
General Fund					
01-2-01100-111-001-00	REG INST - Salaries - Teachers - HS	\$89,637.23	\$1,013,213.00	\$626,378.82	61.82
01-2-01100-111-002-00	REG INST - Salaries - Teachers MS	\$17,006.57	\$257,276.00	\$117,303.05	45.59
01-2-01100-111-003-00	REG INST - Salaries - Teachers - Elem	\$66,591.54	\$821,436.00	\$477,969.59	58.18
01-2-01100-112-003-00	REG INST - Salaries - Paras - Elem	\$12,722.48	\$131,540.00	\$83,913.03	63.79
01-2-01100-122-003-00	REG INST - Salaries - Substitute Paras - Elem	\$0.00	\$0.00	\$1,118.40	0.00
01-2-01100-123-001-00	REG INST - Salaries - Substitute Teachers - HS	\$3,561.17	\$50,000.00	\$25,139.00	50.27
01-2-01100-123-002-00	REG INST - Salaries - Substitute Teachers - MS	\$656.00	\$20,000.00	\$3,444.00	17.22
01-2-01100-123-003-00	REG INST - Salaries - Substitute Teachers - Elem	\$8,669.47	\$60,000.00	\$45,721.09	76.20
01-2-01100-151-001-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$11,054.99	\$154,980.00	\$78,422.42	50.60
01-2-01100-151-002-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$2,600.01	\$0.00	\$18,380.07	0.00
01-2-01100-151-003-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$68.33	\$0.00	\$778.31	0.00
01-2-01100-152-001-00	REG INST - Addl Comp - NonCert Coaches - Extra Duty Pay - HS	\$0.00	\$42,230.00	\$27,115.00	64.20
01-2-01100-152-002-00	REG INST - Addl Comp - NonCert Coaches - Extra Duty Pay - MS	\$0.00	\$0.00	\$14,350.00	0.00
01-2-01100-211-001-00	REG INST - Group Insurance - BCBS - Teachers - HS	\$24,928.96	\$297,745.00	\$174,502.72	58.60
01-2-01100-211-001-01	REG INST - Group Insurance - LTD - Teachers - HS	\$402.36	\$5,172.00	\$2,749.97	53.17
01-2-01100-211-002-00	REG INST - Group Insurance - BCBS - Teachers - MS	\$4,123.62	\$60,909.00	\$28,865.34	47.39
01-2-01100-211-002-01	REG INST - Group Insurance - LTD - Teachers - MS	\$96.87	\$1,360.00	\$678.09	49.85
01-2-01100-211-003-00	REG INST - Group Insurance - BCBS - Teachers - Elem	\$23,289.23	\$307,297.00	\$164,892.84	53.65
01-2-01100-211-003-01	REG INST - Group Insurance - LTD - Teachers - Elem	\$364.45	\$4,408.00	\$2,551.15	57.87
01-2-01100-212-003-01	REG INST - Group Insurance - LTD - Paras - Elem	\$46.30	\$450.00	\$291.63	64.80
01-2-01100-221-001-00	REG INST - Social Security - Teachers - HS	\$7,565.00	\$92,579.00	\$55,081.93	59.49
01-2-01100-221-002-00	REG INST - Social Security - Teachers - MS	\$1,491.28	\$20,748.00	\$10,321.35	49.74
01-2-01100-221-003-00	REG INST - Social Security - Teachers - Elem	\$5,065.56	\$62,840.00	\$35,656.18	56.74
01-2-01100-222-001-00	REG INST - Social Security - Paras - HS	\$0.00	\$0.00	\$2,074.36	0.00
01-2-01100-222-002-00	REG INST - Social Security - Paras - MS	\$0.00	\$0.00	\$1,097.76	0.00
01-2-01100-222-003-00	REG INST - Social Security - Paras - Elem	\$963.39	\$10,070.00	\$6,436.91	63.92
01-2-01100-223-001-00	REG INST - Social Security - Substitute Teachers - HS	\$272.43	\$3,802.00	\$1,923.17	50.58
01-2-01100-223-002-00	REG INST - Social Security - Substitute Teachers - MS	\$50.18	\$1,553.00	\$263.46	16.96
01-2-01100-223-003-00	REG INST - Social Security - Substitute Teachers - Elem	\$512.69	\$4,590.00	\$3,347.19	72.92
01-2-01100-231-001-00	REG INST - Retirement - Teachers - HS	\$7,474.91	\$94,390.00	\$52,308.15	55.41
01-2-01100-231-002-00	REG INST - Retirement - Teachers - MS	\$1,455.49	\$21,915.00	\$10,071.63	45.95
01-2-01100-231-003-00	REG INST - Retirement - Teachers - Elem	\$5,058.06	\$66,372.00	\$35,571.95	53.59
01-2-01100-232-003-00	REG INST - Retirement - Paras - Elem	\$944.45	\$10,680.00	\$6,162.73	57.70
01-2-01100-233-003-00	REG INST - Retirement - Substitute Teachers - Elem	\$360.08	\$3,313.00	\$2,284.94	68.96
01-2-01100-237-001-00	REG INST - Retirement Increase - HS	\$661.05	\$0.00	\$4,626.89	0.00
01-2-01100-237-002-00	REG INST - Retirement Increase - MS	\$128.72	\$0.00	\$894.65	0.00
01-2-01100-237-003-00	REG INST - Retirement Increase - Elem	\$562.69	\$0.00	\$3,866.73	0.00

01-2-01100-239-001-00	REG INST - Early Retire or Term - HS	\$0.00	\$27,775.00	\$27,775.00	100.00
01-2-01100-271-001-00	REG INST - Workers Comp - Teachers - HS	\$0.00	\$4,042.00	\$3,369.00	83.34
01-2-01100-271-002-00	REG INST - Workers Comp - Teachers - MS	\$0.00	\$1,030.00	\$1,245.00	120.87
01-2-01100-271-003-00	REG INST - Workers Comp - Teachers - Elem	\$0.00	\$3,241.00	\$1,387.00	42.79
01-2-01100-272-003-00	REG INST - Workers Comp - Paras - Elem	\$0.00	\$500.00	\$550.00	110.00
01-2-01100-281-001-00	REG INST - Health Benefits HSAs-- Teachers	\$0.00	\$0.00	\$22,987.68	0.00
01-2-01100-281-002-00	REG INST - Health Benefits HSAs-- Teachers - MS	\$0.00	\$0.00	\$1,606.27	0.00
01-2-01100-281-003-00	REG INST - Health Benefits HSAs-- Teachers - Elem	\$0.00	\$0.00	\$28,873.21	0.00
01-2-01100-291-001-00	REG INST - Other Employee Benefits - Teachers - HS	\$0.00	\$0.00	\$3,763.74	0.00
01-2-01100-291-003-00	REG INST - Other Employee Benefits - Teachers - Elem	\$0.00	\$0.00	\$3,750.00	0.00
01-2-01100-320-001-00	REG INST - Prof Educ Services - HS	\$0.00	\$800.00	\$1,010.00	126.25
01-2-01100-320-002-00	REG INST - Prof Educ Services - MS	\$0.00	\$700.00	\$375.00	53.57
01-2-01100-320-003-00	REG INST - Prof Educ Services - Elem	\$0.00	\$1,500.00	\$1,250.00	83.33
01-2-01100-330-001-00	REG INST - Employee Training - HS	\$218.73	\$1,500.00	\$318.73	21.24
01-2-01100-330-002-00	REG INST - Employee Training - MS	\$293.00	\$1,000.00	\$938.00	93.80
01-2-01100-330-003-00	REG INST - Employee Training - Elem	\$268.00	\$3,000.00	\$738.00	24.60
01-2-01100-333-001-00	REG INST - Mileage Paid to Staff - HS	\$0.00	\$0.00	\$35.00	0.00
01-2-01100-431-001-MU	REG INST - Repairs to Musical Instruments - HS	\$0.00	\$1,500.00	\$23.00	1.53
01-2-01100-431-002-MU	REG INST - Repairs to Musical Instruments - MS	\$0.00	\$0.00	\$120.00	0.00
01-2-01100-440-001-00	REG INST - Rentals - Non-Instructional - HS	\$0.00	\$200.00	\$0.00	0.00
01-2-01100-443-001-00	REG INST - Lease/Usage - Copier - HS	\$478.54	\$10,000.00	\$4,941.30	49.41
01-2-01100-443-002-00	REG INST - Lease/Usage - Copier - MS	\$478.54	\$10,000.00	\$3,449.22	34.49
01-2-01100-443-003-00	REG INST - Lease/Usage - Copier - Elem	\$661.30	\$20,000.00	\$6,724.33	33.62
01-2-01100-565-001-00	REG INST - Tuition to PostSecondary Schools - HS	\$0.00	\$25,000.00	\$10,378.94	41.51
01-2-01100-580-001-00	REG INST - Travel - HS	\$1,198.93	\$1,500.00	\$1,496.24	99.74
01-2-01100-580-002-00	REG INST - Travel - MS	\$0.00	\$1,000.00	\$2,962.54	296.25
01-2-01100-580-003-00	REG INST - Travel - Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-610-001-00	REG INST - Teaching Supplies - HS	\$34.95	\$166,225.00	\$2,267.15	1.36
01-2-01100-610-001-AG	REG INST - Supplies - Agri - HS	\$0.00	\$4,000.00	\$1,193.62	29.84
01-2-01100-610-001-AR	REG INST - Supplies - Art - HS	\$0.00	\$1,500.00	\$625.80	41.72
01-2-01100-610-001-FC	REG INST - Supplies - FACS - HS	\$815.59	\$5,000.00	\$8,005.45	160.10
01-2-01100-610-001-LA	REG INST - Supplies - Lang Arts - HS	\$76.96	\$1,500.00	\$824.11	54.94
01-2-01100-610-001-MA	REG INST - Supplies - Math - HS	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-001-MU	REG INST - Supplies - Music - HS	\$150.58	\$1,500.00	\$959.20	63.94
01-2-01100-610-001-PE	REG INST - Supplies - PE/Health - HS	\$0.00	\$1,500.00	\$0.00	0.00
01-2-01100-610-001-SC	REG INST - Supplies - Science - HS	\$134.40	\$6,000.00	\$301.49	5.02
01-2-01100-610-001-SH	REG INST - Supplies - Shop - HS	\$198.30	\$9,000.00	\$4,473.96	49.71
01-2-01100-610-001-SP	REG INST - Supplies - Spanish - HS	\$85.99	\$1,500.00	\$85.99	5.73
01-2-01100-610-001-SS	REG INST - Supplies - Social Studies - HS	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-001-TE	REG INST - Supplies - Tech Classes - HS	\$0.00	\$5,590.00	\$121.11	2.16
01-2-01100-610-002-00	REG INST - Teaching Supplies - MS	\$0.00	\$50,000.00	\$2,013.95	4.02
01-2-01100-610-002-FC	REG INST - Supplies - FCS - MS	\$0.00	\$0.00	\$168.00	0.00
01-2-01100-610-002-LA	REG INST - Supplies - Lang Arts - MS	\$0.00	\$0.00	\$133.54	0.00
01-2-01100-610-002-MA	REG INST - Supplies - Math - MS	\$15.07	\$0.00	\$15.07	0.00
01-2-01100-610-002-MU	REG INST - Supplies - Music - MS	\$216.90	\$0.00	\$272.70	0.00
01-2-01100-610-002-SC	REG INST - Supplies - Science - MS	\$14.24	\$0.00	\$379.53	0.00
01-2-01100-610-003-00	REG INST - Teaching Supplies - Elem	\$124.56	\$180,000.00	\$10,308.59	5.72

01-2-01100-610-003-AR	REG INST - Supplies - Art - Elem	\$15.49	\$500.00	\$809.77	161.95
01-2-01100-610-003-LA	REG INST - Supplies - Lang Arts - Elem	\$1,477.44	\$0.00	\$3,153.69	0.00
01-2-01100-610-003-MU	REG INST - Supplies - Music - Elem	\$0.00	\$500.00	\$303.75	60.75
01-2-01100-610-003-PE	REG INST - Supplies - PE/Health - Elem	\$0.00	\$600.00	\$0.00	0.00
01-2-01100-640-001-00	REG INST - Books and Periodicals - HS	\$0.00	\$40,000.00	\$2,005.96	5.01
01-2-01100-640-001-FC	REG INST - Books and Periodicals - FACS - HS	\$34.02	\$0.00	\$4,425.40	0.00
01-2-01100-640-001-LA	REG INST - Books and Periodicals - Lang Arts - HS	\$0.00	\$0.00	\$82.07	0.00
01-2-01100-640-001-MU	REG INST - Books and Periodicals - Music - HS	\$0.00	\$0.00	\$435.00	0.00
01-2-01100-640-001-SC	REG INST - Books and Periodicals - Science - HS	\$0.00	\$0.00	\$959.78	0.00
01-2-01100-640-001-SS	REG INST - Books and Periodicals - Social Studies - HS	\$0.00	\$0.00	(\$289.20)	0.00
01-2-01100-640-002-00	REG INST - Books and Periodicals - MS	\$0.00	\$30,000.00	\$36.48	0.12
01-2-01100-640-002-LA	REG INST - Books and Periodicals - Lang Arts - MS	\$0.00	\$0.00	\$272.27	0.00
01-2-01100-640-003-00	REG INST - Books and Periodicals - Elem	\$0.00	\$35,000.00	\$0.00	0.00
01-2-01100-640-003-LA	REG INST - Books and Periodicals - Lang Arts - Elem	\$0.00	\$0.00	\$5,459.82	0.00
01-2-01100-640-003-MA	REG INST - Books and Periodicals - Math - Elem	\$0.00	\$0.00	\$434.36	0.00
01-2-01100-640-003-SS	REG INST - Books and Periodicals - Social Studies - Elem	\$0.00	\$0.00	\$304.92	0.00
01-2-01100-643-001-00	REG INST - Web/Cloud Based Software - HS	\$0.00	\$20,000.00	\$3,555.50	17.77
01-2-01100-643-001-TE	REG INST - Web Based Curric - Tech	\$0.00	\$0.00	\$4,490.00	0.00
01-2-01100-643-002-00	REG INST - Web/Cloud Based Software - MS	\$0.00	\$10,000.00	\$0.00	0.00
01-2-01100-643-003-00	REG INST - Web/Cloud Based Software - Elem	\$0.00	\$10,000.00	\$5,376.50	53.76
01-2-01100-650-001-00	REG INST - Tech Supplies - HS	\$0.00	\$10,000.00	\$3,475.99	34.75
01-2-01100-650-001-AG	REG INST - Tech Supplies - Ag - HS	\$0.00	\$0.00	\$3,577.40	0.00
01-2-01100-650-002-00	REG INST - Supplies - Tech Related - MS	\$0.00	\$0.00	\$3,055.00	0.00
01-2-01100-650-002-LA	REG INST - Tech Supplies - LA - MS	\$0.00	\$0.00	\$79.08	0.00
01-2-01100-650-003-00	REG INST - Supplies - Tech Related - Elem	\$0.00	\$0.00	\$4,001.34	0.00
01-2-01100-733-001-00	REG INST - Furniture and Fixtures - HS	\$0.00	\$0.00	\$22,057.00	0.00
01-2-01100-734-001-00	REG INST - Tech-Related Hardware - HS	\$0.00	\$15,000.00	\$0.00	0.00
01-2-01100-734-002-00	REG INST - Tech-Related Hardware - MS	\$0.00	\$15,000.00	\$0.00	0.00
01-2-01100-810-001-00	REG INST - Dues and Fees Staff - HS	\$0.00	\$3,000.00	\$288.43	9.61
01-2-01100-810-001-01	REG INST - Field Trips - HS	\$0.00	\$0.00	\$75.00	0.00
01-2-01100-810-001-AG	REG INST - Dues & Fees - Agri - HS	\$0.00	\$0.00	\$30.00	0.00
01-2-01100-810-001-MU	REG INST - Dues & Contest Fees - Music - HS	\$0.00	\$0.00	\$485.00	0.00
01-2-01100-810-002-00	REG INST - Dues and Fees Staff - MS	\$0.00	\$595.00	\$318.00	53.44
01-2-01100-810-002-MU	REG INST - Dues & Contest Fees - Music - MS	\$0.00	\$0.00	\$90.00	0.00
01-2-01100-810-003-00	REG INST - Dues and Fees Staff - Elem	\$0.00	\$3,000.00	\$268.00	8.93
01-2-01100-810-003-01	REG INST - Field Trips - Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01150-112-002-00	ELL - Para Wages - MS	\$0.00	\$13,360.00	\$8,475.72	63.44
01-2-01150-112-003-00	ELL - Para Wages - Elem	\$0.00	\$13,375.00	\$3,799.12	28.40
01-2-01150-212-002-01	ELL - Group Ins - LTD - Paras Elem - MS	\$93.00	\$95.00	(\$18.12)	-19.07
01-2-01150-222-002-00	ELL - Social Security - MS	\$0.00	\$1,022.00	\$622.20	60.88
01-2-01150-222-003-00	ELL - Social Security - Elem	\$0.00	\$1,023.00	\$271.82	26.57
01-2-01150-232-002-00	ELL - NPERS Contrib - Paras - MS	\$0.00	\$1,080.00	\$629.15	58.25
01-2-01150-232-003-00	ELL - NPERS Contrib - Paras - Elem	\$0.00	\$1,080.00	\$282.02	26.11
01-2-01150-237-002-00	ELL - NPERS Incr - Paras - MS	\$0.00	\$0.00	\$55.88	0.00
01-2-01150-237-003-00	ELL - NPERS Incr - Paras - Elem	\$0.00	\$0.00	\$24.94	0.00
01-2-01150-272-002-00	ELL - Workers Comp - Paras - Elem - MS	\$0.00	\$100.00	\$93.00	93.00
01-2-01150-330-002-00	ELL - Employee Training	\$0.00	\$0.00	\$50.00	0.00

