

Board of Education Meeting
Monday, July 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. Baseball Committee
9. Discussion Items
 - 9.1. Policies for Review
 - 9.2. 2nd Reading of the Early Retirement Policy 4144
 - 9.3. Suburban purchase
 - 9.4. Addition of high school baseball.
10. Action Items
 - 10.1. Discuss, consider, and take action on the investment of Special Building Fund dollars into a Certificate of Deposit (CD)
 - 10.2. Discuss, consider, and take action on approving breakfast and lunch prices.
Lunch will be \$3.30 for students in grades PK-3 and \$3.55 for students 4-12. Breakfast will be \$2.35 for all students. Milk will be \$.55.
 - 10.3. Approve Student Fee Appendix
 - 10.4. Reaffirm Bullying Policy 5415
 - 10.5. Reaffirm Parental Involvement Policy
 - 10.6. Discuss, consider, and take action on approving the Use of Local Substitutes
 - 10.7. Discuss, consider, and take action on the SNRP interlocal agreement
 - 10.8. Discuss, consider, and take action on updating policies
11. Adjourn

AFFIDAVIT OF PUBLICATION

State of New Jersey, County of Burlington, ss:

I, Laquansay Nickson Watkins, 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:

- Jul 11, 2025

Notice ID: qC68GRhoQWnMeMEHP0AI

Notice Name: Meeting Notice 07_21_25

Publication Fee: \$6.45

Laquansay Nickson Watkins

Agent

VERIFICATION

State of New Jersey
County of Burlington

Signed or attested before me on this: 07/11/2025



Notary Public

Notarized remotely online using communication technology via Proof.

<p>LIZA ORTIZ NOTARY PUBLIC STATE OF NEW JERSEY My Commission Expires November 27, 2028</p>

MEETING NOTICE

School District #27 Board of Education will hold its regular monthly meeting Monday, July 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 July 11, 2025.

3609850 ZNEZ

SCHOOL DISTRICT #27
REPORT OF THE SCHOOL TREASURER
June 30, 2025

GENERAL FUND

BEGINNING BALANCE		\$5,518,500.61
RECEIPTS		
TAXES	\$344,494.15	
INTEREST	\$14,323.63	
STATE OF NEBRASKA	\$456,642.00	
OTHER	\$646.00	
TOTAL	\$816,105.78	
DISBURSEMENTS		
PAYROLL/DEDUCTIONS	\$733,210.78	
OPERATING	\$179,922.90	
OTHER -	\$0.00	
OTHER -	\$0.00	
TOTAL	\$913,133.68	
FUND BALANCE		\$5,421,472.71
FIRSTBANK NEB SYRACUSE	ACCT # 671-750-03	\$33,868.07
FIRSTBANK NEB SYRACUSE	ACCT # 671-750-05	\$4,110,753.16
COUNTRYSIDE BANK UNADILLA	ACCT # 00412-700	\$38,336.01
FIRSTBANK NEB SYRACUSE	CD# 5011964 & 5013924	\$1,018,656.66
RIVERSTONE BANK	CD# 76834	\$219,858.81
GENERAL FUND BALANCE	June 30, 2025	\$5,421,472.71

BUILDING FUND

BEGINNING BALANCE		\$1,874,254.87
RECEIPTS		
TAXES	\$17,656.67	
INTEREST	\$4,111.12	
TRANSFER FROM GEN FUND -03	\$0.00	
OTHER - SCOREBOARD ADS	\$0.00	
TOTAL	\$21,767.79	
DISBURSEMENTS		
TRANSFER -	\$0.00	
OTHER -	\$0.00	
OTHER -	\$0.00	
OTHER -	\$0.00	
TOTAL	\$0.00	
FUND BALANCE		\$1,896,022.66
FIRSTBANK NEB SYRACUSE	ACCT # 730-309-01	\$4,888.04
FIRSTBANK NEB SYRACUSE	ACCT # 730-309-05	\$1,267,525.27
WESTERN NATIONAL BANK	CD #702816	\$623,609.35
		\$0.00
BUILDING FUND BALANCE	June 30, 2025	\$1,896,022.66

SCHOOL DISTRICT #27
REPORT OF THE SCHOOL TREASURER
June 30, 2025

DEPRECIATION FUND

BEGINNING BALANCE		\$911,767.60
RECEIPTS		
TRANSFER FROM GEN FUND - 03	\$0.00	
INTEREST	\$2,128.07	
OTHER - TRANS	\$0.00	
TOTAL	\$2,128.07	\$2,128.07
DISBURSEMENTS		
OTHER - ET'S LAWN & LIESURE	\$19,524.94	
OTHER -	\$0.00	
TOTAL	\$19,524.94	\$19,524.94
FUND BALANCE		\$894,370.73
COUNTRYSIDE BANK UNADILLA	ACCT # 00548M297	\$894,370.73
	CD #	\$0.00
		\$0.00
		\$0.00
DEPR FUND BALANCE	June 30, 2025	\$894,370.73

UNEMPLOYMENT FUND

BEGINNING BALANCE		\$12,683.20
RECEIPTS		
TRANSFER FROM GEN FUND	\$0.00	
INTEREST	\$31.27	
TOTAL	\$31.27	\$31.27
DISBURSEMENTS		
OTHER - NE UC FUND	\$0.00	
TOTAL	\$0.00	\$0.00
FUND BALANCE		\$12,714.47
FIRSTBANK NEB SYRACUSE	ACCT # 731-612-05	\$12,714.47
UNEMPLOY FUND BALANCE	June 30, 2025	\$12,714.47

BOND FUND

BEGINNING BALANCE		\$787,346.91
RECEIPTS		
TAXES	\$36,176.62	
INTEREST	\$2,456.49	
OTHER -	\$0.00	
TOTAL	\$38,633.11	\$38,633.11
DISBURSEMENTS		
OTHER - UNION BANK & TRUST	\$0.00	
OTHER -	\$0.00	
TOTAL	\$0.00	\$0.00
FUND BALANCE		\$825,980.02
FIRSTBANK NEB SYRACUSE	ACCT # 631-911-05	\$825,980.02
	CD #	\$0.00
		\$0.00
BOND FUND BALANCE	June 30, 2025	\$825,980.02

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

GENERAL FUND

Balance as of May 31, 2025	\$ 5,518,500.61
June receipts	<u>\$ 816,105.78</u>
Total amount available	\$ 6,334,606.39
June disbursements	<u>\$ 913,133.68</u>
Balance as of June 30, 2025	\$ 5,421,472.71

SCHOOL LUNCH FUND

Balance as of May 31, 2025	\$ 322,278.07
June receipts	<u>\$ 14,398.44</u>
Total amount available	\$ 336,676.51
June disbursements	<u>\$ 45,435.65</u>
Balance as of June 30, 2025	\$ 291,240.86

Bank Balance June 30, 2025	\$ 291,240.86
Outstanding receipts	<u>\$ -</u>
Total amount available	\$ 291,240.86
Outstanding disbursements	<u>\$ 3,500.00</u>
Bank Balance June 30, 2025	\$ 287,740.86

SCHOOL ACTIVITIES

Balance as of May 31, 2025	\$ 64,016.19
June receipts	<u>\$ 6,521.56</u>
Total amount available	\$ 70,537.75
June disbursements	<u>\$ 23,649.36</u>
Balance as of June 30, 2025	\$ 46,888.39

SDA REVOLVING

Balance as of May 31, 2025	\$ 66,855.21
June receipts	<u>\$ 21,502.99</u>
Total amount available	\$ 88,358.20
June disbursements	<u>\$ (1,863.79)</u>
Balance as of June 30, 2025	\$ 90,221.99

*Included

FirstBank Nebraska Cking #03	33,791.84	33,868.07
FirstBank Nebraska MM #05	4,708,024.18	4,110,753.16
Countryside Bank Unadilla	38,364.71	38,336.01
FirstBank Nebraska CD #5011964	518,656.66	1,018,656.66
Riverstone Bank CD	<u>219,663.22</u>	<u>219,858.81</u>
	\$ 5,518,500.61	\$ 5,421,472.71

Respectfully Submitted,



David Kraus, Superintendent

Current Cash Balance

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

From 06/01/2025 to 06/30/2025.

Site ID Group ID	Site Name Group Name	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
SHS	Syracuse High School							
A-1	Activity Accounts							
1000-1	JH STOP			3,532.43	0.00	18.30	0.00	3,514.13
1001-1	ADMISSIONS			42,044.50	0.00	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			28,664.57	0.00	157.50	0.00	28,507.07
1025-1	BAND			951.11	1,033.00	0.00	0.00	1,984.11
1031-1	CIRCLE OF FRIENDS			387.94	0.00	0.00	0.00	387.94
1065-1	DANCE TEAM			-1,927.51	1,989.54	0.00	0.00	62.03
1075-1	DISTRICT AUTISM TEAM			1,928.71	0.00	0.00	0.00	1,928.71
1080-1	DRAMA			-2,564.68	0.00	0.00	0.00	-2,564.68
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			2,589.37	0.00	0.00	0.00	2,589.37
1095-1	EQUIPMENT (CONCESSIONS)			8,421.86	40.00	-64.38	0.00	8,526.24
1100-1	FBLA			-332.43	0.00	0.00	0.00	-332.43
1110-1	FFA			11,882.43	0.00	1,069.74	0.00	10,812.69
1120-1	FIELD TRIPS			14,470.75	0.00	227.13	0.00	14,243.62
1125-1	FOREIGN LANGUAGE			97.22	0.00	0.00	0.00	97.22
1130-1	HIGH ABILITY			1,027.90	0.00	5.00	0.00	1,022.90
1135-1	HISTORY FAIR			906.46	0.00	0.00	0.00	906.46
1140-1	HOMEROOM			917.47	0.00	-115.92	0.00	1,033.39
1145-1	HONOR SOCIETY			1,418.57	0.00	-154.36	0.00	1,572.93
1150-1	HS MATHEMATICS CLUB			30.61	0.00	0.00	0.00	30.61
1155-1	INTEREST			901.12	14.02	0.00	0.00	915.14
1160-1	JH STUDENT COUNCIL			2,156.75	0.00	-65.37	0.00	2,222.12
1165-1	LIBRARY			5,951.33	13.00	0.00	0.00	5,964.33
1170-1	LIFE SKILLS PETTY CASH			417.74	0.00	0.00	0.00	417.74
1180-1	MS STUDY			1,732.50	0.00	0.00	0.00	1,732.50
1181-1	MS MTSS			319.37	0.00	0.00	0.00	319.37
1185-1	MUSIC BOOSTERS			6,089.47	0.00	4,269.94	0.00	1,819.53
1190-1	MUSIC BOOSTERS TRIP FUND			29,469.51	0.00	0.00	0.00	29,469.51
1195-1	PHYSICAL EDUCATION			807.27	0.00	0.00	0.00	807.27
1200-1	PICTURES			7,082.75	0.00	0.00	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			103.40	0.00	0.00	0.00	103.40
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			14,741.85	0.00	-1,570.94	0.00	16,312.79
1235-1	SH ATHLETICS			-100,352.85	675.00	16,397.90	0.00	-116,075.75
1236-1	FOOTBALL			363.00	0.00	0.00	0.00	363.00
1240-1	SH STUDENT COUNCIL			5,724.11	0.00	0.00	0.00	5,724.11
1245-1	SH STUDY			5,045.59	0.00	0.00	0.00	5,045.59

Current Cash Balance

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

From 06/01/2025 to 06/30/2025.

