

Board of Education Meeting  
Monday, April 21, 2025 7:30 PM

Elementary School Conference Room  
550 7th Street  
Syracuse, NE 68446-0520

## **Agenda**

1. Call to Order and Roll Call
2. Notice of Open Meeting Act- Posted
3. Publication of Meeting
4. Excuse Absent Board Members
5. Approval of Agenda
6. Consent Agenda
  - 6.1. Treasurer's report
  - 6.2. Secretary report
  - 6.3. Expenditures
  - 6.4. Claims for payment
  - 6.5. Minutes of prior meeting(s)
7. Communications from the Public
8. Reports
  - 8.1. Superintendent
  - 8.2. Principal Reports - Silent Heroes students and NHD National Qualifiers
9. Discussion Items
  - 9.1. Review Policies
  - 9.2. Strategic Plan meeting
10. Action Items
  - 10.1. Staff Resignations
  - 10.2. Approval of the Employment of Certificated Staff
  - 10.3. Discuss, consider, and take action on last day of school for staff and students
  - 10.4. Discuss, consider, and take action on updating policies.
  - 10.5. Discuss, consider, and take action on classified wages
  - 10.6. Discuss, consider and take action on copier bids
  - 10.7. Discuss, consider and take action on Chromebook purchase.
  - 10.8. Discuss, consider, and take action on summer facility projects.
11. Closed Session
12. Discuss, consider, and take all necessary action to approve the purchase of 114 South 30<sup>th</sup> Road, Syracuse, Nebraska.
13. Adjourn

## AFFIDAVIT OF PUBLICATION

State of Florida, County of Broward, ss:

I, Edmar Corachia, of lawful age, being duly sworn upon oath depose and say that I am an agent of Column Software, PBC, duly appointed and authorized agent of the Publisher of Syracuse Journal Democrat, a publication that is a "legal newspaper" as that phrase is defined for the city of Nebraska City, for the County of Otoe, in the state of Nebraska, that this affidavit is Page 1 of 1 with the full text of the sworn-to notice set forth on the pages that follow, and that the attachment hereto contains the correct copy of what was published in said legal newspaper in consecutive issues on the following dates.

**Publication Dates:**

- Apr 18, 2025

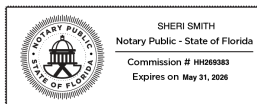
**Notice ID:** JkyhHlnqxdRexegZ5Nua

**Notice Name:** Meeting Notice 04\_21\_25

**Publication Fee:** \$6.45

*Edmar Corachia*

\_\_\_\_\_  
Agent



**VERIFICATION**

State of Florida  
County of Broward

Signed or attested before me on this: 04/21/2025

*S. Smith*

\_\_\_\_\_  
Notary Public

Notarized remotely online using communication technology via Proof.

**MEETING NOTICE**

School District #27 Board of Education will hold its regular monthly meeting Monday, April 21, 2025 at 7:30 pm in the Elementary Conference Room. A continually current agenda is available for public inspection at the Superintendent's office.

Published in the Syracuse Journal Democrat on April 18, 2025.

3356900 ZNEZ

**SCHOOL DISTRICT #27**  
**REPORT OF THE SCHOOL TREASURER**  
**March 31, 2025**

**GENERAL FUND**

BEGINNING BALANCE		\$4,084,241.75
RECEIPTS		
TAXES	\$197,204.73 ✓	
INTEREST	\$10,086.59 ✓	
STATE OF NEBRASKA	\$430,398.00 ✓	
OTHER	\$13,147.50 ✓	
TOTAL	\$650,836.82 ✓	
DISBURSEMENTS		
PAYROLL/DEDUCTIONS	\$738,799.35	
OPERATING	\$143,314.32	
OTHER -	\$0.00	
OTHER -	\$0.00	
TOTAL	\$882,113.67	
FUND BALANCE		\$3,852,964.90
FIRSTBANK NEB SYRACUSE	ACCT # 671-750-03	\$33,528.92
FIRSTBANK NEB SYRACUSE	ACCT # 671-750-05	\$3,051,311.33
COUNTRYSIDE BANK UNADILLA	ACCT # 00412-700	\$38,482.12
FIRSTBANK NEB SYRACUSE	CD# 5011964	\$512,452.48
RIVERSTONE BANK	CD# 76834	\$217,190.05
GENERAL FUND BALANCE	March 31, 2025	\$3,852,964.90

**BUILDING FUND**

BEGINNING BALANCE		\$1,660,192.28
RECEIPTS		
TAXES	\$9,094.40	
INTEREST	\$3,537.70	
TRANSFER FROM GEN FUND -03	\$0.00	
OTHER - SCOREBOARD ADS	\$0.00	
TOTAL	\$12,632.10	
DISBURSEMENTS		
TRANSFER -	\$0.00	
OTHER -	\$0.00	
OTHER -	\$0.00	
OTHER -	\$0.00	
TOTAL	\$0.00	
FUND BALANCE		\$1,672,824.38
FIRSTBANK NEB SYRACUSE	ACCT # 730-309-01	\$4,888.04
FIRSTBANK NEB SYRACUSE	ACCT # 730-309-05	\$1,051,625.61
WESTERN NATIONAL BANK	CD #702816	\$616,310.73
		\$0.00
BUILDING FUND BALANCE	March 31, 2025	\$1,672,824.38

**SCHOOL DISTRICT #27**  
**REPORT OF THE SCHOOL TREASURER**  
**March 31, 2025**

**DEPRECIATION FUND**

BEGINNING BALANCE		\$905,544.85
RECEIPTS		
TRANSFER FROM GEN FUND - 03	\$0.00	
INTEREST	\$2,115.00	
OTHER - TRANS	\$0.00	
TOTAL	\$2,115.00	\$2,115.00
DISBURSEMENTS		
OTHER -	\$0.00	
OTHER -	\$0.00	
TOTAL	\$0.00	\$0.00
FUND BALANCE		\$907,659.85
COUNTRYSIDE BANK UNADILLA	ACCT # 00548M297	\$907,659.85
	CD #	\$0.00
		\$0.00
		\$0.00
DEPR FUND BALANCE	March 31, 2025	\$907,659.85

**UNEMPLOYMENT FUND**

BEGINNING BALANCE		\$12,587.78
RECEIPTS		
TRANSFER FROM GEN FUND	\$0.00	
INTEREST	\$32.07	
TOTAL	\$32.07	\$32.07
DISBURSEMENTS		
OTHER - NE UC FUND	\$0.00	
TOTAL	\$0.00	\$0.00
FUND BALANCE		\$12,619.85
FIRSTBANK NEB SYRACUSE	ACCT # 731-612-05	\$12,619.85
UNEMPLOY FUND BALANCE	March 31, 2025	\$12,619.85

**BOND FUND**

BEGINNING BALANCE		\$576,190.29
RECEIPTS		
TAXES	\$17,653.48	
INTEREST	\$1,849.64	
OTHER -	\$0.00	
TOTAL	\$19,503.12	\$19,503.12
DISBURSEMENTS		
OTHER -	\$0.00	
OTHER -	\$0.00	
TOTAL	\$0.00	\$0.00
FUND BALANCE		\$595,693.41
FIRSTBANK NEB SYRACUSE	ACCT # 631-911-05	\$595,693.41
	CD #	\$0.00
		\$0.00
BOND FUND BALANCE	March 31, 2025	\$595,693.41

**SCHOOL DISTRICT #27  
SECRETARY'S REPORT  
APRIL 21, 2025**

**GENERAL FUND**

Balance as of February 28, 2025	\$ 4,084,241.75
March receipts	<u>\$ 650,836.82</u>
Total amount available	\$ 4,735,078.57
March disbursements	<u>\$ 882,113.67</u>
Balance as of March 31, 2025	\$ 3,852,964.90

**SCHOOL LUNCH FUND**

Balance as of February 28, 2025	\$ 358,744.44
March receipts	<u>\$ 31,202.45</u>
Total amount available	\$ 389,946.89
March disbursements	<u>\$ 46,534.05</u>
Balance as of March 31, 2025	\$ 343,412.84

Bank Balance March 31, 2025	\$ 343,412.84
Outstanding receipts	<u>\$ -</u>
Total amount available	\$ 343,412.84
Outstanding disbursements	<u>\$ 885.04</u>
Bank Balance March 31, 2025	\$ 342,527.80

**SCHOOL ACTIVITIES**

Balance as of February 28, 2025	\$ 127,741.58
March receipts	<u>\$ 9,890.21</u>
Total amount available	\$ 137,631.79
March disbursements	<u>\$ 36,846.77</u>
Balance as of March 31, 2025	\$ 100,785.02

**SDA REVOLVING**

Balance as of February 28, 2025	\$ 100,630.88
March receipts	<u>\$ 4,614.30</u>
Total amount available	\$ 105,245.18
March disbursements	<u>\$ 6,144.06</u>
Balance as of March 31, 2025	\$ 99,101.12

\*Included

FirstBank Nebraska Cking #03	33,099.76	33,528.92
FirstBank Nebraska MM #05	3,282,989.05	3,051,311.33
Countryside Bank Unadilla	38,510.41	38,482.12
FirstBank Nebraska CD #5011964	512,452.48	512,452.48
Riverstone Bank CD	<u>217,190.05</u>	<u>217,190.05</u>
	\$ 4,084,241.75	\$ 3,852,964.90

Respectfully submitted,



David Kraus, Superintendent

# Current Cash Balance

Sorted by Site ID, Group ID, Activity ID; Filtered by Site.

From 03/01/2025 to 03/31/2025.

Site ID Group ID	Site Name Group Name	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
<b>SHS</b>	<b>Syracuse High School</b>							
<b>A-1</b>	<b>Activity Accounts</b>							
1000-1	JH STOP			4,530.49	337.24	9.95	0.00	4,857.78
1001-1	ADMISSIONS			41,640.50	404.00	0.00	0.00	42,044.50
1005-1	ADULT ATHLETIC PASSES			8,560.00	0.00	0.00	0.00	8,560.00
1015-1	ART CLUB			2,566.03	0.00	0.00	0.00	2,566.03
1020-1	ATHLETIC BOOSTER CLUB			31,269.42	0.00	1,416.85	0.00	29,852.57
1025-1	BAND			-849.69	508.00	735.20	0.00	-1,076.89
1031-1	CIRCLE OF FRIENDS			130.53	344.00	86.59	0.00	387.94
1065-1	DANCE TEAM			1,440.93	1,575.00	80.00	0.00	2,935.93
1075-1	DISTRICT AUTISM TEAM			1,928.71	0.00	0.00	0.00	1,928.71
1080-1	DRAMA			-3,412.93	498.25	0.00	0.00	-2,914.68
1084-1	E-SPORTS			234.96	0.00	0.00	0.00	234.96
1085-1	EL MUSIC PROGRAM			151.29	0.00	0.00	0.00	151.29
1090-1	EL STUDY			2,598.82	0.00	0.00	0.00	2,598.82
1095-1	EQUIPMENT (CONCESSIONS)			8,072.44	929.03	976.00	0.00	8,025.47
1100-1	FBLA			10,393.91	0.00	678.04	0.00	9,715.87
1110-1	FFA			17,901.11	1,324.37	2,020.00	0.00	17,205.48
1120-1	FIELD TRIPS			13,711.96	288.75	675.00	0.00	13,325.71
1125-1	FOREIGN LANGUAGE			97.22	0.00	0.00	0.00	97.22
1130-1	HIGH ABILITY			1,027.90	0.00	0.00	0.00	1,027.90
1135-1	HISTORY FAIR			906.46	0.00	0.00	0.00	906.46
1140-1	HOMEROOM			649.31	0.00	0.00	0.00	649.31
1145-1	HONOR SOCIETY			1,973.43	0.00	556.45	0.00	1,416.98
1150-1	HS MATHEMATICS CLUB			30.61	0.00	0.00	0.00	30.61
1155-1	INTEREST			837.90	24.51	0.00	0.00	862.41
1160-1	JH STUDENT COUNCIL			1,888.49	99.00	200.00	0.00	1,787.49
1165-1	LIBRARY			5,906.42	45.97	100.00	0.00	5,852.39
1170-1	LIFE SKILLS PETTY CASH			417.74	0.00	0.00	0.00	417.74
1180-1	MS STUDY			1,700.20	0.00	0.00	0.00	1,700.20
1181-1	MS MTSS			319.37	0.00	0.00	0.00	319.37
1185-1	MUSIC BOOSTERS			8,136.32	0.00	1,600.00	0.00	6,536.32
1190-1	MUSIC BOOSTERS TRIP FUND			28,693.02	776.49	0.00	0.00	29,469.51
1195-1	PHYSICAL EDUCATION			707.27	0.00	0.00	0.00	707.27
1200-1	PICTURES			8,242.75	0.00	1,160.00	0.00	7,082.75
1205-1	PLAYGROUND EQUIPMENT			2,472.26	0.00	0.00	0.00	2,472.26
1210-1	QUIZ BOWL			31.98	0.00	0.00	0.00	31.98
1215-1	READING PROGRAM			33.80	0.00	0.00	0.00	33.80
1220-1	S CLUB			751.62	0.00	0.00	0.00	751.62
1225-1	SCHOLARSHIPS			1,500.00	0.00	0.00	0.00	1,500.00
1230-1	SDA PTO			17,680.07	0.00	2,367.41	0.00	15,312.66
1235-1	SH ATHLETICS			-70,842.64	788.93	13,235.28	0.00	-83,288.99
1236-1	FOOTBALL			363.00	0.00	0.00	0.00	363.00
1240-1	SH STUDENT COUNCIL			5,526.00	0.00	0.00	0.00	5,526.00
1245-1	SH STUDY			4,809.69	0.00	144.20	0.00	4,665.49

# Current Cash Balance

Sorted by Site ID, Group ID, Activity ID; Filtered by Site.

From 03/01/2025 to 03/31/2025.

