

Arapahoe Public School Board Meeting Agenda
Arapahoe Public School Board Room
Monday, November 14, 2022 at 7:00 PM
610 Walnut St., Arapahoe, NE 68922

Mission Statement

Arapahoe Public Schools is equipped to motivate students in a safe and positive environment while preparing them to be successful and responsible citizens within a global society.

Belief Statement

The Arapahoe Public Schools believes that education must serve the individual pupil in light of his/her capacities and abilities as well as provide a suitable and well-balanced learning environment in the areas of physical, mental, emotional, cultural, social, moral and spiritual maturity.

About the Agenda

- 1) Opening the Meeting
 - a) Call to Order
 - b) Pledge of Allegiance (Warner)
 - c) Nebraska Open Meetings Act
 - d) Publication of Meeting/Sign Acknowledgement of Receipt of Meeting Notice
 - e) Roll Call
 - f) Excuse Board Member Absences
- 2) Welcome Visitors
- 3) Approval of agenda as presented
- 4) Reports
 - a) Board Committee(s)
 - b) Board Member(s)
 - c) Student Representatives
 - d) Elem. Principal
 - e) Sec. Principal
 - f) Superintendent

- g) Teacher Presentations - Elizabeth Klein (Assessment)
- 5) Discussion Item(s)
 - a) Auditor Report for 2021-2022 (7:15pm via ZOOM)
- 6) Action Item(s)
 - a) Consent Agenda, including Minutes and Financial Reports
 - b) Claims
 - c) Discuss, consider, and take action on closing QCPUF Fund and transferring remaining balance to General Fund
 - d) Discuss, consider and take action on approval of the updated school mission statement as presented.
 - e) Discuss, consider, and take action on approving Board Policies from KSB School Law as presented, with implementation according to board resolution.
- 7) Personnel
- 8) Future Meetings
 - a) Finance Comm Mtg - Dec 12, 2022. 6:30pm
 - b) Regular Board Meeting - Dec. 12, 2022. 7:00pm
- 9) Adjourn

* **Closed Session:** If during the course of the meeting, discussion of any agenda item should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Law.

1. Protection of the public interest; or
2. The prevention of needless injury to the reputation of an individual, and if the individual has not requested a public meeting.
3. Negotiations

Copy of Open Meetings Act: The Board of Education makes available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. The Act is posted on the North wall of the meeting room.

** **Sequence of Agenda:** The sequence of the agenda topics is subject to change at the discretion of the board. Please arrive at the beginning of the meeting.

*****Action Item:** The board reserves the right to take action on an item listed on the board agenda.

INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM

Getting Started: When it is your turn to speak during the public forum portion of the agenda, please stand and state your name and current address to the Board of Education.

Time Limit: You may speak only one time and must limit comments to 5 minutes or less.

Personnel or Student Topic: If you are planning to speak about a personnel or student matter involving an individual, please understand that our policies require that such concerns initially be directed to the administration for consideration. Board members will generally not respond to any questions you ask or comments you may make about individual staff members or students. You are cautioned that slanderous comments are not protected just because they are made at a Board meeting.

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

**Arapahoe-Holbrook Public Schools
Student Board Report
November 14, 2022**

Past Events:

Gentry

FCCLA held the annual Veterans Day program. All went very well, the FCCLA members served Veterans muffins afterward. The Veterans Day video that was presented at the program is uploaded to youtube. If you would like to go watch that.

FFA It was a busy week for the FFA members. They traveled to curtis for CDE #1. Where both Junior and Senior livestock judging teams qualified for state. They held their annual bull fry this past Friday. Along with everything else FFA members are selling fruit, cheese, candy and so much more. If you are looking for a good snack or a holiday present, find a FFA member today.

Unified Bowling Is up and going. Students from Cambridge and Arapahoe get this opportunity. There is a great number of students participating in this extra curricular activity. They have been very successful placing at almost every meet.

This is an in between period for sports. However winter sports are starting this week in fact. There is a lot of positivity flowing through the school about this year's outcome coming from the coaches and players.

**Arapahoe-Holbrook Public Schools
Student Board Report
November 14, 2022**

Upcoming Events:

Berkley

Athletics: Winter sports had their first practice today. The basketball teams have a jamboree game at the end of the month and their first game is the beginning of December. The boys also have their first wrestling meet at the beginning of December. JH girls have had a couple weeks of practices already and have their first game tomorrow at Southern Valley. The JH boys also travel to Alma for wrestling tomorrow. Unified Bowling has their next meet on the 17th and that is a home meet for them.

Quiz Bowl had a busy meet last week with two back to back meets. They placed . Their next meet is tomorrow at Medicine Valley.

Other than the athletic activities, there isn't much going on this month. After Thanksgiving break at the end of the month, winter activities will be starting back up in December.

Elementary Principal Report

NeMTSS Conference:

This conference was in Kearney on October 13 and 14. Elizabeth Klein, Kaitlin Ellis, Kaitlin Spaulding, John Strand, Mr. Perez, and myself attended the conference. Besides the keynote speaker, the conference was broken down into multiple breakout sessions each day.. I attended the following:

- 1) Update to NSCAS Growth for the 2022-2023 School Year
- 2) Listen Up! Original and Practical Ways to Learn, Practice and Train Others to Use Expert Listening to Support Students and Families, Collaborate with Colleagues and Resolve Conflict with Respect
- 3) How to Use Your Data to Guide Your School and Individual Plans

Continuous Improvement Process Support Day:

This one day training was held on October 24th at ESU 11. Elizabeth Klein, Katie Helms, Julie Stagemeyer, Mr. Perez, and myself attended the workshop. This training focused on the school improvement process and the development of a MTSS model to help support implementation of action plans and meet school improvement goals.

Teacher In-Service: March 27, 2022

During this in-service, Kate Hatch from the ESU 11 worked with our staff to review and analyze MAP data. Kate guided staff through numerous reports that can be used to assess student achievement and growth.

Teacher In-Service: November 7, 2022

During this in-service, Mr. Stagemeyer gave a demonstration of the new Mimio Board. This technology will replace the Smart Boards that are currently in the classrooms. The staff then broke down into separate faculty meetings. The Elementary staff meeting focused on the following topics:

- 1) Forming a SEL committee
- 2) IXL for Grades 2-6 in Science and Social Studies
- 3) ReadWorks
- 4) Student Data Sheet

Elementary Quiz Bowl

This year's elementary quiz bowl team members are Zach Einspahr, Layton Hamel, Houston Larson, Kinley Christensen, Lilly Helms, Elizabeth Magorian, Eve Fisher, and Boede Soncksen. So far the team has had only one competition which was at Southern Valley on October 18th. Upcoming competitions include November 29th at Cambridge

and December 7th at Franklin. There will also be more dates added for second semester.

Principal's Report
Monday, November 14, 2023

As the Fall sports season concluded, our schedules at APS have not gotten any less busy.

Unified Bowling has kicked off its' season and the teams have been very successful. They have placed in the top 3 in each of their meets. We may need to discuss whether or not we want to continue our Cooperative Agreement with Cambridge or if we want to have our own program.

Connect the Dots workshop for sophomores was on October 18. I appreciate Mrs. Breining taking advantage of this opportunity for our students. The students were exposed to many career options.

Jana's Campaign Assembly took place on October 21. The representative focused on relationships. She talked about what a healthy relationship looked like and what an unhealthy one looked like. She also gave students some tools they could use if they found themselves in an unhealthy relationship.

CIP (School Improvement) Workshop at ESU #11 on October 24. The presenter gave information to schools about the school improvement process. We were able to work together as a team to discuss where we were at in the process and discuss what needs to be done going forward. The presenters helped each team with their plan. As we have just completed our external visit, we are looking to go into our first year and will be collecting data to determine our focus for our five-year plan.

ASVAB Test was given on October 26. This test is the military aptitude test given by the Army.

Our Spanish students attend the Justo Lamas Concert series on November 3 at Holdrege. This is an annual event that Mrs. Foley provides for her Spanish class.

We just completed our Quiz Bowl Invitational Meet and it went smoothly. I appreciate all the hard work Mrs. Foley puts into this activity.

Veterans Day Program will take place on November 11. This annual FCCLA event is always a spotlight for the organization and is much appreciated by the community. Thanks to all the staff who chip and make this program possible and entertaining.

Our Fall Musical will take place on Saturday, November 12 and Sunday, November 13. The students were able to attend the matinee on Thursday morning. Hats off to Mrs. Leising, Mrs. Thomas, other staff members and the students for putting on a great show.

Next month, I would like to bring to you a draft copy of our Summer School policy at the secondary level as well as a policy for graduation attire.

Arapahoe-Holbrook Public Schools
Superintendent Report to Board of Education
Nov. 14, 2022

Building & Grounds

1. HVAC Project - There has been good progress on the HVAC project. We are on schedule with all of the installation elements, but are still waiting to hear back from NPPD on the 3-phase installation on the east side of the building. Ron Paul has been on site a few times and is working on a back-up to that piece of the project if needed (bring 3-phase from west side of building). An update Rasmussed will be included with your materials.
2. Garbage/Recycling - We still have not received word from Schaben's on a roll off to empty out the bus barn. The other facilities piece connected to them is the movement of our containers to a place more accessible and off the city street routes (which will make it less visible as well). When we get one of their reps on site, I'll have a better idea on our options.
3. Clearing of Bus Barn - We've cleared out enough items from the bus barn that we will be able to put more vehicles in there over the winter months. Julie Eidson has the thumbs up to try a few different arrangements for putting our regularly used small vehicles under cover. Not every bay is completely empty, but we did find a taker for the PV mats, so we have at least 3 bays available in the building.
4. Playground Equipment - The plan for funding the majority of our playground expansion through the Gala is up and running. Mr. Ellis and I met with a rep for the company we'll use, and it should be simple to tailor our project to the funding that is available. Right now, we're thinking under \$50,000 total, but with individual pieces of equipment, it can be adjusted up or down as needed.

Technology

1. Mimio Boards - We are planning to start replacing the older SmartBoards with touch screen Mimio units (basically look like a large TV) that provide better pictures and options for use. The cost of a 75" unit is similar to the replacement cost of a SmartBoard.
2. Website - We are set to hear a presentation from Apptegy in December on the options for switching to their platform for our website. Their product provides a much more user-friendly environment than our current vendor, along with additional features that should help us become more efficient in our communication with patrons.

Other

1. SRP Training - We have a Lockdown Drill on the schedule for AHPS on Wed., Nov. 16 in the PM. The Sheriff's office of Furnas County has been invited to be present and assist with the drill to help us evaluate our protocols.
2. Emergency Backpacks/Donation - We have ordered the First Aid Kits for our Orange Emergency Backpacks. They'll be included in the packs, along with current rosters and a flashlight as the beginnings of our emergency supplies, then we'll place a pack in each student/staff area of the building.
3. Curriculum Review Cycle - I will have a curriculum review cycle and committee members available for your inspection at the Oct 10 meeting. NDE is in the process of refiguring some of the standards development process, so we will not finalize our pattern yet.
4. NASB Meetings
 - a. Nov 16-18 (Wed-Fri) NASB State Education Conference @ CHI Omaha
 - i. *Attending: Drews / Carpenter / Lee / Whipple / N.Schutz / Zodrow*
5. 5. New Member Installation/Officer Selectin - Jan 9, 2023 Bd Meeting



November 9, 2022

Arapahoe Public Schools

Attn: Robert Drews (Superintendent)
Board of Education

Ref: High School HVAC Upgrades Progress

Project Update:

All interior Fan Coils are installed

1. Twelve Classroom Fan Coils
2. Two Restroom Fan Coils
3. One Storage Room Fan Coil
4. Three Hallway Fan Coils
5. One Branch Selector Box

Condensate Piping is complete to all equipment, and terminated to the Floor Drain in the Mechanical Room

Copper Pipe to Fan Coils from BS Boxes is 95% complete

1. One Branch Selector Box is not delivered from Vendor yet
2. Need to install copper line to one Hall Unit

We are still waiting for delivery of the outside Condensing units (total of 4) Supposed to ship any day.

Missing (4) leg supports for Condenser Stands (we have contacted the vendor to see where they are)

Goal is to have the Electrician Start in approximately 2-weeks then Rasmussen Fitters will be out of the way for them to set thermostats and install power and control wiring for the indoor Fan Coils.

We are still waiting for information from the Engineer and NPPD as to the outdoor power for the Condensing Units. (Left a message for Engineer on 11/7).

It is our knowledge the Engineer and NPPD have talked and there is 3-phase power across the street to the south. We just are not sure as to what we need to do and what NPPD is going to do.

Trenching needs to be accomplished before the ground freezes, just need some direction.



We want the system up and running then the last part we will do is the ductwork in the classrooms, this way we will not leave any spaces without heat. Each room will take approximately 1-day.

Ron Paul
Rasmussen Mechanical Services
Gibbon Office
Ron.paul@rasmech.com
402.250.5799

Oct 11, 2022

School Board Members and all concerned:

Thank you very much for the use of the beds. We appreciate them as well as the young men who delivered and returned them to the old Coast to Coast building - It is a wonderful service!

We and I are moving to an Assisted Living facility in Fairbury NE in order to be nearer our daughters - we will miss the Arapahoe Community very much after living here for 50 years.

Thank you for being good neighbors all those years.

We and Sheryl Smith

Smith

828 22nd St #112

Fairbury NE 68352



Board Members of:

Arapahoe / Holbrook Public School

610 Walnut St.

Arapahoe NE 68922

Arapahoe Data Mat

MAP Reading

Grade	Student Count	Term	Norm Mean	Reading	Use Main Idea, Supporting Details	Infer, Draw Conclusions, Predict	Build and Use Vocabulary	Identify Characteristics Features of Text	Identify Bias, Purpose, Text Elements, Devices
4	25	Winter 2017	203.6	208.2	207	205	207	209	212
4	24	Winter 2018	203.6	206.9	208	206	207	206	208
4	22	Winter 2019	203.6	211.5	211.5	NA	213	211	NA
4	24	Winter 2020	202.5	201.9	203	NA	200	201.5	NA
4	24	Winter 2021	202.5	208	206	NA	208	210	NA
					Build & Use Vocab	Informational Text: Main Idea and Analysis	Literary Text: Theme and Analysis	Informational Text: Characteristics of Text	Literary Text: Characteristics of Text
4	24	Winter 2022	202.5	208.1	208	210	209	206	209
MAP Data									
Grade	Student Count	Term	Norm Mean	Reading	Use Main Idea, Supporting Details	Infer, Draw Conclusions, Predict	Build and Use Vocabulary	Identify Characteristics Features of Text	Identify Bias, Purpose, Text Elements, Devices
8	22	Winter 2017	219.1	230.6	229	229	229	230	236
8	30	Winter 2018	219.1	220.3	220	219	220	222	222
8	23	Winter 2019	219.1	224.3	222	NA	227	225	NA
8	20	Winter 2020	220.5	223.4	223	NA	223	224.5	NA
8	29	Winter 2021	220.5	219	215	NA	224	217	NA
					Build & Use Vocab	Informational Text: Main Idea and Analysis	Literary Text: Theme and Analysis	Informational Text: Characteristics of Text	Literary Text: Characteristics of Text
8	28	Winter 2022	220.5	216.6	222	214	214	215	219
MAP Data									
Grade	Student Count	Term	Norm Mean	Reading	Use Main Idea, Supporting Details	Infer, Draw Conclusions, Predict	Build and Use Vocabulary	Identify Characteristics Features of Text	Identify Bias, Purpose, Text Elements, Devices
11	22	Winter 2017	222.7	223.3	222	222	225	223	224
11	21	Winter 2018	222.7	238.8	238	235	239	240	239
11	18	Winter 2019	222.7	229.2	231	NA	233	229	NA
11	20	Winter 2020	224.6	236.3	236	NA	237	237	NA
11	27	Winter 2021	224.8	228	229	NA	231	229	NA
					Build & Use Vocab	Informational Text: Main Idea and Analysis	Literary Text: Theme and Analysis	Informational Text: Characteristics of Text	Literary Text: Characteristics of Text
11	20	Winter 2022	224.6	223.4	227	223	222	224	221

MAP Science

Grade	Student Count	Term	Grade-Level Mean RIT	Mean RIT Score	Earth and Space Science	Life Science	Physical Science
4	24	Winter 2018	198.7	202.8	204.5	204.5	199
4	22	Winter 2019	198.7	206.3	206.7	207.3	204.7
4	24	Winter 2020	199.1	198.6	197.7	200.8	197.4
4	23	Winter 2021	199.1	204.2	204	204	204
4	24	Winter 2022	199.1	206.2	205	208	205
					Earth and Space Science	Life Science	Physical Science
8	30	Winter 2018	212.3	218.6	220.7	221	214.3
8	21	Winter 2019	212.3	219.4	220	220.8	217.6
8	20	Winter 2020	212.4	219.9	219.8	220.6	219.2
8	29	Winter 2021	212.4	217.2	217	218	218
8	29	Winter 2022	212.4	215.5	215	216	215
					Earth and Space Science	Life Science	Physical Science
11	22	Winter 2018	214.5	229	227.2	229	231.3
11	18	Spring 2019	214.5	225.6	221.3	226.6	228.1
11	20	Winter 2020	214.95	232.6	228.7	230.7	237.5
11	27	Winter 2021	214.95	226.8	224	230	226
11	20	Winter 2022	214.95	224.3	223	225	226

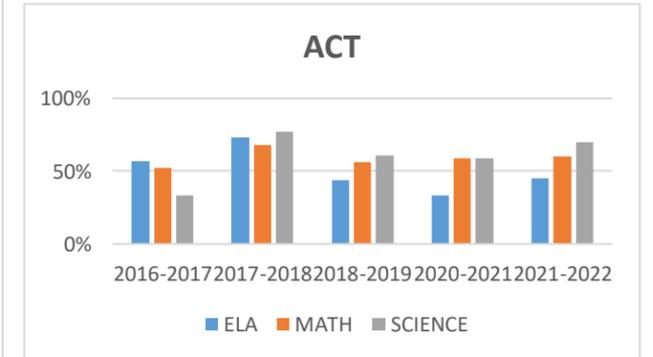
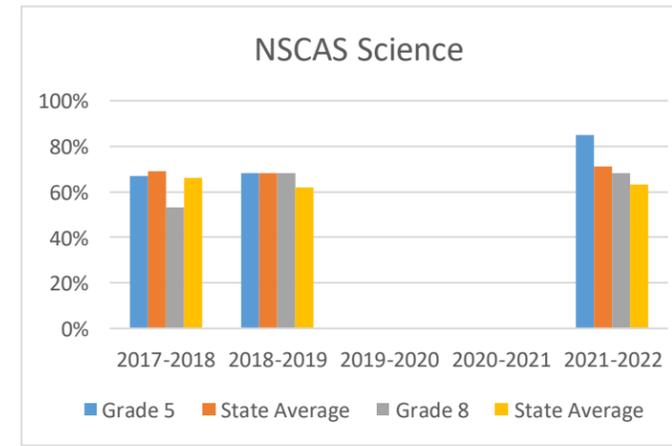
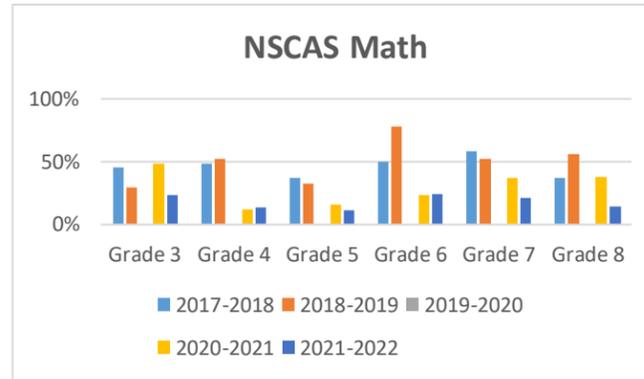
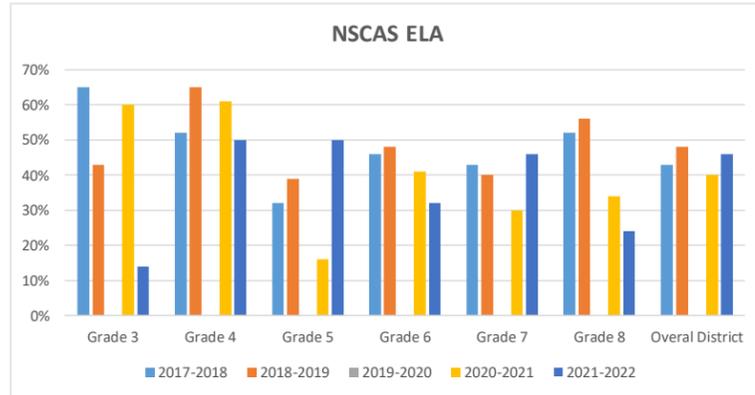
MAP Language

Grade	Student Count	Term	Grade-Level Mean RIT	Mean RIT Score	Apply the Writing Process	Compose Sentences and Paragraphs	Proofread & Edit for Conventions
4		Winter 2018	NA	NA	NA	NA	NA
4		Winter 2019	NA	NA	NA	NA	NA
4		Winter 2020	NA	NA	NA	NA	NA
4		Winter 2021	NA	NA	NA	NA	NA
4	24	Winter 2022	202.9	205.7	204	205	208
					Apply the Writing Process	Compose Sentences and Paragraphs	Proofread & Edit for Conventions
8		Winter 2018	NA	NA	NA	NA	NA
8		Winter 2019	NA	NA	NA	NA	NA
8	18	Winter 2020	217.7	223.2	222.4	222.4	225.2
8	29	Winter 2021	217.7	218.2	216	219	219
8	29	Winter 2022	217.7	215.9	216	217	215
					Apply the Writing Process	Compose Sentences and Paragraphs	Proofread & Edit for Conventions
11		Winter 2018	NA	NA	NA	NA	NA
11		Winter 2019	NA	NA	NA	NA	NA
11	21	Winter 2020	221.9	230.1	234.1	226.8	229.9
11	26	Winter 2021	221.9	225	223	226	226
11	20	Winter 2022	221.9	226.6	228	224	228

MAP Math

Grade	Student Count	Term	Grade-Level Mean RIT	Mean RIT Score	Algebra	Number	Geometry	Data
4	24	Winter 2018	208.7	212	209.5	214.3	213.1	211.1
4	22	Winter 2019	208.7	214.5	212.8	216.1	214.5	214.8
4	24	Winter 2020	206.1	200.6	196.5	204.2	198.4	203.6
4	24	Winter 2021	206.1	202.5	200	200	201	209
4	24	Winter 2022	206.1	206.3	204	206	205	211
					Algebra	Number	Geometry	Data
8	30	Winter 2018	229.1	235	232.9	235.7	232.9	238.3
8	22	Winter 2019	229.1	241	239	243	239	242.5
8	20	Winter 2020	228.1	234.5	233.8	235.2	235.9	233
8	29	Winter 2021	228.1	232.2	232	231	233	232
8	28	Winter 2022	228.1	229	229	230	229	229
					Algebra	Number	Geometry	Data
11	21	Winter 2018	234.4	253.5	256.4	254	252.1	251.5
11	18	Spring 2019	234.4	247.9	248.2	248.6	248.4	246.6
11	21	Winter 2020	233.5	255.6	256	260.8	252.5	253.9
11	27	Winter 2021	233.5	247.1	245	249	247	248
11	20	Winter 2022	233.5	246.6	246	249	244	246

