

Madison Board of Education, Madison District #1

Board of Education Regular Meeting
Monday, May 8, 2023 7:00 PM
Middle School/High School Conference Room
700 South Kent St.
Madison, NE 68748-0450

The sequence of items on the agenda is provided as a courtesy. The board reserves the right to consider items in any sequence deemed appropriate. Therefore, visitors are encouraged to attend the meeting from the beginning.

1. Call the Meeting to Order
 - 1.1. Roll Call
 - 1.2. Pledge of Allegiance
 - 1.3. Open Meetings Act
 - 1.4. Madison Public Schools Mission Statement
2. Consent Agenda
 - 2.1. Accept the amended agenda as the official agenda
 - 2.2. Approve minutes of the previous meetings
 - 2.3. Accept submitted bills and payroll request and authorize payment of both
3. Public Forum
4. Administrator and Other Reports
5. Board Committee Reports/Meeting dates
6. Action Items
 - 6.1. Discuss, consider, and take all necessary action to reaffirm BOE policies 4041-4061. 4049 is intentionally left blank by KSB.
 - 6.2. Discuss, consider, and take all necessary action to approve industrial tech contract to Patrick Siemek as recommended by the administration.
 - 6.3. Discuss, consider, and take all necessary action to accept bid from Lunchtime Solutions for the breakfast and lunch contract.
 - 6.4. Discuss, consider, and take all necessary action to approve the bid from _____ to put in a new water heater for the MS/HS lunch room.
 - 6.5. Discuss, consider, and take all necessary action to one superintendent evaluation.
7. Executive Session
8. Any Action resulting from Executive Session.
9. Topics for next month's Board of Education meeting
 - School Fees Hearing
 - Parental Involvement Hearing
 - Breakfast and lunch prices
 - Review attendance and bullying policy
10. Adjournment

The board reserves the right to enter executive session if it deems it necessary to prevent needless injury to a staff member's reputation or for the protection of the public interest.

Meeting Notice Posted for April 2023 Meeting

City Office	03-31-2023
Library	03-31-2023
Front door of high school	03-30-2023
Madison Star Mail (Mtg Notice)	04-06-2023

Kate Ebeling: Present, Harlow Hanson: Present, Jim Knapp: Present, Deb Neidig: Present, Jim Reeves: Present, Steve Ruh: Present. Present: 6, Absent: 0.

1. Call the Meeting to Order

- 1.1. Roll Call
- 1.2. Pledge of Allegiance
- 1.3. Open Meetings Act
- 1.4. Madison Public Schools Mission Statement

2. Consent Agenda

Motion to approve consent agenda items 2.1, 2.2 & 2.3 as presented passed with a motion by Jim Reeves and a second by Jim Knapp. Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

A to Z Vac.N.Sew	Supplies	415.35
Albracht Disposal Service	Waste Disposal	325.00
Appeara	Supplies	223.77
Apple Computer, Inc.	Supplies	519.00
Big Counry Auto	Maintenance	191.62
Blick Classroom Art	Supplies	52.85
Braithwait, Trish	Reimbursement	55.89
Central Nebraska Rehab Services	SPED Services	4,751.60
Champs Inc	Repairs	49.00
Choice Foods	Supplies	4,007.71
Chona's	Supplies	73.75
City of Madison	Utilities	11,965.79
Colonial Research Chemical	Supplies	331.20
Curriculum Associates LLC	Supplies	655.02
Custom Sports	Supplies	700.00
DEMCO	Supplies	406.55
Eakes Office Solutions	Supplies	4,251.92
Educational Service Unit #8	SPED Services / Training	45,801.13
ESGI LLC	License	936.00
Frontier	Phone Service	874.73
Fuhs, Daniel	Reimbursement	26.13
Grainger	Supplies	562.36
Great America Financial Services Corporation	Copier Lease	2,498.44
Hampton Inn - Kearney	Travel	418.00
Harris	Census	855.09
Henry Doorly Zoo	Supplies	9.50
Hireright LLC, Inc	Testing	36.81
Hugh O'Brian Youth Leadership	Registration	250.00
HyVee Food Service	Supplies	378.91
Instumentalist Awards LLC	Supplies	107.00
Island Supply Welding Co	Supplies	296.95
Jackson Services	Supplies	207.91

Johnson's Inc	Repairs	150.00
Josten's	Supplies	668.85
Knight, Amber	Reimbursement	49.88
Krier Technologies	Supplies	1,508.00
La Hacienda	Supplies	145.50
Menards - Norfolk	Supplies	923.82
Middleton, Bobbi	Reimbursement	61.79
MPS Activity Fund	Supplies	1,340.27
MPS Petty Cash	Reimbursement	48.00
Nebr Rural Community Schools	Registration	210.00
Nebraska Association of School Boards	Registration	105.00
Nebraska Council of School Administrator	Registration	180.00
Nebraska FFA Association	State Convention Registration	736.00
Nebraska Public Health Environmental Laboratory	Water Testing	31.00
Norfolk Msic Boosters	Registration	190.00
Northeast Nebraska Juvenile Services	Reimbursement	9,338.43
Novel Ideas Inc	Supplies	3,468.75
Omaha World Herald	Publications	34.64
One Source	Background Check	15.00
Osnes, Trent	Fuel	31.00
Pioneer Village	Admission	137.00
Pitney Bowes	Meter Rental	117.00
Pizza Hut of Madison	Supplies	18.24
Quill Corporation	Supplies	318.79
Ramada Midtown Conference Center	Travel	114.95
Really Good Stuff	Supplies	593.51
Really Great Reading Co	Supplies	2,310.00
Rhymeuniversity.com	Supplies	167.94
Schmidt, Courtney	Mileage	137.54
School Specialty LLC	Supplies	1,062.19
Short Stop, The	Fuel	66.87
Sparklight	Box Rental	27.02
Staples Business Advantage	Supplies	6,700.86
TK Elevator	Elevator Maintenance	332.64
Trane US Inc	Repairs	1,228.00
Uline	Supplies	524.88
University of NE- Lincoln	Supplies	40.00
University of Nebraska- Lincoln	Registration	108.00
Ventris Learning	Supplies	301.00
Volkman Plumbing & Heating	Repairs	2,891.00
Walmart Community	Supplies	180.42
Water Engineering Inc	Water Service	502.54
Woodriver Energy	Utilities	16,269.50

3. Public Forum

4. Administrator and Other Reports

5. Board Committee Reports/Meeting dates

6. Action Items

7. Discuss, consider, and take all necessary action to reaffirm BOE policies 4022-4040, 4021, 4026, 4033, and 4035 are all intentionally left blank by KSB.

Motion to reaffirm Board of Education Policies 4022-4040, 4021, 4026, 4033, and 4035 passed with a motion by Jim Reeves and a second by Harlow Hanson. Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

8. Discuss, consider, and take all necessary action to accept the resignation of Suzy Foley.

Motion to accept the resignation of Suzy Foley passed with a motion by Steve Ruh and a second by Jim Knapp. Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

9. Discuss, consider, and take all necessary action to accept new science teacher-Carter Tegeler as recommended by the administration.

Motion to hire Carter Tegeler as recommended by the administration passed with a motion by Deb Neidig and a second by Jim Reeves. Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

10. Discuss, consider, and take all necessary action to accept new elementary teacher-Bradi Scott as recommended by the administration.

Motion made to hire Bradi Scott as an Elementary teacher as recommended by the administration passed with a motion by Jim Knapp and a second by Deb Neidig. Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

11. Discuss, consider, and take all necessary action to approve the student handbook as presented by the administration at the March meeting.

Motion to accept the Student Handbook as presented by the administration at the March meeting passed with a motion by Deb Neidig and a second by Jim Knapp. Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

12. Executive Session

13. Any Action resulting from Executive Session.

14. Topics for next month's Board of Education meeting

15. Adjournment

Motion to Adjourn at 7:38pm passed with a motion by Deb Neidig and a second by Kate Ebeling. Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

President

Secretary

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
Checking	5		
Checking	5	Fund: 05 ACTIVITY FUND	
4 Seasons Fund Raising	10050779	FFA Fundraiser Products	176.33
4 Seasons Fund Raising	10052534	Pies	1,119.00
		Vendor Total:	1,295.33
AMERICINN LINCOLN SOUTH	10017152463	State FFA Hotel Rooms	680.00
AMERICINN LINCOLN SOUTH	10017152463-2	State FFA Hotel Rooms - Qualifiers	510.00
		Vendor Total:	1,190.00
AUGUSTANA UNIVERSITY MENS BASKETBALL	2023BBBCamp	Augustana Basketball Entry Fee	680.00
		Vendor Total:	680.00
BATTLE CREEK PUBLIC SCHOOLS	4.18.23 MS Track Mee	4.18.23 MS Track Meet Entry Fee	160.00
		Vendor Total:	160.00
BELTRAN, DEREK	4.20.	4.20.23 JV/V Soccer vs 23V/JVSoccerElk Elkhorn Ref	120.00
BELTRAN, DEREK	4.25.	4.25.23 V Soccer vs NC/LHNE 23VSoccervsNCat	60.00
		Vendor Total:	180.00
BERGLUND, JORDYN	2023 Hip Hop	Hip Hop Choreography	400.00
		Vendor Total:	400.00
BSN SPORTS, LLC	921280203	Soccer Hoodies	2,489.00
		Vendor Total:	2,489.00
CARDOSO, LORENZO	4.18.	4.18.23 V Soccer vs 23VSoccervsColS Columbus Scotus Ref	80.00
CARDOSO, LORENZO	4.25.	4.25.23 V Soccer vs NC/LHNE 23VSoccervsNCat	80.00
		Vendor Total:	160.00
CHOICE FOODS	001040291400	FFA Week Prizes	18.15
		Vendor Total:	18.15
CLARKSON LEIGH BOYS BASKETBALL	2023BBBCampJV/V	Clarkson Leigh V and JV Boys Basketball	225.00
		Vendor Total:	225.00
CUSTOM SPORTS	35041	Cross Country Summer Mileage Shirts	360.00
CUSTOM SPORTS	35051	Shirts for Track Coaches	89.00
		Vendor Total:	449.00
DQ GRILL & CHILL	388145	Ice cream treats- Tiyaga Reward Trip	92.73
		Vendor Total:	92.73
EMBASSY SUITES	4.5.23FBClinic	4.5.23 FB Coaches Clinic	156.44
		Vendor Total:	156.44
FIELDS HARDWARE	183535	Tent Stakes	7.99
		Vendor Total:	7.99

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
HERRERA, CAMILO	4.11.	4.11.23 V Soccer vs 23VSoccerVsHold	60.00	
		Holdrege Ref		Vendor Total: 60.00
HERZ, PAUL	4.13.	4.13.23 MS Track Starter & 23MSTrackStarte	200.00	
		Shells		Vendor Total: 200.00
HUMPHEY ST FRANCIS SCHOOL	4.25.	4.25.23 V Track Entry Fee 23VTrackEntryFe	130.00	
				Vendor Total: 130.00
HUMPHREY PUBLIC SCHOOL	2023BBBCampV/JV	Entry Fees for Humphrey V and JV camps	200.00	
				Vendor Total: 200.00
MARDSEN, KJELL	4.20.	4.20.23 JV/V Soccer vs 23V/JVSoccerElk	140.00	
		Elkhorn Ref		Vendor Total: 140.00
MICHAEL'S PHOTOGRAPHY	29641	5x10 Senior Composite Pictures	323.00	
				Vendor Total: 323.00
MIDWEST GRADS	2023MPSCaps& Gowns	Gowns	1,264.25	
				Vendor Total: 1,264.25
MILLER, BRANDON	4.18.	4.18.23 V Soccer vs 23VSoccerVsScot	60.00	
		Columbus Scotus Ref		Vendor Total: 60.00
MILLER, CHRIS	2302	Art Club Shirts	351.00	
				Vendor Total: 351.00
MILLER, GALEN	4.18.	4.18.23 V Soccer vs 23VSoccerV Colum	20.00	
		Columbus Scotus Head		
MILLER, GALEN	4.18.	4.18.23 V Soccer vs 23VSoccerVsColS	60.00	
		Columbus Scotus Ref		
MILLER, GALEN	4.3.	4.3.23 JV&V Soccer vs 23SoccerVsCones	160.00	
		Conestoga Head Ref t		Vendor Total: 240.00
NELIGH-OAKDALE SCHOOLS	4.11.	4.11.23 V Track Meet Entry 23VTrackMeetEnt	130.00	
		Fee		Vendor Total: 130.00
NORFOLK CATHOLIC SCHOOLS	4.24.	4.24.23 MS Track Meet Entry 23MSTrackMeetEn	150.00	
		Fee		Vendor Total: 150.00
NORFOLK JR. HIGH SCHOOL	2023MSSpeechMee tEntr	Activity: Speech	12.00	
				Vendor Total: 12.00
NORFOLK LODGE & SUITES	404227	Miniature golf -Tiyaga Reward Trip	105.00	
				Vendor Total: 105.00

