

Board of Education Regular Meeting  
Monday, August 19, 2019 7:30 PM  
District Office  
508 Jefferson Ave.  
Morrill, NE 69358

## I. CALL TO ORDER FOR REGULAR MEETING

1. Pledge to the Flag
2. Roll Call
3. Notification of Open Meetings Law Posting
4. Recognition of Recording
5. Business Manager's Financial Report

## II. CONSENT AGENDA

1. Approval of Agenda for August 19, 2019
2. Approval of Minutes of July 15, 2019
3. Approval to Pay Claims and file financial reports
  - a. Working Monthly Budget
  - b. Monthly Budget of Receipts

c. Activity Accounts

d. County Treasurers' Reports

### III. RECOGNITION OF VISITORS

### IV. REPORTS

1. Curriculum/Americanism: Kaufman, Steiner, Burford

2. Facilities/Transportation: Sherrod, Watson, Steiner

3. Finance/Negotiations: Hessler, Sherrod, Burford

4. Safety Committee: Steiner, Kaufman

5. Morrill School's Foundation: Watson, Kaufman

6. Student Council Report-

7. Activity Director Report

8. Secondary Principal's Report

9. Elementary Principal's Report

10. Superintendent's Report

### V. OLD BUSINESS

1. Discussion on Memorandum of Understanding with the Village for School Resource Officer
2. Discussion on 2019-2020 General Fund Budget

## VI. NEW BUSINESS

1. Consider/possibly approve 2019-2020 Student / Parent Handbooks
2.
  1. Discuss the reviewed Policy Sections
    - a. 0100 District Organization
    - b. 0200 School Board
- 3.
4. Transfer to Depreciation and Activity Funds from General Fund
5. Transfer to General Fund from Lunch Fund
6.
  2. Discussion on a third Pride Cub Care room for children 6 weeks to 36 months
    - a. 6 weeks - 9 months Sunny Edwards
    - b. 9 months to 20 months Hannah Kaiser
    - c. 20 months to 36 months Elisha Barron
- 7.
8. Presentation on Longitudinal Data from ACT 2010 - 2021& Lexile Scoring
9. Consider Maternity Leave for Lauren Jantzi being a professional employee
10. Discussion on modification to IGNITION for use of Title IV funds
11. Executive Session: Personnel Matter to prevent needless injury to the reputation of a person

## VII. Next Regular Meeting Date

1. Set date for Board Budget Workshop for 2019-2020 school year Tuesday, September 3, 2019 - 7:30 PM  
Regular Meeting **September 16, 2019** at 7:30 pm

## VIII. ADJOURNMENT

1. Except for an emergency, this agenda shall not be altered later than twenty-four hours before scheduled commencement of the meeting. The Board will attempt to adhere to the sequence of the published agenda, but reserves the right to adjust the order of items if necessary and may elect to take action on any of the items listed. The agenda is kept continuously current and can be viewed in the district office.

**Executive Session {84-1410}**: These are the reasons for an executive session: strategy sessions for collective bargaining, real estate purchases, pending litigation, deployment of security personnel or devices, investigative proceedings regarding allegations of criminal misconduct and evaluation of the job performance of a personnel when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public body. The motion must state the specific reason listed above and include the phrase "and will be limited to the discussion of \_\_\_\_\_."

Monthly Finance Report to the Board  
August 2019

Reconciled Balances as of July 31, 2019		
	2017-18	2018-19
General	\$ 448,477.63	\$ 823,659.99
Cafeteria	\$ 4,596.30	\$ 8,291.08
Depreciation	\$ 60.91	\$ 56,235.79
Activity	\$ 65,816.99	\$ 69,532.87
QCPUF	\$ 145,457.66	\$ 134,452.71
Spec Building	\$ 165,756.66	\$ 193,491.62
Empl Benefit	\$ 12,886.93	\$ 9,057.40
<b>FUNDS TOTAL</b>	<b>\$ 843,053.08</b>	<b>\$ 1,294,721.46</b>

August GF Expenditures		
	2017-18	2018-19
GF Bills Payable	\$ 109,886.25	\$ 70,312.81
GF Payroll	\$ 319,218.30	\$ 337,370.73
	<u>\$ 429,104.55</u>	<u>\$ 407,683.54</u>
August Revenue		
Beginning Cash		\$ 823,659.99
State Aid		\$ -
SPED		\$ -
Sioux County		\$ 8,568.08
Scottsbluff County		\$ 46,945.68
Medicaid		\$ 3,073.22
Early Childhood Revenue		\$ 2,991.90
<b>Total Month Available</b>		<b>\$ 885,238.87</b>

Year to Year Comparison		
GF Revenue	2017-18	2018-19
September	\$ 1,103,306.16	\$ 1,233,972.86
October	\$ 292,446.38	\$ 327,324.90
November	\$ 145,199.99	\$ 231,912.72
December	\$ 254,596.65	\$ 235,002.02
January	\$ 544,065.80	\$ 545,523.45
February	\$ 421,519.70	\$ 467,198.49
March	\$ 334,352.38	\$ 385,922.83
April	\$ 323,391.11	\$ 449,727.66
May	\$ 1,307,787.13	\$ 1,612,962.65
June	\$ 387,672.77	\$ 405,543.28
July	\$ 62,335.48	\$ 59,243.77
August	\$ 70,463.27	
<b>Running Total</b>	<b>\$ 5,247,136.82</b>	<b>\$ 5,954,334.63</b>

August Cafeteria Expenditures		
	2017-18	2018-19
CF Bills Payable	\$ 2,357.94	\$ 1,561.34
CF Payroll	\$ 8,983.13	\$ 7,767.57
	<u>\$ 11,341.07</u>	<u>\$ 9,328.91</u>
August Revenue		
Beginning Cash		\$ 8,291.08
Adult payments SFSP		\$ -
Summer Food Program		\$ 4,535.88
Rendezvous Days		\$ 300.00
CACFP		\$ 1,800.20
		<b>\$ 14,927.16</b>

Year to Year Comparison		
GF Expenditures	2017-18	2018-19
September	\$ 592,705.90	\$ 569,242.35
October	\$ 510,532.90	\$ 503,878.30
November	\$ 482,454.47	\$ 486,224.06
December	\$ 449,070.55	\$ 468,530.03
January	\$ 440,742.58	\$ 518,419.64
February	\$ 458,749.47	\$ 448,139.22
March	\$ 420,455.59	\$ 451,373.49
April	\$ 412,995.40	\$ 449,944.42
May	\$ 705,318.50	\$ 445,259.03
June	\$ 435,615.92	\$ 461,582.68
July	\$ 429,307.90	\$ 417,680.83
August	\$ 429,104.55	\$ 407,683.54
<b>Running Total</b>	<b>\$ 5,767,053.73</b>	<b>\$ 5,627,957.59</b>
	17-18	18-19
Annual Budget	\$ 5,506,043.00	\$ 5,868,345.00
<b>% of Budget Spent</b>	<b>105%</b>	<b>96%</b>

2017-18 Early Childhood TOTALS		
Local Rev	\$99,749.10	
TEEOSA	\$174,000.10	Total Expenditures
<b>Total Rev</b>	<b>\$273,749.20</b>	<b>\$263,280.87</b>

Early Childhood Revenue Running Total	
	2018-19
Head Start	\$ 45,675.00
Preschool DHHS Subsidy	\$ 7,558.79
Preschool Parent Payment	\$ 40,887.63
<b>Total Preschool</b>	<b>\$ 94,121.42</b>
DayCare DHHS Subsidy	\$ 15,930.30
DayCare Parent Payments	\$ 36,168.66
<b>Total Pride Cub Care</b>	<b>\$ 52,098.96</b>
<b>Total Early Childhood Revenue</b>	<b>\$ 146,220.38</b>
<b>18-19 TEEOSA FUNDING</b>	<b>\$ 390,000.00</b>
<b>Running Total Revenue for 18-19</b>	<b>\$ 536,220.38</b>
<b>Running total Expenditures so far 18-19</b>	<b>\$ 276,465.05</b>
<b>18-19 Total Early Childhood Budget</b>	<b>\$ 329,300.00</b>
<b>Special Building Fund Lease Payment</b>	<b>\$ 225,000.00</b>

\*Total expenditures 17-18 \$ 5,500,077.1 99%  
as of August 2018

**Detail Check Register**

**Checking Account:** 09

**HAZARDOUS MATERIALS**

Check Number: 1062      Check Type: Check      Check Date: 08/17/2019      Vendor: RUSSEXCA      RUSSELL'S EXCAVATION

<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>
3831	08/16/2019		Handicapped Accessibility	09 2515 720 0 000

Check Total: 28,522.50  
Detail Amount  
28,522.50

\*Denotes Expensed Invoice Item

Checking Account ID: 09

Total without Voids: 28,522.50

**Detail Check Register**

Checking Account: 1

**General Fund Checks**

Check Number: 40008	Check Type: Check	Check Date: 08/17/2019	Vendor: AMAZON	Amazon Capital Services	Check Total:	5,589.50
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
1PPW-VJYL-1GFG	08/17/2019		Floor mats elementary/cafeteria	01 2620 733 1 003	2,075.07	
1YK3-JWHT-KQQF	08/17/2019		Mats/Aprons Elementary/Cafeteria	01 2620 733 1 003	529.41	
20190816	08/16/2019		Elem Supplies for Computer Lab	01 1100 410 1 003	997.59	
20190816	08/16/2019		3rd Grade Elem Supplies	01 1100 410 1 003	21.56	
20190816	08/16/2019		4th Grad Elem Supplies	01 1100 410 1 003	51.23	
20190816	08/16/2019		Bulletin Board for PreK	01 1190 410 3 005	198.00	
20190816	08/16/2019		Elem Sped Supplies for upcoming School Y	01 1210 410 1 003	335.78	
20190816	08/16/2019		Nurse Supplies for Upcoming School Year	01 2130 410 0 000	10.49	
20190816	08/16/2019		Activity Supplies	01 2190 410 0 000	192.65	
20190816	08/16/2019		Tablets for the Board	01 2310 410 0 000	677.88	
20190816	08/16/2019		Screen Protectors for SB Tablets	01 2310 410 0 000	50.37	
20190816	08/16/2019		Handicap Signs for School	01 2620 410 0 000	58.47	
20190816	08/16/2019		Shipping	01 2620 410 1 003	2.26	
20190816	08/16/2019		Gloves for Cusodians	01 2620 410 1 003	119.50	
20190816	08/16/2019		Fix Carpet Tile in 2nd Grade	01 2620 410 1 003	23.79	
20190816	08/16/2019		Fix Window in PreK	01 2620 410 3 005	217.98	
20190816	08/16/2019		Shipping	01 2620 410 3 005	2.26	
20190816	08/16/2019		shipping	01 2660 490 0 000	2.22	
20190816	08/16/2019		Part for cameras	01 2660 490 0 000	22.99	

Check Number: 40009

Check Type: Check

Check Date: 08/17/2019

Vendor: BLUFSANI

BLUFFS SANITARY SUPPLY

Check Total:

917.35

<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
383023	08/15/2019	19-001-51	Pad-MR Clean Eraser 6/6	01 2610 410 1 003	49.99	
383023	08/15/2019	19-001-51	Pumice Stick 12/cs	01 2610 410 1 003	79.98	
383023	08/15/2019	19-001-51	PAD-Medium Duty- Scouring Green 20/cs	01 2610 410 1 003	18.99	
383023	08/15/2019	19-001-51	Air In a Can-Clean Jet Dust & Lint Remov	01 2610 410 1 003	59.95	
383023	08/15/2019	19-001-51	Symmetry-Foam hand Wash-Green Certif. 12	01 2610 410 1 003	129.98	
383023	08/15/2019	19-001-51	T.T.-Mini Jumbo RLS - 2/PL -12/CS	01 2610 410 1 003	79.00	
383023	08/15/2019	19-001-51	Urnia Screen -Wave-Cott Bloss 10/CT W/L	01 2610 410 1 003	47.90	
383023	08/15/2019	19-001-51	Buckeye Sparkle QT	01 2610 410 1 003	15.98	
383023	08/15/2019	19-001-51	Duster-Polywool EXT .51" to 82"	01 2610 410 1 003	12.99	
383023	08/15/2019	19-001-51	Quick Change Side-Latch Plastic Mop Head	01 2610 410 1 003	32.70	
383023	08/15/2019	19-001-51	Shipping	01 2610 410 1 003	3.00	
383024	08/15/2019	19-001-50	Buckeye-Sparkle - QT	01 2610 410 3 005	15.98	
383024	08/15/2019	19-001-50	fuel Surcharge	01 2610 410 3 005	3.00	
383025	08/15/2019	19-001-52	Towel-Roll Nat- Pres-800'-12/CS	01 2610 410 2 001	131.98	
383025	08/15/2019	19-001-52	T.T-Mini Junbo RLS-2/PL-12/CS	01 2610 410 2 001	79.00	
383025	08/15/2019	19-001-52	7.25" Preserve Unv Screen-Wave KiwiGrp C	01 2610 410 2 001	23.95	
383025	08/15/2019	19-001-52	Symmetry-Foam Hand Wash-Green Cert 1250M	01 2610 410 2 001	129.98	
383025	08/15/2019	19-001-52	Shipping	01 2610 410 2 001	3.00	

**Detail Check Register**

Checking Account: 1

**General Fund Checks**

Check Number:	Check Type:	Check Date:	Vendor:		Check Total:
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
40010	Check	08/17/2019	BYTESCOMPU	Bytes Computer & Network Solutions,Inc.	6,237.50
CW25600	08/15/2019		Monthly Invoice for Bytes	01 2224 313 0 000	6,237.50
40011	Check	08/17/2019	CONNPOIN	CONNECTING POINT	339.00
962	08/16/2019		Service Contract Copiers	01 1100 441 0 000	339.00
40012	Check	08/17/2019	ESU13	EDUCATIONAL SERVICE UNIT #13	4,863.18
20190817	08/17/2019		Distance Learning/Erate/Virtual Academy	01 1100 382 0 000	1,790.28
20190817	08/17/2019		SPED Elementary Contract Services	01 1210 313 1 003	359.01
20190817	08/17/2019		SPED HS Contract Services	01 1210 313 2 001	74.87
20190817	08/17/2019		Sped Age 3-5 Contract Services	01 1291 313 3 005	2,025.33
20190817	08/17/2019		Sped Age 0-2 Contract Services	01 1292 313 3 005	433.69
20190817	08/17/2019		Nebraska School Shared Digital Library	01 2220 735 0 000	180.00
40013	Check	08/17/2019	ESU13PELC	ESU 13	100.00
20190816	08/16/2019		Safe With You Training	01 1190 319 3 005	100.00
40014	Check	08/17/2019	FUNANDFUNC	Fun And Function	78.94
387721	08/15/2019	19-001-44	Weighted Vest	01 1210 410 1 003	78.94
40015	Check	08/17/2019	GREAAMER	GREATAMERICA FINANCIAL SVCS.	3,995.00
25200080	08/17/2019		Copier lease district	01 1100 441 0 000	3,995.00
40016	Check	08/17/2019	HAMPTINN	HAMPTON INN - NORTH PLATTE	99.00
34870	08/15/2019		Htel charge for no show	01 2510 810 0 000	99.00
40017	Check	08/17/2019	HEALAWAR	HEALY AWARDS INC.	432.24
INV021524	08/15/2019	19-001-43	8x10 1 Color Foil Cert Silver Var letter	01 2190 410 0 000	432.24
40018	Check	08/17/2019	HIGHPLAINS	High Plains Diesel	2,157.05
718	08/15/2019		DOT Inspection-Repair	01 2710 338 0 000	2,157.05
40019	Check	08/17/2019	HORSCREE	HORSE CREEK TIRE INC.	660.80
69786	08/15/2019		Mount Tires & Balance	01 2710 337 0 000	86.00
69826	08/15/2019		Short Bus Repair (AC)	01 2710 337 0 000	351.88

**Detail Check Register**

<b>Checking Account: 1</b>		<b>General Fund Checks</b>				
69962	08/15/2019		Mount Tires on Bus	01 2710 337 0 000	222.92	
Check Number: 40020	Check Type: Check	Check Date: 08/17/2019	Vendor: INLATRUC	INLAND TRUCK PARTS & SERVICE	Check Total:	2,554.31
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
IN-381769	08/15/2019		PrideBus AC Repair	01 2710 338 0 000	2,554.31	
Check Number: 40021	Check Type: Check	Check Date: 08/17/2019	Vendor: INNOVATIVE	Innovative Office Solutions, LLC	Check Total:	52.50
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
IN2603383	08/15/2019		Batteries	01 1100 410 0 000	52.50	
Check Number: 40022	Check Type: Check	Check Date: 08/17/2019	Vendor: IXL	IXL LEARNING	Check Total:	479.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
S351880	08/15/2019	19-001-34	1 yr sub for both 6th Grde Language Arts	01 1100 640 1 003	479.00	
Check Number: 40023	Check Type: Check	Check Date: 08/17/2019	Vendor: SHERWOODJO	Joe Sherwood	Check Total:	70.94
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
20190815	08/15/2019		March-July Fee Membership audible books	01 2320 319 0 000	70.94	
Check Number: 40024	Check Type: Check	Check Date: 08/17/2019	Vendor: JUNIORLIBR	Junior Library Guild	Check Total:	981.50
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
470936	08/15/2019		HS Library Books	01 2220 640 2 001	981.50	
Check Number: 40025	Check Type: Check	Check Date: 08/17/2019	Vendor: KNEBFM	KNEB FM	Check Total:	480.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
MCC-11906251720	08/15/2019		Advertisement	01 2310 350 0 000	480.00	
Check Number: 40026	Check Type: Check	Check Date: 08/17/2019	Vendor: MANDTSYSTE	The Mandt System, Inc	Check Total:	1,655.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
US-06735	08/15/2019		Mandt System Training-Rice	01 1210 319 1 003	1,655.00	
Check Number: 40027	Check Type: Check	Check Date: 08/17/2019	Vendor: MC	MASTER CARD	Check Total:	2,288.52
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
20190816	08/16/2019		Movie Summer Camp	01 1190 410 3 005	22.00	
20190816	08/16/2019		Totes for PreK	01 1190 410 3 005	52.35	
20190816	08/16/2019		Movie For summer camp	01 1190 410 3 005	19.00	
20190816	08/16/2019		Movie For summer camp	01 1190 410 3 005	18.00	
20190816	08/16/2019		Zumbini Items	01 1190 410 3 005	1,059.99	
20190816	08/16/2019		Bowling for Summer Camp	01 1190 410 3 005	80.00	
20190816	08/16/2019		Movie for Summer Camp	01 1190 410 3 005	15.00	
20190816	08/16/2019		Tadpoles	01 1190 734 3 005	36.00	
20190816	08/16/2019		American School Counselor Association	01 2120 319 0 000	69.00	
20190816	08/16/2019		American Counseling Association Membersh	01 2120 810 0 000	105.00	
20190816	08/16/2019		Nurse's Supplies for 19-20 School Year	01 2130 410 0 000	52.94	
20190816	08/16/2019		Nurse Supplies for upcoming year	01 2130 410 0 000	44.00	
20190816	08/16/2019		Meals for New School Nurse Conf.	01 2130 580 0 000	27.35	

**Detail Check Register**

Checking Account: 1

**General Fund Checks**

Invoice Number	Invoice Date	PO Number	Detail Description	Chart of Account Number	Detail Amount
20190816	08/16/2019		Activity Supplies	01 2190 410 0 000	6.38
20190816	08/16/2019		Travel Expenses for Boston Conference	01 2320 580 0 000	109.53
20190816	08/16/2019		Software unlimited Training Meals	01 2510 580 0 000	105.38
20190816	08/16/2019		Meal for Retirement Meeting	01 2510 890 0 000	21.14
20190816	08/16/2019		Paint	01 2620 410 1 003	108.54
20190816	08/16/2019		Paint	01 2620 410 1 003	53.52
20190816	08/16/2019		Parts for Drinking Fountain In Elementar	01 2620 733 2 001	86.10
20190816	08/16/2019		Fix Short Bus Tire during FB Camp	01 2710 337 0 000	197.30

Check Number	Check Type	Check Date	Vendor	Vendor Name	Check Total
40028	Check	08/17/2019	MAYNARDWEL	Maynard M. Wells	225.00

Invoice Number	Invoice Date	PO Number	Detail Description	Chart of Account Number	Detail Amount
20190815	08/15/2019		For usage of Dutch's Personal Mower	01 2620 340 2 001	225.00

Check Number	Check Type	Check Date	Vendor	Vendor Name	Check Total
40029	Check	08/17/2019	MENARDS	Menards	632.98

Invoice Number	Invoice Date	PO Number	Detail Description	Chart of Account Number	Detail Amount
94238	08/15/2019		Supplies for Paint	01 2620 410 0 000	274.35
94569	08/15/2019		Maint Supplies	01 2620 410 1 003	51.88
95215	08/15/2019		Painting Supplies for elementary	01 2620 410 1 003	82.35
95572	08/15/2019		Maintenance Supplies for Elementary	01 2620 410 1 003	24.18
95667	08/15/2019		sprinkler Wire	01 2620 410 0 000	69.98
95667	08/15/2019		Constr. Rem ADH	01 2620 410 2 001	54.67
95968	08/15/2019		Supplies Shop	01 2620 410 0 000	75.57

Check Number	Check Type	Check Date	Vendor	Vendor Name	Check Total
40030	Check	08/17/2019	MICROTELKE	Microtel Inn & Suites by Wyndham	1,159.00

Invoice Number	Invoice Date	PO Number	Detail Description	Chart of Account Number	Detail Amount
20190817	08/17/2019		Zumbini Training Sunny Edwards	01 1190 580 3 005	206.00
20190817	08/17/2019		School Law Conference Sped Coordinator	01 1210 580 2 001	79.00
20190817	08/17/2019		BOE Motel room School Law Conference	01 2310 580 0 000	163.00
20190817	08/17/2019		School Law Conference Superintendent	01 2310 580 0 000	79.00
20190817	08/17/2019		School Law Conference Elem Principal	01 2410 580 1 003	79.00
20190817	08/17/2019		School Law Conference/Software Unlimited	01 2510 580 0 000	553.00

Check Number	Check Type	Check Date	Vendor	Vendor Name	Check Total
40031	Check	08/17/2019	MOBIUSES	MOBIUS COMMUNICATIONS COMPANY	80.00

Invoice Number	Invoice Date	PO Number	Detail Description	Chart of Account Number	Detail Amount
8-203-41645-03	08/15/2019		Ran Jumper for ext.116	01 2510 629 0 000	80.00

Check Number	Check Type	Check Date	Vendor	Vendor Name	Check Total
40032	Check	08/17/2019	MORRHARD	MORRILL HARDWARE & BUILDING SUPPLIES	518.36

Invoice Number	Invoice Date	PO Number	Detail Description	Chart of Account Number	Detail Amount
20190815	08/15/2019	19-001-30	Sprinkler Repairs	01 2620 410 0 000	273.15
20190815	08/15/2019	19-001-30	Elementary Repairs	01 2620 410 1 003	69.15
20190815	08/15/2019	19-001-30	HS Shop Supplies	01 2620 410 2 001	146.61
20190815	08/15/2019	19-001-30	PreK Repairs	01 2620 410 3 005	25.96
20190815	08/15/2019	19-001-30	Cameras	01 2660 490 0 000	3.49

**Detail Check Register**

Checking Account: 1

**General Fund Checks**

Check Number:	Check Type:	Check Date:	Vendor:		Check Total:
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
40033	Check	08/17/2019	MORRROTA	MORRILL ROTARY CLUB	374.00
19-3	08/16/2019		Meals 13 x 8.5,Dues, Foundation Dues	01 2320 810 0 000	185.50
19-3	08/16/2019		Meals 13 x 8.5,Dues, Foundation Dues	01 2410 810 1 003	188.50
40034	Check	08/17/2019	MORRSUPP	MORRILL SUPPLY	1,384.08
20190815	08/15/2019	19-001-29	Lawn Mower	01 2620 410 0 000	23.70
20190815	08/15/2019	19-001-29	Water Fountain Repair Parts	01 2620 410 1 003	1,033.56
20190815	08/15/2019	19-001-29	HS Shop	01 2620 410 2 001	176.90
20190815	08/15/2019	19-001-29	Bus Barn	01 2710 410 0 000	149.92
40035	Check	08/17/2019	NASB	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	420.00
INV-04002-d2hv1	08/15/2019		NAEP Rodriguez membership 19-20	01 2310 310 0 000	30.00
Inv-04004-w8f8g2	08/15/2019		NAEP membership Dues 19-20	01 2310 310 0 000	30.00
INV-04075-T0V4T1	08/15/2019		19 Area Membership Meeting (5 attended)	01 2310 310 0 000	360.00
40036	Check	08/17/2019	NEDOLBOI	NEBRASKA DOL/BOILER INSPECTION PROGRAM	30.00
114104	08/15/2019		JR/SR HS Boiler Certification	01 2620 340 2 001	30.00
40037	Check	08/17/2019	NRCSA	NEBRASKA RURAL COMMUNITY SCHOOLS ASSOC.	850.00
2019-20Member	08/15/2019		19-20 NRCSA membership Dues	01 2310 810 0 000	850.00
40038	Check	08/17/2019	NEBRTIRE	NEBRASKALAND TIRE	1,265.80
005561	08/15/2019		Tires	01 2710 337 0 000	1,265.80
40039	Check	08/17/2019	PAYK12	PAYK12	420.18
25137	08/15/2019		300 All Sports Passes	01 2190 410 0 000	420.18
40040	Check	08/17/2019	VISA	PLATTE VALLEY BANK VISA	2,024.37
20190817	08/17/2019		Walmart Elementary school supplies	01 1100 410 0 000	345.29
20190817	08/17/2019		Toys/Puzzles/games kindergarten room	01 1100 410 1 003	367.99
20190817	08/17/2019		Canva graphic design Elementary software	01 1100 735 1 003	119.40
20190817	08/17/2019		Elementary Computer software	01 1100 735 1 003	968.99
20190817	08/17/2019		Credit	01 1100 735 1 003	(46.99)
20190817	08/17/2019		Prek professional development	01 1190 580 3 005	41.19

**Detail Check Register**

<b>Checking Account: 1</b>		<b>General Fund Checks</b>				
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
20190817	08/17/2019		Athletic.Net activities software	01 2190 890 0 000	95.00	
20190817	08/17/2019		Elementary Principal Meals	01 2410 580 1 003	23.50	
20190817	08/17/2019		Postage general	01 2510 531 0 000	110.00	
Check Number: 40041	Check Type: Check	Check Date: 08/17/2019	Vendor: PROTCENT	PROTEX CENTRAL	Check Total:	457.00
107196	08/15/2019		Fire Extngrshrs & Alarm System Inspection	01 2660 490 0 000	457.00	
Check Number: 40042	Check Type: Check	Check Date: 08/17/2019	Vendor: QUILL	Quill Corporation	Check Total:	648.34
8527621	08/16/2019		Supplies for Activity Department	01 2190 410 0 000	10.20	
8529121	08/16/2019		Supplies for Activity Department	01 2190 410 0 000	8.51	
8701952	08/16/2019		HS Tables	01 1100 410 2 001	623.84	
8701959	08/16/2019		Athletic Supplies	01 2190 410 0 000	5.79	
Check Number: 40043	Check Type: Check	Check Date: 08/17/2019	Vendor: ROCKYMOUNT	Rocky Mountain Air Solutions	Check Total:	50.50
30068515	08/15/2019		Lease for Welding Class	01 1100 110 1 003	50.50	
Check Number: 40044	Check Type: Check	Check Date: 08/17/2019	Vendor: ROSEBROS	ROSE BROS INC	Check Total:	52.77
IV85951	08/15/2019		Parts for the Grasshopper	01 2620 410 0 000	52.77	
Check Number: 40045	Check Type: Check	Check Date: 08/17/2019	Vendor: RUBBERSTAM	RUBBER STAMP MAN, LLC.	Check Total:	47.97
20190815	08/15/2019	19-001-56	1-1/4 inch Round Self Inking Stamp-black	01 2190 410 0 000	15.99	
20190815	08/15/2019	19-001-56	1-1/4 inch Round Self Inking Stamp-Blue	01 2190 410 0 000	15.99	
20190815	08/15/2019	19-001-56	1-1/4 inch Round Self Inking Stamp-Blue	01 2190 410 0 000	15.99	
Check Number: 40046	Check Type: Check	Check Date: 08/17/2019	Vendor: SECURELY	Securely	Check Total:	315.00
AEPA001227	08/15/2019		Securly Anywhere Filter, 1 Year	01 1100 735 2 001	315.00	
Check Number: 40047	Check Type: Check	Check Date: 08/17/2019	Vendor: SIMMONS	SIMMONS OLSEN LAW FIRM PC	Check Total:	205.00
781520	08/15/2019		Atty Fees	01 2310 310 0 000	205.00	
Check Number: 40048	Check Type: Check	Check Date: 08/17/2019	Vendor: SU	Software Unlimited	Check Total:	7,032.00
20190815	08/15/2019		WebLink Prorated, Fixed Asset Inventory	01 2510 735 0 000	7,032.00	
Check Number: 40049	Check Type: Check	Check Date: 08/17/2019	Vendor: SPICSPAN	SPIC AND SPAN CLEANERS	Check Total:	1,630.30
6084	08/02/2019	19-001-41	FB Field & Track Paint	01 2190 410 0 000	1,630.30	
Check Number: 40050	Check Type: Check	Check Date: 08/17/2019	Vendor: TEACSTRAT	TEACHING STRATEGIES, LLC ("TS")	Check Total:	776.75

**Detail Check Register**

**Checking Account: 1**

**General Fund Checks**

<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
0357274-IN	08/15/2019		65 Gold Online Protfolios	01 1190 734 3 005	776.75
Check Number: 40051	Check Type: Check	Check Date: 08/17/2019	Vendor: TWINCITY	TWIN CITY ROOFING & SHEET METAL, INC	Check Total: 291.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
1041-675371	08/15/2019		Remove 2 Existing Downspouts&install	01 2620 410 3 005	291.00
Check Number: 40052	Check Type: Check	Check Date: 08/17/2019	Vendor: VILLMORR	VILLAGE OF MORRILL	Check Total: 60.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20190815	08/15/2019		Payment for Summer Camp Pool Days	01 1190 410 3 005	60.00
Check Number: 40053	Check Type: Check	Check Date: 08/17/2019	Vendor: VOICENEWS	Voice News	Check Total: 94.26
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
207947	08/15/2019		Regular Meeting Notification	01 2510 350 0 000	94.26
Check Number: 40054	Check Type: Check	Check Date: 08/17/2019	Vendor: WNCC	WESTERN NEBRASKA COMMUNITY COLLEGE	Check Total: 280.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20190815	08/15/2019		2 Books for Psychology	01 1100 640 2 001	280.00
Check Number: 40055	Check Type: Check	Check Date: 08/17/2019	Vendor: WEX	WEX BANK	Check Total: 1,132.56
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
20190816	08/16/2019		Prek Training Fuel	01 1190 580 3 005	97.18
20190816	08/16/2019		Regular Gas & Oil	01 2710 626 0 000	1,035.38
Check Number: 40056	Check Type: Check	Check Date: 08/17/2019	Vendor: WHITINGSIG	Whiting Signs, LLC	Check Total: 120.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
02725	08/15/2019		Back window perf-replacement	01 2710 338 0 000	120.00
Check Number: 40068	Check Type: Check	Check Date: 08/17/2019	Vendor: ASCENTRAL	AS CENTRAL SERVICES -- ST OFNEBRASKA	Check Total: 229.32
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
1168554-0002	08/16/2019		Distance Learning July 2019	01 1100 382 0 000	229.32
Check Number: 40069	Check Type: Check	Check Date: 08/17/2019	Vendor: BLACKHILLS	Black Hills Energy	Check Total: 839.48
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
5-0024	07/01/2019		Sped heat	01 1210 321 1 003	14.07
5-0024	07/01/2019		Heat elementary	01 2610 321 1 003	267.34
5-0024	07/01/2019		Heat HS	01 2610 321 2 001	135.72
5-0024	07/01/2019		East side	01 2610 321 2 001	200.39
5-0024	07/01/2019		HS Athletic facility	01 2610 321 2 001	83.16
6-0024	08/16/2019		Early childhood building	01 2610 321 3 005	138.80
Check Number: 40070	Check Type: Check	Check Date: 08/17/2019	Vendor: CENTELEM	CENTURYLINK (ELEM)	Check Total: 1,299.27
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>

**Detail Check Register**

<b>Checking Account: 1</b>		<b>General Fund Checks</b>				
314117981-0003	08/16/2019		Tele. HS	01 2510 629 0 000		1,299.27
Check Number: 40071	Check Type: Check	Check Date: 08/17/2019	Vendor: CENTHIGH	CENTURYLINK (JR&SR HIGH)	Check Total:	588.78
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
314117981-0005	08/16/2019		High School Telephone charges	01 2510 629 0 000		588.78
Check Number: 40072	Check Type: Check	Check Date: 08/17/2019	Vendor: GREAMER	GREATAMERICA FINANCIAL SVCS.	Check Total:	800.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
25078852-0002	07/08/2019		Lease for District Copiers	01 1100 441 0 000		800.00
Check Number: 40073	Check Type: Check	Check Date: 08/17/2019	Vendor: MOBIUSES	MOBIUS COMMUNICATIONS COMPANY	Check Total:	26.49
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
308-0011	08/15/2019		Phone Service	01 2510 629 0 000		26.49
Check Number: 40074	Check Type: Check	Check Date: 08/17/2019	Vendor: VILLMORR	VILLAGE OF MORRILL	Check Total:	9,785.17
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
3-0024	07/08/2019		Water/Sewer/GB	01 2610 323 3 005		381.85
3-0024	07/08/2019		Utility charges for Early Childhood	01 2610 622 3 005		669.90
350-2-875-0024	08/15/2019		Sped water elem	01 1210 323 1 003		105.71
350-2-875-0024	08/15/2019		Secondary Sped Water/Sewer	01 1210 323 2 001		29.50
350-2-875-0024	08/15/2019		Sped electric elem	01 1210 622 1 003		237.15
350-2-875-0024	08/15/2019		Secondary Sped Electric	01 1210 622 2 001		64.27
350-2-875-0024	08/15/2019		Water/sewer/trash	01 2610 323 1 003		2,008.49
350-2-875-0024	08/15/2019		Secondary water/sewer/trash	01 2610 323 2 001		560.65
350-2-875-0024	08/15/2019		Elementary electric	01 2610 622 1 003		4,506.34
350-2-875-0024	08/15/2019		Secondary electric	01 2610 622 2 001		1,221.31
Check Number: 40075	Check Type: Check	Check Date: 08/17/2019	Vendor: WESTCO	WESTCO COOPERATIVE COMPANY	Check Total:	135.75
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
512052-0001	08/16/2019		Diesel Fuel & Oil	01 2710 626 0 000		135.75

\*Denotes Expensed Invoice Item

Checking Account ID: 1

Total without Voids: 70,312.81



Electronic Federal Tax Payment System

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- CANCEL A TAX PAYMENT
- CHECK PAYMENT HISTORY

TAXPAYER NAME: COUNTY OF SCOTTSBLUFF

TIN: xxxxx5307

### Verify Payment Information

Please review all the information you have input before you click "Make a Payment." If you wish to make changes, click the "Previous" button below.

#### PLEASE NOTE

Any amounts represented in the subcategories of Social Security, Medicare, and Income Tax Withholding are for informational purposes only.

Payment Information	Entered Data
Taxpayer EIN	xxxxx5307
Tax Form	941 Employers Federal Tax
Tax Type	Federal Tax Deposit
Tax Period	Q3/2019
Payment Amount	\$62,467.06
Settlement Date	07/23/2019
Subcategories:	
1 Social Security	\$34,282.42
2 Medicare	\$8,017.76
3 Tax Withholding	\$20,166.88
Account Number	xxxxx4746
Account Type	CHECKING
Routing Number	104102309
Bank Name	PLATTE VALLEY BANK

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Department of Revenue

e-pay

NEBRASKA

Good Life. Great Service.

Your last visit was Sat 07/13/2019 04:50 PM CDT

## Confirmation

Please keep a record of your Confirmation Number, or [print this page](#) for your records.Confirmation Number **NB1DOR003518759**

### Payment Details

**Description** Nebraska Revenue  
01100 - Income Tax Withholding  
<http://www.revenue.ne.gov>

**Payment Amount** \$9,077.41

**Payment Date** 07/23/2019

**Status** SCHEDULED

**Tax Period End Date** 07312019  
(MMDDYYYY)

**Nebraska ID** 732230

**Tax Type** 01100 - Withholding

### Payment Method

**Account Nickname** Revenue

**Bank Routing Number** 104102309

**Bank Name** PLATTE VALLEY BANK

**Bank Account Number** \*4746

**Bank Account Type** Checking

**Bank Account Category** Business

**Confirmation Email** stacy.rodriquez@mpslions.org

*“Morrill Public School District is committed to empowering students to become confident, knowledgeable, productive and responsible citizens of a diverse, ever-changing world.”*

**2019 Board of Education:** Jim Hessler (President), David Sherrod (Vice President), Bill Watson(Treasurer), Art Steiner(Secretary), Dick Burford(Member), Lisa Kaufman(Member), Christine Humphrey(StuCo President)

**BOARD OF EDUCATION – REGULAR MEETING**

**District Office - 508 Jefferson Ave**

**August 19, 2019 @ 7:30 p.m.**

**I. CALL TO ORDER FOR REGULAR MEETING**

- 1. Pledge to the Flag
- 2. Roll Call
- 3. Notification of Open Meetings Law Posting
- 4. Recognition of Recording
- 5. Business Manager’s Financial Report

**II. CONSIDER CONSENT AGENDA**

- 1. Approval of Agenda for August 19, 2019
- 2. Approval of minutes of July 15, 2019
- 3. Claims Payable
- 4. Financial Reports
  - a) Working Monthly Budget
  - b) Monthly Budget of Receipts
  - c) Activity Accounts
  - d) County Treasurer’s Report

**III. RECOGNITION OF VISITORS** This section of the agenda is set aside as a public comment period. Individuals attending the meeting shall be invited to make comments during the “Recognition of Visitors” item allowed on the agenda. Time for each speaker should not exceed 5 minutes. If your concern pertains to a staff member, please follow the chain of command: staff should have already been consulted and, if that was not satisfactory, administration should have been consulted. We cannot entertain a conversation about a staff member in public session

**IV. REPORTS**

- 1. Curriculum/Americanism: Kaufman, Steiner, Burford
- 2. Facilities/Transportation: Sherrod, Watson, Steiner
- 3. Finance/Negotiations: Hessler, Sherrod, Burford
- 4. Safety Committee: Steiner, Kaufman
- 5. Morrill School’s Foundation: Watson, Kaufman
- 6. Student Council Report
- 7. Activity Report
- 8. Secondary Principal’s Report
- 9. Elementary Principal’s Report
- 10. Early Childhood & Superintendent’s Report

**V. OLD BUSINESS**

- 1. Discussion on Memorandum of Understanding with the Village for School Resource Officer
- 2. Discussion on 2019-2020 General Fund Budget

**VI. NEW BUSINESS**

- 1. Consider/possibly approve 2019-2020 Student / Parent Handbooks
- 2. Discuss the reviewed Policy Sections
  - a. 0100 District Organization
  - b. 0200 School Board
- 3. Transfer to Depreciation and Activity Funds from General Fund
- 4. Transfer to General Fund from Lunch Fund
- 5. Discussion on a third Pride Cub Care room for children 6 weeks to 36 months
  - a. 6 weeks – 9 months Sunny Edwards
  - b. 9 months to 20 months Hannah Kaiser
  - c. 20 months to 36 months Elisha Barron
- 6. Presentation on Longitudinal Data from ACT 2010 – 2021& Lexile Scoring
- 7. Consider Maternity Leave for Lauren Jantzi being a professional employee
- 8. Discussion on modification to IGNITION for use of Title IV funds
- 9. Executive Session: Personnel Matter to prevent needless injury to the reputation of a person

**VII. NEXT MEETING**

Set date for Board Budget Workshop for 2019-2020 school year Tuesday, September 3, 2019 - 7:30 PM  
 Regular Meeting **September 16, 2019** at 7:30 pm

**VIII. ADJOURNMENT**

Except for an emergency, this agenda shall not be altered later than twenty-four hours before scheduled commencement of the meeting. The Board will attempt to adhere to the sequence of the published agenda, but reserves the right to adjust the order of items if necessary and may elect to take action on any of the items listed. The agenda is kept continuously current and can be viewed in the district office.

Executive Session {84-1410}: These are the reasons for an executive session: strategy sessions for collective bargaining, real estate purchases, pending litigation, deployment of security personnel or devices, investigative proceedings regarding allegations of criminal misconduct and evaluation of the job performance of a personnel when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public body. The motion must state the specific reason listed above and include the phrase “and will be limited to the discussion of \_\_\_\_\_.”

## **Board of Education Regular Meeting**

July 15, 2019 7:30 PM

District Office

508 Jefferson Ave.

Morrill, NE 69358

*Morrill Public School District is committed to empowering students to become confident, knowledgeable, productive and responsible citizens of a diverse, ever-changing world"*

Mr. Dick Burford: Present

Mr. Jim Hessler: Present

Lisa Kaufman: Present

Dave Sherrod: Present

Art Steiner: Present

Billy Watson: Present

### **I. CALL TO ORDER FOR REGULAR MEETING**

Jim Hessler called the meeting to order at 7:37pm

I.1. Pledge to the Flag

I.2. Roll Call

I.3. Notification of Open Meetings Law Posting

I.4. Recognition of Recording

No one recorded the meeting.

I.5. Business Manager's Financial Report

Stacy Rodriguez gave her financial report to the board.

### **II. CONSENT AGENDA**

Approval for Consent Agenda.

Passed with a motion by Art Steiner and a second by Mr. Dick Burford.

Yea: 6, Nay: 0

II.1. Approval of Agenda for July 15, 2019

II.2. Approval of Minutes June 17, 2019

II.3. Approval to Pay Claims and file financial reports

II.3.a. Working Monthly Budget

II.3.b. Monthly Budget of Receipts

II.3.c. Activity Accounts

II.3.d. County Treasurers' Reports

### **III. RECOGNITION OF VISITORS**

### **IV. REPORTS**

#### IV.1. Early Childhood & Superintendent's Report

Mr. Sherwood gave his report to the board on updates on building projects and changing the contract with Ideal Linen. Reviewed with the board Junior High Intervention Curriculum. Zumbini orientation and registration July 25, 2019 and another night in August. Joe and Sherri attended Rule 52 early childhood special education law training today. NRCSA Membership renewal for the board.

#### V. OLD BUSINESS

Consider second reading of updated policy manual and individual updates by NASB Policy Service:

0203.06 Board Committees  
0407.07 Certificated Employee Negotiations  
0502.01 Resident Students  
0507.02 Student Directory Information  
0604.11 Citizenship  
0702.03 Budget Adoption Process  
0706.01 Purchasing Procedures

Motion to approve policies on second reading.

Passed with a motion by Billy Watson and a second by Lisa Kaufman.

Yea: 6, Nay: 0

V.2. Consider/possibly approve bid on building structure to protect Kitchen Walk-ins

Motion to pay Russell's Excavation in the amount of \$33,266.94 for the construction of cafeteria out of Special Building Fund.

Passed with a motion by Dave Sherrod and a second by Art Steiner.

Yea: 6, Nay: 0

V.3. Discussion on Memorandum of Understanding with the Village for School Resource Officer

We reviewed a document that we received from a presenter at the NRCSA Conference. We will work on language for the Financial Agreement about maximum rate for wage and consider other law enforcement agencies to contract with if we can't come to agreement with the Village.

513

V.4. Consider Approval of Laura Fortney's Teacher Contract for 2019-20

Motion to approve the contract of Laura Fortney for 2019-20.

Passed with a motion by Lisa Kaufman and a second by Mr. Dick Burford.

Yea: 6, Nay: 0

#### VI. NEW BUSINESS

1. Consider/possibly approve chromebook, desktop, laptop, and Kindle purchases

Motion to update technology in the amount of \$41,591.60.

Passed with a motion by Billy Watson and a second by Art Steiner.

Yea: 6, Nay: 0

VI.2. Consider/possibly approve the contract for the *eleot* sweep and calibration by AdvancedED

Motion to approve the elott sweep.

Passed with a motion by Art Steiner and a second by Mr. Dick Burford.

Yea: 6, Nay: 0

VI.3. Consider/possibly approve a stipend to Julie Black for SPED Coordinator

Motion to table.

Tabled with a motion by Lisa Kaufman and a second by Dave Sherrod.

Yea: 6, Nay: 0

VI.4. Consider/possibly approve engagement letter from Rauner & Associates for annual audit  
Motion to approve Rauner & Associates.

Passed with a motion by Lisa Kaufman and a second by Mr. Dick Burford.

Yea: 6, Nay: 0

VI.5. Discussion on initial look at 2019-2020 General Fund Budget

2019-20 Budget was discussed.

VII. Next Regular Meeting August 19, 2019 at 7:30 pm

## I. ADJOURNMENT

Meeting was adjourned at 11:23 pm

Checking Account ID 1 Fund Number 01 GENERAL FUND ACTION COMMUNICATIONS  
600.00 AGEDNET.COM 415.00 Amazon Capital Services 1,900.95 AS CENTRAL SERVICES -  
- ST OFNEBRASKA 458.98 Black Hills Energy 1,241.45 BLUFFS SANITARY SUPPLY  
1,386.88 Bytes Computer & Network Solutions, Inc. 6,386.50 CENTURYLINK (ELEM) 1,435.88  
CENTURYLINK (JR&SR HIGH) 1,247.74 Charles Stoeger 125.00 EDUCATIONAL SERVICE  
UNIT #13 10,947.63 Egan Supply CO. 707.60 Express Toll 13.25 Flock's Glass, INC. 1,165.00  
GREATAMERICA FINANCIAL SVCS. 800.00 HORSE CREEK TIRE INC. 110.20 HUDL  
2,250.00 IDEAL LINEN SUPPLY 547.08 James A. & Jennifer J. Pratt J&J FLOORS, LLC  
2,524.48 JOSTENS 12.79 JW PEPPER & SON, INC 5.00 KNEB FM 480.00 Licensure Unit  
50.00 Logoz LLC 1,305.90 MASTER CARD 6,235.42 Menards 768.67 MOBIUS  
COMMUNICATIONS COMPANY 54.52 MORRILL HARDWARE & BUILDING SUPPLIES  
176.31 MORRILL SUPPLY 1,390.83 NEBRASKA ASSOCIATION OF SCHOOL BOARDS  
1,840.00 NEBRASKA SAFETY AND FIRE EQUIPMENT, INC. 360.00 NEBRASKA SAFETY  
CENTER 100.00 ONE SOURCE - THE BACKGROUND CHECK COMPAN 31.00 Plaques and  
Such 269.96 PLATTE VALLEY BANK VISA 194.99 Precision Air 184.56 Quality Inn 176.00  
Really Great Reading 4,000.00 Ritz, Virgil 125.00 Rocky Mountain Air Solutions 51.85  
SANDBERG IMPLEMENT, INC 350.80 SIMMONS OLSEN LAW FIRM PC 665.00 Software  
Unlimited 2,468.00 Staples Advantage Dept 1,454.25 Valley Youth Connections 600.00  
VILLAGE OF MORRILL 10,040.47 Voice News 135.50 WESTCO COOPERATIVE  
COMPANY 223.22 WEX BANK 1,878.39 Fund Number 01 69,892.05



Account Number	Account Description	2017-2018	2017-2018	2018-2019	2018-2019	% Remaining	Page: 1
01	GENERAL FUND						
<b>1100</b>	<b>REGULAR INSTRUCTIONAL PROGRAMS</b>						
01 1100 110 1 003	Instructional Salaries Elem	396,232.40	429,474.82	350,000.00	358,550.44	(2.44)	
01 1100 110 2 001	Instructional Salaries Sec	663,094.71	607,059.97	635,000.00	547,691.65	13.75	
01 1100 110 4 000	REGULAR SALARIES-FLAT	0.00	90,900.00	87,000.00	79,200.00	8.97	
01 1100 120 0 000	Substitutes-District	0.00	0.00	0.00	0.00	0.00	
01 1100 120 1 003	Substitutes-elementary	15,000.00	35,438.58	25,000.00	18,813.02	24.75	
01 1100 120 2 001	Substitutes - Secondary	15,000.00	17,510.00	20,000.00	32,748.44	(63.74)	
01 1100 140 1 003	Instructional Aide -Sub Para Elementary	40,572.00	3,964.49	5,000.00	2,789.00	44.22	
01 1100 140 2 001	Instructional Aide - Sub Para Highschool	0.00	0.00	0.00	0.00	0.00	
01 1100 159 1 003	STIPENDS -- ELEM XTRA DAYS	500.00	0.00	0.00	4,710.00	0.00	
01 1100 159 2 001	STIPENDS - SEC XTRA DAYS	300.00	0.00	0.00	2,892.08	0.00	
01 1100 210 1 003	Social Security - Elementary	38,059.09	37,581.30	26,000.00	31,451.39	(20.97)	
01 1100 210 2 001	Social Security Secondary	61,406.15	54,852.94	48,500.00	50,996.79	(5.15)	
01 1100 210 4 000	SOCIAL SECURITY-FLAT	0.00	6,944.31	0.00	6,030.96	0.00	
01 1100 220 1 003	Retirement - Elementary	43,146.67	42,089.79	25,000.00	35,974.04	(43.90)	
01 1100 220 2 001	Retirement - Secondary	65,499.17	59,372.18	65,500.00	54,591.48	16.65	
01 1100 220 4 000	RETIREMENT-FLAT	0.00	8,978.88	0.00	7,823.20	0.00	
01 1100 230 1 003	Benefit Package - Elementary	108,088.20	96,930.19	110,000.00	75,121.98	31.71	
01 1100 230 2 001	Benefit Package - Secondary	155,020.00	140,973.99	155,000.00	147,994.83	4.52	
01 1100 270 0 000	Workman's Comp-District	43,000.00	38,451.00	40,000.00	27,867.00	30.33	
01 1100 290 1 003	OTHER BENEFITS	0.00	1,600.00	0.00	0.00	0.00	
01 1100 290 2 001	OTHER BENEFITS	0.00	440.00	0.00	0.00	0.00	
01 1100 319 1 003	Prof Dev- Elementary	1,000.00	1,678.73	3,000.00	1,342.50	55.25	
01 1100 319 2 001	Professional Dev - Secondary	2,500.00	5,469.18	3,000.00	520.00	82.67	
01 1100 340 1 003	Repairs/Maint Computers Elem	2,500.00	40.00	2,000.00	485.99	75.70	
01 1100 340 2 001	Repairs/Maint Computers- Second	2,500.00	40.00	2,000.00	607.51	69.62	
01 1100 382 0 000	DISTANCE ED & TELECOMMUNICATIONS	25,000.00	28,170.03	30,000.00	20,015.72	33.28	
01 1100 410 0 000	SUPPLIES DISTRICT	5,000.00	7,318.25	3,000.00	17,863.19	(498.77)	
01 1100 410 1 003	SUPPLIES-- ELEM	7,500.00	8,553.57	20,000.00	19,964.10	(12.80)	
01 1100 410 2	SUPPLIES--SECOND	7,500.00	11,976.88	13,000.00	14,125.71	(21.09)	

Account Number	Account Description	2017-2018	2017-2018	2018-2019	2018-2019	% Remaining	Page: 2
001							
01 1100 441 0 000	Copier Lease-District	25,000.00	25,299.68	28,000.00	27,045.65	3.41	
01 1100 580 0 000	STF DEV/TRAVEL	800.00	1,031.04	1,000.00	460.96	53.90	
01 1100 640 1 003	ELEM CURRICULUM /PERIODICALS	9,200.00	3,117.88	60,500.00	61,749.12	(16.27)	
01 1100 640 2 001	Second Curriculum/PERIODICALS	10,300.00	1,767.92	15,500.00	5,689.52	55.35	
01 1100 733 0 000	Equipment District	5,000.00	3,107.33	5,000.00	6,388.92	(27.78)	
01 1100 734 0 000	COMPUTER HARDWARE DISTRICT	60,000.00	21,989.57	44,000.00	49,094.42	(11.58)	
01 1100 734 2 001	COMPUTER HARDWARE SEC	0.00	0.00	0.00	2.30	0.00	
01 1100 735 0 000	COMPUTER SOFTWARE	15,000.00	18,209.14	20,000.00	20,654.18	(3.27)	
01 1100 735 1 003	ELEM-COMPUTER SOFTWARE	15,000.00	6,831.57	12,000.00	6,627.20	2.28	
01 1100 735 2 001	SECOND-COMPUTER SOFTWARE	10,000.00	17,537.60	5,000.00	2,385.83	52.28	
01 1100 810 0 000	DUES AND FEES	800.00	735.00	1,000.00	1,519.45	(51.95)	
<b>1100</b>	<b>REGULAR INSTRUCTIONAL PROGRAMS</b>	<b>Total</b>	<b>1,849,518.39</b>	<b>1,835,435.81</b>	<b>1,860,000.00</b>	<b>1,741,788.57</b>	<b>5.32</b>
<b>1125</b>	<b>FLEX SPENDING</b>						
01 1125 110 0 000	FLEX REGULAR SALARIES	12,000.00	8,204.16	12,000.00	6,384.98	46.79	
01 1125 140 0 000	FLEX OTHER STAFF SALARIES	0.00	4,208.30	4,500.00	5,773.55	(28.30)	
01 1125 210 0 000	FLEX SOCIAL SECURITY	1,000.00	949.59	1,500.00	930.12	37.99	
01 1125 220 0 000	RETIREMENT	1,200.00	1,226.09	2,000.00	1,193.16	40.34	
01 1125 410 0 000	FLEX SUPPLIES	100.00	0.00	2,500.00	77.50	96.90	
<b>1125</b>	<b>FLEX SPENDING</b>	<b>Total</b>	<b>14,300.00</b>	<b>14,588.14</b>	<b>22,500.00</b>	<b>14,359.31</b>	<b>36.18</b>
<b>1150</b>	<b>LIMITED ENGLISH PROF PROGRAMS</b>						
01 1150 110 1 003	LEP INSTRUCTIONAL SALARIES ELEM	78,192.00	67,392.00	56,500.00	61,776.00	(9.34)	
01 1150 210 1 003	LEP FICA/MEDICARE - ELEM	5,981.69	4,853.29	6,000.00	4,448.84	25.85	
01 1150 220 1 003	LEP RETIREMENT - ELEM	7,723.65	6,656.88	7,000.00	6,102.13	12.83	
01 1150 230 1 003	LEP BENEFIT PACKAGE - ELEM	3,989.64	3,807.24	3,200.00	3,489.97	(9.06)	
<b>1150</b>	<b>LIMITED ENGLISH PROF PROGRAMS</b>	<b>Total</b>	<b>95,886.98</b>	<b>82,709.41</b>	<b>72,700.00</b>	<b>75,816.94</b>	<b>(4.29)</b>
<b>1160</b>	<b>PROVERTY PROGRAMS</b>						
01 1160 110 1 003	POVERTY INSTR. SALARIES - ELEM	288,306.00	207,036.00	290,000.00	341,847.00	(17.88)	
01 1160 110 4 000	REGULAR SALARIES-FLAT	0.00	900.00	79,100.00	0.00	100.00	
01 1160 210 1 003	POVERTY FICA/MEDICARE - ELEM	22,055.41	18,411.12	29,000.00	30,304.66	(4.50)	
01 1160 210 4 000	SOCIAL SECURITY-FLAT	0.00	68.85	0.00	0.00	0.00	
01 1160 220 1 003	POVERTY RETIREMENT - ELEM	28,478.29	20,450.64	22,000.00	33,766.89	(53.49)	
01 1160 220 4 000	RETIREMENT-FLAT	0.00	88.90	0.00	0.00	0.00	

Account Number	Account Description	2017-2018	2017-2018	2018-2019	2018-2019	% Remaining	Page: 3
01 1160 230 1 003	POVERTY BENEFIT PKG - ELEM	72,458.56	56,621.72	11,500.00	96,416.31	(738.40)	
<b>1160</b>	<b>PROVERTY PROGRAMS</b>	<b>Total</b>	<b>411,298.26</b>	<b>303,577.23</b>	<b>431,600.00</b>	<b>502,334.86</b>	<b>(16.39)</b>
<b>1190</b>	<b>EARLY CHILDHOOD ED PROGRAMS</b>						
01 1190 110 3 005	INSTRUCTIONAL PRE-K	79,380.00	54,358.80	34,000.00	16,831.90	50.49	
01 1190 120 3 005	INSTR -- SUBSTITUTE PRE-K	5,000.00	5,369.02	7,000.00	3,811.31	45.55	
01 1190 140 3 005	PRE-K--INSTRUCTIONAL AIDES	126,579.60	140,354.30	105,000.00	111,052.11	(5.76)	
01 1190 141 3 005	Provisional Teacher	81,120.00	72,812.28	95,000.00	79,655.26	16.15	
01 1190 210 3 005	FICA/MED -- PRE-K	23,690.49	22,142.68	18,000.00	16,487.33	8.40	
01 1190 220 3 005	RETIREMENT -- PRE-K	28,357.15	24,752.98	20,000.00	18,658.29	6.71	
01 1190 230 3 005	BENEFITS -- PRE-K	34,568.92	23,941.82	20,000.00	11,396.11	43.02	
01 1190 319 3 005	PROF DEV	1,000.00	800.91	1,500.00	1,334.24	11.05	
01 1190 410 3 005	SUPPLIES -- PRE-K	5,000.00	7,171.13	10,000.00	5,667.72	41.70	
01 1190 580 3 005	STF DEV/TRAVEL -- PRE-K	2,000.00	170.66	500.00	575.29	(15.06)	
01 1190 630 3 005	SNACKS--PRE K	10,000.00	101.18	500.00	1,421.99	(184.40)	
01 1190 640 3 005	CURRICULUM-PREK	5,400.00	162.40	3,800.00	5,392.25	(41.90)	
01 1190 733 3 005	EQUIPMENT-PRE K	2,000.00	1,277.50	2,500.00	3,027.75	(21.11)	
01 1190 734 3 005	Pre-K Computer Software	2,000.00	0.00	5,000.00	1,053.50	53.93	
01 1190 735 3 005	PRE K-COMPUTER SOFTWARE	400.00	0.00	6,000.00	0.00	100.00	
01 1190 810 3 005	DUES AND FEES-PRE K	1,000.00	120.00	500.00	100.00	80.00	
<b>1190</b>	<b>EARLY CHILDHOOD ED PROGRAMS</b>	<b>Total</b>	<b>407,496.16</b>	<b>353,535.66</b>	<b>329,300.00</b>	<b>276,465.05</b>	<b>15.62</b>
<b>1210</b>	<b>SPED</b>						
01 1210 110 1 003	Sped Sal Elem	36,774.00	36,774.00	38,500.00	35,046.00	8.97	
01 1210 110 2 001	Sped Sal Sec	54,270.00	0.00	0.00	0.00	0.00	
01 1210 110 3 005	REGULAR SALARIES	0.00	14,139.87	0.00	21,365.74	0.00	
01 1210 120 1 003	Sped Subs Elem	1,000.00	95.00	1,000.00	95.00	90.50	
01 1210 120 2 001	Sped Subs Sec	800.00	1,377.50	1,500.00	0.00	100.00	
01 1210 140 1 003	Sped Aides Elem	72,121.35	72,120.93	75,000.00	70,215.76	6.38	
01 1210 140 2 001	Sped Aides Sec	63,598.50	53,864.44	65,000.00	61,134.14	5.95	
01 1210 140 3 005	OTHER SPED STAFF SALARIES	0.00	55,363.14	50,000.00	50,551.46	(1.10)	
01 1210 210 1 003	Soc Sec	9,194.94	8,905.18	9,000.00	8,545.07	5.05	
01 1210 210 2 001	SOCIAL SECURITY	9,881.39	5,081.41	5,000.00	4,802.48	3.95	
01 1210 210 3 005	SOCIAL SECURITY	0.00	5,162.33	5,000.00	5,423.25	(8.47)	