Arapahoe Data Mat



Reading (ELA)	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Indicator: % of students that are proficient on the NSCAS ELA assessment					
Grade 3	65%	43%	*	60%	14%
State Average	53%	56%	*	50%	
Grade 4	52%	65%	*	61%	50%
State Average	56%	58%	*	54%	
Grade 5	32%	39%	*	16%	50%
State Average	51%	48%	*	46%	
Grade 6	46%	48%	*	41%	32%
State Average	47%	49%	*	45%	
Grade 7	43%	40%	*	30%	46%
State Average	48%	49%	*	44%	
Grade 8	52%	56%	*	34%	24%
State Average	51%	50%	*	50%	
Overall District	43%	48%	*	40%	46%
Overall State	51%	52%	*	48%	

Math	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Indicator: % of students that are proficient on the NSCAS Math assessment					
Grade 3	45%	29%	*	48%	23%
State Average	49%	55%	*	NA	
Grade 4	48%	52%	*	12%	13%
State Average	49%	51%	*	NA	
Grade 5	37%	32%	*	16%	11%
State Average	50%	54%	*	NA	
Grade 6	50%	78%	*	23%	24%
State Average	54%	55%	*	NA	
Grade 7	58%	52%	*	37%	21%
State Average	49%	48%	*	NA	
Grade 8	37%	56%	*	38%	14%
State Average	50%	47%	*	NA	
Overall District	46%	50%	*	29%	18%
Overall State	50%	52%	*	NA	

Science	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Indicator: % of students that are proficient on the NSCAS Science assessment					
Grade 5	67%	68%	*	NA	85%
State Average	69%	68%	*	NA	71%
Grade 8	53%	68%	*	NA	68%
State Average	66%	62%	*	NA	63%

Percent Meeting Expectations	ELA	MATH	SCIENCE
2016-2017	57%	52%	33%
2017-2018	73%	68%	77%
2018-2019	44%	56%	61%
2020-2021	33%	59%	59%
2021-2022	45%	60%	70%

DIBELS						
	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Kindergarten	50%	70%	68%	Covid	74%	80%
First Grade	50%	69%	67%	Covid	79%	71%
Second Grade	86%	50%	60%	Covid	70%	68%
Third Grade	64%	75%	44%	Covid	83%	45%
Fourth Grade	72%	72%	83%	Covid	64%	74%
Fifth Grade	46%	67%	52%	Covid	20%	81%
Sixth Grade	81%	71%	68%	Covid	59%	50%
Overall District	64%	68%	63%	Covid	64%	67%

Arapahoe-Holbrook Public School's Proposed Mission Statement

**Our ongoing mission is to educate, support,
challenge, and empower all students.**

MINUTES OF THE MEETING OF THE BOARD OF EDUCATION OF ARAPAHOE-HOLBROOK PUBLIC SCHOOLS

A meeting of the Board of Education of Arapahoe-Holbrook Public Schools was convened in open and public session on Monday, October 10, 2022, at 7:00 PM in the Distance Learning Room, 610 Walnut Street, Arapahoe, NE 68922. The roll was called and the following Board members were present or absent: Lisa Anderson: Present, Chad Carpenter: Present, Erick Lee: Absent, Brad Schutz: Present, Dan Warner: Present, Rodney Whipple: Present. Also present was Mr. Bob Drews, Superintendent, Mr. Rudy Perez, 7-12 Principal, Mr. Benjamin Ellis, PK-6 Principal, Cassie Hilker, Board Secretary, and Student Board Representatives Gentry and Berkley Warner. Visitors were present. Notice of the meeting was given in advance by publication and/or posting in accordance with the Board approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. The Secretary of the Board maintains a list of the news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and a current copy of the Agenda was maintained as stated in the publicized notice. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

Opening the Meeting:

Call to Order: President Anderson called the meeting to order at 7:00 pm.

Pledge of Allegiance (Schutz): Schutz led the Pledge of Allegiance.

Nebraska Open Meetings Act: At the beginning of the meeting, President Anderson announced and informed the public that a current copy of the Open Meetings Act was posted on the wall of the meeting room and directed the public to its location.

Publication of Meeting/Sign Acknowledgement of Receipt of Meeting Notice:

Roll Call:

Excuse Board Member Absences:

Motion was made by Chad Carpenter and seconded by Rodney Whipple to excuse Erick Lee.

The motion Carried.

Anderson: Yea, Carpenter: Yea, Lee: Absent, Schutz: Yea, Warner: Yea, Whipple: Yea

Yea: 5, Nay: 0, Absent: 1

Welcome Visitors: Heidi Thomas stated that she was attending the meeting to represent AEA. Lauren Moore, Miranda Carlson, Chambræ Klein, and Keyler Klein were attending the meeting to fulfill graduation requirements.

Approval of agenda as presented:

Motion was made by Chad Carpenter and seconded by Brad Schutz to approve the agenda as presented.

The motion Carried.

Anderson: Yea, Carpenter: Yea, Lee: Absent, Schutz: Yea, Warner: Yea, Whipple: Yea

Yea: 5, Nay: 0, Absent: 1

Reports:

Board Committee(s): The American Civics Committee met and watched the Constitution Day video prepared by Mr. Kronnhofman's senior class. They also discussed the Veterans Day Program that will be held in person and streamed on November 11, 2022 at 10 am in the north gym. The Transportation Committee met and discussed the lease coming due June 2024. They are working through the various options. The lease company would like a decision by January 2023. Schutz would like them to consider tailoring the lease to the mileage we think we will use. If they can't come up with a good lease option, he would like them to look at buying the buses out and selling them ourselves. They were looking at leasing 5 big buses and 2 midbuses. This would allow us to replace the 2016 bus. Drews stated that we were able to get rid of the 1980 Dodge Pickup and the 2010 Midbus. The Negotiations Committee meeting met and discussed a variety of options. They did agree on the array. They would like to have a formal meeting Thursday, October 27th, in person. The Finance Committee met prior to tonight's meeting and discussed the bus lease. The District has also received some ESSER money. They reviewed claims. Some large items this month are the football scoreboard and bus cameras.

Board Member(s): None.

Student Representatives: Gentry Warner and Berkley Warner presented the Student Board Representative Report.

Elem. Principal: Mr. Ellis presented the Elementary Principal Report.

Sec. Principal: Mr. Perez presented the Secondary Principal Report.

Superintendent: Mr. Drews presented the Superintendent Report.

Teacher Presentations: Mrs. Foley shared with the board how she has incorporated the National History Day competition into her curriculum. She works together with Mrs. Rawson and Mrs. Dirgo on the Language Arts piece.

Discussion Item(s):

Superintendent Evaluation: Mr. Drews shared with the Board the NDE approval of the evaluation tool and reminded the Board that he is to be evaluated by November.

Northern Arapaho Tribe - Wyoming: Conversations with the Northern Arapaho Tribe have begun. The hope is to have a presentation at the District this school year.

Digital Newsletter / Website Change: Drews stated that the District is working towards transitioning patrons to a digital newsletter. They will continue to provide paper copies to those that request them, but they will have to notify the District. More information regarding this will be shared in future newsletters.

Curriculum Review Process: Mr. Drews shared with the Board the Continuous Curriculum Review Process. NDE is currently making a few changes so this won't be implemented until NDE has presented their revision.

Action Item(s):

Consent Agenda, including Minutes and Financial Reports:

Motion was made by Rodney Whipple and seconded by Chad Carpenter to approve the consent agenda as presented.

The motion Carried.

Anderson: Yea, Carpenter: Yea, Lee: Absent, Schutz: Yea, Warner: Yea, Whipple: Yea

Yea: 5, Nay: 0, Absent: 1

Claims:

Motion was made by Brad Schutz and seconded by Rodney Whipple to approve the expenditures and payments totaling \$478,678.86 as submitted by administration to the Board.

The motion Carried.

Anderson: Yea, Carpenter: Yea, Lee: Absent, Schutz: Yea, Warner: Yea, Whipple: Abstain (Claim #35438 to ATC for \$361.17)

Yea: 4, Nay: 0, Absent: 1, Abstain (With Conflict): 1

Board Policies from KSB School Law:

Motion was made by Rodney Whipple and seconded by Chad Carpenter to approve board policies 3014, 3036, 3039, 3040, 3041, 3042, 3043, 3044, 3045, 3046, 3047, 3048, 3049, 3050, 3051, 3052, 3053, 3054, 3055, 3056, 3057, and 3058 from KSB School Law as presented with implementation according to the board resolution.

The motion Carried.

Anderson: Yea, Carpenter: Yea, Lee: Absent, Schutz: Yea, Warner: Yea, Whipple: Yea

Yea: 5, Nay: 0, Absent: 1

NASB Delegate to Representative Assembly: The board discussed and the President appointed Erick Lee to be the NASB Delegate.

Amendment to the District Calendar:

Motion was made by Dan Warner and seconded by Brad Schutz to approve changes to District School Calendar as presented (1:00 pm student dismissal on Thursday, October 27, 2022).

The motion Carried.

Anderson: Yea, Carpenter: Yea, Lee: Absent, Schutz: Yea, Warner: Yea, Whipple: Yea

Yea: 5, Nay: 0, Absent: 1

Personnel: Drews stated that we are going to advertise for help in the Kitchen. The Admin Team is meeting tomorrow to discuss the possibility of being fully staffed with Paraprofessionals.

Future Meetings: Nov 14, 2022 at 6:30pm - Finance Comm Mtg; Nov 14, 2022 at 7:00pm - Regular Board Meeting.

Adjourn:

Motion was made by Chad Carpenter and seconded by Rodney Whipple to adjourn the meeting at 8:23 pm.

The motion Carried.

Anderson: Yea, Carpenter: Yea, Lee: Absent, Schutz: Yea, Warner: Yea, Whipple: Yea

Yea: 5, Nay: 0, Absent: 1

The meeting was duly adjourned.

DATED this Monday, October 10, 2022

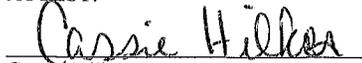
ARAPHAOE-HOLBROOK PUBLIC SCHOOLS

BY:



Lisa Anderson, President

ATTEST:



Cassie Hilker, Secretary

**MINUTES OF THE MEETING OF THE BOARD OF EDUCATION OF ARAPAHOE-HOLBROOK PUBLIC SCHOOLS
FINANCE COMMITTEE**

A meeting of the Board of Education of Arapahoe-Holbrook Public Schools Finance Committee was convened on October 10th, 2022, at 6:30 pm in the Board Room, 610 Walnut Street, Arapahoe, Nebraska.

Board Member(s) Present: Lisa Anderson, Chad Carpenter, and Brad Schutz.

Board Member(s) Absent: None.

Staff Present: Bob Drews, Superintendent, and Cassie Hilker, Board Secretary.

Staff Absent: None.

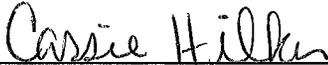
The committee reviewed the documents/reports provided.

The committee discussed the following items/topics:

- Claims.
- Alicap visit.
- Insurance coverage, replacement cost.
- Bus lease options.
- General fund cash flow.

The meeting ended at approximately 6:55 pm.

ATTEST:



Cassie Hilker, Secretary

**MINUTES OF THE MEETING OF THE BOARD OF EDUCATION OF ARAPAHOE-HOLBROOK PUBLIC SCHOOLS
NEGOTIATIONS COMMITTEE**

A meeting of the Board of Education of Arapahoe-Holbrook Public Schools Negotiations Committee was convened on October 27th, 2022, at 7:00 am in the Board Room, 610 Walnut Street, Arapahoe, Nebraska.

Board Member(s) Present: Erick Lee, Brad Schutz, and Dan Warner.

Board Member(s) Absent: None.

AEA Member(s) Present: Lynn Crosley, Dustin Kronhofman, and John Strand.

AEA Member(s) Absent: None.

Staff Present: Bob Drews, Superintendent, and Cassie Hilker, Board Secretary.

Staff Absent: None.

The board committee reviewed the documents/reports provided and discussed the following items/topics:

- Starting first year teachers on Step 3 of the Salary Schedule and freezing until placement reached.
- Spreading first year teacher salaries over 13 months vs 12 months so they receive a paycheck in August.
- Adding life or vision insurance to staff benefits.
- Classified Staff pay increase.

The board committee and AEA committee met at 7:35 am and discussed the following items/topics:

- Board recognized AEA as bargaining unit.
- Board and AEA agreed on keeping the same array (Medicine Valley, Wilcox-Hildreth, Overton, Eustis-Farnam, Loomis, Southwest, Bertrand, Elwood, Cambridge, Southern Valley, Alma, Elm Creek, and Arapahoe).

The AEA proposed the below items to the Board for negotiation:

- Maintain the same insurance coverage (Standard PPO \$1,050 deductible plan & High Deductible \$3,800 plan).
- Payment or incentive for discretionary days over maximum amount.
 - o Discussed options, will come up with more information/proposal.
- Change salary schedule from a 4 x 4.5 to a 4 x 5.
- Increase base salary amount from \$36,650 to \$38,650 (\$2,000 increase).
- Extra Duty Schedule updates: FFA, FCCLA, Student Council, JH coaching positions, One Act, Musical/Play.

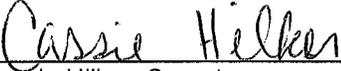
The board shared the below items with the AEA for negotiation:

- Starting first year teachers on Step 3 of the Salary Schedule and freezing until placement reached.
- Spreading first year teacher salaries over 13 months vs 12 months so they receive a paycheck in August (not a negotiated item, but want to have communication about this with AEA).
- Addition of life and/or vision insurance to benefits.

The board and AEA agreed to continue negotiation discussions via email with Mr. Drews as the point of contact until the need for another face-to-face meeting.

The meeting ended at approximately 8:00 am.

ATTEST:



Cassie Hilker, Secretary

**Arapahoe Public Schools - Dist 18 Treasurer's Report
October 31, 2022**

General Fund

Beginning Balance October 1, 2022	\$	1,240,226.56
Receipts:		
Frontier County Treasurer	\$	-
Furnas County Treasurer	\$	24,349.13
Gosper County Treasurer	\$	-
Interest	\$	534.19
State of Nebraska	\$	17,747.56
EHA Wellness	\$	5,285.00
Preschool	\$	1,377.00
ESU Unit #11 and #10	\$	2,149.90
Phelps Memorial Hospital	\$	-
General Clearing	\$	2,118.99
Section 125	\$	4,592.91
Equipment Sales	\$	3,455.00
EOY Adj-Section 125	\$	-
	\$	61,609.68
Disbursements:	\$	419,273.11
Closing Balance October 31, 2022	\$	<u>882,563.13</u>

ACCOUNTS:

Cash Account	\$	81,286.38
Clearing Cash Account	\$	9,844.02
Section 125 Cash Account	\$	6,477.73
First Central CD	\$	784,955.00
	\$	<u>882,563.13</u>

Building Fund

Beginning Balance October 1, 2022	\$	170,354.02
Receipts:	\$	94.74
Disbursements:	\$	31,814.17
Closing Balance October 31, 2022	\$	<u>138,634.59</u>

ACCOUNTS:

Cash Account-First Central	\$	9.59
MM Account-First State	\$	-
First Central CD	\$	138,625.00
First State CD	\$	-
	\$	<u>138,634.59</u>

Bond Fund

Beginning Balance October 1, 2022	\$	959,347.41
Receipts:	\$	10,203.69
Disbursements:	\$	-
Closing Balance October 31, 2022	\$	<u>969,551.10</u>

ACCOUNTS:

Cash Account-First Central	\$	8,691.10
First Central CD	\$	960,860.00
First State CD	\$	-
	\$	<u>969,551.10</u>

Depreciation

Beginning Balance October 1, 2022	\$	213,995.21
Receipts:	\$	119.02
Disbursements:	\$	1,369.53
Closing Balance October 31, 2022	\$	<u>212,744.70</u>

ACCOUNTS:

Cash Account	\$	4.70
First Central CD	\$	212,740.00
First State CD	\$	-
	\$	<u>212,744.70</u>

Qualified Capital Purpose Undertaking
--

Beginning Balance October 1, 2022	\$	55.65
Receipts:	\$	-
Disbursements:	\$	-
Closing Balance October 31, 2022	\$	<u>55.65</u>

ACCOUNTS:

Cash Account	\$	55.65
First Central CD	\$	-
First State CD	\$	-
	\$	<u>55.65</u>

Employee Benefit

Beginning Balance October 1, 2022	\$	5,450.12
Receipts:	\$	3.03
Disbursements:	\$	-
Closing Balance October 31, 2022	\$	<u>5,453.15</u>

ACCOUNTS:

Cash Account	\$	8.15
First Central CD	\$	5,445.00
First State CD	\$	-
	\$	<u>5,453.15</u>

Student Fees

Beginning Balance October 1, 2022	\$	19,345.85
Receipts:	\$	79.00
Disbursements:	\$	79.00
Closing Balance October 31, 2022	\$	<u>19,345.85</u>

ACCOUNTS:

Cash Account	\$	19,345.85
First Central CD	\$	-
First State CD	\$	-
	\$	<u>19,345.85</u>

School Lunch

Beginning Balance October 1, 2022	\$	40,163.01
Receipts:	\$	32,591.89
Disbursements:	\$	33,710.35
Closing Balance October 31, 2022	\$	<u>39,044.55</u>

ACCOUNTS:

Cash Account	\$	39,044.55
First Central CD	\$	-
First State CD	\$	-
	\$	<u>39,044.55</u>

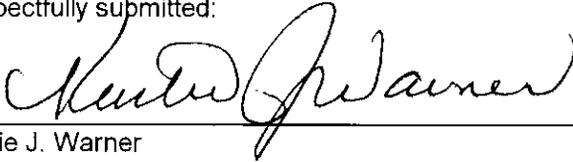
Activities

Beginning Balance October 1, 2022	\$	139,101.31
Receipts:	\$	14,327.50
Disbursements:	\$	20,294.35
Closing Balance October 31, 2022	\$	<u>133,134.46</u>

ACCOUNTS:

Cash Account	\$	133,134.46
First Central CD	\$	-
First State CD	\$	-
	\$	<u>133,134.46</u>

Respectfully submitted:



Kristie J. Warner
District 18 Treasurer

Arapahoe Public School District

Account Balance Report

September 2022 - August 2023

	Sep-22	Oct-22	Nov-22	YTD Average	Change in Balance	Aug-22
Fund Cash Accounts						
01-General	264,615	81,286	50,524	132,142	(7,533)	88,819
01-General Clearing	10,035	9,844	9,844	9,908	(156)	10,000
01-General Section 125	6,621	6,478	5,426	6,175	1,688	4,790
02-Depreciation	0	5	4	3	(99,997)	100,002
03-Employee Benefit	5	8	4	6	5	3
05-Activities	139,101	133,134	131,487	134,574	(14,581)	147,715
06-Nutrition	40,163	39,045	19,862	33,023	(11,749)	50,793
07-Bond	45,972	8,691	2	18,222	(3,737)	12,428
08-Building (FCB)	4	10	0	5	(2,750)	2,759
08-Building (FSB)	-	-	-	-	-	-
09-QCPUF	56	56	56	56	-	56
12-Student Fee	19,346	19,346	19,298	19,330	305	19,041
Total - Cash	\$ 525,919	\$ 297,902	\$ 236,506	\$ 96,393	\$ (138,504)	\$ 436,406
CD Accounts						
01-General (First Central)	958,955	784,955	357,955	700,622	171,000	613,955
01-General (First State)	-	-	-	-	-	-
02-Depreciation	213,995	212,740	212,965	213,233	98,785	113,955
03-Employee Benefit	5,445	5,445	3,155	4,682	-	5,445
07-Bond	913,375	960,860	148,835	674,357	181,145	779,715
08-Building	170,350	138,625	135,760	148,245	(37,760)	176,385
09-QCPUF	-	-	-	-	-	-
Total - CD	\$ 2,262,120	\$ 2,102,625	\$ 858,670	\$ 474,856	\$ 413,170	\$ 1,689,455
Total - All	\$ 2,788,039	\$ 2,400,527	\$ 1,095,176	\$ 571,249	\$ 274,666	\$ 2,125,861

Arapahoe Public School District
Account Balance Report by Fund
September 2022 - August 2023

	Sep-22	Oct-22	Nov-22	YTD Average	Change in Balance	Aug-22
01-General						
01-General Cash	264,615	81,286	50,524	132,142	(7,533)	88,819
01-General Clearing	10,035	9,844	9,844	9,908	(156)	10,000
01-General Section 125	6,621	6,478	5,426	6,175	1,688	4,790
01-General CD (First Central)	958,955	784,955	357,955	700,622	171,000	613,955
01-General CD (First State)	-	-	-	-	-	-
Total - General	\$ 1,240,227	\$ 882,563	\$ 423,750	\$ 848,846	\$ 165,000	\$ 717,564
02-Depreciation						
02-Depreciation Cash	0	5	4	3	(99,997)	100,002
02-Depreciation CD	213,995	212,740	212,965	213,233	98,785	113,955
Total - Depreciation	\$ 213,995	\$ 212,745	\$ 212,969	\$ 213,236	\$ (1,212)	\$ 213,957
03-Employee Benefit						
03-Employee Benefit Cash	5	8	4	6	5	3
03-Employee Benefit CD	5,445	5,445	3,155	4,682	-	5,445
Total - Employee Benefit	\$ 5,450	\$ 5,453	\$ 3,159	\$ 4,687	\$ 5	\$ 5,448
05-Activities						
05-Activities Cash	139,101	133,134	131,487	134,574	(14,581)	147,715
Total - Activities	\$ 139,101	\$ 133,134	\$ 131,487	\$ 134,574	\$ (14,581)	\$ 147,715
06-Nutrition						
06-Nutrition Cash	40,163	39,045	19,862	33,023	(11,749)	50,793
Total - Nutrition	\$ 40,163	\$ 39,045	\$ 19,862	\$ 33,023	\$ (11,749)	\$ 50,793
07-Bond						
07-Bond Cash	45,972	8,691	2	18,222	(3,737)	12,428
07-Bond CD	913,375	960,860	148,835	674,357	181,145	779,715
Total - Bond	\$ 959,347	\$ 969,551	\$ 148,837	\$ 692,579	\$ 177,408	\$ 792,143
08-Building						
08-Building Cash (FCB)	4	10	0	5	(2,750)	2,759
08-Building Cash (FSB)	-	-	-	-	-	-
08-Building CD	170,350	138,625	135,760	148,245	(37,760)	176,385
Total - Building	\$ 170,354	\$ 138,635	\$ 135,760	\$ 148,250	\$ (40,510)	\$ 179,144
09-QCPUF						
09-QCPUF Cash	56	56	56	56	-	56
09-QCPUF CD	-	-	-	-	-	-
Total - QCPUF	\$ 56	\$ 56	\$ 56	\$ 56	\$ -	\$ 56
12-Student Fee						
12-Student Fee Cash	19,346	19,346	19,298	19,330	305	19,041
Total - Student Fee	\$ 19,346	\$ 19,346	\$ 19,298	\$ 19,330	\$ 305	\$ 19,041
Total - All	\$ 2,788,039	\$ 2,400,527	\$ 1,095,176	\$ 2,094,581	\$ 274,666	\$ 2,125,861