Site ID Group ID	Site Name Group Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
1250-1	SHOP	1,890.84	0.00	0.00	0.00	1,890.84
1255-1	SkillsUSA	2,480.42	0.00	0.00	0.00	2,480.42
1260-1	SOS (STUDENTS OF SERVICE)	3,074.11	150.00	454.92	0.00	2,769.19
1265-1	SPEECH	-1,439.55	0.00	0.00	0.00	-1,439.55
1270-1	STOP	2,899.36	0.00	0.00	0.00	2,899.36
1275-1	STUDENT ATHLETIC PASSES	9,600.00	0.00	0.00	0.00	9,600.00
1280-1	TEACHER SUPPLIES	7,300.66	0.00	0.00	0.00	7,300.66
1285-1	TITLE I	1,936.00	0.00	0.00	0.00	1,936.00
1290-1	VARSITY CHEERLEADERS	-3,196.93	1,822.00	3,383.36	0.00	-4,758.29
1295-1	YEARBOOK	-78,179.50	125.00	0.00	0.00	-78,054.50
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
1310-1	FFA- Otoe County Fair	579.42	660.00	0.00	0.00	1,239.42
2014-1	CLASS OF 2024 (GRADUATED)	328.27	0.00	0.00	0.00	328.27
2020-1	CLASS OF 2025 (12TH GRADE)	1,299.79	0.00	-363.46	0.00	1,663.25
2021-1	CLASS OF 2026 (11th GRADE)	2,753.05	0.00	0.00	0.00	2,753.05
2022-1	CLASS OF 2027 (10th Grade)	657.41	0.00	0.00	0.00	657.41
2024-1	CLASS OF 2028 (9TH GRADE)	631.39	0.00	0.00	0.00	631.39

A-1 Totals:	64,016.19	6,521.56	23,649.36	0.00	46,888.39
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SHS Activity Totals:	64,016.19	6,521.56	23,649.36	0.00	46,888.39
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	Begin Balance	Transfers	Receipts	Disbursements	Adjustments	End Balance
SHS Checking:			6,521.56	23,649.36		
SHS Investment:						
SHS Bank Balances:	64,016.19		6,521.56	23,649.36	0.00	46,888.39

Report Activity Totals:	64,016.19	6,521.56	23,649.36	0.00	46,888.39
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Current Cash Balance

Sorted by Site ID, Group ID, Activity ID; Filtered by Site.
From 06/01/2025 to 06/30/2025.

Site ID	Site Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
Group ID	Group Name					
Activity ID	Activity Name					
REV	Revolving Account					
R-1	Revolving Accounts					
3295-2	GENERAL	-36,581.76	19,258.73	-4,479.46	0.00	-12,843.57
3300-2	INSURANCE	-559.61	2,194.46	2,615.67	0.00	-980.82
3305-2	DRIVERS ED	800.00	0.00	0.00	0.00	800.00
3310-2	INTEREST	484.14	14.80	0.00	0.00	498.94
3315-2	WALTER JANSSEN SCHOLARSHI	0.00	0.00	0.00	0.00	0.00
3320-2	DUAL ENROLLMENT	34,945.21	0.00	0.00	0.00	34,945.21
3321-2	MISC	44,989.39	0.00	0.00	0.00	44,989.39
3322-2	TECHNOLOGY	22,777.84	35.00	0.00	0.00	22,812.84
R-1 Totals:		66,855.21	21,502.99	-1,863.79	0.00	90,221.99
REV Activity Totals:		66,855.21	21,502.99	-1,863.79	0.00	90,221.99

	Begin Balance	Transfers	Receipts	Disbursements	Adjustments	End Balance
REV Checking:			21,502.99	-1,863.79		
REV Investment:						
REV Bank Balances:	66,855.21		21,502.99	-1,863.79	0.00	90,221.99

Report Activity Totals:	66,855.21	21,502.99	-1,863.79	0.00	90,221.99
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Syracuse Public School

Check Report

Begin Date: 07/01/2025; End Date: 07/31/2025; Accounting Cycle: FY 24-25; Check Type: Accounts Payable; Payee: [All]; Bank: First Bank of Nebraska; Account Expression: [All]; Show Detail by Voucher: Yes; Created On: 7/17/2025 11:15:37 AM

Check Date	Check Number	Payee	Type	Amount
07/21/2025	EFT	Amazon Capital Services	Accounts Payable	\$3,981.10
07/21/2025	EFT	Magic-Wrighter, Inc.	Accounts Payable	\$34.95
07/21/2025	7915	Antes Family Hardware	Accounts Payable	\$375.29
07/21/2025	7916	ATS, LLC	Accounts Payable	\$29,397.00
07/21/2025	7917	Blick Art Materials	Accounts Payable	\$166.82
07/21/2025	7918	Boldt Tire Supply & Service LLC	Accounts Payable	\$2,453.54
07/21/2025	7919	Buss Pest Control	Accounts Payable	\$115.00
07/21/2025	7920	Capital Business Systems, Inc.	Accounts Payable	\$50.89
07/21/2025	7921	Carolina Biological Supply Company	Accounts Payable	\$191.20
07/21/2025	7922	CHI Health St. Mary's	Accounts Payable	\$150.00
07/21/2025	7923	City Of Syracuse	Accounts Payable	\$16,650.53
07/21/2025	7924	Column Software, PBC	Accounts Payable	\$25.80
07/21/2025	7925	Complete Chiropractic & Wellness Center	Accounts Payable	\$80.00
07/21/2025	7926	Cubby's Inc.	Accounts Payable	\$1,029.00
07/21/2025	7927	Culligan of Percival	Accounts Payable	\$48.00
07/21/2025	7928	DAS State Acctg-Central Finance OCIO	Accounts Payable	\$292.87
07/21/2025	7929	Demco, Inc	Accounts Payable	\$2,608.33
07/21/2025	7930	Diane Wright	Accounts Payable	\$1,186.22
07/21/2025	7931	E.T's Lawn & Leisure, Inc.	Accounts Payable	\$151.98
07/21/2025	7932	Esu #4	Accounts Payable	\$1,163.00
07/21/2025	7933	Esu #5	Accounts Payable	\$85.00
07/21/2025	7934	ESU #6	Accounts Payable	\$930.10
07/21/2025	7935	ESU #9	Accounts Payable	\$130.00
07/21/2025	7936	FES	Accounts Payable	\$3,005.00
07/21/2025	7937	First Concord Group	Accounts Payable	\$245.14
07/21/2025	7938	HD Supply, Inc.	Accounts Payable	\$1,008.18
07/21/2025	7939	Hein Construction LLC	Accounts Payable	\$1,450.00
07/21/2025	7940	Heritage Water Services, Inc.	Accounts Payable	\$200.00
07/21/2025	7941	Holiday Inn	Accounts Payable	\$507.00
07/21/2025	7942	Innovative Office Solutions, LLC	Accounts Payable	\$707.20
07/21/2025	7943	JourneyEd.com	Accounts Payable	\$4,268.98
07/21/2025	7944	K-Log, Inc.	Accounts Payable	\$826.62
07/21/2025	7945	Linde Gas & Equipment Inc.	Accounts Payable	\$171.18
07/21/2025	7946	McGraw-Hill Education, Inc.	Accounts Payable	\$1,444.08
07/21/2025	7947	Midwest Alarm Services	Accounts Payable	\$80.40
07/21/2025	7948	Mystery Science Inc.	Accounts Payable	\$1,999.00
07/21/2025	7949	NASB	Accounts Payable	\$185.00
07/21/2025	7950	NC Utilities	Accounts Payable	\$1,118.26
07/21/2025	7951	NCSA	Accounts Payable	\$1,047.00
07/21/2025	7952	Nebraska Horn Trader	Accounts Payable	\$370.00
07/21/2025	7953	Nebraska Safety Center	Accounts Payable	\$125.00
07/21/2025	7954	Nebraska State Fire Marshal Agency	Accounts Payable	\$360.00
07/21/2025	7955	NWEA	Accounts Payable	\$2,062.50
07/21/2025	7956	Omaha Truck Center Companies	Accounts Payable	\$3,778.36
07/21/2025	7957	One Source	Accounts Payable	\$53.50
07/21/2025	7958	Papillion Sanitation	Accounts Payable	\$1,145.02
07/21/2025	7959	Perry, Guthery, Haase & Gessford, P.C., L.L.O.	Accounts Payable	\$5,378.40
07/21/2025	7960	Principal Life Insurance Company	Accounts Payable	\$1,696.53
07/21/2025	7978	School Specialty	Accounts Payable	\$285.35
07/21/2025	7979	SDI Innovations	Accounts Payable	\$1,300.57
07/21/2025	7980	Seesaw Learning, Inc.	Accounts Payable	\$2,755.00
07/21/2025	7981	Segra	Accounts Payable	\$1,502.32
07/21/2025	7982	Staack Furniture & Carpeting	Accounts Payable	\$5,118.00
07/21/2025	7983	Stallard Technologies, Inc.	Accounts Payable	\$15,150.00

07/21/2025	7984	Staples Business Advantage	Accounts Payable	\$441.16
07/21/2025	7985	STEMfinity LLC	Accounts Payable	\$348.95
07/21/2025	7986	Surnali LLC	Accounts Payable	\$280.00
07/21/2025	7987	Syracuse Area Health	Accounts Payable	\$3,023.45
07/21/2025	7988	Syracuse Lumber Co	Accounts Payable	\$120.95
07/21/2025	7989	Triton Sensors LLC	Accounts Payable	\$15,499.00
07/21/2025	7990	TruGreen and Action Pest Control	Accounts Payable	\$1,026.30
07/21/2025	7991	Voss Lighting	Accounts Payable	\$1,521.20
07/21/2025	7992	Wet Willie's Lawn Sprinklers	Accounts Payable	\$1,205.00
07/21/2025	7993	Windstream	Accounts Payable	\$1,351.09
07/21/2025	7994	Nasco	Accounts Payable	\$75.73
Sub Total				\$145,533.04

Board of Education Meeting
Wednesday, July 2, 2025 6:00 PM Central

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

1. Call to Order and Roll Call

2. Publication of Meeting

3. Notice of Open Meeting Act- Posted

4. Communications from the Public

5. Discuss, consider and take action on an asbestos abatement project on the high school stage. Approve bid from Bockmann Inc. in the amount of \$20,600. This motion, made by Brianne Wilhelm and seconded by Amy Wemhoff, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brianne Wilhelm: Yea, Ed Zastera: Absent Yea: 5, Nay: 0, Absent: 1

6. Adjourn

Adjourn. 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: Absent Yea: 5, Nay: 0, Absent: 1

Board of Education Meeting
Monday, June 16, 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

Motion to approve the 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

Public comment was taken. Sarah Baede representing Lincoln Dodgers, addressed the board.