Site ID Group ID	Site Name Group Name	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
1250-1		SHOP		2,196.54	0.00	0.00	0.00	2,196.54
1255-1		SkillsUSA		1,870.07	1,450.00	118.00	0.00	3,202.07
1260-1		SOS (STUDENTS OF SERVICE)		3,074.11	0.00	0.00	0.00	3,074.11
1265-1		SPEECH		-345.94	0.00	1,093.61	0.00	-1,439.55
1270-1		STOP		3,179.36	0.00	0.00	0.00	3,179.36
1275-1		STUDENT ATHLETIC PASSES		9,600.00	0.00	0.00	0.00	9,600.00
1280-1		TEACHER SUPPLIES		7,092.26	0.00	0.00	0.00	7,092.26
1285-1		TITLE I		2,073.23	0.00	137.23	0.00	1,936.00
1290-1		VARSITY CHEERLEADERS		610.40	206.67	8,414.55	0.00	-7,597.48
1295-1		YEARBOOK		-76,833.30	290.00	80.00	0.00	-76,623.30
1300-1		COUNSELOR FUND		125.00	0.00	0.00	0.00	125.00
1305-1		KINDNESS SQUAD		8.12	0.00	0.00	0.00	8.12
2014-1		CLASS OF 2024 (GRADUATED)		328.27	0.00	0.00	0.00	328.27
2020-1		CLASS OF 2025 (12TH GRADE)		3,019.21	0.00	0.00	0.00	3,019.21
2021-1		CLASS OF 2026 (11th GRADE)		5,741.78	0.00	962.41	0.00	4,779.37
2022-1		CLASS OF 2027 (10th Grade)		657.41	0.00	0.00	0.00	657.41
2024-1		CLASS OF 2028 (9TH GRADE)		616.39	0.00	0.00	0.00	616.39
<b>A-1 Totals:</b>				<b>127,741.58</b>	<b>9,890.21</b>	<b>36,846.77</b>	<b>0.00</b>	<b>100,785.02</b>
<b>SHS Activity Totals:</b>				<b>127,741.58</b>	<b>9,890.21</b>	<b>36,846.77</b>	<b>0.00</b>	<b>100,785.02</b>

	Begin Balance	Transfers	Receipts	Disbursements	Adjustments	End Balance
SHS Checking:			9,890.21	36,846.77		
SHS Investment:						
<b>SHS Bank Balances:</b>	<b>127,741.58</b>		<b>9,890.21</b>	<b>36,846.77</b>	<b>0.00</b>	<b>100,785.02</b>

<b>Report Activity Totals:</b>	<b>127,741.58</b>	<b>9,890.21</b>	<b>36,846.77</b>	<b>0.00</b>	<b>100,785.02</b>
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# Current Cash Balance

Sorted by Site ID, Group ID, Activity ID; Filtered by Site.

From 03/01/2025 to 03/31/2025.

Site ID Group ID	Site Name Group Name	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
<b>REV</b>	<b>Revolving Account</b>							
R-1	Revolving Accounts							
	3295-2	GENERAL		398.54	2,505.89	2,718.42	0.00	186.01
	3300-2	INSURANCE		704.02	2,091.46	2,615.67	0.00	179.81
	3305-2	DRIVERS ED		800.00	0.00	0.00	0.00	800.00
	3310-2	INTEREST		434.31	16.95	0.00	0.00	451.26
	3315-2	WALTER JANSSEN SCHOLARSHI		0.00	0.00	0.00	0.00	0.00
	3320-2	DUAL ENROLLMENT		30,842.81	0.00	0.00	0.00	30,842.81
	3321-2	MISC		44,008.39	0.00	0.00	0.00	44,008.39
	3322-2	TECHNOLOGY		23,442.81	0.00	809.97	0.00	22,632.84
		<b>R-1 Totals:</b>		100,630.88	4,614.30	6,144.06	0.00	99,101.12
		<b>REV Activity Totals:</b>		100,630.88	4,614.30	6,144.06	0.00	99,101.12

	Begin Balance	Transfers	Receipts	Disbursements	Adjustments	End Balance
REV Checking:			4,614.30	6,144.06		
REV Investment:						
<b>REV Bank Balances:</b>	100,630.88		4,614.30	6,144.06	0.00	99,101.12

<b>Report Activity Totals:</b>	100,630.88	4,614.30	6,144.06	0.00	99,101.12
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# Syracuse Public School

## Check Report

Begin Date: 04/01/2025; End Date: 04/30/2025; Check Type: Accounts Payable; Payee: [All]; Bank: First Bank of Nebraska;  
 Accounting Cycle: FY 24-25; Limit Results to This Cycle: Yes; Account Expression: [All]; Show Detail by Voucher: Yes;  
 Created On: 4/17/2025 5:33:31 PM

Check Date	Check Number	Payee	Type	Amount
04/21/2025	EFT	Amazon Capital Services	Accounts Payable	\$5,214.65
04/21/2025	EFT	Magic-Wrighter, Inc.	Accounts Payable	\$34.95
04/21/2025	7706	Adkins Signs	Accounts Payable	\$120.00
04/21/2025	7707	Antes Family Hardware	Accounts Payable	\$102.65
04/21/2025	7708	ATS, LLC	Accounts Payable	\$56,789.12
04/21/2025	7709	Baragary Construction, Inc.	Accounts Payable	\$2,960.00
04/21/2025	7710	Blick Art Materials	Accounts Payable	\$3.23
04/21/2025	7711	Boldt Tire Supply & Service LLC	Accounts Payable	\$3,388.29
04/21/2025	7712	Buss Pest Control	Accounts Payable	\$115.00
04/21/2025	7713	Caliber Electric LLC	Accounts Payable	\$4,664.36
04/21/2025	7714	Capital Business Systems, Inc.	Accounts Payable	\$1,272.44
04/21/2025	7715	Capstone	Accounts Payable	\$1,999.00
04/21/2025	7716	Carolina Biological Supply Company	Accounts Payable	\$221.38
04/21/2025	7717	CB Plumbing Services	Accounts Payable	\$565.00
04/21/2025	7718	CherryRoad Media, Inc.	Accounts Payable	\$275.00
04/21/2025	7719	City Of Syracuse	Accounts Payable	\$17,084.10
04/21/2025	7720	Column Software, PBC	Accounts Payable	\$6.45
04/21/2025	7721	Conestoga Music	Accounts Payable	\$84.00
04/21/2025	7722	Cornhusker International, Inc.	Accounts Payable	\$380.00
04/21/2025	7723	Cubby's Inc.	Accounts Payable	\$3,780.40
04/21/2025	7724	Culligan of Percival	Accounts Payable	\$84.60
04/21/2025	7725	DAS State Acctg-Central Finance OCIO	Accounts Payable	\$292.87
04/21/2025	7726	Demco, Inc	Accounts Payable	\$513.19
04/21/2025	7727	Diane Wright	Accounts Payable	\$4,975.56
04/21/2025	7728	Eakes Office Solutions	Accounts Payable	\$1,863.09
04/21/2025	7729	Esu #4	Accounts Payable	\$784.80
04/21/2025	7730	ESU #6	Accounts Payable	\$1,005.65
04/21/2025	7731	First Concord Group	Accounts Payable	\$245.14
04/21/2025	7732	Harris School Solutions	Accounts Payable	\$5,114.25
04/21/2025	7733	Hayes Mechanical	Accounts Payable	\$1,064.90
04/21/2025	7734	HD Supply, Inc.	Accounts Payable	\$1,967.51
04/21/2025	7735	Heritage Water Services, Inc.	Accounts Payable	\$200.00
04/21/2025	7736	Infobase	Accounts Payable	\$493.70
04/21/2025	7737	Instrumentalist Awards, LLC	Accounts Payable	\$177.00
04/21/2025	7738	JW Pepper	Accounts Payable	\$243.58
04/21/2025	7739	Linda Shanks	Accounts Payable	\$128.00
04/21/2025	7740	Lisa Voorhees	Accounts Payable	\$53.20
04/21/2025	7741	Mackin Educational Resources	Accounts Payable	\$402.36
04/21/2025	7742	Menards - Lincoln South	Accounts Payable	\$104.75
04/21/2025	7743	Midwest Alarm Services	Accounts Payable	\$2,547.76
04/21/2025	7744	Midwest Grads	Accounts Payable	\$799.00
04/21/2025	7745	NASB	Accounts Payable	\$180.00
04/21/2025	7746	NC Utilities	Accounts Payable	\$4,406.42
04/21/2025	7747	NCECBVI	Accounts Payable	\$24,218.00
04/21/2025	7748	NCS Pearson/Certiport	Accounts Payable	\$55.00
04/21/2025	7749	Nebraska Library Commission	Accounts Payable	\$595.74
04/21/2025	7750	NSAA District 2	Accounts Payable	\$285.00
04/21/2025	7751	Omaha Truck Center Companies	Accounts Payable	\$295.98
04/21/2025	7752	One Source	Accounts Payable	\$68.50
04/21/2025	7753	Papillion Sanitation	Accounts Payable	\$1,145.02
04/21/2025	7754	Principal Life Insurance Company	Accounts Payable	\$1,718.00
04/21/2025	7755	Quill	Accounts Payable	\$10.70
04/21/2025	7756	Randall Standridge Music LLC	Accounts Payable	\$900.00
04/21/2025	7757	Red Brick Resources	Accounts Payable	\$158.09
04/21/2025	7758	SDA Revolving	Accounts Payable	\$2,718.42

04/21/2025	7759	Segra	Accounts Payable	\$803.22
04/21/2025	7760	Staples Business Advantage	Accounts Payable	\$350.55
04/21/2025	7761	Syracuse Area Health	Accounts Payable	\$6,398.35
04/21/2025	7762	Syracuse Iron Works	Accounts Payable	\$433.20
04/21/2025	7763	Syracuse Motor Supply	Accounts Payable	\$165.63
04/21/2025	7764	Syracuse U-Save Pharmacy	Accounts Payable	\$554.00
04/21/2025	7765	Thies, Susan K	Accounts Payable	\$18.90
04/21/2025	7766	TruGreen and Action Pest Control	Accounts Payable	\$1,846.88
04/21/2025	7767	Voss Lighting	Accounts Payable	\$687.00
04/21/2025	7768	Windstream	Accounts Payable	\$1,363.21
04/21/2025	7769	WJH Construction Co.	Accounts Payable	\$2,585.00
04/21/2025	7770	WriteTime Communications	Accounts Payable	\$1,791.09
04/21/2025	7771	Syracuse Post Office	Accounts Payable	\$1,460.00
<b>Sub Total</b>				<b>\$177,332.83</b>

April 21, 2025

**BOND FUND**

Union Bank & Trust	\$52,001.50
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TOTAL:	<u>\$52,001.50</u>
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Board of Education Meeting  
Monday, March 17, 2025 7:30 PM Central

Elementary School Conference Room  
550 7th Street  
Syracuse, NE 68446-0520

Barry Janssen: Present  
Tyler Kreifels: Present  
Justin Stark: Present  
Amy Wemhoff: Present  
Brienne Wilhelm: Present  
Ed Zastera: Present

#### 1. Call to Order and Roll Call

2. Notice of Open Meeting Act- Posted

#### 3. Publication of Meeting

4. Excuse Absent Board Members

#### 5. Approval of Agenda

Approve agenda. This motion, made by Justin Stark and seconded by Brienne Wilhelm, Carried.  
Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brienne Wilhelm: Yea, Ed Zastera: Yea Yea: 6, Nay: 0

#### 6. Consent Agenda

Motion to approve the consent agenda. This motion, made by Brienne Wilhelm and seconded by Ed Zastera, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brienne Wilhelm: Yea, Ed Zastera: Yea Yea: 6, Nay: 0

##### 6.1. Treasurer's report

##### 6.2. Secretary report

##### 6.3. Expenditures

##### 6.4. Claims for payment

##### 6.5. Minutes of prior meeting(s)

#### 7. Communications from the Public

Nobody addressed the board

#### 8. Reports

##### 8.1. Superintendent

Mr Kraus reported on the upcoming NRCSA conference, certified state aid for next year being lower due to option enrollment numbers and staffing updates.

##### 8.2. Principal Reports- High School

Mr. Royal gave an update on prom and graduation dates, Mrs. Mohr teaching a pathway course next year, staffing updates, Brock Goebel winning state wrestling, thanking all those

who help make our activities possible with special thanks to Justin Royal, drivers education being offered by a company that would teach on site, but the driving would take place in Lincoln and Cash Vollertson and Preston Rumery presented on their Quiz Bowl experiences.

### 8.3. Transportation/Facility Report

The committee discusses bus bids, roofing plans and the high school east parking lot.

## 9. Discussion Items

### 9.1. Polices for Review

## 10. Action Items

### 10.1. Acceptance of resignations

There were no resignations to act on.

### 10.2. Approval of the Employment of Certificated Staff

Motion to hire Sam Heitz for the 2025-2026 school year pending acquiring certification. This motion, made by Brianne Wilhelm and seconded by Tyler Kreifels, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brianne Wilhelm: Yea, Ed Zastera: Yea Yea: 6, Nay: 0

### 10.3. Discuss, consider, and take action on bus purchase

Purchase 2026 Thomas for \$116,590 next fiscal year. This motion, made by Brianne Wilhelm and seconded by Ed Zastera, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brianne Wilhelm: Yea, Ed Zastera: Yea Yea: 6, Nay: 0

### 10.4. Discuss, consider, and take action on updating policies.

Approve the review of policies listed. This motion, made by Justin Stark and seconded by Amy Wemhoff, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brianne Wilhelm: Yea, Ed Zastera: Yea Yea: 6, Nay: 0

## 11. Closed Session for the protection of public interest

Motion to move into executive session at (time) for a strategy session with respect to collective bargaining and administrative contract clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual in compliance with the law. Board went into session 8:25pm. The board came out of executive session at 8:57pm. This motion, made by Brianne Wilhelm and seconded by Justin Stark, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brianne Wilhelm: Yea, Ed Zastera: Yea Yea: 6, Nay: 0

## 12. Discuss, consider, and take action on Administrator Salaries for the 2025-2026 school year.

Approve 3.5% salary for 2025-2026. This motion, made by Tyler Kreifels and seconded by Brianne Wilhelm, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brianne Wilhelm: Yea, Ed Zastera: Yea Yea: 6, Nay: 0

## 13. Adjourn

Adjourn. This motion, made by Ed Zastera and seconded by Amy Wemhoff, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brianne Wilhelm: Yea, Ed Zastera: Yea Yea: 6, Nay: 0

## Rocket Family Personnel Changes – 2025-2026

### Retirements

- Paula Nichols
  - Doug Iske
  - Jean Anne Watermeier
- 

### Resignations

- Joe & Alexis Pavlic
  - Uriah Mata
  - Garrett Reese
- 

### New and Reassigned Staff Positions

- **Justine Conradi** – Interventionist
- **Dennis Tomka** → 6th Grade
- **Julie Beach** → 6th Grade
- **Andrea Werner** → 3rd Grade
- **Addie Wynn** → 2nd Grade
- **Julie Brockman** – Middle School English
- **Jason Drake** – High School Business
- **Sophia Chavanu** – Middle School/High School Vocal Music
- **Darian Coffey** – Middle School Math/Science (*pending release from contract at Norris*)
- **Gracen Sommerer** – Industrial Technology (*Student teaching in Fall; Tim Issacs as cooperating teacher*)
- **Clint Little** – High School Math
- **Brock Hoque** – High School Business
- **Sam Heitz** – Elementary Music
- **Mikala Sjuin** – High School English



# Syracuse-Dunbar-Avoca Public Schools

P.O Box P • Syracuse, NE 68446-0520

*Superintendent's Office*

402.269.2383 phone

402.269.2224 fax

*High School*

402.269.2381 phone

402.269.3028 fax

*Middle School*

402.269.2388 phone

402.269.2402 fax

*Elementary School*

402.269.2382 phone

402.269.2224 fax

## Superintendent's Report

Mr. David Kraus

Syracuse-Dunbar-Avoca Public Schools

Board of Education Meeting

### 1. Strategic Plan Update

We had previously discussed a potential working meeting on **May 5th** to continue our strategic planning efforts. Due to scheduling considerations, I'd like to propose moving this meeting to **May 7th**. Please let me know if this adjustment works for everyone's calendars.