Account Number	Account Description	2017-2018	2017-2018	2018-2019	2018-2019	% Remaining	Page: 4
01 1210 220 1 003	Sped Retire Elem	10,756.46	10,684.40	10,000.00	10,400.25	(4.00)	
01 1210 220 2 001	Sped Retire Sec	11,642.81	5,320.82	7,000.00	5,672.47	18.96	
01 1210 220 3 005	RETIREMENT	0.00	6,062.89	6,500.00	6,592.25	(1.42)	
01 1210 230 1 003	Sped Bene Elem	15,289.64	15,403.70	13,500.00	13,897.62	(2.95)	
01 1210 230 2 001	Sped Bene Sec	11,300.00	11,300.00	11,300.00	7,563.40	33.07	
01 1210 270 1 003	Sped Workmns Elem	4,050.00	4,150.00	4,500.00	4,100.00	8.89	
01 1210 270 2 001	Sped Workmns Sec	4,050.00	4,150.00	4,500.00	3,800.00	15.56	
01 1210 313 0 000	Contr Serv Sped	121,000.00	57,815.89	60,000.00	36,230.39	39.62	
01 1210 313 1 003	SPED ELEM CONTRACT SERVICES	0.00	8,030.82	44,000.00	38,212.03	13.15	
01 1210 313 2 001	2nd SPED CONTRACT SERVICES	0.00	7,185.63	40,000.00	32,074.25	19.81	
01 1210 319 1 003	Other Prof & Tech Services	250.00	0.00	500.00	1,895.00	(279.00)	
01 1210 321 1 003	HEAT	400.00	763.74	800.00	781.35	2.33	
01 1210 321 2 003	HEAT	0.00	0.00	650.00	0.00	100.00	
01 1210 321 3 005	HEAT	0.00	0.00	150.00	0.00	100.00	
01 1210 323 1 003	WATER AND SEWER	700.00	840.67	800.00	941.17	(17.65)	
01 1210 323 2 001	WATER AND SEWER	0.00	0.00	350.00	281.72	19.51	
01 1210 323 3 005	WATER AND SEWER	0.00	0.00	100.00	0.00	100.00	
01 1210 338 1 003	REPAIRS AND MAINTENANCE	2,000.00	0.00	2,000.00	0.00	100.00	
01 1210 340 1 003	OTHER CONTRACTED OR SECURED SERVICES	100.00	0.00	0.00	2,163.05	0.00	
01 1210 382 0 000	DISTANCE EDUCATION AND TELECOMMUNICATION	4,800.00	1,174.65	4,800.00	1,790.28	62.70	
01 1210 410 1 003	Elem Sped Suppl	500.00	407.89	600.00	711.95	(18.66)	
01 1210 410 2 001	Sec Sped Suppl	500.00	422.77	500.00	556.08	(11.22)	
01 1210 410 3 005	Pre K SUPPLIES	500.00	294.58	500.00	0.00	100.00	
01 1210 520 0 000	Liability Insurance	10,000.00	0.00	0.00	0.00	0.00	
01 1210 561 2 001	HS Sped TUIT PD OTHER DIST	0.00	0.00	0.00	1,380.00	0.00	
01 1210 561 3 005	TUIT PD OTHER DIST	0.00	640.00	5,000.00	720.00	85.60	
01 1210 580 1 003	SPED--STF DEV--ELEM	500.00	740.95	750.00	906.65	(20.89)	
01 1210 580 2 001	SPED--STF DEV--SEC	400.00	286.65	750.00	592.55	20.99	
01 1210 622 1 003	ELECTRICITY	2,300.00	3,116.83	3,250.00	3,154.12	2.95	
01 1210 622 2 001	ELECTRICITY	0.00	0.00	2,000.00	1,944.00	2.80	
01 1210 622 3 005	ELECTRICITY	0.00	0.00	150.00	0.00	100.00	

Account Number	Account Description	2017-2018	2017-2018	2018-2019	2018-2019	% Remaining	Page: 5
01 1210 640 1 003	ELEM SPED CURRICULUM	400.00	629.90	800.00	0.00	100.00	
01 1210 640 2 001	Sec Sped Curriculum	400.00	521.96	700.00	208.78	70.17	
01 1210 734 0 000	SPED COMPUTER HARDWARE	500.00	0.00	500.00	167.41	66.52	
01 1210 810 0 000	Sped Fees	1,200.00	0.00	1,200.00	0.00	100.00	
<b>1210 SPED</b>	<b>Total</b>	<b>451,179.09</b>	<b>392,828.54</b>	<b>478,150.00</b>	<b>433,915.67</b>	<b>9.25</b>	
<b>1291 EARLY CHILDHOOD SPECIAL EDUCATION INSTRU</b>							
01 1291 313 3 005	SPED Age 3-5 CONTRACT SERVICES	0.00	20,304.53	16,000.00	14,694.51	8.16	
<b>1291 EARLY CHILDHOOD SPECIAL EDUCATION INSTRU</b>	<b>Total</b>	<b>0.00</b>	<b>20,304.53</b>	<b>16,000.00</b>	<b>14,694.51</b>	<b>8.16</b>	
<b>1292 BIRTH-2 SPECIAL ED INSTRUCTIONAL PROGRAM</b>							
01 1292 313 3 005	BIRTH-2 SPED CONTRACT SERVICES	0.00	12,914.23	9,500.00	6,791.95	28.51	
<b>1292 BIRTH-2 SPECIAL ED INSTRUCTIONAL PROGRAM</b>	<b>Total</b>	<b>0.00</b>	<b>12,914.23</b>	<b>9,500.00</b>	<b>6,791.95</b>	<b>28.51</b>	
<b>2120 GUIDANCE SERVICES</b>							
01 2120 110 0 000	GUIDANCE SALARIES	44,431.09	44,431.09	45,000.00	42,563.62	5.41	
01 2120 140 0 000	OTHER STAFF SALARIES	0.00	10,359.08	9,000.00	13,842.12	(53.80)	
01 2120 210 0 000	GUIDANCE FICA/MEDICARE	4,263.43	4,803.85	4,300.00	3,754.59	12.68	
01 2120 220 0 000	GUIDANCE RETIREMENT	4,388.81	5,082.21	5,500.00	4,999.98	9.09	
01 2120 230 0 000	GUIDANCE BENEFITS	15,289.64	14,537.12	15,200.00	3,570.71	76.51	
01 2120 319 0 000	PROF DEV	500.00	0.00	500.00	464.10	7.18	
01 2120 410 0 000	SUPPLIES/TESTING	10,000.00	5,997.30	7,500.00	7,609.93	(1.47)	
01 2120 580 0 000	Guid-Prof Dev	250.00	0.00	500.00	0.00	100.00	
01 2120 610 0 000	GUIDEANCE-OTHER SUPPLIES AND MATERIALS	1,500.00	0.00	1,000.00	445.09	55.49	
01 2120 735 0 000	GUIDANCE-COMPUTER SOFTWARE	0.00	0.00	0.00	1,949.99	0.00	
01 2120 810 0 000	DUES AND FEES	350.00	0.00	500.00	105.00	79.00	
01 2120 890 0 000	Guid-Other misc expenses	0.00	167.20	500.00	33.31	93.34	
<b>2120 GUIDANCE SERVICES</b>	<b>Total</b>	<b>80,972.97</b>	<b>85,377.85</b>	<b>89,500.00</b>	<b>79,338.44</b>	<b>11.35</b>	
<b>2130 HEALTH SERVICES</b>							
01 2130 110 0 000	Salary Nurse	45,000.00	0.00	0.00	0.00	0.00	
01 2130 110 2 001	Salary	0.00	3,541.67	0.00	0.00	0.00	
01 2130 140 0 000	Salary Nurse	0.00	41,250.00	45,000.00	41,250.00	8.33	
01 2130 210 0 000	Social Security	4,306.95	3,948.01	4,400.00	3,938.11	10.50	
01 2130 210 2 001	SOCIAL SECURITY	0.00	270.93	0.00	0.00	0.00	
01 2130 220 0 000	Retirement Nurse	4,445.01	4,074.62	4,500.00	4,074.62	9.45	

Account Number	Account Description	2017-2018	2017-2018	2018-2019	2018-2019	% Remaining	Page: 6
01 2130 220 2 001	RETIREMENT	0.00	349.84	0.00	0.00	0.00	
01 2130 230 0 000	Nurse-Benefits	22,071.80	10,523.42	15,200.00	10,358.37	31.85	
01 2130 410 0 000	Supplies Nurse	1,000.00	1,381.23	2,000.00	1,304.96	30.86	
01 2130 580 0 000	Prof Dev Nurse	800.00	340.00	350.00	145.35	58.47	
01 2130 810 0 000	DUES AND FEES	300.00	55.94	300.00	0.00	100.00	
01 2130 890 0 000	Other Nurse	0.00	0.00	0.00	685.11	0.00	
<b>2130 HEALTH SERVICES</b>	<b>Total</b>	<b>77,923.76</b>	<b>65,735.66</b>	<b>71,750.00</b>	<b>61,756.52</b>	<b>13.82</b>	
<b>2190 OTHER PUPIL SUPPORT SERVICES</b>							
01 2190 110 0 000	REGULAR SALARIES-ACTIVITY	65,235.50	135,403.01	118,000.00	134,368.29	(13.87)	
01 2190 120 0 000	ACTIVITY BUS DRIVER	50,000.00	602.90	0.00	6,709.26	0.00	
01 2190 140 0 000	OTHER STAFF SALARIES	23,287.00	43,659.03	40,500.00	27,019.43	33.29	
01 2190 210 0 000	Social Security/Med-- ACTIVITY BUS	10,914.22	14,046.57	13,000.00	13,510.91	(3.93)	
01 2190 220 0 000	RETIREMENT -- ACTIVITY BUS	13,257.59	15,194.86	13,500.00	15,057.31	(11.54)	
01 2190 230 0 000	Insurance	0.00	5,723.74	0.00	4,769.17	0.00	
01 2190 319 0 000	EXTRA DUTY -- NON-STAFF	8,453.50	9,251.00	13,000.00	15,772.63	(21.33)	
01 2190 340 0 000	ATHLETIC TRAINER SERVICES-ACTIV	1,500.00	2,088.33	2,000.00	916.66	54.17	
01 2190 410 0 000	Activities Supplies	18,000.00	18,422.78	18,000.00	19,094.16	(6.08)	
01 2190 410 4 000	Activities Spirit wear	7,000.00	2,604.14	3,000.00	0.00	100.00	
01 2190 490 0 000	STATE FEES -- ACTIVITIES	4,000.00	0.00	3,000.00	119.98	96.00	
01 2190 500 0 000	TRACK/FB FIELD--SITE IMPROVEMENTS	1,500.00	0.00	10,000.00	11,322.50	(13.23)	
01 2190 580 0 000	Activities -- Travel Expenses	3,500.00	5,649.53	7,500.00	5,619.24	25.08	
01 2190 610 0 000	Activities --Weight Room Supplies	2,000.00	25.98	2,000.00	4,213.17	(110.66)	
01 2190 626 0 000	Activities -- Gas & Oil	7,500.00	6,394.26	8,000.00	7,527.47	5.91	
01 2190 890 0 000	DUES/FEES -- ACTIVITIES	3,000.00	3,171.22	3,000.00	4,020.32	(34.01)	
<b>2190 OTHER PUPIL SUPPORT SERVICES</b>	<b>Total</b>	<b>219,147.81</b>	<b>262,237.35</b>	<b>254,500.00</b>	<b>270,040.50</b>	<b>(6.11)</b>	
<b>2211 SCHOOL IMPROVEMENT</b>							
01 2211 580 0 000	SCH IMP: TRAVEL EXPENSES	2,500.00	1,152.84	10,000.00	474.00	95.26	
01 2211 890 0 000	SCH IMP: ACCREDITATION EXP	2,500.00	2,470.58	5,000.00	5,365.00	(7.30)	
<b>2211 SCHOOL IMPROVEMENT</b>	<b>Total</b>	<b>5,000.00</b>	<b>3,623.42</b>	<b>15,000.00</b>	<b>5,839.00</b>	<b>61.07</b>	
<b>2212 INST STAFF TRNG AND CURR DEV</b>							
01 2212 210 0 000	SOCIAL SECURITY	0.00	0.00	0.00	0.00	0.00	
01 2212 220 0 000	RETIREMENT	0.00	0.00	0.00	0.00	0.00	
01 2212 230 0 000	HEALTH INSURANCE	0.00	0.00	0.00	0.00	0.00	

Account Number	Account Description	2017-2018	2017-2018	2018-2019	2018-2019	% Remaining	Page: 7
01 2212 319 000	SCHO IMP: PROF DEV	40,000.00	(250.00)	25,000.00	0.00	100.00	
<b>2212</b>	<b>INST STAFF TRNG AND CURR DEV</b>	<b>Total</b>	<b>40,000.00</b>	<b>(250.00)</b>	<b>25,000.00</b>	<b>0.00</b>	<b>100.00</b>
<b>2220</b>	<b>2220</b>						
01 2220 110 000	Salary Librarian	38,232.00	38,232.00	38,500.00	35,046.00	8.97	
01 2220 120 000	Substitute or Temporary Salaries	500.00	332.50	500.00	0.00	100.00	
01 2220 210 000	Fica Librarian	3,789.20	2,332.51	3,900.00	3,131.01	19.72	
01 2220 220 000	Retire Library	3,776.48	3,776.50	3,900.00	3,461.79	11.24	
01 2220 230 000	Benefit Library	15,289.64	14,989.42	15,500.00	13,730.31	11.42	
01 2220 410 1003	Elem Library Supplies	200.00	1,888.39	1,200.00	2,392.35	(99.36)	
01 2220 410 2001	Sec Library Supplies	200.00	1,144.63	800.00	508.23	36.47	
01 2220 580 000	Library-Travel expense and mileage	350.00	0.00	200.00	0.00	100.00	
01 2220 640 1003	Library Books Elem	1,700.00	0.00	1,200.00	2,114.28	(76.19)	
01 2220 640 2001	Library Books Sec	1,200.00	1,848.68	1,300.00	981.50	24.50	
01 2220 735 000	Library-Computer Software	500.00	84.00	250.00	264.00	(5.60)	
01 2220 810 000	Dues and Fees	350.00	174.00	350.00	0.00	100.00	
<b>2220</b>	<b>2220</b>	<b>Total</b>	<b>66,087.32</b>	<b>64,802.63</b>	<b>67,600.00</b>	<b>61,629.47</b>	<b>8.83</b>
<b>2224</b>	<b>EDUCATIONAL TELEVISION SERVICES</b>						
01 2224 110 000	Salary Tech	72,000.00	59,193.30	0.00	0.00	0.00	
01 2224 140 000	OTHER TECH STAFF SALARIES	53,872.00	29,369.52	29,000.00	18,062.99	37.71	
01 2224 210 000	Fica Tech	10,493.66	7,486.22	2,300.00	1,381.80	39.92	
01 2224 220 000	Retire Tech	10,995.18	8,077.94	2,900.00	1,784.23	38.47	
01 2224 230 000	Benefit Tech	11,300.00	9,416.66	0.00	0.00	0.00	
01 2224 313 000	Contracted Services	0.00	41,031.00	65,000.00	72,301.90	(11.23)	
01 2224 319 000	PROF DEV-TECH	400.00	197.45	400.00	75.60	81.10	
01 2224 340 1003	Repairs Elem Tech	1,000.00	0.00	1,000.00	12.99	98.70	
01 2224 340 2001	Repairs Sec Tech	1,000.00	0.00	1,000.00	0.00	100.00	
01 2224 410 000	Supplies Tech	2,000.00	409.81	2,000.00	302.95	84.85	
01 2224 580 000	Mileage Tech	100.00	0.00	200.00	101.81	49.10	
01 2224 734 000	Tech Hardware	1,000.00	0.00	5,000.00	388.99	92.22	
01 2224 810 000	Tech Dues/fees	200.00	50.32	400.00	0.00	100.00	
01 2224 890 000	Other Tech	0.00	0.00	0.00	0.00	0.00	
<b>2224</b>	<b>EDUCATIONAL TELEVISION SERVICES</b>	<b>Total</b>	<b>164,360.84</b>	<b>155,232.22</b>	<b>109,200.00</b>	<b>94,413.26</b>	<b>13.54</b>
<b>2310</b>	<b>BOARD OF EDUCATION</b>						

Account Number	Account Description	2017-2018	2017-2018	2018-2019	2018-2019	% Remaining	Page: 8
01 2310 310 000	Prof Dev	5,000.00	0.00	3,000.00	3,575.30	(19.18)	
01 2310 317 000	Legal Services	6,000.00	2,840.00	4,000.00	7,385.00	(84.63)	
01 2310 340 000	Audit	62,000.00	77,984.00	80,000.00	72,425.64	9.47	
01 2310 350 000	Advertising And Printing	15,000.00	3,867.72	10,000.00	4,911.40	50.89	
01 2310 410 000	Supplies Board	1,000.00	21.00	500.00	869.70	(73.94)	
01 2310 440 000	Periodicals Board	300.00	0.00	300.00	0.00	100.00	
01 2310 521 000	Board Fidelity Bond Premiums	250.00	0.00	250.00	0.00	100.00	
01 2310 580 000	Mileage And Expense	2,500.00	0.00	2,000.00	1,038.80	48.06	
01 2310 810 000	Dues And Fees	10,000.00	8,985.00	9,000.00	9,743.00	(8.26)	
01 2310 890 000	Other Board	1,000.00	0.00	5,000.00	523.04	89.54	
<b>2310 BOARD OF EDUCATION</b>	<b>Total</b>	<b>103,050.00</b>	<b>93,697.72</b>	<b>114,050.00</b>	<b>100,471.88</b>	<b>11.91</b>	
<b>2320 EXECUTIVE ADMINISTRATION</b>							
01 2320 105 000	SALARY-SUPERINTENDENT	120,000.00	120,000.00	120,000.00	110,416.67	7.99	
01 2320 140 000	Clerical Salary Supt	35,784.00	34,044.53	28,000.00	26,269.29	6.18	
01 2320 210 000	Fica Supt	11,917.48	11,694.98	12,000.00	10,425.16	13.12	
01 2320 220 000	Retire Supt	15,388.03	15,176.76	15,500.00	13,555.91	12.54	
01 2320 230 000	Benefits Supt	21,471.12	24,304.39	22,000.00	20,021.43	8.99	
01 2320 290 000	OTHER BENEFITS	600.00	600.00	600.00	550.00	8.33	
01 2320 319 000	SUPER-PROF DEV	2,000.00	484.43	2,000.00	2,259.94	(13.00)	
01 2320 410 000	Office Supplies	300.00	0.00	300.00	9.25	96.92	
01 2320 460 000	Comp Hardware Supt	1,000.00	0.00	1,500.00	1,169.98	22.00	
01 2320 580 000	TRAVEL - SUPT.	2,000.00	113.34	2,000.00	1,243.77	37.81	
01 2320 699 000	SUPERINTENDENT CONTINGENCY	0.00	0.00	0.00	0.00	0.00	
01 2320 733 000	Equip Supt	500.00	0.00	500.00	11.95	97.61	
01 2320 810 000	Dues And Fees	2,500.00	980.80	1,500.00	2,017.50	(34.50)	
01 2320 890 000	Other Supt	500.00	114.81	800.00	377.37	52.83	
<b>2320 EXECUTIVE ADMINISTRATION</b>	<b>Total</b>	<b>213,960.63</b>	<b>207,514.04</b>	<b>206,700.00</b>	<b>188,328.22</b>	<b>8.89</b>	
<b>2410 PRIN</b>							
01 2410 110 103	Salary Elem Prin	103,000.00	103,000.00	103,000.00	94,583.34	8.17	
01 2410 110 201	Salary Sec Prin	75,912.00	76,926.66	82,000.00	75,499.97	7.93	
01 2410 140 103	Clerical Elem Prin	30,744.00	34,108.24	33,000.00	31,532.68	4.45	
01 2410 140 201	Clerical Sec Prin	33,768.00	42,224.29	36,000.00	38,507.58	(6.97)	

Account Number	Account Description	2017-2018	2017-2018	2018-2019	2018-2019	% Remaining	Page: 9
01 2410 210 1 003	Fica Elem Prin	10,231.42	10,472.53	10,500.00	9,632.98	8.26	
01 2410 210 2 001	Fica Sec Prin	8,390.52	8,557.84	8,500.00	7,950.87	6.46	
01 2410 220 1 003	Retire Elem Prin	13,210.96	13,442.93	13,500.00	12,394.61	8.19	
01 2410 220 2 001	Retire Sec Prin	10,833.97	11,769.50	11,000.00	11,246.53	(2.24)	
01 2410 230 1 003	Benefit Elem Prin	0.00	0.00	0.00	0.00	0.00	
01 2410 230 2 001	Benefit Sec Prin	15,204.12	24,557.64	12,000.00	19,761.17	(64.68)	
01 2410 319 1 003	ELEM PRINCIPAL-PROF DEV	2,000.00	692.53	1,500.00	24.00	98.40	
01 2410 319 2 001	SEC PRINCIPAL-PROF DEV	2,000.00	564.42	1,500.00	0.00	100.00	
01 2410 410 1 003	Supplies Elem Prin	500.00	0.00	500.00	247.36	50.53	
01 2410 410 2 001	Supplies Sec Prin	500.00	556.19	500.00	471.75	5.65	
01 2410 410 3 005	SUPPLIES-PRE K Director	500.00	0.00	200.00	0.00	100.00	
01 2410 580 1 003	Mileage Elem Prin	400.00	126.43	100.00	687.91	(587.91)	
01 2410 580 2 001	Mileage Sec Prin	400.00	0.00	100.00	221.70	(121.70)	
01 2410 733 1 003	Equip Elem Prin	0.00	0.00	0.00	0.00	0.00	
01 2410 734 1 003	Comp Hardware Elem Princ	0.00	0.00	800.00	683.23	14.60	
01 2410 734 2 001	Comp Hardware Sec Princ	0.00	0.00	800.00	629.99	21.25	
01 2410 810 1 003	Dues Elem Prin	1,500.00	980.80	1,000.00	740.50	25.95	
01 2410 810 2 001	Dues Sec Prin	750.00	360.00	500.00	0.00	100.00	
01 2410 810 3 005	DUES AND FEES-Director Early Childhood	500.00	0.00	250.00	0.00	100.00	
<b>2410 PRIN</b>	<b>Total</b>	<b>310,344.99</b>	<b>328,340.00</b>	<b>317,250.00</b>	<b>304,816.17</b>	<b>3.92</b>	
<b>2510</b>	<b>GENERAL ADMIN-BUSINESS SERVICE</b>						
01 2510 140 0 000	Business Manager--Salary	47,527.20	54,743.41	52,000.00	61,511.25	(18.29)	
01 2510 210 0 000	Business Manager--FICA/Medicare	3,635.83	3,914.28	4,800.00	4,486.62	6.53	
01 2510 220 0 000	Business Manager--Retirement	4,694.64	4,935.25	5,000.00	5,849.72	(16.99)	
01 2510 230 0 000	Business Manager--Benefits Package	6,782.16	2,825.90	0.00	0.00	0.00	
01 2510 260 0 000	UNEMPLOYMENT COMP OR INS	0.00	1,535.13	10,000.00	3,642.02	63.58	
01 2510 319 0 000	Professional & Technical Svcs	5,000.00	123.95	1,000.00	6,247.70	(524.77)	
01 2510 340 0 000	Contracted Services	500.00	0.00	500.00	138.50	72.30	
01 2510 350 0 000	Adver/print General	1,500.00	2,370.47	2,500.00	4,512.61	(80.50)	
01 2510 410 0 000	Supplies General	750.00	451.93	750.00	1,447.86	(94.92)	
01 2510 441 0 000	Rent/lease General	250.00	0.00	250.00	0.00	100.00	
01 2510 531 0 000	Postage General	3,500.00	1,778.35	3,000.00	553.59	81.55	

Account Number	Account Description	2017-2018	2017-2018	2018-2019	2018-2019	% Remaining	Page: 10
000							
01 2510 580 0 000	Prof Dev-General	1,000.00	1,495.79	1,500.00	2,511.36	(67.42)	
01 2510 629 0 000	Telephone General	12,000.00	7,774.71	10,000.00	15,085.31	(50.85)	
01 2510 733 0 000	Equip General	500.00	0.00	500.00	27.98	94.40	
01 2510 735 0 000	BUSINESS SOFTWARE	500.00	1,450.68	6,000.00	7,132.00	(18.87)	
01 2510 810 0 000	DUES AND FEES	500.00	484.00	600.00	2,738.98	(356.50)	
01 2510 890 0 000	Other General	500.00	367.17	500.00	498.08	0.38	
<b>2510</b>	<b>GENERAL ADMIN-BUSINESS SERVICE</b>	<b>Total</b>	<b>89,139.83</b>	<b>84,251.02</b>	<b>98,900.00</b>	<b>116,383.58</b>	<b>(17.69)</b>
<b>2610</b>	<b>Custodian</b>						
01 2610 140 1 003	CUSTODIAL SALARY--ELEM	31,424.49	46,358.37	38,000.00	51,261.64	(34.90)	
01 2610 140 2 001	CUSTODIAL SALARIES -- SEC	30,270.33	36,197.57	35,000.00	21,755.08	37.84	
01 2610 140 3 005	CUSTODIAL-PRE K	10,920.00	615.20	5,000.00	452.75	90.95	
01 2610 210 1 003	Fica Elem Custodian	2,403.97	3,645.70	3,200.00	3,870.38	(20.95)	
01 2610 210 2 001	Fica Sec Custodian	2,315.68	2,660.55	2,700.00	1,652.28	38.80	
01 2610 210 3 005	SOCIAL SECURITY-PRE K CUSTODIAL	835.38	47.06	400.00	0.00	100.00	
01 2610 220 1 003	Retire Elem Cust	3,104.05	4,536.09	4,000.00	4,890.07	(22.25)	
01 2610 220 2 001	Retire Sec Cust	2,990.04	3,207.09	3,600.00	2,148.92	40.31	
01 2610 220 3 005	RETIREMENT-PRE K CUSTODIAL	1,078.90	0.00	500.00	0.00	100.00	
01 2610 230 1 003	Benefits Elem	2,260.72	6,216.98	6,000.00	13,951.59	(132.53)	
01 2610 230 2 001	Benefits Sec	9,042.88	1,816.62	2,500.00	6,389.79	(155.59)	
01 2610 230 3 005	BENEFITS-PRE K CUSTODIAL	0.00	0.00	0.00	0.00	0.00	
01 2610 320 0 000	PROPERTY SERVICES-Equip Rental	500.00	0.00	500.00	0.00	100.00	
01 2610 321 1 003	Heat - Elem	16,000.00	15,212.52	17,000.00	14,835.15	12.73	
01 2610 321 2 001	Heat - Highschool	13,000.00	12,730.57	13,500.00	12,305.35	8.85	
01 2610 321 3 005	HEAT-PRE K	5,000.00	2,629.99	3,000.00	2,882.44	3.92	
01 2610 323 1 003	Water/sewer Elem	16,000.00	17,912.37	19,000.00	17,882.46	5.88	
01 2610 323 2 001	Water/sewer Sec	7,000.00	7,256.56	8,000.00	6,971.96	12.85	
01 2610 323 3 005	WATER AND SEWER-PRE K	5,000.00	1,543.90	2,500.00	2,309.25	7.63	
01 2610 410 0 000	Custodial-Supplies	0.00	230.28	0.00	2,899.77	0.00	
01 2610 410 1 003	Supplies Elem Cust	10,000.00	15,270.85	15,000.00	10,964.20	22.05	
01 2610 410 2 001	Supplies Sec Cust	10,000.00	13,375.83	15,000.00	13,041.77	7.22	
01 2610 410 3 005	CUSTODIAL SUPPLIES - PRE K	8,000.00	5,081.15	6,000.00	5,145.77	(5.50)	

Account Number	Account Description	2017-2018	2017-2018	2018-2019	2018-2019	% Remaining	Page: 11
01 2610 622 1 003	Elec Elem	65,000.00	66,106.29	68,000.00	59,929.53	11.87	
01 2610 622 2 001	Elec Sec	40,000.00	40,108.14	42,000.00	42,021.78	(0.05)	
01 2610 622 3 005	ELECTRICITY-PRE K	15,000.00	3,129.85	4,500.00	3,312.28	26.39	
01 2610 629 1 003	Drinking Water - Elem	0.00	0.00	0.00	0.00	0.00	
01 2610 629 2 001	Drinking Water - Highschool	0.00	0.00	0.00	0.00	0.00	
01 2610 733 0 000	Equipment Cust	4,000.00	0.00	5,000.00	0.00	100.00	
<b>2610 Custodian</b>	<b>Total</b>	<b>311,146.44</b>	<b>305,889.53</b>	<b>319,900.00</b>	<b>300,874.21</b>	<b>4.89</b>	
<b>2620 Maintenance</b>							
01 2620 140 0 000	OTHER STAFF SALARIES	64,203.26	67,401.67	65,000.00	52,795.87	18.78	
01 2620 140 1 003	MAINTENANCE SALARY	0.00	0.00	0.00	776.34	0.00	
01 2620 210 0 000	SOCIAL SECURITY	4,911.55	5,112.40	5,000.00	3,994.66	20.11	
01 2620 210 1 003	SOCIAL SECURITY-MAINTENANCE	0.00	0.00	0.00	59.39	0.00	
01 2620 220 0 000	RETIREMENT	6,341.87	6,493.61	6,500.00	5,181.14	20.29	
01 2620 220 1 003	RETIREMENT-MAINTENANCE	0.00	0.00	0.00	16.22	0.00	
01 2620 230 0 000	HEALTH INSURANCE	6,782.16	10,303.49	9,000.00	7,881.36	12.43	
01 2620 328 0 000	Property Insurance	0.00	0.00	5,000.00	0.00	100.00	
01 2620 338 1 003	Elem Repairs Maint	3,000.00	880.98	3,000.00	0.00	100.00	
01 2620 338 2 001	HS Maint. Repairs	3,000.00	1,113.12	3,000.00	143.00	95.23	
01 2620 338 3 005	MAINT/REPAIR-PRE K	1,500.00	59.99	1,500.00	15.45	98.97	
01 2620 340 0 000	Maint-Repairs	35,000.00	611.35	10,000.00	1,241.11	87.59	
01 2620 340 1 003	Contr Serv Elem Maint	5,000.00	4,230.46	5,000.00	3,146.24	37.08	
01 2620 340 2 001	Contr Serv Sec Maint	5,000.00	2,936.26	5,000.00	2,999.00	40.02	
01 2620 340 3 005	CONTR SERV (FIRE MONITOR)	1,500.00	245.00	1,500.00	0.00	100.00	
01 2620 410 0 000	Dist-Repair/Maintenance Grounds	7,500.00	8,969.53	10,000.00	6,482.41	29.86	
01 2620 410 1 003	Elem-Maintenance/Repair Supplies	2,500.00	3,224.19	4,000.00	5,995.83	(49.90)	
01 2620 410 2 001	Sec Repair/Maintenance Supplies	2,500.00	2,870.70	3,000.00	4,959.24	(68.64)	
01 2620 410 3 005	PRE K MAINTENANCE SUPPLIES	2,500.00	393.72	1,000.00	2,051.67	(105.17)	
01 2620 720 0 000	Bldg Improv District	5,000.00	0.00	10,000.00	0.00	100.00	
01 2620 733 0 000	Maint-Equip-Concession Stand	5,000.00	0.00	5,000.00	575.43	88.49	
01 2620 733 1 003	Equip Maint	3,500.00	5,618.16	6,000.00	6,697.78	(11.63)	
01 2620 733 2 001	Equip Maint	3,500.00	728.27	2,500.00	86.10	96.56	

Account Number	Account Description	2017-2018	2017-2018	2018-2019	2018-2019	% Remaining	Page: 12
01 2620 733 3 005	FURNITURE AND EQUIPMENT-PRE K	1,500.00	75.00	2,500.00	636.75	72.73	
<b>2620</b>	<b>Maintenance</b>						
	<b>Total</b>	<b>169,738.84</b>	<b>121,267.90</b>	<b>163,500.00</b>	<b>105,734.99</b>	<b>34.92</b>	
<b>2660</b>	<b>Security</b>						
01 2660 490 0 000	Safety and Security-other	5,000.00	4,648.72	10,000.00	6,664.86	33.35	
<b>2660</b>	<b>Security</b>						
	<b>Total</b>	<b>5,000.00</b>	<b>4,648.72</b>	<b>10,000.00</b>	<b>6,664.86</b>	<b>33.35</b>	
<b>2710</b>	<b>REGULAR PUPIL TRANSPORTATION</b>						
01 2710 120 0 000	Trans-Sub Bus Salary	0.00	5,105.91	5,000.00	11,022.30	(120.45)	
01 2710 140 0 000	Salary Bus	102,764.70	109,362.00	110,000.00	95,386.28	13.29	
01 2710 140 3 005	PRE-K BUS DRIVER SALARY	0.00	0.00	0.00	0.00	0.00	
01 2710 210 0 000	Fica Bus	7,861.50	8,697.50	9,000.00	8,038.93	10.68	
01 2710 210 3 005	PRE-K BUS DRIVER FICA/MED	0.00	0.00	0.00	0.00	0.00	
01 2710 220 0 000	Retire Bus	10,150.89	9,411.53	11,000.00	8,695.46	20.95	
01 2710 230 0 000	Benefits	6,782.16	3,011.81	3,000.00	4,617.07	(53.90)	
01 2710 319 0 000	PROFESSIONAL DEV	3,500.00	1,487.69	2,500.00	1,956.50	21.74	
01 2710 337 0 000	Tires And Parts	10,000.00	14,837.73	16,000.00	3,822.40	76.11	
01 2710 338 0 000	Repairs And Maintenance	20,000.00	6,167.42	20,000.00	18,768.97	6.16	
01 2710 410 0 000	Supplies	5,000.00	5,011.07	7,000.00	4,294.09	38.66	
01 2710 520 0 000	Vehicle Liability Insurance	9,000.00	0.00	0.00	0.00	0.00	
01 2710 540 0 000	Vehicle Acquisition	50,000.00	24.00	25,000.00	0.00	100.00	
01 2710 626 0 000	Gas And Oil	30,000.00	31,053.02	33,000.00	32,790.58	0.63	
01 2710 890 0 000	Other	0.00	(1,372.60)	2,500.00	25.00	99.00	
<b>2710</b>	<b>REGULAR PUPIL TRANSPORTATION</b>	<b>Total</b>	<b>255,059.25</b>	<b>192,797.08</b>	<b>244,000.00</b>	<b>189,417.58</b>	<b>22.37</b>
<b>2712</b>	<b>SCHOOL AGE SPEC ED TRANSPORT</b>						
01 2712 140 2 001	SPED TRANSPORTATION/BUS DRIVER	2,500.00	1,977.04	5,000.00	0.00	100.00	
01 2712 210 2 001	FICA/Medicare SPED Transportation	150.00	151.26	200.00	0.00	100.00	
01 2712 220 2 001	Retirement -- SPED Transportation	200.00	195.29	500.00	0.00	100.00	
01 2712 337 0 000	SPED TIRES & PARTS -- MINI BUS	500.00	0.00	1,000.00	0.00	100.00	
01 2712 338 0 000	SPED RPRS & MAINT -- PRIUS	1,000.00	0.00	1,000.00	0.00	100.00	
01 2712 410 0 000	SPED TRNS SUPPLIES -- PRIUS	250.00	0.00	500.00	0.00	100.00	
01 2712 520 0 000	SPED Vehicle Liability Insurance	1,000.00	0.00	1,000.00	0.00	100.00	
01 2712 626 0 000	SPED GAS & OIL -- PRIUS	500.00	297.34	500.00	521.77	(4.35)	
01 2712 890 0 000	SPED TRANS -- OTHER	0.00	0.00	0.00	0.00	0.00	
<b>2712</b>	<b>SCHOOL AGE SPEC ED TRANSPORT</b>	<b>Total</b>	<b>6,100.00</b>	<b>2,620.93</b>	<b>9,700.00</b>	<b>521.77</b>	<b>94.62</b>

Account Number	Account Description	2017-2018	2017-2018	2018-2019	2018-2019	% Remaining	Page: 13
<b>2900</b>	<b>Early Retirement</b>						
01 2900 210 000	SOCIAL SECURITY	2,652.00	3,302.25	2,900.00	2,805.00	3.28	
01 2900 239 000	EARLY RETIRMENT	34,666.67	43,166.67	37,000.00	36,666.67	0.90	
<b>2900</b>	<b>Early Retirement</b>	<b>Total</b>	<b>37,318.67</b>	<b>46,468.92</b>	<b>39,900.00</b>	<b>39,471.67</b>	<b>1.07</b>
<b>3135</b>	<b>High Ability Learner</b>						
01 3135 110 000	REGULAR SALARIES	0.00	964.57	2,500.00	0.00	100.00	
01 3135 210 000	SOCIAL SECURITY	0.00	73.78	168.00	0.00	100.00	
01 3135 220 000	RETIREMENT	0.00	95.29	250.00	0.00	100.00	
01 3135 230 000	HEALTH INSURANCE	0.00	0.00	0.00	0.00	0.00	
01 3135 319 000	OTHER PROF/TECH SERVICES	0.00	0.00	0.00	0.00	0.00	
01 3135 410 000	SUPPLIES	4,800.00	0.00	0.00	0.00	0.00	
01 3135 640 000	CURRICULUM	0.00	0.00	0.00	0.00	0.00	
<b>3135</b>	<b>High Ability Learner</b>	<b>Total</b>	<b>4,800.00</b>	<b>1,133.64</b>	<b>2,918.00</b>	<b>0.00</b>	<b>100.00</b>
<b>3300</b>	<b>COMMUNITY SERVICES</b>						
01 3300 410 1003	SUPPLIES	0.00	0.00	1,000.00	1,404.30	(40.43)	
01 3300 410 2001	SUPPLIES	0.00	825.76	0.00	236.32	0.00	
01 3300 410 3005	SUPPLIES	0.00	0.00	0.00	241.32	0.00	
<b>3300</b>	<b>COMMUNITY SERVICES</b>	<b>Total</b>	<b>0.00</b>	<b>825.76</b>	<b>1,000.00</b>	<b>1,881.94</b>	<b>(88.19)</b>
<b>5000</b>	<b>DEBT SERVICES</b>						
01 5000 832 000	Interest On Short Term Debt	0.00	387.25	0.00	321.22	0.00	
<b>5000</b>	<b>DEBT SERVICES</b>	<b>Total</b>	<b>0.00</b>	<b>387.25</b>	<b>0.00</b>	<b>321.22</b>	<b>0.00</b>
<b>6200</b>	<b>TITLE I, PART A NCLB IMPROV THE ACADEM</b>						
01 6200 110 000	TITLE I SALARIES INSTRUCTIONAL	62,445.60	63,806.40	67,500.00	37,897.20	43.86	
01 6200 120 000	TITLE I SUBSTITUTES OR TEMP SALARIES	0.00	0.00	0.00	0.00	0.00	
01 6200 140 000	TITLE I SALARIES/AIDES	17,220.00	47,219.64	48,000.00	57,561.25	(19.92)	
01 6200 210 000	TITLE I FICA/MEDICARE	6,094.42	7,924.33	8,800.00	6,793.00	22.81	
01 6200 220 000	TITLE I RETIREMENT BENEFITS	7,869.21	10,966.94	11,500.00	9,429.21	18.01	
01 6200 230 000	TITLE I BENEFITS	2,260.00	1,271.45	2,300.00	6,825.41	(196.76)	
01 6200 410 000	TITLE I SUPPLIES	0.00	0.00	0.00	0.00	0.00	
01 6200 580 000	STAFF DEV/TRAINING	0.00	0.00	0.00	0.00	0.00	
01 6200 734 000	Title I Computer Hardware	0.00	0.00	0.00	0.00	0.00	
01 6200 735 000	TITLE I COMPUTER SOFTWARE	0.00	0.00	0.00	0.00	0.00	
01 6200 890 000	OTHER TITLE I	0.00	0.00	0.00	0.00	0.00	
<b>6200</b>	<b>TITLE I, PART A NCLB IMPROV THE ACADEM</b>	<b>Total</b>	<b>95,889.23</b>	<b>131,188.76</b>	<b>138,100.00</b>	<b>118,506.07</b>	<b>14.19</b>

Account Number	Account Description	2017-2018	2017-2018	2018-2019	2018-2019	% Remaining	Page: 14
<b>6210</b>	<b>TITLE I ACCOUNTABILITY</b>						
01 6210 100 0	Title1 Accountability SALARIES 000	0.00	0.00	8,000.00	0.00	100.00	
01 6210 120 0	TITLE I FY12 -- SUB SALARIES 000	0.00	0.00	0.00	0.00	0.00	
01 6210 210 0	SOCIAL SECURITY 000	0.00	0.00	0.00	0.00	0.00	
01 6210 220 0	RETIREMENT 000	0.00	0.00	0.00	0.00	0.00	
<b>6210</b>	<b>TITLE I ACCOUNTABILITY</b>	<b>Total</b>	<b>0.00</b>	<b>0.00</b>	<b>8,000.00</b>	<b>0.00</b>	<b>100.00</b>
<b>6310</b>	<b>TITLE II, PART A NCLB TCHR QUAL GRANTS</b>						
01 6310 110 0	SALARY -- TITLE II PART A 000	0.00	0.00	0.00	0.00	0.00	
01 6310 210 0	SUB FICA/MED-- TITLE II FY13 000	0.00	0.00	0.00	0.00	0.00	
01 6310 220 0	TITLE II SUB RETIREMENT 000	0.00	0.00	0.00	0.00	0.00	
01 6310 230 0	BENEFITS -- TITLE IIA 000	0.00	0.00	0.00	0.00	0.00	
01 6310 319 0	PROF SVCS -- TITLE IIA 000	0.00	0.00	5,000.00	2,000.00	60.00	
01 6310 580 0	STF DEV/TRAVEL -- TITLE IIA 000	12,620.00	31,440.19	13,000.00	4,640.86	64.30	
01 6310 890 0	Title II Indirect Costs 000	0.00	0.00	800.00	0.00	100.00	
<b>6310</b>	<b>TITLE II, PART A NCLB TCHR QUAL GRANTS</b>	<b>Total</b>	<b>12,620.00</b>	<b>31,440.19</b>	<b>18,800.00</b>	<b>6,640.86</b>	<b>64.68</b>
<b>6404</b>	<b>IDEA PART B(611) BASE ALLOC BIRTH TO 4</b>						
01 6404 313 0	IDEA B BASE -- PROFESSIONAL SERVICE 000	0.00	66,334.27	0.00	9,961.70	0.00	
01 6404 410 0	SUPPLIES 000	0.00	0.00	0.00	0.00	0.00	
01 6404 580 0	TRAVEL EXPENSE AND MILEAGE 000	0.00	0.00	0.00	0.00	0.00	
01 6404 890 0	IDEA BIRTH-4 INDIRECT COST 000	0.00	0.00	0.00	0.00	0.00	
<b>6404</b>	<b>IDEA PART B(611) BASE ALLOC BIRTH TO 4</b>	<b>Total</b>	<b>0.00</b>	<b>66,334.27</b>	<b>0.00</b>	<b>9,961.70</b>	<b>0.00</b>
<b>6406</b>	<b>IDEA PRESCHOOL(619) BASE ALLOC</b>						
01 6406 110 3	IDEA B PREK SPED SALARY 005	0.00	0.00	0.00	0.00	0.00	
01 6406 210 3	IDEA B PREKSPED FICA/MEDICARE 005	0.00	0.00	0.00	0.00	0.00	
01 6406 220 3	IDEA B PREK SPED RETIREMENT 005	0.00	0.00	0.00	0.00	0.00	
01 6406 313 3	IDEA B PREK--PROFESSIONAL SVCS 005	0.00	6,940.79	7,300.00	29,436.44	(303.24)	
01 6406 580 3	IDEA PREK--STAFF DEVELOPMENT 005	0.00	0.00	0.00	0.00	0.00	
01 6406 890 0	IDEA PREK INDIRECT COSTS 000	0.00	0.00	0.00	0.00	0.00	
<b>6406</b>	<b>IDEA PRESCHOOL(619) BASE ALLOC</b>	<b>Total</b>	<b>0.00</b>	<b>6,940.79</b>	<b>7,300.00</b>	<b>29,436.44</b>	<b>(303.24)</b>
<b>6410</b>	<b>IDEA ENROLLMENT/POVERTY</b>						
01 6410 110 0	IDEA-EP--CERTIFIED SALARY 000	0.00	54,270.00	50,000.00	52,420.50	(4.84)	
01 6410 140 0	IDEA-EP--CLASSIFIED SALARIES 000	0.00	26.16	3,000.00	0.00	100.00	
01 6410 210 0	IDEA-EP--FICA/MEDICARE 000	0.00	4,137.30	3,900.00	4,315.04	(10.64)	

Account Number	Account Description	2017-2018	2017-2018	2018-2019	2018-2019	% Remaining	Page: 15
01 6410 220 000	IDEA-EP--RETIREMENT	0.00	5,363.23	5,300.00	5,178.03	2.30	
01 6410 230 000	IDEA-EP--OTHER BENEFITS	0.00	0.00	0.00	9,400.65	0.00	
01 6410 270 2001	IDEA B--WORKERS COMP	0.00	0.00	0.00	0.00	0.00	
01 6410 313 000	IDEA-EP--PROFESSIONAL SVCS	0.00	26,598.49	28,000.00	47,786.26	(70.67)	
01 6410 410 000	IDEA-ER--SUPPLIES	0.00	0.00	0.00	0.00	0.00	
01 6410 480 000	IDEA-EP--COMPUTER HARDWARE	0.00	0.00	0.00	0.00	0.00	
01 6410 580 000	IDEA-EP--PROF DEV/TRAVEL	0.00	0.00	0.00	0.00	0.00	
01 6410 734 000	IDEA--EP COMPUTER SOFTWARE	0.00	0.00	0.00	0.00	0.00	
01 6410 890 000	IDEA ER-INDIRECT COSTS	0.00	0.00	0.00	0.00	0.00	
<b>6410</b>	<b>IDEA ENROLLMENT/POVERTY</b>	<b>Total</b>	<b>0.00</b>	<b>90,395.18</b>	<b>90,200.00</b>	<b>119,100.48</b>	<b>(32.04)</b>
<b>6412</b>	<b>IDEA PART B PROPORTIONATE SHARE</b>						
01 6412 313 000	CONTRACT SERVICES	0.00	0.00	0.00	0.00	0.00	
<b>6412</b>	<b>IDEA PART B PROPORTIONATE SHARE</b>	<b>Total</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>6450</b>	<b>Medicaid in Public Schools</b>						
01 6450 313 000	MEDICAID	0.00	39.10	0.00	90.00	0.00	
01 6450 313 1003	PUPIL SERVICES	0.00	0.00	0.00	0.00	0.00	
<b>6450</b>	<b>Medicaid in Public Schools</b>	<b>Total</b>	<b>0.00</b>	<b>39.10</b>	<b>0.00</b>	<b>90.00</b>	<b>0.00</b>
<b>6700</b>	<b>FED VOC &amp; APP TECH ED (CARL PERKINS)</b>						
01 6700 410 000	FED VOC & APP (CARL PERKINS) SUPPLIES	0.00	0.00	0.00	0.00	0.00	
<b>6700</b>	<b>FED VOC &amp; APP TECH ED (CARL PERKINS)</b>	<b>Total</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>6990</b>	<b>OTHER FED CATEGORICAL RECEIPTS</b>						
01 6990 410 000	Other Fed grant Supplies	0.00	3,004.59	3,200.00	0.00	100.00	
<b>6990</b>	<b>OTHER FED CATEGORICAL RECEIPTS</b>	<b>Total</b>	<b>0.00</b>	<b>3,004.59</b>	<b>3,200.00</b>	<b>0.00</b>	<b>100.00</b>
<b>6992</b>	<b>REAP</b>						
01 6992 735 000	REAP-Computer Software	0.00	0.00	10,000.00	14,350.00	(43.50)	
<b>6992</b>	<b>REAP</b>	<b>Total</b>	<b>0.00</b>	<b>0.00</b>	<b>10,000.00</b>	<b>14,350.00</b>	<b>(43.50)</b>
<b>8000</b>	<b>TRANSFERS (OUTGOING)</b>						
01 8000 753 2001	Depreciation Fund Transfer	0.00	55,000.00	202,627.00	0.00	100.00	
01 8000 912 000	Hot Lunch Trans	0.00	64,494.82	0.00	0.00	0.00	
01 8000 912 1003	Building Fund Transfer	0.00	3,745.00	0.00	0.00	0.00	
01 8000 912 2001	Hazardous Material Fund Transfer	0.00	0.00	0.00	0.00	0.00	
01 8000 913 2001	Activities Transfer	0.00	5,000.00	10,000.00	(1,083.89)	110.84	
<b>8000</b>	<b>TRANSFERS (OUTGOING)</b>	<b>Total</b>	<b>0.00</b>	<b>128,239.82</b>	<b>212,627.00</b>	<b>(1,083.89)</b>	<b>100.51</b>
<b>9000</b>	<b>NON-PROGRAM EXPENDITURES</b>						
01 9000 890 000	Unencumbered Balance	8,703.54	0.00	775,550.00	0.00	100.00	

<b>9000</b>	<b>NON-PROGRAM EXPENDITURES</b>	<b>Total</b>	<b>8,703.54</b>	<b>0.00</b>	<b>775,550.00</b>	<b>0.00</b>	<b>100.00</b>
01	GENERAL FUND		5,506,043.00	5,500,077.89	6,643,895.00	5,291,073.80	19.99

Account Number	Account Description	2017-2018	2017-2018	2018-2019	2018-2019	% Remaining	Page: 17
Grand Total:		5,506,043.00	5,500,077.89	6,643,895.00	5,291,073.80	19.99	

Fund: 01 GENERAL FUND

Account Number	Description	Revised Budget	During Month	To Date	% of Budget	Budget Balance
01 1100	Local District Taxes	3,792,504.06	18,637.75	3,508,919.58	92.52	283,584.48
01 1115	Carlina Tax	40,000.00	0.00	44,498.19	111.25	(4,498.19)
01 1125	Motor Vehicle	130,000.00	12,489.12	151,796.99	116.77	(21,796.99)
01 1312	Other Tuition	0.00	0.00	238.00	0.00	(238.00)
01 1315	DISTANCE LEARNING FROM OTHER EDUC E	0.00	0.00	2,700.00	0.00	(2,700.00)
01 1321	Tuit Rec From Other Dist	4,500.00	0.00	0.00	0.00	4,500.00
01 1370	PRE-K TUITION & FEES	70,000.00	636.00	49,082.42	70.12	20,917.58
01 1421	Trans-rec Frpm Other Dis	0.00	0.00	0.00	0.00	0.00
01 1423	SPED Transportation from other Districts	0.00	0.00	0.00	0.00	0.00
01 1510	Interest On Local Revenue	2,000.00	2,485.34	29,105.95	1,455.30	(27,105.95)
01 1800	Community Service Activities	0.00	7,649.67	52,098.96	0.00	(52,098.96)
01 1910	Rental of School Equip&Facilities	0.00	0.00	0.00	0.00	0.00
01 1911	Local License Fees	1,000.00	1,867.80	19,305.50	1,930.55	(18,305.50)
01 1920	CONTRIBUTIONS & DONATIONS	0.00	0.00	485.00	0.00	(485.00)
01 1925	Categorical Grants/non Governmental	0.00	0.00	0.00	0.00	0.00
01 1990	Other Revenue from Local sources	1,500.00	0.00	15,290.00	1,019.33	(13,790.00)
	Subtotal: LOCAL RECIEPTS	4,041,504.06	43,765.68	3,873,520.59	95.84	167,983.47
01 2110	County Fines & License	8,000.00	127.07	2,720.56	34.01	5,279.44
01 2130	Other County Sources	0.00	0.00	0.00	0.00	0.00
01 2210	Esu Receipts	43,200.00	0.00	0.00	0.00	43,200.00
	Subtotal: COUNTY AND ESU RECEIPTS	51,200.00	127.07	2,720.56	5.31	48,479.44
01 3110	State Aid	1,338,850.00	0.00	1,338,850.00	100.00	0.00
01 3120	State Sped (5-21 Years)	60,000.00	0.00	134,968.00	224.95	(74,968.00)
01 3125	Sped Trans School Age	0.00	0.00	1,335.00	0.00	(1,335.00)
01 3130	Homestead Exemption	0.00	10,884.79	55,166.35	0.00	(55,166.35)
01 3131	Relief to Prop Tax Payers	0.00	0.00	92,194.58	0.00	(92,194.58)
01 3132	Personal Property Tax Credit Railroad	0.00	0.00	101,822.57	0.00	(101,822.57)
01 3150	State School Lunch Reimb	0.00	0.00	0.00	0.00	0.00
01 3180	Pro Rata Motor Vehicle	5,000.00	3,579.69	11,529.97	230.60	(6,529.97)
01 3300	In-lieu-of Sch Land Tax	0.00	0.00	59.39	0.00	(59.39)
01 3400	State Apportionment	35,000.00	0.00	49,739.21	142.11	(14,739.21)
01 3500	State Categorical Program	500.00	0.00	0.00	0.00	500.00
01 3512	DISTANCE ED INCENTIVE PMTS	0.00	0.00	6,469.29	0.00	(6,469.29)
01 3535	High Ability Learner Grant	2,000.00	0.00	0.00	0.00	2,000.00
01 3540	State Early Childhood	0.00	0.00	0.00	0.00	0.00
01 3990	OTHER STATE RECEIPTS	1,500.00	0.00	0.00	0.00	1,500.00
	Subtotal: STATE RECEIPTS	1,442,850.00	14,464.48	1,792,134.36	124.21	(349,284.36)
01 4000	Carl Perkins Grant	0.00	0.00	0.00	0.00	0.00
01 4100	Unrestricted Grants-in-Aid Federal Gov	0.00	0.00	0.00	0.00	0.00
01 4105	UNIVERSAL SVC FUND (E-RATE)	0.00	0.00	0.00	0.00	0.00
01 4201	TITLE I REVENUE	0.00	0.00	0.00	0.00	0.00
01 4309	HEADSTART	0.00	0.00	45,675.00	0.00	(45,675.00)
01 4310	REAP Grant	0.00	0.00	15,615.00	0.00	(15,615.00)
01 4400	Title Vi-b(birth-5)	0.00	0.00	0.00	0.00	0.00
01 4505	Fed Chapt I Title 1	100,000.00	0.00	63,416.00	63.42	36,584.00
01 4507	Title I ACCOUNTABILITY	0.00	0.00	0.00	0.00	0.00
01 4509	TITLE II Part A	0.00	0.00	0.00	0.00	0.00
01 4512	IDEA Part B Base	10,000.00	0.00	143,428.00	1,434.28	(133,428.00)
01 4515	IDEA BASE PRESCHOOL	0.00	0.00	3,837.00	0.00	(3,837.00)
01 4516	IDEA B PREK -- REVENUES	0.00	0.00	0.00	0.00	0.00
01 4519	IDEA B Enrolled Poverty	0.00	0.00	0.00	0.00	0.00
01 4524	Other Federal Non-Categorical Recei	10,000.00	0.00	0.00	0.00	10,000.00
01 4525	Voc Education	0.00	0.00	0.00	0.00	0.00
01 4708	Medicaid in Public Schools	3,000.00	0.00	9,733.26	324.44	(6,733.26)

**Fund: 01 GENERAL FUND**

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
01 4709	Medicaid Admin	0.00	0.00	2,030.36	0.00	(2,030.36)
	Subtotal: FEDERAL RECEIPTS	123,000.00	0.00	283,734.62	230.68	(160,734.62)
01 5102	QUALIFIED ZONE ACADEMY BONDS	0.00	0.00	0.00	0.00	0.00
01 5150	Master Note	0.00	0.00	0.00	0.00	0.00
01 5200	Fund Transfer	0.00	0.00	0.00	0.00	0.00
01 5300	Sale of Property	0.00	0.00	0.00	0.00	0.00
01 5301	Insurance Adjust	0.00	0.00	0.00	0.00	0.00
01 5310	Damage Restitution	0.00	0.00	0.00	0.00	0.00
01 5400	Long Term Loans	0.00	0.00	0.00	0.00	0.00
01 5690	Other Non Revenue Recpts	0.00	886.54	2,224.50	0.00	(2,224.50)
	Subtotal: NON-REVENUE RECEIPTS	0.00	886.54	2,224.50	0.00	(2,224.50)
01 9000	Non-program Receipts	0.00	0.00	0.00	0.00	0.00
01 9100	UNUSED BUDGET AUTHORITY	0.00	0.00	0.00	0.00	0.00
	Subtotal: NON-PROGRAM RECEIPTS	0.00	0.00	0.00	0.00	0.00
	Fund Total:	5,658,554.06	59,243.77	5,954,334.63	105.23	(295,780.57)

**Revenue Summary Report**

Processing Month: 07/2019

User ID: SRODRIGUEZ

	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
Grand Total:	5,658,554.06	59,243.77	5,954,334.63	105.23	(295,780.57)

Fund: 05 Activity Fund

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704	FUND BALANCE	27,608.43	0.00	12.59	0.00	27,621.02
05 704 0000	IN/OUT	(27,058.09)	0.00	0.00	0.00	(27,058.09)
05 704 0100	MHS VOLLEYBALL	2,696.17	1,879.85	2,845.37	0.00	3,661.69
05 704 0101	MHS FOOTBALL	(1,202.59)	725.05	1,856.00	0.00	(71.64)
05 704 0102	MHS BOYS BASKETBALL	2,017.83	1,147.90	0.00	0.00	869.93
05 704 0103	MHS GIRLS BASKETBALL	8,169.24	2,555.05	0.00	0.00	5,614.19
05 704 0104	LIONS OF THE QUARTER -- MHS	60.00	0.00	0.00	0.00	60.00
05 704 0105	MORRILL ONE ACTS	264.41	0.00	0.00	0.00	264.41
05 704 0106	MHS CROSS COUNTRY	1,669.56	452.29	0.00	0.00	1,217.27
05 704 0107	MHS GOLF	234.09	0.00	0.00	0.00	234.09
05 704 0109	SPEECH	385.57	0.00	0.00	0.00	385.57
05 704 0110	MHS WRESTLING	716.95	0.00	0.00	0.00	716.95
05 704 0111	CHEERLEADING/SPIRIT SQUAD	666.37	1,561.64	1,855.00	0.00	959.73
05 704 0116	MHS TRACK	(148.79)	0.00	0.00	0.00	(148.79)
05 704 0120	HIGH SCHOOL OFFICIALS/GATE FEES	(3,834.76)	0.00	0.00	0.00	(3,834.76)
05 704 0121	SPED Activity Fund	69.70	0.00	0.00	0.00	69.70
05 704 0130	WESTERN TRAILS CONF (WTC) SCHOLARSHIPS	0.00	500.00	0.00	0.00	(500.00)
05 704 0221	GRAD CLASS 2019	(1,866.56)	0.00	0.00	0.00	(1,866.56)
05 704 0222	GRAD CLASS 2022	290.16	0.00	0.00	0.00	290.16
05 704 0223	GRAD CLASS 2020	748.32	0.00	0.00	0.00	748.32
05 704 0224	Alaric	987.62	0.00	0.00	0.00	987.62
05 704 0225	Meraki	3,148.15	15.00	0.00	0.00	3,133.15
05 704 0226	Klaus	2,883.09	0.00	0.00	0.00	2,883.09
05 704 0227	Sabio	2,723.00	0.00	0.00	0.00	2,723.00
05 704 0416	JR HIGH OFFICIALS/GATE FEES	(550.58)	0.00	0.00	0.00	(550.58)
05 704 0417	JR HIGH VOLLEYBALL	(11.00)	500.00	0.00	0.00	(511.00)
05 704 0418	JR HIGH GIRLS BASKETBALL	28.00	0.00	0.00	0.00	28.00
05 704 0504	Lion Cub Basketball	3,194.83	900.00	0.00	0.00	2,294.83
05 704 0505	Industrial Arts Fund	(440.00)	0.00	0.00	0.00	(440.00)
05 704 0506	LIBRARY/BOOK FAIRS	1,390.89	0.00	0.00	0.00	1,390.89
05 704 0508	MUSIC MAKERS	1,787.90	0.00	0.00	0.00	1,787.90
05 704 0510	NATIONAL HONOR SOCIETY	1,332.59	0.00	0.00	0.00	1,332.59
05 704 0511	SPANISH CLUB	4,109.26	0.00	0.00	0.00	4,109.26
05 704 0512	Elementary Leadership Team	2,898.88	260.00	724.56	0.00	3,363.44
05 704 0513	STUDENT COUNCIL--MHS	3,984.77	0.00	0.00	0.00	3,984.77
05 704 0520	FUTURE BUSINESS LEADERS OF AMERICA--FBLA	823.71	0.00	0.00	0.00	823.71
05 704 0521	FBLA - SCHOLARSHIP FUND	612.30	0.00	0.00	0.00	612.30
05 704 0523	Gamer's Club	172.84	0.00	0.00	0.00	172.84

**Activity Fund Balance Report - Summary - Exclude Encumbrances**  
07/2019 - 08/2019

**Fund: 05      Activity Fund**

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0525	FFA (FUTURE FARMERS OF AMERICA)	22,445.97	179.00	0.00	0.00	22,266.97
05 704 0611	QUIZBOWL	2.61	0.00	0.00	0.00	2.61
05 704 0614	YEARBOOK -- ALL YEARS	5,875.41	0.00	0.00	0.00	5,875.41
05 704 0903	CONCESSION STAND	1,930.06	0.00	982.00	0.00	2,912.06
05 704 0904	KEY DEPOSITS -- WEIGHT ROOM	460.78	0.00	0.00	0.00	460.78
05 704 1050	Cooking Club	220.00	0.00	0.00	0.00	220.00
	Fund Total: 05	<u>71,497.09</u>	<u>10,675.78</u>	<u>8,275.52</u>	<u>0.00</u>	<u>69,096.83</u>

**FINES AND LICENSE TO MORRILL SD #11 ✓**  
**FOR THE MONTH OF JUNE 2019 IS \$1,867.80**

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**Scotts Bluff**  
**MONTHLY COLLECTION REPORT**  
**Fund # 6111 SCHOOL DIST 11 GENERAL**  
**June 30, 2019**

Account	June	Year-To-Date
185-00 DISBURSEMENTS	-169,051.63	-3,219,679.19
304-17 MOTOR VEHICLE TAX	0.00	75,786.46
304-18 MOTOR VEHICLE TAX	11,723.75	67,485.40
305-13 LEVIED TAX 2013	0.00	156.71
305-15 LEVIED TAX 2015	0.00	1,876.00
305-16 LEVIED TAX 2016	0.00	980.95
305-17 LEVIED TAX 2017	38.81	1,167,876.33
305-18 LEVIED TAX 2018	18,228.81	1,650,169.43
306-13 RE & PP INTEREST 2013	0.00	292.37
306-15 RE & PP INTEREST 2015	0.00	623.95
306-16 RE & PP INTEREST 2016	0.00	114.39
306-17 RE & PP INTEREST 2017	5.39	15,646.53
306-18 RE & PP INTEREST 2018	230.97	585.76
320-33 MOTOR SRM COMMISSION	-117.24	-1,432.73
344-01 HOMESTEAD EXEMPT LOSS	10,548.16	63,563.47
344-05 PROPERTY TAX CREDIT	0.00	136,031.98
344-10 LOCALLY ASSESSED TAX CREDIT	0.00	22,529.36
346-01 PRO-RATE MOTOR VEHICLE	3,145.29	10,105.46
346-02 CARLINE TAX	0.00	33,585.68
353-01 IN LIEU TAX-NPPD 57 LEVY	0.00	46.82
353-03 IN LIEU TAX-HOUSING AUTHORITY	0.00	1,348.04
361-01 HOMESTEAD EXEMPT COMMISSION	-105.48	-635.63
361-02 PROPERTY TAX COMMISSION	0.00	-1,360.32
361-11 TAX RELIEF COMMISSION	0.00	-118.32
363-01 PROPERTY TAX COMMISSION	-185.04	-28,383.22
363-07 MV TAX COMMISSIONS	-117.24	-1,432.73
470-05 COUNTY COURT FINES	100.00	395.00
Month Total	-125,555.45	-3,842.05
Previous Fund Balance	169,051.63	47,338.23
<b>Current Fund Balance</b>	<b>43,496.18</b>	<b>43,496.18</b>

*Total GF*  
*= 45,363.98*

**Scotts Bluff**  
**MONTHLY COLLECTION REPORT**  
**Fund # 6311 SCHOOL DIST 11 SINKING**  
**June 30, 2019**

Account	June	Year-To-Date
185-00 DISBURSEMENTS	-9,696.18	-186,658.92
305-15 LEVIED TAX 2015	0.00	113.71
305-16 LEVIED TAX 2016	0.00	59.44
305-17 LEVIED TAX 2017	2.35	70,780.40
305-18 LEVIED TAX 2018	1,104.77	100,010.23
306-15 RE & PP INTEREST 2015	0.00	37.82
306-16 RE & PP INTEREST 2016	0.00	6.93
306-17 RE & PP INTEREST 2017	0.33	948.24
306-18 RE & PP INTEREST 2018	14.00	35.50
344-01 HOMESTEAD EXEMPT LOSS	639.28	3,852.33
344-05 PROPERTY TAX CREDIT	0.00	8,244.35
344-10 LOCALLY ASSESSED TAX CREDIT	0.00	1,365.41
346-01 PRO-RATE MOTOR VEHICLE	190.62	612.45
346-02 CARLINE TAX	0.00	2,035.49
353-03 IN LIEU TAX-HOUSING AUTHORITY	0.00	81.70
361-01 HOMESTEAD EXEMPT COMMISSION	-6.39	-38.51
361-02 PROPERTY TAX COMMISSION	0.00	-82.45
361-11 TAX RELIEF COMMISSION	0.00	-7.17
363-01 PROPERTY TAX COMMISSION	-11.21	-1,719.92
	Month Total	-322.97
	Previous Fund Balance	2,256.72
	<b>Current Fund Balance</b>	<b>1,933.75</b>

Entered S.R. ✓

Scotts Bluff  
MONTHLY COLLECTION REPORT  
Fund # 8811 SCHOOL DIST 11 HAZ/HANDI  
June 30, 2019

QCPLUF

Account		June	Year-To-Date
185-00	DISBURSEMENTS	-8,403.36	-161,771.10
305-15	LEVIED TAX 2015	0.00	98.53
305-16	LEVIED TAX 2016	0.00	51.52
305-17	LEVIED TAX 2017	2.04	61,343.00
305-18	LEVIED TAX 2018	957.46	86,675.53
306-15	RE & PP INTEREST 2015	0.00	32.78
306-16	RE & PP INTEREST 2016	0.00	6.00
306-17	RE & PP INTEREST 2017	0.28	821.79
306-18	RE & PP INTEREST 2018	12.13	30.77
344-01	HOMESTEAD EXEMPT LOSS	554.06	3,338.75
344-05	PROPERTY TAX CREDIT	0.00	7,145.12
344-10	LOCALLY ASSESSED TAX CREDIT	0.00	1,183.36
346-01	PRO-RATE MOTOR VEHICLE	165.21	530.80
346-02	CARLINE TAX	0.00	1,764.09
353-03	IN LIEU TAX HOUSING AUTHORITY	0.00	70.81
361-01	HOMESTEAD EXEMPT COMMISSION	-5.54	-33.38
361-02	PROPERTY TAX COMMISSION	0.00	-71.46
361-11	TAX RELIEF COMMISSION	0.00	-6.21
363-01	PROPERTY TAX COMMISSION	-9.72	-1,490.60
	Month Total	-6,727.44	-279.90
	Previous Fund Balance	8,403.36	1,955.82
	<b>Current Fund Balance</b>	<b>1,675.92</b>	<b>1,675.92</b>

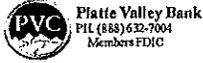
Entered ✓  
S.R.