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
ORSLER, CHARLIE	4.3. 23SoccervsCones t	4.3.23 JV&V Soccer vs Conestoga Ref	120.00
Vendor Total:			120.00
PIERCE HIGH SCHOOL	4.20.23 V Track Entr	04.20.23 V Track Entry Fee- Pierce	160.00
Vendor Total:			160.00
PIZZA HUT OF MADISON	4.3. 23Concessions	Pizza 4.3 concessions	36.00
PIZZA HUT OF MADISON	concessions	Concessions	36.00
Vendor Total:			72.00
POUR HORSE COFFEE TRUCK, THE	3.31. 23CoffeeTruck	3.31.23 Coffee Truck from Admin	350.00
Vendor Total:			350.00
RAHMOUNE, AMIN	4.3. 23SoccervsCones t	4.3.23 JV&V Soccer vs Conestoga Ref	120.00
Vendor Total:			120.00
REESTMAN, KORY	4.20. 23V/JVSoccerElk	4.20.23 JV/V Soccer vs Elkhorn Ref	140.00
Vendor Total:			140.00
REICK, COREY	4.11. 23VSoccervsHold	4.11.23 V Soccer vs Holdrege Head Ref	80.00
Vendor Total:			80.00
REICK, ROSS	4.6. 23VSoccervsHold r	4.11.23 V Soccer vs Holdrege Ref	60.00
Vendor Total:			60.00
ROBLEDO, ISREAL	4.25. 23VSoccervsNCat	4.25.23 V Soccer vs NC/LHNE	60.00
Vendor Total:			60.00
SHOPFFA.ORG	1788278	FFA Banquet Awards	173.00
Vendor Total:			173.00
TARGET	203600096	Water for Tiyaga Reward Party	7.18
Vendor Total:			7.18
THIEL, NIKLAS	4.18. 23VSoccervsColS	4.18.23 V Soccer vs Columbus Scotus Ref	60.00
Vendor Total:			60.00
UNIVERSITY OF NE - LINCOLN	2023GBBCamp	GBB UNL Camp	420.08
Vendor Total:			420.08
UPS STORE #4267, THE	594185	FFA UPS postage	19.35
UPS STORE #4267, THE	POS4267A	PO 1149 StuCo Academy of Honor Award	30.57
Vendor Total:			49.92
US BANK CARDMEMBER SERVICES	112821368941066	Amazon - Track grill	249.99

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
	41		
US BANK CARDMEMBER SERVICES	1916	Amazon -Soccer markerboard	11.99
US BANK CARDMEMBER SERVICES	23HouseOlympics	Hobby LobbyMiddle School	197.77
	hirts	Activity Funds	
US BANK CARDMEMBER SERVICES	5682	GENESIS Enterprises LLC - Tent	2,488.50
US BANK CARDMEMBER SERVICES	7181	Amazon -Soccer captain arm bands	17.87
US BANK CARDMEMBER SERVICES	9283	Hobby Lobby Vinyl for house Olympics	246.65
		Vendor Total:	3,212.77
WALMART COMMUNITY	1647644526- 031723	Soccer Goal Stakes	84.94
		Vendor Total:	84.94
WINNERS' CIRCLE	54989	AD plaques & Track medal stickers	37.00
		Vendor Total:	37.00
YMCA	133537649	Track YMCA due to cancelled track meet	63.00
YMCA	2023BBBSummerLe ague	Summer League JV and V Entry Fee	600.00
		Vendor Total:	663.00
		Fund Total:	16,738.78
		Checking Account Total:	16,738.78

Madison Public Schools					
ACTIVITY FUND	Fund 05				
April 2023					
Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
AD	3,674.08	0.00	0.00	0.00	3,674.08
Art Club	1,471.13	351.00	360.00	0.00	1,480.13
Band	2,354.03	0.00	0.00	0.00	2,354.03
Boys BB	3,975.70	0.00	0.00	0.00	3,975.70
Boys BB FR	2,467.27	1,705.00	0.00	0.00	762.27
Cheerleaders	913.61	0.00	96.30	0.00	1,009.91
Class of 2023	1,969.40	1,587.25	60.00	0.00	442.15
Class of 2024	1,580.42	0.00	0.00	0.00	1,580.42
Class of 2025	362.10	0.00	20.00	0.00	382.10
Class of 2026	296.65	0.00	0.00	0.00	296.65
Concessions	11,949.91	135.70	1,592.32	0.00	13,406.53
Courtesy	1,485.03	0.00	0.00	0.00	1,485.03
Cross Country	416.19	0.00	0.00	0.00	416.19
Cross Country FR	2,184.31	360.00	0.00	0.00	1,824.31
Daneline	1,113.54	400.00	0.00	0.00	713.54
District Funds	9,319.08	2,838.50	1,699.78	0.00	8,180.36
Elem Activity Acct	8,327.71	0.00	634.37	0.00	8,962.08
Elem PTO	2,775.83	0.00	752.63	0.00	3,528.46
Elem Student Council	372.00	0.00	0.00	0.00	372.00
ELL Class	0.00	0.00	0.00	0.00	0.00
Emergency Assistance	1,533.24	0.00	0.00	0.00	1,533.24
Ethnic Diversity Club	1,983.28	0.00	0.00	0.00	1,983.28
FCCLA	4,030.48	1,119.00	0.00	0.00	2,911.48
FFA	15,518.75	1,066.83	884.30	0.00	15,336.22
Football	0.00	0.00	0.00	0.00	0.00
Football FR	3,523.35	156.44	80.00	0.00	3,446.91
Football Youth	1,011.42	0.00	0.00	0.00	1,011.42
Girls BB	3,004.61	420.08	0.00	0.00	2,584.53
Girls BB FR	2,023.97	0.00	41.50	0.00	2,065.47
Golf	1,524.12	0.00	0.00	0.00	1,524.12
Golf FR	482.20	0.00	0.00	0.00	482.20
Homecoming	77.90	0.00	0.00	0.00	77.90
Honor Society	386.61	0.00	0.00	0.00	386.61
HS Girls Wrestling Fundraiser	2,060.98	0.00	0.00	0.00	2,060.98
HS Girls Wrestling	4,888.14	0.00	0.00	0.00	4,888.14
HS Student Council	1,700.88	30.57	0.00	0.00	1,670.31
M Club	3,382.97	0.00	0.00	0.00	3,382.97
Marketing Comm.	5,956.69	0.00	0.00	0.00	5,956.69
MS Activity Acct	6,587.42	649.33	175.20	0.00	6,113.29
MS Houses	1,208.25	0.00	0.00	0.00	1,208.25
Music Boosters	9,601.07	0.00	295.00	0.00	9,896.07
Musical	3,118.49	0.00	0.00	0.00	3,118.49
One Act Plays	1,677.49	0.00	0.00	0.00	1,677.49
Quiz Bowl	1,396.91	0.00	0.00	0.00	1,396.91
Resale	741.53	0.00	0.00	0.00	741.53
Scholarships	16,351.34	0.00	0.00	0.00	16,351.34

Secondary Act Acct	4,869.37	510.00	581.00	0.00	4,940.37
Soccer	3,415.06	1,531.10	833.00	0.00	2,716.96
Soccer FR	5,051.93	2,489.00	60.00	0.00	2,622.93
Softball	0.00	0.00	0.00	0.00	0.00
Softball FR	0.00	0.00	0.00	0.00	0.00
Speech	265.13	12.00	0.00	0.00	253.13
Teachers	1,802.33	0.00	0.00	0.00	1,802.33
Track	1,923.52	1,037.99	660.34	0.00	1,545.87
Track FR	3,368.28	338.99	580.00	0.00	3,609.29
Uniform Replacement	4,078.02	0.00	0.00	0.00	4,078.02
Volleyball	2,752.33	0.00	0.00	0.00	2,752.33
Volleyball FR	1,649.48	0.00	70.00	0.00	1,719.48
Water Quality Project	4,038.94	0.00	0.00	0.00	4,038.94
Weightroom	1,475.15	0.00	0.00	0.00	1,475.15
Wrestling	2,554.57	0.00	125.00	0.00	2,679.57
Wrestling FR	2,159.91	0.00	0.00	0.00	2,159.91
Yearbook	906.23	0.00	50.00	0.00	956.23
Fund Total: 05	\$ 191,090.33	\$ 16,738.78	\$ 9,650.74	\$ -	\$ 184,002.29

Madison Public Schools					
LUNCH FUND	Fund 06				
April 2023					
<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
FUND BALANCE	274,668.45	33,728.23	37,691.62	0.00	278,631.84
	274,668.45	33,728.23	37,691.62	0.00	278,631.84

Madison Public Schools					
STUDENT ACTIVITY FEE	Fund 12				
April 2023					
<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
FUND BALANCE	6,923.08	0.00	3.70	0.00	6,926.78
	6,923.08	0.00	3.70	0.00	6,926.78

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
Checking	5		
Checking	5	Fund: 05 ACTIVITY FUND	
4 Seasons Fund Raising	10050779	FFA Fundraiser Products	176.33
4 Seasons Fund Raising	10052534	Pies	1,119.00
		Vendor Total:	1,295.33
AMERICINN LINCOLN SOUTH	10017152463	State FFA Hotel Rooms	680.00
AMERICINN LINCOLN SOUTH	10017152463-2	State FFA Hotel Rooms - Qualifiers	510.00
		Vendor Total:	1,190.00
AUGUSTANA UNIVERSITY MENS BASKETBALL	2023BBBCamp	Augustana Basketball Entry Fee	680.00
		Vendor Total:	680.00
BATTLE CREEK PUBLIC SCHOOLS	4.18.23 MS Track Mee	4.18.23 MS Track Meet Entry Fee	160.00
		Vendor Total:	160.00
BELTRAN, DEREK	4.20.	4.20.23 JV/V Soccer vs 23V/JVSoccerElk Elkhorn Ref	120.00
BELTRAN, DEREK	4.25.	4.25.23 V Soccer vs NC/LHNE 23VSoccervsNCCat	60.00
		Vendor Total:	180.00
BERGLUND, JORDYN	2023 Hip Hop	Hip Hop Choreography	400.00
		Vendor Total:	400.00
BSN SPORTS, LLC	921280203	Soccer Hoodies	2,489.00
		Vendor Total:	2,489.00
CARDOSO, LORENZO	4.18.	4.18.23 V Soccer vs 23VSoccervsColS Columbus Scotus Ref	80.00
CARDOSO, LORENZO	4.25.	4.25.23 V Soccer vs NC/LHNE 23VSoccervsNCCat	80.00
		Vendor Total:	160.00
CHOICE FOODS	001040291400	FFA Week Prizes	18.15
		Vendor Total:	18.15
CLARKSON LEIGH BOYS BASKETBALL	2023BBBCampJV/V	Clarkson Leigh V and JV Boys Basketball	225.00
		Vendor Total:	225.00
CUSTOM SPORTS	35041	Cross Country Summer Mileage Shirts	360.00
CUSTOM SPORTS	35051	Shirts for Track Coaches	89.00
		Vendor Total:	449.00
DQ GRILL & CHILL	388145	Ice cream treats- Tiyaga Reward Trip	92.73
		Vendor Total:	92.73
EMBASSY SUITES	4.5.23FBClinic	4.5.23 FB Coaches Clinic	156.44
		Vendor Total:	156.44
FIELDS HARDWARE	183535	Tent Stakes	7.99
		Vendor Total:	7.99

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
HERRERA, CAMILO	4.11. 23VSoccerVsHold	4.11.23 V Soccer vs Holdrege Ref	60.00	
				Vendor Total: 60.00
HERZ, PAUL	4.13. 23MSTrackStarter	4.13.23 MS Track Starter & Shells	200.00	
				Vendor Total: 200.00
HUMPHEY ST FRANCIS SCHOOL	4.25. 23VTrackEntryFe	4.25.23 V Track Entry Fee	130.00	
				Vendor Total: 130.00
HUMPHREY PUBLIC SCHOOL	2023BBBCampV/JV	Entry Fees for Humphrey V and JV camps	200.00	
				Vendor Total: 200.00
MARDSEN, KJELL	4.20. 23V/JVSoccerElk	4.20.23 JV/V Soccer vs Elkhorn Ref	140.00	
				Vendor Total: 140.00
MICHAEL'S PHOTOGRAPHY	29641	5x10 Senior Composite Pictures	323.00	
				Vendor Total: 323.00
MIDWEST GRADS	2023MPSCaps& Gowns	Gowns	1,264.25	
				Vendor Total: 1,264.25
MILLER, BRANDON	4.18. 23VSoccerVsScot	4.18.23 V Soccer vs Columbus Scotus Ref	60.00	
				Vendor Total: 60.00
MILLER, CHRIS	2302	Art Club Shirts	351.00	
				Vendor Total: 351.00
MILLER, GALEN	4.18. 23VSoccerVolum	4.18.23 V Soccer vs Columbus Scotus Head	20.00	
MILLER, GALEN	4.18. 23VSoccerVsColS	4.18.23 V Soccer vs Columbus Scotus Ref	60.00	
MILLER, GALEN	4.3. 23SoccerVsCones	4.3.23 JV&V Soccer vs Conestoga Head Ref t	160.00	
				Vendor Total: 240.00
NELIGH-OAKDALE SCHOOLS	4.11. 23VTrackMeetEnt	4.11.23 V Track Meet Entry Fee	130.00	
				Vendor Total: 130.00
NORFOLK CATHOLIC SCHOOLS	4.24. 23MSTrackMeetEn	4.24.23 MS Track Meet Entry Fee	150.00	
				Vendor Total: 150.00
NORFOLK JR. HIGH SCHOOL	2023MSSpeechMee tEntr	Activity: Speech	12.00	
				Vendor Total: 12.00
NORFOLK LODGE & SUITES	404227	Miniature golf -Tiyaga Reward Trip	105.00	
				Vendor Total: 105.00