### 2. Budget Update

We are currently **66% through the fiscal year** and have expended approximately **52% of our General Fund budget**. This indicates that we are on track financially and maintaining a fiscally responsible approach to expenditures as we progress through the year.

### 3. Staffing Update

Our **building principals have done an excellent job** with hiring and filling our open positions for the upcoming school year. I appreciate their proactive approach and leadership in this important area. Please see the attached staffing summary for more detail.

### 4. Superintendent Group Luncheon with Senators

I will be attending a superintendent group luncheon on **May 2nd** at **Lazlo's South** in Lincoln. This is a valuable opportunity to engage with fellow superintendents and state senators about educational priorities and current legislative topics.

### 5. RTM Conference – St. Louis

I had the opportunity to attend the RTM Conference in **St. Louis** earlier this month. This event provided a range of impactful learning and networking opportunities:

- **Networking Opportunities:** Built strong connections with educational leaders and solution providers.
- **Breakout Sessions:** Focused on innovation, best practices, and national trends.
- **1-on-1 Business Meetings:** Direct conversations with vendors and service providers to explore solutions for SDA.

Key topics included:

- Strategic Planning & AI in Schools
- Teacher Recruitment & Retention
- Enhancing School Culture
- School Safety, Website Improvements, and Technology Integration
- Interactive Networking Roundtables

## RTM Conference Recap – Key Takeaways & Next Steps

*Presented by Mr. David Kraus, Superintendent, SDA Public Schools*

I had the opportunity to attend the RTM Conference in St. Louis this spring. It was a great chance to network with other superintendents, share ideas, and reflect on how we're doing as a district. There were several conversations and sessions that affirmed the good work we're already doing at SDA, but I also came back with a few fresh ideas and tools I'd like to explore moving forward. Here are a few highlights and two key action steps I plan to implement next year:

### Key Takeaways

- **AI in Education:**  
During this roundtable session, we explored the evolving role of AI in education. Tools like *TeachFX*, *Wave*, and *Google Gemini* were introduced, offering ways to support instruction, coaching, and communication. I plan to learn more about how these can be utilized.
- **School Culture Roundtable:**  
This session was affirming — we're already doing many of the right things — but one idea stood out: a **“pay it forward” coin system** using tokens with the school emblem, given out as a way to recognize kindness and positive contributions in the community. This school celebrates with a **Gala event**, celebrating those recognized. It's a creative way to deepen our culture and community pride.
- **Entrepreneurship in Schools:**  
One district shared how their students run a business making and selling dog biscuits — a hands-on entrepreneurial experience. I've already shared this idea with Mr. Iske and Mr. Royal to consider as we look at real-world learning experiences in our own programs.
- **Board Shout-Outs:**  
At each board meeting, members took a moment to recognize staff or community members with a shout-out. It was simple but powerful. It might be something we want to consider here as a way to highlight and celebrate the great things happening in our community.
- **Student Engagement & Leadership:**  
One superintendent talked about doing a **SWOT analysis with students** and forming a student advisory group — similar to what we do with staff and parents. I believe this could be a great step forward in student voice and ownership.
- **Bond Election Insights:**  
Chris Fleming from Mississippi gave a solid presentation on passing bond elections. His district leaned heavily on clear communication and community connection, lessons that may be helpful for us down the road.
- **1:1 Vendor Meetings:**
  - **LocknCharge:** Chromebook management and checkout systems.
  - **GeoComm:** School mapping software that supports safety and emergency planning.
  - **Finalsite & Apptegy:** Both shared website solutions where one will launch an AI-integrated feature to improve communication and accessibility.

# Syracuse Middle School

## Data Review & Analysis

Quarters 1-3 | 2024-2025

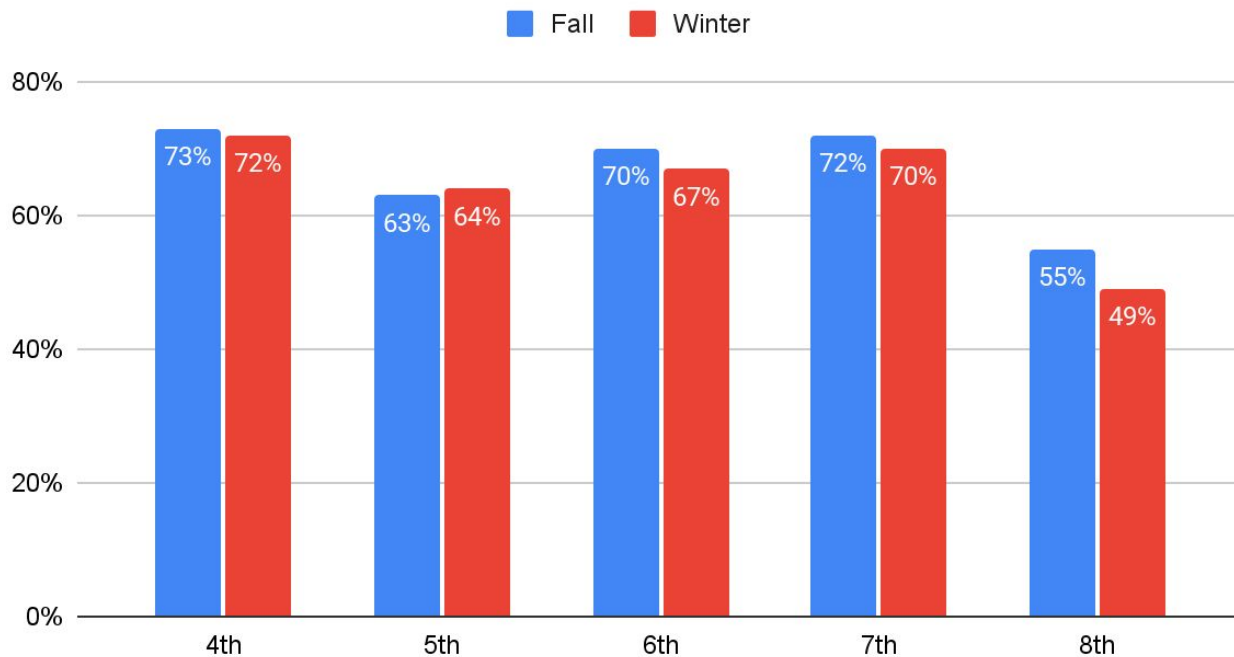
*"Cultivating a positive culture where every individual can maximize their potential. We are the Rocket Family."*