7.1. Public Comment on LB 140- Electronic Communication Devices and Cell Phones Nobody from the public commented.

8. Reports

8.1. Superintendent

Mr. Kraus updated the board on several items such as strategic planning, girls wrestling coop, baseball committee, high school stage carpet project, school law conference, elementary traffic proposal to the city and budget documents being released.

9. Discussion Items

9.1. Policies for Review

9.2. Early Retirement Policy 4144

9.3. High School Carpet project

Move to an action item to move forward with abatement not to exceed \$15,000. 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

10. Action Items

10.1. Discuss, consider, and take action on updating policies

Approve polices as presented. This motion, made by Justin Stark 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

10.2. Discuss, consider, and take action on updating policies from Perry Law.

Approve policy updates as presented and rescind Policy 5001 forms and 4009 forms C and D. 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 student, activity, classified and teacher handbooks

Approve handbooks as presented. 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 the purchase of a Chevrolet Suburban for district use

The board asked this to go to the transportation committee and get more bids.

10.5. Discuss, consider, and take action on the purchase of a maintenance utility vehicle for district operations

Approve purchase Polaris Ranger 1000 premium with snow blade from ET Lawn and Leisure not to exceed \$19,525. This motion, made by Justin Stark 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

10.6. Discuss, consider and take action on security camera server upgrade purchase.

Motion to approve the security camera server. This motion, made by Ed Zastera 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

10.7. Discuss, consider, and take action on the investment of General Fund dollars into a Certificate of Deposit (CD)

Approve \$500,000 investment into CD at First Bank of Nebraska. This motion, made by Tyler Kreifels 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

10.8. Discuss, consider, and take action on the purchase of vape detectors.

Approve bid from STI for vape detector. 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

11. Adjourn

Motion to 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



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

To: Board of Education

From: David Kraus, Superintendent

Date: July 21, 2025

RE: Monthly Report

1. In 21 days, staff report back to school.
2. Facility/Transportation update:
 - a. High school stage is abated and carpet can begin.
 - b. High School parking lot- will begin this Thursday
 - c. Several rooms in elementary and high school carpet replaced
 - d. Gym Floor Refinished
 - e. Lot of updates with painting
 - f. Crackseal done on middle school street
 - g. Rich is very appreciated of the side by side and uses it regularly.
3. Administrator Days is this week.
4. Grant update: ESEA funds have not been released yet. Last year was \$75,000 for Title. IDEA completed with \$165,000 budgeted (OT/PT). CTE completed for \$7000.
5. Reminder: BVH meeting July 30th @ 5:30.
6. Mail Route driver hired. Ron Hawkins
7. Area membership meeting is Sept. 10 at Nebraska City.

Board Report: High School Baseball Discussion

Over the past few weeks, we've gathered input from Legion coaches, community members, and stakeholders regarding the potential addition of high school baseball to our district. Below is a summary of the findings and key points from the July 2 Baseball Committee meeting and additional community feedback:

Current Status & Support

- The core group of Legion players is strong and could serve as a solid foundation for launching a school program.
- The current Legion coaches **support** the addition of a school program and are **not concerned** about its impact on Legion. If numbers ever drop, they are open to **co-oping with another town**.
- Coaches believe a spring baseball season will better prepare athletes for Legion play.

Coaching & Staffing

- The **biggest challenge** is finding a qualified head coach, ideally a school staff member for legal and safety reasons.
- There is **community interest** in coaching and a list of willing volunteers, but quality experience is essential.
- The community recognizes the value of having a school-affiliated coach.

Logistical Considerations

- **Transportation:** We face a **shortage of bus drivers**, and vans will not suffice. A bus is needed for team travel.
- **Equipment & Uniforms:** Significant **upfront costs** will be involved.
- **Administration:** A school administrator must be present at all home games due to expected large and passionate crowds.
- **Facilities:** The **city is supportive** of the school using the Legion field, though no formal agreement exists yet. There are ongoing conversations about long-term use and maintenance.

Timeline Recommendation

- If approved, the **recommended start is the 2026–2027 school year**, providing adequate time to secure coaches, equipment, schedules, and possible co-op partnerships.

Community Feedback

- **Strong support** from families and students, many of whom currently don't participate in spring sports like golf or track.

- **Parents are open** to co-oping or transferring if baseball is not offered.
- Students who play select/travel ball in Nebraska City, Lincoln, and Omaha are gaining high-level experience and exposure.
- **Elmwood-Murdock** has expressed interest in a **co-op for 2026–2027**.
- A donor is interested in funding an **indoor facility**, and there is community interest in expanding baseball infrastructure.

Opportunities & Equity

- **Recognition:** Legion does not offer letters or academic awards. Students want school-based recognition for their participation.
- **Recruitment:** NSAA requires the **Game Changer** app for high school, which assists with recruiting profiles. This is not mandatory in Legion.
- **Post-Secondary:** Most D1 baseball players come through JUCO or smaller programs, but a strong high school program provides a better platform to launch from.
- **Legacy:** Players want to represent their school and be eligible for the **S-Club Hall of Fame**.
- **Community pride:** A school team could draw more student and alumni support and potentially host postseason games or even state tournaments.
- **Equity:** Baseball would round out the offerings for students who aren't currently involved in spring sports.

Next Steps

- If the board decides **not** to move forward, the community is asking for **clear communication** and rationale so families can make informed decisions (e.g., transferring or exploring other options).
- If we proceed, discussions around **co-oping, facilities, and coaching hires** should begin

Personnel - All EmployeesSocial Security Numbers

Employee social security numbers shall be kept confidential to the extent required by law. Use of more than the last four digits of an employee's social security number shall be made by the District only for:

1. Legal Mandates. Compliance with state or federal laws, rules, or regulations.
2. Internal Administration. Internal administrative purposes, including provision of employee social security numbers to third parties for such purposes as administration of personnel benefits and employment screening and staffing. However, the internal administrative uses shall not permit use of employee social security numbers:
 - a. As an identification number for occupational licensing.
 - b. As an identification number for drug-testing purposes except when required by state or federal law.
 - c. As an identification number for District meetings.
 - d. In files with unrestricted access within the District.
 - e. In files accessible by any temporary employee unless the temporary employee is bonded or insured under a blanket corporate surety bond or equivalent commercial insurance.
 - f. For posting any type of District information.
3. Voluntary Transactions. Commercial transactions freely and voluntarily entered into by the employee with the District for the purchase of goods or services.

The District will not use or require an employee to use more than the last four digits of an employee's social security number for:

1. Public Posting or Display. Any public posting or display available to the general public or to an employee's co-workers.
2. Internet Transmission. Transmission over the Internet unless the connection is secure or the information is encrypted.
3. Internet Access. To access an Internet web site unless a password, unique personal identification number, or other authentication device is also required to access the Internet web site.
4. Identifier. As an employee number for any type of employment-related activity.

Legal Reference: Neb. Rev. Stat. Sec. 48-287
5 USCS § 552a (note) (Privacy Act of 1974)

Date of Adoption: August 2023

Personnel - All EmployeesMilitary and Family Military Leave

Military leave and family military leave will be granted to the extent required by state and federal law.

Employees requesting military leave must notify the Superintendent as soon as they receive notification of activation. Employees are to attach a copy of their orders to a District leave request form when they prepare the request for military leave.

Employees requesting to take family military leave under the Nebraska statutes must notify the Superintendent at least 14 days in advance of taking such a leave if the leave will be for 5 or more consecutive days, consult with their supervisor to schedule the leave so as to not unduly disrupt operations of the school, and for leaves of less than 5 days, notify the Superintendent of the leave request as soon as practicable.

Family military leave under the Family and Medical Leave Act (FMLA) will be provided in accordance with that law and subject to the provisions of the Board policy pertaining to FMLA leave.

Legal Reference: Neb. Rev. Stat. Sections 55-160 to 55-166;
 Neb. Rev. Stat. Sections 55-501 to 55-507
 29 U.S.C.A. Sections 2611, et seq. and 29 CFR Part 825
 38 USC Sections 4301 to 4333 and 20 CFR Part 1002

Date of Adoption: August 2023

Personnel - All EmployeesNotification of Arrest, Criminal Charges, and Certificate, License or Child Abuse Complaints

Employees must notify the Superintendent by the next working day after:

1. Arrest or Criminal Charges. The employee is arrested, ticketed, or issued a criminal charge where:
 - a. The maximum penalty for the crime equals or exceeds six months incarceration;
 - b. The crime relates to abuse, neglect or endangerment of a minor, a minor was allegedly a victim or a witness, or the crime involves alleged sexual misconduct;
 - c. Conviction would impact performance of employee's job responsibilities, including offenses that:
 - i. Would impact the responsibility to be a role model for students;
 - ii. Would impact the employee's ability to operate a motor vehicle if the employee at times needs to travel during duty time or the employee at times drives our students, including on extracurricular activities; or
 - iii. Would impact the employee's Commercial Drivers License if the employee's job requires that the employee have a CDL.
 - d. The arrest or the alleged criminal activity occurred while the employee was on duty, on school property or in a school owned or utilized vehicle, or at a school-supervised activity or school-sponsored function.
 - e. Employees must also promptly report to the Superintendent whenever the employee has been sentenced to be incarcerated for any period of time, even if the offense was not otherwise reportable.
2. Certificate or License. The employee becomes aware that a complaint has been filed against the employee that could affect a certificate or license required for the employee's position. This includes proceedings of the Nebraska Department of Education related to an alleged violation of the NDE Standards of Conduct and Ethics, Chapter 27, and proceedings of the Health and Human Services related to an alleged violation of the professional standards of conduct for the employee's position.
3. Child Abuse. The employee becomes aware that a report of child abuse or neglect has been made against the employee under the Child Protection Act.

Further, employees must give full disclosure of any Child Protection Act investigation that resulted in an "inconclusive" determination that occurred at any time. Current employees must give such disclosure within ten days following adoption of this Policy. As a condition of employment, applicants for employment must give such disclosure prior to commencement of employment. Any hiring made without such disclosure shall

be subject to being immediately revoked in the event the required disclosure was not given.

Employees must give full disclosure of the existence and nature of the above proceedings and must also promptly notify the Superintendent of the disposition of the proceedings.

Legal documents relating to the proceedings shall be treated and maintained as part of the employee's confidential criminal background file.

