

Board of Education Regular Meeting
Monday, January 17, 2022 7:00 PM
District Office
508 Jefferson Ave.
Morrill, NE 69358

- I. CALL TO ORDER FOR REGULAR MEETING
Dave Sherrod called the meeting to order at 7:00 pm.
 - I.1. Pledge to the Flag
 - I.2. Roll Call
 - I.3. Notification of Open Meetings Law Posting
 - I.4. Recognition of Recording
Casey Debus stated that she is recording the meeting.
- II. CONSIDER CONSENT AGENDA
 - II.1. Approval of Agenda for January 17, 2022
 - II.2. Approval of minutes of December 20, 2021, January 5 & 13, 2022
 - II.3. Claims Payable
 - II.4. Business Manager's and Financial Reports
 - II.5. Working Monthly Budget
 - II.6. Monthly Budget of Receipts
 - II.7. Activity Accounts
 - II.8. County Treasurer's Report
- III. REPORTS
 - III.1. Curriculum/Amer.Civics: Lisa Kaufman (chair), Shaun Hess, Art Frerichs
 - III.2. Facilities/Transportation: Art Steiner (Chairman), Shaun Hess, Bill Watson

III.3. Finance/Negotiations: Dave Sherrod (Chairman), Bill Watson, Art Frerichs

III.4. Safety Committee: Art Frerichs (Chairman), Art Steiner

III.5. Morrill School's Foundation: Bill Watson (Chairman), Lisa Kaufman, Art Frerichs

III.6. Student Council Report

III.7. Virtual CIO Report: Jeromy Delgado

III.8. Early Childhood Director's Report

III.9. Activity Director's Report

III.10. Secondary Principal's Report

III.11. Elementary Principal's Report

III.12. Superintendent's Report

IV. ELECTION OF OFFICERS

IV.1. Mr. Sherwood officiate over election of BOE President

Art Frerichs nominated Bill Watson as BOE President. Lisa Kaufman nominated Art Frerichs as BOE President. Art Frerichs moved to cease nominations. Lisa Kaufman seconded the motion to cease nominations. Voting for BOE President took place via secret ballot

Art Frerichs elected BOE President.

IV.2. Elected President officiate over election of BOE:

IV.2.a. Vice President

Dave Sherrod nominated Bill Watson for BOE Vice President. Art Frerichs nominated Shaun Hess. Bill Watson moved to cease nominations. Art Steiner seconded the motion to cease nominations. Voting for BOE Vice President took place via secret ballot.

Bill Watson elected BOE Vice President.

IV.2.b. Secretary

Dave Sherrod nominated Lisa Kaufman as BOE Secretary.

IV.2.c. Treasurer

Bill Watson nominated Shaun Hess as BOE Treasurer.

IV.3. Elected President make Committee Appointments

IV.3.a. Curriculum/American Civics

Art Frerichs appointed Lisa Kaufman, Bill Watson, and Shaun Hess to the Curriculum/American Civics committee.

IV.3.b. Facilities/Transportation

Art Frerichs appointed Art Steiner, Shaun Hess, and Bill Watson to the Facilities/Transportation committee.

IV.3.c. Finance/Negotiations

Art Frerichs appointed Dave Sherrod, Shaun Hess and Art Frerichs to the Finance/Negotiations committee.

IV.3.d. Safety

Art Frerichs appointed Art Steiner and Art Frerichs to the Safety committee.

IV.3.e. School Foundation

Art Frerichs appointed Bill Watson, Lisa Kaufman, and Art Frerichs to the School Foundation committee.

V. RECOGNITION OF VISITORS

VI. OLD BUSINESS

VI.1. Reconsider November decision to repair highway 26 sign

VI.2. Update discussion on Gymnasium Score Boards

Two different options discussed. The first is utilizing a short throw projector and a gray screen. A lumen evaluation would need to be done in the gym to determine the correct lumens needed. The second is a video board that Dactronics sells that is run from a computer. Brad Derr will obtain a cost for this option.

The general consensus of the board was to research these two options before making a final decision.

VI.3. Consider Drug & Nicotine testing plan
Jessica Stec and Josh Guerue will work on a draft plan to be presented at the February meeting.

VI.4. Adopt annual policy update on 3rd reading

VI.5. Consider contracting new district leadership training services offered by First National Capital Markets

VII. NEW BUSINESS

VII.1. Conduct Annual Business:

VII.1.a. Consider/possibly approve Platte Valley Bank as the district's official repository

VII.1.b. Consider/possibly approve the VOICE / STAR HERALD as the district's publications of record

VII.2. Consider early childhood ARP fund plan
Sunny Edwards will meet with finance / negotiations committee to discuss funding plan and will bring findings back to the February BOE meeting.

VII.3. Discuss updates concerning the 2022-2023 Teacher Negotiated Agreement
Dave Sherrod reported on negotiations. The committee has met three times and things are going well.

VII.4. Consider/possibly approve the resignation of Laura Fortney at the end of the school year

VII.5. Approve advertising for secondary English/Language Arts teacher and Elementary Principal positions

VII.6. Consider/possibly approve Superintendent contract beginning July 1, 2022

VII.7. Confidential Negotiations with Potential Ag Complex Partner
Jessica Stec and two visitors were asked to join the BOE during the executive session.

VIII. Next Regular Meeting Date - February 21, 2022 at 7:00 pm

IX. ADJOURNMENT

Meeting adjourned at 9:27 pm.

Check Register by Checking Account

Checking Account ID: 1

Check Type: Check

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>		
41894	01/14/2022				ESU13	EDUCATIONAL SERVICE UNIT #13	29,933.95		
41895	01/14/2022				MC	MASTER CARD	2,822.08		
41896	01/14/2022				AMAZON	Amazon Capital Services	1,661.17		
41897	01/14/2022				APPTEGY	Apptegy	5,739.00		
41898	01/14/2022				BANNERCO	BANNER COUNTY SCHOOL	150.00		
41899	01/14/2022				BLICKARTMA	Blick Art Materials	150.63		
41900	01/14/2022				CHRISTENS1	Kayla Christensen	20.40		
41901	01/14/2022				GERINGCIVI	City of Gering	1,781.25		
41902	01/14/2022				CURRASSO	CURRICULUM ASSOCIATES	500.00		
41903	01/14/2022				DOLLGENE	DOLLAR GENERAL REGIONS 410526	6.75		
41904	01/14/2022				HEALTHYCHO	Healthy Choices Counseling	270.00		
41905	01/14/2022				HORSCREE	HORSE CREEK TIRE INC.	705.12		
41906	01/14/2022				JJFLOORS	JJPratt Enterprises, LLC	2,707.20		
41907	01/14/2022				JWPEPPSO	JW PEPPER & SON, INC	246.53		
41908	01/14/2022				LOUSPO	LOU'S SPORTING GOODS	119.16		
41909	01/14/2022				MACGILL	MACGILL	142.83		
41910	01/14/2022				MENARDS	Menards	540.89		
41911	01/14/2022				MOBIUSES	MOBIUS COMMUNICATIONS COMPANY	565.68		
41912	01/14/2022				MORRROTA	MORRILL ROTARY CLUB	105.00		
41913	01/14/2022				NASB	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	2,700.00		
41914	01/14/2022				ONESOURCE	ONE SOURCE - THE BACKGROUND CHECK COMPAN	127.00		
41915	01/14/2022				PROTCENT	PROTEX CENTRAL	419.50		
41916	01/14/2022				READNATU	READ NATURALLY	2,254.00		
41917	01/14/2022				SCHOOLSPEC	School Specialty, LLC	128.30		
41918	01/14/2022				SIMMONS	SIMMONS OLSEN LAW FIRM PC	1,517.00		
41919	01/14/2022				SPARQDATA	SPARQDATA SOLUTIONS	4,160.00		
41920	01/14/2022				TEAMCHEVRO	Team Chevrolet	504.83		
41921	01/14/2022				UNIVERSALA	Universal Athletic, LLC	1,154.00		
41922	01/14/2022				VOICENEWS	Voice News	220.92		
41923	01/14/2022				WINSUPPLY	Winsupply	2.58		
41924	01/14/2022				WPCI	WPCI - INCORP.	504.60		
41925	01/14/2022				ASCENTRAL	AS CENTRAL SERVICES -- ST OFNEBRASKA	259.49		
41926	01/14/2022				BLACKHILLS	Black Hills Energy	3,141.96		
41927	01/14/2022				CENTELEM	CENTURYLINK (ELEM)	222.83		
41928	01/14/2022				CENTHIGH	CENTURYLINK (JR&SR HIGH)	656.30		
41929	01/14/2022				CONNPOIN	CONNECTING POINT	520.00		
41930	01/14/2022				EREMOTHEL	ERH Technology Solutions	5,130.00		
41931	01/14/2022				GREAMER	GREATAMERICA FINANCIAL SVCS.	880.00		
41932	01/14/2022				IDEALLINE	IDEAL LINEN SUPPLY	460.75		
41933	01/14/2022				MOBIUSES	MOBIUS COMMUNICATIONS COMPANY	142.20		
41934	01/14/2022				MORRHARD	MORRILL HARDWARE & BUILDING SUPPLIES	283.65		
41935	01/14/2022				MORRSUPP	MORRILL SUPPLY	48.33		
41936	01/14/2022				ROCKYMOUNT	Rocky Mountain Air Solutions	793.33		
41937	01/14/2022				VILLMORR	VILLAGE OF MORRILL	11,591.93		
41938	01/14/2022				WESTCO	WESTCO COOPERATIVE COMPANY	2,460.68		
41939	01/14/2022				WEX	WEX BANK	1,852.40		
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Checking Account ID: 2

Check Type: Check

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>		
1145	01/14/2022				RUSSEXCA	RUSSELL'S EXCAVATION	1,000.00		
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Checking Account Total:		2				Void Total:	0.00	Total without Voids:	1,000.00

Checking Account ID: 5

Check Type: Check

Check Register by Checking Account

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
7797	01/07/2022				ARMANDCAST	ARMOND CASTENEDA	75.00
7798	01/07/2022				JAMES	Bruner James	75.00
7799	01/07/2022				MARKBUCHHA	Mark Buchhamwer	95.00
7800	01/07/2022				GROSSSEAN	Sean Gross	95.00
7801	01/07/2022				WOLFE	Jeff Wolfe	115.00
7802	01/13/2022				CASHWA	CASH-WA DISTRIBUTING	631.48
7803	01/13/2022				DOANEUNIVE	Doane University	80.00
7804	01/13/2022				DOBRY1	Walker Dobry	47.34
7805	01/13/2022				LOGOZ	Logoz LLC	254.00
7806	01/13/2022				MPSCAFETER	MPS---Cafeteria	19.00
7807	01/13/2022		X	01/13/2022	PEPSBOTT	PEPSI-COLA	2,513.40
7808	01/13/2022				SCHOLASTBO	Scholastic Book Fairs	1,356.57
7809	01/13/2022				UNIVERSALA	Universal Athletic, LLC	3,217.50
7810	01/13/2022				UNIVERSIT2	University of Nebraska at Kearney	30.00
7811	01/14/2022				LANIK	Nate Lanik	180.00
7812	01/14/2022				PALOMO	Carlos Palomo	180.00
7813	01/14/2022				PEPSBOTT	PEPSI-COLA	1,227.20
7814	01/14/2022				PEREZ	Stephanie Perez	140.00
7815	01/14/2022				SALAZAR	Sonny Salazar JR	140.00
7816	01/14/2022				WILLARD	Coleton Willard	235.00
Check Type Total:		Check			Void Total: 2,513.40		Total without Voids: 8,193.09
Checking Account Total:		5			Void Total: 2,513.40		Total without Voids: 8,193.09

Checking Account ID: 6 Check Type: Check

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
12479	01/14/2022				CASHWA	CASH-WA DISTRIBUTING	13,353.26
12480	01/14/2022				CENTCAFE	CENTURYLINK (CAF)	64.18
12481	01/14/2022				PRECISAIR	Precision Air	249.95
Check Type Total:		Check			Void Total: 0.00		Total without Voids: 13,667.39
Checking Account Total:		6			Void Total: 0.00		Total without Voids: 13,667.39

Checking Account ID: 8 Check Type: Check

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
1116	01/13/2022				JOSEPHRHEW	Joseph R Hewgley & Associates, Inc.	21,142.78
Check Type Total:		Check			Void Total: 0.00		Total without Voids: 21,142.78
Checking Account Total:		8			Void Total: 0.00		Total without Voids: 21,142.78
					Grand Total:	Void Total: 2,513.40	Total without Voids: 134,307.48



Your last visit was Tue 12/21/2021 05:22 PM CST

Confirmation

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

Confirmation Number **NB1DOR003973663**

Payment Details

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

Payment Amount \$114.96

Payment Date 12/23/2021

Status SCHEDULED

Tax Period End Date 12312021
(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 jenny.pragnell@mpslions.org



Your last visit was Mon 11/22/2021 07:54 PM CST

Confirmation

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

Confirmation Number **NB1DOR003973377**

Payment Details

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

Payment Amount \$12,234.78

Payment Date 12/23/2021

Status SCHEDULED

Tax Period End Date 12312021
(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 jenny.pragnell@mpslions.org



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TAXPAYER NAME: COUNTY OF SCOTTSBLUFF

TIN: xxxxx5307

Deposit Confirmation

Your payment has been accepted.

Payment Successful

An EFT Acknowledgement Number has been provided for this payment. Please keep this number for your records.

REMINDER: REMEMBER TO FILE ALL RETURNS WHEN DUE!

EFT ACKNOWLEDGEMENT NUMBER:	270175784710515
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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	Q4/2021
Payment Amount	\$771.62
Settlement Date	12/23/2021
Subcategories:	
1 Social Security	\$392.84
2 Medicare	\$91.88
3 Tax Withholding	\$286.90
Account Number	xxxxx4746
Account Type	CHECKING
Routing Number	104102309
Bank Name	PLATTE VALLEY BANK

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TAXPAYER NAME: COUNTY OF SCOTTSBLUFF

TIN: xxxxx5307

Deposit Confirmation

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Payment Successful

An EFT Acknowledgement Number has been provided for this payment. Please keep this number for your records.

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EFT ACKNOWLEDGEMENT NUMBER:

270175620914279

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	Q4/2021
Payment Amount	\$80,022.94
Settlement Date	12/22/2021
Subcategories:	
1 Social Security	\$45,570.16
2 Medicare	\$10,657.64
3 Tax Withholding	\$23,795.14
Account Number	xxxxx4746
Account Type	CHECKING
Routing Number	104102309
Bank Name	PLATTE VALLEY BANK

