

Ainsworth Community Schools
Board of Education
Regular Meeting
District Office
February 10, 2025 - 7:00 PM

AGENDA

The Mission Slogan of Ainsworth Community Schools is "ACS CARES: We are Committed to Achieving Results for Everyone's Success"

In accordance with the Nebraska Open Meetings Act 84-1407-14 the Open Meetings Act is posted on the south wall of the District Office Board Meeting Room.

1. Facility Walk-Around with Board of Education
2. Opening Procedure, Regular Meeting of Board
 - 2.1. Call to Order, Roll Call, and Pledge of Allegiance
 - 2.2. Approval of Agenda
 - 2.3. Welcome Extended to Visitors
 - 2.4. Community Input on any Topic: This is your opportunity to speak to any topic concerning the school district. Since it is not an agenda item the board cannot discuss or take action at this time on the matter. Future discussion can be requested as an agenda item. Thank you for your participation.
 - 2.5. Community Input on Agenda Items: This is your opportunity to speak to items on the agenda. If you are not a part of the presentation of the agenda item you need to speak now. Thank you for your participation.
 - 2.6. Consent Agenda
 - 2.6.1. Minutes of Previous Meeting(s) , attached
 - 2.6.2. Set the next regular meeting for March 10, 2025, at 7:00 p.m. in the District Office.
The current agendas will be available for public inspection in the office of the superintendent.
 - 2.6.3. Payment of Claims, Authorization Report, attached
 - 2.6.4. Cash Flow & Financial Reports
3. Reports/Information to the Board
 - 3.1. Principals and Activities Director Reports
 - 3.2. Superintendent Report
4. Action Items
 - 4.1. 2023-2024 School District Audit Approval
 - 4.2. NASB Policy Update
 - 4.3. ACS Policy Review - Policies 504.16 through 504.23 and 505.01 through 506.10
 - 4.4. Update of Policy 408.02 - Certificated Employee Contract Release
 - 4.5. Approval of the Extra Duty Schedule
 - 4.6. Approve the 2025-26 School Year Calendar
 - 4.7. Certified Staff Resignation
 - 4.8. Elementary Principal Resignation
5. Adjourn

The Board reserves the right to move into closed session to protect the public interest or needless injury to the

reputation of an individual for any action item listed on the agenda. The Board may, at its discretion, change the order of the agenda to accommodate unforeseen issues related to an agenda item.

(Minutes are unofficial until approved by the Board of Education)

January 13, 2025

The Board of Education of School District #10 held a Regular Meeting on January 13, 2025. Board members present were: Frank Beel, Bryan Doke, Scott Erthum, Mark Johnson, and Brad Wilkins. Member absent: Jessica Pozehl. Also present were Superintendent Dale Hafer and Principals Steve Dike and Ben Wright, and AD Luke Wroblewski. There were several guests in attendance. The meeting was called to order by Board President, Brad Wilkins at 7:00 p.m.

Notice of the meeting was in the Ainsworth Star Journal and on the radio station KBRB.

Motion was made by Scott Erthum and seconded by Mark Johnson to excuse board member Jessica Pozehl. Roll call vote: Erthum – Aye, Doke – Aye, Beel – Aye, Johnson – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried.

Scott Erthum made the motion to adjourn the 2024 Board of Education seconded by Mark Johnson. Roll call vote: Erthum – Aye, Doke – Aye, Beel – Aye, Johnson – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

Brad Wilkins was appointed President Pro-Tempore.

Motion was made by Frank Beel and seconded by Bryan Doke to elect Brad Wilkins as Board President, Bryan Doke as Vice President, and Frank Beel as Secretary/Treasurer for 2025. Roll call vote: Graff – Aye, Doke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

Motion was made by Frank Beel and seconded by Bryan Doke to approve the code of ethics. Roll call vote: Graff – Aye, Doke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

Motion was made by Bryan Doke and seconded by Crystal Dailey to approve the agenda as published. Roll call vote: Graff – Aye, Doke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

Motion was made by Frank Beel and seconded by Jake Graff to approve the appointment of Dedra Stoner, Lacey Marbry, and Dale Hafer as recording secretary(s) of the board for 2025. Roll call vote: Graff – Aye, Doke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

Motion was made by Bryan Doke and seconded by Crystal Dailey to appoint Ben Wright as Title IX Coordinator and Dale Hafer as Compliance Coordinator/officer for 2025. Roll call vote: Graff – Aye, Doke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

Motion was made by Frank Beel and seconded by Bryan Doke to approve the following consent agenda items: Minutes of the December 9th meeting, claims in the amount of \$161,276.40 from the General Fund, \$4,843.39 from Section 125, \$32,757.48 from Hot Lunch. The Cash Flow Report for the month of December was given. The Treasurer's Report was given as follows:

Cash Assets: December 31st: \$1,824,388.41. The next regular meeting will be held on February 10th, at 7:00 p.m. in the District Office. Current agendas and/or discussion topics will be available for public inspection in the office of the Superintendent. Roll call vote: Graff – Aye, Duke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

42292	1ST CLASS AUTO	937.38
42293	AINSWORTH GRAND THEATER	260.00
42294	AINSWORTH MOTORS	213.53
42295	AINSWORTH STAR-JOURNAL	329.43
42296	AMAZON CAPITAL SERVICES	5,908.66
42297	AT&T MOBILITY	345.18
42298	BLACK HILLS ENERGY	7,017.15
42299	BROWN COUNTY TREASURER	377.46
42300	BUCKLES AUTOMOTIVE	502.09
42301	CENTRAL VALLEY AG	1,348.72
42302	CENTURY LUMBER CENTER	472.54
42303	CITY OF AINSWORTH	1,045.02
42304	DANA F COLE & COMPANY LLP	17,100.00
42305	LILA DERAAD	649.23
42306	E S U #17-MAIN	65,310.37
42307	E S U #17-MAIN	2,511.86
42308	EAKES OFFICE SOLUTIONS	1,054.96
42309	ENVIRONMENTAL SERVICES INC	656.80
42310	ESU #10	60.00
42311	FLOOR MAINTENANCE	708.00
42312	MELISSA FREUDENBURG	1,283.18
42313	GENERAL FUND CLEARING ACCOUNT	1,277.52
42314	ELIZABETH GOSHORN	20.00
42315	H & R FOOD CENTER	36.39
42316	INSPIRE REHABILITATION AINSWORTH, LLC	1,024.62
42317	ISLAND SUPPLY WELDING CO	19.84
42318	JAYMAR BUSINESS FORMS, INC	272.46
42319	JONES SCHOOL SUPPLY CO, INC.	104.00
42320	KBRB AM FM	40.00
42321	JESSICA KEMPCKE	10.50
42322	KSB SCHOOL LAW	1,336.00
42323	JOSEPH MCMURTREY	22.32
42324	MEDICAL ENTERPRISES INC	150.00
42325	MIDAMERICA BOOKS	134.75
42326	NE COUNCIL OF SCHOOL ADMIN	520.00
42327	NEBRASKA PUBLIC POWER DISTRICT	5,325.80
42328	JASON NELSON	970.00
42329	NORTH CENTRAL DEV CENTER INC	10,000.00
42330	OFFICE PRODUCTS CENTER	8,357.77
42331	OLSONS PEST TECHNICIANS	184.00
42332	SUMMER ORTON	473.56
42333	JESSIAH OWEN	27.00
42334	PRESTIGE GROUP INC.	6,600.00
42335	PROPIO LANGUAGE SERVICES	37.70
42336	RED & WHITE	631.66
42337	ROCKET MATH, LLC	65.12
42338	JULIE RUHTER	481.19
42339	HANNAH SCHMITZ	1,527.60
42340	SEVEN SPRINGS INC	230.50
42341	ASHLEY SMITH	614.86
42342	SPARQDATA SOLUTIONS	4,400.00
42343	THREE RIVER TELCO	644.87
42344	TOWER GARDEN	1,513.00
42345	TRAVIS ELECTRIC INC	3,278.62
42346	UNIVERSITY OF NEBRASKA AT KEARNEY	240.00
42347	US BANK	832.72
42348	WAGeworks	146.00
42349	WEX BANK	1,187.15

42350	WILLOW CREEK MERCANTILE	447.32
29	WAGE WORKS INC	4,843.39
72	LUNCHTIME SOLUTIONS	32,716.16
3600	JIM WALZ	41.32
434	FIRST NATIONAL BANK OMAHA	6,215.00

Elementary Principal Ben Wright reported on the following: Monthly Mission, Intervention, Winter Testing & Assessments & Enrollment.

High School Principal Steven Dike reported on the following: Enrollment, Winter Testing, 1st Semester Bulldog Battle, Absence Rates, Honor Roll, and Professional Development.

Activities Director Luke Wroblewski reported on the following: Holiday Tournament, Wrestling, Speech, Middle School Girls & Boys Basketball, Middle School Wrestling, FFA, FCCLA, Choir and Band, & NSAA Academic.

Superintendent Dale Hafer reported on the following: Financial Report, Transportation, Building & Grounds, Board Policy Review, Negotiations, Professional Development & Superintendent Goals .

Motion was made by Frank Beel and seconded by Bryan Doke to schedule all regular monthly meetings of the 2025 Board of Education on the second Monday of every month whenever possible. The meetings will be held in the District Office Building located on 3rd Street unless stated otherwise on the meeting notice. Meeting times are 7:00 p.m. year-round. Roll call vote: Graff – Aye, Doke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

Motion was made by Jake Graff and seconded by Crystal Dailey to approve the board committees as presented for 2025. Roll call vote: Graff – Aye, Doke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

Motion was made by Bryan Doke and seconded by Frank Beel to designate the Ainsworth Star-Journal as the official newspaper for the district to provide notice of regular meetings, minutes of meetings, and all other legal notices. The board intends to give notice of public meetings via KBRB radio. Additionally, the board may post notices in public places such as the US Post Office lobby, the Court House lobby, and the front door of Ainsworth High School when time constraints for the paper are not met. Roll call vote: Graff – Aye, Doke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

Motion was made by Bryan Doke and seconded by Crystal Dailey to approve Corporate Certificate of Authority for each of the three local banks - Homestead Bank for General, General Clearing, Bond Funds and Section 125 Plan and for three elected board officers (Brad Wilkins, Bryan Doke, & Frank Beel) to sign such signature cards; West Plains Bank for Employee Benefit, Activity, Building, and Depreciation Funds; and Union Bank and Trust for the Hot Lunch Fund and for Dale Hafer, Dedra Stoner & Lacey Marbry to access electronic banking records for such account; and Nebraska Liquid Asset Fund and authorize superintendent and three elected board officers (Brad Wilkins, Bryan Doke, & Frank Beel) to sign the safe deposit box card at Homestead Bank. Roll call vote: Graff – Aye, Doke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

Motion was made by Crystal Dailey and seconded by Frank Beel to approve 1. Authorization of Treasurer to pay bills within limits of budget resolution. 2. Authorization of Treasurer, per district office personnel, to invest all interim monies and funds as per policy. 3. Authorization of Superintendent or designee: a. As purchasing agent for the district. b. To receive tax monies and/or other receipts from County Treasurer. c. To apply for and receive monies, receipts, and funds from all federal and state resources. d. To serve as custodian of and purchasing agent for Activity Fund accounts. e. To serve as hearing officer for any student suspensions and expulsions. Roll call vote: Graff – Aye, Doke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

Motion was made by Jake Graff and seconded by Bryan Doke to approve the Superintendent Goals for 2025 as presented. Roll call vote: Graff – Aye, Doke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

Motion was made by Frank Beel and seconded by Crystal Dailey to approve the negotiated agreement for the 2025-26 and 2026-27 school years, minus the extra duty schedule. Roll call vote: Graff – Aye, Doke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

Motion was made by Bryan Doke and seconded by Frank Beel to go into executive session at 8:02 p.m. to discuss Principal Contracts clearly necessary for the protection of the public interest and for the prevention of needless injury to the protection of an individual in compliance with the law. Roll call vote: Graff – Aye, Doke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

Immediately prior to executive session the president restated on the record the limitation of the subject matter of the executive session. Roll call vote: Graff – Aye, Doke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

Motion to exit closed session at 8:21 p.m. This motion, was made by Jake Graff and seconded by Crystal Dailey. Roll call vote: Graff – Aye, Doke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

Motion to approve the Administrator Contracts for Ben Wright, Steve Dike, and Luke Wroblewski for 2025-26 school year as presented. This motion, made by Bryan Doke and seconded by Frank Beel. Roll call vote: Graff – Aye, Doke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

Motion was made by Frank Beel and seconded by Jake Graff to adjourn the meeting at 8:24 p.m. Roll call vote: Graff – Aye, Doke – Aye, Beel – Aye, Dailey – Aye, Pozehl – Absent, Wilkins - Aye. Motion carried

The Board will meet on Monday, February 10, 2025, at 7:00 p.m. in the District Office for a regular board meeting. Current agendas and/or discussion topics will be available for public inspection in the office of the Superintendent.

Dedra Stoner, Recording Secretary

Brad Wilkins, Board President

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
Checking 1 Fund: 01 GENERAL FUND					
AINSWORTH AREA CHAMBER OF COMM	AACC-MEMBER2025	42371	200.00	2025 MEMBERSHIP	
				Vendor Total:	200.00
AINSWORTH STAR-JOURNAL	ASJ-JAN2025	42372	213.64	MEETING NOTICE & MINUTES, ADS	
				Vendor Total:	213.64
AKRS EQUIPMENT	4070593	42373	2,561.40	LAWN MOWER SERVICE & DECK REPAIR	
				Vendor Total:	2,561.40
AMAZON CAPITAL SERVICES	11H9-PKLK-RR9R	42374	23.99	SOURDOUGH KIT	
AMAZON CAPITAL SERVICES	16DQ-69V4-VW4M	42374	9.99	GIFT BAGS - FACULTY GIFT	
AMAZON CAPITAL SERVICES	176D-D966-41KX	42374	35.90	SONIM RADIO CASE	
AMAZON CAPITAL SERVICES	1CW3-NK3L-X16G	42374	123.74	SEWING MANNEQUIN	
AMAZON CAPITAL SERVICES	1FMP-D7XM-P143	42374	92.02	SUPER-SORB ABSORBENT	
AMAZON CAPITAL SERVICES	1HV3-M6GY-NCQT	42374	124.65	COFFEE, TEA	
AMAZON CAPITAL SERVICES	1KCJ-HPYC-DJ4N	42374	47.32	SLOAN ELECTRONIC ASSEMBLY	
AMAZON CAPITAL SERVICES	1L1Q-1GRC-DMTT	42374	12.99	TUBING	
AMAZON CAPITAL SERVICES	1MG7-FXRJ-4D76	42374	178.38	FLUSH VALVES	
AMAZON CAPITAL SERVICES	1MRC-3WH4-H79F	42374	7.89	CHARGING CABLES FOR RADIOS	
AMAZON CAPITAL SERVICES	1MVF-1VM9-J6HC	42374	(47.32)	SLOAN ELECTRONIC ASSEMBLY	
AMAZON CAPITAL SERVICES	1NPG-HHW3-K946	42374	39.98	SURGE PROTECTORS	
AMAZON CAPITAL SERVICES	1TWT-KPW3-677F	42374	47.32	SLOAN ELECTRONIC ASSEMBLY	
AMAZON CAPITAL SERVICES	1W7W-17VM-DRDL	42374	179.10	ROCKETBOOKS, CANDY - FACULTY GIFT	
AMAZON CAPITAL SERVICES	1YHK-47K9-61DD	42374	57.95	FACULTY GIFT	
				Vendor Total:	933.90
APPEARA	1048088	42375	60.30	MATS, DUST MOPS, FLOORCARE, RAGS, SUPPLIES	
				Vendor Total:	60.30
AT&T MOBILITY	FN-JAN2025	42376	345.18	MONTHLY SERVICE	
				Vendor Total:	345.18
BJ'S INSTRUMENT REPAIR	017213	42377	330.00	INSTRUMENT REPAIR	
BJ'S INSTRUMENT REPAIR	017229	42377	80.00	INSTRUMENT REPAIR	
BJ'S INSTRUMENT REPAIR	739759	42377	14.00	INSTRUMENT REPAIR	
BJ'S INSTRUMENT REPAIR	739794	42377	140.00	INSTRUMENT REPAIR	
				Vendor Total:	564.00
BLACK HILLS ENERGY	BH89-JAN2025	42378	263.26	NATURAL GAS	
BLACK HILLS ENERGY	BH90-JAN2025	42378	10,281.10	NATURAL GAS & BUS BARN	
				Vendor Total:	10,544.36
BOMGAARS	32931551-6422	42379	645.09	SPREADER, SHOVELS, BULBS, SUPPLIES	
				Vendor Total:	645.09
BUCKLES AUTOMOTIVE	425095-5150	42380	143.06	WIPERS, OIL, PIN, ANTIFREEZE	
				Vendor Total:	143.06
CENTRAL NEBRASKA COMMUNITY	OCT-DEC2025	42381	23,270.92	SALARY, TRAVEL & SUPPLIES	
				Vendor Total:	23,270.92
CENTRAL VALLEY AG	CVA-JAN2025	42382	2,717.26	FUEL	
				Vendor Total:	2,717.26

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
CENTURY LUMBER CENTER	177764	42383	139.84	SCREWS, LEVEL, POLYURETHANE	
				Vendor Total:	139.84
CITY OF AINSWORTH	CA-JAN2025	42384	1,064.27	WATER, SEWER & GARBAGE	
				Vendor Total:	1,064.27
CONDITIONED AIR MECHAINICAL	41949	42385	1,140.00	BOILER REPAIR	
				Vendor Total:	1,140.00
E S U #17-MAIN	ACS-185-187	42386	66,317.60	SERVICES	
				Vendor Total:	66,317.60
EAKES OFFICE SOLUTIONS	9074069-0	42388	354.25	AIR FRESHENER	
				Vendor Total:	354.25
EAST WEST BOOKS	ARU0384385	42389	179.93	BOOKS	
				Vendor Total:	179.93
EDUCATIONAL SERVICE UNIT #1	SP10557	42390	3,946.32	DEAF ED SERVICES	
				Vendor Total:	3,946.32
FLOOR MAINTENANCE	WEB-35350	42391	708.00	HAND TOWELS	
				Vendor Total:	708.00
FREUDENBURG, MELISSA	MF-JAN2025	42392	754.11	JANUARY 2025 MILEAGE	
				Vendor Total:	754.11
GENERAL FUND CLEARING ACCOUNT	GF-JAN2025	42393	107.22	REIMBURSEMENT	
				Vendor Total:	107.22
GREG'S HEATING AND AIR LLC	01032025	42394	130.00	2 DOOR COOLER REPAIR	
				Vendor Total:	130.00
H & R FOOD CENTER	HR-JAN2025	42395	12.31	SCIENCE SUPPLIES	
				Vendor Total:	12.31
ISLAND SUPPLY WELDING CO	336356	42396	19.84	C25	
				Vendor Total:	19.84
KBR SOLID WASTE	838488	42397	5.00	CONSTRUCTION DEBRIS	
				Vendor Total:	5.00
KBRB AM FM	KBRB-JAN2025	42398	168.75	SCHOOL BOARD RECOGNITION AD	
				Vendor Total:	168.75
KSB SCHOOL LAW	18072	42399	1,655.50	LEGAL SERVICES	
				Vendor Total:	1,655.50
LAKEVIEW BOOKS	ARU0383862	42400	144.94	BOOKS	
				Vendor Total:	144.94
LOOKOUT BOOKS	ARU0384276	42401	179.85	BOOKS	
				Vendor Total:	179.85