Arapahoe Public School District									
Receipt / Expenditure Report									
September 2022 - August 2023									
	Sep-22	Oct-22	Nov-22	YTD Average	YTD Actual	YTD Budget	% Remaining	Over Budget / (Under Budget)	
Receipts									
01-General	913,233	61,610	85,219	353,354	1,060,062	5,217,060	79.68%	(4,156,998)	
02-Depreciation	39	119	224	127	382	243,983	99.84%	(243,601)	
03-Employee Benefit	2	3	6	4	11	18	41.06%	(7)	
05-Activities	11,759	14,328	9,613	11,900	35,700	191,850	81.39%	(156,150)	
06-Nutrition	26,525	32,592	5,668	21,595	64,785	356,878	81.85%	(292,093)	
07-Bond	167,204	10,204	10,811	62,740	188,219	817,575	76.98%	(629,356)	
08-Building (FCB)	60	95	146	100	301	200,720	99.85%	(200,420)	
08-Building (FSB)	-	-	-	-	-	-	-	-	
09-QCPIUF	-	-	-	-	-	-	-	-	
12-Student Fee	305	79	-	128	384	5,000	92.32%	(4,616)	
Total Receipts	\$ 1,119,126	\$ 119,029	\$ 111,687	\$ 449,947	\$ 1,349,842	\$ 7,033,084	80.81%	\$ (5,683,242)	
Expenditures									
01-General	390,570	419,273	544,033	451,292	1,353,876	6,618,423	79.54%	(5,264,547)	
02-Depreciation	-	1,370	-	457	1,370	457,939	99.70%	(456,569)	
03-Employee Benefit	-	-	2,300	767	2,300	5,465	57.91%	(3,165)	
05-Activities	20,373	20,294	11,261	17,310	51,929	346,031	84.99%	(294,102)	
06-Nutrition	37,155	33,710	24,851	31,905	95,716	403,501	76.28%	(307,785)	
07-Bond	-	-	831,525	277,175	831,525	1,705,177	51.24%	(873,652)	
08-Building (FCB)	8,850	31,814	3,020	14,561	43,684	377,109	88.42%	(333,425)	
08-Building (FSB)	-	-	-	-	-	-	-	-	
09-QCPIUF	-	-	-	-	-	56	100.00%	(56)	
12-Student Fee	-	79	48	42	127	24,007	99.47%	(23,880)	
Total Expenditures	\$ 456,948	\$ 506,541	\$ 1,417,038	\$ 793,509	\$ 2,380,526	\$ 9,937,708	76.05%	\$ (7,557,182)	

Additional Information:		Sep-22	Oct-22	Nov-22	Total Sep-Dec	Total Jan-Aug	Total Sep-Aug
General Fund Only							
Frontier County Taxes Coll'd	15,061	-	-	-	\$ 15,061	\$ -	\$ 15,061
Furnas County Taxes Coll'd	481,594	7,723	35,239	-	\$ 524,556	\$ -	\$ 524,556
Gosper County Taxes Coll'd	206,968	-	1,762	-	\$ 208,730	\$ -	\$ 208,730
Interest on RE/PP Frontier Co. Taxes Coll'd	-	-	-	-	\$ -	\$ -	\$ -
Interest on RE/PP Furnas Co. Taxes Coll'd	322	325	763	-	\$ 1,410	\$ -	\$ 1,410
Interest on RE/PP Gosper Co. Taxes Coll'd	193	-	107	-	\$ 300	\$ -	\$ 300
Carlisle Taxes (All Counties)	609	-	-	-	\$ 609	\$ -	\$ 609
Motor Vehicle Taxes (All Counties)	23,866	13,112	10,855	-	\$ 47,833	\$ -	\$ 47,833
Fines & Licenses (All Counties)	1,678	2,361	2,819	-	\$ 6,858	\$ -	\$ 6,858
Homestead (All Counties)	-	-	-	-	\$ -	\$ -	\$ -
Prop/Pers Prop Tax Credit (All Counties)	-	-	-	-	\$ -	\$ -	\$ -
Pro Rate MV (All Counties)	-	827	-	-	\$ 827	\$ -	\$ 827
State Aid	15,898	15,869	-	-	\$ 31,767	\$ -	\$ 31,767
SPED SA Reimb FY 20-21 (Approx. 43%)	-	-	-	-	\$ -	\$ -	\$ -
Apportionment (School Land)	-	-	-	-	\$ -	\$ -	\$ -
Inter-Fund Loan	-	-	-	-	\$ -	\$ -	\$ -
All other receipts	167,044	21,392	33,675	-	\$ 222,110	\$ -	\$ 222,110
Total Taxes Coll'd	703,624	7,723	37,001	-	\$ 748,348	\$ -	\$ 748,348
Expenditures-Payroll/Benefits	330,004	328,923	328,579	-	\$ 987,505	\$ -	\$ 987,505
Expenditures-All Other	60,566	90,350	215,454	-	\$ 366,370	\$ -	\$ 366,370
Inter-Fund Loan Repayment XX/XX/XX	-	-	-	-	\$ -	\$ -	\$ -
Running Balance	\$ 1,240,227	\$ 882,563	\$ 423,750				
\$ 717,564							
^ Cash on Hand as of 8/31/22							
Number of Months the District could operate with the monthly cash balances based on average expenditures of \$400k	3.10	2.21	1.06				
Nutrition Fund Only							
State of NE Reimb	15,514	20,292	-	-	\$ 35,807	\$ -	\$ 35,807
Xfr from General Fund	-	-	-	-	\$ -	\$ -	\$ -
All other receipts	11,010	12,300	5,668	-	\$ 28,978	\$ -	\$ 28,978
Expenditures-Payroll/Benefits	9,564	10,779	8,114	-	\$ 28,458	\$ -	\$ 28,458
Expenditures-All Other	27,591	22,931	16,737	-	\$ 67,259	\$ -	\$ 67,259
Running Balance	\$ 40,163	\$ 39,045	\$ 19,862				
\$ 50,793							
^ Cash on Hand as of 8/31/22							
Number of Months the District could operate with the monthly cash balances based on average expenditures of \$32.5K	1.24	1.20	0.61				

	Sep-22	Oct-22	Nov-22	Total Sep-Dec	Total Jan-Aug	Total Sep-Aug
Building (FCB) Fund Only						
Frontier County Taxes Coll'd	-	-	-	\$ -	\$ -	\$ -
Furnas County Taxes Coll'd	-	-	-	\$ -	\$ -	\$ -
Gosper County Taxes Coll'd	-	-	-	\$ -	\$ -	\$ -
Interest on RE/PP Frontier Co. Taxes Coll'd	-	-	-	\$ -	\$ -	\$ -
Interest on RE/PP Furnas Co. Taxes Coll'd	-	-	-	\$ -	\$ -	\$ -
Interest on RE/PP Gosper Co. Taxes Coll'd	-	-	-	\$ -	\$ -	\$ -
Inter-Fund Loan	60	95	146	\$ 301	\$ -	\$ 301
All other receipts						
Total Taxes Coll'd				\$ -	\$ -	\$ -
Expenditures-All Other	8,850	31,814	3,020	\$ 43,684	\$ -	\$ 43,684
Inter-Fund Loan to General Fund	-			\$ -	\$ -	\$ -
Running Balance	\$ 170,354	\$ 138,635	\$ 135,760			
\$ 179,144						
^ Cash on Hand as of 8/31/22						
Bond Fund Only						
Frontier County Taxes Coll'd	2,885	693	-	\$ 3,578	\$ -	\$ 3,578
Furnas County Taxes Coll'd	114,553	1,821	8,383	\$ 124,758	\$ -	\$ 124,758
Gosper County Taxes Coll'd	49,237	6,835	1,210	\$ 57,282	\$ -	\$ 57,282
Interest on RE/PP Frontier Co. Taxes Coll'd	-	-	-	\$ -	\$ -	\$ -
Interest on RE/PP Furnas Co. Taxes Coll'd	74	72	181	\$ 327	\$ -	\$ 327
Interest on RE/PP Gosper Co. Taxes Coll'd	46	14	25	\$ 85	\$ -	\$ 85
Carline (All Counties)	145	-	-	\$ 145	\$ -	\$ 145
Homestead (All Counties)	-	-	-	\$ -	\$ -	\$ -
Prop/Pers Prop Tax Credit (All Counties)	-	-	-	\$ -	\$ -	\$ -
Pro Rate MV (All Counties)	-	260	-	\$ 260	\$ -	\$ 260
Transfer from General Fund	-	-	-	\$ -	\$ -	\$ -
All other receipts	265	508	1,011	\$ 1,784	\$ -	\$ 1,784
Total Taxes Coll'd	166,675	9,350	9,593	\$ 185,618	\$ -	\$ 185,618
Expenditures-All Other	-	-	831,525	\$ 831,525	\$ -	\$ 831,525
Running Balance	\$ 959,347	\$ 969,551	\$ 148,837			
\$ 792,143						
^ Cash on Hand as of 8/31/22						

Arapahoe Public School District #18

Cash Receipts Customer History Report - October 2022

Customer Name				
1 - Furnas County Treasurer				
Batch No.	Receipt No.	Date	Description	Amount
003030	00002	10/11/2022	Fines (Gen)	\$2,211.24
003031	00001	10/11/2022	Interest / Penalties (Bond)	\$18.79
003030	00001	10/11/2022	Interest / Penalties (Gen)	\$89.55
003030	00003	10/11/2022	MV (Gen)	\$13,112.14
003031	00002	10/11/2022	Taxes (Bond)	\$985.99
003030	00004	10/11/2022	Taxes (Gen)	\$4,200.37
003069	00001	10/21/2022	Interest / Penalties (Bond)	\$53.35
003068	00001	10/21/2022	Interest / Penalties (Gen)	\$235.76
003068	00003	10/21/2022	Municipal Fines & Licenses (Gen)	\$150.00
003069	00002	10/21/2022	Pro-Rate MV (Bond)	\$196.84
003068	00002	10/21/2022	Pro-Rate MV (Gen)	\$827.43
003069	00003	10/21/2022	Taxes (Bond)	\$835.49
003068	00004	10/21/2022	Taxes (Gen)	\$3,522.64
Sub Total				\$26,439.59
Customer Name				
10 - State of NE-Lunch				
Batch No.	Receipt No.	Date	Description	Amount
003070	00003	10/25/2022	Breakfast FY 2022 (Nut)	\$3,541.35
003070	00004	10/25/2022	Lunch-Sect 4 6cent FY2022 (Nut)	\$460.08
003070	00002	10/25/2022	Lunch-Section 11 FY 2022 (Nut)	\$11,747.60
003070	00001	10/25/2022	Lunch-Section 4 FY 2022 (Nut)	\$4,543.29
Sub Total				\$20,292.32
Customer Name				
2 - Gosper County Treasurer				
Batch No.	Receipt No.	Date	Description	Amount
003090	00001	10/7/2022	Interest / Penalties (Bond)	\$13.93
003090	00002	10/7/2022	Pro-Rate MV (Bond)	\$62.95
003090	00003	10/7/2022	Taxes (Bond)	\$6,835.22
Sub Total				\$6,912.10
Customer Name				
3 - Frontier County Treasurer				
Batch No.	Receipt No.	Date	Description	Amount
003047	00001	10/17/2022	Taxes (Bond)	\$693.14
Sub Total				\$693.14
Customer Name				
4 - State of Nebraska-Medicaid				
Batch No.	Receipt No.	Date	Description	Amount
003055	00001	10/14/2022	MAC MM 22 (Gen)	\$1,878.56
Sub Total				\$1,878.56
Customer Name				
5 - State of Nebraska-State Aid				
Batch No.	Receipt No.	Date	Description	Amount
003078	00001	10/31/2022	State Aid (Gen)	\$15,869.00

Sub Total				\$15,869.00
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Customer Name
7 - First-Central Bank

Batch No.	Receipt No.	Date	Description	Amount
003039	00001	10/14/2022	CD Int (Bldg)	\$94.74
003038	00001	10/14/2022	CD Int (Bond)	\$507.99
003037	00001	10/14/2022	CD Int (Dep)	\$119.02
003036	00001	10/14/2022	CD Int (Emp Ben)	\$3.03
003040	00001	10/14/2022	CD Int (Gen)	\$533.33
003088	00001	10/31/2022	Interest (Gen)	\$0.86
Sub Total				\$1,258.97

Customer Name
8 - Various / Miscellaneous

Batch No.	Receipt No.	Date	Description	Amount
003021	00001	10/3/2022	10/3/22 Meal Deposit (Nut)	\$200.00
003022	00001	10/3/2022	10/3/22 Meal Deposit (Nut)	\$50.00
003018	00001	10/4/2022	Cheer - 9/30/22 Homecoming Fundraiser	\$162.00
003015	00001	10/4/2022	FCCLA - Spllt the Pot	\$366.00
003016	00001	10/4/2022	Football - 9/30/22 Homecoming Game Gate/Admissions	\$1,076.00
003014	00001	10/4/2022	Re-deposit start cash on 2 extra activities boxes handed out for Homecoming	\$600.00
003020	00002	10/4/2022	Spanish Club - 1/2 9/30/22 Arbys Fundraiser	\$761.50
003020	00001	10/4/2022	Speech - 1/2 9/30/22 Arbys Fundraiser	\$761.50
003019	00001	10/4/2022	STUCO - Homecoming Dance Admissions	\$370.00
003017	00001	10/4/2022	Volleyball - 9/30/22 Homecoming Game Gate/Admissions	\$529.00
003026	00001	10/5/2022	Boys Basketball - Fundraiser Supper	\$335.50
003025	00001	10/5/2022	Unified Bowling - Form AD filled out	\$300.00
003023	00001	10/5/2022	Volleyball - 10/4/22 - APS vs Axtell Gate/Admissions	\$409.00
003024	00001	10/5/2022	Volleyball - 8/31 Quad Entry Fee	\$50.00
003032	00001	10/6/2022	10/6/22 Meal Deposit (Nut)	\$100.00
003033	00001	10/6/2022	10/6/22 Meal Deposit (Nut)	\$100.00
003034	00001	10/11/2022	10/11/22 Meal Deposit (Nut)	\$100.00
003035	00001	10/11/2022	10/11/22 Meal Deposit (Nut)	\$25.00
003029	00008	10/11/2022	10/4/22 Meal Deposits (Nut)	\$590.00
003029	00007	10/11/2022	10/4/22 Sales (Nut)	\$3.75
003029	00009	10/11/2022	10/5/22 Meal Deposits (Nut)	\$200.00
003029	00011	10/11/2022	10/6/22-10/7/22 Meal Deposits (Nut)	\$1,072.00
003029	00010	10/11/2022	10/6/22-10/7/22 Sales (Nut)	\$7.50
003029	00002	10/11/2022	9/27/22-9/28/22 Meal Deposits (Nut)	\$795.80
003029	00001	10/11/2022	9/27/22-9/28/22 Sales (Nut)	\$14.15
003029	00004	10/11/2022	9/29/22 Meal Deposits (Nut)	\$328.00
003029	00003	10/11/2022	9/29/22 Sales (Nut)	\$3.75
003029	00006	10/11/2022	9/30/22 Meal Deposits (Nut)	\$545.00
003029	00005	10/11/2022	9/30/22 Sales (Nut)	\$3.75
003027	00002	10/11/2022	Activity Passes (Act)	\$70.00
003027	00001	10/11/2022	JH VB Shirts (Act)	\$216.00
003028	00001	10/11/2022	Sale of 1980 Dodge Pickup (Gen)	\$1,000.00
003028	00002	10/11/2022	Sale of 2010 Chevy Midbus (Gen)	\$2,000.00
003041	00001	10/12/2022	10/12/22 Meal Deposit (Nut)	\$260.00
003054	00001	10/13/2022	10/13/22 Meal Deposit (Nut)	\$80.00
003056	00001	10/14/2022	10/14/22 Meal Deposit (Nut)	\$100.00
003042	00005	10/14/2022	Brelnig, P-FSA (Sect 125)	\$170.00
003042	00006	10/14/2022	Eman, K-FSA (Sect 125)	\$99.00

003042	00007	10/14/2022	Foley, M-FSA (Sect 125)	\$100.00
003042	00001	10/14/2022	Helms, K-DCA (Sect 125)	\$375.00
003042	00008	10/14/2022	Johansen, T-FSA (Sect 125)	\$50.00
003042	00009	10/14/2022	Monie, L-FSA (Sect 125)	\$237.50
003042	00010	10/14/2022	Perez, R-FSA (Sect 125)	\$237.50
003042	00003	10/14/2022	Rawson, M-DCA (Sect 125)	\$416.66
003042	00002	10/14/2022	Strand, J-DCA (Sect 125)	\$100.00
003042	00004	10/14/2022	Thomas, H-DCA (Sect 125)	\$333.33
003048	00003	10/17/2022	10/10/22 Meal Deposits (Nut)	\$250.00
003048	00002	10/17/2022	10/10/22 Sales (Nut)	\$3.75
003048	00005	10/17/2022	10/11/22-10/12/22 Meal Deposits (Nut)	\$312.50
003048	00004	10/17/2022	10/11/22-10/12/22 Sales (Nut)	\$11.75
003048	00007	10/17/2022	10/13/22 Meal Deposits (Nut)	\$770.00
003048	00006	10/17/2022	10/13/22 Sales (Nut)	\$5.50
003061	00001	10/17/2022	10/17/22 Meal Deposit (Nut)	\$110.00
003062	00001	10/17/2022	10/17/22 Meal Deposit (Nut)	\$20.00
003043	00004	10/17/2022	Anderson-Insurance-Oct (Gen-Clrng)	\$2,087.93
003049	00001	10/17/2022	Backpack Program - St Germanus Altar Society Donation	\$150.00
003044	00001	10/17/2022	Candy Bar Sales (Act)	\$120.00
003045	00002	10/17/2022	Clothing Donation (Act)	\$150.00
003051	00001	10/17/2022	Cross Country - Entry 9/15/22 Entry Fees	\$210.00
003048	00001	10/17/2022	DeVries, M-Reimb APS for Food Purch'd (Nut)	\$107.22
003052	00001	10/17/2022	FCCLA - Reimbursement - DLC	\$90.00
003050	00001	10/17/2022	Football - Moving Mr. Collins Fundraiser	\$500.00
003043	00005	10/17/2022	Lambert, J-BCBS (Gen-Clrng)	\$5.90
003043	00006	10/17/2022	Maaske, C-BCBS (Gen-Clrng)	\$5.90
003045	00001	10/17/2022	Recorder Money (Act)	\$6.00
003046	00002	10/17/2022	Schutz-(6) Chairs (Gen)	\$30.00
003043	00001	10/17/2022	Schutz-Insurance-Oct (Gen-Clrng)	\$1,321.63
003046	00001	10/17/2022	Shearer-(4) Chairs (Gen)	\$20.00
003053	00001	10/17/2022	Weatherbee-Computer Repair (Stud Fee)	\$79.00
003043	00007	10/17/2022	Weatherwax, Le-BCBS (Gen-Clrng)	\$16.65
003043	00003	10/17/2022	Weatherwax, L-Insurance-Oct (Gen-Clrng)	\$1,149.00
003043	00008	10/17/2022	Weatherwax, Ly-BCBS (Gen-Clrng)	\$5.90
003063	00001	10/18/2022	10/18/22 Meal Deposit (Nut)	\$625.00
003064	00001	10/18/2022	10/18/22 Meal Deposit (Nut)	\$350.00
003065	00001	10/19/2022	10/19/22 Meal Deposit (Nut)	\$155.00
003059	00004	10/20/2022	10/14/22-10/18/22 Meal Deposits (Nut)	\$506.25
003059	00003	10/20/2022	10/14/22-10/18/22 Sales (Nut)	\$7.90
003060	00002	10/20/2022	10/19/22 Meal Deposits (Nut)	\$876.00
003060	00001	10/20/2022	10/19/22 Sales (Nut)	\$6.25
003066	00001	10/20/2022	10/20/22 Meal Deposit (Nut)	\$450.00
003058	00001	10/20/2022	Candy Bar Sales (Act)	\$60.00
003059	00001	10/20/2022	Crosley-Reimb APS food purch'd (Nut)	\$36.00
003057	00001	10/20/2022	FCCLA - Butterbraids Fundraiser	\$5,540.00
003059	00002	10/20/2022	McCarty's-Yogurt Donation (Nut)	\$644.75
003067	00001	10/21/2022	Perkins-Drones-Stagemeyer (Gen)	\$2,149.90
003082	00001	10/24/2022	10/24/22 Meal Deposit (Nut)	\$80.00
003083	00001	10/25/2022	10/25/22 Meal Deposit (Nut)	\$200.00
003073	00002	10/26/2022	10/20/22-10/24/22 Meal Deposits (Nut)	\$811.25
003073	00001	10/26/2022	10/20/22-10/24/22 Sales (Nut)	\$18.25
003075	00002	10/26/2022	10/25/22 Meal Deposits (Nut)	\$351.00
003075	00001	10/26/2022	10/25/22 Sales (Nut)	\$3.75
003084	00001	10/26/2022	10/26/22 Meal Deposit (Nut)	\$200.00

003071	00002	10/26/2022	Butter Braid FR (Act)	\$15.00
003071	00001	10/26/2022	Candy Bar Sales (Act)	\$60.00
003072	00001	10/26/2022	EHA Wellness (Gen)	\$5,285.00
003072	00002	10/26/2022	PK (Gen)	\$1,377.00
003074	00001	10/26/2022	Shearer-Computer (Gen)	\$200.00
003085	00001	10/27/2022	10/27/22 Meal Deposit (Nut)	\$50.00
003080	00001	10/28/2022	10/26/22 Donation (Nut)	\$0.35
003080	00003	10/28/2022	10/26/22 Meal Deposits (Nut)	\$505.90
003080	00002	10/28/2022	10/26/22 Sales (Nut)	\$2.50
003086	00001	10/28/2022	10/28/22 Meal Deposit (Nut)	\$60.00
003079	00001	10/28/2022	Chocolate Bar Sales (Act)	\$60.00
003076	00001	10/28/2022	FFA - Dues & Extra Shirt Sales	\$360.00
003077	00001	10/28/2022	FFA - Faw's Garage/RAM Grant	\$1,000.00
003081	00001	10/28/2022	Tables & Chairs (Gen)	\$205.00
003089	00001	10/31/2022	10/31/22 Meal Deposit (Nut)	\$190.00
Sub Total				\$45,684.87
Grand Total				\$119,028.55

Arapahoe Public School District
Check Payments by Fund Report
November 15, 2022

Fund	Amount	Percent
01-General (Claims)	\$ 214,923.69	15.29%
01-General (Payroll & Benefits)	\$ 328,578.65	23.38%
02-Depreciation	\$ -	
03-Employee Benefit	\$ 2,300.00	0.16%
06-Nutrition (Claims)	\$ 16,737.15	1.19%
06-Nutrition (Payroll & Benefits)	\$ 8,113.81	0.58%
07-Bond	\$ 831,524.89	59.17%
08-Building (FCB)	\$ 3,020.00	0.21%
08-Building (FSB)	\$ -	
09-QCPUF	\$ -	
12-Student Fee	\$ 48.00	0.00%
Total Claims	\$ 1,068,553.73	76.04%
Total Payroll	\$ 336,692.46	23.96%
Total Claims & Payroll	\$ 1,405,246.19	

* A motion is needed to approve the claims including the General Fund, Employee Benefit Fund, Nutrition Fund, Bond Fund, Building Fund, and Student Fee Fund totaling \$1,405,246.19.