# Academic Data



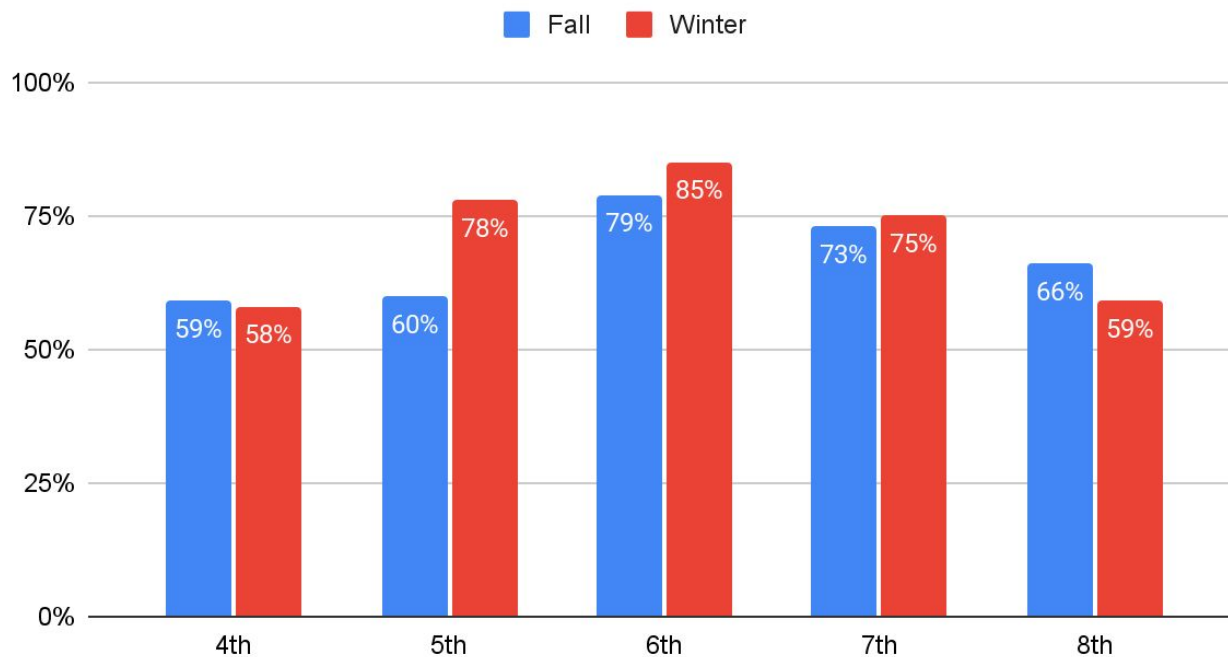
# MAP Reading Proficiency

## MAP Reading Proficiency



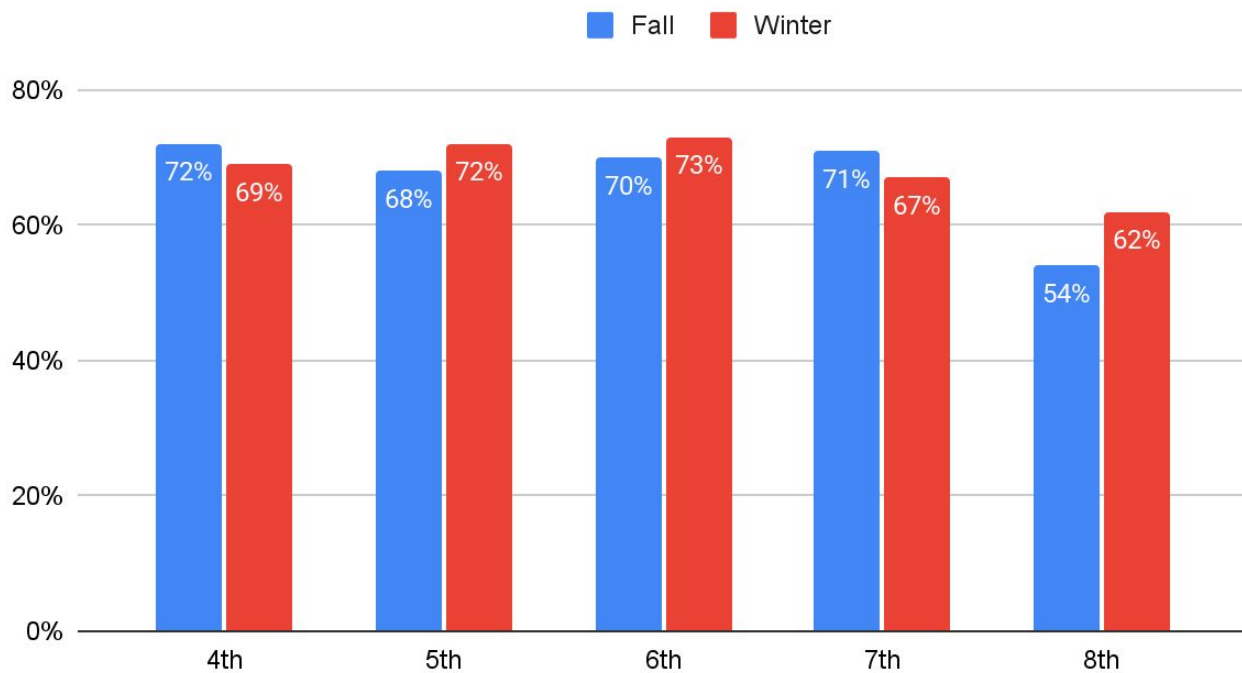
# MAP Math Proficiency

## MAP Math Proficiency



# MAP Language Proficiency

## MAP Language Proficiency

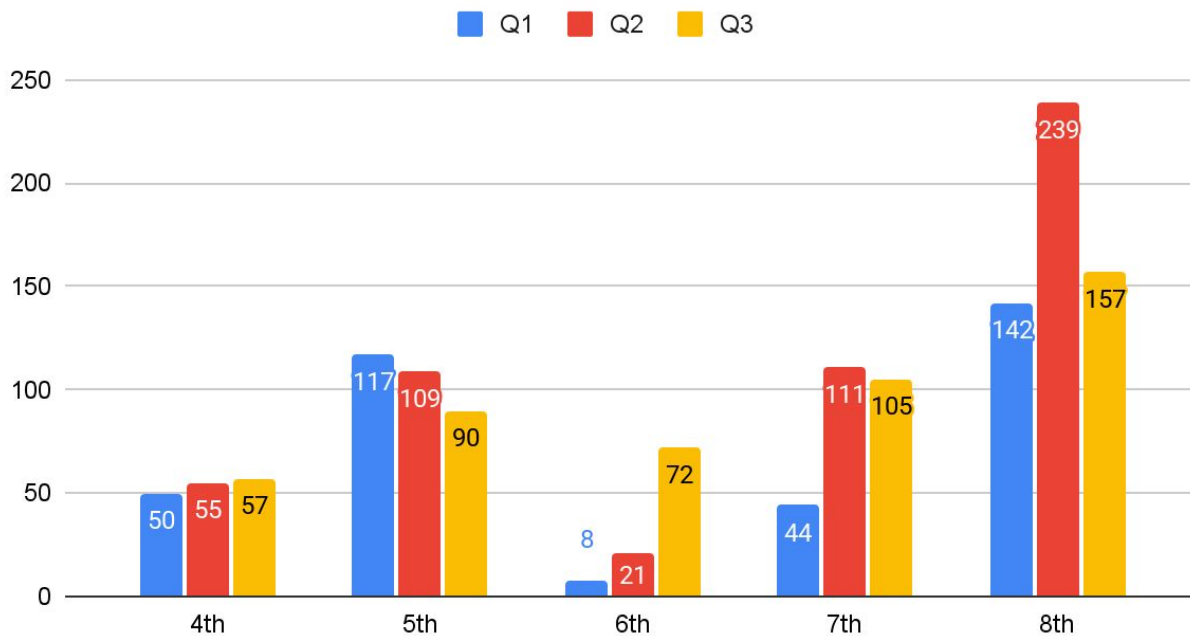


# Behavior Data



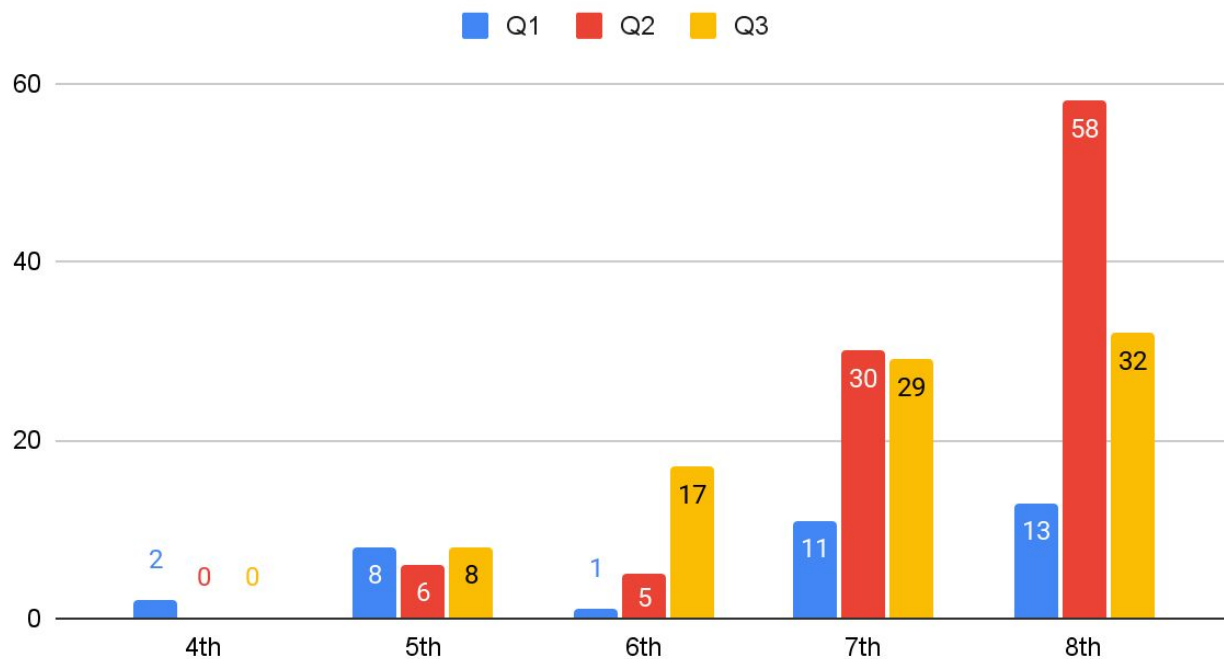
# Late Work Slips by Grade

Late Work Slips



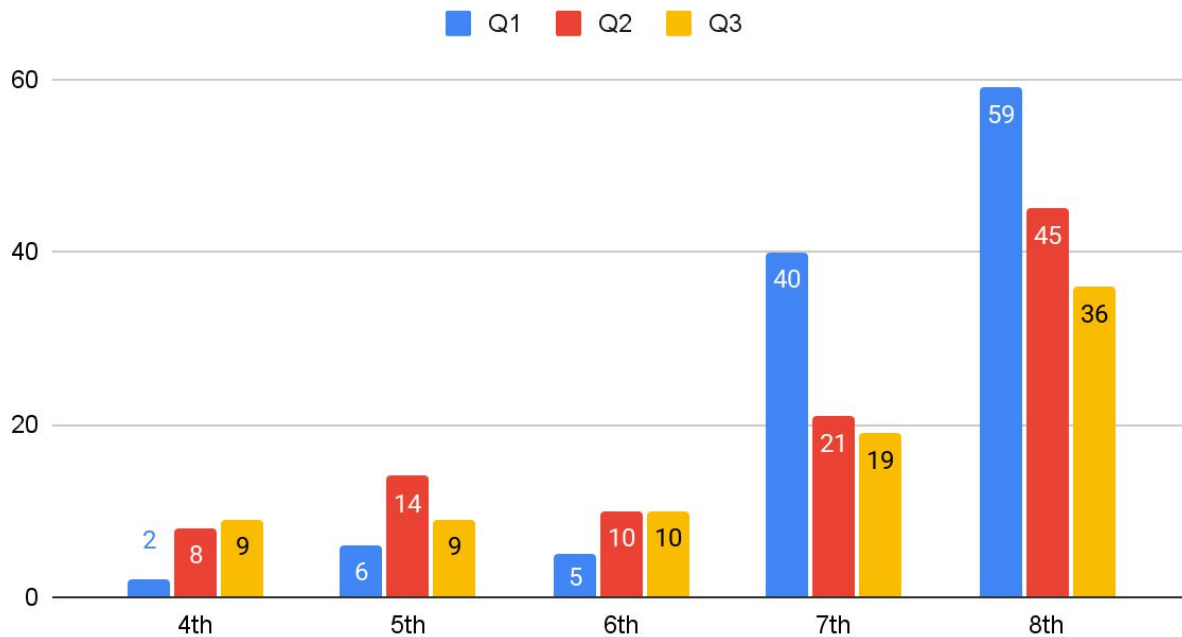
# Academic Detentions for Late Work

Academic Detentions



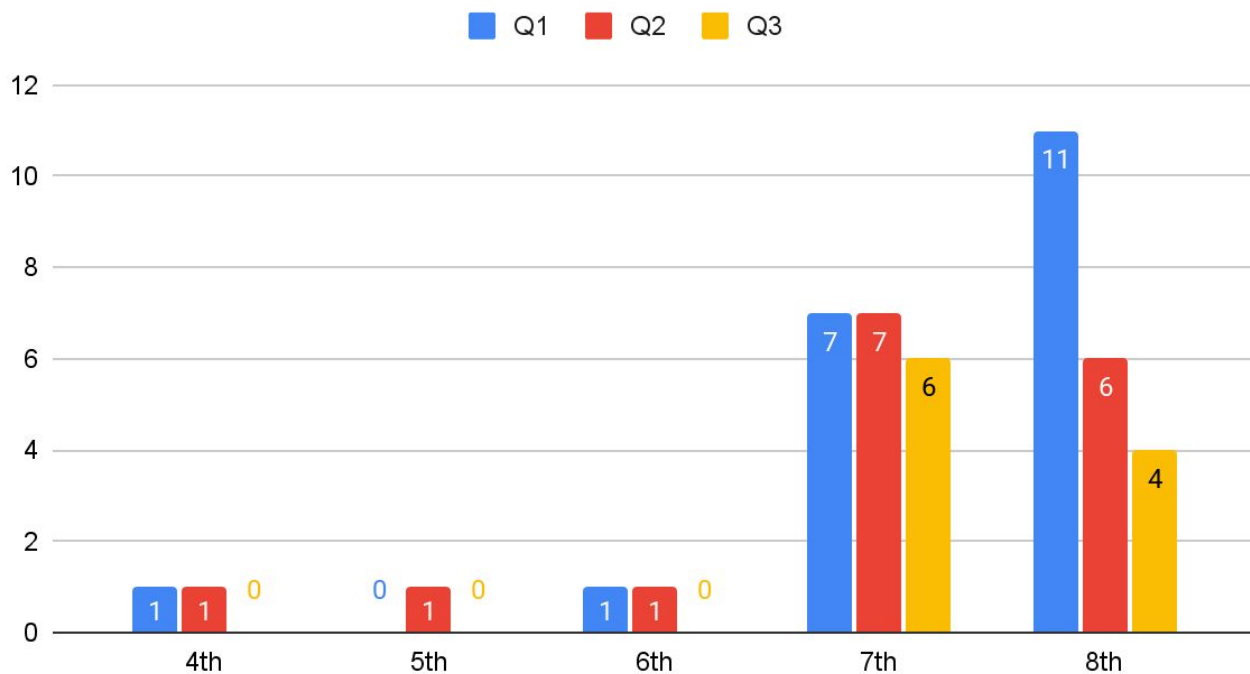
# Think Sheets by Grade

Think Sheets



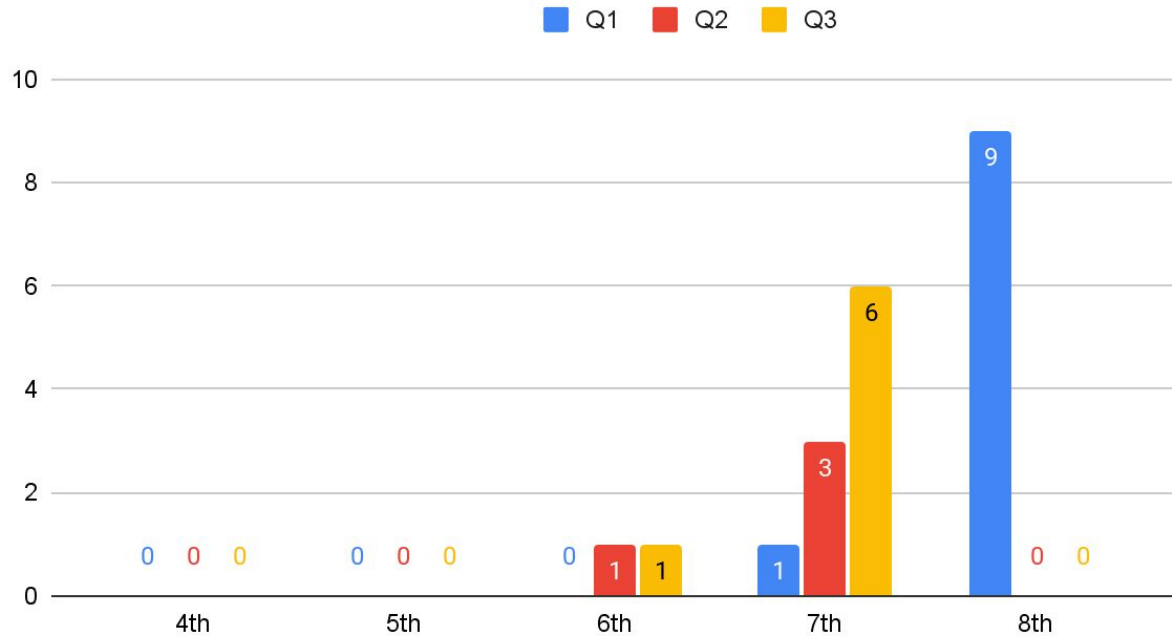
# Students with Device Violations by Grade

## Device Violations by Grade



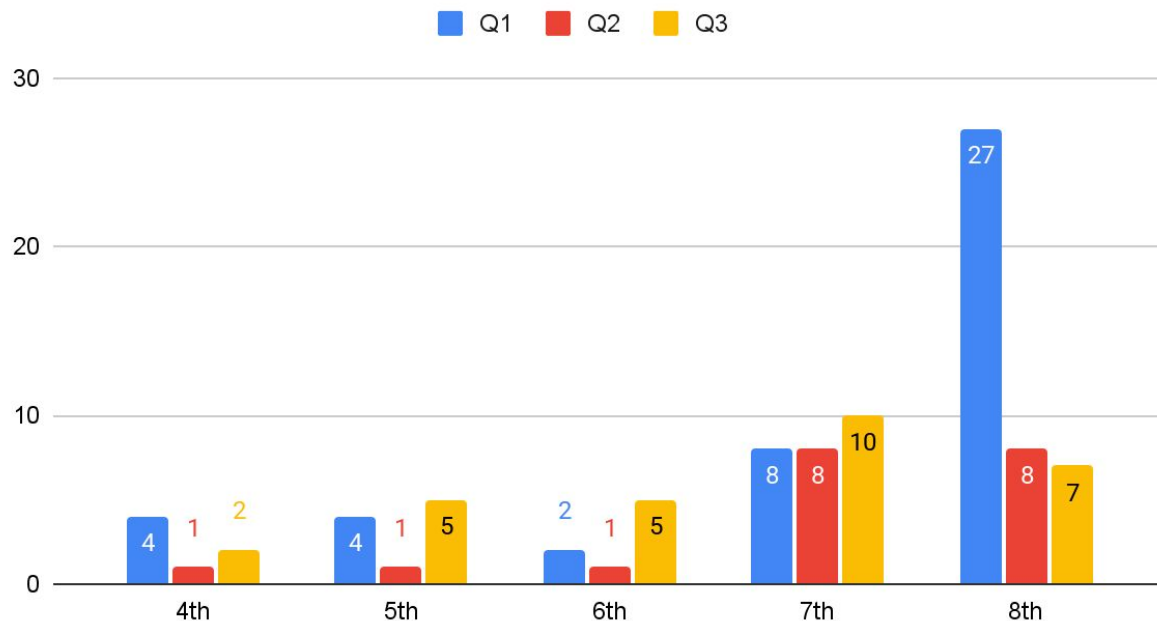
# Tardies (4 or more in a class period)