DEPOSIT TICKET

76 230  
104T

DATE 7/12/19

COUNTY OF SCOTTS BLUFF  
SCHOOL DISTRICT #11 BUILDING FUND  
PH (308) 247-2149  
PO BOX 486  
MORRILL, NE 69358-0486



DEPOSITS MAY NOT BE AVAILABLE FOR IMMEDIATE WITHDRAWAL. CHECKS AND OTHER ITEMS ARE RECEIVED FOR DEPOSIT SUBJECT TO THE PROVISIONS OF THE UNIFORM COMMERCIAL CODE OR ANY APPLICABLE COLLECTION AGREEMENT.

CURRENCY	DOLLARS	CENTS
	COIN	
CHECKS (LIST SEPARATELY)		
1 <i>Sioux County</i>	87	02
2 <i>Treasurer</i>		
3		
4		
5		
6		
7		
8		
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11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
TOTAL FROM OTHER SIDE		
← PLEASE RE-ENTER TOTAL HERE	TOTAL	87 02

⑆104102309⑆ 200034738⑆

111

\$ 87.02

DEPOSIT TICKET

76 230  
104T

DATE 7/12/19

MORRILL PUBLIC SCHOOLS  
SCHOOL DISTRICT #11 GENERAL FUND



DEPOSITS MAY NOT BE AVAILABLE FOR IMMEDIATE WITHDRAWAL. CHECKS AND OTHER ITEMS ARE RECEIVED FOR DEPOSIT SUBJECT TO THE PROVISIONS OF THE UNIFORM COMMERCIAL CODE OR ANY APPLICABLE COLLECTION AGREEMENT.

CURRENCY	DOLLARS	CENTS
	COIN	
CHECKS (LIST SEPARATELY)		
1 <i>Sioux County</i>	2,462	55
2 <i>Treasurer</i>		
3		
4		
5		
6		
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12		
13		
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15		
16		
17		
18		
19		
20		
TOTAL FROM OTHER SIDE		
← PLEASE RE-ENTER TOTAL HERE	TOTAL	2,462.55

⑆104102309⑆ 200034745⑆

111

\$ 2,462.55

DATE 7/12/19

DEPOSITS MAY NOT BE AVAILABLE FOR IMMEDIATE WITHDRAWAL

COUNTY OF SCOTTSBLUFF SCHOOL DISTRICT #11  
HAZARDOUS MATERIAL FUND

	DOLLARS	CENTS
CURRENCY		
COIN		
CHECKS LIST EACH SEPARATELY		
1 Sioux County	75	42
2 Treasurer		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
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16		
17		
18		
19		
20		
21		
22		
23		
24		
25		
26		
27		
28		
TOTAL FROM OTHER SIDE OR ATTACHED LIST		
PLEASE RE-ENTER TOTAL HERE	75	42

⑆104102309⑆ 200034800⑆

111

\$

7542

Checks and other items are received for deposit subject to the provisions of the Uniform Commercial Code or any applicable collection agreement.

**Sioux**  
**MONTHLY COLLECTION REPORT**  
**Fund # 6111 SCH DIST 11S**  
**June 30, 2019**

Account	June	Year-To-Date
185-00 DISBURSEMENTS SD 11S GENERAL	-44,070.97	-832,723.76
304-17 MV TAXES	0.00	6,329.04
304-18 Motor Vehicle Tax	1,020.25	16,720.70
305-17 REAL ESTATE PERSONAL PROPERTY TAX	0.00	236,688.48
305-18 Real Estate & Personal Property Tax	560.82	504,147.67
306-17 INTEREST	0.00	1,215.60
306-18 Interest	3.95	45.59
320-33 1% DMV COMMISSION	-10.20	-230.48
324-03 LIQUOR LICENSE FEES	0.00	60.48
344-01 HOMESTEAD	446.58	2,702.05
344-05 PROPERTY TAX CREDIT	0.00	47,370.76
344-10 PER PROP TAX CREDIT LOCALLY ASSESS	0.00	4,608.69
344-11 PERS PROP TAX CREDIT PUBLIC SERV CO	0.00	122.86
344-12 PERS PROP TAX CREDIT RAILROADS	0.00	2,963.49
346-01 PRO RATE	434.40	1,424.51
346-02 CARLINE TAX	0.00	10,912.51
353-01 IN LIEU OF TAX PRIOR TO 1957	0.00	12.57
361-01 HOMESTEAD EXEMP COMMISSION	-4.47	-27.04
361-02 COMMISSIONS	0.00	-473.70
361-11 PERS PROP TAX CREDIT COMMISSION	0.00	-46.09
363-01 TAX COMMISSION	-5.65	-7,420.99
363-07 MV Tax Commissions	-10.20	-230.48
470-05 COUNTY COURT FINES AND LICENSE	27.07	1,252.94
	Month Total	-41,608.42
	Previous Fund Balance	44,070.97
	<b>Current Fund Balance</b>	<b>2,462.55</b>

Entered 7/18/19  
S.R.

07/01/2019  
02:40 PM

Sioux  
MONTHLY COLLECTION REPORT  
Fund # 6311 SCH DIST 11S SINK  
June 30, 2019

Account		June	Year-To-Date
185-00	DISBURSEMENTS SD 11S SINK	-2,494.21	-48,968.12
305-17	REAL ESTATE PERSONAL PROPERTY TAX	0.00	14,344.75
305-18	Real Estate & Personal Property Tax	33.99	30,554.39
306-17	INTEREST	0.00	73.66
306-18	Interest	0.24	2.76
324-03	LIQUOR LICENSE FEES	0.00	3.67
344-01	HOMESTEAD	27.07	163.78
344-05	PROPERTY TAX CREDIT	0.00	2,870.96
344-10	PER PROP TAX CREDIT LOCALLY ASSESS	0.00	279.32
344-11	PERS PROP TAX CREDIT PUBLIC SERV CO	0.00	7.45
344-12	PERS PROP TAX CREDIT RAILROADS	0.00	179.60
346-01	PRO RATE	26.33	86.34
346-02	CARLINE TAX	0.00	661.37
361-01	HOMESTEAD EXEMP COMMISSION	-0.27	-1.63
361-02	COMMISSIONS	0.00	-28.70
361-11	PERS PROP TAX CREDIT COMMISSION	0.00	-2.79
363-01	TAX COMMISSION	-0.34	-449.75
	Month Total	-2,407.19	-222.94
	Previous Fund Balance	2,494.21	309.96
	Current Fund Balance	87.02	87.02

Entered S.R. ✓

07/01/2019  
02:40 PM

**Sioux**  
**MONTHLY COLLECTION REPORT**  
**Fund # 6411 MORRILL 11S - hdcp**  
**June 30, 2019**

<u>Account</u>		<u>June</u>	<u>Year-To-Date</u>
185-00	Disbursements 11S HDCP	0.00	-4,784.81
305-18	Real Estate & Personal Property Tax	0.00	4,622.70
344-11	PERS PROP TAX CREDIT PUBLIC SERV	0.00	6.45
344-12	PERS PROP TAX CREDIT RAILROADS	0.00	155.66
	Month Total	0.00	0.00
	Previous Fund Balance	0.00	0.00
	<b>Current Fund Balance</b>	<b>0.00</b>	<b>0.00</b>

**Sioux**  
**MONTHLY COLLECTION REPORT**  
**Fund # 6811 SCH DIST 11S HDCP**  
**June 30, 2019**

Account		June	Year-To-Date
185-00	DISBURSEMENTS SD 11S HANDICAP	-2,161.66	-37,700.49
305-17	REAL ESTATE PERSONAL PROPERTY TAX	0.00	12,432.12
305-18	Real Estate & Personal Property Tax	29.46	21,857.79
306-17	INTEREST	0.00	63.86
306-18	Interest	0.21	2.40
324-03	LIQUOR LICENSE FEES	0.00	3.18
344-01	HOMESTEAD	23.46	141.94
344-05	PROPERTY TAX CREDIT	0.00	2,488.16
344-10	PER PROP TAX CREDIT LOCALLY ASSESS	0.00	242.07
346-01	PRO RATE	22.82	74.83
346-02	CARLINE TAX	0.00	573.18
361-01	HOMESTEAD EXEMP COMMISSION	-0.23	-1.40
361-02	COMMISSIONS	0.00	-24.88
361-11	PERS PROP TAX CREDIT COMMISSION	0.00	-2.42
363-01	TAX COMMISSION	-0.30	-343.55
	Month Total	-2,086.24	-193.21
	Previous Fund Balance	2,161.66	268.63
	<b>Current Fund Balance</b>	<b>75.42</b>	<b>75.42</b>

Platte Valley Bank  
Community Banking For YOU!  
www.pvbank.com

7/12/2019 11:05:14 AM  
Drawer #: 10112  
Trans#: 49  
Account #: \*\*\*\*4800

Available Balance: \*\*\*\*\*  
\*\*\*\*\*  
\*\*\*\*\*

Checking Deposit

**\$75.42**

We Appreciate Your Business  
Thank you for banking with PVB  
DUPLICATE

Platte Valley Bank  
Community Banking For YOU!  
www.pvbank.com

7/12/2019 11:05:14 AM  
Drawer #: 10112  
Trans#: 49  
Account #: \*\*\*\*4738

Available Balance: \*\*\*\*\*  
\*\*\*\*\*  
\*\*\*\*\*

Checking Deposit

**\$87.02**

We Appreciate Your Business  
Thank you for banking with PVB  
DUPLICATE

Platte Valley Bank  
Community Banking For YOU!  
www.pvbank.com

7/12/2019 11:04:09 AM  
Drawer #: 10112  
Trans#: 48  
Account #: \*\*\*\*4746

Available Balance: \*\*\*\*\*  
\*\*\*\*\*  
\*\*\*\*\*

Checking Deposit

**\$2,462.55**

We Appreciate Your Business  
Thank you for banking with PVB

**August Board Meeting  
Activity Report  
8/12/2019**

Booster club kick off- Possibly August 23<sup>rd</sup>?

Recruiting presentation for all coaches to use as a reference. (See attachment)

WTC KSB report- Training was held on August 7<sup>th</sup> for all coaches and sponsors regarding the impact of title IX and how to protect everyone. (See attachment)

Coach Rice informed me that Laura Sherrod is going to sign to play volleyball at Colby Community College.

# ACADEMIC REQUIREMENTS OF AN NCAA STUDENT-ATHLETE

PRESENTED BY:

BOB NOLTE

ASSOCIATE DIRECTOR OF COMPLIANCE - EDUCATION

UNIVERSITY OF MISSOURI



# FOUR PARTS OF INITIAL-ELIGIBILITY



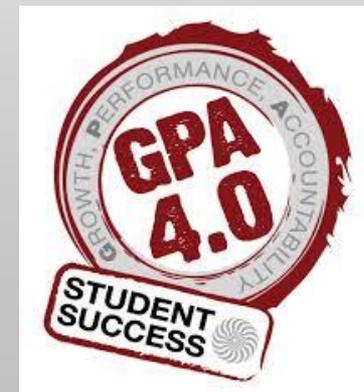
Graduation from high school



Completion of 16 core courses



Minimum corresponding ACT or SAT score



Minimum core GPA

# GRADUATE AND GPA

## GRADUATION

- MUST GRADUATE IN 4 YEARS FROM THE START OF 9<sup>TH</sup> GRADE.
- IF YOU DO NOT COMPLETE HIGH SCHOOL ON TIME, YOUR CORE COURSES TAKEN AFTER HIGH SCHOOL WILL NOT COUNT TOWARD NCAA REQUIREMENTS.
- MUST PROVIDE NCAA WITH TRANSCRIPT SHOWING PROOF OF GRADUATION.

## GPA

- MINIMUM GPA OF 2.300 IN YOUR CORE COURSES.

# CORE COURSES

- **QUALIFY FOR HIGH SCHOOL GRADUATION IN ENGLISH, MATH (ALGEBRA 1 OR HIGHER), NATURAL OR PHYSICAL SCIENCES, SOCIAL SCIENCE, FOREIGN LANGUAGE OR COMPARATIVE RELIGION OR PHILOSOPHY.**
- ARE CONSIDERED FOUR-YEAR COLLEGE PREPARATORY.
- ARE TAUGHT AT OR ABOVE THE HIGH SCHOOL'S REGULAR ACADEMIC LEVEL.
- ARE TAUGHT BY A QUALIFIED INSTRUCTOR.

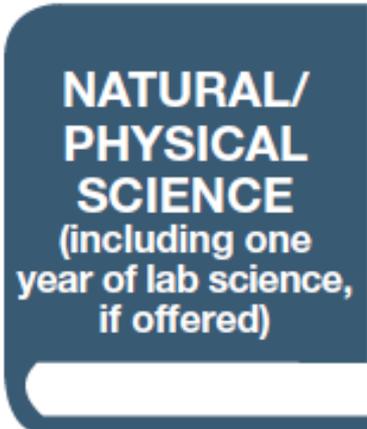
TIP: YOU CAN FIND YOUR SCHOOL'S LIST OF NCAA-APPROVED CORE COURSES BY GOING TO [ELIGIBILITYCENTER.ORG/COURSELIST](https://eligibilitycenter.org/courselist).

Complete 10 NCAA core courses, including seven in English, math or natural/physical science, before your seventh semester.



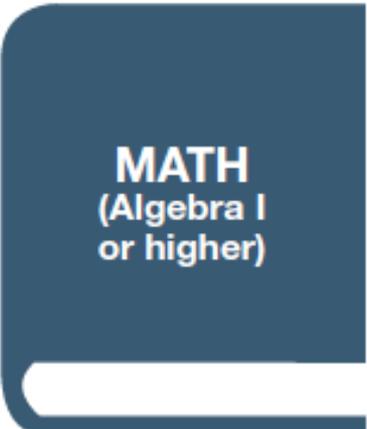
**ENGLISH**

**4 years**



**NATURAL/  
PHYSICAL  
SCIENCE**  
(including one  
year of lab science,  
if offered)

**2 years**



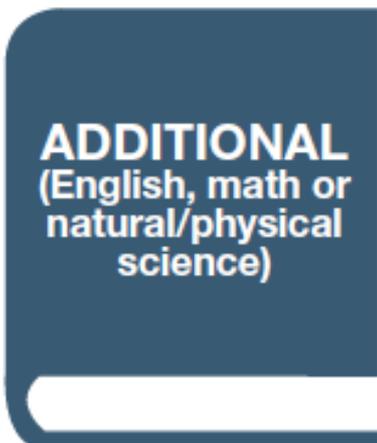
**MATH**  
(Algebra I  
or higher)

**3 years**



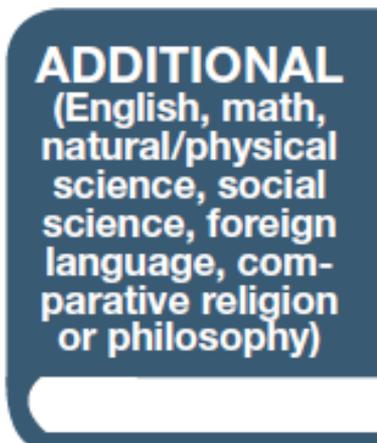
**SOCIAL  
SCIENCE**

**2 years**



**ADDITIONAL**  
(English, math or  
natural/physical  
science)

**1 year**



**ADDITIONAL**  
(English, math,  
natural/physical  
science, social  
science, foreign  
language, com-  
parative religion  
or philosophy)

**4 years**

# ADDITIONAL CORE COURSE REQUIREMENTS FOR QUALIFIERS

- **10 of 16** REQUIRED CORE COURSES MUST BE COMPLETED PRIOR TO THE START OF THE 7<sup>TH</sup> SEMESTER OF HIGH SCHOOL
  - THIS INCLUDES SUMMER SCHOOL BETWEEN THE END OF JUNIOR YEAR AND THE START OF SENIOR YEAR
- **7 of these 10** COURSES MUST BE ENGLISH, MATH, AND NATURAL/PHYSICAL SCIENCE
- THE GRADES FOR THESE 10 COURSES **MUST BE USED** **IN CALCULATING GPA** AND CANNOT BE REPLACED BY CLASSES COMPLETED AT A LATER DATE

# CURRENT DIVISION I INITIAL- ELIGIBILITY INDEX EXCERPT

<u>Core GPA</u>	<u>New SAT</u> (post March 2016)	<u>ACT</u> (4 sub scores= Sum Score)
3.550	400	37
3.000	720	52
2.750	810	59
2.500	900	68
2.300	980	75
2.250	1000	77
2.000	1100	86

# THREE CATEGORIES OF ELIGIBILITY

- QUALIFIER: ELIGIBLE FOR ATHLETICS SCHOLARSHIP, PRACTICE, AND COMPETITION DURING FIRST YEAR OF ENROLLMENT
  - MINIMUM 2.300 CORE GPA
- ACADEMIC REDSHIRT: ELIGIBLE FOR ATHLETICS SCHOLARSHIP IN FIRST YEAR OF ENROLLMENT AND FOR PRACTICE DURING FIRST TERM OF ENROLLMENT
  - MINIMUM 2.000 CORE GPA
  - MUST PASS AT LEAST 9 HOURS DURING FIRST COLLEGIATE SEMESTER TO BE ELIGIBLE FOR PRACTICE SECOND TERM OF ENROLLMENT
  - MAY NOT ENGAGE IN COMPETITION DURING FIRST YEAR OF ENROLLMENT
- NON-QUALIFIER: INELIGIBLE FOR ATHLETICS SCHOLARSHIP, PRACTICE, AND COMPETITION DURING FIRST YEAR OF ENROLLMENT
  - *BELOW 2.000 CORE GPA, INSUFFICIENT TEST SCORE, LESS THAN 16 CORE COURSES*

# HOW TO PREPARE FOR QUALIFIER STATUS

- *FRESHMAN AND SOPHOMORE YEARS*
  - CAREFULLY (AND STRATEGICALLY!) CHOOSE COURSES
  - APPROVED COURSE LISTS ARE AT [WWW.ELIGIBILITYCENTER.ORG](http://WWW.ELIGIBILITYCENTER.ORG)
    - SEARCH BY HIGH SCHOOL NAME OR CEEB CODE
- *JUNIOR YEAR*
  - TAKE ACT/SAT AND REPORT SCORE TO THE ELIGIBILITY CENTER (CODE: 9999)
  - ALL ACT/SAT SCORES MUST BE SENT DIRECTLY TO THE ELIGIBILITY CENTER FROM THE TESTING AGENCY (NCAA BYLAW 14.3.1.3.4)
  - REGISTER WITH THE ELIGIBILITY CENTER AND SUBMIT AN OFFICIAL 6<sup>TH</sup> SEMESTER TRANSCRIPT TO THE ELIGIBILITY CENTER
- *SENIOR YEAR*
  - RETAKE ACT/SAT, IF NECESSARY, AND SUBMIT SCORE TO THE ELIGIBILITY CENTER
  - SUBMIT FINAL OFFICIAL TRANSCRIPT WITH PROOF OF GRADUATION TO THE ELIGIBILITY CENTER

# DIVISION II INITIAL-ELIGIBILITY REQUIREMENTS

- QUALIFIER:

- GRADUATE FROM HIGH SCHOOL
- COMPLETE 16 CORE COURSES:
  - 3 ENGLISH
  - 2 MATH (ALGEBRA 1 OR HIGHER)
  - 2 NATURAL/PHYSICAL SCIENCE
  - 3 ADDITIONAL ENGLISH, MATH, NATURAL/PHYSICAL SCIENCE
  - 2 SOCIAL SCIENCE
  - 4 ADDITIONAL CORE
- EARN A 2.20 CORE GPA OR HIGHER
- ACHIEVE A 70 ACT SUM SCORE OR 840 COMBINED SAT SCORE

- PARTIAL QUALIFIER:

- GRADUATE FROM HIGH SCHOOL
- COMPLETE 16 CORE COURSES:
  - 3 ENGLISH
  - 2 MATH (ALGEBRA 1 OR HIGHER)
  - 2 NATURAL/PHYSICAL SCIENCE
  - 3 ADDITIONAL ENGLISH, MATH, NATURAL/PHYSICAL SCIENCE
  - 2 SOCIAL SCIENCE
  - 4 ADDITIONAL CORE
- EARN A 2.00 CORE GPA OR HIGHER
- ACHIEVE A 68 ACT SUM SCORE OR 820 COMBINED SAT SCORE

# NAIA FRESHMAN ELIGIBILITY REQUIREMENTS

- GRADUATE FROM AN ACCREDITED HIGH SCHOOL OR BE ACCEPTED AS A REGULAR STUDENT IN GOOD ACADEMIC STANDING
- COMPLETE TWO OF THE FOLLOWING THREE:
  - ACHIEVE A MINIMUM ACT COMPOSITE SCORE OF 18 OR SAT COMBINED SCORE OF 860
  - EARN A MINIMUM 2.00 GPA ON A 4.0 SCALE
  - GRADUATE IN THE TOP 50%
- [HTTP://WWW.PLAYNAIA.ORG/](http://www.playnaia.org/)

# AMATEURISM



# AMATEURISM

IN GENERAL, AMATEURISM REQUIREMENTS DO NOT ALLOW:

- CONTRACTS WITH PROFESSIONAL TEAMS.
- SALARY FOR PARTICIPATING IN ATHLETICS.
- PRIZE MONEY ABOVE ACTUAL AND NECESSARY EXPENSES.
- PLAY WITH PROFESSIONALS.
- TRYOUTS, PRACTICE OR COMPETITION WITH A PROFESSIONAL TEAM.
- BENEFITS FROM AN AGENT OR PROSPECTIVE AGENT.
- AGREEMENT TO BE REPRESENTED BY AN AGENT.
- DELAYED INITIAL FULL-TIME COLLEGIATE ENROLLMENT TO PARTICIPATE IN ORGANIZED SPORTS COMPETITION.

TIP: IF YOU HAVE QUESTIONS ABOUT ACTIONS THAT COULD IMPACT YOUR AMATEURISM, CONTACT THE NCAA ELIGIBILITY CENTER TO ENSURE YOUR DECISION WILL NOT IMPACT YOUR FUTURE ELIGIBILITY.

# FINANCIAL AID



# HEAD COUNT SPORTS – FULL SCHOLARSHIPS

- **MEN'S SPORTS:**

- BASKETBALL (13)
- FBS FOOTBALL (85, NO MORE THAN 25 INITIAL AWARDS)

- **WOMEN'S SPORTS:**

- BASKETBALL (15)
- GYMNASTICS (12)
- TENNIS (8)
- VOLLEYBALL (12)

# EQUIVALENCY SPORTS - MEN

- BASEBALL (11.7, MINIMUM 25% AWARD, NO MORE THAN 27 TOTAL AWARDS)
- CROSS COUNTRY/TRACK & FIELD (12.6)
- FENCING (4.5)
- FCS FOOTBALL (63, NO MORE THAN 30 INITIAL AWARDS AND 85 TOTAL AWARDS)
- GOLF (4.5)
- GYMNASTICS (6.3)
- ICE HOCKEY (18, NO MORE THAN 30 TOTAL AWARDS)
- LACROSSE (12.6)
- RIFLE (3.6)
- SKIING (6.3)
- SOCCER (9.9)
- SWIMMING & DIVING (9.9)
- TENNIS (4.5)
- VOLLEYBALL (4.5)
- WATER POLO (4.5)
- WRESTLING (9.9)

# EQUIVALENCY SPORTS - WOMEN

- BOWLING (5)
- CROSS COUNTRY /TRACK & FIELD (18)
- EQUESTRIAN (15)
- FENCING (5)
- FIELD HOCKEY (12)
- GOLF (6)
- ICE HOCKEY (18, NO MORE THAN 30 TOTAL AWARDS)
- LACROSSE (12)
- ROWING (20)
- RUGBY (12)
- SAND VOLLEYBALL (6, NO MORE THAN 14 TOTAL AWARDS)
- SKIING (7)
- SOCCER (14)
- SOFTBALL (12)
- SWIMMING AND DIVING (14)
- WATER POLO (8)

# RECRUITING



# TIMING OF OFF-CAMPUS CONTACTS

<b>Sport(s)</b>	<b>Date</b>
<b>M. Basketball</b>	Opening day of junior year in high school
<b>W. Basketball</b>	March 1 of junior year
<b>Football and Baseball</b>	July 1 following junior year in high school
<b>Softball</b>	September 1 at the beginning junior year
<b>All Other Sports</b>	August 1 at the beginning junior year

# TIMING OF TELEPHONE CALLS

Sport(s)	First Permissible Date to Call a PSA	Frequency of calls
<b>M. Basketball</b>	June 15 of sophomore year	Unlimited
<b>W. Basketball and Baseball</b>	September 1 of junior year	Unlimited except during July
<b>Football</b>	April 15- May 31 of junior year	One call
	September 1 of senior year	One call per week, except unlimited during contact period
<b>Softball</b>	September 1 of junior year	Unlimited
<b>All Other Sports</b>	June 15 of sophomore year	Unlimited

All Other Sports also cannot accept incoming calls from a PSA until after June 15 of sophomore year. Softball cannot accept incoming calls from a PSA until after September 1 of junior year

# TIMING OF RECRUITING MATERIALS

<b>Sport(s)</b>	<b>First Permissible Date to Send to PSAs</b>
<b>M. Basketball</b>	June 15 following sophomore year
<b>W. Basketball</b>	September 1 of junior year
<b>Football</b>	September 1 of junior year
<b>Baseball and Softball</b>	September 1 of junior year
<b>All Other Sports</b>	June 15 following sophomore year

Once a student is able to receive recruiting materials, there are no restrictions on the method of contact. These may include email, fax, letters, social media direct messages, or other written communications. Any recruiting materials must be private between the coach and the student and family (i.e. Coach cannot post publicly on student or parents Facebook profile).

# IMPORTANT TELEPHONE NUMBERS AND WEBSITES

- NCAA ELIGIBILITY CENTER
  - **TOLL FREE:** 877/262-1492
  - **INTERNATIONAL CALLERS:** 317/223-0700
  - **FAX:** 317/968-5100
  - [WWW.ELIGIBILITYCENTER.ORG](http://WWW.ELIGIBILITYCENTER.ORG)
  
- NCAA NATIONAL OFFICE
  - 317/917-6222
  - **HOTLINE:** 800/638-3731
  - **FAX:** 317/917-6622
  - [WWW.NCAA.ORG](http://WWW.NCAA.ORG)
  
- COLLEGE BOUND STUDENT-ATHLETE GUIDE
  - [WWW.NCAAPUBLICATIONS.COM/PRODUCTDOWNLOADS/CBSA18.PDF](http://WWW.NCAAPUBLICATIONS.COM/PRODUCTDOWNLOADS/CBSA18.PDF)

**WTC Activity Conference  
(Don't resign...it'll be okay!)**

**Steve Williams  
Bobby Truhe**

 **KSB School Law**

 **@Steve\_at\_KSB  
@btruhe**



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**Agenda**

- Vaping/Juuling
- Title IX Overview
- Staff Issues
  - Appropriate relationships
  - Reporting and liability
- Student Issues
  - Gender identity and sexual orientation update
  - Obligations for staff, reporting, and liability
  - Locker rooms and supervision

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### Juuling

- What is a Juul?
  - Brand-name of a e-cig that looks like a USB flash drive
  - Charges in a USB port
  - Small enough to be concealed in a closed fist, backpack, sock, or undergarment
  - Hard to detect for teachers that do not know what they are looking for!

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### Juuling

- Hard to detect because the vapor a Juul emits does not smell like cigarette smoke
- Students can blow vapor into a backpack or sweater and teacher is none the wiser
- One pack of oil for a Juul contains the nicotine equivalent to 1-pack of cigarettes

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## Juuling

- Law enforcement and DREs report Juuls are used to inhale controlled substances
- Juul controls 72% of e-cig market
- FDA has stepped in to determine whether Juul is deliberately targeting minors as consumers
- FDA commission says Juuling has reached "epidemic proportions" in high schools and middle schools

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## LB 149

- Added "nicotine delivery systems"
  - any product or device containing nicotine, tobacco, or tobacco derivatives that employs a heating element, power source, electronic circuit, or other electronic, chemical, or mechanical means, regardless of shape or size, to simulate smoking by delivering the nicotine, tobacco, or tobacco derivatives in vapor, fog, mist, gas, or aerosol form to a person inhaling from the product or device.
- Increased age to 19

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## The laws they are a changin'



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### Introduction to Title IX

- A federal statute that prohibits discrimination:
  - On the basis of sex
  - In education programs or activities
  - Receiving federal financial assistance

20 U.S.C. § 1681 et seq.

34 C.F.R. § 106 et seq.

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### Title IX

▪ "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

- Purpose: To combat the "corrosive and unjustified discrimination against women in the American educational system."

--Senator Bayh of Indiana

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### Title IX is about access!

- Title IX **is not**:
  - just about equality in the programs and activities
  - just about sports
  - a discipline statute, but discipline may be appropriate to address Title IX issues
  - a requirement to trigger IDEA or Section 504 services, but in many cases it may be part of a trigger to identify a student

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## Title IX is about access!

- So what is Title IX?
  - It's about access to programs and activities
  - It applies to students and employees of a covered school
  - A covered entity must provide access, interim measures, accommodations, and modifications to programs and activities for victims and aggressors (for students)
  - It applies to violations of third-parties
  - It applies to conduct outside of school and prior to a student's attendance for conduct "on the basis of sex" including assault, discrimination, and harassment

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## A recent example...




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Fiddelke said UNL's Title IX office will not look into the matter. Title IX pertains broadly to discrimination on the basis of sex. Title IX often comes into play in college sexual assault and harassment cases.

"Title IX applies to students, faculty and staff," Fiddelke said. "Maurice Washington was not a (UNL) student in March of 2018." That is when Washington is alleged to have sent the incriminating video to his ex-girlfriend.

Andrew Miltenberg, a Title IX attorney in New York, said universities have different views on whether a college Title IX office should look into situations that happened before the accused person was a university student.

Many colleges take the view that regardless of when and where the alleged incident took place, if the person is a student when the university finds out about the situation, the Title IX office has a duty to investigate for the sake of the college community, he said.

Federal Education Secretary Betsy DeVos has proposed new rules affecting Title IX. "Hopefully the new rules add a little clarity to this," Miltenberg said.




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"It's unfortunate that this hasn't all been worked out to this point," Frost said. "I've been keeping it as far away from me and the team as I can. When that time comes (to make a decision), it won't just be me. It will be members of the Athletic Department as well."




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**What Is Discrimination "On The Basis Of Sex"?**

- Any disparate treatment based on a person's sex
  - Does not require hostility or intent to harm; difference in treatment is enough
    - Usually proved by circumstantial, not "smoking gun" evidence
- Includes "sexual misconduct"
- Includes gender stereotyping (and maybe sexual orientation and gender identity)

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**OCR Thinks of "on the basis of sex" differently than Coach Noland**

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**Introduction To Title IX:  
Key Terms**

- Unwelcome Conduct
  - By an employee, student, third party
  - Of a sexual nature: sexual advances, requests for sexual favors, nonverbal or physical conduct of a sexual nature; or
  - Nonsexual gender-based conduct: aggression, intimidation, hostility based on sex/gender

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**Introduction To Title IX:  
Key Terms**

- Sexual violence:
  - Physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to age or use of drugs/alcohol or intellectual/other disability
  - Acts that fall into this category include – rape, sexual assault, sexual battery, sexual abuse, and sexual coercion
  - Is a form of sexual harassment

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**General Duties Under Title IX**

- Upon notice district must:
- Take prompt and effective action to:
    - End the misconduct
    - Prevent its recurrence
  - General expectation:
    - Conduct investigation
    - Institute remedies as appropriate
    - Follow policies created to comply with Title IX
    - Respond within **60 days**

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**So what are those policies?**

[Empty box for notes]

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**Title IX Coordinator**

“Each recipient shall designate at least one employee to coordinate its efforts to comply with and carry out its responsibilities under [Title IX], including any investigation of any complaint communicated to such recipient alleging its noncompliance with this part or alleging any actions which would be prohibited by this part”

[Empty box for notes]

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**Title IX Coordinator**

**5026  
Sex Equality in the Education Program**

The district prohibits discrimination on the basis of sex in any educational program or activity except when it is necessary to accomplish a specific purpose that does not impinge upon essential equality or fairness in the treatment of students or employees. Employees are required to comply with this policy and the subsequent rules and regulations, as well as with Title IX of the Education Amendments of 1972 and the regulations of the U.S. Department of Education as applicable to this district.

The district's Title IX Coordinator is the Superintendent. The Title IX Coordinator may be contacted at 308 262 1470 or in person at 800 Q Street, Bridgeport NE 69336.

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## All schools have policies and handbook provisions for students and staff!

The U.S. Equal Employment Opportunity Commission has issued guidelines interpreting Section 703 of Title VII as prohibiting sexual harassment. Sexual harassment is defined in those guidelines as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical misconduct of a sexual nature constitutes sexual harassment when:

- (1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment,
- (2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or
- (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

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

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or
- g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

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## Schools must have a complaint procedure

### Complaint and Appeal Process.

- 1. The first step is for the complainant to speak directly to the person(s) with whom the complainant has a concern. For example, a parent who is unhappy with a classroom teacher should initially discuss the matter with the teacher. However, the complainant should skip the first step if complainant believes speaking directly to the person would subject complainant to discrimination or harassment.
- 2. The second step is for the complainant to speak to the building principal, Title IX/504 coordinator, superintendent of schools, or president of the board of education, as set forth below.
  - a) Complaints about the operation, decisions, or personnel within a building should be submitted to the principal of the building.
  - b) Complaints about the operations of the school district or a building principal should be submitted in writing to the superintendent of schools.
  - c) Complaints about the superintendent of schools should be submitted in writing to the president of the board of education.

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### In case you're still wondering why we're here...

**5. Training:**

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

In addition, the District shall ensure that employees designated to address or investigate discrimination, harassment, and retaliation, including designated compliance coordinators, receive additional specific training to promptly and effectively investigate and respond to complaints and reports of discrimination, and to know the District's grievance procedures and the applicable confidentiality requirements.

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### So, what does Title IX require, and what will the new regs say?

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### New Sheriff in Town

▪ In 2017 speech, Education Secretary Betsy DeVos declared that "the era of 'rule by letter' is over"

- Referring to the rescinded guidance letters seen as expanding Title IX's requirements without rulemaking
- Promised in 2017 Q&A guidance to engage in formal, collaborative rulemaking efforts

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**Revised Guidance on Sex Assault**  
(September 2017)



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE FOR CIVIL RIGHTS

September 2017

**Q&A on Campus Sexual Misconduct**

Under Title IX of the Education Amendments of 1972 and its implementing regulations, an institution that receives federal funds must ensure that no student suffers a deprivation of her or his access to educational opportunities on the basis of sex. The Department of Education intends to engage in rulemaking on the topic of schools' Title IX responsibilities concerning complaints of sexual misconduct, including peer-on-peer sexual harassment and sexual violence. The Department will solicit input from stakeholders and the public during that rulemaking process. In the interim, these questions and answers—along with the *Revised Sexual Harassment Guidance* previously issued by the Office for Civil Rights—provide information about how OCR will assess a school's compliance with Title IX.

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**Revised Guidance on Sex Assault**  
(September 2017)

- District had to make two choices:
  - Clear and convincing vs. preponderance
  - Appeal procedures

[Link to Q&A](#)

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**Proposed Regulations**

- On Nov. 29, 2018 Education Department announced proposed Title IX regulations
  - Published in Federal Register
  - Initiates 60-day comment period which technically ended 1/28/19
  - Additional one-day comment period in February due to technology glitches

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### Return to Deliberate Indifference

- 34 CFR § 106.44 would prohibit districts from being “deliberately indifferent” to sexual harassment it has *actual knowledge*
  - Rejecting the “known or reasonably should have known” standard imposed by rescinded guidance via DOE/DOJ

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### General Duties Under Title IX

Upon notice district must:

- Take prompt and effective action to:
  - End the misconduct
  - Prevent its recurrence
- General expectation:
  - Conduct investigation
  - Institute remedies as appropriate
  - Follow policies created to comply with Title IX
  - Respond within **60 days**

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### Administrative Changes under 34 CFR § 106.45

- Requires that Title IX determinations be rendered by an individual who is *not* the Title IX coordinator **or** investigator
  - Determination must be made in writing, include an explanation, and be provided to both parties
- Training materials for Title IX Coordinators, investigators and decision-makers must foster impartiality
  - Ties back to prohibition against bias and conflicts of interest on behalf of these individuals

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### Administrative Changes under 34 CFR § 106.45

- Obligations trigger upon receipt of a complaint
  - Doesn't have to be the "victim" complaining
  - Could be concerned friend, parent, etc.
- Title IX Coordinator MUST file his/her own complaint upon notice of 2 reports of misconduct

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### Investigations and Responses

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### Responding to Harassment Complaints

- **Step 1: Stop Any Ongoing Harassment Immediately.**
  - Moving quickly tells everyone that such behavior is not acceptable and that your school takes harassment seriously.
  - You also must take steps necessary to ensure that the harassment does not recur.

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**Responsible Employee**  
**34 CFR § 106.44(e)(6)**

- District has “actual knowledge” of sex harassment when any teacher knows of it
  - Applies to student-on-student misconduct
- Likely OCR would consider this any sponsor/coach in the activity context
- But our SDA says “administrative or teaching personnel” for discipline...

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**Neb. Rev. Stat. 79-258**

“Administrative and teaching personnel may take actions regarding student behavior, other than those specifically provided in the Student Discipline Act, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but need not be limited to, counseling of students...rearrangement of schedules...restriction of extracurricular activity....”

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**During Investigation: OCR**  
**Requires “Interim Measures”**

- Provide complainant with periodic updates on status of the investigation
- Minimize burden on the parties to the complaint
- Make sure parties understand the process
- Keep parties informed of the status of the investigation
- New regulations also require this

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### Responding to Harassment Complaints

#### ▪Step 2: Create a plan.

- Written list of interviewees
- Written list of questions
- Written list of documents/video/other evidence
- Review time line
  - Within 60 days ("recommended" by OCR)
  - Check your policy!

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### Administrative Changes under 34 CFR § 106.45(b)(3)

- School District bears burden of proof
- Must provide equal opportunity for both parties to introduce evidence
- May not restrict ability of either party to talk
- Must allow parties to have others present
- Must allow sufficient time to prepare for interviews
- Must allow either live hearing or questions and follow up in writing

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### Responding to Harassment Complaints

#### ▪Step 3: Interviews

- Complainant, alleged aggressor, all possible witnesses
- Remind parties and witnesses that they are protected from retaliation
- Interview strategies:
  - Ask open-ended questions
  - Move from general to specific
  - Make the students describe EXACTLY what happened (even if it is awkward)

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**Due Process under  
34 CFR § 106.45**

- Proposed regulation would outline grievance procedures for Title IX complaints that require:
  - Equitable treatment for complainant and respondent in grievance *and* appeals
  - Notice of formal complaints to respondent
  - Objective evaluation of all evidence
  - Unbiased administrative actors
  - Presumption of innocence
  - Reasonably prompt resolution
  - Description of potential sanctions, remedies, and available supports
  - Description of evidentiary standard to be used

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**Due Process under  
34 CFR § 106.45**

- Notably, proposed changes would afford both the complainant and the respondent the right to question the other party
  - May be in written form in elementary/secondary context
  - May be in live hearing
  - Questioning would occur by the advisors of each party
    - No personal confrontation

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**Responding to Harassment Complaints**

- **Step 4: Review Documents and Other Evidence**
  - Take steps to preserve digital evidence
  - Confer with IT experts
  - Urban dictionary might be your best friend

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### Responding to Harassment Complaints

#### ▪Step 5: Prepare written summary of investigation and take action

- Must inform victim of results of investigation, but not discipline (if any)
- Not required to provide written report to parties

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### Administrative Changes under 34 CFR § 106.45(b)(3)

- Before Investigation Report Issued
  - Must provide all evidence in electronic format 10 days before written report issued
  - Must allow parties to respond to evidence before report is issued
- Must Issue Written Investigation Report
  - Must summarize evidence
  - Must be issued 10 days before hearing or time determination is made
  - Must give copy to both parties

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### Administrative Changes under 34 CFR § 106.45(b)(3)

- Must Issue Written Decision
  - Must be issued to both parties simultaneously
  - Must include
    - Identification of code of conduct section allegedly violated
    - Description of investigatory process
    - Findings of fact
    - Conclusions of application of policy to facts
    - Rationale for any sanctions or remedies
    - Appeal process if any

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### Purpose of the NE SDA

▪ The purpose of the Student Discipline Act is to assure the protection of all elementary and secondary school students' constitutional right to due process and fundamental fairness within the context of an orderly and effective educational process. The sanctions defined in the act shall be interpreted at all times in the light of the principles of free speech and assembly protected under the Constitution of Nebraska and the United States Constitution and in recognition of the right of every student to public education.

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### New Regs v. SDA

- SDA
  - Day of incident: principal letter to supt. (needed to suspend immediately)
  - Within 2 school days: letter to family
  - 5 days to request hearing
  - H.O. schedules hearing w/in 2 days of being appointed
  - Hearing held within 5 school days of request
  - H.O. report to superintendent
  - Superintendent decision to family
  - Within 7 days, may request board appeal
- New Title IX Regs
  - Day of incident: begin investigation
  - Summary of evidence: 10 days to respond
  - Write report: assume 1 day
  - Provide report: 10 days to respond
  - Issue written decision: assume 1 day
- MINIMUM: 23 days
- TOTAL: 22

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### After Investigation: Corrective Action

- Follow up with the victim
  - Be sure the misconduct is stopped
  - Be sure no retaliation
  - Be sure you haven't made things worse
  - SAT or counseling if needed

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### After Investigation: Corrective Action

- Follow up with aggressor
  - Social skills
  - Monitoring

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### After Investigation: Corrective Action

- School-wide responses
  - Problem areas? (e.g. "culture on the track team")
  - re-evaluate and re-distribute policies and procedures
  - training for staff, students and parents

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### Consequences

Where a respondent has been found responsible for sexual harassment, any disciplinary sanction decision rests within the discretion of the recipient, although the recipient must also provide remedies, as appropriate, to the complainant designed to restore or preserve the complainant's educational access, as provided for in proposed section 106.45(b)(1)(i)." (p. 28)

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### Deference from USDOE...(really)?

"... teachers and local school leaders with unique knowledge of the school culture and student body are best positioned to make disciplinary decisions; thus unless the recipient's response to sexual harassment is clearly unreasonable in light of known circumstances, **the Department will not second guess such decisions.**" [pg. 28 of NOPRM]

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**Staff Harassment Issues**

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**Appropriate Relationships**  
(Hey, at least it's not a lawyer joke...)

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Papillion La Vista High School employee terminated for inappropriate relationship with student

Former South Sioux School employee sentenced for sending nude pictures to student

Married Nebraska schoolteacher, 27, is jailed for 90 days after having sex with a male student on his 16th birthday

Omaha teacher who had sex with 13-year-old pleads guilty to sexual assault

Former Nebraska teacher accepts plea deal in child sex case

**Teacher accused of sex with student, giving her alcohol**

UPDATE: Engleman employee placed on leave after allegations

Former teacher sent to prison for sex with student

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### Former teacher, softball coach accused of sexual assault jailed again

By Todd Cooper // World-Herald staff writer Jan 6, 2017



**MAK HAPPY**  
A Confer for Do  
**REGISTER**

A former middle-school teacher is back in the Douglas County jail after, prosecutors allege, he asked his daughter to remove bedding from a camper he owns in Iowa.

Prosecutors allege Daryl D. Clark, 46, who lives in Crescent, Iowa, made the request in order to conceal evidence of a sexual relationship he had with an underage player on a softball team he used to coach.

Deputy Douglas County Attorney Beth Beninato also said two other girls, former students of Clark, have come forward with

Daryl Clark

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### OPS principal arrested, accused of failing to report teacher's suspected sexual abuse

By Emily Nitcher, Joe Dejka and Rick Ruggles // World-Herald staff writers Feb 9, 2019 Updated Feb 9, 2019

**TRY 1 MONTH FOR 99¢**



**YC TO A**  
**FBI**  
\*MULTIPLE SC  
#2016 G2018

The principal of an Omaha Public Schools elementary school was arrested Friday, accused of failing to report suspicious behavior by a teacher, authorities said.

That teacher was arrested and charged in December. [He is accused of sexually assaulting six students.](#)

Eric Nelson, 48, was arrested and booked into the Douglas County jail on Friday on suspicion of felony child abuse and neglect, police said.

Featured Bus

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### Staff Reporting Obligations

- 28-711: "reasonable cause to believe" child abuse
- Rule 27: commit a felony or act of moral turpitude; or misdemeanor conviction of abuse, neglect or sexual misconduct

NEBRASKA DEPARTMENT OF EDUCATION

## RULE 27

REGULATIONS AND STANDARDS FOR PROFESSIONAL PRACTICES CRITERIA

TITLE 92, NEBRASKA ADMINISTRATIVE CODE, CHAPTER 27

EFFECTIVE DATE  
NOVEMBER 12, 2003  
(REVISED)

State of Nebraska  
Department of Education  
303 Centennial Mall South  
Lincoln, Nebraska 68599



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## Rule 27

**004.02I** Shall report to the Commissioner any known violation of Sections 004.02G, 004.04E, or 004.05B of this chapter.

**004.04E** Shall not commit any act of moral turpitude or any felony under the laws of the United States or any state or territory, and shall not have a misdemeanor conviction involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21.

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## Child Abuse Reporting

**28-711.**

Child subjected to abuse or neglect; report; contents; toll-free number.

(1) When any physician, any medical institution, any nurse, any school employee, any social worker, the Inspector General appointed under section 43-4317, or any other person has reasonable cause to believe that a child has been subjected to child abuse or neglect or observes such child being subjected to conditions or circumstances which reasonably would result in child abuse or neglect, he or she shall report such incident or cause a report of child abuse or neglect to be made to the proper law enforcement agency or to the department on the toll-free number established by subsection (2) of this section. Such report may be made orally by telephone with the caller giving his or her name and address, shall be followed by a written report, and to the extent available shall contain the address and age of the abused or neglected child, the address of the person or persons having custody of the abused or neglected child, the nature and extent of the child abuse or neglect or the conditions and circumstances which would reasonably result in such child abuse or neglect, any evidence of previous child abuse or neglect including the nature and extent, and any other information which in the opinion of the person may be helpful in establishing the cause of such child abuse or neglect and the identity of the perpetrator or perpetrators. Law enforcement agencies receiving any reports of child abuse or neglect under this subsection shall notify the department pursuant to section 28-718 on the next working day by telephone or mail.

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## NEB. REV. STAT. § 79-293: Principal Reporting Obligations

**79-293. Nebraska Criminal Code violation; principal or principal's designee; notify law enforcement authorities; immunity.**

(1) The principal of a school or the principal's designee shall notify as soon as possible the appropriate law enforcement authorities, of the county or city in which the school is located, of any act of the student as provided in subsection (1) of section 79-262 which the principal or designee knows or suspects is a violation of the Nebraska Criminal Code.

(2) The principal, the principal's designee, or any other school employee reporting an alleged violation of the Nebraska Criminal Code shall not be civilly or criminally liable as a result of any report authorized by this section unless (a) such report was false and the person making such report knew or should have known it was false or (b) the report was made with negligent disregard for the truth or falsity of the report.

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**Check Policy**

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

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

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**School Liability for Staff Misconduct**

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**Gebser v. Lago Vista Indep. Sch. Dist. (1998)**

- Teacher/student relationship
- Discovered having sex; teacher arrested and fired
- Board did not have anti-harassment policy or official grievance procedure
- Family sued under Title IX
- Court: board cannot be liable for damages for teacher-to-student sexual harassment unless officials with the authority to correct the harassment had actual notice of, and were deliberately indifferent to, the actions of the harasser

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### Responsible Employee

- The test is whether the person who knows is "an official with authority to take corrective action"
  - What if the AD is a teacher?
  - What if the counselor receives this information from a student but is asked that it remain "confidential"?
- Courts: must be able to discipline the actor
- OCR: ehhhhhhhh
- Likely can't avoid liability by keeping admins in the dark

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### King v. Curtis, W.D. Mich (2016)

- Athletic trainer assaults multiple students
- Dispute over when district had "actual knowledge" assault had occurred
- Court finds not until police contacted school about allegations
  - Prior complaints and situations did not rise to the level of actual knowledge

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### King v. Curtis, W.D. Mich (2016)

- Once school definitely has knowledge, still need to demonstrate they were not "deliberately indifferent"
- Superintendent on investigation:
  - "there was no reason to investigate because the allegations against Defendant Curtis were being investigated by the police"

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**King v. Curtis,  
W.D. Mich (2016)**

▪Court:

- These positions reflect a misunderstanding of the school district's obligations under Title IX. As the United States Department of Education had previously informed educators, "the school's Title IX investigation is different from any law enforcement investigation, and a law enforcement investigation does not relieve the school of its independent Title IX obligation to investigate the conduct."

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**King v. Curtis,  
W.D. Mich (2016)**

▪Court:

- Failure to investigate exacerbated hostile environment for students, many in the community believed allegations were fabricated
- Investigation could have uncovered that Curtis admitted a sexual relationship with a student to a school board member
- Failure to train staff resulted in violation of plaintiff's rights

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**On to student issues...**

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**Gender Identity and Sexual Orientation**

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**Still A Hot-Button Topic**

- Trump administration action on prior transgender guidance has kept the issue in the news
- Anecdotally, Nebraska schools are increasingly looking for guidance on how to accommodate transgender and LGBTQ+ students
  - Good news: no clear requirements
  - Bad news: no clear requirements

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**OCR and DOJ**

- 2015/2016 guidance: Transgender students are Title IX protected class
- 2017 Dear Colleague Letter
  - Withdrew guidance to "further and more completely consider the issues involved"
  - Assured continued protection of all students, including LGBT students, from harassment and discrimination

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**OCR's Internal Guidance**

- OCR may open investigation for allegations of:
  - Sex discrimination against transgender students
  - Sex harassment against transgender students
  - Hostile environment based on sex or sex-stereotyping, "such as refusing to use a transgender student's preferred name or pronouns when the school uses preferred names for gender-conforming students or when the refusal is motivated by animus toward people who do not conform to sex stereotypes"
  - Retaliation against a transgender student who complains

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**OCR's Internal Guidance**

- What's Missing?
  - Bathrooms, locker rooms, field trips, etc.
  - "It is permissible, for example, for one allegation in a complaint (such as harassment based on gender stereotypes) to go forward while another allegation (such as denial of access to restrooms based on gender identity) is dismissed."
- According to news reports, OCR has closed bathroom complaints under the Trump administration, and is receiving significantly fewer complaints on the issue

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**So Where Do We Stand?**

- Proposed Title IX regulations do not redefine "sex"
- Trump Administration is arguing in court that "sex" does not include "gender" or "sexual orientation"
- Title VII cases will be heard by SCOTUS next term
- All students should be free from harassment/bullying on any basis at school
- No definitive legal determination on whether transgender students are protected under Title IX in Nebraska...