Failure to notify as required under this policy may subject the employee to disciplinary action, up to and including termination.

Date of Adoption: August 2023

Personnel - All Employees

Wage and Deduction Information

Within ten working days after a written request is made by an employee, the Superintendent or designee shall furnish the employee with an itemized statement listing the wages earned and the deductions made from the employee's wages for each pay period that earnings and deductions were made. The statement may be in print or electronic format.

Legal Reference: Neb. Rev. Stat. Sec. 48-1230

Date of Adoption: August 2023

Personnel - All EmployeesProfessional Boundaries Between Employees and Students

All employees are expected to observe and maintain professional boundaries between themselves and students. A violation of professional boundaries will be regarded as a form of misconduct and may result in disciplinary action.

The following non-exclusive list of actions will be regarded as a violation of the professional boundaries that employees are expected to maintain with a student:

- Using e-mail, text messaging, instant messaging or social networking sites to discuss with a student a matter that does not pertain to school-related activities, such as the student's homework, class activity, school sport or club, or other school-sponsored activity. Electronic communications with students are to be sent simultaneously to multiple recipients, not to just one student, except where the communication is clearly school--related and inappropriate for persons other than the individual student to receive (for example, e-mailing a message about a student's grades).
- Engaging in social-networking friendships with a student on social networking sites. Material that employees post on social networks that is publicly available to those in the school community must reflect the professional image applicable to the employee's position and not impair the employee's capacity to maintain the respect of students and parents or impair the employee's ability to serve as a role model for children. Employees shall not friend or follow students on any social networking site.
- Engaging in sexual activity, a romantic relationship, or dating a student or a former student within one year of the student graduating or otherwise leaving the District.
- Making any sexual advance - verbal, written, or physical - towards a student.
- Showing sexually inappropriate materials or objects to a student.
- Discussing with a student sexual topics that are not related to a specific curriculum.
- Telling sexual jokes to a student.
- Invading a student's physical privacy (e.g., walking in on the student in a restroom).
- Hugging or other physical contact with a student that is initiated by the employee when the student does not seek or want this attention.
- Being overly "touchy" with a specific student.

- Allowing a specific student to get away with misconduct that is not tolerated from other students, except as appropriate for students with an IEP or 504 Plan.
- Discussing with the student the employee's problems that would normally be discussed with adults (e.g., marital problems).
- Giving a student a ride in the employee's personal vehicle without express permission of the student's parent or school administrator unless another adult is in the vehicle.
- Taking a student on an outing without obtaining prior express permission of the student's parent or school administrator.
- Inviting a student to the employee's home without prior express permission of the student's parent and school administrator.
- Going to the student's home when the student's parent or a proper chaperone is not present.
- Giving gifts of a personal nature to a specific student.
- Discussing alcohol, tobacco or other illicit drugs in a non-instructional setting, such as describing a party that the employee attended.
- Discussing another student's or employee's personal matters when it is not appropriate outside of the instructional setting.
- "Grooming," which includes building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student's life the sexual contact or sexual penetration would take place.

Appropriate exceptions are permitted to the foregoing for legitimate health or educational purposes and for reasons of family relationships between employees and their children who are students in the District. A staff member seeking an exception must receive advance approval from his or her administrator. If a staff member is unable to communicate with an administrator in advance (such as in the event of an emergency), the staff member must notify the administrator as soon as possible, but not later than 24 hours immediately following the event.

Any person who suspects a District employee of engaging in any prohibited conduct under this policy, including grooming, should contact the Superintendent as soon as practical.

An employee who violates this policy may face discipline, up to and including termination of employment, and may be referred to the appropriate certification or credentialing agencies for further discipline.

A violation of this policy will result in referral to the Department of Health and Human Services, law enforcement, or both.

Legal Reference: Neb. Rev. Stat. Sec. 79-879

Date of Adoption: August 2023

Personnel - All Employees

Prohibition on Aiding and Abetting Sexual Abuse

A school employee, contractor, or agent of the school district is prohibited from assisting another school employee, contractor or agent in obtaining a new job if the individual knows or has probable cause to believe, that such other employee, contractor, or agent engaged in sexual misconduct with a minor or student in violation of the law.

“Assisting” does not include the routine transmission of administrative and personnel files.

Exceptions to giving such assistance may only be made where the exception is authorized by the Every Student Succeeds Act (for example, where the matter has been investigated by law enforcement and the person has been exonerated and approved by the Superintendent or designee.)

Legal Reference: ESSA Sec. 8038, Sec. 8546

Date of Adoption: August 2023

Personnel - All EmployeesWorkplace Privacy Policy

1. The District will abide by the Nebraska Workplace Privacy Act and will not:
 - a. Require or request that an employee or applicant provide or disclose any user name or password or any other related account information in order to gain access to the employee's or applicant's personal Internet account by way of an electronic communication device;
 - b. Require or request that an employee or applicant log into a personal Internet account by way of an electronic communication device in the presence of the District in a manner that enables the District to observe the contents of the employee's or applicant's personal Internet account or provides the District access to the employee's or applicant's personal Internet account;
 - c. Require an employee or applicant to add anyone, including the District, to the list of contacts associated with the employee's or applicant's personal Internet account or require or otherwise coerce an employee or applicant to change the settings on the employee's or applicant's personal Internet account which affects the ability of others to view the content of such account;
 - d. Take adverse action against, fail to hire, or otherwise penalize an employee or applicant for failure to provide or disclose any of the information or to take any of the actions prohibited by the Workplace Privacy Act.
 - e. Require an employee or applicant to waive or limit any protection granted under the Workplace Privacy Act as a condition of continued employment or of applying for or receiving an offer of employment.

Notwithstanding anything to the contrary, all employees must abide by the District's technology policies, procedures and guidelines, including the District's Internet Use policy and/or practice. Pursuant to the Workplace Privacy Act, the District may also:

- a. Monitor, review, access, or block electronic data stored on an electronic communication device supplied by or paid for in whole or in part by the District or stored on the District's network, to the extent permissible under applicable laws;
- b. Access information about an employee or applicant that is in the public domain or is otherwise obtained in compliance with the Workplace Privacy Act;
- c. Conduct an investigation or require an employee to cooperate in an investigation if the District has specific information about potentially wrongful activity taking place on the employee's personal Internet account, for the purpose of ensuring compliance with applicable laws, regulatory requirements, or prohibitions against work-related employee misconduct;
- d. Any other reason permitted by the Workplace Privacy Act.

Legal Reference: Nebraska Revised Statutes Sections 48-3501 to 48-3511

Date of Adoption: August 2023

Personnel - All EmployeesEmployee Fundraising

Any employee who directly or indirectly seeks to use their position as a District employee to fundraise (such as through a crowd funding initiative) must obtain prior approval from the Superintendent or Superintendent's designee before taking any action to fundraise.

An employee who receives permission to fundraise shall abide by the following requirements:

- a. The employee shall inform the Superintendent or Superintendent's designee of any content (including online messages or requests) that the employee intends to publish.
- b. The employee shall not violate any District policy, rule or law in any fundraising efforts and shall keep all student information confidential.
- c. The employee must account for any money raised through the approved fundraising effort and shall provide evidence to the Superintendent or Superintendent's designee as to how the money was spent.

District employees who engage in fundraising efforts in their private capacities need not abide by this policy.

Date of Adoption: August 2023

Personnel - All EmployeesLeave for CourtA. Jury Duty

In the event that a District employee receives notice that he or she may be required to serve on a jury, the employee shall notify as soon as possible the building principal of the potential jury duty day(s). In doing so, the employee must provide a copy of the jury summons or notification from the court. The employee and building principal must work cooperatively to schedule any arrangements that need to be made while the employee serves on the jury, such as lesson planning for a substitute teacher.

In the event that a District employee is selected for jury duty, the employee shall immediately notify the building principal. For any day that the employee actually serves on the jury, the District will pay the employee the difference between the employee's regular daily wages that the employee would have earned that day and the amount that the employee receives as payment for jury service. An employee who serves on a jury will not be required to use or lose any available leave days in order to serve on the jury.

In the event that a District employee is not selected for jury duty, then such employee shall immediately notify the building principal and report to work as scheduled.

B. Subpoenas

In the event that a District employee is subpoenaed as a witness in a legal matter, the District will accommodate the employee's leave, as long as the employee provides reasonable advanced notice to the building principal. The employee and building principal must work cooperatively to schedule any arrangements that need to be made while the employee is absent, such as lesson planning for a substitute teacher. For any hours that the employee testifies in a legal proceeding during a regularly scheduled work day, the District will pay the employee the difference between the employee's regular daily wages that the employee would have earned and the amount that the employee receives for testifying as a witness. An employee who misses work to testify will not be required to use or lose any available leave days in order to testify. An employee will not lose any other benefits (such as health insurance) for serving on a jury.

Notwithstanding anything to the contrary in this policy, if a District employee is either (1) a party to a legal matter or (2) subpoenaed as a witness in a legal matter in which the employee has a personal interest, then the employee will not be paid by the District for any such absence, unless the employee uses available paid leave and such leave is approved in advance by the Superintendent. Legal matters that involve an employee's personal interest may include criminal proceedings (including traffic citations) against the employee, divorce or family law proceedings involving the employee or a member of the employee's family, or civil disputes between the employee and a third party; however, the Superintendent shall have the final say on whether an employee has a personal interest in the legal matter at issue.

C. Subject to Negotiated Agreement

In the event that any provision(s) of this policy conflict with the applicable negotiated agreement, then such provision(s) of this policy will be disregarded and the negotiated agreement will control.

Legal Reference: Neb. Rev. Stat. Sections 25-1223 & 25-1640

Date of Adoption: August 2023

Personnel - All EmployeesWage Information

The District will not terminate or retaliate against any employee for inquiring about or sharing compensation information for the purpose of determining whether the District gives equal pay for equal work. However, an employee with authorized access to wage information as part of their job function, who discloses the wages of other employees to those who do not have authorized access to other employees' compensation information, may be disciplined for such disclosure, up to and including termination, unless the disclosure is made in response to a complaint or investigation proceeding, hearing or other similar action.

Legal Reference: LB 217 (2019)

Date of Adoption: August 2023

Personnel - All EmployeesInjury Leave

A District employee who believes that they have been physically injured within the employee's scope of employment by another individual who intentionally, knowingly, or recklessly causes bodily injury to such employee must report such injury to the employee's administrator as soon as practical. An administrator will then investigate the circumstances to determine if the employee qualifies for paid injury leave. The employee may be required to provide confirmation from a physician regarding the causation and the period of time for which an employee is unable to work. If the administrator determines that the employee qualifies for paid injury leave, then the employee will receive up to seven calendar days of paid injury leave to cover the amount of time that the employee was otherwise scheduled to work. Such paid injury leave will not count against the employee's other available leave.