* Lee abstaining from Claim No. 35576 to Erick Lee for \$33.53.

* Whipple abstaining from Claim No. 35555 to Arapahoe Telephone Company (ATC) for \$359.07.

Arapahoe Public School District #18

Check Listing Report 11/15/2022

Check Date	Check Number	Payee	Amount
11/15/2022	PR	Payroll & Benefits	\$336,692.46
10/19/2022	35512	Grandpa's Punkinberry Patch	\$21.00
10/21/2022	35517	Jana's Campaign	\$500.00
11/15/2022	35550	Ag Valley Cooperative Non-Stock	\$4,620.28
11/15/2022	35551	Amazon Capital Services	\$980.34
11/15/2022	35552	Ambience Counseling Center, LLC	\$4,963.00
11/15/2022	35614	Arapahoe Chamber Of Commerce	\$2,300.00
11/15/2022	35553	Arapahoe Utilities	\$7,884.65
11/15/2022	35554	AT& T	\$137.81
11/15/2022	35555	ATC Communications	\$359.07
11/15/2022	35556	Bernard Food Industries	\$589.96
11/15/2022	35557	Bio Corporation	\$121.03
11/15/2022	35558	Black Hills Energy	\$1,233.58
11/15/2022	35559	Bluffs Facility Solutions	\$441.86
11/15/2022	35560	BOK Financial	\$831,524.89
11/15/2022	35561	Brenda Goshert	\$160.75
11/15/2022	35562	Buck Franssen	\$14.61
11/15/2022	35563	CAMAS Publishing, LLC	\$739.97
11/15/2022	35564	Cash-Wa Distributing Company of Kearney, Inc.	\$5,935.50
11/15/2022	35565	CENGAGE LEARNING	\$450.00
11/15/2022	35566	Christina Maaske	\$7.00
11/15/2022	35616	Computer Hardware	\$150.00
11/15/2022	35624	Computer Hardware	\$4,634.00
11/15/2022	35567	Cornhusker State Industries	\$3,020.00
11/15/2022	35568	Culligan Water Conditioning	\$321.00
11/15/2022	35569	D & D Service	\$208.00
11/15/2022	35618	D & N	\$298.07
11/15/2022	35570	District 18 General Fund Clearing	\$155.00
11/15/2022	35571	District 18 Nutrition Fund	\$21.25
11/15/2022	35572	Dollar General	\$17.75
11/15/2022	35573	Dustin Kronhofman	\$270.97
11/15/2022	35574	Eakes Office Solutions	\$2,089.58
11/15/2022	35575	Educational Service Unit Coordinating Council	\$960.00
11/15/2022	35576	Erick Lee	\$33.53
11/15/2022	35577	ESU #10	\$412.79
11/15/2022	35619	ESU #11	\$193.96
11/15/2022	35612	First Central Bank	\$22.00
11/15/2022	35613	First Central Bank	\$10.20
11/15/2022	35580	HARRIS SCHOOL SOLUTIONS	\$88.00
11/15/2022	35581	Hemelstrand's Inc.	\$117.98
11/15/2022	35620	Hometown Leasing	\$1,698.34
11/15/2022	35582	J.W. PEPPER & SON, INC	\$246.23
11/15/2022	35583	JOHN STRAND	\$300.00
11/15/2022	35584	Kaitlin Spaulding	\$300.00
11/15/2022	ACH	Katharine E Sisson	\$8,709.75
11/15/2022	35585	KSB School Law, PC, LLO	\$360.00
11/15/2022	35586	MARRIOTT HOTELS & RESORTS	\$218.00

Check Date	Check Number	Payee	Amount
11/15/2022	35587	NATIONAL ART & SCHOOL SUPPLIES INC.	\$97.99
11/15/2022	35588	Nebraska Association of School Boards (NASB)	\$204.00
11/15/2022	35621	Nebraska Central Equipment Inc.	\$565.80
11/15/2022	35589	Nebraska Council of School Administrators	\$400.00
11/15/2022	35590	Nebraskaland Tire Co	\$1,151.52
11/15/2022	35591	NOVA Fitness Equipment	\$662.80
11/15/2022	35592	One Source the Background Check Company	\$176.00
11/15/2022	35593	Quadient	\$500.00
11/15/2022	35594	Raoul Perez	\$300.00
11/15/2022	35595	RAS Technology Consultants, Inc.	\$250.00
11/15/2022	35596	Rasmussen Mechanical Services	\$156,146.99
11/15/2022	35597	Reliable Pest Control Services, Inc.	\$80.00
11/15/2022	35598	S & W Auto Parts	\$162.99
11/15/2022	35599	Schaben Sanitation	\$50.00
11/15/2022	35600	School Specialty, LLC	\$1,643.18
11/15/2022	ACH	Schutz Jennifer A OTR-L	\$5,631.51
11/15/2022	35601	Studies Weekly Inc.	\$215.16
11/15/2022	35602	Sysco Lincoln	\$2,028.21
11/15/2022	35603	Teacher Synergy, LLC	\$868.00
11/15/2022	35604	Team Fitz Graphics	\$285.00
11/15/2022	35605	Tornado Alley	\$14.97
11/15/2022	ACH	U.S. Bank	\$443.82
11/15/2022	35606	Union Bank & Trust Company	\$148.00
11/15/2022	35607	US Foods	\$8,014.42
11/15/2022	35608	Village Uniform	\$458.38
11/15/2022	35609	Wagner's Supermarket, Inc.	\$130.29
11/15/2022	35610	WOODWARD'S DISPOSAL SERVICE, INC.	\$35.00
11/15/2022	35611	Yanda's Music & Pro Audio	\$48.00
Sub Total			\$1,405,246.19

Arapahoe Public School District #18

Check Listing Report 11/15/2022

Check Date	Check Number	Payee	Description	Amount
11/15/2022	PR	Payroll & Benefits	Payroll & Benefits	\$336,692.46
10/19/2022	35512	Grandpa's Punkinberry Patch	Entry Fee-Pumpkin Patch-tenBensel, Breinig, Holstein	\$21.00
10/21/2022	35517	Jana's Campaign	Assembly-Dating Violence (Grades 5-12)	\$500.00
11/15/2022	35550	Ag Valley Cooperative Non-Stock	Fuel	\$4,620.28
11/15/2022	35551	Amazon Capital Services	Deisley-Blood Pressure Cuff for Child	\$37.02
11/15/2022	35551	Amazon Capital Services	Ellis, B-Signature Stamp	\$16.98
11/15/2022	35551	Amazon Capital Services	Ellis, K-Pencil Grips	\$25.47
11/15/2022	35551	Amazon Capital Services	Franssen-Cover for Spreader	\$34.35
11/15/2022	35551	Amazon Capital Services	Franssen-Sloan replacement control for PK boys sink	\$155.87
11/15/2022	35551	Amazon Capital Services	Franssen-Thermostat Cover (5th/6th Locker Room)	\$32.78
11/15/2022	35551	Amazon Capital Services	Franssen-Timer Switch for Outdoor Courts/Playground	\$44.00
11/15/2022	35551	Amazon Capital Services	Helms, C-Toner	\$161.71
11/15/2022	35551	Amazon Capital Services	Hilker-(6) Extension Cords (Offices)	\$264.24
11/15/2022	35551	Amazon Capital Services	Huxoll, A-Large Beads & Pegboards	\$17.99
11/15/2022	35551	Amazon Capital Services	Huxoll, A-Large Beads & Pegboards	\$11.51
11/15/2022	35551	Amazon Capital Services	Huxoll, S-(2) LED Garage Lights	\$25.97
11/15/2022	35551	Amazon Capital Services	Huxoll, S-Outdoor Light Up Traffic Vest	\$25.95
11/15/2022	35551	Amazon Capital Services	Johansen-(2) 2nd Grade Handwriting Workbooks; (1) 6th Grade Language Arts Workbook; (1) 6th Grade Language Arts Reteach w/ Answer Key	\$46.63
11/15/2022	35551	Amazon Capital Services	Stagemeyer, R-Replacement Smartboard Light	\$79.87
11/15/2022	35552	Ambience Counseling Center, LLC	Counseling; Psych - Sept	\$4,963.00
11/15/2022	35614	Arapahoe Chamber Of Commerce	Chamber Bucks for Staff (92 @ \$25 ea)	\$2,300.00
11/15/2022	35553	Arapahoe Utilities	Water & Sewer; Electricity; Trash	\$7,884.65
11/15/2022	35554	AT& T	Long Distance	\$137.81
11/15/2022	35555	ATC Communications	Local Phone	\$359.07
11/15/2022	35556	Bernard Food Industries	Food	\$232.56
11/15/2022	35556	Bernard Food Industries	Food	\$357.40
11/15/2022	35557	Bio Corporation	Snyder-Bullfrogs	\$121.03
11/15/2022	35558	Black Hills Energy	Gas Service	\$1,233.58
11/15/2022	35559	Bluffs Facility Solutions	Huxoll, S-Sparkle Cleaner, Wrestling Mat Cleaner, Disinfecting Spray	\$441.86
11/15/2022	35560	BOK Financial	Bond Series 2021 Payment	\$705,557.50
11/15/2022	35560	BOK Financial	Bond Series 2022 Payment	\$125,967.39
11/15/2022	35561	Brenda Goshert	EHA Grant	\$160.75
11/15/2022	35562	Buck Franssen	Reimb Franssen-Hooks for Senior Banners (DG)	\$14.61
11/15/2022	35563	CAMAS Publishing, LLC	10/10 Claims	\$133.13
11/15/2022	35563	CAMAS Publishing, LLC	10/10 Meeting Notice	\$8.02
11/15/2022	35563	CAMAS Publishing, LLC	10/10 Regular Meeting Minutes	\$127.51
11/15/2022	35563	CAMAS Publishing, LLC	11/14 Meeting Notice	\$8.02
11/15/2022	35563	CAMAS Publishing, LLC	8/23 Claims	\$59.09
11/15/2022	35563	CAMAS Publishing, LLC	8/23 Minutes	\$67.74
11/15/2022	35563	CAMAS Publishing, LLC	9/12 Budget Hearing Minutes	\$43.65
11/15/2022	35563	CAMAS Publishing, LLC	9/12 Claims	\$89.95
11/15/2022	35563	CAMAS Publishing, LLC	9/12 Meeting Notices x 3	\$27.85

Check Date	Check Number	Payee	Description	Amount
11/15/2022	35563	CAMAS Publishing, LLC	9/12 Regular Meeting Minutes	\$130.60
11/15/2022	35563	CAMAS Publishing, LLC	9/12 Tax Request Hearing Minutes	\$44.41
11/15/2022	35564	Cash-Wa Distributing Company of Kearney, Inc.	DeVries, M-Food (Will Reimb APS)	\$107.22
11/15/2022	35564	Cash-Wa Distributing Company of Kearney, Inc.	Food / Crosley-Food (Will Reimb APS)	\$1,095.51
11/15/2022	35564	Cash-Wa Distributing Company of Kearney, Inc.	Food / Supplies / DeVries, M-Food (Will Reimb APS) / Milk (Supply Chain Assistance)	\$1,598.52
11/15/2022	35564	Cash-Wa Distributing Company of Kearney, Inc.	Food / Supplies / Milk (Supply Chain Assistance)	\$1,117.97
11/15/2022	35564	Cash-Wa Distributing Company of Kearney, Inc.	Milk (Supply Chain Assistance); Food	\$2,016.28
11/15/2022	35565	CENGAGE LEARNING	Crosley-Personal Finance/Accounting Curriculum for 22-23	\$450.00
11/15/2022	35566	Christina Maaske	Entry Fee to Pumpkin Patch w/ SPED Dept	\$7.00
11/15/2022	35616	Computer Hardware	Computer Repair-Replaced BMU Cable (Heidi Thomas)	\$150.00
11/15/2022	35624	Computer Hardware	Mimio Interactive Display w/ Cart	\$4,634.00
11/15/2022	35567	Cornhusker State Industries	(1) Desk-Bookkeeper	\$3,020.00
11/15/2022	35568	Culligan Water Conditioning	Cups	\$41.00
11/15/2022	35568	Culligan Water Conditioning	Cups / Salt	\$215.00
11/15/2022	35568	Culligan Water Conditioning	Rent	\$65.00
11/15/2022	35569	D & D Service	'19A Chevy Midbus-Mount & Balance Front Tires; LR Inside Dual Tire Repair	\$114.00
11/15/2022	35569	D & D Service	'19B Chevy Midbus-Mount & Balance Front Tires	\$94.00
11/15/2022	35618	D & N	11/3 Replaced ignitor	\$298.07
11/15/2022	35570	District 18 General Fund Clearing	Justo Lamas Tickets	\$155.00
11/15/2022	35571	District 18 Nutrition Fund	Teammate Meals-Oct	\$21.25
11/15/2022	35572	Dollar General	Huxoll, S-Cleaning Supplies; Deisley-Tums	\$17.75
11/15/2022	35573	Dustin Kronhofman	EHA Grant	\$270.97
11/15/2022	35574	Eakes Office Solutions	Huxoll, S-Papertowels, Toilet Paper	\$732.36
11/15/2022	35574	Eakes Office Solutions	Huxoll, S-Preventive Maintenance on Scrubbing Machine, inspected batteries & brush deck, hoses & filters, squeegee assembly	\$145.40
11/15/2022	35574	Eakes Office Solutions	Huxoll, S-Replaced foot pedal on scrubbing machine	\$382.23
11/15/2022	35574	Eakes Office Solutions	Huxoll, S-White Board Cleaner, De-Foamer, Trashbags, Soap	\$829.59
11/15/2022	35575	Educational Service Unit Coordinating Council	(240) Securly Classroom Filter	\$960.00
11/15/2022	35576	Erick Lee	Reimb Lee-Meal-Labor Relations	\$17.53
11/15/2022	35576	Erick Lee	Reimb Lee-Parking-Labor Relations	\$16.00
11/15/2022	35577	ESU #10	Deaf Ed / SPED Supervision / Workshops	\$412.79
11/15/2022	35619	ESU #11	arapahoewarriors.tv 5 yr Renewal	\$179.96
11/15/2022	35619	ESU #11	Entry Fee to Pumpkin Patch w/ SPED Dept (Corbin, S; Sitorius, S)	\$14.00
11/15/2022	35613	First Central Bank	10/12/22 Payroll CD	\$10.20
11/15/2022	35612	First Central Bank	Stop Payment-Sysco Ck #35354	\$22.00
11/15/2022	35580	HARRIS SCHOOL SOLUTIONS	Hilker-Federal/State Labor Law Subscription Service	\$88.00
11/15/2022	35581	Hemelstrand's Inc.	Repairs & Maintenance	\$117.98
11/15/2022	35620	Hometown Leasing	Copier Lease Pmt 029	\$1,698.34
11/15/2022	35582	J.W. PEPPER & SON, INC	Gardner-5th/6th Christmas Music	\$67.99
11/15/2022	35582	J.W. PEPPER & SON, INC	Gardner-Christmas Music	\$110.00
11/15/2022	35582	J.W. PEPPER & SON, INC	Leising-(5) songs for NMEA Middle Level All State Choir	\$68.24
11/15/2022	35583	JOHN STRAND	EHA Grant	\$300.00
11/15/2022	35584	Kaitlin Spaulding	EHA Grant	\$300.00
11/15/2022	ACH	Katharine E Slsson	Speech-Oct	\$8,709.75

Check Date	Check Number	Payee	Description	Amount
11/15/2022	35585	KSB School Law, PC, LLO	Rule 51 Complaint-Oct-Correspondence w/ Director Nelson	\$360.00
11/15/2022	35586	MARRIOTT HOTELS & RESORTS	Lee, E-Hotel-Labor Relations Conference	\$218.00
11/15/2022	35587	NATIONAL ART & SCHOOL SUPPLIES INC.	Deisley-Markers; Huxoll, A-Markers	\$97.99
11/15/2022	35588	Nebraska Association of School Boards (NASB)	2022 State Ed Conference Registration-Carpenter	\$34.00
11/15/2022	35588	Nebraska Association of School Boards (NASB)	2022 State Ed Conference Registration-Drews	\$34.00
11/15/2022	35588	Nebraska Association of School Boards (NASB)	2022 State Ed Conference Registration-Lee	\$34.00
11/15/2022	35588	Nebraska Association of School Boards (NASB)	2022 State Ed Conference Registration-Newly elected Board Member	\$34.00
11/15/2022	35588	Nebraska Association of School Boards (NASB)	2022 State Ed Conference Registration-Newly elected Board Member	\$34.00
11/15/2022	35588	Nebraska Association of School Boards (NASB)	2022 State Ed Conference Registration-Whipple	\$34.00
11/15/2022	35621	Nebraska Central Equipment Inc.	'20A Bus-Replaced MAF Sensor, Cleaned Filters	\$565.80
11/15/2022	35589	Nebraska Council of School Administrators	State Principals Conference-Ellis, B & Perez	\$400.00
11/15/2022	35590	Nebraskaland Tire Co	'19A Midbus-(2) Front Tires; '19B Midbus-(2) Front Tires	\$1,151.52
11/15/2022	35591	NOVA Fitness Equipment	Preventative Maintenance on Weight Room Equipment	\$662.80
11/15/2022	35592	One Source the Background Check Company	Background Checks-Oct	\$176.00
11/15/2022	35593	Quadient	Postage	\$500.00
11/15/2022	35594	Raoul Perez	EHA Grant	\$300.00
11/15/2022	35595	RAS Technology Consultants, Inc.	PSCB DEV Membership Subscription-Level 1 10/1/22-10/1/23	\$250.00
11/15/2022	35596	Rasmussen Mechanical Services	HVAC Improvement Project (HS)	\$156,146.99
11/15/2022	35597	Reliable Pest Control Services, Inc.	Spraying	\$80.00
11/15/2022	35598	S & W Auto Parts	Eidson-Reflective Tape for Vans	\$162.99
11/15/2022	35599	Schaben Sanitation	(10) Container Rental-Nov	\$50.00
11/15/2022	35600	School Specialty, LLC	Huxoll, S-(7) Tables (Johansen)	\$1,643.18
11/15/2022	ACH	Schutz Jennifer A OTR-L	OT-Oct	\$5,631.51
11/15/2022	35601	Studies Weekly Inc.	Ellis, K-Nebraska Studies Weekly Subscription	\$215.16
11/15/2022	35602	Sysco Lincoln	Food	\$191.12
11/15/2022	35602	Sysco Lincoln	Food / Supplies	\$861.09
11/15/2022	35602	Sysco Lincoln	Food / Supplies	\$535.78
11/15/2022	35602	Sysco Lincoln	Yogurt (Reimb'd by McCarty Farms)	\$440.22
11/15/2022	35603	Teacher Synergy, LLC	Snyder-Anatomy & Physiology Curriculum; Biology Curriculum	\$845.60
11/15/2022	35603	Teacher Synergy, LLC	Snyder-Periodic Table Unit Bundle	\$22.40
11/15/2022	35604	Team Fitz Graphics	Achievement Board (Purch'd by Class of 2020 & Class of 2022)	\$285.00
11/15/2022	35605	Tornado Alley	Drews, B-Pizza-Meeting w/ Gentry & Berkley (Student Board Reps)	\$14.97
11/15/2022	ACH	U.S. Bank	Anew-Wash '16 Bus	\$35.00
11/15/2022	ACH	U.S. Bank	Anew-Wash '19A MidBus; Wash '19B Midbus	\$70.00
11/15/2022	ACH	U.S. Bank	Anew-Wash '20A Bus	\$35.00
11/15/2022	ACH	U.S. Bank	Anew-Wash '20C Bus	\$35.00
11/15/2022	ACH	U.S. Bank	Anew-Wash '20D Bus	\$35.00
11/15/2022	ACH	U.S. Bank	Drews, B-Runza-Meal-Supervising CC/VB	\$10.58
11/15/2022	ACH	U.S. Bank	Drews, B-Runza-Meal-Supervising FB	\$11.00
11/15/2022	ACH	U.S. Bank	Eidson-Anew-Wash '20B Bus	\$69.88
11/15/2022	ACH	U.S. Bank	Eidson-Pilot-Fuel-Harvest of Harmony	\$127.28
11/15/2022	ACH	U.S. Bank	Hambidge, C-Big Bats 2-Fuel-State Range	\$84.23
11/15/2022	ACH	U.S. Bank	Huxoll, S-Shiffler-Chair Tips-Refund	(\$246.00)
11/15/2022	ACH	U.S. Bank	Klein-Amazon-Library Books	\$9.89
11/15/2022	ACH	U.S. Bank	Klein-Walmart-AR Rewards	\$20.33

Check Date	Check Number	Payee	Description	Amount
11/15/2022	ACH	U.S. Bank	Monie-Apple-My First AAC App	\$24.99
11/15/2022	ACH	U.S. Bank	Monie-Linner's Pumpkin Patch-PK Classes	\$192.00
11/15/2022	ACH	U.S. Bank	Perez-Cunninghams on the Lake-Lunch-MTSS Summit	\$109.22
11/15/2022	ACH	U.S. Bank	Rawson-KAMI-Annual Subscription-Refund	(\$99.00)
11/15/2022	ACH	U.S. Bank	Sisson-mycoughdrop.com-Monthly Subscription-Austin, S	\$6.00
11/15/2022	ACH	U.S. Bank	Snyder-Amazon-Calculators-Refund	(\$86.58)
11/15/2022	35606	Union Bank & Trust Company	DCA (4); FSA (6) - Oct	\$40.00
11/15/2022	35606	Union Bank & Trust Company	DCA (4); FSA (6) - Sept	\$40.00
11/15/2022	35606	Union Bank & Trust Company	HSA (17) - Oct	\$34.00
11/15/2022	35606	Union Bank & Trust Company	HSA (17) - Sept	\$34.00
11/15/2022	35607	US Foods	Food	\$2,334.85
11/15/2022	35607	US Foods	Food	\$3,373.61
11/15/2022	35607	US Foods	Food / Supplies	\$2,274.46
11/15/2022	35607	US Foods	Supplies	\$31.50
11/15/2022	35608	Village Uniform	Aprons / Bar Towels / Mats	\$84.53
11/15/2022	35608	Village Uniform	Aprons / Bar Towels / Mats	\$84.53
11/15/2022	35608	Village Uniform	Mops / Mats	\$144.66
11/15/2022	35608	Village Uniform	Mops / Mats	\$144.66
11/15/2022	35609	Wagner's Supermarket, Inc.	Crosley-Meat & Cheese Tray (EHA)	\$50.00
11/15/2022	35609	Wagner's Supermarket, Inc.	Schutz, J-Cook Group Food / Supplies	\$39.16
11/15/2022	35609	Wagner's Supermarket, Inc.	Spaulding-Foods Class Food / Supplies	\$41.13
11/15/2022	35610	WOODWARD'S DISPOSAL SERVICE, INC.	Shredding	\$35.00
11/15/2022	35611	Yanda's Music & Pro Audio	Repair School-Owned Saxophone	\$48.00
Sub Total				\$1,405,246.19