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
LOUP VALLEY LIGHTING INC	25-16837	42402	404.40	F32T8/835 LIGHTS	
				Vendor Total:	404.40
MAXWELL, LEANNE	532162	42403	25.00	DOT DRUG TESTING	
				Vendor Total:	25.00
MCGRAW-HILL EDUCATION, INC.	135348846001	42404	309.60	BIOLOGY E-BOOKS	
				Vendor Total:	309.60
MEDICAL ENTERPRISES INC	190935	42405	31.00	DOT DRUG TESTING PANEL	
				Vendor Total:	31.00
NASB ALICAP	2023- -----	42406	1,840.00	PAYROLL AUDIT WORKERS COMP	
				Vendor Total:	1,840.00
NE ASSOCIATION OF SCHOOL BOARD	2131	42407	(1,250.00)	OVERCHARGED FOR PRE CONFERENCES	
NE ASSOCIATION OF SCHOOL BOARD	25-26	42407	4,958.00	ANNUAL MEMBERSHIP DUES 2025-2026	
NE ASSOCIATION OF SCHOOL BOARD	52045	42407	341.00	2024 STATE EDU CONFERENCE	
NE ASSOCIATION OF SCHOOL BOARD	N-52123	42407	450.00	2024 NEW BOARD MEMBER WORKSHOP	
NE ASSOCIATION OF SCHOOL BOARD	N-52269	42407	300.00	BOARD LEADERSHIP ONLINE SURVEY	
NE ASSOCIATION OF SCHOOL BOARD	N-52458	42407	185.00	LEGISLATIVE ISSUES CONF - HAFER	
NE ASSOCIATION OF SCHOOL BOARD	N-52480	42407	25.00	LEGISLATIVE ISSUES CONF - WILKINS	
NE ASSOCIATION OF SCHOOL BOARD	N-52484	42407	370.00	LEGISLATIVE ISSUES CONF - BEEL & POZEI	
NE ASSOCIATION OF SCHOOL BOARD	N-52487	42407	185.00	LEGISLATIVE ISSUES CONF - DOKE	
NE ASSOCIATION OF SCHOOL BOARD	N-52694	42407	495.00	POLICY UPDATE SERVICES	
				Vendor Total:	6,059.00
NEBRASKA PUBLIC POWER DISTRICT	NPPD19974- -----	42408	71.63	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19977- -----	42408	31.58	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19980- -----	42408	108.40	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19983- -----	42408	5,335.35	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19986- -----	42408	182.32	ELECTRICITY	
				Vendor Total:	5,729.28
NRCSA	LF 025	42409	100.00	2025 LEGISLATIVE FORUM	
				Vendor Total:	100.00
OFFICE PRODUCTS CENTER	01LB6323	42410	1,234.36	SERVICE CONTRACT	
OFFICE PRODUCTS CENTER	01LB7350	42410	54.00	STAPLES	
				Vendor Total:	1,288.36
OLSONS PEST TECHNICIANS	406579	42411	7.00	MONTHLY SERVICE	
				Vendor Total:	7.00
ONE SOURCE	2022172044	42412	27.00	BACKGROUND CHECK	
				Vendor Total:	27.00
PALMER CUSTOM EMBROIDERY & MORE	5184	42413	85.98	SCHOOL BOARD SHIRTS	
				Vendor Total:	85.98
PRECISION AUTOBODY	8104	42414	80.00	2010 CHEVY COLLINS BUS CHIP REPAIR	
				Vendor Total:	80.00

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
PRESTIGE GROUP INC.	L2024-093	42415	3,300.00	FEB-MAR BUS LEASE	
				Vendor Total:	3,300.00
QUALITY INN	967130806	42416	94.00	UNK HONOR CHOIR ROOM - K NILSON	
				Vendor Total:	94.00
RED & WHITE	RW-JAN2025	42417	435.98	SUPPLIES	
				Vendor Total:	435.98
RUHTER, JULIE	JR-JAN2025	42418	610.47	JANUARY 2025 MILEAGE	
				Vendor Total:	610.47
SCHMITZ, HANNAH	HS-JAN2025	42419	847.88	JANUARY 2025 MILEAGE	
				Vendor Total:	847.88
SCHOLASTIC	11637646	42420	6.50	BOOKS	
SCHOLASTIC	11645473	42420	4.00	BOOKS	
				Vendor Total:	10.50
SEVEN SPRINGS INC	0119954	42421	86.00	WATER	
SEVEN SPRINGS INC	0120001	42421	46.50	RENTAL	
				Vendor Total:	132.50
SMITH, ASHLEY	AS-JAN2025	42422	780.05	JANUARY 2025 MILEAGE	
				Vendor Total:	780.05
THREE RIVER TELCO	10503972	42423	636.31	PHONE SERVICE	
				Vendor Total:	636.31
US BANK	USBANK4445- ---	42424	668.08	SUPPLIES	
				Vendor Total:	668.08
VOYAGER SOPRIS LEARNING	8505848	42425	199.10	REWARDS PLUS SCI WORKBOOKS	
				Vendor Total:	199.10
WAGWORKS	INV7431563	42426	146.00	MONLTHLY ADMIN FEE	
				Vendor Total:	146.00
WEX BANK	102577759	42427	1,463.96	FUEL	
				Vendor Total:	1,463.96
WILLEDEN, SAVANNAH	SW-01132025	42428	17.97	MEAL	
				Vendor Total:	17.97
WM KROTTER CO-AINSWORTH	744075	42429	70.48	MIRROR, PAPER TOWEL HOLDER	
				Vendor Total:	70.48
				Fund Total:	144,626.74
				Checking Account Total:	144,626.74
Checking	13	Fund: 13 SECTION 125			
WAGE WORKS INC	7338832-7452141	30	2,197.39	FUND TRANSFER	
				Vendor Total:	2,197.39

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
				Fund Total:	2,197.39
				Checking Account Total:	2,197.39
Checking	4	Fund: 06	SCHOOL NUTRITION		
LUNCHTIME SOLUTIONS	NE00000776	73	675.10	NOVEMBER FFVP	
LUNCHTIME SOLUTIONS	NE00000835	73	25,476.15	DECEMBER MEALS	
LUNCHTIME SOLUTIONS	NE00000882	73	691.22	DECEMBER FFVP	
				Vendor Total:	26,842.47
				Fund Total:	26,842.47
				Checking Account Total:	26,842.47

Activity Fund Balance Report - Summary - Exclude Encumbrances

01/2025 - 01/2025

Regular; Beginning Month 01/2025; Processing Month 01/2025; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITIES

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704	FUND BALANCE	230,000.00	0.00	0.00	0.00	230,000.00
05 704 0101	A CLUB BALANCE	1,401.73	115.18	109.00	0.00	1,395.55
05 704 0105	ACTIVITY TICKET BALANCE	3,165.00	0.00	0.00	0.00	3,165.00
05 704 0110	BALANCE	2,420.00	0.00	0.00	0.00	2,420.00
05 704 0120	ATHLETICS BALANCE	(18.70)	121.76	(39.43)	0.00	(179.89)
05 704 0125	BAND BALANCE	7,695.95	0.00	0.00	0.00	7,695.95
05 704 0126	BAND FUND RAISER	2,413.00	0.00	0.00	0.00	2,413.00
05 704 0127	BBB FUNDRAISER BALANCE	1,532.69	0.00	125.00	0.00	1,657.69
05 704 0128	BACKPACK PROGRAM BALANCE	807.00	0.00	0.00	0.00	807.00
05 704 0132	BOYS GOLF FUNDRAISER	601.41	0.00	0.00	0.00	601.41
05 704 0136	CLAPPER CD BALANCE	128.82	0.00	0.00	0.00	128.82
05 704 0137	CARL PERKINS BALANCE	297.05	0.00	0.00	0.00	297.05
05 704 0140	CHEER FUNDRAISER BALANCE	2,609.32	0.00	378.00	0.00	2,987.32
05 704 0145	CHORUS BALANCE	2,386.45	0.00	0.00	0.00	2,386.45
05 704 0167	CONCESSIONS - BULLDOG BALANCE	14,249.81	3,815.74	3,407.00	0.00	13,841.07
05 704 0168	VB FUNDRAISER BALANCE	3,895.56	0.00	0.00	0.00	3,895.56
05 704 0169	COCA COLA PARTNERSHIP BALANCE	12,223.69	0.00	0.00	0.00	12,223.69
05 704 0175	DRILL TEAM FUNDRAISER BALANCE	3,395.24	0.00	0.00	0.00	3,395.24
05 704 0180	DRIVER EDUCATION BALANCE	(16,040.00)	0.00	0.00	0.00	(16,040.00)
05 704 0185	ELEMENTARY FACULTY BALANCE	3,198.73	47.50	35.20	0.00	3,186.43
05 704 0186	ENTREPRENEUR CLASS BALANCE	156.40	0.00	0.00	0.00	156.40
05 704 0187	ESU INSERVICE BALANCE	487.01	0.00	0.00	0.00	487.01
05 704 0188	EXCELLENCE IN EDUCATION BALANCE	2,436.35	0.00	0.00	0.00	2,436.35
05 704 0190	FBLA BALANCE	1,748.63	45.00	0.00	0.00	1,703.63
05 704 0195	FFA BALANCE	33,066.75	290.00	0.00	0.00	32,776.75
05 704 0196	FFA SWEETCORN BALANCE	16,630.35	0.00	0.00	0.00	16,630.35
05 704 0200	FCCLA BALANCE	1,611.30	32.28	220.00	0.00	1,799.02
05 704 0201	FCCLA DIST 9 BALANCE	(350.00)	65.00	0.00	0.00	(415.00)
05 704 0205	FOREIGN LANGUAGE BALANCE	1,086.98	0.00	0.00	0.00	1,086.98
05 704 0210	GBB FUNDRAISER BALANCE	1,698.44	0.00	85.00	0.00	1,783.44
05 704 0215	GENERAL SHOP BALANCE	(6,599.96)	196.80	0.00	0.00	(6,796.76)
05 704 0221	GIRLS GOLF FUNDRAISER BALANCE	65.37	0.00	0.00	0.00	65.37
05 704 0223	MS TRACK FUNDRAISER BALANCE	157.27	0.00	0.00	0.00	157.27
05 704 0225	HIGH SCHOOL FACULTY BALANCE	1,713.49	72.47	0.00	0.00	1,641.02
05 704 0230	INTEREST BALANCE	18,717.03	0.00	289.92	0.00	19,006.95
05 704 0235	INVESTMENTS BALANCE	(50,000.00)	0.00	0.00	0.00	(50,000.00)

Activity Fund Balance Report - Summary - Exclude Encumbrances

01/2025 - 01/2025

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Fund: 05 ACTIVITIES

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0240	ONE ACTS BALANCE	(747.42)	581.44	(5.00)	0.00	(1,333.86)
05 704 0244	FOOTBALL FUNDRAISER BALANCE	12,585.58	0.00	0.00	0.00	12,585.58
05 704 0245	LIBRARY BALANCE	13,426.88	0.00	0.00	0.00	13,426.88
05 704 0251	MID SCH STUDENT COUNCIL BALANCE	3,607.43	0.00	0.00	0.00	3,607.43
05 704 0255	MISCELLANEOUS BALANCE	164.69	159.68	0.00	0.00	5.01
05 704 0256	PLAYGROUND BALANCE	7,663.13	0.00	0.00	0.00	7,663.13
05 704 0257	DI GLOBAL FINALS BALANCE	5,850.72	0.00	0.00	0.00	5,850.72
05 704 0258	RENTALS BALANCE	1,972.50	0.00	0.00	0.00	1,972.50
05 704 0259	DISTRICT MUSIC BALANCE	1,270.29	0.00	0.00	0.00	1,270.29
05 704 0260	NATIONAL HISTORY DAY BALANCE	573.70	0.00	0.00	0.00	573.70
05 704 0261	MOCK TRIAL BALANCE	(1,318.28)	0.00	0.00	0.00	(1,318.28)
05 704 0262	QUIZ BOWL	211.03	106.95	0.00	0.00	104.08
05 704 0265	SPEECH TOURNAMENT BALANCE	1,590.60	120.00	0.00	0.00	1,470.60
05 704 0270	HS STUDENT COUNCIL BALANCE	(25.88)	0.00	0.00	0.00	(25.88)
05 704 0271	STUDENT WELLNESS BALANCE	1,628.70	400.00	0.00	0.00	1,228.70
05 704 0273	SUMMER INS BALANCE	2,908.60	1,977.81	2,135.31	0.00	3,066.10
05 704 0275	SUMMER READING/MATH BALANCE	502.60	0.00	0.00	0.00	502.60
05 704 0277	ONE TO ONE TECHNOLOGY BALANCE	2,345.41	87.40	45.00	0.00	2,303.01
05 704 0280	THESPIANS BALANCE	2,848.31	266.75	0.00	0.00	2,581.56
05 704 0282	TRACK FUNDRAISER BALANCE	287.00	0.00	0.00	0.00	287.00
05 704 0283	TANSY PITCHER MEM	5,437.93	0.00	0.00	0.00	5,437.93
05 704 0284	VIDEO BOARD	1,315.56	4,302.50	23,000.00	0.00	20,013.06
05 704 0285	VISUAL ARTS CLUB BALANCE	7,037.57	0.00	0.00	0.00	7,037.57
05 704 0286	YEARBOOK BALANCE	17,166.60	263.14	517.00	0.00	17,420.46
05 704 0288	XC FUNDRAISER BALANCE	161.86	0.00	0.00	0.00	161.86
05 704 0290	WR BOYS FUNDRAISER BALANCE	7,111.13	0.00	45.00	0.00	7,156.13
05 704 0291	WEICHMAN BALANCE	977.12	0.00	0.00	0.00	977.12
05 704 0292	WR GIRLS FUNDRAISER	4,976.82	345.88	0.00	0.00	4,630.94
05 704 1001	HS FOOTBALL BALANCE	896.25	24.06	0.00	0.00	872.19
05 704 1002	MS FOOTBALL BALANCE	(26.75)	0.00	0.00	0.00	(26.75)
05 704 1003	HS VOLLEYBALL BALANCE	845.10	0.00	0.00	0.00	845.10
05 704 1004	MS VOLLEYBALL BALANCE	887.09	0.00	0.00	0.00	887.09
05 704 1005	CROSS COUNTRY BALANCE	(93.74)	0.00	0.00	0.00	(93.74)
05 704 1006	HS WRESTLING BALANCE	349.02	3,720.00	370.00	0.00	(3,000.98)
05 704 1007	MS WRESTLING BALANCE	4,470.73	184.00	75.00	0.00	4,361.73
05 704 1008	HS TRACK BALANCE	(684.71)	0.00	0.00	0.00	(684.71)

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Fund: 05 ACTIVITIES

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 1009	MS TRACK BALANCE	(67.66)	0.00	0.00	0.00	(67.66)
05 704 1010	HS BOYS BASKETBALL BALANCE	3,478.29	1,521.98	2,239.00	0.00	4,195.31
05 704 1011	MS BOYS BASKETBALL BALANCE	1,000.00	560.00	260.00	0.00	700.00
05 704 1012	HS GIRLS BASKETBALL BALANCE	26.44	1,716.99	2,416.00	0.00	725.45
05 704 1013	MS GIRLS BASKETBALL BALANCE	1,263.91	0.00	(6.00)	0.00	1,257.91
05 704 1014	BOYS GOLF BALANCE	911.63	0.00	0.00	0.00	911.63
05 704 1015	TRAINING SUPPLIES BALANCE	3,165.35	0.00	0.00	0.00	3,165.35
05 704 1016	GIRLS GOLF BALANCE	(1,666.53)	125.00	0.00	0.00	(1,791.53)
05 704 1017	CHEER BALANCE	287.45	0.00	(338.57)	0.00	(51.12)
05 704 1020	MS GOLF BALANCE	18.50	0.00	0.00	0.00	18.50
05 704 2017	CLASS OF 2017 BALANCE	637.78	0.00	0.00	0.00	637.78
05 704 2018	CLASS OF 2018 BALANCE	55.94	0.00	0.00	0.00	55.94
05 704 2019	CLASS OF 2019 BALANCE	553.93	0.00	0.00	0.00	553.93
05 704 2020	CLASS OF 2020 BALANCE	246.04	0.00	0.00	0.00	246.04
05 704 2021	CLASS OF 2021 BALANCE	274.08	0.00	0.00	0.00	274.08
05 704 2022	CLASS OF 2022 BALANCE	90.06	0.00	0.00	0.00	90.06
05 704 2023	CLASS OF 2023 BALANCE	517.58	0.00	0.00	0.00	517.58
05 704 2024	CLASS OF 2024 BALANCE	158.32	0.00	0.00	0.00	158.32
05 704 2025	CLASS OF 2025 BALANCE	3,526.73	0.00	0.00	0.00	3,526.73
05 704 2026	CLASS OF 2026 BALANCE	4,492.46	35.95	0.00	0.00	4,456.51
05 704 2027	CLASS OF 2027 BALANCE	3,277.61	0.00	0.00	0.00	3,277.61
05 704 2028	CLASS OF 2028 BALANCE	3,291.11	0.00	0.00	0.00	3,291.11
05 704 2029	CLASS OF 2029 BALANCE	1,494.58	0.00	0.00	0.00	1,494.58
05 704 2030	CLASS OF 2030	640.25	0.00	0.00	0.00	640.25
05 704 2031	CLASS OF 2031 BALANCE	175.00	0.00	10.00	0.00	185.00
05 704 5200	TRANSFER IN	(180,000.00)	0.00	0.00	0.00	(180,000.00)
Fund Total: 05		255,010.18	21,301.26	35,372.43	0.00	269,081.35