01-2-01150-610-002-00	ELL - Supplies - MS	\$0.00	\$500.00	\$0.00	0.00
01-2-01150-610-003-00	ELL - Supplies - Elem	\$0.00	\$500.00	\$18.69	3.73
01-2-01190-111-003-00	EARLY - Salaries - Teachers EX - Elem	\$3,852.33	\$46,228.00	\$26,966.31	58.33
01-2-01190-111-004-00	EARLY - Salaries - Teachers - PK	\$4,049.03	\$49,713.00	\$28,905.53	58.14
01-2-01190-112-003-00	EARLY - Salaries - Paras EX - Elem	\$19,480.77	\$27,442.00	\$19,480.77	70.98
01-2-01190-112-004-00	EARLY - Salaries - Paras - PK	(\$14,078.56)	\$26,734.00	\$17,169.46	64.22
01-2-01190-121-003-00	EARLY - Salaries - Subs - Teachers EX - Elem	\$0.00	\$0.00	\$93.72	0.00
01-2-01190-121-004-00	EARLY - Salaries - Subs - Teachers - PK	\$164.00	\$0.00	\$749.72	0.00
01-2-01190-211-003-00	EARLY - Group Insurance - BCBS Teachers EX - Elem	\$1,522.92	\$18,275.00	\$10,660.44	58.33
01-2-01190-211-003-01	EARLY - Group Insurance - LTD - Teachers EX - Elem	\$16.42	\$245.00	\$114.94	46.91
01-2-01190-211-004-00	EARLY - Group Insurance - BCBS Teachers - PK	\$1,982.53	\$27,655.00	\$13,877.71	50.18
01-2-01190-211-004-01	EARLY - Group Insurance - LTD - Teachers - PK	\$157.99	\$294.00	\$157.99	53.73
01-2-01190-212-003-01	EARLY - Group Insurance - LTD - Paras EX - Elem	\$9.60	\$96.00	\$67.20	70.00
01-2-01190-212-004-01	EARLY - Group Insurance - LTD - Paras - PK	(\$126.06)	\$94.00	\$65.52	69.70
01-2-01190-221-003-00	EARLY - Social Security - Teachers EX - Elem	\$293.91	\$3,536.00	\$2,064.49	58.38
01-2-01190-221-004-00	EARLY - Social Security - Teachers - PK	\$315.98	\$3,803.00	\$2,226.64	58.54
01-2-01190-222-003-00	EARLY - Social Security - Paras EX - Elem	\$1,490.97	\$2,099.00	\$1,495.41	71.24
01-2-01190-222-004-00	EARLY - Social Security - Paras - PK	(\$1,074.55)	\$2,045.00	\$1,330.32	65.05
01-2-01190-231-003-00	EARLY - Retirement - Teachers EX - Elem	\$285.98	\$3,735.00	\$2,001.75	53.59
01-2-01190-231-004-00	EARLY - Retirement - Teachers - PK	\$300.58	\$4,017.00	\$2,144.01	53.37
01-2-01190-232-003-00	EARLY - Retirement - Paras EX - Elem	\$1,445.38	\$2,217.00	\$1,446.09	65.22
01-2-01190-232-004-00	EARLY - Retirement - Paras - PK	(\$1,044.35)	\$2,160.00	\$1,276.17	59.08
01-2-01190-237-003-00	EARLY - Retirement Increase EX - Elem	\$153.19	\$0.00	\$305.61	0.00
01-2-01190-237-004-00	EARLY - Retirement Increase - PK	(\$65.85)	\$0.00	\$303.33	0.00
01-2-01190-271-003-00	EARLY - Workers Comp - Teachers EX - Elem	\$0.00	\$176.00	\$142.00	80.68
01-2-01190-271-004-00	EARLY - Workers Comp - Teachers - PK	\$0.00	\$189.00	\$173.00	91.53
01-2-01190-272-003-00	EARLY - Workers Comp - Paras EX - Elem	\$0.00	\$104.00	\$95.00	91.34
01-2-01190-272-004-00	EARLY - Workers Comp - Paras - PK	\$0.00	\$102.00	\$93.00	91.17
01-2-01190-281-004-00	EARLY - Health Benefits - HSA Teachers - PK	\$0.00	\$0.00	\$3,827.66	0.00
01-2-01190-330-003-00	EARLY - Employee Training EX - Elem	\$0.00	\$500.00	\$190.00	38.00
01-2-01190-330-004-00	EARLY - Employee Training - PK	\$0.00	\$0.00	\$690.00	0.00
01-2-01190-333-004-00	EARLY - Mileage Paid to Staff - PK	\$0.00	\$0.00	\$20.00	0.00
01-2-01190-610-003-00	EARLY - General Supplies EX - Elem	\$0.00	\$2,955.00	\$763.36	25.83
01-2-01190-610-004-00	EARLY - General Supplies - PK	\$0.00	\$2,955.00	\$211.39	7.15
01-2-01190-650-003-00	EARLY - Supplies - Technology EX - Elem	\$0.00	\$0.00	\$93.68	0.00
01-2-01300-111-003-00	SUMMER - Salaries - Teachers - Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01300-221-003-00	SUMMER - Social Security - Teachers - Elem	\$0.00	\$160.00	\$0.00	0.00
01-2-01300-231-003-00	SUMMER - Retirement - Teachers - Elem	\$0.00	\$170.00	\$0.00	0.00
01-2-01300-610-003-00	SUMMER - General Supplies - Elem	\$0.00	\$500.00	\$0.00	0.00
	Regular Education	\$324,602.30	\$4,629,000.00	\$2,511,893.91	0.54
01-2-01200-111-001-00	SPED SA - Salaries - Teachers - HS	(\$8,610.00)	\$34,440.00	\$20,090.00	58.33
01-2-01200-111-002-00	SPED SA - Salaries - Teachers - MS	\$14,350.00	\$34,440.00	\$20,090.00	58.33

01-2-01200-111-003-00	SPED SA - Salaries - Teachers - Elem	\$8,686.38	\$106,805.00	\$64,079.10	59.99
01-2-01200-112-003-00	SPED SA - Salaries - Paras - Elem	\$2,443.07	\$26,750.00	\$21,396.71	79.98
01-2-01200-123-001-00	SPED SA - Salaries - Subs - Teachers - HS	\$0.00	\$3,000.00	\$164.00	5.46
01-2-01200-123-003-00	SPED SA - Salaries - Subs - Teachers - Elem	\$257.72	\$3,000.00	\$749.72	24.99
01-2-01200-211-001-00	SPED SA - Group Insurance - BCBS - Teachers - HS	(\$2,973.80)	\$13,827.00	\$6,938.85	50.18
01-2-01200-211-001-01	SPED SA - Group Insurance LTD Teachers - HS	\$28.40	\$370.00	\$198.80	53.72
01-2-01200-211-002-00	SPED SA - Group Insurance - BCBS - Teachers - MS	\$4,956.33	\$13,827.00	\$6,938.86	50.18
01-2-01200-211-002-01	SPED SA - Group Insurance LTD Teachers - MS	\$23.43	\$0.00	\$164.01	0.00
01-2-01200-211-003-00	SPED SA - Group Insurance - BCBS - Teachers - Elem	\$2,304.55	\$27,655.00	\$16,131.85	58.33
01-2-01200-211-003-01	SPED SA - Group Insurance LTD Teachers - Elem	\$28.66	\$373.00	\$200.62	53.78
01-2-01200-212-003-00	SPED SA - Group Insurance LTD Paras - Elem	\$0.00	\$95.00	\$36.94	38.88
01-2-01200-221-001-00	SPED SA - Social Security - Teachers - HS	(\$637.82)	\$2,666.00	\$1,455.93	54.61
01-2-01200-221-002-00	SPED SA - Social Security - Teachers - MS	\$1,044.37	\$2,666.00	\$1,468.49	55.08
01-2-01200-221-003-00	SPED SA - Social Security - Teachers - Elem	\$640.54	\$8,118.00	\$5,462.31	67.28
01-2-01200-222-003-00	SPED SA - Social Security - Aides - Elem	\$186.91	\$2,050.00	\$1,637.78	79.89
01-2-01200-223-001-00	SPED SA - Social Security - Subs - HS	\$0.00	\$230.00	\$12.55	5.45
01-2-01200-223-003-00	SPED SA - Social Security - Subs - Elem	\$19.72	\$230.00	\$57.37	24.94
01-2-01200-231-001-00	SPED SA - Retirement - Teachers - HS	(\$639.17)	\$2,816.00	\$1,491.30	52.95
01-2-01200-231-002-00	SPED SA - Retirement - Teachers - MS	\$1,065.28	\$2,816.00	\$1,493.03	53.01
01-2-01200-231-003-00	SPED SA - Retirement - Teachers - Elem	\$644.84	\$8,628.00	\$4,755.79	55.12
01-2-01200-232-003-00	SPED SA - Retirement - Aides - Elem	\$181.36	\$2,650.00	\$1,588.26	59.93
01-2-01200-237-001-00	SPED SA - Retirement Increase - HS	(\$56.71)	\$0.00	\$132.26	0.00
01-2-01200-237-002-00	SPED SA - Retirement Increase - MS	\$94.39	\$0.00	\$132.90	0.00
01-2-01200-237-003-00	SPED SA - Retirement Increase - Elem	\$73.06	\$0.00	\$562.10	0.00
01-2-01200-239-003-00	SPED - Early Retire or Term - Elem	\$0.00	\$9,500.00	\$9,500.00	100.00
01-2-01200-271-001-00	SPED SA - Workers Comp- Teachers - HS	\$0.00	\$265.00	\$239.00	90.18
01-2-01200-271-002-00	SPED SA - Workers Comp- Teachers - MS	\$0.00	\$0.00	\$279.00	0.00
01-2-01200-271-003-00	SPED SA - Workers Comp- Teachers - Elem	\$0.00	\$275.00	\$245.00	89.09
01-2-01200-272-003-00	SPED SA - Workers Comp - Aides - Elem	\$0.00	\$100.00	\$0.00	0.00
01-2-01200-281-001-00	SPED SA - Health Benefits -HSA Teachers Sec	(\$1,273.27)	\$0.00	\$1,907.58	0.00
01-2-01200-281-002-00	SPED SA - Health Benefits -HSA Teachers Sec - MS	\$1,273.27	\$0.00	\$1,907.60	0.00
01-2-01200-330-001-00	SPED SA - Employee Training - HS	\$0.00	\$1,000.00	\$60.00	6.00
01-2-01200-330-003-00	SPED SA - Employee Training - Elem	\$0.00	\$1,000.00	\$290.00	29.00
01-2-01200-561-001-00	SPED SA - Tuition to other School Dist/ESU in State - HS	\$0.00	\$0.00	\$11,638.35	0.00
01-2-01200-562-001-00	SPED SA - Tuition to Other School Districts in State (SPED) - HS	\$0.00	\$168,190.00	\$0.00	0.00
01-2-01200-562-003-00	SPED SA - Tuition to Other School Districts in State (SPED) - Elem	\$0.00	\$84,095.00	\$0.00	0.00
01-2-01200-563-002-00	SPED SA - Tuition to Private Schools - MS	\$0.00	\$60,000.00	\$0.00	0.00
01-2-01200-563-003-00	SPED SA - Tuition to Private Schools - Elem	\$0.00	\$40,000.00	\$0.00	0.00
01-2-01200-569-002-00	SPED SA - Tuition to Private Schools - MS	\$2,340.00	\$0.00	\$30,420.00	0.00
01-2-01200-569-003-00	SPED SA - Tuition to Private Schools - Elem	\$4,940.00	\$0.00	\$25,740.00	0.00
01-2-01200-580-001-00	SPED SA - Travel - HS	\$0.00	\$500.00	\$0.00	0.00
01-2-01200-650-003-00	SPED SA - Supplies - Technology Related - Elem	\$0.00	\$5,000.00	\$3,348.69	66.97
01-2-01200-810-001-00	SPED SA - Dues and Fees - HS	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01200-810-003-00	SPED SA - Dues and Fees - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01292-591-003-00	SPED AGE 0-2 - EC Instruction - Contracted ESU6 - PS	\$0.00	\$0.00	\$428.23	0.00
01-2-02141-111-003-00	PSYCH - School Psych - Salaries - Elem	\$2,844.85	\$35,265.00	\$19,970.27	56.62
01-2-02141-221-003-00	PSYCH - School Psych - FICA - Elem	\$217.05	\$2,650.00	\$1,524.22	57.51

01-2-02141-231-003-00	PSYCH - School Psych - NPERS - Elem	\$211.18	\$2,896.00	\$1,481.73	51.16
01-2-02141-237-003-00	PSYCH - School Psych - NPERS Incr - Elem	\$18.67	\$0.00	\$131.07	0.00
01-2-02141-591-001-00	PSYCH - Psych Eval Services Purch from ESU6 - SA - HS	\$0.00	\$7,500.00	\$1,047.64	13.96
01-2-02141-591-002-00	PSYCH - Psych Eval Services Purch from ESU6 - SA - MS	\$0.00	\$7,500.00	\$1,047.64	13.96
01-2-02141-591-003-00	PSYCH - Psych Eval Services Purch from ESU6 - SA - Elem	\$0.00	\$15,000.00	\$4,889.01	32.59
01-2-02141-610-003-00	PSYCH - Testing supplies	\$128.18	\$0.00	\$1,393.17	0.00
01-2-02141-810-002-00	PSYCH - Dues & Fees - MS	\$0.00	\$500.00	\$10.00	2.00
01-2-02142-111-004-00	PSYCH - School Psych - Salaries - PS	\$502.03	\$5,427.00	\$3,457.83	63.71
01-2-02142-221-004-00	PSYCH - School Psych - FICA - PS	\$38.30	\$415.00	\$263.89	63.58
01-2-02142-231-004-00	PSYCH - School Psych - NPERS - PS	\$37.27	\$438.00	\$256.58	58.57
01-2-02142-237-004-00	PSYCH - School Psych - NPERS Incr - PS	\$3.30	\$0.00	\$22.72	0.00
01-2-02151-340-001-00	SPEECH - Prof Services - Speech Therapy - SA - HS	\$3,153.55	\$50,000.00	\$15,848.58	31.69
01-2-02151-340-002-00	SPEECH - Prof Services - Speech Therapy - SA - MS	\$0.00	\$50,000.00	\$2,584.72	5.16
01-2-02151-340-003-00	SPEECH - Prof Services - Speech Therapy - SA - Elem	\$7,129.77	\$100,000.00	\$53,127.56	53.12
01-2-02151-591-001-01	SPEECH - Deaf/HOH Therapy Purch from ESU6 - HS	\$0.00	\$25,000.00	\$4,609.65	18.43
01-2-02151-610-001-00	SPEECH - General Supplies - SA - HS	\$0.00	\$0.00	\$38.57	0.00
01-2-02151-610-003-00	SPEECH - General Supplies - SA - Elem	\$0.00	\$361.00	\$0.00	0.00
01-2-02152-340-003-00	SPEECH - Prof Services - Speech Therapy- Age 3-5 - Elem	\$1,524.60	\$0.00	\$9,629.35	0.00
01-2-02152-591-003-02	SPEECH - Homebased Therapy Purch From ESU6 - Age 3-5 - Elem	\$0.00	\$51,048.00	\$0.00	0.00
01-2-02153-340-003-00	SPEECH - Prof Services - Speech Therapy- Age 0-2 - Elem	\$20.50	\$0.00	\$2,389.00	0.00
01-2-02161-340-001-00	OT - Prof Services - Occup Therapy - SA - HS	\$817.75	\$8,000.00	\$4,299.82	53.74
01-2-02161-340-002-00	OT - Prof Services - Occup Therapy - SA - MS	\$438.72	\$4,000.00	\$2,891.89	72.29
01-2-02161-340-003-00	OT - Prof Services - Occup Therapy - SA - Elem	\$2,956.18	\$8,000.00	\$16,153.70	201.92
01-2-02161-610-003-00	OT - Occup Therapy Supplies - Elem	\$0.00	\$0.00	\$36.35	0.00
01-2-02162-340-003-00	OT - Prof Services - Occup Therapy - Age 3-5 - Elem	\$379.06	\$0.00	\$1,179.99	0.00
01-2-02163-340-003-00	OT - Prof Services - Occup Therapy - Age 0-2 - Elem	\$0.00	\$0.00	\$1,032.40	0.00
01-2-02171-340-001-00	PT - Prof Services - Physical Therapy - SA - HS	\$849.43	\$10,000.00	\$3,232.01	32.32
01-2-02171-340-003-00	PT - Prof Services - Physical Therapy - SA - Elem	\$582.66	\$10,000.00	\$2,466.63	24.66
01-2-02172-340-003-00	PT - Prof Services - Physical Therapy - Age 3-5 - Elem	\$0.00	\$0.00	\$381.00	0.00
01-2-02173-340-003-00	PT - Prof Services - Physical Therapy Age 0-2 - Elem	\$669.33	\$0.00	\$5,336.88	0.00
01-2-02181-340-001-00	VISION - Prof Services - Vision Therapy - HS	\$108.58	\$3,000.00	\$468.61	15.62
01-2-02181-340-002-00	VISION - Prof Services - Vision Therapy - MS	\$0.00	\$8,000.00	\$888.77	11.10
01-2-02181-340-003-00	VISION - Prof Services - Vision Therapy - Elem	\$2,336.20	\$24,000.00	\$16,570.40	69.04
01-2-02181-591-003-00	VISION - Vision Therapy Purch From ESU4 - Elem	\$1,108.80	\$0.00	\$7,761.60	0.00
01-2-02182-340-003-00	VISION - Prof Services - Vision Therapy - 3-5 - Elem	\$15.75	\$0.00	\$157.50	0.00
01-2-02183-340-003-00	VISION - Prof Services - Vision Therapy - 0-2 - Elem	\$15.75	\$0.00	\$68.65	0.00
	Special Education	\$57,548.97	\$1,434,000.00	\$486,162.04	0.34
01-2-02120-111-001-00	GUIDANCE - Salaries - Counselor - HS	\$3,346.88	\$40,163.00	\$23,598.15	58.75
01-2-02120-111-002-00	GUIDANCE - Salaries - Counselor - MS	\$3,346.87	\$40,163.00	\$23,438.10	58.35
01-2-02120-111-003-00	GUIDANCE - Salaries - Counselor - Elem	\$5,565.50	\$66,786.00	\$38,958.50	58.33
01-2-02120-211-001-00	GUIDANCE - Group Insurance - BCBS - Counselor- HS	\$418.91	\$5,027.00	\$2,932.37	58.33
01-2-02120-211-001-01	GUIDANCE - Group Insurance LTD - Counselor- HS	\$25.47	\$332.00	\$178.29	53.70
01-2-02120-211-002-00	GUIDANCE - Group Insurance - BCBS - Counselor- MS	\$418.91	\$0.00	\$2,932.37	0.00