Arapahoe Public School District #18

Check Payments By Fund Report 11/15/2022

Sorted By	Description				
Fund	General Fund				
Check Number	Check Date	Payee	Account Code	Reason	Amount
35512	10/19/2022	Grandpa's Punkinberry Patch	01-2-01200-810-001-0000	Entry Fee-Pumpkin Patch-tenBensel, Breinig, Holstein	\$21.00
35517	10/21/2022	Jana's Campaign	01-2-02410-890-001-0000	Assembly-Dating Violence (Grades 5-12)	\$500.00
ACH	11/15/2022	403b	01-941-000	Liability Payment	\$4,913.45
35526	11/15/2022	AFLAC	01-941-000	Liability Payment	\$3,070.47
35550	11/15/2022	Ag Valley Cooperative Non-Stock	01-2-02710-626-001-0000	Diesel	\$192.68
35550	11/15/2022	Ag Valley Cooperative Non-Stock	01-2-02710-626-002-0000	Diesel	\$235.49
35550	11/15/2022	Ag Valley Cooperative Non-Stock	01-2-02710-626-001-0000	Gas	\$1,050.74
35550	11/15/2022	Ag Valley Cooperative Non-Stock	01-2-02710-626-002-0000	Gas	\$1,284.24
35550	11/15/2022	Ag Valley Cooperative Non-Stock	01-2-02710-626-001-0000	Propane	\$835.72
35550	11/15/2022	Ag Valley Cooperative Non-Stock	01-2-02710-626-002-0000	Propane	\$1,021.41
35551	11/15/2022	Amazon Capital Services	01-2-02670-610-002-0000	Deisley-Blood Pressure Cuff for Child	\$37.02
35551	11/15/2022	Amazon Capital Services	01-2-02410-610-002-0000	Ellis, B-Signature Stamp	\$16.98
35551	11/15/2022	Amazon Capital Services	01-2-01100-610-002-0104	Ellis, K-Pencil Grips	\$25.47
35551	11/15/2022	Amazon Capital Services	01-2-02630-610-001-0000	Franssen-Cover for Spreader	\$15.46
35551	11/15/2022	Amazon Capital Services	01-2-02630-610-002-0000	Franssen-Cover for Spreader	\$18.89
35551	11/15/2022	Amazon Capital Services	01-2-02610-610-002-0000	Franssen-Sloan replacement control for PK boys sink	\$155.87
35551	11/15/2022	Amazon Capital Services	01-2-02610-610-002-0000	Franssen-Thermostat Cover (5th/6th Locker Room)	\$32.78
35551	11/15/2022	Amazon Capital Services	01-2-02610-610-001-0000	Franssen-Timer Switch for Outdoor Courts/Playground	\$19.80
35551	11/15/2022	Amazon Capital Services	01-2-02610-610-002-0000	Franssen-Timer Switch for Outdoor Courts/Playground	\$24.20
35551	11/15/2022	Amazon Capital Services	01-2-01100-610-001-0000	Helms, C-Toner	\$72.77
35551	11/15/2022	Amazon Capital Services	01-2-01100-610-002-0000	Helms, C-Toner	\$88.94
35551	11/15/2022	Amazon Capital Services	01-2-02610-610-001-0000	Hilker-(6) Extension Cords (Offices)	\$118.91
35551	11/15/2022	Amazon Capital Services	01-2-02610-610-002-0000	Hilker-(6) Extension Cords (Offices)	\$145.33
35551	11/15/2022	Amazon Capital Services	01-2-01200-610-001-0119	Huxoll, A-Large Beads & Pegboards	\$29.50
35551	11/15/2022	Amazon Capital Services	01-2-02610-610-001-0000	Huxoll, S-(2) LED Garage Lights	\$11.69
35551	11/15/2022	Amazon Capital Services	01-2-02610-610-002-0000	Huxoll, S-(2) LED Garage Lights	\$14.28
35551	11/15/2022	Amazon Capital Services	01-2-02610-610-001-0000	Huxoll, S-Outdoor Light Up Traffic Vest	\$11.68
35551	11/15/2022	Amazon Capital Services	01-2-02610-610-002-0000	Huxoll, S-Outdoor Light Up Traffic Vest	\$14.27
35551	11/15/2022	Amazon Capital Services	01-2-01100-610-002-0107	Johansen-(2) 2nd Grade Handwriting Workbooks; (1) 6th Grade Language Arts Workbook; (1) 6th Grade Language Arts Reteach w/ Answer Key	\$46.63
35551	11/15/2022	Amazon Capital Services	01-2-02230-650-001-0126	Stagemeyer, R-Replacement Smartboard Light	\$35.94
35551	11/15/2022	Amazon Capital Services	01-2-02230-650-002-0126	Stagemeyer, R-Replacement Smartboard Light	\$43.93
35552	11/15/2022	Ambience Counseling Center, LLC	01-2-06998-320-001-0000	Counseling - Sept	\$1,336.90
35552	11/15/2022	Ambience Counseling Center, LLC	01-2-06998-320-002-0000	Counseling - Sept	\$1,413.10
35552	11/15/2022	Ambience Counseling Center, LLC	01-2-06998-320-002-0000	Psych - Sept	\$2,025.00
35552	11/15/2022	Ambience Counseling Center, LLC	01-2-01200-810-001-0000	Reimb Andrews, K Registration Fee for ESU Wide SPED Meeting (ESU #11)	\$94.00
35552	11/15/2022	Ambience Counseling Center, LLC	01-2-01200-810-002-0000	Reimb Andrews, K Registration Fee for ESU Wide SPED Meeting (ESU #11)	\$94.00
35553	11/15/2022	Arapahoe Utilities	01-2-02610-621-001-0000	Electricity	\$2,748.86
35553	11/15/2022	Arapahoe Utilities	01-2-02610-621-002-0000	Electricity	\$3,359.86
35553	11/15/2022	Arapahoe Utilities	01-2-02610-420-001-0000	Trash	\$212.26
35553	11/15/2022	Arapahoe Utilities	01-2-02610-420-002-0000	Trash	\$259.44
35553	11/15/2022	Arapahoe Utilities	01-2-02610-410-001-0000	Water & Sewer	\$586.89
35553	11/15/2022	Arapahoe Utilities	01-2-02610-410-002-0000	Water & Sewer	\$717.34
35554	11/15/2022	AT&T	01-2-02580-530-001-0000	Long Distance	\$62.01
35554	11/15/2022	AT&T	01-2-02580-530-002-0000	Long Distance	\$75.80
35555	11/15/2022	ATC Communications	01-2-02580-530-001-0000	Local Phone	\$161.58
35555	11/15/2022	ATC Communications	01-2-02580-530-002-0000	Local Phone	\$197.49
ACH	11/15/2022	Banner Capital Bank	01-941-000	Liability Payment	\$363.28
35557	11/15/2022	Bio Corporation	01-2-01100-610-001-0114	Snyder-Bullfrogs	\$121.03
35558	11/15/2022	Black Hills Energy	01-2-02610-621-001-0000	Gas Service	\$555.10
35558	11/15/2022	Black Hills Energy	01-2-02610-621-002-0000	Gas Service	\$678.48
35527	11/15/2022	Blue Cross Blue Shield of Nebraska	01-941-000	Liability Payment	\$54,208.88
35559	11/15/2022	Bluffs Facility Solutions	01-2-02610-610-001-0000	Huxoll, S-Sparkle Cleaner, Wrestling Mat Cleaner, Disinfecting Spray	\$198.84

35559	11/15/2022	Bluffs Facility Solutions	01-2-02610-610-002-0000	Huxoll, S-Sparkle Cleaner, Wrestling Mat Cleaner, Disinfecting Spray	\$243.02
35561	11/15/2022	Brenda Goshert	01-2-03400-890-001-0000	EHA Grant	\$72.34
35561	11/15/2022	Brenda Goshert	01-2-03400-890-002-0000	EHA Grant	\$88.41
35562	11/15/2022	Buck Franssen	01-2-02610-610-001-0000	ReImb Franssen-Hooks for Senior Banners (DG)	\$14.61
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-001-0000	10/10 Claims	\$59.81
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-002-0000	10/10 Claims	\$73.32
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-001-0000	10/10 Meeting Notice	\$3.60
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-002-0000	10/10 Meeting Notice	\$4.42
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-001-0000	10/10 Regular Meeting Minutes	\$57.28
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-002-0000	10/10 Regular Meeting Minutes	\$70.23
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-001-0000	11/14 Meeting Notice	\$3.60
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-002-0000	11/14 Meeting Notice	\$4.42
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-001-0000	8/23 Claims	\$26.54
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-002-0000	8/23 Claims	\$32.55
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-001-0000	8/23 Minutes	\$30.43
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-002-0000	8/23 Minutes	\$37.31
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-001-0000	9/12 Budget Hearing Minutes	\$19.61
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-002-0000	9/12 Budget Hearing Minutes	\$24.04
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-001-0000	9/12 Claims	\$40.41
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-002-0000	9/12 Claims	\$49.54
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-001-0000	9/12 Meeting Notices x 3	\$12.51
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-002-0000	9/12 Meeting Notices x 3	\$15.34
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-001-0000	9/12 Regular Meeting Minutes	\$58.67
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-002-0000	9/12 Regular Meeting Minutes	\$71.93
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-001-0000	9/12 Tax Request Hearing Minutes	\$19.95
35563	11/15/2022	CAMAS Publishing, LLC	01-2-02560-540-002-0000	9/12 Tax Request Hearing Minutes	\$24.46
35565	11/15/2022	CENGAGE LEARNING	01-2-01100-610-001-0116	Crosley-(15) Accounting Packet (9780538447171)	\$450.00
35566	11/15/2022	Christina Maaske	01-2-01200-810-001-0119	Entry Fee to Pumpkin Patch w/ SPED Dept	\$7.00
35616	11/15/2022	Computer Hardware	01-2-01200-350-002-0000	Computer Repair-Replaced BMU Cable (Heidi Thomas)	\$150.00
35624	11/15/2022	Computer Hardware	01-2-06969-650-001-0000	Mimio Interactive Display w/ Cart	\$4,634.00
35529	11/15/2022	CREDIT MANAGEMENT-BF	01-941-000	Liability Payment	\$375.22
35531	11/15/2022	CREDIT MANAGEMENT-CM	01-941-000	Liability Payment	\$217.14
35528	11/15/2022	CREDIT MANAGEMENT-DO	01-941-000	Liability Payment	\$287.25
35530	11/15/2022	CREDIT MANAGEMENT-JL	01-941-000	Liability Payment	\$206.32
35568	11/15/2022	Culligan Water Conditioning	01-2-02610-410-001-0000	Cups	\$18.45
35568	11/15/2022	Culligan Water Conditioning	01-2-02610-410-002-0000	Cups	\$22.55
35568	11/15/2022	Culligan Water Conditioning	01-2-02610-410-001-0000	Cups / Salt	\$96.75
35568	11/15/2022	Culligan Water Conditioning	01-2-02610-410-002-0000	Cups / Salt	\$118.25
35568	11/15/2022	Culligan Water Conditioning	01-2-02610-410-001-0000	Rent	\$29.25
35568	11/15/2022	Culligan Water Conditioning	01-2-02610-410-002-0000	Rent	\$35.75
35569	11/15/2022	D & D Service	01-2-02730-431-001-0000	'19A Chevy Midbus-Mount & Balance Front Tires; LR Inside Dual Tire Repair	\$51.28
35569	11/15/2022	D & D Service	01-2-02730-431-002-0000	'19A Chevy Midbus-Mount & Balance Front Tires; LR Inside Dual Tire Repair	\$62.72
35569	11/15/2022	D & D Service	01-2-02730-431-001-0000	'19B Chevy Midbus-Mount & Balance Front Tires	\$42.28
35569	11/15/2022	D & D Service	01-2-02730-431-002-0000	'19B Chevy Midbus-Mount & Balance Front Tires	\$51.72
35618	11/15/2022	D & N	01-2-02640-431-001-0000	11/3 Replaced Ignitor	\$134.14
35618	11/15/2022	D & N	01-2-02640-431-002-0000	11/3 Replaced Ignitor	\$163.93
ACH	11/15/2022	Department Of Revenue	01-941-000	Liability Payment	\$7,437.38
35570	11/15/2022	District 18 General Fund Clearing	01-2-01100-610-001-0117	Justo Lamas Tickets	\$155.00
35532	11/15/2022	District 18 General Fund Clearing	01-941-000	Liability Payment	\$41.77
35533	11/15/2022	District 18 Nutrition Fund	01-941-000	Liability Payment	\$66.35
35571	11/15/2022	District 18 Nutrition Fund	01-2-02320-890-001-0000	Teammate Meals-Oct-Helms, Sue	\$1.91
35571	11/15/2022	District 18 Nutrition Fund	01-2-02320-890-002-0000	Teammate Meals-Oct-Helms, Sue	\$2.34
35571	11/15/2022	District 18 Nutrition Fund	01-2-02320-890-001-0000	Teammate Meals-Oct-Roskop, D	\$3.83
35571	11/15/2022	District 18 Nutrition Fund	01-2-02320-890-002-0000	Teammate Meals-Oct-Roskop, D	\$4.67
35571	11/15/2022	District 18 Nutrition Fund	01-2-02320-890-001-0000	Teammate Meals-Oct-tenBensel, Drew	\$1.91
35571	11/15/2022	District 18 Nutrition Fund	01-2-02320-890-002-0000	Teammate Meals-Oct-tenBensel, Drew	\$2.34
35571	11/15/2022	District 18 Nutrition Fund	01-2-02320-890-001-0000	Teammate Meals-Oct-tenBensel, Kylea	\$1.91
35571	11/15/2022	District 18 Nutrition Fund	01-2-02320-890-002-0000	Teammate Meals-Oct-tenBensel, Kylea	\$2.34
ACH	11/15/2022	District 18 Section 125 Acct	01-941-000	Liability Payment	\$2,117.54
35572	11/15/2022	Dollar General	01-2-01100-610-001-0000	Deisley-Tums	\$3.60

35572	11/15/2022	Dollar General	01-2-01100-610-002-0000	Delsley-Tums	\$4.40
35572	11/15/2022	Dollar General	01-2-02610-610-001-0000	Huxoll, S-Cleaning Supplies	\$4.39
35572	11/15/2022	Dollar General	01-2-02610-610-002-0000	Huxoll, S-Cleaning Supplies	\$5.36
35573	11/15/2022	Dustin Kronhofman	01-2-03400-890-001-0000	EHA Grant	\$270.97
35574	11/15/2022	Eakes Office Solutions	01-2-02610-610-001-0000	Huxoll, S-Papertowels, Toilet Paper	\$329.57
35574	11/15/2022	Eakes Office Solutions	01-2-02610-610-002-0000	Huxoll, S-Papertowels, Toilet Paper	\$402.79
35574	11/15/2022	Eakes Office Solutions	01-2-02640-431-001-0000	Huxoll, S-Preventive Maintenance on Scrubbing Machine, Inspected batteries & brush deck, hoses & filters, squeegee assembly	\$65.43
35574	11/15/2022	Eakes Office Solutions	01-2-02640-431-002-0000	Huxoll, S-Preventive Maintenance on Scrubbing Machine, Inspected batteries & brush deck, hoses & filters, squeegee assembly	\$79.97
35574	11/15/2022	Eakes Office Solutions	01-2-02640-431-001-0000	Huxoll, S-Replaced foot pedal on scrubbing machine	\$172.00
35574	11/15/2022	Eakes Office Solutions	01-2-02640-431-002-0000	Huxoll, S-Replaced foot pedal on scrubbing machine	\$210.23
35574	11/15/2022	Eakes Office Solutions	01-2-02610-610-001-0000	Huxoll, S-White Board Cleaner, De-Foamer, Trashbags, Soap	\$373.32
35574	11/15/2022	Eakes Office Solutions	01-2-02610-610-002-0000	Huxoll, S-White Board Cleaner, De-Foamer, Trashbags, Soap	\$456.27
35575	11/15/2022	Educational Service Unit Coordinating Council	01-2-02230-650-001-0126	(240) Securly Classroom Filter	\$432.00
35575	11/15/2022	Educational Service Unit Coordinating Council	01-2-02230-650-002-0126	(240) Securly Classroom Filter	\$528.00
ACH	11/15/2022	EFTPS	01-941-000	Liability Payment	\$49,245.29
35576	11/15/2022	Erick Lee	01-2-02310-580-001-0000	Reimb Lee-Meal-Labor Relations	\$7.89
35576	11/15/2022	Erick Lee	01-2-02310-580-002-0000	Reimb Lee-Meal-Labor Relations	\$9.64
35576	11/15/2022	Erick Lee	01-2-02310-580-001-0000	Reimb Lee-Parking-Labor Relations	\$7.20
35576	11/15/2022	Erick Lee	01-2-02310-580-002-0000	Reimb Lee-Parking-Labor Relations	\$8.80
35577	11/15/2022	ESU #10	01-2-01100-810-001-0122	ACT Writing Prep (Rawson)	\$40.00
35577	11/15/2022	ESU #10	01-2-02410-810-001-0000	Adviser Work Day (Helms, C)	\$9.00
35577	11/15/2022	ESU #10	01-2-02410-810-002-0000	Adviser Work Day (Helms, C)	\$11.00
35577	11/15/2022	ESU #10	01-2-02151-591-001-0000	Deaf Ed	\$329.13
35577	11/15/2022	ESU #10	01-2-01200-591-001-0000	SPED Supervision	\$23.66
35619	11/15/2022	ESU #11	01-2-02230-810-001-0000	arapahoewarriors.tv 5 yr Renewal	\$80.98
35619	11/15/2022	ESU #11	01-2-02230-810-002-0000	arapahoewarriors.tv 5 yr Renewal	\$98.98
35619	11/15/2022	ESU #11	01-2-01200-810-001-0119	Entry Fee to Pumpkin Patch w/ SPED Dept (Corbin, S; Sitorius, S)	\$14.00
35613	11/15/2022	First Central Bank	01-2-02510-351-001-0000	10/12/22 Payroll CD	\$4.59
35613	11/15/2022	First Central Bank	01-2-02510-351-002-0000	10/12/22 Payroll CD	\$5.61
35612	11/15/2022	First Central Bank	01-2-02510-890-001-0000	Stop Payment-Sysco Ck #35354	\$9.90
35612	11/15/2022	First Central Bank	01-2-02510-890-002-0000	Stop Payment-Sysco Ck #35354	\$12.10
ACH	11/15/2022	First State Bank-Holdrege KGardner	01-941-000	Liability Payment	\$111.11
ACH	11/15/2022	First State Bank-Holdrege RDrews	01-941-000	Liability Payment	\$613.28
35580	11/15/2022	HARRIS SCHOOL SOLUTIONS	01-2-02510-610-001-0000	Hilker-Federal/State Labor Law Subscription Service	\$39.60
35580	11/15/2022	HARRIS SCHOOL SOLUTIONS	01-2-02510-610-002-0000	Hilker-Federal/State Labor Law Subscription Service	\$48.40
35581	11/15/2022	Hemelstrand's Inc.	01-2-02610-610-001-0000	Franssen-Outlets, Home Defense Spray, Ties, Buckets & Lids, Wire Lock Pins, Drano	\$53.09
35581	11/15/2022	Hemelstrand's Inc.	01-2-02610-610-002-0000	Franssen-Outlets, Home Defense Spray, Ties, Buckets & Lids, Wire Lock Pins, Drano	\$64.89
35620	11/15/2022	Hometown Leasing	01-2-02230-443-001-0000	Copier Lease Pmt 029	\$764.25
35620	11/15/2022	Hometown Leasing	01-2-02230-443-002-0000	Copier Lease Pmt 029	\$934.09
35582	11/15/2022	J.W. PEPPER & SON, INC	01-2-01100-610-002-0111	Gardner-5th/6th Christmas Music	\$67.99
35582	11/15/2022	J.W. PEPPER & SON, INC	01-2-01100-610-001-0111	Gardner-Christmas Music	\$110.00
35582	11/15/2022	J.W. PEPPER & SON, INC	01-2-01100-610-001-0112	Leising-(5) songs for NMEA Middle Level All State Choir	\$68.24
35583	11/15/2022	JOHN STRAND	01-2-03400-890-001-0000	EHA Grant	\$300.00
35584	11/15/2022	Kaitlin Spaulding	01-2-03400-890-001-0000	EHA Grant	\$300.00
ACH	11/15/2022	Katharine E Sisson	01-2-02151-320-001-0000	Speech-Oct	\$1,124.17
ACH	11/15/2022	Katharine E Sisson	01-2-02151-320-002-0000	Speech-Oct	\$5,439.41
ACH	11/15/2022	Katharine E Sisson	01-2-02152-320-002-0000	Speech-Oct	\$2,054.00
ACH	11/15/2022	Katharine E Sisson	01-2-02150-320-002-0000	Speech-Oct (RTI, Non-SPED Students)	\$92.17
35585	11/15/2022	KSB School Law, PC, LLO	01-2-02330-317-001-0000	Rule 51 Complaint-Oct-Correspondence w/ Director Nelson	\$162.00
35585	11/15/2022	KSB School Law, PC, LLO	01-2-02330-317-002-0000	Rule 51 Complaint-Oct-Correspondence w/ Director Nelson	\$198.00
35586	11/15/2022	MARRIOTT HOTELS & RESORTS	01-2-02310-580-001-0000	Lee, E-Hotel-Labor Relations Conference	\$98.10
35586	11/15/2022	MARRIOTT HOTELS & RESORTS	01-2-02310-580-002-0000	Lee, E-Hotel-Labor Relations Conference	\$119.90
ACH	11/15/2022	MCCOOK JS	01-941-000	Liability Payment	\$700.66
35587	11/15/2022	NATIONAL ART & SCHOOL SUPPLIES INC.	01-2-01100-610-001-0000	Delsley-Markers	\$40.83