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Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page:
01	GENERAL FUND						1
1100	REGULAR INSTRUCTIONAL PROGRAMS						
01 1100 111 1 003	Instructional Salaries Elem	380,000.00	139,908.50	453,000.00	100,776.36	77.75	
01 1100 111 2 001	Instructional Salaries Sec	560,000.00	294,558.25	741,000.00	271,421.72	63.37	
01 1100 111 4 000	Regular Flat Salaries	84,000.00	35,000.00	73,500.00	24,500.00	66.67	
01 1100 123 1 003	Elementary Substitute Teachers	20,000.00	7,152.50	25,000.00	20,128.50	19.49	
01 1100 123 2 001	Highschool Substitute Teachers	15,000.00	9,345.00	18,000.00	10,635.00	40.92	
01 1100 150 1 003	Instructional Aide -Sub Para Elementary	3,000.00	3,863.80	7,500.00	3,967.64	47.10	
01 1100 150 2 001	Instructional Aide - Sub Para Highschool	500.00	0.00	0.00	0.00	0.00	
01 1100 151 1 003	STIPENDS -- ELEM XTRA DAYS	2,500.00	10,612.39	2,500.00	2,282.80	8.69	
01 1100 151 2 001	STIPENDS - SEC XTRA DAYS	1,500.00	360.00	2,500.00	2,225.20	10.99	
01 1100 210 1 003	Benefit Package - Elementary Blue Cross Blue Shield	90,000.00	36,218.90	90,000.00	29,230.03	67.52	
01 1100 210 2 001	Benefit Package - Secondary Blue Cross Blue Shield	130,000.00	51,406.32	130,000.00	39,038.71	69.97	
01 1100 220 1 003	Social Security - Elementary	34,000.00	14,336.73	44,000.00	10,626.86	75.85	
01 1100 220 2 001	Social Security Secondary	62,000.00	25,525.40	75,000.00	22,643.87	69.81	
01 1100 220 4 000	SOCIAL SECURITY-FLAT	6,500.00	2,665.78	6,500.00	1,864.99	71.31	
01 1100 230 1 003	Retirement - Elementary	51,000.00	18,274.41	56,000.00	11,680.98	79.14	
01 1100 230 2 001	Retirement - Secondary	100,000.00	33,483.78	98,000.00	26,731.96	72.72	
01 1100 230 4 000	RETIREMENT-FLAT	8,500.00	3,457.20	8,300.00	2,420.04	70.84	
01 1100 237 0 000	RETIREMENT ADJUSTMENTS	0.00	0.00	0.00	0.00	0.00	
01 1100 270 0 000	Workman's Comp-District	81,450.00	81,450.00	80,000.00	182,185.00	(127.73)	
01 1100 290 1 003	OTHER BENEFITS FRINGE BENEFIT	0.00	4,375.00	0.00	0.00	0.00	
01 1100 320 1 003	Prof Dev- Elementary	4,000.00	0.00	2,000.00	210.88	89.46	
01 1100 320 2 001	Professional Dev - Secondary	4,000.00	1,238.00	2,000.00	500.00	75.00	
01 1100 340 1 003	Repairs/Maint Computers Elem	500.00	0.00	500.00	0.00	100.00	
01 1100 340 2 001	Repairs/Maint Computers- Second	500.00	0.00	500.00	368.02	26.40	
01 1100 382 0 000	DISTANCE ED & TELECOMMUNICATIONS	35,500.00	20,089.40	55,000.00	22,588.96	56.86	
01 1100 443 0 000	Copier-Lease District	35,000.00	8,413.58	30,000.00	11,011.07	58.63	
01 1100 580 0 000	STF DEV/TRAVEL	0.00	(40.60)	5,000.00	240.00	95.20	
01 1100 610 0 000	SUPPLIES DISTRICT	10,000.00	4.47	2,500.00	29.80	94.81	
01 1100 610 1 003	SUPPLIES-- ELEM	20,000.00	14,454.07	20,000.00	16,793.78	2.23	
01 1100 610 2 000	SUPPLIES--SECOND	25,000.00	6,611.42	20,000.00	15,764.68	4.92	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 2
001							
01 1100 640 1 003	ELEM CURRICULUM /PERIODICALS	60,000.00	1,531.46	15,000.00	22,600.36	(63.78)	
01 1100 640 2 001	Second Curriculum/PERIODICALS	60,000.00	3,757.21	15,000.00	3,301.20	73.84	
01 1100 733 0 000	Equipment District	10,000.00	3,052.04	10,000.00	2,305.34	76.95	
01 1100 734 0 000	COMPUTER HARDWARE DISTRICT	50,000.00	21,437.80	10,000.00	599.70	94.00	
01 1100 734 1 003	COMPUTER HARDWARE ELEM	0.00	0.00	0.00	1,019.01	0.00	
01 1100 734 2 001	COMPUTER HARDWARE SEC	0.00	378.00	0.00	270.00	0.00	
01 1100 735 0 000	COMPUTER SOFTWARE	25,000.00	8,862.17	20,000.00	8,151.00	59.25	
01 1100 735 1 003	ELEM-COMPUTER SOFTWARE	15,000.00	11,186.84	15,000.00	7,063.05	48.71	
01 1100 735 2 001	SECOND-COMPUTER SOFTWARE	10,000.00	7,887.55	10,000.00	0.00	95.88	
01 1100 810 0 000	DUES AND FEES	5,000.00	0.00	2,500.00	100.00	96.00	
1100	REGULAR INSTRUCTIONAL PROGRAMS	Total	1,999,450.00	880,857.37	2,145,800.00	875,276.51	58.64
1125	FLEX SPENDING						
01 1125 111 0 000	FLEX REGULAR SALARIES	12,000.00	0.00	15,000.00	0.00	100.00	
01 1125 150 0 000	FLEX OTHER STAFF SALARIES	10,000.00	0.00	6,000.00	0.00	100.00	
01 1125 220 0 000	FLEX SOCIAL SECURITY	0.00	0.00	2,000.00	0.00	100.00	
01 1125 230 0 000	RETIREMENT	0.00	0.00	2,000.00	0.00	100.00	
01 1125 610 0 000	FLEX SUPPLIES	2,349.30	0.00	0.00	0.00	0.00	
1125	FLEX SPENDING	Total	24,349.30	0.00	25,000.00	0.00	100.00
1150	LIMITED ENGLISH PROF PROGRAMS						
01 1150 111 1 003	LEP INSTRUCTIONAL SALARIES ELEM	72,800.00	30,333.35	0.00	0.00	0.00	
01 1150 210 1 003	LEP BENEFIT PACKAGE - ELEM	4,300.00	1,118.64	1,000.00	0.00	100.00	
01 1150 220 1 003	LEP FICA/MEDICARE - ELEM	6,400.00	2,172.66	0.00	0.00	0.00	
01 1150 230 1 003	LEP RETIREMENT - ELEM	8,900.00	3,724.90	0.00	0.00	0.00	
1150	LIMITED ENGLISH PROF PROGRAMS	Total	92,400.00	37,349.55	1,000.00	0.00	100.00
1160	PROVERTY PROGRAMS						
01 1160 111 1 003	POVERTY INSTR. SALARIES - ELEM	382,000.00	172,302.20	411,720.00	124,961.24	69.65	
01 1160 210 1 003	POVERTY BENEFIT PKG - ELEM	63,000.00	31,197.50	81,000.00	25,799.12	68.15	
01 1160 220 1 003	POVERTY FICA/MEDICARE - ELEM	30,000.00	13,520.31	37,000.00	9,711.10	73.75	
01 1160 230 1 003	POVERTY RETIREMENT - ELEM	38,000.00	20,009.14	48,000.00	12,343.38	74.28	
1160	PROVERTY PROGRAMS	Total	513,000.00	237,029.15	577,720.00	172,814.84	70.09
1190	EARLY CHILDHOOD ED PROGRAMS						
01 1190 111 3 005	INSTRUCTIONAL PRE-K	220,000.00	111,982.01	248,448.75	88,422.99	64.41	
01 1190 112 3 005	Preschool Instructional Aides	154,720.00	77,202.70	290,000.00	76,655.78	73.57	
01 1190 141 3 005	Provisional Teacher	50,000.00	31,441.95	0.00	22,060.66	0.00	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 3
01 1190 150 3 005	Preschool Building Coordinator	45,000.00	17,165.20	42,000.00	14,080.18	66.48	
01 1190 210 3 005	BENEFITS -- PRE-K	60,000.00	26,258.03	57,000.00	26,106.35	54.20	
01 1190 220 3 005	FICA/MED -- PRE-K	37,000.00	18,887.52	47,000.00	16,147.39	65.64	
01 1190 230 3 005	RETIREMENT -- PRE-K	48,000.00	20,765.16	61,000.00	18,198.79	70.17	
01 1190 320 3 005	PROF DEV	5,000.00	2,183.54	3,500.00	2,519.38	28.02	
01 1190 580 3 005	STF DEV/TRAVEL -- PRE-K	1,000.00	64.00	1,000.00	0.00	100.00	
01 1190 610 3 005	SUPPLIES -- PRE-K	12,000.00	5,377.72	12,000.00	4,710.08	57.74	
01 1190 640 3 005	CURRICULUM-PREK	2,500.00	2,316.87	2,500.00	3,435.00	(53.32)	
01 1190 733 3 005	EQUIPMENT-PRE K	3,500.00	3,350.75	5,000.00	834.46	83.31	
01 1190 734 3 005	Pre-K Computer Hardware	1,000.00	2,013.00	0.00	0.00	0.00	
01 1190 735 3 005	PRE K-COMPUTER SOFTWARE	1,500.00	261.00	1,500.00	577.49	61.50	
01 1190 810 3 005	DUES AND FEES-PRE K	500.00	0.00	500.00	0.00	100.00	
1190	EARLY CHILDHOOD ED PROGRAMS	Total	641,720.00	319,269.45	771,448.75	273,748.55	64.25
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS						
01 1200 111 1 003	Sped Sal Elem	50,000.00	22,718.24	86,400.00	12,763.93	85.23	
01 1200 111 2 001	Sped Sal Sec	0.00	416.65	0.00	16,367.76	0.00	
01 1200 111 3 005	Sped Sal Preschool	53,000.00	0.00	42,000.00	18,495.30	55.96	
01 1200 112 1 003	Sped Elem Aides	48,000.00	49,995.53	103,000.00	49,693.74	51.75	
01 1200 112 2 001	Sped Sec Aides	68,000.00	32,434.84	68,000.00	19,567.42	71.22	
01 1200 150 3 005	Sped Preschool Aides	15,000.00	0.00	0.00	0.00	0.00	
01 1200 210 1 003	Sped Bene Elem	11,000.00	9,497.58	24,000.00	15,117.22	37.01	
01 1200 210 2 001	Sped Bene Sec	11,000.00	1,813.86	18,000.00	4,524.45	74.86	
01 1200 210 3 005	Sped Bene Prek	11,000.00	0.00	10,500.00	0.00	100.00	
01 1200 220 1 003	Soc Sec	8,800.00	5,453.07	17,000.00	4,620.09	72.82	
01 1200 220 2 001	SOCIAL SECURITY	5,200.00	2,494.51	11,009.00	2,842.47	74.18	
01 1200 220 3 005	SOCIAL SECURITY	4,300.00	0.00	4,000.00	1,341.91	66.45	
01 1200 230 1 003	Sped Retire Elem	14,000.00	8,411.80	20,600.00	4,829.96	76.55	
01 1200 230 2 001	Sped Retire Sec	11,000.00	4,454.24	8,000.00	3,105.63	61.18	
01 1200 230 3 005	RETIREMENT	4,300.00	0.00	5,200.00	1,481.21	71.52	
01 1200 270 1 003	Sped Workmns Elem	4,685.00	4,685.00	9,400.00	0.00	100.00	
01 1200 270 2 001	Sped Workmns Sec	4,685.00	9,370.00	4,600.00	0.00	100.00	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 4
01 1200 270 3 005	WORKER'S COMPENSATION	4,685.00	0.00	4,000.00	0.00	100.00	
01 1200 320 1 003	Other Prof & Tech Services	500.00	0.00	1,000.00	0.00	100.00	
01 1200 338 1 003	REPAIRS AND MAINTENANCE	2,000.00	0.00	1,000.00	0.00	100.00	
01 1200 340 1 003	OTHER CONTRACTED OR SECURED SERVICES	2,500.00	0.00	2,500.00	4,293.70	(71.75)	
01 1200 382 0 000	DISTANCE EDUCATION AND TELECOMMUNICATION	7,000.00	6,888.27	7,000.00	0.00	100.00	
01 1200 520 0 000	Liability Insurance	14,052.00	0.00	0.00	0.00	0.00	
01 1200 561 2 001	HS Sped TUIT PD OTHER DIST	5,000.00	0.00	5,000.00	0.00	100.00	
01 1200 561 3 005	TUIT PD OTHER DIST	2,500.00	0.00	5,000.00	0.00	100.00	
01 1200 580 1 003	SPED--STF DEV--ELEM	2,000.00	0.00	2,000.00	233.10	3.40	
01 1200 580 2 001	SPED--STF DEV--SEC	2,000.00	302.00	1,000.00	380.00	(107.90)	
01 1200 591 0 000	Contr Serv Sped	15,000.00	16,271.67	20,000.00	4,633.93	76.83	
01 1200 591 1 003	SPED ELEM CONTRACT SERVICES	55,000.00	24,790.73	75,000.00	41,896.06	44.14	
01 1200 591 2 001	2nd SPED CONTRACT SERVICES	47,000.00	3,736.06	20,000.00	23,791.38	(18.96)	
01 1200 610 1 003	Elem Sped Suppl	7,000.00	2,285.82	7,000.00	2,378.35	60.32	
01 1200 610 2 001	Sec Sped Suppl	8,200.00	3,726.11	9,000.00	3,905.70	48.02	
01 1200 610 3 005	Pre K SUPPLIES	2,550.00	59.98	2,500.00	326.47	86.94	
01 1200 640 1 003	ELEM SPED CURRICULUM	500.00	0.00	500.00	0.00	100.00	
01 1200 640 2 001	Sec Sped Curriculum	500.00	330.00	500.00	0.00	100.00	
01 1200 734 0 000	SPED COMPUTER HARDWARE	500.00	0.00	500.00	0.00	100.00	
01 1200 810 0 000	Sped Fees	500.00	0.00	500.00	0.00	100.00	
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	Total	502,957.00	210,135.96	595,709.00	236,589.78	59.52
1291	EARLY CHILDHOOD SPECIAL EDUCATION INSTRU						
01 1291 591 3 005	Sped Age 3-5 Contract Services	50,000.00	16,310.76	60,000.00	9,700.04	83.83	
1291	EARLY CHILDHOOD SPECIAL EDUCATION INSTRU	Total	50,000.00	16,310.76	60,000.00	9,700.04	83.83
1292	BIRTH-2 SPECIAL ED INSTRUCTIONAL PROGRAM						
01 1292 591 3 005	0-2 Sped Contracted Services	9,000.00	10,077.80	21,000.00	8,444.05	59.79	
1292	BIRTH-2 SPECIAL ED INSTRUCTIONAL PROGRAM	Total	9,000.00	10,077.80	21,000.00	8,444.05	59.79
2120	GUIDANCE SERVICES						
01 2120 116 1 003	Guidance/LMHP Counselor Salary	64,000.00	27,830.40	44,000.00	21,152.26	51.93	
01 2120 116 2 001	Guidance Counselor Secondary	62,000.00	25,739.60	0.00	17,420.74	0.00	
01 2120 210 0 000	GUIDANCE BENEFITS	21,000.00	4,375.00	0.00	0.00	0.00	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 5
01 2120 210 1 003	Benefits	0.00	0.00	10,500.00	0.00	100.00	
01 2120 210 2 001	Benefits	0.00	6,814.12	5,600.00	3,749.91	33.04	
01 2120 220 0 000	GUIDANCE FICA/MEDICARE	1,000.00	334.70	0.00	0.00	0.00	
01 2120 220 1 003	Social Security	5,000.00	1,976.95	4,000.00	1,618.14	59.55	
01 2120 220 2 001	Social Security	5,000.00	2,276.05	5,600.00	1,444.70	74.20	
01 2120 230 1 003	Retirement	6,400.00	2,749.05	5,200.00	2,089.38	59.82	
01 2120 230 2 001	Retirement	6,100.00	3,358.27	7,200.00	1,720.79	76.10	
01 2120 580 0 000	Guid-Prof Dev	0.00	0.00	0.00	1,095.00	0.00	
01 2120 580 1 003	GUIDANCE PROF-DEVELOPMENT	500.00	0.00	500.00	100.00	80.00	
01 2120 580 2 001	GUIDANCE PROF Development	500.00	0.00	500.00	1,200.00	(140.00)	
01 2120 610 0 000	GUIDEANCE-OTHER SUPPLIES AND MATERIALS	12,000.00	2,248.22	10,000.00	2,841.33	70.25	
01 2120 735 0 000	GUIDANCE-COMPUTER SOFTWARE	2,500.00	690.00	2,000.00	2,334.00	(16.70)	
01 2120 810 0 000	DUES AND FEES	750.00	0.00	750.00	0.00	100.00	
01 2120 890 0 000	Guid-Other misc expenses	500.00	405.00	2,000.00	0.00	100.00	
2120 GUIDANCE SERVICES	Total	187,250.00	78,797.36	97,850.00	56,766.25	41.85	
2130 HEALTH SERVICES							
01 2130 116 0 000	Salary Nurse	60,000.00	25,000.00	64,000.00	21,000.00	67.19	
01 2130 150 1 003	Nurse Salary Aide	0.00	0.00	0.00	100.00	0.00	
01 2130 210 0 000	Nurse-Benefits	14,400.00	6,156.84	0.00	6,033.64	0.00	
01 2130 220 0 000	Social Security	4,600.00	1,551.35	4,100.00	1,332.84	67.49	
01 2130 220 1 003	GROUP INSURANCE	0.00	0.00	0.00	7.53	0.00	
01 2130 230 0 000	Retirement Nurse	0.00	3,291.15	7,000.00	2,074.32	70.37	
01 2130 230 1 003	SOCIAL SECURITY	0.00	0.00	0.00	9.88	0.00	
01 2130 230 2 001	RETIREMENT	5,900.00	0.00	0.00	0.00	0.00	
01 2130 580 0 000	Prof Dev Nurse	500.00	202.00	500.00	191.70	61.66	
01 2130 610 0 000	Supplies Nurse	3,500.00	478.57	1,500.00	1,353.98	4.54	
01 2130 810 0 000	DUES AND FEES	300.00	0.00	300.00	0.00	100.00	
01 2130 890 0 000	Other Nurse	1,000.00	0.00	0.00	(10.37)	0.00	
2130 HEALTH SERVICES	Total	90,200.00	36,679.91	77,400.00	32,093.52	58.43	
2190 OTHER PUPIL SUPPORT SERVICES							
01 2190 112 0 000	ACTIVITY BUS DRIVER	11,000.00	7,443.00	17,000.00	3,874.38	77.21	
01 2190 150 0 000	Non Instructional staff salaries/A/D	32,000.00	41,233.78	120,000.00	44,673.04	62.77	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 6
01 2190 151 0 000	REGULAR SALARIES-ACTIVITY	160,000.00	37,304.79	152,000.00	31,208.36	79.47	
01 2190 210 0 000	Insurance	7,200.00	2,908.06	11,000.00	2,918.47	73.47	
01 2190 220 0 000	Social Security/Med-- ACTIVITY BUS	15,000.00	7,434.41	19,000.00	6,372.38	66.46	
01 2190 230 0 000	RETIREMENT -- ACTIVITY BUS	25,000.00	10,010.24	25,000.00	7,015.51	71.94	
01 2190 320 0 000	EXTRA DUTY -- NON-STAFF	25,000.00	14,984.63	26,000.00	6,000.00	76.92	
01 2190 340 0 000	ATHLETIC TRAINER SERVICES-ACTIV	2,000.00	435.00	2,000.00	0.00	100.00	
01 2190 490 0 000	Activity Supplies Purchases Athletics	25,000.00	8,842.10	25,000.00	16,598.68	33.61	
01 2190 580 0 000	Activities -- Travel Expenses	15,000.00	284.53	8,000.00	2,530.77	68.37	
01 2190 626 0 000	Activities -- Gas & Oil	9,000.00	504.00	9,000.00	0.00	100.00	
01 2190 739 0 000	Track/FTball Field Equipment	215,000.00	187.99	200,000.00	6,122.51	96.94	
01 2190 890 0 000	DUES/FEES -- ACTIVITIES	5,000.00	1,949.35	7,500.00	2,941.25	60.78	
2190 OTHER PUPIL SUPPORT SERVICES	Total	546,200.00	133,521.88	621,500.00	130,255.35	79.04	
2211 SCHOOL IMPROVEMENT							
01 2211 580 0 000	SCH IMP: TRAVEL EXPENSES	5,000.00	0.00	5,000.00	0.00	100.00	
01 2211 890 0 000	SCH IMP: ACCREDITATION EXP	10,000.00	750.00	5,000.00	0.00	100.00	
2211 SCHOOL IMPROVEMENT	Total	15,000.00	750.00	10,000.00	0.00	100.00	
2212 INST STAFF TRNG AND CURR DEV							
01 2212 320 0 000	PROFESSIONAL SERVICES	10,000.00	0.00	10,000.00	0.00	100.00	
01 2212 580 0 000	TRAVEL EXPENSE AND MILEAGE	20,000.00	0.00	10,000.00	251.08	97.49	
2212 INST STAFF TRNG AND CURR DEV	Total	30,000.00	0.00	20,000.00	251.08	98.74	
2220 2220							
01 2220 111 0 000	Salary Librarian	41,300.00	17,208.35	49,600.00	0.00	100.00	
01 2220 112 1 003	Elem Library Paraprofessional	20,000.00	9,654.54	21,000.00	8,134.74	61.26	
01 2220 210 0 000	Benefit Library	10,500.00	4,375.00	10,500.00	0.00	100.00	
01 2220 220 0 000	Fica Librarian	3,200.00	1,651.14	4,600.00	0.00	100.00	
01 2220 220 1 003	Elem Library Paraprofessional	1,600.00	738.58	2,000.00	622.32	68.88	
01 2220 230 0 000	Retire Library	4,050.00	1,699.81	6,000.00	0.00	100.00	
01 2220 230 1 003	RETIREMENT	1,950.00	117.90	350.00	82.79	76.35	
01 2220 580 0 000	Library-Travel expense and mileage	200.00	0.00	200.00	0.00	100.00	
01 2220 610 1 003	Elem Library Supplies	1,000.00	240.86	1,000.00	469.20	53.08	
01 2220 610 2 001	Sec Library Supplies	1,000.00	686.10	2,000.00	352.18	82.39	
01 2220 640 1 003	Library Books Elem	2,500.00	2,227.75	2,500.00	1,106.60	55.74	
01 2220 640 2 001	Library Books Sec	1,000.00	1,307.30	1,500.00	1,615.83	(7.72)	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 7
01 2220 735 0 000	Library-Computer Software	350.00	257.50	350.00	260.00	25.71	
01 2220 810 0 000	Dues and Fees	200.00	0.00	200.00	0.00	100.00	
2220 2220	Total	88,850.00	40,164.83	101,800.00	12,643.66	87.58	
2230	Technical Services						
01 2230 114 0 000	Technology Assistant	24,000.00	11,243.20	25,000.00	9,200.73	63.20	
01 2230 220 0 000	Fica Tech	1,900.00	860.10	1,900.00	703.85	62.96	
01 2230 230 0 000	Retire Tech	2,330.00	1,110.58	2,500.00	908.83	63.65	
01 2230 320 0 000	PROF DEV-TECH	250.00	0.00	250.00	0.00	100.00	
01 2230 340 1 003	Repairs Elem Tech	500.00	0.00	500.00	0.00	100.00	
01 2230 340 2 001	Repairs Sec Tech	500.00	0.00	500.00	0.00	100.00	
01 2230 432 0 000	Technology Contracted Services	75,000.00	34,955.00	70,000.00	25,650.00	56.03	
01 2230 580 0 000	Mileage Tech	200.00	0.00	200.00	0.00	100.00	
01 2230 610 0 000	Supplies Tech	750.00	4,423.67	5,000.00	3,486.88	30.26	
01 2230 734 0 000	Tech Hardware	15,000.00	10,885.91	15,000.00	72.53	99.52	
01 2230 810 0 000	Tech Dues/fees	200.00	0.00	200.00	0.00	100.00	
2230 Technical Services	Total	120,630.00	63,478.46	121,050.00	40,022.82	62.70	
2310	BOARD OF EDUCATION						
01 2310 310 0 000	Prof Dev	10,000.00	2,150.00	8,000.00	2,986.00	62.68	
01 2310 350 0 000	Advertising And Printing	10,000.00	6,139.00	10,000.00	450.00	95.50	
01 2310 440 0 000	Periodicals Board	300.00	0.00	300.00	0.00	100.00	
01 2310 520 0 000	District Liability Insurance	77,826.00	77,117.00	80,000.00	0.00	100.00	
01 2310 521 0 000	Board Fidelity Bond Premiums	250.00	0.00	250.00	0.00	100.00	
01 2310 580 0 000	Mileage And Expense	4,000.00	0.00	3,000.00	1,834.40	38.85	
01 2310 610 0 000	Supplies Board	500.00	11.95	500.00	4.25	99.15	
01 2310 810 0 000	Dues And Fees	10,000.00	0.00	10,000.00	9,433.50	5.67	
01 2310 890 0 000	Other Board	4,000.00	0.00	1,000.00	0.00	100.00	
2310 BOARD OF EDUCATION	Total	116,876.00	85,417.95	113,050.00	14,708.15	86.99	
2320	EXECUTIVE ADMINISTRATION						
01 2320 105 0 000	SALARY-SUPERINTENDENT	131,000.00	54,166.65	135,000.00	44,666.68	66.91	
01 2320 150 0 000	Clerical Salary Supt	31,200.00	15,812.18	41,000.00	15,965.77	61.06	
01 2320 210 0 000	Benefits Supt	23,100.00	6,058.72	23,100.00	7,990.74	65.41	
01 2320 220 0 000	Fica Supt	12,400.00	5,253.46	15,000.00	4,519.22	69.87	
01 2320 230 0 000	Retire Supt	18,000.00	11,704.85	26,000.00	5,909.99	77.27	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 8
01 2320 320 000	SUPER-PROF DEV	3,500.00	149.50	3,500.00	75.00	97.86	
01 2320 432 000	Comp Hardware Supt	1,000.00	0.00	0.00	0.00	0.00	
01 2320 580 000	TRAVEL - SUPT.	2,000.00	0.00	2,000.00	1,652.51	17.37	
01 2320 610 000	Office Supplies	250.00	0.00	250.00	0.00	100.00	
01 2320 733 000	Equip Supt	500.00	0.00	500.00	0.00	100.00	
01 2320 810 000	Dues And Fees	2,000.00	530.00	2,000.00	235.75	88.21	
01 2320 890 000	Other Supt	500.00	25.00	500.00	0.00	100.00	
2320 EXECUTIVE ADMINISTRATION	Total	225,450.00	93,700.36	248,850.00	81,015.66	67.44	
2330 District Legal Services							
01 2330 317 000	LEGAL SERVICES	10,000.00	1,593.50	10,000.00	8,086.00	19.14	
2330 District Legal Services	Total	10,000.00	1,593.50	10,000.00	8,086.00	19.14	
2410 PRIN							
01 2410 111 1003	Salary Elem Prin	107,000.00	44,778.35	90,000.00	31,875.00	64.58	
01 2410 111 2001	Salary Sec Prin	91,000.00	36,709.15	90,000.00	30,000.00	66.67	
01 2410 150 1003	Clerical Elem Prin	36,000.00	16,329.86	40,000.00	13,192.31	67.02	
01 2410 150 2001	Clerical Sec Prin	29,500.00	14,390.80	37,000.00	15,319.43	58.60	
01 2410 210 2001	Benefit Sec Prin	7,400.00	5,346.95	0.00	297.65	0.00	
01 2410 220 1003	Fica Elem Prin	11,000.00	4,637.13	16,000.00	3,447.64	78.45	
01 2410 220 2001	Fica Sec Prin	9,300.00	3,450.87	11,000.00	3,342.17	69.62	
01 2410 230 1003	Retire Elem Prin	14,000.00	5,926.20	12,392.00	2,770.96	77.64	
01 2410 230 2001	Retire Sec Prin	13,000.00	10,074.80	11,975.00	4,463.15	62.73	
01 2410 320 1003	ELEM PRINCIPAL-PROF DEV	1,000.00	90.00	2,000.00	0.00	100.00	
01 2410 320 2001	SEC PRINCIPAL-PROF DEV	1,000.00	0.00	2,000.00	0.00	100.00	
01 2410 580 1003	Mileage Elem Prin	500.00	0.00	1,000.00	0.00	100.00	
01 2410 580 2001	Mileage Sec Prin	500.00	0.00	1,000.00	0.00	100.00	
01 2410 610 1003	Supplies Elem Prin	500.00	0.00	1,000.00	12.00	98.80	
01 2410 610 2001	Supplies Sec Prin	500.00	77.22	1,000.00	129.90	87.01	
01 2410 734 1003	Comp Hardware Elem Princ	800.00	0.00	0.00	0.00	0.00	
01 2410 734 2001	Comp Hardware Sec Princ	800.00	0.00	0.00	0.00	0.00	
01 2410 810 1003	Dues Elem Prin	750.00	335.00	750.00	360.00	52.00	
01 2410 810 2001	Dues Sec Prin	500.00	335.00	750.00	360.00	52.00	
2410 PRIN	Total	325,050.00	142,481.33	317,867.00	105,570.21	66.79	
2510 GENERAL ADMIN-BUSINESS SERVICE							