01-2-02120-211-003-00	GUIDANCE - Group Insurance - BCBS - Counselor- - Elem	\$723.58	\$10,054.00	\$5,065.06	50.37
01-2-02120-211-003-01	GUIDANCE - Group Insurance LTD - Counselor- - Elem	\$24.91	\$324.00	\$174.37	53.81
01-2-02120-221-001-00	GUIDANCE - Social Security - Counselor- HS	\$255.75	\$2,956.00	\$1,801.60	60.94
01-2-02120-221-002-00	GUIDANCE - Social Security - Counselor- MS	\$253.80	\$2,956.00	\$1,779.70	60.20
01-2-02120-221-003-00	GUIDANCE - Social Security - Counselor- Elem	\$427.08	\$4,950.00	\$2,989.55	60.39
01-2-02120-231-001-00	GUIDANCE - Retirement - Counselor- HS	\$248.45	\$3,122.00	\$1,751.71	56.10
01-2-02120-231-002-00	GUIDANCE - Retirement - Counselor- MS	\$248.46	\$3,122.00	\$1,739.88	55.72
01-2-02120-231-003-00	GUIDANCE - Retirement - Counselor- - Elem	\$413.15	\$5,225.00	\$2,892.18	55.35
01-2-02120-237-001-00	GUIDANCE - Retirement Increase - HS	\$21.97	\$0.00	\$155.45	0.00
01-2-02120-237-002-00	GUIDANCE - Retirement Increase - MS	\$21.97	\$0.00	\$154.03	0.00
01-2-02120-237-003-00	GUIDANCE - Retirement Increase - Elem	\$36.54	\$0.00	\$256.42	0.00
01-2-02120-271-001-00	GUIDANCE - Workers Comp - Counselor - HS	\$0.00	\$294.00	\$265.00	90.13
01-2-02120-271-003-00	GUIDANCE - Workers Comp - Counselor - Elem	\$0.00	\$286.00	\$244.00	85.31
01-2-02120-281-003-00	GUIDANCE - Health Benefits --HSA Counselor - Elem	\$0.00	\$0.00	\$1,181.84	0.00
01-2-02120-320-001-00	GUIDANCE - Student Workshops - HS	\$2,109.00	\$4,000.00	\$2,734.00	68.35
01-2-02120-320-002-00	GUIDANCE - Student Workshops - MS	\$2,030.63	\$0.00	\$2,030.63	0.00
01-2-02120-320-003-00	GUIDANCE - Student Workshops - Elem	\$0.00	\$2,000.00	\$50.00	2.50
01-2-02120-330-001-00	GUIDANCE - Employee Training - HS	\$0.00	\$1,000.00	\$60.00	6.00
01-2-02120-330-003-00	GUIDANCE - Employee Training - Elem	\$0.00	\$1,000.00	\$60.00	6.00
01-2-02120-333-001-00	GUIDANCE - Mileage Paid to Staff - HS	\$0.00	\$100.00	\$0.00	0.00
01-2-02120-580-001-00	GUIDANCE - Travel - HS	\$0.00	\$500.00	\$0.00	0.00
01-2-02120-610-001-00	GUIDANCE - General Supplies- Secondary - HS	\$37.77	\$3,000.00	\$296.34	9.87
01-2-02120-610-002-00	GUIDANCE - General Supplies- Secondary - MS	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02120-610-003-00	GUIDANCE - General Supplies- Secondary - Elem	\$0.00	\$3,810.00	\$151.20	3.96
01-2-02120-643-001-00	GUIDANCE - Web/Cloud Based Software - HS	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02120-643-002-00	GUIDANCE - Web/Cloud Based Software - MS	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02120-643-003-00	GUIDANCE - Web/Cloud Based Software - Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02120-810-001-00	GUIDANCE - Dues and Fees - HS	\$0.00	\$500.00	\$0.00	0.00
01-2-02120-810-003-00	GUIDANCE - Dues and Fees - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02130-116-001-00	NURSE - Salaries - HS	\$854.17	\$10,250.00	\$5,979.19	58.33
01-2-02130-116-002-00	NURSE - Salaries - MS	\$854.17	\$10,250.00	\$5,979.19	58.33
01-2-02130-116-003-00	NURSE - Salaries - Elem	\$1,708.33	\$20,500.00	\$11,958.31	58.33
01-2-02130-126-003-00	NURSE - Salaries - Nurse Subs - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02130-216-001-00	NURSE - Group Insurance BCBS - HS	\$495.64	\$6,913.00	\$3,469.48	50.18
01-2-02130-216-001-01	NURSE - Group Insurance LTD - HS	\$0.00	\$120.00	\$0.00	0.00
01-2-02130-216-002-00	NURSE - Group Insurance BCBS - MS	\$495.63	\$6,912.00	\$3,469.41	50.19
01-2-02130-216-003-00	NURSE - Group Insurance BCBS - Elem	\$991.26	\$13,825.00	\$6,938.82	50.19
01-2-02130-216-003-01	NURSE - Group Insurance LTD - Elem	\$20.02	\$120.00	\$140.14	116.78
01-2-02130-226-001-00	NURSE - Social Security - Nurse - HS	\$65.34	\$800.00	\$457.39	57.17
01-2-02130-226-002-00	NURSE - Social Security - Nurse - MS	\$65.34	\$800.00	\$457.37	57.17
01-2-02130-226-003-00	NURSE - Social Security - Nurse - Elem	\$132.22	\$1,600.00	\$925.54	57.84
01-2-02130-236-001-00	NURSE - Retirement - Nurse - HS	\$63.41	\$1,012.00	\$443.47	43.82
01-2-02130-236-002-00	NURSE - Retirement - Nurse - MS	\$63.41	\$1,013.00	\$443.47	43.77
01-2-02130-236-003-00	NURSE - Retirement - Nurse - Elem	\$126.82	\$2,025.00	\$888.41	43.87
01-2-02130-237-001-00	NURSE - Retirement Increase - HS	\$5.61	\$0.00	\$39.27	0.00
01-2-02130-237-002-00	NURSE - Retirement Increase - MS	\$5.61	\$0.00	\$39.23	0.00
01-2-02130-237-003-00	NURSE - Retirement Increase - Elem	\$11.21	\$0.00	\$79.03	0.00

01-2-02130-276-001-00	NURSE - Workers Comp - Nurse - HS	\$0.00	\$590.00	\$71.00	12.03
01-2-02130-276-003-00	NURSE - Workers Comp - Nurse - Elem	\$0.00	\$0.00	\$71.00	0.00
01-2-02130-281-001-00	NURSE - Other Health Benefits - HS	\$0.00	\$0.00	\$960.44	0.00
01-2-02130-281-002-00	NURSE - Other Health Benefits - MS	\$0.00	\$0.00	\$960.43	0.00
01-2-02130-281-003-00	NURSE - Other Health Benefits - Elem	\$0.00	\$0.00	\$1,943.37	0.00
01-2-02130-330-003-00	NURSE - Employee Training - Elem	\$0.00	\$300.00	\$0.00	0.00
01-2-02130-580-003-00	NURSE - Travel - Elem	\$0.00	\$100.00	\$0.00	0.00
01-2-02130-610-001-00	NURSE - General Supplies - HS	\$62.45	\$2,000.00	\$625.44	31.27
01-2-02130-610-002-00	NURSE - General Supplies - MS	\$0.00	\$2,000.00	\$528.00	26.40
01-2-02130-610-003-00	NURSE - General Supplies - Elem	\$0.00	\$9,000.00	\$1,057.28	11.74
01-2-02130-810-003-00	NURSE - Dues and Fees - Elem	\$0.00	\$200.00	\$168.00	84.00
01-2-02140-340-002-00	PSYCH NON-SPED - Mental Health Counseling - Contr - MS	\$2,364.59	\$0.00	\$13,052.51	0.00
01-2-02140-340-003-00	PSYCH NON-SPED - Mental Health Counseling - Contr - EL	\$2,364.58	\$0.00	\$20,051.68	0.00
	Support - Pupils	\$30,725.41	\$300,000.00	\$199,067.61	0.66
01-2-02211-320-000-00	SCHOOL IMPROV - Professional Ed Services	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02211-610-000-00	SCHOOL IMPROV - General Supplies	\$0.00	\$1,500.00	\$0.00	0.00
01-2-02211-810-000-00	SCHOOL IMPROV - Dues and Fees	\$0.00	\$500.00	\$0.00	0.00
01-2-02220-111-001-00	LIB MEDIA - Salaries - Teachers - HS	\$753.80	\$9,045.00	\$5,276.60	58.33
01-2-02220-111-002-00	LIB MEDIA - Salaries - Teachers - MS	\$753.81	\$9,045.00	\$5,276.67	58.33
01-2-02220-111-003-00	LIB MEDIA - Salaries - Teachers - Elem	\$1,507.60	\$18,090.00	\$10,553.20	58.33
01-2-02220-112-001-00	LIB MEDIA - Salaries - Regular - Paras - HS	\$2,802.35	\$27,450.00	\$18,378.07	66.95
01-2-02220-211-001-00	LIB MEDIA - Group Insurance - BCBS - Teachers - HS	\$288.07	\$3,544.00	\$2,016.49	56.89
01-2-02220-211-001-01	LIB MEDIA - Group Insurance - LTD - Teachers - HS	\$32.96	\$429.00	\$230.72	53.78
01-2-02220-211-002-00	LIB MEDIA - Group Insurance - BCBS - Teachers - MS	\$288.08	\$3,544.00	\$2,016.56	56.90
01-2-02220-211-003-00	LIB MEDIA - Group Insurance - BCBS - Teachers - Elem	\$576.13	\$7,088.00	\$4,032.91	56.89
01-2-02220-212-001-01	LIB MEDIA - Group Insurance - LTD - Paras - HS	\$96.60	\$96.00	\$67.20	70.00
01-2-02220-221-001-00	LIB MEDIA - Social Security - Teachers - HS	\$56.84	\$692.00	\$398.23	57.54
01-2-02220-221-002-00	LIB MEDIA - Social Security - Teachers - MS	\$54.46	\$692.00	\$381.54	55.13
01-2-02220-221-003-00	LIB MEDIA - Social Security - Teachers - Elem	\$108.93	\$1,384.00	\$763.13	55.13
01-2-02220-222-001-00	LIB MEDIA - Social Security - Aides - HS	\$215.11	\$2,100.00	\$1,411.05	67.19
01-2-02220-231-001-00	LIB MEDIA - Retirement - Teachers - HS	\$55.95	\$731.00	\$393.82	53.87
01-2-02220-231-002-00	LIB MEDIA - Retirement - Teachers - MS	\$55.96	\$731.00	\$391.43	53.54
01-2-02220-231-003-00	LIB MEDIA - Retirement - Teachers - Elem	\$111.92	\$1,462.00	\$782.87	53.54
01-2-02220-232-001-00	LIB MEDIA - Retirement - Paras - HS	\$208.03	\$2,710.00	\$1,364.24	50.34
01-2-02220-237-001-00	LIB MEDIA - Retirement Increase - HS	\$23.35	\$0.00	\$156.43	0.00
01-2-02220-237-002-00	LIB MEDIA - Retirement Increase - MS	\$4.95	\$0.00	\$34.65	0.00
01-2-02220-237-003-00	LIB MEDIA - Retirement Increase - Elem	\$9.90	\$0.00	\$69.27	0.00
01-2-02220-271-001-00	LIB MEDIA - Workers Comp - Teachers - HS	\$0.00	\$322.00	\$300.00	93.16
01-2-02220-272-001-00	LIB MEDIA - Workers Comp - Aides - HS	\$0.00	\$105.00	\$95.00	90.47
01-2-02220-330-001-00	LIB MEDIA - Employee Training - HS	\$0.00	\$0.00	\$50.00	0.00
01-2-02220-443-001-00	LIB MEDIA - Lease - Copier - HS	\$0.00	\$3,000.00	\$145.50	4.85
01-2-02220-443-003-00	LIB MEDIA - Lease - Copier - Elem	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02220-610-001-00	LIB MEDIA - General Supplies - HS	\$0.00	\$1,870.00	\$282.17	15.08
01-2-02220-610-002-00	LIB MEDIA - General Supplies - MS	\$0.00	\$1,870.00	\$157.90	8.44

01-2-02220-610-003-00	LIB MEDIA - General Supplies - Elem	\$0.00	\$2,000.00	\$215.68	10.78
01-2-02220-640-001-00	LIB MEDIA - Books and Periodicals - HS	(\$6.92)	\$1,000.00	(\$6.92)	-0.69
01-2-02220-640-002-00	LIB MEDIA - Books and Periodicals - MS	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02220-640-003-00	LIB MEDIA - Books and Periodicals - Elem	(\$286.75)	\$3,000.00	\$281.41	9.38
01-2-02220-641-001-00	LIB MEDIA - E-Books - HS	\$0.00	\$0.00	\$156.76	0.00
01-2-02220-641-002-00	LIB MEDIA - E-Books - MS	\$0.00	\$0.00	\$156.76	0.00
01-2-02220-641-003-00	LIB MEDIA - E-Books - Elem	\$0.00	\$0.00	\$156.75	0.00
01-2-02220-643-001-00	LIB MEDIA - Web/Cloud Based Software - HS	\$0.00	\$1,000.00	\$528.00	52.80
01-2-02220-643-002-00	LIB MEDIA - Web/Cloud Based Software - MS	\$0.00	\$1,000.00	\$528.00	52.80
01-2-02220-643-003-00	LIB MEDIA - Web/Cloud Based Software - Elem	\$0.00	\$2,000.00	\$2,070.97	103.54
01-2-02220-733-003-00	LIB MEDIA - Furniture and Fixtures - Elem	\$0.00	\$0.00	\$8,932.94	0.00
01-2-02230-432-000-00	TECH - Tech-Related Repairs and Maint	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02230-530-000-00	TECH - Communications	\$367.87	\$75,000.00	\$29,972.77	39.96
01-2-02230-591-000-00	TECH - Tech Support - On Site - Purch From ESU6	\$9,577.33	\$125,000.00	\$64,149.98	51.31
01-2-02230-591-000-01	TECH - Tech - Hosted Services - Purch From ESU6	\$679.45	\$15,000.00	\$4,843.31	32.28
01-2-02230-643-000-00	TECH - Web/Cloud Based Software	\$47.88	\$50,000.00	\$32,468.74	64.93
01-2-02230-650-000-00	TECH - Supplies - Technology Related	\$0.00	\$15,000.00	\$7,615.03	50.76
01-2-02230-734-000-00	TECH - Technology-Related Hardware	\$0.00	\$40,000.00	\$14,375.00	35.93
01-2-02230-735-000-00	TECH - Technology Software	\$0.00	\$5,000.00	\$0.00	0.00
	Support - Staff	\$18,296.66	\$443,000.00	\$221,470.83	0.50
01-2-02310-310-000-00	BOE - Official/Administrative Services	\$0.00	\$1,500.00	\$0.00	0.00
01-2-02310-340-000-00	BOE - Other Professional Services	\$0.00	\$4,000.00	\$1,575.99	39.39
01-2-02310-520-000-00	BOE - Insurance	\$0.00	\$13,500.00	\$13,550.00	100.37
01-2-02310-540-000-00	BOE - Advertising	\$747.71	\$4,000.00	\$2,738.23	68.45
01-2-02310-580-000-00	BOE - Travel	\$0.00	\$4,500.00	\$959.00	21.31
01-2-02310-610-000-00	BOE - General Supplies	\$29.01	\$500.00	\$29.01	5.80
01-2-02310-643-000-00	BOE - Web/Cloud Based Software	\$0.00	\$2,000.00	\$2,700.00	135.00
01-2-02310-810-000-00	BOE - Dues and Fees	\$4,710.00	\$6,000.00	\$5,831.00	97.18
	Board of Education	\$5,486.72	\$36,000.00	\$27,383.23	0.76
01-2-02320-105-000-00	SUPER - Salaries - Superintendent	\$12,750.00	\$153,000.00	\$89,250.00	58.33
01-2-02320-110-000-00	SUPER - Salaries - Regular - Admin Asst	\$2,915.07	\$41,200.00	\$19,841.95	48.16
01-2-02320-210-000-00	SUPER - Group Insurance - BCBS Admin Asst	\$1,724.40	\$20,693.00	\$12,070.80	58.33
01-2-02320-210-000-01	SUPER - Group Insurance - LTD Admin Asst	\$18.04	\$216.00	\$126.28	58.46
01-2-02320-215-000-00	SUPER - Group Insurance - BCBS - Superintendents	\$2,040.36	\$28,349.00	\$14,282.52	50.38
01-2-02320-215-000-01	SUPER - Group Insurance - LTD - Superintendents	\$52.89	\$689.00	\$370.23	53.73
01-2-02320-220-000-00	SUPER - Social Security - Admin Asst	\$220.33	\$3,150.00	\$1,500.62	47.63
01-2-02320-225-000-00	SUPER - Social Security - Superintendents	\$977.49	\$11,705.00	\$6,844.35	58.47
01-2-02320-230-000-00	SUPER - Retirement - Admin Asst	\$216.40	\$4,066.00	\$1,472.86	36.22
01-2-02320-235-000-00	SUPER - Retirement - Superintendents	\$946.50	\$12,362.00	\$6,625.15	53.59
01-2-02320-237-000-00	SUPER - Retirement Increase	\$102.84	\$0.00	\$718.03	0.00