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
ORSLER, CHARLIE	4.3. 23SoccervsCones t	4.3.23 JV&V Soccer vs Conestoga Ref	120.00
Vendor Total:			120.00
PIERCE HIGH SCHOOL	4.20.23 V Track Entr	04.20.23 V Track Entry Fee- Pierce	160.00
Vendor Total:			160.00
PIZZA HUT OF MADISON	4.3. 23Concessions	Pizza 4.3 concessions	36.00
PIZZA HUT OF MADISON	concessions	Concessions	36.00
Vendor Total:			72.00
POUR HORSE COFFEE TRUCK, THE	3.31. 23CoffeeTruck	3.31.23 Coffee Truck from Admin	350.00
Vendor Total:			350.00
RAHMOUNE, AMIN	4.3. 23SoccervsCones t	4.3.23 JV&V Soccer vs Conestoga Ref	120.00
Vendor Total:			120.00
REESTMAN, KORY	4.20. 23V/JVSoccerElk	4.20.23 JV/V Soccer vs Elkhorn Ref	140.00
Vendor Total:			140.00
REICK, COREY	4.11. 23VSoccervsHold	4.11.23 V Soccer vs Holdrege Head Ref	80.00
Vendor Total:			80.00
REICK, ROSS	4.6. 23VSoccervsHold r	4.11.23 V Soccer vs Holdrege Ref	60.00
Vendor Total:			60.00
ROBLEDO, ISREAL	4.25. 23VSoccervsNCat	4.25.23 V Soccer vs NC/LHNE	60.00
Vendor Total:			60.00
SHOPFFA.ORG	1788278	FFA Banquet Awards	173.00
Vendor Total:			173.00
TARGET	203600096	Water for Tiyaga Reward Party	7.18
Vendor Total:			7.18
THIEL, NIKLAS	4.18. 23VSoccervsColS	4.18.23 V Soccer vs Columbus Scotus Ref	60.00
Vendor Total:			60.00
UNIVERSITY OF NE - LINCOLN	2023GBBCamp	GBB UNL Camp	420.08
Vendor Total:			420.08
UPS STORE #4267, THE	594185	FFA UPS postage	19.35
UPS STORE #4267, THE	POS4267A	PO 1149 StuCo Academy of Honor Award	30.57
Vendor Total:			49.92
US BANK CARDMEMBER SERVICES	112821368941066	Amazon - Track grill	249.99

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
	41		
US BANK CARDMEMBER SERVICES	1916	Amazon -Soccer markerboard	11.99
US BANK CARDMEMBER SERVICES	23HouseOlympics	Hobby LobbyMiddle School	197.77
	hirts	Activity Funds	
US BANK CARDMEMBER SERVICES	5682	GENESIS Enterprises LLC - Tent	2,488.50
US BANK CARDMEMBER SERVICES	7181	Amazon -Soccer captain arm bands	17.87
US BANK CARDMEMBER SERVICES	9283	Hobby Lobby Vinyl for house Olympics	246.65
		Vendor Total:	3,212.77
WALMART COMMUNITY	1647644526- 031723	Soccer Goal Stakes	84.94
		Vendor Total:	84.94
WINNERS' CIRCLE	54989	AD plaques & Track medal stickers	37.00
		Vendor Total:	37.00
YMCA	133537649	Track YMCA due to cancelled track meet	63.00
YMCA	2023BBBSummerLe ague	Summer League JV and V Entry Fee	600.00
		Vendor Total:	663.00
		Fund Total:	16,738.78
		Checking Account Total:	16,738.78

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
Checking	1			
Checking	1	Fund: 01 GENERAL FUND		
A TO Z VAC.N.SEW	2410	SUPPLIES	82.90	
A TO Z VAC.N.SEW	2411	SUPPLIES	51.90	
		Vendor Total:		134.80
ALBRACHT DISPOSAL SERVICE	62569	WASTE DISPOSAL	155.00	
ALBRACHT DISPOSAL SERVICE	62570	WASTE DISPOSAL	170.00	
		Vendor Total:		325.00
APPEARA	0852332	SUPPLIES	28.20	
APPEARA	0854446	SUPPLIES	28.20	
APPEARA	0854448	SUPPLIES	27.59	
APPEARA	0856524	SUPPLIES	28.20	
APPEARA	0858677	SUPPLIES	28.20	
APPEARA	0858680	SUPPLIES	27.59	
		Vendor Total:		167.98
APPLE COMPUTER, INC.	AL18355715	SUPPLIES	129.00	
APPLE COMPUTER, INC.	AL21858047	SUPPLIES	19,152.00	
		Vendor Total:		19,281.00
BCN	23506707	PHONE SERVICE	119.37	
		Vendor Total:		119.37
BLICK CLASSROOM ART	640208	SUPPLIES	306.49	
		Vendor Total:		306.49
BRADY & AMY'S	57929	FUEL	2,293.89	
BRADY & AMY'S	58813	FUEL	959.59	
BRADY & AMY'S	58814	FUEL	828.42	
		Vendor Total:		4,081.90
BRANDL ELECTRIC	12908	REPAIRS	140.00	
		Vendor Total:		140.00
BRANDL, DANA	0423 STMT	SUPPLIES	270.00	
		Vendor Total:		270.00
CDW - GOVERNMENT INC	JF64498	SUPPLIES	1,274.00	
		Vendor Total:		1,274.00
CENTRAL NEBRASKA REHAB SERVICES	13698	SPED SERVICES	5,258.12	
		Vendor Total:		5,258.12
CHARTWELLS	316513637	SUPPLIES	59.50	
		Vendor Total:		59.50
CHONA'S	040523 RECEIPT	SUPPLIES	30.50	
CHONA'S	041923 RECEIPT	SUPPLIES	22.50	
		Vendor Total:		53.00
CITY OF MADISON	0423 5045001	UTILITIES	802.61	
CITY OF MADISON	0423 5095001	UTILITIES	71.39	
CITY OF MADISON	0423 5097002	UTILITIES	484.99	
CITY OF MADISON	0523 7007001	UTILITIES	1,875.52	

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
CITY OF MADISON	0523 7008001	UTILITIES	4,087.02	
		Vendor Total:		7,321.53
Clarkson Public Schools	2023 ENTRY	ENTRY FEES	24.00	
		Vendor Total:		24.00
COMPUTER INFORMATION CONCEPTS	PSI36217	INFINITE CAMPUS RENEWAL	7,439.00	
		Vendor Total:		7,439.00
CUSTOM SPORTS	35134	SUPPLIES	246.00	
		Vendor Total:		246.00
CUTTING EDGE LAWN CARE SERVICE	2334	LAWN CARE	1,500.00	
		Vendor Total:		1,500.00
DISCOUNT SCHOOL SUPPLY	005436610101	SUPPLIES	39.99	
		Vendor Total:		39.99
EAKES OFFICE SOLUTIONS	8696836-0	SUPPLIES	536.05	
EAKES OFFICE SOLUTIONS	8696836-1	SUPPLIES	74.39	
EAKES OFFICE SOLUTIONS	8696837-0	SUPPLIES	80.42	
		Vendor Total:		690.86
ECOLAB PEST ELIMINATION DIVISION	9288407	PEST CONTROL	121.85	
		Vendor Total:		121.85
EDUCATIONAL SERVICE UNIT #8	INV-009382	ENTRY FEE	32.00	
EDUCATIONAL SERVICE UNIT #8	INV-009402	SPED SERVICES	24,496.30	
EDUCATIONAL SERVICE UNIT #8	INV-009421	SPED SERVICES	12,900.00	
EDUCATIONAL SERVICE UNIT #8	INV-009431	SPED SERVICES	4,800.00	
EDUCATIONAL SERVICE UNIT #8	INV-009441	SPED SERVICES	4,210.00	
EDUCATIONAL SERVICE UNIT #8	INV-009460	TRAINING	20.00	
		Vendor Total:		46,458.30
ENGELMANN, JULIE	0423 STMT	SUPPLIES	200.00	
		Vendor Total:		200.00
ERNEST, RANDI	0423 REIMB	TRAVEL REIMB	66.67	
		Vendor Total:		66.67
FIELDS HARDWARE	183828	SUPPLIES	27.98	
		Vendor Total:		27.98
FRONTIER	0423 STMT	PHONE SERVICE	868.14	
		Vendor Total:		868.14
GRAINGER	888055579	SUPPLIES	10.20	
GRAINGER	9676786982	SUPPLIES	71.95	
GRAINGER	9679535600	SUPPLIES	65.40	
		Vendor Total:		147.55
GREATAMERICA FINANCIAL SERVICES CORPORATION	33932490	COPIER LEASE	2,024.21	
		Vendor Total:		2,024.21
HAMPTON INN - KEARNEY	1680635485	TRAVEL	239.90	

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
			Vendor Total:	239.90
HOME DEPOT PRO, THE	738332881	SUPPLIES	692.40	
HOME DEPOT PRO, THE	7383332899	SUPPLIES	9.06	
HOME DEPOT PRO, THE	739548114	SUPPLIES	1,685.90	
HOME DEPOT PRO, THE	740238670	SUPPLIES	525.67	
HOME DEPOT PRO, THE	740669247	SUPPLIES	515.46	
HOME DEPOT PRO, THE	740669254	SUPPLIES	830.17	
HOME DEPOT PRO, THE	740669262	SUPPLIES	1,623.69	
HOME DEPOT PRO, THE	743071276	SUPPLIES	120.58	
HOME DEPOT PRO, THE	743071284	SUPPLIES	542.50	
			Vendor Total:	6,545.43
HUBERT COMPANY	107564	SUPPLIES	139.25	
			Vendor Total:	139.25
HY-VEE FOOD STORES, INC	0323 RECEIPT	SUPPLIES	46.99	
HY-VEE FOOD STORES, INC	032323 RECEIPT	SUPPLIES	19.43	
			Vendor Total:	66.42
HYVEE FOOD STORES INC	5875891617	SUPPLIES	90.08	
			Vendor Total:	90.08
JACKSON SERVICES	5034236	SUPPLIES	110.28	
JACKSON SERVICES	5034237	SUPPLIES	97.45	
			Vendor Total:	207.73
JAMF SOFTWARE, LLC	INV318761	SUBSCRIPTION	5,500.00	
			Vendor Total:	5,500.00
JOHNSON'S, INC	16278	REPAIRS	1,254.00	
JOHNSON'S, INC	16279	REPAIRS	5,200.47	
			Vendor Total:	6,454.47
LA HACIENDA	041723 RECEIPT	SUPPLIES	19.50	
LA HACIENDA	042423 RECEIPT	SUPPLIES	19.50	
			Vendor Total:	39.00
LAKESHORE LEARNING MATERIALS	571618041823	SUPPLIES	39.99	
			Vendor Total:	39.99
LOUDERBACK DRUG	515362-0	SUPPLIES	20.00	
			Vendor Total:	20.00
LUNCHTIME SOLUTIONS, INC.	INV-35142	MEALS	1,184.31	
LUNCHTIME SOLUTIONS, INC.	INV-35240	MEALS	1,104.96	
			Vendor Total:	2,289.27
MADISON STAR MAIL	15442	PUBLICATIONS	1,344.00	
MADISON STAR MAIL	15466	PUBLICATIONS	110.40	
MADISON STAR MAIL	15497	PUBLICATIONS	62.84	
MADISON STAR MAIL	15501	PUBLICATIONS	9.82	
MADISON STAR MAIL	15515	PUBLICATIONS	9.82	
			Vendor Total:	1,536.88
MENARDS - NORFOLK	39071	SUPPLIES	18.02	

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
MENARDS - NORFOLK	39155	SUPPLIES	74.98	
MENARDS - NORFOLK	39568	SUPPLIES	38.94	
MENARDS - NORFOLK	39620	SUPPLIES	20.98	
MENARDS - NORFOLK	40143	SUPPLIES	81.94	
MENARDS - NORFOLK	40145	SUPPLIES	308.74	
		Vendor Total:		543.60
MENARDS-COLUMBUS	84974	SUPPLIES	639.98	
		Vendor Total:		639.98
MIDDLETON, BOBBI	0323 REIMB REDO TRAVEL REIMB		61.79	
		Vendor Total:		61.79
MIDWEST ALARM SERVICES	408565	ALARM SERVICE	187.68	
MIDWEST ALARM SERVICES	408566	ALARM SERVICE	187.68	
MIDWEST ALARM SERVICES	411185	ALARM SERVICE	150.00	
MIDWEST ALARM SERVICES	411697	ALARM SERVICE	392.40	
		Vendor Total:		917.76
MPS-PETTY CASH	0423 REIMB	ADMISSION	14.00	
MPS-PETTY CASH	0523 REIMB	REIMBURSEMENT	60.00	
		Vendor Total:		74.00
NASCO ARTS & CRAFTS	431409	SUPPLIES	319.64	
		Vendor Total:		319.64
NATIONAL ASSOCIATION OF SCHOOL NURSES	0423 STMT	MEMBERSHIP	125.00	
		Vendor Total:		125.00
NE REGIONAL DEAF ED PROGRAM	0423 STMT	SPED SERVICES	120.00	
		Vendor Total:		120.00
NEBRASKA PUBLIC HEALTH ENVIRONMENTAL LABORATORY	563889	WATER TESTING	15.00	
		Vendor Total:		15.00
ONE SOURCE	2877-20230430	BACKGROUND CHECK	55.00	
		Vendor Total:		55.00
PITNEY BOWES BANK INC RESERVE ACCOUNT	0523 STMT	POSTAGE	1,000.00	
		Vendor Total:		1,000.00
QUILL CORPORATION	31649503	SUPPLIES	26.53	
QUILL CORPORATION	31678158	SUPPLIES	39.00	
QUILL CORPORATION	31691821	SUPPLIES	34.84	
QUILL CORPORATION	31729839	SUPPLIES	37.38	
QUILL CORPORATION	31829721	SUPPLIES	47.58	
		Vendor Total:		185.33
SCHMIDT, COURTNEY	0423 STMT	MILEAGE	73.36	
		Vendor Total:		73.36
SCHOOL HEALTH CORPORATION	4195062-00	SUPPLIES	172.94	
		Vendor Total:		172.94