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 9
01 2510 116 0 000	Business Manager--Salary	77,000.00	31,344.00	85,000.00	29,024.99	65.85	
01 2510 210 0 000	Business Manager--Benefits Package	0.00	25.45	0.00	0.00	0.00	
01 2510 220 0 000	Business Manager--FICA/Medicare	6,000.00	2,246.76	6,460.00	2,196.06	66.01	
01 2510 230 0 000	Business Manager--Retirement	7,500.00	2,943.64	8,400.00	2,867.04	65.87	
01 2510 260 0 000	UNEMPLOYMENT COMP OR INS	0.00	2,057.93	0.00	0.00	0.00	
01 2510 315 0 000	Audit	14,000.00	13,793.00	18,000.00	0.00	100.00	
01 2510 320 0 000	Professional & Technical Svcs	7,500.00	311.88	5,000.00	1,620.62	67.59	
01 2510 340 0 000	Contracted Services	500.00	31.00	500.00	190.00	62.00	
01 2510 350 0 000	Adver/print General	5,000.00	1,261.12	5,000.00	3,466.60	27.41	
01 2510 382 0 000	E-rate	15,500.00	822.44	15,500.00	623.76	95.06	
01 2510 531 0 000	Postage General	2,200.00	833.41	2,200.00	1,042.89	52.60	
01 2510 580 0 000	Travel/Mileage Expenses-General	2,500.00	0.00	2,500.00	192.00	92.32	
01 2510 610 0 000	Supplies General	2,000.00	4,451.76	7,000.00	1,952.58	70.92	
01 2510 733 0 000	Equip General	750.00	0.00	750.00	879.99	(17.33)	
01 2510 735 0 000	BUSINESS SOFTWARE	6,500.00	7,600.00	8,000.00	19,275.32	(140.94)	
01 2510 810 0 000	DUES AND FEES	1,500.00	623.25	1,000.00	552.55	44.75	
01 2510 890 0 000	Other General	1,000.00	0.00	500.00	0.00	100.00	
2510 GENERAL ADMIN-BUSINESS SERVICE	Total	149,450.00	68,345.64	165,810.00	63,884.40	61.24	
2610 Custodian							
01 2610 150 1 003	CUSTODIAL SALARY--ELEM	62,500.00	19,589.72	62,500.00	8,840.31	85.86	
01 2610 150 2 001	CUSTODIAL SALARIES -- SEC	50,000.00	19,128.76	50,000.00	18,538.70	62.92	
01 2610 150 3 005	CUSTODIAL-PRE K	16,000.00	3,984.73	10,000.00	1,353.94	86.46	
01 2610 210 1 003	Benefits Elem	8,000.00	1,863.87	7,000.00	2,489.12	64.44	
01 2610 210 2 001	Benefits Sec	7,000.00	1,813.86	7,000.00	2,489.12	64.44	
01 2610 220 1 003	Fica Elem Custodian	4,800.00	1,380.38	4,500.00	669.02	85.13	
01 2610 220 2 001	Fica Sec Custodian	3,825.00	1,443.52	3,900.00	1,398.62	64.14	
01 2610 220 3 005	SOCIAL SECURITY-PRE K CUSTODIAL	1,300.00	212.24	500.00	103.58	79.28	
01 2610 230 1 003	Retire Elem Cust	6,100.00	3,857.78	6,000.00	873.24	85.45	
01 2610 230 2 001	Retire Sec Cust	4,900.00	2,314.35	5,000.00	1,811.46	63.77	
01 2610 230 3 005	RETIREMENT-PRE K CUSTODIAL	15,200.00	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 431 0	Repairs and Maintenance	7,500.00	915.75	5,000.00	0.00	73.45	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 10
000							
01 2610 610 0 000	Custodial-Supplies	2,500.00	2,612.30	5,000.00	191.31	84.17	
01 2610 610 1 003	Supplies Elem Cust	15,000.00	4,483.91	15,000.00	3,716.52	58.49	
01 2610 610 2 001	Supplies Sec Cust	15,000.00	3,776.10	15,000.00	2,913.31	68.14	
01 2610 610 3 005	CUSTODIAL SUPPLIES - PRE K	6,000.00	476.83	6,000.00	848.12	54.80	
01 2610 621 1 003	Heat - Elem	162,000.00	39,448.85	150,000.00	39,049.04	68.69	
01 2610 621 2 001	Heat - Highschool	65,000.00	19,973.31	70,000.00	22,413.11	60.67	
01 2610 621 3 005	HEAT-PRE K	10,200.00	3,168.83	12,000.00	3,289.56	68.23	
01 2610 733 0 000	Equipment Cust	5,000.00	2,209.81	5,000.00	0.00	100.00	
2610 Custodian	Total	468,325.00	132,654.90	439,900.00	110,988.08	69.83	
2620 Maintenance							
01 2620 150 0 000	District Maintenance Salaries	65,000.00	33,003.23	90,000.00	48,672.97	45.92	
01 2620 210 0 000	HEALTH INSURANCE	10,000.00	3,552.26	14,000.00	4,978.24	64.44	
01 2620 220 0 000	SOCIAL SECURITY	5,000.00	2,502.27	7,000.00	3,705.33	47.07	
01 2620 230 0 000	RETIREMENT	6,400.00	5,492.68	12,000.00	4,807.84	59.93	
01 2620 340 0 000	Maint-Repairs	10,000.00	206.00	10,000.00	(8.51)	97.09	
01 2620 340 1 003	Contr Serv Elem Maint	5,000.00	787.93	5,000.00	144.00	97.12	
01 2620 340 2 001	Contr Serv Sec Maint	5,000.00	420.29	5,000.00	0.00	100.00	
01 2620 340 3 005	CONTR SERV (FIRE MONITOR)	4,000.00	0.00	1,000.00	0.00	100.00	
01 2620 610 0 000	Dist-Repair/Maintenance Grounds	10,000.00	4,680.71	10,000.00	1,990.48	74.78	
01 2620 610 1 003	Elem-Maintenance/Repair Supplies	6,000.00	1,899.73	10,000.00	1,446.53	84.23	
01 2620 610 2 001	Sec Repair/Maintenance Supplies	6,000.00	2,812.40	15,000.00	6,101.93	53.21	
01 2620 610 3 005	PRE K MAINTENANCE SUPPLIES	2,500.00	898.05	2,500.00	642.48	74.13	
01 2620 720 0 000	Bldg Improv District	25,000.00	0.00	25,000.00	0.00	100.00	
01 2620 733 0 000	Maint-Equip-Concession Stand	20,000.00	0.00	20,000.00	33.17	99.83	
01 2620 733 1 003	Equip Maint	5,000.00	1,385.00	5,000.00	0.00	100.00	
01 2620 733 2 001	Equip Maint	5,000.00	0.00	5,000.00	1,070.74	78.59	
01 2620 733 3 005	FURNITURE AND EQUIPMENT-PRE K	2,500.00	904.71	2,500.00	0.00	98.20	
2620 Maintenance	Total	192,400.00	58,545.26	239,000.00	73,585.20	68.40	
2660 Security							
01 2660 490 0 000	Safety and Security/School Resource	40,000.00	2,995.36	15,000.00	587.19	96.09	
2660 Security	Total	40,000.00	2,995.36	15,000.00	587.19	96.09	
2710 REGULAR PUPIL TRANSPORTATION							
01 2710 112 0	Trans-Sub Bus Salary	22,000.00	3,307.10	6,000.00	1,400.27	76.66	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 11
000							
01 2710 150 000	Salary Bus	90,000.00	53,157.32	110,000.00	41,118.34	62.62	
01 2710 210 000	Benefits	0.00	788.85	0.00	1,790.15	0.00	
01 2710 220 000	Fica Bus	8,500.00	4,287.71	9,000.00	3,225.94	64.16	
01 2710 230 000	Retire Bus	11,000.00	5,180.80	9,000.00	2,138.97	76.23	
01 2710 610 000	Supplies	7,000.00	14.99	7,000.00	0.00	100.00	
01 2710 626 000	Gas And Oil	35,000.00	12,440.43	40,000.00	18,402.13	43.21	
01 2710 732 000	Vehicle Acquisition	99,000.00	11.00	75,000.00	280.00	99.63	
01 2710 739 000	Other Equipment Tires/Parts	37,000.00	4,662.05	35,000.00	6,265.41	82.10	
01 2710 890 000	Other	3,500.00	5,578.43	10,000.00	2,386.77	75.87	
2710	REGULAR PUPIL TRANSPORTATION	Total	313,000.00	89,428.68	301,000.00	77,007.98	72.97
2712	SCHOOL AGE SPEC ED TRANSPORT						
01 2712 150 2001	SPED TRANSPORTATION/BUS DRIVER	12,131.09	0.00	10,000.00	0.00	100.00	
01 2712 220 2001	FICA/Medicare SPED Transportation	350.00	0.00	500.00	0.00	100.00	
01 2712 230 2001	Retirement -- SPED Transportation	470.00	0.00	500.00	0.00	100.00	
01 2712 338 000	SPED RPRS & MAINT -- PRIUS	1,000.00	0.00	1,000.00	0.00	100.00	
01 2712 610 000	SPED TRNS SUPPLIES -- PRIUS	500.00	0.00	500.00	0.00	100.00	
01 2712 626 000	SPED GAS & OIL -- PRIUS	1,000.00	0.00	1,000.00	0.00	100.00	
01 2712 890 000	SPED TRANS -- OTHER	500.00	0.00	500.00	0.00	100.00	
2712	SCHOOL AGE SPEC ED TRANSPORT	Total	15,951.09	0.00	14,000.00	0.00	100.00
2900	Early Retirement						
01 2900 220 000	SOCIAL SECURITY	0.00	0.00	570.00	573.75	(0.66)	
01 2900 239 000	EARLY RETIRMENT	0.00	0.00	7,500.00	7,500.00	0.00	
2900	Early Retirement	Total	0.00	0.00	8,070.00	8,073.75	(0.05)
3300	COMMUNITY SERVICES						
01 3300 610 000	Community Service	8,000.00	875.20	8,000.00	1,149.91	85.63	
3300	COMMUNITY SERVICES	Total	8,000.00	875.20	8,000.00	1,149.91	85.63
5000	DEBT SERVICES						
01 5000 832 000	Interest On Short Term Debt	0.00	0.00	0.00	0.00	0.00	
5000	DEBT SERVICES	Total	0.00	0.00	0.00	0.00	0.00
6200	TITLE I, PART A NCLB IMPROV THE ACADEM						
01 6200 111 000	TITLE I SALARIES INSTRUCTIONAL	120,000.00	47,541.70	8,000.00	38,305.00	(378.81)	
01 6200 150 000	TITLE I SALARIES/AIDES	65,000.00	29,493.45	0.00	31,335.44	0.00	
01 6200 210 000	TITLE I BENEFITS	0.00	5,259.30	0.00	3,511.01	0.00	
01 6200 220 000	TITLE I FICA/MEDICARE	14,000.00	4,869.54	8,000.00	4,700.39	41.25	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 12
01 6200 230 000	TITLE I RETIREMENT BENEFITS	17,500.00	10,766.84	9,200.00	6,878.01	25.24	
01 6200 580 000	STAFF DEV/TRAINING	1,000.00	1,500.00	1,500.00	0.00	100.00	
01 6200 610 000	TITLE I SUPPLIES	1,000.00	0.00	1,000.00	0.00	100.00	
01 6200 890 000	OTHER TITLE I	2,000.00	0.00	1,000.00	0.00	100.00	
6200	TITLE I, PART A NCLB IMPROV THE ACADEM	Total	220,500.00	99,430.83	28,700.00	84,729.85	(195.23)
6210	TITLE I ACCOUNTABILITY						
01 6210 100 000	Title1 Accountability SALARIES	10,000.00	0.00	10,000.00	0.00	100.00	
6210	TITLE I ACCOUNTABILITY	Total	10,000.00	0.00	10,000.00	0.00	100.00
6310	TITLE II, PART A NCLB TCHR QUAL GRANTS						
01 6310 580 000	STF DEV/TRAVEL -- TITLE IIA	20,000.00	0.00	0.00	7,350.00	0.00	
6310	TITLE II, PART A NCLB TCHR QUAL GRANTS	Total	20,000.00	0.00	0.00	7,350.00	0.00
6406	IDEA PRESCHOOL(619) BASE ALLOC						
01 6406 591 3005	IDEA B PREK--PROFESSIONAL SVCS	3,478.00	0.00	4,000.00	0.00	100.00	
6406	IDEA PRESCHOOL(619) BASE ALLOC	Total	3,478.00	0.00	4,000.00	0.00	100.00
6408	IDEA ENROLLMENT/POVERTY						
01 6408 111 000	IDEA-EP--CERTIFIED SALARY	50,000.00	28,364.60	71,000.00	26,096.80	63.24	
01 6408 210 000	IDEA-EP--OTHER BENEFITS	9,000.00	4,375.00	0.00	7,130.16	0.00	
01 6408 220 000	IDEA-EP--FICA/MEDICARE	4,000.00	2,493.20	6,200.00	2,255.27	63.62	
01 6408 230 000	IDEA-EP--RETIREMENT	4,800.00	2,801.80	8,000.00	2,577.81	67.78	
01 6408 591 000	IDEA-EP--PROFESSIONAL SVCS	22,548.00	0.00	0.00	0.00	0.00	
6408	IDEA ENROLLMENT/POVERTY	Total	90,348.00	38,034.60	85,200.00	38,060.04	55.33
6421	IDEA PART-B (611) ARP - EP						
01 6421 591 000	IDEA B-EP (ARP) Services Purchased from ESU or district	0.00	0.00	0.00	1,333.20	0.00	
6421	IDEA PART-B (611) ARP - EP	Total	0.00	0.00	0.00	1,333.20	0.00
6700	FED VOC & APP TECH ED (CARL PERKINS)						
01 6700 610 000	FED VOC & APP (CARL PERKINGS) SUPPLIES	4,000.00	0.00	4,990.00	0.00	100.00	
6700	FED VOC & APP TECH ED (CARL PERKINS)	Total	4,000.00	0.00	4,990.00	0.00	100.00
6969	TITLE IV GRANTS						
01 6969 111 2001	TITLE IV SALARIES	3,000.00	0.00	4,500.00	0.00	100.00	
01 6969 220 2001	Social Security/Medicare	160.00	0.00	400.00	0.00	100.00	
01 6969 230 2001	RETIREMENT	290.00	0.00	400.00	0.00	100.00	
01 6969 320 000	PROFESSIONAL SERVICES	3,000.00	0.00	7,000.00	7,830.00	(11.86)	
01 6969 580 000	TRAVEL EXPENSE AND MILEAGE	50,000.00	0.00	45,000.00	0.00	100.00	
01 6969 610 000	TITLE IV SUPPLIES AND MATERIALS	500.00	0.00	500.00	1,460.19	(192.04)	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 13
6969	TITLE IV GRANTS	Total	56,950.00	0.00	57,800.00	9,290.19	83.93
6992	REAP						
01 6992 735 0 000	REAP-Computer Software	30,242.00	0.00	35,000.00	0.00	100.00	
6992	REAP	Total	30,242.00	0.00	35,000.00	0.00	100.00
6996	ESSERS I						
01 6996 111 1 003	ESSERS Teachers/Professional Staff	0.00	0.00	41,590.00	0.00	100.00	
01 6996 220 1 003	Social Security/Medicare	0.00	0.00	0.00	0.00	0.00	
01 6996 230 1 003	RETIREMENT	0.00	0.00	0.00	0.00	0.00	
6996	ESSERS I	Total	0.00	0.00	41,590.00	0.00	100.00
6998	ESSERS III						
01 6998 111 1 003	Salaries Teachers/Professional Staff	0.00	0.00	60,000.00	0.00	100.00	
01 6998 111 2 001	Salaries Teachers/Professional Staff	0.00	0.00	0.00	0.00	0.00	
01 6998 111 3 005	ESSERS III Teacher Salaries-Preschool	0.00	0.00	0.00	0.00	0.00	
01 6998 116 1 003	ESSERS III Professional Non-certificated Staff	0.00	0.00	0.00	13,466.26	0.00	
01 6998 116 2 001	ESSERS III Professional Non-certificated Staff	0.00	0.00	0.00	5,184.70	0.00	
01 6998 210 1 003	Health Insurance/Benefits	0.00	0.00	0.00	875.00	0.00	
01 6998 210 2 001	Health Insurance/Benefits	0.00	0.00	0.00	1,215.05	0.00	
01 6998 210 3 005	Health Insurance/Benefits	0.00	0.00	0.00	0.00	0.00	
01 6998 220 1 003	Social Security/Medicare	0.00	0.00	4,600.00	1,097.10	76.15	
01 6998 220 2 001	Social Security/Medicare	0.00	0.00	0.00	436.71	0.00	
01 6998 220 3 005	Social Security/Medicare	0.00	0.00	0.00	0.00	0.00	
01 6998 230 1 003	RETIREMENT	0.00	0.00	6,000.00	1,330.18	77.83	
01 6998 230 2 001	RETIREMENT	0.00	0.00	0.00	512.14	0.00	
01 6998 230 3 005	RETIREMENT	0.00	0.00	0.00	0.00	0.00	
01 6998 290 1 003	OTHER BENEFITS	0.00	0.00	0.00	0.00	0.00	
01 6998 290 2 001	OTHER BENEFITS	0.00	0.00	0.00	0.00	0.00	
01 6998 610 0 001	OTHER SUPPLIES AND MATERIALS	0.00	0.00	0.00	88.00	0.00	
01 6998 640 0 001	ESSERS III Curriculum	0.00	0.00	120,000.00	48,957.58	59.20	
01 6998 643 0 003	Web/Cloud based software	0.00	0.00	0.00	16,579.71	0.00	
6998	ESSERS III	Total	0.00	0.00	190,600.00	89,742.43	52.92
8000	TRANSFERS (OUTGOING)						
01 8000 890 0 000	Depreciation Fund Payables	0.00	0.00	0.00	0.00	0.00	
01 8000 912 0 000	Hot Lunch Trans	0.00	0.00	0.00	0.00	0.00	
01 8000 913 2	Activities Transfer	10,000.00	0.00	15,000.00	0.00	100.00	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page:
001							14
8000	TRANSFERS (OUTGOING)						
Total		10,000.00	0.00	15,000.00	0.00	100.00	
9000	NON-PROGRAM EXPENDITURES						
01 9000 890 0	Unencumbered Balance	83,091.82	0.00	1,474,265.21	0.00	100.00	
000							
9000	NON-PROGRAM EXPENDITURES						
Total		83,091.82	0.00	1,474,265.21	0.00	100.00	
01	GENERAL FUND	7,304,118.21	2,877,926.09	9,074,969.96	2,623,768.69	70.50	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 15
02	Depreciation Fund						
2900	Early Retirement						
02 2900 732 000	Vehicles	6,906.62	5,000.00	0.00	0.00	0.00	
02 2900 733 000	Grounds & Maintenance Fixtures	0.00	30,726.06	0.00	30,698.51	0.00	
02 2900 739 000	Other Equipment	625,617.28	0.00	0.00	118,334.94	0.00	
2900	Early Retirement	Total	632,523.90	35,726.06	0.00	149,033.45	0.00
8000	TRANSFERS (OUTGOING)						
02 8000 911 000	TRANSFERS TO THE GENERAL FUND	0.00	110,000.00	0.00	0.00	0.00	
02 8000 912 000	TRANSFERS TO THE SCHOOL LUNCH FUND	0.00	14,000.00	0.00	0.00	0.00	
8000	TRANSFERS (OUTGOING)	Total	0.00	124,000.00	0.00	0.00	0.00
02	Depreciation Fund	632,523.90	159,726.06	0.00	149,033.45	0.00	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page:
03	Employee Benefit Fund						16
2900	Early Retirement						
03 2900 280 000	Employee Benefits	60,438.52	12,442.91	0.00	20,864.98	0.00	
03 2900 290 000	FEES	0.00	0.00	0.00	0.00	0.00	
2900	Early Retirement	Total	60,438.52	12,442.91	0.00	20,864.98	0.00
03	Employee Benefit Fund	60,438.52	12,442.91	0.00	20,864.98	0.00	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 17
05	Activity Fund						
2900	Early Retirement						
05 2900 610 0 000 000	Spiritwear	272,541.82	1,069.29	0.00	865.75	0.00	
05 2900 610 0 000 051	ELEMENTARY CLOSET DONATIONS	0.00	0.00	0.00	535.74	0.00	
05 2900 610 0 000 052	PLATTE VALLEY BANK DONATIONS	0.00	0.00	0.00	302.40	0.00	
05 2900 610 0 000 053	Early Childhood Fundraiser/ Donations	0.00	16,008.52	0.00	0.00	0.00	
05 2900 610 0 000 100	MHS VOLLEYBALL	0.00	2,841.00	0.00	2,719.00	0.00	
05 2900 610 0 000 101	MHS FOOTBALL	0.00	1,293.00	0.00	(1,484.49)	0.00	
05 2900 610 0 000 102	MHS BOYS BASKETBALL	0.00	3,099.85	0.00	3,851.02	0.00	
05 2900 610 0 000 103	MHS GIRLS BASKETBALL	0.00	5,917.77	0.00	2,966.77	0.00	
05 2900 610 0 000 104	LIONS OF THE QUARTER -- MHS	0.00	0.00	0.00	0.00	0.00	
05 2900 610 0 000 105	MORRILL ONE ACTS	0.00	615.22	0.00	760.61	0.00	
05 2900 610 0 000 106	MHS CROSS COUNTRY	0.00	706.48	0.00	666.18	0.00	
05 2900 610 0 000 107	MHS GOLF	0.00	0.00	0.00	0.00	0.00	
05 2900 610 0 000 110	MHS WRESTLING	0.00	1,053.57	0.00	357.74	0.00	
05 2900 610 0 000 111	CHEERLEADING/SPIRIT SQUAD	0.00	468.59	0.00	580.14	0.00	
05 2900 610 0 000 116	MHS TRACK	0.00	0.00	0.00	0.00	0.00	
05 2900 610 0 000 120	HIGH SCHOOL OFFICIALS/GATE FEES	0.00	20,979.64	0.00	28,281.20	0.00	
05 2900 610 0 000 130	WESTERN TRAILS CONF (WTC) SCHOLARSHIPS	0.00	0.00	0.00	0.00	0.00	
05 2900 610 0 000 217	GRAD CLASS 2017	0.00	0.00	0.00	0.00	0.00	
05 2900 610 0 000 220	Grad Class 2018	0.00	0.00	0.00	0.00	0.00	
05 2900 610 0 000 223	GRAD CLASS 2020	0.00	210.00	0.00	0.00	0.00	
05 2900 610 0 000 224	Alaric	0.00	325.11	0.00	350.00	0.00	
05 2900 610 0 000 225	MERICKI	0.00	750.84	0.00	0.00	0.00	
05 2900 610 0 000 226	Klaus	0.00	594.45	0.00	15.75	0.00	
05 2900 610 0 000 227	Sabio	0.00	175.11	0.00	0.00	0.00	
05 2900 610 0 000 416	JR HIGH OFFICIALS/GATE FEES	0.00	0.00	0.00	0.00	0.00	
05 2900 610 0 000 417	JR HIGH VOLLEYBALL	0.00	0.00	0.00	1,113.00	0.00	
05 2900 610 0 000 418	JR HIGH GIRLS BASKETBALL	0.00	0.00	0.00	0.00	0.00	
05 2900 610 0 000 504	Lion Cub Basketball	0.00	222.80	0.00	1,387.50	0.00	
05 2900 610 0 000 505	LION CUB VOLLEYBALL	0.00	420.00	0.00	0.00	0.00	
05 2900 610 0	LIBRARY/BOOK FAIRS	0.00	455.57	0.00	1,356.57	0.00	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 18
000 506							
05 2900 610 0 000 508	MHS MUSIC	0.00	0.00	0.00	138.00	0.00	
05 2900 610 0 000 510	NATIONAL HONOR SOCIETY	0.00	0.00	0.00	0.00	0.00	
05 2900 610 0 000 511	SPANISH CLUB	0.00	0.00	0.00	0.00	0.00	
05 2900 610 0 000 512	Elementary Leadership Team	0.00	4,262.99	0.00	6,353.97	0.00	
05 2900 610 0 000 513	STUDENT COUNCIL--MHS	0.00	1,279.98	0.00	715.36	0.00	
05 2900 610 0 000 520	FUTURE BUSINESS LEADERS OF AMERICA--FBLA	0.00	295.68	0.00	60.70	0.00	
05 2900 610 0 000 523	GAMERS CLUB	0.00	0.00	0.00	0.00	0.00	
05 2900 610 0 000 525	FFA (FUTURE FARMERS OF AMERICA)	0.00	2,534.03	0.00	1,575.72	0.00	
05 2900 610 0 000 611	QUIZBOWL	0.00	0.00	0.00	0.00	0.00	
05 2900 610 0 000 614	YEARBOOK -- ALL YEARS	0.00	0.00	0.00	0.00	0.00	
05 2900 610 0 000 903	CONCESSION STAND	0.00	7,822.54	0.00	11,909.60	0.00	
05 2900 610 1 003 050	Cooking Club	0.00	0.00	0.00	0.00	0.00	
2900 Early Retirement		Total	272,541.82	73,402.03	0.00	65,378.23	0.00
05	Activity Fund		272,541.82	73,402.03	0.00	65,378.23	0.00

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 19
06	Lunch Fund						
3100	3100						
06 3100 150 0 000	OTHER --WAGES	130,000.00	51,225.24	0.00	25,641.52	0.00	
06 3100 150 3 005	OTHER STAFF SALARIES-CACFP	0.00	1,033.87	0.00	0.00	0.00	
06 3100 210 0 000	LUNCH BENEFITS	24,000.00	4,232.34	0.00	622.28	0.00	
06 3100 220 0 000	LUNCH FICA/MEDICARE	0.00	3,793.35	0.00	1,927.15	0.00	
06 3100 220 3 005	SOCIAL SECURITY	0.00	79.08	0.00	0.00	0.00	
06 3100 230 0 000	LUNCH RETIREMENT EXPENSE	0.00	5,726.35	0.00	2,270.25	0.00	
06 3100 230 3 005	RETIREMENT	0.00	102.12	0.00	0.00	0.00	
06 3100 580 0 000	HOT LUNCH MILEAGE	0.00	0.00	0.00	0.00	0.00	
06 3100 610 0 000	OTHER SUPPLIES AND MATERIALS	11,000.00	8,158.67	0.00	4,609.52	0.00	
06 3100 610 3 005	CACFP Supplies	0.00	0.00	0.00	0.00	0.00	
06 3100 630 0 000	HOT LUNCH FOOD	60,000.00	46,053.54	0.00	60,546.28	0.00	
06 3100 630 3 005	CACFP FOOD	0.00	0.00	0.00	0.00	0.00	
06 3100 630 6 000	FOOD FFV	0.00	0.00	0.00	0.00	0.00	
06 3100 733 0 000	HOT LUNCH EQUIPMENT	39,082.01	3,729.34	0.00	484.09	0.00	
06 3100 890 0 000	HOT LUNCH OTHER	0.00	357.29	0.00	899.95	0.00	
3100	3100	Total	264,082.01	124,491.19	0.00	97,001.04	0.00
06	Lunch Fund		264,082.01	124,491.19	0.00	97,001.04	0.00

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 20
08	Special Building Fund						
2515	BUILDINGS & SITES						
08 2515 610 000	BUILDING SUPPLIES	0.00	0.00	0.00	0.00	0.00	
2515	BUILDINGS & SITES	Total	0.00	0.00	0.00	0.00	
2610	Custodian						
08 2610 720 000	BUILDING, ACQUISITION, AND IMPROVEMENTS	0.00	0.00	0.00	365,164.71	0.00	
2610	Custodian	Total	0.00	0.00	0.00	365,164.71	0.00
2620	Maintenance						
08 2620 340 000	Other Professional Services	0.00	0.00	0.00	21,142.78	0.00	
08 2620 350 000	Technical Services	0.00	0.00	0.00	150.00	0.00	
2620	Maintenance	Total	0.00	0.00	0.00	21,292.78	0.00
4100	4100						
08 4100 710 000	Land Aquisition and Improvement	0.00	0.00	0.00	0.00	0.00	
4100	4100	Total	0.00	0.00	0.00	0.00	0.00
5000	DEBT SERVICES						
08 5000 831 000	REDEMPTION OF PRINCIPAL	210,000.00	192,112.63	0.00	0.00	0.00	
08 5000 832 000	DEBT SERVICE INTEREST	271,234.51	8,943.68	0.00	7,166.64	0.00	
5000	DEBT SERVICES	Total	481,234.51	201,056.31	0.00	7,166.64	0.00
6997	ESSERS II						
08 6997 710 000	Land and Land Improvement ESSERS II	0.00	0.00	0.00	255,024.00	0.00	
6997	ESSERS II	Total	0.00	0.00	0.00	255,024.00	0.00
08	Special Building Fund	481,234.51	201,056.31	0.00	648,648.13	0.00	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 21
09	Qualified Purpose Capital						
2515	BUILDINGS & SITES						
09 2515 790 000	CONTRACTED OR SECURED SERVICES	0.00	0.00	0.00	0.00	0.00	
2515 BUILDINGS & SITES	Total	0.00	0.00	0.00	0.00	0.00	
4500	4500						
09 4500 340 000	Professional Services	285,336.89	0.00	0.00	0.00	0.00	
4500 4500	Total	285,336.89	0.00	0.00	0.00	0.00	
5000	DEBT SERVICES						
09 5000 810 000	DUES AND FEES	0.00	0.00	0.00	550.00	0.00	
09 5000 831 000	REDEMPTION OF PRINCIPAL	123,000.00	75,000.00	0.00	76,000.00	0.00	
09 5000 832 000	DEBT SERVICE INTEREST	14,000.00	7,199.39	0.00	31,794.75	0.00	
09 5000 833 000	Bond-Issuance & Other Debt Related Costs	0.00	550.00	0.00	0.00	0.00	
5000 DEBT SERVICES	Total	137,000.00	82,749.39	0.00	108,344.75	0.00	
8000	TRANSFERS (OUTGOING)						
09 8000 912 2001	Transfer to	0.00	0.00	0.00	110,000.00	0.00	
8000 TRANSFERS (OUTGOING)	Total	0.00	0.00	0.00	110,000.00	0.00	
09	Qualified Purpose Capital	422,336.89	82,749.39	0.00	218,344.75	0.00	

Account Number	Account Description	2020-2021	2020-2021	2021-2022	2021-2022	% Remaining	Page: 22
Grand Total:		9,437,275.86	3,531,793.98	9,074,969.96	3,823,039.27	50.69	

Monthly Finance Report to the Board
January 2022

as of 1/16/2022

Reconciled Balances as of December 31, 2021			
		2020-21	2021-22
General	\$	3,855.23	\$ 86,696.89
Cafeteria	\$	7,536.38	\$ 45,591.58
Depreciation	\$	295,165.25	\$ 102,065.60
Activity	\$	78,416.08	\$ 106,071.29
QCPUF	\$	151,418.77	\$ 86,559.13
Spec Building	\$	126,696.01	\$ 384,638.40
Empl Benefit	\$	13,861.55	\$ 9,187.31
FUNDS TOTAL	\$	676,949.27	\$ 820,810.20

January GF Expenditures			
		2020-21	2021-22
GF Bills Payable	\$	58,446.26	\$ 90,304.22
GF Payroll	\$	450,801.20	\$ 468,934.41
	\$	509,247.46	\$ 559,238.63
January Revenue			
Beginning Cash	\$		86,696.89
State Aid (<i>expected Jan 30</i>)	\$		183,793.00
SPED State Payment			
Sioux County	\$		153,601.59
Scottsbluff County	\$		392,285.86
Early Childhood Revenue	\$		6,525.55
Total Month Available	\$		822,902.89