01-2-02320-270-000-00	SUPER - Workers Comp - Admin Asst	\$0.00	\$593.00	\$143.00	24.11
01-2-02320-275-000-00	SUPER - Workers Comp - Superintendent	\$0.00	\$2,203.00	\$532.00	24.14
01-2-02320-285-000-00	SUPER - Health Benefits - Superintendents	\$0.00	\$0.00	\$3,864.24	0.00
01-2-02320-443-000-00	SUPER - Copier/Printer Expense	\$0.00	\$2,700.00	\$1,116.43	41.34
01-2-02320-580-000-00	SUPER - Travel	\$0.00	\$3,000.00	\$450.50	15.01
01-2-02320-610-000-00	SUPER - General Supplies	\$129.99	\$7,574.00	\$137.98	1.82
01-2-02320-643-000-00	SUPER - Web/Cloud Based Software	\$95.76	\$10,000.00	\$95.76	0.95
01-2-02320-650-000-00	SUPER - Supplies - Technology Related	\$0.00	\$500.00	\$0.00	0.00
01-2-02320-810-000-00	SUPER - Dues and Fees	\$405.00	\$3,000.00	\$2,984.00	99.46
	Superintendent	\$22,595.07	\$305,000.00	\$162,426.70	0.53
01-2-02330-317-000-00	LEGAL - Contracted Legal Fees	\$244.00	\$10,000.00	\$1,996.60	19.96
	District Legal	\$244.00	\$10,000.00	\$1,996.60	0.20
01-2-02410-110-001-00	PRIN - Salaries - Admin Asst - HS	\$2,969.26	\$34,000.00	\$19,452.55	57.21
01-2-02410-110-003-00	PRIN - Salaries - Admin Asst - Elem	\$6,286.90	\$75,733.00	\$44,298.47	58.49
01-2-02410-111-001-00	PRIN - Salaries - Principal - HS	\$4,458.33	\$53,500.00	\$31,208.31	58.33
01-2-02410-111-002-00	PRIN - Salaries - Principal - MS	\$4,458.33	\$53,500.00	\$31,208.31	58.33
01-2-02410-111-003-00	PRIN - Salaries - Principal - Elem	\$9,750.00	\$117,000.00	\$68,250.00	58.33
01-2-02410-120-003-00	PRIN - Salaries - Subs - Admin Asst - Elem	\$120.00	\$0.00	\$248.00	0.00
01-2-02410-210-001-01	PRIN - Group Insurance - LTD - Admin Asst - HS	\$11.92	\$120.00	\$83.44	69.53
01-2-02410-210-003-00	PRIN - Group Insurance - BCBS - Admin Asst	\$1,724.40	\$20,693.00	\$12,070.80	58.33
01-2-02410-210-003-01	PRIN - Group Insurance - LTD - Admin Asst - Elem	\$28.12	\$370.00	\$196.84	53.20
01-2-02410-211-001-00	PRIN - Group Insurance -BCBS - Principal - HS	\$1,020.18	\$14,174.00	\$7,141.26	50.38
01-2-02410-211-001-01	PRIN - Group Insurance LTD - Principal - HS	\$39.72	\$520.00	\$278.04	53.46
01-2-02410-211-002-00	PRIN - Group Insurance -BCBS - Principal - MS	\$1,020.18	\$14,174.00	\$7,141.26	50.38
01-2-02410-211-003-00	PRIN - Group Insurance -BCBS - Principal - Elem	\$1,519.52	\$21,112.00	\$10,636.64	50.38
01-2-02410-211-003-01	PRIN - Group Insurance LTD - Principal - Elem	\$40.28	\$525.00	\$281.96	53.70
01-2-02410-220-001-00	PRIN - Social Security - Admin Asst - HS	\$226.13	\$2,605.00	\$1,482.91	56.92
01-2-02410-220-003-00	PRIN - Social Security - Admin Asst - Elem	\$462.05	\$5,793.00	\$3,211.57	55.43
01-2-02410-221-001-00	PRIN - Social Security - Principal - HS	\$340.29	\$4,124.00	\$2,382.98	57.78
01-2-02410-221-002-00	PRIN - Social Security - Principal - MS	\$337.26	\$4,124.00	\$2,361.79	57.26
01-2-02410-221-003-00	PRIN - Social Security - Principal - Elem	\$748.27	\$8,950.00	\$5,237.90	58.52
01-2-02410-230-001-00	PRIN - Retirement - Admin Asst - HS	\$220.42	\$3,365.00	\$1,443.98	42.91
01-2-02410-230-003-00	PRIN - Retirement - Admin Asst - Elem	\$466.71	\$7,480.00	\$3,288.32	43.96
01-2-02410-231-001-00	PRIN - Retirement - Principal - HS	\$330.97	\$4,356.00	\$2,318.14	53.21
01-2-02410-231-002-00	PRIN - Retirement - Principal - MS	\$330.96	\$4,356.00	\$2,315.13	53.14
01-2-02410-231-003-00	PRIN - Retirement - Principal - Elem	\$723.79	\$9,453.00	\$5,066.27	53.59
01-2-02410-237-001-00	PRIN - Retirement Increase - HS	\$48.76	\$0.00	\$333.95	0.00
01-2-02410-237-002-00	PRIN - Retirement Increase - MS	\$29.27	\$0.00	\$204.89	0.00
01-2-02410-237-003-00	PRIN - Retirement Increase - Elem	\$105.28	\$0.00	\$740.66	0.00
01-2-02410-270-001-00	PRIN - Workers Comp - Admin Asst - HS	\$0.00	\$500.00	\$118.00	23.60
01-2-02410-270-003-00	PRIN - Workers Comp - Admin Asst - Elem	\$0.00	\$1,075.00	\$263.00	24.46
01-2-02410-271-001-00	PRIN - Workers Comp - Principal - HS	\$0.00	\$1,000.00	\$186.00	18.60

01-2-02410-271-002-00	PRIN - Workers Comp - Principal - MS	\$0.00	\$1,000.00	\$186.00	18.60
01-2-02410-271-003-00	PRIN - Workers Comp - Principal - Elem	\$0.00	\$1,236.00	\$407.00	32.92
01-2-02410-281-001-00	PRIN - Health Benefits - Principal - HS	\$0.00	\$0.00	\$1,925.99	0.00
01-2-02410-281-002-00	PRIN - Health Benefits - Principal - MS	\$0.00	\$0.00	\$1,908.99	0.00
01-2-02410-281-003-00	PRIN - Health Benefits - Principal - Elem	\$0.00	\$0.00	\$2,877.60	0.00
01-2-02410-330-001-00	PRIN - Employee Training - Principal - HS	\$0.00	\$500.00	\$60.00	12.00
01-2-02410-330-003-00	PRIN - Employee Training - Principal - Elem	\$0.00	\$500.00	\$60.00	12.00
01-2-02410-443-001-00	PRIN SEC - Copier Usage/Lease - HS	\$0.00	\$0.00	\$483.33	0.00
01-2-02410-580-001-00	PRIN - Travel - HS	\$0.00	\$1,000.00	\$3.00	0.30
01-2-02410-580-003-00	PRIN - Travel - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02410-610-001-00	PRIN - General Supplies - HS	\$425.00	\$7,500.00	\$3,476.58	46.35
01-2-02410-610-002-00	PRIN - General Supplies - MS	\$676.56	\$7,500.00	\$2,358.86	31.45
01-2-02410-610-003-00	PRIN - General Supplies - Elem	\$83.01	\$7,162.00	\$663.24	9.26
01-2-02410-643-001-00	PRIN - Web/Cloud Based Software - HS	\$95.76	\$0.00	\$95.76	0.00
01-2-02410-643-002-00	PRIN - Web/Cloud Based Software - MS	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02410-643-003-00	PRIN - Web/Cloud Based Software - Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02410-650-002-00	PRIN - Supplies - Technology Related - MS	\$0.00	\$500.00	\$0.00	0.00
01-2-02410-650-003-00	PRIN - Supplies - Technology Related - Elem	\$0.00	\$500.00	\$150.00	30.00
01-2-02410-810-001-00	PRIN - Dues and Fees - HS	\$0.00	\$2,500.00	\$190.00	7.60
01-2-02410-810-003-00	PRIN - Dues and Fees - Elem	\$0.00	\$2,500.00	\$710.00	28.40
	Principal	\$39,097.63	\$500,000.00	\$279,007.72	0.56
01-2-02510-116-000-00	FISCAL SVCS - Salaries - Business	\$6,043.50	\$72,522.00	\$42,304.50	58.33
01-2-02510-216-000-00	FISCAL SVCS - Group Insurance -BCBS - Business	\$1,724.40	\$20,693.00	\$12,070.80	58.33
01-2-02510-216-000-01	FISCAL SVCS - Group Insurance - LTD - Business	\$27.19	\$325.00	\$190.33	58.56
01-2-02510-226-000-00	FISCAL SVCS - Social Security - Business	\$447.66	\$5,548.00	\$3,134.31	56.49
01-2-02510-236-000-00	FISCAL SVCS - Retirement - Business	\$448.64	\$7,164.00	\$3,140.30	43.83
01-2-02510-237-000-00	FISCAL SVCS - Retirement - Increase	\$39.68	\$0.00	\$278.44	0.00
01-2-02510-276-000-00	FISCAL SVCS - Workers Comp -Business	\$0.00	\$1,044.00	\$252.00	24.13
01-2-02510-315-000-00	FISCAL SVCS - Accounting/Auditing Services	\$0.00	\$20,000.00	\$22,220.00	111.10
01-2-02510-443-000-00	FISCAL SVCS - Lease - Copier	\$0.00	\$250.00	\$68.75	27.50
01-2-02510-530-000-00	FISCAL SVCS - Communications	\$482.99	\$13,000.00	\$4,872.66	37.48
01-2-02510-531-000-00	FISCAL SVCS - Postage	\$300.00	\$10,000.00	\$3,100.83	31.00
01-2-02510-580-000-00	FISCAL SVCS - Travel	\$0.00	\$200.00	\$0.00	0.00
01-2-02510-610-000-00	FISCAL SVCS - General Supplies	\$0.00	\$1,754.00	\$1,086.60	61.94
01-2-02510-643-000-00	FISCAL SVCS - Web/Cloud Based Software	\$138.60	\$45,000.00	\$24,603.24	54.67
01-2-02510-810-000-00	FISCAL SVCS - Dues and Fees	\$0.00	\$2,000.00	\$250.00	12.50
01-2-02510-890-000-00	FISCAL SVCS - Misc Expense	\$0.00	\$500.00	\$0.00	0.00
	Fiscal Services	\$9,652.66	\$200,000.00	\$117,572.76	0.59
01-2-02610-410-001-00	OPERATIONS - Utility Services - Water & Sewage - FR	\$524.40	\$12,000.00	\$4,848.90	40.40
01-2-02610-410-001-01	OPERATIONS - Utility Services - Culligan - FR	\$35.00	\$2,000.00	\$919.25	45.96
01-2-02610-410-003-00	OPERATIONS - Utility Services - Water & Sewer - EX	\$480.50	\$11,000.00	\$3,633.60	33.03
01-2-02610-410-003-01	OPERATIONS - Utility Services - Culligan - EX	\$107.00	\$2,000.00	\$880.50	44.02
01-2-02610-420-001-00	OPERATIONS - Garbage Service - FR	\$533.58	\$7,500.00	\$3,873.74	51.64

01-2-02610-420-003-00	OPERATIONS - Garbage Service - EX	\$427.00	\$7,500.00	\$2,989.00	39.85
01-2-02610-431-001-00	OPERATIONS - Repairs and Maint - FR	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02610-431-003-00	OPERATIONS - Repairs & Maint - EX	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02610-441-000-00	OPERATIONS - Rental Storage Bldg	\$840.00	\$0.00	\$980.00	0.00
01-2-02610-490-001-00	OPERATIONS - Other Purch Property Svcs - FR	\$475.91	\$11,000.00	\$3,972.27	36.11
01-2-02610-490-003-00	OPERATIONS - Other Purch Property Svcs - EX	\$0.00	\$11,000.00	\$0.00	0.00
01-2-02610-520-000-00	OPERATIONS - Insurance - Property	\$0.00	\$58,510.00	\$58,509.00	99.99
01-2-02610-610-001-01	OPERATIONS - Janitorial Supplies- FR	\$140.13	\$13,000.00	\$7,642.37	58.78
01-2-02610-610-003-01	OPERATIONS - Janitorial Supplies - EX	\$810.80	\$10,000.00	\$4,058.55	40.58
01-2-02610-621-001-00	OPERATIONS - Utility Energy Svcs - FR	\$9,656.49	\$70,000.00	\$46,253.95	66.07
01-2-02610-621-003-00	OPERATIONS - Utility Energy Svcs - EX	\$6,710.50	\$70,000.00	\$32,353.69	46.21
01-2-02620-110-001-00	MAINT BLDG - Salaries - Maint & Cust - FR	\$13,426.47	\$185,000.00	\$93,794.81	50.69
01-2-02620-110-003-00	MAINT BLDG - Salaries - Main & Cust - EX	\$10,161.31	\$140,000.00	\$72,553.60	51.82
01-2-02620-210-001-00	MAINT BLDG - Group Ins - BCBS - FR	\$3,285.80	\$41,000.00	\$23,000.60	56.09
01-2-02620-210-001-01	MAINT BLDG - Group Ins - LTD - FR	\$60.15	\$800.00	\$421.05	52.63
01-2-02620-210-003-00	MAINT BLDG - Group Insur - BCBS - EX	\$4,286.62	\$63,000.00	\$30,006.34	47.62
01-2-02620-210-003-01	MAINT BLDG - Group Ins - LTD - EX	\$63.95	\$700.00	\$447.65	63.95
01-2-02620-220-001-00	MAINT BLDG - Social Security - FR	\$1,026.31	\$15,000.00	\$7,170.97	47.80
01-2-02620-220-003-00	MAINT BLDG - Social Security - EX	\$777.44	\$11,000.00	\$5,549.77	50.45
01-2-02620-230-001-00	MAINT BLDG - Retirement - FR	\$996.72	\$14,000.00	\$6,907.58	49.33
01-2-02620-230-003-00	MAINT BLDG - Retirement - EX	\$754.32	\$12,000.00	\$5,386.83	44.89
01-2-02620-237-001-00	MAINT BLDG - Retirement Incr - FR	\$88.14	\$0.00	\$612.46	0.00
01-2-02620-237-003-00	MAINT BLDG - Retirement Incr - EX	\$66.71	\$0.00	\$478.00	0.00
01-2-02620-270-001-00	MAINT BLDG - Workers Comp FR	\$0.00	\$5,700.00	\$5,604.00	98.31
01-2-02620-270-003-00	MAINT BLDG - Workers Comp - EX	\$0.00	\$5,000.00	\$5,157.00	103.14
01-2-02620-281-001-00	MAINT BLDG - Health Benefits - HSA - FR	\$0.00	\$0.00	\$1,370.88	0.00
01-2-02620-431-000-03	MAINT BLDG - Repairs & Maint - EX	\$362.21	\$50,000.00	\$8,328.88	16.65
01-2-02620-431-001-00	MAINT BLDG - Repairs & Maint - FR	\$150.00	\$50,000.00	\$8,198.55	16.39
01-2-02620-442-000-00	MAINT BLDG - Rentals of Equipment	\$0.00	\$0.00	\$75.00	0.00
01-2-02620-490-001-00	MAINT BLDG - Other Purch Property Svcs - FR	\$0.00	\$24,440.00	\$24,524.10	100.34
01-2-02620-490-003-00	MAINT BLDG - Other Purch Property Svcs - EX	\$0.00	\$24,000.00	\$9,962.47	41.51
01-2-02620-530-003-00	MAINT BLDG - Cell Phone - EX	\$152.48	\$1,800.00	\$1,055.96	58.66
01-2-02620-610-001-00	MAINT BLDG - Supplies - FR	\$598.39	\$10,000.00	\$3,018.46	30.18
01-2-02620-610-003-00	MAINT BLDG - Supplies - EX	\$52.97	\$10,000.00	\$8,487.03	84.87
01-2-02630-420-000-00	GROUNDS - Mowing - Contracted	\$0.00	\$6,000.00	\$1,900.00	31.66
01-2-02630-420-000-01	GROUNDS - Snow Removal - Contracted	\$1,075.00	\$3,000.00	\$1,075.00	35.83
01-2-02630-420-000-02	GROUNDS - Lawn Care - Contracted	\$5,400.00	\$18,000.00	\$7,300.00	40.55
01-2-02630-431-000-00	GROUNDS - Repairs and Maintenance Services	\$0.00	\$1,000.00	\$358.10	35.81
01-2-02630-442-000-00	GROUNDS - Rental of Equipment	\$0.00	\$0.00	\$3,500.00	0.00
01-2-02630-490-000-00	GROUNDS - Other Purchased Property Services	\$5,500.00	\$3,000.00	\$9,600.00	320.00
01-2-02630-610-000-00	GROUNDS - General Supplies	\$77.37	\$10,000.00	\$1,364.23	13.64
01-2-02630-626-000-00	GROUNDS - Gasoline	\$81.34	\$1,500.00	\$627.44	41.82
01-2-02650-431-000-00	STAFF VEH - Repairs & Maint	\$51.25	\$3,000.00	\$354.24	11.80
01-2-02650-626-000-00	STAFF VEH - Gasoline	\$282.66	\$4,000.00	\$1,070.46	26.76
01-2-02650-732-000-00	STAFF VEH - Vehicles	\$0.00	\$15,000.00	\$0.00	0.00
01-2-02660-340-000-00	SAFETY - Safety Audits	\$0.00	\$1,050.00	\$625.00	59.52
01-2-02660-490-000-00	SAFETY - Other Purch Property Svcs	\$81.00	\$500.00	\$3,875.76	775.15

Depreciation Fund

02-2-02900-450-001-00	DEPR - Construction Svcs - HS	\$0.00	\$1,000,000.00	\$0.00	0.00
02-2-02900-450-002-00	DEPR - Construction Svcs - MS	\$0.00	\$300,000.00	\$0.00	0.00
02-2-02900-450-003-00	DEPR - Construction Svcs - Elem	\$0.00	\$50,000.00	\$0.00	0.00
02-2-02900-490-001-00	DEPR - Purch Property Services - HS	\$0.00	\$50,000.00	\$0.00	0.00
02-2-02900-490-002-00	DEPR - Purch Property Services - MS	\$0.00	\$50,000.00	\$0.00	0.00
02-2-02900-490-003-00	DEPR - Purch Property Services - Elem	\$0.00	\$50,000.00	\$0.00	0.00
02-2-02900-610-001-00	DEPR - General Supplies - HS	\$0.00	\$0.00	\$6,564.00	0.00
02-2-02900-610-003-00	DEPR - General Supplies - Elem	\$0.00	\$0.00	\$610.00	0.00
02-2-02900-732-001-00	DEPR - Vehicles - HS	\$0.00	\$60,000.00	\$0.00	0.00
02-2-02900-733-003-00	DEPR - Furniture & Fixtures - Elem	\$0.00	\$0.00	\$10,253.00	0.00
02-2-02900-739-001-00	DEPR - Equipment - HS	\$0.00	\$160,000.00	\$0.00	0.00
02-2-02900-739-002-00	DEPR - Equipment - MS	\$0.00	\$160,000.00	\$0.00	0.00
02-2-02900-810-000-00	DEPR - Fees	\$0.00	\$0.00	\$10.00	0.00
TOTAL DEPRECIATION FUND		\$0.00	\$1,880,000.00	\$17,437.00	0.01

EMPLOYEE BENEFIT FUND

03-2-02900-290-000-00	EBF - Employee FSA Benefits	\$1,725.30	\$60,000.00	\$17,523.78	29.20
03-2-02900-890-000-00	EBF - Other Misc Expense	\$82.40	\$2,700.00	\$959.10	35.52
Subtotal of Element: [Fund] 03 - Employee Benefit Fund		\$1,807.70	\$62,700.00	\$18,482.88	29%