If the administrator determines that the employee does not qualify for paid injury leave, then the employee may be required to use other available leave. There is no appeal process for an employee who has been denied a request for paid injury leave.

Legal Reference: LB 1186 (2020)

Date of Adoption: August 2023

Policy Title: Voluntary Early Retirement Benefit (VERB) – Certified Staff (Excluding Administrators)

Policy Number: 4144

Policy Statement:

The Syracuse-Dunbar-Avoca Public School District recognizes the contributions of its certified staff and has historically offered a Voluntary Early Retirement Benefit (VERB) to eligible employees. To align with evolving fiscal responsibilities and strategic staffing objectives, the District will implement a phased discontinuation of the VERB program, concluding at the end of the 2029-2030 school year.

I. Eligibility Criteria:

To qualify for the VERB, an employee must:

1. Be a full-time certified teacher (excluding administrators).
2. Be eligible to receive unreduced benefits from the Nebraska School Employee Retirement System, including meeting the Rule of 85.
3. Have completed a minimum of 15 years of continuous, uninterrupted service with the Syracuse-Dunbar-Avoca Public School District. All 15 years must be immediately preceding the VERB application and the year in which the teacher applies for the VERB shall count towards the 15 years.

II. Phased Reduction Schedule:

1. **Full Benefit Period (Through the 2027-2028 School Year):**
 - Eligible employees may apply for the VERB under existing terms and conditions of Policy 4144.
 - Applications must be submitted by January 15 of the intended retirement year.
2. **Reduced Benefit Period (The 2028-2029 and 2029-2030 School Years):**
 - For retirements effective during the 2028–2029 school year, the VERB will be reduced by 25% from the full benefit amount.
 - For retirements effective during the 2029–2030 school year, the VERB will be reduced by 50% from the full benefit amount.
 - All other terms and conditions remain consistent with Policy 4144.

III. Program Conclusion:

- Effective September 1, 2030, the VERB program will be discontinued.
- No applications for early retirement benefits under this program will be accepted for retirements effective after the 2029-2030 school year.

IV. Communication and Administration:

- The Superintendent is responsible for communicating these changes to all certified staff and ensuring understanding of the revised timelines and benefits.
- Individual consultations will be available for employees approaching retirement eligibility to assist in planning.

V. Policy Review:

- This policy will be reviewed periodically to ensure alignment with District goals and compliance with applicable laws and regulations.
-

Syracuse-Dunbar-Avoca Public Schools
Suburban Bid Summary
Date: July 21, 2025

Dealership	Model Year	Details	Bid Amount (Out-the-Door)	Notes
Woodhouse	2025	On the lot – No bench seats	\$65,913	Confirmed via call
Woodhouse	2025	New build (12 weeks out)	\$65,138	
Larson	2025	New – would locate from another dealer	\$66,374	
Brinkman	2025	(No longer available)	\$65,000	
HH Chevrolet	2025	Will trade to obtain specific build	\$64,551	Includes all fees; unit not on lot



Configuration Summary

Your 2025 Suburban

LS, 4WD

Build Code: PLPCJO



*New build
12 weeks out
\$65,136*

Standard Vehicle Price	\$65,000
Model	\$65,000
LS, 4WD	-
Exterior	-
18" Bright Silver painted aluminum wheels (RCV) - Standard	-
18" all-season blackwall tires (QDF)	-
Summit White (GAZ)	-
Interior	-
Front bench seat (AZ3)	-\$250
Jet Black, Premium cloth/seat trim (HOU)	-
Options	-
5.3L V8 engine (L84) - Standard	-
17.7" diagonal advanced color LCD display with Google built-in compatibility (URW) - Standard	-
10-speed automatic transmission (MHS) - Standard	-
6 airbags (requires front bench seats) (AYH)	-
Total Vehicle and Options	\$64,750
Destination Freight Charge	\$2,195
Total Vehicle Price	\$66,945
Net Price After Offers*	\$66,945

Disclosures

Business OperationsPurchasing Policies

The Superintendent shall ensure that all purchases are made in the interest of economy and efficiency. Where necessary, standards and procedures shall be established to accomplish the following policies of the Board of Education:

1. Purchases up to \$10,000. For the greatest efficiency in expediting purchases, the administration shall be authorized to purchase any item specifically budgeted which has a sale price within the established limit.
2. Purchases from \$10,000 up to \$90,000. The Superintendent shall request the submission of proposals for purchases which have a sale price within the established limit. The Superintendent shall receive and evaluate all proposals in making a recommendation to the Board of Education for acceptance. The Board of Education may review all proposals submitted relating to the recommended purchase. Since this is a proposal system, not a bidding process, the school district in no way shall be obligated to arbitrarily award the contract to the lowest proposal, but shall reserve the right to reject any and all proposals or to waive any informality in any proposal it deems advisable, and to award to the proposer which, in its opinion, is most desirable.
3. Purchases of \$90,000 and above. The Superintendent shall advertise for sealed bids which shall be opened in conformity with any applicable laws and in compliance with any procedures established by the Superintendent. The Board retains the right to determine the responsibility of the bidders, and shall award the contract to the lowest responsible bidder meeting specifications, be the bidder a member or apart from the local community.
4. These purchasing limits or requirements will not apply in the event of a time-sensitive purchase, or a purchase where these requirements would not reasonably or practically apply, as long as the Superintendent obtains prior approval from the Board President, and the Board of Education subsequently ratifies said purchase at a subsequent Board meeting.
5. Any school employee who orders any supplies or equipment outside of that which has been included in the annual budget and without written authorization of the principal or Superintendent shall be personally liable for payment for the supplies or equipment purchased.
6. School employees or students purchasing supplies and equipment out of an activity account must first secure a purchase order from the principal authorizing the purchase. Failure to do so will cause the person to be personally liable for payment for the supplies or equipment purchased.
7. The District need not comply with the bidding requirements if the District purchases property from the Nebraska State Purchasing Bureau, so long as the Nebraska State

Purchasing Bureau competitively bid the purchase of property.

8. Notwithstanding anything to the contrary, no employee may enter into any agreement or understanding on behalf of the District that may financially benefit the employee, member of the employee's immediate family, or a business with which the employee is associated, unless the Board of Education approves such contract or arrangement in advance.

Credit Card Purchasing Program

1. The Board of Education authorizes the Superintendent or designee to contract with one or more financial institutions, card-issuing banks, credit card companies, charge card companies, debit card companies, or third-party merchant banks capable of operating a purchasing card program on behalf of the District.
2. The Board of Education delegates to the Superintendent or designee: (a) the determination of the type of purchasing card or cards to be utilized in the District's purchasing card program; and (b) the determination of which employees shall be approved or disapproved to be assigned a purchasing card in the District's purchasing card program. The Superintendent shall submit the approved names to the Board, from time to time.
3. The District's purchasing card program may only be utilized for the purchase of goods and services for and on behalf of the District. No officer or employee of the District shall use a purchasing card for any unauthorized use.
4. An itemized receipt for purposes of tracking expenditures shall accompany all purchasing card purchases. In the event that a receipt does not accompany an authorized cardholder's purchase, the Superintendent or designee shall temporarily or permanently suspend said cardholder's purchasing card privileges.
5. Upon the termination or suspension of employment of an individual using a purchasing card, the Superintendent or designee shall immediately close such individual's purchasing card account and said employee shall immediately return the purchasing card.

Legal Reference: Neb. Rev. Stat. Sec. 13-610
Neb. Rev. Stat. Sec. 49-1401, et seq

Date of Adoption: August 2023
Revised: June 2024

Appendix “1” to the Student Fees Policy of

Syracuse-Dunbar-Avoca Public Schools

Additional Specification of Required Materials and Fees¹

Program	General Description of Fee or Material	\$ Amount of Fee (Anticipated or Maximum)² or Specific Material Required
PreK-3 Elementary Program		
Physical Education classes	Appropriate clothing (non-specialized attire)	Tennis shoes and white socks, running shorts, T-shirt
Art classes and special projects or events	Appropriate clothing (non-specialized attire)	Old shirt for painting; other clothing which may get paint on it or otherwise be damaged
Music—Optional band courses	Musical instruments	Musical instruments and accessories (reeds, valve oil, drum sticks, lyres, flip folders, slide grease, reed guards, cleaning swabs, mouthpiece brushes, pad savers, ligatures, and a "gig bag", etc.) Limited instruments available for use by any student. Refundable damage deposit of \$75.00 for use of school owned instrument.
Classroom supplies	General supplies, such as writing instruments (pens, pencils, crayons, markers), notebooks, etc.	None--necessary classroom supplies will be made available by the school. Students will be responsible for the replacement cost of damaged or lost supplies. Students are encouraged but not required to bring items from class supply lists which may be handed out by the office or individual teachers.
Field Trips	Transportation and admission costs of field trips	None—costs of school sponsored, class-related field trips will be paid for by the school. Parents may be encouraged but not required to pay for field trip costs of up to \$15.00 per student for each field trip to defray costs. (With administrative approval, the requested donation may be up to \$100.00 for special field trips). Meals on field trips will be at the expense of the student. School

¹ This listing is a part of the 2025-2026 Student Fees Policy and is intended to provide supplemental information. For additional specifications, refer to the Policy.

² Generally, dollar amounts are stated in terms of “maximums.” The actual fee or charge may be less during the 2025-2026 school year.

		lunches will be provided as needed for free-reduced lunch eligible students.
Summer school courses	Classes offered during the summer, or at night, if any	\$300 per class.
Copies	Use of school copiers (except for one copy of the student file, which will be provided without charge)	Ten cents (.10) per page when charges apply.
School Meals		Milk-- \$.55 Breakfast-- \$2.35 Lunch--\$3.30 Prices are maximums based on one meal per day, will vary depending on the number of meals or items purchased by the student, and may be adjusted during the year.
4- 12 Secondary Program	General Description of Fee or Material	\$ Amount of Fee (Anticipated or Maximum) or Specific Material Required
Physical Education classes	Appropriate clothing (non-specialized attire)	Tennis shoes
Art and shop classes and special projects	Appropriate clothing (non-specialized attire)	Old shirt for painting; other clothing which may get paint on it or otherwise be damaged; protective clothing for shop classes
Music—Optional band courses	Musical instruments	Musical instruments and accessories (reeds, valve oil, etc.) Limited instruments available for use by any student. Damage deposit of \$75.00 for use of school owned instrument.
Classroom Supplies	General supplies, such as writing instruments (pens, pencils, crayons, markers), notebooks, etc.	None--necessary classroom supplies will be made available by the school. Students will be responsible for the replacement cost of damaged or lost supplies. Students are encouraged but not required to bring items from class supply lists which may be handed out by the office or individual teachers.
Copies	Use of school copiers (except for one copy of the student file, which will be provided without charge)	Ten cents (.10) per page when charges apply.
School Meals		Milk--\$.55 Breakfast- \$2.35 Lunch--\$3.55 Prices are maximums based on one meal per day, will vary depending on the number of meals or items purchased by the student, and may be adjusted during the year.
Post-secondary education classes	Tuition and fees for college courses taken for credit.	None--Any postsecondary education costs are to be paid directly by students to the college.