Three Year Comparison				
GF Revenue				
		2019-20	2020-21	2021-22
September	\$	1,194,605.16	\$ 1,209,297.80	\$ 1,265,268.99
October	\$	369,165.37	\$ 500,826.00	\$ 370,461.37
November	\$	242,129.60	\$ 249,382.60	\$ 268,078.67
December	\$	235,045.35	\$ 352,088.82	\$ 687,412.21
January	\$	615,206.37	\$ 632,687.15	
February	\$	585,057.53	\$ 629,911.29	
March	\$	432,793.44	\$ 355,228.26	
April	\$	481,455.09	\$ 537,162.58	
May	\$	1,462,654.73	\$ 1,306,322.03	
June	\$	407,993.42	\$ 663,640.80	
July	\$	155,709.36	\$ 57,368.33	
August	\$	78,397.20	\$ 80,234.32	
Running Total	\$	2,040,945.48	\$ 2,311,595.22	\$ 2,591,221.24
Total Revenue	\$	6,260,212.62	\$ 6,574,149.98	\$ 2,591,221.24

January Cafeteria Expenditures			
		2020-21	2021-22
CF Bills Payable	\$	7,753.69	\$ 13,667.39
CF Payroll	\$	15,194.56	\$ 8,148.35
	\$	22,948.25	\$ 21,815.74
January Revenue			
Beginning Cash	\$		45,591.58
December SSO Claim	\$		20,373.56
November CACFP Claim	\$		406.72
Appleseed Grant/No Kid Hungry (<i>Ag Kitchen</i>)	\$		(13,000.00)
	\$		53,371.86

Three Year Comparison				
GF Expenditures				
		2019-20	2020-21	2021-22
September	\$	669,050.35	\$ 730,095.45	\$ 830,711.13
October	\$	551,904.96	\$ 574,712.87	\$ 595,775.63
November	\$	522,609.86	\$ 540,101.36	\$ 553,972.17
December	\$	503,391.79	\$ 522,530.22	\$ 550,229.90
January	\$	495,847.13	\$ 509,049.06	\$ 559,238.63
February	\$	504,797.44	\$ 516,363.91	
March	\$	491,113.91	\$ 530,514.55	
April	\$	502,735.07	\$ 520,357.43	
May	\$	474,654.64	\$ 538,437.67	
June	\$	468,018.61	\$ 511,141.22	
July	\$	510,552.99	\$ 547,398.13	
August	\$	777,646.19	\$ 518,675.63	
Running Total	\$	2,742,804.09	\$ 2,876,488.96	\$ 3,089,927.46
Total Expenditures	\$	6,472,322.94	\$ 6,559,377.50	\$ 3,089,927.46
Annual Budget	\$	7,013,255.98	\$ 7,304,118.21	\$ 9,074,969.96
% of Budget Spent		42%	39%	34%

2018-19 Early Childhood Totals			
Total Revenue	\$542,140.90	Total Expenditures	\$ 296,117.66
2019-20 Early Childhood Totals			
Total Revenue	\$661,335.13	Total Expenditures	\$ 426,767.16
2020-21 Early Childhood Totals			
Total Revenue	\$734,830.22	Total Expenditures	\$ 722,118.22
Early Childhood Revenue Running Total			
Headstart payments	\$		18,000.00
Preschool Parent Payments	\$		22,562.30
Total Preschool	\$		40,562.30
DayCare DHHS Subsidy	\$		12,409.65
DayCare Parent Payments	\$		9,495.26
Total Pride Cub Care	\$		21,904.91
Total Local Early Childhood Revenue	\$		62,467.21
21-22 TEEOSA FUNDING	\$		673,000.00
Running Total Revenue for 21-22	\$		735,467.21
Running Total Expenditures to date 21-22	\$		287,206.78

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	55,358.54	0.00	0.00	0.00	55,358.54
05 704 0000	IN/OUT	(36,153.11)	0.00	0.00	0.00	(36,153.11)
05 704 0100	MHS VOLLEYBALL	2,299.14	0.00	0.00	0.00	2,299.14
05 704 0101	MHS FOOTBALL	4,803.24	0.00	0.00	0.00	4,803.24
05 704 0102	MHS BOYS BASKETBALL	6,888.27	0.00	0.00	0.00	6,888.27
05 704 0103	MHS GIRLS BASKETBALL	9,464.56	1,830.00	0.00	0.00	7,634.56
05 704 0104	LIONS OF THE QUARTER -- MHS	60.00	0.00	0.00	0.00	60.00
05 704 0105	MORRILL ONE ACTS	372.39	0.00	0.00	0.00	372.39
05 704 0106	MHS CROSS COUNTRY	1,812.25	0.00	0.00	0.00	1,812.25
05 704 0107	MHS GOLF	385.00	0.00	0.00	0.00	385.00
05 704 0109	SPEECH	385.57	0.00	0.00	0.00	385.57
05 704 0110	MHS WRESTLING	281.26	254.00	0.00	0.00	27.26
05 704 0111	CHEERLEADING/SPIRIT SQUAD	315.00	0.00	1,210.00	0.00	1,525.00
05 704 0112	Jr. High Cheerleading	23.20	0.00	0.00	0.00	23.20
05 704 0116	MHS TRACK	885.00	0.00	0.00	0.00	885.00
05 704 0120	HIGH SCHOOL OFFICIALS/GATE FEES	(8,931.02)	1,330.00	271.00	0.00	(9,990.02)
05 704 0121	SPED Activity Fund	1,024.00	0.00	0.00	0.00	1,024.00
05 704 0130	WESTERN TRAILS CONF (WTC) SCHOLARSHIPS	0.00	0.00	0.00	0.00	0.00
05 704 0221	GRAD CLASS 2019	0.00	0.00	0.00	0.00	0.00
05 704 0222	GRAD CLASS 2022	290.16	0.00	0.00	0.00	290.16
05 704 0223	GRAD CLASS 2020	538.32	0.00	0.00	0.00	538.32
05 704 0224	Alaric	903.57	0.00	0.00	0.00	903.57
05 704 0225	Meraki	2,603.65	0.00	0.00	0.00	2,603.65
05 704 0226	Klaus	3,446.60	0.00	182.50	0.00	3,629.10
05 704 0227	Sabio	5,559.34	0.00	0.00	0.00	5,559.34
05 704 0416	JR HIGH OFFICIALS/GATE FEES	1,520.00	0.00	0.00	0.00	1,520.00
05 704 0417	JR HIGH VOLLEYBALL	(1,033.00)	0.00	0.00	0.00	(1,033.00)
05 704 0418	JR HIGH GIRLS BASKETBALL	624.00	0.00	0.00	0.00	624.00
05 704 0504	Lion Cub Basketball	3,695.85	1,387.50	82.00	0.00	2,390.35
05 704 0505	Industrial Arts Fund	(860.00)	0.00	0.00	0.00	(860.00)
05 704 0506	LIBRARY/BOOK FAIRS	2,488.70	1,356.57	0.00	0.00	1,132.13
05 704 0508	MUSIC MAKERS	2,446.61	110.00	0.00	0.00	2,336.61
05 704 0510	NATIONAL HONOR SOCIETY	907.64	0.00	0.00	0.00	907.64
05 704 0511	SPANISH CLUB	3,984.26	0.00	0.00	0.00	3,984.26
05 704 0512	Elementary Leadership Team	7,061.92	0.00	0.00	0.00	7,061.92
05 704 0513	STUDENT COUNCIL--MHS	5,387.45	46.25	0.00	0.00	5,341.20
05 704 0520	FUTURE BUSINESS LEADERS OF AMERICA--FBLA	2,287.81	0.00	0.00	0.00	2,287.81
05 704 0521	FBLA - SCHOLARSHIP FUND	814.30	0.00	0.00	0.00	814.30

Activity Fund Balance Report - Summary - Exclude Encumbrances
 01/2022 - 01/2022

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 0523	Gamer's Club	172.84	0.00	0.00	0.00	172.84
05 704 0525	FFA (FUTURE FARMERS OF AMERICA)	7,069.92	47.34	70.50	0.00	7,093.08
05 704 0526	ELEMENTARY CLOSET DONATIONS	750.26	0.00	0.00	0.00	750.26
05 704 0527	PLATTE VALLEY BANK DONATIONS	9,462.60	0.00	0.00	0.00	9,462.60
05 704 0528	Early Childhood Fundraiser/ Donations	212.15	0.00	0.00	0.00	212.15
05 704 0611	QUIZBOWL	0.00	0.00	0.00	0.00	0.00
05 704 0614	YEARBOOK -- ALL YEARS	4,416.13	0.00	0.00	0.00	4,416.13
05 704 0903	CONCESSION STAND	1,366.14	1,831.43	604.00	0.00	138.71
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		106,071.29	8,193.09	2,420.00	0.00	100,298.20

Scotts Bluff
MONTHLY COLLECTION REPORT
Fund # 6111 MORRILL SD 11 GENERAL
December 31, 2021

Account		December	Year-To-Date
185-00	DISBURSEMENTS	-29,121.59	-1,212,657.02
304-20	MOTOR VEHICLE TAX	0.00	52,472.77
304-21	MOTOR VEHICLE TAX	12,015.95	26,977.63
305-18	LEVIED TAX 2018	0.00	181.19
305-19	LEVIED TAX 2019	31.37	425.82
305-20	LEVIED TAX 2020	45,801.53	1,123,525.88
305-21	REAL & PERSONAL PROPERTY TAX	331,643.37	331,643.37
306-18	RE & PP INTEREST 2018	0.00	53.20
306-19	RE & PP INTEREST 2019	6.33	63.30
306-20	RE & PP INTEREST	2,740.33	6,067.23
344-01	HOMESTEAD EXEMPT LOSS	0.00	11,465.37
346-01	PRO-RATE MOTOR VEHICLE	2,473.86	4,037.42
346-02	CARLINE TAX	0.00	8,013.32
361-01	HOMESTEAD EXEMPT COMMISSION	0.00	-114.65
363-01	PROPERTY TAX COMMISSION	-3,802.23	-14,619.61
470-05	COUNTY COURT FINES	1,375.35	10,041.04
	Month Total	363,164.27	347,576.26
	Previous Fund Balance	29,121.59	44,709.60
	Current Fund Balance	392,285.86	392,285.86

Scotts Bluff
MONTHLY COLLECTION REPORT
Fund # 6311 MORRILL SD 11 SINKING
December 31, 2021

Account	December	Year-To-Date
185-00 DISBURSEMENTS	-749.66	-68,243.11
305-18 LEVIED TAX 2018	0.00	10.98
305-19 LEVIED TAX 2019	1.90	25.80
305-20 LEVIED TAX 2020	2,775.85	68,092.46
305-21 REAL & PERSONAL PROPERTY TAX	20,099.59	20,099.59
306-18 RE & PP INTEREST 2018	0.00	3.22
306-19 RE & PP INTEREST 2019	0.38	3.83
306-20 RE & PP INTEREST	166.08	367.70
344-01 HOMESTEAD EXEMPT LOSS	0.00	694.87
346-01 PRO-RATE MOTOR VEHICLE	149.93	244.69
346-02 CARLINE TAX	0.00	485.66
361-01 HOMESTEAD EXEMPT COMMISSION	0.00	-6.95
363-01 PROPERTY TAX COMMISSION	-230.44	-886.04
	Month Total	20,892.70
	Previous Fund Balance	2,070.59
	Current Fund Balance	22,963.29

Scotts Bluff
MONTHLY COLLECTION REPORT
Fund # 6811 MORRILL SD 11 HAZ/HANDI
December 31, 2021

Account	December	Year-To-Date
185-00 DISBURSEMENTS	-649.73	-59,144.10
305-18 LEVIED TAX 2018	0.00	9.51
305-19 LEVIED TAX 2019	1.65	22.37
305-20 LEVIED TAX 2020	2,405.73	59,013.49
305-21 REAL & PERSONAL PROPERTY TAX	17,419.65	17,419.65
306-18 RE & PP INTEREST 2018	0.00	2.79
306-19 RE & PP INTEREST 2019	0.33	3.33
306-20 RE & PP INTEREST	143.93	318.68
344-01 HOMESTEAD EXEMPT LOSS	0.00	602.22
346-01 PRO-RATE MOTOR VEHICLE	129.94	212.07
346-02 CARLINE TAX	0.00	420.90
361-01 HOMESTEAD EXEMPT COMMISSION	0.00	-6.02
363-01 PROPERTY TAX COMMISSION	-199.71	-767.89
Month Total	19,251.79	18,107.00
Previous Fund Balance	649.73	1,794.52
Current Fund Balance	19,901.52	19,901.52

Sioux
MONTHLY COLLECTION REPORT
Fund # 6111 SCH DIST 11S MORRILL

December 31, 2021

Account		December	Year-To-Date
185-00	DISBURSEMENTS SD 11S GENERAL	-2,654.10	-237,356.12
304-20	MOTOR VEHICLE TAX	0.00	5,879.86
304-21	MOTOR VEHICLE TAX	2,313.14	4,371.13
305-20	REAL ESTATE & PERSONAL TAX	4,046.79	227,412.63
305-21	REAL AND PERSONAL PROPERTY TAX	147,867.31	147,867.31
306-20	INTEREST	245.46	636.16
344-01	HOMESTEAD	0.00	268.31
346-01	PRO RATE	315.69	514.32
346-02	CARLINE TAX	0.00	2,488.82
361-01	HOMESTEAD EXEMP COMMISSION	0.00	-2.68
363-01	TAX COMMISSION	-1,521.60	-3,759.16
470-05	COUNTY COURT FINES AND LICENSE	334.80	1,117.00
	Month Total	150,947.49	149,437.58
	Previous Fund Balance	2,654.10	4,164.01
	Current Fund Balance	153,601.59	153,601.59

Sioux
MONTHLY COLLECTION REPORT
Fund # 6311 SCH DIST 11S SINK
December 31, 2021

Account	December	Year-To-Date
185-00 DISBURSEMENTS SD 11S SINK	-30.97	-13,688.24
305-20 REAL ESTATE & PERSONAL TAX	245.26	13,782.58
305-21 REAL AND PERSONAL PROPERTY TAX	8,961.66	8,961.66
306-20 INTEREST	14.88	38.56
344-01 HOMESTEAD	0.00	16.26
346-01 PRO RATE	19.13	31.17
346-02 CARLINE TAX	0.00	150.84
361-01 HOMESTEAD EXEMP COMMISSION	0.00	-0.16
363-01 TAX COMMISSION	-92.22	-227.83
Month Total	9,117.74	9,064.84
Previous Fund Balance	30.97	83.87
Current Fund Balance	9,148.71	9,148.71

Sioux
MONTHLY COLLECTION REPORT
Fund # 6411 MORRILL 11S - hdcp
December 31, 2021

Account		December	Year-To-Date
185-00	Disbursements 11S HDCP	-26.85	-11,863.15
305-20	REAL ESTATE & PERSONAL TAX	212.56	11,944.90
305-21	REAL AND PERSONAL PROPERTY TAX	7,766.77	7,766.77
306-20	INTEREST	12.89	33.42
344-01	HOMESTEAD	0.00	14.09
346-01	PRO RATE	16.58	27.01
346-02	CARLINE TAX	0.00	130.73
361-01	HOMESTEAD EXEMO COMMISSION	0.00	-0.14
363-01	TAX COMMISSION	-79.92	-197.44
	Month Total	7,902.03	7,856.19
	Previous Fund Balance	26.85	72.69
	Current Fund Balance	7,928.88	7,928.88

Monthly Report

Tuesday, January 11, 2022 7:32 AM

Customer: Morrill Public Schools Time range: 12/13/2021 - 01/11/2022

Locations summary

Location name	Location type	Current free space	Current size of backups	Current number of backups	Number of orphaned backups
MPSLions	 Cloud Storage	-	496.37 GB	2	0

Backup status

Device name	Plan name	Last result	Device state	Last successful backup date	Total runs	Number of successful runs
MPS-DC1.mpslions.org	MPS Entire Server FS1	 OK	Idle	01/10/2022 11:43 PM	32	32
MPS-FS1.mpslions.org	MPS Entire Server FS1	 OK	Idle	01/10/2022 10:51 PM	31	31

Devices

Device name	Protection status	Last successful backup	Next backup	Agent version	Last definitions update	Number of backups	Total used storage
 MPS-DC1.mpslions.org	 OK	01/10/2022 11:43 PM	01/11/2022 10:49 PM	15.0.28323	01/11/2022 3:00 AM	1	44.56 GB
 MPS-FS1.mpslions.org	 OK	01/10/2022 10:51 PM	01/11/2022 10:46 PM	15.0.26986	01/11/2022 3:00 AM	1	451.81 GB

Morrill Public Schools 308-247-2149
508 Jefferson Ave Morrill, NE 69358

Delgado, Jeromy
jdelgado@erhtech.com
308-672-0222

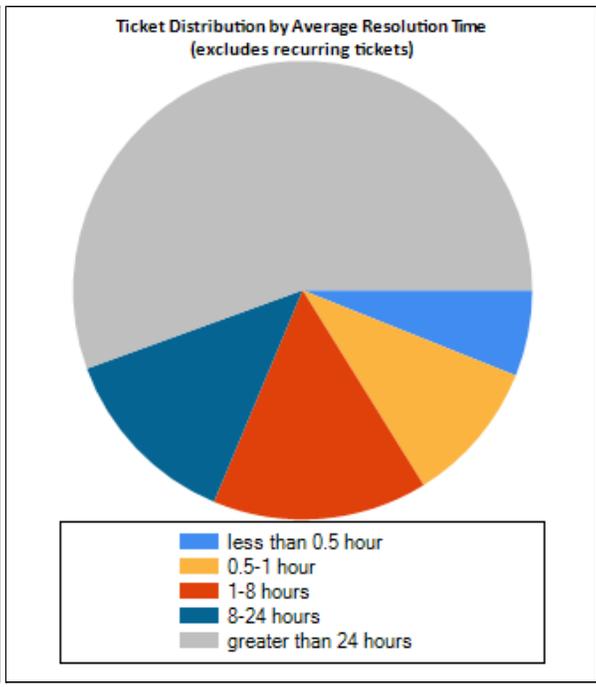
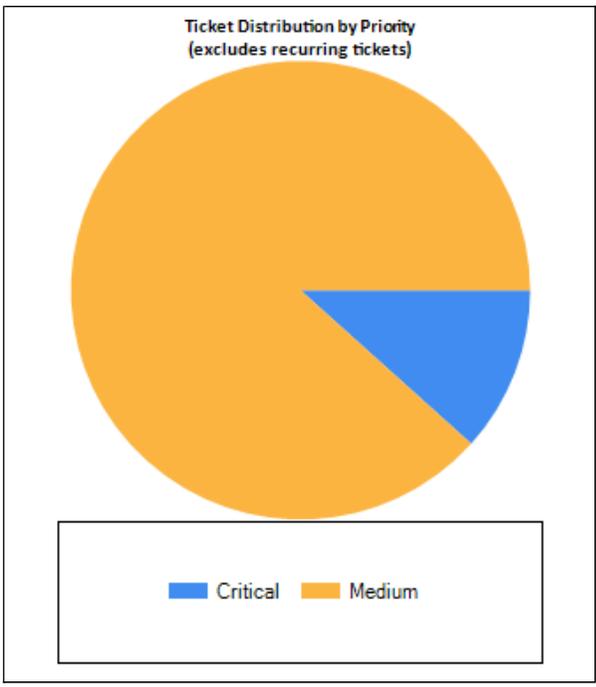
Reporting Period
(10/01/2021 - 12/31/2021)



Ticket Metrics by Priority

(Completed, Non-Recurring Tickets Only)

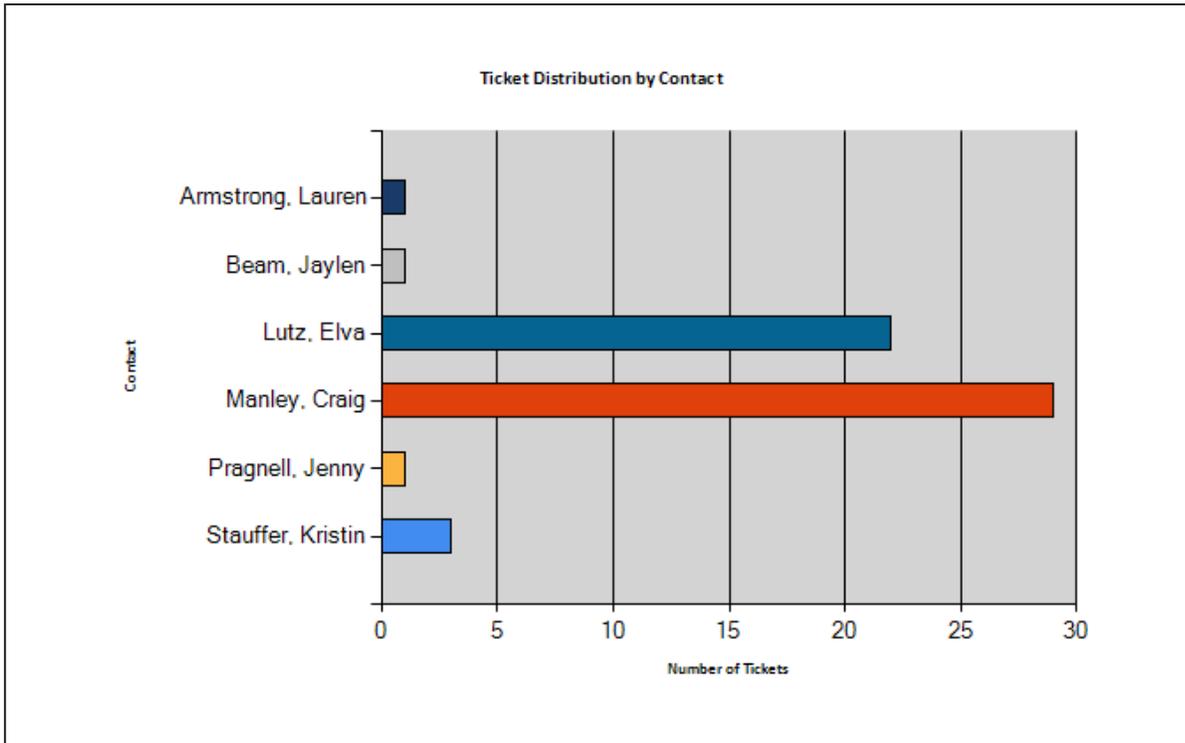
Priority	Number of Tickets	Percentage
Critical	7	11.67
Medium	53	88.33



Ticket Metrics By Issue Type and Priority

(Completed, Non-Recurring Tickets Only)

Issue/Sub-Issue Type	Critical	Medium	Total
No Issue Type			6
No Sub-Issue Type	6	0	
RMM Alert			1
Online Status Monitor	1	0	
TBD			53
TBD	0	53	





Patch Management Summary Report

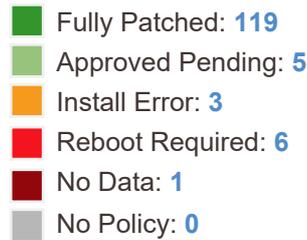
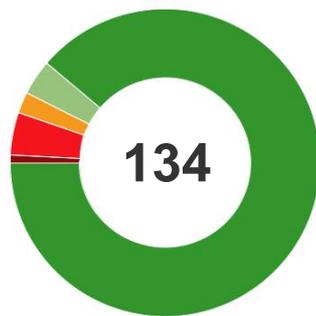
Description: This report shows the patch status by device

Create Date: 13 JAN 2022 08:57 (MST)

Sites: Morrill Public Schools

Devices: 134

PATCH SUMMARY



Morrill Public Schools

Servers

Device Name	Description	Last Reboot	Installed	Approved Pending	Not Approved	Patch Status
MPS-FS1	MPS-FS1	12 JAN 2022 21:23 (MST)	9	0	1	Fully Patched
MPS-DC1	MPS-DC1	13 JAN 2022 07:42 (MST)	9	0	1	Fully Patched
MPS-DC2	MPS-DC2	10 DEC 2021 18:42 (MST)	6	0	3	Fully Patched

Workstations

Device Name	Description	Last Reboot	Installed	Approved Pending	Not Approved	Patch Status
MHS-RM120	MHS-RM120	14 DEC 2021 22:14 (MST)	11	0	3	Reboot Required
MES18-GR3-RM340	MES18-GR3-RM340	20 DEC 2021 17:46 (MST)	6	0	3	Fully Patched
MHS19-BUSLAB10	MHS19-BUSLAB10	09 DEC 2021 18:10 (MST)	5	0	6	Fully Patched
MHS19-BUSLAB12	MHS19-BUSLAB12	13 DEC 2021 08:07 (MST)	5	0	6	Fully Patched
MES18-ISS	MES18-ISS	11 JAN 2022 22:11 (MST)	13	0	3	Fully Patched
MES20-LAB06	MES20-LAB06	12 JAN 2022 20:08 (MST)	7	0	3	Fully Patched
MPS19-PREK4	MPS19-PREK4	11 JAN 2022 13:35 (MST)	7	0	5	Fully Patched
MHS19-BUSLAB15	MHS19-BUSLAB15	09 DEC 2021 18:10 (MST)	5	0	6	Fully Patched
MES18-GR6-RM130	MES18-GR6-RM130	12 JAN 2022 17:32 (MST)	5	0	4	Fully Patched
MES18-GR1-RM220	MES18-GR1-RM220	27 DEC 2021 11:34 (MST)	6	0	4	Fully Patched
MHS19-BUSLAB6	MHS19-BUSLAB6	18 DEC 2021 20:52 (MST)	8	0	3	Fully Patched
ERHMACHINE-MPS	ERHMACHINE	04 JAN 2022 15:39 (MST)	6	0	4	Fully Patched