Activity Fund

05-2-02900-340-001-00	ACT - Purchased Services - HS	\$713.64	\$100,000.00	\$50,015.47	50.01
05-2-02900-340-002-00	ACT - Purchased Services - MS	\$0.00	\$20,000.00	\$440.00	2.20
05-2-02900-440-001-00	ACT - Rental of equip	\$0.00	\$0.00	\$3,150.00	0.00
05-2-02900-580-001-00	ACT - Travel - HS	\$286.00	\$20,000.00	\$20,177.28	100.88
05-2-02900-580-002-00	ACT - Travel - MS	\$0.00	\$10,000.00	\$0.00	0.00
05-2-02900-610-001-00	ACT - General Suppliesondary - HS	\$10,788.14	\$325,000.00	\$109,739.59	33.76
05-2-02900-610-002-00	ACT - General Suppliesondary - MS	\$0.00	\$50,000.00	\$0.00	0.00
05-2-02900-739-000-00	ACT - Other Equip	\$34,426.26	\$10,000.00	\$48,924.76	489.24
05-2-02900-810-001-00	ACT - Dues & Entry Feesondary - HS	\$3,177.50	\$10,000.00	\$38,126.85	381.26
05-2-02900-810-002-00	ACT - Dues & Entry Feesondary - MS	\$0.00	\$5,000.00	\$445.00	8.90
05-2-02900-810-003-00	ACT - Dues & Entry Feesondary - Elem	\$0.00	\$0.00	\$145.00	0.00
05-2-02900-890-001-00	ACT - Miscellaneous Expendituresondary - HS	\$0.00	\$10,000.00	\$600.00	6.00
05-2-02900-890-002-00	ACT - Miscellaneous Expendituresondary - MS	\$0.00	\$10,000.00	\$0.00	0.00
05-2-02900-890-003-00	ACT - Miscellaneous Expendituresondary - Elem	\$0.00	\$5,000.00	\$0.00	0.00
TOTAL ACTIVITY FUND		\$49,391.54	\$575,000.00	\$271,763.95	0.47

School Nutrition Fund

06-2-03100-110-001-00	SN - Salaries - Regular - Kitchen - HS	\$4,855.12	\$46,000.00	\$30,782.54	66.91
06-2-03100-110-002-00	SN - Salaries - Regular - Kitchen - MS	\$4,855.11	\$46,000.00	\$28,006.50	60.88
06-2-03100-110-003-00	SN - Salaries - Regular - Kitchen - Elem	\$8,067.34	\$85,000.00	\$54,583.26	64.21
06-2-03100-120-001-00	SN - Salaries - Subs - Kitchen - HS	\$732.00	\$7,000.00	\$4,892.90	69.89

06-2-03100-120-003-00	SN - Salaries - Subs - Kitchen - Elem	\$0.00	\$2,300.00	\$0.00	0.00
06-2-03100-210-001-01	SN - Group Ins - LTD - Kitchen - HS	\$27.42	\$300.00	\$185.99	61.99
06-2-03100-210-002-01	SN - Group Ins - LTD - Kitchen - MS	\$0.00	\$300.00	\$0.00	0.00
06-2-03100-210-003-01	SN - Group Ins - LTD - Kitchen - Elem	\$19.71	\$300.00	\$137.97	45.99
06-2-03100-220-001-00	SN - Soc Sec - Kitchen - HS	\$428.84	\$4,000.00	\$2,739.31	68.48
06-2-03100-220-002-00	SN - Soc Sec - Kitchen - MS	\$370.71	\$4,000.00	\$2,138.34	53.45
06-2-03100-220-003-00	SN - Soc Sec - Kitchen - Elem	\$613.75	\$7,000.00	\$4,153.09	59.32
06-2-03100-230-001-00	SN - Retirement - Kitchen - HS	\$319.16	\$3,200.00	\$1,883.81	58.86
06-2-03100-230-002-00	SN - Retirement - Kitchen - MS	\$319.17	\$3,200.00	\$1,882.21	58.81
06-2-03100-230-003-00	SN - Retirement - Kitchen - Elem	\$584.95	\$6,700.00	\$3,954.52	59.02
06-2-03100-237-001-00	SN - Retirement Increase - HS	\$28.23	\$0.00	\$167.21	0.00
06-2-03100-237-002-00	SN - Retirement Increase - MS	\$28.22	\$0.00	\$166.53	0.00
06-2-03100-237-003-00	SN - Retirement Increase - Elem	\$51.73	\$0.00	\$350.38	0.00
06-2-03100-270-001-00	SN - Workers Comp - Kitchen - HS	\$0.00	\$2,725.00	\$2,722.00	99.88
06-2-03100-270-003-00	SN - Workers Comp - Kitchen - Elem	\$0.00	\$1,975.00	\$1,975.00	100.00
06-2-03100-610-001-00	SN - General Supplies - HS	\$918.36	\$8,000.00	\$7,153.45	89.41
06-2-03100-610-003-00	SN - General Supplies - Elem	\$606.44	\$7,000.00	\$3,981.62	56.88
06-2-03100-630-001-00	SN - Food - HS	\$17,638.55	\$67,500.00	\$109,506.22	162.23
06-2-03100-630-002-00	SN - Food - MS	\$0.00	\$67,500.00	\$0.00	0.00
06-2-03100-630-003-00	SN - Food - Elem	\$10,189.84	\$130,000.00	\$59,927.53	46.09
06-2-09005-000-000-00	SN - Non Pgm Exp - Activity	(\$749.52)	\$0.00	\$0.00	0.00

TOTAL NUTRITION FUND		\$49,905.13	\$500,000.00	\$321,290.38	0.64
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Bond Fund

07-2-05000-830-000-00	BF - Fees	\$0.00	\$190,312.00	\$0.00	0.00
07-2-05000-831-000-00	BF - Redemption of Principal	\$0.00	\$465,000.00	\$465,000.00	100.00
07-2-05000-832-000-00	BF - Interest on Long-Term Debt	\$0.00	\$48,900.00	\$25,730.85	52.61

TOTAL BOND FUND		\$0.00	\$704,212.00	\$490,730.85	0.70
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Special Building Fund

08-2-02610-441-000-00	SB - Rental of Building	\$0.00	\$60,000.00	\$60,000.00	100.00
08-2-04300-340-003-00	SB - Prof Services - Elem	\$0.00	\$0.00	\$10,347.50	0.00
08-2-04700-450-001-00	SB - Bldg Improvements - Construc - HS	\$0.00	\$212,600.00	\$0.00	0.00
08-2-04700-450-002-00	SB - Bldg Improvements - Construc - MS	\$0.00	\$200,000.00	\$0.00	0.00
08-2-04700-450-003-00	SB - Bldg Improvements - Construc - Elem	\$0.00	\$1,000,000.00	\$687,454.12	68.74
08-2-04700-610-003-00	SB - Bldg Improv - Supplies - Elem	\$0.00	\$0.00	\$1,021.69	0.00
08-2-04700-720-001-00	SB - Buildings incl HVAC - HS	\$0.00	\$500,000.00	\$0.00	0.00
08-2-04700-720-002-00	SB - Buildings incl HVAC - MS	\$0.00	\$500,000.00	\$0.00	0.00

TOTAL SPECIAL BUILDING FUND		\$0.00	\$3,472,600.00	\$774,012.11	0.22
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E-M-F Public School

Board of Education - Payments to be Approved

4/13/2026

Manual Checks/Funds Transfers done in March

GENERAL FUND

Payroll	March payroll (General Fund portion)	\$	488,447.62
Constellation	natural gas	\$	843.42
Rico's	meal / PTC	\$	425.00
Nebraska Schoolmasters	registration	\$	55.00
		\$	<u>489,771.04</u>

NUTRITION FUND

Payroll	March payroll (Nutrition portion)	\$	21,301.46
Sysco	food	\$	14,488.27
Cash-Wa Dist	food	\$	10,339.68
Hiland Dairy	food	\$	2,630.83
Vossler, Annette	reimburse food purchases	\$	28.68
Sluka, Karen	reimburse food purchases	\$	33.13
Andreasen, Cynthia	reimburse food purchases	\$	21.19
Jess, Morgan	reimburse food purchases	\$	13.41
US Foods	food	\$	2,132.49
Greg's Market	food	\$	42.99
		\$	<u>51,032.13</u>

April Presentations

BOND FUND

Union Bank & Trust	admin fees	\$	1,390.00
		\$	<u>1,390.00</u>

DEPRECIATION FUND

General Fund	reimb - eBay - hot water dispenser - kitchen	\$	2,500.00
Generations Bank	HVAC Energy Loan payment	\$	129,332.25
		\$	<u>131,832.25</u>

GENERAL FUND

A&M	busing - March	\$	54,847.38
ACT Now	test prep	\$	3,495.00
Activity Fund	reimb hotel -State FFA - sponsor	\$	179.10
Activity Fund	April support	\$	6,000.00
Beaver Hardware	supplies	\$	197.51
Black Hills Energy	natural gas	\$	1,120.01
ByteSpeed	Chromebooks (85)	\$	36,975.00
Capital Business Systems	copier lease	\$	67.00
City of Friend	water & sewer	\$	453.00
Computer Hardware	Mac mini	\$	638.00
Constellation	natural gas	\$	3,016.53
Culligan of Crete	water softener	\$	245.00
Culligan of York	reverse osmosis	\$	107.00
DAS State Acctg - State of Nebr	internet service - Feb & Mar	\$	635.74
Development 412	FCS teaching supplies	\$	168.00
Dietze Music	repairs to instrument	\$	125.00
Eakes	copier lease, usage, and janitorial	\$	6,606.72
ESU 6	SPED services Q1, tech	\$	118,369.82
Exeter Lumber	supplies	\$	33.18
Facility Advocates	repairs to HVAC	\$	3,590.00
Farmers Auto Supply	supplies	\$	194.63
Farmers Coop Dorchester	fuel	\$	4,205.06
Father Flanagan's Boys' Home	March tuition	\$	4,940.00

Fillmore County Hospital	mental health services	\$	4,729.17
Flood Communications	radio spots	\$	85.00
GO Physical Therapy	SPED contracted services	\$	21,192.21
Grainger	maint supplies	\$	84.72
Greg's Market	supplies	\$	52.08
Harris School Systems	check stock	\$	295.69
Hitchcock, Jay	reimburse shop supplies	\$	46.25
Hometown Leasing	copier lease	\$	1,550.98
Jackson Services	janitorial	\$	338.11
Kopchos	garbage service	\$	427.00
Matheson	welding supplies	\$	148.49
Menards - Lincoln South	shop supplies	\$	100.32
Merrick, Hannah	reimburse preschool supplies	\$	97.90
NCS Pearson	testing supplies	\$	40.13
Nebr Ag Educators Assn	26-27 dues - Kohtz, Segner	\$	550.00
Nebr Assn of School Boards	board retreat - prof fees	\$	1,009.45
Nebr Center for Ed of Children Blind	SPED services	\$	1,108.80
Nebr State Fire Marshal - Boiler	boiler inspections FR & EX	\$	252.00
Norris Public Power	electricity	\$	1,895.00
Novak, Cortney	reimburse supplies	\$	47.84
Nutrition Fund	April support	\$	27,500.00
Perennial	electricity	\$	1,803.19
Presto-X	exterminator	\$	232.24
Quadiant Finance	refill postage meter	\$	300.00
Quill	supplies	\$	147.96
Qwik6	fuel	\$	2,430.37
Segra	WAN lease	\$	2,553.45
Seward County Independent	publish legals, advertising	\$	711.63
Shred It	paper shredding	\$	160.55
Southeast CC	SENCAP tuition - S2	\$	12,497.13
Steven Wees	speaker fee	\$	200.00
Summit Fire Protection	semi annual alarm & extinguisher inspection	\$	2,474.00
The Nebraska Signal	subscription	\$	60.00
TK Elevator	monthly maint contract	\$	243.67
TMS	monthly maint contract	\$	90.72
USBank VISA	activity purchases	\$	2,105.19
USBank VISA	Walmart - supplies	\$	415.37
USBank VISA	Amazon - supplies	\$	810.59
USBank VISA	Amazon - tech supplies	\$	248.00
USBank VISA	Avant Assessments - Spanish curriculum	\$	199.50
USBank VISA	Qwik6 - fuel for vans	\$	104.17
USBank VISA	Hampton Inn - lodging - FFA Kohtz	\$	189.00
USBank VISA	Mirror Image - car wash	\$	10.70
USBank VISA	Embassy Suites - lodging - M Perez	\$	394.58
USBank VISA	402 Sports, Valentinos - Pfeiffer AD meetings	\$	34.20
USBank VISA	Qwik6 - supplies	\$	211.75
USBank VISA	Candlewood Suites - NRCSA Conf	\$	363.82
USBank VISA	Hampton Inn - lodging - NRCSA	\$	921.18
USBank VISA	ebay - hot water dispenser	\$	2,500.00
USBank VISA	Caseys - supplies for BOE meeting	\$	52.41
Verizon	cell phones EX	\$	152.48
Village of Exeter	water & sewer	\$	499.00
VVS	supplies	\$	57.85
Wade, Khrystyne	reimb field trip expenses - HAL	\$	302.88
Waste Connections	garbage service	\$	373.03
Wood River Energy	natural gas	\$	4,272.29
York News Times	ads	\$	394.95

\$ 346,277.67

Late Presentations:

Windstream	telephone service	\$	420.05
Univ of Nebraska -Lincoln	workshop regist - Kohtz	\$	20.00
All Around Lawn & Landscaping	pruning/shrub trimming	\$	625.00

\$ 347,342.72



Monday, April 13, 2026 At Exeter @ 7:30



Items of Interest

- Elementary Spring Concert - 3/9
- STEM Field Trip in Geneva 3/17-18
- 5th grade state projects 3/19
- Family Art Night 3/19
- March Mammal Madness 4/2
- Completed MAP testing now moving on to NSCAS



Upcoming Events

- Geneva Art Council - Omaha Street Percussion 4/20
- Field Trips
- Elementary Field Day 4/30
 - K-2-9:30-11:30
 - 3-5-11:30-3:00
- Teacher Appreciation 5/4-5/8



Staff/Student Shoutouts

- Paula Anderson and her journalism class - Paw Press



Mrs. Stutzman's Principal Report April

What has happened...

- State boys basketball
- State Awarded Esports Champs!
- Spring MAP testing 6th-10th grades
- ACT
- Bobcat Buddies
- Admin/AD's assigned coaches and sponsors (survey went out to gather input from staff members)
- Family Art Night
- Staff input meeting
- State quiz bowl: April 20th
- All State Band and concert
- State FFA awards
- Family input survey at PT conferences
- "Top Cat" March Madness Bracket Challenge (Korin won)
- Bobcat Buddies March Madness Bracket Challenge (L. Stutzman and Segner groups won)
- March Mammal Madness (Lorie S. runs)
- Homeroom information (attached) for the 26-27 school year

What is coming up...

- Holocaust Speaker April 17 10:00 new gym for 6th-12th grade staff, students, community members
- NCSAS state testing (6th-8th graders)
- Prom April 18 (preview in the old gym 4:15)
- Last bobcat buddies (senior tribute)
- NHS inductions 5:45 Library, and Honors night 9-12th grades 6:30 pm, new gym
- Senior Skip trip, May 1
- FFA banquet, May 1
- Baccalaureate, May 3
- Activities Night 7-8th 6:00, 9-12th 6:45 pm, May 5 new gym
- Senior to Senior Breakfast and graduation practice, May 8
- 2026 Graduation, May 9

"Better Together"

TEACHER'S CONTRACT

THIS CONTRACT is made by and between the Board of Education Exeter-Milligan-Friend Public Schools ("District") and **Josie Zeleny** ("Teacher") and supercedes any prior contract between the parties. The Board of Education agrees to employ the Teacher and the Teacher accepts such employment as follows:

School Year: School Year begins on or about **August 1, 2026**, and ends on or about **May 21, 2027**, subject to Board modification.

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

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

Salary Schedule Placement: Teacher's salary schedule placement is subject to final terms of the negotiated agreement for the applicable contract year between the Board and the bargaining unit representing the certificated employees of the District. The Teacher's salary schedule placement and other terms of employment for the 2026-27 contract year may be set forth on the Annual Supplemental Renewal form to be executed subsequent to this Teacher's Contract.

FIRST: Salary. The salary of the Teacher shall be payable in twelve (12) equal installments. The first installment shall be payable on the 15th day of September, 2026, and the remaining installments shall be payable on same day of each month thereafter. Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof. This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and Teacher's Retirement. Other deductions may be withheld as agreed to by the parties to this contract. Upon termination of this contract by the Board or the Teacher, the compensation shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the applicable contract year. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.


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

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

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

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

SIXTH: Renewal. Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference except as stated on such Renewal Agreement. Renewal Agreements must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen calendar days of receipt thereof from the District. Said Renewal agreement shall not be required to be signed by the Teacher prior to March 15. Failure to return the Renewal Agreement or an intent card by the required date shall constitute grounds for termination.

Executed this <u>19</u> day of <u>March</u> , 2026	Executed this ___ day of _____, 2026
 Teacher	Board of Education of Exeter-Milligan-Friend Public Schools By: _____ Attest: _____ President Secretary

CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

THIS CONTRACT is made by and between the Board of Education of the Saline County School District 0090, a/k/a Exeter-Milligan-Friend Public Schools, hereinafter referred to as "the Board," and Derek Anderson hereinafter referred to as "the Superintendent."

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 13th day of April 2026, the Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

1. **Term of Contract.** This Contract is for a term of two (2) years beginning on the 1st day of July, 2026, and expiring on the 30th day of June, 2025. A "contract year" for purposes of this Contract shall be from July 1 to June 30. The parties agree that the deadline to give a notice of non-renewal is April 1.

2. **Salary.** Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the District.

Contract Year	Salary
2026-2027	\$ 157,000
2027-2028	TBD

In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees' Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

The Superintendent authorizes the Board to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of the Superintendent's employment.

3. **Benefits.** As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

- A. Leave Benefits. Paid leave is available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the District and (2) the paid leave day is taken on a day Superintendent would otherwise be expected to be at work.
1. Vacation. The Superintendent shall be allowed 15 working days of vacation leave during each contract year. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled Board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year).
 2. Carry-over of Vacation Days. Vacation is to be used during each contract year. Any unused vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Superintendent has for the following contract year, such that the total vacation days at the beginning of each contract year will always be fifteen (15) days. The Board expects the Superintendent to take vacation leave to recharge and enjoy time away from work. As such, the parties hereby agree that, upon ending employment, any unused vacation days at the ending of the Superintendent's employment will be paid at the rate of \$1.00 per day; provided that there shall be no pay for unused vacation days in the event the Board determines that the Superintendent has engaged in misconduct which provides just cause for termination or cancellation.
 3. Sick Leave. The Superintendent shall be allowed 10 working days of sick leave each contract year.
 4. Carry-over and Accumulation of Sick Days. Unused sick leave may be carried over from one contract year to the next succeeding contract year to a maximum of 40 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing contract year or years until the accumulated number of days is less than 40, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 40 days. There will be no payout for accrued but unused sick leave.
 5. Bereavement Leave. The Superintendent will be allowed up to 3 days of paid bereavement leave per year.
 6. Holidays. The following days shall be holiday days and not working days: July 4th, Labor Day, Christmas Eve, Christmas Day, New Year's Day, and Memorial Day, Thanksgiving and the day following Thanksgiving. The Board may determine what other days will be designated as holidays in the District.