Tardies (4 or more in a class period)



# Behavior Detentions by Grade

Detentions (Behavior)



# Impacts

- Collaborative conversations using data to celebrate and focus on improvement
- Increased systems implementation across grade-levels
- Homeroom data reviews with 8th graders
- 8th grade goal setting & self reflection
- Homeroom data review with 7th graders
- Individual academic goal setting

## SMS 7th-8th Grade Data Review

Small Group Members: \_\_\_\_\_

Strengths
Challenges
Missing Data/Questions
Steps to Consider

## SMS 8th Grade Self-Reflection

Name: \_\_\_\_\_

1- never 2- sometimes 3- often 4- always

<b>Be a good friend</b>	Reason for Rating: _____ _____
1 2 3 4	Action for Improvement: _____ _____
<b>Make good decisions</b>	Reason for Rating: _____ _____
1 2 3 4	Action for Improvement: _____ _____
<b>Work hard in school</b>	Reason for Rating: _____ _____
1 2 3 4	Action for Improvement: _____ _____
<b>Accept feedback</b>	Reason for Rating: _____ _____
1 2 3 4	Action for Improvement: _____ _____
<b>Have a good affect</b>	Reason for Rating: _____ _____
1 2 3 4	Action for Improvement: _____ _____

## Individual Student NSCAS Goal Setting SDA Middle School - Spring '25

Name \_\_\_\_\_ Date \_\_\_\_\_

### Math

MAP FALL '24 SCORE	MAP WINTER '25 SCORE	NSCAS PROJECTION	Developing On Track CCR Benchmark	NSCAS SCORE
Is there a specific concept I struggle with?			Who can I get help from to achieve this goal?	
How am I going to achieve this goal?			<input type="checkbox"/> teacher <input type="checkbox"/> para <input type="checkbox"/> parent <input type="checkbox"/> tutor	

### Reading

MAP FALL '24 SCORE	MAP WINTER '25 SCORE	NSCAS PROJECTION	Developing On Track CCR Benchmark	NSCAS SCORE
Is there a specific concept I struggle with?			Who can I get help from to achieve this goal?	
How am I going to achieve this goal?			<input type="checkbox"/> teacher <input type="checkbox"/> para <input type="checkbox"/> parent <input type="checkbox"/> tutor	

# End of School Year Happenings at SMS

- **NSCAS testing** - April 22-May 2
- **7th grade WWI Exhibition of Learning** - April 25
- **JH STOP Plant Project** - April 23 & May 7
- **5th grade field trip** - May 1
- **JH Student Council field trip** - May 2
- **Golden Readers competition** - May 2
- **JH/HS Band Concert** - April 28
- **JH/HS Choir Concert** - May 6
- **6th grade field trip** - May 7
- **5th grade Water Day** - May 8
- **4-6 Track & Field Day** - May 16
- **4-6 Career Day** - May 20
- **JH Assembly & Trenchball Tournament** - Last day of school

**71% of Certified SMS  
Staff are Involved in  
Student Opportunities**

Personnel -AllRecruitment and Selection

The Board of Education authorizes the Superintendent to recruit and recommend for employment the best qualified personnel to implement and fulfill the goals and policies of Syracuse Dunbar Avoca Public Schools. When a vacancy exists, the administration may consider reassignment of existing staff to fill the vacancy. When the administration determines that a vacancy cannot be appropriately filled by reassignment of existing staff, the administration is to solicit applicants by advertising or otherwise. All applicants so selected and recommended must satisfy the standards as set by the Board and/or the laws of the State of Nebraska.

Where required by law or deemed essential by the school district, employees must be duly licensed and/or certified.

The rehiring of a former employee is contingent on the former employee having a positive performance record with the District. A former employee who was terminated, or who resigned in lieu of termination, for reason of violating a workplace conduct rule or unsatisfactory job performance is not eligible for rehire.

Legal Reference: Neb. Rev. Stat. Sec. 79-501

Date of Adoption: August 2023

Personnel - All EmployeesEqual Opportunity Employment

It is the policy of Syracuse Dunbar Avoca Public Schools to employ the best qualified applicant for each position without regard to sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, and to not fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment, because of such individual's sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status.

There shall be no discrimination by school officials against any employee because of membership or activity in an employee organization or because of protected free speech activities.

Date of Adoption: August 2023

Personnel - All Employees (& Students)Anti-discrimination, Anti-harassment, and Anti-retaliation**A. Elimination of Discrimination.**

The Syracuse Dunbar Avoca Public Schools hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

The Syracuse Dunbar Avoca Public Schools does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Reasonable accommodations will be provided to employees with disabilities and to those who are pregnant, have given birth, or have a related medical condition, as required by law. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: [Name of Director], Director of Student Services [or other title], [Street Address], [City], NE [Zip Code] ( ) - ([Email Address]).

Employees and Others: [Name of Director], Human Resources Director [or other title], [Street Address], [City], NE [Zip Code] ( ) - ([Email Address]).

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office of Civil Rights in the U.S. Department of Education (OCR), please contact the OCR at One Petticoat Lane, 1010 Walnut Street, 3<sup>rd</sup> Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or [ocr.kansascity@ed.gov](mailto:ocr.kansascity@ed.gov).

**B. Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and Others.****1. Purpose:**

The Syracuse Dunbar Avoca Public Schools is committed to offering employment and educational opportunities to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment or retaliation of any kind by District employees, including, co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation

or gender identity, or other protected status, that is sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

- a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or
- b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.

Discriminatory harassment because of a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, may include, but is not limited to:

- a. Name-calling,
- b. Teasing or taunting,
- c. Insults, slurs, or derogatory names or remarks,
- d. Demeaning jokes,
- e. Inappropriate gestures,
- f. Graffiti or inappropriate written or electronic material,
- g. Visual displays, such as cartoons, posters, or electronic images,
- h. Threats or intimidating or hostile conduct,
- i. Physical acts of aggression, assault, or violence, or
- j. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or

- g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred (see section entitled “Grievance Procedures,” below), and take appropriate interim measures, if necessary. If the District determines that unlawful harassment occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

## **2. Anti-retaliation:**

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

## **3. Grievance (or Complaint) Procedures:**

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination. If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each District building, on the District's website, and from the designated coordinators.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

*i. Level 1 (Investigation and Findings):*

Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

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

The District will aim to complete its investigation within **ten (10) working days** after receiving a complaint or report, unless extenuating circumstances exist. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation will **not exceed ten (10) additional working days without the consent of the complainant, unless the alleged victim agrees to a longer timeline.** Periodic status updates will be given to the parties, when appropriate.

The District's investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.

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

The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

- a. A summary of the facts,
- b. Findings regarding whether discrimination, harassment or other inappropriate conduct occurred, and
- c. If a finding is made that discrimination, harassment or other inappropriate conduct occurred, the recommended remedy or remedies necessary to eliminate such discrimination, harassment or other inappropriate conduct.

If someone other than the designated compliance coordinator conducted the investigation, the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made. The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

The District will send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within **one (1) working day** after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. Sec. 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

*ii. Level 2 (Appeal to the Superintendent):*

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within **five (5) working days** after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary,

and issue a written determination about the appeal **within ten (10) working days** after receiving the appeal. The party who filed the appeal will be sent the Superintendent's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

*iii. Level 3 (Appeal to the Board):*

If the party is not satisfied with the Superintendent's determination, he or she may file an appeal in writing with the Board of Education **within five (5) working days** after receiving the Superintendent's determination. The Board of Education will review the appeal, the Superintendent's determination, the investigative documentation and decision, and allow the party to address the Board at a Board meeting to present his or her appeal. The party will be allowed to address the Board at the Board's next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board, designated compliance officer and the party. The Board will issue a written determination about the appeal **within thirty (30) days** after the party addresses the Board. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board's determination, and any actions taken, will be final on behalf of the District.

**4. Confidentiality:**

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted.

**5. Training:**

The District will ensure that relevant District employees are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees.

In addition, the District shall ensure that employees designated to address or investigate discrimination, harassment, and retaliation, including designated compliance coordinators, receive training to promptly and effectively investigate and respond to

complaints and reports of discrimination, and to know the District's grievance procedures and the applicable confidentiality requirements.

**6. Designated Compliance Coordinators:**

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.
- b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.
- c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
- d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.
- e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.
- f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
- g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.
- h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.
- i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
- j. Recommending changes to this policy and grievance procedure.
- k. Performing other duties as assigned.

**7. Preventive Measures:**

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each

building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, during events such as school assemblies and back to school nights, if recent incidents or allegations warrant additional education to the school community.

Legal Reference: Title VI, 42 U.S.C. Sec. 2000d, Title VII, 42 U.S.C. Sec. 2000e, Title IX; 20 U.S.C. Sec. 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. Sec. 48-1101 et seq.  
Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. Sec. 621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. Sec. 48-1001 et seq.;  
Americans with Disabilities Act (ADA), 42 U.S.C. Sec. 12101 et seq.  
Section 504 of the Rehabilitation Act of 1973 (Section 504)  
Pregnancy Discrimination Act, 42 U.S.C. Sec. 2000e(k)  
Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. Sec. 4301 et seq.  
Neb. Rev. Stat. Sec. 79-2,115, et seq

Date of Adoption: August 2023

### **Notice of Nondiscrimination**

The Syracuse Dunbar Avoca Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: David Kraus, Superintendent, 550 7<sup>th</sup> Street, Syracuse, NE 68446 (402) 269-2383  
dkraus@sdarockets.org

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

**Complaint Form  
Discrimination, Harassment or Retaliation**

The Syracuse Dunbar Avoca Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. This complaint form is to be used when a person has a complaint related to discrimination, harassment or retaliation on such bases in regard to employment or the programs and activities of the school district.

Refer to Board Policy 4003 and/or 5401 for the particulars of the complaint and grievance process. You may attach additional materials to this form if needed.

The applicable coordinator may be contacted if you have questions about filling out this complaint form:  
Students: [Name of Director], Director of Student Services [or other title], [Street Address], [City], NE [Zip Code] (\_\_\_\_) \_\_\_\_ - \_\_\_\_ ([Email Address]).  
Employees and Others: [Name of Director], Human Resources Director [or other title], [Street Address], [City], NE [Zip Code] (\_\_\_\_) \_\_\_\_ - \_\_\_\_ ([Email Address]).

Name: \_\_\_\_\_ Date: \_\_\_\_\_

(1) Description of the complaint: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_.

(2) Names of any witnesses to the matter being complained about: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_.

(3) Identify and attach any document supporting the complaint: \_\_\_\_\_  
\_\_\_\_\_.

(4) Confidentiality: I \_\_\_ do\_\_\_ do not give consent to my identity being shared with the person(s) against whom I am complaining. If I do not give consent, I understand that the investigation may be hindered, but that the District will nonetheless investigate and take prompt and effective action to remediate the concerns I have raised, if appropriate.  
\_\_\_\_\_  
\_\_\_\_\_.

(5) Relief requested (what I want done in response to this complaint): \_\_\_\_\_  
\_\_\_\_\_.

The undersigned states: The facts in this complaint are true to the best of my knowledge, information and belief. I give permission for an investigation to be made into this complaint. I understand that the District will take steps to prevent me being retaliated against for filing this complaint, that I am to notify the District if any such retaliation occurs, and that the District will take prompt and strong responsive action if retaliation occurs.

Received by: \_\_\_\_\_ Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

Personnel - All EmployeesDuty Hours of Employees

1. Administrative personnel shall be on duty when and at such times as the responsibilities of their position dictates. The Superintendent shall set the duty hours of administrative staff.
2. Teachers shall make arrangements to be available to students after school. Unless otherwise specified by the Superintendent or by negotiated agreement, members of the professional staff shall be on duty 30 minutes before the start of school and 30 minutes after the end of the day to plan and to carry out their individual professional responsibilities as determined by the Superintendent and the building principals. Teachers shall be provided with a one half hour duty free lunch period.
3. All other staff shall be on duty as determined by the Superintendent.
4. No teacher or other school employee shall accept any other employment or carry on any business or activity for profit that interferes with the complete discharge of his or her responsibilities to the school district.

Date of Adoption: August 2023

Personnel - All Employees

Absence of Employees

1. An employee who finds it necessary to be absent from duty shall notify the office of the employee's immediate supervisor in advance of such absence and give (1) the reason for the absence; and, (2) the anticipated length of absence.
2. Employees requesting leave in order to perform other duties for which they will be compensated (court duty, consulting, etc.) shall be required to remit to the District either the compensation received beyond expenses or their district wages for the time missed.
3. Absence or suspension from duty of any employee shall result in loss of pay for the period of absence or suspension except as otherwise provided by these policies or law.
4. A substitute may not be hired by any employee to take over his/her duties. In no instance may an employee make personal arrangements to pay a substitute.

Date of Adoption: August 2023

Personnel - All Employees

Absence From Building

1. Employees may not be absent from their respective assignments during duty hours except by permission of their immediate supervisor or Superintendent. Employees shall check out of the building whenever absent during the day.
2. Employees may be excused from the building for periods not to exceed thirty (30) minutes with the approval of their immediate superior officer or Superintendent for matters of personal business which cannot be completed after regular school hours. Personal absence leave forms shall be completed in the event the absence from the building exceeds 30 minutes.