College entrance tests and preparation	Prep programs & tests	Costs of college entrance tests or prep courses, such as ACT preparation tutoring, PSAT test, and ACT test, are optional and to be paid directly to the private companies involved.
Summer school courses	Classes offered during the summer, or at night, if any	Drivers education class: \$300 resident and \$350 for non-resident. Other classes: \$300 per class.
Technology Fee	Chromebooks	A \$35 technology fee will be assessed for each enrolled student to support district-provided devices, software, and digital learning resources. This fee will be capped at \$70 per household for students residing in the same primary residence. Families with more than two students should notify the school office to ensure the cap is applied appropriately.
Parking	Use of school parking lot during school day	None. Students will be required to register a license plate number.
Extracurricular and other programs	General Description of Fee or Material	\$ Amount of Fee (Anticipated or Maximum) or Specific Material Required
Athletic Programs		
1. Admission	Spectator fees for admission to events	Varsity & Jr. Varsity Events \$5.00 JV Events/Reserve Only \$4.00 Jr. High Events \$4.00 Student Passes \$40.00 per person For District and Conference events hosted by the School, cost to be set by NSAA but not to exceed \$20.00 per event.
2. Athletic Physicals	NSAA required athletic physicals	Cost varies; payable directly to student's physician or clinic.
3. Athletic Participation Fee	Fee to participate in athletic programs.	In the event an athletic participation fee is charged, the fee will be \$50 per year maximum.
4. Equipment and attire	Students are responsible for required equipment and attire appropriate to the sport or activity which are not provided by the school, and are responsible for any optional clothing, equipment, or other items associated with the sport or activity.	Required items include athletic undergarments (supporter, bra, socks and undershirts), practice attire, including shorts, shirts, socks and shoes suitable for the activity, and dress attire suitable for team travel. Optional items for which students are responsible include: personal athletic bags, hair ties, sweat bands, non-required gloves, towels, forearm pads and personal medical

		<p>devices (braces, orthopedic inserts, etc.). Additional required items for particular sports or activities include:</p> <p>Basketball No additional</p> <p>Cross County No additional</p> <p>Football Mouthpiece</p> <p>Golf Golf bag & clubs</p> <p>Softball Softball glove</p> <p>Speech/Debate Dress attire; copies of research</p> <p>Track No additional</p> <p>Volleyball Volleyball knee pads</p> <p>Wrestling Wrestling head gear</p> <p>Cheerleading and Dance Team Squads Shoes, approved uniforms (top & skirt; jacket), poms and other accessories</p>
5. Travel meals	Meals	Students are responsible for their own meals while traveling. Individual sports or activities may request students to pay up to \$50 per season to be used towards team travel meals.
6. Locker use	Padlock for gym locker	Refundable damage deposit of \$25 per season will be required.
7. Camps and clinics	Registration and other costs of camps or clinics	Students are responsible for the cost of all clinics, camps and conditioning programs. Any personal items purchased at camps or clinics, such as t-shirts, shall be at the student's expense.
8. Athletic Clubs	Letterman's club and other clubs supporting the athletic program	Annual dues not to exceed \$50.00 per club.
9. Marching Band and Musical Groups	Equipment and attire.	Students will be responsible for the same costs as are set out for the athletic program. Students will be responsible for supplying

		their own musical instruments and accessories and for their own uniforms. Uniforms for the marching band will be supplied by the school; students may be required to pay a refundable band uniform rental fee of up to \$75.00.
Clubs/Organizations		
Future Business Leaders (FBLA)	State & national dues, meals and activities	Annual dues not to exceed \$75.00 per club.
Future Farmers (FFA)	State & national dues, meals and activities	Annual dues not to exceed \$75.00 per club.
SOS or Future Career/Community Leaders (FCCLA)	State & national dues, meals and activities	Annual dues not to exceed \$75.00 per club.
National Honor Society	State & national dues, meals and activities	Annual dues not to exceed \$75.00 per club.
Student Council	State & national dues, meals and activities	Annual dues not to exceed \$75.00 per club.
Social & Recognition Activities		
1. School plays, musicals and social activities	Admission to events	\$10.00 per play or activity
2. School dances	Admission to prom, homecoming, etc.	\$25.00 per event
3. Class dues		Each of the six secondary classes may assess its members an amount not to exceed \$50.00 annually for rental and decoration of dance facilities, punch and snacks at social activities, memorials and recognition plaques, flowers, and cards, and similar class activities. The payment of such an assessment shall be strictly voluntary, but students who do not pay may be denied admission to extracurricular activities supported by the class dues.
4. Senior recognition assessment	Optional graduation activities	Participation in class activities attendant to graduation (such as being part of the composite picture, special yearbook pages, etc.) is not required in order for students to receive their high school diploma. Students who choose to participate will be required to pay the cost of the items involved in the graduation ceremony and attendant class activities. These may include the rental of graduation robes, caps, tassels, class flowers, class gift, yearbook picture page, and class composite picture. A single Senior Class

		Recognition Assessment, not to exceed \$50, will be assessed to those Seniors who elect to participate in such activities.
5. Trips	Transportation, lodging, meals, admission to events, etc.	Students are responsible for costs of school sponsored trips where the trip is an extracurricular activity. The maximum costs of such trips will be \$2,000 per student. If the trip is not school sponsored, the costs of the trip are not subject to this policy and no fee waivers will apply. A trip is not school sponsored if: it is not supervised or administered by the school, attendance on the trip does not count towards graduation credit or grade advancement, and participation on the trip is voluntary for students.

StudentsAnti-Bullying Policy

One of the missions of the District is to provide a physically safe and emotionally secure environment for students and staff.

The administration and staff are to implement strategies and practices to reinforce and encourage positive behaviors by students. Positive behaviors include non-violence, cooperation, teamwork, understanding, and acceptance of others.

The administration and staff are to implement strategies and practices to identify and prevent inappropriate behaviors by all students, including anti-bullying education for all students. Inappropriate behaviors include bullying, intimidation, and harassment. Bullying means any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by the school being used for a school purpose by a school employee or designee, or at school-sponsored activities or school-sponsored athletic events.

The school district shall review the anti-bullying policy annually.

Legal Reference: Neb. Rev. Stat. Sec. 79-2,137
Student Discipline Act, Neb. Rev. Stat. Sections 79-254 to 79-296
NDE February 2003 State Board Action; Reaffirmed December 2005

Date of Adoption: July 2023

InstructionParental/Community Involvement in Schools

Syracuse Dunbar Avoca Public Schools, after having conducted a public hearing concerning parental involvement and participation, declares that it shall be the policy of the District:

1. In the event any parent, guardian, or educational decisionmaker of a student has a complaint or objection to textbooks, tests, curriculum materials, activities, digital materials, websites or applications used for learning, training materials for teachers, administrators, or staff, and any other instructional materials, the parent, guardian, or educational decisionmaker may request a personal conference with appropriate school personnel to discuss such concerns. The Superintendent or designee shall prepare a complaint form which may be used by a parent, guardian, or educational decisionmaker to express objections to any such instructional material. Such complaint forms shall seek information including, but not limited to, the specific instructional material complained of, the reason for the complaint, and a proposed resolution of the complaint by the parent, guardian, or educational decisionmaker.
2. Upon reasonable advance request, a parent, guardian, or educational decisionmaker will be permitted to attend and monitor courses, assemblies, counseling sessions, and other instructional activities unless the school determines that such attendance would substantially interfere with a legitimate school interest, which includes the interests of the child, other students, and the educational staff.
3. Parents, guardians, and educational decisionmakers are encouraged to communicate to school staff when the parent, guardian, or educational decisionmaker believes it to be appropriate for their child to be excused from testing, classroom instruction, learning materials, activities, guest speaker events, and other school experiences that the parent, guardian, or educational decisionmaker finds objectionable. The Superintendent or designee shall make a provision on the complaint form hereinabove referenced for receiving information from a parent, guardian, or educational decisionmaker concerning what specific testing, classroom instruction, or other school experience the parent finds objectionable, the basis for the objection, and a proposed solution for dealing with the objection that would be satisfactory to the parent, guardian, or educational decisionmaker and consistent with the mission of the District and legitimate school interests. Parents, guardians, and educational decisionmakers are encouraged to contact the building principal with any questions about any test, curriculum, or surveys.
4. Upon request of a parent, guardian, or educational decisionmaker the District will provide access to the education records of their child consistent with applicable law. Access will be provided during regular business hours of the school.

5. The District will notify parents, guardians, and educational decisionmakers when their child may be subjected to a standard norm referenced or criterion referenced test or standardized tests. When reasonable to do so or required by law, the parents, guardians, or educational decisionmakers will be notified of where a sample of such test might be observed and the date upon which such test will be administered. As to all testing by the District, experimental evaluation methodologies, experimental testing instruments and any testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student, or parent, guardian, or educational decisionmaker of such student shall be prohibited unless a parent, guardian, or educational decisionmaker requests in writing that such tests be administered to their child.
6. Parents, guardians, and educational decisionmakers will be notified in advance of any school-sponsored survey administered to students of the District when the survey concerns one or more of the following areas:
 - Political affiliations or beliefs of the student or the student's parent, guardian, or educational decisionmaker;
 - Mental or psychological problems of the student or the student's family;
 - Sex behavior or attitudes;
 - Illegal, anti-social, self-incriminating, or demeaning behavior;
 - Critical appraisals of other individuals with whom respondents have close family relationships;
 - Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;
 - Religious practices, affiliations, or beliefs of the student or student's parent, guardian, or educational decisionmaker; or
 - Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).

Any survey administered by the District that asks a student to disclose any of the aforementioned topics, including any non-anonymous survey requesting a student provide information relating to drug, vape, alcohol, or tobacco use, then the District will, at least fifteen days prior to the administration of the survey, notify parents, guardians, and educational decisionmakers that their students will receive the survey. This notice must describe the nature and types of questions included in the survey, the purposes and age-appropriateness of the survey, how information collected by the survey will be used, who will have access to such information, the steps that will be taken to protect student privacy, and whether and how any findings or results of such survey will be disclosed. After receiving such notice, parents, guardians, and educational decisionmakers may request a copy of the survey, review the survey, and/or exempt their student from participating in the survey.

No survey requesting sexual information of a student shall be administered to any student in kindergarten through grade six.

No personally identifiable information of any student survey shall be disclosed unless permitted or required by state and federal law.

7. As a general matter substantive decision-making processes will be left to the judgment of the professional staff, administration and the Board of Education, subject to an effort to receive information from parents, guardians, or educational decisionmakers as to any concerns, objections, or other information such parents, guardians, or educational decisionmakers would wish to provide to the school district concerning a parent's, guardian's, or educational decisionmaker's access, involvement, and participation in activities of the school.