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### Transgender Cases

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### General Litigation Trends

- Transgender students are winning
  - Title IX
  - Equal Protection Clause
- Opponents to transgender bathroom access are losing
  - Also arguing under Title IX

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### Adams v. Sch. Bd. (M.D. Fla. 2018)

- Plaintiff biological female who identifies as male
- School district had long standing policy requiring students to use the sex-segregated facilities in line with "biological sex"
  - In face of "emerging LGBTQ issues" school created guidelines allowing transgender students access to gender neutral facilities

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**Adams v. Sch. Bd.  
(M.D. Fla. 2018)**

- Student was not permitted access to boys' bathroom, but not required to use girls' bathroom
  - In all other respects treated student as a boy
- Civil rights suit alleging that the district was violating the Equal Protection Clause and Title IX

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**Adams v. Sch. Bd.  
(M.D. Fla. 2018)**

- Court:
  - Discrimination in educational program/activity
  - Discrimination was "on basis of sex"
  - The school board receives federal funding (a given)
  - The discrimination caused plaintiff harm
- Plaintiff awarded attorney fees, \$1,000 in damages, and injunction allowing access to boys' restrooms

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**Whitaker v. Kensosha USD  
(7th Cir. 2017)**

- Student identified as female at birth, transitioned in 8th grade through junior year
  - Has "vasovagal syncope," a condition that renders Ash susceptible to fainting and/or seizures if dehydrated
  - Diagnosed with Gender Dysphoria due to "marked incongruence"
  - Began hormone therapy and legally changed his name
- Junior year: used boys' bathroom for 6 months
- Teacher reported student using boys' bathroom

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**Whitaker v. Kensosha USD**  
(7th Cir. 2017)

- School directed Ash to use either its gender-neutral bathroom or girls' bathroom
- Continued using boys' bathroom
  - Developed suicidal ideations
- Student sued for injunction, claiming violation of Title IX and Equal Protection
  - Denial of access to facilities
  - Not using male pronoun and name
  - Requiring separate bathroom and separate rooms on trips
  - Allegation that admins wanted to use "bright green wristbands"
  - Didn't allow him to run for prom king

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**Whitaker v. Kensosha USD**  
(7th Cir. 2017)

When the opinion starts like this, you know the school is going to lose...

"Ashton ("Ash") Whitaker is a 17 year-old high school senior who has what would seem like a simple request: to use the boys' restroom while at school. However, the Defendants, the Kenosha Unified School District and its superintendent, Sue Savaglio...believe that the request is not so simple because Ash is a transgender boy."

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**Whitaker v. Kensosha USD**  
(7th Cir. 2017)

- 7th Circuit:
  - Upheld District's Court's preliminary injunction allowing students' use of boys' bathroom during senior year
  - Policy that requires an individual to use bathroom that does not conform with his/her gender identity violates Title IX and EP Clause

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### Whitaker v. Kenosha USD

- Jan. 2018: \$800,000 settlement
  - \$150,000 for student
  - \$650,000 for attorney fees
- Student’s attorney: “sends the clear message to all school districts that discriminating against transgender students is against the law....”

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### Doe v. Boyertown Area Sch. Dist. (3rd Cir. 2018)

- Court begins by reviewing “definitions”
- Group of “cisgender” high school students brought suit to enjoin school from permitting transgender students’ access to sex-segregated facilities consistent with gender identity
  - Argued violation of privacy rights under the Constitution & Title IX
- District court ruled against the students on all theories

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### Doe v. Boyertown Area Sch. Dist. (3rd Cir. 2018)

- Court:
  - Constitutional right to privacy
    - school justified any invasion of privacy by demonstrating necessity of avoiding discrimination against transgender students
  - Title IX Claims
    - Students failed to show hostile environment
    - Students failed to show discrimination on basis of sex, as policy applied to all students regardless of sex

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**Students and Parents for Privacy v. USDOE**  
(N.D. Ill 2017)

- Bathroom access case with OCR; school entered resolution agreement allowing transgender students to use facilities in conformance with gender identity
- Parent group sued school and USDOE alleging agreement violated Title IX rights of gender conforming girls

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**Students and Parents for Privacy v. USDOE**  
(N.D. Ill 2017)

- District court:
  - Denied injunction
  - "federal protections against sex discrimination are substantially broader than based on only on genitalia and chromosomes."
  - Student will suffer no irreparable harm
    - "Any student who fears their privacy would be impaired by encountering a transgender student in the bathroom or locker room simply has to access existing and available single-user facilities."

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**What about activities?**  
**NSAA Policy on Participation**

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**2. Procedures:** The following procedures shall apply to participation by a transgender student in NSAA activities:

a. **Notice to the School:** The student and parent shall contact the member school administrator or athletic director, in writing, indicating that the student is a transgender individual, having a consistent gender identity different than the sex on the student's birth certificate, and list the NSAA sport(s) in which the student would like to participate.

b. **Member School Determination:** The member school shall determine if the student meets the activity eligibility standards for participation established by the NSAA and whether the student meets the requirements of participation established by the member school.

c. **Application for Participation to the NSAA:** Upon receipt of notice from the transgender student and/or parent of a transgender student wishing to participate in interscholastic sports in a manner consistent with his/her gender identity, the member school, if the member school determines that the student meets the requirements for initial eligibility under standards of participation established by the member school, shall file an application for participation in NSAA activities by the transgender student (Transgender Student Application) on a form provided by the NSAA, providing the information required by this policy. The costs related to the Gender Identity Eligibility Committee shall be an NSAA expense.

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d. **Review and Required Approval by NSAA Gender Identity Eligibility Committee:** Upon receipt of such notice the NSAA shall take the following actions:

(1) **Gender Identity Eligibility Committee:** The NSAA shall convene the Gender Identity Eligibility Committee (Committee) specifically trained to respond to gender identity eligibility inquiries to review the Transgender Student Application. The Committee shall make written findings and determinations approving or disapproving the Transgender Student Application to be set forth in writing and delivered confidentially to the member school and the Executive Director of the NSAA. The eligibility of the student to participate in NSAA activities must be approved unanimously by the Committee considering the Transgender Student Application. This Committee will be comprised of the following persons:

- i. Physician with experience in transgender health care.
- ii. Psychiatrist, psychologist, or licensed mental health professional.
- iii. School administrator from a non-appealing school.
- iv. NSAA staff member.

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**The NSAA Board Policy**

- Information Provided to NSAA GIEC
  - Statement from student
  - Statements from supporting individuals regarding consistent gender ID
  - Verification from health care professional regarding consistent gender ID
  - Medical documentation for hormone treatment, sex reassignment surgery, etc.

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## The NSAA Board Policy

### NSAA GIEC must confirm:

- a. Consistent gender identification;
- b. Confirmation of consistent gender ID from supporting individuals;
- c. Confirmation of consistent gender ID from healthcare provider

(d) For a transgender female (or Male-to-Female) (MTF) student only, that there has been submitted credible medical documentation of hormonal therapy, sexual re-assignment surgery and physiological testing; such documentation must establish that the transgender female has either completed a minimum of one year of hormone treatment related to gender transition<sup>8</sup> or undergone medically confirmed gender reassignment procedure, and, demonstrated to the Committee through a medical examination and testing and physiological testing that the transgender female student athlete does not possess physical (bone structure, muscle mass, and/or testosterone hormonal levels, etc.) or physiological advantages over genetic females of the same age group.

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## Practical Tips

- Avoid making sweeping policy or procedure decisions until the law becomes more clear
- Make accommodations you make for other students
  - Names, pronouns, etc.
- Work collaboratively with transgender students and their families to see if there is a way to accommodate the student's requests without triggering either a federal lawsuit or a strong political reaction
  - You can be accommodating without a policy
- Your other policies and practices still apply
  - Respond to allegations of bullying the same way as you always have

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## Student Harassment, Bullying, Assault

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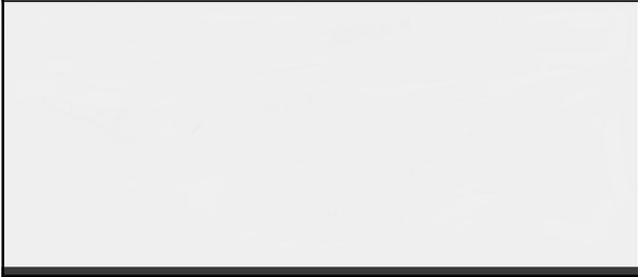
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**Tinker v. Des Moines Comm. Sch. Dist.,  
393 U.S. 503 (1969)**



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**Tinker v. Des Moines Comm. Sch. Dist.,  
393 U.S. 503 (1969)**

▪ Court:

- School cannot suppress student expression unless school officials reasonably conclude that it has or will “materially and substantially disrupt the work and discipline of the school.”
- Conduct which involves “invasion of the rights of others” could be subject to limitations in a school setting

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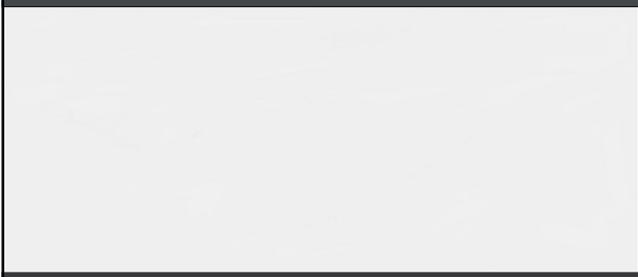
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**Title IX Liability (Damages)  
For Student Harassment**



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**Title IX Liability (Damages)  
For Student Harassment**

- The test:
  - (1) an official with the authority to institute corrective measures on the recipient's behalf ("teachers");
  - (2) had actual knowledge of the harassment; and
  - (3) the recipient's response to such knowledge exhibited deliberate indifference.
- Report suspicions early and often
- Rule 27, 79-293, and child abuse reporting obligations are always there

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***Davis v. Monroe County Bd. of Ed. (1999)***

- 5th grade girl repeatedly assaulted by an individual boy
- Parents asked school to change seating
- Girls asked to talk to principal about boy's behavior; teacher refused
- Boy eventually pled guilty to sexual battery of a non-student
- Parents sued under Title IX

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***Davis v. Monroe County Bd. of Ed. (1999)***

- Court: school can be liable for student-student sexual harassment if it was "deliberately indifferent"
  - the harassment is so severe, pervasive, and offensive that it interferes with the victim's educational environment; and
  - the school knows about the harassment and its response is clearly unreasonable under the circumstances

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**M.M. v. Indianapolis Pub. Schs**

(S.D. Ind. May 22, 2015)

- Middle school girl sexually assaulted by three boys
  - Girl had no prior warning
  - Boys collaborated to all get passes at the same time
  - Girl was on the way back from nurse’s office
- Girl immediately reported

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**M.M. v. Indianapolis Pub. Schs**

(S.D. Ind. May 22, 2015)

- School’s response:
  - Called police
  - Conducted its own investigation
  - Boys expelled
  - Girl allowed to transfer to a different school (transportation provided)
  - Social worker offered counseling
  - Anti-bullying/assault training provided to entire school
- Court: dismissed claim

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**Ray v. Antioch USD**

- Carr picked on and made fun of Ray
  - Said he was “gay”
  - Called him “transgender”
- Ray alleged he told staff members at the school that he didn’t like the comments, but they did not stop the comments
- Ray sued:
  - School
  - School employees
  - Carr
  - Carr’s parents

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**Ray v. Antioch USD**

- Court:
  - School must respond to allegations of comments about sexual orientation
  - Title IX protections > First Amendment?
  - Harassing students and parents may have to pay for "damages" which result
- Many other cases say the same thing:
  - D.C. v. R.R.
    - Posts on student's page saying he was a homosexual
    - Students don't have 1st Amendment protection to say whatever they want

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**Krebs v. New Kensington-Arnold Sch.,  
69 IDELR 9 (W.D. Pa. 2016)**

- 8<sup>th</sup> Grade girl bullied:
  - Name calling: "slut, whore, stupid, bitch"
  - Texted picture of a bloody wrist, KYS
  - Physically assaulted
- Principal
  - Told student to document; then told parents he could not stop the conduct.
  - "This is just something adolescent girls do"

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**Krebs v. New Kensington-Arnold Sch.,  
69 IDELR 9 (W.D. Pa. 2016)**

- Court:
  - "While infrequent name calling and bullying among adolescent peers at school may not always rise to the level of harassment required under Title IX, the constant and pervasive harassment with sex based terms alleged to have been endured by Destinee does"

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**There are REALLY bad cases**

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**Patterson v. Hudson Area Sch.**

- Starting in 6th grade, other students called DP names, pushed him in hallway, bullied online
  - Called "queer," "faggot," "fat," and "pig" more than 200 times
- Allegedly told "kids will be kids" by prin.
- Trying to break up a fight, got slapped by a female student
- Bullying persisted from 6th grade through HS

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**Patterson v. Hudson Area Sch.**

- In 9th grade, a student giving a speech spelled out: "DP / is / a / fag" using the back of his notecards
- Students defaced his notebooks: "I HEART penis," "I lick [sic] it in the Ass," "I HEART cock," and "I'm a mamma's boy/I suck on her Nipple" and drawings of buttocks and a penis
- Students broke into DP's gym locker, removed his clothes and urinated on them, and threw his tennis shoes in the toilet

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### Patterson v. Hudson Area Sch.

- His locker was "covered with shaving cream spelling out sexually oriented words."
- Students used permanent markers and wrote words such as "gay," "faggot," and "queer" up and down the locker
- Drew a penis being inserted into a rectum
- The inside of the locker was also defaced with various derogatory phrases, such as "suck your mother's tits" and "you suck dicks."

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### Patterson v. Hudson Area Sch.

- "The final incident of harassment occurred in late May 2005. After Friday night junior-varsity baseball practice, DP was sexually assaulted by a fellow teammate, LP, in the locker room. LP stripped naked, forced DP into a corner, jumped on DP's shoulders, and rubbed his penis and scrotum on DP's neck and face. While the assault was occurring, another student, NH, blocked the exit so DP could not escape."
- Coach: "Don't joke with guys who can't take a man joke"

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### Patterson v. Hudson Area Sch.

- Patterson family sued the school, admins, and staff
- Legal standard is "deliberate indifference"
- Family: clearly the school was indifferent and staff's actions were nominal at best
- School: deliberate indifference is only when schools are **really** bad
- Court: family gets to argue their case to the jury

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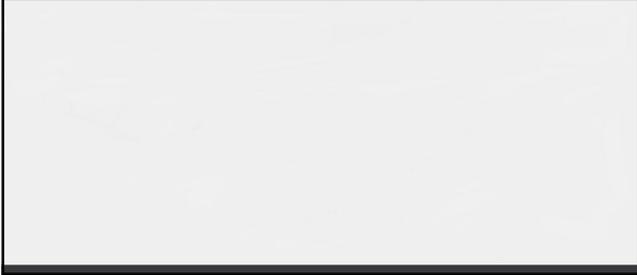
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**But Steve and Bobby, none of these cases say "Nebraska"...**



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**OPS ignored red flags about ex-teacher who sexually assaulted student, lawsuit says**



A new federal lawsuit claims that the Omaha Public Schools ignored signs that a middle school teacher had crossed the line from friendly teacher to someone worthy of suspicion.

Closed-door lunches with a female student. Hugs. Whispers among students and teachers at Alfonza W. Davis Middle School that the seventh-grade math teacher was too close to the student.

The lawsuit, filed last week, lays out those allegations and accuses school officials of failing to follow up on red flags that suggested Brian Robeson was grooming and sexually assaulting a student.

"Observations, suspicions and strong circumstantial evidence were reported by faculty members who 'saw something and said something,'" the lawsuit states. "The school and its administrator(s) did nothing."

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**Scottsbluff Public Schools agrees to settle student's sex assault lawsuit for \$2.75M**

"This outcome cannot erase the pain from what happened, but it will go a long way to helping our client move on with her life and pursue her goals," attorney Kathleen Fisher of Graves Garrett LLC of Kansas City, Missouri, said in a news release Monday. "It also provides much-needed accountability to officials who have a duty to protect our children."

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### How can you help?

- Document, document, document
- Lawyers and judges LOVE paper
- Be sure to note the effects, not just the conduct
- Aggregation is almost always key
- It's a defense for the school and you

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### What About Students Sexually Harassing Staff Members!?

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### Sagehorn v. Ind. Sch. Dist. No. 728

- High School Senior
- Rumors Twitter Page
  - "Did @r\_sagehorn3 actually make out with [teacher name]?"
  - Sagehorn replied "actually, yes"
- Suspension:
  - "damaged a teacher's reputation"
  - Initially 3-5 days; extended to expulsion
- Also contacted law enforcement

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### Sagehorn v. Ind. Sch. Dist. No. 728

- Parents sued:
  - School District
  - Principal
  - Police Officer
  - Police Chief
- Court
  - No evidence that student’s tweet was materially and substantially disruptive
  - Police officer had immunity; chief didn’t

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### The Truth...

- “We recognize that vulgar and offensive speech such as that employed in this case – even made in jest – could damage the careers of teachers and administrators and we conclude only that the punitive action taken by the school district violated the First Amendment free speech rights...”
- **Translation: Get a thicker skin. We don’t care.**

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### Supervision and the dreaded...locker room...

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**Hazing and Supervision**

**28-311.06**

- “[H]azing means any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership with any organization...”

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**Hazing and Supervision**

“...includes whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substances not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act which endangers the physical or mental health or safety of any person or the coercing of any such activity”

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**Hazing and Supervision**

“...includes whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substances not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act which endangers the physical or mental health or safety of any person or the coercing of any such activity”

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**J.H. v. School Town of Munster,**  
2016 WL 427351 (N.D. Ind. Feb. 03, 2016)

- Hazing by boys' swim team
  - Hair dyeing parties
  - Icy Hot
  - "five starring"
  - Stealing equipment, hitting with swim fins
  - Younger swimmers had to carry lunch trays, clean the showers, give up seats on the bus

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**J.H. v. School Town of Munster,**  
2016 WL 427351 (N.D. Ind. Feb. 03, 2016)

- Mom complained prior to start of next season and throughout second season
  - Coach
    - most of those kids are gone now
    - "There were a lot of traditions already in place when [I] took over this team."

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**J.H. v. School Town of Munster,**  
2016 WL 427351 (N.D. Ind. Feb. 03, 2016)

- Mom complained prior to start of next season and throughout second season
  - AD
    - "Boys don't look at it as hazing. They look [at it] as initiation."
    - "Look lady, your kid got his hair cut"
  - Principal
    - Investigated "pranks and horse play"
    - Acknowledged lack of supervision

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**J.H. v. School Town of Munster,**  
2016 WL 427351 (N.D. Ind. Feb. 03, 2016)

- Court:
  - This is clearly hazing
  - School district liable
  - Also allowed claims against individuals

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**La Vernia, TX**

'SANCTIONED RITUALS'

**High-School Coach 'Ignored' Boy's Screams  
as Teammates Raped Him, Lawsuit Claims**

- 10 victims over multiple years
- Incident last year led to charges
- "John Doe" alleges being sexually assaulted 30 times
- Incidents occurred at school, away games, and in students' houses after team building meals

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**La Vernia, TX**

- Varsity players on all three teams were accused of sodomizing younger teammates with baseball bats, flashlights, and carbon-dioxide tanks
- 13 students arrested; 6 facing charges
- Lawsuit filed alleging
  - Coaches "sanctioned" the misconduct
  - School "allowed a culture of hazing to flourish"
  - Coaches "turned a blind eye" to it

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## La Vernia, TX

- JD filed lawsuit against school alleging coach witnessed incidents and did nothing
  - "On one occasion, the student yelled 'as loud as he could' while he was attacked by two teammates in the locker room of a visiting high school.... Afterward, the student walked onto the court, where 'his teammates were laughing, knowing exactly what had happened' and 'it was clear (his coach) heard the screaming and yelling' yet ultimately 'ignored the assault and did nothing....'"

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## La Vernia, TX

- Other allegations involving coach
  - Assaulted by teammates with their fingers, coach heard yelling and avoided JD when he came out of the locker room
  - Assaulted with flashlight after coach saw it was about to happen and walked away
  - Showered with underwear on to avoid assaults, but they tore them off and stuffed them down drains
  - Lawsuit under Title IX for "deliberate indifference"

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## Lawsuit filed in Ill. over football team hazing that led to sexual assault

43 views | [SHARE](#) | [TWEET](#) | [EMAIL](#)

By [Tim Whelan Jr.](#), USA TODAY High School Sports | November 28, 2018

A federal lawsuit filed against officials of an Illinois school district alleges that their failure to stop a culture of hazing on a high school football team led to a 2017 sexual assault.

The lawsuit filed Wednesday against Reed-Custer Community Unit School District 255 (Braidwood, Ill.) and six employees claims an incoming freshman was sexually assaulted during a July 2017 hazing ritual. **Per the Chicago Tribune**, the suit that was filed by the youth's parents on behalf of their son alleges district staff then inadequately responded to the incident.

Per the Tribune, the suit also claims that the student was harassed by students and at least one teacher after the hazing incident was reported to police.

### MOST POPULAR




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**Wyoming school, district officials deny claims they knew of hazing, sexual harassment**

Need recruiting help? **ASK NCSA**  
Send us your recruiting questions

By Logan Newman, USA TODAY High School Sports September 30, 2018

Riverton (Wyo.) officials are denying claims that coaches and administrators knew of a hazing incident involving wrestlers at Riverton High School, according to the **Casper Star-Tribune**.

On Jan. 4, older wrestlers took younger ones to the back of a bus, covered their mouths and hid their hands through their buttocks, defense attorney Vance Countryman told the court, the **Star-Tribune** reported earlier in September.

Countryman said it was a form of "initiation" and a "routine" that "happens constantly." It is known among wrestlers as the "Snake Pit."

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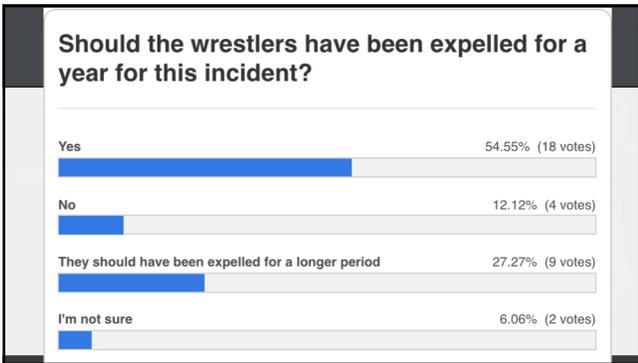
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**Byron school officials conclude naked Oreo run was not hazing**

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### Advice on Locker Room Supervision

- Do it!
- Safest: put coach in locker room at all times
- May be sufficient (but it's a big risk):
  - Be near and able to respond
  - Conduct "walkthroughs"
  - Limit idle time
  - Limit when locker rooms are open

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### Recommendations

- Take good notes and report when appropriate
- Consider abuse reporting obligations
- Remember the Title IX standard is deliberate indifference—owning mistakes and fixing them is better than ignoring them and hoping things "go away"
- Other laws can require more, but "subsequent remedial measures" are generally inadmissible

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### Questions?

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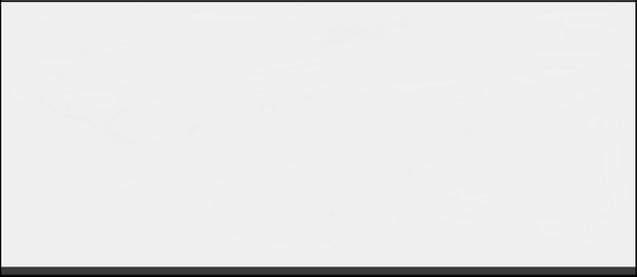
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**Have a good rest of the year 😊**



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# Morrill Board of Education Report

Aug. 2019

## HS Principal Report

1. The current numbers we have at the high school
  1. JH:
    - i. 7<sup>th</sup> = 31
    - ii. 8<sup>th</sup> = 34
  2. HS:
    - i. 9<sup>th</sup> = 26
    - ii. 10<sup>th</sup> = 23
    - iii. 11<sup>th</sup> = 29
    - iv. 12<sup>th</sup> = 25
    - v. Total = 168
2. We kicked off the first day of the 2019-20 year with teacher intros, house challenge activities, followed by “ice breaker” activities in each room with teachers and students.
3. We will begin Day 2 with a regular schedule and teachers reviewing expectations, procedures, and a syllabus for each class.
4. The details in the new ELA curriculum and STEM class for JH are being finalized this week.
5. The Targeted instruction details are being finalized as well this week with the ELA and Math departments. Both groups will start their diagnostic testing this week.
  1. I would like to purchase an “Algebra” targeted student/teacher text to offer direct instruction for 9<sup>th</sup> or 10<sup>th</sup> students during WIN time.
6. Chrome books are to be assigned this Wednesday.
7. There will be a “drop/add” period of time for HS student’s schedules until this Friday.

# August 2019 Board Report

## Keri Homan

### Elementary Principal

#### Morrill Elementary School~

- 🐾 There were 5 teachers who attended Teach Like a Champion with me August 7-8. It was a great training with several tips and techniques that align with the current expectations of Morrill Public Schools. I will also use many of the techniques to share with staff who didn't get to attend.
- 🐾 We will start our Beginning of the year Benchmarking Sept 26. This will include DIBELS, MAPS, STAR Reading, and Ready Math.
- 🐾 Jadie Beam will be coming once we have our data from the testing.
- 🐾 The building looks AMAZING and is ready for the kids to come through the door on Monday.
- 🐾 PTO is hosted a Back to School Bash on August 17 in the park. We had a good turnout from staff and families. PTO had artwork from fair available to be picked up and a table set up to register for the Color Run which will be held September 14. The Leadership Team also had a table set up to help families get signed up for Bloomz in the new classrooms.
- 🐾 Kindergarten Blast Off will be August 19 at 6:00.
- 🐾 Open House will be August 27 from 5:00-7:00.
- 🐾 I have a meeting scheduled with Katie from Really Great Reading to help with Fidelity Checks.
- 🐾 Amanda and I will be doing a meeting with Renaissance to prepare for the August 30, K-12 STAR Training.

#### PAWS Room Update~

- 🐾 Amanda put together Behavior Binders for the staff. She has also worked on revising forms and spreadsheets so we can give you accurate information in the report each month.

## Counseling Update~

- 🐾 Jessica has been working on her schedule with teachers and also planning several ways to interact with students. She is very excited to get started and has already began sharing information and tips with staff. She will be doing class lessons, small groups, and individual counseling.
- 🐾 Jessica agreed to being a Title IV Coordinator and is eager to be trained to do the best job she can.

## Student Counts~

<b>Kindergarten Haag, Lauren (14)</b>	<b>1st Mihevc, Jessica (14)</b>
<b>Kindergarten Martin, Jamie (14)</b>	<b>1st Muir, Kaeleigh (14)</b>
<b>2nd Croft, Erica (10)</b>	<b>3rd Lofink, Whitne (11)</b>
<b>2nd Walker, Sarah (10)</b>	<b>3rd Soto, Luanna (12)</b>
<b>4th Armstrong, Lauren (15)</b>	<b>5th Marker, Holly (13)</b>
<b>4th Peachey, Whitney (12)</b>	<b>5th Lackey, DeLinda (14)</b>
<b>6th Britsch, Walker (16)</b>	
<b>6th Hoff, Robin (17)</b>	
<b>As of 8-19-19</b>	
<b>Total Students: 186</b>	

# Superintendent Report

August 2019

# See Something Send Something

See it, Say it, Send it App  
A Community Empowerment App

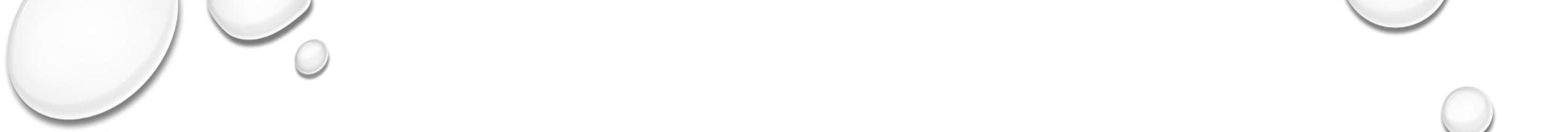
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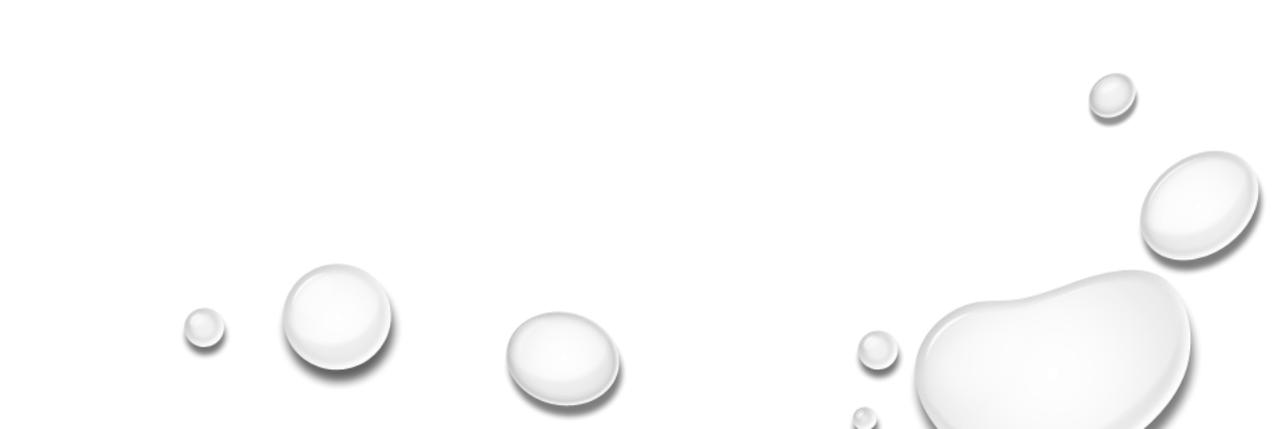
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# Class Meetings

- August 22 Senior Class Lunch & WIN
  - August 27 Junior Class lunch & win
  - August 29 Sophomore Class Lunch & WIN
  - Build relationships with the students
  - Inspire a bigger vision of who each thinks he or she can become
- 

# Joe's Summer Professional Growth

- 7 books
- Boston Creative Leadership Summit – Douglas Reeves
- Lincoln Administrator Days
- I-80 NDE Virtual Conference
- Rule 52 Orientation w/ Sherri Schultz
- AdvancED w/ Shannon Vogler
- Head Start Review and ESU Director Tour w/ Andrew Dick
- Western Nebraska Economic Development tour of ECB
- Kearney NASB School Law
- Jadie Beam Data Coaching Collaboration

# Joe's Professional Growth Articles:

- High Performance in Poverty Schools 90/90/90 Reeves
- What's Worth Fighting Against in Grading? Reeves
- Promote Social Emotional Learning *myOn* Reader Renaissance
- The Literacy Elements that help Transform Learning Renaissance
- The Research Foundation for Star Assessments Renaissance
- Student Growth Percentile in Star Assessments Renaissance
- Star Reading and Lexile Measures Renaissance

Finalist for the *Financial Times*/Goldman Sachs  
Business Book of the Year Award

# SMALL GIANTS



Updated  
with a New  
Afterword by  
the Author

*Companies That Choose to  
Be Great Instead of Big*

**BO BURLINGHAM**

*Editor at Large of Inc. Magazine and Coauthor of The Great Game of Business*

"This well-written book should inspire thousands of entrepreneurs to reject a mantra of growth for growth's sake in favor of a passionate dedication to becoming the absolute best. Bo Burlingham reminds us of a vital truth: big does not equal great, and great does not equal big."  
—Jim Collins, coauthor of *Build to Last* and author of *Good to Great*



[Selection Criteria 2:32](#)



#1 NEW YORK TIMES BESTSELLING AUTHOR

**Brené Brown**

PhD, LMSW

*dare  
to  
lead*

BRAVE WORK.  
TOUGH CONVERSATIONS.  
WHOLE HEARTS.

DARING GREATLY AND RISING STRONG AT WORK

"For anyone working with young people and in need of a pep talk, this is the book for you."  
—Brad Montague, creator of Kid President

# Kids Deserve It!

Pushing Boundaries and  
**Challenging**  
Conventional Thinking

TODD NESLONEY AND ADAM WELCOME



## TOP 10 Things Kids Deserve

1. A smile every day.

2. To have a say in their classroom design.

3. Someone who looks them in the eye.

4. A fresh start every day.

5. To know that they matter.



6. To have teachers who are learners.

7. A school that values their perspective.

8. Recess. Every day.

9. Patience.

10. An adult who believes in them.



@woodard\_julie

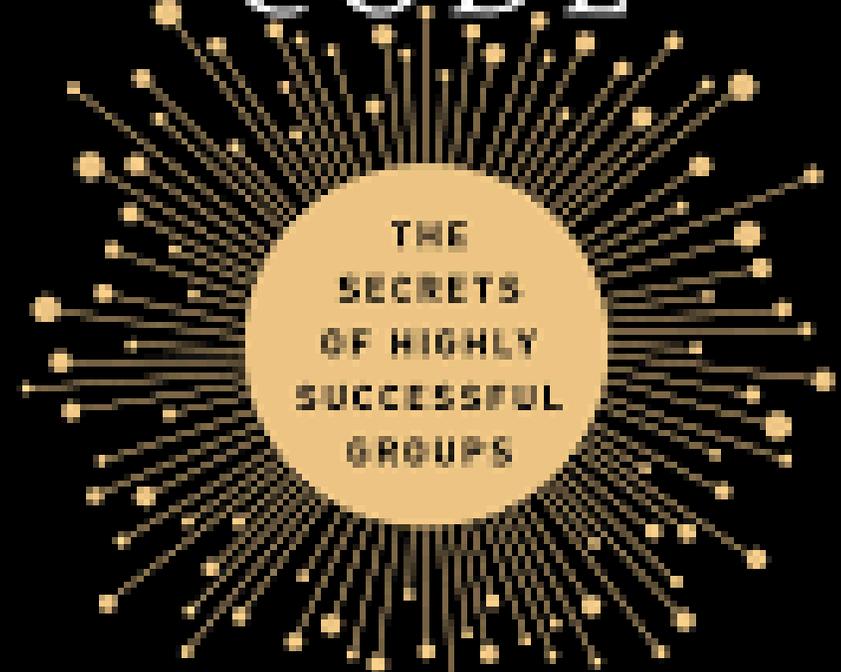
JAMES M. KOUZES  
BARRY Z. POSNER

*Bestselling authors of The Leadership Challenge*

# LEARNING LEADERSHIP

The Five Fundamentals of Becoming an  
EXEMPLARY LEADER

# THE CULTURE CODE



THE  
SECRETS  
OF HIGHLY  
SUCCESSFUL  
GROUPS

DANIEL COYLE

NEW YORK TIMES BESTSELLING

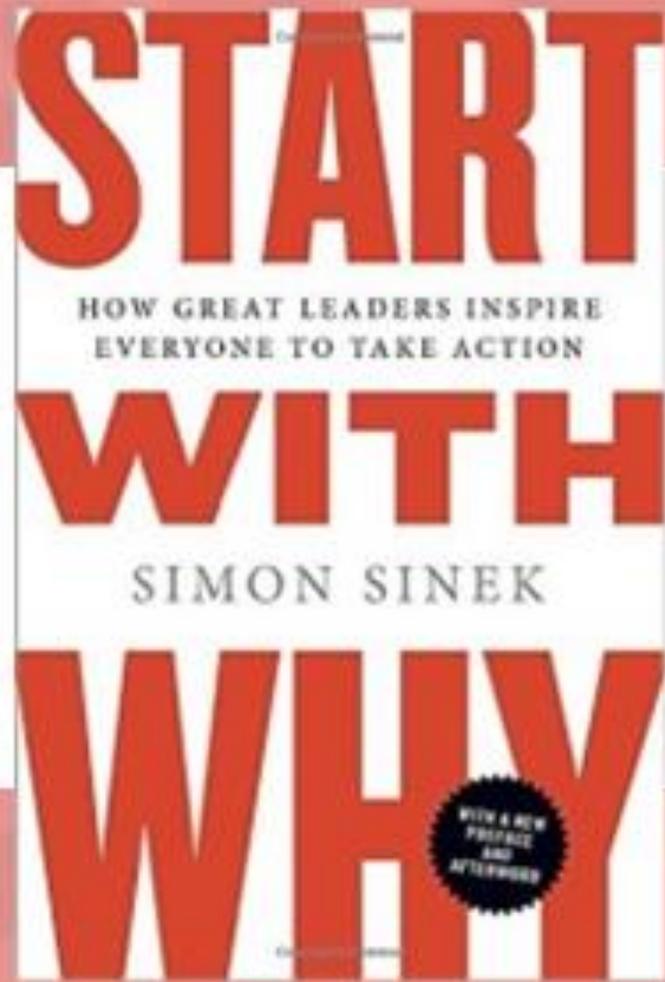
author of THE TALENT CODE

READ BY WILL DANBON

UNABRIDGED

# Start with WHY

## Book Summary



*“Regardless of WHAT we do in our lives, our WHY - our driving purpose, cause or belief - never changes.”*

- Simon Sinek



READINGGRAPHICS  
ACTIONABLE INSIGHTS IN ONE PAGE

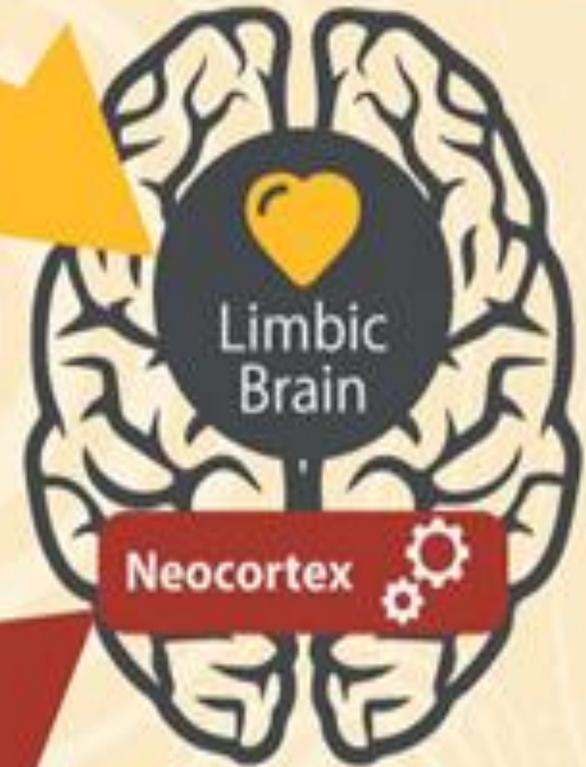
# In-Service 2019-2020

## Superintendent Challenge

### THE GOLDEN CIRCLE



The Golden Circle



Our Brains

why



“For great leaders, The Golden Circle is in balance. They are in pursuit of WHY, they hold themselves accountable to HOW they do it and WHAT they do serves as the tangible proof of what they believe.”

- *Simon Sinek*

Is this our **WHY?** or is it a **what?**

Morrill Public School District is committed to empowering students to become confident, knowledgeable, productive and responsible citizens of a diverse, ever-changing world.

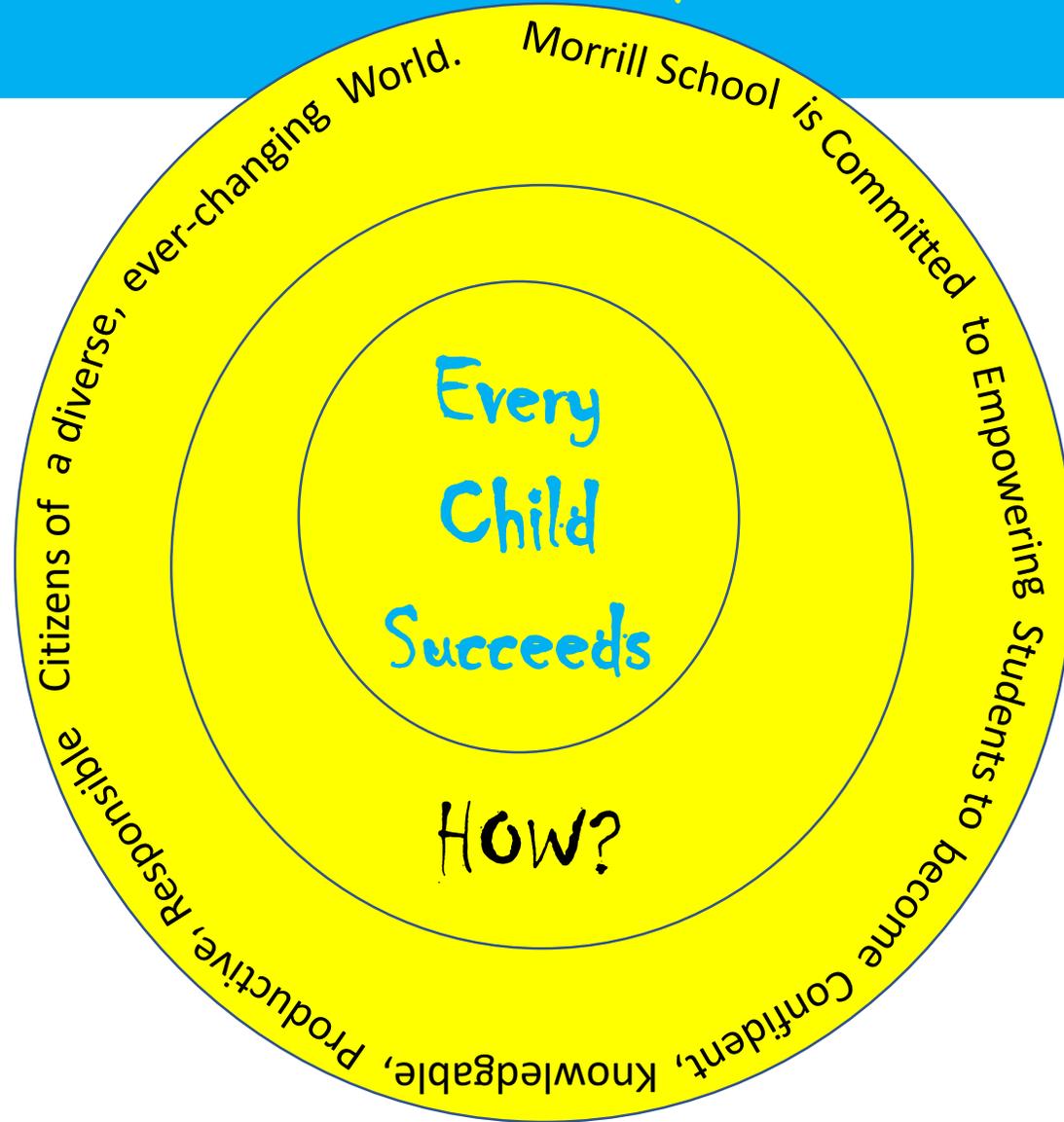
So what is our WHY?

~~Do we have school to provide 90 jobs?~~

Every child deserves an

equitable shot at success?

# Morrill's Golden Circle

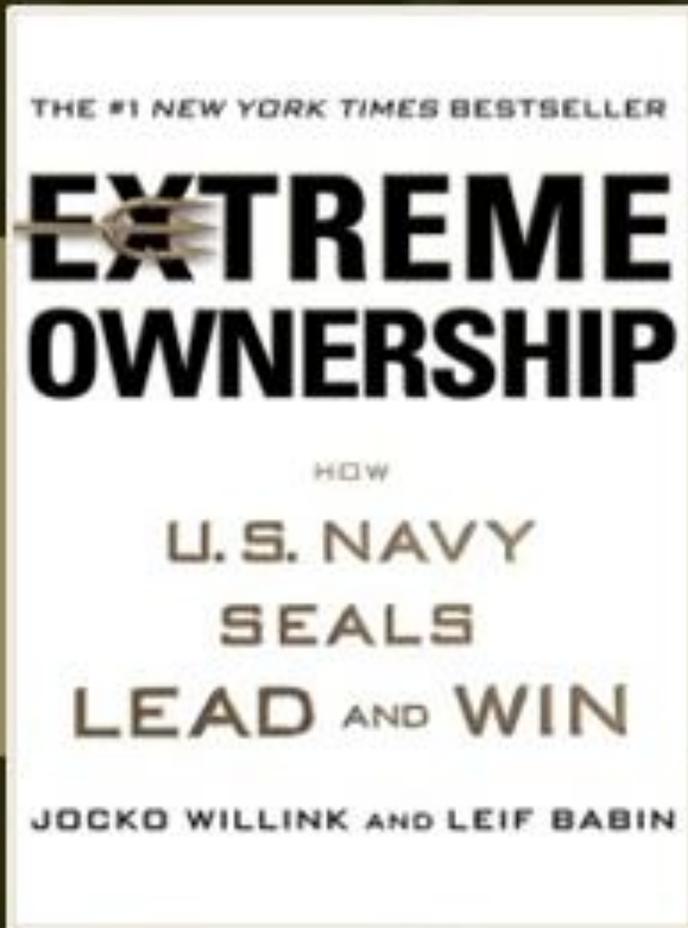


# ***Philosophy of Education:***

**How?**

*Effective teachers create robust learning environments where students are permitted to be curious learners, courageously address real problems and demonstrate mastery according to their personal learning styles, reflective of their previous experiences, their future plans, and their particular interests, as they interact with district and state standards to develop the skills necessary to prepare them for their post-secondary success.*

# Extreme Ownership Book Summary



*“Leaders must own everything in their world. There is no one else to blame.”*

- Willink & Babin

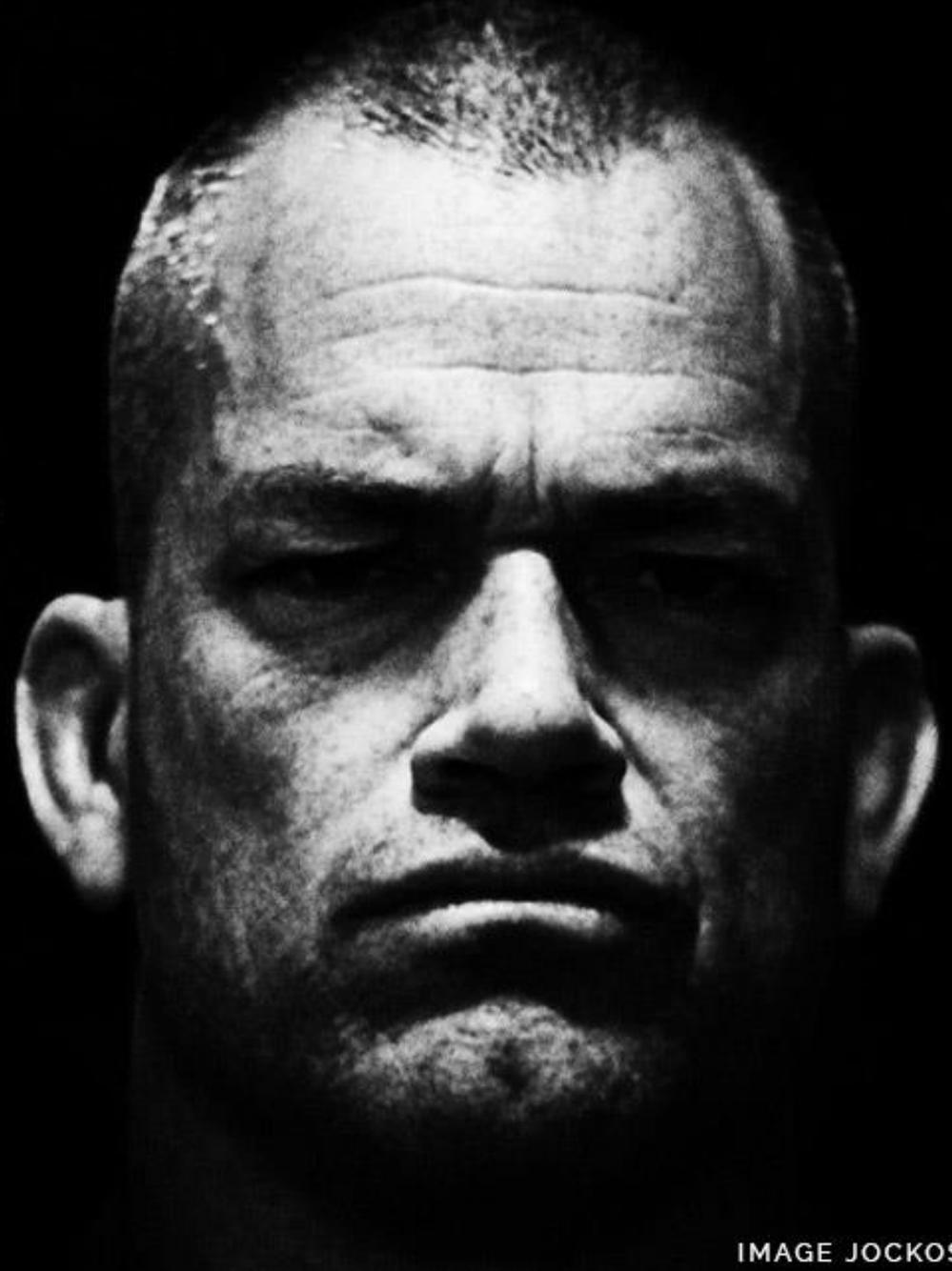


**READINGGRAPHICS**

*Ideas Come Alive*

**Leadership** requires  
**belief** in the **mission** and  
**unyielding perseverance**  
to achieve **victory**.

Ownership



## PERFORMANCE

When setting expectations, no matter what has been said or written, if substandard performance is accepted and no one is held accountable—if there are no consequences—that poor performance becomes the new standard.

*Jocko Willink, Extreme Ownership: How U.S. Navy SEALs Lead and Win*



“Total responsibility for failure is a difficult thing to accept, and taking ownership when things go wrong requires extraordinary humility and courage. But doing just that is an absolute necessity to learning, growing as a leader, and improving a team’s performance.”

**JOCKO WILLINK**

Extreme Ownership

# 1. Extreme Ownership

- **Extreme Ownership** is the most important concept of this book, and it threads across the other lessons.
- You can't blame your products, your boss, your budget, the economy, competitors or your team for your success or failure.
- **A true leader owns the outcome. When things go wrong, you have to take ownership. No excuses.**

*“On any team, in any organization, all responsibility for success and failure rests with the leader. The leader must own everything in his or her world. There is no one else to blame. The leader must acknowledge mistakes and admit failures, take ownership of them, and develop a plan to win.”*

## 2. No Bad Teams, Only Bad Leaders

- Effective Leaders transform people and their ability to get things done. **They create a culture of accountability and teamwork**, of winning and how to win, in every individual.
- Mutual accountability means each member demands the highest performance from the others and each individual knows what they need to do to win and they do it.

*“Leadership is the single greatest factor in any team’s performance. Whether a team succeeds or fails is all up to the leader. The leader’s attitude sets the tone for the entire team. The leader drives performance- or doesn’t.”*

# Confessions of Leadership Failures

- While focusing on building two buildings and bleacher replacement my first two years and operationalizing the early childhood building my third year, I failed to lead an effective focus on academic achievement through data analysis, goal setting and progress monitoring therefore we slipped to Needs Improvement.
- Amidst the focus this summer on preparing for a new year, ADA projects, technology purchases, bus replacement grant, SRO design, SPED and EEOC issues, professional growth to lead the effort for significant movement forward with data analysis and progress monitoring, I failed to persistently contact Jason from Jerry's Sheet Metal, therefore he is coming Wednesday with motherboards to fix the secondary HVAC system.
- We still don't have window coverings applied in the buildings.

### 3. Believe (Why)

- The Leader has to belief in the mission. To belief in the mission, the leader has to **understand why.**
- The leader is responsible to have everyone on the team believing in the mission and clear on the objectives.
- **The team will believe in the mission only if they understand why.**

*“Actions and words reflect belief with a clear confidence and self-assuredness that is not possible when belief is in doubt.”*



What will students, parents and the community hear this year?

What will dominate staff conversations this year?

Power of Positive Narrative

Highlighting Success

Focusing on Solutions

Celebrating current Progress

Exposing the Team to Positive Narrative

**Empower Collective Progress**

# Great School 2021

...it is our DESTINATION

We are COMMITTED, DETERMINED, PERSISTANT, RESISTANT

FOCUSED!!



# Morrill's Early Childhood

2019-2020



# Every Child Succeeds

- Meets or exceeds GOLD's developmental benchmarks
- Becomes socially and emotionally healthy
- Keeps and grows their curiosity and creativity
- Develops healthy awareness of self and others
- Becomes ready for kindergarten

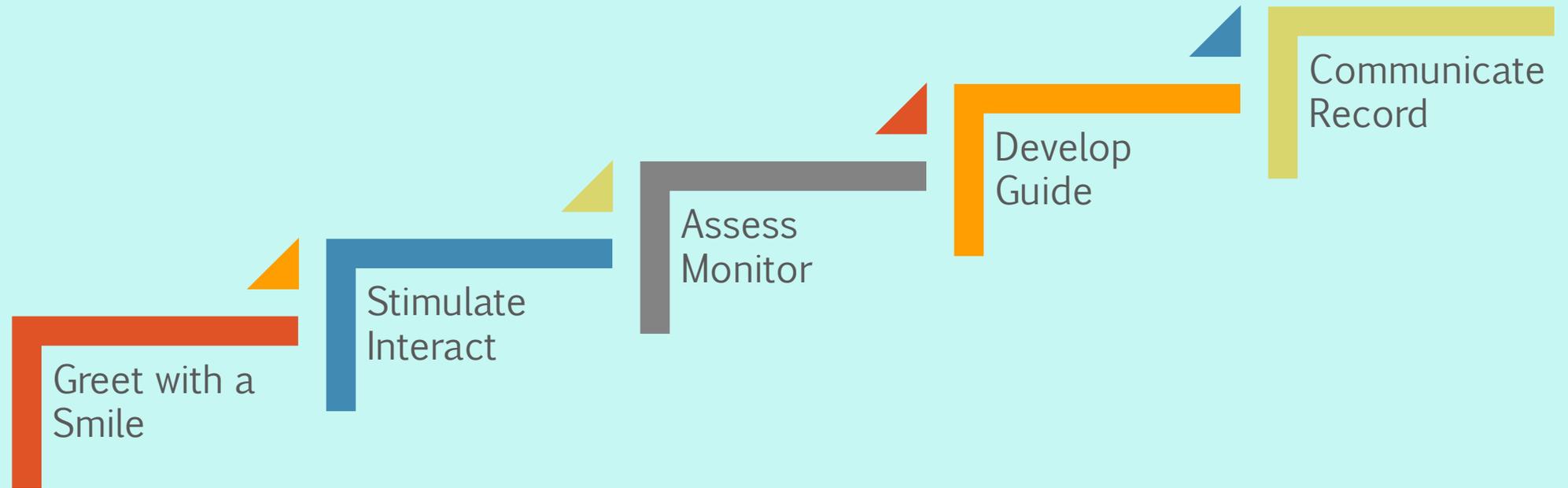


# New Pyramid Philosophy

- Builds Teacher Capacity and Understanding
- Provides Proven Strategies to Overcome Difficulties
- Helps Children with Routines, Schedules and Transitions
- Provides Positive Behavior Support
- Builds Teacher – Child Relationships



# Daily and Moment by Moment



# Nurse Maid's Elbow

## Radial head subluxation

Most often happens if you:

- Catch a child by the hand to stop a fall
- Lift a child up by the hands or wrists
- Pull a child's arm through a jacket sleeve
- Swing a child by the arms or hands
- Yank on a child's arm to make him or her walk faster

Sometimes nursemaid's elbow may happen if:

- An infant rolls over onto the arm
- Child uses the hands to brace herself during a fall



## Safety



# EC Student Count

Birth to 18 months	6
18 to 36 months	10
Preschool	40

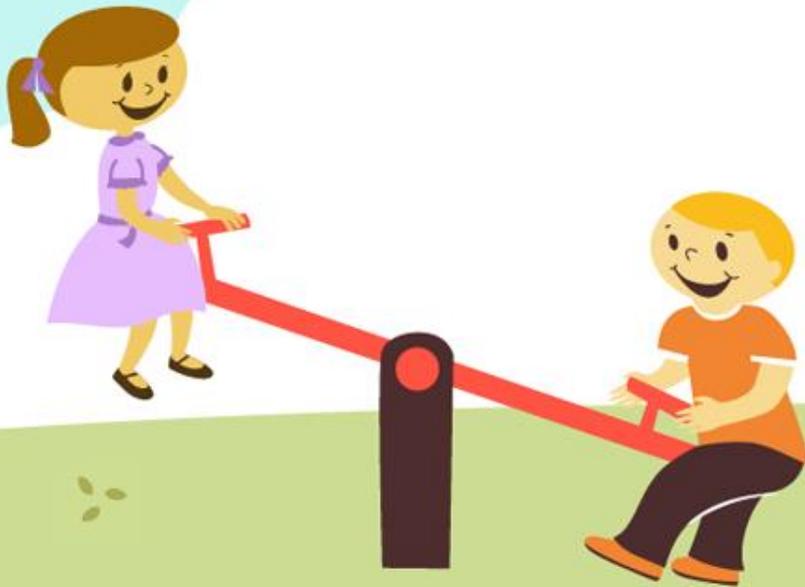


Interact  
Anticipate  
Separate  
Active Supervision  
Plan Engaging Activities



# Encourage, Guide and Model Healthy Interaction

Kids are watching and learning from us!!



# Camp in the Positive Narrative

- Shake it off
- Don't jump to conclusions
- Give fellow staff the benefit of the doubt
- If you doubt, talk to the person
- Prompt others to be positive
- Always sell, sell, sell!



# Parent Committee

Create with Sunny and Kelsey taking the lead

Elect officers

Plan activities

Organize volunteering

Communicate



# Structure

Director – Joe

Building Coordinator – Tory

Lead Teacher – Sunny

EC Resource – Sherri

Teachers – Sunny, Kelsey, Candace, Sorcha, Elisha

Paras – Melissa, Ashley, Hannah, Lola, Heidi, Kyla, Shanna & Joann



- Toy closet/Curriculum Closet
- Laundry Room/Art Room
- Books/Book Inventory
- MacBooks
- Filing

Details



2019-2020 3<sup>rd</sup> Year

# RULE 11 Approved

*Unique Opportunity*

*Requires*

*Extraordinary Effort*



## **School Resource Officer Program Agreement**

This Agreement ("Agreement") is entered into between the Village of Morrill, Nebraska, a Municipal Corporation, (the "Village"), and Scotts Bluff County School District 79-0011 (also known as Morrill Public Schools).

For, and in, consideration of the mutual promises, terms, covenants and conditions set forth herein, the parties agree as follows:

1. **PURPOSE OF AGREEMENT.** The purpose of this Agreement is for the Village to assign one uniformed police officer as a School Resource Officer (hereinafter referred to as the "SRO") and a marked police car to the school premises, for the School District's School Resource Officer Program.

The SRO will work with the school principal to provide alcohol and drug education, maintain a peaceful campus environment, and take appropriate action regarding on-campus or school-related illegal activity.

2. **TERM.**

- 2.1 This Agreement shall be effective on \_\_\_\_\_, and shall remain in effect until either the Village or the School District terminates the Agreement at the end of any given school year with ninety (90) days prior written notice, or upon written agreement of the Village and the School District. This Agreement will expire on \_\_\_\_\_.
- 2.2 A review of the Agreement may occur upon request of the Village or the School District. If such a review is requested, a representative selected by the Village will meet with a representative selected by the School District. The terms of the Agreement may be modified upon written agreement of the Village and the School District as provided herein.
- 2.3 With the exception of unforeseen injury/illness or mandatory agency in-service training, the Village will make every reasonable effort to provide the SRO to the School District on all days that the School District is in session (175) and at extra-curricular activities and special events. The School District shall provide the Village with a school calendar on or before June 1<sup>st</sup> of each year, or as soon as thereafter possible.
- 2.4 The School District may request, and the Village will provide the SRO for school summer programs, which shall not exceed twenty (20) summer School days, which shall be included in the cost to the School District.
- 2.5 During days that School is not in session, the SRO is subject to other assignments as determined by the Village.