7. Log. The Superintendent shall maintain a current log of used leave days with the Business Manager.
- B. Health and Dental Insurance. The District shall pay for and provide the Superintendent with family health and dental insurance for which the Superintendent is qualified insurance under the District's group insurance plan.
- C. Disability Insurance. The District will pay the Superintendent the amount of the long term disability insurance cost. This amount will then be payroll deducted from the Superintendent's check to pay the LTD premium.
- D. Retirement Plan. The Superintendent may elect to designate part of the Superintendent's annual salary to be invested in a tax exempt deferred income retirement plan of his choice.
- E. Meetings and Dues. The Superintendent shall attend appropriate professional meetings at the local, state and national levels; provided that such attendance does not interfere with the proper performance of Superintendent's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. In addition, the District may pay the reasonable expenses for such professional development opportunities, such as the Superintendent's annual dues to the Nebraska Council of School Administrators and may pay dues to other professional organizations suitable for the Superintendent's position upon the Superintendent's request.
- F. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Superintendent's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- G. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's individual capacity or the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District and the District is not in an adverse position in the legal proceedings.
- H. Avoidance of Fines or Penalties. The District may elect to not provide any benefit set forth in the Contract in the event the District determines in its discretion that the provision of the benefit would result in a fine or penalty. In the event the District makes such an election, the District shall negotiate with the Superintendent to obtain a like-benefit that would not result in a fine or penalty, and in the event such is not available, the Superintendent's salary shall be grossed up in an amount equal to the cost savings from not providing the benefit (excluding the costs of fines and penalties).

4. **Duties..** The Superintendent shall perform the duties of such positions as are regularly and customarily expected for such positions and such duties and responsibilities as are set forth in Board Policy or Regulation for such positions. The

Superintendent shall be subject to such other duties as the Board may assign from time to time. The Superintendent agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties. Notwithstanding anything herein to the contrary, the Superintendent acknowledges, agrees, and understands that the Superintendent will be expected to be "on call" and reasonably accessible in case of an emergency, even during vacation or leave days.

In performing the assigned duties, the Superintendent shall be governed by the policies, regulations and directions of the Board of Education. The Superintendent shall in all respects to diligently and faithfully perform the assigned duties to the best of the Superintendent's professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent's position.

5. **Board-Superintendent Relationship.** The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment and consistent with legal requirements; provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action, study or recommendation, as appropriate.

6. **Evaluation of the Superintendent.** The Superintendent shall be evaluated twice during the first contract year and once during each subsequent contract year, unless the Board deems additional evaluations appropriate. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Superintendent's personnel file. Prior to any evaluation, the Superintendent shall ensure that the District's Superintendent evaluation instrument is on file with and has already been approved by the Nebraska Department of Education.

During the Superintendent's first year of employment in the District, the Superintendent must remind the Board President in writing by October 1st and March 1st of the need to evaluate the Superintendent during the first semester and second semester, respectively. After the Superintendent's first year of employment in the District, the Superintendent must remind the Board President in writing by October 1st of the need to evaluate the Superintendent.

At all times during this contract, the Superintendent must ensure that the District is in full compliance with the Superintendent Transparency Act.

7. **Contract Termination.** In the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a superintendent in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a renewal notice by the required date, provided that such date not be prior to March 15 of the final year of the Contract or any extension of the Contract term; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Superintendent may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the District are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

The Board of Education may require a certificate of health and physical fitness of Superintendent in accordance with applicable law at any time while this Contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical incapacity or any reason beyond the Superintendent's control, and said disability exists for a period exceeding the Superintendent's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Superintendent unable to perform essential functions of the positions for which the Superintendent is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

8. **Residency.** The Superintendent shall reside within the School District during the term of this contract. During the first year of the Superintendent's employment with the District, the Board shall reimburse the Superintendent for the relocation/moving expenses incurred as a direct result of acceptance of this Contract in an amount not to exceed \$2 500.00. The Superintendent shall provide a written invoice and/or statement to the Board President from the moving company or other entity employed to accomplish the move, and the Board will only reimburse the Superintendent for the amounts actually incurred in the move. This amount shall be in addition to the Superintendent's salary during the first year of employment.

9. **Representations and Legal Requirements.** The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Superintendent further warrants and represents as follows: (1) all information set forth in the Superintendent's application for employment and other information provided by the Superintendent in seeking employment are true and accurate, and if said information ceases to be true, Superintendent will advise the Board of Education immediately; (2) Superintendent has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

9. **Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

10. **Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

Executed this 13th day of April, 2026

Superintendent

Executed this 13th day of April, 2026.

Board of Education of Saline County School District
0090, a/k/a Exeter-Milligan-Friend Public Schools

By: _____
EMF President

Attest: _____
Secretary or Other Authorized Officer

PRINCIPAL'S CONTRACT OF EMPLOYMENT

THIS CONTRACT is made by and between the Board of Education of the **Saline County School District 76-0090, a/k/a Exeter-Milligan-Friend Public Schools**, hereinafter referred to as "the Board" and **Laura Kroll**, hereinafter referred to as "the Principal."

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the separate board meetings held on April 13th of 2026, the Board hereby agrees to employ the Principal and the Principal hereby agrees to accept such employment, subject to the following terms and conditions:

Section 1. Term of Contract This Contract is for a term of one year beginning on the 1st day of July, 2026, and expiring on the 30th day of June, 2027. A "contract year" for purposes of this Contract shall be from July 1 to June 30. The Principal shall be expected to perform 215 days of service during the contract year, as assigned and determined by the Superintendent.

Written request for release from contractual obligations submitted on or before April 1 of the contract year will be granted for the ensuing school year. Request for release submitted after April 1 and on or before June 1 will be granted only in the event the Board determines it can find a satisfactory replacement and employs such replacement. After June 1, the Board of Education reserves the right to refuse such requests.

Section 2. Salary The annual salary shall be: **One hundred twenty thousand – (\$120,000)**. Said annual salary shall be paid in twelve equal installments commencing on August 15 2026.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

Section 3. Benefits. As further consideration for the services to be performed by the Principal, it is agreed as follows:

A. **Leave Benefits:** Paid leave is available to the Principal when the following specific conditions are met: (1) the Principal is currently employed by the District and (2) the paid leave day is taken on a day Principal would otherwise be expected to be at work.

1 of 5

1. **Personal and Professional.** Personal and professional leave is available to the Principal on the same terms as other certificated employees of the District plus one (1) additional personal day. Use of such leave must be approved by the Superintendent in advance. Personal and professional leave days are

noncumulative. There shall be no pay-in-lieu of unused personal or professional leave upon separation of employment.

2. Sick Leave. The Principal shall be allowed 10 working days of paid sick leave each contract year. Sick days may be used for personal illness, or illness or death in the immediate family. Immediate family is defined as spouse, children, father, mother, aunts, uncles, father-in-law, mother-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, step-father, step-mother, stepchildren, step grandchildren, grandparents, grandchildren, brothers or sisters. The Board reserves the right to ask the Principal for a doctor's certificate in the case of extended illness or frequent absence due to illness. The Board may at its discretion select the licensed physician to perform the examination. The Board also reserves the right to extend these provisions in cases of extreme hardships upon recommendation of the Administration and the vote by majority of the Board.
 3. Carry-over and Accumulation of Sick Days. Unused sick leave may be carried over from one contract year to the next succeeding contract year to a maximum of 45 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing contract year or years until the accumulated number of days is less than 45, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 45 days.
 4. Holidays. The following days shall be holiday days and not working days: July 4th, Labor Day, Thanksgiving, Christmas Day, New Years Day, and Memorial Day.
 5. Log. The Principal shall maintain current log of used vacation and sick leave days with the Business Manager.
- B. Health and Dental Insurance. The District shall pay for and provide the Principal with up to full family health and dental insurance.
- C. Disability Insurance. The District will pay the Principal the amount of the long term disability insurance cost. This amount will then be payroll deducted from the Principal's check to pay the LTD premium.
- D. Retirement Plan. The Principal may elect to designate part of the Principal's annual salary to be invested in a tax exempt deferred income retirement plan of his/her choice.
- E. Meetings and Dues. The Principal shall attend appropriate professional meetings at the local, state, and national levels provided that such attendance does not interfere with the proper performance of the Principal's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. In addition, membership dues to NCSA and NASSP shall be paid by the District. The Board may on request pay for the Principal's membership in other educational organizations that would serve in the school's best interest, as determined by the Board.

- F. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Principal's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- G. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Principal from any and all demands, claims, suits, actions, and legal proceedings brought against the Principal in the Principal's individual capacity or the Principal's official capacity as an agent or employee of the District, provided that the incident arose while the Principal was acting (or, in good faith, reasonably believed that the Principal was acting) within the scope of the Principal's employment with the District and the District is not in an adverse position in the legal proceedings.
- H. Other Benefits. The Principal may be provided such other benefits as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Principal meets the conditions and eligibility requirements for such benefits.

Section 4. Duties. The Principal is employed PK-5 Principal. The Principal shall perform the duties of such positions as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Principal shall be subject to assignment to such other duties by the Board or the Superintendent and may be assigned to a different position for which the Principal is qualified by reason of certification, endorsement, or college preparation. In addition to the normal duties traditionally required of certificated employees, the Principal may be assigned extra duty assignments by the District. Such assignments shall be upon such terms and condition and at such additional rate of compensation as the Principal and the District may agree upon; provided that the Principal shall not unreasonably refuse to accept such assignments. The Principal agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Principal may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Principal shall be governed by the policies, regulations and directions of the Board of Education. The Principal shall in all respects to diligently and faithfully perform the assigned duties to the best of the Principal's professional ability. Regular dependable attendance is an essential function of the Principal's position.

Section 5. Contract Termination. In the event the Principal violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Principal's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a Principal or elementary principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings

in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Principal may be

discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of the Principal's Contract.

Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of days of service provided to the date of such termination bears to the number of days of service that have been provided in the contract year. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Principal, shall be set off from sums due to the Principal and, if the sums owing to the District are in excess of the sums due the Principal, the amount owing shall be immediately refunded by the Principal.

The Board of Education may require a certificate of health and physical fitness of Principal in accordance with applicable law at any time while this Contract is in force. Should the Principal be unable to perform the Principal's duties by reason of mental or physical incapacity or any reason beyond the Principal's control, and said disability exists for a period exceeding the Principal's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Principal unable to perform essential functions of the positions for which the Principal is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

Section 6 Representations and Legal Requirements. The Principal affirms that: (1) the Principal holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Principal shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Principal is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Principal further warrants and represents as follows: (1) all information set forth in the Principal's application for employment and other information provided by the Principal in seeking employment are true and accurate, and if said information ceases to be true, Principal will advise the Board of Education immediately; (2) Principal has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Principal has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Principal from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees Retirement Act.

Section 7 Governing Laws. The parties shall be governed by all applicable Nebraska and federal laws, rules and regulations in performance of their respective duties and obligations under this Contract.

Section 8 Amendments & Severability. This Contract may be modified or amended only by a writing duly authorized and executed by the Principal and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before May 1, shall constitute a rejection by the Principal of the offer of employment.

Executed this _____ day of _____, 2026.

Principal

Executed this _____ day of _____, 2026.

Board of Education of Saline County

School District 0090, a/k/a/ Friend Public Schools

By: _____

Adam Erdkamp, Exeter-Milligan President

Attest: _____

Secretary or other Authorized Officer

PRINCIPAL'S CONTRACT OF EMPLOYMENT

THIS CONTRACT is made by and between the Board of Education of the **Saline County School District 76-0090, a/k/a Exeter-Milligan-Friend Public Schools**, hereinafter referred to as "the Board" and **Elizabeth Stutzman**, hereinafter referred to as "the Principal."

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the separate board meetings held on April 13th of 2026, the Board hereby agrees to employ the Principal and the Principal hereby agrees to accept such employment, subject to the following terms and conditions:

Section 1. Term of Contract This Contract is for a term of one year beginning on the 1st day of July, 2026, and expiring on the 30th day of June, 2027. A "contract year" for purposes of this Contract shall be from July 1 to June 30. The Principal shall be expected to perform 215 days of service during the contract year, as assigned and determined by the Superintendent.

Written request for release from contractual obligations submitted on or before April 1 of the contract year will be granted for the ensuing school year. Request for release submitted after April 1 and on or before June 1 will be granted only in the event the Board determines it can find a satisfactory replacement and employs such replacement. After June 1, the Board of Education reserves the right to refuse such requests.

Section 2. Salary The annual salary shall be: **One hundred ten thousand – (\$110,000)**. Said annual salary shall be paid in twelve equal installments commencing on August 15 2026.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

Section 3. Benefits. As further consideration for the services to be performed by the Principal, it is agreed as follows:

- A. **Leave Benefits:** Paid leave is available to the Principal when the following specific conditions are met: (1) the Principal is currently employed by the District and (2) the paid leave day is taken on a day Principal would otherwise be expected to be at work.

1. Personal and Professional. Personal and professional leave is available to the Principal on the same terms as other certificated employees of the District plus one (1) additional personal day. Use of such leave must be approved by the Superintendent in advance. Personal and professional leave days are noncumulative. There shall be no pay-in-lieu of unused personal or professional leave upon separation of employment.
 2. Sick Leave. The Principal shall be allowed 10 working days of paid sick leave each contract year. Sick days may be used for personal illness, or illness or death in the immediate family. Immediate family is defined as spouse, children, father, mother, aunts, uncles, father-in-law, mother-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, step-father, step-mother, stepchildren, step grandchildren, grandparents, grandchildren, brothers or sisters. The Board reserves the right to ask the Principal for a doctor's certificate in the case of extended illness or frequent absence due to illness. The Board may at its discretion select the licensed physician to perform the examination. The Board also reserves the right to extend these provisions in cases of extreme hardships upon recommendation of the Administration and the vote by majority of the Board.
 3. Carry-over and Accumulation of Sick Days. Unused sick leave may be carried over from one contract year to the next succeeding contract year to a maximum of 45 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing contract year or years until the accumulated number of days is less than 45, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 45 days.
 4. Holidays. The following days shall be holiday days and not working days: July 4th, Labor Day, Thanksgiving, Christmas Day, New Years Day, and Memorial Day.
 5. Log. The Principal shall maintain current log of used vacation and sick leave days with the Business Manager.
- B. Health and Dental Insurance. The District shall pay for and provide the Principal with up to family health and dental insurance.
- C. Disability Insurance. The District will pay the Principal the amount of the long term disability insurance cost. This amount will then be payroll deducted from the Principal's check to pay the LTD premium.
- D. Retirement Plan. The Principal may elect to designate part of the Principal's annual salary to be invested in a tax exempt deferred income retirement plan of his/her choice.
- E. Meetings and Dues. The Principal shall attend appropriate professional meetings at the local, state, and national levels provided that such attendance does not interfere with the proper performance of the Principal's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. In addition, membership dues to NCSA and NASSP shall be paid by the District. The Board

may on request pay for the Principal's membership in other educational organizations that would serve in the school's best interest, as determined by the Board.

- F. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Principal's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- G. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Principal from any and all demands, claims, suits, actions, and legal proceedings brought against the Principal in the Principal's individual capacity or the Principal's official capacity as an agent or employee of the District, provided that the incident arose while the Principal was acting (or, in good faith, reasonably believed that the Principal was acting) within the scope of the Principal's employment with the District and the District is not in an adverse position in the legal proceedings.
- H. Other Benefits. The Principal may be provided such other benefits as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Principal meets the conditions and eligibility requirements for such benefits.

Section 4. Duties. The Principal is employed as the 6-12 Principal. The Principal shall perform the duties of such positions as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Principal shall be subject to assignment to such other duties by the Board or the Superintendent and may be assigned to a different position for which the Principal is qualified by reason of certification, endorsement, or college preparation. In addition to the normal duties traditionally required of certificated employees, the Principal may be assigned extra duty assignments by the District. Such assignments shall be upon such terms and condition and at such additional rate of compensation as the Principal and the District may agree upon; provided that the Principal shall not unreasonably refuse to accept such assignments. The Principal agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Principal may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Principal shall be governed by the policies, regulations and directions of the Board of Education. The Principal shall in all respects to diligently and faithfully perform the assigned duties to the best of the Principal's professional ability. Regular dependable attendance is an essential function of the Principal's position.

Section 5. Contract Termination. In the event the Principal violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Principal's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a Principal or elementary principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15; and (7) just cause, including:

(a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Principal may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of the Principal's Contract.

Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of days of service provided to the date of such termination bears to the number of days of service that have been provided in the contract year. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Principal, shall be set off from sums due to the Principal and, if the sums owing to the District are in excess of the sums due the Principal, the amount owing shall be immediately refunded by the Principal.

The Board of Education may require a certificate of health and physical fitness of Principal in accordance with applicable law at any time while this Contract is in force. Should the Principal be unable to perform the Principal's duties by reason of mental or physical incapacity or any reason beyond the Principal's control, and said disability exists for a period exceeding the Principal's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Principal unable to perform essential functions of the positions for which the Principal is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

Section 6 Representations and Legal Requirements. The Principal affirms that: (1) the Principal holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Principal shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Principal is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Principal further warrants and represents as follows: (1) all information set forth in the Principal's application for employment and other information provided by the Principal in seeking employment are true and accurate, and if said information ceases to be true, Principal will advise the Board of Education immediately; (2) Principal has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Principal has not suffered suspension or revocation

of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Principal from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees Retirement Act.

Section 7 Governing Laws. The parties shall be governed by all applicable Nebraska and federal laws, rules and regulations in performance of their respective duties and obligations under this Contract.

Section 8 Amendments & Severability. This Contract may be modified or amended only by a writing duly authorized and executed by the Principal and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before May 1, shall constitute a rejection by the Principal of the offer of employment.

Executed this _____ day of _____, 2026.

Principal

Executed this _____ day of _____, 2026.