Legal Reference: Neb. Rev. Stat. Sections 79-530 to 79-533
Family Educational Rights and Privacy Act, 20 U.S.C. 1232g
Protection of Pupil Rights Amendment, 20 U.S.C. 1232h

Date of Adoption: June 2025

Transfer of Equipment Agreement Form

This Agreement is entered into as of the date of the last signature below by and between the Nebraska Deaf and Hard of Hearing Regional Programs (NRP), a program funded by the the Nebraska Department of Education (NDE) Office of Special Education, and Syracuse Public Schools ("Recipient").
(School District)

The purpose of this Agreement is to formalize the terms and conditions under which equipment is transferred from the NRP/Nebraska Department of Education to the Recipient for use in special education programs under the Individuals with Disabilities Education Act (IDEA).

1. Transfer of Equipment

The NRP/Nebraska Department of Education agrees to transfer the equipment listed in **Exhibit A** (attached and incorporated by reference) to the Recipient. The Recipient agrees to accept the equipment under the terms specified in this Agreement.

2. Use of Equipment

The Recipient agrees that the equipment will be used exclusively to support the provision of special education services in accordance with the Individuals with Disabilities Education Act (IDEA). The equipment is intended to assist in meeting the educational needs of students with disabilities and must be utilized in compliance with all applicable laws and regulations.

3. "As Is" Condition

The Recipient acknowledges and agrees that:

- The equipment is transferred "AS IS," with all faults and defects, whether apparent or not.
- The NRP/Nebraska Department of Education makes no representations or warranties, express or implied, as to the condition, usability, merchantability, fitness for a particular purpose, or any other matter concerning the equipment.

4. Final Transfer

The transfer of equipment is final and irrevocable. Once transferred, the equipment becomes the sole property of the Recipient. The NRP/Nebraska Department of Education retains no responsibility or liability for the equipment after the transfer.

5. Indemnification

The Recipient agrees to indemnify, defend, and hold harmless the NRP/Nebraska Department of Education, its employees, officers, and agents from and against any and all claims, demands, liabilities, damages, losses, costs, or expenses (including reasonable attorneys' fees) arising out of or related to:

- The use, operation, or maintenance of the equipment;

- Any injury, damage, or loss resulting from the equipment, whether directly or indirectly; or
- Any breach of this Agreement by the Recipient.

6. Recipient's Responsibilities

The Recipient agrees to:

- Use the equipment solely for educational purposes, specifically to support the provision of special education services under IDEA.
- Assume full responsibility for the equipment, including maintenance, repairs, and disposal, after the transfer.

7. Entire Agreement

This Agreement constitutes the entire agreement between the parties regarding the transfer of equipment and supersedes any prior or contemporaneous agreements, understandings, or representations.

8. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

9. Severability

If any provision of this Agreement is found to be invalid, illegal, or unenforceable, the remaining provisions shall not be affected or impaired and shall remain in full force and effect.

10. Acknowledgment

By signing below, both parties acknowledge that they have read, understood, and agreed to the terms of this Agreement.

NRP/Nebraska Department of Education

Authorized Representative:

Name: Lindsey Hinzmann

Title: Southeast Nebraska Regional Program Coordinator

Signature: Lindsey Hinzmann Digitally signed by Lindsey Hinzmann
Date: 2025.05.12 13:15:48 -0500

Date: May 12, 2025

Local School District (Recipient)

Authorized Representative:

Name: David Kraus

Title: Supt

Signature: [Handwritten Signature]

Date: 5/12/25

Exhibit A
[List of Equipment Being Transferred]

see attached

Syracuse - Joel

STUDENT	EQUIPMENT	SERIAL NUMBER	COST	REPAIR	L&D
Burdette, Serenity	Phonak Universal Wall Charger		15.00		
Burdette, Serenity	Roger Touchscreen	2245NY992	815.00	01/19/2024	9/25/21
Burdette, Serenity	Roger X	2114NY7AI	743.00	8/11/23	8/11/23
Issac, Annabelle	Multi Mic	2381025574	265.00	05/22/2024	05/22/2024
Issac, Annabelle	Multi Mic Charger		15.00		

Personnel - All EmployeesBloodborne Pathogen Compliance PlanA. Procedures for Control of Communicable Diseases.

The School District shall cooperate with county and state health departments in developing procedures for the control of communicable disease in School District programs and activities. Procedures shall conform to the regulations for communicable disease control set up by the state health department. The Superintendent or designee shall establish an exposure control plan in accordance with OSHA's "Occupational Exposure to Blood-Borne Pathogens" Standard.

B. Students

1. Contagious and Infectious Diseases. Contagious and infectious diseases subject to this part include those diseases regulated by the Nebraska Department of Health and Human Services regulations pertaining to school health and communicable disease control (173 NAC 3). A student showing any signs or symptoms of a contagious or infectious disease will be excluded from attending Syracuse Dunbar Avoca Public Schools or programs in accordance with the Contagious and Infectious Disease Chart attached to those regulations and not be allowed to return until the minimum isolation period has elapsed, and all signs or symptoms of illness have disappeared in accordance with the Chart. Students with contagious or infectious diseases or conditions other than those listed in the Chart will be subject to exclusion until the student's physician gives a written statement that the disease or condition is not in a communicable stage or there is minimal risk of transmission to others in a school program setting.
2. Bloodborne Pathogen Communicable Diseases. Communicable diseases subject to this part include diseases spread via bloodborne pathogens, including Human immunodeficiency virus (HIV) (including AIDS) and Hepatitis B (only carriers are of concern). A student with such a disease shall not be excluded or be subject to different treatment concerning services or participation in activities in the absence of an individualized determination that exclusion or modifications are appropriate because the student's condition poses an imminent threat to the health or the safety of others in the School District or program community. Such a determination shall be made by following established policies and procedures for students with chronic health problems or students with disabilities. Decision makers are to consult with the student's physician and parent or guardian; respect the student's and family's privacy rights; and reassess the placement if there is a change in the student's need for accommodations or services.

In making such a determination, the following factors will be evaluated: (1) the nature of the disease; (2) the age of the student; (3) the behavior of the student; (4) the neurological development of the student; (5) the physical condition of the student; (6) the expected type of interaction which the student will have with other individuals in the proposed placement setting; (7) the degree to which other

Page 2 of 4

individuals may be exposed to infectious organisms; (8) the hygienic practices of the student; (9) the risk of transmission of the disease from the student to those individuals with whom the student will interact; and (10) any other pertinent factor reasonably related to the decision.

3. Reporting. Employees who become aware that a student has been diagnosed with or is suspected of having a reportable disease shall immediately inform the Superintendent or designee, who shall notify the appropriate Superintendent of the school in which the student is enrolled and make a report to the Board of Health where required by law.

C. Employees

1. Contagious and Infectious Diseases. When an employee has a contagious or infectious disease which is in a communicable stage or presents more than a minimal risk of transmission to others, the employee should not report to work and is expected to follow the absence reporting procedures. Employees should in general follow the same guidelines for absence from work as a student is to follow under the guidelines of the Contagious and Infectious Disease Chart of the Nebraska Department of Health and Human Services regulations pertaining to school health and communicable disease control. Prior to returning to work, employees shall upon request submit a physician's written statement stating that the employee is able to return to work and does not pose a significant risk of transmission of the disease to others.
2. Bloodborne Pathogen Communicable Diseases. Communicable diseases subject to this part include diseases spread via bloodborne pathogens, including Human immunodeficiency virus (HIV) (including AIDS) and Hepatitis B (only carriers are of concern). An employee with a communicable disease, or an applicant for employment, shall be employed or be continued in employment without consideration of the communicable disease provided the employee or applicant is able to perform the essential functions of the position with such reasonable accommodations as may be necessary and provided the communicable disease does not pose an imminent threat to the health or the safety of others within the employee's work environment. Employees who have a communicable disease are expected to conduct themselves in such a manner as to not place others at risk and, in the event reasonable accommodation is necessary to avoid such risk, to make a confidential request for such accommodation.

D. General Provisions

1. No Discrimination or Harassment. No employee or student shall be unlawfully discriminated against or subjected to harassment on the basis of having a communicable disease.
2. Privacy. Every employee has a duty to treat as highly confidential any knowledge or speculation concerning the bloodborne pathogen status of a student or other

Page 3 of 4

employee. Violation of medical privacy may be cause for disciplinary action against the employee, including possible termination.

No information regarding a person's bloodborne pathogen status will be divulged to any individual or organization other than School District employees or agents who have a need to know of the circumstance, appropriate officials of the school in which the student is enrolled, and emergency medical personnel with a need to know, without a court order or a signed and dated consent of the person with the bloodborne pathogen infection (or the parent or guardian of a minor).

3. Records. All health records, notes, and other documents that reference an employee's bloodborne pathogen status or occupational exposure will be maintained in a separate confidential medical file for the employee. Records of occupational exposure shall be maintained for at least the duration of employment plus 30 years in accordance with OSHA standards.

All health records, notes, and other documents that reference a student's bloodborne pathogen status will be maintained in a separate confidential medical file for the student.

4. Infection Control. All employees are required to consistently follow infection control guidelines. Employees are required to follow the exposure control plan of The School District established in accordance with OSHA's "Occupational Exposure to Blood-Borne Pathogens" Standard. The use of universal precautions is mandated and work practice controls to minimize or prevent potential exposure are to be implemented. Any incident of exposure to blood shall be reported, evaluated, and follow-up completed and shall be shared only to the extent required to accomplish legitimate educational goals and to comply with employees' right to know requirements. Equipment and supplies needed to apply the infection control guidelines will be maintained and kept accessible.
5. Staff Development. The Superintendent or designee will make communicable disease and bloodborne pathogen education programs available to employees as appropriate to convey guidance on infection control procedures and inform employees about School District policies.

Legal Reference: 173 NAC 3 (HHS Control of Communicable Disease regulation) Sections 20-167 and 20-168 (HIV/AIDs statutes)
Neb. Rev. Stat. Sec. 79-264 (student emergency exclusion)
29 CFR 1910.1030 (OSHA Bloodborne Pathogens regulation)
ADA-42 U.S.C. Sec. 12101 et seq.; 28 CFR Sec. 35.101 et seq.
Rehabilitation Act of 1973, Section 504--29 U.S.C. Sec. 791, et seq.; 34 CFR Sec. 104, et seq.
Nebraska Fair Employment Practices Act—Sections 48-1101 to 48-1126
20 U.S.C. 1232g (FERPA)

Date of Adoption: August 2023

name

Personnel - All Employees

Infectious Diseases

In the event that a student, employee, or other person in frequent contact with students, employees or others present in Syracuse Dunbar Avoca Public Schools contracts an infectious disease, the determination of whether that person should be permitted to remain on duty, attend school or participate in school activities shall be made on a case-by-case basis. The following factors will be taken into consideration:

- (1) The behavior, neurological development, and physical condition of the student;
- (2) The expected type of interaction with others in the school setting;
- (3) The impact on both the infected person and others in that setting.