3. **RELATIONSHIP OF PARTIES.**

- 3.1 The SRO assigned to the School District is an employee of the Village and shall not be considered an employee of the School District. The SRO shall be subject to the departmental control, supervision, policies, procedures, and General Orders of the Morrill Police Department. At all times, the SRO shall be considered law enforcement for the

purposes where Nebraska law requires school districts to make referrals to law enforcement.

It is agreed that nothing contained herein is intended or should be construed in any manner as creating or establishing a partnership or joint venture between the Parties. Any and all acts that either Party or their personnel, employees, agents, contractors, or servants, perform pursuant to the terms of this Agreement shall be undertaken as independent contractors and not as employees of the other. The Parties shall, except as provided herein, act in their individual capacities and not as agents, employees, partners, joint ventures or associates of the other. None of the Parties nor its personnel, employees, agents, contractors, or servants shall be entitled to any benefits of the other. The Parties shall not provide any insurance coverage to the other or their employees including, but not limited to, workers' compensation insurance. Each Party shall pay all wages, salaries and other amounts due its employees and shall be responsible for all reports, obligations, and payments pertaining to social security taxation, income tax withholding, workers' compensation, unemployment compensation, group insurance coverage, collective bargaining agreements or any other such similar matters. Any and all claims that may or might arise under the Workers' Compensation Act of the State of Nebraska on behalf of said personnel or other persons while so engaged, and any and all claims whatsoever on behalf of any such person or personnel arising out of employment or alleged employment, including without limitation claims of discrimination against a Party its officers, employees, agents, contractors or servants shall in no way be the responsibility of the other Party. Neither Party shall have any authority to bind the other by or with any contract or agreement, nor to impose any liability upon the other. All acts and contracts of each shall be in its own name and not in the name of the other, unless otherwise provided herein.

- 3.2 For the SRO, compensation and fringe benefits shall be paid directly by the Village and shall be in accordance with the Village's policies as established for its employees. The Village shall maintain appropriate workers' compensation and unemployment insurance coverage for the SRO.
- 3.3 The SRO will be subject to current procedures in effect for Village employees including attendance at all mandated training and testing to maintain state peace officer certification. This training and certification takes place throughout the year and will necessitate the absence of the SRO from the School.

#### 4. SRO SELECTION, TRANSFER, AND REMOVAL.

- 4.1 The School District and the Village shall mutually agree upon the appropriate officer for the School. Officers interested in an SRO position shall apply through the Village. The Village will generate a list and present candidates to the School District for interview. The Chief of Police and the Superintendent of Schools will interview the candidates and agree upon selection to recommend for approval of the boards.
- 4.2 If the School District is dissatisfied with the performance of an SRO, the School District shall contact the SRO's Chief or appropriate supervisor.

- 4.3 The Village may dismiss or reassign an SRO, based on department guidelines and when in the Village's sole discretion it is determined that such dismissal or reassignment is in the best interest of the Village.
- 4.4 In the event of the resignation, retirement, dismissal or reassignment of an SRO, or in the case of long term absences by the SRO, the Village shall provide a temporary replacement for the SRO within thirty (30) School days of receiving notice of such absence(s), dismissal, resignation, reassignment or retirement. As soon as practicable, the Village shall recommend a permanent replacement for the SRO position. The selection process previously outlined herein shall apply.

## 5. SRO SERVICES/RESPONSIBILITIES.

- 5.1 Work in concert with the school principal or the school designate, meeting with such person on a weekly basis.
- 5.2 Provide a program of educational leadership at the school by acting as a guest speaker in addressing tobacco, alcohol, and other drug issues; and in addressing violence diffusion, violence prevention, and safety issues in the school community.
- 5.3 Act as law enforcement and as a communication liaison between the School District and with law enforcement agencies, and provide basic information concerning School students.
- 5.4 Present programs to parents of school students on issues related to tobacco, alcohol, and other drugs, violence prevention, suicide and safety.
- 5.5 Serve on the school safety team, crisis teams, and threat assessment team and work directly with administration to design and carry out lock down, lock out, and intruder drills.
- 5.6 Provide informational in-service for school staff on issues related to alcohol and other drugs, violence prevention, suicide and safety.
- 5.7 Gather information regarding potential problems such as criminal activity, gang activity and student unrest, and attempt to identify particular individuals who may be a disruptive influence to the school and/or its students.
- 5.8 Assist in maintaining order and enforcing school policies on school property. In conjunction with School District officials, the SRO will take the appropriate law enforcement action, consistent with a police officer's duty. As soon as practicable, the SRO shall make the school principal aware of such action. At the principal's request, the SRO shall take appropriate law enforcement action against intruders and unwanted guests who may appear at the school and related school functions. If feasible, the SRO shall advise the principal before requesting additional law enforcement assistance on campus.
- 5.9 Refer school students and/or their families to the appropriate agencies for assistance upon request or when need is determined at the sole discretion of the SRO.

- 5.10 The SRO shall not act as a school disciplinarian. However, if the school principal believes an incident is a violation of the law, the principal may contact the SRO and the SRO shall then determine whether law enforcement action is appropriate.
- 5.11 It is understood that the SRO may perform some, but not all of the duties identified in this section based upon time restraints and the needs of the particular school as identified by the school principal. The SRO can perform other duties as may be mutually agreed upon in writing by the Village and the School District; provided further that nothing required herein is intended to or will constitute a relationship of duty for the assigned deputy or the Village beyond the general duties that exist for law enforcement officers within the state.
- 5.12 The SRO shall be in uniform with a name badge at all times while serving as an SRO.
- 5.13 The SRO will not write tickets for misdemeanor offenses for students under 18. A juvenile referral or street release may occur for the county attorney to decline or to refer to the Juvenile Assessment Center for a diversion opportunity with the goal of rehabilitation or to file in juvenile court.
- 5.14 The SRO shall coordinate with the administration of MPS to conduct whatever inspections that MPS determines are appropriate at any of its properties.

## 6. CANINE OFFICER

- 6.1 The SRO shall coordinate with MPS administration and regional law enforcement agencies to provide canine inspections as necessary.
- 6.2 The decision on how the canine will be used will be the responsibility of the School District in consultation with the handler and following the approved procedures and protocol as outlined by the coordinating law enforcement agency.

## 7. FINANCIAL AGREEMENT.

- 7.1 The School District shall compensate the Village a maximum annual rate of \$40,000 for the SRO. The wage listed above is illustrative of the district contracting with the Village for 1560 hours (195 days) at a rate of \$23.00 per hour. The parties further understand that this salary is subject to negotiations between candidate and the Village. The School District and the Village agree to adjust the contracted amount based on actual negotiation.
- 7.2 The School District will not pay the Village for:
  - a. overtime unrelated to the SRO's duties;
  - b. non-School-related expenses related to or resulting from law enforcement related activities off of School property and not part of the SRO's normal working hours, such as criminal investigations and responses to gang fights, assaults, arson or court appearances.
- 7.3 The Village shall be responsible for the SRO's compensation on days when School is in session and the officer is not at the SRO's assignment, unless the absence is due to attending an off-campus activity at the school's request.

- 7.4 The Village will cover the cost for the SRO's compensation on all holidays, vacation days, and sick leave days.
- 7.5 In the absence of the assigned SRO due to vacation, sick days or mandatory in-service training, the Village will endeavor to provide a twenty-four (24) hour notice to the School District and a replacement SRO for such absences.
- 7.6 The Village shall incur all costs for training required by the Village and the Nebraska Law Enforcement Training Center to maintain the SRO as a law enforcement officer in the State of Nebraska.
- 7.7 The School District will be responsible paying the wages and registration fees for School Resource Officer training at a regional training facility.
- 7.8 The Village shall incur all costs for the representation of the SRO in any claim, suit, or preparation thereof.
- 7.9 The Village shall provide the SRO with a portable radio and access to the Scottsbluff County 911 system for routine and emergency communication.
- 7.10 The Village and the SRO will be responsible for uniforms and companion equipment for the SRO as required by Village's Standard Operating Procedures.
- 7.11 The Village shall provide marked police cruisers to the SRO.
- 7.12 On the 1<sup>st</sup> day of each month the Village will invoice the School District for the actual number of hours the SRO worked at the rates of pay listed in section 6.1 of this Agreement. Payment by the School District shall be due on the 20<sup>th</sup> of each month.

## 8. TIMES AND PLACE OF PERFORMANCE.

- 8.1 The SRO will be on the school campus each day that the school is in session during the regular school year and summer school, ½ half hour prior to the start of classes until ½ hour after classes are dismissed, and during extra-curricular "home" activities, or as otherwise directed by the superintendent, but normally time spent on campus will not exceed 8 hours per day. The SRO's activities will be restricted to the school campus except for:
  - a. Follow-up home visits when needed as a result of school-related student problems.
  - b. School-related off-campus activities when the superintendent requests SRO participation and such participation is approved by the Village.
  - c. Response to off-campus, school-related criminal activity.
  - d. Response to emergency law enforcement activities or court appearances.
- 8.2 Regular working hours may be adjusted on a situational basis with the consent of the SRO's supervisor. These adjustments should be approved prior to their being required and should be to cover scheduled school-related activity requiring the presence of a law enforcement officer.

9. SCHOOL DISTRICT RESPONSIBILITIES. The School District will provide the SRO with access to a secure office and such equipment as is necessary at the School. This equipment shall include, but not limited to, a telephone, fax, computer, printer, copier, filing space capable of being secured, and computer and secretarial assistance.
10. VILLAGE AND SRO RESPONSIBILITIES. The Village and the SRO agree to comply with all laws, rules, regulations, ordinances, codes, guidelines, and directives, which set forth standards and procedures to be followed by the Village and the SRO in discharging its obligations under Agreement.
11. RECORDS. The Village will perform an annual employee performance evaluation on the SRO. The SRO's supervisor will accept input from a designee of the School District prior to completing the evaluation. All records, including performance evaluations, daily activity reports and any statistical reports generated will be stored in a manner consistent with the policies of the Village.
12. LEGAL CONTINGENCIES.
  - 12.1 Nondiscrimination. Both parties agree that in accordance with the Nebraska Fair Employment Practice Act, Neb. Rev. Stat. § 48-1122, they will not discriminate against any employee or applicant for employment to be employed in the performance of this Agreement with respect to hire, tenure, terms, conditions, or privileges of employment because of the race, color, religion, sex, disability, or national origin or similarly protected statuses of the employee or applicant. Neither of the parties shall, in the performance of this Agreement, discriminate or permit discrimination in violation of federal or state laws or local ordinances.
  - 12.2 Captions. Captions used in this Agreement are for convenience and are not used in the construction of this Agreement.
  - 12.3 Applicable Law and Venue. The parties to this Agreement shall conform with all existing and applicable Village ordinances, resolutions, state and local laws, federal laws, and all existing and applicable rules and regulations. Nebraska law will govern the terms and the performance under this Agreement. Venue for any nonfederal legal proceeding under this Agreement shall be in the State of Nebraska, District Court of Scottsbluff County, and for any federal legal proceedings in the United States District Court for the State of Nebraska located in Omaha, Nebraska.
  - 12.4 Entire Agreement. This Agreement contains the entire agreement of the parties. No representations were made or relied upon by either party other than those that are expressly set forth herein. No agent, employee, or other representative of either party is empowered to alter any of the terms hereof except as provided herein.
  - 12.5 Amendment. This Agreement may be modified only by written amendment duly executed by authorized officials of the parties. No alteration or variation of the terms and conditions of this Agreement shall be valid unless made in writing and signed by the parties hereto. Every amendment shall specify the date on which its provisions shall be effective.
  - 12.6 Assignment. Neither of the parties may assign its rights under this Agreement without the express prior written consent of the other party.

- 12.7 Successors and Permitted Assigns Bound by Covenants. All covenants, stipulations and agreements in this Agreement shall inure to the benefit of the parties hereto and extend to and bind the legal representatives, successors, and permitted assigns of the respective parties hereto.
- 12.8 Waiver. Failure or delay by any party to exercise any right of power under this Agreement will not operate as a waiver of such right or power. For a waiver of a right or power to be effective, it must be in writing signed by the waiving party. An effective waiver of a right or power shall not be construed as a future or continuing waiver of that same right or power, or the waiver of any other right or power. In addition, any act by either party which such party is not obligated to do hereunder shall not be deemed to impose any obligation upon that party to do any similar act in the future or in any way change or alter any of the provisions of this Agreement.
- 12.9 Severability. If any provision of this Agreement is determined by a court of competent jurisdiction to be invalid or otherwise unenforceable, that provision will be severed and the remainder of this Agreement will remain in full force and effect.
- 12.10 Dispute Resolution. Any dispute which, in the judgment of any party to this Agreement, may affect the performance of such party shall be reduced to writing and delivered to the other party. As soon as possible thereafter, the parties' authorized representatives shall schedule a face to face meeting to resolve the dispute in a mutually satisfactory manner. Prior to the institution of any formal legal proceeding, the parties must meet in this manner to attempt to resolve the dispute. This meeting must take place within ten (10) business days after service of the written statement of dispute. During the pendency of negotiations, the parties shall act in good faith to perform their respective duties described herein.
- 12.11 Indemnification. Each party will indemnify, defend and hold harmless the other party from any and all liability, expense, cost, attorney fees, claim, judgment, suit and/or cause of action (whether or not meritorious), settlement or demand for personal injury, death or damage to tangible property which may accrue against the other party to the extent it is caused by the negligent or intentional acts or omissions of the indemnifying party, its officers, employees, agents or subcontractors while performing its duties under this Agreement, provided that the other party gives the indemnifying party prompt, written notice of any such claim, suit, demand or cause of action. The other party shall cooperate in the defense or settlement negotiation of such claim, suit, demand or cause of action. The provisions of this section shall survive expiration or termination of this Agreement.
- These Indemnification provisions are not intended to waive a Party's sovereign immunity. Each Party's liability is governed by and limited to the extent provided by the Nebraska Political Subdivision Tort Claims Act (Neb. Rev. Stat. §13-901 - 928), as may be amended from time to time, or other applicable provisions of Nebraska law. The provisions of this section shall survive expiration or termination of this Agreement.
- 12.12 No Third Party Rights. This Agreement is not intended to, nor shall it, provide third parties, excluding any assignment as provided herein, with any remedy, claim, liability, reimbursement, cause of action or other right or privilege, except that this Agreement's

indemnification provision shall also inure to the benefit of a party's employees, officers, agents and servants.

- 12.13 Interest of the Village: Pursuant to Section 8.05 of the Home Rule Charter, no elected official or any officer or employee of the Village shall have a financial interest, direct or indirect, in any Village contract. Any violation of this section with the knowledge of the person or corporation contracting with the Village shall render the Contract voidable by the Village Board.
- 12.14 Interest of the Parties: The parties covenant that they presently have no interest and shall not acquire any interest, direct or indirect, which would conflict with the performance of services required to be performed under this Contract; they further covenant that, in the performance of this Contract, no person having any such interest shall be employed.
- 12.15 New Employee Work Eligibility Status. Each Party is required and hereby agrees to use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska. A federal immigration verification system means the electronic verification of the work authorization program authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, 8 U.S.C. 1324a, known as the E-Verify Program, or an equivalent federal program designated by the United States Department of Homeland Security or other federal agency authorized to verify the work eligibility status of a newly hired employee.
- 12.16 Authorized Representatives and Notice. In further consideration of the mutual covenants herein contained, the parties hereto expressly agree that for purposes of notice, during the term of this Agreement and for the period of any applicable statute of limitations thereafter, except for any notice required under applicable law to be given in another manner, the following named individuals shall be the authorized representative of the parties:

For the VILLAGE

The Village of Morrill  
Jay Mueller, Chief of Police  
Morrill, Nebraska 69358

For the SCHOOL DISTRICT

Morrill Public Schools  
Joe Sherwood, Superintendent  
Morrill, Nebraska 68358

Notice shall be in writing and shall be effective upon receipt. Delivery may be by hand, in which case signed receipt shall be obtained; by United States mail, registered or certified, return receipt requested; or by facsimile with a signed return facsimile acknowledging receipt.

- 12.17 Confidential Information and FERPA. Student "educational records" maintained by the School District are confidential information, governed and protected by the federal law known as the Family Educational Rights and Privacy Act of 1974 (20 U.S.C. § 1232g), as amended, and its related regulations promulgated by the Department of Education, found at 34 CFR Part 99. This Agreement shall refer to the Act and the regulations collectively as "FERPA." For purposes of FERPA, the SRO shall be designated as a school official. The Village and the SRO agree to in all respects comply with all applicable provisions of FERPA. Nothing in this Agreement may be construed to allow either party to maintain,

use, disclose, or share student record information in a manner not permitted by FERPA. The parties further acknowledge that the School District has implemented policies and guidelines which describe when and how protected student information may be obtained, shared, or otherwise disseminated and that the Village and its agents are subject to such policies and guidelines and will comply with same. The School District shall provide a copy of these policies and guidelines to the SRO and the Village.

12.18 Drug Free Policy. Both Parties maintain that each has established and maintains a drug free workplace policy.

12.19 Insurance. Each Party shall maintain during the life of this Agreement the applicable Nebraska statutory Workers' Compensation coverage for each Party's employees.

Each Party is solely responsible to determine its need for and to maintain sufficient coverage which may be needed in connection with this Agreement. The maintenance of insurance (self or otherwise) as required by this Agreement shall not be construed to limit a Party's liability hereunder or to fulfill the indemnification provisions of this Agreement.

12.20 Joint Work Product. This Agreement is the joint work product of the Parties; accordingly, in the event of any ambiguity, no presumption shall be imposed against or in favor of any Party by reason of document preparation.

IN WITNESS THEREOF, the parties have executed this Agreement on the date evidenced below.

EXECUTED this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

ATTEST:

VILLAGE OF MORRILL,

\_\_\_\_\_  
Janine Schmidt, Village Clerk

By: \_\_\_\_\_  
Tony Schuler, Village Board Chair

EXECUTED this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

ATTEST:

Morrill Public School District 79-0011

\_\_\_\_\_  
Art Steiner, School Board Secretary

By: \_\_\_\_\_  
Jim Hessler, School Board President

APPROVED AS TO FORM:

\_\_\_\_\_  
Village Attorney                      Date

# *Morrill Public Schools*

## **2019-2020 K-12 Student Handbook**

Tom Peacock, High School Principal  
Keri Homan, Elementary School Principal

### **MISSION STATEMENT:**

Morrill Public School District is committed to empowering students to become confident, knowledgeable, productive and responsible citizens of a diverse, ever-changing world.

Morrill Junior/Senior High School  
411 East Hamilton Street  
Morrill, Nebraska 69358  
Phone: 308-247-2149  
Fax: 308-247-2196

Morrill Elementary School  
505 Center Avenue  
Morrill, NE 69358  
Phone: 308-247-2176  
Fax: 308-247-2491

For more information about our schools, visit us on the World Wide Web at:

<http://www.mpslions.org>

**\*\*Please return the appropriately signed forms in  
the back of the handbook to the high school /elementary office\*\***



**MORRILL**  
*...EXPANDING  
THE PRIDE*  
**LIONS**

---

**MORRILL BOARD OF EDUCATION**

President ..... Mr. Jim

Hessler

Vice President .....Mr. Dave

Sherrord

Secretary

.....Mr. Art Steiner

Treasurer.....Mr. Bill

Watson

Board Member.....Mr. Dick

Burford

Board Member.....Mrs. Lisa

Kaufman

**SCHOOL DISTRICT ADMINISTRATION TEAM**

Superintendent/Co-Director of Tri-Community Preschool..... Mr. Joe Sherwood

Junior/Senior High School Principal .....Mr. Tom Peacock

Elementary Principal.....Mrs. Keri Homan

Business and Human Resources Manager.....Mrs. Stacy Rodriguez

Athletic Director.....Mr. Josh Guerue

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**MORRILL PUBLIC SCHOOL SAFETY 93**

**NOTE: The Student Handbook does not form a contract and the school reserves the right to change or modify the handbook whenever it chooses. The rules, regulations and policies contained in this handbook will be constantly monitored for effectiveness. You will be notified of changes or additions.**

# EDUCATIONAL PHILOSOPHY OF THE SCHOOL DISTRICT

(Board Policy 0.102.00)

The primary purpose of education in this school district is to facilitate learning so that students will have a cause to think objectively, to discriminate intelligently, and to express thoughts clearly.

The school recognizes each student as an individual, differing in ability and socio-economic background. The school will, therefore, attempt to provide an opportunity for each individual to reach his or her full potential as a student and member of a democratic society.

## Objectives

The Morrill Public School District will strive to provide:

Mastery of the basic skills.

Preparation for post-secondary readiness.

An environment that fosters curiosity and courage to explore personal capabilities.

Communication skills (think, listen, discriminate, and express).

Decision making abilities.

Understanding of one's self and of others.

Encouragement of individuality.

Understanding of democratic principles and economic skills.

Healthy attitudes toward life in a changing society.

An environment that fosters moral, ethical, and spiritual values.

Physical and mental health.

Legal Reference:

Neb. Statute 79-526  
79-701  
NDE Rule 10.012.01

**MORRILL PUBLIC SCHOOLS  
SAFETY PLEDGE**

AS STUDENTS OF THIS SCHOOL WE...

HAVE A RIGHT TO A SAFE AND HEALTHY SCHOOL ENVIRONMENT ALL HAVE A

ROLE IN SCHOOL SAFETY AND VIOLENCE PREVENTION SHOW RESPECT FOR

OTHERS

DO NOT BRING WEAPONS TO SCHOOL OR TO SCHOOL ACTIVITIES REPORT

SUSPICIOUS ACTIVITY TO SCHOOL AUTHORITIES OR POLICE REPORT THREATS

OF VIOLENCE TO TRUSTED ADULTS

DO NOT TOLERATE BULLYING AND REPORT IT

DO NOT TOLERATE HARASSMENT AND REPORT IT

WELCOME NEW STUDENTS AND HELP THEM FEEL AT HOME SETTLE

DISAGREEMENTS WITHOUT VIOLENCE

ARE SAFE, SECURE, AND READY TO LEARN

**STATEMENT OF NONDISCRIMINATION**

Morrill Public Schools does not discriminate on the basis of race, color, national origin, sex, or handicap in admission or access to, or treatment, or employment of any of its programs or activities.

## **SECTION 504 OF THE REHABILITATION ACT OF 1973**

Section 504 is a Federal Civil Rights Rehabilitation Act, which prohibits discrimination against persons with a disability in any program receiving federal financial assistance. The Act defines a person with a disability as anyone whom:

1. has a mental or physical impairment which substantially limits one or more major life activities (major life activities include activities such as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working); has a record of such impairment; or is regarded as having such impairment.

In order to fulfill obligations under Section 504, the Morrill Public School District has the responsibility to avoid discrimination in policies and practices regarding its personnel and students. No discrimination against any person with a disability should knowingly be permitted in any of the programs and practices of the school system.

The school district has responsibilities under section 504 (Part D), which include the obligation to identify, evaluate, and if the student is determined to be eligible under Section 504, to afford access to appropriate educational services.

If the parent or guardian disagrees with the determination made by the professional staff of the school district, he/she has a right to a hearing with an impartial hearing officer.

The school counselor will serve as the designated Section 504 coordinator. If there are questions concerning the 504 program, please feel free to contact the counselor during regular school hours.

## **FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)**

The Family Educational Rights and Privacy Act (FERPA) affords parents and students over 18 years of age (“eligible students”) certain rights with respect to the student’s education records. They are:

1) The right to inspect and review the student’s education records within 45 days of the day the District receives a request for access.

Parents or eligible students should submit to the school principal (or appropriate school official) a written request that identifies the record(s) they wish to inspect. The principal will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.

2) The right to request the amendment of the student’s education records that the parent or eligible student believes are inaccurate or misleading.

Parents or eligible students may ask the School District to amend a record that they believe is inaccurate or misleading. They should write the school principal, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the District decides not to amend the record as requested by the parent or eligible student, the District will notify the parent or eligible student of the decision and advise them of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.

3) The right to consent to disclosures of personally identifiable information contained in the student’s education records, except to the extent that FERPA authorizes disclosure without consent.

One exception which permits disclosure without consent is disclosure to school officials with legitimate educational interests. A school official is a person employed by the District as an administrator, supervisor, instructor or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the School Board; a person or company with whom the District has contracted to perform a special task (such as an attorney, auditor, medical consultant or therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee or assisting another school official in performing his or her tasks.

A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

Upon request, the District discloses education records without consent to officials of another School District in which a student seeks or intends to enroll.

4) The right to file a complaint with the U.S. Department of Education concerning alleged failures by the District to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

Kathleen Styles, Office of the Chief Privacy Officer

U.S. Department of Education

400 Maryland Avenue, S.W.

Washington, D.C. 20202

## **NOTICE FOR DIRECTORY INFORMATION**

### **Notice Concerning Directory Information**

The District may disclose directory information. The types of personally identifiable information that the District has designated as directory information are as follows:

1. Student's Name, address, telephone listing, and the name, address, telephone listings (if not unlisted), e-mail address and work or other contact information of the student's parent/guardian or other adult acting in loco parentis or with authority to act as parent or guardian in educational matters for the student;
2. School and dates of attendance;
3. Student's current grade;
4. Student's enrollment status (e.g. full-time or part-time);
5. Student's date of birth and place of birth;
6. Student's extra-curricular participation;
7. Student's achievement awards or honors;
8. Student's weight and height if a member of an athletic team;
9. Student's photograph; and
10. School or school district the student attended before he or she enrolled in [Name] Public Schools.

Notwithstanding the foregoing, the District does not designate as directory information personally identifiable information from students' education records where the District determines that the disclosure to the potential recipient poses a risk to student safety or well-being, including but not limited to circumstances where the potential recipient is a registered sex offender and the personally identifiable information would permit the potential recipient to communicate with or otherwise contact the student.

A parent or eligible student has the right to refuse to let the District designate information about the student as directory information. The period of time within which a parent or eligible student has to notify the District in writing that he or she does not want information about the student designated as directory information is as follows: two weeks from the time this information is first received. Please contact the Superintendent's office to indicate your refusal to have your child's information designated as directory information.

The District may disclose information about former students without meeting the conditions in this section.

### **Notice Concerning Designation of Law Enforcement Unit:**

The District designates the [Name] Police Department as the District's "law enforcement unit" for purposes of (1) enforcing any and all federal, state or local law, (2) maintaining the physical security and safety of the schools in the District, and (3) maintaining safe and drug free schools.

**Morrill Public Schools**



**2019-2020 Calendar**

2019							HOME OF THE LIONS	2020						
<b>AUGUST</b>							<b>August 2019</b>	<b>JANUARY</b>						
S	M	T	W	Th	F	S	7/28-8/4 County Fair	S	M	T	W	Th	F	S
				1	2	3	14 - New Staff Orientation				1	2	3	4
4	5	6	7	8	9	10	15-16- All Staff In-Service	5	6	7	8	9	10	11
11	12	13	14	15	16	17	19 - First Day of School (1-12)	12	13	14	15	16	17	18
18	19	20	21	22	23	24	20 - First Day of Kindergarten	19	20	21	22	23	24	25
25	26	27	28	29	30	31	21 - First Day of 3 yr & 4 yr Preschool	26	27	28	29	30	31	
					12	10	<b>September 2019</b>						20	19
<b>SEPTEMBER</b>							<b>October 2019</b>	<b>FEBRUARY</b>						
S	M	T	W	Th	F	S	<b>3-4 Ron Clark Academy/Morrill PD</b>	S	M	T	W	Th	F	S
							18- End of 1st Quarter (42)							1
1	2	3	4	5	6	7	25- Teacher PD/Workday-Grades Due	2	3	4	5	6	7	8
8	9	10	11	12	13	14	2 pm dismiss 29-30 P/T Conferences 3-8 pm	9	10	11	12	13	14	15
15	16	17	18	19	20	21	<b>November 2019</b>	16	17	18	19	20	21	22
22	23	24	25	26	27	28	1-NO School Comp Day	23	24	25	26	27	28	29
29	30				20	20	26-JH WR invite (no K-6 classes) Elem PD						20	18
<b>OCTOBER</b>							27-29 - Thanksgiving Break	<b>MARCH</b>						
S	M	T	W	Th	F	S	<b>December 2019</b>	S	M	T	W	Th	F	S
		1	2	3	4	5	20 - End of 2nd Quarter (40)	1	2	3	4	5	6	7
6	7	8	9	10	11	12	12/23-1/3 - Christmas Break	8	9	10	11	12	13	14
13	14	15	16	17	18	19	<b>January 2020</b>	15	16	17	18	19	20	21
20	21	22	23	24	25	26	6- Teacher PD/Workday-Grades Due	22	23	24	25	26	27	28
27	28	29	30	31			<b>February 2020</b>	29	30	31				
					23	20	17 No School/Presidents Day - ESU Teacher PD						22	21
<b>NOVEMBER</b>							2 pm dismiss 25, 27 P/T Conferences 3-8 pm	<b>APRIL</b>						
S	M	T	W	Th	F	S	28 - No School / Teacher Comp Day	S	M	T	W	Th	F	S
					1	2	<b>March 2020</b>				1	2	3	4
3	4	5	6	7	8	9	6-End 3rd Quarter-(41) No School Teacher workday	5	6	7	8	9	10	11
10	11	12	13	14	15	16	10 - WTC Honor Band (No 7-12 Classes)	12	13	14	15	16	17	18
17	18	19	20	21	22	23	25 - WTC Quiz Bowl (No 7-12 Classes)	19	20	21	22	23	24	25
24	25	26	27	28	29	30	<b>April 2020</b>	26	27	28	29	30		
					18	17	10, 13 - Easter Break						20	20
<b>DECEMBER</b>							<b>May 2020</b>	<b>MAY</b>						
S	M	T	W	Th	F	S	1 & 5 Home Track Meets (No 7-12 classes)	S	M	T	W	Th	F	S
							13 -Graduation Practice/Seniors Last Day & Lunch						1	2
1	2	3	4	5	6	7	16 - Graduation	3	4	5	6	7	8	9
8	9	10	11	12	13	14	21 - Last day of School 2:00 Dismissal Students (52)	10	11	12	13	14	15	16
15	16	17	18	19	20	21	22 - Teacher Work Day-Grades Due	17	18	19	20	21	22	23
22	23	24	25	26	27	28	<b>EVERY FRIDAY 2 pm Student Dismissal</b>	24	25	26	27	28	29	30
29	30	31						31						
					15	15	8 staff 2 pm dismissals compensating for annual duties outside schoolday						16	15
					88	82							96	93
First/Last Days of School & End of Qtr							23 Fridays when students have early outs that teachers will have PD/Grade Level Meetings/Data Analysis/Staff Meetings, etc	<b>186 Staff Contract Days</b>						
No School/Vacation Day								<b>173 Preschool days 1322 hours</b>						
P/T Conferences Day								<b>174 Kindergarten days 1156 hours</b>						
Work day/No School								<b>175 1st - 11th days 1163 hours</b>						
Professional Development								<b>169 Senior days 1123 hours</b>						
Special activities affecting classes														

4/22/2019

Calendar may be adjusted for activities

## UNIVERSAL RULES IN ALL 7-12 CLASSROOMS

- Show mutual respect for other students, teachers, and property of others. (No bullying, fighting, verbal put downs).
- Students will arrive to class well prepared. (Books, pen/pencil, paper, finished homework, etc.)
- No Plagiarism! Incidents of cheating, copying, cut/pasting work from others or websites will be reported to the office for appropriate disciplinary action, and will become a part of the student's academic record.
- **NO** cell phones or headphones in the classroom.
- No profanity or slang substitutes for profanity.
- Students will not have food, pop, or candy in the classroom unless approved by the teacher in advance.
- **ONLY** Clear water bottles with water are permitted
- Students will have a written pass from a teacher at all times if they leave the classroom.
- All Teachers will post and enter into Infinite Campus two grades per week minimum.

## **NOTIFICATION CONCERNING STAFF QUALIFICATIONS**

The ESSA; 20 U.S.C. § 6311 gives parents the right to get information, upon request, to parents whether their child is being provided services by a paraprofessional and, if so, the qualification of the paraprofessional. Schools receiving Title I funds, the Parents may request, and the district will provide to the parents information regarding the qualifications of the student's teachers. The request for information should be made to an administrator in your child's school building. The information will be provided to you in a timely manner.

## **NOTIFICATION OF STUDENT FEE POLICY**

(Board Policy 504.19)

The Public Elementary and Secondary Student Fee Authorization Act was adopted by the Legislature on April 11, 2001. It requires the adoption of a student fee policy. Please contact the school if you would like a copy of the policy.

## **Parental Involvement Policy**

(Board Policy 1005.03)

It is the policy of the district to provide full access to the parent of any student of the district to review textbooks, tests, curriculum and instructional materials, records of a student of any such parent, unless otherwise prohibited by law, and to any surveys of students done by the school district. It is the policy of the district to notify parents of any survey which may be scheduled and to conduct student surveys judiciously, with full consideration of the fact that parents may find items of the survey objectionable.

## **HOMELESS POLICY NOTICE**

(Board Policy 503.09)

Homeless children for purposes of this Policy generally include children who lack a fixed, regular, and adequate nighttime residence, as further defined by applicable federal and state law. It is the District's policy and practice to ensure that homeless children are not stigmatized or segregated by the District on the basis of their status as homeless.

The Superintendent shall serve as the District's designated Homeless Coordinator. The Homeless Coordinator shall serve as the school liaison for homeless children and youth and shall ensure that: 1) Homeless children are identified by school personnel; 2) Homeless children enroll in, and have a full and equal opportunity to succeed in, school; 3) Homeless children and their families receive educational services for which they are eligible and referrals to health, dental, and mental health services and other appropriate services; 4) The parents or guardians of homeless children are informed of the educational and related opportunities available to their children and provided with meaningful opportunities to participate in the education of their children; 5) Public notice of the educational rights of homeless children is disseminated where such children receive services under the federal homeless children laws, such as schools, family shelters, and soup kitchens; 6) Enrollment disputes are mediated in accordance with law; and 7) The parents or guardians of homeless children, and any unaccompanied youth, are fully informed of transportation services available under law. The Homeless Coordinator shall coordinate with State coordinators and community and school personnel responsible for the provisions of education and related services to homeless children. The Homeless Coordinator may designate duties hereunder as the Homeless Coordinator determines to be appropriate.

## **STUDENT ASSISTANCE TEAM (SAT)**

To support and assist struggling learners, Morrill Public Schools has a Student Assistance Team (SAT) that is designed to assist students who are experiencing educational difficulties in regular educational programs. The team consists of several teachers, the guidance counselor, and the principal.

Teachers, the school counselor, administration, or a parent/guardian can refer students to the SAT Team. Upon referral, the SAT Team is activated and a meeting is held to brainstorm possible intervention strategies that would be of benefit to the student. The strategies are monitored for a specific amount of time and the effectiveness of the strategies evaluated. Hopefully, by implementing these strategies, we can assist struggling students to become more successful in school.

## **TITLE IX**

The Superintendent shall designate the District's Title IX Coordinator. Students, their parents, and employees of the Morrill School District are hereby notified that this school does not discriminate on the basis of sex and is required by Title IX not to discriminate on the basis of sex in its educational activities and employment practices. Inquiries regarding compliance with Title IX may be directed to Kyle Rice (308) 247-2149 or Jessica Martin (308) 247-2176. Staff inquiries will go to Stacy Rodriguez (308) 247-3414.

### **BULLYING PREVENTION** (Board Policy 504.20)

The board recognizes the negative impact that bullying has on student health, welfare, safety, and the school's learning environment and prohibits such behavior. Morrill Public Schools has a zero tolerance for bullying.

Bullying is defined as any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or his or her designee, or at school sponsored activities or school-sponsored athletic events. Bullying may involve, but is not limited to: teasing; social exclusion; threats; intimidation; stalking; physical violence; theft; sexual, religious, or racial harassment; public humiliation; retaliation; destruction of property; cyberstalking, and/or cyberbullying. Bullying, harassment, cyberbullying, and discrimination encompasses, but is not limited to, unwanted harm towards a student based on or with regard to actual or perceived: sex, race, color, religion, national origin, age, disability (physical, mental, or educational), marital status, socio-economic background, ancestry, ethnicity, gender, gender identity or expression, linguistic preference, political beliefs, sexual orientation, or social/family background.

If a student or other individual believes there has been bullying or harassment, regardless of whether it fits a particular definition, s/he should report it and allow the principal or principal's designee to determine the appropriate course of action. Anonymous reports may be made by parents and students. Reports may be made anonymously, but formal disciplinary action may not be based solely on the basis of an anonymous report. Anonymous reports must be investigated in the same manner and treated with the same seriousness as all other reports. The principal or principal's designee will document all reports and interventions.

The building principal and principal's designee shall promptly investigate all reports of bullying and harassment. All matters involving such complaints will remain confidential to the extent permitted by law. Staff members are encouraged to watch for early signs of bullying and harassment and to intervene before the bullying or harassment escalates. Even when there has been no report of bullying, each staff member is encouraged to be vigilant and look for students who appear to be isolated from other students, about whom other students are making inappropriate comments, or who show signs of being a victim of their peers.

An investigation will be conducted by the principal or principal's designee in cases of bullying and all steps will be documented by the investigator:

1. In an expeditious manner, the principal or principal's designee will confer with the student, parent or guardian who submitted the report in order to obtain a clear understanding of the alleged

incident and obtain details regarding the current situation.

2. The principal or principal's designee will meet with all student(s) accused of the alleged bullying or harassment, to obtain a response to the complaint both orally and/or in writing.

3. The principal or principal's designee will meet with all witnesses, individually and confidentially, identified by the person(s) making the report of bullying or harassment. Witnesses will be asked to make a statement both orally and in writing regarding the alleged facts that form the basis of the complaint.

4. Following the completion of the investigation, any student(s) found to have violated this policy will be subject to any of the disciplinary actions described in the student handbook.

A procedure for providing immediate notification to the parents/legal guardians of a victim of bullying or harassment and the parents/legal guardians of the perpetrator of an act of bullying or harassment as well as, notification to all local agencies where criminal charges may be pursued against the perpetrator: The principal, or designee, will promptly report by telephone, personal conference, and/or in writing, the occurrence of any incident of bullying or harassment as defined by this policy to the parent or legal guardian of all students involved on the same day an investigation of the incident(s) has been initiated. Notification must be consistent with the student privacy rights under the applicable provisions of the Family Educational Rights and Privacy Act of 1974 (FERPA).

Retaliation against any student or employee who makes a complaint of bullying or harassment, or any student who becomes involved in the investigation of any such complaint, is strictly prohibited, and may result in discipline irrespective of the merits of the initial complaint. Further, making intentionally false reports about intimidation, harassment or bullying for the purpose of getting someone in trouble is similarly prohibited and will not be tolerated. Retaliation and intentionally false reports may result in disciplinary action.

Bullying may constitute grounds for long-term suspension, expulsion or mandatory reassignment, subject to state and federal statutes and the district's student discipline and due process procedures.

It shall be the responsibility of the superintendent to implement appropriate programs or procedures for the purpose of educating students regarding bullying prevention. The anti-bullying policy and grievance procedures should be published in handbooks, on a website, or in some format that is easily accessible to all persons who may be affected by the policy.

Legal Reference: Neb. Statute 79-254 et seq. (Student Discipline Act)

Cross Reference: 505 Student Discipline  
504.18 Harassment by Students

## HARASSMENT BY STUDENTS

(Board Policy 504.18)

Harassment of students, staff or visitors by other students will not be tolerated in the school district. This policy is in effect while students are on school grounds, school district property, or on property within the jurisdiction of the school district; while on school-owned and/or school-operated transportation; while attending or engaged in school activities; and while away from school grounds if the misconduct directly affects the good order, efficient management and welfare of the school district.

Harassment includes, but is not limited to, race, religion, national or ethnic origin, color, marital status, disability, sex, veteran status, age, pregnancy, childbirth or related medical condition, or other prohibited status. Harassment by board members, administrators, employees, parents, vendors, and others doing business with the school district is prohibited. Students whose behavior is found to be in violation of this policy will be subject to the investigation procedure which may result in discipline, up to and including, suspension and expulsion.

Sexual harassment means unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when:

- submission to such conduct is made either explicitly or implicitly a term or condition of a student's education
  - or of an individual's participation in school programs or activities;
- submission to or rejection of such conduct by a student is used as the basis for decisions affecting the student; or
- such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, offensive or hostile learning or work environment.

Sexual harassment as set out above, may include, but is not limited to the following:

- verbal or written harassment or abuse, or unwelcome communication implying sexual motives or intentions;
- pressure for sexual activity; repeated remarks to a person with sexual or demeaning implications;
- unwelcome touching;
- unwelcome and offensive public sexual display of affection;
- suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's

grades, achievements, etc.

Harassment on the basis of race, religion, national or ethnic origin, color, marital status, disability, sex, veteran status, age, pregnancy, childbirth or related medical condition, or other prohibited status means conduct of a verbal or physical nature that is designed to embarrass, distress, agitate, disturb or trouble individuals when:

- submission to such conduct is made either explicitly or implicitly a term or condition of a student's education
  - or of an individual's participation in school programs or activities;
- submission to or rejection of such conduct by a student is used as the basis for decisions affecting the student; or
- such conduct has the purpose or effect of unreasonably interfering with an individual's performance or
  - creating an intimidating, offensive or hostile learning or work environment.

Harassment as set forth above may include, but is not limited to the following:

- verbal, physical or written harassment or abuse;
- repeated remarks of a demeaning nature;
- implied or explicit threats concerning one's grades, achievements, etc.;
- demeaning jokes, stories, or activities directed at an individual.

The district will promptly and reasonably investigate allegations of harassment. The building principal will be responsible for handling all complaints by students alleging harassment.

Upon receiving a complaint, the investigator shall confer with the complainant to obtain an understanding and a statement of the facts. It shall be the responsibility of the investigator to promptly and reasonably investigate claims of harassment and to pass the findings on to the superintendent who shall complete such further investigation as deemed necessary and take such final action as appropriate. It is the intention of the district to complete its investigation within ten (10) working days after receiving a complaint unless extenuating circumstances such as the unavailability of a witness or needing additional time because of the complexity of the investigation or the need to involve outside experts. The extended timeframe for investigation due to extenuating circumstances shall not exceed ten (10) days without the consent of the complainant, unless the alleged victim agrees to a longer time limit. Information regarding an investigation of harassment shall be confidential to the extent possible, and those individuals who are involved in the investigation shall not discuss information regarding the complaint outside the investigation process.

Retaliation against an individual because the individual has filed a harassment complaint or assisted or participated in a harassment investigation or proceeding is also prohibited. A student who is found to have retaliated against an individual in violation of this policy will be subject to discipline, up to and including, suspension and expulsion.

It shall also be the responsibility of the superintendent, in conjunction with the investigator and principals, to develop administrative rules regarding this policy. These rules will be printed and distributed to students and parents in the student handbook. The superintendent shall also be responsible for organizing training programs for students and employees. The training shall include how to recognize harassment and what to do in case an individual is harassed. The employee training will be documented in personnel files to ensure a record of training for each employee.

Legal References:                   20 U.S.C. §§ 1221-1234i (1994)  
  20 U.S.C. § 1681 et seq.  
  29 U.S.C. § 794 (1994)  
  42 U.S.C. § 1983  
  42 U.S.C. §§ 2000d-2000d-7 (1994).  
  42 U.S.C. §§ 12101 et. seq. (1994).

Cross References:                   404.06 Harassment by Employees  
  505    Student Discipline  
  507    Student Records

## NEBRASKA ANTI-HAZING LAW

(28-311.06 Hazing, defined; penalty 1-for the purposes of this section and section 28-311.07):

Hazing shall mean an activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership with any organization as defined in subdivision (1) (b) of this section. Such hazing activity shall include whipping, beating, branding, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act which endangers the physical or mental health or safety of any person; and organization shall mean an organization of student members operating under the sanction of a postsecondary educational institution but shall not include the alumni organization or any corporation which owns the house or real estate of such organization.

2. It shall be unlawful to commit the offense of hazing. Any person who commits the offense of hazing shall be guilty of a Class II misdemeanor.
3. Any organization as defined in subdivision (1) (b) of this section whose members commit the offense of hazing in violation of the provisions of this section shall be punished by a fine of not more than ten thousand dollars.

Morrill Public Schools complies with all Nebraska State Laws. Any participant involved in hazing as stated in state statute, could be suspended from activity participation. The administration will conduct an investigation and determine if a suspension is warranted. The suspension will range from 28 days to removal from activity.

## DATING VIOLENCE AND PREVENTION

(Board Policy 504.21)

The Board of Education prohibits behavior that has a negative impact on student health, welfare, safety, and the school's learning environment. Incidents of dating violence will not be tolerated on school grounds, in district vehicles, or at school sponsored activities or school-sponsored athletic events.

Dating violence is defined as a pattern of behavior where one person uses threats of, or actually uses, physical, sexual, verbal, or emotional abuse to control his or her dating partner. Dating partner means any person, regardless of gender, involved in an intimate relationship with another person primarily characterized by the expectation of affectionate involvement whether casual, serious or long term.

The district will provide appropriate training to staff and incorporate within its educational program age-appropriate dating violence education that shall include, but not be limited to, defining dating violence, recognizing dating violence warning signs, and identifying characteristics of healthy dating relationships.

**Inappropriate Public Displays of Affection (IPDA):** Students are not to engage in inappropriate public displays of affection on school property or at school activities. Such conduct includes kissing, touching, fondling or other displays of affection that would be reasonably considered to be embarrassing or a distraction to others.

## **ADDRESSING BARRIERS TO ATTENDANCE**

(Board Policy 503.04)

Regular attendance by the students at school is essential for students to obtain the maximum opportunities from the education program. Parents and students alike are encouraged to ensure an absence from school is a necessary absence. Students shall attend school unless excused by the principal of their attendance center. This policy, developed and annually reviewed in collaboration with the county attorney for the district's principal office location, is an attempt to address the barriers to student attendance. This policy shall include a provision indicating how the district and the county attorney will handle cases in which excessive absences are due to illness and shall state the circumstances and number of absences or hourly equivalent upon which the school shall render all services to address barriers to attendance.

Any superintendent, principal, teacher, or member of the school board who knows of any violation of the state school attendance laws (79-201) shall report that violation to the school attendance officer within 3 days.

The superintendent shall designate an attendance officer. The attendance officer will immediately investigate the report of any child who may be in violation of the state's compulsory attendance statutes.

If any student has exceeded the number of unexcused absences as defined in the student handbook, the school shall render all services to address barriers to attendance. These services shall include the following:

1. Verbal or written communication by school officials with the person or persons who have legal or actual charge or control of any child; and
2. A meeting or meetings between the school attendance officer, school social worker, a school administrator or designee, the person who has legal or actual control of the child, and the student (when appropriate) to address the barriers to attendance. The result of the meeting or meetings shall be to develop a collaborative plan to reduce barriers identified to improve regular attendance. The plan shall consider, but not be limited to:
  - (i) Illness related to physical or behavioral health of the child;
  - (ii) Educational counseling;
  - (iii) Educational evaluation;
  - (iv) Referral to community agencies for economic services;
  - (v) Family or individual counseling; and
  - (vi) Assisting the family in working with other community service

The school may report to the county attorney of the county in which the person resides when the school has documented the efforts it has made as required by statutes, that the collaborative plan to reduce barriers identified to improve regular attendance has not been successful, and that the child has been absent more than twenty days per year. The school shall notify the child's family in writing prior to referring the child to the county attorney. Illness that makes attendance impossible or impracticable shall not be the basis for referral to the county attorney.

Students are subject to disciplinary action for excessive absenteeism including suspension and expulsion. It shall be within the discretion of the principal to determine, in light of the circumstances, whether a student may make up work missed because of excessive absenteeism. Disciplinary action for students receiving special education services will be assigned in accordance with the goals and objectives of the student's Individualized Education Program.

The superintendent shall report to the Commissioner of Education as directed by the commissioner regarding the number of and reason for any long-term suspension, expulsion, or excessive absenteeism of a student; referral of a student to the office of the county attorney for excessive absenteeism; or contacting of law enforcement officials other than school resource officers by the district relative to a student enrolled in the district. The superintendent shall report annually to the Commissioner the required data for the number of students who have dropped out of school.

It shall be the responsibility of the superintendent to implement this policy. The implementation may include regulations indicating the disciplinary action to be taken for excessive absenteeism.

Legal Reference:	Neb. Statute 79-201, 79-208 and 209 NDE Rule 10.012.01B
Cross Reference:	411.03 Attendance Officer
505	Student Discipline
506	Student Activities
507	Student Records

## ATTENDANCE OFFICERS

The attendance officers in the Morrill School District are the Junior-Senior High School principal and the Elementary School principal.

## ABSENCE CLASSIFICATIONS

(Board Policy 503.03)

Regular attendance by students is essential for students to obtain the maximum opportunities from the education program. Parents and students alike are encouraged to ensure an absence from school is a necessary absence. Students shall attend school unless excused by the principal of their attendance center.

Student absences approved by the principal shall be excused absences. Excused absences include documented illness shall count as days in attendance for purposes of addressing excessive absenteeism.

Students whose absences are approved shall make up the work missed and receive full credit for the missed school work, within the guidelines of the student handbook. It shall be the responsibility of the student to initiate a procedure with the student's teacher to complete the work missed.

Students who wish to participate in school-sponsored activities must attend school for one half day the day of the activity unless permission has been given by the principal for the student to be absent.

It shall be the responsibility of the parent to notify the student's attendance center as soon as the parent knows the student will not be attending school on that day. The principal may request evidence or written verification of the student's reason for absence.

It shall be the responsibility of the superintendent, in conjunction with the principal, to develop administrative regulations regarding this policy.

Legal Reference:	Neb. Statute 79-209
	NDE Rule 10.012.01B
Cross Reference:	505 Student Discipline
	506 Student Activities
	507 Student Records

## STUDENTS NOT ATTENDING CLASS:

(Board Policy 503.04)

Any student who is habitually absent will face the possibility of expulsion from school. For the purpose of this policy, twenty (20) days of absence within **one school year** will be classified as being habitually absent. A letter will be sent home after the third (3<sup>rd</sup>) day of absence, a second (2<sup>nd</sup>) letter of notification will be sent to the parent and/or guardian informing them after the fifth (5<sup>th</sup>) day of absence with a request for a meeting. If meetings are ignored, and if absences continue a final letter will be sent the County Attorney's Office. Once (20) days of absence are reached. The student may face the possibility of expulsion if the number of days reaches twenty (20) days during the school year. If the number of days of absence for a

student reaches twenty (20) days during the school year, the parent and/or guardian will be notified that the student is being dropped from the attendance roster.

### **ARRIVAL AT SCHOOL:**

School supervision does not start until approximately 7:35 AM and continues until approximately 4:00 PM. Students should not arrive until there is adequate supervision available. Doors to the building will be locked until 7:35 each morning, unless arrangements have been made with the teacher and student.. On bad weather days the doors will be opened when the principal/superintendent deems it necessary. Students must be supervised at all times during the day while on school grounds (including: gym, weight room, locker rooms, etc.).

Regardless of the time of day, unless an administrator, teacher or paraprofessional is supervising a student, he/she will not be allowed in the building. Students will be required to obtain prior permission from a teacher they are wishing to see before being allowed in the classroom.

### **PRE-ARRANGED ABSENCES:**

Absences for reasons other than illness, death in the family, or an emergency must be arranged through the principal's office in sufficient time that work can be made up before the absence is to occur. Failure to follow pre-arranged absence procedures will be grounds for an instructor to assign zeros for the assignments the student misses due to the absence.

### **ADDRESSING BARRIERS TO ATTENDANCE:**

A student will be considered truant if he/she is absent without the knowledge and permission of his/her parents **or** the school. A student will also be considered truant for cutting classes or leaving a class or the building without permission from the principal's office.

### **STUDENT OBLIGATIONS:**

- to be in class or study hall during the regular school hours and at the announced scheduled times.
- when leaving the school or returning to school, during school hours, you must report your absence and return to the office; a failure to do this will result in the student being considered truant and will be subject to disciplinary action by the principal.
- to obtain an *Prearranged Absence Slip* or an *Activities Absence Slip* for those occasions that they know in advance they will be absent. This should be taken care of at least three (3) days prior to the anticipated absence.
- to have all work made up in advance for all anticipated absences including school sponsored activities unless arrangements have been made with the teacher to turn the work in at a later date.
- students must attend school on any day they expect to participate in a scheduled student extra-curricular activity; any deviation to this requirement must have prior administrative approval. Any unexcused

absence (full day/partial period) on the day of an extracurricular activity will result in the student being suspended from the activity scheduled on that day.

-Make-up work, **with the exception of participation grades**, which was missed due to an **excused absence**; two (2) days, will be allowed for each day absent to make-up missed work. (Thus, if a student is absent four (4) excused days, he/she will be given eight (8) days to get his/her work made up.) For an extended illness of five (5) or more days, special arrangements will be made with individual teachers to extend the amount of make-up time that will be allowed; however, a teacher may only grant this extension one time for each period of illness. A doctor's note approving the student's return to school is required when a student misses school for five (5) or more consecutive days due to illness.

### **TEACHER OBLIGATIONS:**

- Provide assigned homework, which may include written work not required of students in attendance, for each period of student absence.
- Make arrangements with students to receive missed instruction on missed content.
- Correct any work that is submitted to them for which time has expired and return it to the student for future reference and use.
- In grading, mark "incomplete" in Campus for the period of student absence. After allotted make-up time has expired, mark appropriate grade.
- Discuss attendance concerns with students and parents in a timely manner.

### **PARENT OBLIGATIONS:**

- Encourage and require students over whom they have parental authority to attend school regularly.
- Within 24 hours of each absence call the office or send a note with their child to inform the school of the reason for each student absence. Failure to do so will result in the absence being classified as unexcused.
- Submit a doctor's statement for office visits.
- Submit a doctor's statement for each student absence due to extended illness when a student misses school.
- Appeal any attendance decisions with the principal in a timely manner.

## STUDENT DISCIPLINE

### **RATIONALE:**

The primary purpose of our rules included in this policy is to monitor the behavior of students at their place of work.

**Because a student's behavior away from school can influence school goals, our rules may be applied to a student's behavior away from school if an educational interest can be established.**

Both society and schools are governed by laws, values and standards of conduct that influence and regulate individual behavior. A basic function of our school rules is to prepare students to live within the accepted framework of society. Our rules are not meant to threaten students; they are meant to enhance their growth as members of society.

### **CODE OF BEHAVIOR:**

These practices are expected of all students:

1. Be honest
2. Be courteous
3. Be considerate of others' feelings
4. Be respectful to others and to school property
5. Follow all rules and regulations of the school
6. Use sound judgment and common sense
7. Take pride in your school and in your appearance
8. Strive to always do your best in all your schoolwork
9. Strive for knowledge, wisdom, and respect

### **GENERAL CODE OF CONDUCT:**

The general code of conduct that should govern the actions of individuals as they attend Morrill Junior-Senior High School.

**Students and adult personnel will at all times demonstrate mutual respect for the individual worth and dignity of those with whom they have contact.**

## **GENERAL EXAMPLES OF MISCONDUCT:**

- a. Disrespect for individuals and/or rules is not acceptable behavior nor are activities such as insubordination,  
student initiation, name calling, student hazing and similar behaviors.
- b. The use, possession, being under the influence of or delivery of intoxicating beverages, E-Cigarettes, tobacco  
and/or illegal and/or look alike drugs on school grounds or at any school, activity is prohibited.
  - *Board Policy File: 504.15*
- c. Theft or destruction of school or private property.
- d. Students who willfully destroy school property will pay for the property and are subject to discipline.
- e. Fighting, gambling, public displays of affection, lewd language or printed material, profanity and  
unsportsman-like conduct are unacceptable behavior and cannot be tolerated in school or at school activities.
- f. Sexual/racial harassment of any student by an individual under the jurisdiction of Morrill Public Schools is expressly prohibited as a violation of law and Board policy.
- g. Aiding or abetting any type of misconduct.
- h. Any other conduct, which substantially interferes with school purposes, will not be permitted.
- i. Students are expected to obey these rules, other rules listed in this handbook, the rules of any host school when we are their guests, and all laws of the United States and/or the State of Nebraska.  
***LOCAL LAW ENFORCEMENT AUTHORITIES WILL BE NOTIFIED WHENEVER A LAW HAS BEEN BROKEN.***
- j. Teachers have the authority and responsibility for establishing, communicating, and enforcing rules for student conduct within their own classroom.

These rules are established within the guidelines of school policy and law. Therefore, it is mandatory that students adhere to these rules.

Students who choose not to obey these rules will be subject to disciplinary action. The discipline may include, but not be limited to, any of the following: 1) loss of student privileges in regard to the lunch hour;

- 1) loss of student privileges in regard to extra-curricular activities such as drama, music, athletics; 3) detention before or after the normal school day; 4) in-school suspension; 5) an out-of-school short-term suspension from school for five (5) or fewer days; 6) an out-of-school long-term suspension for six (6) to

twenty (20) days; 7) expulsion from school and all school activities for the remainder of the semester; 8) expulsion from school and all school activities for the remainder of the semester and the following

semester if the offense occurs within ten (10) days of the end of the semester; 9) expulsion for a calendar year for firearm violations; and/or 10) any other logical consequences that may apply.

### **STUDENT DUE PROCESS:**

(Board Policy 505.04R1)

#### **Short-Term Suspension - Due Process**

1. Short-term suspensions are for periods of time up to and including five (5) days. All assignments completed during out-of-school suspension are due upon the student's return to school. During a student's first short-term suspension, he/she will receive 80% of the original grade earned on any assignments given during the suspension. During a student's second short-term suspension, he/she will receive 70% of the original grade earned on any assignments given during the suspension. All subsequent short-term suspensions will result in a student receiving a zero for any assignments given during the suspension. A student serving an out-of-school suspension is not allowed to participate in or attend any school activities or functions during the suspension.
2. Before imposing suspension the Principal will make an investigation and give the student oral or written notice of charges, an explanation of the charges, and the opportunity to present his/her version.
3. The Principal may suspend a student after it is determined that the consequence is necessary to help the student or to prevent interference with school purposes.
4. The Principal will, within 24 hours (or such time as is reasonably necessary) following suspension, send a written statement to the student and the parents/guardians that describes the student's conduct or violation of rules and gives a reason or reasons for the action taken.
5. The Principal will make a reasonable effort to confer with the parents/guardians before, or at the time, the student returns to school.

#### **Long-Term (6-19 days) Suspension or Expulsion - Legal Grounds**

During a student's first long-term suspension, he/she will receive 80% of the original grade earned on any assignments given during the suspension. During a student's second long-term suspension, he/she will receive 70% of the original grade earned on any assignments given during the suspension. All subsequent long-term suspensions will result in a student receiving a zero for any assignments given during the suspension. A student will receive zeros for all assignments that occur during an expulsion. A student serving an out-of-school suspension or expulsion is not allowed to participate in or attend any school activities or functions during the suspension/expulsion.

The following student conduct shall constitute grounds for long-term suspension, expulsion, or mandatory reassignment, subject to the procedural provisions of the Student Discipline Act, when such activity occurs on school grounds, in a vehicle owned, leased, or contracted by the school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event:

- a. Use of violence, force, coercion, threat, intimidation or similar conduct in a manner that constitutes a substantial interference with school purposes;
- b. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, or repeated damage or theft involving property;
- c. Causing or attempting to cause personal injury to a school employee, to a school volunteer, or to any student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision;
- d. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student;
- e. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon;
- f. Engaging in the selling, using, possessing or dispensing of alcohol, tobacco, narcotics, drugs, a controlled substance, inhalants or being under the influence of any of the above; possession of drug paraphernalia; or engaging in the selling, using, possessing, or dispensing of an imitation controlled substance as defined in section 28-401, of the Nebraska statutes, or material represented to be alcoholic beverages, narcotics, drugs, controlled substance or inhalant.
- g. Public indecency as defined in section 28-806, except that this subdivision shall apply only to students at least twelve years of age, but less than nineteen years of age;
- h. Sexually assaulting or attempting to sexually assault any person if a complaint has been filed by a prosecutor in a court of competent jurisdiction alleging that the student has sexually assaulted or attempted to sexually assault any person, including sexual assaults or attempted sexual assaults which occur off school grounds not at a school function, activity, or event. For purposes of this subdivision, sexual assault shall mean sexual assault in the first degree and sexual assault in the second degree as defined in section 28-319 and 28-320, as such sections now provide or may hereafter from time to time be amended;

- i. Engaging in any other activity forbidden by the laws of the State of Nebraska which activity constitutes a danger to other students or interferes with school purposes; or
- j. A repeated violation of any rules and standards validly established pursuant to section 79-262, if such violations constitute a substantial interference with school purposes.