Date of Adoption: August 2023

## Rocket Family Personnel Changes – 2025-2026

### Retirements

- Paula Nichols
  - Doug Iske
  - Jean Anne Watermeier
- 

### Resignations

- Joe & Alexis Pavlic
  - Uriah Mata
  - Garrett Reese
- 

### New and Reassigned Staff Positions

- **Justine Conradi** – Interventionist
- **Dennis Tomka** → 6th Grade
- **Julie Beach** → 6th Grade
- **Andrea Werner** → 3rd Grade
- **Addie Wynn** → 2nd Grade
- **Julie Brockman** – Middle School English
- **Jason Drake** – High School Business
- **Sophia Chavanu** – Middle School/High School Vocal Music
- **Darian Carney** – Middle School Math/Science (*pending release from contract at Norris*)
- **Gracen Sommerer** – Industrial Technology (*Student teaching in Fall; Tim Issacs as cooperating teacher*)
- **Clint Little** – High School Math
- **Brock Hoque** – High School Business
- **Sam Heitz** – Elementary Music
- **Mikala Sjuin** – High School English

# 2024 – 2025 SDA School Calendar

(Approved: Dates Only )

**AUGUST '24**

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

12 Teachers Only (SIP/Work)  
 13 Teachers Only (SIP/Work)  
 14 Teachers Only (SIP/Work)  
 15 First Day of School

**SEPTEMBER '24**

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

2 No School  
 18 Elementary 12:45 Dismissal  
 MS and HS 1:00 Dismissal  
 25 Elementary 12:00 Dismissal  
 MS and HS 12:15 Dismissal  
 25 Parent Teacher Conferences  
 27 No School

**OCTOBER '24**

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

18 End of Quarter 1 (45 days)  
 18 Elementary 12:45 Dismissal  
 MS and HS 1:00 Dismissal  
 21 Start of Quarter 2

**NOVEMBER '24**

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

1 Teachers Only (SIP/Work)  
 27 No School  
 28 No School  
 29 No School

**DECEMBER '24**

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

20 Elementary 12:45 Dismissal  
 MS and HS 1:00 Dismissal  
 20 End of Quarter 2 (41 Days)  
 20 End of Semester 1 (86 days)  
 21 - 31 No School

**JANUARY '25**

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

1 No School  
 2 No School  
 3 Teachers Only (SIP/Work)  
 6 Start of Quarter 3

**FEBRUARY '25**

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

17 Teachers Only (SIP/Work)

**MARCH '25**

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

12 End of Quarter 3 (47 days)  
 13 Teachers Only (SIP/Work)  
 14 No School  
 17 Start of Quarter 4  
 19 Elementary 12:00 Dismissal  
 MS and HS 12:15 Dismissal  
 19 Parent Teacher Conferences  
 21 No School

**APRIL '25**

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

18 No School  
 21 No School

**MAY '25**

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

10 Graduation - 4:00 pm  
 23 Elementary 12:45 Dismissal  
 MS and HS 1:00 Dismissal  
 23 End of Quarter 4 (47 Days)  
 23 End of Semester 2 (94 days)  
 27 Teachers Only

180 student days are built into the calendar. We will only use 177. Days in excess of 177 will be removed from the end of the calendar.

Start of Term / Students Return	Early Student Dismissal	School Times: Elementary School 8:20 - 3:15 Middle School and High School 8:20 - 3:28	
Teachers Only	Parent/Teacher Conferences		
No School			

Internal Board Policies - Methods of OperationTypes of MeetingsRegular Meetings

Regular scheduled meetings may be of two kinds: business or education or both. The education meetings may be held for the purpose of reviewing the school program, or for the development and discussion of policy.

Special Meetings

A special meeting may be called by the President of the Board, or upon recommendation of the Superintendent, or by two members collectively in the event the President fails to act, upon due notice as specified by the bylaws. No business shall be transacted at a special meeting except that for which the meeting is called or that of an emergency nature.

Legal Reference: Neb. Rev. Stat. Sec. 79-554  
Neb. Rev. Stat. Sec. 84-1409

Date of Adoption: February 14, 2022

Internal Board Policies - Methods of OperationAgenda Construction and Control

- A. Written meeting agendas will be prepared by the Superintendent in collaboration with the President of the Board of Education. Any Board member may submit agenda items to be placed on the agenda by the Superintendent and the Board President.
- B. Control of the agenda is the responsibility of the Board President. Agenda items shall set forth the matter to be discussed at that agenda item. An agenda, kept continuously current, shall be readily available for public inspection at the office of the Superintendent of Schools of the Syracuse Dunbar Avoca School District during normal business hours. Except for items of an emergency nature, the agenda shall not be altered later than 24 hours before the scheduled commencement of the meeting. The School Board shall have the right to modify the agenda to include items of an emergency nature only by action taken at the public meeting at which the item is to be considered. Agenda items shall be sufficiently specific to advise the public of the issues to be discussed under that agenda item.

Legal Reference: Neb. Rev. Stat. Sec. 84-1411

Date of Adoption: February 14, 2022

Internal Board PoliciesLocation of School Board Meetings

The traditional meeting place for Board meetings will be the board room at the School District's principal office. The President or Superintendent may designate a different meeting place for individual meetings with advance notice to the members.

All meetings of the Board shall be held at the location designated in the notice of said meeting. If circumstances dictate meeting in a different location than designated in the notice, it shall be the responsibility of the Superintendent to take the appropriate steps to inform Board members and the public.

Meetings of the Board may be held outside the School District boundaries when deemed necessary by the Board and approved by the Board at any preceding meeting. Meetings of the Board may be held outside the state of Nebraska upon compliance with applicable laws.

Legal Reference: Neb. Rev. Stat. Sections 84-1411 and 84-1412

Date of Adoption: February 14, 2022

Internal Board Policies - Methods of OperationProcedures During Meetings

In the absence of the President and the Vice President of the Board of Education at any meeting, the Board shall choose a President pro tempore. In the absence of the Secretary at any meeting, the Board shall also choose a Secretary pro tempore.

Any action taken on a question or a motion duly moved and seconded shall be by roll call vote of the Board in open session, and the record shall state how each member voted, or if the member was absent or abstained.

Legal Reference:     Neb. Rev. Stat. Sec. 79-569  
                          Neb. Rev. Stat. Sec. 79-520  
                          Neb. Rev. Stat. Sec. 84-1413

Date of Adoption:    February 14, 2022

Internal Board Policies - Methods of OperationPublic Participation at Board MeetingsA. Attend

Members of the public shall be permitted to attend and to speak at board meetings. They will not be required to identify themselves as a condition for admission to the meeting.

The Board may allow advisors, consultants, and other persons who are not Board members to appear at the meeting via telephone or other similar means.

The chair has the authority to assure that people conduct themselves in an orderly manner at the meeting. Undue interruption or other interference with the orderly conduct of business will not be allowed. The chair may order persons who are disorderly to be removed from the meeting.

<b>Legal Reference:</b>	Sections 79-570; 79-571; Sec. 84-1411 (3) and (6); Sec. 84-1412 (1) and (3)
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B. Hear

The board will, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at the meeting.

<b>Legal Reference:</b>	Sec. 84-1412 (7)
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C. Record

Members of the public may use recording devices (tape recorder, video camera, etc.) to record any part of a meeting of a public body, except for closed sessions. No recording, other than note taking, shall be done without informing the President in advance. The President shall control the placement of the recording device so the device does not obstruct the view of Board members or other members of the public attending the meeting and does not otherwise interfere with the meeting.

<b>Legal Reference:</b>	Sec. 84-1412 (1)
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D. Access to Written Materials

At least one copy of all reproducible written material to be discussed at an open meeting will be made available at the meeting for examination and copying by members of the public.

<b>Legal Reference:</b>	Sec. 84-1412 (8)
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E. Speak

Members of the public will be permitted to speak at Board meetings. Members of the public may also speak when invited to make a presentation or when recognized by the chair.

Members of the public who desire to address the Board will be required to identify themselves, their address, and the name of any organization they represent. The following rules will govern public comment:

1. Multiple speakers:

- One person is to speak at a time.
- Multiple speakers on the same topic:
  - Please tell us in advance if you have others with you who want to speak on the same topic.
  - If there are others who want to speak on the same topic, we may have your presentations grouped together or schedule a separate public hearing on the topic.

2. Getting Started: When it is your turn to speak please:

- Come forward to the table situated immediately in front of the Board, and
- State your name to the Board of Education.

3. Time limit:

- For all meetings of the Board, individual speakers shall have up to 5 minutes to address the Board, and the Board shall hear up to 30 cumulative minutes of public comment. The Board may vote to modify these time limits when the Board deems appropriate. The President may implement other reasonable requirements for public comment, consistent with the Open Meetings Act.
- Shorter time periods may be set if a number of people wish to speak or if it is anticipated that the meeting will be lengthy.

4. Speaking to the Board.

- Please remember that this is a public meeting for the conduct of the business of the Board of Education.
- Comments should be on school issues and your suggested solutions or input.
- Comments should be addressed to the Board.
- You may distribute print materials when speaking to the Board, but may not use other form of media without prior approval.

5. Presenting on personnel or student topics: If you wish to speak about a personnel or student matter involving a specific individual, please understand that:

- Such concerns are to first be given to the administration for resolution.
- Board members will generally not respond to any questions you ask or comments you make about individual staff members or students.

6. Appropriate behavior:
- Abusive or offensive language or disruptive behavior is not allowed
  - You are cautioned that slanderous comments are not protected just because the comments are made at Board meeting.

<b>Legal Reference:</b>	Sec. 84-1412 (1) (2) and (3)
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Date of Adoption: September, 2022  
Revised: June 2024

Internal Board Policies - Methods of OperationTeacher-Administrator-Board of Education Relationships

Since it is recognized that providing a high quality education for children is the paramount aim of Syracuse Dunbar Avoca Public Schools and that good morale is necessary for the best education of children, the Board sets forth the following policy concerning the relationship of the Board, the administration, and the staff:

- A. The Board of Education, under law, has the final responsibility of establishing policies for the district.
- B. The Superintendent and staff have the responsibility of carrying out the policies established through the development and monitoring of administrative rules and regulations.
- C. The professional teaching personnel has the ultimate responsibility of providing the best possible education in the classroom through the careful following of Board policies and administrative rules and regulations.

Date of Adoption: February 14, 2022

Internal Board Policies - Methods of OperationMethods of Operation

It shall be the policy of Syracuse Dunbar Avoca Public Schools that the Board of Education exercises authority over the schools in accordance with applicable laws. It determines policy; delegates executive supervisory and instructional authority to its employees; and appraises results achieved in light of goals established by the Board of Education.

The Board of Education shall direct its attention primarily to broad questions of policy and the appraisal of results rather than to administrative details. It shall be recognized that the implementation and the application of policy is an administrative task to be performed by the Superintendent of Schools and professional and non-professional staff elected to work with the Superintendent of Schools. The Superintendent and Principals shall be held responsible for the effective administration and supervision of Syracuse Dunbar Avoca Public Schools and its policies.

All matters to be submitted to the Board of Education shall first be brought to the Superintendent of Schools for study, analysis, review and recommendation. The Superintendent will present to the Board of Education those matters which require formal action by the Board of Education.

Legal Reference:      Neb. Rev. Stat. Sec. 79-526  
                                 Neb. Rev. Stat. Sec. 79-520

Date of Adoption:      February 14, 2022

Internal Board Policies - Methods of OperationFormulation of Policies

It shall be the policy of Syracuse Dunbar Avoca Public Schools that the Board of Education, representing the people of the Syracuse Dunbar Avoca School District, will be the governing body which determines all questions of general policy to be employed in the governance of the Syracuse Dunbar Avoca Public Schools.

Proposals regarding school district policies and operation may be initiated by any of several sources: a parent, a taxpayer, a professional employee, a school board member, a non-professional employee, a professional consultant, a civic group, etc. Ordinarily policies will be developed for presentation to the Board of Education by the Superintendent.

Formal action on policy proposals, whatever their source, will be taken by the Board of Education in accordance with its bylaws. Ordinarily, the Board of Education shall take action on such matters upon the basis of recommendations presented to the Board of Education by the Superintendent.

Legal Reference: Neb. Rev. Stat. Sec. 79-554  
Neb. Rev. Stat. Sec. 79-520

Date of Adoption: February 14, 2022

Internal Board Policies - Methods of OperationAdoption, Amendment or Suspension of Policies

- A. Proposed policies introduced and recommended to the Board shall require a majority vote of the Board for adoption and if so passed shall take effect immediately.
- B. Any policy of the Board may be suspended for an agreed upon period of time by a majority vote of the members of the Board.
- C. The Superintendent, in case of emergency or to comply with legal requirements, may suspend any part of these policies and regulations as it pertains to administration of schools provided, however, that the Superintendent shall report the fact and the reason for such suspension at the next meeting of the Board of Education and, provided further that the suspension shall expire at the time of said report unless continued in effect by action of the Board of Education.

Date of Adoption: February 14, 2022

Internal Board Policies - Methods of OperationFormulation of Administrative Regulations

The Board of Education shall delegate to the Superintendent of Schools the function of specifying required actions and outlining detailed arrangements for operation of the schools. These rules and detailed arrangements shall constitute the administrative regulations governing the schools. These rules and arrangements must, in every respect, be consistent with the policies adopted by the Board of Education.

The Board of Education shall approve administrative regulations when specific state laws require such action or when the Superintendent recommends that the Board of Education take such action.

Legal Reference: Neb. Rev. Stat. Sec. 79-520

Date of Adoption: February 14, 2022

Internal Board Policies - Methods of OperationMeetings

The formation of school policy is a public matter and final action on such a matter must be taken in an open meeting. Every meeting of the Board of Education shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of the Board of Education, except as otherwise provided by the Constitution of the State of Nebraska, and by federal and state law.

The term "meeting" shall refer to all regular, special, or called meetings, formal or informal, of the Board of Education for the purpose of briefing, discussing public business, forming tentative policy, or taking any action of the Board of Education. This definition of "meeting" includes any meeting of an advisory committee of the Board of Education, but specifically excludes any meeting of a subcommittee, or standing committee, of the Board of Education unless such subcommittee or standing committee has been given the authority to take formal action on behalf of the Board.

Since members of the Board of Education are unable to function officially as individuals, the meeting of the Board of Education will present an opportunity for the school program to be discussed and appraised and for individual biases and opinions to be aired as the members of the Board of Education strive for consensus decisions on specific issues. In addition, the meeting will provide an appropriate place for items of interest or concern to individual citizens or groups of the school community to be heard and considered. The Board of Education will take formal action only when the Board is meeting in open session.