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
SCHOOL NURSE SUPPLY, INC	0948456-IN	SUPPLIES	399.42	
SCHOOL NURSE SUPPLY, INC	0948581-IN	SUPPLIES	406.55	
		Vendor Total:		805.97
SCHOOL SPECIALTY LLC	208132117331	SUPPLIES	106.84	
SCHOOL SPECIALTY LLC	308104255048	SUPPLIES	113.23	
SCHOOL SPECIALTY LLC	308104269067	SUPPLIES	248.57	
		Vendor Total:		468.64
SHORT STOP, THE	0523 STMT	FUEL	66.37	
		Vendor Total:		66.37
SPARKLIGHT	0523 STMT	BOX RENTAL	27.02	
		Vendor Total:		27.02
STAPLES BUSINESS ADVANTAGE Dept DET	3533953976	SUPPLIES	72.19	
STAPLES BUSINESS ADVANTAGE Dept DET	3533953977	SUPPLIES	83.38	
STAPLES BUSINESS ADVANTAGE Dept DET	3534023045	SUPPLIES	14.58	
STAPLES BUSINESS ADVANTAGE Dept DET	3534075099	SUPPLIES	250.39	
STAPLES BUSINESS ADVANTAGE Dept DET	3534075100	SUPPLIES	13.34	
STAPLES BUSINESS ADVANTAGE Dept DET	3534449185	SUPPLIES	3.94	
STAPLES BUSINESS ADVANTAGE Dept DET	3534656254	SUPPLIES	196.71	
STAPLES BUSINESS ADVANTAGE Dept DET	3534656263	SUPPLIES	599.78	
STAPLES BUSINESS ADVANTAGE Dept DET	3534929154	SUPPLIES	51.56	
STAPLES BUSINESS ADVANTAGE Dept DET	8069761006	SUPPLIES	114.78	
		Vendor Total:		1,400.65
STRIV AV LLC	2892	SUPPLIES	29.36	
		Vendor Total:		29.36
UNIVERSITY OF NEBRASKA LINCOLN- RAISING NEBRASKA	PG0317A	ADMISSION	62.00	
		Vendor Total:		62.00
VOLKMAN PLUMBING & HEATING	212515	REPAIRS	393.00	
VOLKMAN PLUMBING & HEATING	212652	REPAIRS	1,491.10	
		Vendor Total:		1,884.10
WALMART COMMUNITY	033023 RECEIPT	SUPPLIES	33.76	
WALMART COMMUNITY	040423 RECEIPT	SUPPLIES	312.20	
WALMART COMMUNITY	042023 RECEIPT	SUPPLIES	210.77	
		Vendor Total:		556.73
WATER ENGINEERING INC	IN111516	WATER SERVICE	207.50	
WATER ENGINEERING INC	IN111564	WATER SERVICE	295.04	
		Vendor Total:		502.54
WILLIAM V. MACGILL & CO.	IN0833483	SUPPLIES	116.23	
		Vendor Total:		116.23

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
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		Fund Total:	132,038.67
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		Checking Account Total:	132,038.67
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September 2022 Board Meeting:

Bond Fund:

BOK Financial \$ 10,007.24

Depreciation Fund:

Heartland Communications \$ 3,650.00 Labor for Wireless Access Points

Special Building Fund:

DWB, INC. \$ 85,346.10 Elementary Project

Fakler Architects \$ 1,787.10 Construction Phase Services/Advertising

October 2022 Board Meeting:

Qualified Capital Projects Fund:

Computershare \$ 700.00 Paying Agent Fee

Special Building Fund:

DWB, Inc. \$ 180,436.35 Elementary/Bus Barn Projects

November 2022 Board Meeting:

Bond Fund:

BOK Financial \$ 199,240.00 Bond payment

Depreciation Fund:

Complete Floors \$ 40,421.00 Summer floor projects

Special Building Fund:

DWB, Inc. \$ 368,411.90 Elementary/Bus Barn Project

December 2022 Board Meeting:

Special Building Fund:

DWB, Inc. \$ 422,039.72 Elementary/Bus Barn Project

Five Points Bank \$ 730,000.00 Payment on debt (New Gym /Commons)

January 2023 Board Meeting:

Special Building Fund:

City of Madison \$ 4,291.80 Building Permit Resolution
Offset by \$2,500 from DWB

DWB, Inc. \$ 198,685.85 Elementary/Bus Barn Project

Fakler Architects \$ 10,367.50 Elementary/Bus Barn Project Services

Madison County Bank \$ 20.00 Wire Fee for Building Project Advance

February 2023 Board Meeting:

Special Building Fund:

DWB, INC. \$ 236,607.00 Elementary/Bus Barn Project

Fakler Architects \$ 367.50 Elementary/Bus Barn Project Services

March 2023 Board Meeting:

Bond Fund:

BOK Financial \$ 711.68 Bond interest expenses

Special Building Fund:

DWB, Inc. \$ 199,762.66 Elementary/Bus Barn Project

Fakler Architects \$ 551.25 Elementary/Bus Barn Project Services

Five Points Bank \$ 61,276.04 Interest Payment on leasing funds

April 2023 Board Meeting:

Bond Fund:

BOK Financial \$ 5,938.58 IRS has not processed our credits - this
will be refunded when complete

Depreciation:

AKRS \$ 28,404.51 Skid Steer Loader

Special Building Fund:

DWB, Inc. \$ 75,468.95 Elementary/Bus Barn Projects

May 2023 Board Meeting:

Bond Fund:

BOK Financial \$ 3,996.25 Interest payment

Special Building Fund:

DWB, Inc. \$ 461,176.55 Elementary/Bus Barn Projects

Fakler Architects \$ 633.75 Elementary/Bus Barn Projects Services

MADISON PUBLIC SCHOOLS
TREASURER'S REPORT

April 30, 2023

General Fund

BALANCE

Last year's balance

Balance Forward as of	<u>March 31, 2023</u>			\$1,841,277.49	
Receipts		+	\$ 773,974.87		
Expenditures		-	\$ 752,601.11		
Balance as of	<u>April 30, 2023</u>			\$1,862,651.25	\$2,113,807.28

Employee Benefit Fund

Balance Forward as of	<u>March 31, 2023</u>			\$8,355.62	
Receipts		+	\$ 3,553.26		
Expenditures		-	\$ 2,464.63		
Balance as of	<u>April 30, 2023</u>			\$9,444.25	\$14,609.46

Petty Cash Fund

Balance Forward as of	<u>March 31, 2023</u>			\$2,343.21	
Receipts		+	\$ 1,418.80		
Expenditures		-	\$ 1,369.63		
Balance as of	<u>April 30, 2023</u>			\$2,392.38	\$2,382.89

Total Assets for General Fund

\$1,874,487.88 \$2,130,799.63

Depreciation Fund

Balance Forward as of	<u>March 31, 2023</u>			\$408,845.01	
Receipts		+	\$ 1,075.32		
Expenditures		-			
Balance as of	<u>April 30, 2023</u>			\$409,920.33	\$694,586.04

Bond Fund

Balance Forward as of	<u>March 31, 2023</u>			\$187,072.81	
Receipts		+	\$ 13,174.70		
Expenditures		-	\$ 1,241.15		
Balance as of	<u>April 30, 2023</u>			\$199,006.36	\$219,330.94

Qualified Capital Purpose Fund

Balance Forward as of	<u>March 31, 2023</u>			\$577,551.20	
Receipts		+	\$ 4,369.13		
Expenditures		-			
Balance as of	<u>April 30, 2023</u>			\$581,920.33	\$577,897.13

Special Building Fund

Balance Forward as of	<u>March 31, 2023</u>			\$1,048,959.44	
Receipts		+	\$ 574,006.88		
Expenditures		-	\$ 75,488.95		
Balance as of	<u>April 30, 2023</u>			\$1,547,477.37	\$1,174,996.69

Investment Checking

Balance Forward as of	<u>March 31, 2023</u>			\$337,001.47	
Receipts		+	\$ 886.36		
Expenditures		-	\$ -		
Balance as of	<u>April 30, 2023</u>			\$337,887.83	\$330,877.82

LINE #	GENERAL FUND RECEIPTS		through April 30, 2023		
	DESCRIPTION	BUDGET		CURRENT RECEIPTS	
	TOTAL LOCAL	\$ 6,401,010.00		\$ 3,671,655.60	
	TOTAL STATE AID	\$ 81,316.00		\$ 65,056.00	
	TOTAL FEDERAL	\$ 1,135,872.00		\$ 1,700,922.18	
1510	Interest			\$ 30,683.18	
1800	Community Service (ChildCare)			\$ 37,850.50	
1920	Grants/Donations				
2210	ESU Receipts			\$ 13,140.00	
3120	SPED			\$ 257,425.00	
3125	SPED - Transportation				
3155	Textbook Loan			\$ 1,402.94	
3400	State Apportionment			\$ 112,258.24	
3551	Education Quest				
3512	Distance Learning				
3535	High Ability Learners			\$ 5,634.00	
3590/3599	Other State Receipts			\$ 5,073.02	
4105	ERate			\$ 10,034.23	
4212	Title I - Support For Improvement			\$ 111,215.00	
4310	REAP				
4421/22/23	IDEA - ARP			\$ 31,663.00	
4505	Title I			\$ 86,889.00	
4508	Title ID Delinquent Ed			\$ 41,489.00	
4509	Title IIA			\$ 31,300.00	
4510	Title IV ESSA			\$ 10,956.21	
4512	IDEA Base				
4516/4518	Idea Prop Share/Poverty			\$ 115,793.00	
4521	IDEA PS			\$ 22,706.00	
4526	Migrant			\$ 155,635.00	
4530	Family Literacy/Other Federal Receipts			\$ 13,947.21	
4531	21st Century			\$ 65,861.00	
4708	Medicaid in Public Schools			\$ 2,041.91	
4709	Neb-Mac Funds			\$ 8,470.04	
4969	ESSA Title IV			\$ 10,138.00	
4997	ESSER 11			\$ 233,582.00	
4996/4998	ARP			\$ 289,990.00	
5690	Non Revenue Receipts			\$ 7,971.88	
6988	ESSER			\$ 18,456.00	
			ESTIMATED BUDGET OF EXPENDITURES		
		CURRENT BUDGET		CURRENT SPENDING	Remaining
1100	REGULAR EDUCATION	\$ 4,970,430.00		\$ 2,784,114.64	44%
1200	SPECIAL EDUCATION	\$ 850,000.00		\$ 503,971.39	41%
2100/2190	SUPPORT SERVICES - PUPILS	\$ 726,000.00		\$ 372,743.21	49%
2200	SUPPORT SERVICES - STAFF	\$ 100,000.00		\$ 125,395.31	-25%
2310	BOARD OF EDUCATION	\$ 68,000.00		\$ 25,386.87	63%
2320	EXECUTIVE ADMINISTRATION	\$ 225,000.00		\$ 106,360.39	53%
2330	DISTRICT LEGAL SERVICES	\$ 25,000.00		\$ 1,079.00	96%
2410	OFFICE OF THE PRINCIPAL	\$ 475,000.00		\$ 244,595.00	49%
2500	GENERAL ADMINISTRATION/BS	\$ 325,000.00		\$ 150,649.97	54%
2600	MAIN. & OPERATION OF BLDGS.	\$ 875,000.00		\$ 419,988.05	52%
2710	REGULAR TRANSPORTATION	\$ 150,000.00		\$ 70,125.96	53%
2712/2730	SCHOOL AGE SPED TRAN.	\$ 45,000.00		\$ 38,066.26	15%
3155	TEXTBOOK LOAN				
3300	COMMUNITY SERVICES (Childcare)	\$ 100,000.00		\$ 76,317.09	
3400	PRIVATE/CATEGORICAL GRANTS				
3535/3551	STATE PROGRAMS	\$ 14,570.00		\$ 15,502.41	
6000	FEDERAL PROGRAMS	\$ 1,350,000.00		\$ 860,241.56	36%
8000	TRANSFER TO DEPRECIATION				
8000	TRANSFER TO ATHLETICS/LUNCH				
8000	TRANSFER TO OTHERS	\$ 38,000.00			100%
	BUDGET GROWTH	\$ 200,000.00			100%
	TOTAL BUDGET	\$ 10,537,000.00		\$ 5,794,537.11	45%

Elementary Addition/Bus Barn Project Financial Report

Expenses paid prior to September 1, 2022 closing on debt leasing:

Fakler Architect	\$ 1,875.00	Architectural Design
Rega Engineering	\$ 2,100.00	Boundary and Warranty Deed
Fakler Architect	\$ 2,000.00	Topography on Elementary Addition
Fakler Architect	\$ 2,233.32	Topography on Bus Barn
Fakler Architect	\$ 20,056.00	Elementary Addition
Fakler Architect	\$ 5,300.00	Bus Barn
Fakler Architect	\$ 66,445.61	Elementary Addition
Fakler Architect	\$ 31,073.25	Bus Barn
Fakler Architect	\$ 193.94	Review of Morton Specifications
	<u>\$ 131,277.12</u>	

Expenses paid after September 1, 2022 closing:

Advance from Debt Leasing:	\$ 500,000.00	Advance #1
DWB, Inc.	\$ (85,346.10)	Elementary/Bus Barn Project Construction
Fakler Architect	\$ (1,787.10)	Construction Phase Service/Advertising
DWB, Inc.	\$ (180,436.35)	Elementary/Bus Barn Project Construction
	<u>\$ 232,430.45</u>	Remaining from Advance #1
DWB, Inc. - Paid in November	\$ 500,000.00	Requested Advance #2 12/2022
	\$ (368,411.90)	
	<u>\$ 364,018.55</u>	
DWB, Inc. - Paid in December	\$ (422,039.72)	Requested Advance #3 01/2023
	<u>\$ 500,000.00</u>	
	\$ 441,978.83	
DWB, Inc. - Paid in January	\$ (198,865.85)	
Fakler Architects	\$ (10,367.50)	
	<u>\$ 232,745.48</u>	Remaining from Advance #3
DWB, Inc. Paid in February	\$ (236,607.00)	(this will cover the February payment to DWB)
Fakler Architects	\$ (367.50)	
	<u>\$ (4,229.02)</u>	(Celine is requesting another advance to cover the March bills)