Patch Management Summary Report

Morrill Public Schools

Device Name	Description	Last Reboot	Installed	Approved Pending	Not Approved	Patch Status
MHS-MATH-RM124	MHS-MATH-RM124	12 JAN 2022 15:53 (MST)	9	0	1	Fully Patched
MHS19-RM230-LPT	MHS19-RM230-LPT	19 NOV 2021 08:48 (MST)	4	0	7	Fully Patched
MES20-LAB19	MES20-LAB19	15 DEC 2021 17:51 (MST)	6	0	4	Fully Patched
MHS-TE-5420-NF	MHS-TE-5420-NF	10 JAN 2022 10:58 (MST)	158	5	2	Approved Pending
MHS20-SPARE4	MHS20-SPARE4	12 JAN 2022 00:48 (MST)	6	0	6	Fully Patched
MHS19-BUSLAB3	MHS19-BUSLAB3	25 DEC 2021 09:29 (MST)	6	0	4	Fully Patched
MPS-PREK-DSKTP	MPS-PREK-DSKTP	11 JAN 2022 23:12 (MST)	70	0	1	Fully Patched
MES20-LAB03	MES20-LAB03	18 DEC 2021 23:09 (MST)	9	0	2	Reboot Required
MHS19-BUSLAB2	MHS19-BUSLAB2	01 JAN 2022 05:00 (MST)	5	0	6	Fully Patched
MHS20-ACAD06	MHS20-ACAD06	06 DEC 2021 01:27 (MST)	5	0	8	Fully Patched
MHS18-MATH	MHS18-MATH	11 JAN 2022 20:18 (MST)	75	0	3	Fully Patched
MHS20-ACAD04	MHS20-ACAD04	06 DEC 2021 02:19 (MST)	6	0	10	Fully Patched
MES20-LAB15	DESKTOP-G14KCVO	11 JAN 2022 23:15 (MST)	7	0	1	Fully Patched
MHS19-BUSLAB8	MHS19-BUSLAB8	11 JAN 2022 17:41 (MST)	8	0	1	Fully Patched
MES-LPTP01	MES-LPTP01	08 JAN 2022 09:19 (MST)	0	4	6	Install Error
MES20-LAB02	MES20-LAB02	13 JAN 2022 00:07 (MST)	9	0	1	Fully Patched
MPS-DISTASSIST	MPS-DISTASSIST	12 JAN 2022 23:35 (MST)	6	0	6	Fully Patched
MHS19-BUSLAB1	MHS19-BUSLAB1	15 DEC 2021 04:43 (MST)	6	0	4	Fully Patched
MHS19-BUSLAB18	MHS19-BUSLAB18	12 JAN 2022 17:36 (MST)	9	0	1	Fully Patched
MHS120-RM112	MHS120-RM112	20 DEC 2021 12:16 (MST)	5	0	1	Fully Patched
MHS-TE-5420-LF	MHS-TE-5420-LF	10 JAN 2022 14:19 (MST)	6	0	4	Fully Patched
MES20-GR3-RM330	MES20-GR3-RM330	07 JAN 2022 16:27 (MST)	6	0	2	Fully Patched
MHS19-LOANER8	MHS19-LOANER8	24 SEP 2021 09:30 (MDT)	9	0	1	Fully Patched
MHS19-LIB1	MHS19-LIB1	09 DEC 2021 18:09 (MST)	5	0	7	Fully Patched

Patch Management Summary Report

Morrill Public Schools

Device Name	Description	Last Reboot	Installed	Approved Pending	Not Approved	Patch Status
MHS-CAD-071	MHS-CAD-DP55-07	10 DEC 2021 06:48 (MST)	200	0	17	Fully Patched
MES-TE-5420-JW	MES-TE-5420-JW	19 NOV 2021 08:12 (MST)	8	0	1	Fully Patched
MHS20-SPARE1	MHS20-SPARE1	15 DEC 2021 17:34 (MST)	6	0	0	Fully Patched
MPS-SUPT-SEC	MPS-SUPT-SEC	29 DEC 2021 15:40 (MST)	70	0	10	Fully Patched
MES-ELEM-PRIN	MES-ELEM-PRIN	07 JAN 2022 08:01 (MST)	71	0	7	Fully Patched
MES21-ELEM-PRIN	DESKTOP-8KHTF5J	04 JAN 2022 20:36 (MST)	5	0	6	Fully Patched
MPS20-PREK-DIR	MPS20-PREK-DIR	10 JAN 2022 07:30 (MST)	3	0	7	Fully Patched
MPS20-PREK5	MPS20-PREK5	16 DEC 2021 13:24 (MST)	5	0	3	Fully Patched
MHS20-ART	MHS20-ART	22 DEC 2021 07:40 (MST)	6	0	1	Fully Patched
MES18-GRKG-RM25	MES18-GRKG-RM25	15 DEC 2021 04:14 (MST)	6	0	4	Fully Patched
MPS19-PREK1	MPS19-PREK1	29 DEC 2021 12:11 (MST)	70	0	2	Fully Patched
MES18-GR2-RM210	MES18-GR2-RM210	13 OCT 2021 15:21 (MDT)	6	0	4	Fully Patched
MES18-GR6-RM120	MES18-GR6-RM120	12 JAN 2022 17:32 (MST)	9	0	1	Fully Patched
MES20-LAB07	MES20-LAB07	16 DEC 2021 17:41 (MST)	6	0	4	Fully Patched
MHS-WR-LT	MHS-WR-LT	29 NOV 2021 23:54 (MST)	6	0	8	Reboot Required
MHS19-BUSLAB20	MHS19-BUSLAB20	13 DEC 2021 07:19 (MST)	5	0	6	Fully Patched
MHS19-MUSIC1	MHS19-MUSIC1	11 JAN 2022 11:30 (MST)	5	2	4	Approved Pending
MHS19-BUSLAB11	MHS19-BUSLAB11	06 JAN 2022 23:57 (MST)	5	0	5	Fully Patched
MHS20-RM116	MHS20-RM116	14 DEC 2021 17:50 (MST)	5	0	4	Fully Patched
MHS19-BUSLAB14	MHS19-BUSLAB14	09 DEC 2021 18:09 (MST)	5	0	6	Fully Patched
MES20-LAB10	MES20-LAB10	16 DEC 2021 17:34 (MST)	7	0	3	Fully Patched
MPS20-PREK6	MPS20-PREK6	12 NOV 2021 13:03 (MST)	2	1	8	Approved Pending
MPS19-PREK2	MPS19-PREK2	01 JAN 2022 10:16 (MST)	7	0	1	Fully Patched
MES20-LAB04	MES20-LAB04	11 JAN 2022 21:41 (MST)	9	0	1	Fully Patched

Patch Management Summary Report

Morrill Public Schools

Device Name	Description	Last Reboot	Installed	Approved Pending	Not Approved	Patch Status
MES20-LAB14	MHS20-SPARE6	12 JAN 2022 01:44 (MST)	6	0	6	Fully Patched
MHS20-ACAD03	MHS20-ACAD03	06 DEC 2021 02:59 (MST)	5	0	11	Fully Patched
MHS19-LOANER5	MHS19-LOANER5	25 AUG 2021 09:06 (MDT)	10	0	1	Fully Patched
MHS20-BUSBARN	MHS20-BUSBARN	13 JAN 2022 08:05 (MST)	6	0	1	Fully Patched
MHS19-BUSLAB4	MHS19-BUSLAB4	11 JAN 2022 16:31 (MST)	6	0	4	Fully Patched
MHS19-BUSLAB7	MHS19-BUSLAB7	09 DEC 2021 18:09 (MST)	6	0	4	Reboot Required
MHS19-LOANER10	MHS19-LOANER10	12 JAN 2022 11:44 (MST)	6	0	0	Fully Patched
MHS20-122	MHS20-122	16 DEC 2021 17:45 (MST)	6	0	2	Fully Patched
MPS19-PREK3	MPS19-PREK3	01 DEC 2021 15:59 (MST)	0	4	8	Approved Pending
MHS19-BUSLAB5	MHS19-BUSLAB5	11 JAN 2022 17:42 (MST)	9	0	1	Fully Patched
MES18-GR5-RM150	MES18-GR5-RM150	12 JAN 2022 17:31 (MST)	5	0	4	Fully Patched
MPS-BUSMGR	MPS-BUSMGR	29 DEC 2021 13:00 (MST)	1	0	11	Fully Patched
MES20-BRADDESK	MES20-BRADDESK	15 DEC 2021 18:24 (MST)	7	0	0	Fully Patched
MHS20-ACAD05	MHS20-ACAD05	06 DEC 2021 01:14 (MST)	6	0	8	Fully Patched
MES-PHYSED	MES-PHYSED	17 DEC 2021 22:14 (MST)	6	0	4	Fully Patched
MHS20-RM168B	MHS20-RM168B	12 JAN 2022 01:13 (MST)	9	0	1	Fully Patched
MES20-LIB	MHS20-SPARE5	12 JAN 2022 00:06 (MST)	6	0	6	Fully Patched
MHS19-LIB3	MHS19-LIB3	03 JAN 2022 12:22 (MST)	5	0	4	Fully Patched
MHS20-114	MHS20-114	15 DEC 2021 20:26 (MST)	6	0	3	Fully Patched
MES20-KG-260	MES20-LAB14	11 JAN 2022 23:44 (MST)	8	0	0	Fully Patched
MHS20-LIB5	MHS20-LIB5	15 DEC 2021 17:44 (MST)	6	0	5	Fully Patched
MHS18-SCI	MHS18-SCI	12 JAN 2022 17:45 (MST)	12	0	3	Fully Patched
MES20-LAB20	MES20-LAB20	11 JAN 2022 21:27 (MST)	9	0	1	Fully Patched
DESKTOP-DIGPG2A	DESKTOP-DIGPG2A	05 MAY 2021 08:28 (MDT)	6	0	5	Fully Patched

Patch Management Summary Report

Morrill Public Schools

Device Name	Description	Last Reboot	Installed	Approved Pending	Not Approved	Patch Status
MPS19-SUP-PC	MPS19-SUP-PC	11 JAN 2022 18:12 (MST)	74	0	1	Fully Patched
MHS18-OFF	MHS18-OFF	13 JAN 2022 06:59 (MST)	86	1	3	Reboot Required
MES20-LAB17	MES20-LAB17	12 JAN 2022 20:41 (MST)	6	0	4	Fully Patched
MES20-LAB13	MES20-LAB13	20 DEC 2021 21:37 (MST)	6	0	4	Fully Patched
MES20-LAB18	MES20-LAB18	04 JAN 2022 15:40 (MST)	6	0	4	Fully Patched
MES20-LAB11	MES20-LAB11	11 JAN 2022 22:33 (MST)	9	0	1	Fully Patched
MHS20-RM132	MHS20-RM132	22 SEP 2021 07:58 (MDT)	5	0	1	Fully Patched
MHS19-LOANER6	MHS19-LOANER6	11 NOV 2021 15:59 (MST)	6	0	2	Reboot Required
MHS-RM130	MHS-RM130	11 JAN 2022 17:51 (MST)	76	0	3	Fully Patched
MHS18-PRINI	MHS18-PRINI	12 JAN 2022 01:13 (MST)	75	0	3	Fully Patched
MHS19-BUSLAB19	MHS19-BUSLAB19	16 DEC 2021 02:39 (MST)	8	0	1	Fully Patched
MHS-PRIN2	MHS-PRIN2	05 FEB 2020 07:57 (MST)	0	3	7	Approved Pending
MES20-SPED-410	MES20-LAB15	16 DEC 2021 17:46 (MST)	6	0	4	Fully Patched
MHS20-ACAD01	MHS20-ACAD01	23 NOV 2021 14:40 (MST)	5	0	15	Fully Patched
MES18-GR2-RM200	MES18-GR2-RM200	16 DEC 2021 02:00 (MST)	62	0	11	Fully Patched
MHS20-RM126	MHS20-RM126	21 DEC 2021 07:53 (MST)	5	0	3	Fully Patched
MHS19-BUSLAB13	MHS19-BUSLAB13	09 DEC 2021 18:10 (MST)	5	0	6	Fully Patched
MES18-GR5-RM140	MES18-GR5-RM140	17 DEC 2021 18:33 (MST)	6	0	3	Fully Patched
MES20-RM420	MES20-RM420	14 DEC 2021 16:57 (MST)	6	0	1	Fully Patched
MHS-PRN-LPTP	MHS-PRN-LPTP	13 JAN 2022 07:42 (MST)	63	0	16	Fully Patched
MHS-TE-5420-RS	MHS-TE-5420-RS	13 JAN 2022 08:25 (MST)	237	3	33	Install Error
MES18-NURSE-RM1	MES18-NURSE-RM1	11 JAN 2022 17:38 (MST)	72	0	0	Fully Patched
MES18-GR4-RM320	MES18-GR4-RM320	22 DEC 2021 07:23 (MST)	6	0	3	Fully Patched
MHS20-SPARE2	MHS20-SPARE2	16 DEC 2021 00:06 (MST)	5	0	3	Fully Patched

Patch Management Summary Report

Morrill Public Schools

Device Name	Description	Last Reboot	Installed	Approved Pending	Not Approved	Patch Status
MES20-LAB05	MES20-LAB05	21 DEC 2021 17:35 (MST)	6	0	4	Fully Patched
MHS19-BUSLAB17	MHS19-BUSLAB17	09 DEC 2021 18:10 (MST)	5	0	5	Fully Patched
MES20-CAF	MHS-SPARE7	19 DEC 2021 02:24 (MST)	6	0	5	Fully Patched
MHS19-LOANER4	MHS19-LOANER4	15 JUN 2021 14:42 (MDT)	4	0	5	Fully Patched
MHS19-BUSLAB9	MHS19-BUSLAB9	09 DEC 2021 18:09 (MST)	5	0	6	Fully Patched
MHS19-BUSLAB16	MHS19-BUSLAB16	11 JAN 2022 17:32 (MST)	9	0	1	Fully Patched
MES-TE-5420-SS	MES-TE-5420-SS	13 JAN 2022 07:11 (MST)	5	0	8	Fully Patched
MHS-TRACK1	MHS-TRACK1	21 OCT 2021 15:17 (MDT)	3	0	12	Fully Patched
MES18-GR4-RM310	MES18-GR4-RM310	12 JAN 2022 17:50 (MST)	9	0	1	Fully Patched
MES20-LAB01	MES20-LAB01	14 SEP 2021 18:35 (MDT)	6	0	1	Fully Patched
MHS-LOANER20	MHS-LOANER20	10 JAN 2022 14:35 (MST)	5	0	8	Fully Patched
MHS-SUPT-D41-JS	MHS-SUPT-D41-JS	10 NOV 2021 13:08 (MST)	286	3	54	Install Error
MES20-LAB12	MES20-LAB12	12 JAN 2022 00:10 (MST)	7	0	6	Fully Patched
MES20-LAB08	MES20-LAB08	15 DEC 2021 17:30 (MST)	5	0	4	Fully Patched
MES-KG	MHS-SPARE8	13 JAN 2022 07:08 (MST)	4	0	7	Fully Patched
MPS18-SUPT	MPS18-SUPT	29 DEC 2021 05:33 (MST)	60	0	15	Fully Patched
MHS18-ADSEC-168	MHS18-ADSEC-168	12 JAN 2022 05:06 (MST)	76	0	3	Fully Patched
MES20-LAB09	MES20-LAB09	11 JAN 2022 22:43 (MST)	9	0	1	Fully Patched
MHS-TECH-AMD-JB	MHS-TECH-AMD-JB	15 SEP 2021 10:10 (MDT)	0	0	0	No Data
MHS20-LIB4	MHS20-LIB4	28 OCT 2021 13:05 (MDT)	1	0	9	Fully Patched
MHS20-ACAD02	MHS20-ACAD02	09 DEC 2021 01:34 (MST)	5	0	11	Fully Patched
MHS-HS-COUNSEL	MHS-HS-COUNSEL	12 JAN 2022 00:05 (MST)	7	0	6	Fully Patched
ELVA-LPTP	ELVA-LPTP	06 JAN 2022 03:22 (MST)	7	0	2	Fully Patched

THREAT REPORT

10/01/21 - 12/31/21



ERH
Technology Solutions

MORRILL PUBLIC SCHOOLS



SUMMARY

During this report's timeframe, your cybersecurity platform analyzed **68,799 changes** to the computer systems on your network in order to detect malicious activity.

Cyber Threat Hunters reviewed **101 potential threat indicators** that were previously unknown or suspicious. **In-depth investigations** were conducted as needed and **0 cyber incident reports** were detected on your network. This defense strategy continues to reduce your cyberattack risk, maximize your security, and minimize downtime and damage to your business.

SYSTEMS PROTECTED



112
COMPUTERS



2
SERVERS



ANALYST NOTES



MAX ROGERS
MALWARE ANALYST

GLOBAL THREATS

- COBALT STRIKE
- RANSOMWARE
- QAKBOT

Ransomware as a Service is as popular as ever. Threat Actors are actively utilizing Qakbot to gain access into environments. Once in, they deploy additional backdoors such as Cobalt Strike and move laterally. Once they gain domain level access, they sell the access to other threat actors who intend to deploy ransomware.

INCIDENT SUMMARY

Great news! There were **0 incidents reported** for your organization during the timeframe of this report. Check out the Global Threat Spotlight to stay updated on the cyber threat landscape.

GLOBAL THREAT SPOTLIGHT



On December 9th, a zero-day exploit was found in a popular Java logging library. It allows Remote Code Execution (RCE) when logging a string with a particular pattern. Due to the widespread use of the Log4j library, numerous organizations and third-party software applications have been affected. The long-term impact is far-reaching as the few lists of impacted organizations and projects that have been compiled online are unlikely to include everything. Unfortunately, malware authors quickly seized the opportunity to exploit this flaw, with well over 70 samples available on places like VXUnderground, as of Dec 17th.

If your organization uses the Log4j library, you should upgrade to Log4j 2.17.0 immediately.

Early Childhood Board Report

January 20, 2022

- ❖ Proposed ARP Grant spending plan is attached in this report
 - I would appreciate any feedback or suggestions that you may have
 - Under the ARP grant that we received, we can pay the balance from March 2020-March 2021. We will be using \$23,000 of our \$85,400 to pay off the tuition balance off for this year.
 - In the next two weeks I would like to meet with the finance committee for guidance regarding our tuition payment plan
- ❖ Scottsbluff County received a total of \$916,100 in ARP funding and there were 41 different recipients
- ❖ Child and Adult Food Care Program (CACFP) - our Infant/Toddler and Preschool age children follow the meal guidelines outlined by this program.
 - Brooklyn has worked tirelessly with Elva, and Julia to find the documents that Laura needed for her review
 - Brooklyn and Kayla created a training per the recommendations for the CACFP review, each staff member received the training and all corrective action documents were returned to Laura.
 - The only corrective action that we needed to correct was our Infant feeding plan.
- ❖ COGNIA materials are all uploaded and ready for the team to view. The entire Early Childhood team worked tirelessly on this process and I am so thankful for their assistance.
 - I met with Donna, the Lead Early Childhood evaluator on Friday, January 14 to plan her schedule while she is onsite.
- ❖ The Early Childhood building is working to hire a fulltime Para educator replace the para who left to finish her student teaching in Wyoming. We have been able to fill the one vacancy that became open when this para took another job at the end of November. Becky will start January 17.
- ❖ Our 3-month premium price with Brightwheel ended in December. Starting January 19, 2022, our payments will be \$185.00 per month. This management system is very user friendly, and our staff and parents are providing positive feedback regarding the change.
- ❖ We provided care for 37 children over the holiday break.

- 17 Preschool Age
- 10 Toddler Age
 - We currently have a waiting list of 4 children, although I currently do not have the Certificated staff for this position
- 5 Infant Age
 - We are over ratio by one student at this time and are balancing this by modifying student schedules
- 5 School Age children that have siblings in the building
- ❖ January 5 the Early Childhood held professional development via ZOOM due to the weather. The staff meet from 9-12 and then each staff completed mandatory trainings or completed GOLD documentation
- ❖ January 6, the Head Start meeting that Joe and I planned to attend was canceled as Head Start is no longer implementing a mandatory staff vaccination for COVID 19 or masking for all staff and students ages 2 and up.
 - <https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fabcnews.go.com%2Famp%2FHealth%2FwireStory%2Fjudge-blocks-covid-vaccine-mandate-head-start-program-82036778&data=04%7C01%7Csteph.knust%40nebraska.gov%7C09073d2b8e0a4089559c08d9ce143015%7C043207dfe6894bf6902001038f11f0b1%7C0%7C0%7C637767408370493563%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IkJhaWwiLCJXVCi6Mn0%3D%7C3000&sdata=mkS0fWdfBC1kEvXKxHH77ezVapP7QLr1ojdUt1QjYzw%3D&reserved=0>
 - The above link will take you to an article regarding the court decision
- ❖ Early Childhood Meetings for the Month
 - Becky Jo and I met with the Early Development Network on January 7. The EDN has a new Family Service Coordinator for our region, this is the third FSC our district has had this school year.
 - Becky Jo and I are working on getting all of our EDN families scheduled for services, and Individualized Family Service Plans (IFSP) finalized.
 - January 7, Panhandle Partnership Meeting
 - Early Childhood Professional Teacher and Para educators continue to meet every month

- The Preschool PLC team is designing a transition plan for our Preschool students entering Kindergarten- The District currently does not have a plan, and it is a requirement by Rule 11 NDE, our Step up to Quality Program, and Head Start.
 - Part #13 Meeting
 - Administrative Team Meeting
 - District Team MTSS Meeting
 - Early Childhood CIP team meetings
- ❖ At this time the EC building has 3 employees who need to work the mandatory training to be an employee of the EC building
 - 7 Early Learning Guidelines
 - 2 Safe with you trainings
 - CPR
- ❖ January 21, 2022- Sorcha, Kristen, Becky Jo and myself will be taking a training in Scottsbluff regarding How our brains learn; this will be a training on brain development and trauma.
- ❖ January 28 the Preschool side of our building is closed, as we will be participating in a mandatory Head Start training in Scottsbluff.
 - The Infant and Toddler room will operate as normal
- ❖ COVID is affecting the building again, we have numerous staff and students out at this time. We hope to be able to float staff for support, as we navigate the COVID waters again.
- ❖ At the beginning of this semester, we had some issues and concerns arise around the bussing of our young students. In order to correct this and prevent children from getting on or off the bus without parent awareness, I created a letter that was shared with the Elementary Principal, Superintendent, and Transportation manager. The feedback I received is positive and the letter will be sent out to all families of students who bus ages PK-3rd grade. We will also share the new bus expectation via our social media accounts.
- ❖ I have signed up for the February CACFP training to complete the yearly hours that I need for our program compliance.
- ❖ Enrollment
 - Infant- 9
 - Toddler- 14

- PK- 58
- School after school care numbers can be very high especially on Fridays, there are some Friday's where we have 35 kids. Therefore, we need a minimum of 4 staff, running two rooms with a certificated teacher in each room to be in compliance with Rule 11. This is very challenging due to teacher contracts, and especially on Friday's when certificated staff is released at 2 p.m.



Morrill Public Schools
 Child Care and
 Preschool Contract



This contract is made between the parent(s)/guardians:

_____ name of parent(s)

_____ address of parent(s)

and Morrill Tri Community Preschool and/or Pride Cub Care for the care of the following child(ren):

_____ Child’s name and date of birth

_____ Child’s name and date of birth

I have received a current rate sheet and by signing this form, I understand the amount I will be billed at the first of every month, and that my bill will begin to occur a late fee starting on the 21st of every month. By signing, I am showing that I assume fiscal responsibility for my child’s care and/or education.

Families using the state subsidy program are responsible for paying all amounts not covered by state subsidy. If I am un-enrolled for state subsidy for any reason, I am responsible for paying for my child’s care or education. By signing this form, I am agreeing that I understand and take responsibility for any charges that occur due lapse in subsidy.

Termination Procedure:

This contract may be terminated by the parent(s)/guardian(s) or the provider. A written one-week notice prior to the last date of care is required.

The provider may immediately terminate this contract without any notice if payment is not made on time.

Morrill Tri-Community Preschool and Pride Cub Care will create an individualized financial plan for your family if there is a need. The Early Childhood Principal and/or Building Coordinator can assist you in creating a personalized plan. If you do not pay your monthly bill you will be turned over to the collection agency the district works with, and your child will not be able to attend until the balance is paid.

If your child(ren’s) attendance is not consistent your child will be unenrolled and the balance due will need to be paid in full before your child can receive care or return to school.

Other:

- If the provider chooses not to enforce any portion of the contract, it does not give up the provider's right to enforce any other portion of the contract.
- The contract can be revised at any time by the provider is necessary.

Signatures:

The signatures below indicate agreement with this contract and with the written policies of the provider (contained in the Rate Sheet document). The provider may change policies as needed with advanced written notice.

Parent's name Parent's signature/date

Parent's name Parent's signature/date

Provider's name Provider's signature/date

If the parent or legal guardian is under the age of 18, a co-signer must sign this agreement, act as guarantor to the contract, and agree to be bound by all financial terms.