It is the intent of the Legislature that alternatives to suspension or expulsion be imposed against a student who is truant, tardy, or otherwise absent from required school activities.

**Emergency Exclusion from School - Legal Grounds**

- a. Dangerous communicable disease.
- b. Creating a danger to self or others.
- c. Disrupting the opportunity of others to learn.

**Long Term Suspension, Emergency Exclusion and Expulsion - Due Process Guarantees**

Long-term out-of-school suspensions are for periods of time including or exceeding six (6) days, but less than twenty (20).

Emergency exclusion may not last longer than necessary to avoid the threats of the emergency. An expulsion is a suspension for the remainder of the semester.

When misconduct occurs within ten (10) days prior to the end of the first semester, the expulsion will remain in effect through the second semester. When misconduct occurs within ten (10) days prior to the end of the second semester, the expulsion will remain in effect through the first semester of the following school year.

The expulsion of a student for (a) the knowing and intentional use of force in causing or attempting to cause personal injury to a school employee, school volunteer, or student except as provided in subdivision (3) of section 79-267 or (b) the knowing and intentional possession, use, or transmission of a dangerous weapon, other than a firearm, shall be for a period not to exceed the remainder of the school year in which it took effect if the misconduct occurs during the first semester. If the expulsion takes place during the end of the second semester, the expulsion shall remain in effect for summer school and may remain in effect for the first semester of the following school year. Such action may be modified or terminated by the school district at any time during the expulsion period.

The expulsion of a student for the knowing and intentional possession, use, or transmission of a firearm as defined in 18 U.S.C. 921 as of January 1, 1995 shall be for a period as provided by the school district policy adopted pursuant to section 79-263. This subsection shall not apply to (a) the issuance of firearms to or possession of firearms by members of the Reserve Officers Training Corps when training or (b)

firearms which may lawfully be possessed by the person receiving instruction under the immediate supervision of an adult instructor who may lawfully possess firearms.

Any expulsion that will remain in effect during the first semester of the following school year shall be automatically scheduled for review before the beginning of the school year. The review shall be conducted by the hearing examiner after the hearing examiner has given notice of the review to the student and the student's parent or guardian. This review shall be limited to newly discovered evidence or evidence of changes in the student's circumstances occurring since the original hearing. This review may lead to a recommendation by the hearing examiner that the student be readmitted for the upcoming school year. If the school board or board of education or a committee of such board took the final action to expel the student, the student may be readmitted only by action of the Board of Education. Otherwise, the student may be readmitted by action of the superintendent.

Before imposing discipline the Principal will make an investigation and give the student oral or written notice of charges, an explanation of the charges, notice of the accuser, and the opportunity to present his/her version.

The Principal will file with the Superintendent, on the date of the decision to suspend, expel, or exclude, a written charge and a summary of the evidence in the case.

The school shall, within two school days after the decision to discipline in this manner, send a written notice by registered or certified mail to the student and his or her parent or guardians informing them of the rights established under the Student Discipline Act. This notice will include the following information: 1) the rule or standard of conduct violated and the acts of the student alleged to constitute a cause for long-term suspension, expulsion, or mandatory reassignment, including a summary of the evidence to be presented against the student; 2) the penalty, if any, which the principal has recommended in the charge, and any other penalty to which a student may be subject; 3) a statement that, before long-term suspension, expulsion, or mandatory reassignment for disciplinary purposes can be invoked, the student shall have a right to a hearing, upon request, on the specified charges; 4) a description of the hearing procedures provided by the act, along with procedures for appealing any decision rendered at the hearing; 5) a statement that the principal, legal counsel for the school, the student, the student's parent, or the student's representative or guardian shall have the right (i) to examine the student's academic and disciplinary records and any affidavits to be used at the hearing concerning the alleged misconduct and (ii) to know the identity of the witnesses to appear at the hearing and the substances of their testimony; and 6) a form on which the student, the student's parent, or the student's guardian may request a hearing, to be signed by such parties and delivered to the principal or superintendent in person or by registered or certified mail as prescribed in section 79-268.

### **Authority to Suspend Until a Hearing**

When a notice of intent to discipline a student by long-term suspension, expulsion, or mandatory reassignment is filed with the superintendent, the student may be suspended by the principal until the date the long-term suspension, expulsion, or mandatory reassignment takes effect if no hearing is requested or, if a hearing is requested, the date the hearing examiner makes the report of his or her findings and a recommendation of the action to be taken to the superintendent, if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of (a) interference with an educational function for school purpose or (b) a personal injury to the student himself or herself, other students, school employees or school volunteers."

### **PROGRESSIVE DISCIPLINE PROCEDURES:**

The school's discipline plan is designed to be progressive in nature. Students who are repeatedly referred to the principal's office for additional disciplinary measures will be disciplined according to the following charts. The initial responsibility for the disciplining of a student who is disobedient or disrespectful in class, is the classroom teacher. Each time a student is disciplined by the principal, he/she will receive a specific number of points. Any points received shall be cumulative throughout each semester.

Accumulation of 50 or more points in any category or combination thereof, during any semester, will result in recommendation to the Board of Education of Education for expulsion from Morrill Public Schools.

Because a student's behavior away from school can influence school goals, our rules may be applied to a student's behavior away from school if an educational interest can be established. Fights and assaults at school activities, and/or on the way to or from school will be handled in the same manner. All students have the right to feel safe on the way to and from school.

Also, if the school participates in an activity that lasts more than one day, school rules will apply for the duration of the activity even if there are no Morrill students actively participating in the event. For example, if the basketball teams lose in the first round of a tournament, school rules will apply for the remainder of the tournament even though the teams are not competing.

## **Definitions of Terms**

The following Definitions of Terms is provided in order to help clarify inappropriate behaviors. The list of definitions is not meant to be all-inclusive, but rather to serve as a guide. The administration of the “Progressive Discipline Procedures” cannot be an absolute for all students in all situations; therefore, the administration will consider mitigating circumstances when assigning discipline to individual students. In the event that a student’s offense does not fall within a defined category, the administration will assign discipline at a level consistent with like offenses.

## **Bottles/Containers**

No bottles/containers are to be brought into the building without the permission of the principal. This includes items such as pop, juice, etc. **ONLY clear water bottles with water will be allowed.**

## **Cheating**

Intentionally misrepresenting the source, nature, or other conditions of academic work so as to accrue undeserved credit, or to cooperate with someone else in such misrepresentation. Such misrepresentations may, but need not necessarily, involve the work of others.

## **Detentions**

Time during the day (before and after school) when a student is required to report to a specified area to make up time. Examples of reasons for being assigned detention would be misbehavior, tardies, lack of effort in class or classes, etc. Any student assigned detention will be allowed to choose detention that day or the next school day.

## **Disrespect to a Faculty Member**

Lack of respect toward any employee of Morrill Public Schools.

## **Disruption of School/Class/Assemblies**

Examples include: Yelling and/or running in the halls, persistent talking without permission, horseplay, throwing things, etc.

## **Disruptive Objects**

Tacks, whistles, rubber bands, water guns, etc.

## **Electronic Devices:**

Electronic devices are not to be brought to school without teacher permission. Approval will be based on educational need. **Cell phones or other communication devices are not permissible in school and/or the**

**classroom. Morrill Jr/Sr High School is not responsible for lost or stolen cell phones/devices, nor will we spend time investigating these issues. It will be the responsibility of the student or parent to turn the matter over to the local police department and any investigation by the police will be done outside the school day to avoid the interruption of instructional time. Students bring these items to school at their own risk.**

### **Explosives, Fireworks, and Foul Substances**

Any article containing an explosive or combustible substance-including fireworks- or foul, offensive or injurious substances or compounds, with intent to use the same against the person or property of another.

### **Extortion/Blackmail**

The direct attempt to extract money, goods or favors from another individual through coercion, force or threats.

### **False Alarm of Fire**

Raising or creating any false alarm of fire in and to any building, or part of any building, structure or property of the school district by any means or manner whatsoever.

### **False Call**

The act of claiming the name of another person to excuse a student from class or school.

### **Fight/Assault**

The act of quarreling (physical or verbal) which could or does result in bodily contact in or on school property, or going to and from school, including any activity under school sponsorship (e.g. dance, athletic event, etc.) Each fight is considered to involve at least two active participants. Fights should be reported to the office immediately.

Assault is defined as a physical attack by one student toward another student or adult. Assaults should be reported to the office immediately, and authorities will be contacted.

The principal will recommend the expulsion of any student involved in his/her second fight/assault. The principal's recommendation for expulsion due to fights or assaults can be delayed by appealing to a "Jury" composed of four (4) faculty or staff members. The "Jury" will listen to the testimony presented and make a final decision. A request to appear before the fight jury must be made within 24 hours of the fight/assault.

**Forgery**

The act of using in writing the name of another person, or falsifying times, dates, grades, addresses, or other data on school forms or parental notes.

**Gross Misbehavior**

Misbehaving that is totally beyond simple appropriate behavior, i.e. overt behavior that threatens property or the safety and well-being of others, including the promotion of fighting.

**Harassment/Intimidation**

Any act of threat by force or verbalization against another person.

**Illegal Entry**

Forced entry or entry without administrative authorization into a building, room or school property.

**Inappropriate Behavior/Gestures**

The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, disability, national origin, or religion.

**Inappropriate Dress/Speech**

Dressing or grooming in a manner which is dangerous to the student's health and safety or a danger to the health and safety of others or repeated violations of the student dress and grooming standards; dressing, grooming, or engaging in speech that is lewd or indecent, vulgar or plainly offensive; dressing, grooming, or engaging in speech that school officials reasonably conclude will materially and substantially disrupt the work and discipline of the school; dressing, grooming, or engaging in speech that a reasonable observer would interpret as advocating illegal drug use. See "Dress Code" provisions for specific details.

**Indecent Exposure**

Making any open or indecent exposure of his or her person or the person of another.

**Indecent Material**

The act of portraying obscenity or vulgarity in pictures or caricatures in assignments, on any personal property visible to others at school, or on any school property.

### **In-School Suspension**

The student will attend school, but will be placed in isolation from the general student body. The student will be expected to complete all work assigned and the student will receive credit for completed work. The student will not be allowed to take part in any school activity scheduled for that date.

### **Insubordination**

Disregard for the authority of a staff member.

### **Littering**

To dump, deposit, place, throw, or leave litter in and upon school property other than in receptacle set aside for such purposes.

### **Loitering**

Being somewhere other than where authorized and refusing to leave when ordered; being in a school area without an authorized pass.

### **Member of the Administrative Staff/Designee**

A school district employee who is certificated under the statutes relating to the licensing of teachers and administrators and who has supervisory authority.

### **Misuse of School Materials**

Misusing and/or using school materials in an unauthorized manner short of major destruction, e.g. writing on or marking desks, books, lockers, etc. using shop materials, FCS food products, etc.

### **Other School Personnel/Staff Members**

All school district employees and functionaries except teachers. The term includes, but is not limited to, secretaries, student teachers, teacher's aides, cafeteria personnel, custodians, maintenance people, bus drivers, etc.

### **Physical or Verbal Assault**

The act of initiating a violent physical or verbal attack against another student on school property, on a school bus or at a school sponsored event.

### **Plagiarize**

To steal and pass off as one's own work without crediting the source.

### **Possession or Illegal Use of Weapon**

The act of possession, using or threatening to use any weapon or instrument capable of inflicting bodily injury.

### **Possession/Use of Tobacco/E-Cigarettes**

Smoking by any students or the possession of smoking materials and/or chewing tobacco is not permitted on school property.

### **Profanity**

The use of language that is unacceptable to school/community standards.

### **Public Display of Affection**

The showing of affection that is not appropriate in the school setting such as kissing, embracing, etc.

### **School Property**

Any building, buildings, part of any building, structure, land or property of the school district or any property that is being leased or used by the school district.

### **Theft 1**

The act of acquiring and/or being in possession of the property of another, without consent, at a value less than \$100.00

### **Theft 2**

The act of acquiring and/or being in possession of the property of another, without consent, at a value of greater than \$100.00

### **Trespass**

Entering upon the lands or premises of the school district without authority after having been forbidden to do so by school staff; or upon being notified to depart there from by members of the school staff, refusing or neglecting to depart there from.

### **Truancy**

A student will be considered truant if he/she is absent without the knowledge and permission of his/her parents **or** the school. A student will be considered truant for cutting classes or leaving a class or the building without permission from the principal's office.

### **Unauthorized Games in School Building**

Gambling, poker, electronic games, computer games, etc.

### **Unlawful Intimidation of School Authority**

Interfering with administrators, teachers or other school personnel by force or violence.

### **Vandalism 1**

Destruction of school property or property belonging to another at a value of less than \$100.00.

### **Vandalism 2**

Destruction of school property or property belonging to another at a value of more than \$100.00.

### **Verbal/Physical/written Threat to Teacher/Staff**

Any verbal, physical, or written threat which insults or abuses any staff member or otherwise shows disrespect.

### **Vulgarity**

Offensive, lewd, obscene behavior or speech.

### **Possession/Use of Weapons/Use of Force**

A weapon is any item specifically designed for use as a weapon or any everyday item that is used in an attempt to threaten or harm another person. Students are to leave at home any pocket knives, laser pointers, metal bars, toy guns or knives, fireworks, lighters, or any object or material that is ordinarily or generally considered to be a weapon. These items will be confiscated and turned over to the local law enforcement authorities. In addition, the student may be suspended or expelled from school. If the weapon is a firearm, the expulsion will be for a calendar year.

“Firearm” means a firearm as defined in 18 U.S.C. 921, as that statute existed on January 1, 1995. That statute includes the following statement: “The term ‘firearm’ means (a) any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive; (b) the frame or receiver of any such weapon; (c) any firearm muffler or firearm silencer; or (d) any destructive device.” The Superintendent may modify such one-year expulsion requirement on a case-by-case basis, provided that such modification is in writing.

Bringing a firearm or other dangerous weapon to school for any reason is discouraged; however, a student will not be subject to disciplinary action if the item is brought or possessed under the following conditions:

- 1) Prior written permission to bring a firearm or other dangerous weapon to school is obtained from the student's teacher, building administrator and parent.
- 2) The purpose of having a firearm or other dangerous weapon in school is for a legitimate educational function.
- 3) A plan for its transportation into and from the school, its storage while in the school building and how it will be displayed must be developed with the prior written approval by the teacher and building administrator. Such plan shall require that such items will be in the possession of an adult staff member at all times except for such limited time as is necessary to fulfill the educational function.
- 4) The firearm or other dangerous weapon shall be in an inoperable condition while it is on school grounds. If the weapon is not a firearm the expulsion will not exceed the remainder of the current school year if this offense occurs in the first semester and the expulsion will remain in effect for the remainder of the second semester, summer school, and first semester or the following school year if the offense occurs in the second semester.
- 5) Photos that contain weapons will not be published in the school yearbook, senior alumni pictures, or any other pictures used for school purposes.

### **TOBACCO-FREE ENVIRONMENT**

(1006.02)

School district facilities, including school vehicles, shall be off limits for smoking or other uses of tobacco products. For purposes of this policy, it includes all products such as cigars, cigarettes, chewing tobacco, nicotine products, vapor products (including e-cigarettes), and any products intended by appearance or effect to replicate tobacco products. This requirement extends to employees and visitors. This policy applies at all times, including school-sponsored and nonschool-sponsored events. Persons failing to abide by this request shall be required to extinguish their smoking material and may be required to leave the school district premises immediately. It shall be the responsibility of the administration to enforce this policy.

**PROGRESSIVE DISCIPLINE LEVELS AND EFFORTS TO KEEP STUDENTS IN SCHOOL:**

- A: Detention
- B: Multiple Detentions
- C: 1-5 Days In-School Suspension D: 5-10 Days In-School Suspension
- E: 1-5 Days Out-of-School Suspension F: 5-10 Days Out-of-School Suspension G: Recommend Expulsion
- H: Referral to appropriate authorities for prosecution.
- I: Principal’s Interpretation

NOTE: Substitute Teachers play a unique role in continuing the educational mission of Morrill Junior-Senior High School while a teacher is absent from the class. It is critically important to ensure that the substitute’s experience at Morrill Junior-Senior High School will be positive, so that they will continue their service to the school. Note: assigned points and punishments will be doubled from the Progressive Discipline Chart for offenses incurred under the direction or supervision of a substitute.

There are several categories of inappropriate student actions listed in the table below. The categories range from **Category 1** offenses, which are minor offenses, those not typically associated with disrupting the learning process, to **Category 8** offenses, those that are criminal in nature and result in an automatic recommendation for expulsion. The following list is not meant to be totally inclusive. The principal will decide the appropriate placement for any inappropriate behavior not specifically addressed in the following table.

**PROGRESSIVE DISCIPLINE CHART OF CONSEQUENCES**

**REPETITION**

**Category 1 Offenses**

	<u>PTS</u>	<u>1<sup>st</sup></u>
1. Bottles/Containers in school	0	A(Confiscation of item)
2. Public display of affection	0	A (Category 2 for second offense)
3. Minor cafeteria misbehaviors	0	A
4. Failure to meet expectations	0	A
5. Dress code violations	0	A
6. Littering	0	A
7. Food in locker	0	A (Confiscation of item)
8. Inappropriate use of vehicle	0	A
9. Misuse/no pass	0	A
10. Bus misbehavior	0	A
11. Other	0	A

<u>Category 2 Offenses</u>	PTS						1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>
		4 <sup>th</sup>	5 <sup>th</sup>						
12. Electronic device w/o permission	8	A	B	C	D	E			
13. Repeated violations of Category I	8	A	B	C	D	E			
14. Chronic tardiness	8	A	B	C	D	E			
15. Disruption of class/school	8	A	B	C	D	E			
16. Disruption of assembly	8	A	B	C	D	E			
17. Parking inappropriately	8	A	B	C	D	E			
18. Inappropriate behavior/materials	8	A	B	C	D	E			
19. Spitting	8	A	B	C	D	E			
20. Disruptive objects (Confiscation)	8	A	B	C	D	E			
21. Profanity/vulgarity/inappropriate language	8	A	B	C	D	E			
22. Unauthorized games used in classroom	8	A	B	C	D	E			
23. Loitering	8	A	B	C	D	E			
24. Other	8	A	B	C	D	E			

<u>Category 3 Offenses</u>	PTS						1 <sup>st</sup>
		2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>		
25. Cheating/Plagiarism	10		A	B	C	E	F
26. Skipping/Cutting class/Truant	10		A	B/I	C/I	E/I	F/I
27. Bullying/Degrading fellow student	10		A	B	C	E	F
28. Disorderly conduct	10		A	B	C	E	F
29. Failure to identify self to school officials	10		A	B	C	E	F
30. Roughhousing	10		A	B	C	E	F
31. Indecent material/action	10		A	B	C	E	F
32. Jeopardizing the safety of oneself or others	10		A	B	C	E	F
33. Leaving school building/ class without permission	10		A	B	C	E	F
34. Giving false information during an investigation.	10		A	B	C	E	F
35. Misuse of material & equipment	10		A	B	C	E	F
36. Not following request	10		A	B	C	E	F
37. Trespassing	10		A	B	C	E	F
38. Other	10		A	B	C	E	F

<u>Category 4 Offenses</u>	PTS						1 <sup>st</sup>
		2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>		
39. Leaving grounds w/o permission	14	B	C	E	F	H	
40. Careless driving/speeding	14	B/I	C/I	E/I	F/I	H/I	
41. False calls	14	B	C	E	F	H	
42. Forgery of notes	14	B	C	E	F	H	
43. Vandalism 1	14	B/I	C/I	E/I	F/I	H/I	
44. Theft 1	14	B/I	C/I	E/I	F/I	H/I	
45. Other	14	B	C	E	F	H	



## **DRESS AND ATTIRE AND STUDENT APPEARANCE (DRESS CODE)**

(Board Policy 504.06)

The educational climate of the school is affected by student appearance. As a result, administrative prerogative is reserved for judgment in cases of student dress that could be considered immoral, immodest, or in any way distracting or offensive to students, teachers, or staff. Students at Morrill Junior- Senior High School are expected to come to school and school activities being neat and clean. An individual's dress, personal appearance, and cleanliness, like his/her behavior, should reflect sensitivity to and respect for others. Students attending school should at all times be dressed in a manner that is conducive to a businesslike scholastic atmosphere. The dress and grooming of a student does have a relationship to attitude and work habits, as well as interpersonal relationships with faculty, staff, and classmates. Hence, appropriate dress and grooming can have a positive effect on school discipline.

Student dress and grooming should be in good taste and appropriate for the occasion. It should reflect consideration for safety, health precautions, cleanliness, neatness, and academic endeavors.

### **The following are examples of clothing and/or jewelry that will not be allowed:**

1. Clothing that is immodest or unnecessarily distracting to the learning environment (BOYS: shirts with no sleeves, tank tops, muscle shirts, mesh shirts or , etc.) GIRLS: shirt with bare backs, spaghetti strap tops, low-cut tops, tube tops, halter tops, see-through tops, excessively tight clothing (spandex, leggings, yoga pants, short shorts, mesh shirts with no undergarments, pajamas, etc.) All clothing should be sufficient to conceal undergarments (including sports bras and boxer shorts) at all times.

#### **What is meant to be covered needs to be covered.**

2. Clothing that is suggestive or has on it suggestive phrases, promotes immoral or illegal practices, or advertises tobacco, alcohol, drugs, etc.
3. Clothing that is in any other way disruptive to the educational process. (Torn or soiled clothing, gang related apparel, jeans with excessive tears, etc.)
4. Pants, Shorts & Skirts: Shorts may be worn as long as they are in good taste and not excessively short or tight. The following shorts will not be allowed in school. a.) No bike shorts, b.) No cut offs, pajama pants, or flannel pants, etc.) No spandex type of any kind. Pants worn will NOT SAG, no excessive hole or tears. Leggings/yoga types may be worn **IF**: the top COMPLETELY covers the backside.
5. Bare feet. Proper footwear should be worn at all times. Health laws require that shoes be worn at all times while in school. Slippers should not be worn to school.

6. The wearing of outdoor clothing such as backpack, book bags, sunglasses, hats, jackets, or coats must be stored in the assigned lockers during school hours.
7. Bare midriffs – All shirts should cover midriffs at all times. This includes when a student is standing, sitting, or bending over.
8. Hats, bandannas, or head covers of any type (hoods, etc.) are not to be worn in any fashion in the building during regular school hours. This rule applies to both girls and boys. Hats are to go in the student's locker when they enter the school and stay there until the student leaves the school. Hats are not to be carried from class to class.
9. Any articles that could cause injury to others such as spikes, chains, etc.

### **\*Clothing must be Appropriate, Modest, and Clean\***

The Principal and Guidance Counselor will determine if a student is wearing inappropriate clothing. The student will be asked to change clothes and/or cover the inappropriate clothing or have parents bring appropriate clothing for changing. Parents will be required to pick up confiscated items. Repeated violations will be handled with progressive discipline measures and confiscation of the item for the remainder of the school year.

#### **SCHOOL SPONSORED DANCES AND PARTIES:**

Parties and dances must be scheduled through the Principal at least one week in advance of the desired date.

Proper conduct and behavior will be expected at parties and dances. All school policies and discipline procedures will apply.

Prom will consist of 10<sup>th</sup>-12<sup>th</sup> grade, where 9<sup>th</sup> graders in the top 10% of the class will act as servers for the dinner. Servers may attend the dance following. Prom is a formal event and **JEANS** are **NOT** allowed.

High School social activities shall be limited to full-time students in grades 9 through 12. Out-of-school dates may be brought to the following dances: Homecoming, Winter Royalty, and Prom. Out-of-school dates must be registered in the principal's office, be a high school student, or be approved by the principal.

Dance guests who have turned 21 years of age on or before Aug. 1<sup>st</sup> of the current school year are not allowed. A student who brings a guest is responsible for their guest's behavior. A ticket, if applicable, must be purchased. Morrill students are responsible for the actions of their guests. **No person that is not a student, or the date of a student, will be allowed to attend school dances.**

Junior High students may not attend Senior High dances. Junior High students will be allowed no more than two Junior High dances a school year.

**Unless otherwise approved by the administration, one-half hour after a dance or party is scheduled to begin, there will be no further admittance to the function.** A sponsor may deviate from this rule if the reason for late arrival is previously known and approved by the administration.

**Once a student arrives at a party or dance and the doors have been closed, they may not leave the confines of the building or entrance area and be readmitted.**

### **LIBRARY RULES:**

The philosophy of the Morrill High School Library is centered on service to our student body, not only in providing resources and equipment for use, but also in providing aid in securing these materials and equipment. The library is to be a quiet area for students to study, do research and gather materials. Students (9-12) may sit on the couches, but may not be permitted to engage in casual conversations that are disruptive to the purposes of the library. A complete list of library rules are posted in the library.

### **TRANSPORTATION ISSUES**

#### **USE OF MOTOR VEHICLES:**

In order to provide for the health, safety and welfare of students attending Morrill Public Schools, the following regulations governing the use of motor vehicles driven to school will be enforced.

- I. Motor vehicles will not be moved from the parking lot during class time without the permission of the Principal or Superintendent (Student Aides). This permission will only be given to students who have a valid vehicle operator's license.
- II. Drivers who are entering or departing the vicinity of the school and surrounding residential and business area will be subject to the disciplinary action of this regulation, if traffic laws of the state of Nebraska are violated.
- III. All students who drive to school will park in the parking lot south of the high school building. Students are required to park their vehicles in an orderly fashion. Students are to leave room for buses and possible deliveries. In addition, you may not block anyone's car while parking.
- IV. Students are not allowed to ride with another student during the lunch period without written permission from both parents. Closed campus at lunch for grades 7-10.
- V. Discipline options for violations of any part of these provisions may include any of the following:
  - 1.) Suspension of student privileges that may include driving privileges,
  - 2.) Detention suspension from school, either in-school or out-of-school and expulsion,
  - 3.) Citations issued by local authorities.

## **SCHOOL BUSES:**

The buses are operated as a convenience for students and patrons of the district. They do represent a substantial investment. Therefore, students are expected to take care of and show respect for the property and investment. Rules concerning behavior are posted in the bus and will be given to each student at the beginning of the year. Bus drivers are to receive the same respect given to any other staff member. If students do not adhere to these rules, the privilege of riding the buses will be denied.

School buses will arrive at school at approximately 7:45 a.m. and leave at approximately 3:40 p.m., or five minutes after school is dismissed. If a student will not ride the bus on a given day, his parents will please see to it that the bus driver is informed. Bus drivers must follow their schedules. They will only wait for riders for a period of time that will not jeopardize the remainder of their schedule. In addition, school bus evacuation drills will be held twice per year.

## **SCHOOL PROPERTY**

### **SEARCH AND SEIZURE:**

All lockers, desks, ChromeBooks, other school property, and storage areas belong to the school and may be inspected by the Principal or Superintendent whenever it is deemed necessary to do so. All lockers will be emptied prior to checking out the last day of school.

School officials also reserve the right to search an individual and/or automobiles located on or adjacent to school premises which may be used for parking or gaining access to school property when there is reasonable suspicion to believe contraband (drugs, weapons, alcohol, and other materials) may be present. Canine search teams will be used on a periodic random basis to search lockers and the school parking lot.

### **VIDEO SURVEILLANCE**

(Board Policy 903.01)

The Board authorizes the use of video cameras on district property to ensure the health, welfare and safety of all staff, students, and visitors to district property, and to safeguard district facilities and equipment. Video cameras may be used in locations as deemed appropriate by the school district.

## **SCHOOL EQUIPMENT:**

Your parents and other taxpayers are paying for your education. This is their school and yours. Be proud of it and take care of it and its equipment. Students are financially responsible for loss or damage to any books or any school equipment. Anyone found causing damage to school property will pay for the damage and will be subject to disciplinary action. The teachers will assess fines for damaged school books and equipment.

The school is not responsible for lost or stolen articles. Students are discouraged from bringing valuables and large amounts of money to school. In addition, students are encouraged to use a pad-lock to lock items in their lockers while at school. Additionally, parents are required to purchase a lock to keep their child's property safely secured in their own lockers.

## **OPERATIONAL PROCEDURES**

### **ANNOUNCEMENTS:**

A daily bulletin will be published each morning. This bulletin will contain information about the events scheduled for the upcoming week. Items such as the school lunch menu and student activities will be addressed. All announcements must have a sponsor's signature to be placed on Infinite Campus.

Intercom announcements will occur on a daily basis at 8:05AM. Requests for information to be included on the intercom announcements should be given to the high school secretary in a timely fashion. All announcements must have a sponsor's signature. These forms of communication are to be used for school-sponsored events only.

### **PLEDGE OF ALLEGIANCE:**

The Pledge of Allegiance will be read each day when the daily announcements are read. Students are not required to say the Pledge, but they are required to stand and respect the right of those who choose to participate. Teachers will assign detention to anyone who disrupts this process.

### **JR/SR HIGH CELL PHONE POLICY**

**There are to be NO student cell phones or headphones in the classroom at any time.**

1. Cell phones are to be in the "OFF", "SILENT" position and placed in the room caddy at the beginning of the period. Students can take cell phones with them when the period ends.
2. Cell phones are to be left in the classroom phone caddy or in a backpack in the locker from the start to the end of class. Cell phones are not to be carried in student Chromebook bags.
3. Students may NOT have cell phones out during a class period when in the library.
4. Students may ONLY use their phones between classes, lunch time, and before or after school.

*\*Failure to follow will result in phone confiscation until the end of the day, automatic 1 day detention, and the loss of 8 points.*

## **TELEPHONE:**

Telephone calls are limited to those of extreme importance and of short duration. Students are to use the student telephone provided at the office window with advanced permission from the teacher or the principal. Students are to use the phone between classes, as it will not be available to students during classes. We ask parents to call the school office in contacting students, and not during the class period as this may create issues with the student cell phone policy.

## **SCHOOL MEAL PROGRAM:**

In order to provide a school meal program that benefits the health, nutrition, and learning capabilities of our students Morrill Public Schools participates in the School Breakfast Program and the National School Lunch Program.

It is our goal to have the school meal program as self-sufficient as possible. If conditions permit, those who make use of the program should assume the cost of operation.

Meal prices will be established prior to the beginning of each year, but we reserve the right to increase or decrease prices at any time. Price changes will be effective at the beginning of the month following board action to change prices.

While eating in the lunchroom, students will be expected to exercise proper table and dining manners.

**The eating utensils are for students participating in the school breakfast and lunch program.**

**Students who bring their own lunch should bring their own utensils. Non-program participants will not be provided eating utensils.**

While eating in the lunchroom, students will be expected to exercise proper table and dining manners.

**A CLOSED CAMPUS** policy is effect for students in grades 7<sup>th</sup> – 10<sup>th</sup>. These students will not be allowed to leave campus during the lunch period. Grades 7-10 will be required to go to the cafeteria to eat a hot lunch or bring a sack lunch. Students in grades 11<sup>th</sup> – 12<sup>th</sup> may choose to leave campus during the lunch period, even though it is recommended they have a nutritious meal at the cafeteria.

**Students going home for lunch must have a signed form in the office. Juniors and Seniors leaving during the lunch period are NOT allowed to ride with another student without written permission from both parents.**

In accordance with Federal law and U.S. Department of Agriculture policy, this institution is prohibited from discrimination on the basis of race, color, national origin, sex, age or disability.

To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, Room 326-W, Whitten Building, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410 or call (202) 720- 5964 (voice and TDD). USDA is an equal opportunity provider and employer.

## **PROGRESS REPORTS:**

The school will attempt to keep parents informed concerning the academic progress of students. Progress

reports will be made available at the midway point of each quarter for all students. Also, we will provide access to Infinite Campus for parents to check student progress and attendance.

## **INSURANCE:**

Students and athletes will be given the opportunity to purchase insurance through the school, if they wish to do so. Insurance information will be sent home with the students at the beginning of the school year, or with the beginning of fall season sports, whichever is appropriate. As the insurance bulletins will indicate, there are various plans to be purchased.

All students out for athletics must have some type of insurance, either through the school or an agency chosen by the parents. Football insurance will be available and will cover only participation in this sport.

The cost of any of the offered plans is very nominal when compared to other plans. It should be expected that the coverage will be limited and may pay only a portion of the medical expenses.

## **FIRE DRILL PROCEDURES:**

Fire Drills will be held Monthly. When the fire bell is rung, students and faculty are to leave their room and walk in an orderly manner outside. Windows are to be closed and the door closed behind them.

Please observe the following routes:

- 1) The library, and rooms 100, 104, and 106 will exit through the northeast exit.
- 2) The teachers workroom, and rooms 112, 114, 116, 118, will exit through the north west exit.(Band Room Door)
- 3) Rooms 120, 122, 124, 126, and 146 will exit through the southwest exit.(JH South Exit)
- 4) Rooms 132, 130, and 128, and the office will exit through the southeast exit.
- 5) Students in the gym will exit through the east exits and the AD office will go through the east storage room
- 6) Students in the Industrial/Fine Arts Building will exit as directed by their teacher.

Teachers will CHECK the hallway FIRST, and then move students to the area designated in the school safety plan and remain there with them until the all clear is given.

## **TORNADO WARNING PROCEDURES:**

Tornado drills will be held periodically. All classroom doors should be closed. Teachers will escort students by the shortest route possible to the area specified for their classroom and remain in the

immediate area of his or her class. Students are to sit with their backs to the walls and cover heads when possible.

The tornado warning will be several bell rings in succession. Further instructions will be given over the intercom system. Please observe the following routes:

1. The boy's locker room will be used for students in the gym, weight room, library, shop, welding, distance learning, AD offices, and Senior High classrooms 100, 104, 106, 110, 112, 114, 116, 118. Students will use the north gym door. Students who are outside the gym shall also go directly to the boy's locker room. All students shall be seated next to the walls, lockers, and showers.
2. The girl's locker room will be used for students in the art room, HS offices, and Sr. /Jr. High classrooms 132, 130, 128, 126, 124, 122, and 120. Students shall use the south gym door and go directly to the girl's locker room and be seated next to the walls and lockers.
3. If time does not permit, students in the Industrials Arts Building shall move to the boys/girls rest rooms in the building.
4. Teachers shall turn off electricity.
5. Students in the cafeteria will seek shelter in the closest rest rooms and storage rooms.
6. The all clear will be announced on the intercom.
7. During sporting events at the elementary gym/cafeteria attendees will go to the restrooms in the cafeteria, and gymnasium attendees will go the boys/girls locker rooms.

### **BAD WEATHER SCHOOL DISMISSAL:**

In case school will be canceled because of bad weather, the information will be broadcast via local media and the district messenger system. It is important that all student contact information is up to date in the system. An attempt will be made to get this information to the public as soon as possible.

### **POSTERS AND SIGNS:**

Posters and signs that are designed or constructed by students must have the approval of the administration or sponsor before being posted. All signs and posters, which are posted for public display, should reflect the quality and high standards in both content and appearance.

Non-school groups who wish to display posters or signs may post them on the wall adjacent to the principal's office. All posters will require administrative approval.

**ADULT VISITORS:**  
(Board Policy 1005.07)

Visitors are welcome at Morrill Public Schools. A public school should be public. Our visitors should be treated as guests, even though most of the visitors will be taxpayers of the district and in that sense, the owners of the school.

Visitors are required to follow certain guidelines when visiting school. These are:

1. **All visitors must report to the Secretary/Principal's office before proceeding to their destination and obtain a visitors pass.**
2. If observation of a certain skill or subject is desired, parents will be asked to visit during a specified time period.
3. Children, 10 years of age or less, who wish to visit school must be accompanied by a parent. The Principal or Superintendent must give prior approval to all other visitors.
4. Parents may confer with a teacher during a **planning period and before or after school**. They are always encouraged to confer during parent-teacher conferences. **Parents are not to confer with teachers when class is in session.** Teachers are to be in their classroom if students are present, not in the hallway conferencing with a parent. If you feel the need for an immediate response, please report to the office and discuss the problem with administration.
5. Salesmen and other such agents will not be allowed to solicit or visit students during school hours without administrative approval.
6. Visitations are discouraged during the school day while classes are in session. All persons, except employees of the school district and representatives of firms performing service for the school and of public utility firms in the act of carrying out their duties, shall be prohibited from loitering on the school grounds or in the school buildings or from moving about the building and grounds while school is in session without first having obtained permission of the Superintendent or Principal. Any person seeking such permission shall be required to go immediately to the proper office and shall not move about the grounds or building until such permission is secured. All school personnel are required to aid in enforcing this rule.

Any person, other than a school employee, who wishes to visit or interview a student, must obtain the permission of the Principal or Superintendent prior to contacting the student. This permission shall not be granted unless in their judgment there is a clear and valid reason to grant such permission. Ordinarily, these visits shall be restricted to parents of the students or persons known by the administration to be family, friends or to have substantive reason for the request.

### **STUDENT VISITORS:**

(Board Policy 1005.07)

A student who is considering enrolling at Morrill JR/SR High School may visit classes of Morrill JR/SR High School. A visitor's pass must be secured from the office at least 24 hours prior to the visit. Visits should be limited to a maximum of one half day in duration and should occur for valid educational purposes only. The guidance counselor will place all visiting students in an appropriate grade level and assign a student mentor to assist the visitor throughout the day. These visits may not take place during the first two weeks or last two weeks of school.

### **POLICE QUESTIONING PROCEDURES:**

Questioning or interview of students on the school premises will take place pursuant to the following guidelines:

1. If an interview of a student is requested during school hours concerning an ongoing investigation of a crime not related to the school setting, questioning should not take place until the parent, custodian, or guardian of the student has been contacted and permission is given for such an interview. Unless a parent specifically requests the principal or other school agent to be present during the interview, such presence is not necessary. An attempt should be made to document the parent's consent either by obtaining such consent in writing or by confirming a consent given over the telephone by a letter.
2. If a representation is made by an investigator that an interview is necessary to collect information concerning an allegation of abuse, neglect, or an offense involving a family relation and it is clear that the obtaining of a parent's consent would be impossible or counterproductive, the principal may allow the interview on school premises. In these situations, the principal or his/her agent should be present during the interview to insure that the interview relates only to those matters specified by the law enforcement official.
3. If the investigation and the request for an interview relate to an incident that took place on school grounds and/or during school hours, it is not necessary to obtain the consent of the parents for an interview. In these situations the principal or his/her agent should be present during the interview to ensure that the matters inquired into relate only to the incident that took place on school property or something that is directly related thereto.

### **Health Program**

The School Health Program of Morrill Public Schools is a part of the total school education program, and designed to strengthen the student's educational progress by assisting with the maintenance or improvement of the student's health. Parents always have had and should continue to have the ultimate responsibility for the health care of their children. The school does not intend to take over that responsibility, but rather, assists with the health care through health screening, counseling and education

at the school. The school health program also has the responsibility of complying with all laws pertaining to the health of students.

The Morrill Public School nurse divides her time between 3 school buildings. Much of the school nurse's time is spent carrying out the various screening programs, communicating with students and their parents when further health examinations are needed and maintaining individual permanent student's health records. Additionally, the school nurse is involved in the care of children with special health care needs, infection control and environmental health and safety of the school.

### **Health Screenings:**

Health screenings are performed per Nebraska Department of Health and Human Services schedule. They are an important part of the school health program. They are very useful for discovering possible health problems, which can affect schoolwork. However, a screening is not a thorough examination – it is only a quick procedure done to determine if further examination by the individual family health care provider is needed. Parents/guardians will be notified of the screening result if the student is found to need further evaluation.

The following screening programs are done yearly:

- |                               |  |
|-------------------------------|--|
| 1. Height, weight, and dental | All students K – 4 th, 7th, 10th grades  |
| 2. Vision and hearing         | All students K – 4 th, 7th, 10th grades  |
| 3. Immunizations              | All students K – 12 are surveyed yearly for completeness, and required summary report is sent to the Nebraska State Health Department. |

### **Immunizations:**

To attend school, students in Nebraska are required to be immunized per current requirements from the Nebraska Department of Health and Human Services. For further information on immunizations, contact school health staff or refer to the Nebraska Department of Health and Human Services Control of Communicable Disease regulations.

### **Birth Certificate Requirements:**

State Law requires that a certified copy of a student's birth certificate be used when enrolling a new student in school. If your child is registering with MPS for the first time, you may obtain this document from the Bureau of Vital Statistics in the state in which your child was born. Assistance in obtaining birth certificates may be obtained from Health Records Management, P.O. Box 95065, Lincoln, NE 68509-5065. There is a fee per certificate.

### **Physical Examination:**

Physical examination by a physician, physician assistant or advanced practice registered nurse within the six months prior to the entrance of a child into Early Childhood Education, beginner grade or Kindergarten, and 7th grade, or in the case of a transfer from out of state to any grade, is required. The parent/guardian has the right to submit a written statement refusing such examination.

### **Vision Evaluation:**

Visual evaluation by a physician, a physician assistant, an advanced practice registered nurse, or an optometrist within six months prior to the entrance of a child into the beginner grade or Kindergarten, or in the case of transfer from out of state to any grade, is required. The visual evaluation must consist of testing for amblyopia, strabismus, and internal and external eye health, with testing sufficient to

determine visual acuity. The parent/guardian has the right to submit a written statement refusing such an evaluation.

### **Contagious and Infectious Diseases/Conditions:**

MPS follows the Nebraska Department of Health and Human Services regulations for control of communicable disease. Please refer to NAC 173 Chapter 3 for specifics. These regulations include: incubation period, symptoms of illness, infection period and minimum isolation periods/control measures. Diseases/Conditions included in these regulations are: Chickenpox, Pink Eye, Common cold, Diphtheria, Pinworm/Threadworm/Seatworm, Fifth Disease, Hand/Foot/Mouth, Hepatitis A, Herpes Simplex, Impetigo, Influenza, Measles, Meningitis (bacterial and viral), MRSA, Mumps, Head lice, Pertussis/Whooping Cough, Polio, Ringworm, Rubella, Scabies, Shingles, Strep Infection, and Tuberculosis. If your child is diagnosed with one of the above diseases or conditions, contact school health staff for exclusion timeframe and/or if a healthcare provider note is needed to return to school.

### Symptoms requiring removal of child from school:

- **Fever:** Fever is defined as having a temperature above 100°F (measured orally). A child needs to be fever free for a minimum of 24 hours before returning to school, that means the child is fever free without the aid of Tylenol®, or any other fever reducing substance.
- **Fever and** sore throat, rash, vomiting, diarrhea, earache, irritability, change in behavior, or confusion.
- **“Flu-like” Symptoms:** Fever over 100°F with a cough or sore throat. Other flu symptoms can include tiredness, body aches, vomiting and diarrhea.
- **Coughing:** if severe, uncontrolled coughing or wheezing, rapid or difficulty breathing
- **Diarrhea:** runny, watery, bloody stools, or more than two loose stools within last 4 hours.
- **Vomiting:** 2 or more times in a 24 hour period unless caused by a non-contagious source.
- **Abdominal pain:** lasting more than 2 hours with fever or other signs and symptoms.
- **Body rash: with** fever and/or behavior changes.
- Child is irritable, continuously crying, or requires more attention than we can provide without hurting the health, safety or well-being of the other children in our care.

KEEP THESE AVAILABLE SO YOU MAY REFER TO THEM WHEN NECESSARY

### **Procedures for Students who become Ill or Injured at School:**

Simple, basic first aid is administered when needed on the school premises by school personnel. If more extensive health care is needed, the parent or emergency contact person is called to come to the school for the student. Each school has an Emergency Response Team and staff who are CPR/First Aid/AED certified and Aircare Nebraska trained. If it is perceived that a student is in an emergency medical situation, an ambulance will be called to the scene, and the parent/guardian or emergency contact will be notified. An attempt to contact parents will be made in all cases of serious injury or illness. In no instance, should a student go home without checking out with either the nurse or office staff.

When a student is too ill to attend classes, it is expected that the parents make arrangements for the child to recuperate at home or elsewhere outside of the school. The school cannot care for sick children.

Occasional “colds” and stomach upsets are a fairly common experience in a student’s life. Many times when these conditions are minor, the child using good health practices can and should continue to attend classes.

**Activity Restrictions:**

If a student is not to participate for more than three days in physical education due to a health condition, please provide the school with a note from your healthcare provider.

**Asthma/Anaphylaxis:**

All schools in Nebraska are required to be prepared to respond to life-threatening asthma and anaphylaxis (severe allergic reaction) emergencies while school is in session. The protocol, Emergency Response to Life-Threatening Asthma or Systemic Allergic Reactions (Anaphylaxis), directs school staff members to identify signs and symptoms of a breathing emergency and respond by calling 911, administering EpiPen (auto-injectable epinephrine), followed by nebulized albuterol.

If you know that your student has asthma or a known allergy, it is critically important that you communicate this information to school health staff. For each student with a known allergic condition or asthma, you must provide the school with (1) written medical documentation (Asthma/Allergy Action Plan), (2) medications, as directed by a healthcare professional. In the event that your student experiences a life-threatening asthma attack or systemic allergic reaction, we will defer to the specific documents and medication that you have provided. If you do not have medical documentation and instructions on file with the school for your student, we will defer to the regulatory protocol as described above. In the event of an emergency, 911 will be called.

**Medications:**

It is recognized that many children are only able to attend regular school because of the effective use of medication in the treatment of chronic disabilities and acute illness. Students who are required to take medication during the regular school day must comply with medication administration policy. The following regulations have been developed for the protection of every child receiving medication. Medication will be administered by the school nurse, a registered Medication Aide, or other school staff member meeting the minimum competency standards for the Medication Aide Act.

Students may not distribute any kind of medications. Consequences will range from in-school suspension to expulsion based on the severity of the offense.

Prescription Medications

In order for school personnel to administer prescription medication to a student, it is necessary to have a health care provider's authorization and written order and a parent/guardian's authorization. Medication must be brought to school in the original labeled prescription bottle by a parent/guardian with the proper label, including the student's name, health care provider's name, drug name, and instructions for use (time, dosage, duration). The authorization must be renewed on an annual basis and/or if the prescription changes. Loose capsules, tablets, unidentified or non-labeled medication will not be accepted for administration. Medication will not be administered without the above authorization and information.

Non-prescription medications

The school will not dispense non-prescription medication without parental permission. No loose capsules, tablets, aspirin or unidentified non-labeled substance will be accepted for dispensing to students by school staff.

A record of the medication administration is kept on each student receiving medication. Medication will be kept in a secured area. Students may carry and self-administer inhalers, epi-pens, insulin and other medication if appropriate paperwork has been completed. If your student has prescription medication in the office, it will be sent with school staff on field trips.

**Health Information:**

If your student has severe allergies that require Epi-Pen and/or diet modification, asthma, diabetes, seizures, or any other medical concerns, please contact the school nurse for appropriate paperwork to complete. An “Annual Health Update” form will be sent home at the beginning of the year or upon enrollment, please list any health conditions and/or contact the school nurse.

Lauren Jantzi, School Nurse.....247-2176

**STUDENT ORGANIZATIONS**

**STUDENT COUNCIL:**

The Student Council is the student governing organization. Its main objective is to increase the school effectiveness as a laboratory in which the ways of democracy may be learned and practiced.

Membership of the Council will consist of two (2) members from each class and a representative from all other student organizations. Officers for Student Council will be elected in the spring of each year. All students who will be in high school the following year and who maintain a “B” average or above in all classes are eligible to run for an office. All officers are expected to promote school pride as well as demonstrate an attitude of respect and responsibility.

***This responsibility becomes effective upon the date of election to office and includes the entire calendar year.*** Elected offices will be:

- President
- Vice President
- Secretary/Treasure

A faculty advisor will be appointed for this organization. Meeting times will be announced in advance. The president or sponsor will call special meetings when needed.

## **NATIONAL HONOR SOCIETY:**

Membership in the National Honor Society is based upon excellence in four areas:

**Character,**

**Scholarship, Leadership, and Service.**

The purpose of the organization is to recognize and foster those four qualities in outstanding high school students.

To be eligible for National Honor Society, students must be in grade 10, 11, or 12 and have a *cumulative* average of no less than 3.5 in *scholarship*.

National Honor Society eligibility will be held at the end of the fall (1<sup>st</sup>) semester. The principal will submit a list of eligible students to the NHS sponsor, who will notify each student in writing.

Students wishing to continue in the selection process must complete a Student Activity Form summarizing their qualifications, and then return it to the NHS Sponsor.

A Faculty Advisory Council, chosen by the membership of the National Honor Society, then reviews and ranks each eligible candidate in the areas of Character, Scholarship, Leadership, and Service. Each category is judged independently on a scale of 1 to 4. Rankings are then totaled. (The NHS sponsor conducts the process but has no vote.) Membership is not *guaranteed* to anyone, and the Faculty Advisory Council makes the final decision for selection.

Those students that the Council recommends for selection will receive a written invitation to be inducted into the Morrill Chapter of the National Honor Society during an informal “tapping” ceremony in late January of each year.

Students choosing to be inducted must agree in writing to maintain a cumulative average of 3.5 in scholarship and to uphold the four ideals of the organization, as defined in the *National Honor Society Handbook*, (pp. 27-9):

### **A student who possesses leadership:**

- Is resourceful in proposing new problems, applying principles, and making suggestions
- Demonstrates initiative in promoting school activities
- Exercises positive influence on peers in upholding school ideals
- Contributes ideas that improve the civic life of the school
- Is able to delegate responsibilities
- Exemplifies positive attitudes

- Inspires positive behavior in others
- Demonstrates academic initiative
- Successfully holds school offices or positions of responsibility; conducts business effectively and efficiently; demonstrates reliability and dependability
- Is a leader in the classroom, at work, and in other school or community activities
- Is thoroughly dependable in any responsibility accepted
- Is willing to uphold scholarship and maintain a loyal school attitude (27). In showing **service**, the *NHS Handbook* states that a student:
  - Volunteers and provides dependable and well organized assistance, is gladly available, and is willing to sacrifice to offer assistance
  - Works well with others and is willing to take on difficult or inconspicuous responsibilities
  - Cheerfully and enthusiastically renders any requested service to the school
  - Is willing to represent the class or school in inter-class and inter-scholastic competition
  - Does committee and staff work without complaint
  - Participates in some activity outside of school, for example, Girl Scouts, Boy Scouts, church groups, volunteer services for the elderly, poor, or disadvantaged
  - Mentors persons in the community or students at other schools
  - Shows courtesy by assisting visitors, teachers, and students (28). A student with **character**, according to the *NHS Handbook*:
    - Takes criticism willingly and accepts recommendations graciously
    - Consistently exemplifies desirable qualities of behavior (cheerfulness, friendliness, poise, stability)
    - Upholds principles of morality and ethics
    - Cooperates by complying with school regulations concerning property, programs, office, halls, etc.
    - Demonstrates the highest standards of honesty and reliability
    - Regularly shows courtesy, concern, and respect for others
    - Observes instructions and rules, is punctual, and faithful both inside and outside the classroom
    - Has powers of concentration, self-discipline, and sustained attention as shown by perseverance and application to studies
    - Manifests truthfulness in acknowledging obedience to rules, avoiding cheating in written work, and showing unwillingness to profit by the mistakes of others
    - Actively helps rid the school of bad influences or environment (28-9).

**STATEMENT OF RIGHTS  
AND RESPONSIBILITIES**

**Rights:**

The student becomes a National Honor Society member for life and receives a National Honor Society pin. At graduation from Morrill High School, he/she wears the National Honor Society stole and is allowed to keep it.

**Responsibilities:**

The student must take part in the annual induction ceremony while in Morrill High School, attend National Honor Society meetings as called, and remain active in at least three (3) school activities during both the junior year and the senior year. (NHS counts as one.)

**REMOVAL POLICY:**

The student is a member for life unless removed for cause as outlined in Article XII of the By- Laws of the Morrill Chapter. Summer violations are also grounds for removal. Once removed from the National Honor Society, the student must return the National Honor Society pin and cannot continue to use membership in the National Honor Society on résumés or on scholarship applications. Once removed, the student is never again eligible for membership.

**FUND-RAISERS:**

Each class or organization is allowed to have one money making project per year that involves sales of products. Additional community service oriented money making projects may be permitted at the discretion of the Principal.

All money earned by any class or school organization must be put in that group's account and shared by all members who participated in raising funds. Each account will be handled through the principal's office and the revolving fund.

**TRANSCRIPTS:  
ACADEMIC ISSUES**

Transcripts of a student's academic record, will be sent, upon request, to designated institutions. Federal law requires that a signed release be filed with each request for transcripts. This release must be signed by a parent of any student under 18 years of age and by the student if he/she is 18-years of age or older. Please remember this when you request a copy of your transcript, as this will speed up the process considerably.

## 7-12 GRADING SYSTEM:

(Board Policy 611.05)

Awards and honors will be based on a student's percentage GPA. The following are the number, grades and the comparable letter grade, which are used by the faculty of Morrill JR/SR High School.

<u>Percent</u>	<u>Letter Grade</u>	<u>GPA Equivalent</u>
90 – 100	A	4.0
89 – 80	B	3.0
79 – 70	C	2.0
69 – 60	D	1.0
<b>59 – Below</b>	<b>F</b>	<b>Failing–No Credit</b>

I: Incomplete – no credit for class until all requirements met. S: Satisfactory

U: Unsatisfactory–Failing–No Credit

### ELECTIVE COURSES, ETC.

Physical education/weights, driver's education, student aide/tutor, work-study, yearbook, study skills, and music/band grades will not be averaged into grades 7-12 grade point averages for purposes of the Honor Roll or the cumulative grade point average that determines the individual student's class rank. A grade of 79% or less in any class will disqualify a student for the honor roll.

Special education students will be graded according to goals and objectives established by IEP's, if the course content has been modified to meet the needs of the individual student. If the course content has not been modified, the appropriate grading method for the grade level of the student will be used.

### HONOR ROLL:

Morrill Junior –Senior High school recognizes three levels of student effort in the classroom. The three levels of the Honor Roll are:

1. "Straight A" Honor Roll – Students who have all A's. (4.0)
2. "A Average" Honor Roll – Students who have a grade average of 3.51-3.99
3. "B Average" Honor Roll – Students who have an average of 3.0 to 3.50.

In all cases, if a student has a grade of 79% or less, they will not be recognized on the Honor Roll. Grades for physical education/weights, driver's education, yearbook, student aide/tutor, study skills, and music/band courses will not be used to compute averages for the honor roll, but **the Straight A and 79% rule will apply** to these courses. In addition, any student who loses credit for any class due to violation of the attendance policy will not be recognized on the Honor Roll

## **SENIOR/12<sup>th</sup> GRADE GRADUATION OBLIGATION**

Per Morrill Board of Education 2013 mandate, all seniors who are scheduled for graduation must have all school work completed and turned in prior to the seniors' last school day. The principal will ensure students comply with this mandate. If a student fails to complete all of the graduation requirements, he or she will not be allowed to participate in Commencement exercises unless the board of education waives those requirements. (Board Policy 611.09)

## **JUNIOR 11<sup>th</sup> – SENIOR 12<sup>th</sup> GRADE COMMUNITY SERVICE OBLIGATION**

The purpose of the community service program is to provide all Morrill High School students the opportunity to have a positive impact on our local community while learning service to others is an on-going, important part of life.

**Students must serve a minimum of 15 hours of community service during their 11<sup>th</sup> and 12<sup>th</sup> grade year as a requirement for graduation from Morrill High School.**

It is recommended that students accumulate at least 10 hours of community service by the end of their 11<sup>th</sup> grade year. Service will be prorated 5 hours per semester for students transferring in to Morrill High School during their 11-12 grade years.

### ***Community Service recommendations:***

- Must be completed NOT for profit, preferably by a non-profit organization.
- Students are encouraged to complete hours in area related to their interests.
- Job (paid) related hours, or working for family members does not qualify.
- Hours completed by "teams" for a team requirement does not qualify.
- Students must complete a Community Service Verification form for each organization they volunteer at.

## **JUNIOR HIGH STUDENT CLASSIFICATION:**

**7<sup>th</sup> Grade** – Students that have been promoted from the 6<sup>th</sup> grade and are currently enrolled in the Morrill Public Schools.

**8<sup>th</sup> Grade** – In order to be considered an 8<sup>th</sup> grade student, the student must have passed 4 of the core courses and at least 80% of all non-core courses. Core courses are defined as Mathematics, Language Arts, Reading, Social Science, and Science.

Failure to meet grade level requirements will result in the student being retained in their current grade level. Successful completion of summer school will result in the student being considered for grade level advancement. A student will not be allowed to remain in the Junior High Program for more than three (3)

years.

## SENIOR HIGH STUDENT CLASSIFICATION:

### GRADUATION REQUIREMENTS: (Board Policy 611.07)

Students graduating from Scotts Bluff County School District No. 11 are required to have earned the number of credit hours as described in Board policy 611.07. Each student must complete the requirements listed below in order to graduate. Any deviation from these courses and the sequence of courses must be approved by the Morrill Board of Education.

English	40 Semester Hours
Social Science	40 Semester Hours
(Must include Government and US History)	
Mathematics	30 Semester Hours
(Must be enrolled in a math class during 9 <sup>th</sup> , 10 <sup>th</sup> , & 11 <sup>th</sup> grade)	
Science	30 Semester Hours
(Must be enrolled in science class during 9 <sup>th</sup> , 10 <sup>th</sup> , & 11 <sup>th</sup> grade)	
Fine Arts	10 Semester Hours
Computers I	10 Semester Hours
Personal Finance	10 Semester Hours (10 <sup>th</sup> w/Instructor Permission 11 <sup>th</sup> , 12 <sup>th</sup> grade)
Foreign Language	20 Semester Hours
P.E. and/or Health	10 Semester Hours
Electives	50 Semester Hours

### **Total Semester Hours: 250 Minimum**

In order to graduate, the student must have 8 semesters of secondary attendance and been classified as a senior at the beginning of the school year in which the student wishes to graduate.

Seniors must have **ALL** work completed (class work, dual-credit, extra-curricular work, locker clean up, bills, fines paid, and completed check out sheet) on the last official day of school for graduating seniors in order to earn a diploma. Students who have completed the requirements for graduation from Morrill High will be allowed to participate in the graduation ceremony and receive their diploma.

**EARLY GRADUATION:** (Board Policy 611.07)

The Morrill Board of Education reserves the right to waive the eight (8)-semester requirement during a senior's last year if the student has all required courses completed and at least 250 credit hours at the proposed time of graduation.

If a student would like the Morrill Board of Education to consider a waiver of the eight (8) semester requirement, the student and/or his/her parent/guardian must request to be placed on the agenda on or before the **October** Board of Education regular meeting. The Board of Education decision is final. **Any student who is granted early graduation by the Board of Education will be allowed to participate in the spring commencement exercise.**

**HIGH SCHOOL GRADE CLASSIFICATIONS:**

Students will be classified according to grade, relative to the total number of hours that they have accumulated. Students who do not keep current with their original class will be classified in the proper grade according to class hours. Their classification may be increased at semester time.

**Freshman** – Pass 4 of the 5 Junior High core courses and at least 80% of the non-core courses or the student must have been a Junior High student for at least three (3) years.

**Sophomore** – In order to be classified as a sophomore, the student must have passed and have listed on the transcript at least 60 hours on the first day of the current school year.

**Junior** – In order to be classified as a junior, the student must have passed and have listed on the transcript at least 120 hours on the first day of the current school year.