DWB, Inc. Paid in March
Fakler Architects
Five Points Bank

\$ (199,762.66)
\$ (551.25)
\$ (61,276.04)
\$ (265,818.97)
\$ 500,000.00
\$ 234,181.03
\$ (75,468.95)
\$ 158,712.08

DWB, Inc. paid in April

Elementary/Bus Barn Project
Elementary/Bus Barn Project Services
Interest Payment on leasing funds

Advance #4
Will cover April bills

Celine will request another advance to cover the May bills

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Mr. Ehrisman- May 4th, 2023

Grade Level	Current as of 5/3/23	Start of the year 8/3/22
6th Grade	33	31
7th Grade	33	38
8th Grade	41	41
MS Total	107	110

Grade Level	Attendance as of 5/3/23	8/11-8/31	9/1-9/30	10/1-10/31	11/1-11/30	12/1-12/21	1/4-1/31	2/1-2/28	3/1-3/31	4/1-4/30
6th Grade	96.27%	97.80%	96.34%	96.41%	96.67%	94.03%	94.04%	97.44%	95.02%	95.93%
7th Grade	94.71%	97.12%	96.38%	96.06%	91.63%	93.32%	94.31%	95.42%	93.05%	94.70%
8th Grade	95.05%	97.33%	97.51%	94.49%	94.65%	92.18%	95.21%	94.97%	93.60%	94.45%
MS Total	95.31%	97.40%	96.77%	95.61%	94.24%	93.12%	94.55%	95.85%	93.87%	94.98%

# of students in AMP	
Week 26 (4/11)	7
Week 27 (4/18)	9
Week 28 (4/25)	8
Week 29 (5/2)	5

- I attended the SEED Educator Effectiveness Mini-Summit on April 18th at WSU with Mr. Frederick and the other building principals. During our time there, we analyzed different pieces of educator data and student data. We looked at how this data analysis can be useful in our own practices at MPS.
- The SFI grant was submitted to the NDE on April 28th. The goals that we submitted as part of this grant included the following:
 - By spring of 2024, strong standards-based instruction will result in 6th-8th grade NSCAS ELA proficiency increasing from 25.7% to 40%.
 - By spring of 2024, strong standard based instruction will result in 6th-8th grade NSCAS Math proficiency increasing from 18% to 35%.
 - By the spring of 2024, SEBL supports will decrease the percentage of students at risk on the SRSS screener from 54% to 40%.

- 6th grade orientation was held on May 3rd. A lot of planning by the MS staff went into making this day a success. At this current time, we will be welcoming approximately 34 sixth graders to the MS in the fall.
- The spring NSCAS testing for 6-8 ELA, 6-8 Math, and 8th grade science is complete. Thank you to Mr. Jordan and Mrs. Ernst for their help in administering these assessments.
- The 2023-24 House Leaders were selected and announced on May 3rd during 6th grade orientation:
 - Daode- Naomi Saldana and Jose Reyes
 - Tiyaga- Rory Fite and Dulce Torres
 - Dragoste- Kelier Arrazcaeta and Emily Dittberner
 - Rohkeus- Melissa Dominga and Crispint Vargas
- The last day for MS students will be May 12th.



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MAY 2023 BOARD REPORT- JIM CRILLY HS PRINCIPAL

ENROLLMENT

9th Grade- 49 students
10th Grade-32 students
11th Grade-46 students
12th Grade-38 students
Total Enrollment-165 students
April 2023 Enrollment 165

ATTENDANCE

9th Grade- 93.62%
10th Grade-91.39%
11th Grade-90.45%
12th Grade-92.27%
Average Attendance-91.99%
2022 March Attendance-93.27%

- Graduation took place May 7th, 37 seniors, Graduation Rate is 94.87%
- Valedictorian September Thein GPA 99.79%, Salutatorian Paw Eh Htoo 98.94%
- Madison is hosting EHC Conference Golf @ Fairplay May 8th.
- FFA plant sales are underway, business has been good so far, thanks to all the FFA students and Sponsor Mrs. Wondercheck
- 2023 Academy of Honor Winner, Roger Pool
- Semester Test for grade 9-11 will take place May 15th and May 16th, we will run a 2-day semester test schedule/
- High School Academic Attendance awards were handed out May 2nd, Paw Thein had perfect attendance and Karla Atanacio, Clara Praeuner and Janaya Parks had excellent attendance (less than 2 days)
- Teammates Scholarship Golf outing is Friday May 12th at 6:00 at Taylor Creek in Madison.
- Madison HS/MS Admin will be cooking out Hamburgers for students and staff as part of Teacher Appreciation week May 8th-May 12th.



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May 2023 Board Report Landonn Mackey, Athletic Director

MS Sports Participation by Season

	Fall (10/18)	Winter (3/2)	Spring (5/4)
Boys	23 (66%)	26 (74%)	23 (66%)
Girls	29 (74%)	16 (41%)	26 (67%)
Total	52 (70%)	42 (57%)	49 (67%)

MS Sports Participation by Sport

	Start	Complete
Football	22	19
Volleyball	23	20
Cross Country	11	10
Girls Basketball	13	11
Boys Basketball	17	16
Girls Wrestling	5	5
Boys Wrestling	10	10
Track & Field	40	34

HS Sports Participation by Season

	Fall (10/26)	Winter (3/2)	Spring (5/3)
Boys	33 (44%)	39 (51%)	34 (45%)
Girls	29 (34%)	28 (32%)	33 (37%)
Total	62 (39%)	67 (41%)	67 (41%)

HS Sports Participation by Sport

	Start	Complete
Football	26	24
Volleyball	26	23
Cross Country	17	15
Girls Basketball	21	21
Boys Basketball	25	20
Girls Wrestling	12	7
Boys Wrestling	13	7
Track & Field	24	22
Golf	7	7
Soccer	40	39

- Congratulations to Shantelle Mikkelson, Madilyn Sweeney, Chris Estrada, Raymond Sanchez Cruz, Salena Duinkerken, Annai Rodriguez, & Bodonn Sweeney on being selected to NCPA Academic All-State for Spring sports & activities.
- Big Red Athletic Banquet was held May 3rd at Knights of Columbus. Great night celebrating our student-athletes with families and staff. Jackets for new members will be ordered following all spring sports completion.
- With the current condition of our track, future home track meets will be placed on hold. Safety is a concern with the track as the patch work did not hold in spots, along with several new cracks from the winter.

- I have been approached about starting a girls soccer team next spring. We had 17 girls attend the interest meeting. If this is something we would like to try next year as a JV only team, I would need to get started on scheduling games as soon as possible.
- Girls Basketball & Cross Country uniforms have been ordered. Soccer will be ordered as well. Uniforms were 7+ years old & are showing their age.
- 2023-24 athletic schedules & officials are close to completion. Home and Away dates will be added to the printed version of the calendar.

Varsity Scoreboard

Track

Neligh-Oakdale (4/11)

Ulises Avila – 6th Long Jump, 4th Triple Jump
 Josie Stoffel – 1st Pole Vault
 Annai Rodriguez – 2nd Pole Vault, 4th 100m
 Salena Duinkerken – 3rd Pole Vault
 Griffin Jordan – 2nd Pole Vault
 Lizette Rodriguez – 1st 3200m, 3rd 1600m
 Eddy Pedraza – 1st 3200m

Pierce Invite (4/20) Cancelled

Humphrey St. Francis (4/25)

Karla Antanacio – 3rd 100m
 Lizette Rodriguez – 4th 1600m, 1st 3200m
 Josie Stoffel – 3rd Pole Vault
 Annai Rodriguez – 5th Pole Vault
 Eddy Pedraza – 1st 800m
 Griffin Jordan – 2nd Long Jump
 Ulises Avila – 5th Triple Jump

EHC (4/29)

Eddy Pedraza – 2nd 800m
 Lizette Rodriguez – 2nd 3200m
 Josie Stoffel – 1st Pole Vault
 Salena Duinkerken – 6th Pole Vault
 Griffin Jordan – 2nd Pole Vault, 3rd Long Jump

Soccer

Schuyler Tournament (3/18) – Cancelled due to weather
 Seward (3/22) – Won 2-0
Columbus JV (3/31) – Cancelled by Columbus due to schedule conflict.
 Conestoga (4/3) – Lost 4-0
 Lincoln Lutheran/Raymond Central (4/6)
 Holdrege (4/11) – Lost 2-1
 Ralston (4/14) – Cancelled due to weather
 Scotus CC (4/18) – Lost 5-0
 Elkhorn (4/20) – Lost 4-0
 LHNE/NC (4/25) – Lost 3-2 in OT
 Lakeview (4/27) – Won 1-0
 South Sioux City (4/29) – Lost 7-0 (Sub-Districts)

Golf

Leigh Triangular (4/11), Stanton Invite (5/5), EHC Tournament (5/8), and GACC Triangular (5/11)
 Continuing to develop a young team this year with first time golfers and learning the game.
 There are currently 2-4 golfers that compete in tournaments with Coach Jordan.

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Mrs. Kush – May 4, 2023
Elementary Principal

Grade Level	5/4/23	4/5/23	3/7/23	2/9/23	1/12/23	10/4/22	9/7/22	8/3/22
PreK-3	31	30	30	30	29	30	29	18
PreK-4	30	30	30	30	29	30	31	24
Kindergarten	37	37	36	36	36	37	37	39
1 st Grade	34	34	34	34	34	33	33	37
2 nd Grade	39	39	38	38	35	34	34	36
3 rd Grade	44	44	44	44	44	44	44	44
4 th Grade	33	33	32	32	32	32	32	34
5 th Grade	32	31	30	30	30	28	28	29
Total	279	278	274	274	269	268	268	261
						Last school year ended with 267		

Number of Students in Elementary School

Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023	Feb. 2023	March 2023	April 2023
94.88%	96.05%	94.31%	92.33%	91.76%	96.22%	96.11%	95.09%	95.75%

Attendance Percentage

1. We have submitted our contract for Madison Elementary to participate in the Backpack Program from the FoodBank for the Heartland again in 2023-2024.
2. We have received word back from the 21st Century Community Learning Centers Grant Program and we have been recommended for funding.
3. The Little Dragon's Childcare is set to have 19 children planning to attend next school year. This would mean that we would need an additional staff member in order to meet the required staff to child ratio.
4. Ms. Knight and Mrs. Wagner put on a wonderful Spring Music Concert on April 27th. They did a great job preparing our students to sing in front of a full gym over at the high school.

5. The elementary PTO is helping make Teacher Appreciation a great week with food for each day and a theme of "Madison Elementary has the Best Staff in the World."
6. Preschool graduation is May 11th at 10am in the elementary gym.
7. Elementary teachers are taking part in LETRS 2 training. It starts Monday, May 15 and will continue into next school year.



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Curriculum, Assessment

May 2023

Assessment:

- ELPA21 Testing
 - Results are to be released May, 8
- ACT Testing is Complete
 - Students are getting their results
 - I have preliminary results and am comparing them to PreACT and MAP data to improve ACT Prep and guidance for Teachers.
- PreACT for Sophomores is Complete
- NSCAS testing for 3-8 is Complete
 - We are looking at Preliminary results
 - ELA cut-scores will change this summer
- Acadience Spring Benchmark is complete
 - Scores will be sent home next week.
- K-2 MAP Testing is Complete
 - Scores will be sent home next week.

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Mrs. Ernst's May Board Report

- **Professional Development**
 - The final two early out days were used to work with teachers on developing an evaluation model to match our instructional framework. The input from teachers was fantastic! The rest of the admin team will continue this process with teachers next year with assistance from ESU 8.
 - The elementary paras will have a full day of training on the Science of Reading. This should give them some similar background to what teachers have learned in LETRS, and put us all on the same page with reading instruction.
 - I am working with the administrative team to finalize summer professional development opportunities for teachers.
- **School Improvement**
 - The school improvement team has put together a list of several options for members for our external visit next year. We will be working with our team lead, Micki Charf, to select and finalize the group.
- **Instructional Coaching**
 - There have been a lot of great conversations with teachers as we've gotten our assessment data back. It has been rewarding to see growth in the areas we have focused on, and validating to see need on the areas we will be working on next year.

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Building addition and bus barn are coming along and are ahead of schedule. Doug from DWB is confident that we can start moving things in late July. This will be a huge advantage, as teachers will be able to pack up their rooms at the end of the year. I took the group of teachers that will be out in the new building on May 5 and they are all very excited. As pictures from May 4 showed the cabinets have been put up in some room and plan to be completed by the middle of May. Retaining wall will start around May 22 at the addition and then they will move to bus barn retaining wall. HVAC work will start around May 11 in the addition. The exterior doors will be in this summer, so that was good news, as they originally were going to be later. The electrical panel and getting it in is what DWB and contractors are waiting for, but working ahead none the less. Flooring and ceiling tiles will be last pieces, as they want to make sure humidity level is good. The overhead doors will go in the week of May 22 at the bus barn. Fire wall will be built after that. Electricity will be last phase at the bus barn. The city is not completing the street in front of the bus barn this year, so the plan will be to put crushed white rock out in the front to allow for buses and vehicles to get up on the cement slab. They didn't pour the last two feet of the slab so the work can be done on the road in the future. When the road gets done, they will put rock on existing parking and road at the bus barn.

Lunchtime Solutions submitted their bid on May 4. The bid will still allow the school hot lunch program to run in the black with a small increase in hot lunch increase. NDE recommends that each school increase price of meals each year. We will discuss this at the June meeting.

All the classified and certified contracts are back. We have the industrial tech teacher contract to act on.

Summer school will be for K-8th grade and will run from 10:00-2:00 p.m. on Tuesday-Friday from May 30th-June 30th. Students will be fed lunch and it is all run through ARP ELO grant funding.

The board can act on superintendent evaluation.

Ms. Wolta is working on parking grid for next year for staff. Can we put on north side of building?

Workout Wednesday for 4041.