CASH FLOW

January 2025

Date	Description	Investment	NSDLAF	Receipt	Payment	Total
1/1/2025	BALANCE FORWARD	\$0.00	\$1,626,000.00			\$198,388.41
1/10/2025	RETIREMENT				\$66,776.92	\$131,611.49
1/13/2025	GENERAL BILLS				\$161,276.40	-\$29,664.91
1/13/2025	CNCS - SALARY			\$30,000.00		\$335.09
1/14/2025	STATE OF NE MAC 4709			\$1,114.85		\$1,449.94
1/14/2025	STATE OF NE MAC			\$68.48		\$1,518.42
1/15/2025	BROWN CO TREASURER-MV TAXES			\$25,842.46		\$27,360.88
	-REAL & PROP TAXES			\$765,422.17		\$792,783.05
	-INTEREST ON TAXES			\$3,269.18		\$796,052.23
	-MV PRO RATA			\$2,586.79		\$798,639.02
	-COURT FINES			\$1,981.63		\$800,620.65
1/15/2025	PAYROLL				\$353,726.17	\$446,894.48
	PAYROLL				\$96,271.53	\$350,622.95
1/16/2025	STATE OF NE ESSER 6989			\$14,555.00		\$365,177.95
1/17/2025	ROCK CO TREASURER - TAXES			\$309.37		\$365,487.32
1/21/2025	SPED SA FFR REIMB 23-24			\$126,753.00		\$492,240.32
1/24/2025	ESU10 - TITLE III EL REIMBURSE			\$150.00		\$492,390.32
1/29/2025	NASB - REIMB AC REPAIR			\$5,785.00		\$498,175.32
1/31/2025	STATE AID			\$59,419.00		\$557,594.32
1/31/2025	HOMESTEAD - NOW INTEREST			\$493.60		\$558,087.92
1/31/2025	TOTALS	\$0.00	\$1,626,000.00	\$1,037,750.53	\$678,051.02	\$558,087.92

January 31, 2025

INVESTMENTS

CLAPPER

Week of	Amount	Term	Homestead	WPB	Number	Maturity
June 24, 2024	4,000	12 Mo	<u>5.00%</u>	4.45%		Jun 13, 2025

ACTIVITY ACCOUNT

Week of	Amount	Term	Homestead	WPB	Number	Maturity
Jun 14, 2024	25,000	12 Mo	<u>5.00%</u>	4.45%		Jun 13, 2025
Dec 20, 2024	25,000	12 Mo	3.70%	<u>3.66%</u>	26208125	Dec 15, 2025

GENERAL FUND

Week of	Amount	Term	Homestead	WPB	Number	Maturity
May 15, 2024	235,000	9 Mo	4.96%	4.82%	<u>NLAF 5.15%</u>	Feb 14, 2025
May 15, 2024	235,000	10 Mo	4.96%	4.77%	<u>NLAF 5.35%</u>	Mar 14, 2025
June 14, 2024	240,000	10 Mo	5.25%	4.45%	<u>NLAF 5.45%</u>	Apr 15, 2025
Jan 12, 2024	275,000	8 Mo	4.42%	3.60%	<u>NLAF 4.63%</u>	May 15, 2025
Sep 13, 2024	400,000	9 Mo	4.42%	3.60%	<u>NLAF 4.58%</u>	Jun 13, 2025
Oct 15, 2024	241,000	9 Mo	4.18%	3.61%	<u>NLAF 4.27%</u>	Jul 15, 2025

DEPRECIATION FUND

Week of	Amount	Term	Homestead	WPB	Number	Maturity
Feb 20, 2024	237,000	12 Mo	4.95%	5.15%	<u>NSDLAF5.20%</u>	Feb 14, 2025

BUILDING FUND

Week of	Amount	Term	Homestead	WPB	Number	Maturity
Feb 15, 2024	238,000	12 Mo	4.95%	<u>5.15%</u>	26221425NLAF5.14%	Feb 14, 2025
Aug 21, 2024	246,000	12 Mo	4.75%	3.33%	<u>NSDLAF4.95%</u>	Aug 20, 2025

EMPLOYEE BENEFIT FUND

Week of	Amount	Term	Homestead	WPB	Number	Maturity
Jan 15, 2025	100,000	12 Mo	3.94%	3.67%	<u>NSDLAF4.35%</u>	Jan 15, 2026

FUND BALANCES

1/31/2025

DEPRECIATION FUND

Account	<i>Checking</i>	<i>CD</i>	<i>NSDLAF</i>	<i>Total</i>
Band/Choir Uniforms	\$ -			\$ -
Vehicle	-			-
Desks	-			-
Interest	40,811.90	-		40,811.90
Ag Equipment	2,884.80			2,884.80
Undesignated	79,455.60	-	237,000.00	316,455.60
TOTALS	\$ 123,152.30	\$ -	\$ 237,000.00	\$ 360,152.30

BUILDING/SINKING FUND

Account	<i>Checking</i>	<i>CD</i>	<i>NSDLAF</i>	<i>Total</i>
Track	\$ -			\$ -
Bleachers	-			-
Interest	30,847.86		-	30,847.86
Undesignated	263,113.89	238,000.00	246,000.00	747,113.89
TOTALS	\$ 293,961.75	\$ 238,000.00	\$ 246,000.00	\$ 777,961.75

EMPLOYEE BENEFIT FUND

Account	<i>Checking</i>	<i>CD</i>	<i>NSDLAF</i>	<i>Total</i>
Unemployment	\$ 5,846.61			\$ 5,846.61
Volunteer Retirement	9,074.49			9,074.49
Interest	2,654.50		100,000.00	102,654.50
TOTALS	\$ 17,575.60	\$ -	\$ 100,000.00	\$ 117,575.60

BOND FUND

Account	<i>Checking</i>	<i>CD</i>	<i>NSDLAF</i>	<i>Total</i>
Bond	\$ -			\$ -

STUDENT FEES

Account	<i>Checking</i>	<i>CD</i>	<i>NSDLAF</i>	<i>Total</i>
Fees	\$ -			\$ -



**Report to the Board of Education
February 2025**



<u>Enrollment Summary</u>					
Middle School (7th & 8th)			High School		
Grade Level	Total in Grade		Grade Level	Total in Grade	
7th Grade	M 18 / F 10	28	9th Grade	M 17 / F 5	22
8th Grade	M 8 / F 15	23	10th Grade	M 11 / F 14	25
			11th Grade	M 13 / F 10	23
			12th Grade	M 14 / F 15	29
Total	M 26 / F 25	51	Total	M 55 / F 44	99

FFA District LDEs

Ainsworth Results from District LDEs on January 15, 2025

State Qualifier: Emma Kennedy, District Runner Up in Employment Skills

Purple Ribbons: Londyn Dunbar in Junior Public Speaking, Megan Jones in Natural Resource Speaking

Blue Ribbons: Miranda Lambrect in Ag Discovery Speaking, Isabelle Arens in Ag Discovery Speaking, Addi Held in Cooperative, Hannah Beel in Senior Public, Kinsey Walz in Junior Public Speaking, Ag Demo #2 - Branden Freudenburg, Holden Beel, and Jon Strand, CCM - Payton Sears, Addi Doke, Ella Dailey, Kristofer Hitchcock, Tinley Buchele, Gracyn Sisson, Reagan Moody, and Makenna Koch

White Ribbons: Lily Beel in Creed Speaking, Ag Demo #1 - Aiden Jackman and Morgan Kinney, Preselyn Goochey in Natural Resource Speaking

High Plains Honor Band

The Chadron State College Music Department hosted the 53rd High Plains Band and Choir Honor Festival on February 3-4, 2025. Students selected for the High Plains Band and Choir Music Festival participated in two days of rehearsals and activities culminating in a concert in Memorial Hall Auditorium on February 4th. Ensembles include an Honor Band, Honor Choir (SATB), and a guitar ensemble.

ACS was pleased to take two students to the high plains honor guitar ensemble , Saul Fernandez and Damian Hernandez. Both of these students as bass players.

UNK Honor Choir

On Monday, January 27, 2025, 5 students attended the UNK Honor Choir Festival in Kearney, NE. We had 8 accepted, but 3 were absent due to illness. We had 1 student accepted into the festival band, William Biltoft. The students performed in two choirs. Jodie Denny and Miranda Phares performed in the Treble Choir. Grace Goodwin and Jordan Beatty were also accepted into this ensemble, but were unable to attend. There were between 100-150 students in this ensemble. Erick Hitchcock and Colby Beagle performed with the Festival Choir. There were between 100-120 students in this ensemble. In addition to these two choirs there was another ensemble, the honor choir. William Biltoft attended this festival as well, where he played trombone in the festival band. He was our only band student accepted this year. There were roughly 70-100 students in this ensemble.

The students began rehearsals at 8:45am and worked on their music for the entirety of the day. They worked hard to perfect their music and to get used to singing together as an ensemble. All three choirs, and the festival and honor bands, then moved their groups to the Student Activities Center, where they performed, with the bands beginning at 5:30, for their family and friends. The choir performances began at 7:00pm. -KN

Respectfully Submitted:

Steve Dike

7-12 Principal

AINSWORTH COMMUNITY SCHOOLS

ACTIVITIES DEPARTMENT

P.O. BOX 65 - 520 EAST 2ND
AINSWORTH, NE 69210
402-387-0535



Luke Wroblewski – Activities Directors

FEBRUARY 2025 ACTIVITIES REPORT

The wrestling team's season is winding down into the postseason. The boys' wrestling team hosted six duals on Friday, January 31st, and then the annual Ainsworth Invite on February 1st. The boys' wrestling team will compete in District D-3 at Greeley on February 14th and 15th. The girls' wrestling team hosted the 2nd Annual Ainsworth Girls Wrestling tournament on Friday, January 31st. The team competes in the B-2 District tournament at Falls City on February 7th and 8th. The state tournament is Tuesday & Wednesday, February 18th & 19th, at the CHI Health Center in Omaha. We will host a middle school girl's wrestling meet on February 13th.

The girls basketball team will complete their regular season on Friday, February 14, at Winside. Then, compete in subdistricts on February 17th, 18th, and 20th. I should have the Subdistrict's location and opponent by the board meeting.

The boys' basketball team will complete their regular season with a Friday, February 21st finale with Hyannis at Hyannis starting at 6:00. The D1-8 subdistricts are scheduled for February 24th & 25th. Boyd County would host at this time, and we would play North Central as the 3 seed. Seeding will be released on February 18th. The middle school boys' basketball team will complete their season on February 17th against Burwell in Burwell.

The speech team continues to move through their season. Upcoming meets include the Blue & gold Invite at North Platte on February 15th and the Ainsworth Speech Invite on March 1st. The District C2-4 Speech Meet will be hosted on March 19th at Plainview Public Schools.

The FCCLA District STAR contest was held at West Holt on January 29th. State FCCLA qualifiers include:
Addilyn Doke, District Champion, Gold (Fashion Construction)
Payton Moody and Addyson Sears, District Champions, Silver (Interior Design)
Isabelle Arens and Miranda Lambrecht, District Runner-Ups, Silver (Nutrition and Wellness)
The State competition is on April 6th-8th.

Ainsworth FFA competed at the District Leadership Development Event on January 15th. FFA State Degree Interviews and Proficiency Reviews were held in Stuart on February 5th. National FFA Week is February 15th-22nd. Other state-qualifying events will be held in the coming weeks. This year's state convention and competition is scheduled in Lincoln from April 2nd through April 4th.

The State FBLA Leadership Convention will be held in Kearney on April 10th- 12th.

The Quiz Bowl Team hosted an MS and Varsity competition on Wednesday, January 22nd. The MS placed 2nd to Gothenburg, and the Varsity placed 2nd to Rock County. The varsity competed in the ESU 17 quiz bowl on February 3rd and placed 2nd. This qualifies the team for the State Quiz Bowl on April 30th in Hastings.

Spring Sports seasons may begin practice as early as March 2nd.

We were awarded boys district golf again this year. It will be held on Monday, May 19th.



Ainsworth Community Schools

520 East 2nd Street, PO Box 65
Ainsworth NE 69210

402-387-2083

Benjamin Wright
PK-6 PRINCIPAL



Board of Education Meeting
2/10/2025

Our January Mission is to “Start fresh by setting a Big goal for ourselves and working together to make it happen”. I wanted students, teachers, and staff to set goals for the semester but also the year to drive their focus. The staff and students have accomplished this extremely well the past month. I have been asking students what their goals are and helping them find ways to achieve them.

Finishing the testing window for K-6 students marks a key milestone in the assessment process. After weeks of preparation and focus, teachers and students can reflect on their progress and the results. This period allows educators to evaluate student strengths and areas needing improvement, while also providing an opportunity to celebrate the students’ hard work. With the testing window concluded, teachers can use the data to plan for future lessons, ensuring that all students are supported and prepared for the next phase of their learning journey. We will be looking through the data to see what is needed to continue to grow

The written spelling bee was a huge success, showcasing the hard work and dedication of students from 1st through 8th grade. With great enthusiasm, they demonstrated their spelling skills and proved their commitment to learning. Now, as we shift our focus to the upcoming oral spelling bee, excitement is building. Students are preparing to face off in a live setting, eager to showcase their abilities and take on the challenge. The success of the written round has set a positive tone, and everyone is excited to see who will shine next in the oral competition which is on the 12th of this Month.



Ainsworth Community Schools

520 East 2nd Street, PO Box 65
Ainsworth NE 69210

402-387-2083

Benjamin Wright
PK-6 PRINCIPAL



February is a wonderful time in the school year, as students and teachers have settled into routines and are seeing the fruits of their hard work. The early months of the year have laid a strong foundation, and now there's a renewed energy as everyone pushes forward with new goals. It's a time for growth, reflection, and excitement, as students build on their progress and teachers fine-tune their plans for success. With the promise of spring on the horizon, February brings a sense of optimism and motivation for the remainder of the school year.

Current Enrollment for the 2024-2025 school year as of January 9th:

***PK: 30 students**

Kindergarten- **31**

1st Grade- **28**

2nd Grade- **28**

3rd Grade- **24**

4th Grade- **31**

5th Grade- **27**

6th Grade- **34**

NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



Leadership

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Vision

Engagement

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2,000,000 Nebraskans

329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

Snapshots



SCHOOL BOARD MEMBER WEEK IN NEBRASKA - JANUARY 26 TO FEBRUARY 1, 2025

IN THIS EDITION OF BOARD NOTES

THIS MONTH IN ...

AT THE BOARD TABLE

ALL THINGS ADVOCACY: LIC, BILLS, HEARINGS & MORE

YOUR 2025 NASB LEGISLATION COMMITTEE

NASB'S ANNUAL MEMBERSHIP DRIVE IS HERE!

CREATE A COMPLETE, CUSTOMIZED POLICY MANUAL

HERE, THERE, EVERYWHERE THIS SPRING

FEDERAL ADVOCACY FLY-IN: JOIN US - MARCH 16-19

AFFILIATE SPOTLIGHT & YOUR 2025 NASB AFFILIATES

YOUR NASB BOARD OF DIRECTORS & STAFF

... AND MUCH MORE!

The NASB provides programs, services, and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

THIS MONTH IN ...

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<https://members.nasbonline.org/>

THIS MONTH IN ...

A quick snapshot of the various programs, services, support and events NASB has planned for its members in the coming month!

ADVOCACY & GOVERNMENT RELATIONS ... We are well underway with the 109th Legislative Session. Hearings have started and bills have been introduced! Your NASB Legislation Committee meets this weekend and has a lot of work to do. We're excited for you to see everything at LIC. As always, keep tabs on both the GR pages of NASBOnline.org as well as the Bills page! Call Colby & Matt any time!

ALICAP & INSURANCE ... ALICAP cautions all member schools/ESUs to think "prevention" this month while temperatures are well below freezing. No one wants frozen pipes over these cold winter days! 1) Change exterior temperature fresh air intake set points. 2) Leave doors open to mechanical rooms, utility and custodial closets if on exterior walls. 3) Increase heat in your vestibules/entrances during peak time use. 4) When especially low temps are predicted overnight, let faucets drip if mount is positioned on an exterior wall.

BOARD LEADERSHIP ... Check out "At the Board Table" on pages 4 & 5 to learn about the Board Leadership Academy.

DATA ANALYTICS ... Great ideas for improved programs often come from midwinter board retreats. We can help your board gather and illustrate relevant district data to better focus your efforts and target meaningful, measurable goals as you implement those improvements.

EDUCATION LEADERSHIP SEARCH SERVICE ... Contact us with questions on search protocol, to schedule a proposal, or inquire about a vacancy. We are adding vacancies to our site frequently. Contact Shari and check our current listings online!

ENERGY PURCHASING ... While daily changes in natural gas prices have often been sizable, the overall market has lately been sideways since forecasters are divided on how much more cold weather we'll get this winter going toward March. During the recent cold spell, our natural gas consortiums had several pricing measures in place to protect against huge demands on the natural gas supply systems. Your market specialists in NJUMP and CJUMP continue to monitor these changes on a daily basis to find great opportunities for your future gas needs.

FOUNDATION ... The Nebraska Public Leadership Foundation is awarding two, \$1,000 scholarships to two high school seniors who are pursuing higher education to become a teacher in a Nebraska public school system. Students with plans to attend college or university in Nebraska, have a minimum GPA of 3.0, and whose school district is a member of NASB qualify to apply. The application can be found at www.nepublicleadership.org

GALLUP STRENGTHS ... This month's featured Gallup theme is **Empathy**. Do you wonder why people call you to talk about problems they are having? You may have Empathy in your Top 5, which helps you understand the feelings of those around you. You are likely able to connect on an emotional level to create strong, trusting relationships. Contact Shari to schedule a Gallup retreat.

MEMBER ENGAGEMENT ... A busy start to 2025, with LIC, the Board President Retreat, Open Meetings Law Workshops, Finance Workshops, and the Federal Advocacy trip to DC! Plus we will be hitting the road delivering Membership Guides.

POLICY ... The legislature is more frequently requiring the Nebraska Dept. of Education to develop model policies on various issues, including a behavioral management policy and a dress code policy due before the next school year. We typically offer NDE's suggested model policy and a similar one of our own if we have minor language changes or implementation modifications that we feel will make the policy more usable while still meeting the statute's full intentions.

TECHNOLOGY ... As you begin to settle, please remember to enter your updated contract information into the Contract Settlement Form along with your Negotiated Agreement. If you have any questions, please reach out to Darion. Welcome New Negotiations Subscriber: Oakland-Craig Public Schools!

It is with a heavy heart that we share the news that Allison Welch, a member of the Conestoga School Board, has passed away. Allison will be missed by so many, and education in Nebraska is better because of her. She was the 2023 Ann Mactier School Board Member of the Year, who dedicated over two decades of her life to the betterment of Conestoga Public Schools. Allison was a driving force behind numerous initiatives that have left an indelible mark on the school community.



TRAINING, NETWORKING, ENGAGEMENT & EVENTS



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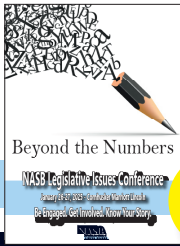
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<https://members.nasbonline.org/events>

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.

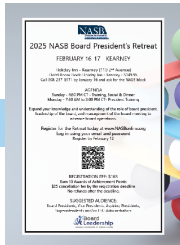


Legislative Issues Conference - January 26-27 - Lincoln

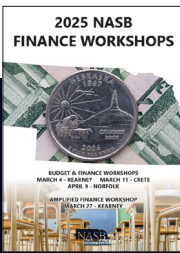
School Board Member Week - January 26 to February 1



Board President's Retreat - February 16-17 - Kearney



Budget & Finance Workshop - March 4 - Kearney
Budget & Finance Workshop - March 11 - Crete
***Amplified Finance Workshop - March 27 - Kearney**
Budget & Finance Workshop - April 9 - Norfolk



Federal Advocacy Fly In - March 16-19 - Washington, D.C.