**Senior** – In order to be classified as a senior, the student must have passed and have listed on the transcript at least 180 hours on the first day of the current school year.

## **STUDENT REGISTRATION:**

**\*\*\*\*ALL FINES AND/OR FEES MUST BE PAID BEFORE A STUDENT WILL BE SCHEDULED INTO NEXT YEAR'S CLASSES.\*\*\*\***

Students will pre-register for classes. The principal and guidance counselor will assist students in selecting appropriate courses. Courses will be selected according to the Morrill JR/SR High School Course Description Catalog. Parental approval of a student's proposed selection of courses will be required.

## **REPEATING ACADEMIC COURSES:**

**Students may repeat a course in order to improve their original grade for that course, but in doing so forfeit their eligibility for the senior top 5 ranking, valedictorian, or salutatorian.** If a student requests to repeat an academic course, the grade earned in the repeat session may be used in place of the original grade, but the student will only **receive credit for the course one time**. All requests for repeating a course must be made to the guidance counselor by the end of the drop and add period (Drop and add requests must be completed prior to the second full week of the semester).

## **COLLEGE COURSES:**

College courses will count towards GPA, and will qualify for credit upon administrative approval if completed before the last official day of school for graduating seniors. All college course grade percentages will be converted to the Morrill Junior-Senior High school grade percentages. If a student passes, a college course credit will be determined by dividing the clock hours of the course by 900 as defined in the Nebraska Department of Education Rule 10.

## **VERIFIED LEARNING HANDICAP GRADUATION REQUIREMENTS:**

The Individual Educational Plan (IEP) team is responsible for determining whether a student has completed a course of study that makes him/her eligible to receive a signed, regular diploma. Even if the student with disabilities will continue his/her education program until age 21, the IEP team may recommend that the student would benefit from participation in the graduation ceremony with his/her peers.

Upon completion of a course of study that meets the following requirements, the student will be awarded a regular diploma using any of the following options.

### **Option 1**

- a. A student completes a standard course of study based upon meeting all requirements for graduation and IEP/Transition goals.
- b. The student would be eligible to receive a signed, regular diploma and participate in the graduation ceremonies.

### **Option 2**

- a. A student completes the standard or modified course of study but not the IEP/Transition goals.
- b. The student may participate in graduation ceremonies with his/her peers without receiving a signed regular diploma. The student may continue to receive services and support from the school district until the IEP/Transition goals are met or until the student completes the school year in which he/she reaches the age of 21. At this time, the student will receive a signed, regular diploma.

### **Option 3**

- a. A student completes his/her IEP/Transition goals but not the standard course of study.
- b. When a student's disability prevents him/her from completing the standard course requirements for graduation, the IEP team must identify IEP/Transition goals for graduation that are consistent with the student's individual needs. Upon completion of those goals, the student will be allowed to graduate with a signed, regular high school diploma. A student may elect to participate in graduation ceremonies with peer classmates or upon completion of their course of study.

### **Graduation Considerations:**

- a. Graduation plans must be a part of all IEP's for students 14 and over. Graduation should be considered in the development of the course of study and reviewed annually.
- b. The receipt of a signed, regular diploma terminates the service eligibility of students with special education needs.
- c. All diplomas awarded by the school district will be identical in appearance, content and effect, except that symbols or notations may be added to individual student's diplomas to reflect official school honors or awards earned by students.

- d. A Special Education student who receives a certificate of attendance is eligible to continue receiving special education services until receipt of a signed diploma or until the end of the academic year in which the student turns 21.
- e. At the exit IEP meeting, the IEP team will review and document that all requirements for receipt of a signed, regular high school diploma have been met.

**GUIDANCE SERVICES** (Board Policy 608.01)

Guidance services at Morrill Junior-Senior High School are designed to assist students in sound career and educational planning, increasing self-understanding, enjoying healthy personal, social, and emotional growth, and in maximizing scholastic achievement.

**THE GUIDANCE COUNSELOR:**

The counselor, in cooperation with administration and staff, aims to provide up-to-date vocational, educational, and social-personal information, as well as providing opportunities for individual and group contacts. The counselor also works to interpret student test data, so the students understand the results.

**LOCAL ASSESSEMENT PROGRAM:**

In general, the purpose of Morrill Public School's testing program is to furnish accurate and dependable information about important characteristics of the school and its students. The appraisal program provides a system of collection, maintenance, and dissemination of information. This data is properly integrated into the student's individual school program because the data provides a relatively thorough picture of the student's potential capabilities.

Summative assessments are designed to measure the amount of progress that students made toward educational objectives in subject matter areas. These assessments will be administered annually at appropriate grade levels in accordance with State and Federal requirements. A student's grade level is determined by the number of credit hours earned prior to the administration of the tests. Interest inventories are designed to assess an individual's likes and dislikes. The results, in certain instances, might prove valuable for educational and vocational planning.

**GRIEVANCE PROCEDURE:** (Board Policy 1005.01)

As problems arise, they should be addressed at the level from which they originate. The grievant should bring his/her concern **(1)** to the school employee, if the allegation concerns that employee's actions or procedures. If the issue is not resolved to the grievant's satisfaction, he/she should **(2)** contact the Principal

regarding their concern. If the issue is not resolved to the grievant's satisfaction at this level he/she should (3) then contact the Superintendent of schools regarding their concern. A formal grievance procedure is available for any problems that are not solved by following the proper chain of command and may be obtained in the Principal's office.

## **COMPUTER EQUIPMENT, TECHNOLOGY, NETWORK, E-MAIL, & INTERNET ACCESS**

(Board Policy 606.06)

### **Internet Safety Policy**

Morrill Public Schools adopts and shall enforce a policy of making technology resources available only to advance educational goals and objectives, supplement instruction, and further school purposes. The operation and use of technology resources by students, staff, and the community shall be consistent with this Policy. Technology resources of the district shall not be used for personal use unless the user has entered into an agreement with the district that makes such use compliant with the law.

Technology resources include, with limitation, computers and related technology equipment, all forms of email or electronic communication, and the Internet. The implementation of this Policy shall include technology protection measures with respect to computers with Internet access, consistent with District standards, the Children's Internet Protection Act and other applicable law. The Superintendent is authorized and directed to establish and enforce regulations, forms, procedures, guidelines, and specific District standards to implement this Policy.

### **Terms and Conditions for Computer Equipment, Network, E-mail, and Internet**

#### **Access**

Access to the district computer network and equipment may include, but not be limited to, electronic mail (e-mail) and the Internet, hereinafter sometimes collectively referred to as the "network." To gain access to the network all staff, students and parents must sign and return the agreement form.

Access to the network will enable staff and students to explore thousands of libraries, data based, and bulletin boards while exchanging messages with users throughout the world. Staff, students, and parents should be warned, however, that along with access comes a waiver or relinquishment of rights to privacy or confidentiality and access to some material, which may contain items that are illegal, defamatory, inaccurate, or potentially offensive to some people. While our intent is to make network access available to further educational goals and objectives, users should not expect privacy or confidentiality, and may have access to illegal, defamatory, inaccurate, or potentially offensive information or materials as well. We believe that the benefits to staff and students in the form of information resources and opportunities for collaboration exceed any disadvantages. Ultimately, however, each individual and parents and guardians of minors are responsible for setting and conveying the standards that they or their students should follow when using the network and its media and information resources. They or their students must agree and understand that access waives privacy interests and confidentiality, and may provide access to illegal, defamatory, inaccurate, or potentially offensive information or materials. To that end, each individual, and parents/guardians of minors must decide whether or not to apply for access.

#### **A. Network, E-Mail, Internet or Other Computer Use Rules:**

## 1. General Rules:

- a) The network is provided to staff and students to conduct research and communicate with others. Access to Network services is given to staff and students who have agreed to act in a responsible manner. Parental/Guardian permission is required for student use. Access for all staff and students is a privilege and not a right.
- b) Individual users of the district network are responsible for their behavior, actions, problems, and communications as they apply to the network. Users will comply with district rules and will honor the agreements they have signed. Beyond clarification of such rules, the district is not responsible for restricting, monitoring, editing, or controlling the information, equipment or communications of the individuals utilizing the network or the end product or result of such utilization.
- c) Network storage areas are the property of the school. Network administrators may review files, information, equipment, messages, and communications of staff and students to maintain system integrity and insure that users are using the network system responsibly. Users should not expect that files or any information stored or otherwise used or retained on the network, district servers, or in computers will be private. No reasonable expectation of privacy shall exist in relation to network use.
- d) Users should not expect, and the district does not warrant, any information or products obtained from the network, that files or information stored, obtained or used on the network will be private, and use of the network waives and relinquishes all such privacy acts, interests or claims to confidentiality the user may have under state or federal law.
- e) The district will not be liable for, and does not warrant in any way, purchases made by any user over the network. Users shall not make purchases of goods and/or services via the districts network.

### Policy and Rule for acceptable Use of Computers and the Network.

The following policy and rules for acceptable use of computers and the network, including Internet, shall apply to all district administrators, faculty, staff, and students. The superintendent, or the superintendents designee, is hereby delegated all authority and is the ultimate person in charge of the district network and technology resources or equipment.

- a) Users shall not erase, remake, or make unusable anyone else's computer, information, files, programs, or disks. In addition to any other disciplinary action or legal action that may occur, any user violating this rule shall be liable for any and all damages to the computer, information, files, programs, or disks.
- b) Users shall not let other people use their name, account, log-on password, or files for any reason (except authorized staff members).

- c) Users shall not use or try to discover another user's account or password.
- d) Users shall not use the computers or network for non-instructional or non-administrative purpose (e.g., games, activities for personal profit, chatrooms, or non-approved e-mail carriers).
- e) Users shall not use the computer for unlawful purposes, such as illegal copying or installation of unauthorized software.
- f) Users shall not copy, change, or transfer any software or documentation provided by teachers, or other students without permission from the network administrators.
- g) Users shall not write, produce, generate, copy, propagate, or attempt to introduce any computer code, software of information designed to self-replicate, damage, or otherwise hinder the performance of the network or any computers memory, file system, or software. Such software is often called a bug, virus, worm, Trojan horse, or a similar name.
- h) Users shall not use the computer to annoy or harass others with language, images, or threats. Users shall not access, accept, create or send any obscene, vulgar, lewd, tasteless, or objectionable messages, information, language, or image.
- i) Users shall not damage the network or equipment, damage information belonging to others, misuse network resources, or allow others to misuse network resources. In addition to any other disciplinary action or legal action that may occur, any user violating this or any other rule shall be liable for any and all damages to the computer, network, information, files, programs, or disks.
- j) Users shall not tamper with computers, networks, printers, or other associated equipment except as directed by the teachers or network administrator.
- k) Users shall not take home technology equipment (hardware or software) without permission from the network administrator.
  - l) Students will only work on the network when a teacher, aid, or administrator is present in the immediate room to supervise. District employees are responsible for keeping access to the network secure (i.e. locking classroom doors when out of the room).
  - m) Morrill Public Schools will educate all students about appropriate online behavior and safety, including interacting with other individuals on-line, on social networking websites, and in chat rooms; as well as, cyber bullying awareness and response.
  - n) Morrill Public Schools will stay in compliance with the E-rate requirement of the Children's Internet Protection Act (CIPA).

#### Etiquette and Rules for Use of Computers and the Network.

All users of computers and the network are expected to abide by the generally accepted rules of

network etiquette. Informal rules of behavior have evolved for use of and communications on the network, Internet, and other on-line services. These rules of behavior include (but are not limited to) the following:

- a) Be polite. Do not become abusive in your messages to others.
- b) Use appropriate language. Do not swear, use vulgarities or any other inappropriate language, message, information, or images.
- c) Do not reveal you personal account, address, or phone numbers, or that of other students or colleagues.
- d) Note that electronic mail (e-mail) is specifically not guaranteed to be private. People who operate the system do have access to mail. Messages relating to or in support of illegal activities may be reported to the authorities. Messages, which violate the rules, will result in disciplinary action.
- e) All communications and information accessible via the network should be assumed to be private property of others.
- f) Do not place unlawful information on any network system.
- g) Keep paragraphs and messages short and to the point. Focus on one subject per message.
- h) Include your signature at the bottom of e-mail messages. Your signature footer should include your name, position, affiliation, and network or Internet address.
- i) The network administrators or teachers may establish other rules from time to time.

#### 1. Penalties for Violation of Rules.

All of the policies, rules, and procedures for acceptable use of computers and network are intended to make the computers and network more reliable for users. They are intended to minimize the burden of administrating the networks so that more time can be spent on education and enhancing services.

Use of the computer and access to telecommunications resources is a privilege not a right. Violation of the policies, rules, and procedures concerning the use of computers and the network may result in disciplinary action up to, and including, loss of access, suspension and/or expulsion of students from school and loss of access, suspension, termination, non renewal or cancellation of the contract of administrators, teachers, or other school employees.

##### A. Staff, Student and Parent Agreements:

The Administrators, Faculty and Staff Agreement, Students Agreement, and Parents Agreement, shall be in the form attached hereto as Appendix "1 ", which is hereby incorporated herein by this reference.

The district will obtain verifiable parental consent prior to allowing third parties to collect personal information online from students in compliance with the Children's Online Privacy

Protection Act.

Legal Reference: 20 U.S.C. sec. 1232g (1988) (Family Educational Rights and Privacy Act)  
47 U.S.C. 201 et seq. (Communications Decency Act of 1995)  
Children’s Internet Protection Act and Neighborhood CIPA of 2000  
Children’s Online Privacy Protection Act (COPPA)  
Nebraska Statutes 79-2104  
Nebraska Student Online Personal Protection Act (SOPPA), LB 512, 2017

Cross Reference: 102 Educational Philosophy of the District  
401 Guiding Principles for Employees  
504 Student Rights and Responsibilities  
507 Student Records  
603 Curriculum Development  
604 Instructional Curriculum  
1006 Use of District Facilities and Equipment

# *Morrill Public Schools*

411 East Hamilton Street Morrill, Nebraska 69358-0486

## **Administrative Contact Information:**

Mr. Joe Sherwood Superintendent  
Morrill Public Schools  
Phone: 308-247-3414  
Fax: 308-247-2196

Mr. Tom Peacock Principal  
Junior-Senior High School  
Phone: 308-247-2149  
Fax: 308-247-2094

Mrs. Keri Homan Principal  
Elementary School  
Phone: 308-247-2176  
Fax: 308-247-2491

Mrs. Stacy Rodriguez  
Business Director  
Morrill Public Schools  
Phone: 308-247-3414  
Fax: 308-247-2196

Mr. Josh Guerue  
Athletic Director  
Phone: 308-247-2149  
Fax: 308-247-2094

Ms. Janelle Johnson, Principal's Secretary Phone: 308-247-2149  
Fax: 308-247-2094

Mrs. Kristin Stauffer, Elementary Principal's Secretary  
Phone: 308-247-2176  
Fax: 3008-247-2491

Miss Tory Bauer, Early Childhood Coordinator  
Tri-Community Preschool and Pride Cub Care  
Phone: 308-247-3412 and 308-247-3413  
Fax: 308-247-2196

**Morrill Junior-Senior High School 2019-2020**  
**Student Handbook**  
**Official Parent/Student Receipt of Handbook Form**

This mandatory signed record acknowledges receipt of the 2019-2020 Junior-Senior High School Handbook for Morrill Public Schools. This receipt acknowledges that I understand that I am to read and be familiar with the contents of the handbook and that I understand the handbook. You agree to abide by the code of conduct set forth in the handbook. In the event you have questions regarding the meaning of any of the material, you can request a conference with the Principal or Athletic Director for an explanation. This page must be returned to the office with the student (s) signature and the parent/guardian signature.

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

Print Parent's Name: \_ Print Student's Name:

Parent/Guardian's Signature: \_\_\_\_\_

Student's Signature: \_\_\_\_\_

Return this form to the High School Office/Secretary

Rev. 6/1/2018

*Morrill Public Schools*

2019-2020

MORRILL ELEMENTARY SCHOOL SECTION

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pride!

# Welcome

Welcome to Morrill Elementary School! The staff members are looking forward to an exciting and successful school year. We have prepared this handbook to bring a better understanding among the school, parents, and students. In this section you will find additional information specific to Morrill Elementary School. Only differences between the buildings will be listed in this section. If you do not find the information that you are looking for, refer to the main section of the handbook or call the elementary office for clarification. Working together, we can provide your child with a rewarding and enriching educational experience. Please take time to read the handbook thoroughly. On behalf of the faculty and staff, I would like to extend an invitation for you to visit our school, attend your child's programs, volunteer in the classroom and become an active member in the P.T.O. We are very happy to have you and your child with us at Morrill Elementary.

## Morrill Elementary Student Expectations

1. Morrill students display character traits that represent the school and community in a positive way.
2. Morrill students strive for success and accept responsibility for their successes and failures.
3. Morrill students avoid any contact with alcohol and drugs.
4. Morrill students respect the rights and property of others and are courteous and polite.

## Morrill Elementary and Effective Schools

Morrill Elementary School prides itself on being an effective place for children to learn.

1. Effective schools are places that are safe, orderly, and conducive to student learning.
2. Effective schools have goals that are clear, understood, and shared by teachers, students, and parents.
3. In effective schools, teachers feel that their students can be successful.
4. In effective schools, basic skills are emphasized.
5. In effective schools, classroom management and teaching strategies used are likely to promote higher achievement.
6. In effective schools, every child's progress is checked frequently.
7. In effective schools, administrators are effective instructional leaders.

**NOTE: The Student Handbook does not form a contract and the school reserves the right to change or modify the handbook whenever it chooses. The rules, regulations and policies contained in this handbook will be constantly monitored for effectiveness. You will be notified of changes or additions.**

## **Admission and Attendance**

ALL PARENTS SHOULD CALL THE SCHOOL TO REPORT ABSENT AND/OR TARDY CHILDREN PRIOR TO 9:00 A.M.

Morrill Elementary School.....247-2176  
Notify Bus Driver ..... 247-2149

A pupil must be five (5) years of age on or before July 31, 2019 to be enrolled in Kindergarten. Kindergarten students and any other student entering Morrill Public Schools for the first time from out of state, must present a valid birth certificate, a complete record of immunizations, and a physical and eye examination, all requirements specified by Nebraska School Law. Students will be required to be immunized against measles, mumps, rubella, poliomyelitis, diphtheria, pertussis, hepatitis B, tetanus and varicella (chicken pox). This must be taken care of prior to enrollment and any students not in compliance shall not be permitted to continue in school.

Each student shall be protected prior to enrollment against the diseases listed, except as follows:

1. Immunization shall not be required for a student's enrollment in any school in this state if he or she submits to the admitting official either of the following:
  - a. A statement signed by a physician licensed under the Uniform Licensing Law stating that, in the physicians' opinion, the immunizations required would be injurious to the health and well-being of the student or any member of the student's family or household; or
  - b. An affidavit signed by the student or, if he or she is a minor, by a legally authorized representative of the student, stating that the immunization conflicts with the tenets and practice of a recognized religious denomination of which the student is an adherent or member or that immunization conflicts with the personal and sincerely followed religious beliefs of the student.

### **Elementary Student Absences**

Regular attendance at school is the responsibility of the student's parent or guardian. The Board of Education believes it is the shared responsibility of the parent or guardian,

the student and the school to work together to monitor school attendance and intervene early when absences occur. Parents or guardians are expected to account for student absences. The administration shall have the authority to determine authorized absences and establish necessary procedures for the recording and validation of such absences.

The parents are asked to cooperate with the attendance policy. When absences reach the 5<sup>th</sup> day of each nine weeks, the principal will notify the parent in writing that a student's attendance at school is unsatisfactory, and a letter may be sent to the County Attorney, which may result in legal action against the parent or guardian, accumulations of one-half days of absence will be counted in total days missed. After a formal written notification, a meeting will be held to develop a plan to reduce barriers and improve regular attendance. Once documented efforts have been made to improve attendance, the family will be notified in writing that the county attorney will be notified.

Special consideration will be given to students who have had attendance concerns in the past.

NEBRASKA LAW STATES THAT NO STUDENT SHOULD CUMULATE MORE THAN 20 DAYS OF ABSENCES IN ONE SCHOOL YEAR.

Students absent from school during any portion of the day on which an extra-curricular event is scheduled may not be allowed to participate in that extra-curricular event also scheduled for that day unless permission has been granted by the administration.

### **Make-up Work**

When a child returns to school after an absence, all make-up work should be completed as soon as possible. Generally, students will be allowed 2 days to make-up work for each day missed except when make-up work must be completed sooner because it is impeding the child's progress. For example, if a student is absent for two (2) days, he/she will have four (4) days to make-up the missed work before being required to give up recesses and other free time. Chronic absentees or students who have failed to make-up work in the past may be required to stay additional time at school until their work has been made up and missing concepts taught.

Parents should work closely with the teacher to make the task of make-up work as easy and proficient as possible for the returning student. If an absence is anticipated, arrangements should be made for the make-up work prior to the absence.

### **School Day**

The school day at Morrill Elementary School, for grades Kindergarten through sixth is from 8:00 a.m. to 3:25 p.m., Monday through Thursday. On Fridays, school will be

dismissed for students at 1:55 p.m.

Supervision for all children will be provided as follows:

- Students may eat breakfast in the cafeteria starting at 7:30 a.m.
- Students may attend the Reading Wagon starting at 7:30 a.m.
- Students may use the computer lab starting at 7:30 a.m.
- Students may line up in designated areas starting at 7:30 a.m.
- Students may play on the playground starting at 7:30 a.m.

There is outside supervision from 7:30 a.m. to 3:30 p.m. ONLY! Therefore, for safety purposes, children are not to arrive before 7:30 a.m. unless they are attending a school program that starts at 7:30 a.m. Students must leave the school grounds immediately after school is dismissed, unless requested to stay by the principal or classroom teacher.

## **Release During School Hours**

Students will not be permitted to leave the school grounds during the school day unless parent(s) or guardian check them out in the office and it is cleared through the principal's office. Appointments with doctors and/or dentists should be scheduled outside the regular school day. Students will not be released during a tornado, fire, or lockdown drill. Nor will they be released during a real fire, tornado, or lockdown.

## **Health Program**

The School Health Program of Morrill Public Schools is a part of the total school education program, and designed to strengthen the student's educational progress by assisting with the maintenance or improvement of the student's health. Parents always have had and should continue to have the ultimate responsibility for the health care of their children. The school does not intend to take over that responsibility, but rather, assists with the health care through health screening, counseling and education at the school. The school health program also has the responsibility of complying with all laws pertaining to the health of students.

The Morrill Public School nurse divides her time between 3 school buildings. Much of the school nurse's time is spent carrying out the various screening programs, communicating with students and their parents when further health examinations are needed and maintaining individual permanent student's health records. Additionally, the school nurse is involved in the care of children with special health care needs, infection control and environmental health and safety of the school.

### **Health Screenings:**

Health screenings are performed per Nebraska Department of Health and Human Services schedule. They are an important part of the school health program. They are very useful for discovering possible health problems, which can affect schoolwork. However, a screening is not a thorough examination – it is only a quick procedure done to determine if further examination by the individual family health care provider is needed. Parents/guardians will be notified of the screening result if the student is found to need further evaluation.

The following screening programs are done yearly:

1. Height, weight, and dental
2. Vision and hearing
3. Immunizations

All students K – 4 th, 7th, 10th grades  
 All students K – 4 th, 7th, 10th grades  
 All students K – 12 are surveyed yearly for completeness, and required summary report is sent to the Nebraska State Health Department.

**Immunizations:**

To attend school, students in Nebraska are required to be immunized per current requirements from the Nebraska Department of Health and Human Services. For further information on immunizations, contact school health staff or refer to the Nebraska Department of Health and Human Services Control of Communicable Disease regulations.

**Birth Certificate Requirements:**

State Law requires that a certified copy of a student’s birth certificate be used when enrolling a new student in school. If your child is registering with MPS for the first time, you may obtain this document from the Bureau of Vital Statistics in the state in which your child was born. Assistance in obtaining birth certificates may be obtained from Health Records Management, P.O. Box 95065, Lincoln, NE 68509-5065. There is a fee per certificate.

**Physical Examination:**

Physical examination by a physician, physician assistant or advanced practice registered nurse within the six months prior to the entrance of a child into Early Childhood Education, beginner grade or Kindergarten, and 7th grade, or in the case of a transfer from out of state to any grade, is required. The parent/guardian has the right to submit a written statement refusing such examination.

**Vision Evaluation:**

Visual evaluation by a physician, a physician assistant, an advanced practice registered nurse, or an optometrist within six months prior to the entrance of a child into the beginner grade or Kindergarten, or in the case of transfer from out of state to any grade, is required. The visual evaluation must consist of testing for amblyopia, strabismus, and internal and external eye health, with testing sufficient to determine visual acuity. The parent/guardian has the right to submit a written statement refusing such an evaluation.

**Contagious and Infectious Diseases/Conditions:**

MPS follows the Nebraska Department of Health and Human Services regulations for control of communicable disease. Please refer to NAC 173 Chapter 3 for specifics. These regulations include: incubation period, symptoms of illness, infection period and minimum isolation periods/control measures. Diseases/Conditions included in these regulations are: Chickenpox, Pink Eye, Common cold, Diphtheria, Pinworm/Threadworm/Seatworm, Fifth Disease, Hand/Foot/Mouth, Hepatitis A, Herpes Simplex, Impetigo, Influenza, Measles, Meningitis (bacterial and viral), MRSA, Mumps, Head lice, Pertussis/Whooping Cough, Polio, Ringworm, Rubella, Scabies, Shingles, Strep Infection, and Tuberculosis. If your child is diagnosed with one of the above diseases or conditions, contact school health staff for exclusion timeframe and/or if a healthcare provider note is needed to return to school.

Symptoms requiring removal of child from school:

- **Fever:** Fever is defined as having a temperature above 100°F (measured orally). A child needs to be fever free for a minimum of 24 hours before returning to school, that means the child is fever free without the aid of Tylenol®, or any other fever reducing substance.
- **Fever and** sore throat, rash, vomiting, diarrhea, earache, irritability, change in behavior, or confusion.
- **“Flu-like” Symptoms:** Fever over 100°F with a cough or sore throat. Other flu symptoms can include tiredness, body aches, vomiting and diarrhea.

- **Coughing:** if severe, uncontrolled coughing or wheezing, rapid or difficulty breathing
- **Diarrhea:** runny, watery, bloody stools, or more than two loose stools within last 4 hours.
- **Vomiting:** 2 or more times in a 24 hour period unless caused by a non-contagious source.
- **Abdominal pain:** lasting more than 2 hours with fever or other signs and symptoms.
- **Body rash:** with fever and/or behavior changes.
- Child is irritable, continuously crying, or requires more attention than we can provide without hurting the health, safety or well-being of the other children in our care.

KEEP THESE AVAILABLE SO YOU MAY REFER TO THEM WHEN NECESSARY

**Procedures for Students who become Ill or Injured at School:**

Simple, basic first aid is administered when needed on the school premises by school personnel. If more extensive health care is needed, the parent or emergency contact person is called to come to the school for the student. Each school has an Emergency Response Team and staff who are CPR/First Aid/AED certified and Aired Nebraska trained. If it is perceived that a student is in an emergency medical situation, an ambulance will be called to the scene, and the parent/guardian or emergency contact will be notified. An attempt to contact parents will be made in all cases of serious injury or illness. In no instance, should a student go home without checking out with either the nurse or office staff.

When a student is too ill to attend classes, it is expected that the parents make arrangements for the child to recuperate at home or elsewhere outside of the school. The school cannot care for sick children.

Occasional “colds” and stomach upsets are a fairly common experience in a student’s life. Many times when these conditions are minor, the child using good health practices can and should continue to attend classes.

**Activity Restrictions:**

If a student is not to participate for more than three days in physical education due to a health condition, please provide the school with a note from your healthcare provider.

**Asthma/Anaphylaxis:**

All schools in Nebraska are required to be prepared to respond to life-threatening asthma and anaphylaxis (severe allergic reaction) emergencies while school is in session. The protocol, Emergency Response to Life-Threatening Asthma or Systemic Allergic Reactions (Anaphylaxis), directs school staff members to identify signs and symptoms of a breathing emergency and respond by calling 911, administering EpiPen (auto-injectable epinephrine), followed by nebulized albuterol.

If you know that your student has asthma or a known allergy, it is critically important that you communicate this information to school health staff. For each student with a known allergic condition or asthma, you must provide the school with (1) written medical documentation (Asthma/Allergy Action Plan), (2) medications, as directed by a healthcare professional. In the event that your student experiences a life-threatening asthma attack or systemic allergic reaction, we will defer to the specific documents and medication that you have provided. If you do not have medical documentation and instructions on file with the school for your student, we will defer to the regulatory protocol as described above. In the event of an emergency, 911 will be called.

**Medications:**

It is recognized that many children are only able to attend regular school because of the effective use of medication in the treatment of chronic disabilities and acute illness. Students

who are required to take medication during the regular school day must comply with medication administration policy. The following regulations have been developed for the protection of every child receiving medication. Medication will be administered by the school nurse, a registered Medication Aide, or other school staff member meeting the minimum competency standards for the Medication Aide Act.

Students may not distribute any kind of medications. Consequences will range from in-school suspension to expulsion based on the severity of the offense.

#### Prescription Medications

In order for school personnel to administer prescription medication to a student, it is necessary to have a health care provider's authorization and written order and a parent/guardian's authorization. Medication must be brought to school in the original labeled prescription bottle by a parent/guardian with the proper label, including the student's name, health care provider's name, drug name, and instructions for use (time, dosage, duration). The authorization must be renewed on an annual basis and/or if the prescription changes. Loose capsules, tablets, unidentified or non-labeled medication will not be accepted for administration. Medication will not be administered without the above authorization and information.

#### Non-prescription medications

The school will not dispense non-prescription medication without parental permission. No loose capsules, tablets, aspirin or unidentified non-labeled substance will be accepted for dispensing to students by school staff.

A record of the medication administration is kept on each student receiving medication. Medication will be kept in a secured area. Students may carry and self-administer inhalers, epi-pens, insulin and other medication if appropriate paperwork has been completed. If your student has prescription medication in the office, it will be sent with school staff on field trips.

#### **Health Information:**

If your student has severe allergies that require Epi-Pen and/or diet modification, asthma, diabetes, seizures, or any other medical concerns, please contact the school nurse for appropriate paperwork to complete. An "Annual Health Update" form will be sent home at the beginning of the year or upon enrollment, please list any health conditions and/or contact the school nurse.

Lauren Jantzi, School Nurse.....247-2176

## **Fire Drills and Tornado Drills**

Fire drills are held once a month throughout the school year. Each classroom has directions and maps that are followed for these procedures. We will evacuate the entire school when the fire alarm is sounded.

Civil defense and tornado drills are conducted throughout the year. Tornado Drills will be held at least twice during a school year. A message over the intercom will be announced if there is a tornado warning in the area. The procedures and instructions are located in each classroom and should be followed carefully. The students will

relocate to the hallways where they are not exposed to any windows or glass. We will not release students during this time, as we need to practice just as it were the real thing.

## **Lockdown Procedures**

If we are ever in a situation where we need to have a lockdown the office will make the following announcement over the intercom: "Lockdown, Locks, Lights, Out of Sight." Students will stay in their classrooms away from visual eyesight and remain quiet. The classrooms will remain in lockdown until the administration and/or police officials open the door and release them.

## **Student Discipline**

The primary objective of the public schools is the education of children and youth. It is recognized that this objective can be best realized with students who are happy, well adjusted, law abiding and healthy young citizens. Unfortunately, not all children and youth are socially adjusted to the extent that they conform to the recognized standards of good conduct. It is sometimes necessary for the schools to take disciplinary action, for the sake of the individual who does not obey the laws and regulations and for the sake of other students and teachers. Students will be held accountable for their behavior on or in close proximity to the school grounds, on the playground, during an intermission, recess, field trips, and all other school sponsored activities.

As a learning environment, the Morrill School District shall expect acceptable behavior on the part of all students who attend school in the district. Discipline shall be enforced fairly and consistently, regardless of race, creed, sex, color, age or national origin. Discipline shall be consistent with federal and state law.

The primary responsibility for discipline in the classroom rests with the teacher. The teacher shall use reasonable and professional judgment in controlling and maintaining order and in administering fair and equitable disciplinary measures.

Teachers develop their own classroom management plans consistent with the disciplinary policies endorsed by the district and administration. These plans clearly state expected behaviors, consequences, and positive reinforcements used daily in the classroom. Inappropriate behavior may

result in a “time out” period in the classroom. A “time out” may also happen in a different room or in the office. A “time out” period offers the student time needed to gain ownership of the problem. Morrill Elementary School will follow a Restorative Justice Model to help students learn from their actions and prevent future occurrences.

Discipline and the welfare of students is a primary concern of the principal. The principal will handle extreme behavior cases. Serious student discipline may include but not be limited to: suspension from interscholastic activities or suspension from school. Expulsion is processed through the Disciplinary Procedures Policy, adopted by Morrill School’s administration and Board of Education. When intervention by the principal is necessary, a discipline form will be completed, signed, and a copy given to the parents.

Our rules are based on common sense, courtesy, safety consideration, and respect for the rights of others. When a student gets an office referral there will be consequences for that behavior. Each incident of misbehavior will follow a consequence ladder that has been developed specifically for Morrill Elementary School.

In addition to consequences for negative behaviors, Morrill Elementary School follows a School Wide Behavior Plan where students are rewarded for positive behavior. For most behavior, the school-wide plan will be followed by teachers and paraeducators in classrooms, on the playground, and other school settings.

Serious discipline measures will be taken when the following occur:

- inappropriate behavior on or off school property
- safety concerns for other students and staff
- willful destruction or defacing of school property
- repeated behavioral referrals and discipline procedures
- disruption of student learning and teaching
- disobedience and defiant behavior towards authorities
- intentional aggressive behavior
- weapons possession
- threat to use weapon
- use of weapon

- use of tobacco products or other illegal drugs on school grounds or during school sponsored activities
- verbal or written use of profane/vulgar language
- repeated, willful truancy or tardiness
- theft
- sexual misconduct
- physical injury to others
- participation in any unlawful activity
- bullying other students which may include but not be limited to include the repeated, purposeful, negative physical, emotional, or verbal abuse of another student or group of students.

The above mentioned offenses will carry the following consequences or combination of consequences as determined by the ladder of consequences and administration:

- Conference with Principal
- Parents Notified
- Time Out
- In-School Suspension
- Out-of-School Suspension
- Expulsion
- Restorative Justice Plan
- Restitution
- Other Consequences to be determined by the principal, in line with the Consequence Ladder

Morrill Elementary School will hold meetings for the parents, outlining the discipline policy and procedure. Parents will also be given a more detailed written description of the discipline policy and Ladder of Consequences.

### **Special Services**

The staff of Special Services has a goal of helping each student to develop appropriate academic and behavioral adjustment skills. Special Services is designed to complement regular instruction by offering services for handicapped students, including testing and diagnosis, developing Individual Education Plans, and providing placement in appropriate educational programs.

Children who have need for special services may be recommended by the regular classroom teacher, referred by other agencies, or considered as a result of a request

from parents to the principal or classroom teacher. Planning for the educational program of a handicapped child will include a conference with specified staff members, classroom teacher, administrator and parents.

Nebraska ChildFind provides information to parents, school personnel, and service providers on child development and special education for children from birth (or date of diagnosis) to age 21. ChildFind also helps parents access information on rights and resources to help them advocate for an appropriate education for their child. A referral can be made by any person who sees a concern for any child birth to age 21. Please call the school for assistance in making a referral.

## **Reporting To Parents**

It is very important for parents/guardians to be informed about the student's progress in school. A good reporting system is necessary to enable teachers to understand student needs, students to understand their strengths and weak areas; and to enable parents/guardians to assist their child.

The following procedures will be followed in reporting to parents:

1. Kindergarten through sixth grade will have 2 parent-teacher conferences during a school year, October and February. These conferences will be scheduled for parents at the end of the first 9 weeks of school and again during the third nine week period. Report cards will be given to parents at that time.
2. For the 2<sup>nd</sup> and 4<sup>th</sup> quarters, report cards will be sent home with the students.
3. In addition to scheduled parent-teacher conferences, individual conferences may be scheduled when a need exists or upon the request of a teacher or parent.

## **Promotion and Retention**

The Morrill Public School's administration and teachers have an interest in each individual student and all staff members are willing to work with students and parents to ensure that academic progress is achieved. When academic progress has not been achieved, the decision must be made as to whether or not to retain the child in the same grade for another year. The following policy will be followed when considering the promotion or retention of a child:

Promotion and Retention Policy:

1. The best interest and the future of the student are the primary consideration of decisions regarding grade placement.
2. In reaching a decision to retain a child, the teacher and principal, and when necessary, the school psychologist and specialists involved, have studied all available data before a decision was reached.

3. Poor attendance and physical and emotional immaturity may be justification for retention.
4. The teacher, principal, and possible specialists may consider achievement test results to help in the decision process.
5. The final responsibility for the promotion or retention of an individual student rests with the principal as with any other action taken within his/her school.
6. As the study of all factors is carried out to determine whether to promote or retain a child, close contact with parents will be maintained. Conferences with the teacher, principal, parents, and other professionals will be utilized.

## **Directory Information**

Morrill Elementary School shares the following directory information.

Student Name and Grade for:

- Academic Awards and Achievements, such as Honor Roll
- Participation in school activities and sports
- Class lists (for class parties)

## **Band**

The opportunity for students to participate in band and learn to play an instrument is available to those students in grades five and six. The school does have several instruments that may be checked out from the music teacher.

The school is not responsible for privately owned instruments. It is the responsibility of the instrument owner to take care of the instrument at all times.

## **Lunch**

Lunch is served and eaten in the cafeteria/dining room. If you have special diet concerns, please see the principal and/or nurse. Children have the opportunity to purchase lunch, bring a sack lunch, or go home for lunch when pre-arranged through the office. You are encouraged to prepay for meals; charging will not be permitted. Parents are welcome to eat lunch with their student. Please notify the office in the morning. NO POP is allowed in the cafeteria/dining room.

**LUNCH DOWNTOWN IS PROHIBITED UNLESS STUDENTS ARE ACCOMPANIED BY THEIR PARENTS/GUARDIANS. STUDENTS MAY NOT GO TO A FRIEND'S HOME DURING LUNCH. LUNCHESES ARE NOT TO BE CHARGED.**

## Cafeteria Rules and Lunch Account Procedures

A supervised lunchroom is maintained for children who eat hot or cold lunches/breakfasts at school. White or chocolate milk is included with each meal. Additional lunch items may be purchased from the lunch line depending on food availability. Desserts may not be purchased as seconds or a` la carte. Students who bring a cold lunch from home may purchase milk from the lunch line. Water will also be available. A note will be sent home at the beginning of the year with meal and milk prices.

In addition to the lunch program we offer a breakfast program that starts at 7:30 to 8:00 each morning. We encourage you to have your students here before 7:45 if they plan on eating school breakfast.

In accordance with Federal law and U.S. Department of Agriculture policy, this institution is prohibited from discrimination on the basis of race, color, national origin, sex, age or disability.

To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, Room 326-W, Whitten Building, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410 or call (202) 720-5964 (voice and TDD). USDA is an equal opportunity provider and employer.

Please refer to policy (504.19 Meal Charge) for more information.

### **Telephone Messages**

The school telephone is a business phone and isn't to be used by students except in special cases. Students must receive permission from their teacher and/or office staff to use the phone. Students are not allowed to use the phone to make personal arrangements such as requesting permission to go to another student's home after school.

In order to keep classroom interruptions at a minimum, we are requesting that parents phone the school and leave messages for their children before 2:30 PM. Unless it is an emergency we will not deliver messages to students after 2:30 PM.

A teacher or staff member will not be called out of the classroom during school hours except in an emergency situation. A message will be placed in the teacher's mailbox for them to return your call when convenient.

### **Emergency Procedures**

In case of an emergency, it is absolutely necessary for school personnel to be able to contact parents of a child or someone who knows the child. Therefore, it is very important that telephone numbers and addresses be kept up-to-date. An emergency phone number where a parent/guardian can be contacted at all times should be listed with the school. Unlisted numbers are becoming more frequent; however, school will not release an unlisted number to any individual, so please list a telephone number with the school.

## **Title I Schoolwide Program**

Title I School-wide Program enables schools to provide opportunities for all children served to meet the challenging content and performance standards developed for children.

1. High standards for all children
2. Enriched and accelerated educational programs
3. Effective instructional strategies and challenging academic content
4. Quality professional development
5. Coordinating services with other educational services
6. Quality parent and community involvement
7. Distribution of resources
8. Improving accountability
9. Greater decision-making and flexibility

## **Morrill Elementary School Parent Involvement Policy**

Morrill Elementary School recognizes the importance of having parents involved in the educational programs of their children. Since research indicates that a home/school partnership and greater involvement of parents in the education of their children generally results in higher achievement scores, improved student behavior, and reduced absenteeism, parents of students enrolled at Morrill Elementary School are encouraged to take an active role in the education of their children.

In an attempt to ensure that parents of our students more fully participate in their child's educational experience, the following parental involvement activities will be promoted at Morrill Elementary School.

- Morrill Elementary School will hold an annual meeting, at a convenient time for parents, to inform parents of their school's participation of the Title I Program. The annual meeting will be held in the fall and appropriate notice will be given to parents regarding the time and place of this meeting. More than one meeting may be held in order to accommodate scheduling needs of parents.
- Parental involvement is a part of the ongoing and timely planning, review and improvement of district and building programs.

- Parents are encouraged to support the implementation of district policy and regulations.
- Parents are encouraged to monitor their student's progress by reviewing quarterly report cards and attending Parent/Teacher Conferences in the Fall and the Spring.
- Parents are provided access to records of students according to law and school policy.
- Requests by parents to attend and monitor courses, assemblies, counseling sessions and other instructional activities shall be made to the building principal or teacher. While requests to monitor are usually granted, if the request is denied, reasons for the denial will be provided.
- Parents are invited to express their concerns, share their ideas and advocate for their children's education with staff and administrators.
- School district staff and parents will participate in an annual evaluation and revision, if needed, of the content and effectiveness of the parental involvement policy.

### **Shared Responsibilities for High Student Academic Achievement**

As a component of the school-level parental involvement policy, Morrill Elementary School will jointly develop with parents a school-parent compact that outlines how parents, the entire school staff, and students will share responsibility for improved student academic achievement.

- Once a year a meeting will be held to look at the compact and update it as needed.

### **Building Capacity for Involvement**

To ensure effective involvement of parents and to support a partnership among the school, parents, and community to improve student academic achievement, Morrill Elementary School will:

- Provide assistance to the parents of children served by the school, as appropriate, in understanding academic content standards and State student academic achievement standards, State and Local academic assessments, the requirements of Title I, and how to monitor a child's progress and work with educators to improve the achievement of their children.
- Provide materials and training to help parents work with their children to improve their children's achievement, such as literacy training and using technology, as appropriate to foster parental involvement.
- Educate teachers, pupil services personnel, principals, and other staff, with the assistance of parents, in the value of utility of contributions of parents, and in how to reach out to, communicate with, and work with parents as equal partners,

implement and coordinate parent programs, and build ties between parents and the school.

- To the extent feasible and appropriate, coordinate and integrate parent involvement in programs and activities with Head Start, Reading First, Early Reading First, Even Start, the Home Instruction Programs for Preschool Youngsters, the Parents as Teachers Program, and public preschool and other programs, and conduct other activities such as parent resource centers, that encourage and support parents in more fully participating in the education of their children.
- Ensure that information related to school and parent programs, meetings, and other activities is sent to the parents of participating children in a format and, to the extent practicable, in a language that parents can understand.
- May involve parents in the development of training for teachers, principals, and other educators to improve the effectiveness of such training.
- May provide necessary literacy training from funds received under this part if the district has exhausted all other reasonably available sources of funding for such training.
- May pay reasonable and necessary expenses associated with local parental involvement activities, including transportation and child care costs, to enable parents to participate in school-related meetings and training sessions.
- May train parents to enhance the involvement of other parents.
- May arrange school meetings at a variety of times, or conduct in-home conferences between teachers and other educators, who work directly with participating children, with parents who are unable to attend such conferences in school, in order to maximize parental involvement.
- May establish a district parent advisory council to provide advice on all matters related to parental involvement in programs supported by Title I.
- May adopt and implement model approaches to improving parental involvement
- May develop appropriate roles for community-based organizations and businesses in parent involvement activities;
- Provide other reasonable support for parental involvement activities under the Parent Involvement Policy as parents may request.

## **Accessibility**

In carrying out the parental involvement requirements of this part, districts and schools, to the extent practicable, shall provide full opportunities for the participation of parents with children with limited English proficiency, parents with children with disabilities, and parents of migratory children, including providing information and school reports in a format and, to the extent practicable, in a language such parents can understand.

Use, distribution, and updating of this policy shall be incorporated into the District's Title I plan, shall be distributed to parents of participating children, shall be made available to the local community, and shall be updated periodically to meet the changing needs of the parents and the school.



# MORRILL DISTRICT SAFETY PROCEDURES



## STUDENT SAFETY

A critical ingredient in the safe school recipe is the classroom response to an incident at school. Weather events, fire, accidents, intruders and other threats to student safety are scenarios that are planned and trained for by students, teachers, staff and administration.

## SRP

Our school is expanding the safety program to include the Standard Response Protocol (SRP). The SRP is based on these four actions: Lockout, Lockdown, Evacuate and Shelter. In the event of an emergency, the action and appropriate direction will be called on the PA.

**LOCKOUT** - "Secure the Perimeter"

**LOCKDOWN** - "Locks, Lights, Out of Sight"

**EVACUATE** - "To the Announced Location"

**SHELTER** - "For a Hazard Using a Safety Strategy"

## TRAINING

Please take a moment to review these actions. Students and staff will be trained and the school will drill these actions over the course of the school year.

More information can be found at <http://iloveguys.org>



## LOCKOUT SECURE THE PERIMETER

Lockout is called when there is a threat or hazard outside of the school building.

### STUDENTS:

- Return to inside of building
- Do business as usual

### TEACHERS

- Recover students and staff from outside building
- Increased situational awareness
- Do business as usual
- Take roll, account for students



## LOCKDOWN LOCKS, LIGHTS, OUT OF SIGHT

Lockdown is called when there is a threat or hazard inside the school building.

### STUDENTS:

- Move away from sight
- Maintain silence

### TEACHERS:

- Lock classroom door
- Lights out
- Move away from sight
- Maintain silence
- Wait for First Responders to open door
- Take roll, account for students



## EVACUATE TO A LOCATION

Evacuate is called to move students and staff from one location to another.

### STUDENTS:

- Bring your phone
- Leave your stuff behind
- Form a single file line
- Show your hands
- Be prepared for alternatives during response.

### TEACHERS:

- Grab roll sheet if possible
- Lead students to Evacuation Location
- Take roll, account for students



## SHELTER FOR A HAZARD USING SAFETY STRATEGY

Shelter is called when the need for personal protection is necessary.

### SAMPLE HAZARDS:

- Tornado
- Hazmat

### SAMPLE SAFETY STRATEGIES:

- Evacuate to shelter area
- Seal the room

### STUDENTS:

- Appropriate hazards and safety strategies

### TEACHERS:

- Appropriate hazards and safety strategies
- Take roll, account for students

# Morrill Elementary School

## Parent-Student-Teacher Compact

### 2019-2020 School Year

#### Parent/Caring Adult

I want my child to achieve; therefore, I will encourage him/her by doing the following:

1. See that my child has the necessary supplies needed throughout the school year.
2. Make sure my child is at school every day and on time, unless he/she is ill.
3. Provide a quiet place and time to do schoolwork and encourage my child to complete schoolwork.
4. Communicate and work with teachers and school staff on an ongoing basis to support and challenge my student.
5. Attend Parent-Teacher conferences and participate, as appropriate, in decisions related to their education and behaviors.

6. \_\_\_\_\_  
—

Parent Signature \_\_\_\_\_

#### Student

I know my education is important to me. It is important that I work to the best of my ability. I agree to the following:

1. Be at school every day and on time unless I am sick.
2. Come to school each day prepared with supplies and an attitude to learn.
3. Be responsible for my own behavior.
4. Respect and cooperate with other students and adults.
5. Return completed schoolwork on time.
6. Read at home.

7. \_\_\_\_\_  
—

Student Signature \_\_\_\_\_

#### Teacher

It is important that students achieve. I agree to the following:

1. Provide a safe, positive, and healthy learning environment for your child.
2. Provide a high-quality curriculum and instruction to meet state academic achievement standards while being aware of the specific needs of your child.
3. Regularly communicate with you on your child's academic progress and behaviors.
4. Demonstrate professional behavior and positive attitude.

5. \_\_\_\_\_  
—

Teacher Signature \_\_\_\_\_

Principal Signature \_\_\_\_\_

Destination:

**GREAT SCHOOL**

**2021**



To stand apart from the competition,  
we must first STAND TOGETHER as a TEAM!

*committed*  
*determined*  
*persistent*  
*resistant*

**fOCUS**

# Why 2021?

If not now, then WHEN?

If not us, then WHO?

How likely are we to reach the goal by then if we don't set a deadline?

Can we be satisfied by incremental improvement if two years from now 50-60% of our students are still not proficient?

Will we be content when 60% ARE proficient?

# Why GREAT?

Excellent \* Great \* Good \* Needs Improvement

In April 2017 we were classified as GOOD...

April 2018 we were classified Needs Improvement...

What will our classification be from April 2019???



Should we teeter on the edge between

Good and Needs Improvement?

# Why Together?

How effectively will we move toward our goals if we don't do it together?

Are we looking to work together or blame others based on our perceptions?

Whom should we blame... students, parents, poverty, ethnicity, elementary, secondary, preschool?

How does blame, move us toward the goal?



# Why FOCUS?

How likely will we achieve the goal if we **declare** it today and don't think about it, strategize toward it, contemplate, reflect or talk about it again and again and again between now and then?

Is it more likely if we do?

**"Lack of direction, not lack of time, is the problem."**

Zig Ziglar



# Why Committed?

The future success of each student is at stake!

Which students can we justify NOT  
preparing for a successful future?

The confidence of our Parents, the Community,  
the Board & the Valley rest on our commitment  
to the goals before us!

Why determined?

**A dream doesn't become reality  
through magic; it takes sweat,  
determination and hard work.**

Colin Powell

# Why persistent?

Champions keep playing until they get it right!

Billy Jean King

A river cuts through rock, not because of its power, but because of its **Persistence**.

Patience and **Persistence** are the providers of progress

Tim Fargo

# Why resistant?

If we are going to achieve the goals, we must lay aside ALL the **WEIGHTS** and **DISTRACTIONS** that will **HINDER** us from **ATTAINING** the **PRIZE!**

We must **RESIST** the urge to **QUIT**, to **COMPLAIN**, to **EASE UP** or **GIVE IN!**

We must **RESIST** the tendency to **RETURN** to former ways that did not work, even though they might be more **COMFORTABLE!**

“

# Great School 2021

”

...it is our DESTINATION

We are COMMITTED, DETERMINED, PERSISTANT, RESISTANT

FOCUSED!!



# Explanation on ACT 2010 to 2021

[Poverty:Performance](#)

Only the ACT reports **College Readiness Benchmark Scores** – A benchmark score is the minimum score needed on an ACT subject-area test to indicate a 50% chance of obtaining a B or higher or about a 75% chance of obtaining a C or higher in the corresponding credit-bearing college courses, which include English Composition, Algebra, Social Science and Biology. These scores were empirically derived based on the actual performance of students in college. The College Readiness Benchmark Scores, updated in August of 2013, are:

<b>College Course/Course Area</b>	<b>ACT Test</b>	<b>Benchmark Score</b>
English Composition	English	18
Algebra	Mathematics	22
Social Sciences	Reading	22
Biology	Science	23

## How to Improve Scores and Increase College Readiness

9% of your students met all four ACT College Readiness Benchmark Scores (Table 1.1). To improve students' scores and increase the percentage of students identified as college ready, ACT suggests:

**PROVIDING ACCESS FOR ALL STUDENTS TO TAKE THE ACT:** 11 of your students are included in this report (the 'cohort'). Increasing access insures that more students have the opportunity to consider college and allows the reader to use this report to evaluate how well courses and instructional programs are preparing students for college and work.

**MAKING CORE CURRICULUM A PRIORITY:** Emphasize the need for all students to develop college and work ready skills, regardless of postsecondary aspirations. 64% of the students in the cohort reported taking courses that would be considered 'Core or More' (Table 1.4).

**MAKING SURE STUDENTS ARE TAKING THE RIGHT KINDS OF COURSES:** Table 3.2 reports 27% of the cohort took less than three years of math courses. Of these students, 0% were college ready. 27% of the cohort reported taking a course sequence of Algebra I, Algebra II, and Geometry. 0% of these students were college ready. In comparison, 40% of the students who took 3 or more years of math beyond Algebra I, Algebra II, and Geometry were college ready. Getting more students ready for Algebra prior to 9th grade will increase the chances that students will be prepared for and take advanced-level math courses.

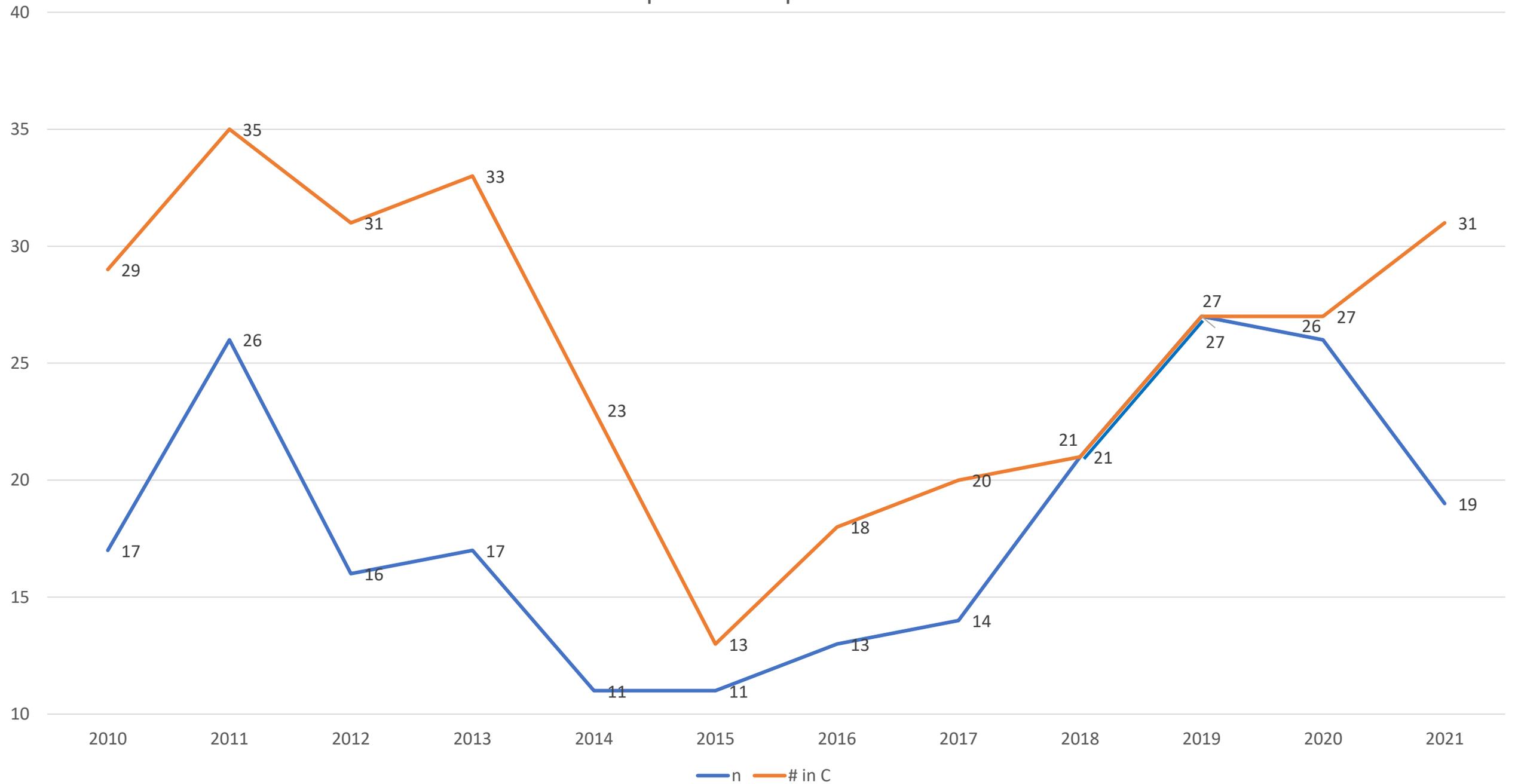
**EVALUATING RIGOR OF COURSES:** Table 2.6 reports the percentage of students falling in each of the ACT College Readiness Standards score ranges. For example, approximately 81% of the cohort fall into the lowest three Mathematics score ranges. To increase these students' achievement, identify the standards they should focus on next by accessing ACT's College Readiness Standards at [www.act.org/standard](http://www.act.org/standard).