4041 Staff Dress and Appearance

The attire worn by staff members conveys an important image to students and the general public.

Certified staff, para-educators and office staff should generally dress in business casual attire.

Classroom staff **may not** wear the following types of clothing during the traditional school day from, when students or visitors are in attendance, or when the employee is supervising, directing or coaching students when the public is in attendance:

- For men: shirts worn without ties, except when the shirt has a logo which identifies the school and/or the school's mascot.
- Sweat, jogging and wind suits, except when teaching a physical education activity in the gymnasium or on a playing field or at athletic or other activity practices.
- Shorts, except when teaching physical education class or at athletic or other activity practices.
- Blue jeans, except at athletic or other activity practices.
- Any clothing which is immodest and may distract other employees or students in the learning environment.

The building principal may temporarily suspend all or a portion of the dress code when other factors support a lower dress expectation for school employees (e.g., special "casual days").

The appearance of professional staff members shall be appropriate to their assigned duties and indicative of their professional standing in the school and community. To help meet that end, jeans of any color may not be worn except on Friday which is considered a "dress down" day.

Custodial, maintenance and transportation staff should dress in attire appropriate to the work they are performing.

Adopted on: 6-12-2017

Reviewed on _____

Revised on _____

4042

Employee Social Security Numbers

Nebraska law prohibits employers from using or publishing an employee's social security number except under certain specified circumstances. This district shall comply with this law and take reasonable steps to protect the confidentiality of employees' social security numbers. However, neither state law nor this policy prohibits the district from using the last four digits of an employee's social security number as an employee identification number or in any other reasonable manner.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

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The building principal may temporarily suspend all or a portion of the dress code when other factors support a lower dress expectation for school employees (e.g., special "casual days").

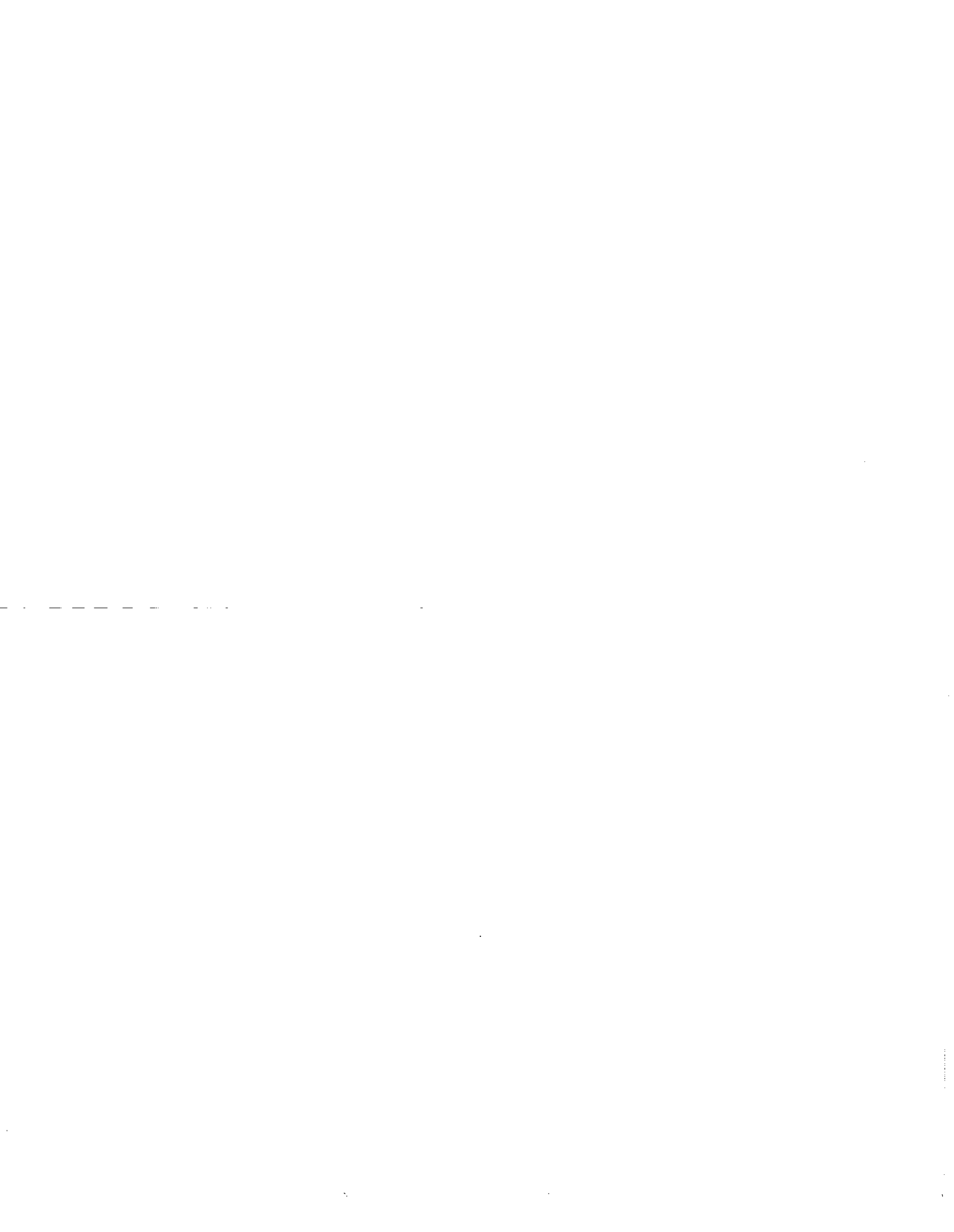
The appearance of professional staff members shall be appropriate to their assigned duties and indicative of their professional standing in the school and community. To help meet that end, jeans of any color may not be worn except on Friday which is considered a "dress down" day.

Custodial, maintenance and transportation staff should dress in attire appropriate to the work they are performing.

Adopted on: 6-12-2017

Reviewed on _____

Revised on _____



4043

Professional Boundaries Between Employees and Students

School district employees are responsible for conducting themselves professionally and for teaching and modeling high standards of behavior and civic values, both at and away from school. Employees are required to establish and maintain professional boundaries with students. They may be friendly with students, but they are the students' teachers, not their friends, and they must take care to see that this line does not become blurred. This applies to employees' conduct and interactions with students and to material they post on personal web sites and other social networking sites including, but not limited to, MySpace, Facebook, and Twitter. The posting or publication of messages or pictures or other images that diminish an employee's professionalism or ability to maintain the respect of students and parents may impair his or her ability to be an effective employee. Employees are expected to behave at all times in a manner supportive of the best interests of students.

Unless an employee has a legitimate educational purpose, the following behavior is a violation of the professional boundaries that employees are expected to maintain with students. The following list is intended to illustrate inappropriate behavior involving students but not to describe every kind of prohibited behavior.

- Communicating about sex when the discussion is not required by a specific aspect of the curriculum.
- Joking about matters involving sex, using double entendre or making suggestive remarks of a sexual nature.
- Displaying sexually inappropriate material or objects.
- Making any sexual advance, whether written, verbal, or physical or engaging in any activity of a sexual or romantic nature.
- Kissing of any kind.
- Dating a student or a former student within one year of the student graduating or otherwise leaving the district.
- Intruding on a student's personal space (e.g. by touching unnecessarily, moving too close, staring at a portion of the student's body, or engaging in other behavior that makes the student uncomfortable).
- Initiating unwanted physical contact with a student.
- Communicating electronically (e.g. by e-mail, text messaging, or instant messaging) on a matter that does not pertain to a school matter. Electronic communications with students generally are to be sent simultaneously to multiple recipients and not just to one student except when the communication is clearly school related

and inappropriate for persons other than the individual student to receive (i.e. grades).

- Playing favorites or permitting a specific student to engage in conduct that is not tolerated from other students.
- Discussing the employee's personal issues or problems that should normally be discussed with adults.
- Giving a student a gift of a personal nature.
- Giving a student a ride in the employee's vehicle without first obtaining the express permission of the student's parents or a school administrator.
- Taking a student on an outing without first obtaining the express permission of the student's parents or a school administrator.
- Inviting a student to the employee's residence without first obtaining the express permission of the student's parents and a school administrator.
- Going to a student's home when the student's parent or a proper chaperone is not present.
- Repeatedly seeking to be alone with a student.
- Being alone in a room with an individual student at school with the door closed.
- Any after-school hours activity with only one student.
- Any other behavior which exploits the special position of trust and authority between an employee and student.

This list is not exhaustive. Any behavior which exploits a student is unacceptable. If in doubt, ask yourself, "Would I be doing this if my family or colleagues were standing next to me?"

An employee is required to make a report to the superintendent if the employee reasonably believes that another employee has violated or may have violated this policy. Minor concerns or violations shall be reported within 24 hours. Major concerns or violations shall be reported immediately. Violations committed by or concerns about the superintendent shall be reported to President of the School Board.

A student who feels his or her boundaries have been violated should directly inform the offender that the conduct or communication is offensive and must stop. If the student does not wish to communicate directly with the offender or if direct communication has been ineffective, the student should report the conduct or communication to a teacher, administrator, counselor, or other school employee with whom she or he feels comfortable.

All reports made under this policy will remain confidential to the extent allowed by law.

Retaliation for good faith reports or complaints made as a result of this policy is prohibited. Individuals who knowingly and intentionally make a false report shall be subject to discipline as provided by district policy and state law.

A violation of this policy will form the basis for employee discipline up to and including termination or cancellation of employment, filing a report with law enforcement officials, and filing a report with the Commissioner of Education.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4044 Staff Election Conduct

The Board recognizes its individual employees' rights of citizenship, including, but not limited to, engaging in political activities. An employee of the District may seek an elective office, provided that the staff member does not campaign on school property during working hours, and provided all other legal requirements are met. The District assumes no obligation beyond making such opportunities available.

The following activities are prohibited during an employee's work time (including duty-free lunch and planning periods):

1. Soliciting votes or contributions for or against a particular candidate or ballot proposition.
2. Discussing with students opinions regarding a political candidate or ballot proposition unless the topic is part of the approved curriculum.
3. Preparing, displaying, wearing or distributing campaign literature, materials, or signs for or against a candidate or ballot proposition (this prohibition does not apply to bumper stickers on personal vehicles).
4. Soliciting volunteers to assist with a campaign for or against a political candidate or ballot proposition.
5. Preparing for, organizing, or participating in any political meeting, petition, rally, or event.
6. Other prohibited political activity as defined by state law.

The following activities are prohibited at all times:

1. Using any school district resources including, but not limited to, facsimile machines, copy machines, computers or e-mail accounts, for political campaign activities.

2. Using school district property or facilities for any political campaign activities, unless such use is approved pursuant to school board rules or policy.
3. Spending district funds to urge votes to vote for or against a candidate or ballot proposition
4. Requiring employees to engage in political campaign activities as part of their job duties.
5. Providing employees with additional compensation or benefits for engaging in political activities.
6. Representing an employee's personal political position as the position of the school district or the board of education.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4045
Milk Expression

The district will provide reasonable break time for an employee who wishes to express breast milk for her nursing child in a place, other than a bathroom, which is shielded from view and free from intrusion from co-workers and the public for one year after the child's birth.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4046

Internet Searches Regarding Potential Employees

Members of the administrative team or of a hiring committee (hereinafter "the committee") may conduct internet research about job applicants by using the following protocol, except that no criminal history record information check shall be made until the school district has determined that the applicant meets the minimum employment qualifications:

1. The committee may Google candidates' full names and any aliases. Other search engines such as Yahoo or Bing may also be used. The committee may also search candidates' full names and any aliases on Facebook, MySpace, LinkedIn, Twitter, YouTube, SocialMention and other social networking websites.
2. All applicants or all finalists must have the same research conducted about them. For example, if the committee conducts a search on Google using the name of one applicant in order to determine whether to include that applicant in the list of finalists, the committee must also conduct an identical search of all applicants' names.
3. The committee may not use deception to gain access to applicants' social networking pages, blogs or other on-line media.
4. The committee must take reasonable steps to verify the reliability of the information obtained in the search, including consulting with the applicant for confirmation of accuracy, if appropriate.
5. The committee will consider the following information to be relevant in making hiring decisions about an applicant based on information obtained through internet research:
 - a. Disparaging remarks made about current or former co-workers, supervisors or employers,
 - b. Discriminatory, harassing or demeaning behavior or comments,
 - c. Unprofessional, lewd or obscene behavior or remarks,

- d. Criminal activity
 - e. Information which indicates the applicant will or will not be able to perform the essential functions of the position sought,
 - f. Information which indicates that the applicant is particularly suited or unsuited to the position sought.
6. The committee will retain documents to demonstrate its compliance with this policy with other documentation relevant to the job search.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4048

Assessment Administration and Security

The purpose of all testing and assessments is to measure students' knowledge, skills or abilities in the area tested. All staff members are prohibited from engaging in any behavior that adversely affects the validity of test scores as a measure of student achievement. This policy applies to all national, state, and local assessments, including both standardized and general classroom assessments.

1. Assessment Responsibilities

- a. Each building principal, in consultation with the Superintendent and classroom teachers, will be responsible for:
 - overseeing the scheduling of state administered assessments, training all staff who administer assessments, and ensuring that all assessments, including make-up testing, is completed within required testing windows;
 - obtaining Standards, Assessment and Accountability Updates from the Department of Education and circulating the relevant portions of those updates to other staff members;
 - informing the board of education of changes to the Nebraska Student-Centered Assessment System Security Procedures; and
 - signing and enforcing the Nebraska Student-Centered Assessment System Security Agreement.
- b. Every classroom teacher or other staff member who administers assessments is responsible for:
 - complying with the Nebraska Student-Centered Assessment System Security Procedures;
 - taking all reasonable and prudent steps to ensure the accuracy and integrity of all academic testing, including statewide assessments; and

- ensuring the security of all test materials.