NAEP State Convention - March 19-20 - Kearney

Open Meetings Law Workshop - March 25 - Gering
Open Meetings Law Workshop - March 26 - Kearney
Open Meetings Law Workshop - March 31 - Norfolk
Open Meetings Law Workshop - April 1 - Lincoln



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BOARD AGENDA ITEMS FOR YOUR MONTHLY MEETINGS

<https://members.nasbonline.org/board-leadership>



Each month, this space reflects items to include in your upcoming board meeting. Please contact Marcia at mherring@NASBonline.org if you have questions or recommendations.

FEBRUARY BOARD AGENDA ITEMS

Please see the January 18th email from mherring@NASBonline.org and shiggins@NASBonline.org for the draft of the February Board Meeting Agenda. If you have questions or need us to resend the email, please feel free to contact Marcia at 402-450-5152 or Stacie at 402-209-1608.



NASB LEARNING OPPORTUNITIES FOR NEWLY ELECTED, APPOINTED, OR EXPERIENCED BOARD MEMBERS

NASB Board Leadership Academy - Module I

NASB now provides a Board Leadership Academy for newly elected and experienced board members. This service offers a comprehensive board training program designed to enhance the effectiveness and cohesiveness of board members and the collective board. The content aligns with the NASB Effective Board Governance Standards, including interactive workshops and leadership development. Key outcomes include strengthened collaboration, improved decision-making processes, and a unified vision for working collaboratively with the superintendent/ESU administrator to advance and support student success.

The Academy provides an expanded platform for NASB Board Leadership staff and experts to engage new board members, offering additional opportunities to discuss and explore key topics related to the role and responsibilities of both board members and superintendents/ESU administrators to lead cohesively with confidence and purpose.

Module I delivers a comprehensive training on essential governance topics, including the boards' role and responsibilities, policy, Nebraska Open Meetings Law, community engagement, board-superintendent relations, long-term goals, etc. The improved structure is purposefully designed to deepen the board's understanding of duties, equip board leadership to collaborate with the superintendent to uphold the district's mission of delivering a high-quality education for all students.

2025 NASB Activities and Events Aligned to the Board Leadership Academy

January 29 - Virtual Lunch & Learn Board Academy Collaboration

February 2025 - New Board Member Workshop

March/April 2025 - Open Meetings Law Workshops
Gering, Kearney, Norfolk, Lincoln

April 2025 - Virtual Lunch & Learn Board Academy Collaboration

July 2025 - Virtual Lunch & Learn Board Academy Collaboration

July 2025 - Leadership Workshops
Gering, Kearney, Omaha

August & September 2025
Area Membership Meetings

October 2025 - Virtual Lunch & Learn Board Academy Collaboration

November 2025 - State Education Conference

December 2025 - Board Member Academy
Module I & II - Kearney

CONTINUED ON PAGE 5

AT THE BOARD TABLE



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CONTINUED FROM PAGE 4

NASB BOARD MEMBER ACADEMY MODULES & TIMELINE

Module I	Module I & II OFFERED 2025	Module I, II, and III OFFERED 2026	Module I, II, III, and IV Offered 2027
Board Role and Responsibilities	Budget and Stakeholder Engagement	Student Academic Success	State and Local Advocacy
NASB Standards I – IX	Standard VI: District Resources	Standard IV: Student Accountability and Achievement	Standard V: Advocacy
Board Role and Responsibilities	Board Superintendent Relations	NDE - NEP Site	Legislative Calendar
NE Open Meetings Law	Budget Calendar	District Accreditation NDE Assurance Statement	NASB Advocacy Updates
Communications	Finance Committee	District Adopted Curriculum	District Legislative Initiatives
Board Meeting Protocols and Procedures	Standard I: Mission, Vision & Goals	District Instructional Framework	NASB Website Legislative Bill Updates/Hearings/etc.
Standard II: Policy Governance	Budget Aligned to District Strategic Plan/Goals	State Standards Alignment	Testifying before the Legislature
Board Committees	Monthly Board Meeting Budget Reports	Staff Professional Development Plan	State Senator Engagement
Standard VIII: Board Superintendent Relations	Standard III: Community and Stakeholder Engagement	Board Data Calendar	Community Leader
Superintendent Leadership and Evaluation	Community Leader	Board Agenda Reports and Goal Monitoring	
Annual Board Calendar		Community Leader	
Board Meeting Agenda			
Community Leader			

Contact Marcia or any of the Board Leadership team with questions regarding the Academy!

NASB BOARD MEMBER ACADEMY ALIGNED LEARNING WORKSHOPS

Module I	Module I & II 2025 NASB Learning Workshops	Module I, II, and III 2026 NASB Learning Workshops	Module I, II, III, and IV 2027 NASB Learning Workshops
	Virtual Board Academy Quarterly Team Meetings	Virtual Board Academy Quarterly Team Meetings	Virtual Board Academy Quarterly Team Meetings
	Open Meetings Law	Open Meetings Law	Legislative Issues Conference
	Leadership Workshop-Board Self-Assessment and Superintendent Evaluation	Budget Workshop	Open Meetings Law
	Area Membership Mtgs	Leadership Workshop	Budget Workshop
	New Board Member Workshop	Area Membership	Leadership Workshop
		New Board Member Workshop	Area Membership
			New Board Member Workshop

ALL THINGS ADVOCACY: LIC, BILLS, HEARINGS & MORE

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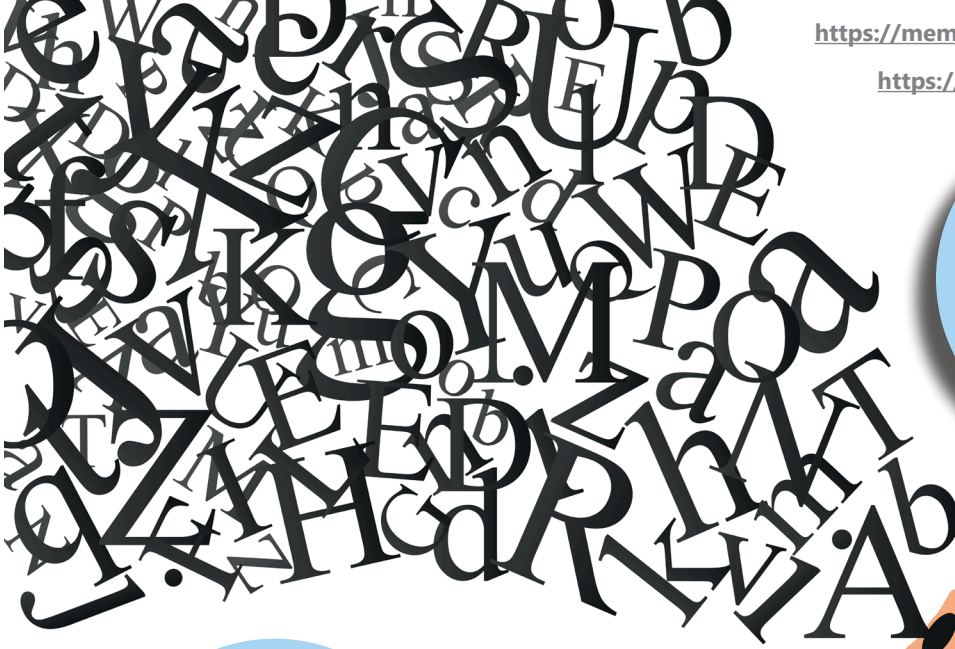
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<https://members.nasbonline.org/government-relations>

<https://nasb.envisiams.com/legislative-bills>

Join Us!
Legislative Issues
Conference
Beyond the Numbers
January 26-27

LIC speakers include
Speaker Arch, Sens
von Gillern, Hughes,
and Murman

730 Total Bills
& Measures

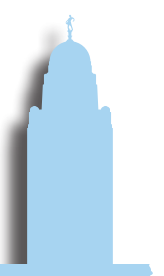
NASB is Following
Around 100

Hearings Started
Wednesday, Jan 22
and go through
March 28

See our GR page for
Chairs, and Committee
assignments.

A huge THANKS
to our Legislation
Committee for all
of their work in the
process!

Be Engaged.
Get Involved.
Know Your Story.



YOUR 2025 NASB LEGISLATION COMMITTEE

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<https://members.nasbonline.org/government-relations/legislation-committee-bylaws>



Committee Chair
Ed Swotek
Malcolm



NASB President
Stacy Jolley
Millard



NASB Secretary / Member 7
Suzanne Sapp
Ashland-Greenwood



Member 1
Jane Erdenberger
Omaha



Member 2
Kimara Snipes
Omaha



Member 3
Lanny Boswell
Lincoln



Member 4
Kathy Danek
Lincoln



Member 5
Marcus Madler
Papillion La Vista



Member 6
Beth Morrisette
Westside



Member 8
Amanda McGill Johnson
Millard



Member 9
Drew Blessing
Kearney



Member 10
Marla Grier
South Sioux City



Member 11
Doug Keener
Mitchell



Member 12
Gary Kubicek
Norris



Member 13
Steve Blocher
West Point



Member 14
Erick Lee
Arapahoe-Holbrook



Member 15
TBD



Member 16
Mary Yilk
ESU 9



Appointed Member
Lisa Albers
Grand Island



Appointed Member
Skip Altig
North Platte



Appointed Member
Patti Gubbels
Norfolk



Appointed Member
Mike Palmer
Sidney



Appointed Member
Jason Richters
Centennial



Appointed Member
Dan Scheer
St. Paul



Appointed Member
Jeremy Shuey
Plattsmouth

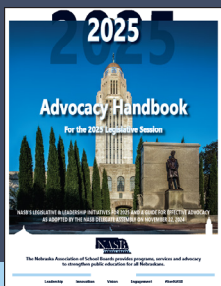


Appointed Member
Brad Wilkins
Ainsworth

Term Ends 2025 for Appointed Members

Term Ends 2026 For Odd # Members

Term Ends 2028 For Even # Members



Your 2025 Advocacy Handbook, to be used as a guideline during the Legislative Session is now posted! This Handbook, which includes NASB's legislative and leadership initiatives, as well as tips for effective advocacy and much more, is available to view, download, and print at the Government Relations section of the NASB website. We look forward to working for and with you again this session ... do not hesitate to reach out to NASB at any time with questions on particular bills, initiatives, becoming more engaged, or the overall legislative process in general.

Matt, Colby, John & Lindsey - Your NASB Legislative Team

To learn more about all of the Programs, Services & Support NASB offers, visit www.NASBonline.org

NASB'S ANNUAL MEMBERSHIP DRIVE IS HERE!

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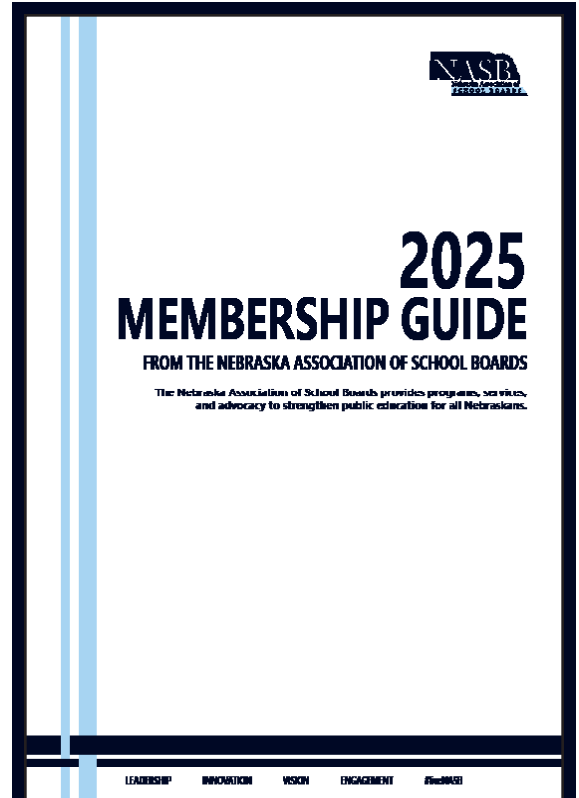
On behalf of the Board of Directors and staff, we want to express our heartfelt gratitude for your continued membership and unwavering support. Your dedication to fostering excellence in education is vital to the success of students, educators, and communities across Nebraska.

Serving on a school board is a big commitment of your time and energy. All school board members make sacrifices away from their family or work on behalf of their local school district and community. The NASB understands these sacrifices and wants to support you as you strive for excellence.

As a valued member of NASB, you are part of a collaborative network of dedicated leaders working to fortify public education in Nebraska. Your active engagement empowers us to provide vital resources, impactful training, and effective advocacy to support school boards and enhance governance across the state. Whether through workshops, legislative updates, or shared initiatives, your participation amplifies our collective impact.

If there is ever anything we can do to assist your district/ESU or enhance your experience with NASB, please reach out. We are a phone call or email away, working daily to provide you with money-saving programs, information-sharing services, and the events you need to thrive.

We look forward to working for and with you and your board again this year. If you have any questions about NASB's programs, services, advocacy efforts, or any other item, please let us know! Thank you for being an integral part of the NASB community. Together, we are shaping the future and making a difference for generations to come!

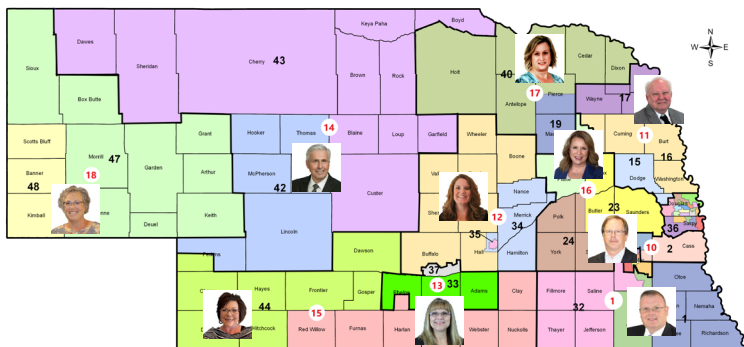


Thirty-two pages of all NASB is and does, for you, our members, will be delivered to your district/ESU in the upcoming weeks.

Throughout this year's Membership Guide, you will see and learn about the people, programs, services and vision that bring value to your board, your district, and your community. From the NASB staff, Board of Directors, and Legislation Committee, to your fellow board members across the state.

This is a great reference to keep close throughout the year, as it includes the history of NASB and school boards in Nebraska, all of the organizations partners, advocacy, engagement, awards, your NASB programs, services and staff, School Board Member of the Year info, and more!

WATCH YOUR MAILBOX FOR MEMBERSHIP DRIVE INFO SOON!



Greater Omaha Metro Area
Regions 2, 3, 4 & 19



Omaha Public Schools
Regions 5, 6 & 7



Lincoln Public Schools
Regions 8 & 9



At-Large



Numbers in circle denote NASB regions

Other numbers denote legislative districts

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<https://members.nasbonline.org/programs-services/online-policy-services>

This is a great time to begin a Board Policy Manual Customization to give your board and administrators a much more accurate, complete, and user-friendly Policy Manual for the start of the next school year. The goal of the NASB Policy Customization Service is to create a completed, customized policy manual (in hard copies and electronic format) with legal referencing and indexing that reflects in writing how your individual district actually operates.

We will evaluate a district's existing board policy manual, check for consistency and provide your board with a "road map" of expectations for the governance of your district. Your district has its own unique history and, over the years, has chosen to make different operating decisions than your neighboring districts. We will rewrite your existing board policy manual, keeping the decisions of your board in place, not throwing them out to be replaced by a generic set of policies.



Through this process we will be able to highlight the areas that are presently omitted and add the policies that most experienced boards and administrators believe are necessary for setting out the basic expectations for the operation and governance of your district. When these new policies are brought into your reorganized and updated manual, they are reviewed with your administrators and board policy committee to ensure the language and intent is appropriate to your local needs.

NASB wants your policies to be clearly written and easily understood by the people using them. Many Board Policy Manuals contain policies that are overly detailed, redundant, and confusing. If your School Board is using a Policy Manual that is disorganized, poorly written, and difficult to understand, our manual customization process can correct that for you. This is a time intensive process on our part, but the result is to make your manual easier to use, clearer to follow, and simpler to update in future years. For more information contact Jim Luebbe, Director of Policy Services at jluebbe@NASBonline.org or 402-423-4951.

SCHOOL BOARD MEMBER WEEK STARTS SUNDAY!

THANK YOU SCHOOL BOARDS!!!!

The week of January 26 to February 1, 2025 will serve as School Board Recognition Week in Nebraska. Thanks to the 1,700 locally elected volunteers who make up the Board of Education for Nebraska's Public Schools and ESUs. Through their leadership, innovation, vision and engagement, they make Nebraska a better place to live.



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<https://members.nasbonline.org/events>



2025 NASB Board President Retreat

FEBRUARY 16-17
KEARNEY

Expand your knowledge and understanding of the role of board president, leadership of the board, and management of the board meeting to advance board operations.

Sunday - 4:30 PM CT
Training, Social & Dinner

Monday - 7:30 AM to 3:00 PM CT
President Training

Register for the Retreat today at www.NASBonline.org or use the QR code to register.

Log in using your email and password. Registration deadline: Wednesday, February 12, 2025

SUGGESTED AUDIENCE:

Board Presidents
Vice Presidents
Aspiring Presidents
Superintendents and/or ESU Administrators



2025 NASB FINANCE WORKSHOPS



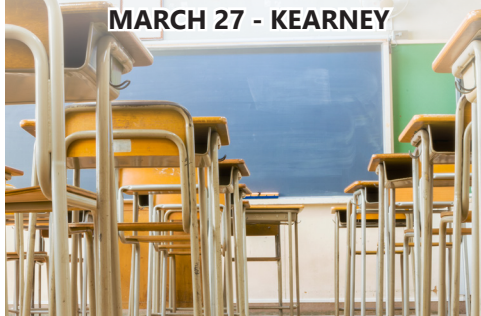
Both new and veteran school board members must have a fundamental understanding of school finance. Superintendents, business managers, and bookkeepers are required to have a deep and comprehensive understanding of finance because taxpayers and citizens are asking districts to provide more detailed information about their finances. These workshops will feature Carl Dietz and Matt Fisher, two school finance experts, who will structure the presentation around all aspects of the school district finance.