Form created January 2022



Morrill Public Schools
 Child Care/Preschool
 Customized Payment
 Plan



This contract is made between the parent(s)/guardians:

_____ name of parent(s)

_____ address of parent(s)

and Morrill Tri Community Preschool and/or Pride Cub Care for the care of the following child(ren):

_____ Child's name and date of birth

_____ Child's name and date of birth

As of _____ I will begin paying _____ monthly/weekly to Morrill Tri-Community Preschool and/or Pride Cub Care. This amount is due on or before the 20th of every one month. If am unable to pay my child will not be able to come to school until the monthly/weekly payment is made or the complete balance on my account is paid. I will continue to pay this amount until I am able to contribute more each month or Morrill Tri-Community Preschool and or Pride Cub Care request a formal meeting where we modify the amount.

The parent(s)/guardian(s) or school can request a meeting at any time to further negotiate the terms of payment for my child's care/education.

Termination Procedures: This contract can be terminated by the parent/guardian a one-week notice prior to the last date of care is required.

The provider may immediately terminate this contract without any notice if payment is not made on time.

Other:

- If the provider chooses not to enforce any portion of the contract, it does not give up the provider's right to enforce any other portion of the contract.
- The contract can be revised at any time by the provider is necessary.

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Form created January 2022

Board Report

January 17, 2021

Activities

Scoreboard

The Scoreboard on the football field is up. There is still a lot of work to be completed before it is operational. It needs to be wired to the crow's nest and all the decorative pieces are yet to be installed. We are hopeful to get the software for it soon so we can start preparing for track season.

Brad spoke with Crossroad's music and was given a contact that would have information regarding short throw projectors for the gym. Brad has been in contact with him and they are working on the specifications now and what it would take to have the correct number of lumens to make it effective in the gym.

Floor dedications

We are tremendously grateful for the generous donations from Platte Valley Bank and Holiday Family Companies. We are excited to have the floor dedications scheduled. January 25th between the girls' varsity and boys' varsity we are scheduled to have the dedication to Platte Valley Bank if this will work with their schedule. February 8th at halftime of the girl's game is when we are scheduled to have the dedication for Holiday Family Companies.

Bus Drivers

We are short bus drivers, this causes an issue when one of the current drivers has a conflict and is not able to cover their route. Brad and Marvel have done an amazing job of making sure everything is covered and being creative to make sure we always have someone available. I have decided to get my level one certificate and my CDL to get my bus endorsement. I feel it is important for us to have someone in the district that can be available and cover in the event that we have an issue.

Winter Sports

Our athletes have been doing a great job this winter. They have been very competitive and have been an outstanding representation of our school. I also

want to thank the coaches for all their hard work and dedication to our students and our school. We will host the Panhandle Athletic Conference Quiz Bowl this year in March. Traci Patterson always makes sure that those events and that team are prepared and ready for great performances.

Cheer

Our cheer team has once again had an impactful and successful season this year. They will for the second year in a row compete in the State Dance and Cheer competition. Last year they competed in the Cheer section of the State meet and this year they will compete in both Dance and Cheer. April Ott has revolutionized this program. Her dedication and organization are unmatched. Her passion for our students and their success is an incredible gift to our district. We are lucky to have her in charge of the Cheer Program!

Morrill Public Schools Secondary Principal's Report January 17, 2022

- Spring Assessment Data was released to the media December 6th.
<https://ruralradio.com/kneb-am/news/spring-student-assessments-to-provide-baseline-for-pandemic-learning-recovery/>
- Statement released from State Department of Education

Statewide summative assessments are important; they provide an important metric into the effectiveness of our educational system. And while they are important, they are also limited in what they can tell us about this system. Summative assessments are typically a one-time event that measure a small but important set of English Language Arts or Mathematics standards. These assessments are efficient and reliable; but they do not tell the whole story.

A curious person could spend a lifetime digging into Nebraska's statewide 2021 assessment results. There is rich information to be gleaned about fractions, main ideas, and antonyms. Countless analyses could be conducted and checked to slice and dice the data an infinite number of ways. But if that curious person only had the data from the spring 2021 assessments, and they produced thousands of analyses and wrote hundreds of journal articles about that data, they would miss the point.

They would miss the story. The assessments measure important information that students should know but again they measure only a small fraction of the information that students need to know. These assessments measure what they do in precise but limited ways.

A quick look at the 2021 NSCAS assessments results could easily be interpreted to say that Nebraska students did not learn as much ELA and Mathematics content as students did in previous years. First, that would not surprise any educator or parent when they think back to 2020-2021. It is likely true that there is evidence to suggest that students did not learn as much ELA and Mathematics content as students did previously. But the limited nature of those assessments would fail to tell us what students, teachers, parents, and communities learned and overcame in 2020-2021.

Here are some of things those assessments did not measure.

- Resilience to learn despite a pandemic
- Ingenuity to find new ways to interact remotely and learn digitally
- Curiosity to find a new hobby or to learn about a new subject while in quarantine
- Consideration to be willing to wear a mask all day, every day
- Dedication to establish repetitive rigorous routines to keep spaces safe
- Cleverness to troubleshoot new digital devices and software to connect us
- Patience to wait in line six feet away from everyone
- Compassion to find new ways to manage learning in order to protect those vulnerable to disease
- Inventiveness to find new games to play at recess that followed social distancing guidelines
- Tenacity to investigate every lead during contact tracing to limit potential exposures
- Resolve to protect students and communities while continuing to do the already difficult work of teaching and learning.
- Flexibility to pivot based on the newest scientific information about COVID19
- Relationships that make all the difference in the world to students and families

The statewide assessments do not measure how much our students and educators overcame and what they learned in the process. The data will provide additional evidence to direct our current and future efforts. They tell us that there is still much to learn and a need for improvement; but educators already knew that.

- The following are results for the 2021 Spring Semester at Morrill JR/SR High School:
7th grade: ELA 43% Math 22% proficiency
8th grade: ELA 38% Math 23% proficiency
ACT: ELA 11.5 Math 12.8 - composite scores per subject area
20 students tested, 7 were not.

Previous year's data can be found at: <https://nep.education.ne.gov/>

2020-2021 data found at: <https://www.launchne.com/20-21/covid-19-special-report/>

- School Improvement Drive complete. Both elementary and secondary staff worked hard the past few months gathering data and evidence to include for review. Amy Trauernicht from the ESU was a fabulous support with myself and Eldon being new to the district.
- January 5th - Staff meeting over zoom.
 - We reviewed Cognia student survey data.
 - Reviewed consistent expectations across the secondary campus: Cell phones put away during class, classroom exit system: 3 exits/class/quarter. Record attendance regularly to address absences and tardies.
 - ACT prep embedded in Junior classes - 2 weeks English, 2 weeks Math, 1 week Reading, 1 week Science. Then 2 weeks to practice and review before ACT Junior Assessment March 22nd.
 - 8th Hour Junior High rotation - commonlit.org, Prodigy math. Students rotate between PE, Weights, and two study halls with intervention.
 - Standards Fridays - Utilizing shmoop program (online course and credit recovery) RTI ELA, RTI Math, and continued direct instruction of necessary standards per subject/grade
- January 7th - After School
 - PLC+ Better Decisions and Greater Impact By Design: This is the model I'm using with the staff to begin our PLC meetings with purpose and direction. [PLC beginning presentation](#)
 - Six Characteristics of an Effective PLC
 - Main Focus Questions: Where are we going? Where are we now? How do we move learning forward? What did we learn today? Who benefited and who did not benefit?
 - Jan. 11th - Staff participated in PLC groups. Math/Science teachers together, ELA/SS/Art/Music teachers together, Business/Library/Ag/IT participated together. Principal provided the agenda to follow: Identify standards Math/ELA use Guiding Questions for discussion and collaboration to address team effort towards academic improvement.
- November 12 We had guest from "Winning Mindset" present to staff/students grades 5th-12th. Following, he shared the Winning Mindset Academic curriculum. On Wednesday, Jan 5th, teachers were provided with an Academic Mindset checklist for staff. This consists of 20 questions for reflection as professional educators. On Friday, January 7th, students completed the Academic Mindset checklist for students. We now have Mindset Mondays during the 2nd hour for teachers to lead/teach through the curriculum.
- Jan. 13th - Data Night with Mrs. Stec - 8 parents attended. Provided links above to maneuver the site and find data for any district/school in the state. Also shared

information about adolescent brain development, concerns we are experiencing at the high school level, and how we are addressing the academic and behavioral challenges.

- Honor Roll certificates presented to students Friday, Jan 14th during Morning Connection assembly
- Winning House for 2nd quarter planning activity/trip Jan. 25th - Eat at Sam and Louie's then afternoon movie.
- As District Assessment Coordinator and curriculum contact, I have started a list of improvement/goals moving forward. Currently, planning for the spring NSCAS growth assessment and providing training to staff.
 - Curriculum Review Cycle
 - Standards alignment horizontal and vertical
 - Professional development in summer
- NSCAS Growth is a merger between the state NSCAS assessment and MAPS assessment. These tests will be three times a year recognizing growth and proficiency. No longer will state assessments AND MAPS assessments be necessary, one assessment per subject - Math, ELA, Science - Fall, Winter, Spring. We will also have results within 72 hours of assessment.
- Chauncey is meeting with seniors to share scholarship information and college opportunities.
- Begin teacher evaluations January 17th
- Jan. 26th I will be attending the Region V Nebraska State Association of Secondary School Principals meeting.
- Currently completed 33 hours towards my second Masters degree. I am taking six hours this semester, three hours over the summer, and will begin my internship in the fall.
- Summer Planning
 - teacher mentor program - teachers in first three years in district
 - PBIS Team - positive rewards systems
 - Review scheduling and class offerings

Morrill Elementary School
Morrill, Nebraska

Board of Education Elementary Report
Submitted by Eldon Hubbard
January 17, 2022

The elementary staff has examined the first semester data (MAPS, DIBELS, STARS, iReady) in order to regroup students for skill based interventions.

The Cognia materials have been collected and are submitted for the external team review. Mrs. Stec has taken the lead on preparing K-12 for the visit.

Student discipline processes are being adjusted and used to address significant behavior events. MES is striving to build students skills in order for them to remain in class and take advantage of the instruction.

Standard operating procedures are being reviewed and changes are starting to be implemented, attempting to increase the efficacy of building operations.

Second semester teacher observations are being scheduled and will be completing observations of all staff during the second semester.

Enrollment - 1/13/22

K	1	2	3	4	5	6
24	22	25	17	20	26	24

Superintendent Sherwood's Vacation Log

	21-22	reason	20-21	reason	19-20	reason	18-19	reason	17-18	reason	16-17	reason	15-16	reason
August	none		none		none		30,31	Baby Houston	none		none		4	vacation
September	none		9	Seth to College	none		1,2,3	Dad's 80 birthday	none		none		none	
October	none		none		none		none		none		none		none	
November	none		23,24	Family in Houston	none		none		none		none		none	
December	22,23	CO vaca	1, 7-11,14	Colonosc / Dad died	none		none		none		none		none	
January	none		none		16,17	Ohio college vis	2,3	vacation	none		none		none	
February			none		none		none		13	vacation	none		none	
March			none		none		none		29(.5)	vacation	none		none	
April			3-5,12,13	Baby in Albuquerque	none		none		12,13	vacation	none		none	
May			none		none		29-31	vacation	none		none		none	
June			none		30	Painted house	24	vacation b4 Conf	4	vacation	19-23		none	
July	none		none		none		none		none		18		1,5-8,11-14	vacation
Total	2		15		3		11		4.5		6		10	

Maintenance Report December 2021 to January 2022

Ryan Stec

12-20 Removed Caboose Door and started to disassemble
12-21 soaked door latch in penetrating oil, cleaned up sod & dirt from fence installation, flattened out gopher mounds
12-22, 23, 28-31 worked on caboose door using recycled sheet metal we had on hand
Had a bid to redo doors for \$3920 – my cost parts and labor \$1100
1-4 cleaned tumble weeds out of fences before storm, helped Luikens Well with underground electric lines, helped Shane Buchholz with welding blueprints for FFA Contest.
1-5 got things situated for snow, met with Brad about snow removal, finished second caboose door
1-6,7 Moved snow
1-10 hung caboose door, finished moving snow pile, painted caboose doors
1-11 gathered & burned tumbleweeds, removed snow & ice from elementary basketball court, trouble shooting wiring for outside outlets
1-12 fixed outlet, helped Brad, pulled fence posts
1-13 moved fence to manage grass, vacuumed out caboose, cleaned out sidewalk drain
1:14 put new door knobs on feed room, picked up and organized shed

Brad work Early Childhood, Elementary, High School

Fixed High School Roof leak with Twin Cities Roofing
Capping on Elementary Roof blown off – temporarily reattached
Walk in Cooler Freon fill
Drinking fountain at High School solenoid replaced
Snow Removal
Data and Electrical for football field score board
Gardner enterprises for Gymnasium score boards
We are short bus drivers so Brad is driving the Lyman Route

Upcoming projects:

Move Benches and Bleachers from Brown's field to sports complex and two benches to elementary playground
Apply roof sealant to Industrial Arts roof
Paint north side of Industrial Arts & Bus barn buildings
Complete siding repair to door addition on activity bus barn
Windowpane replacement on one of the double glass doors (north side of elementary building playground access
Additional rock at HS Parking lot and between bus barn and wrestling practice room to avoid mud and goatheads being tracked into wrestling room
Complete concrete pour in cafeteria walk-in anex

Amended
BY-LAWS

OF

MORRILL SCHOOLS FOUNDATION

ARTICLE I.

Offices

The principal office of the corporation in the State of Nebraska shall be located in the Village of Morrill, Scotts Bluff County, Nebraska. The corporation may have such other offices, either within or without the State of Nebraska as the Board of Directors may determine or as the affairs of the corporation may require from time to time.

The corporation shall have and continuously maintain in the State of Nebraska a registered office, and a registered agent whose office is identical with such registered office, as required by the Nebraska Non-Profit Corporation Act. The registered office may be, but need not be, identical with the principal office in the State of Nebraska, and the address of the registered office may be changed from time to time by the Board of Directors.

ARTICLE II.

Board of Directors

Section 1. General Powers. The business and affairs of the corporation shall be managed by its Board of Directors, which shall have and exercise all of the powers of the corporation subject to the limitations imposed by the Articles of Incorporation and by these By-Laws.

Section 2. Number, Tenure and Qualifications. The number of Directors of the corporation shall not be less than five (5). Two members of the Board of Directors of the corporation shall at all times be members of the Board of Education of the School District of Morrill and shall be appointed by the Board of Education of such School District of Morrill in consultation with the superintendent. The remaining Directors of the corporation shall be appointed by the Board of Education of the School District of Morrill in consultation with the superintendent. The specific number of Directors shall be determined by the present needs of the corporation for the orderly and sufficient conduct of its business. In the event that the present Board of Directors deems it necessary to increase the size of the Board of Directors, it may request that the Board of Education of the School District of Morrill appoint any such additional persons to serve on the Board of Directors.

Regular elections to the Board of Directors shall be by a majority vote of the members of the Board of Education of the School District of Morrill present and voting at the first regularly scheduled meeting in the month of January of each calendar year in consultation with the Superintendent of Schools of the School District of Morrill. A separate election will be held for each seat on the Board of Directors which is up for election in any given year. The candidate receiving the most votes in any election shall be the designated winner thereof.

The Board of Directors shall be elected on a staggered basis with one seat held by a member of the Board of Education together with one other board seat being elected in one year and the remaining board seats being elected in the following year. One-half of the board, consisting of one seat held by a member of the Board of Education of the School District of Morrill and one other seat shall be elected for a one year term at the 1986 annual meeting of the corporation and the remaining one-half of the Board shall be elected for two year terms at said meeting. Thereafter, all Directors shall serve for two year terms.

Section 3. Superintendent of Schools. In addition, the Superintendent of Schools shall at all times be a nonvoting member of the Board of Directors of this corporation.

Section 4. Regular Meetings. A regular annual meeting of the Board of Directors shall be held on the 3rd Monday of the month of January of each year without other notice than these By-Laws, for the purposes of electing officers of the corporation. The Board of Directors may provide by resolution the time and place of the holding of such additional regular meetings of the Board of Directors without other notice than such resolution.

Section 5. Special Meetings. Special meetings by the Board of Directors may be called by or at the request of the president or any two directors. The person or persons authorized to call special meetings of the board may fix any place, either within or without the State of Nebraska, as the place for holding any special meeting of the board called by them.

Section 6. Notice. Notice of any special meeting of the directors shall be given at least seven (7) days prior to the time and place designated in said notice and shall be either delivered personally or sent by ordinary United States Mail to each director at his or her address as shown by the records of the corporation. The general nature of the business to be transacted at such meeting must be specified in the notice. In the event that it is impractical or impossible to comply with the notice of this section or in the event of an emergency, the president or the secretary of the corporation is hereby empowered to give verbal or telephonic notice to each of the members of the board stating the place, day, and hour of the meeting and the purpose or purposes which for the meeting is called.

The attendance of any director at a meeting shall constitute a waiver of notice of such meeting, except if a director attends the meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened. Any business may be transacted at any directors' meeting, which a notice has been given, and at any meeting which all directors are present, whether or not notice or waiver thereof has been given.

Section 7. Quorum. A majority of the directors shall constitute a quorum for the transaction of business of any meeting of the board. If by early departures from the meeting, a quorum is no longer present, the Board can no longer act legally

unless withdrawals are deliberately intended to hinder the board's progress. In such case, the members remaining may by two-thirds vote, continue as if a quorum were present but if less than a majority of the members present at said meeting, the majority of the directors present may adjourn the meeting from time to time.

Section 8. Manner of Acting. The act of the majority of the directors present at a meeting at which a quorum is present shall be the act of the board of directors unless the act of a greater number is required by law or by these By-Laws.

Section 9. Vacancies. Any vacancy occurring in the board of directors and any directorship to be filled by reason of an increase in the number of directors may be filled by the Board of Education of the School District of Morrill in consultation with the superintendent of schools. The Board of Education of the School District of Morrill shall have power to remove members of the Board of Directors and appoint replacements for directors in consultation with the superintendent. A director appointed by the Board of Education of the School District of Morrill in consultation with the superintendent of schools to fill a vacancy shall be appointed for the unexpired term of his predecessor in office.

Section 10. Informal Action by Directors. Any action required by law to be taken at a meeting of directors or any action which may be taken at a meeting of directors may be taken without a meeting if they consent in writing, setting forth the action so taken shall be signed by all of the directors.

Section 11. Any real estate and personal property of the corporation shall be under the complete control of the Board of Directors, which is charged with the responsibility of administering, dispersing, and expending said property in accordance with the purposes for which the corporation has been organized and exists and in accordance with the terms and conditions of the gift, grant, devise or bequest under which the corporation has received the property in question. No property will be expended by this corporation for any project in furtherance of the corporation's purposes, unless said project has prior approval of the Board of Education of the School District of Morrill in consultation with the superintendent of schools.

ARTICLE III.

Officers

Section 1. Officers. The officers of the corporation shall be the President, one Vice-President, a Secretary, a Treasurer and other such officers may be elected in accordance with the provisions of this Article. The Board of Directors may elect or appoint such other officers, including one or more Assistant Secretaries and one or more Assistant Treasurers, as it may deem desirable, such officers having the authority to perform the duties prescribed, from time to time, by the Board of Directors. Any two or more offices may be held by the same person, except the offices of the President and Secretary.

Section 2. Election and Terms of Office. The officers of the corporation shall be elected by the Board of Directors at

the regular annual meeting of the Board and shall serve one year terms. If the election of officers shall not be held at such meeting, said election shall be held as soon thereafter as conveniently may be. New offices may be created and filled at any meeting of the Board of Directors. Each officer shall hold office until his successor shall have been duly elected and shall have qualified.

Section 3. Vacancies. Any vacancy in any office because of death, resignation, removal, disqualification or otherwise, may be filled by the Board of Directors for the unexpired portion of the term.

Section 4. President. The President shall be the principal executive officer of the corporation and, subject to the direction and under the supervision of the Board of Directors, shall have general charge of the business affairs and property of the corporation and control of its several officers. He may sign, with the Secretary or any other proper officer of the corporation authorized by the Board of Directors, any deeds, mortgages, bonds, contracts, or other instruments which the Board of Directors have authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Directors by these By-Laws or by statute to some other officer or agent of the corporation. In general, he shall perform all duties incident to the office of President and such other duties as may be prescribed by the Board of Directors from time to time. He shall preside over all the

meetings and follow Roberts' Rules of Order in the conduct of all meetings.

Section 5. Vice-President. In the absence of the President or in event of his inability or refusal to act, the Vice-President shall perform the duties of the President, and when so acting, shall have all of the powers of the office and shall be subject to all the restrictions contained in these By-Laws. The Vice-President shall perform such other duties as from time to time may be assigned to him by the President or by the Board of Directors.

Section 6. Treasurer. If required by the Board of Directors, the Treasurer shall give a bond for the faithful discharge of his duties in such sum and with such surety or sureties as the Board of Directors shall determine. He shall have charge and custody of and be responsible for all funds and securities of the corporation; receive and give receipts for moneys due and payable to the corporation from any source whatsoever, and deposit all such moneys in the name of the corporation in such banks, trust companies, or other depositories as shall be selected in accordance with the provisions of the Articles of Incorporation and these by-laws and in general perform all the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him by the President or by the Board of Directors.

Section 7. Secretary. It shall be the duty of the Secretary to keep an accurate record of accounts and proceedings of all directors' meetings; give all notices as required by law,

by the Board of Directors, by the Articles of Incorporation, or by these By-Laws; and assist in the keeping of books of account of the corporation and its correspondence. The Secretary shall have such other duties and responsibilities and may exercise such other powers as are usually incident to the office or as from time to time may be assigned to the Secretary by these By-Laws, the Board of Directors or the President.

Section 8. Assistant Treasurers and Assistant Secretaries. Assistant Treasurers and Assistant Secretaries, in general, shall perform such duties as shall be assigned to them by the Treasurer, the Secretary, the President or the Board of Directors.

ARTICLE IV.

Removal, Suspension or Expulsion of Members,
Officers or Directors

Removal or Resignation of Officers. The Board of Directors, by a majority vote of the directors at any meeting, may remove from office any officer or subordinate officer at any meeting and may accept the resignation of any officer of the corporation.

ARTICLE V.

INDEMNIFICATION

The corporation shall indemnify to the full extent permitted by law any person who is made or is threatened to be made, a party to any action, suit or proceedings (whether criminal, civil, administrative, or investigative) by reason of the fact that he, as testator or intestate is or was a director,

officer, employee or agent of the corporation or serves or served in any other capacity at the request of the corporation.

ARTICLE VI.

Committees

Section 1. Committees of Directors. The Board of Directors shall have full power to constitute such committees as it deems necessary or desirable to advise or assist in any transaction of the business of the corporation. The members of such committees need not be directors of the corporation. Each such committee shall have only that authority and responsibility which expressly designated to it by the Board of Directors at the time the committee is organized or from time to time thereafter.

ARTICLE VII.

Contracts, Checks, Deposits and Funds

Section 1. Contracts. The Board of Directors may authorize any officer or officers, agent or agents of the corporation, in addition to the officers so authorized by these By-Laws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation, and such authority may be general or confined to specific instances.

Section 2. Checks, Drafts, etc. All checks, drafts or orders for payment of money, notes or other evidences of indebtedness issued in the name of the corporation, shall be signed by such officer or officers, agent or agents of the corporation and in such manner as shall from time to time be determined by resolution of the Board of Directors. In the absence of such determination by the Board of Directors, such

instruments shall be signed by the Treasurer and countersigned by the President or Vice President or Secretary of the corporation.

Section 3. Deposits. All funds of the corporation shall be deposited from time to time to the credit of the corporation in such banks, trust companies, or other depositaries as the Board of Directors may select.

Section 4. Gifts. The Board of Directors may accept on behalf of the corporation any contribution, gift, bequest or devise for the general purposes or for any special purpose of the corporation.

ARTICLE VIII.

Books and Records

The corporation shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of the Board of Directors. All books and records of the corporation may be inspected by any member of the Board of Directors or any member of the Board of Education of the School District of Morrill or by the superintendent of schools of the School District of Morrill or their agent or attorney for any proper purpose at any reasonable time.

ARTICLE IX.

Voting Stock Owned By The Corporation

Unless otherwise ordered by the Board of Directors, the President shall have the full power and authority on behalf of the corporation to vote either in person or by proxy at any meeting of the stockholders of any corporation in which this

corporation may hold stock, and at any such meeting may possess and exercise all of the rights and powers incident to the ownership of such stock which as the owner thereof, this corporation may have possessed and exercised if present. The Board of Directors may confer such powers upon any other person and may revoke such powers as granted at its pleasure.

ARTICLE X.

Fiscal Year

The fiscal year of the corporation shall begin on the first day of January and end on the last day of December of each year.

ARTICLE XI.

Seal

The Board of Directors shall provide a corporate seal, which shall be in the form of a circle and shall have inscribed thereon the name of the corporation and the words "Corporate Seal".

ARTICLE XII.

Waiver of Notice

Whenever notice is required to be given under the provisions of the Nebraska Non-Profit Corporation Act or under the provisions of the articles of incorporation or the by-laws of the corporation, a waiver thereof in writing signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

ARTICLE XIII.