2. Security Violations and Cheating

a. Classroom assessments

Staff members who suspect students of having cheated on a classroom assessment should conduct a reasonable inquiry and impose consequences on the student consistent with classroom rules and the student handbook.

b. State Accountability Tests

Staff members who suspect a breach of security on State Accountability Tests, must promptly report their suspicions to the building principal or superintendent. The superintendent must notify the Department of Education's Statewide Assessment Office and follow the Department's protocol for Reporting and Investigating Test Security Violations.

Staff members who engage in or enable students to engage in academic dishonesty in any testing or assessment will be subject to discipline up to and including the immediate cancellation of their employment contract.

Adopted on: 6/10/19

Revised on: _____

Reviewed on: _____

4050
Overtime and Compensatory Time

Employees who are "non-exempt" under the Fair Labor Standards Act and who work more than 40 hours in a workweek will be paid at the rate of time-and-one-half (1½) times their regular rate of pay for all overtime hours or will be provided compensatory time. All overtime must be approved in advance by the employee's supervisor. Scheduled holidays, vacation days, time off for jury duty, and time off for sickness, emergencies or other personal reasons will not be considered hours worked for overtime purposes.

The district may grant compensatory time in lieu of overtime pay at a rate of one and one-half (1½) hours off for each hour of overtime the employee worked. Employees may accrue a maximum of 240 hours of compensatory time, which represents 160 hours of actual overtime worked. When an employee has accrued 240 hours of compensatory time, the district shall pay him/her at the rate of one and one-half (1½) times his/her regular rate of pay for each additional hour of overtime. An employee who asks to use compensatory time shall be permitted to use it within a reasonable period after the request if its use does not unduly disrupt the district's operations.

Upon termination of employment, an employee shall be paid for unused compensatory time at a rate of compensation not less than: (1) the average regular hourly rate paid to the employee during the last three years of his/her employment, or (2) the final regular hourly rate paid to the employee, whichever is higher.

Payment for unused compensatory time shall be at the employee's regular rate of pay for each hour of compensatory time, not one and one-half (1½) times the regular rate of pay.

Adopted on: 1/11/16
Revised on: _____
Reviewed on: _____

4051

Staff and District Social Media Use

Social media is an important tool for communicating, keeping up-to-date with current developments in education, and for conducting research to enhance management, teaching, and learning skills. The district also uses social media accounts to provide information to district stakeholders. This policy is intended to ensure (1) appropriate use of social media by staff and (2) appropriate control of social media accounts belonging to or affiliated with the district. Staff should also refer to the district's policy on Staff Computer and Internet Usage.

I. Personal Versus School-Affiliated Social Media Use

A. Personal Social Media Use

1. The school district will not require staff members or applicants for employment to provide the district with their username and password to personal social media accounts.
2. The district will not require staff to add anyone to the list of contacts associated with the staff member's personal social media accounts or require a staff member to change the settings on his or her personal social media accounts so that others can or cannot view their accounts.
3. Staff members whose personal social media use interferes with the orderly operation of the school or who use social media in ways that are not protected by the First Amendment may be subject to discipline by the district.
4. Staff members who wish to begin using or to continue using the school district name, programs, mascot, image or likeness as part of any social media profile must notify their supervising administrator of the use, and must secure the administrator's permission to do so.

B. School-Affiliated Social Media Use

1. Any social media account which purports to be "the official" account of the school district (e.g., "Dragon Football"), or any of its programs, classes or entities will be considered to be an account that is used exclusively for the school district's business purpose. Staff members may not use "official" accounts for personal use.
2. Staff may be required to provide their supervising administrator with the username and password to school-affiliated social media accounts.
3. Staff may be required to interact with specified individuals on school-affiliated social media accounts.
4. When staff use school-affiliated social media accounts to comment on school-related matters, they do not do so as private citizens and are therefore not entitled to First Amendment protections.

II. Staff Expectations in Use of Social Media – Applicable to Both Personal and School-Affiliated Use

A. General Use and Conditions

Staff must comply with all board policies, contract provisions, and applicable rules of professional conduct in their social media usage. They must comply with the board's policy on professional boundaries between staff and students at all times and in both physical and digital environments.

Staff must obtain the consent of their building principal or the superintendent prior to posting any student-related information in order to make sure that the publication does not violate the Federal Education Records Privacy Act or any other laws. Staff must also comply with all applicable state and federal record retention requirements, even with regard to personal social media usage.

Staff must comply with all applicable laws prohibiting the use or disclosure of impermissible content, such as copyright laws, accountability and disclosure laws, and any other law governing the use of resources of a political subdivision. Questions about

appropriate content should be referred to the staff member's supervising administrator.

B. Acceptable Use

1. Staff may use social media for instructional purposes.
2. Staff may use social media for school-related communication with fellow educators, students, parents, and patrons.
3. Teachers should integrate the use of electronic resources, which may include social media, into the classroom. As the quality and integrity of content on social media is not guaranteed, teachers must examine the source of the information and provide guidance to students on evaluating the quality of information they may encounter.

C. Unacceptable Use

1. Staff shall not access obscene or pornographic material while at school, on school-owned device or on school-affiliated social media accounts.
2. Staff shall not engage in any illegal activities, including the downloading and reproduction of copyrighted materials.
3. Staff shall not access social media networking sites such as Facebook, Twitter, and Instagram on school-owned devices or during school time unless such access is for an educational activity which has been preapproved by the staff member's immediate supervisor. This prohibition extends to using chat rooms, message boards, or instant messaging in social media applications and includes posting on social networking sites using personal electronic devices.

III. School-Affiliated Digital Content

A. General Use and Conditions for School-Affiliated Accounts

Staff must obtain the permission of their supervising administration prior to creating, publishing, or using any school-affiliated web pages, microblogs, social media pages or handles, or any other digital content which represents itself to be school-related, or which could be reasonably understood to be school-related. This includes any content which identifies the school district by name in the account name or which uses the school's mascot name or image.

Staff must provide administrators with the username and password for all school-affiliated accounts and must only publish content appropriate for the school setting. Staff may not provide the username and password to school-affiliated accounts to any unauthorized individual, including students and volunteers.

B. Moderation of Third Party Content

The purpose of school-related social media accounts is to disseminate information. No school-related or school-affiliated social media account covered by this policy shall permit comments by the public unless otherwise approved by the superintendent. All comment functions for applications such as Facebook and Instagram must be turned to "off" without this approval.

In the event the superintendent permits content created by anyone other than the administrator of the account to appear on the account's pages, such as comments made by students, parents, and patrons, the account administrator must monitor the content to ensure it complies with this policy. Posts, comments, or any other content made on the account's pages may be removed when the content meets any of the following conditions:

1. Is obscene, lewd, or appeals to prurient interests;
2. Contains information relating to a student matter or personnel matter which is protected under or prohibited by state or federal law;
3. Contains threatening, harassing, or discriminatory words or phrases;

4. Incites or is reasonably anticipated to incite violence, illegal activity, or a material and substantial disruption to school operations or activities; or
5. Contains any other threat to the safety of students and staff.

Every account administrator must keep a copy of any removed content and must provide a copy to the superintendent along with written notification for the reason the post has been removed. All questions about the appropriateness of removal must be directed to the superintendent.

Adopted on: 6/13/16

Revised on: 7/10/2017

Reviewed on: _____

4052

Job References to Prospective Employers

All requests for employment-related references or employment history by prospective employers of current or former employees must be referred to a member of the administrative team. The administrator will either provide a reference in compliance with this policy or will forward the request to the superintendent.

If the school district is subject to a written separation agreement regarding a particular employee, the terms of that agreement will govern the district's response to requests for information, regardless of any written consent provided to the school district.

If the school district is not bound by a separation agreement and receives a legally enforceable written consent to release information, the district may provide the information authorized by that document. The school district may provide additional truthful information to prospective employers of current and former employees in accordance with this policy.

Employees Suspected of Sexual Misconduct Against a Minor or Student

Apart from the routine transmission of administrative and personnel files or unless otherwise permitted by law, the district and any employee, contractor, or agent of the school district is prohibited from providing any employee any assistance in obtaining a new job if the school district or the individual acting for the school district has probable cause to believe said employee has engaged in sexual misconduct with a student or minor in violation of the law.

Adopted on: 6/10/19

Revised on: _____

Reviewed on: _____

4053
Conflict of Interest

Any school district employee who meets the conditions set forth in this policy shall be deemed to have a business or financial conflict of interest.

1. Definitions. For the purposes of this policy:
 - a. Business with which an employee is associated shall include the following:
 - (1) A business in which the employee or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.
 - (2) A business in which the employee or a member of his or her immediate family is a stockholder in a closed corporation with stock worth one thousand dollars or more, or the employee or his or her immediate family owns more than a five percent equity interest or is a stockholder of publicly traded stock worth more than ten thousand dollars or more at fair market value, or which represents more than ten percent equity interest. This shall not apply to publicly traded stock under a trading account if the employee reports the name and address of the company and stockbroker.
 - b. A business association shall be defined to include an individual as a partner, limited liability company member, director or officer, or a business in which the individual or member of the immediate family is a stockholder.
 - c. Immediate family member or member of the immediate family shall mean a child residing in an individual's household, a spouse of an individual, or an individual claimed by that individual or that individual's spouse as a dependent for federal income tax purposes
2. Contracts with the School District.
 - a. No employee or member of his or her immediate family shall enter into a contract valued at two thousand dollars or more, in any one year, with this school district unless the contract is

awarded through an open and public process that (1) includes prior public notice and (2) allows the public to inspect during the school district's regular business hours the proposals considered and the contract awarded.

- b. The existence of any conflict of interest in any contract in which the employee has an interest and in which the school district is a party, or the failure to make public the employee's interest known, may render a contract null and void.
- c. The prohibition of a conflict of interest or requirement for public notice shall apply when the employee, or his or her immediate family has a business association with the business involved in the contract or will receive a direct pecuniary fee or commission as a result of the contract.

3. Employing Members of the Immediate Family.

- a. An employee may employ or recommend or supervise the employment of an immediate family member if:
 - (1) The employee does not abuse his or her position.
 - (a) Abuse of official position shall include, but not be limited to, employing an immediate family member:
 - (i) who is not qualified for and able to perform the duties of the position;
 - (ii) for any unreasonably high salary;
 - (iii) who is not required to perform the duties of the position.
 - (2) The employee makes a reasonable solicitation and consideration of applications for employment.
 - (3) The employee makes a full disclosure on the record to the governing body of the school district and to the secretary of the board.
 - (4) The board approves the employment or supervisory position.

- b. The employee shall not terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.
4. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment
- a. No employee shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:
 - (1) a public official, public employee, or candidate.
 - (2) a member of the immediate family of an individual listed in Subparagraph 'a' above.
 - (3) a business with which an individual listed in Subparagraph (1) or (2) above is associated.
 - b. No employee shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the employee would thereby be influenced.
 - c. An employee shall not use or authorize the use of his or her public employment or any confidential information received through the public employment to obtain financial gain, other than compensation provided by law, for himself or herself or a member of his or her immediate family, or a business with which he or she is associated.
 - d. An employee shall not use or authorize the use of personnel, resources, property, or funds under that person's official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items for personal financial gain, other than compensation provided by law.
5. Conflict of Interest Relating to Campaigning or Political Issues

- a. Except as provided below, an employee shall not authorize the use of school district personnel, property, resources, or funds for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question.
 - b. This does not prohibit an employee from making school district facilities available to a person for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions for use.
 - c. This does not prohibit an employee from discussing and voting upon a resolution supporting or opposing a ballot question.
 - d. This does not prohibit an employee under the direct supervision of a public official from responding to specific inquiries by the press or the public as to the board's opinion regarding a ballot question or from providing information in response to a request for information.
 - e. An employee may present his or her personal opinion regarding a ballot question or respond to a request for information related to a ballot question; but in so doing, the person should clearly state that the information being presented is his or her personal opinion and is not to be considered as the official position or opinion of the school district. However, this shall not be done during a time that the individual is engaged in his or her official duties.
6. Conflict. To the extent that there is a conflict between this policy and the Nebraska Political Accountability and Disclosure Act ("Act"), the Act shall control.

Adopted on: 6-12-2017

Revised on: _____

Reviewed on: _____

4054 Reporting Child Abuse or Neglect

Because of their daily contact with school-age children, educators and other school employees are in a unique position to identify abused and/or neglected children. Nebraska law defines child abuse or neglect as knowingly, intentionally, or negligently causing or permitting a minor child to be (1) placed in a situation that endangers his or her life or physical or mental health; (2) cruelly confined or cruelly punished; (3) deprived of necessary food, clothing, shelter or care; (4) left unattended in a motor vehicle, if such child is six years of age or younger; (5) sexually abused; or (6) sexually exploited by allowing, encouraging, or forcing such person to solicit for or engage in prostitution, debauchery, public indecency, or obscene or pornographic photography, films, or depictions.

Reporting Procedure. School employees who have reasonable cause to believe that a child has been subjected to child abuse or neglect or observe a child being subjected to conditions or circumstances which reasonably would result in child abuse or neglect will report the suspected abuse or neglect according to the following procedure.

1. Any school employee who has reasonable cause to believe that a child has been abused or neglected shall report the suspicion to the building principal immediately. Employees shall also personally report or cause a report to be made to local law enforcement or to the Department of Health and Human Services.
2. When the principal makes a report of suspected child abuse or neglect, he/she shall inform the employee(s) who made the initial report.
3. Nothing in the paragraph above shall hinder a school employee from fulfilling his/her/their obligation to report suspected abuse or neglect if he, she or they have reasonable cause to believe that a child has been abused or neglected.
4. Any doubt or question in reporting such cases shall be resolved in the favor of reporting the suspected abuse or neglect. Consultation between the administrator and school employee is encouraged, keeping in mind that prompt reporting is essential.