BUDGET & FINANCE WORKSHOPS

MARCH 4 - KEARNEY
MARCH 11 - CRETE
APRIL 9 - NORFOLK

AMPLIFIED FINANCE WORKSHOP

MARCH 27 - KEARNEY



OPEN MEETINGS LAW WORKSHOPS



MARCH 25 - GERING
MARCH 26 - KEARNEY
MARCH 31 - NORFOLK
APRIL 1 - LINCOLN

AGENDA - NOTICE - MINUTES
CLOSED SESSION - SPECIAL MEETING
EMERGENCY MEETING
PUBLIC COMMENT - Q&A

We're excited to invite you to an informative workshop on the **Nebraska Open Meetings Law**, designed to help you understand the importance of transparency and compliance in public meetings. This interactive, scenario based, workshop is specifically designed for locally elected officials.

Attendance at this workshop will provide valuable insights and practical tips. Join us for an engaging session with NASB Executive Director, John Spatz. He will break down the essentials, answer your questions, and share best practices. Don't miss this opportunity to enhance your knowledge and stay informed!

FEDERAL ADVOCACY FLY-IN: JOIN US - MARCH 16-19

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Building a Better Future with Nebraska's Public Finance Partner

D.A. Davidson & Co. has long been a leader in innovative debt financing for school districts. What we're most proud of are the relationships we've nourished and the strong community improvements that are made as a result.

Our public finance professionals take a personal interest and a hands-on approach, carrying our deals from start to finish. Because you deserve solutions tailored to fit you.

- School Bond Issues
- Tax Anticipation / Construction Notes
- Lease-Purchase Financing
- QCPUF Bonds
- Refinancing Bond Issues



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AFFILIATE SPOTLIGHT

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- Fiber Installation & Wiring
- Data Center Services

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YOUR 2025 NASB AFFILIATES

<https://members.nasbonline.org/about-us/affiliate-members>

2025 Platinum Level Affiliates - American Fidelity - BCDM Architects - Boyd Jones Construction - BVH Architecture - Carlson West Povondra Architects - Clark & Enersen - CMBA Architects - D.A. Davidson - Envisi - Facility Advocates - Hamilton - Hausmann Construction - Nebraska Liquid Asset Fund - Northland, a First National Nebraska Company - Piper Sandler - Public Risk Management - Sampson Construction - Sparq Data Solutions - Third Rail Content

2025 Gold Level Affiliates - 914 Coatings - ABcreative, Inc. - BD Construction - Blue Cross Blue Shield of Nebraska - Cornhusker International - Darland - DLR Group - Lunchtime Solutions - MCL Construction - Navitas - Omaha Public Schools Foundation

2025 Silver Level Affiliates - Amergis Staffing - Creative Sites - TeamMates Mentoring

2025 Bronze Level Affiliates - Alley Poyner Macchietto Architecture - Community Building Solutions - Cunningham Recreation - Demco - Fisher Tracks, Inc. - Mueller Robak, LLC - National Insurance Services - Nebraska Safety Center - Opa! Food Management of Nebraska - RSW Floors and More - Watts and Hershberger, P.C.

YOUR NASB BOARD OF DIRECTORS & STAFF

Leadership

Innovation

Vision

Engagement

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<https://members.nasbonline.org/board-of-directors>



Region 1 - Neal Kanel
HTRS



Region 2 - Brenda Sherman
ESU 3



Region 3 - Kyle Fisher
Springfield Platteview



Region 4 - Elizabeth Kumru
Ralston



Region 5 - Shavonna Holman
Omaha



Region 6 - Ricky Smith
Omaha



Region 7 - Nancy Kratky
Omaha



Region 8 - Don Mayhew
Lincoln



Region 9 - Piyush Srivastav
Lincoln



Region 10 - Ed Swotek
Malcolm
NASB Vice President



Region 11 - Jim Vlach
Lyons-Decatur Northeast



Region 12 - Lisa Wagner
Central City



Region 13 - Marilyn Bohn
ESU 10



Region 14 - Steve Koch
Hershey



Region 15 - Allison Sandman
Wauneta-Palisade



Region 16 - Suzanne Sapp
Ashland-Greenwood
NASB Secretary



Region 17 - Michelle Reikofski
Osmond



Region 18 - Susan Ernest
Leyton



Region 19 - Stacy Jolley
Millard
NASB President



At-Large - Lisa Albers
Grand Island



At-Large - Steve Blocher
West Point
NASB Treasurer



At-Large - Pam Holcomb
Broken Bow



At-Large - Erick Lee
Arapahoe-Holbrook



John Spatz
Executive Director

YOUR NASB STAFF

<https://members.nasbonline.org/about-us/nasb-staff>



Nate Alspaugh
IT Specialist



Matt Belka
Director of Marketing,
Communications & Advocacy



Lily Coash-Johnson
Events & Engagement
Assistant



Becky Erdkamp
Board Leadership Associate



Sallie Horky
Chief Operating Officer



Galina Slobonyuk
Executive Administrative
Assistant



Ben Anderjaska
Board Leadership
Engagement Specialist



Megan Boldt
Associate Executive Director
Director of ALICAP



Katie Corfield
Board Leadership Online
Survey Specialist



Caden Frank
Board Leadership Community
Engagement Specialist



Rachel Horstman
Business Manager



Stephanie Summers
Board Leadership Associate



Makenzie Barry
ALICAP Data &
Financial Specialist



Craig Caples
Director of Technology



McKenna DeRiese
Board Leadership
Administrative Assistant



Marcia Herring
Director of Board Leadership



Jim Luebbe
Director of Policy Services



Lindsey Wooton
Administrative Specialist



Shari Becker
Director of Education
Leadership Search Service



Colby Coash
Associate Executive Director
Dir. of Government Relations



Sharon Endorf
Director of
Member Engagement



Stacie Higgins
Board Leadership Specialist



Avary Pansing Brooks
Board Leadership
Engagement Specialist

YOUR 2025 NASB AFFILIATES

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2,000,000 Nebraskans

329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

YOUR 2025 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit: <https://members.nasbonline.org/about-us/affiliate-members>

YOUR 2025 GOLD AFFILIATES

YOUR 2025 NASB AFFILIATES

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View the full, detailed listings with contact info at:
<https://members.nasbonline.org/about-us/affiliate-members>

ACCOUNTING

Watts and Hershberger, P.C.

ARCHITECTS

Alley Poyner Macchietto Architecture

BCDM Architects
PLATINUM LEVEL AFFILIATE

BVH Architecture
PLATINUM LEVEL AFFILIATE

Carlson West Povondra Architects
PLATINUM LEVEL AFFILIATE

Clark & Enersen
PLATINUM LEVEL AFFILIATE

CMBA Architects
PLATINUM LEVEL AFFILIATE

DLR Group
GOLD LEVEL AFFILIATE

BUILDING CONTROLS AND BUILDING SERVICES

Navitas
GOLD LEVEL AFFILIATE

CONSTRUCTION SERVICES

914 Coatings
GOLD LEVEL AFFILIATE

BD Construction
GOLD LEVEL AFFILIATE

Boyd Jones
PLATINUM LEVEL AFFILIATE

Darland
GOLD LEVEL AFFILIATE

Hausmann Construction
PLATINUM LEVEL AFFILIATE

MCL Construction
GOLD LEVEL AFFILIATE

RSW Floors and More

Sampson Construction
PLATINUM LEVEL AFFILIATE

ENERGY SERVICES

Community Building Solutions

Facility Advocates
PLATINUM LEVEL AFFILIATE

EQUIPMENT AND FURNITURE

ABcreative, Inc.
GOLD LEVEL AFFILIATE

Demco

FINANCIAL SERVICES

D.A. Davidson & CO.
PLATINUM LEVEL AFFILIATE

Nebraska Liquid Asset Fund
PLATINUM LEVEL AFFILIATE

Northland,
PLATINUM LEVEL AFFILIATE

Piper Sandler
PLATINUM LEVEL AFFILIATE

FOOD SERVICE

Lunchtime Solutions
GOLD LEVEL AFFILIATE

Opaa! Food Management

FUNDRAISING

Omaha Public Schools Foundation
GOLD LEVEL AFFILIATE

INSURANCE SERVICES

American Fidelity
PLATINUM LEVEL AFFILIATE

Blue Cross Blue Shield of Nebraska
GOLD LEVEL AFFILIATE

National Insurance Services

Public Risk Management/ALICAP
PLATINUM LEVEL AFFILIATE

LEGAL SERVICES

Mueller Robak, LLC

PLAYGROUND/SCOREBOARDS/SURFACING

Creative Sites, LLC
SILVER LEVEL AFFILIATE

Cunningham Recreation/GameTime

Fisher Tracks, Inc.

STUDENT SERVICES

Amergis Educational Staffing
SILVER LEVEL AFFILIATE

TeamMates Mentoring Program
SILVER LEVEL AFFILIATE

TECHNOLOGY/SOFTWARE

Envisi
PLATINUM LEVEL AFFILIATE

Hamilton
PLATINUM LEVEL AFFILIATE

Sparq Data Solutions
PLATINUM LEVEL AFFILIATE

TRANSPORTATION PRODUCTS

Cornhusker International
GOLD LEVEL AFFILIATE

VIDEO CREATION & PRODUCTION

Third Rail Content, Inc.
PLATINUM LEVEL AFFILIATE

BOARD NOTES IS PUBLISHED ON A MONTHLY BASIS AS A MEMBER SERVICE. ADVERTISING IS AVAILABLE IN EVERY ISSUE. TO ADVERTISE OR BECOME AN AFFILIATE, PLEASE CONTACT MATT BELKA FOR FURTHER INFORMATION. ARTICLES OR ADVERTISING CONTAINED HEREIN DO NOT NECESSARILY REPRESENT THE VIEWS OR POLICIES OF NASB.

NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS




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THANK YOU!



NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

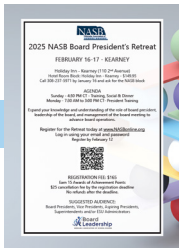


2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance. All Dates & Locations Tentative & Subject to Change

JOIN US!

Events & Networking - <https://members.nasbonline.org/events>



Board President Retreat - February 16-17 - Kearney

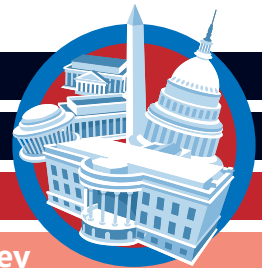


Budget & Finance Workshop - March 4 - Kearney

Budget & Finance Workshop - March 11 - Crete

Federal Advocacy Fly In - March 16-19 - Washington, D.C.

NAEP State Convention "Set For Success" - March 19-20 - Kearney



Open Meetings Law Workshop - March 25 - Gering

Open Meetings Law Workshop - March 26 - Kearney

***Amplified Finance Workshop - March 27 - Kearney**

Open Meetings Law Workshop - March 31 - Norfolk



Open Meetings Law Workshop - April 1 - Lincoln

Budget & Finance Workshop - April 9 - Norfolk

Continued on Page 2



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NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

PAGE 2



NASB Member Golf Outing - June 11 - Kearney

School Leaders & Law Conference - June 11-12 - Kearney



Leadership Workshops - ALICAP Summer Workshops - Area Membership Meetings
Labor Relations - State Education Conference - New Board Member Workshop

YOUR 2025 PLATINUM AFFILIATES

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ALICAP

AMERICAN FIDELITY
a different opinion

BCDM
architects

Boyd Jones

BVH
ARCHITECTURE

CWP
CARLSON
WEST
POVONDRA
ARCHITECTS

**CLARK &
ENERSEN**

CMBA
ARCHITECTS

D|A DAVIDSON
FIXED INCOME CAPITAL MARKETS
D.A. Davidson & Co. member SIPC and FINRA

envisE

**Facility
Advocates**
Dave Raymond

HAMILTON

HAUSMANN
construction

**NEBRASKA
LIQUID
ASSET FUND**

northland
A First National
of Nebraska Company

PIPER | SANDLER

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MANAGEMENT
INCORPORATED

Sampson
Construction

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Ainsworth Community Schools

520 East 2nd Street, PO Box 65
Ainsworth NE 69210
402-387-2333
Fax 402-387-0525

Dale Hafer
Superintendent

Dedra Stoner
Business Manager

Lacey Marbry
Administrative Assistant

February 10, 2025

TO: Board Members

FROM: Dale

SUBJECT: Superintendent's Report for the February 2025 Regular Meeting

1) Financial Report

Spending through January of 2025 was 32.22% of the budget at \$3,467,850. Our spending was similar in January of 2024 at \$3,409,632 which was 30.99% of the budget. In January of 2023, the amount was \$3,261,867 or 29.59% of the budget.

Revenue through January 2025 was \$3,422,752 compared to \$3,700,490 in 2023 and \$3,251,055 in 2022.

Our revenue received in January was down compared to previous years. However, we received a larger than usual payment in February bringing back up to speed. We will be reinvesting some funds soon as part of our rotating reserve of CD's.

2) Transportation, Buildings and Grounds

We plan to kick off the February meeting with a "facility walk-around". We'll take a look at some potential projects and give the Board a chance to provide input related to projects and facility maintenance.

The walk-around will take about a half hour and we will convene the regular meeting shortly after.

3) Board Policy Review

We are back on track with the ongoing review of policies. This month, we continue in the 500s section. In addition, Jim Luebbe has provided a few updates through the NASB policy update service.

The access to the shared Google folder was updated to reflect the 2025 Policy Committee of Brad Wilkins, Crystal Dailey, and Frank Beel. Please let me know if you have any questions or need assistance with accessing the folder.

4) Negotiations

www.ainsworthschools.org

The extra duty schedule for the next 2 school years is on the agenda for approval this month. Please recall, we approved the negotiated agreement portion last month and waited on the extra duty schedule for February to allow Jake and Bryan to abstain due to their coaching positions. Upon approval, the process will be complete.

I want to thank the Negotiations/Personnel committee along with the AEA representatives for a positive and productive negotiations. We are good to go for the next 2 school years. Everyone's collaboration and professionalism is much appreciated.

5) Professional Development

There are a number of PD opportunities in the near future:

NASB Finance Workshop: March 4th (Kearney 4:30-8:30 pm)

NASB Amplified Finance Workshop: March 27th (Kearney 10:30 – 4:30 pm)

NRCSA Spring Conference: March 20-21 (Kearney)

NASB Open Meetings Law Workshop: March 26 (Kearney 6:30 – 8:00 pm)

There are some options for the finance and open meetings workshops, but Kearney seems to be our "go to" location. If you are interested in any of these, please let me know and we'll get you registered.

6) Superintendent Goals – 2025

I have made some updates to the Google Doc that is shared with all Board members. We are beginning to make progress on various goal areas early on in 2025.

I am really looking forward to our school improvement visit which will be followed by connecting with Caden Frank from NASB to finalize the plan our next steps for strategic planning. I will be sure to keep you posted on these items.

7) Personnel

I will have a more detailed update regarding personnel vacancies at the Board meeting to compliment the email I provided earlier in the week.

8) Other

Please let me know if you have any questions or needs. Thank you!



Dale Hafer <dhafer@ainsworthschools.org>

February 3, 2025 NASB Policy Update

1 message

Jim Luebbe <jluebbe@nasbonline.org>

Mon, Feb 3, 2025 at 2:01 PM

To: "Aaron Plas (aplas@bennps.org)" <aplas@bennps.org>, "Cherie Van Dyke (vandykec@discoverers.org)" <vandykec@discoverers.org>, "Chip Kay - Columbus (kayc@discoverers.org)" <kayc@discoverers.org>, "Dale Hafer (dhafer@ainsworthschools.org)" <dhafer@ainsworthschools.org>, "David Patton (david.patton@apsbulldogs.org)" <david.patton@apsbulldogs.org>, "Evelyn Browne - Banner County (evelyn.browne@bcswildcats.org)" <evelyn.browne@bcswildcats.org>, "J. D. Furrow (jdfurrow@callawaypublicschools.org)" <jdfurrow@callawaypublicschools.org>, "Jeff Rippe (ripj@hotmail.com)" <ripj@hotmail.com>, "Jodi McCoy (jmccoy@bennps.org)" <jmccoy@bennps.org>, "Joe'l Ruybalid (JoelRuybalid@bluehillschools.org)" <JoelRuybalid@bluehillschools.org>, "Loren Engel (loren.engel@cvsstorm.com)" <loren.engel@cvsstorm.com>, "Rich Lemburg (rlensburg@clarkson.esu7.org)" <rlensburg@clarkson.esu7.org>, "Rodney Brown (rodney.brown@bpsne.net)" <rodney.brown@bpsne.net>, Rodney Olson <rodney.olson@bayardtigers.org>, "Samantha Wehenkel (samantha.wehenkel@apsbulldogs.org)" <samantha.wehenkel@apsbulldogs.org>

Policy Update Subscribers,

yes Policy 204.07 Meeting Notice – LB 287 as passed last spring prescribed an alternate method for providing notice of meetings when newspaper publication cannot be done on a timely basis. I have tweaked this policy to make it clearer and easier to follow. The statewide website mentioned in the policy will only receive postings directly from newspapers.

NO Policy 504.11 Weapons and Use By Authorized Security Personnel – This update is optional and **only applies to the newly classified Class 1 and Class 2 districts**, in other words with a population of 5,000 or fewer people. LB1329 provides School Boards with the option to authorize certain personnel to carry handguns if they meet the stringent requirements of state statues to do so. These requirements are described in the policy. This optional version of the weapons policy has added a change to the last sentence of paragraph 2 and added the last 2 pages describing the requirements of Firearm Use By Authorized Security Personnel.











yes Policy 504.24 Title IX Nondiscrimination – The 2020 version of this policy is back for a return engagement since a recent court ruling has thrown out all changes made by the Biden administration. When we updated this policy last year, the update did not include any changes due to gender or orientation issues dealing with sports or bathrooms, since all those regulatory updates were already under injunction in various court jurisdiction. We are therefore voiding the entire Title IX policy as issued last summer including the 10 procedural components labeled 504.24E1 through 504.24 E10. I'm re-sending the older 504.24 policy, 504.24R1 administrative regulation, and 504.24E1 reporting form. If you recall, previously we had included similar versions in the Personnel Section (titled 404.12 Title IX Sexual Harassment to deal with personnel harassment and 504.24 Title IX Sexual Harassment to deal with student harassment. For simplicity, this policy will now only appear as 504.24 Title IX Nondiscrimination, listed in the 500 Student Section, but be aware it applies to all sex discrimination whether involving students, staff, or visitors. Other harassment policies such as 404.06 Harassment and 504.18 Harassment remain they same. They are directed at non-title IX harassment or discrimination.

yes Policies 717.00 Disposal of Property Under Federal Grants and 718.00 Fiscal Management Internal Controls have been updated to reflect changes in federal statutes and state oversight, mostly in 2 CFR 200.303 and 200.313. These include many specific details of handling federal grants, funds, and awards. It is likely that NDE will ask to see these policies when reviewing these types of federal programs with your districts.

Thank you for your membership in the NASB Policy Update Service.