Legal Reference:     Neb. Rev. Stat. Sec. 79-554  
                          Neb. Rev. Stat. Sec. 79-555  
                          Neb. Rev. Stat. Sec. 84-1412

Date of Adoption:    February 14, 2022



# PROPOSAL

**Prepared for:** Syracuse Public Schools

**Prepared by:** Lisa Loseke, lloseke@capitalmds.com

**Date:** March 13, 2025

*The contents of this proposal are confidential trade secret information and are intended for the use of the intended customer only. The contents herein may not be reproduced without the specific written permission of Capital Business Systems, Inc. This is a proposal only and informative in nature. Actual contract terms and conditions, as well as final pricing, will be submitted upon request.*

**Proposed Pricing is effective for 30 days from 3/13/25**

[www.capitalMDS.com](http://www.capitalMDS.com)

# Proposed Document Management Solution

Now that we have worked with you from the ground up to assess your current document management and printing system, here are a variety of effective document management and printing system solutions that are easy to implement, easy to maintain, and that **are just plain economically smart.**

## Equipment

### Qty Manufacturer / Model

1 imageRUNNER ADVANCE DX 6980i

### Description

#### imageRUNNER ADVANCE DX 6980i

- Print/Copy Speed: up to 80 ppm (BW, Letter)
- Scan Speed: up to 270 ipm (300 dpi) (BW/Color, Duplex)
- Print up to 12" x 18"
- Includes two 1,560-Sheet Paper Drawers and two 570-sheet Paper Cassettes
- Standard security feature set, including Trellix Embedded Control

1 2/3 Hole Puncher Unit-A1

#### 2/3 Hole Puncher Unit-A1

Option for Staple Finisher-AC1 and Booklet Finisher-AC2; punches 2 or 3-holes in pages one sheet at a time.

1 Staple Finisher-AC1

#### Staple Finisher-AC1

Offers 3 output trays for a total of 3500 sheets.  
-Multi- position stapling up to 65 sheets.

**State of NE NASPO Cash Purchase Price: \$10,516.00**

### Notes:

- Trade in Canon 6265, id# Y1658
- Shipping, delivery & network integration
- Training

### Proposed Service & Supply Agreement:

Service *Plus* Agreement includes all parts, labor, service calls, preventative maintenance calls, and all supplies, excluding paper and staples.

All black prints to be billed monthly @ \$0.0039 per page



# PROPOSAL

**Prepared for:** Syracuse Public Schools

**Prepared by:** Lisa Loseke, lloseke@capitalmds.com

**Date:** February 28, 2025

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**Proposed Pricing is effective for 30 days from 2/28/25**

[www.capitalMDS.com](http://www.capitalMDS.com)



We consider our clientele to be *associates*, not just customers, and treat them accordingly. Our services are always hands-on, with proactive maintenance the norm. The industry service awards we've won have proven that we understand clearer than most companies how to listen to our clients and address their needs.

*James Kreikemeier, President  
Capital Business Systems*



**Equipment Performance**

If you are not satisfied with your equipment, we will replace it



**Service Response**

We will respond to your service call within four hours in Zone 1



**Reliability Guarantee**

We offer every client a 98% level of uptime



**Parts and Supplies**

Local inventory of authorized parts and supplies



**Factory Trained Technicians**

All technicians trained by a manufacturer certified instructor

We will *exceed* your expectations, every day.

# Proven Leadership

Capital Business Systems was founded on a cornerstone of quality, integrity, and honesty. Today, as a locally owned and operated office technology and document management company, we offer the best document imaging technology from the world's leading companies and support their products with a commitment to 100% customer satisfaction.

# Customer Satisfaction Guarantee

At Capital Business Systems, we do not make promises we cannot keep and the ones we do make, we live up to 100%. In fact, we are so confident in the reliability and performance of our products and our people, we put our promises to you in our Customer Satisfaction Guarantee.

# Selection



# Services



## MANAGED NETWORK SERVICES

Capital Business Systems can consolidate, integrate, and manage your network with predictable technology costs, network accountability, and improved uptime. Our holistic Managed Network Services solution allows you to transfer the risk and accountability of your network to us, so you can continue growing your business - something that typical break/fix service models can't offer.



## MANAGED PRINT SERVICES

Capital Business System's Managed Print Services reduce the burden of printing maintenance on your finances, as well as on your office staff. We ensure that your software and drivers are proactively updated, we identify potential problems before costly repairs are needed, and we provide you with easy access to all the relevant printing supplies.



## MANAGED DOCUMENT SERVICES

Our Managed Document Services provide you with the ability to digitally manage your complete document workflow, increasing productivity, enhancing privacy and reducing costs simultaneously. Managed Document Services typically include storage, retrieval, access control, remote access, audit control, security, backup and disaster recovery.

# Acquisition Solutions Program

The Capital Business Systems Acquisition Solutions Program is another component to help improve your document management system while keeping expenses under control. We will customize an acquisition program that fits the needs of your organization. Our goal is to provide your organization with the technology that is best suited to the dynamics of your business.



## Flexible Financing

To ensure that your program fits comfortably within your budget



## Single Invoice

One all-inclusive invoice covering equipment, service and most supplies



## National Account Program

For out-of-region product placement, in addition to ongoing service and support



## Managed Print Services

Let us optimize, manage and improve your entire document production environment

# Equipment Service and Support

Capital Business Systems, Inc. is committed to customer satisfaction. Our technicians are measured and compensated under programs that align with our client's desire for maximum system uptime. Each system is assigned a primary and secondary technician to meet reliability and response time expectations. Our technicians carry smartphones that allow them to search service histories, and parts inventories, clear calls, and instantly receive your service request.

Capital Business Systems is a **Canon & Ricoh Authorized Training Center**. Only the top dealer organizations make the investment to provide superior customer service and hold this certification.

# Computer and Networking Certifications



# Warranty Period



The Service and Supply Agreement have calculated the **90-day warranty period** offered with all equipment. Please contact us for additional details.

## ***Delivery and Installation***



**Delivery** includes set-up, attachment of accessories, quality check of all functions, and physical delivery to your location. This is included in the initial investment.



**Installation** includes locating system in designated area, connection of hardware accessories, and connection to appropriate power source. *(It is the responsibility of the customer to provide appropriate power configuration and network connectivity at their location).*



**Use and Function Training** is provided to help you truly leverage the technology. Installation and training staff will provide basic training at time of installation. Detailed application training is arranged with you per your request, as long as the system is maintained under a service agreement with Capital Business Systems. *(We will work with you and your staff's schedule. We can provide specific training per your request, i.e. small groups, individual, etc.)*

## ***Network Connectivity and Support***



We provide post-installation integration and support services. A vendor-trained Capital Business Systems representative will work with your internal staff to integrate your system with your network after installation.

## ***Additional Considerations***

All pricing quoted in this proposal is exclusive of sales, use, and/or property taxes, if applicable. Normal delivery time frames are 10-20 business days from receipt of authorized documents. Capital Business Systems cannot be held responsible for delays resulting from manufacturer backorders, erroneous shipments, or other circumstances beyond our control.

Capital Business Systems is committed to performing account reviews to ensure that equipment is meeting expectations and fulfilling the needs of the workgroup it supports. This also encompasses the tracking of volume levels to realize maximum efficiencies.

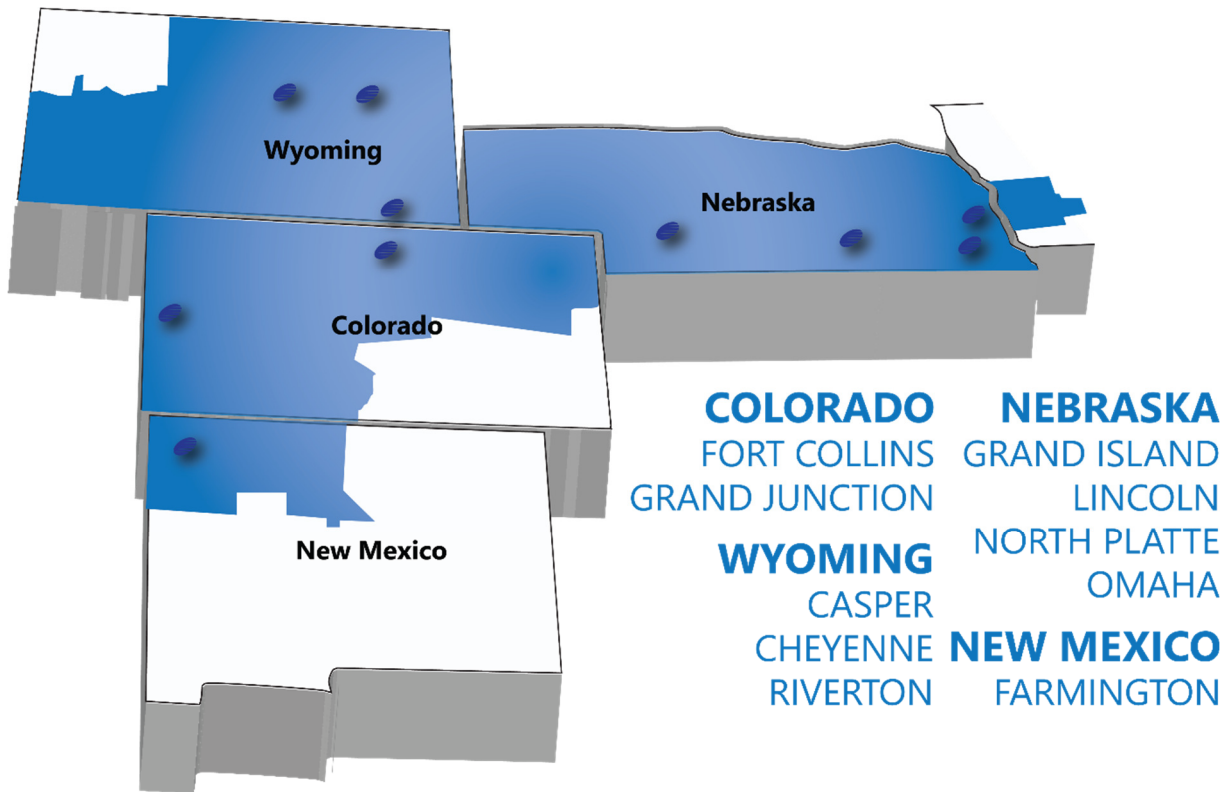
***It is our goal to partner with you to help you reach your business goals.***

# Company Executives

<b>James Kreikemeier</b>	President & CEO
<b>Allison Kreikemeier</b>	Vice President of Operations
<b>Nathan Kreikemeier</b>	Vice President of Administration
<b>Jack Lyman</b>	Chief Financial Officer
<b>Jeremy Reimers</b>	Vice President of Sales and Marketing
<b>Cliff Davis</b>	Vice President of Service

*To place a service call, request supplies, or discuss accounts payable or receivables, please call 800-221-0604*

# Office Locations



# Proposed Document Management Solution

Now that we have worked with you from the ground up to assess your current document management and printing system, here are a variety of effective document management and printing system solutions that are easy to implement, easy to maintain, and that **are just plain economically smart.**

## Equipment

### Qty Manufacturer / Model

1 CANON imagePRESS Lite C265 120V

### Description

#### imagePRESS Lite C265

- Print/Copy Speed: up to 70 ppm in BW and 65 ppm in color (Letter)
- Scan Speed: up to 270 ipm (300 dpi) (BW/Color, Duplex)
- Includes two 1100-sheet paper decks and two 550-sheet paper cassettes
- Standard security feature set, including Trellix Embedded Control

1 2/3 Hole Puncher Unit-A1

#### 2/3 Hole Puncher Unit-A1

Option for Staple Finisher-AC1 and Booklet Finisher-AC2; punches 2 or 3-holes in pages one sheet at a time.

1 Staple Finisher-AC1

#### Staple Finisher-AC1

Offers 3 output trays for a total of 3500 sheets.  
-Multi- position stapling up to 65 sheets.

**State of NE NASPO Cash Purchase Price: \$11,361.00**

### Notes:

- Trade in Canon 6265, id# Y1658
- Shipping, delivery & network integration
- Training

### Proposed Service & Supply Agreement:

Service *Plus* Agreement includes all parts, labor, service calls, preventative maintenance calls, and all supplies, excluding paper and staples.

All black prints to be billed monthly @ **\$0.0039** per page

All color prints to be billed monthly @ **\$0.039** per page

## Acer Chromebook Quotes and possible availability

### Acer Model R857TN 12.2 LCD

Model Cost = 432.39

175 = 75668.25	+	5250	=	80,918.25
200 = 86478	+	6000	=	92,478.00
225 = 97287.75	+	6750	=	104,037.75

### Acer Model R856TN 12 LCD

Model Cost = 437.18

175 = 76,506.50	+	5250	=	81,756.50
200 = 87436	+	6000	=	93,436.00
225 = 98,365.50	+	6750	=	105,115.50

Each needs a management License through Google at 30.00 per unit

175 = 5250
200 = 6000
225 = 6750

23-24 we spent 307.20 on 225 of the R856TN totaling 75,870.00 and it was offset by the end of ESSER funds in technology



# NL Driveway Maintenance

Asphalt Patching~Sealcoating~Crack Sealing

**Paul Lovell:**  
**(402)432-2162**  
**1-800-250-3344**

**Email: [nldrivewaymaintenance@msn.com](mailto:nldrivewaymaintenance@msn.com)**  
**[www.nldriveway.com](http://www.nldriveway.com)**

Proposal to:

Name: Syracuse Public Schools

Mailing Address: 550 7<sup>th</sup> St

City/State: Syracuse Ne

Zip:68446

Date: 3/31/2025

Contact: Supt. David Krause

Work Location: Syracuse High School

E; [DKrause@sdarockets.org](mailto:DKrause@sdarockets.org)

Phone:402-269-2383

Proposal No. 2542

Page No.1



NL agrees to furnish all the materials and perform all the labor necessary for the completion of:

### Syracuse High School West Lot

- A) **Crack sealing:** Surface cracks will be blown out with air and sealed with hot rubberized polymeric 3405 crack compound. Cracksealing footage is billed at posted rate of 60 cents plf.  
Estimated footage is approx. 9000' FT. x \$0.60 plf

### Project total for above work as proposed \$5400

All material is guaranteed to be as specified. The above work will be performed in accordance with the drawings or specifications submitted, for above work to be completed in a substantial workmanlike manner for the sum of \$5400 dollars. The payment to be made as follows: balance due in full within 20 days of billing and assures satisfaction. Any applicable taxes to be accessed on final billing.