The determination of whether or not the infected person remains in the school shall be based on scientific and medical evidence.

When it is determined that an infected student poses an imminent threat to the health and safety of the school community or that the student's conduct presents a clear threat to the physical safety of himself, herself, or others, the provisions of the Communicable and Infectious Disease policies shall be implemented, providing for the exclusion of that student.

Any person with an infectious disease will retain the rights of confidentiality and privacy, limited to individuals in a need-to-know position (administrators and board members). The community shall be informed that an infectious disease is present in the school system and that the person will be excluded if the situation warrants such action, based on medical and legal advice. No information will be given out about the individual, his or her specific medical record, or about the family without the written permission of the individual (adult) or parent/legal guardian (student).

Legal Reference: 173 NAC 3 (HHS Control of Communicable Disease regulation) Sections 20-167 and 20-168 (HIV/AIDs statutes)
Neb. Rev. Stat. Sec. 79-264 (student emergency exclusion)
29 CFR 1910.1030 (OSHA Bloodborne Pathogens regulation)
ADA-42 U.S.C. Sec. 12101 et seq.; 28 CFR Sec. 35.101 et seq.
Rehabilitation Act of 1973, Section 504--29 U.S.C. Sec. 791, et seq.; 34 CFR Sec.104, et seq.
Nebraska Fair Employment Practices Act—Sections 48-1101 to 48-1126
20 U.S.C. 1232g (FERPA)

Date of Adoption: August 2023

Personnel-All EmployeesPersonnel Files

Any teacher, administrator, or full-time employee of any public school district shall, upon request, have access to their personnel file and shall have the right to attach a written response to any item in such file, and may in writing authorize any other person to have access to such file, which authorization shall be honored by the district. Such access and right to attach a written response shall not be granted with respect to any letters of recommendation solicited by the employer which appear in the personnel file. No other person except school officials while engaged in their professional duties shall be granted access to such file nor shall the contents thereof be divulged in any manner to any unauthorized person.

Legal Reference: Neb. Rev. Stat. Sec. 79-539; Sec. 79-8,109

Date of Adoption: August 2023

Personnel - All EmployeesReceiving Agents, Salespersons, and Other Business Representatives

No school employee shall visit with or discuss business matters of a personal nature with any sales representative during the hours the employee is on duty in the school, except by special permission of the Superintendent or building principal.

Any agent or business representative calling on school personnel about school matters, such as, textbooks, publication of the school annual, class insignia, athletic equipment, school equipment, school supplies, building and custodial supplies, and the like, shall first obtain the permission of the Superintendent or building principal and it is the duty of the school employee to ascertain that the representative has such permission. In general, a teacher shall not interrupt class work to confer with such representatives.

Article 4

PERSONNEL

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Date of Adoption: August 2023

Personnel - All Employees

Unauthorized Purchases

Any employee who orders any supplies or equipment without express authorization of the Superintendent or building principal may be personally liable for payment of the bill for the material so ordered.

Date of Adoption: August 2023

Personnel - All Employees

Use of School Facilities and Equipment by School Employees

The Superintendent may approve use of school facilities, equipment and other resources by school employees, except for activities which result in personal or corporate gain and provided that such use is consistent with Policy No. 1100.

School vehicles shall not be available for personal use.

Date of Adoption: August 2023

Personnel - All Employees

Activity Passes

All employees and Board of Education members of Syracuse Dunbar Avoca Public Schools may be given an activity pass which will admit the employee and Board of Education member and spouse to school activities. The activity pass may be used only by the person whose name appears on the pass.

Date of Adoption: August 2023

PersonnelCommunity Relations—Political Activity

The Board requires that staff members who desire to seek public office or to engage in other political activity likely to interfere with their normal work requirements seek prior Board approval.

In order to guard against placing students or staff members under undue pressure to adopt particular positions on political issues, the Board directs that employees avoid using their positions or their access to school materials or facilities for solicitation, promotion, recruiting or to otherwise work for the election or defeat of any candidate for public office or to influence the outcome of an election or a decision by a governing body on a political issue. Specifically, employees are restricted from the use of the following for such purposes.

1. Their position, whether as an instructor or as a leader or supervisor of other employees;
2. Classrooms, buildings or facilities;
3. Students; or
4. School equipment, materials or mailing systems.

These restrictions do not apply to employees who are engaged in authorized lobbying activities on behalf of the district. The restrictions also do not apply to the distribution of employee association correspondence or newsletters in the normal course of association business, even though those communication media may contain information concerning adopted positions of the association on political issues.

Date of Adoption: August 2023

Personnel - All EmployeesFair Labor Standards Act (Minimum Wage & Overtime)

Work week: The work week for overtime purposes shall be 12:00 a.m. Sunday until 11:59 Saturday. The administration may establish a different 7-day period workweek from time to time for specified employees or employee groups.

Overtime: Overtime will be paid to non-exempt employees as required by law. Compensatory pay in-lieu of overtime pay may be implemented in accordance with law. A non-exempt employee shall not work overtime without the express approval of the employee's supervisor.

Salaried Basis: The District's policy is to not permit improper deductions from the salary of exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. (Teaching professionals are not subject to the "salaried basis" test). An employee who feels an improper deduction affecting exemption status has occurred may submit a complaint to the Superintendent or the Superintendent's designee, who shall promptly investigate the complaint. Reimbursement shall be made and a good faith commitment to comply in the future will be given in the event it is determined that an improper deduction affecting overtime exemption has been made.

The District's policy is to authorize unpaid disciplinary suspensions of a full day or more for infractions of workplace conduct rules and to apply such policy uniformly to all similarly situated employees, including exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. Unpaid disciplinary suspensions of a partial day or of a full day or more may be implemented for infractions of safety rules of major significance. Deductions of pay of a partial day or of a full day or more may be made for FMLA leaves and in the first and last weeks of employment. In addition, based on principles of public accountancy, deductions from pay of a partial day or of a full day or more will be made for absences for illness, injury or personal reasons when accrued leave is not used or not available, and for absences due to any budget-required furlough.

Legal Reference: Fair Labor Standards Act, 29 U.S.C. Sec. 201 et seq.
29 CFR Sections 541.303; 541.602; 541.603; 541.710; 553.20-.28; and
771.105

Date of Adoption: August 2023

Personnel - All EmployeesShredding Consumer Reports

It is the policy of Syracuse Dunbar Avoca Public Schools to take reasonable measures to protect against unauthorized access to consumer information from consumer reports.¹ A consumer report includes criminal background checks performed on applicants or employees by a third party. It does not include criminal checks performed by school staff.

Reasonable measures to protect against unauthorized access to or use of consumer information in connection with its disposal include the following examples. These examples are illustrative only and are not exclusive or exhaustive methods for complying with this directive.

- (1) Shredding of papers containing consumer information so that the information cannot practicably be read or reconstructed. Burning or pulverising such papers are also options where appropriate.
- (2) Destruction or erasure of electronic media containing consumer information so that the information cannot practicably be read or reconstructed.
- (3) After due diligence,² entering into and monitoring compliance with a contract with another party engaged in the business of record destruction to dispose of material in a manner consistent with this directive.

This policy does not require that the consumer reports information be disposed of; rather, it specifies the action to be taken whenever such disposal occurs. Questions regarding the disposal of consumer reports information should be directed to the Superintendent or the Superintendent's designee.

Legal Reference: FTC Rule on Disposal of Consumer Report Information and Records, 16 CFR Part 682

Date of Adoption: August 2023

¹ "The term 'consumer report' means any written, oral, or other communication of any information by a consumer reporting agency bearing on a consumer's credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living which is used or expected to be used or collected in whole or in part for the purpose of serving as a factor in establishing the consumer's eligibility for . . . (B) employment purposes." Fair Credit Reporting Act, 15 U.S.C. § 1681a(3).

² The FTC rule states: "In this context, due diligence could include reviewing an independent audit of the disposal company's operations and/or its compliance with this rule, obtaining information about the disposal company from several references or other reliable sources, requiring that the disposal company be certified by a recognized trade association or similar third party, reviewing and evaluating the disposal company's information security policies or procedures, or taking other appropriate measures to determine the competency and integrity of the potential disposal company."

StudentsEarly Completion Plan

Syracuse Dunbar Avoca Public Schools supports the concept of early completion as a means of accelerating students toward the achievement of lifetime plans. The following guidelines have been established for students to be eligible for early completion. The failure to meet any of the criteria or time lines listed in the policy may cause the student to become ineligible for early completion.

- (1) A student will be allowed to transfer in a maximum of twenty (20) hours from educational courses taken outside the Syracuse Dunbar Avoca Public School District. These courses must have prior approval by the high school principal in order to be used to meet the graduation requirements of the Syracuse Dunbar Avoca Public Schools. Students transferring into Syracuse Dunbar Avoca Public Schools may transfer in hours that are listed on their official Transcript.
- (2) A student will be able to use only five (5) hours of transfer credit in any one subject matter area.
- (3) Students must meet all completion requirements established by the Board of Education in order to be eligible for completion as well as the credit hour requirements in each specific subject matter area.
- (4) Application for early completion must be requested, in writing, to the high school principal by ~~February 1 of the applicant's Junior year~~ the drop/add deadline of the applicant's Senior year of high school. The application must be accompanied by a written plan of action stating the reasons why the student is requesting early completion. The application must contain the signatures of the applicant's parents/parent/guardian to verify parental approval of early completion.
- (5) ~~Along with the application, the applicant must submit three (3) letters of recommendation supporting the student's request for early completion. These three (3) letters of recommendation must contain one (1) letter from the high school guidance counselor, along with two (2) letters from other secondary staff members.~~
- (6) After meeting with the parents and student, the principal will make a recommendation to the superintendent and Board of Education. ~~The Board of Education will make the final decision in regards to an applicant's early completion at the April board meeting of the applicant's Junior year. The applicant and his or her parents/guardian must be present at this meeting in order for the board to take action.~~

- (7) Once given approval, the applicant will have until February 1 of the applicant's Senior year to notify the high school principal of the applicant's decision in regards to participating in the regularly scheduled graduation ceremony. The applicant must also attend ~~one~~ (1) Commencement practice in order to participate in the Commencement ceremony. No early graduation ceremonies will be provided for a student who opts for the early completion route.
- (8) A student who decided to opt for early completion is not eligible to participate in school sponsored activities following the last day the student attends classes. The effective date for participation will end with the last day that the student is enrolled in classes. The only school activity that the applicant is eligible for will be the regularly scheduled graduation ceremony.
- (9) This policy shall be evaluated annually by the high school principal and appropriate revisions shall be recommended to the Board for its consideration.

Date of Adoption: August 2023