35587	11/15/2022	NATIONAL ART & SCHOOL SUPPLIES INC.	01-2-01100-610-002-0000	Delsley-Markers	\$49.90
35587	11/15/2022	NATIONAL ART & SCHOOL SUPPLIES INC.	01-2-01200-610-001-0119	Huxoll, A-Markers	\$7.26
35588	11/15/2022	Nebraska Association of School Boards (NASB)	01-2-02310-810-001-0000	2022 State Ed Conference Registration-Carpenter	\$15.30
35588	11/15/2022	Nebraska Association of School Boards (NASB)	01-2-02310-810-002-0000	2022 State Ed Conference Registration-Carpenter	\$18.70
35588	11/15/2022	Nebraska Association of School Boards (NASB)	01-2-02320-810-001-0000	2022 State Ed Conference Registration-Drews	\$15.30
35588	11/15/2022	Nebraska Association of School Boards (NASB)	01-2-02320-810-002-0000	2022 State Ed Conference Registration-Drews	\$18.70
35588	11/15/2022	Nebraska Association of School Boards (NASB)	01-2-02310-810-001-0000	2022 State Ed Conference Registration-Lee	\$15.30
35588	11/15/2022	Nebraska Association of School Boards (NASB)	01-2-02310-810-002-0000	2022 State Ed Conference Registration-Lee	\$18.70
35588	11/15/2022	Nebraska Association of School Boards (NASB)	01-2-02310-810-001-0000	2022 State Ed Conference Registration-Newly elected Board Member	\$30.60
35588	11/15/2022	Nebraska Association of School Boards (NASB)	01-2-02310-810-002-0000	2022 State Ed Conference Registration-Newly elected Board Member	\$37.40
35588	11/15/2022	Nebraska Association of School Boards (NASB)	01-2-02310-810-001-0000	2022 State Ed Conference Registration-Whipple	\$15.30
35588	11/15/2022	Nebraska Association of School Boards (NASB)	01-2-02310-810-002-0000	2022 State Ed Conference Registration-Whipple	\$18.70
35621	11/15/2022	Nebraska Central Equipment Inc.	01-2-02730-431-001-0000	'20A Bus-Replaced MAF Sensor, Cleaned Filters	\$254.51
35621	11/15/2022	Nebraska Central Equipment Inc.	01-2-02730-431-002-0000	'20A Bus-Replaced MAF Sensor, Cleaned Filters	\$311.29
35589	11/15/2022	Nebraska Council of School Administrators	01-2-02410-810-002-0000	State Principals Conference-Ellis, B	\$200.00
35589	11/15/2022	Nebraska Council of School Administrators	01-2-02410-810-001-0000	State Principals Conference-Perez	\$200.00
ACH	11/15/2022	NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS	01-941-000	Liability Payment	\$39,963.97
35590	11/15/2022	Nebraskaland Tire Co	01-2-02730-431-001-0000	'19A Midbus-(2) Front Tires	\$259.11
35590	11/15/2022	Nebraskaland Tire Co	01-2-02730-431-002-0000	'19A Midbus-(2) Front Tires	\$316.65
35590	11/15/2022	Nebraskaland Tire Co	01-2-02730-431-001-0000	'19B Midbus-(2) Front Tires	\$259.11
35590	11/15/2022	Nebraskaland Tire Co	01-2-02730-431-002-0000	'19B Midbus-(2) Front Tires	\$316.65
35591	11/15/2022	NOVA Fitness Equipment	01-2-01100-350-001-0000	Preventative Maintenance on Weight Room Equipment	\$662.80
35592	11/15/2022	One Source the Background Check Company	01-2-02510-810-001-0000	Background Checks-Oct-Bergman, S	\$2.25
35592	11/15/2022	One Source the Background Check Company	01-2-02510-810-002-0000	Background Checks-Oct-Bergman, S	\$2.75
35592	11/15/2022	One Source the Background Check Company	01-2-02510-810-001-0000	Background Checks-Oct-Corbin, A	\$2.25
35592	11/15/2022	One Source the Background Check Company	01-2-02510-810-002-0000	Background Checks-Oct-Corbin, A	\$2.75
35592	11/15/2022	One Source the Background Check Company	01-2-02510-810-001-0000	Background Checks-Oct-Franssen, E	\$11.93
35592	11/15/2022	One Source the Background Check Company	01-2-02510-810-002-0000	Background Checks-Oct-Franssen, E	\$14.57
35592	11/15/2022	One Source the Background Check Company	01-2-02510-810-001-0000	Background Checks-Oct-Redl, C	\$14.18
35592	11/15/2022	One Source the Background Check Company	01-2-02510-810-002-0000	Background Checks-Oct-Redl, C	\$17.32
35592	11/15/2022	One Source the Background Check Company	01-2-02510-810-001-0000	Background Checks-Oct-Schivelbein, S	\$2.25
35592	11/15/2022	One Source the Background Check Company	01-2-02510-810-002-0000	Background Checks-Oct-Schivelbein, S	\$2.75
35592	11/15/2022	One Source the Background Check Company	01-2-02510-810-001-0000	Background Checks-Oct-Strand, A	\$18.68
35592	11/15/2022	One Source the Background Check Company	01-2-02510-810-002-0000	Background Checks-Oct-Strand, A	\$22.82
35592	11/15/2022	One Source the Background Check Company	01-2-02510-810-001-0000	Background Checks-Oct-Wendland, C	\$27.68
35592	11/15/2022	One Source the Background Check Company	01-2-02510-810-002-0000	Background Checks-Oct-Wendland, C	\$33.82
ACH	11/15/2022	PR Dir Deposit	01-941-000	Liability Payment	\$158,681.66
35534	11/15/2022	Principal Life Insurance Company	01-941-000	Liability Payment	\$1,164.66
35593	11/15/2022	Quadient	01-2-02560-531-001-0000	Postage	\$225.00
35593	11/15/2022	Quadient	01-2-02560-531-002-0000	Postage	\$275.00
35594	11/15/2022	Raoul Perez	01-2-03400-890-001-0000	EHA Grant	\$300.00
35595	11/15/2022	RAS Technology Consultants, Inc.	01-2-02410-643-001-0000	PSCB DEV Membership Subscription-Level 1 10/1/22-10/1/23	\$112.50
35595	11/15/2022	RAS Technology Consultants, Inc.	01-2-02410-643-002-0000	PSCB DEV Membership Subscription-Level 1 10/1/22-10/1/23	\$137.50
35596	11/15/2022	Rasmussen Mechanical Services	01-2-06997-733-001-0000	HVAC Improvement Project (HS)	\$156,146.99
35597	11/15/2022	Reliable Pest Control Services, Inc.	01-2-02610-352-001-0000	Spraying	\$36.00
35597	11/15/2022	Reliable Pest Control Services, Inc.	01-2-02610-352-002-0000	Spraying	\$44.00
35598	11/15/2022	S & W Auto Parts	01-2-02710-610-001-0000	Eidson-Reflective Tape for Vans	\$73.35
35598	11/15/2022	S & W Auto Parts	01-2-02710-610-002-0000	Eidson-Reflective Tape for Vans	\$89.64
35599	11/15/2022	Schaben Sanitation	01-2-02610-420-001-0000	(10) Container Rental-Nov	\$22.50
35599	11/15/2022	Schaben Sanitation	01-2-02610-420-002-0000	(10) Container Rental-Nov	\$27.50
35600	11/15/2022	School Specially, LLC	01-2-02610-610-002-0000	Huxoll, S-(7) Tables (Johansen)	\$1,643.18
ACH	11/15/2022	Schutz Jennifer A OTR-L	01-2-02161-320-001-0000	OT-Oct	\$929.83
ACH	11/15/2022	Schutz Jennifer A OTR-L	01-2-02161-320-002-0000	OT-Oct	\$3,887.59
ACH	11/15/2022	Schutz Jennifer A OTR-L	01-2-02162-320-002-0000	OT-Oct	\$707.84
ACH	11/15/2022	Schutz Jennifer A OTR-L	01-2-02163-320-002-0000	OT-Oct	\$106.25
35601	11/15/2022	Studies Weekly Inc.	01-2-01100-610-002-0104	Ellis, K-Nebraska Studies Weekly Subscription	\$215.16
35603	11/15/2022	Teacher Synergy, LLC	01-2-01100-610-001-0114	Snyder-Anatomy & Physiology	\$392.00
35603	11/15/2022	Teacher Synergy, LLC	01-2-01100-610-001-0114	Snyder-Biology Curriculum	\$453.60

35603	11/15/2022	Teacher Synergy, LLC	01-2-01100-610-001-0114	Snyder-Periodic Table Unit Bundle	\$22.40
35604	11/15/2022	Team Filtz Graphics	01-2-02410-610-001-0000	Achievement Board (Purch'd by Class of 2020 & Class of 2022)	\$285.00
35605	11/15/2022	Tornado Alley	01-2-02320-890-001-0000	Draws, B-Pizza-Meeting w/ Gentry & Berkley (Student Board Reps)	\$14.97
ACH	11/15/2022	U.S. Bank	01-2-02730-431-001-0000	Anew-Wash '16 Bus	\$15.75
ACH	11/15/2022	U.S. Bank	01-2-02730-431-002-0000	Anew-Wash '16 Bus	\$19.25
ACH	11/15/2022	U.S. Bank	01-2-02730-431-001-0000	Anew-Wash '19A MidBus	\$15.75
ACH	11/15/2022	U.S. Bank	01-2-02730-431-002-0000	Anew-Wash '19A MidBus	\$19.25
ACH	11/15/2022	U.S. Bank	01-2-02730-431-001-0000	Anew-Wash '19B Midbus	\$15.75
ACH	11/15/2022	U.S. Bank	01-2-02730-431-002-0000	Anew-Wash '19B Midbus	\$19.25
ACH	11/15/2022	U.S. Bank	01-2-02730-431-001-0000	Anew-Wash '20A Bus	\$15.75
ACH	11/15/2022	U.S. Bank	01-2-02730-431-002-0000	Anew-Wash '20A Bus	\$19.25
ACH	11/15/2022	U.S. Bank	01-2-02730-431-001-0000	Anew-Wash '20C Bus	\$15.75
ACH	11/15/2022	U.S. Bank	01-2-02730-431-002-0000	Anew-Wash '20C Bus	\$19.25
ACH	11/15/2022	U.S. Bank	01-2-02730-431-001-0000	Anew-Wash '20D Bus	\$15.75
ACH	11/15/2022	U.S. Bank	01-2-02730-431-002-0000	Anew-Wash '20D Bus	\$19.25
ACH	11/15/2022	U.S. Bank	01-2-02320-580-001-0000	Draws, B-Runza-Meal-Supervising CC/VB	\$10.58
ACH	11/15/2022	U.S. Bank	01-2-02320-580-001-0000	Draws, B-Runza-Meal-Supervising FB	\$11.00
ACH	11/15/2022	U.S. Bank	01-2-02730-431-001-0000	Eldson-Anew-Wash '20B Bus	\$31.45
ACH	11/15/2022	U.S. Bank	01-2-02730-431-002-0000	Eldson-Anew-Wash '20B Bus	\$38.43
ACH	11/15/2022	U.S. Bank	01-2-02710-626-001-0000	Eldson-Pilot-Fuel-Harvest of Harmony	\$127.28
ACH	11/15/2022	U.S. Bank	01-2-02710-626-001-0000	Hambidge, C-Big Bats 2-Fuel-State Range	\$84.23
ACH	11/15/2022	U.S. Bank	01-2-02610-610-001-0000	Huxoll, S-Shiffler-Chair Tips-Refund	(\$110.70)
ACH	11/15/2022	U.S. Bank	01-2-02610-610-002-0000	Huxoll, S-Shiffler-Chair Tips-Refund	(\$135.30)
ACH	11/15/2022	U.S. Bank	01-2-02220-640-002-0128	Klein-Amazon-Library Books	\$9.89
ACH	11/15/2022	U.S. Bank	01-2-01100-610-002-0128	Klein-Walmart-AR Rewards	\$20.33
ACH	11/15/2022	U.S. Bank	01-2-01291-610-002-0000	Monie-Apple-My First AAC App	\$24.99
ACH	11/15/2022	U.S. Bank	01-2-01190-810-002-0000	Monie-Linner's Pumpkin Patch-PK Classes	\$192.00
ACH	11/15/2022	U.S. Bank	01-2-02410-580-001-0000	Perez-Cunninghams on the Lake-Lunch-MTSS Summit	\$49.15
ACH	11/15/2022	U.S. Bank	01-2-02410-580-002-0000	Perez-Cunninghams on the Lake-Lunch-MTSS Summit	\$60.07
ACH	11/15/2022	U.S. Bank	01-2-01100-810-001-0122	Rawson-KAMI-Annual Subscription-Refund	(\$99.00)
ACH	11/15/2022	U.S. Bank	01-2-01200-890-002-0130	Sisson-mycoughdrop.com-Monthly Subscription-Austin, S	\$6.00
ACH	11/15/2022	U.S. Bank	01-2-01100-610-001-0114	Snyder-Amazon-Calculators-Refund	(\$86.58)
ACH	11/15/2022	UB&T AHuxoll	01-941-000	Liability Payment	\$413.28
ACH	11/15/2022	UB&T BMues	01-941-000	Liability Payment	\$313.28
ACH	11/15/2022	UB&T CHAMBIDGE	01-941-000	Liability Payment	\$173.61
ACH	11/15/2022	UB&T CHelms	01-941-000	Liability Payment	\$136.11
ACH	11/15/2022	UB&T CHilker	01-941-000	Liability Payment	\$313.28
ACH	11/15/2022	UB&T DKronhofman	01-941-000	Liability Payment	\$186.11
ACH	11/15/2022	UB&T HThomas	01-941-000	Liability Payment	\$702.04
ACH	11/15/2022	UB&T JStrand	01-941-000	Liability Payment	\$363.28
ACH	11/15/2022	UB&T KDaisley	01-941-000	Liability Payment	\$111.11
ACH	11/15/2022	UB&T KHelms	01-941-000	Liability Payment	\$313.28
ACH	11/15/2022	UB&T KSpaulding	01-941-000	Liability Payment	\$313.28
ACH	11/15/2022	UB&T LCrosley	01-941-000	Liability Payment	\$313.28
ACH	11/15/2022	UB&T LSchutz	01-941-000	Liability Payment	\$233.31
ACH	11/15/2022	UB&T LWeatherwax	01-941-000	Liability Payment	\$111.11
ACH	11/15/2022	UB&T LyWeatherwax	01-941-000	Liability Payment	\$111.11
ACH	11/15/2022	UB&T MRawson	01-941-000	Liability Payment	\$463.28
ACH	11/15/2022	UB&T PBlackmore	01-941-000	Liability Payment	\$111.11
ACH	11/15/2022	UB&T RStagemeyer	01-941-000	Liability Payment	\$111.11
35606	11/15/2022	Union Bank & Trust Company	01-2-02510-351-001-0000	DCA (4); FSA (6) - Oct	\$18.00
35606	11/15/2022	Union Bank & Trust Company	01-2-02510-351-002-0000	DCA (4); FSA (6) - Oct	\$22.00
35606	11/15/2022	Union Bank & Trust Company	01-2-02510-351-001-0000	DCA (4); FSA (6) - Sept	\$18.00
35606	11/15/2022	Union Bank & Trust Company	01-2-02510-351-002-0000	DCA (4); FSA (6) - Sept	\$22.00
35606	11/15/2022	Union Bank & Trust Company	01-2-02510-351-001-0000	HSA (17) - Oct	\$15.30
35606	11/15/2022	Union Bank & Trust Company	01-2-02510-351-002-0000	HSA (17) - Oct	\$18.70
35606	11/15/2022	Union Bank & Trust Company	01-2-02510-351-001-0000	HSA (17) - Sept	\$15.30
35606	11/15/2022	Union Bank & Trust Company	01-2-02510-351-002-0000	HSA (17) - Sept	\$18.70
35608	11/15/2022	Village Uniform	01-2-02610-420-001-0000	Mops / Mats	\$130.20
35608	11/15/2022	Village Uniform	01-2-02610-420-002-0000	Mops / Mats	\$159.12
35609	11/15/2022	Wagner's Supermarket, Inc.	01-2-03400-890-001-0000	Crosley-Meat & Cheese Tray (EHA)	\$22.50
35609	11/15/2022	Wagner's Supermarket, Inc.	01-2-03400-890-002-0000	Crosley-Meat & Cheese Tray (EHA)	\$27.50

35609	11/15/2022	Wagner's Supermarket, Inc.	01-2-01200-610-001-0129	Schutz, J-Cook Group Food / Supplies	\$39.16
35609	11/15/2022	Wagner's Supermarket, Inc.	01-2-01100-610-001-0125	Spaulding-Foods Class Food / Supplies	\$41.13
35610	11/15/2022	WOODWARD'S DISPOSAL SERVICE, INC.	01-2-02610-420-001-0000	Shredding	\$15.75
35610	11/15/2022	WOODWARD'S DISPOSAL SERVICE, INC.	01-2-02610-420-002-0000	Shredding	\$19.25
Sub Total					\$543,502.34

Sorted By Description
Fund Employee Benefit Fund

Check Number	Check Date	Payee	Account Code	Reason	Amount
35614	11/15/2022	Arapahoe Chamber Of Commerce	03-2-02900-890-000-0000	Chamber Bucks for Staff (92 @ \$25 ea)	\$2,300.00
Sub Total					\$2,300.00

Sorted By Description
Fund School Nutrition Fund

Check Number	Check Date	Payee	Account Code	Reason	Amount
ACH	11/15/2022	Department Of Revenue	06-941-000	Liability Payment	\$80.74
ACH	11/15/2022	EFTPS	06-941-000	Liability Payment	\$1,111.75
ACH	11/15/2022	NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS	06-941-000	Liability Payment	\$987.60
ACH	11/15/2022	PR Dir Deposit	06-941-000	Liability Payment	\$5,063.75
35526	11/15/2022	AFLAC	06-941-000	Liability Payment	\$57.64
35527	11/15/2022	Blue Cross Blue Shield of Nebraska	06-941-000	Liability Payment	\$777.88
35534	11/15/2022	Principal Life Insurance Company	06-941-000	Liability Payment	\$34.45
35556	11/15/2022	Bernard Food Industries	06-2-03100-630-001-0000	Food	\$265.48
35556	11/15/2022	Bernard Food Industries	06-2-03100-630-002-0000	Food	\$324.48
35564	11/15/2022	Cash-Wa Distributing Company of Kearney, Inc.	06-2-03100-610-001-0000	Napkins	\$25.81
35564	11/15/2022	Cash-Wa Distributing Company of Kearney, Inc.	06-2-03100-610-001-0000	Spoons	\$54.29
35564	11/15/2022	Cash-Wa Distributing Company of Kearney, Inc.	06-2-03100-610-002-0000	Napkins	\$31.53
35564	11/15/2022	Cash-Wa Distributing Company of Kearney, Inc.	06-2-03100-610-002-0000	Spoons	\$66.31
35564	11/15/2022	Cash-Wa Distributing Company of Kearney, Inc.	06-2-03100-630-001-0000	Food	\$2,058.01
35564	11/15/2022	Cash-Wa Distributing Company of Kearney, Inc.	06-2-03100-630-001-0002	Milk (Supply Chain Assistance)	\$452.31
35564	11/15/2022	Cash-Wa Distributing Company of Kearney, Inc.	06-2-03100-630-002-0000	Food	\$2,515.21
35564	11/15/2022	Cash-Wa Distributing Company of Kearney, Inc.	06-2-03100-630-002-0002	Milk (Supply Chain Assistance)	\$552.81
35564	11/15/2022	Cash-Wa Distributing Company of Kearney, Inc.	06-2-03100-890-001-0000	Crosley, L-Food (Will Reimb APS)	\$32.40
35564	11/15/2022	Cash-Wa Distributing Company of Kearney, Inc.	06-2-03100-890-001-0000	DeVries, M-Food (Will Reimb APS)	\$48.25
35564	11/15/2022	Cash-Wa Distributing Company of Kearney, Inc.	06-2-03100-890-002-0000	Crosley, L-Food (Will Reimb APS)	\$39.60
35564	11/15/2022	Cash-Wa Distributing Company of Kearney, Inc.	06-2-03100-890-002-0000	DeVries, M-Food (Will Reimb APS)	\$58.97
35602	11/15/2022	Sysco Lincoln	06-2-03100-610-001-0000	Aprons	\$18.09
35602	11/15/2022	Sysco Lincoln	06-2-03100-610-001-0000	Napkins	\$20.45
35602	11/15/2022	Sysco Lincoln	06-2-03100-610-002-0000	Aprons	\$22.11
35602	11/15/2022	Sysco Lincoln	06-2-03100-610-002-0000	Napkins	\$24.99
35602	11/15/2022	Sysco Lincoln	06-2-03100-630-001-0000	Food	\$676.08
35602	11/15/2022	Sysco Lincoln	06-2-03100-630-001-0000	Yogurt (Reimb'd by McCarty Farms)	\$198.09
35602	11/15/2022	Sysco Lincoln	06-2-03100-630-002-0000	Food	\$826.27
35602	11/15/2022	Sysco Lincoln	06-2-03100-630-002-0000	Yogurt (Reimb'd by McCarty Farms)	\$242.13
35607	11/15/2022	US Foods	06-2-03100-610-001-0000	Paring Knives	\$14.18
35607	11/15/2022	US Foods	06-2-03100-610-001-0000	Plastic Forks	\$34.18
35607	11/15/2022	US Foods	06-2-03100-610-002-0000	Paring Knives	\$17.32
35607	11/15/2022	US Foods	06-2-03100-610-002-0000	Plastic Forks	\$41.78
35607	11/15/2022	US Foods	06-2-03100-630-001-0000	Food	\$3,557.99
35607	11/15/2022	US Foods	06-2-03100-630-002-0000	Food	\$4,348.97
35608	11/15/2022	Village Uniform	06-2-03100-610-001-0000	Aprons / Bar Towels / Mats	\$76.08
35608	11/15/2022	Village Uniform	06-2-03100-610-002-0000	Aprons / Bar Towels / Mats	\$92.98
Sub Total					\$24,850.96

Sorted By Description
Fund Bond Fund

Check Number	Check Date	Payee	Account Code	Reason	Amount
35560	11/15/2022	BOK Financial	07-2-05000-831-000-0000	Bond Series 2021 Payment-Principal	\$670,000.00
35560	11/15/2022	BOK Financial	07-2-05000-831-000-0000	Bond Series 2022 Payment-Principal	\$80,000.00
35560	11/15/2022	BOK Financial	07-2-05000-832-000-0000	Bond Series 2021 Payment-Interest	\$35,357.50
35560	11/15/2022	BOK Financial	07-2-05000-832-000-0000	Bond Series 2022 Payment-Interest	\$45,767.39
35560	11/15/2022	BOK Financial	07-2-05000-833-000-0000	Bond Series 2021 Payment-Semi Annual Paying Agent Fee	\$200.00
35560	11/15/2022	BOK Financial	07-2-05000-833-000-0000	Bond Series 2022 Payment-Semi Annual Paying Agent Fee	\$200.00

Sub Total						\$831,524.89
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Sorted By	Description				
Fund	Special Building Fund				