Board of Education of Saline County School District 0090, a/k/a/ Friend Public Schools

By: _____

Adam Erdkamp, Exeter-Milligan-Friend
President

Attest: _____
Secretary or other Authorized Officer

**Friend Public School
2026-27 Classified w/ 4 (ins) or 5% (no ins) raise**

Total Package SY2025-26

		Total Salary		Fringe Benefits							Total
		Base Salary	Extra Duty	Long Term Disability	Insurance \$1200 Deductible	FICA	Retire	Work Comp			
\$	42,000.00	Site									
Maintenance											
Lawver, Jay	FR	\$62,000.00	\$0.00	\$254.75	\$10,785.60	\$4,743.00	\$4,539.95	\$892.80	\$83,216.10		
Foote, Colleen	FR	\$62,483.20	\$0.00	\$256.44	\$10,785.60	\$4,779.96	\$4,575.33	\$899.76	\$83,780.30		
Erwin, Mallory	FR	\$41,600.00	\$0.00	\$249.54	\$29,695.80	\$3,182.40	\$3,046.16	\$599.04	\$78,372.94		
new hire	FR	\$41,600.00	\$0.00	\$145.60		\$3,182.40	\$3,046.16	\$599.04	\$48,573.20		
Briske, Steve	EX	\$83,477.00	\$0.00	\$369.93	\$22,216.20	\$6,385.99	\$6,112.60	\$1,202.07	\$119,763.79		
Andreason, Cindi	EX	\$19,796.60	\$0.00	\$147.04	\$22,216.20	\$1,514.44	\$1,449.61	\$285.07	\$45,408.96		
Horne, Kristi	EX	\$39,977.60	\$0.00	\$177.67	\$10,785.60	\$3,058.29	\$2,927.36	\$575.68	\$57,502.19		
Summer help		\$2,768.00	\$0.00			\$211.75	\$202.69	\$39.86	\$3,222.30		
Office											
Hulse, Kim	DIST	\$42,744.00	\$0.00	\$227.36	\$22,216.20	\$3,269.92	\$3,129.93	\$615.51	\$72,202.92		
**open Business Mgr	DIST	\$70,000.00	\$0.00	\$348.94	\$29,695.80	\$5,355.00	\$5,125.75	\$1,008.00	\$111,533.49		
Kirchhoff, Stacy	FR	\$35,763.20	\$0.00	\$125.17		\$2,735.88	\$2,618.76	\$514.99	\$41,758.01		
Yound, Jackie	EX	\$78,762.00	\$0.00	\$353.42	\$22,216.20	\$6,025.29	\$5,767.35	\$1,134.17	\$114,258.44		
Paras											
Nickel, Joyce	FR	\$28,744.80	\$0.00	\$100.61		\$2,198.98	\$2,104.84	\$413.93	\$33,563.15		
Bartels, Julie	EX	\$27,328.80	\$0.00	\$95.65		\$2,090.65	\$2,001.15	\$393.53	\$31,909.79		
Brahmstedt, Lisa	EX	\$28,036.80	\$0.00	\$98.13		\$2,144.82	\$2,052.99	\$403.73	\$32,736.47		
Weber, Megan	EX	\$28,036.80	\$0.00	\$98.13		\$2,144.82	\$2,052.99	\$403.73	\$32,736.47		
Schluter, Jon	EX	\$28,036.80	\$0.00	\$98.13		\$2,144.82	\$2,052.99	\$403.73	\$32,736.47		
Hallberg, Paige	FR	\$28,036.80	\$0.00	\$98.13		\$2,144.82	\$2,052.99	\$403.73	\$32,736.47		
Classen, Andrea	EX	\$27,328.80	\$0.00	\$95.65		\$2,090.65	\$2,001.15	\$393.53	\$31,909.79		
Papik, Melanie	EX	\$28,036.80	\$0.00	\$98.13		\$2,144.82	\$2,052.99	\$403.73	\$32,736.47		
Vela, Josie	DIST	\$28,036.80	\$0.00	\$98.13		\$2,144.82	\$2,052.99	\$403.73	\$32,736.47		
Merrick, Hannah	DIST	\$28,744.80	\$0.00	\$100.61		\$2,198.98	\$2,104.84	\$413.93	\$33,563.15		

Friend Public School
 2026-27 Classified w/ 4 (ins) or 5% (no ins) raise

		\$42,000.00																	
Name	Site	Years	Base Wage	Yrs of Srv +	Categ +	Total Wage	Hours	Vacation/Personal	Salary										
Maintenance																			
Lawver, Jay	FR	4				salaries		10	\$62,000.00										salaries
Foote, Colleen	FR	7	\$30.04			\$30.04	2080	10	\$62,483.20										(260 days * 8 hrs)
Erwin, Mallory	FR	2	\$20.00			\$20.00	2080	12	\$41,600.00										(260 days * 8 hrs)
new hire	FR	1	\$20.00			\$20.00	2080	2	\$41,600.00										(260 days * 8 hrs)
Briske, Steve	EX	35				salaries	2080		\$83,477.00										salaries
Andreason, Cindi	EX	8	\$19.22			\$19.22	1030		\$19,796.60										(175 days * 2 hrs + 85 day
Horne, Kristi	EX	8	\$19.22			\$19.22	2080		\$39,977.60										(260 days * 8 hrs)
						\$0.00	480		\$0.00										(60 days * 8 hrs)
Summer help			\$17.30			\$17.30	160		\$2,768.00										
Office																			
Hulse, Kim	DIST	29	\$19.55	\$1.00		\$20.55	2080	12	\$42,744.00										(260 days * 8 hrs)
** open Business Mgr	DIST	1				salaries		10	\$70,000.00										salaries
Kirchhoff, Stacy	FR	7	\$20.32			\$20.32	1760	2	\$35,763.20										(220 days * 8 hrs)
Yound, Jackie	EX	40				salaries	2080	15	\$78,762.00										salaries
Paras																			
Nickel, Joyce	FR	29	\$19.30	\$1.00		\$20.30	1416	2	\$28,744.80										(177 days * 8 hrs)
Bartels, Julie	EX	8	\$19.30			\$19.30	1416	2	\$27,328.80										(177 days * 8 hrs)
Brahmstedt, Lisa	EX	4	\$19.30		\$0.50	\$19.80	1416	2	\$28,036.80										(177 days * 8 hrs)
Weber, Megan	EX	2	\$19.30		\$0.50	\$19.80	1416	2	\$28,036.80										(177 days * 8 hrs)
Schluter, Jon	EX	14	\$19.30	\$0.50		\$19.80	1416	2	\$28,036.80										(177 days * 8 hrs)
Hallberg, Paige	FR	5	\$19.30		\$0.50	\$19.80	1416	2	\$28,036.80										(177 days * 8 hrs)
Classen, Andrea	EX	7	\$19.30			\$19.30	1416	2	\$27,328.80										(177 days * 8 hrs)
Papik, Melanie	EX	15	\$19.30	\$0.50		\$19.80	1416	2	\$28,036.80										(177 days * 8 hrs)
Vela, Josie	DIST	5	\$19.30		\$0.50	\$19.80	1416	1	\$28,036.80										(130 days * 8 hrs)
Merrick, Hannah	EX	14	\$19.30	\$0.50		\$20.30	1416	2	\$28,744.80										(177 days * 8 hrs)

Community RelationsNotice of Designation of Coordinator

Exeter-Milligan-Friend Public Schools does not discriminate on the basis of disability in the admission or access to, or treatment or employment in, its programs or activities.

The Superintendent at 501 Main, Friend, Nebraska 68359, (402) 947-2781, has been designated to coordinate Friend Public School's compliance with the non-discrimination requirements of the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973. Information concerning such Acts and the applicability of such Acts to the services, programs, or activities of Friend Public Schools, may be obtained from the superintendent and any complaints alleging non-compliance by the Friend Public Schools with such Acts should be communicated to the Superintendent.

Legal Authority: Americans with Disabilities Act of 1990 (ADA)

Date of Adoption: July 14, 2025

Community RelationsADA and Section 504 Grievance Procedure

The following grievance procedure shall be used for resolution of complaints of alleged violations by Exeter-Milligan-Friend Public Schools of the Americans with Disabilities Act of 1990 (ADA) and Section 504 of the Rehabilitation Act of 1973:

- 1) Complaints shall be filed with the ADA and Section 504 Coordinator. Complaints shall be made in writing, unless the Complainant's disability prevents such, in which event the Complaint can be made verbally.
- 2) Complaints shall set forth: (a) the name of the Complainant, (b) the address and telephone number or other such information sufficient to enable the Coordinator to contact the Complainant, (c) a brief description of the alleged violation, and (d) the relief requested by the Complainant.
- 3) Complaints shall be investigated by the Coordinator or the Coordinator's designee. Investigations shall be thorough, but informal, and the Complainant shall be given a full opportunity to submit evidence relevant to the complaint.
- 4) The Coordinator shall make a decision on the Complaint within thirty (30) days of the filing of the Complaint, unless such time period is extended by agreement of the Complainant. The decision shall be made in writing, shall set forth the Coordinator's proposed resolution of the Complaint, and shall be forwarded to the Complainant.
- 5) The Complainant shall have ten (10) days from the date the Coordinator's decision is sent to the Complainant to accept or reject the Coordinator's proposed resolution, and shall be deemed to have accepted the proposed resolution, unless the Complainant rejects the proposed resolution within such time period. In the event the Complainant rejects the proposed resolution, the Complainant shall be given the opportunity to file a request for reconsideration within ten (10) days from the date the Coordinator's decision is sent to the Complainant. The request for reconsideration shall be filed with the Coordinator. Upon receipt of the request for reconsideration, the Coordinator shall promptly forward the request for reconsideration and all evidence received by the Coordinator in connection with the Complaint to a third person for review (either an administrator or other employee of the District, or members of the Board of Education or Committee of the Board). A decision on the request for reconsideration shall be made within ten (10) days after the request for reconsideration was filed unless the Board or Committee of the Board is the reviewer, in which event the decision shall be made within thirty (30) days of the filing of the request for reconsideration.

Legal Authorities: Americans with Disabilities Act of 1990 (ADA)
Section 504 of the Rehabilitation Act of 1973 (Section 504)

Date of Adoption: July 14, 2025

Community Relations

Building Accessibility

The Board of Education has adopted a plan regarding the accessibility requirements of persons with disabilities who use school facilities as required by the Americans with Disabilities Act of 1990.

Members of the public may review the ADA plan by contacting the Superintendent at the school administrative offices located at 501 Main, Friend, Nebraska.

Comments or complaints regarding the accessibility of district facilities shall be made to the Superintendent.

Legal Authority: Americans with Disabilities Act of 1990 (ADA)

Date of Adoption: July 14, 2025

Community RelationsTitle IX--Procedure For Informal/Formal Hearing

In accordance with Title IX, the Board of Education of Saline County School District 76-0068, the Exeter-Milligan-Friend Public Schools, hereby re-affirms the following procedures for handling complaints alleging a violation of Title IX, a federal law which prohibits sex discrimination in any educational program receiving federal financial assistance.

Procedure:

- 1) A written complaint must be presented to the Superintendent, or the Superintendent's designated representative(s) on a form available at the school office.
- 2) The Superintendent or the designated representative(s) may request an informal conference to present information relative to the complaint, or to request further information relative to the specific nature of the complaint.
- 3) If the complaint is not resolved in the first informal conference an informal hearing will be arranged at the convenience of both parties.
- 4) The Superintendent or the designated representative(s) will plan the details of the hearing based upon the nature of the complaint and the number of persons involved. This hearing will be conducted by a Hearing Officer designated by the Superintendent or by the Board of Education.
- 5) The complainant will be notified in writing of the time and place of the hearing.
- 6) Witnesses and/or advisors may be called by either party within limits established by the Hearing Officer.
- 7) Upon completion of this hearing, the Hearing Officer will make a report in writing to the Superintendent within ten (10) school days of conclusion of the hearing, with a copy to the complainant. The Superintendent shall within five (5) school days determine whether to accept the recommended action of the Hearing Officer and notify the complainant of the Superintendent's decision. The complainant shall within five (5) school days notify the Superintendent whether the complainant accepts the decision; failure to identify any points of the decision with which the complainant does not agree shall be considered to be acceptance of the decision or the points with which the complainant has not identified disagreement.
- 8) If the above process does not resolve the complaint, an appeal may be made to the Board of Education through the Superintendent by filing a notice of appeal with the Superintendent within ten (10) school days of the Superintendent's notification.

Legal Authorities: Title IX

Date of Adoption: July 14, 2025

Community Relations

Form For Filing Complaints

Saline County School District 76-0090
Exeter-Milligan-Friend Public Schools
Box 67
Friend, Nebraska 68359-0067

Date:

Person Making Complaint:

Address:

Phone:

(1) Name of child or person who you believe to have been unlawfully harassed:

_____.

(2) Statement of facts detailing date and manner in which child or person was harassed:

_____.

(3) Names of witnesses to the harassment:

_____.

(4) Relief requested (what I want done in response to this request):

_____.

The undersigned states: I have a reasonable belief that the facts in this complaint are true and accurate, I am familiar with the School District's Title IX and anti-discrimination grievance and complaint procedures, and I give permission for an investigation to be made into this complaint.

Received by: _____ Signature: _____
Date: _____

Date of Adoption: July 14, 2025

Community RelationsTitle IX – Procedure for Complaints of Sexual Harassment**A. Complaint Procedure - Generally**

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

1. Directly inform the person engaging in the discrimination or harassment that such conduct is offensive and must stop.
2. For employee reporters, contact your principal or supervisor, the principal or supervisor of the offending person, or the Title IX Coordinator if you do not wish to communicate directly with the person whose conduct is offensive or if direct communication with the offending person has been ineffective.
3. Report the matter to the Title IX Coordinator if the offending conduct continues or has not been resolved to your satisfaction after you have reported the matter to a principal or supervisor.
4. For student reporters, contact any teacher, counselor, or administrator.
5. Report to the Title IX Coordinator if you are the adult to whom the student has made a report so that the matter can be properly resolved. The Title IX Coordinator may file a formal complaint and begin the following complaint procedure.

Allegations of sexual harassment or discrimination shall be investigated and, if substantiated, corrective or disciplinary action taken, up to and including dismissal from employment if the offender is an employee, or suspension and/or expulsion, if the offender is a student. Retaliatory action will not be taken against an employee or student for reporting discrimination or harassment.

B. Response to a Formal Complaint:

1. Filing Formal Complaint: An employee or student can allege sexual harassment by filing a formal complaint in writing with the Title IX Coordinator in person or by mail, or by electronic mail using the following contact information:

TITLE IX COORDINATOR CONTACT INFORMATION

Derek Anderson
501 Main Street, Friend, NE 68359
402-947-2781
derek.anderson@emfbobcats.org

The formal complaint must be signed by the complainant or by the Title IX Coordinator. **The following procedures apply only in the event that a formal complaint is filed. All other allegations of sexual harassment shall be resolved using the general complaint procedure. Any timelines set forth in the following procedures may be extended by the Title IX Coordinator with notice to the parties.**

2. Immediate Actions upon Receipt of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall provide the following to all known parties of (A): The complaint procedure as outlined in this regulation; and (B): Notice of the allegations of sexual harassment, including: (i) the identities of the parties involved, if known; and (ii) the conduct allegedly constituting sexual harassment; and (iii) the date and location of the alleged incident.

The parties to the formal complaint may select an advisor of their choice, who may be, but is not required to be, an attorney.

3. Investigation of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall notify the Investigator. The Investigator will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The Investigator will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this complaint procedure. If the allegation(s) involves possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The Investigator will aim to complete its investigation within a reasonable time frame, as determined by the Title IX Coordinator. The factors to determine a reasonable time frame include, but are not limited to, the allegations of the formal complaint, the number of witnesses that may need to be interviewed, and whether the police are also conducting an investigation into the allegations. The time frame originally set by the Title IX Coordinator may be extended by the Title IX Coordinator, upon notice to the parties, as he or she deems necessary to complete the investigation. Periodic status updates will be given to the parties, when appropriate.

(A) *Neutrality*: The Title IX Coordinator, investigator, decision-maker, or any person designated by the District to facilitate this complaint procedure, shall not have any conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. The District shall ensure that Title IX Coordinators, investigators, decision-makers, and any persons who facilitate this complaint procedure shall receive training on the definition of sexual harassment in accordance with this regulation, the scope of the District's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the fact at issue, conflicts of interest, and bias. The District shall ensure that the individuals involved in the complaint procedure receive training on issues of relevance of questions and evidence and on issues of relevance to create an investigative report that fairly summarizes relevant evidence.

(B) *Burden of Production*: It shall be the Investigator's burden to gather evidence sufficient to reach a determination regarding responsibility. To reach a determination, the investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.
- d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

(C) *Rights of the Parties*: The respondent is entitled to a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process.

The Investigator must provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.

The Investigator shall not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

The Investigator shall provide the parties with the same opportunities to have others present during any complaint proceeding, including the opportunity to be accompanied to any

related meeting or proceeding by the advisor of their choice if the Investigator deems appropriate. However, the Investigator may establish restrictions regarding the extent to which the advisor may participate in the proceedings, if the restrictions apply equally to both parties.

The Investigator shall provide to all witnesses expected to attend a meeting notice of the date, time, location, participants, and purpose of all hearings within two (2) days of the meeting.

Up until the conclusion of the investigation, the parties shall have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint. This includes the evidence upon which the Investigator does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence obtained from any source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.

The District retains the right to place an employee on administrative leave during the pendency of an investigation. The District also retains the right to remove a student from the District's educational program prior to the conclusion of the investigation. In the event of a removal, the respondent shall have the opportunity to challenge the decision for removal.

(D) *Conclusion of Investigation:* Prior to the conclusion of the investigation, the investigator shall send each party and the party's advisor, if any, the evidence that is subject to inspection and review in an electronic format or a hard copy. The parties shall then have ten (10) days to submit a written response, which the investigator will consider.

Once the investigator has considered the written statements of the parties, if any, and any questions of the parties, if any, the investigator shall create an investigative report that fairly summarizes relevant evidence. The investigator shall then submit the written investigation report to the decision-maker. The parties shall each receive a copy of the final investigative report at the same time as the decision-maker.

4. Decision of Responsibility: The decision-maker shall review the investigative report. Prior to coming to a determination regarding responsibility, the decision-maker shall provide ten (10) days for each party to submit written, relevant questions that a party wants asked of any party or witness, provide each party with answers, and allow for additional, limited follow-up questions from each party.

Once the decision-maker has considered the written questions of the parties, if any, the decision-maker shall issue a written determination regarding responsibility by a preponderance of the evidence within a reasonable time frame as determined by the Title IX Coordinator. The decision-maker shall consider all relevant evidence, including inculpatory and exculpatory evidence, and will not consider the credibility of the evidence to be based on a person's status, such as complainant, respondent, or witness. The decision-maker shall provide the written determination to both parties simultaneously. The written determination must include:

- a. Identification of the allegations potentially constituting sexual harassment;
- b. A description of the procedural steps taken from the receipt of the formal complaint

- through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather evidence;
- c. Findings of fact supporting the determination;
 - d. Conclusions regarding the application of each recipient's code of conduct to the facts;
 - e. A statement of, and rationale for, the results as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the recipient imposes on the respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the recipient to the complainant; and
 - f. The recipient's procedures and permissible bases for the complainant and respondent to appeal.

The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. Sec. 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

5. Supportive Measures and Disciplinary Actions:

Throughout the investigation, either party may be entitled to supportive measures. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the District's educational environment to deter sexual harassment.

Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The District shall maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the District to provide the supportive measures.