Prohibition Against Sharing In Corporate Earnings

No director, officer, or employee of or member of any committee of or any person connected with the corporation, or any other private individuals shall receive any of the net earnings or pecuniary profit from the operations of the corporation, provided that this shall not prevent the payment to such person of such reasonable compensation for services rendered to or for the corporation in affecting any of its purposes that shall be fixed by the board of directors, and no such person or persons shall be entitled to share in the distribution of any of the corporate assets upon the dissolution of the corporation. Upon dissolution or winding up the affairs of the corporation, whether voluntary or involuntary, the assets of the corporation, after all debts have been satisfied, remaining in the hands of the board of directors shall be distributed, transferred, conveyed, delivered, and paid over as provided for in the Articles of Incorporation.

ARTICLE XIV.

Investments

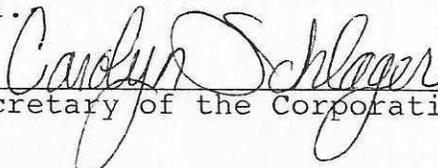
The corporation shall have the right, subject to any restrictions contained in the Articles of Incorporation, these By-Laws or any condition imposed in any gift to the corporation, to retain all or any part of any securities or property acquired by it in whatever manner and to invest and reinvest any funds

held by it, according to the judgment of the Board of Directors, without being restricted to the class of investments which a director is or may hereafter be permitted by law to make or any similar restriction; provided, however, that no action shall be taken by or on behalf of the corporation if such action is a prohibitive transaction or would result in the denial of tax exemption under Sections 503 or 504 of the Internal Revenue Code and its regulations as they now exist or as they may hereafter be amended.

ARTICLE XV.

Amendments of By-Laws

Upon ten (10) days written notice, these By-Laws may be amended by resolution of the Board of Directors, adopted by a vote of a majority of the directors present at any regular or special meeting, or by unanimous written consent of the board of directors. Any amendment to these By-Laws shall be subject to the approval of the Board of Education of the School District of Morrill in consultation with the Superintendent of Schools of the School District of Morrill.


Secretary of the Corporation

MORRILL SCHOOLS FOUNDATION BY-LAWS

ARTICLE I.

Offices

The principal office of the corporation in the State of Nebraska shall be located in the Village of Morrill, Scotts Bluff County, Nebraska. The corporation may have such other offices, either within or without the State of Nebraska as the Board of Directors may determine or as the affairs of the corporation may require from time to time.

The corporation shall have and continuously maintain in the State of Nebraska a registered office, and a registered agent whose office is identical with such registered office, as required by the Nebraska Non-Profit Corporation Act. The registered office may be, but need not be, identical with the principal office in the State of Nebraska, and the address of the registered office may be changed from time to time by the Board of Directors.

ARTICLE II.

Board of Directors

Section 1. General Powers.

The business affairs of the corporation shall be managed by its Board of Directors, which shall have and exercise all of the powers of the corporation subject to the limitations imposed by the Articles of Incorporation and by these By-Laws.

Section 2. Number, Tenure and Qualifications.

The number of Directors of the corporation shall not be less than five (5). Two members of the Board of Directors of the corporation shall at all times be members of the Board of Education of the School District of Morrill and shall be appointed by the Board of Education of such School District of Morrill. The remaining Directors of the corporation shall be appointed by the Board of Education of the School District of Morrill with one of the three remaining appointments being a bank employee and with the remaining two members being members of the community. The specific number of Directors shall be determined by the present needs of the corporation for the orderly and sufficient conduct of its business. In the event that the present Board of Directors deems it necessary to increase the size of the Board of Directors, it may request that the Board of Education of the School District of Morrill appoint any such additional persons to serve on the Board of Directors.

Regular appointments to the Board of Directors shall be by a majority vote of the members of the Board of Education of the School District of Morrill present and voting at the first regularly scheduled meeting in the month of January of each calendar year. A separate selection will be held for each seat on the Board of Directors which is up for appointment in any given year. The candidate receiving the most votes in the selection process shall be the designated winner thereof.

At the December 2012 meeting of the Board of Education, the first half of the appointments to the Board of Directors will be for four-year terms and the second half of the appointments will be for two-year terms. Thereafter, the individual members of the Board of Directors will each serve four-year terms with half of the Board members being rotated every two years.

Section 3. Superintendent of Schools and Guidance Counselor.

In addition, the Superintendent of Schools and the Guidance Counselor shall at all times be voting members of the Board of Directors of this corporation.

Section 4. Regular Meetings.

A regular annual meeting of the Board of Directors shall be held on the 3rd Monday of the month of January of each year with notice of the meeting being sent to the Board of Directors by email, for the purpose of electing officers of the corporation. The Board of Directors may provide by resolution the time and place of the holding of such additional regular meeting of the Board of Directors as deemed necessary.

Section 4. Special Meetings.

Special meeting by the Board of Directors may be called by or at the request of the president or any two directors. The person or persons authorized to call special meetings of the board may fix any place, either within or without the State of Nebraska, as the place for holding any special meeting of the board called by them.

Section 5. Notice.

Notice of any special meeting of the directors shall be given in at least seven (7) days prior to the time and place designated in said notice and shall be either delivered personally or sent by email to each director at his or her address as shown by the records of the corporation. The general nature of the business to be transacted at such meeting must be specified in the notice. In the event that it is impractical or impossible to comply with the notice of this section or in the event of an emergency, the president or the secretary of the corporation in hereby empowered to give verbal or telephone notice to each of the members of the board stating the place, day, and hour of the meeting and the purpose or purposes for which the meeting is called.

Section 7. Quorum.

A majority of the directors shall constitute a quorum for the transaction of business of any meeting of the board. If by early departures from the meeting, a quorum is not longer present, the Board can no longer act legally unless withdrawals are deliberately intended to hinder the board's progress. In such case, the member remaining may, by two-thirds vote, continue as if a quorum were present, but if less that a majority of the members present at said meeting, the majority of the directors present may adjourn the meeting from time to time.

Section 9. Vacancies.

Any vacancy occurring in the board of directors and any directorship to be filled by reason of an increase in the number of directors may be filled by the Board of Education of the School District of Morrill. The Board of Education of the School District of Morrill shall have power to remove members of the Board of Directors and appoint replacements for directors. A director appointed by the Board of Education of the School District of Morrill to fill a vacancy shall be appointed for the unexpired term of his predecessor in office.

Section 11.

Any real estate and personal property of the corporation shall be under the complete control of the Board of Directors, which is charged with the responsibility of administering, dispersing, and expending said property in accordance with the purposes for which the corporation has been organized and exists and in accordance with the terms and conditions of the gift, grant, devise or bequest under which the corporation has received the property in question. No property will be expended by this corporation for any project in furtherance of the corporation's purposes, unless said project has prior approval of the Board of Education of the School District of Morrill.

ARTICLE III.

Officers

Section 1. Officers.

The officers of the corporation shall be the President, one Vice-President, a Secretary, a Treasurer and other such officers may be elected in accordance with the provisions of this Article. The Board of Directors may elect or appoint such other officers, including one or more Assistant Secretaries and one or more Assistant Treasurers, as it may deem desirable, such officers having the authority to perform the duties prescribed, from time to time, by the Board of Directors.

Section 2. Election and Terms of Office.

The officers of the corporation shall be elected by the Board of Directors at the regular January meeting of the Board and shall serve one-year terms. New offices may be created and filled at any meeting of the Board of Directors. Each officer shall hold office until his successor shall have been appointed.

Section 3. Vacancies.

Any vacancy in any office because of death, resignation, removal, disqualification or otherwise, may be filled by the Board of Directors for the unexpired portion of the term.

Section 4. President.

The President shall be the principal executive officer of the corporation and, subject to the direction and under the supervision of the Board of Directors, shall have general charge of the business

affairs and property of the corporation and control of its several officers. He may sign, with the Secretary or any other proper officer of the corporation authorized by the Board of Directors, any deeds, mortgages, bonds, contracts, or other instruments which the Board of Directors have authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Directors by these By-Laws or by statute to some other office or agent of the corporation. In general, he shall perform all duties incident to the office of President and such other duties as may be prescribed by the Board of Directors from time to time. He shall preside over all the meetings and shall conduct meetings following Robert's Rules of Order.

Section 5. Vice-President.

In the absence of the President, the Vice-President shall perform the duties of the President, and when so acting, shall have all of the powers of the office and shall be subject to all the restrictions contained in these By-Laws. The Vice-President shall perform such other duties as from time to time may be assigned to him by the President or by the Board of Directors.

Section 6. Treasurer.

If required by the Board of Directors, the Treasurer shall give a bond for the faithful discharge of his duties in such sum and with such surety or sureties as the Board of Directors shall determine. He shall have charge and custody of and be responsible for all funds and securities of the corporation; receive and give receipts for moneys due and payable to the corporation from any source whatsoever, and deposit all such moneys in the name of the corporation in such banks, trust companies, or other depositories as shall be selected in accordance with the provisions of the Articles of Incorporation and these By-Laws and in general perform all the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him by the President or by the Board of Directors.

Section 7. Secretary.

It shall be the duty of the Secretary to keep an accurate record of accounts and proceedings of all directors' meetings; give all notices as required by law, by the Board of Directors, by the Articles of Incorporation, or by these By-Laws; and assist in the keeping of books of account of the corporation and its correspondence. The Secretary shall have such other duties and responsibilities and may exercise such other powers as are usually incident to the office or as from time to time may be assigned to the Secretary by these By-Laws, the Board of Directors or the President.

ARTICLE IV.

Removal, Suspension or Expulsion of Members, Officers or Directors.

Section 1. Removal or Resignation of Officers.

The Board of Directors, by a majority vote of the directors at any meeting, may remove from office any officer or subordinate officer at any meeting and may accept the resignation of any officer of the corporation.

ARTICLE V.

Indemnification .

The corporation shall indemnify to the full extent permitted by law any person who is made or is threatened to be made, a party to any action, suit or proceedings (whether criminal, civil, administrative, or investigative) by reason of the fact that he, as testator or intestate is or was a director, officer, employee or agent of the corporation or serves or served in any other capacity at the request of the corporation.

ARTICLE VI.

Committees.

Section 1. Committees of Directors.

The Board of Directors shall have full power to constitute such committees as it deems necessary or desirable to advise or assist in any transaction of the business of the corporation. The members of such committees need not be directors of the corporation. Each such committee shall have only that authority and responsibility which is expressly designated to it by the Board of Directors at the time the committee is organized or from time to time thereafter.

ARTICLE VII.

Contracts, Checks, Deposits and Funds.

Section 1. Contracts.

The Board of Directors may authorize any officer or officers, agent or agents of the corporation, in addition to the officers so authorized by these By-Laws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation, and such authority may be general or confined to specific instances.

Section 2. Checks, Drafts, etc.

All checks, drafts or orders for payment of money, notes or other evidences of indebtedness issued in the name of the corporation, shall be signed by such officer or officers, agent or agents of the corporation and in such manner as shall from time to time be determined by resolution of the Board of Directors. In the absence of such determination by the Board of Directors, such instruments shall be signed by the Treasurer and countersigned by the President or Vice President or Secretary of the corporation.

Section 3. Deposits.

All funds of the corporation shall be deposited from time to time to the credit of the corporation in such banks, trust companies, or other depositories as the Board of Directors may select.

Section 4. Gifts.

The Board of Directors may accept on behalf of the corporation any contribution, gift, bequest or devise for the general purposes or for any special purpose of the corporation.

ARTICLE VIII.

Books and Records.

The corporation shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of the Board of Directors. All books and records of the corporation may be inspected by any member of the Board of Directors or any member of the Board of Education of the School District or Morrill or by the superintendent of schools of the School District or Morrill or their agent or attorney for any proper purpose at any reasonable time.

ARTICLE IX.

Voting Stock Owned By the Corporation.

Unless otherwise ordered by the Board of Directors, the President shall have the full power and authority on behalf of the corporation to vote either in person or by proxy at any meeting of the stockholders of any corporation in which this corporation may hold stock, and at any such meeting may possess and exercise all of the rights and powers incident to the ownership of such stock which as the owner thereof, this corporation may have possessed and exercised if present. The Board of Directors may confer such powers upon any other person and may revoke such powers as granted at its pleasure.

ARTICLE X.

Fiscal Year.

The fiscal year of the corporation shall begin on the first day of January and end on the last day of December of each year.

ARTICLE XI.

Seal.

The Board of Directors shall provide a corporate seal, which shall be in the form of a circle and shall have inscribed thereon the name of the corporation and the words "Corporate Seal".

ARTICLE XIII.

Prohibition Against Sharing in Corporate Earnings.

No director, officer, or employee of or member of any committee of or any person connected with the corporation, or any other private individuals shall receive any of the net earnings or pecuniary profit from the operations of the corporation, provided that this shall not prevent the payment to such person of such reasonable compensation for services rendered to or for the corporation in affecting any

of its purposes that shall be fixed by the Board of Directors, and no such person or persons shall be entitled to share in the distribution of any of the corporate assets upon the dissolution of the corporation. Upon dissolution or winding up the affairs of the corporation, whether voluntary or involuntary, the assets of the corporation, after all debts have been satisfied, remaining in the hands of the board of directors shall be distributed, transferred, conveyed, delivered, and paid over as provided for in the Articles of Incorporation.

ARTICLE XIV.

Investments.

The corporation shall have the right, subject to any restrictions contained in the Articles of Incorporation, these By-Laws or any condition imposed in any gift to the corporation, to retain all or any part of any securities or property acquired by it in whatever manner and to invest and reinvest any funds held by it, according to the judgment of the Board of Directors, without being restricted to the class of investments which a director is or may hereafter be permitted by law to make or any similar restriction; provided, however, that no action shall be taken by or on behalf of the corporation if such action is a prohibitive transaction or would result in the denial of tax exemption under Sections 503 or 504 of the Internal Revenue Code and its regulations as they now exist or as they may hereafter be amended.

ARTICLE VX.

Amendments of By-Laws

Upon ten (10) days written notice, these By-Laws may be amended by resolution of the Board of Education of the School District of Morrill, adopted by a vote of a majority of the Board of Education present at any regular or special meeting.

Board of Education President

Board of Education Treasurer

Date: _____

Morrill School Foundation
By-Laws Review 2021

Location	1986 By-laws	2012 By-laws
Article 2 Section 2 Paragraph 1	"in consultation with the superintendent" included	"in consultation with the superintendent" removed
		"bank employee" added
Article 2 Section 2 Paragraph 2	"in consultation with the superintendent" included	"in consultation with the superintendent" removed
	"regular elections"	changed to "regular appointments"
Article 2 Section 2 Paragraph 3	staggered two year terms	half 4 year terms and half 2 year terms
Article 2 Section 3	non voting	changed to voting and added guidance counselor
Article 2 Section 4	3rd Monday of January without notice other than by-laws	notice sent by email
Article 2 Section 6	two paragraphs	combined into quorum section
Article 2 Section 8	manner of acting	removed from this version
Article 2 Section 9	"in consultation with the superintendent" included	"in consultation with the superintendent" removed
Article 2 Section 10	"in consultation with the superintendent" included	"in consultation with the superintendent" removed
Article 2 Section 11	"in consultation with the superintendent" included	"in consultation with the superintendent" removed
Article 3 Section 1	"any two or more offices may be held by the same person, except the offices of the president and secretary"	removed from this version
Article 3 Section 2		wording is slightly different
Article 3 Section 5	"or in the event of his inability or refusal to act"	removed from this version
Article 3 Section 8	assistant treasurer and secretary	entire section removed from this version
Article 12	waiver of notice	entire section removed from this version
Article 15	"or by unanimous written consent of the board of directors. Any amendment to these by-laws shall be subject to the approval of the BOE of the school district of Morrill in consultation with the superintendent of schools of the school district of Morrill"	removed from this version
Notes	There are some grammar/spelling errors throughout each version and also the numbering of the sections is off in the 2012 version. Another item to consider is changing any pronouns to be neutral.	

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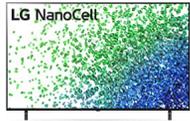
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Annual Policy Update NASB

1005.10 Bulletin Boards, Display Case and Posted Material				Addition to existing policy
1200.00 Community Relations / Anti-Discrimination				NEW
203.01 Internal Board Policies / Annual Organizational Meeting				REPLACE
203.01 R1 Resolution for Official Depository of School Funds				REPLACE
203.06 Internal Board Policies / Standing Committees				REPLACE
203.061 Standing Committee on American Civics				Remove part of 1 st paragraph
203.062 Standing Committee on Negotiations				NEW
403.03 Professional Boundaries between Employees & Students				REPLACE
404.06 Anti-discrimination, Anti-harassment, Anti-retaliation				REPLACE
404.06 E1 Complaint Form				REPLACE
404.06 N1 Notice of Nondiscrimination				NEW
410.03 E1 FMLA Forms				NEW
410.07 E1 FMLA Military Forms				NEW
503.01 E1 Compulsory Attendance Release for age 6				NEW
503.01 E2 Compulsory Attendance Disenroll for Homeschool				NEW
503.01 E3 Withdrawal from Mandatory Attendance before 18				NEW
504.18 Anti-discrimination, Anti-harassment, Anti-retaliation				REPLACE
504.18 E1 Complaint Form				REPLACE
603.00 Assessments – Academic Content Standards				NEW
606.00 Classroom Environment				NEW
612.00 Special Education	Eliminate:	612.01	612.04	612.14
		612.02	612.13	612.15
		612.03	612.06	612.16
		612.05	612.09	612.17
		612.08	612.12	612.11
		612.10	612.07	
700.10 Business Operations / Internal Controls				NEW



**Complaint Form
Discrimination, Harassment or Retaliation**

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

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

The applicable coordinator may be contacted if you have questions about filling out this complaint form:
All Complainants: Jenny Pragnell, Human Resources Director 508 Jefferson Morrill, NE 69358 (308) 247-3414 (jenny.pragnell@mpslions.org).

Name: _____ Date: _____

(1) Description of the complaint: _____

(2) Names of any witnesses to the matter being complained about: _____

(3) Identify and attach any document supporting the complaint: _____

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

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

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

Received by: _____ Signature: _____
Date: _____

**COMPULSARY ATTENDANCE
RELEASE FORM**
(For Child Age 6 to Not Attend School)

The undersigned, being first duly sworn, states upon oath as follows:

I am the parent or guardian of _____ (Child's name). The Child's date of birth is _____. The Child has or will reach the age of six prior to January 1 of the current school year, but will not reach age seven prior to January 1 of the current school year.

I elect to not enroll the Child in an accredited school this school year and hereby affirm (check or initial appropriate exception for attendance):

_____ the Child is participating in an education program that the parent or guardian believes will prepare the child to enter grade one for the following school year; or

_____ the parent or guardian intends for the Child to participate in a school which has elected or will elect pursuant to law not to meet accreditation or approval requirements and the parent or guardian intends to provide the Commissioner of Education with a statement pursuant to section 79-1601(3) on or before the child's seventh birthday.

Dated this _____ day of _____, 20__.

Parent or Guardian

COMMITTEE ON AMERICAN CIVICS

At the annual organizational meeting in January, the Board President will appoint three members to the Committee on American Civics for one year,

The Committee on American Civics shall:

1. Hold no fewer than two public meetings annually, at least one when public testimony is accepted;
2. Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
3. Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted by the Nebraska Department of Education and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
4. Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;
5. Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;
6. Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted by the Nebraska Department of Education;
7. Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
 - a. naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or
 - b. Attendance or participation between the beginning of eighth grade and completion of twelfth grade in a meeting of a public body which is a subdivision of the state and not a subcommittee of that body, followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to that attendance or participation; or
 - c. Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event commemorated by either George Washington's birthday, Abraham Lincoln's birthday, Dr. Martin Luther King, Jr.'s birthday, Native American Heritage Day, Constitution Day, Memorial Day, Veterans Day, or Thanksgiving Day or on a topic related to such person or persons or event; and

8. Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

Legal Reference: Neb. Statute 79-724

Cross Reference: 201.01 Board Powers and Responsibilities

Approved _July 15, 2019___ Reviewed __August 19, 2019__ Revised _January 17, 2022

Notice of Eligibility & Rights and Responsibilities
under the Family and Medical Leave Act

U.S. Department of Labor
Wage and Hour Division



PROVIDE TO EMPLOYEE.

Expires: 6/30/2023

In general, to be eligible to take leave under the Family and Medical Leave Act (FMLA), an employee must have worked for an employer for at least 12 months, meet the hours of service requirement in the 12 months preceding the leave, and work at a site with at least 50 employees within 75 miles. While use of this form is optional, a fully completed Form WH-381 provides employees with the information required by 29 C.F.R. §§ 825.300(b), (c) which must be provided within five business days of the employee notifying the employer of the need for FMLA leave. Information about the FMLA may be found on the WHD website at www.dol.gov/agencies/whd/fmla.

Date: _____ (mm/dd/yyyy)

From: _____ (Employer) To: _____ (Employee)

On _____ (mm/dd/yyyy), we learned that you need leave (beginning on) _____ (mm/dd/yyyy)
for one of the following reasons: (Select as appropriate)

- The birth of a child, or placement of a child with you for adoption or foster care, and to bond with the newborn or newly-placed child
- Your own serious health condition
- You are needed to care for your family member due to a serious health condition. Your family member is your:
 - Spouse
 - Parent
 - Child under age 18
 - Child 18 years or older and incapable of self-care because of a mental or physical disability
- A qualifying exigency arising out of the fact that your family member is on covered active duty or has been notified of an impending call or order to covered active duty status. Your family member on covered active duty is your:
 - Spouse
 - Parent
 - Child of any age
- You are needed to care for your family member who is a covered servicemember with a serious injury or illness. You are the servicemember's:
 - Spouse
 - Parent
 - Child
 - Next of kin

Spouse means a husband or wife as defined or recognized in the state where the individual was married, including in a common law marriage or same-sex marriage. The terms "child" and "parent" include *in loco parentis* relationships in which a person assumes the obligations of a parent to a child. An employee may take FMLA leave to care for an individual who assumed the obligations of a parent to the employee when the employee was a child. An employee may also take FMLA leave to care for a child for whom the employee has assumed the obligations of a parent. No legal or biological relationship is necessary.

SECTION I – NOTICE OF ELIGIBILITY

This Notice is to inform you that you are:

- Eligible** for FMLA leave. (See Section II for any Additional Information Needed and Section III for information on your Rights and Responsibilities.)
- Not eligible** for FMLA leave because: (Only one reason need be checked)
 - You have not met the FMLA's 12-month length of service requirement. As of the first date of requested leave, you will have worked approximately: _____ towards this requirement.
(months)
 - You have not met the FMLA's 1,250 hours of service requirement. As of the first date of requested leave, you will have worked approximately: _____ towards this requirement.
(hours of service)

Employee Name: _____

- You are an airline flight crew employee and you have not met the special hours of service eligibility requirements for airline flight crew employees as of the first date of requested leave (i.e., worked or been paid for at least 60% of your applicable monthly guarantee, and worked or been paid for at least 504 duty hours.)
- You do not work at and/or report to a site with 50 or more employees within 75-miles as of the date of your request.

If you have any questions, please contact: _____ (Name of employer representative)
at _____ (Contact information).

SECTION II – ADDITIONAL INFORMATION NEEDED

As explained in Section I, you meet the eligibility requirements for taking FMLA leave. Please review the information below to determine if additional information is needed in order for us to determine whether your absence qualifies as FMLA leave. Once we obtain any additional information specified below we will inform you, **within 5 business days**, whether your leave will be designated as FMLA leave and count towards the FMLA leave you have available. **If complete and sufficient information is not provided in a timely manner, your leave may be denied.**

(Select as appropriate)

- No additional information requested. If no additional information requested, go to Section III.
- We request that the leave be supported by a certification, as identified below.
 - Health Care Provider for the Employee
 - Health Care Provider for the Employee's Family Member
 - Qualifying Exigency
 - Serious Illness or Injury (Military Caregiver Leave)

Selected certification form is attached / not attached.

If requested, medical certification must be returned by _____ (mm/dd/yyyy) (Must allow at least 15 calendar days from the date the employer requested the employee to provide certification, unless it is not feasible despite the employee's diligent, good faith efforts.)

- We request that you provide reasonable documentation or a statement to establish the relationship between you and your family member, including *in loco parentis* relationships (as explained on page one). The information requested must be returned to us by _____ (mm/dd/yyyy). You may choose to provide a simple statement of the relationship or provide documentation such as a child's birth certificate, a court document, or documents regarding foster care or adoption-related activities. Official documents submitted for this purpose will be returned to you after examination.
- Other information needed (e.g. documentation for military family leave): _____.

The information requested must be returned to us by _____ (mm/dd/yyyy).

If you have any questions, please contact: _____ (Name of employer representative)
at _____ (Contact information).

SECTION III – NOTICE OF RIGHTS AND RESPONSIBILITIES

Part A: FMLA Leave Entitlement

You have a right under the FMLA to take unpaid, job-protected FMLA leave in a 12-month period for certain family and medical reasons, including up to **12 weeks** of unpaid leave in a 12-month period for the birth of a child or placement of a child for adoption or foster care, for leave related to your own or a family member's serious health condition, or for certain qualifying exigencies related to the deployment of a military member to covered active duty. You also have a right

Employee Name: _____

under the FMLA to take up to **26 weeks** of unpaid, job-protected FMLA leave in a single 12-month period to care for a covered servicemember with a serious injury or illness (*Military Caregiver Leave*).

The 12-month period for FMLA leave is calculated as: (*Select as appropriate*)

- The calendar year (January 1st - December 31st)
- A fixed leave year based on _____
(*e.g., a fiscal year beginning on July 1 and ending on June 30*)
- The 12-month period measured forward from the date of your first FMLA leave usage.
- A "rolling" 12-month period measured backward from the date of any FMLA leave usage. (*Each time an employee takes FMLA leave, the remaining leave is the balance of the 12 weeks not used during the 12 months immediately before the FMLA leave is to start.*)

If applicable, the single 12-month period for *Military Caregiver Leave* started on _____ (mm/dd/yyyy).