Contents of the Report. The report to authorities shall contain the following information to the extent it is available: (1) name and position of reporting person; (2) name, address, and age of abused or neglected person; (3) address of the person or persons having custody of the abused or neglected person; (4) the nature and extent of the abuse or neglect, or the conditions and circumstances which would reasonably result in such abuse or neglect; and (5) any other information that may be useful in establishing the identity of the persons involved and cause of the abuse or neglect.

Legal Immunity. Nebraska statutes give legal immunity from any civil or criminal liability to any person who makes a good faith report of child abuse or neglect or participates in a judicial proceeding resulting from such a report.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4055
Head Teacher Position

The Board of Education finds that in order to provide for the effective management of the school system, to provide for harmonious working relationships among teaching staff, and to facilitate coordination of curriculum and extracurricular instruction, the district should create the position Head Teacher.

- 1) Assignment and Compensation
 - a) The Superintendent shall recommend an existing staff member to the Board of Education and the board shall approve or disapprove that recommendation. If the board disapproves the Superintendent's recommendation, the Superintendent shall recommend another candidate.
 - b) The assignment of a staff member to the position of Head Teacher shall be for the upcoming school year only, although the same teacher may be reassigned to the position for as many successive years as the Superintendent and Board determine to be appropriate.
 - c) The Head Teacher assignment is not a part of the teacher's basic teaching contract with the district, and is not subject to any of the provisions of the continuing contract law set forth in section 79-824 through 79-842 of the Nebraska Statutes.
 - d) Compensation for Head Teacher duties will be negotiated with the Education Association and listed on the salary schedule for other extracurricular and non-curricular assignments.

- 2) Duties
 - a) The Head Teacher will be the Principal's designee for all circumstances contemplated by board policy or state statute.
 - b) The Head Teacher will act as the building administrator when the Principal is absent from the district or otherwise unable to perform administrative duties.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4056
Resignation of Certificated Staff

Certificated staff members who know they will not be returning to employment at the school district for the following school year are encouraged to submit their resignations as early as possible, to enable the board to find suitable replacements. Unless otherwise required by law or contract, the following resignation requirements apply.

Staff members who submit their resignations to the board of education by the earlier of (a) April 14th the date designated in a written request of the school board or the administrators to accept employment for the next school year pursuant to section 79-829 (provided that such acceptance date may not be earlier than March 15th of each year) will be released from the next school year's contract. Staff members who refuse to fulfill their contractual obligations will be reported to the Professional Practices Committee of the Nebraska Department of Education.

Adopted on: 6-13-22

Revised on: _____

Reviewed on: _____

4057 Superintendent Evaluation

The board shall observe and evaluate the superintendent based upon actual classroom observations for an entire instructional period at least twice during his first year of employment and at least once each year thereafter. Additional evaluations may be conducted at the discretion of the board. For the purposes of this policy, "actual classroom observation" shall mean observing the superintendent performing activities that are typical of his or her position. An "entire instructional period" for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of some aspect of the superintendent's work during the semester for no less than 40 minutes.

Purpose. The purposes of the formal job evaluation are:

1. To provide a means of rational, structured communication between the board and superintendent to create a more constructive and effective working relationship.
2. To provide a basis for commending, rewarding and reinforcing good work, as well as identifying areas where the superintendent needs to improve.
3. To clarify the superintendent's role and inform the superintendent of the board's expectations.

Dates. Unless otherwise provided for in the superintendent's employment contract, the first year evaluations shall take place (1) at or prior to the October board meeting, and (2) at or prior to the January board meeting. Annual evaluations shall take place at a board meeting held during the month before the date in the superintendent's employment contract by which the board must notify the superintendent of its intention to consider the nonrenewal or amendment of the contract. In the absence of such a contract provision, the annual evaluation shall take place at or prior to the December board meeting. The Superintendent shall remind the Board members in writing at least 45 days before the date of each upcoming evaluation and shall make his evaluation an agenda item for the board meeting.

Evaluation Document. The superintendent shall submit a recommended evaluation document to the board. The board shall meet and discuss the proposed document with the superintendent. The board may amend and adopt the proposed evaluation document. The board may amend the document or adopt a new document without amending this policy. The

superintendent shall submit the evaluation document to the Nebraska Department of Education.

Evaluation Procedures. Each board member shall have the opportunity to individually evaluate the superintendent and complete an evaluation document. The board shall compile the individual evaluations into a single evaluation, provide a copy to the superintendent, and discuss it with him or her. The superintendent's evaluation may be conducted in closed session if it is necessary to prevent needless injury to the superintendent's reputation and he or she has not requested it be done in open session.

Deficiencies. If deficiencies are noted in the superintendent's work performance, the board shall provide the superintendent at the time of the observation with a list of deficiencies and a list of suggestions for improvement and assistance in overcoming the deficiencies. The board shall also provide the superintendent with follow up evaluations and assistance when deficiencies remain, a timeline for improvement, and sufficient time to improve. In the alternative, the board may rely upon the superintendent's education, training, and expertise and require him or her to submit a "list of suggestions for improvement" or plan of improvement for the board's consideration.

Personnel File. The evaluation shall be signed by the board president (or other member of the board) and the superintendent. The superintendent shall place a copy of the evaluation in his or her personnel file. The superintendent may provide a written response to the evaluation to the board. A copy of the response shall also be placed in the superintendent's personnel file. The board may meet with the superintendent to discuss the written response.

Policy Limitation. The evaluation procedures are included in this policy as a result of the board's statutory obligation to evaluate the superintendent and do not give the superintendent any rights not provided by statute. The board's failure to comply with any procedures provided in this policy but not required by law shall not prohibit the board from taking any action regarding the superintendent's employment, up to and including the nonrenewal or cancellation of the employment contract.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4058

Confidentiality in Counseling and Guidance

The school district provides students with a certificated school guidance counselor. Information that students provide to counselors is confidential but not legally privileged. The counselor will attempt to respect the privacy of student disclosures, but will share all relevant information with other education professionals as appropriate or as directed. The counselor will also contact parents and law enforcement officials as appropriate.

Records of the counseling relationship, including interview notes, test data, correspondence, tape recordings and other documents, are to be considered professional information for use in counseling, not part of the student's education record.

When a counselor is in doubt about what information to release, he or she should discuss the matter with the building principal or with the superintendent.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4059
Suicide Prevention Training

The following employees are required to complete at least one hour of suicide awareness and prevention training every year:

- school nurses
- teachers
- counselors
- school psychologists
- administrators
- school social workers
- community coaches
- paraeducators
- bus drivers
- kitchen staff
- custodians
- secretarial and clerical staff

These employees must complete the online training provided by the Nebraska Department of Education no later than October 31 of each school year or within 30 days of their initial employment. Failure to complete this training shall constitute just cause for the termination or nonrenewal of an employee's contract.

Adopted on: 9-12-2016

Revised on: 7-10-2017

Reviewed on: _____

4060 School Vehicle Use

Pupil Transportation Vehicles. The transportation of students in a pupil transportation vehicle is governed by the rules of the Nebraska Department of Education and the district's safe pupil transportation plan or safety and security plan. See Title 92, Nebraska Administrative Code, Chapter 91 – Regulations Governing Driver Qualifications and Operational Procedures for Pupil Transportation Vehicles ("Rule 91") Title 92, Nebraska Administrative Code, Chapter 92 – Regulations Governing the Minimum Equipment Standards and Safety Inspection Criteria for Pupil Transportation Vehicles ("Rule 92"), available on NDE's website (www.education.ne.gov). A pupil transportation vehicle is any vehicle utilized to carry school children as sponsored and approved by the school board and that conforms to the Nebraska Department of Education definitions of pupil transportation vehicles listed as School Bus, Activity Bus, Small Vehicle, or Coach Bus.

School Vehicles Other Than Those Transporting Students. School district employees, board members, and other elected or appointed school district officials (collectively "school personnel") who are not transporting children are authorized to use a school district vehicle to travel to a designated location or to their home when the primary purpose of the travel serves a school district purpose. School district vehicles may not be used for personal purposes unless the vehicle, or the use of it, is provided to an employee as a condition of an employment contract or it is leased to school personnel as allowed by law. School personnel must operate school vehicles in accordance with all applicable federal, state, and local laws.

Driver Qualifications. School personnel who wish to use a vehicle owned or leased by the school district and who are not transporting students must:

- Possess and provide a copy of a valid Motor Vehicle operator's license.
- Be able to read and comprehend driving regulations and written test questions.
- Obtain and provide a copy of his or her current driving record from the department of motor vehicles at least one time per school year to the superintendent or his or her designee.
- Be at least 19 years of age.

School personnel must notify the superintendent or his or her designee about any change in their driving status or eligibility.

School personnel who have been convicted of any of the following or who meet any of the following conditions will not be allowed to drive a school district vehicle:

- If the citation or conviction occurred at any time—Motor vehicle homicide or driving under the influence – 3rd or subsequent offense;
- If the citation or conviction occurred within the last 3 years - Driving under the influence of drugs or alcohol, failure to render aid in accident you are involved in, speeding 15 miles per hour or more above the posted speed limit, reckless driving (willful or otherwise), careless driving, leaving the scene of an accident, failure to yield to a pedestrian with bodily injury to the pedestrian, or negligent driving; or
- Have accumulated 3 points or more under an operator's license point system within the last 3 years.

The superintendent or his or her designee has the discretion to prohibit school personnel from driving a school vehicle for a citation or arrest for the above offenses or any other offense or reason. The superintendent or his or her designee will make the final determination about the use of school district vehicles.

Electronic Communication While Driving. Unless the superintendent or a principal grants an exception to allow verbal communication on an as needed basis for specific district-related work based upon an employee's duties and responsibilities, school personnel shall not use any electronic communication device to read a written communication, manually type a written communication, send a written communication, verbally communicate with others, or otherwise communicate with others while operating a school vehicle. This prohibition includes but is not limited to answering or making telephone calls, engaging in telephone conversations, and reading or responding to e-mails, instant messages, text messages or other visual media.

Tobacco, Alcohol, and Controlled Substances. The use of any tobacco product, including the use of vapor products, alternative nicotine products, or any other such look-alike product, is not permitted in a school vehicle at any time. The use or possession of any alcohol or controlled substance (unless legally prescribed to school personnel by a physician) is not permitted in a school vehicle at any time. All drivers shall follow and be subject to Drug Free Workplace Policy and Drug Policy Regarding Drivers Policy.

Traffic Accidents, Infractions, Violations, or Citations. School personnel who receive a citation or warning citation from a law enforcement officer or are involved in an accident while operating a school vehicle must report the citation to the superintendent or his or her designee as soon as practicable, but no later than 24 hours of receipt. The superintendent must report his or her accidents, infractions, violations, or citations to the board president.

Adopted on: 6-12-2017

Revised on: _____

Reviewed on: _____

4061

Workplace or Non-Workplace Injuries or Illness and Return to Work

Reporting Workplace Injuries. Staff members who are injured while performing duties or who witness workplace injuries must report them to the superintendent or superintendent's designee as soon as possible after being injured or witnessing an injury. Staff members must prepare written statements regarding the injuries they sustained or witnessed when they are asked to do so by the school district. Failure to report a workplace injury as a witness will constitute insubordination and neglect of duty and may result in adverse employment action up to and including termination or cancellation of employment. Failure to report workplace injuries may also result in delayed or forfeited benefits to which an employee may otherwise be entitled.

Returning to Work after Workplace Injuries or Non-Workplace Injuries or Illness. Staff members whose injuries or illness prevent them from completing any or all of their duties, whether or not incurred at work, may be permitted to continue working or may be offered modified duty positions as required by law or as determined appropriate by the superintendent. This policy does not guarantee a limited or modified assignment during the recovery period unless it is otherwise required by law. The employee may be required to provide a return to work certification or report from their treating physician which delineates any restrictions, modifications, or accommodations needed to allow the employee to perform the essential functions of their position.

Termination After Workplace Injuries or Illness. Unless otherwise covered in an individual employment contract, employees may be terminated after suffering a workplace injury or illness when the district has a legitimate, nondiscriminatory reason for doing so. Such reasons include but are not limited to:

- Necessity to fill the position to maintain continuous services as required by law or district policy or standards;
- Performance deficiencies of the employee unrelated to the injury or illness;
- Unavailability of substitute or replacement employees;
- When the absence will negatively impact students' educational experience or opportunities; or
- Any other reason not otherwise prohibited by law.

The district may make such employment determinations regardless of whether the employee has returned to work and regardless of whether a medical professional has certified that the employee has reached maximum medical

improvement. In the event the injury or illness lasts beyond the amount of leave time provided by the district and by the Family Medical Leave Act, which is generally no greater than 12 weeks, the employee may be terminated even if the employee remains eligible for Workers' Compensation under state law or short or long-term disability under a policy available through the district. In no event will an employee be terminated as retaliation for filing a Workers' Compensation claim.

Termination After Non-Workplace Injuries. Unless otherwise covered in an individual employment contract or prohibited by law, employees who are unable to perform any of the essential functions of their positions with reasonable accommodation(s) due to injury or illness occurring outside of the workplace may be terminated. The employee's position or a similar position will be held open only as required by law, such as the Family Medical Leave Act.

Adopted on: 6-12-2017

Revised on: _____

Reviewed on: _____

Volkman Plumbing & Heating Inc.

211 S. 3rd Street
Norfolk, NE 68701

PH: 402-371-0316
FX: 402-371-2841

May 4, 2023

Madison High School
RE: Kitchen water heater

We propose to furnish (1) BTH-300A water heater for the sum of:

\$19,085.00 + \$200 freight

There will be additional charges for labor, material and mileage.

Thank you for the opportunity to quote this work for you. Please contact me if you have any questions.

Sincerely,

Carl Rasmussen

Carl Rasmussen
CR/tm/MadisonHS