Jim

10 attachments

-  **0204.07 - meeting notice.docx**
19K
-  **0504.11 - weapons and use by authorized security personnel.docx**
24K
-  **0504.24 - title IX nondiscrimination.docx**
24K
-  **0504.24E1 - title IX reporting form.doc**
95K
-  **0504.24R1 - title IX nondiscrimination procedures.docx**
29K
-  **0717.00 - disposal of property under federal grants.doc**
32K
-  **0718.00 - fiscal management internal controls.doc**
61K
-  **0204.07 - meeting notice redline.pdf**
68K
-  **0717.00 - disposal of property under federal grants redline.doc.pdf**
66K
-  **0718.00 - fiscal management internal controls redline.pdf**
155K

MEETING NOTICE

Reasonable advance public notice shall be given for meetings and work sessions held by the board and recorded in the board minutes by either of the following means:

1. Publishing in a local newspaper of general circulation within the district's jurisdiction, publishing on the newspaper's web site, if available, and posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers; or
2. Posting to the newspaper's website, if available, and posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting.

If the newspaper refuses, neglects, or is unable to publish the notice on time, the district may (1) post its notice on its website, if available, (2) post its notice on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (3) post its notice in a conspicuous public place within the district.

Public notice shall indicate the meeting's time, place and date, and shall include a statement that the agenda shall be readily available for public inspection at the district office. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting and a copy kept readily available for public inspection at the principle office of the district. Except for items of an emergency nature the agenda shall not be altered later than 24 hours before the meeting.

A copy of the public notice will be provided to those who have filed a request for notice with the superintendent. These requests for notice must be in writing. A copy of the public notice will also be accessible to employees and students.

In the case of special meetings, public notice shall be given in the same manner as for a regular meeting unless it is an emergency meeting. Public notice of emergency meetings shall be given as soon as practical and possible in light of the situation. Reasonable efforts shall be made to notify news media who have requested notification of meetings.

It shall be the responsibility of the superintendent to give public notice of board meetings and work sessions. The superintendent shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification of the time and place of each meeting and the subjects to be discussed.

Legal Reference: Neb. Statute 84-1408 to 1414

Approved _____ Reviewed _____ Revised _____

TITLE IX NONDISCRIMINATION

It is the the policy of this district to comply with federal law and regulations under Title IX prohibiting sexual harassment, which is a form of unlawful discrimination on the basis of sex. The District does not discriminate on the basis of sex in any education program or activity that it operates, including admission and employment. Inquiries about the application of Title IX to the District may be referred to the District's Title IX Coordinator, to the Regional Office of Civil Rights of the Department of Education, or both.

The Board encourages students, employees and third parties who believe they or others have been subject to Title IX sexual harassment, other discrimination or retaliation to promptly report such incidents to the Title IX Coordinator or building principal, even if some elements of the related incident took place or originated away from school grounds, school activities or school conveyances. A person who is not an intended victim or target of discrimination but is adversely affected by the offensive conduct may file a report of discrimination with the Title IX Coordinator.

The Board designates the following individual to serve as the District's Title IX Coordinator and may or may not have the same person serve as Compliance Coordinator:

Title: _____

Office address: _____

Email: _____

Phone number: _____

Other district employees filling key roles for implementing Title IX sexual harassment procedures include investigator(s), decision-maker(s), individuals to handle appeals, and individuals to facilitate an informal resolution process. Specific individuals filling these roles may vary from complaint to complaint as appropriate.

The Director of the Regional Office of Civil Rights can be contacted at the Kansas Office of Civil Rights, U.S. Department of Education, One Petticoat Lane, 1010 Walnut Street, Suite 320, Kansas City, MO 64106, (816) 268-0550, by email to OCR.KansasCity@ed.gov.

The district is committed to providing a nondiscriminatory workplace for employees. It is committed to the maintenance of a safe, positive learning environment for all students by providing student course offerings, counseling, assistance, services, employment, athletics, and extracurricular activities without any form of discrimination, including Title IX sexual harassment. Discrimination is inconsistent with the rights of employees and students and the educational and programmatic goals of the district and is prohibited at Approved _____ Reviewed _____ Revised _____ or, in the course of, district-sponsored programs or activities, including transportation to or from school or school-sponsored activities.

The student's parents/guardian or any other person with knowledge of conduct that may violate this policy is encouraged to immediately report the matter to the building

principal. A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal, as well as properly making any mandatory police or child protective services reports required by law.

Violations of this policy, including acts of retaliation as described in this policy, or knowingly providing false information, may result in disciplinary consequences under applicable Board policy and procedures.

Any person may report sex discrimination, including sexual harassment, at any time, including during non-business hours. Such a report may be made in person, by mail, by telephone or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.

For purposes of this policy and the grievance process, "Title IX sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

1. A District employee conditioning the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity; or
3. "Sexual assault" as defined in 20 USC 1092(f)(6)(A)(v), "dating violence" as defined in 34 USC 12291(a)(10), "domestic violence" as defined in 34 USC 12291(a)(8) or "stalking" as defined in 34 USC 12291(a)(30). These definitions are included in the procedures to this policy.

Such conduct must have taken place during a district education program or activity and against a person in the United States to qualify as sexual discrimination under Title IX. An education program or activity includes the locations, events, or circumstances over which the district exercises substantial control over both the respondent and the context in which the harassment occurs. Title IX applies to all of a district's education programs or activities, whether such programs or activities occur on-campus or off-campus.

When the alleged harassment or discrimination does not meet the Title IX definition of sexual discrimination, the Title IX Coordinator directs the individual to the applicable process for investigation.

Retaliation Prohibited

The District prohibits intimidation, threats, coercion or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX or this policy, or because the individual has made a report or complaint, testified, assisted,

or participated or refused to participate in any manner in an investigation proceeding or hearing, or acted in opposition to practices the person reasonably believes to be discriminatory, if applicable. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation.

Confidentiality

The District must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual discrimination, any individual who has been alleged to be the victim or perpetrator of conduct that could constitute sexual discrimination, and any witness, except as may be permitted by Family Educational Rights and Privacy Act (FERPA) or as required by law, or to carry out the purposes of the Title IX regulations, including the conduct of any investigation, hearing or judicial proceeding arising under the regulations.

Notice Requirements

The District provides notice to applicants for admission and employment, students, parents or legal guardians of elementary and secondary school students, employees and the union(s) holding collective bargaining agreements with the district with the name or title, office address, email address and telephone number of the Title IX Coordinator and notice of the District grievance procedures and process, including how to report or file a complaint of sex discrimination, how to file a formal complaint of sexual harassment and how the District will respond. The District also posts the Title IX Coordinator's contact information and Title IX policies and procedures in a prominent location on the District website and in all handbooks made available by the District.

Training Requirements

The District ensures that Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, receives training on the definition of sexual harassment, the scope of the District's education program or activity, how to conduct an investigation and grievance process including examination of evidence, handling hearings, appeals and informal resolution processes, when applicable, how to address complaints that do not qualify as Title IX sexual discrimination, and how to serve impartially including by avoiding prejudgment of the facts at issue, conflicts of interest and bias. The District also ensures that decision-makers and investigators receive training on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant as set forth in the formal procedures that follow, and training on any technology to be used at a live hearing, if applicable. Investigators also receive training on issues of

relevance to create an investigative report that fairly summarizes relevant evidence. All materials used to train individuals who receive training under this section must not rely on sex stereotypes and must promote impartial investigations and judgments of formal complaints of sexual harassment and are made publicly available on the District's website.

Conflict of Interest and Bias

The District ensures that Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process do not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

Determination of Responsibility

The individual who has been reported to be the perpetrator of conduct that could constitute sexual discrimination is presumed not responsible for alleged conduct. A determination regarding responsibility will be made by the decision-maker at the conclusion of the investigation in accordance with the process outlined in the accompanying regulation. No disciplinary sanctions will be imposed unless and until a final determination of responsibility is reached.

Other Title IX Coordinator Duties

The Title IX Coordinator, along with the Compliance Coordinator, shall fulfill designated responsibilities to ensure adequate nondiscrimination procedures are in place, to recommend new procedures or modifications to procedures and to monitor the implementation of the district's nondiscrimination procedures in the following areas, as appropriate:

1. Curriculum and Materials - Review of curriculum guides, textbooks, and supplemental materials for discriminatory bias.
2. Training - Provide training for students and staff to prevent, identify and alleviate problems of discrimination.
3. Resources - Maintain and provide information to staff on resources available to complainants in addition to the school complaint procedure or Title IX procedures, such as making reports to the police, available supportive measures such as assistance from domestic violence or rape crisis programs and community health resources including counseling resources.
4. Review - Review of personnel practices and actions for discriminatory bias and compliance with laws against discrimination to include monitoring and recommending corrective measures when appropriate to written position qualifications, job descriptions and essential job functions; recruitment materials and practices; procedures for screening applicants; application and interviewing practices

for hiring and promotions; district designed performance evaluations; review of planned employee demotions, non-renewal of contracts, and proposed employee disciplinary actions up to and including termination.

5. Student Access - Review of programs, activities, and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
6. District Support - Assure that like aspects of the school programs and activities receive like support as to staffing and compensation, facilities, equipment, and related areas.
7. Student Evaluation - Review of assessments, procedures, and guidance and counseling materials for stereotyping and discrimination.
8. Reports/Formal Complaints - Monitor and provide technical assistance to individuals involved in managing informal reports and formal complaints.

Legal Reference: Civil Rights Act, Title VI; 42 USC 2000d et seq.
Civil Rights Act, Title VII; 42 USC 2000e et seq.
Education Amend. of 1972, Title IX; 20 USC 1681 et seq.
Exec. Order 11246, as amended by Executive Order 11375
Equal Pay Act; 29 USC 206
34 CFR part 106

Cross Reference: 103.00 Equal Educational Opportunity
402.01 Equal Opportunity Employment
402.15 Staff Conduct with Students
403.02 Child Abuse Reporting
403.03 Abuse of Students by School District Employees
404.06 Harassment by Employees
405.00 Employee Conduct and Appearance
501.00 Objectives for Equal Educ. Opportunities for Students
504.03 Student Conduct
504.14 Hazing, Initiation, Secret Societies or Gang Activity
504.18 Harassment by Students
504.20 Bullying Prevention
504.21 Dating Violence Prevention
505.03 Suspension and Expulsion of Students
612.05 Individualized Education Program
612.10 Procedural Safeguards

TITLE IX REPORTING FORM

The Board declares it to be the policy of this district to provide a safe, positive learning and working environment that is free from bullying, hazing, dating violence, sexual harassment and other discrimination, and retaliation. If you have experienced, or if you have knowledge of, any such actions, we encourage you to complete this form. The Title IX Coordinator will be happy to support you by answering any questions about the report form, reviewing the report form for completion and assisting as necessary with completion of the report. The Title IX Coordinator's contact information is:

Position: _____

Address: _____

Email: _____

Phone Number: _____

Retaliation Prohibited

The district, its employees and others are prohibited from intimidating, threatening, coercing, or discriminating against you for filing this report. Please contact the Title IX Coordinator immediately if you believe retaliation has occurred.

Confidentiality

Confidentiality of all parties, witnesses, the allegations and the filing of a report shall be handled in accordance with applicable law, regulations, Board policy, procedures, and the district's legal and investigative obligations. The school will take all reasonable steps to investigate and respond to the report, consistent with a request for confidentiality as long as doing so does not preclude the school from responding effectively to the report. If you have any questions regarding how the information contained in this report may be used, please discuss them with the Title IX Coordinator prior to filing the report. Once this report is filed, the district has an obligation to investigate the information provided.

Note: For purposes of Title IX nondiscrimination, this Report Form serves initially as an informal report, not a formal complaint of sexual harassment under Title IX.

I. Information About the Person Making This Report:

Name: _____

Address: _____

Phone Number: _____

School Building: _____

I am a:

Student Parent/Guardian Employee Volunteer Visitor

Other _____ (please explain relationship to the district)

If you are not the victim of the reported conduct, please identify the alleged victim:

Name: _____

The alleged victim is: Your Child Another Student A District Employee

Other: _____ (please explain relationship to the alleged victim)

II. Information About the Person(s) You Believe is/are Responsible for the Bullying, Hazing, Harassing or Other Discrimination You are Reporting

Please record the name(s) of the individual(s) you believe to be responsible for the conduct you are reporting.

Name(s):

The reported individual(s) is/are:

Student(s) Employee(s)

Other _____ (please explain relationship to the district)

III. Description of the Conduct You are Reporting

In your own words, please do your best to describe the conduct you are reporting as clearly as possible. Please attach additional pages if necessary:

When did the reported conduct occur? (Please provide the specific date(s) and time(s) if possible):

Where did the reported conduct take place?

Please provide the name(s) of any person(s) who was/were present, even if for only part of the time.

Please provide the name(s) of any other person(s) that may have knowledge or related information surrounding the reported conduct.

Have you reported this conduct to any other individual prior to giving this report?

Yes No

If yes, who did you tell about it?

If you are the victim of the reported conduct, how has this affected you?

I affirm that the information reported above is true to the best of my knowledge, information and belief.

Signature of Person Making the Report

Date

Received By

Date

FOR OFFICIAL USE ONLY

This section is to be completed by the Title IX Coordinator based on reviewing the report with the complainant or other individual making the report.

The purpose of this form is to assist the Title IX Coordinator in gathering information necessary to properly assess the circumstances surrounding the reported conduct to determine if the allegations fall under the definition of Title IX sexual discrimination or if the matter merits review and action under other Board policies. The Title IX Coordinator shall gather as much information as possible in cases of incomplete or anonymous reports to assess the report.

Upon receipt of the report, The Title IX Coordinator shall promptly contact the complainant regarding the report to gather additional information as necessary, and to discuss the availability of supportive measures as described in Policy 504.24. The Title IX Coordinator shall consider the complainant's wishes with respect to supportive measures.

I. Reporter Information:

Name: _____

Address: _____

Phone Number: _____

School Building: _____

Reporter is a:

Student Parent/Guardian Employee Volunteer Visitor

Other _____ (please explain relationship to the district)

If the reporter is not the victim of the reported conduct, please identify the alleged victim:

Name: _____

The alleged victim is: Reporter's Child Another Student Another Employee

Other: _____ (please explain relationship to the alleged victim)

II. Respondent Information

Please state the name(s) of the individual(s) believed to have conducted the reported violation:

Name(s):

The reported respondent(s) is/are:

- Student(s) Employee(s)
- Other _____ (please explain relationship to the district)

III. Level of Report:

- Informal Formal (see additional information below on Title IX formal complaints)

IV. Type of Report:

- Title IX Sexual Harassment Discrimination Retaliation Bullying
- Hazing Dating Violence Other _____

Nature of the Report (check all that apply):

- Race
- Color
- Religion
- Sexual Orientation
- National Origin
- Marital Status
- Handicap/Disability
- Hazing
- Age
- Creed
- Sex
- Sexual Harassment (Title IX)
- Ancestry
- Pregnancy
- Bullying
- Dating Violence

V. Reported Conduct

Describe the reported conduct below, including specific actions, dates, times, locations and any other details necessary to properly assess the reported incident(s).

How often did the conduct occur?

Is it being repeated? Yes No

Do the circumstances involve a student identified as a student with a disability under the Individuals with Disabilities Education Act or Section 504 of the Rehabilitation Act?

No.

Yes, please identify the student with a disability and contact the Director of Special Education.

Special Education Director was contacted: _____

How has the conduct affected the alleged victim's ability to fully participate in the school's academic, programs, activities or school employment?

What is the alleged victim's relationship with the alleged respondent?

Insert names, descriptions, and/or contact information of individuals believed to have observed the conduct or who otherwise may have knowledge of the conduct and/or related circumstances.

Additional observations or evidence including pictures, texts, emails, video or other information submitted to the Title IX Coordinator.

VI. Safety Concerns

Are there safety concerns that may require Emergency Removal of or Administrative Leave for a respondent? (This requires an individualized safety and risk analysis as to whether there is an immediate threat to the physical health or safety of a student or other individual.)

No.

Yes, please describe:

VII. Other Reports

Has the conduct been reported to the police or any other agency?

No

Yes Date reported: _____ Agency: _____

VIII. Identification of Policies Implicated by Reported Conduct

Check all that apply:

- Policy 103.00 Equal Educational Opportunity
- Policy 501.00 Equal Opportunity
- Policy 504.14 Hazing and Initiation
- Policy 504.18 Harassment
- Policy 504.24 Title IX Nondiscrimination
- Policy 504.20 Bullying
- Policy 504.21 Dating Violence
- Other _____

To meet the definition of Title IX sexual discrimination, the conduct must have taken place during a district education program or activity involving a person in the United States. An **education program or activity** includes the locations, events or circumstances over which the district exercises substantial control over both the respondent and the context in which the sexual discrimination occurs. Title IX applies to all of a district's education programs or activities, whether such programs or activities occur on-campus or off-campus.

Did the incident occur during a during a school program or activity involving a person in the United States?

Yes

No

To meet the definition of Title IX sexual discrimination, the conduct needs to satisfy one or more of the following (please check all that apply):

- A district employee conditioning the provision of an aid, benefit, or district service on an individual's participation in unwelcome sexual conduct, commonly referred to as quid pro quo sexual discrimination.
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to a district education program or activity.

Sexual assault, dating violence, domestic violence or stalking.

Dating violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship is determined by the following factors:

- Length of relationship.
- Type of relationship.
- Frequency of interaction between the persons involved in the relationship.

Domestic violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving federal funding, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

Sexual assault means a sexual offense under a state or federal law that is classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

Stalking means stalking on the basis of sex, for example when the stalker desires to date a victim. Stalking means to engage in a course of conduct directed at a specific person that would cause a reasonable person to either:

1. Fear for their safety or the safety of others.
2. Suffer substantial emotional distress.

IX. Recommended Course of Action

After consultation with the complainant and consideration of the reported information, the Title IX Coordinator directs the report to proceed under the provisions of (check all that apply):

- No further action at this time. Reason:
- Policy 103.00 Equal Educational Opportunity
- Policy 501.00 Equal Opportunity
- Policy 504.14 Hazing and Initiation
- Policy 504.18 Harassment
- Policy 504.24 Title IX Nondiscrimination
- Policy 504.20 Bullying
- Policy 504.21 Dating Violence
- Other _____

X. Title IX Information to Complainant

What supportive measures were discussed with the complainant, and what were the complainant's wishes with respect to supportive measures?

Upon designating a course of action under Title IX sexual discrimination, the Title IX Coordinator will promptly:

1. Explain to the complainant the process for filing a formal complaint.
2. Inform the complainant of the continued availability of supportive measures with or without the filing of a formal complaint.
3. The Title IX Coordinator shall contact a student complainant's parents/guardians and provide them with information regarding the report and Title IX sexual discrimination procedures and grievance process for formal complaints.

If the complainant/reporter, school staff or others with professional knowledge relating to the complainant's health and well-being indicate that notifying the parents/guardians could cause serious harm to the health or well-being of the complainant or other person(s), the Title IX Coordinator will determine, in consultation with such individuals and upon advice of legal counsel, whether to withhold or delay notification of the report from the complainant's parents/guardians.

4. Determine what supportive measures may be offered to the respondent.
5. Determine whether the complainant wishes this report to be treated as a formal complaint.