Check Number	Check Date	Payee	Account Code	Reason	Amount
35567	11/15/2022	Cornhusker State Industries	08-2-04700-610-001-0000	(1) Desk-Bookkeeper	\$1,359.00
35567	11/15/2022	Cornhusker State Industries	08-2-04700-610-002-0000	(1) Desk-Bookkeeper	\$1,661.00
Sub Total					\$3,020.00

Sorted By	Description				
Fund	Student Fees Fund				

Check Number	Check Date	Payee	Account Code	Reason	Amount
35611	11/15/2022	Yanda's Music & Pro Audio	12-2-02190-350-001-0000	Repair School-Owned Saxophone	\$48.00
Sub Total					\$48.00
Grand Total					\$1,405,246.19

APS Policy Update List

4002	Drug Free Workplace	11/14/22	No significant change - Satisfies federal law requirements - will be in staff handbook for notice
4003	Drug Policy Regarding Drivers	11/14/22	No significant changes - standard #s per DOT regulations
4004	Employment of Relatives, Domestic Partners and Significant Others	11/14/22	Discourage direct supervision of relatives - not required by law - transfers w/in district allowed when necessary
4005	Communication between the Board and District Employees	11/14/22	Employees may communicate w/ board for public concern, but must use chain of command for employment issues
4006	Insurance	11/14/22	Board purchases Workers' Comp insurance and may add others as negotiated or appropriate
4007	Personnel Records	11/14/22	Files remain confidential - hiring documents not included - employees can file written response to contents
4008	Outside Employment	11/14/22	Employees can't use position to sell goods/services as side business - work created for school purposes remains the property of the district
4011	Employee Leave Under the Family and Medical Leave Act (FMLA)	11/14/22	Satisfies federal law - clarifies criteria / KSB recommends using DoL forms (not own)
4011.1	Nebraska Family Military Leave Act	11/14/22	Separate policy as NE law has some key differences - qualifiers for both would count as concurrent
4012	Staff Internet and Computer Use	11/14/22	Addresses employee use of devices and network - Off-duty use covered
4013	Grievance Procedure	11/14/22	Protocol clarified (# days / responsibilities / etc.)
4016	Jury Duty/Service as Witness in Court	11/14/22	Follows state law - pay continues but compensation back to district
4017	Relations with Employee Collective Bargaining Associations	11/14/22	Clarifies OK for assoc. to use school facilities but could be charged fees if expenses incurred
4018	Corporal Punishment	11/14/22	Follows state law - corporal punishment defined in policy as stated by NE Supreme Court
4019	Workplace Injury Prevention and Safety Committee	11/14/22	Statutory requirement to establish this committee - # mtgs specified (workplace injury focused, but can be dual Dist Safety Team that deals with SRP as well)
4022	Certification and Endorsements	11/14/22	Follows state laws - allows Board to require employee to maintain endorsements AND/OR add endorsements
4020	Ownership of Copyrighted Works	11/14/22	Work created on duty for district remains district property even if shared / products can be "shared" with written agreement
4023	Professional Ethics	11/14/22	Reaffirms Rule 27 from NDE
4024	Teachers' Rights, Responsibilities and Duties	11/14/22	Standard explanation that teachers are expected to provide more than "merely classroom instruction" (records/planning/mtgs/etc.)
4027	Part-Time Certified Employees	11/14/22	Part time certified MAY BE EXPECTED to do some things outside normal work hours (in-service/training/etc.) without additional pay
4028	Substitute Teachers	11/14/22	Substitute means "temporary" (long term vs contracted now watched carefully)
4029	Salary Schedule for Certificated Employees	11/14/22	Details requirements to move on schedule and deadlines for notification to district

4002
Drug Free Workplace

It is vitally important to have a healthy workforce that is free from the effects of illegal drugs. The use or possession of unlawful drugs in the workplace has a very detrimental effect upon safety and morale of the affected employee, coworkers, and the public at large; and on productivity and the quality of work.

Federal law requires this school district, as a recipient of federal funds, to maintain a drug-free workplace. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the district's workplace is prohibited. The term "workplace" includes every location where district employees may be found during their working hours or while they are on duty, regardless of whether the location is within the geographic boundaries of the district. Any employee who violates this policy will be disciplined with measures up to and including discharge. The district may, in its sole discretion, require or allow an employee who violates this policy to participate in and satisfactorily complete a drug abuse assistance or rehabilitation program.

The district shall provide every current employee with a copy of this policy, and shall provide each newly hired employee with a copy upon hiring. Every employee shall be required to signify receipt of a copy of the policy in writing. All district employees must abide by this policy, including those who are not directly engaged in the performance of work pursuant to a federal grant.

An employee must notify his/her supervisor of any conviction of a criminal drug statute for a violation occurring in the workplace within five days. The failure to report such a conviction will be grounds for dismissal. If the employee convicted of such an offense is engaged in the performance of work pursuant to the provisions of a federal grant, the district shall notify the grant agency within 10 days of receiving notice of a conviction from the affected employee or of receiving actual notice of such a conviction.

Adopted on: _____
Revised on: _____
Reviewed on: _____

4003 Drug Policy Regarding Drivers

Policy Statement. Drivers for the school district must be free from drug and alcohol abuse, and the use of illegal drugs or improper use of alcohol is prohibited. The overall goal of drug and alcohol testing is to insure a drug-free and alcohol-free transportation environment, and to reduce accidents, injuries and fatalities.

Designated Contact. The school district has designated the Superintendent as the individual any driver may contact with questions about this policy or the school district's drug testing program and procedures for drivers. This individual further maintains and will provide drivers informational materials concerning the effects of alcohol and controlled substances use on an individual's health, work, and personal life; signs and symptoms of an alcohol or a controlled substances problem (the driver's or a co-worker's); and available methods of intervening when an alcohol or controlled substances problem is suspected, including confrontation, referral to any employee assistance program and/or referral to management.

The AHPS Superintendent may be contacted at 308-962-5458 or "firstname.lastname@arapahoewarriors.org"

Covered Drivers. Any person who operates a commercial motor vehicle on behalf of the school district is covered by this policy and the school district's drug testing program and procedures for drivers. All covered drivers must provide the school district a signed statement certifying that he or she has received a copy of this policy and related materials.

Covered Workday. A driver is required to comply with this policy and the terms of the school district's drug testing program and procedures for drivers at all times they are assigned, or may be assigned, to perform safety-sensitive functions. This includes all time from the time a driver begins to work or is required to be in readiness to work until the time he/she is relieved from work and all responsibility for performing work. Safety-sensitive functions include: (1) all time at a school district facility or property, contractor facility or property, or on any public property, waiting to be dispatched, unless the driver has been relieved from duty by the school district; (2) all time inspecting equipment as required by state or federal law or regulation and any and all other time inspecting, servicing, or conditioning any commercial motor vehicle; (3) all time spent at the driving controls of a commercial motor vehicle in operation; (4) all time, other than driving time, in or upon any commercial motor vehicle; (5) all time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a

vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded; and (6) all time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

Prohibited Conduct. No driver shall: (1) report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater; (2) use alcohol while performing safety-sensitive functions; (3) perform safety-sensitive functions within four hours after using alcohol; or (4) refuse to submit to a pre-employment controlled substance, a post-accident alcohol or controlled substance test, a random alcohol or controlled substances test, a reasonable suspicion alcohol or controlled substance test, a return-to-duty alcohol or controlled substances test, or a follow-up alcohol or controlled substance test required under state or federal law or this policy. No driver required to take a post-accident alcohol test shall use alcohol for eight hours following the accident, or until he/she undergoes a post-accident alcohol test, whichever occurs first.

No driver shall: (1) report for duty or remain on duty requiring the performance of safety sensitive functions when the driver uses any drug or substance identified in 31 CFR 1308.11 Schedule 1; (2) report for duty or remain on duty requiring the performance of safety-sensitive functions when the driver uses any non-Schedule I drug or substance that is identified in the other Schedules in 21 CFR part 1308 except when the use is pursuant to the instructions of a licensed medical practitioner who is familiar with the driver's medical history and has advised the driver that the substance will not adversely affect the driver's ability to safely operate a commercial motor vehicle; or (3) report for duty, remain on duty or perform a safety-sensitive function, if the driver tests positive or has adulterated or substituted a test specimen for controlled substances.

Types of Testing. Pursuant to regulations promulgated by the Department of Transportation (DOT), the district has implemented four types of testing: (1) pre-employment testing, (2) reasonable cause testing, (3) post-accident testing and (4) random testing.

Refusal to Submit to Testing. A driver shall not refuse to submit to testing. A driver will be considered to have refused to submit to testing if the driver fails to provide a sample or specimen necessary for testing upon a lawful request, consistent with the required testing protocols. The refusal to submit to the testing used by the district will be grounds for refusal to hire driver applicants and to terminate the employment of existing drivers.

Consequences for Violations. Any driver who becomes unqualified on the basis of violation of the terms of this policy will be subject to disciplinary action which may include termination of the driver's employment, and shall include the immediate removal from safety-sensitive functions in compliance with federal law. No driver tested pursuant to this policy and the school district's drug testing program and procedures who is found to have an alcohol concentration of 0.02 or greater but less than 0.04 shall perform or continue to perform safety-sensitive functions until the start of the driver's next regularly scheduled duty period, but not less than 24 hours following administration of the test.

Return to Duty Process. A driver who has violated this policy or the school district drug testing program and procedures cannot again perform any safety-sensitive functions until and unless the employee completes the return-to-duty process, including the substance-abuse professional's (SAP) evaluation, referral, and recommended education or treatment. The school district will provide employees the relevant contact information for available and acceptable SAPs as necessary, but the school district is not required under the law to provide a SAP evaluation or any subsequent recommended education or treatment for a driver. Any driver completing the return-to-duty process must complete a return-to-duty test and test negatively.

Disqualification. Any applicant who tests positive for the presence of the following drugs is medically unqualified to drive and will not be considered for the position of driver: (1) marijuana, (2) cocaine, (3) opiates, (4) amphetamines, or (5) phencyclidine (PCP). Any district driver who tests positive shall be medically unqualified and removed from service immediately.

Pre-employment Testing. All applicants for employment must submit to drug and alcohol tests as a condition of being considered for employment.

Reasonable Cause Testing. The district shall have reasonable cause to require a driver to submit to drug testing when a driver manifests physical or physiological symptoms or reactions commonly attributed to the use of controlled substances or alcohol.

Post-Accident Testing. A driver who has been involved in a reportable accident must submit to drug and alcohol testing as soon as possible. A reportable accident includes any accident in which there is a fatality, a person is injured and must be treated away from the accident site, the driver receives a citation for a moving violation, or a vehicle is towed from the

scene. The driver must notify the district immediately regarding any reportable accident.

Serious Injury to the Driver. If a driver is so seriously injured that he or she cannot submit to testing at or immediately after the time of the accident, the driver must provide the necessary authorization for the district to obtain hospital reports or other documents that would indicate whether there were controlled substances or alcohol in the driver's system.

Random Testing. All drivers will be subject to unannounced random testing for drugs and alcohol. The district or its agents will periodically select drivers at random for testing. A district official will notify a driver when his or her name has been selected and will instruct the driver to report immediately for testing. By its very nature, random selection may result in one driver being tested more than once in a 12-month period, while another driver may not be selected at all during the same 12 months.

Frequency of Random Testing. Under DOT regulations, the district must test at least 50 percent of its average number of driver positions for drugs and 25 percent of its average number of driver positions for alcohol each year. The tests must be unannounced and spread evenly throughout the year. DOT regulations also require that every driver selected at random must have his or her name placed back in the random pool for the next selection period.

Testing Procedure. All urine and blood specimens collected under the policy will be submitted to an approved laboratory for testing. Specimens that initially test positive for drugs will be subjected to a subsequent confirmation test before being reported by the laboratory as positive. All such specimens collected and submitted will be maintained securely to safeguard the validity of the test results and maintain the integrity of the testing process while ensuring the results are attributed to the correct driver.

Medical Resource Officer. All laboratory test results will be reported by the laboratory to a medical review officer (MRO) designated by the district. Negative test results will be reported as such by the MRO to the district. Before reporting a positive test result to the district, the MRO will attempt to contact the driver to discuss the test result. If the MRO is unable to contact the driver directly, the MRO will contact a district official designated in advance by the district, who shall in turn contact the driver and direct the driver to contact the MRO. Upon being so directed, the driver shall contact the MRO immediately or, if after the MRO's business hours and the MRO is unavailable, at the start of the MRO's next business day. If required by DOT regulations, personal information collected and maintained pursuant to this

policy shall be reported to the Clearinghouse by the MRO in the event of: (1) a verified positive, adulterated, or substituted drug test result; (2) an alcohol confirmation test with a concentration of 0.04 or higher; (3) a refusal to submit to any test required by this policy and the school district's drug testing program and procedures; (4) an employer's report of actual knowledge that a driver has used alcohol or controlled substances based on the employer's direct observation of the employee, information provided by the driver's previous employer(s), a traffic citation for driving a CMV while under the influence of alcohol or controlled substances or an employee's admission of alcohol or controlled substance use; (5) on duty alcohol use as prohibited above; (6) pre-duty alcohol use as prohibited above; (7) alcohol use following an accident as prohibited above; (8) controlled substance use as prohibited above; (9) a substance abuse professional report of the successful completion of the return-to-duty process; (10) a negative return-to-duty test; and (11) an employer's report of completion of follow-up testing.

Confidentiality. Pursuant to DOT regulations, individual test results for applicants and drivers will be released to the district and will be kept confidential unless the tested individual consents to their release or release is required by law (such as the release of information to the Clearinghouse.) Any person who has submitted to drug testing in compliance with this policy is entitled to receive the results of such testing upon timely written request.

Retesting. An individual who tested positive for the presence of drugs may request that the original sample be retested. The request for a retest must be submitted in writing on a form provided by the district within 3 working days of the district's notification to the individual that he or she has a positive test result. The individual making the request must pay all costs associated with the retest and transfer of the sample to another laboratory before the retest will be performed.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4004

Employment of Relatives, Domestic Partners and Significant Others

It is in the school district's best interest to hire the best qualified candidate for employment. However, the district must use sound judgment in hiring and placing employees who are closely related, reside together as domestic partners, or are involved in close relationships for the following reasons: avoiding conflict of interest and the appearance of a conflict of interest; avoiding favoritism and the appearance of favoritism; promoting collegiality among employees; minimizing lost productivity; easing the task of managing employees; avoiding friction and conflict when marriages or relationships break down; and avoiding claims of sexual harassment.

For the purposes of this policy, the term "relative" refers to a spouse, child, parent, sibling, grandparent, grandchild, aunt, uncle, first cousin, or corresponding in-law or "step" relation. "Domestic partner" refers to individuals who reside in the same household and are involved in a relationship, who may hold themselves out to the public as marital partners, but who are not legally married. "Significant others" refers to individuals who are dating or engaged to be married but may or may not reside together. This policy applies to all categories of employment including regular, temporary, and part-time classifications.

Generally, an employee's relative, domestic partner, or significant other should not be hired to work in the same department as the employee or in any other position in which the district believes a conflict or the appearance of a conflict may exist. Relatives, domestic partners, and significant others are permitted to work at the district provided one does not report directly to, supervise, or manage the other. The superintendent and/or board may make exceptions to this general rule.

Employees in a supervisory-subordinate relationship or employed in the same department who marry, become domestic partners, or become significant others while employed will be treated in accordance with these guidelines, and one of the employees will be transferred at the earliest practicable time. The transfer will be voluntary when possible. When a voluntary transfer is not possible, the superintendent will make the decision based upon the importance of each job, the needs of the district, and the availability of candidates to fill either position. The district shall endeavor to place the transferred employee in a position which is similar in terms of pay and benefits. The superintendent and/or board may make exceptions to this general rule.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4005

Communication Between the Board and District Employees

Employees have the same right to communicate with the board about matters of public concern as other patrons of the district. Regarding employment-related issues, employees must follow the applicable board policies and/or contractual procedures regarding the administrative chain of command, complaints, grievances and other applicable processes.

When appropriate, the superintendent shall inform employees of official board policies, directives, actions and concerns.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4006
Insurance

The school district shall provide workers' compensation insurance for the protection of the district and its employees, and such other insurance as the board deems appropriate or has agreed to provide pursuant to a contract or collective bargaining agreement.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4007
Personnel Records

The district shall maintain a personnel file regarding each employee. All materials in a personnel file, except for employment references and information that was gathered in the process of assessing an applicant for hiring, shall be available to the employee for review within a reasonable period of time of the employee's request. Employees (or individuals to whom employees have given written authorization) may inspect the contents of their personnel files only in the presence of an administrator or a person designated by the administration.

An employee may respond to any document(s) in his or her personnel file by submitting a written response to the person responsible for keeping the file, who shall attach the response to file copies of the disputed document.

No person other than school officials engaged in their professional duties shall be granted access to employees' personnel files, and the contents of such files shall not be divulged in any manner to any unauthorized person. An attorney acting on behalf of the board of education or administration is deemed to be a school official.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4008
Outside Employment

1. An employee's responsibilities to the district take precedence over personal responsibilities during school hours. Employees may not engage in other employment business activity during assigned duty hours.
2. Tutoring
 - a. Teachers are expected to assist students who are having learning problems as part of the teachers' employment. Such assistance is expected both in the classroom and at other times during the school day.
 - b. A teacher shall not solicit a student or parent to retain the teacher as a tutor and shall not act as a tutor for pay or other remuneration for any student who is then enrolled in any class taught by that teacher.
 - c. In all other cases during the school year, a teacher may act as a tutor for pay or other remuneration upon prior approval of the building principal and superintendent or designee.
3. Employees shall attend to personal matters outside their assigned duty hours with the district whenever possible.
4. Employees may conduct business on behalf of the district during assigned duty hours, but at times that do not disrupt or interfere with teaching responsibilities or student activities.
5. Employees shall not misrepresent, either expressly or by implication, that any activity, solicitation, or other endeavor is sponsored, sanctioned, or endorsed by the district.
6. In any written or verbal presentation by an employee that might be perceived as being sanctioned, sponsored, or endorsed by the district, other than district-related instruction or presentation to district students or personnel, the employee shall communicate to the audience or recipients that the views expressed are those of the employee and not necessarily those of the district or board.
7. Sale of goods or services by employees.
 - a. Employees shall not sell, solicit or promote the sale of goods or services to students.

- b. Employees shall not sell, solicit or promote the sale of goods or services to parents of students when the employee's relationship with the district is used to influence any sale or may be reasonably perceived by parents as attempting to influence any sale.
 - c. Employees with supervisory or managerial responsibilities shall not sell, solicit or promote the sale of goods or services to employees over whom they have such responsibilities in any manner that could reasonably be perceived as coercive by the subordinate employee(s).
 - d. Employees shall not use employee, student, or parent directories in connection with the solicitation, sale, or promotion of goods or services and shall not provide any such directory to any person or entity for any purpose without the prior knowledge or approval of the building principal.
8. No school board member, administrator, teacher, or other employee shall use the personnel, facilities, resources, equipment, property, or funds of the district for personal financial gain or business activities.
9. All written or artistic works, instructional materials, inventions, procedures, ideas, innovations, systems, programs, or other work product created or developed by any employee in the course and scope of performance of his or her employment duties on behalf of the district, whether published or not, shall be the exclusive property of the district; and the district has the sole right to sell, license, assign, or transfer any and all right, title, or interest in and to such property.
10. Staff may not exploit their professional relationships for personal gain.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4011

Employee Leave Under the Family and Medical Leave Act (FMLA)

The school district shall provide leave to its employees in accordance with the Family and Medical Leave Act ("FMLA"). The terms used herein shall have the meaning ascribed to them under the FMLA. Employees may also qualify for leave under the Nebraska Family Military Leave Act, which is covered under the district's policy for that law. If an employee qualifies for leave under both the Family and Medical Leave Act and the Nebraska Military Leave Act, any leave taken by the employee will count concurrently toward the leave limits of both acts.

I. Qualifying for Leave

A. Qualified Employees

1. To be eligible for **unpaid** leave under this policy, an employee must:
 - a. Make the request for leave at a time when the school district employs 50 or more workers;
 - b. Have been working for the school district for at least 12 months prior to the request; and
 - c. Have worked a minimum of 1,250 hours during the 12-month period immediately preceding the commencement of the leave.
2. The applicable 12-month period for computing an employee's entitlement to FMLA leave shall be the 12-month period measured forward from the date such employee's first FMLA leave begins.
3. Employees ineligible for FMLA leave for any reason may be eligible for leave under the Nebraska Family Military Leave Act and should consult policy 4011.1.

B. Qualified Circumstances Necessitating Leave

1. The school district will grant an eligible employee up to a total of 12 workweeks of **unpaid** leave under the following conditions:

- a. For birth of a son or daughter, and to care for the newborn child;
 - b. For placement of a son or daughter with the employee for adoption or foster care;
 - c. To care for the employee's spouse, son, daughter, or parent with a serious health condition;
 - d. Because of a serious health condition that makes the employee unable to perform the functions of his or her job;
 - e. Because of any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a Military Member on Covered Active Duty (or has been notified of an impending call or order to Covered Active Duty) in National Guard, Reserves, and/or Regular Armed Forces in support of a contingency operation; or
2. The school district will grant an eligible employee who is the spouse, son, daughter, parent or next of kin of a Covered Servicemember a total of 26 workweeks of **unpaid** leave during a 12-month period to care for the service member as permitted under the FMLA. The leave described in this paragraph shall only be available during a single 12-month period.

For purposes of this provision and this policy, "Covered Servicemember" includes both Military Members and covered Veterans, so long as the covered Veteran was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered Veteran.

3. During the single 12-month period described in paragraph I(B)(2), an eligible employee shall be entitled to a combined total of 26 workweeks of leave under paragraphs I(B)(1) and I(B)(2). Nothing in this

paragraph shall limit the availability of leave under paragraph I(B)(1) during any other 12-month period.

C. Limitations on Leave

1. Leave for birth or placement for adoption or foster care must conclude within 12 months of the birth or placement.
2. In any case in which a husband and wife both employed by the school district are entitled to FMLA leave:
 - a. The aggregate number of workweeks of FMLA leave to which both are entitled is limited to 12 during any 12-month period if such leave is taken (i) because of the birth of a son or daughter of the employee and in order to care for such son or daughter; (ii) because of the placement of a son or daughter with the employee for adoption or foster care; or (iii) to care for a sick parent who has a serious health condition; and
 - b. The aggregate number of workweeks of FMLA leave to which both that husband and wife are entitled is limited to 26 during the single 12-month period in which leave is taken to care for a Covered Servicemember and the husband and wife employees are both either the son, daughter, parent, or next of kin of such Covered Servicemember, if the leave is taken for this reason or a combination of this reason and one of the three reasons described in paragraph I(C)(2)(a). If the leave taken by the husband and wife includes leave described in paragraph I(C)(2)(a), the limitation in paragraph I(C)(2)(a) shall apply to the leave described in I(C)(2)(a).