Any alteration or deviation from above specifications involving extra costs, will be executed only upon written orders, and will become an extra charge beyond the estimate. All agreements are contingent upon strikes, accidents, or delays beyond our control. Owner to carry fire, tornado and insurance on above property. Workmen's compensations and public liability insurance on above work will be taken out by NL Driveway Maintenance LLC.

Respectfully Submitted,

NL Driveway Maintenance LLC

Offer valid for 30 days unless otherwise noted by NL Driveway Maintenance.

Approval of Work and Payment

\_\_\_\_\_

Date: \_\_\_\_\_



# NL Driveway Maintenance

Asphalt Patching~Sealcoating~Crack Sealing

**Paul Lovell:**  
**(402)432-2162**  
**1-800-250-3344**

**Email: [nldrivewaymaintenance@msn.com](mailto:nldrivewaymaintenance@msn.com)**  
**www.nldriveway.com**

Proposal to:

Name: Syracuse Public Schools

Mailing Address: 550 7<sup>th</sup> St.

City/State: Syracuse Ne

Zip:68446

Date: 2/16/2025

Proposal No. 2510

Contact: Supt. David Krause

Work to be performed at: Syracuse High School

E; [DKrause@sdarockets.org](mailto:DKrause@sdarockets.org)

Phone:402-269-2383

Page No.1



NL agrees to furnish all the materials and perform all the labor necessary for the completion of:

### Maintenance


- A) **Asphalt Patching;** NL will patch areas as discussed, allowing for any excavation necessary, clean, apply tack oil lay patch overlay and compact hot asphalt at a flat rate.
- B) **Crack sealing & Sealcoating:** Surface cracks will be blown out with air and sealed with hot rubberized polymeric 3405 crack compound. NL will clean surfaces to be sealed with mechanical blowers. Apply double coat coverage of Ultrablend Asphalt Sealant with sand & latex additives at per square foot rate of 27 cents psf.

### Options Listed on Pg. 2

Items Approved Total: 1 \_\_\_\_\_ 2 \_\_\_\_\_

Project total for above work as approved; \$ \_\_\_\_\_

All material is guaranteed to be as specified. The above work will be performed in accordance with the drawings or specifications submitted, for above work to be completed in a substantial workmanlike manner for the sum of \$ \_\_\_\_\_ dollars. The payment to be made as follows: balance due in full within 20 days of billing and assures satisfaction. Any applicable taxes to be accessed on final billing. Any alteration or deviation from above specifications involving extra costs, will be executed only upon written orders, and will become an extra charge beyond the estimate. All agreements are contingent upon strikes, accidents, or delays beyond our control. Owner to carry fire, tornado and insurance on above property. Workmen's compensations and public liability insurance on above work will be taken out by NL Driveway Maintenance LLC.

Respectfully Submitted, 

NL Driveway Maintenance LLC

Offer valid for 30 days unless otherwise noted by NL Driveway Maintenance.

Approval of Work and Payment

\_\_\_\_\_ Date: \_\_\_\_\_



# **NL Driveway Maintenance**

**Asphalt Patching~Sealcoating~Crack Sealing**

**Paul Lovell:**  
**(402)432-2162**  
**1-800-250-3344**

**Email: [nldrivewaymaintenance@msn.com](mailto:nldrivewaymaintenance@msn.com)**  
**[www.nldriveway.com](http://www.nldriveway.com)**

Proposal to: Syracuse Public Schools

proposal no. 2510

pg no. 2

**Item 1: High School West Lot**

___ Crackseal, and Sealcoat West Lot	47225' sq.ft	Total \$12750.75
___ Asphalt Patching SouthWest Entrance 300'	sq.ft	Total \$1500

**Item 2: High School East Lot**

___ Drive Lane	Mill and Pave 2"	6000' sq.ft	Total \$22500
___ Crackseal & Sealcoat East Lot		18037' sq.ft	Total \$4870

**Items Approved Total: 1 \_\_\_\_\_ 2 \_\_\_\_\_**

**Project total for above work as approved; \$ \_\_\_\_\_**



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# Midwest Floor Covering, Inc.

Commercial Flooring Contractors

## PROPOSAL

DATE	<u>January 30, 2025</u>	CUSTOMER	<u>Syracuse High School</u>
JOB NAME	<u>Stage &amp; South Hallway</u>	CONTACT	<u>David Kraus</u>
LOCATION	<u>1500 Education Dr.</u>	PHONE	<u>402-269-2383</u>
	<u>Syracuse, NE 68446</u>	TAX INFO	<u>None Included</u>

We hereby submit our estimate for:

CPT-1 - Mohawk - Motivated Movement GT465 - 24x24 - Color: 969 Hudson

CPT-2 - Mohawk Walk-off - 24x24 - Style & Color: TBD

Resilient Base - Burke - 4" cove - Color: 701 Black

See options below and attached plan for areas of work included.

WE PROPOSE hereby to furnish material and labor -- complete in accordance with the plans, drawings and specifications for said building for the sum of:

\$18,468.00

Eighteen Thousand Four Hundred Sixty Eight Dollars

NOTE: This proposal may be withdrawn by us if not accepted within 10 days from letting date.

**The following notes are part of this bid proposal & will be incorporated into the contract documents:**

All material as specified or per our notes and all work is guaranteed to be completed in a workmanlike manner according to industry standards for a period of one year from date of installation.

Any alteration or deviation from specifications involving extra cost will be executed only upon written orders and will become extra charges beyond this estimate. All agreements contingent upon strikes, accidents, or delays are beyond our control. Owner to carry fire, tornado, and other necessary insurance. All installation to be by non-union, independent contract labor. Lights, HVAC, dumpsters, power, elevator, hoisting and dust control by others. All products carry their own independent, standard manufacturer warranties commencing on date of purchase.

### **OTHER SPECIAL NOTATIONS:**

One layer of demo only to owners dumpster included.

No cutback (black) adhesive testing, sealing or removal included.

Includes minor floor prep only. Any floor corrections or leveling by time and material.

Work to be completed in one phase during normal working hours.

All furniture and equipment moving, vacuuming, protection and final clean up by others.

Material payment required prior to ordering materials.

THANK YOU Steve McGinnis

3725 Touzalin Avenue

Lincoln, NE 68507

402/466-5626

Accepted by: \_\_\_\_\_

Print Name: \_\_\_\_\_

Date: \_\_\_\_\_



# Midwest Floor Covering, Inc.

Commercial Flooring Contractors

## PROPOSAL

DATE	<u>April 21, 2025</u>	CUSTOMER	<u>Syracuse High School</u>
JOB NAME	<u>Stage &amp; South Hallway</u>	CONTACT	<u>David Kraus</u>
LOCATION	<u>1500 Education Dr.</u>	PHONE	<u>402-269-2383</u>
	<u>Syracuse, NE 68446</u>	TAX INFO	<u>None Included</u>

We hereby submit our estimate for:

**CPT-1 - Mohawk - Motivated Movement GT465 - 24x24 - Color: 969 Hudson**

**Resilient Base - Burke - 4" cove - Color: 701 Black**

**See attached plan for areas of work included.**

WE PROPOSE hereby to furnish material and labor -- complete in accordance with the plans, drawings and specifications for said building for the sum of:

**\$17,756.00**

**Seventeen Thousand Seven Hundred Fifty Six Dollars**

NOTE: This proposal may be withdrawn by us if not accepted within 10 days from letting date.

**The following notes are part of this bid proposal & will be incorporated into the contract documents:**

All material as specified or per our notes and all work is guaranteed to be completed in a workmanlike manner according to industry standards for a period of one year from date of installation.

Any alteration or deviation from specifications involving extra cost will be executed only upon written orders and will become extra charges beyond this estimate. All agreements contingent upon strikes, accidents, or delays are beyond our control. Owner to carry fire, tornado, and other necessary insurance. All installation to be by non-union, independent contract labor. Lights, HVAC, dumpsters, power, elevator, hoisting and dust control by others. All products carry their own independent, standard manufacturer warranties commencing on date of purchase.

### **OTHER SPECIAL NOTATIONS:**

**One layer of demo only to owners dumpster included.**

**No cutback (black) adhesive testing, sealing or removal included.**

**Includes minor floor prep only. Any floor corrections or leveling by time and material.**

**Work to be completed in one phase during normal working hours.**

**All furniture and equipment moving, vacuuming, protection and final clean up by others.**

**Material payment required prior to ordering materials.**

THANK YOU Steve McGinnis

**3725 Touzalin Avenue**  
**Lincoln, NE 68507**  
**402/466-5626**

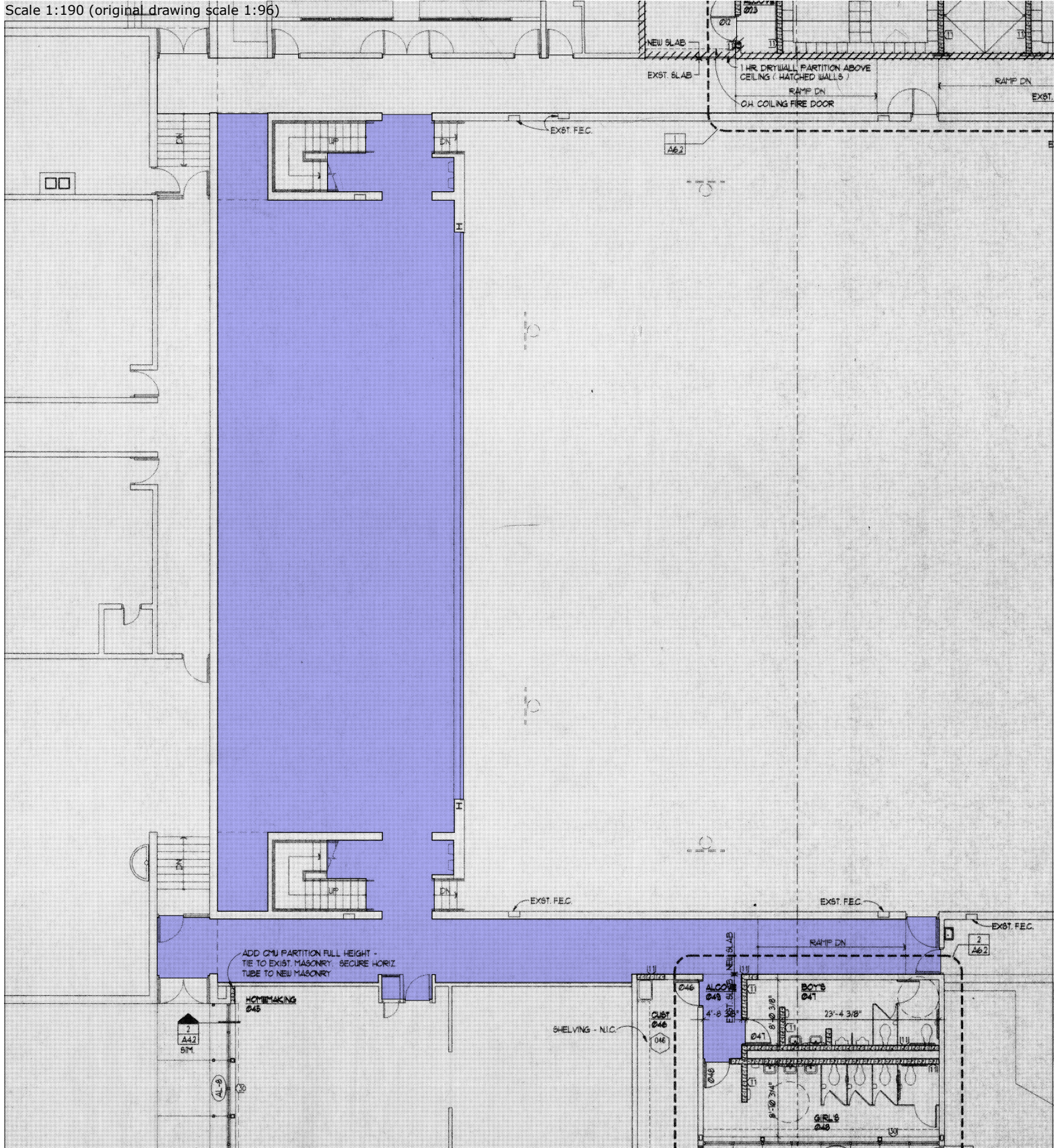
Accepted by: \_\_\_\_\_

Print Name: \_\_\_\_\_

Date: \_\_\_\_\_

CPT-1 - Mohawk - Motivated Movement GT465 - 24x24 - Color: 969 Hudson

Scale 1:190 (original drawing scale 1:96)



*Staack Furniture & Carpeting, Inc.*

278 5<sup>th</sup> St., P.O. Box 188

Syracuse, NE 68446

Phone: 402-269-2314 Cell: 402-269-5029

Email: [staackfurniture@windstream.net](mailto:staackfurniture@windstream.net)

**BID FOR SYRACUSE PUBLIC SCHOOLS**

**April 21, 2025**

Mohawk: Motivated Movement Carpet Tile

50 Cartons, Color: Hudson	Installed	\$ 13,950.00
4 Cartons, Mohawk Tuff Stuff Collection Walk Off Carpet Tile		\$ 1,390.00
Strip up of Old Carpet		\$ 1,200.00
New Wall Base	Black 4"	\$ 912.50
Metal		\$ 60.00
Bull Nose		\$ 24.00

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Total \$ 17,536.50

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Floor Prep is Extra, if needed

If Existing Floor Tile come up when stripping up Carpet Tile and if it contains Asbestos, it is the responsibility of the school to remove.

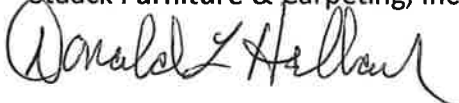
If School wants extra Carpet Tile for Repairs or Replacement (material only), cost is \$220.00/box (which contains 8 sq yds).

Bid is valid for 30 days.

Please call if you have any questions.

Thank you,

Staack Furniture & Carpeting, Inc.



Donald Halbasch