XI. Title IX Coordinator Signature

I recommend the above course of action based on my consultation with the complainant and the information available at this time.

Title IX Coordinator: _____

Date: _____

XII. Title IX Formal Complaint Action

The Title IX Coordinator shall have the complainant check the appropriate box and sign and date below to indicate whether or not the complainant wishes to have this form serve as a formal complaint pursuant to Title IX.

I would like my report to be treated as a formal complaint pursuant to Title IX.

Yes No

Complainant's Signature: _____

Date: _____

If the complainant does not wish this report to be treated as a formal complaint pursuant to Title IX, the Title IX Coordinator must assess whether actions limited to supportive measures are a sufficient response to alleged behavior, or whether a formal complaint process is necessary to investigate and address the situation adequately. For example, if disciplinary action would be warranted if allegations are true, if the respondent is an employee, or if further investigation is needed to assess the extent of the behavior and impact on others, it may be clearly unreasonable not to initiate the formal complaint process. The Title IX Coordinator may consult with the school solicitor and other district officials in making this decision.

As Title IX Coordinator, I have determined that, notwithstanding the complainant's preference, it is necessary to proceed with the Title IX Sexual Discrimination Formal Complaint for the following reasons:

Therefore, I am signing this form for the purpose of serving as the formal complaint initiating that process:

Title IX Coordinator's Signature: _____

Date: _____

TITLE IX NONDISCRIMINATION PROCEDURES

The Board requires the following procedures to be followed for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited as sex discrimination by Title IX. The Board directs the process to be published in accordance with all statutory and regulatory requirements.

Definitions

The following definitions apply for Title IX policies and procedures:

“Actual knowledge:” notice of sexual harassment or allegations of sex discrimination to the District’s Title IX Coordinator or any official of the District who has authority to institute corrective measures on behalf of the District, or to any employee of an elementary or secondary school.

“Education program or activity:” includes locations, events or circumstances over which the District exercised substantial control over both the individual who has been reported to be the perpetrator of conduct that could constitute sex discrimination, and the context in which the sex discrimination occurs.

“Complainant:” an individual who is alleged to be the victim of conduct that could constitute sex discrimination.

“Respondent:” an individual who has been reported to be the perpetrator of conduct that could constitute sex discrimination.

“Formal complaint:” a document filed by a Complainant or signed by the Title IX Coordinator alleging sex discrimination against a Respondent and requesting that the District investigate the allegation of sex discrimination.

“Supportive measures:” non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available and without fee or charge to the Complainant or Respondent before or after the filing of a formal complaint or where no formal complaint has been filed.

For purposes of this policy and the grievance process, “Title IX sex discrimination” means conduct on the basis of sex that satisfies one or more of the following:

1. A District employee conditioning the provision of an aid, benefit, or service of the District on an individual’s participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District’s education program or activity; or

Reviewed _____ Revised _____

3. "Sexual assault" as defined in 20 USC 1092(f)(6)(A)(v), "dating violence" as defined in 34 USC 12291(a)(10), "domestic violence" as defined in 34 USC 12291(a)(8) or "stalking" as defined in 34 USC 12291(a)(30). These definitions are included in the procedures to this policy.
 - A. "Dating violence" means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship is determined by the following factors:
 - i. Length of relationship.
 - ii. Type of relationship.
 - iii. Frequency of interaction between the persons involved in the relationship.
 - B. "Domestic violence" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving federal funding, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.
 - C. "Sexual assault" means a sexual offense under state or federal law that is classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.
 - D. "Stalking," under Title IX means stalking on the basis of sex, for example when the stalker desires to date a victim. Stalking means to engage in a course of conduct directed at a specific person that would cause a reasonable person to either:
 - i. Fear for their safety or the safety of others.
 - ii. Suffer substantial emotional distress.

District Requirements

When the District has actual knowledge of sex discrimination in an education program or activity of the District, the District will respond promptly in a manner that is not deliberately indifferent. When the harassment or discrimination on the basis of sex does not meet the definition of sex discrimination, the Title IX Coordinator will direct the individual to the applicable sex discrimination process for investigation.

The District treats individuals who are alleged to be the victim (Complainant) and perpetrator (Respondent) of conduct that could constitute sex discrimination equitably by offering

supportive measures. Supportive measures are designed to restore or preserve equal access to the District's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the District's educational environment, or deter sex discrimination. Supportive measures may include counseling or employee assistance program, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, mutual restrictions on contact between the parties, leaves of absence, increased security and monitoring of certain areas of the District's property, campus escort services, assistance from domestic violence or rape crisis programs, assistance from community health resources, changes in work locations and other similar measures.

For students, supportive measures may also include assessments or evaluations to determine eligibility for special education or related services, or the need to review an Individualized Education Program (IEP) or Section 504 Service Agreement based on a student's behavior. This could include, but is not limited to, a manifestation determination or functional behavioral assessment (FBA), in accordance with applicable law, regulations or Board policy.

The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures. Upon the receipt of a complaint, the Title IX Coordinator must promptly contact the Complainant to discuss the availability of supportive measures, consider the Complainant's wishes with respect to supportive measures, inform the Complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the Complainant the process for filing a formal complaint. If the District does not provide the Complainant with supportive measures, then the District must document the reasons why such a response was not clearly unreasonable in light of the known circumstances.

Timelines

The District has established reasonably prompt time frames for the conclusion of the grievance process, including time frames for filing and resolving appeals and informal resolution processes. The grievance process may be temporarily delayed or extended for good cause. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. In the event the grievance process is temporarily delayed for good cause, the District will provide written notice to the Complainant and the Respondent of the delay or extension and the reasons for the action.

Response to a Formal Complaint

At the time of filing a formal complaint, a Complainant must be participating in or attempting to participate in the education program or activity of the District with which the formal complaint is filed. A formal complaint may be filed with the Title IX Coordinator in person, by mail, by electronic mail, or other means designated by the District. The District must follow the formal complaint process before the imposition of any disciplinary sanctions or other actions that are not supportive measures.

Upon receipt of a formal complaint, the District must provide written notice to the known parties including:

1. Notice of the allegations of sex discrimination, including information about the identities of the parties involved in the incident, the conduct allegedly constituting sex discrimination, the date and location of the alleged incident, and any sufficient details known at the time. Such notice must be provided with sufficient time to prepare a response before any initial interview;
2. An explanation of the District's investigation procedures, including any informal resolution process;
3. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made by the decision-maker at the conclusion of the investigation;
4. Notice to the parties that they may have an advisor of their choice who may be, but is not required to be, an attorney, and may inspect and review any evidence and
5. Notice to the parties of any provision in the District's code of conduct or policy that prohibits knowingly making false statements or knowingly submitting false information.

If, in the course of an investigation, the District decides to investigate allegations about the Complainant or Respondent that are not included in the notice initially provided, notice of the additional allegations must be provided to known parties.

The District may consolidate formal complaints as to allegations of sex discrimination against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of sex discrimination arise out of the same facts or circumstances.

Emergency Response Measures

Nothing in this policy precludes the District from removing a Respondent from the District's education program or activity on an emergency basis, provided that the District undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sex discrimination justifies removal, and provides the Respondent with notice and an opportunity to challenge the decision immediately following the removal. Nor does it preclude the District from placing a non-student employee Respondent on administrative leave while awaiting the determination of the complaint procedures. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

Investigation of a Formal Complaint

When investigating a formal complaint and throughout the grievance process, the District must:

1. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the District and not the parties;
2. Provide an equal opportunity for the parties to present witnesses and evidence;
3. Not restrict either party's ability to discuss the allegations under investigation or to gather and present relevant evidence;
4. Allow the parties to be accompanied with an advisor of the party's choice who may be, but is not required to be, an attorney. The District may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties;
5. Provide written notice of the date, time, location, participants, and purpose of any interview or meeting at which a party is expected to participate, with sufficient time for the party to prepare to participate;
6. Provide the parties equal access to review all the evidence collected which is directly related to the allegations raised in a formal complaint and comply with the review periods outlined in this process;
7. Objectively evaluate all relevant evidence without relying on sex stereotypes;
8. Ensure that Title IX Coordinators, investigators, decision-makers, and individuals who facilitate an informal resolution process, do not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent;
9. Not make creditability determinations based on the individual's status as Complainant, Respondent or witness;
10. Not use questions or evidence that constitute or seek disclosure of privileged information unless waived.

Dismissal of Formal Complaints

If the conduct alleged in the formal complaint would not constitute sex discrimination even if proved, did not occur in the District's education program or activity, or did not occur against a person in the United States, then the District must dismiss the formal complaint with regard to that conduct for purposes of sex discrimination under this policy.

The Title IX Coordinator also may dismiss the formal complaint or any allegations therein at any time during the investigation or hearing, if applicable, when any of the following apply:

1. A Complainant provides written notification to the Title IX Coordinator that the Complainant would like to withdraw the formal complaint or any allegations therein;
2. The Respondent is no longer enrolled or employed by the District; or
3. Specific circumstances prevent the District from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon dismissal, the Title IX Coordinator promptly sends written notice of the dismissal and the reasons for dismissal simultaneously to both parties.

Evidence Review

The District provides both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation. The evidence provided by the District must include evidence that is directly related to the allegations in the formal complaint, evidence upon which the District does not intend to rely in reaching a determination regarding responsibility, and any inculpatory or exculpatory evidence whether obtained from a party or other source. Prior to completion of the investigative report, the Title IX Coordinator must send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy. The parties have 10 calendar days to submit a written response to the Title IX Coordinator, which the investigator will consider prior to completion of the investigative report.

Investigative Report

The investigator must prepare an investigative report that fairly summarizes relevant evidence and send the report to the Title IX Coordinator. The Title IX Coordinator must send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. The parties have 10 calendar days to submit a written response to the Title IX Coordinator.

Decision-Maker's Determination

The investigative report is submitted to the decision-maker. The decision-maker cannot be the same person(s) as the Title IX Coordinator or the investigator. The decision-maker cannot hold a hearing or make a determination regarding responsibility until 10 calendar days from the date the Complainant and Respondent receive the investigator's report.

Prior to reaching a determination regarding responsibility, the decision-maker must afford each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up

questions from each party. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent. Questions must be submitted to the Title IX Coordinator within three calendar days from the date the Complainant and Respondent receive the investigator's report.

The decision-maker must issue a written determination regarding responsibility based on a preponderance of the evidence standard. The decision-maker's written determination must:

1. Identify the allegations potentially constituting sex discrimination;
2. Describe the procedural steps taken, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather evidence, and hearings held;
3. Include the findings of fact supporting the determination;
4. Draw conclusions regarding the application of any District policies and/or code of conduct rules to the facts;
5. Address each allegation and a resolution of the complaint including a determination regarding responsibility, the rationale therefor, any recommended disciplinary sanction(s) imposed on the Respondent, and whether remedies designed to restore or preserve access to the educational program or activity will be provided by the District to the Complainant and
6. The procedures and permissible bases for the Complainant and/or Respondent to appeal the determination.

A copy of the written determination must be provided to both parties simultaneously, and generally will be provided within 60 calendar days from the District's receipt of a formal complaint.

The determination regarding responsibility becomes final either on the date that the District provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

Where a determination of responsibility for sex discrimination has been made against the Respondent, the District will provide remedies to the Complainant that are designed to restore or preserve equal access to the District's education program or activity. Such remedies may include supportive measures; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent. The Title IX Coordinator is responsible for effective implementation of any remedies. Following any determination of responsibility, the District may

implement disciplinary sanctions in accordance with State or Federal law and or/the negotiated agreement.

A student who is determined to be responsible for violation of this policy shall be subject to appropriate disciplinary action consistent with school policies and regulations, which may include but is not limited to loss of school privileges, permanent transfer to another school building, classroom or school bus, exclusion from school-sponsored activities, detention, suspension, expulsion, or referral to law enforcement officials.

An employee who violates this policy shall be subject to appropriate disciplinary action consistent with the applicable Board policy, collective bargaining agreement and individual contract, up to and including dismissal and/or referral to law enforcement officials.

Appeals

Either the Complainant or Respondent may appeal the decision-maker's determination regarding responsibility or a dismissal of a formal complaint, on the following bases:

1. Procedural irregularity that affected the outcome of the matter;
2. New evidence that was not reasonably available at the time that could affect the outcome; and
3. The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent that affected the outcome.

The request to appeal must be made in writing to the Title IX Coordinator within seven calendar days after the date of the written determination. The appeal decision-maker must not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent and cannot be the Title IX Coordinator, the investigator, or the decision-maker from the original determination.

The appeal decision-maker must notify the other party in writing when an appeal is filed and give both parties a reasonable equal opportunity to submit a written statement in support of, or challenging, the outcome. After reviewing the evidence, the appeal decision-maker must issue a written decision describing the result of the appeal and the rationale for the result. The decision must be provided to both parties simultaneously, and generally will be provided within 10 calendar days from the date the appeal is filed.

Informal resolution process

Except when concerning allegations that an employee sexually harassed a student, at any time during the formal complaint process and prior to reaching a determination regarding responsibility, the District may facilitate an informal resolution process, such as mediation, that

does not involve a full investigation and determination of responsibility, provided that the District:

1. Provides to the parties a written notice disclosing:
 - A. The allegations;
 - B. The requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the Title IX formal complaint process with respect to the formal complaint and
 - C. Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.
2. Obtains the parties' voluntary, written consent to the informal resolution process.

The informal resolution process generally will be completed within 30 calendar days unless the parties and the Title IX Coordinator mutually agree to temporarily delay or extend the process. The formal grievance process timelines are stayed during the parties' participation in the informal resolution process. If the parties do not reach resolution through the informal resolution process, the parties will resume the formal complaint grievance process, including timelines for resolution, at the point they left off.

Recordkeeping

The District must maintain for a period of seven years records of:

1. Each sex discrimination investigation, including any determination regarding responsibility, any disciplinary sanctions imposed on the Respondent, and any remedies provided to the Complainant designed to restore or preserve equal access to the District's education program or activity;
2. Any appeal and its result;
3. Any informal resolution and its result; and
4. All materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process. The District must make these training materials publicly available on its website.

The District must create, and maintain for a period of seven years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the District must document the basis for its conclusion that its

response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the District's education program or activity.

DISPOSAL OF PROPERTY UNDER FEDERAL GRANTS

Management of Inventory

Procedures for managing equipment (including replacement equipment), whether acquired in whole or in part under a Federal award, until disposition takes place will, as a minimum, meet the following requirements:

- (1) Property records must be maintained that include a description of the property, a serial number or other identification number, the source of funding for the property including the Federal Award Identification Number (FAIN), who holds title, the acquisition date, and cost of the property, percentage of Federal participation in the project costs for the Federal award under which the property was acquired, the location, use and condition of the property, and any ultimate disposition data including the date of disposal and sale price of the property.
- (2) A physical inventory of the property must be taken and the results reconciled with the property records at least once every two years.
- (3) A control system must be developed to ensure adequate safeguards to prevent loss, damage, or theft of the property. Any loss, damage, or theft must be investigated.
- (4) Adequate maintenance procedures must be developed to keep the property in good condition.
- (5) If the district is authorized or required to sell the property, proper sales procedures must be established to ensure the highest possible return.

Disposition

When original or replacement equipment acquired under a Federal award is no longer needed for the original project or program or for other activities currently or previously supported by a Federal awarding agency, except as otherwise provided in Federal statutes, regulations, or Federal awarding agency disposition instructions, the district must request disposition instructions from the Federal awarding agency if required by the terms and conditions of the Federal award. Disposition of the equipment will be made as follows, in accordance with Federal awarding agency disposition instructions:

- (1) Items of equipment with a current per unit fair market value of \$10,000 or less may be retained, sold or otherwise disposed of with no further obligation to the Federal awarding agency.
- (2) Except as provided in 2CFR 200.312 Federally-owned and exempt property, paragraph (b), or if the Federal awarding agency fails to provide requested disposition instructions within 120 days, items of equipment with a current per-unit fair-market value in excess of \$10,000 may be retained by the district or sold. The Federal awarding agency is entitled to an amount calculated by multiplying the current market value or proceeds from sale by the Federal awarding agency's percentage of participation in the cost of the original purchase. If the equipment is sold, the Federal awarding agency may permit the district to deduct and retain from the Federal share \$500 or ten percent of the proceeds, whichever is less, for its selling and handling expenses.
- (3) The district may transfer title to the property to the Federal Government or to an

Approved _____ Reviewed _____ Revised _____

eligible third party provided that, in such cases, the district must be entitled to compensation for its attributable percentage of the current fair market value of the property.

(4) In cases where a district fails to take appropriate disposition actions, the Federal awarding agency may direct the district to take disposition actions.

Legal Reference: 2 C.F.R. §§ 200 et seq.
NDE State and Federal Grant Management Rqmnts and Guidance

Cross Reference: 904.02 Lease, Sale or Disposal of School District Property

FISCAL MANAGEMENT INTERNAL CONTROLS

The District will develop the necessary procedures to comply with the following fiscal management internal controls relating to oversight of all federal and state grant programs, awards or funds.

The District will meet the following requirements for internal controls in accordance with 2 CFR 200.303 for all such funds:

- 1) Establish and maintain effective internal control over the federal award that provides reasonable assurance that the District is managing the federal award in compliance with federal statutes, regulations, and the terms and conditions of the federal award. These internal controls should align with the guidance in “Standards for Internal Control in the Federal Government” issued by the Comptroller General of the United States or the “Internal Control Integrated Framework”, issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO);
- 2) Comply with the U.S. Constitution, federal statutes, regulations, and the terms and conditions of the federal awards;
- 3) Evaluate and monitor the District’s compliance with statutes, regulations and the terms and conditions of federal awards;
- 4) Take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; and
- 5) Take reasonable cybersecurity and other measures to safeguard protected personally identifiable information and other information the federal awarding agency or pass-through entity designates as sensitive or the District considers sensitive consistent with applicable federal, state, local, and tribal laws regarding privacy and responsibility over confidentiality.

Equipment Management Requirements: The District will manage equipment (including replacement equipment), whether acquired in whole or in part under a federal award, until the District disposes of that equipment, to meet the following requirements of 2 CFR 200.313 and 2 CFR 200.33:

- 1) Maintain property records procedure and policies (include description, serial number or other identification number, source of funding, acquisition date, etc.);
- 2) Develop and maintain a physical inventory procedure to occur a minimum of every 2 years;
- 3) Apply a control system procedure to ensure adequate safeguards are in place to prevent property loss or damage;
- 4) Develop and implement adequate maintenance procedures for such equipment; and

Approved _____ Reviewed _____ Revised _____

- 5) Develop and implement sales and disposition procedures for such equipment to ensure the best return. See Policy 717.00 Disposal of Property Under Federal Grants for disposition requirements.