# Nebraska's Perspective on ACT Scores

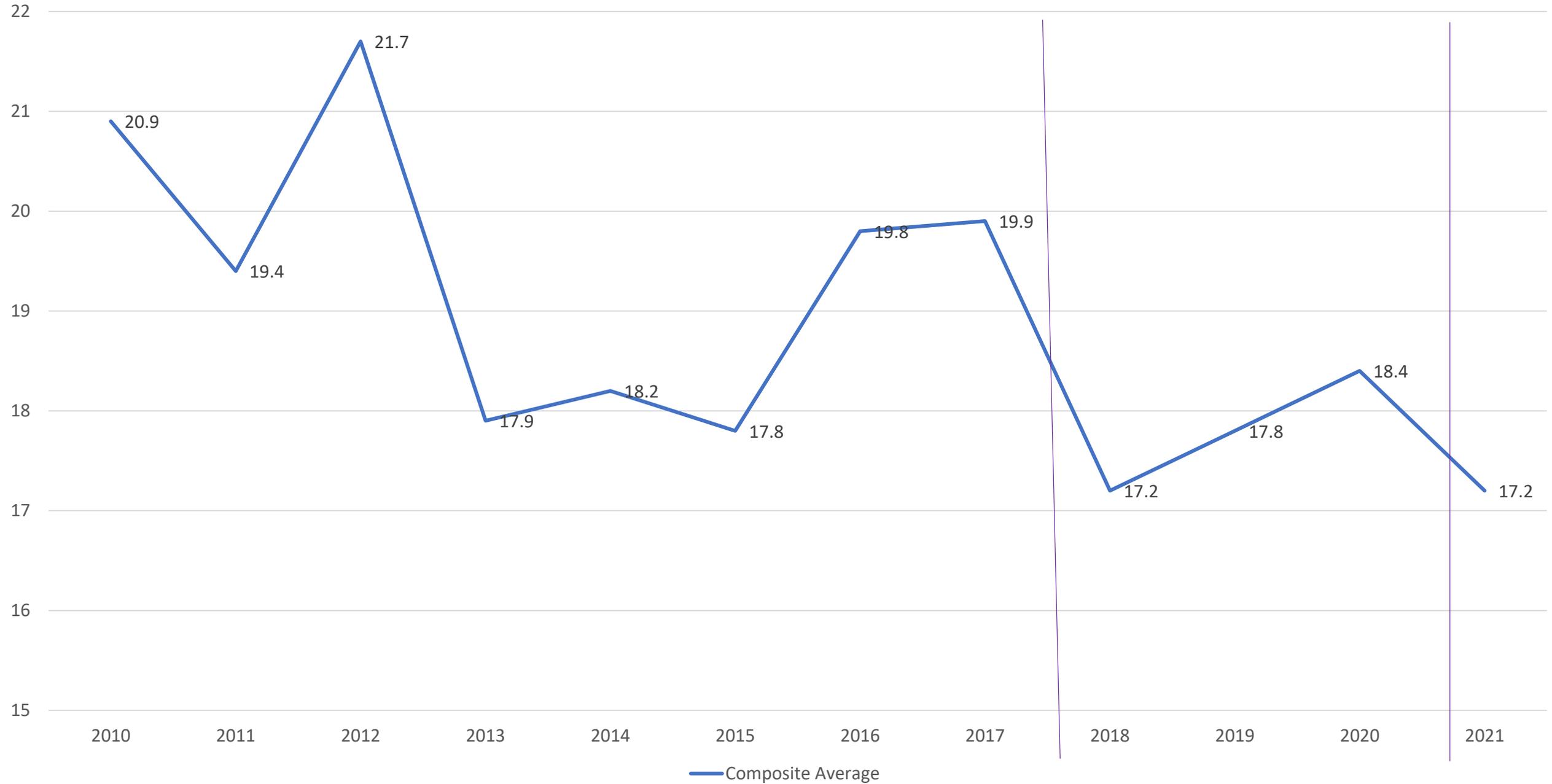
## Junior Year State Test

Performance Level	Math	ELA	Science
ACT Benchmark (College Career Ready)	22-36	20-36	23-36
On Track	18-21	18-19	19-22
Developing	1-17	1-17	1-18

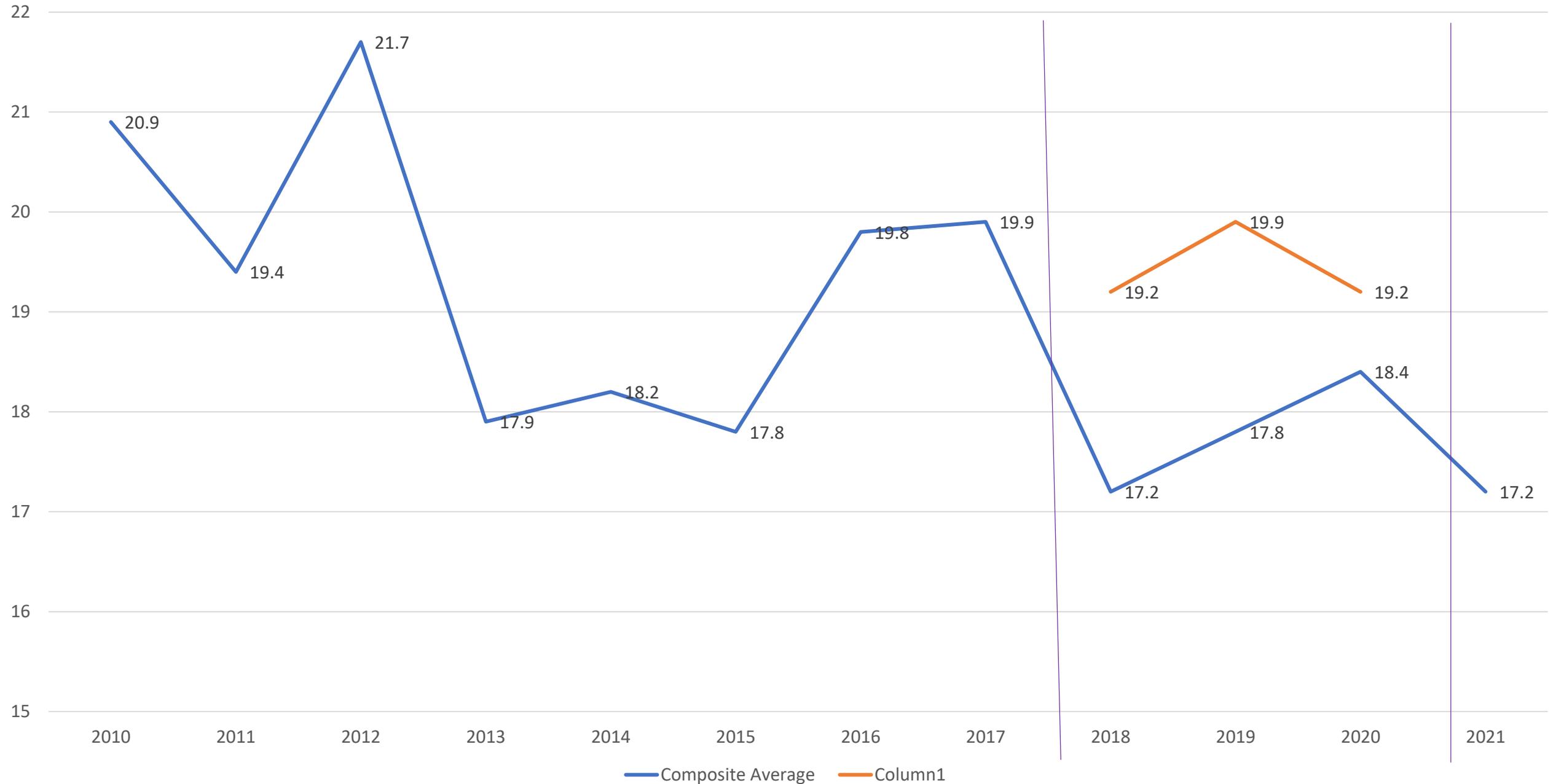
# ACT Participation Compared to Class Size



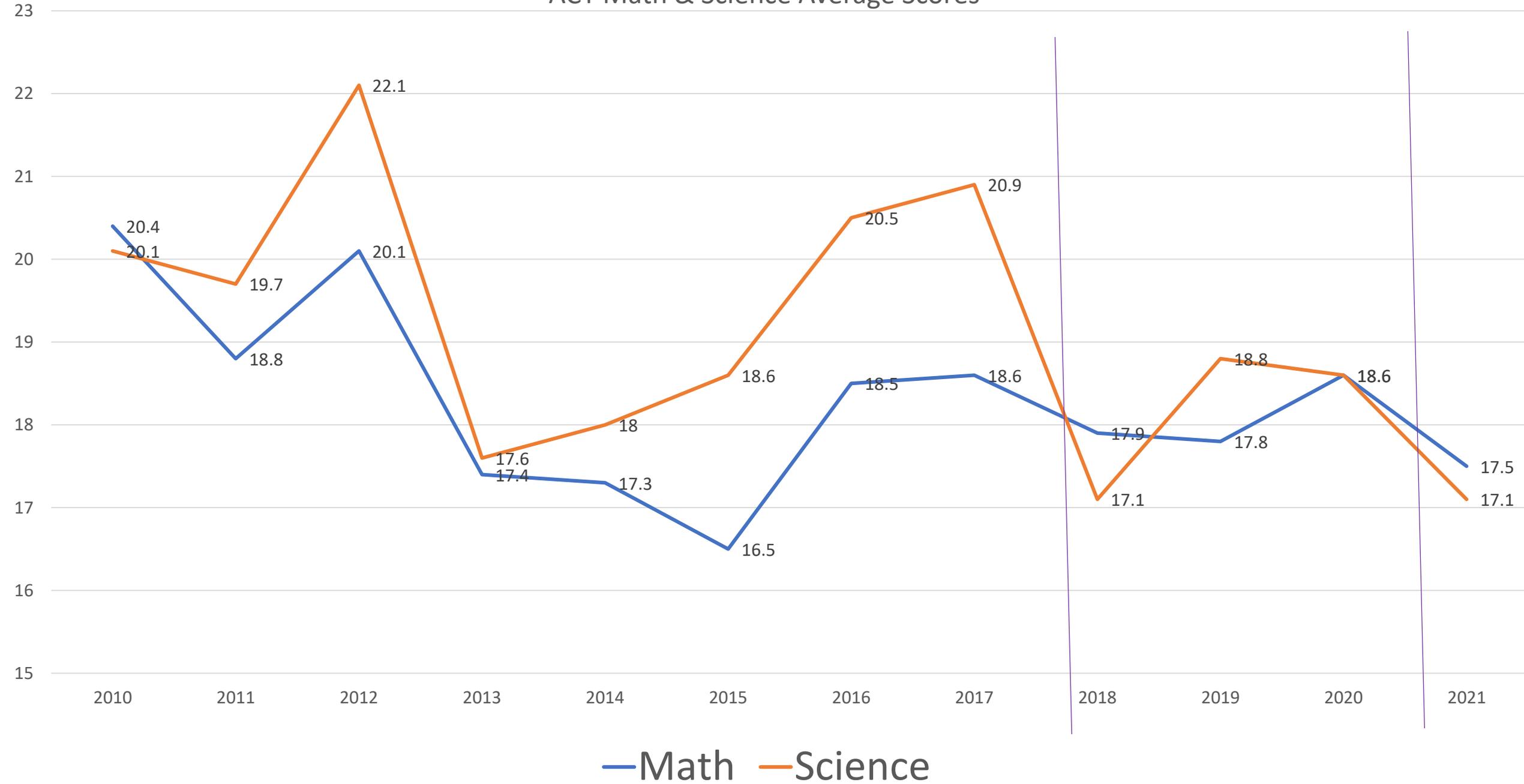
# ACT Composite Average per Graduating Class



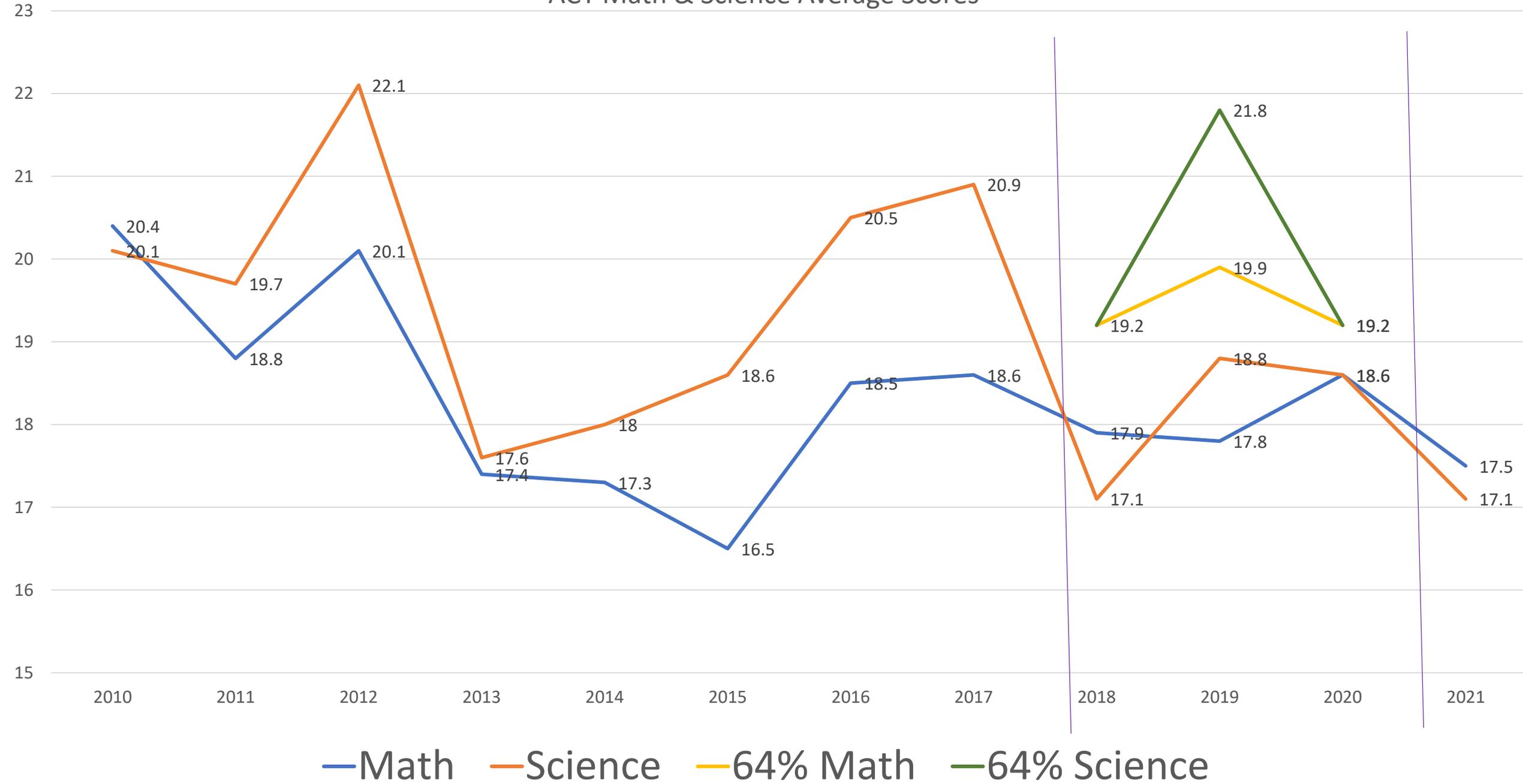
# ACT Composite Average per Graduating Class



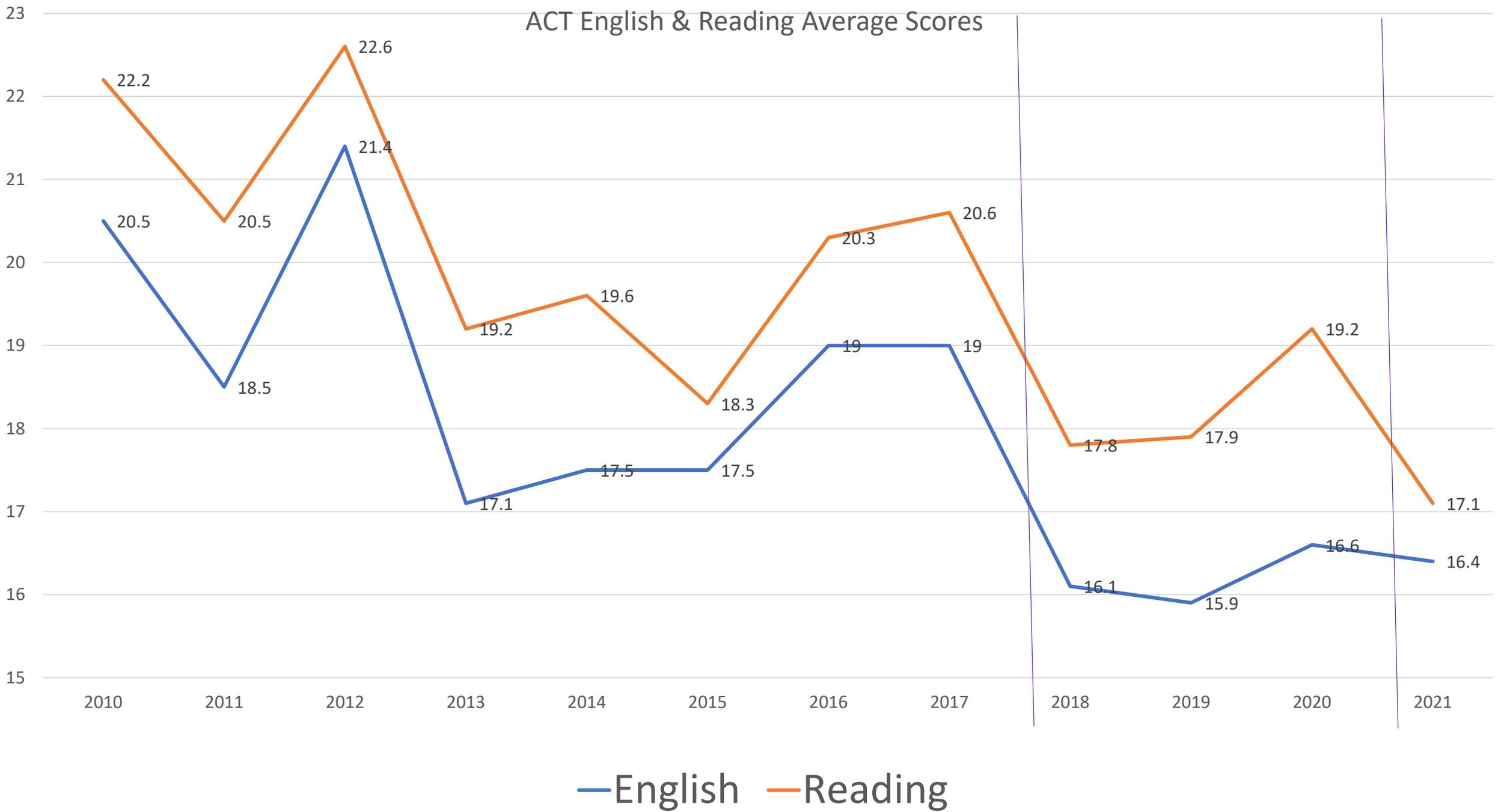
# ACT Math & Science Average Scores



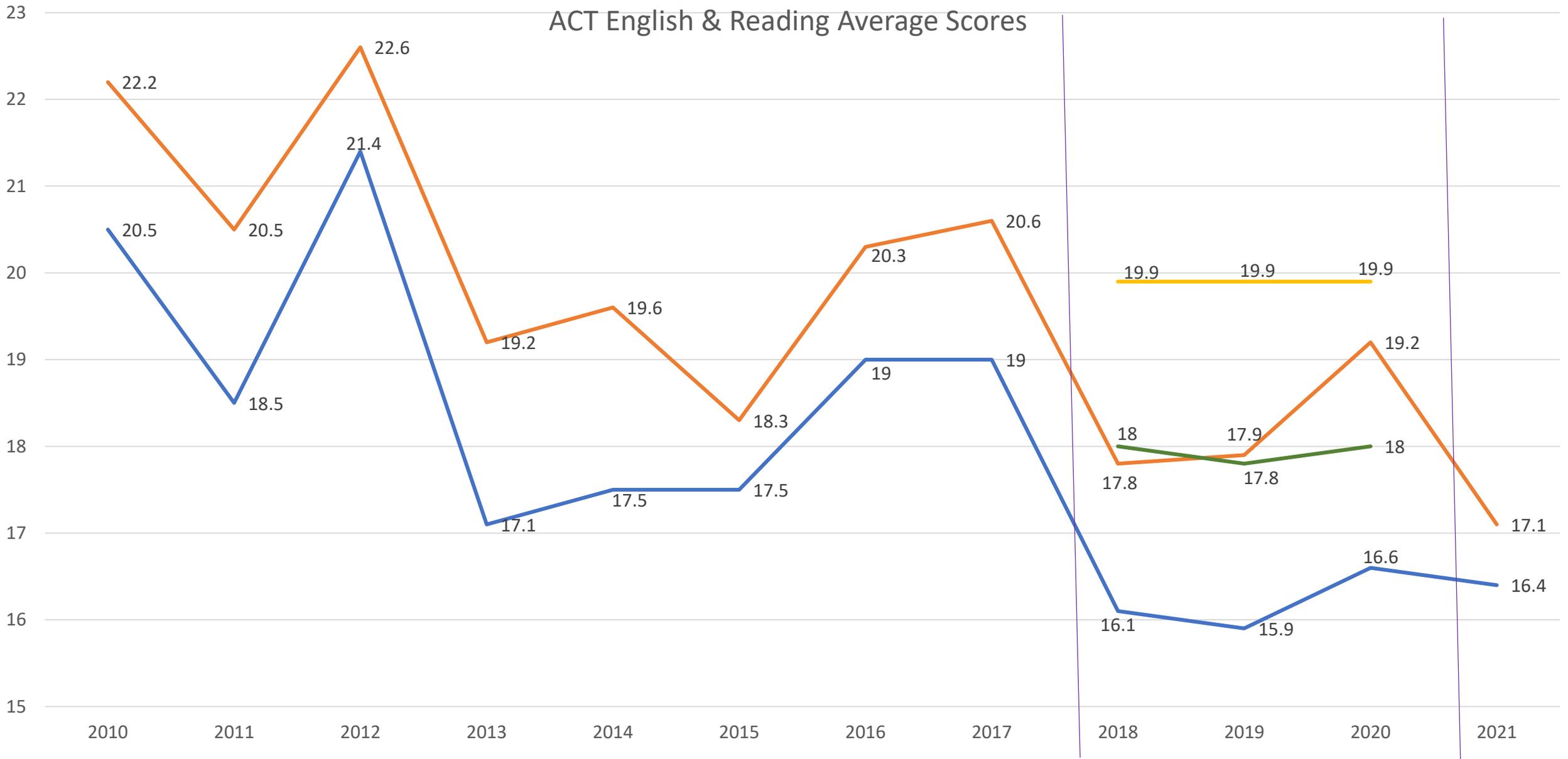
# ACT Math & Science Average Scores



# ACT English & Reading Average Scores

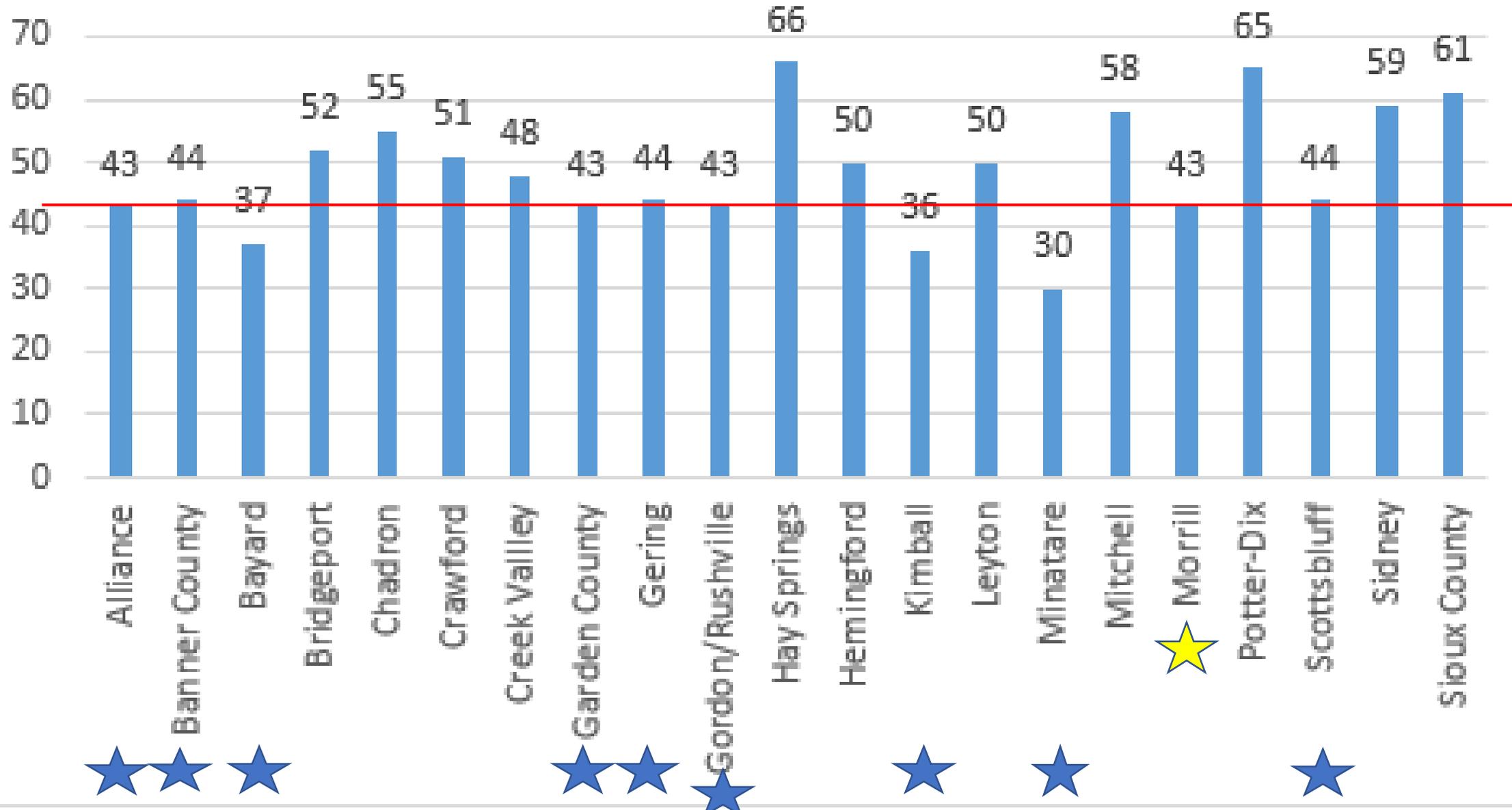


# ACT English & Reading Average Scores

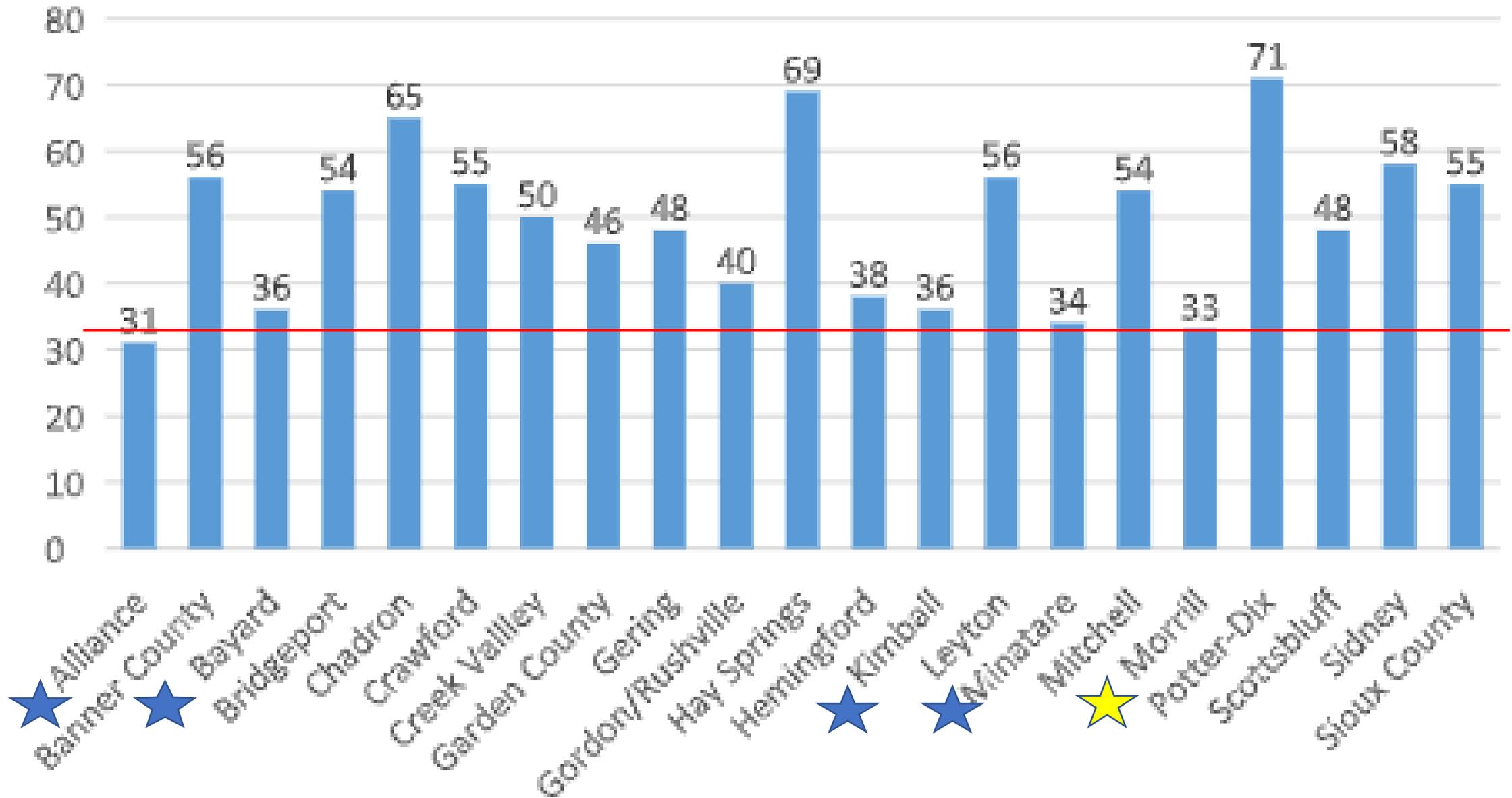


—English —Reading —64%English —64%Reading

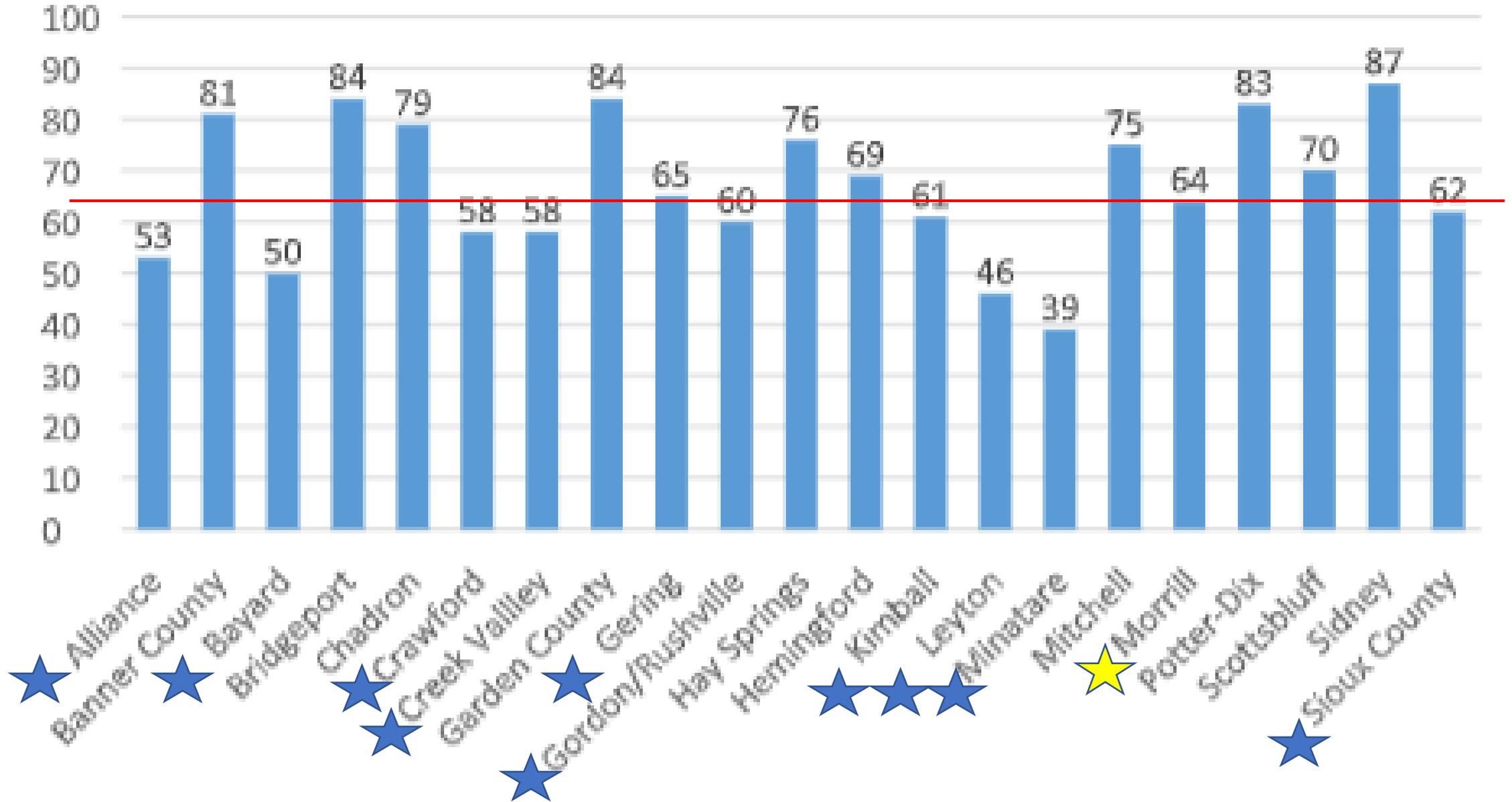
# April 2018 ELA NSCAS % Proficient Grades 3-8



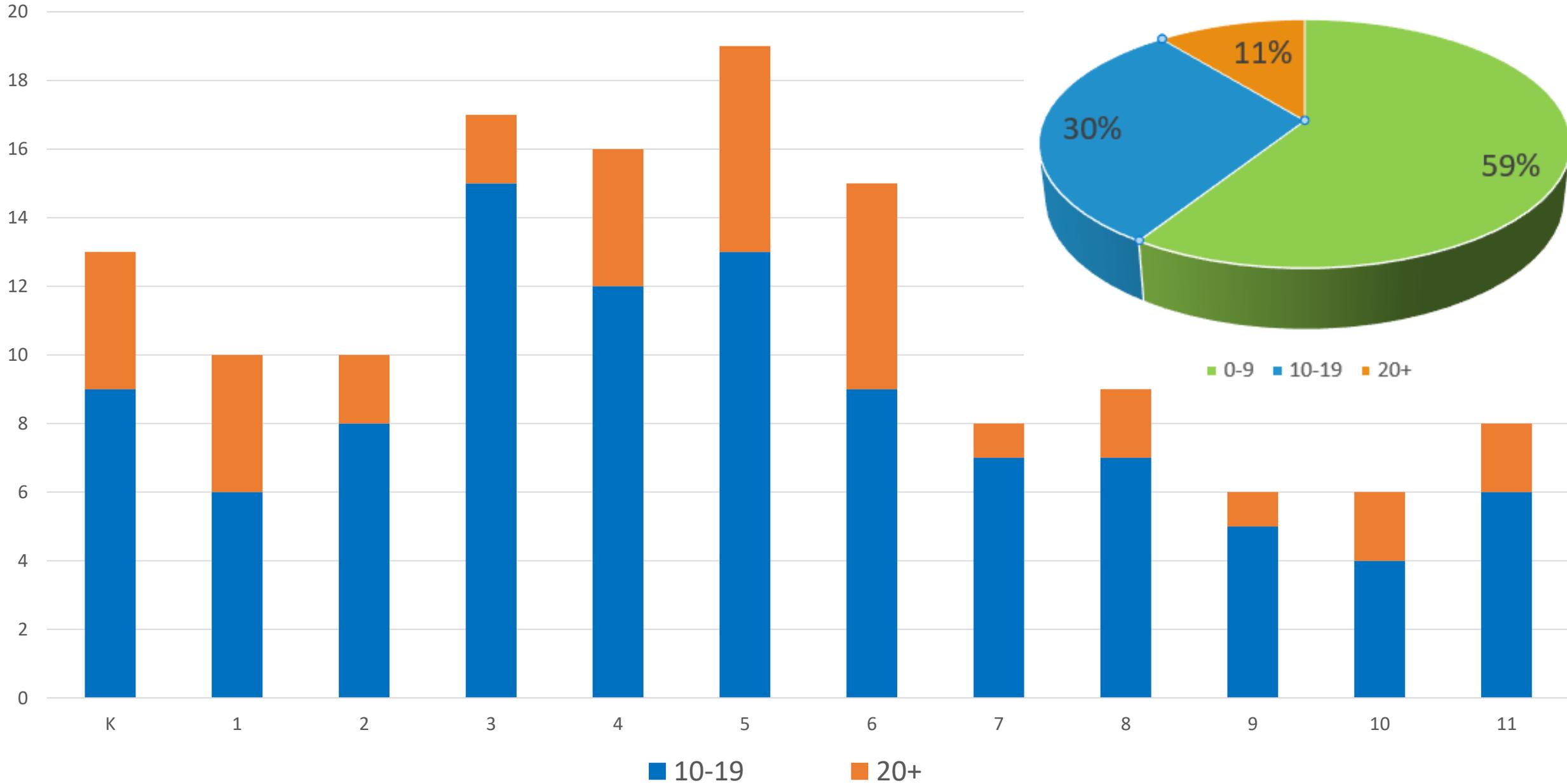
# April 2018 Math NSCAS % Proficient Grades 3-8



# April 2018 Science NSCAS % Proficient Grades 3-8



# 2018-2019 Student Absence Problem



# Does Attendance Matter?

ACT	
Average By Attendance	
0-9 absences	
Reading	Math
21.1	20.2
10-19 absences	
15.8	15.6
20 or more absences	
12	15.5

# Should Sub-Groups Matter?

Average by Income	
FRL	
15.3	16.6
Paying	
20.5	19.8
Average by Ethnicity	
Hispanic	
13	15
White	
20.5	19.6

Lexile measures are the  
**GOLD STANDARD**  
for college and career  
readiness.



# What are Lexile Measures?

The Lexile Framework for Reading is a scientific approach that places both the reader and the text on the same developmental scale, making it easy to connect your child with books targeted to his or her reading ability.

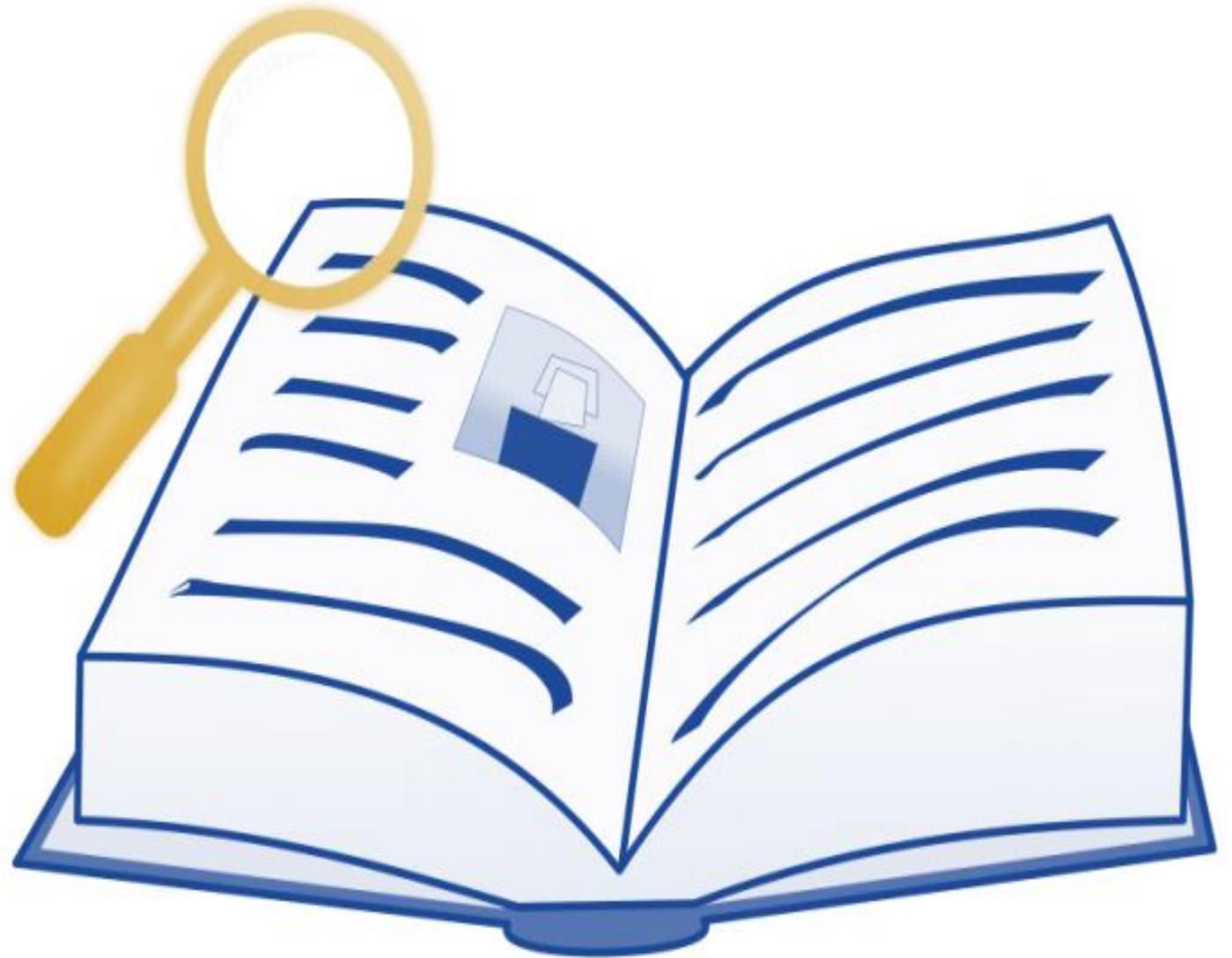
A Lexile is a measurement tool used to identify where students are in their reading ability and to level books by their difficulty. A Lexile measure can be interpreted as the level of book that a student can read with 75% comprehension. It is a useful tool for teachers, parents, and students to help gauge where students are reading, where they should be, monitor their progress, and decide on a plan to help them move forward.

Students in Morrill receive a Lexile score from the STAR reading assessment. We use this reading assessment to test our students at least three times a year to get beginning, middle, and end of the year data. Lexiles start at BR (Beginning Reader) and go up to 1700L. These scores break down into where students should be in each grade level.

Students' growth plans will incorporate books in a range 50L below their level to 50L above.

# Lexile Measure for Texts =

- Sentence Length
- Word Length
- Unknown Words



# College and Career Readiness

## Not On Track

## On Track

### Grade

### Falls Far Below

### Approaches

### Meets

### Exceeds

1

BR111L and Below

BR110L – 185L

190L – 530L

535L and Above

2

150L and Below

155L – 415L

420L – 650L

655L and Above

3

265L and Below

270L – 515L

520L – 820L

825L and Above

4

385L and Below

390L – 735L

740L – 940L

945L and Above

5

500L and Below

505L – 825L

830L – 1010L

1015L and Above

6

555L and Below

560L – 920L

925L – 1070L

1075L and Above

7

625L and Below

630L – 965L

970L – 1120L

1125L and Above

8

660L and Below

665L – 1005L

1010L – 1185L

1190L and Above

9

775L and Below

780L – 1045L

1050L – 1260L

1265L and Above

10

830L and Below

835L – 1075L

1080L – 1335L

1340L and Above

11/12

950L and Below

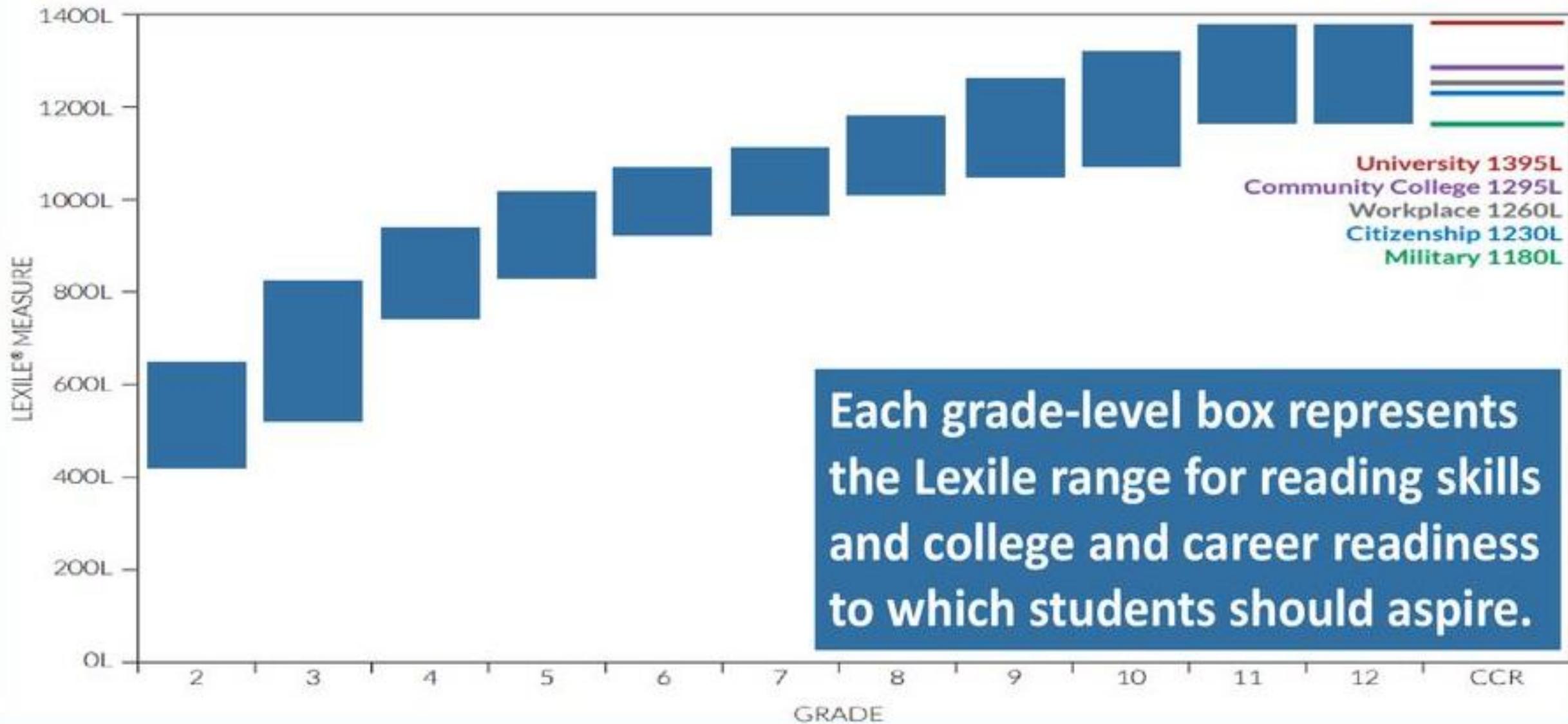
995L – 1180L

1185L – 1385L

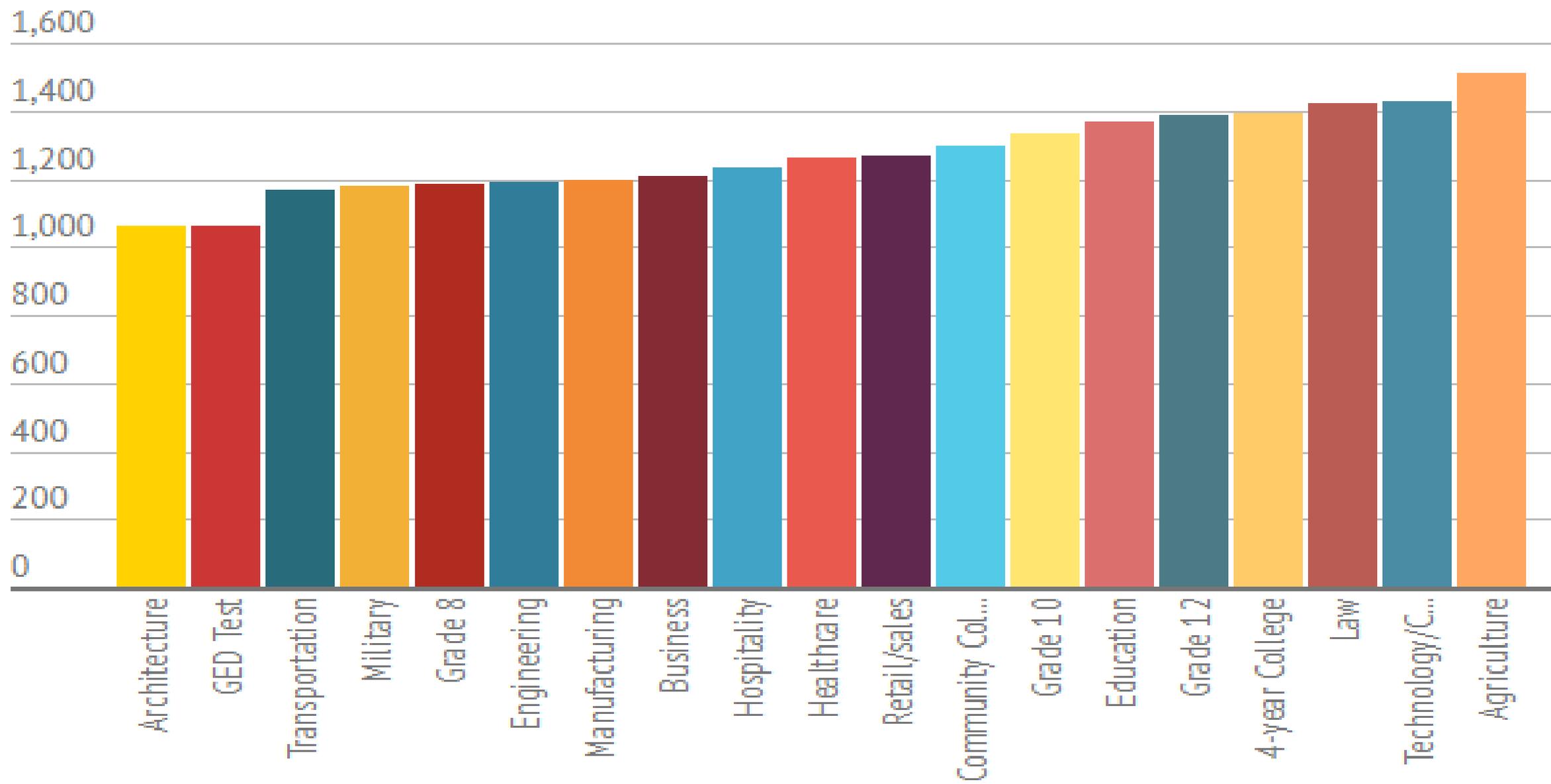
1390L and Above



# Are You on the Path to Being "Reading Ready" for College and Career?



# LEXILE LEVELS for Careers



## LEXILE LEVELS IN ADULTHOOD

### CAREER-BASED LEXILES

Craftsman	1090L
Clerk	1100L
Construction Laborer	1130L
Foreman	1140L
Welder	1175L
Secretary	1220L
Sales Person	1230L
Supervisor	1240L
Firefighter	1260L
Nurse	1290L
Executive	1310L
Teacher	1360L
Mathematician	1410L
Pediatrician	1450L
Scientist	1480L

\*INFORMATION FROM NATIONAL ADULT LITERACY STUDY

### ADULT READING MATERIALS LEXILES

Driver's Manual	1090L
Protection Plan/Warranty	1150L
College Academic Policy	1250L
W-4 Tax Form	1260L
Student Loan Application	1270L
Medical Insurance/Benefits Package	1280L
College Student Handbook	1320L
Employment Eligibility Verification	1340L
State Employment Application	1410L
Military (training/field manuals)	1180L
Citizenship (newspapers, voting, jury)	1230L

\*INFORMATION FROM INTERNATIONAL CENTER FOR LEADERSHIP EDUCATION

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

Class: \_\_\_\_\_

## Planning Your Career and Monitoring Lexile® Growth

### Instructions:

Strong reading skills will allow you to have success in school and have a lot of career options when you graduate. Use this tool to track your lexile level and set goals.

### Lexile Goals:

A Lexile score is a measure of your reading ability. Work with your teacher to set goals for your reading progress.

My Lexile score at the start of the year	My Lexile goal for the end of this year	My Lexile goal for graduation

# Douglas Reeves 90/90/90 and Beyond High Performance in High Poverty Schools

*While economic deprivation clearly affects student achievement, demographic characteristics do NOT determine academic performance.*



## Common Teacher/Leader Behaviors

A focus on academic achievement

Clear curriculum choices

Frequent assessment of student progress

Multiple opportunities for improvement

An emphasis on nonfiction writing

Collaborative scoring of student work

# Multiple opportunities for improvement

## GRADE REFORM

66% of our 7-12 student body was on the down list every week last year

90-105 out of 160 students

As soon as students have 4 or 5 failures in a quarter, they seem to give up and stop trying... 66% of them!!

What if?

Students failing grades “earned them” additional opportunities to relearn and replace the failures... would they keep trying and try longer in the quarter rather than giving up in hopelessness.

# A focus on academic achievement

## Hallways covered with:

Examples of great student work

Charts of academic progress

Graphs demonstrating improvement

**Consistently applied focused intervention**

The SSAE program is to provide all students with access to a well-rounded education; improve school conditions for student learning; and improve the use of technology to improve the academic achievement and digital literacy of all students.

Students, Parents, Teachers, Principals, Guidance Counselor, Superintendent, School Board members all participated in a needs assessment, monitoring and evaluation of the current state of effectiveness in providing a well-rounded education. This was done over the course of several months in March & April of 2019 through student group feedback with principal & guidance counselor from students and teachers. Listening to parent feedback and discussing it at the administration/board level. While we have been a 1:1 school in 7-12 for the past four years, with a z-space (3 dimensional computing) lab with 3-D printing for the past three years, some of our student's chrome books were becoming unreliable and un-updatable. We replaced 100 chrome books this summer, replaced 25 CPUs in the business lab, and purchased PC laptops for students taking college classes through WNCC as they interface with Blackboard better than chrome books.

66% of our 7-12 students were on the down list every week ALL YEAR last year, failing at least one class every week.

For 2019-20 we have initiated a grade reform initiative giving students the opportunity to re-learn and replace failing grades. We anticipate more students will exert effort for a longer period of time, master a larger percent of the standards, and thereby not only reduce the number on the down list, but also increase academic achievement as measured by NWEA Maps, NSCAS, and the ACT.

Another initiative in this area is to provide late busing on Mondays and Wednesdays. While school gets out at 3:30, on Mondays and Wednesdays, student will stay till 4:30 that are failing classes, have missing assignments, or need to re-learn standards and be re-assessed to replace their failing entries in the grade book. This is not a punitive measure; it is another strategic intervention to provide additional support to improve the school conditions for student learning.

This application will describe an incentive plan to enhance student and parent buy in and increase student engagement in order to improve learning, increase achievement, and decrease the number of students on the down list and therefore increase extra-curricular eligibility.

Ignition strives to provide every student access to a well-rounded experiential education in a wide variety of areas. The first experience the students will have access to is a weekend backpacking trip in the Mountains in southern Wyoming. Soft Skills education will include:

An increase in interpersonal communication skills, increased sense of self-confidence, a deeper understanding of each students personality and leadership style, team-building skills, resilience, increased ability to self-soothe, increased self-esteem, increased ability to manage stress and anxiety, identification of core personal character traits, increased ability for vulnerability and authenticity, increased ability to develop trust, the ability to develop and communicate healthy personal boundaries, an increased ability to delay gratification, increased attention span, increased critical thinking and problem solving skills and the increase of emotional intelligence.

Research has shown that students who feel a sense of connection and belonging at their schools have a much higher rate of success in both academics as well as extracurricular activities. An increased sense of connection and belonging reduces depression and anxiety, increases resilience, provides a strong sense

of self-worth, reduces the feeling of isolation, increase educational productivity and reduces the likelihood to drop out.

Ignition intends to connect students with both their peers and their teachers. This connection will develop a deeper sense of belonging that will result in the aforementioned benefits. It is very difficult not to create a level of relational connection when you are cooking a meal with three other people, completely removed from the modern world and solely dependent one another for survival. When students, specifically incoming seventh graders and ninth graders, have access to an educational experience that creates deep relational connects during a crucial time of developmental transition; it is much more likely that they will continue in school and successfully achieve their diploma.

Each student will be required to fill out a digital reflection survey to evaluate the success of the different challenges and to increase the students understanding of using technology to self-report individualized education experiences. It will assist students in their ability to be able to assign digital language to significant emotional experiences.

The Ignition Initiative will be made available to all the 7-12 grade students. Weekend Outdoor adventure experiences will be offered to all members of the student body. An incredible learning adventure awaits all students to experience one time as a sophomore or junior. This trip will blend outdoor challenges with an academically enriching trip to Lincoln (our state capital) the mountains of Tennessee, our nation's capital, Washington, and possibly Philadelphia and Boston.

The Ignition Initiative will largely focus on the development of students' sense of self-esteem, self-confidence, interpersonal skills, leadership development and identity formation. The students will be required to face crafted as well as environmental challenges that will help strengthen how well they know themselves as well as their connections with their peers and their teachers. Secondary students will be cooking meals, taking on physical challenges, engaging in creative problem solving and sleeping right along side of upper classmen. This will challenge each individual equally, requiring all students to learn to depend on one another and trust each other. When developed as core pillars of the culture of an educational environment, it will naturally lead to a more healthy and safe school environment.

Underclassmen and junior high students now have relational access to upperclassmen mentors or advocates. Upperclassmen have a deeper understanding and connection with students that are just beginning their high school journey. In the wilderness, they will be forced to look out for one another, protect one another and live alongside one another.

The culminating learning adventure will include climbing Tennessee mountains, touring the Smithsonian, the Washington Monuments, seeing the Liberty Bell and Independence Hall, and walking the Freedom Trail in Boston. Such a trip will challenging trip will expand the students' vision of who they can be and bring meaning and relevancy to all they have learned during their educational career.

One of the primary focuses of the Ignition Initiative is to create an experience in which every student has an opportunity to learn about who he or she is. They will learn about what drives them, motivates them, discourages them, and inspires them. Times of reflect, journaling and debriefing will allow the students' the space and time to really explore and discover who they are as an individual and how they engage with the world around them.

## Objectives:

1. Utilize the different elements of wilderness programming (adventure, risk, minimalism, unfamiliar environment, isolation, lack of connection to digital platforms, unpredictability) to provide an experiential education for students. Utilize different parts of the country, geography and historical settings to enrich and personally engage with American History, American Government and Geography standards. This personal connection, reflection, and writing activities will not only significantly impact the students' perspectives of our great country, history, government and geography but will likely expand their vision of how they connect to the world beyond the panhandle of Nebraska
2. Connect younger students with upper classmen or teachers that will act as mentors during the students' educational journey.
3. Provide young people with access to healthy adult role models that can provide educational, emotional and mental support
4. Increase students' ability to develop healthy interpersonal relationships with their peers
5. Create a stronger sense of connection and belonging to Morrill Public Schools
6. Increase connection of our curriculum to the real world. The culminating trip will particularly connect with history, civics, government, the arts and culture. Students will journal and write articles about the trip for the school website and local papers.
7. Increase students' ability to manage mental and emotional issues that are negatively impacting their educational pursuits.

## Intended Outcomes:

1. Reduce the number of students on the down list and thereby reduce the dropout rates for the junior/senior high
2. Reduce the number of mental and psychological barriers that inhibit learning for students
3. Increase average daily attendance and thereby increase course and program completion rates.
4. Increase students' sense of self-efficacy and intrinsic motivation
5. Increase students' resilience in the face of opposition.

## Potential Partnerships

1. Sheep Creek Films
  - a. Provide documentation of educational experience for stakeholders
  - b. Provide education in technology and its impact on outdoor adventure programming
    - i. GoPro Cameras, videography with the use of drones, operation of Digital SLR recording platforms
2. Solid Rock Outdoor / Boy Scouts of America (Exploring Division)

- a. Provide equipment for programming
- b. Provide emergency evacuation and medical resources
- c. Provide access to food resources for programming

3. Inspired Epics

- a. Curriculum development
- b. Programming administration and development
- c. Provide professional guide to train staff and student leaders
- d. Oversee trip logistics and organization

4. Rotary Club of Morrill, Morrill Community Development Group & Morrill Methodist Women

- a. Opportunities to speak and present about their experiences and learning
- b. Possible funding partnerships

I believe it is entirely possible that the Rotary Club of Morrill, the Sons of the American Legion, the Morrill Methodist Women's Auxiliary, the Oregon Trails Community Foundation, Walmart's Community Grants, local churches and other not-for-profit youth organizations, local and regional business and agricultural leaders will partner with us both with their time and donations to help us with this creative and innovative strategy to improve the student learning, inspire hope and desire to dream for their future, and to nurture more healthy, well adjusted graduates with greater efficacy.

unction Code	100 - Salaries	200 - Employee Benefits	300 - Professional & Technical Services	400/500 - Other Purchased Services	600 - Supplies	700 - Capital Assets	Total TitleIV-A-SSAE-6969 Funds	Delete Row
02-Well-Rounded Education	1500	0	1500	6000	1000	0	\$10,000	<input type="checkbox"/>
	0	0	0	0	0	0	\$0	<input type="checkbox"/>
	0	0	0	0	0	0	\$0	<input type="checkbox"/>
<b>Sub Total</b>	\$1,500	\$0	\$1,500	\$6,000	\$1,000	\$0	\$10,000	