At the conclusion of the investigation, the decision-maker may institute disciplinary measures to the respondent if the decision-maker determines that the respondent engaged in sexual abuse or harassment. Disciplinary measures may include, but are not limited to, in-school suspension, out-of-school suspension, expulsion, and in the case of an employee, disciplinary action up to and including dismissal from employment. This policy does not limit or prohibit the District from instituting disciplinary measures if, in the course of the investigation, it determines that the complainant or respondent violated the student code of conduct.

The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

C. Appeals

If either party is not satisfied with the outcome of the investigation and the decision of the decision-maker, they may appeal on the following basis:

- a. Procedural irregularity that affected the outcome of the matter;
- b. New evidence, that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- c. The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against the complainant or respondent generally or the individual complainant or respondent that affected the outcome of the matter.

The request for an appeal shall be in writing and submitted on the appropriate document. The appeal document shall be submitted to the Superintendent of Schools.

Upon notice of an appeal by either party, the Superintendent of Schools shall notify the other party in writing when the appeal is filed and of the appeal procedures, which apply equally to both parties.

The Superintendent of Schools shall give both parties a reasonable and equal opportunity to submit a written statement in support of, or challenging the outcome.

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

D. Informal Resolution

If a formal complaint is filed, the District may offer the complainant and respondent the opportunity to participate in an informal resolution process. The informal resolution process may take place at any time prior to reaching a determination regarding responsibility. The informal resolution process shall only take place upon:

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

E. Record Keeping

The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, any transcripts, or audio recordings pertaining to the investigative and appeal proceedings for a period of seven (7) years.

Legal Reference: Title IX

Date of Adoption: July 14, 2025

Community RelationsTobacco Policy

The use of tobacco products is prohibited in all school buildings and all school vehicles. Smoking shall also be prohibited in any area where school staff, students or members of the public may be present or may be affected by smoke, including without limitation the stands and bleachers of outdoor athletic fields and near the entry of school buildings.

For purposes of this policy, tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), electronic nicotine delivery systems, alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. This does not preclude adults from wearing non-visible nicotine patches, or using nicotine gum without displaying the product container, as part of a smoking cessation program.

Legal Reference: Neb. Rev. Stat. §§ 71-5716 to 5734 (Nebraska Clean Indoor Air Act)

Date of Adoption: July 14, 2025

Community RelationsBulletin Boards, Display Case, and Posted Material

School bulletin boards, display cases, and posting areas are for the purposes of conveying information about school activities and programs to students, staff, and the visiting public as deemed appropriate by the respective principals; however, building principals may use their discretion on posting or displaying non-school related information which is not political or commercial in nature. No information, poster or other display may be posted on any school bulletin board, display case or other areas without the prior permission of the building principal. The building principal shall have the final determination as to whether any posting is political and/or commercial in nature, and there shall be no appeal process if the principal denies a request to post or display non-school related information.

Legal Reference: Neb. Rev. Stat. Sec. 79-526 Board Authority for Supervision and Control

Date of Adoption: July 14, 2025

Community RelationsRecording of Others

To ensure the privacy and confidentiality of student information, no person is authorized to record or transmit any sound or image of any person (including themselves) without the prior consent or authorization of either (1) the person or persons being recorded or whose image or sound is being transmitted or (2) the Superintendent or Superintendent's designee. This prohibition applies to all persons, including staff, students and community members, regardless of the content or context of the image or sound; however, this provision shall not apply to District-sponsored athletic or activity events where the focus of the recording or transmission is on the student performances or activity. Nothing in this provision shall prohibit the recording of an Individualized Education Program meeting if the recording is necessary to ensure that the parent understands the IEP or the IEP process or to implement other parental rights guaranteed by the Individuals with Disabilities Education Act.

Legal Reference: Neb. Rev. Stat. § 86-290
Letter to Anonymous, 40 IDELR 70 (OSEP 2003)

Date of Adoption: June 18, 2018
Board Reviewed April 2023

Community RelationsUse of School Facilities: Student Groups

1. Access by Youth Organizations. The District will allow, upon request, a representative of a recognized youth organization to provide: (1) oral or written information to students regarding the youth organization and how such youth organization furthers the educational interests and civic involvement of students in a manner consistent with good citizenship; and (2) services and activities to any student who is a member of such youth organization. A “recognized youth organization” is limited to those group listed in 36 U.S.C. Subtitle II, Part B. Each requesting youth organization will be permitted to provide information at school at least once during each school year. The administration will make a good faith effort to find a mutually agreeable date, time, and location for each requesting youth organization, though the administration shall have the ultimate authority to select the date, time, and location for any requesting youth organization. Under no circumstances will any requesting youth organization be permitted to provide oral information to students during instructional time, unless previously approved by the Superintendent or Superintendent’s designee. Every representative from a requesting youth organization must submit to, at the organization’s cost, a background check. The Superintendent or Superintendent’s designee may refuse to allow an individual to be on school grounds if the individual's background check discloses a prior felony conviction or if, in the Superintendent’s discretion, the background check otherwise reveals concerns about student safety. Nothing in this Paragraph preempts or undermines any provision of the District’s Parental Involvement Policy.

2. Equal Access to Student Groups. In the event any of the secondary schools (grades 6-12) have a limited open forum as defined in the Equal Access Act, such school(s) shall not deny equal access or a fair opportunity to, or discriminate against, any students who wish to conduct a meeting within that limited open forum on the basis of the religious, political, philosophical, or other content of the speech at such meetings. A limited open forum for this purpose exists if the secondary school grants an offering to or opportunity for one or more non-curriculum related student groups to meet on school premises during noninstructional time.

All such student meetings at school are subject to the following requirements:

- a. the meeting must be voluntary and student-initiated;
- b. there must be no sponsorship of the meeting by the school or its agents or employees;
- c. employees or agents of the school are present at religious meetings only in a nonparticipatory capacity;
- d. the meeting must not materially and substantially interfere with the orderly conduct of educational activities within the school; and
- e. non-school persons may not direct, conduct, control, or regularly attend activities of the student group.

The administration shall in all respects maintain the District in compliance with the Equal Access Act.

3. Equal Access to Outside Groups Meeting at School. If the District provides an opportunity for one or more outside youth or community groups to meet on school premises or in school facilities before or after school hours, the District shall make that opportunity available to other similarly situated groups. The administration shall in all respects maintain the District in compliance with the Equal Access Act.

Legal Reference: 20 U.S.C. Section 4071-4074 (Equal Access Act)
20 U.S.C. Sec. 7905 (Boy Scouts of America Equal Access Act) & 34
CFR Part 108
LB 705, § 126.

Date of Adoption: July 14, 2025

RELEASE AND INDEMNIFICATION AGREEMENT

In consideration of the undersigned being allowed or granted permission to use Friend Public Schools County School District 76-0068 a/k/a Friend Public Schools (hereinafter referred to as "Friend Public Schools") buildings, grounds, facilities or equipment, the undersigned hereby releases and waives any and all claims, demands, causes of action, suits, debts or damages which the undersigned has or which may in the future accrue, for all personal injuries, known or unknown, or injuries or damage to property, caused or arising out of the undersigned's use of Friend Public Schools building, grounds, facilities or equipment.

Additionally, in consideration of the undersigned being allowed or granted permission to use Friend Public Schools buildings, grounds, facilities or equipment, the undersigned hereby covenants to indemnify and save harmless the Friend Public Schools buildings, grounds, facilities or equipment.

The undersigned acknowledges and agrees that without executing this Release and Indemnification Agreement permission would not be granted to use Friend Public Schools buildings, grounds, facilities or equipment. The undersigned further understands and agrees that this Release shall be binding on the undersigned, and the undersigned's heirs, executors, administrators or assigns, and that by executing this Release and Indemnification Agreement, the undersigned is hereby releasing and agreeing to indemnify Friend Public Schools, all of its present or future Board members in their individual or official capacities, and all of the school district's employees or agents in their individual or official capacities, and all successors thereto.

The Friend Public Schools does not sponsor or in any way endorse the views, aims, policies, opinions or content of any speakers, or presenters, or materials disseminated as part of the program of the person or persons or entity allowed access to Friend Public Schools

facilities, and remains totally neutral with regard thereto.

The undersigned acknowledges having read this Agreement, understands the rights which are being waived or released hereby, understands the indemnification obligation assumed hereby, and executes the same voluntarily and with full knowledge of its significance.

DATED this _____ day of _____, 20__.

NOTE: THIS DOCUMENT HAS SIGNIFICANT LEGAL RAMIFICATIONS AND SHOULD BE CAREFULLY READ AND UNDERSTOOD. IF THERE ARE ANY QUESTIONS, THE SIGNER OF THIS DOCUMENT SHOULD CONSULT HIS OR HER OWN ATTORNEY.

Date of Adoption: July 14. 2025

Community Relations

CONTRACT FOR USE OF SCHOOL BUILDINGS AND GROUNDS
School District of Exeter-Milligan-Friend Public Schools

This contract for use of district facilities is between Exeter-Milligan-Friend Public Schools County School District 76-0090 and

The facility to be used and time that the facility will be used are:

Date: _____
Time (start/end): _____
Facility /Room: _____

Both parties to this contract agree to the following terms:

- 1) The party requesting use of the facility shall sign a Hold Harmless Agreement.
- 2) The party using the facility shall be responsible for any liability suit filed by any person(s) who was (were) present in the facility at the time of use.
- 3) There shall be no alcoholic beverages or drugs permitted in or around the school facility, either prior to, during or immediately following the activity for which the facilities are being used.
- 4) In the case of indoor facilities, there shall be no smoking permitted in the building.
- 5) If two different groups (teams) play on a given night, each group (team) shall be considered as an individual party and each shall be responsible for a separate maintenance fee.
- 6) A \$100 deposit per team must be posted prior to use of the gym to cover either damage or loss of district property or equipment. This deposit will be refunded to each party (team) at the end of the contract period, provided there is no damage or loss. However, any party(ies) using the facilities will be held responsible for the total cost of damage or loss, regardless of the activity.
- 7) The total maintenance fee, plus deposit, will be paid to the district, prior to the first game or activity. A team must provide a complete game and practice schedule at that time also.
- 8) The party using the facilities shall be responsible to leave the facilities in the same condition that it was when the party arrived. The gym floor is to be swept, all equipment is to be properly placed in the location designated for storage, any paper or other debris cleaned up. There is to be no one permitted in the teacher's lounge, health room, or other area, than that was requested for use, and no drinks are permitted in the gym.
- 9) Equipment that has not been made available to the party under this agreement shall not be used.

- 10) If any school personnel are needed as part to this contract, it shall be stipulated in the contract, and payment for services is the responsibility of the party requesting facility use.
- 11) Failure to comply with the above provisions shall result in the cancellation of existing and all future facility use contracts with that party.
- 12) All arrangements for the use of the building(s) shall be made with the superintendent and his/her designee.

The stipulations as listed are agreed to by the party requesting facility use and the contracting party agrees to use the facility on the basis outlined in the contract.

 Superintendent signature

 Sponsor for party requesting facility use

 Date

 Date

NOTE: Hold Harmless Agreement must be signed.

Date of Adoption: July 14, 2025

Community RelationsTitle IX - Discrimination

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

- 1) The Board of Education affirms its intent to comply with provisions of Title IX regulation implementing the Education Amendments of 1972 - Prohibiting Sex Discrimination in Education.
- 2) The publication of this statement re-affirms the Districts efforts to comply with the Title IX regulations to inform citizens of non-discriminatory practices in the dissemination process.
- 3) The Board of Education hereby affirms its intent to adopt and publish grievance procedures providing for prompt and equitable resolution of written complaints. Such guidelines shall be developed as part of the administrative procedures, and such forms as needed shall be developed and made available to the public.
- 4) The Board of Education will implement specific and continuing steps to notify the public of its intent for compliance with nondiscriminatory practices. Self-evaluation and a continual assessment of the educational program will be implemented through regular administrative procedures.
- 5) Pursuant to this intent the Board of Education, as of this date, appoints the board policy committee to address these issues, as needed.

Legal Authorities: Title IX

Date of Adoption: July 14, 2025

Community RelationsPersonnel - All Employees and StudentsAnti-discriminationA. **Elimination of Discrimination.**

The policy of Exeter-Milligan-Friend Public Schools is to not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, in admission or access to, or treatment with regard to employment or with regard to its programs and activities.

Exeter-Milligan-Friend Public Schools and its staff shall comply with all state and federal laws prohibiting discrimination. The Board of Exeter-Milligan-Friend Public Schools intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination and directs its staff to take all actions necessary to meet this objective.

The Superintendent shall be the Coordinator for anti-discrimination laws (including the Americans with Disabilities Act of 1990 (ADA), and Section 504 of the Rehabilitation Act of 1973 (Section 504)) and complaints or concerns involving discrimination or compliance with those laws should be addressed to said Coordinator.

B. **Preventing Harassment and Discrimination of Employees and Students.**

1. **Purpose:** Exeter-Milligan-Friend Public Schools is committed to offering employment and educational opportunity to its employees and students based on ability and performance in a climate free of discrimination. Accordingly, unlawful discrimination or harassment of any kind by administrators, teachers, co-workers or other persons is prohibited. In addition, Exeter-Milligan-Friend Public Schools will try to protect employees or students from reported discrimination or harassment by non-employees or others in the work place and educational environment.

For purposes of this policy, discrimination or harassment based on a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, is prohibited. The following are general definitions of what might constitute prohibited harassment.

a. In general, ethnic or racial slurs or other verbal or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective

hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, constitutes harassment when they unreasonably interfere with the person's work performance or create an intimidating work, instructional or educational environment.

- b. Age harassment is a form of age discrimination. It can consist of demeaning jokes, insults or intimidation based on a person's age.
- c. Sexual harassment is a form of sex discrimination. It can consist of unwelcome sexual advances, requests for sexual favors, or physical or verbal conduct of a sexual nature by supervisors or others in the work place, classroom or educational environment.

Sexual harassment may exist when:

- (a) Supervisors or managers make submission to such conduct either an explicit or implicit term and condition of employment (including hiring, compensation, promotion, or retention);
- (b) Submission to or rejection of such conduct is used by supervisors or managers as a basis for employment related decisions such as promotion, performance evaluation, pay adjustment, discipline, work assignment, etc.
- (c) The conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working, class room or educational environment.

Sexual harassment may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing", "practical jokes", jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as patting, pinching or brushing against another's body.

2. **Procedures:**

- a. Employees or students should initially report all instances of suspected discrimination or harassment to their immediate supervisor or teacher. However, if the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student is encouraged to go to the next level of supervision.
- b. If the report is not satisfactorily resolved within ten calendar days, or if the discrimination or harassment continues, the complaint should be reported to the Superintendent of Exeter-Milligan-Friend Public Schools.

- c. If a satisfactory arrangement cannot be obtained through the Superintendent, the complaint may be sent to the Board of Education.
- d. The person to whom the complaint is made is to thoroughly investigate the complaint and work with the person filing the complaint to seek an appropriate resolution so the discrimination or harassment can be remedied and put to an end.
- e. Complaints of discrimination or harassment will be treated with the utmost confidence, consistent with resolution of the problem.
- f. Based on the results of the investigation, appropriate corrective action may be taken.
- g. Under no circumstances will a supervisor or a teacher or the Board threaten or retaliate against a person for alleging discrimination or harassment.

Legal Reference: Title VI, 42 U.S.C. Sec. 2000d, Title VII, 42 U.S.C. Sec. 2000e, Title IX; 20 U.S.C. Sec. 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. Sec. 48-1101 et seq.
Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. Sec. 621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. Sec. 48-1001 et seq.;

Americans with Disabilities Act (ADA), 42 U.S.C. Sec. 12101 et seq.
Section 504 of the Rehabilitation Act of 1973 (Section 504)
Pregnancy Discrimination Act, 42 U.S.C. Sec. 2000e(k)
Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. Sec. 4301 et seq.
Neb. Rev. Stat. Sec. 79-2,115, et seq

Date of Adoption: July 14, 2025

Community RelationsFireworks

It shall be the policy of the Exeter-Milligan-Friend Public Schools that no person in or on the property of this school district shall sell or be in possession or discharge at any time, or ignite or cause to be exploded any kinds of fireworks or other pyrotechnic displays whatever, or any other dangerous or combustible substance in or upon the school grounds or school vehicles or to ignite or cause to be exploded any fireworks or other combustible substance upon any street or alley or other public ground in this school district/grounds or near any motor vehicle, students or staff or sufficiently near to frighten the same. Any person or persons who shall violate the provisions of this section shall be subject to confiscation of material and subject to reporting of such conduct to law enforcement.

Date of Adoption: July 14, 2025

Community Relations

Maintenance/Use Fees- Fee Schedule

The fees for the use of school district facilities shall be calculated by the Administration on the following basis:

- A. Cost of insurance for third party use of facilities;
- B. Cost of custodial services at the School District's rate of compensation for such services;
and,
- C. Cost of supervision at the hourly rate established by the Administration.

NOTE: **A \$100 deposit shall be collected before a person/group/organization will be permitted to use the facilities.**

Date of Adoption: July 14, 2025

Community RelationsCommunity Use of School Facilities

The Board of Education desires to have its facilities used by the community served by the school district.

School facilities, although primarily intended for school use, may be available to groups so as to contribute to the recreational and cultural opportunity for the community. Further, the use of school facilities shall be accomplished without additional cost to the district through a system of building maintenance charges.

The building maintenance charges shall recognize direct costs to the district, as well as the nature and activity of the organization requesting use of the facilities. Youth oriented groups in which students of Exeter-Milligan-Friend Public Schools are participating may be permitted use of facilities at no charge. The sponsoring group or home team will be responsible for the maintenance costs. Only space requested may be used. No alcoholic beverage will be allowed on school grounds. Any abuse of this policy will result in immediate withdrawal of facility use privileges.

It is not the general policy of the school district to permit use of facilities to individuals or groups for private profit. The administration will, however, consider such requests when the nature of the activity is such that it provides a program of general interest to the community. Generally, organizations sponsoring such an activity will be charged a maintenance fee in an amount sufficient to defray expenses.

The Board of Education shall require a "Hold Harmless Agreement". Furthermore, liability protection shall be assumed by the group or organization requesting use of the facility.

When meals are served and full use of the kitchen and facilities are required, an additional maintenance fee amount will be required.

No groups which advocate or condone the violent overthrow of the Constitution of the United States Government will be granted use of the school district facilities.

All arrangements for use of the building(s) shall be made with the Superintendent or the Superintendent's designee.

All use of the Exeter-Milligan-Friend Public Schools facilities shall be supervised by responsible adults. Supervision may be provided by a Exeter-Milligan-Friend Public Schools certificated staff member or by other responsible adults who have executed a "Contract for Use of District Facilities" as prescribed by Board Policy. At no time will students or other minors be permitted in the facilities without proper supervision.

Date of Adoption: July 14, 2025