Procurement: The District will use its own documented procurement procedures which reflect applicable State, local, and tribal laws and regulations, provided that the procurements conform to applicable federal law and the standards identified below from 2 CFR 200.320;

- 1) A procedure for micro-purchases (Under 10,000);
- 2) A procedure for small purchases (10,000 to 250,000);
- 3) A procedure for sealed bids (using Lowest Bidder for over 250,000);
- 4) A procedure for competitive proposals (including showing why sealed bids were not accepted for over 250,000); and
- 5) A procedure for noncompetitive bids (when sole sourced, must prove only source).

All contracts involving federal and state grant programs, awards or funds shall contain the following provisions:

1. An assurance that minority business, women's business enterprises, and labor surplus area firms are used when possible. [2 CFR 200.321]
2. An Anti-Lobbying clause for all contracts and for those contracts exceeding \$100,000 a requirement that bidders submit an Anti-Lobbying Certification. [2 CFR 200, Appendix II(I)]
3. A Suspension and Debarment clause for contracts of any value. [2 CFR 200, Appendix II(H)]
4. A clause to address termination for cause and for convenience, including the manner by which it will be affected and the basis for settlement if the contract amount exceeds \$10,000. [2 CFR 200, Appendix II(B)]
5. A clause to address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms if the contract amount exceeds \$250,000, and to provide for sanctions and penalties. [2 CFR 200, Appendix II(A)]
6. Clauses addressing the Clean Air Act and the Federal Water Pollution Control Act if the contract amount exceeds \$150,000. [2 CFR 200, Appendix II(G)]
7. A provision to maintain contract oversight to ensure that contractors perform in accordance with the terms, conditions, and specifications of their contracts or purchase orders. [2 CFR 200.318(b)]
8. Written standards of conduct covering conflicts of interest and governing the actions of the employees engaged in the selection, award and administration of contracts. [2 CFR 200.318(c)(1)]
9. A requirement to keep records sufficient to detail the history of the procurement, including, but not limited to, records documenting the rationale for the method of procurement, selection of contract type, contractor selection or rejection, and the basis for the contract price. [2 CFR 200.318(i)]

Record Retention: Financial records, supporting documents, statistical records, and all other non-federal entity records pertinent to a federal award must be retained for a period of three years from the date of submission of the final expenditure report or, for federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the federal awarding agency or pass-through entity in the case of a sub-recipient in accordance with 2 CFR 200.333. Other records will be retained for a period of time as required by law.

Suspension and Debarment: The District may not subcontract with or award subgrants in any federal assistance program to any person or company who is debarred or suspended and is required to check for excluded parties at the System for Award Management, SAM (formerly the Excluded Parties List System, EPLS) website before any procurement transaction in accordance with 2 CFR 200.213 and Policy 706.07 Suspension and Debarment.

Financial Management: The District must develop and maintain financial management systems to account for federal funds, including records documenting compliance with federal statutes, regulations, and the terms and conditions of the federal award. Such records must be sufficient to permit the preparation of reports required by general and program-specific terms and conditions; and the tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the federal statutes, regulations, and the terms and conditions of the federal award in accordance with 2 CFR 200.302. See also §200.450 Lobbying.

The financial management system of each non-federal entity must provide for the following;

- 1) A procedure for identification of all federal awards received and expended and the federal programs under which they were received;
- 2) A procedure for accurate, current, and complete disclosure of the financial results of each federal award or program in accordance with reporting requirements
- 3) A procedure to maintain records that identify adequately the source and application of funds for federally funded activities.
- 4) A procedure for maintaining effective control over, and accountability for, all funds, property, and other assets.
- 5) A procedure for comparing District expenditures with budget amounts for each federal award.
- 6) A procedure to ensure payments of federal funds are made in accordance with 2 CFR 200.305.
- 7) A procedure for determining the allowability of costs in accordance with 2 CFR 200.305 Subpart E-Cost Principals and the term and conditions of the federal award.

Program Income: The District will follow the guidance of the federal awarding agency in how it uses, applies and accounts for all income received under those programs as listed below in accordance with 2 CFR 200.307;

- 1) *Deduction.* Ordinarily program income must be deducted from total allowable costs to determine the net allowable costs.
- 2) *Addition.* With prior approval of the federal awarding agency program income may be added to the federal award by the federal agency and the non-federal entity. The program income must be used for the purposes and under the conditions of the federal award.
- 3) *Cost sharing or matching.* With prior approval of the federal awarding agency, program income may be used to meet the cost sharing or matching requirement of the federal award. The amount of the federal award remains the same.

Cost Sharing or Matching: For all federal awards, any shared costs or matching funds and all contributions, including cash and third party in-kind contributions, must be accepted as part of the District's cost sharing or matching when such contributions meet all of the following criteria in accordance with 2 CFR 200.306 and a procedure must ensure these criteria are covered:

- 1) Are verifiable from the District's records;
- 2) Are not included as contributions for any other federal award;
- 3) Are necessary and reasonable for accomplishment of project or program objectives;
- 4) Are allowable under 2 CFR 200.305 Subpart E—Cost Principles;
- 5) Are not paid by the federal government under another federal award, except where the federal statute authorizing a program specifically provides that federal funds made available for such program can be applied to matching or cost sharing requirements of other federal programs;
- 6) Are provided for in the approved budget when required by the federal awarding agency; and
- 7) Conform to other provisions of the law, as applicable in the terms and conditions of the federal award.

Construction Project Funds: The contractor will meet local prevailing wages and fringe benefits under the Davis-Bacon Act (40 USC 3141) for construction, alteration, or repair of public buildings or public works under federal government contracts. In accordance with 2 CFR 200.326, the contractor will meet federal bonding policy and requirements for construction or facility improvement contracts.

Unexpected or Extraordinary Circumstances: For all federal awards, If the District does not currently have in place a policy that addresses extraordinary circumstances such as those caused by COVID-19, the District may later amend or create a policy in order to

put emergency contingencies in place for federal and non-federal similarly situated employees in accordance with 2 CFR 200 et seq. If the conditions exist for charges to be made to the federal grant, charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The District may develop a procedure to ensure that federal expenditures during the unexpected or extraordinary circumstance are allowable.

Compensation for personal services: (a) *General.* Compensation for personal services includes all remuneration, paid currently or accrued, for services of employees rendered during the period of performance under the federal award, including but not necessarily limited to wages, salaries, and fringe benefits in accordance with 2 CFR 200.430 and .431. Costs of compensation are allowable to the extent that they satisfy the following requirements;

- 1) Is reasonable for the services rendered and conforms to the established written policy and procedures of the District consistently applied to both federal and non-federal activities;

Compensation and fringe benefits:

(a) Fringe benefits are allowances and services provided by employers to their employees as compensation in addition to regular salaries and wages. Fringe benefits in accordance with 2 CFR 200.431 include, but are not limited to, the costs of leave (vacation, family-related, sick or military), employee insurance, pensions, and unemployment benefit plans. Except as provided elsewhere in these principles, the costs of fringe benefits are allowable provided that the benefits are reasonable and are required by law, District employee agreement, or an established policy of the District.

(b) *Leave.* The cost of fringe benefits in the form of regular compensation paid to employees during periods of authorized absences from the job, such as for annual leave, family-related leave, sick leave, holidays, court leave, military leave, administrative leave, and other similar benefits, are allowable if all of the following criteria are met:

- 1) They are provided under established written leave policies;

Standards for Documentation of Personnel Expenses: (1) Charges to federal awards for salaries and wages must be based on records that accurately reflect the work performed in accordance with 2 CFR 200.430. These records must:

- (i) Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- (ii) Be incorporated into the official records of the District;
- (iii) Reasonably reflect the total activity for which the employee is compensated by the non-federal entity, not exceeding 100% of compensated activities;

- (iv) Encompass both federally assisted and all other activities compensated by the District on an integrated basis, but may include the use of subsidiary records as defined in the District's written policy;
- (v) Comply with the established accounting policies and practices of the District; and
- (vi) Support the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one federal award; a federal award and non-federal award; an indirect cost activity and a direct cost activity; two or more indirect activities which are allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity.
- (vii) Budget estimates do not qualify as support for charges to federal awards, but may be used for interim accounting purposes, provided that:
 - (A) The system for establishing the estimates produces reasonable approximations of the activity actually performed;
 - (B) Significant changes in the corresponding work activity (as defined by the District's written policies) are identified and entered into the records in a timely manner. Short term (such as one or two months) fluctuation between workload categories need not be considered as long as the distribution of salaries and wages is reasonable over the longer term; and
 - (C) The District's system of internal controls includes processes to review after-the-fact interim charges made to a federal award based on budget estimates. All necessary adjustment must be made such that the final amount charged to the federal award is accurate, allowable, and properly allocated.

(2) In accordance with Department of Labor regulations implementing the Fair Labor Standards Act (FLSA) (29 CFR part 516), charges for the salaries and wages of nonexempt employees, in addition to the supporting documentation described in this section, must also be supported by records indicating the total number of hours worked each day.

Travel: Travel costs include the transportation, lodging, subsistence, and related items incurred by employees who are in travel status on official business of the district or contractor in accordance with 2 CFR 200.475. These costs may be charged on an actual cost basis, on a per diem or mileage basis, or on a combination of the two, provided the method used is applied to an entire trip and not to selected days of the trip. The method used must be consistent with those normally allowed in like circumstances in other activities and in accordance with the district's established written policies and contracts. Notwithstanding the provisions of 200.444, travel costs of officials covered by that section are allowable with the prior written approval of the district when they are specifically related to the federal award.

Conflict of Interest: No employee, officer, agent, or board member with a real or apparent conflict of interest may participate in the selection, award, or administration of a contract supported by the federal funds, grants, or awards and the district must maintain written standards covering conflicts of interest. Any potential conflict of interest must be disclosed in accordance with 2 CFR 200.112 and 200.318. A conflict of interest includes when the employee, officer, agent, or board member, any member of their immediate family, their partner, or an organization that employs or is about to employ any of those parties has a financial or other interest in or a tangible personal benefit from an entity considered for a contract. An employee, officer, agent, and board member of the district may neither solicit nor accept gratuities, favors, or anything of monetary value from contractors except in situations under the district's written policies where the financial interest is not substantial or a gift is an unsolicited item of nominal value. The district's conflict of interest standards must also provide for disciplinary actions to be applied for violations by its employees, officers, agents, or board members.

CERTIFICATED EMPLOYEE CONTRACT RELEASE

A certificated employee who wishes to be released from his/her contract shall deliver a written and signed notice of resignation to the office of the Superintendent. Granting a request for release from a contract shall be contingent upon finding a suitable replacement. No certificated employee under contract with the District for the next school year will be released from their contract unless a suitable replacement for that employee can be hired.

The Superintendent or his designee shall have the sole responsibility for determining the criteria used to define a suitable replacement for each position.

If in the opinion of the certificated employee unusual circumstances exist, the certificated employee may appeal to the Board to waive any of the above stated requirements.

The superintendent is authorized to file a complaint with the Nebraska Professional Practices Commission against a certificated employee who leaves without proper release from the board.

The Board of Education reserves the right to seek damages against any certificated employee as a result of breach of contract.

Legal Reference: NDE Rule 27
Neb. Statute 79-817 et seq.

Cross Reference: 406.03 Certificated Employee Individual Contracts
406.04 Certificated Employee Continuing Contracts

Approved July 13, 2020 Reviewed September 9, 2024 Revised _____

Activity Pay Schedule

AR-406.06

The following is the activity pay schedule for sponsors of activities in Brown County School District No. 10. The percentages indicated represent a percentage of the salary base, bachelor's degree, Step 0. The numbers in parentheses represent the number of sponsors associated with the activity.

1.0%		1.5%		2.0%	
6 th Grade	(1)	7 th Grade	(1)	A Club	(1)
		8 th Grade	(1)	Nat'l Honor Soc.	(1)
		9 th Grade	(1)	Spanish Club	(1)
				10 th Grade	(2)
				Art Club	(1)

3.5%		3.5%		2.0%-4.0%	
HSS Student Co.	(1)	12 th Grade	(2)	Asst Mock Trial	(1)
MS Student Co.	(1)	Concession Mgr.	(1)	MS Quiz Bowl	(1)
NHD	(1)			Asst One Acts	(1)
*All School Play Asst	(1)				
*Musical Asst	(1)			2.75%-4.75%	
*Alt. Years				Academic Team	(1)
SummerBand	(1)				

4.5%		5.5%-7.5%		5.0%	
All School Play/The Sp	(1)	Jr Hi FB	(2)	Asst FFA	(1)
		Jr Hi VB	(2)	FCCLA	(1)
		Jr Hi Boys BB	(2)	FBLA	(1)
		Jr Hi Girls BB	(2)	11 th Grade	(2)
		Jr Hi Wrestling	(1)		
		Jr Hi Track	(3)		
		Jr Hi CC	(1)		
		Jr. Hi Golf	(1)		

5.0%-7.0%		5.5%		5.5%-7.5%	
Asst Golf	(2)	Media Coord	(1)	Asst Speech	(2)
Mock Trial	(1)	Annual	(1)		
One Acts	(1)				

7.0%		7.0%-9.0%		8.0%	
Vocal	(1)	Asst FB	(3)	DI	(1)
		Asst VB	(2)	Pom Squad	(1)
		Asst Track	(4)	MSAD	(1)
		Asst Cross Country	(1)		

	9.0%-11.0%	
	Asst Boys BB (2)	
	Asst Girls BB (2)	
	Asst Wrestling (2)	

9.0%	9.5%-11.5%	10.0%
FFA (1)	Head Golf (2)	Cheer (1)
Band (1)	Speech (1)	

11.5%	12.5%-16.5%	15.5%
	Head Cross Country (1)	Activities Coord (1)
	Head FB (1)	
	Head VB (1)	
	Head Track (1)	
	14.5%-18.5%	
	Head Girls BB (1)	
	Head Boys BB (1)	
	Head Wrestling (1)	

Weight Coaches - \$7.50 per 1 hour session		

*Duties may be split among more than the number of people listed per activity but no more than the total of that percent will be paid.

*For duties with range of pay, increments will be .25% per year until maximum is reached.

*All School Play Asst. and Musical Asst. could be 2 different people but will Alternate the pay every other year.

For positions that have a sliding pay scale, all certified coaches/sponsors new to the district will be placed at the starting percentage. Current ACS coaches/sponsors in variable rate positions will be given 0.25% credit for each year of service at ACS for the level they are coaching at for each activity. If a coach/sponsor moves to a higher level coaching they will be placed at the starting percentage of that level. If a coach/sponsor moves to a lower level position, their years of experience will be counted and they will be placed accordingly on the pay level of that activity.

Ainsworth Community Schools 2025-2026 School Calendar (DRAFT)

11-13 In-Service /Work Days
 11 FB, VB, CC, GG Practice
 14 First Day Students

AUGUST 2025						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER 2025						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

1 No School – Labor Day
 26 No School PT Conferences & In-service/work day

10 End of 1st Qtr
 23 No School - In-service
 24 No School - Fall Break

OCTOBER 2025						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER 2025						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

26, 27, 28 Thanksgiving Break

17-19 Semester Tests
 19 2:00 Dismissal, End 2nd Qtr
 22-31 No School Holiday Break
 24-28 NSAA Moratorium

DECEMBER 2025						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY 2026						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

1,2 No School – Holiday Break
 5 Teacher In-Service/Work Day
 6 School Resumes for Students
 30 No School – Teacher In-service HS Girls Wrestling Tournament

9 No School - In-Service and P/T Conferences
 20 No School - Winter Break

FEBRUARY 2026						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

MARCH 2026						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

6 End of 3rd Qtr
 12,13 No School - Spring Break
 27 No School – In-service and HS Track Meet

3-6 No School – Easter Break

APRIL 2026						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY 2026						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

10 Graduation
 19-21 Semester Tests
 21 2:00 Dismissal Student's last day End 4th Qtr
 22 In-Service/Work Day

Number of Student Days

- Aug 12
- Sept 20
- Oct 21
- Nov 17
- Dec 15
- Jan 18
- Feb 18
- Mar 19
- Apr 20
- May 15

Total 175

Number of Teacher Days

- Aug 15
- Sept 21
- Oct 22
- Nov 17
- Dec 15
- Jan 20
- Feb 19
- Mar 20
- Apr 20
- May 16

Total 185

Early Out Days for Students

- Dec 19 (2:00)
- May 21 (2:00)

Purple – PT Conference
 Red – Teacher In-Service/Work Time
 Yellow – No School
 Green – Semester Tests/Finals

Teacher In-Service / Work Days

- Aug 11,12,13
- Sept 26
- Oct 23
- Jan 5, 30
- Feb 9
- Mar 27
- May 22

*Draft 2/7/2025
 Subject to changes as needed*

Heather Lutter

A: 221 W. 6th St. Ainsworth, NE 69210

T: (402) 322 – 0477

E: hlutter89@gmail.com

February 4, 2025

Mr. Dale Hafer, Superintendent
Ainsworth Community Schools
PO Box 65
Ainsworth, NE

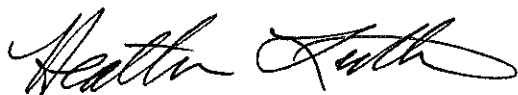
Dear Mr. Hafer,

It is with excitement for my future that I am submitting my letter of resignation effective at the end of the 2024-2025 school year. I am grateful for the last 12 years of my career that I have spent at Ainsworth Community Schools.

While I am excited for my new career opportunity, I look forward to remaining involved in ACS in the form of coaching, should my experience be desired.

I extend a heartfelt thank-you to the ACS community for their acceptance and comradery over the length of my employment, and I look forward to working with you all in the future.

Sincerely,



Heather Lutter

cc: Ben Wright, Elementary Principal

Received 2/5/2025 D. Wright

Dear ACS School Board,

I am writing to formally announce my resignation from my position as Principal of Ainsworth Elementary School, effective at the end of this school year. After much reflection, I have accepted the role of Superintendent in the Sumner-Eddyville-Miller School District, a new opportunity that will allow me to continue my professional growth and broaden my impact on the educational community.

While I am excited about this next chapter in my career, leaving Ainsworth is not an easy decision. Over the past four years, my wife and I have had the privilege of joining a wonderful community and being warmly invited in. I personally have worked alongside an incredible team of educators, staff, and families. Together, we've achieved significant milestones in fostering a supportive, innovative, and caring environment for our students. The growth I have seen in our students, both academically and socially, has been deeply rewarding, and I will always be proud of the work we've done to ensure every child has the opportunity to succeed. I am deeply grateful for the trust and support the school board, staff, and community have shown me during my time as principal. This role has been one of the most fulfilling of my career, and the relationships I've built here will remain close to my heart.

While my departure is bittersweet, I am committed to making this transition as smooth as possible. I will work closely with the district to ensure that our students, staff, and families are supported during this period of change, and I will do everything in my power to ensure that the positive momentum we've built together continues well into the future. Thank you for the incredible opportunity to serve as the principal of Ainsworth Elementary. I look forward to watching the continued growth and success of this amazing school community.

Sincerely,

Ben Wright