D. Qualifying Notice and Certification

Employees seeking to use FMLA leave will be required to provide:

1. 30-day advance notice when the need to take the leave is foreseeable; provided, if (a) the leave is for needed treatment which is required to begin in less than thirty days or (b) the leave is for the reason set forth in paragraph I(B)(1)(e), the employee shall provide such notice to the school district as is reasonable and practical;
2. Medical certification supporting the need for leave due to a Serious Health Condition affecting the employee or family member or to care for a Military Member, and/or due to a Serious Injury or Illness to care for a Veteran;
3. Second or third medical opinions and periodic re-certifications (at the school district's expense);
4. Certification supporting the need for leave because of a qualifying exigency arising out of the fact that the employee's spouse, son, daughter or parent is a Military Member on Covered Active Duty (or has been notified of an impending call or order to Covered Active Duty) in the National Guard, Reserves, and/or Regular Armed Forces in support of a contingency operation;
5. Certification supporting the need for leave to care for a Veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered Veteran, and who is undergoing medical treatment, recuperation, or therapy for a Serious Injury or Illness; and
6. Periodic reports during leave, at a frequency reasonably requested by the superintendent, regarding the employee's status and intent to return to work.

E. Scheduling Leave

When leave is needed to care for a family member, for the employee's own illness, or to care for a Covered Servicemember, and such leave is foreseeable based on planned medical treatment, the employee must attempt to schedule treatment so as not to unduly disrupt the school district's operations.

II. Relationship with District During Leave

A. Leave to Be Unpaid

All leave provided to employees under the provisions of the FMLA and this policy shall be unpaid leave.

B. Substitution of Paid Leave

1. The school district requires employees to substitute any accrued paid vacation leave, paid personal leave, paid family leave, paid medical leave or paid sick leave for FMLA leave. However, nothing in this policy shall require the school district to provide paid sick or medical leave in any situation in which the school district would not normally provide such paid leave.
2. If an employee uses paid leave under circumstances which do not qualify as FMLA leave, the leave will not count against the number of workweeks of FMLA leave to which the employee is entitled.
3. Any paid leave which is substituted for FMLA leave will be subtracted from the number of workweeks of unpaid leave provided by the FMLA and this policy.

C. Group Health Plan Benefits

1. The school district will continue group health plan benefits on the same basis as coverage would have been provided if the employee had been continuously employed during the FMLA leave period.
2. Any share of health plan premiums which have been paid by the employee prior to FMLA leave must

continue to be paid by the employee during the FMLA leave period.

D. Intermittent or Reduced-Schedule Leave

1. Leave may be taken under this policy intermittently or on a reduced-leave schedule under certain circumstances.
 - a. When leave is taken because of a birth or because of a placement of a child for adoption or foster care, an eligible employee may take leave intermittently or on a reduced-leave schedule only with the agreement of the school district. In such a case, the superintendent shall have the authority to approve or disapprove such intermittent or reduced leave schedule, in the superintendent's sole discretion.
 - b. When leave is taken to care for a sick family member, for an employee's own serious health condition, or to care for a covered Veteran or Military Member, an eligible employee may take leave intermittently or on a reduced-leave schedule when medically necessary.
 - c. When leave is taken by an eligible employee because of any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a Military Member on Covered Active Duty (or has been notified of an impending call or order to Covered Active Duty) in National Guard, Reserves, and/or Regular Armed Forces in support of a contingency operation, the employee may take leave intermittently or on a reduced-leave schedule.
 - d. When leave is taken by an eligible employee to care for a Covered Servicemember, including a Veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first

date the eligible employee takes FMLA leave to care for the covered Veteran, and who is undergoing medical treatment, recuperation, or therapy for a Serious Injury or Illness

- e. Intermittent or reduced leave shall not result in a reduction in the employee's total amount of leave beyond the amount of leave actually taken.
 - f. When an instructional employee seeks to take intermittent leave in connection with a family or personal illness (e.g. physical therapy or periodic care for a sick relative) or to care for a covered Veteran or Military Member, and when such leave would constitute at least 20 percent of the total number of working days in the period during which the leave would extend, the school district may require the employee to elect to take leave in a block, instead of intermittently, for the entire period or to transfer to an available alternative position within the school system that is equivalent in pay, for which the employee is qualified, and which better accommodates the intermittent leave.
- 2. If an eligible employee requests intermittent leave or leave on a reduced-leave schedule that is foreseeable based on planned medical treatment, including during a period of recovery from a serious health condition, the school district may require the employee to transfer temporarily to an available alternative position for which the employee is qualified and which better accommodates recurring periods of leave than does the employee's regular position. Such alternative position must have equivalent pay and benefits as the employee's permanent position.
 - 3. Leave taken on an intermittent or reduced-schedule basis will be tracked hourly.

III. Return from Leave

A. Restoration to Position

1. On return from FMLA leave, an employee is entitled to be returned to the same position the employee held when leave commenced, or to an equivalent position with equivalent benefits, pay, and other terms and conditions of employment.
2. Any leave taken under this policy will not result in the loss of any employment benefits accrued prior to the date on which the leave commenced.
3. An eligible employee is not entitled to accrual of any seniority or employment benefits during any period of leave, or any right, benefit, or position of employment other than to which the employee would have been entitled had the employee not taken leave.

B. Denial of Restoration

1. The school district reserves the right to deny restoration to any eligible employee who is a "key employee" (that is an employee who is salaried and among the highest paid 10% of the employees of the school district) if such denial is necessary to prevent substantial and grievous economic injury to the operations of the school district.
2. If the school district intends to deny restoration to such an employee, it will:
 - a. notify the employee of his/her status as a "key employee" in response to the employee's notice of intent to take FMLA leave;

- b. notify the employee as soon as the school district decides it will deny job restoration and explain the reasons for this decision;
- c. offer the employee a reasonable opportunity to return to work from FMLA leave after giving this notice; and
- d. make a final determination as to whether reinstatement will be denied at the end of the leave period if the employee then requests restoration.

C. Failure to Return from Leave

- a. If an employee fails to return from FMLA leave after the period of leave to which the employee is entitled has expired, the employee shall reimburse the district for any premiums the employer paid for maintaining health insurance coverage for the employee during the employee's FMLA leave unless the reason the employee does not return is due to: (1) the continuation, recurrence, or onset of the serious health condition which entitled the employee to FMLA leave and the employee provides the district with sufficient certification from the proper health care provider of such continuation, recurrence, or onset of the serious health condition or (2) other circumstances beyond the employee's control.

IV. Notice to Employees

- A. The school district will post in conspicuous places where employees are employed notices explaining the FMLA and providing information concerning the procedures for filing complaints of FMLA violations with the U.S. Wage and Hour Division.
- B. When an employee provides notice of the need for FMLA leave, the school district shall provide the employee with a copy of the "section 301(c) notice" which is attached to this policy.

- C. To the extent that any provision in this policy is in any manner inconsistent with the provisions of the Act or the regulations promulgated thereunder, the Act and regulations shall prevail over the provisions of this policy. The school district reserves the right to modify this policy from time to time in its sole discretion.

- D. Employees may direct any questions or concerns regarding FMLA leave to the superintendent.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4011.1
Nebraska Family Military Leave Act

The school district shall provide leave to its employees in accordance with the Nebraska Family Military Leave Act (NFMLA). The terms used herein shall have the meaning ascribed to them under the NFMLA. Employees may also qualify for leave under the Family and Medical Leave Act (FMLA), which is detailed in the district's FMLA policy. If an employee qualifies for leave under both the FMLA and NFMLA, any leave taken by the employee will count concurrently toward the leave limits of both.

I. Qualifying for Leave

A. Qualified Employees

To be eligible for unpaid leave under the NFMLA, an employee must:

1. Have been working for the school district for at least 12 months prior to the request; and
2. Have worked a minimum of 1,250 hours during the 12-month period immediately preceding the commencement of the leave.

B. Qualified Circumstances for Requesting Leave

The school district will grant a qualified employee up to a total of 30 days of unpaid leave if:

1. The employee is the spouse or parent of a person called to military service lasting 179 days or longer with the state or United States pursuant to orders of the Governor or the President of the United States and;
2. The leave is scheduled to be taken during the time federal or state deployment orders are in effect.

C. Qualifying Notice and Certification

Employees seeking to use the NFMLA will be required to provide:

- a. A consultation with the District to schedule leave so as not to unduly disrupt the operations of the school.
- b. Certification from the proper military authority to verify the employee's eligibility for the family military leave requested.
- c. 14-day advance notice of the intended date upon which the leave will begin, if leave will consist of five or more work days.
- d. As much advance notice as possible of the intended date upon which the leave will commence, if leave will consist of less than five work days.

II. Relationship with District During Leave

A. Leave to Be Unpaid

All leave provided to employees under the provisions of the NFMLA and this policy shall be unpaid leave.

B. Benefits

1. Taking leave under the NFMLA shall not result in the loss of any employee benefit accrued before the date on which the leave commenced.
2. Any employee who takes leave under the NFMLA will be permitted to continue their benefits at their own expense.
3. Payment for benefits must be made to the district in advance of the date on which they are due. For example, if health insurance premiums are paid to the carrier by the district on the 1st of the month, the employee taking leave under the NFMLA must

provide the full cost of the premium to the district prior to that date. Failure to provide the full costs for all benefits the employee wishes to continue in advance of their due date may result in cancellation of benefits as permitted by law.

III. Return from Leave

A. Restoration to Position

1. Any employee who exercises the right to leave under the NFMLA shall be restored by the district to the position held by the employee when the leave commenced or to a position with equivalent seniority status, employee benefits, pay, and other terms and conditions of employment.
2. This section does not apply if the district proves that the employee was not restored because of conditions unrelated to the employee's exercise of rights under the NFMLA.

B. Failure to Return

If an employee fails to return after the period of leave to which the employee is entitled has expired, and no additional qualifications for leave exist, the employee will be subject to the district's policies governing unexcused absences up to and including termination of employment.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4012 Staff Internet and Computer Use

Internet access is an important tool for communicating, keeping up-to-date with current developments in education, and for conducting research to enhance management, teaching and learning skills. The following procedures and guidelines are intended to ensure appropriate use of the Internet at the school by the district's faculty and staff. Staff should also refer to the district's policy on Staff and District Social Media Use.

I. Staff Expectations in Use of the Internet

A. Acceptable Use While on Duty or on School Property

1. Staff shall be restricted to use the Internet to conduct research for instructional purposes.
2. Staff may use the Internet for school-related e-mail communication with fellow educators, students, parents, and patrons.
3. Staff may use the Internet in any other way which serves a legitimate educational purpose and that is consistent with district policy and good professional judgment.
4. Teachers should integrate the use of electronic resources into the classroom. As the quality and integrity of content on the Internet is not guaranteed, teachers must examine the source of the information and provide guidance to students on evaluating the quality of information they may encounter on the Internet.

B. Unacceptable Use While on Duty or on School Property

1. Staff shall not access obscene or pornographic material.
2. Staff shall not engage in any illegal activities on school computers, including the downloading and reproduction of copyrighted materials.

3. Staff shall not use school computers or district internet access to use peer-to-peer sharing systems such as BitTorrent, or participate in any activity which interferes with the staff member's ability to perform their assigned duties.
4. The only political advocacy allowed by staff on school computers or district internet access is that which is permitted by the Political Accountability and Disclosure Act and complies with district policy.
5. Staff shall not share their passwords with anyone, including students, volunteers or fellow employees.

II. School Affiliated Websites

Staff must obtain the permission of the administration prior to creating or publishing any school-affiliated web page which represents itself to be school-related, or which could be reasonably understood to be school-related. This includes any website which identifies the school district by name or which uses the school's mascot name or image.

Staff must provide administrators with the username and password for all school-affiliated web pages and must only publish content appropriate for the school setting. Staff must also comply with all board policies in their school-affiliated websites and must comply with the board's policy on professional boundaries between staff and students at all times and in all contexts.

Publication of student work or personality-identifiable student information on the Internet may violate the Federal Education Records Privacy Act. Staff must obtain the consent of their building principal or the superintendent prior to posting any student-related information on the Internet.

III. Enforcement

A. Methods of Enforcement

The district owns the computer system and monitors e-mail and Internet communications, Internet usage, and patterns of Internet usage. Staff members have no right of privacy in any

electronic communications or files, which are stored or accessed on or using school property and these are subject to search and inspection at any time.

1. The district uses a technology protection measure that blocks access to some sites that are not in accordance with the district's policy. Standard use of the Internet utilizes a proxy server-based filter that screens for non-curriculum related pages.
2. Due to the nature of technology, the filter may sometimes block pages that are appropriate for staff research. The system administrator may override the technology protection measures that blocks or filters Internet access for staff access to a site with legitimate educational value that is wrongly blocked.
3. The district will monitor staff use of the Internet by monitoring Internet use history to ensure enforcement of this policy.

B. Any violation of school policy and rules may result in that staff member facing:

1. Discharge from employment or such other discipline as the administration and/or the board deem appropriate;
2. The filing of a complaint with the Commissioner of Education alleging unprofessional conduct by a certified staff member;
3. When appropriate, the involvement of law enforcement agencies in investigating and prosecuting wrongdoing.

IV. Off-Duty Personal Use

School employees may use the internet, school computers, and other school technology while not on duty for personal use as long as such use is (1) consistent with other district policies, (2) consistent with the provisions of Title 92, Nebraska Administrative Code, Chapter 27 (Nebraska Department of Education "Rule 27"), and (3) is reported as compensation in accordance with the Internal Revenue Code of 1986,

as amended, and taxes, if any, are paid. All of the provisions of Rule 27 will apply to non-certificated staff for the purposes of this policy. In addition, employees may not use the school's internet, computers, or other technology to access obscene or pornographic material, sext, or engage in any illegal activities.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4013 Grievance Procedure

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

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

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

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

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

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

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

Step 4 - Appeal to the Board of Education. If the determination of the superintendent of schools is not satisfactory

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

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

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

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

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

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

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

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

to be waived. If the grievance is not appealed to Step 3 in a timely manner, it shall be deemed to have been settled in accordance with the district's Step 2 determination. If the district fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

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

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

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

Adopted on: _____

Revised on: _____

Reviewed on: _____

4016
Jury Duty/Service as Witness in Court

An employee who has been called to serve as a juror will be granted paid leave. Employees must sign over to the district the compensation they receive for jury duty, but not compensation for expenses.

An employee who has been subpoenaed to testify as a witness in a court proceeding shall be entitled to one day of paid leave. To receive paid leave, the employee must sign over to the district his or her witness fee.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4017

Relations with Employee Collective Bargaining Associations

The board of education recognizes the right of staff members to belong to organizations for bargaining purposes pursuant to state statutes. The board will negotiate with employee associations that have been established in accordance with public employee bargaining statutes and will negotiate with local collective bargaining unit representatives at mutually agreeable times.

To facilitate an amicable relationship between the district and any local employee associations, the district will allow associations to make reasonable use of district facilities for meetings outside the school's and the employees' work hours. With administrative approval, associations may use district resources, post notices of meetings and other information on bulletin boards designated for this purpose, and use district e-mail and mail boxes for delivery of employment-related information. Associations must pay for all supplies used, damage caused, or the loss or theft of borrowed property.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4018
Corporal Punishment

Corporal punishment, defined as the infliction of bodily pain as a penalty for disapproved behavior, is prohibited. Some physical contact is inevitable, and most of it is appropriate. Therefore, physical contact, short of corporal punishment, is acceptable to promote personal interaction with students, to maintain order and control, and to protect persons and property.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4019
Workplace Injury Prevention and Safety Committee

The school district is committed to providing and maintaining a safe work environment, and to taking reasonable precautions for the safety of the students, employees, visitors, and all others having business with this school district. Every employee district should show concern for the safety of fellow employees, students, and members of the public. The district shall have a safety committee as required by Nebraska law. Members of the safety committee shall be established through the collective bargaining process.

The committee shall adopt and maintain a written injury prevention program. The committee shall participate in the development of safety education, training, and the establishment of safety rules, policies and procedures pursuant to this policy, the district's written injury prevention program, or as otherwise provided by law. Training for employees shall be conducted annually.

The workplace injury prevention and safety committee shall maintain minutes of all meetings and file them in the district office. The committee shall implement accident investigation, record keeping procedures, safety rules, safety and health training, and policies. The district shall maintain records for at least three years, or longer if directed by the Department of Labor.

The committee shall meet at least once every three months or more frequently in the event of an employee complaint or of a job-related injury or death. The workplace injury prevention and safety committee shall keep written minutes of all meetings, and provide a copy to the superintendent or designee who shall maintain the minutes in the district's administrative offices for a period of at least three years, unless otherwise instructed by the Department of Labor.

The workplace injury prevention and safety committee shall develop an injury prevention plan and present it to the board. The plan should be developed and presented in the spirit of employees working together in a cooperative, non-adversarial effort to promote safety at the work sites within the district.

The superintendent or designee shall assure that the safety training for employees is reviewed annually or more frequently, if needed. He or she shall provide the following, as set forth in the initial written Employer's Injury Prevention Plan:

1. Initial safety orientation on rules, policies, and job specific procedures for new employees or employees who are assuming new and different duties within the school district, if appropriate.
2. Job specific training for employees before they perform potential hazardous work.
3. Periodic refresher training and dissemination of information on an annual basis, or more frequently if so designated by the administrator, for employees regarding the injury prevention plan of the unit and safety rules, policies, and procedures pertaining to safety within the school district.

In the event of a death in the workplace, the workplace injury prevention and safety committee shall forward to the Department of Labor within 15 working days a copy of any review of the matter made by the workplace injury prevention and safety committee.

The superintendent or designee shall establish or cause to be established record-keeping procedures to control and maintain all accident and injury records pertaining to accidents and injuries within the district or activities under the control of the district. Such records shall be kept for at least three years, or longer if so advised by the Department of Labor.

The workplace injury prevention and safety committee will confer with the district's crisis team and shall review the district's All-Hazard School Safety Plan upon its adoption by the crisis team.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4020
Ownership of Copyrighted Works

Works created by district employees in the course and scope of their employment remain the property of the district. The board may enter into a written agreement with a staff member allowing the staff member to share ownership of a copyright in the covered work. The board will only enter into such an agreement if the written work was created apart from, and in addition to, what the district requires and if the district will not incur an expense to replace the work.

The board hereby expressly grants to other educational entities located within Nebraska a non-exclusive license to use the district's copyrighted works for educational purposes within Nebraska when those works have been placed onto collaborative learning systems within the State.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4022
Certification and Endorsements

All educators must be duly certified by the Nebraska Department of Education in accordance with the Department's rules and the laws of Nebraska. They must file copies of their teaching certificates, including endorsements, with the superintendent of schools, and must promptly file any changes in certification or endorsements. Certified employees are required to maintain all their endorsements, and may not permit any endorsement to lapse or remove it from their certificates. The board or superintendent may require a certified employee to obtain a new endorsement when it is deemed necessary for the benefit of the school district and/or to comply with federal or state requirements.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4023
Professional Ethics

The Regulations and Standards for Professional Practices Criteria, commonly known as Rule 27 of the Nebraska Department of Education, are the minimum standards for all certificated staff members of the school district. All certificated employees are responsible for reading, understanding, and complying with these standards.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4024

Teachers' Rights, Responsibilities and Duties

All certificated employees shall assume the duties and responsibilities assigned by the superintendent or designee. Teachers' professional responsibilities involve considerably more than merely classroom instruction. They include, but are not limited to, study and research to keep abreast of new knowledge and instructional techniques; assessment of students' work; record-keeping; lesson planning and preparation; conferences with students, parents and administrators; in-service meetings; and supervision of pupils outside the classroom.

Teachers must be in their classrooms or assigned areas as instructed by the building principal. All duty time is necessary for educational planning, preparation, and conferences with students, parents and faculty members.

All teachers must maintain a standard of dress, personal appearance, general decorum, moral standards and behavior that reflects their professional status in the community.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4027
Part-Time Certified Employees

Percentage of Time. The percentage of time that a teacher works will be determined by calculating the amount of time that the teacher is required to be at school to teach or supervise classes, plus any assigned preparation time, as a percentage of the entire school day. Extracurricular assignments shall not be considered in determining a teacher's percentage of time. Part-time and temporary teachers may or may not be assigned preparation time, at the sole discretion of the board of education, upon the recommendation of the superintendent of schools.

Acquiring Permanent Status. A part-time teacher may become a permanent certificated employee pursuant to the provisions of state statutes.

Salary. The salary, benefits and leave entitlement of a part-time teacher shall be determined by reference to the negotiated agreement between the district and the teacher's association.¹ The percentage of time a part-time teacher is required to be on duty shall be determined by the board of education upon the recommendation of the superintendent of schools.

Horizontal Movement on the Salary Schedule. A part-time teacher may qualify for movement horizontally on the salary schedule by earning graduate hours of college credit as set forth in the guidelines of the school district's salary schedule, and according to the applicable district policies.

Attendance at In-service Meetings, Faculty Meetings, and School Activities. A part-time teacher is responsible for attending in-service meetings, faculty meetings, and school activities that take place outside the teacher's assigned duty hours without additional compensation. A part-time teacher is responsible for performing such tasks as selling or taking tickets, and will be compensated for such tasks pursuant to the policy, practice or negotiated agreement of the school district.

Continuation of Employment. The school district administration and board will deal with the continuation of a part-time teacher's employment pursuant to state statute and the procedures prescribed for full-time employees in these policies.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4028
Substitute Teachers

A substitute teacher is an educator who possesses the required certification from the Nebraska Department of Education and is employed to fill a teaching position on a temporary basis. The board shall establish the pay and benefits for substitute teachers.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4029

Salary Schedule for Certificated Employees

The board of education recognizes the "salary schedule" and related provisions for compensation currently in effect resulting from negotiations between the board and the education association. This policy is intended to supplement the terms and conditions contained in the collective bargaining agreement. If there is any conflict between the terms of this policy and the collective bargaining agreement, the terms of the negotiated agreement shall control.

Horizontal Advancement. Teachers who wish to advance horizontally on the salary schedule must notify the superintendent in writing prior to June 1 of the preceding school year. The teacher must furnish the superintendent with college transcripts by September 10 for the teacher to qualify to move horizontally on the salary schedule. If an institution will not issue an official transcript by September 10, the teacher must provide the superintendent with written confirmation by September 10 from a college official attesting that the teacher has satisfactorily completed the courses.

Movement Past the BA Column. Teachers who wish to advance beyond the BA column must be accepted in a Masters Program that relates to their teaching field, as determined by the superintendent. Teachers must inform the superintendent of their enrollment prior to the beginning of their class to discuss its work-related objectives.

Movement Past the MA Column. Teachers who wish to advance beyond the MA column must be enrolled in course work that relates to their teaching field, as determined by the superintendent. Teachers must inform the superintendent of their enrollment prior to the beginning of their class to discuss its work-related objectives.

Superintendent's Review. The superintendent shall review all requests for advancement on the salary schedule resulting from a teacher's acquiring additional teaching experience or for completion of college courses, and shall report all changes to the board of education annually.

Vertical Advancement. A teacher may advance only one step vertically on the schedule in any year.

Adopted on: _____

Revised on: _____

Reviewed on: _____