You (*are* / *are not*) considered a key employee as defined under the FMLA. Your FMLA leave cannot be denied for this reason; however, we may not restore you to employment following FMLA leave if such restoration will cause substantial and grievous economic injury to us.

We (*have* / *have not*) determined that restoring you to employment at the conclusion of FMLA leave will cause substantial and grievous economic harm to us. Additional information will be provided separately concerning your status as key employee and restoration.

Part B: Substitution of Paid Leave – When Paid Leave is Used at the Same Time as FMLA Leave

You have a right under the FMLA to request that your accrued paid leave be substituted for your FMLA leave. This means that you can request that your accrued paid leave run concurrently with some or all of your unpaid FMLA leave, provided you meet any applicable requirements of our leave policy. Concurrent leave use means the absence will count against both the designated paid leave and unpaid FMLA leave at the same time. If you do not meet the requirements for taking paid leave, you remain entitled to take available unpaid FMLA leave in the applicable 12-month period. Even if you do not request it, the FMLA allows us to require you to use your available sick, vacation, or other paid leave during your FMLA absence.

(*Check all that apply*)

- Some or all of your FMLA leave will not be paid.** Any unpaid FMLA leave taken will be designated as FMLA leave and counted against the amount of FMLA leave you have available to use in the applicable 12-month period.
- You have requested to use some or all of your available paid leave** (*e.g., sick, vacation, PTO*) during your FMLA leave. Any paid leave taken for this reason will also be designated as FMLA leave and counted against the amount of FMLA leave you have available to use in the applicable 12-month period.
- We are requiring you to use some or all of your available paid leave** (*e.g., sick, vacation, PTO*) during your FMLA leave. Any paid leave taken for this reason will also be designated as FMLA leave and counted against the amount of FMLA leave you have available to use in the applicable 12-month period.
- Other:** (*e.g., short- or long-term disability, workers' compensation, state medical leave law, etc.*) _____
Any time taken for this reason will also be designated as FMLA leave and counted against the amount of FMLA leave you have available to use in the applicable 12-month period.

The applicable conditions for use of paid leave include: _____.

For more information about conditions applicable to sick/vacation/other paid leave usage please refer to _____

_____ available at: _____.

Employee Name: _____

Part C: Maintain Health Benefits

Your health benefits must be maintained during any period of FMLA leave under the same conditions as if you continued to work. During any paid portion of FMLA leave, your share of any premiums will be paid by the method normally used during any paid leave. During any unpaid portion of FMLA leave, you must continue to make any normal contributions to the cost of the health insurance premiums. To make arrangements to continue to make your share of the premium payments on your health insurance while you are on any unpaid FMLA leave, contact _____ at _____.

You have a minimum grace period of (30-days or _____ *indicate longer period, if applicable*) in which to make premium payments. If payment is not made timely, your group health insurance may be cancelled, provided we notify you in writing at least 15 days before the date that your health coverage will lapse, or, at our option, we may pay your share of the premiums during FMLA leave, and recover these payments from you upon your return to work.

You may be required to reimburse us for our share of health insurance premiums paid on your behalf during your FMLA leave if you do not return to work following **unpaid** FMLA leave for a reason other than: the continuation, recurrence, or onset of your or your family member's serious health condition which would entitle you to FMLA leave; or the continuation, recurrence, or onset of a covered servicemember's serious injury or illness which would entitle you to FMLA leave; or other circumstances beyond your control.

Part D: Other Employee Benefits

Upon your return from FMLA leave, your other employee benefits, such as pensions or life insurance, must be resumed in the same manner and at the same levels as provided when your FMLA leave began. To make arrangements to continue your employee benefits while you are on FMLA leave, contact _____ at _____.

Part E: Return-to-Work Requirements

You must be reinstated to the same or an equivalent job with the same pay, benefits, and terms and conditions of employment on your return from FMLA-protected leave. An equivalent position is one that is virtually identical to your former position in terms of pay, benefits, and working conditions. At the end of your FMLA leave, all benefits must also be resumed in the same manner and at the same level provided when the leave began. You do not have return-to-work rights under the FMLA if you need leave beyond the amount of FMLA leave you have available to use.

Part F: Other Requirements While on FMLA Leave

While on leave you (will be / will not be) required to furnish us with periodic reports of your status and intent to return to work every _____.

(Indicate interval of periodic reports, as appropriate for the FMLA leave situation).

If the circumstances of your leave change and you are able to return to work earlier than expected, you will be required to notify us at least two workdays prior to the date you intend to report for work.

PAPERWORK REDUCTION ACT NOTICE AND PUBLIC BURDEN STATEMENT

It is mandatory for employers to provide employees with notice of their eligibility for FMLA protection and their rights and responsibilities. 29 U.S.C. § 2617; 29 C.F.R. § 825.300(b), (c). It is mandatory for employers to retain a copy of this disclosure in their records for three years. 29 U.S.C. § 2616; 29 C.F.R. § 825.500. Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. The Department of Labor estimates that it will take an average of 10 minutes for respondents to complete this collection of information, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding this burden estimate or any other aspect of this collection information, including suggestions for reducing this burden, send them to the Administrator, Wage and Hour Division, U.S. Department of Labor, Room S-3502, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

DO NOT SEND THE COMPLETED FORM TO THE DEPARTMENT OF LABOR. EMPLOYEE INFORMATION.

Internal Board Policies - OrganizationAnnual Organizational Meeting

- A. An organizational meeting of the Morrill School District Board of Education shall be held on or before the third Monday of January of each year for the purposes of seating any new members and electing officers.

The following are procedures for election of officers and other business to take place at the annual organizational meeting of the Board:

1. After new Board members are sworn in, the Board will elect from its members a President, Vice President, Secretary and Treasurer, and if it is determined by the Board of Education to be needed an ex officio secretary and treasurer and those elected will assume office at the organizational meeting.

Upon call for nominations for each office by the Chair, nominations shall be made by written or oral ballot. Voting will be by oral or written ballot on all members nominated and repeated until a majority is achieved for a nominee. If no member receives a majority of votes after _____ ballots or _____ hours, the Board member who was the President of the Board during the immediately preceding term shall continue as President. In the event that the previous Board President is no longer a Board member, then the Vice President from the immediately preceding term shall become the President. In the event that both the prior President and Vice President are no longer members of the Board, then the longest tenured Board member shall serve as President. The vote may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes of the meeting.

2. The President shall assume the chair immediately upon the President's election.
3. The motions for the officer elections should read: Move that _____ be elected as _____ (name of office) to serve a term of one year, or until the person's successor is elected and qualified.

- B. The order of business for meeting should be as follows:

1. Call to Order and Roll Call
2. Oath of office for most recently elected

3. Elections
 - a. President
 - b. Vice President
 - c. Treasurer
 - d. Secretary

4. Approval of committees, positions, and designations
 - a. Consider, discuss and take action to elect Secretary to the BOE
 - b. Consider, discuss and take action to select Legal counsel
 - c. Consider, discuss and take action to elect Committees as determined by the BOE
 - d. Consider, discuss and take action to select Depository bank(s)
 - e. Consider, discuss and take action to select District newspaper(s) of record

5. Approval of current Board policies and regulations

6. Designate date for the annual review of BOE policies

7. Dissemination to each Board member of conflict of interest statutes

8. Adjournment

Date of Adoption: January 17, 2022

RESOLUTION

RESOLVED, that the official depository of school funds for this School District is hereby designated to be _____, and that the designation of any other institution as the depository of school funds is hereby withdrawn.

The above Resolution, having been read in its entirety, member _____ moved for its passage and adoption, and member _____ seconded the same. After discussion and roll call vote, the following members voted in favor of passage and adoption of the above Resolution: _____

The following members voted against the same: _____

The following members were absent or not voting: _____

The above Resolution, having been consented to and approved by a majority of the members of the School Board of this School District, was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law.

DATED this ____ day of _____, 20__.

Morrill Public Schools

BY: _____
President

Attest:

Secretary

Legal Reference: Neb. Rev. Stat. Sections 77-2350 and 77-2350.01

Date of Adoption: January 17, 2022

Internal Board Policies - OrganizationStanding Committees

It shall be the policy of Morrill Public Schools that the following will be the standing committees of the Board of Education:

1. Negotiations Committee
2. Committee on American Civics
3. Transportation/Facilities
4. Budget Committee
5. Policy Committee

It shall further be the policy of Morrill Public Schools that the Board President shall appoint the members of the above committees.

Legal Reference: Neb. Rev. Stat. Sec. 79-724
 Neb. Rev. Stat. Sec. 79-520

Date of Adoption: January 17, 2022

Internal Board Policies

Standing Committee on Negotiations

It shall be the policy of Morrill Public Schools that the Negotiations Committee shall consist of three members appointed by the Board President.

The Negotiations Committee will represent the full Board of Education in negotiations with recognized labor organizations. The full Board of Education may also include selected administrators on the negotiations team. The Board of Education reserves the right to appoint a chief spokesperson who is not a member of the Board to represent the Board in negotiations.

After negotiations are completed, the negotiations committee will make a recommendation to the full Board of Education on the salary schedule and benefits under consideration.

Date of Adoption: [Insert Date]

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

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

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

Students, Employees and Others: Jenny Pragnell, Human Resources Director 508 Jefferson Ave, Morrill, NE 69358 (308) 247-3414 (jenny.pragnell@mpslions.org)

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

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

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

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, that is sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

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

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

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

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

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

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

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

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

2. Anti-retaliation:

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

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

3. Grievance (or Complaint) Procedures:

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

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

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

i. Level 1 (Investigation and Findings):

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

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

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

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

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5)

the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.

- d. A review of the evidence using a “preponderance of the evidence” standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

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

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

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

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

ii. Level 2 (Appeal to the Superintendent):

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within **five (5) working days** after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal **within ten (10) working days** after receiving the appeal. The party who filed the appeal will be sent the Superintendent’s determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

iii. Level 3 (Appeal to the Board):

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

4. Confidentiality:

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

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

5. Training:

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

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

6. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.

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

7. Preventive Measures:

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

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

Legal Reference: Title VI, 42 U.S.C. Sec. 2000d, Title VII, 42 U.S.C. Sec. 2000e, Title IX; 20 U.S.C. Sec. 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. Sec. 48-1101 et seq.
Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. Sec. 621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. Sec. 48-1001 et seq.;

Americans with Disabilities Act (ADA), 42 U.S.C. Sec. 12101 et seq.
Section 504 of the Rehabilitation Act of 1973 (Section 504)
Pregnancy Discrimination Act, 42 U.S.C. Sec. 2000e(k)
Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. Sec. 4301 et seq.
Neb. Rev. Stat. Sec. 79-2,115, et seq

Date of Adoption: January 17, 2022

Notice of Nondiscrimination

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

Students, Employees and Others: Jenny Pragnell, Human Resources Director 508 Jefferson Ave Morrill, NE 69358 (jenny.pragnell@mpslions.org)

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

Notice of Eligibility & Rights and Responsibilities
under the Family and Medical Leave Act

U.S. Department of Labor
Wage and Hour Division



PROVIDE TO EMPLOYEE.

Expires: 6/30/2023

In general, to be eligible to take leave under the Family and Medical Leave Act (FMLA), an employee must have worked for an employer for at least 12 months, meet the hours of service requirement in the 12 months preceding the leave, and work at a site with at least 50 employees within 75 miles. While use of this form is optional, a fully completed Form WH-381 provides employees with the information required by 29 C.F.R. §§ 825.300(b), (c) which must be provided within five business days of the employee notifying the employer of the need for FMLA leave. Information about the FMLA may be found on the WHD website at www.dol.gov/agencies/whd/fmla.

Date: _____ (mm/dd/yyyy)

From: _____ (Employer) To: _____ (Employee)

On _____ (mm/dd/yyyy), we learned that you need leave (beginning on) _____ (mm/dd/yyyy) for one of the following reasons: (Select as appropriate)

- The birth of a child, or placement of a child with you for adoption or foster care, and to bond with the newborn or newly-placed child
- Your own serious health condition
- You are needed to care for your family member due to a serious health condition. Your family member is your:
 - Spouse
 - Parent
 - Child under age 18
 - Child 18 years or older and incapable of self-care because of a mental or physical disability
- A qualifying exigency arising out of the fact that your family member is on covered active duty or has been notified of an impending call or order to covered active duty status. Your family member on covered active duty is your:
 - Spouse
 - Parent
 - Child of any age
- You are needed to care for your family member who is a covered servicemember with a serious injury or illness. You are the servicemember's:
 - Spouse
 - Parent
 - Child
 - Next of kin

Spouse means a husband or wife as defined or recognized in the state where the individual was married, including in a common law marriage or same-sex marriage. The terms "child" and "parent" include *in loco parentis* relationships in which a person assumes the obligations of a parent to a child. An employee may take FMLA leave to care for an individual who assumed the obligations of a parent to the employee when the employee was a child. An employee may also take FMLA leave to care for a child for whom the employee has assumed the obligations of a parent. No legal or biological relationship is necessary.

SECTION I – NOTICE OF ELIGIBILITY

This Notice is to inform you that you are:

- Eligible** for FMLA leave. (See Section II for any Additional Information Needed and Section III for information on your Rights and Responsibilities.)
- Not eligible** for FMLA leave because: (Only one reason need be checked)
 - You have not met the FMLA's 12-month length of service requirement. As of the first date of requested leave, you will have worked approximately: _____ towards this requirement.
(months)
 - You have not met the FMLA's 1,250 hours of service requirement. As of the first date of requested leave, you will have worked approximately: _____ towards this requirement.
(hours of service)

Employee Name: _____

- You are an airline flight crew employee and you have not met the special hours of service eligibility requirements for airline flight crew employees as of the first date of requested leave (i.e., worked or been paid for at least 60% of your applicable monthly guarantee, and worked or been paid for at least 504 duty hours.)
- You do not work at and/or report to a site with 50 or more employees within 75-miles as of the date of your request.

If you have any questions, please contact: _____ (Name of employer representative)
at _____ (Contact information).

SECTION II – ADDITIONAL INFORMATION NEEDED

As explained in Section I, you meet the eligibility requirements for taking FMLA leave. Please review the information below to determine if additional information is needed in order for us to determine whether your absence qualifies as FMLA leave. Once we obtain any additional information specified below we will inform you, **within 5 business days**, whether your leave will be designated as FMLA leave and count towards the FMLA leave you have available. **If complete and sufficient information is not provided in a timely manner, your leave may be denied.**

(Select as appropriate)

- No additional information requested. If no additional information requested, go to Section III.
- We request that the leave be supported by a certification, as identified below.
 - Health Care Provider for the Employee
 - Health Care Provider for the Employee's Family Member
 - Qualifying Exigency
 - Serious Illness or Injury (Military Caregiver Leave)

Selected certification form is attached / not attached.

If requested, medical certification must be returned by _____ (mm/dd/yyyy) (Must allow at least 15 calendar days from the date the employer requested the employee to provide certification, unless it is not feasible despite the employee's diligent, good faith efforts.)

- We request that you provide reasonable documentation or a statement to establish the relationship between you and your family member, including *in loco parentis* relationships (as explained on page one). The information requested must be returned to us by _____ (mm/dd/yyyy). You may choose to provide a simple statement of the relationship or provide documentation such as a child's birth certificate, a court document, or documents regarding foster care or adoption-related activities. Official documents submitted for this purpose will be returned to you after examination.
- Other information needed (e.g. documentation for military family leave): _____
The information requested must be returned to us by _____ (mm/dd/yyyy).

If you have any questions, please contact: _____ (Name of employer representative)
at _____ (Contact information).

SECTION III – NOTICE OF RIGHTS AND RESPONSIBILITIES

Part A: FMLA Leave Entitlement

You have a right under the FMLA to take unpaid, job-protected FMLA leave in a 12-month period for certain family and medical reasons, including up to **12 weeks** of unpaid leave in a 12-month period for the birth of a child or placement of a child for adoption or foster care, for leave related to your own or a family member's serious health condition, or for certain qualifying exigencies related to the deployment of a military member to covered active duty. You also have a right

Employee Name: _____

under the FMLA to take up to **26 weeks** of unpaid, job-protected FMLA leave in a single 12-month period to care for a covered servicemember with a serious injury or illness (*Military Caregiver Leave*).

The 12-month period for FMLA leave is calculated as: (*Select as appropriate*)

- The calendar year (January 1st - December 31st)
- A fixed leave year based on _____
(*e.g., a fiscal year beginning on July 1 and ending on June 30*)
- The 12-month period measured forward from the date of your first FMLA leave usage.
- A "rolling" 12-month period measured backward from the date of any FMLA leave usage. (*Each time an employee takes FMLA leave, the remaining leave is the balance of the 12 weeks not used during the 12 months immediately before the FMLA leave is to start.*)

If applicable, the single 12-month period for *Military Caregiver Leave* started on _____ (*mm/dd/yyyy*).

You (*are* / *are not*) considered a key employee as defined under the FMLA. Your FMLA leave cannot be denied for this reason; however, we may not restore you to employment following FMLA leave if such restoration will cause substantial and grievous economic injury to us.

We (*have* / *have not*) determined that restoring you to employment at the conclusion of FMLA leave will cause substantial and grievous economic harm to us. Additional information will be provided separately concerning your status as key employee and restoration.

Part B: Substitution of Paid Leave – When Paid Leave is Used at the Same Time as FMLA Leave

You have a right under the FMLA to request that your accrued paid leave be substituted for your FMLA leave. This means that you can request that your accrued paid leave run concurrently with some or all of your unpaid FMLA leave, provided you meet any applicable requirements of our leave policy. Concurrent leave use means the absence will count against both the designated paid leave and unpaid FMLA leave at the same time. If you do not meet the requirements for taking paid leave, you remain entitled to take available unpaid FMLA leave in the applicable 12-month period. Even if you do not request it, the FMLA allows us to require you to use your available sick, vacation, or other paid leave during your FMLA absence.

(*Check all that apply*)

- Some or all of your FMLA leave will not be paid.** Any unpaid FMLA leave taken will be designated as FMLA leave and counted against the amount of FMLA leave you have available to use in the applicable 12-month period.
- You have requested to use some or all of your available paid leave** (*e.g., sick, vacation, PTO*) during your FMLA leave. Any paid leave taken for this reason will also be designated as FMLA leave and counted against the amount of FMLA leave you have available to use in the applicable 12-month period.
- We are requiring you to use some or all of your available paid leave** (*e.g., sick, vacation, PTO*) during your FMLA leave. Any paid leave taken for this reason will also be designated as FMLA leave and counted against the amount of FMLA leave you have available to use in the applicable 12-month period.
- Other:** (*e.g., short- or long-term disability, workers' compensation, state medical leave law, etc.*) _____
Any time taken for this reason will also be designated as FMLA leave and counted against the amount of FMLA leave you have available to use in the applicable 12-month period.

The applicable conditions for use of paid leave include: _____.

For more information about conditions applicable to sick/vacation/other paid leave usage please refer to _____
_____ available at: _____.

Employee Name: _____

Part C: Maintain Health Benefits

Your health benefits must be maintained during any period of FMLA leave under the same conditions as if you continued to work. During any paid portion of FMLA leave, your share of any premiums will be paid by the method normally used during any paid leave. During any unpaid portion of FMLA leave, you must continue to make any normal contributions to the cost of the health insurance premiums. To make arrangements to continue to make your share of the premium payments on your health insurance while you are on any unpaid FMLA leave, contact _____ at _____.

You have a minimum grace period of (30-days or _____ *indicate longer period, if applicable*) in which to make premium payments. If payment is not made timely, your group health insurance may be cancelled, provided we notify you in writing at least 15 days before the date that your health coverage will lapse, or, at our option, we may pay your share of the premiums during FMLA leave, and recover these payments from you upon your return to work.

You may be required to reimburse us for our share of health insurance premiums paid on your behalf during your FMLA leave if you do not return to work following **unpaid** FMLA leave for a reason other than: the continuation, recurrence, or onset of your or your family member's serious health condition which would entitle you to FMLA leave; or the continuation, recurrence, or onset of a covered servicemember's serious injury or illness which would entitle you to FMLA leave; or other circumstances beyond your control.

Part D: Other Employee Benefits

Upon your return from FMLA leave, your other employee benefits, such as pensions or life insurance, must be resumed in the same manner and at the same levels as provided when your FMLA leave began. To make arrangements to continue your employee benefits while you are on FMLA leave, contact _____ at _____.

Part E: Return-to-Work Requirements

You must be reinstated to the same or an equivalent job with the same pay, benefits, and terms and conditions of employment on your return from FMLA-protected leave. An equivalent position is one that is virtually identical to your former position in terms of pay, benefits, and working conditions. At the end of your FMLA leave, all benefits must also be resumed in the same manner and at the same level provided when the leave began. You do not have return-to-work rights under the FMLA if you need leave beyond the amount of FMLA leave you have available to use.

Part F: Other Requirements While on FMLA Leave

While on leave you (will be / will not be) required to furnish us with periodic reports of your status and intent to return to work every _____.

(Indicate interval of periodic reports, as appropriate for the FMLA leave situation).

If the circumstances of your leave change and you are able to return to work earlier than expected, you will be required to notify us at least two workdays prior to the date you intend to report for work.

PAPERWORK REDUCTION ACT NOTICE AND PUBLIC BURDEN STATEMENT

It is mandatory for employers to provide employees with notice of their eligibility for FMLA protection and their rights and responsibilities. 29 U.S.C. § 2617; 29 C.F.R. § 825.300(b), (c). It is mandatory for employers to retain a copy of this disclosure in their records for three years. 29 U.S.C. § 2616; 29 C.F.R. § 825.500. Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. The Department of Labor estimates that it will take an average of 10 minutes for respondents to complete this collection of information, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding this burden estimate or any other aspect of this collection information, including suggestions for reducing this burden, send them to the Administrator, Wage and Hour Division, U.S. Department of Labor, Room S-3502, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

DO NOT SEND THE COMPLETED FORM TO THE DEPARTMENT OF LABOR. EMPLOYEE INFORMATION.

**COMPULSARY ATTENDANCE
RELEASE FORM**
(For Child Age 6 to Not Attend School)

The undersigned, being first duly sworn, states upon oath as follows:

I am the parent or guardian of _____ (Child's name). The Child's date of birth is _____. The Child has or will reach the age of six prior to January 1 of the current school year, but will not reach age seven prior to January 1 of the current school year.

I elect to not enroll the Child in an accredited school this school year and hereby affirm (check or initial appropriate exception for attendance):

_____ the Child is participating in an education program that the parent or guardian believes will prepare the child to enter grade one for the following school year; or

_____ the parent or guardian intends for the Child to participate in a school which has elected or will elect pursuant to law not to meet accreditation or approval requirements and the parent or guardian intends to provide the Commissioner of Education with a statement pursuant to section 79-1601(3) on or before the child's seventh birthday.

Dated this ____ day of _____, 20__.

Parent or Guardian

Disenroll to Attend Homeschool

I am the parent or guardian of _____ (Child's name).

I elect to disenroll the Child from an accredited school this school year and hereby affirm that I intend for the Child to participate in a school which has elected or will elect pursuant to law not to meet accreditation or approval requirements (a homeschool) and will provide the Commissioner of Education with a statement confirming such homeschool status.

Parent or Guardian

Date



NEBRASKA WITHDRAWAL FROM MANDATORY ATTENDANCE FORM

Requester's Name _____, Address _____, City _____ submitted a written request to
 District Name _____, District Code _____, alleging that he/she was a
 person with legal or actual charge or control of _____, with the child's
 Child's First Name Child's Middle Name Child's Last Name
 date of birth being ____/____/____, and having a NDE Student ID _____, and that said child be withdrawn
 Month/Day/Year ID #
 from school under the provisions of section 79-202 of the Nebraska Reissue Revised Statutes. Said child currently
 attends _____,
 School of Attendance Name School of Attendance Code

An exit interview was conducted on ____ day of _____, 20____, with the following being present:
 Day Month Year

- _____
First and Last Name of Person Making Written Request with Legal or Actual Control of Child
- _____
First and Last Name of Child (May be Left Blank if Reason is Illness)
- _____
First and Last Name of Principal or Designee if Child is Currently Enrolled in District
- _____
First and Last Name(s) of Other Persons Present and their Relationship to the Child
- _____
First and Last Name of Superintendent or Designee

Name of Person Making Request presented evidence that (a) the person has legal or actual charge or control of the
 child and (b) the child would be withdrawing due to:

- ___ (i) financial hardships requiring the child to be employed to support the child's family or one or more dependents of the child, or
- ___ (ii) an illness of the child making attendance impossible or impracticable.

All known alternative educational opportunities, including vocational courses of study, that are available to the child in the school district and how withdrawing from school is likely to reduce potential future earnings for the child and increase the likelihood of the child being unemployed in the future were presented and discussed.

I, being the person making the written request to withdraw the child, hereby affixes my signature representing that I attended said exit interview, all of the requirements having been presented and discussed, and I agree to the withdrawal of the child.

Signature of Requester Signature of Child (May be left blank if Reason is Illness)

My signature below acknowledges that the exit interview was held, the required information was provided and discussed at the interview, and, that in my opinion, based upon the evidence presented at the exit interview, the person making the written request does in fact have legal or actual charge or control of the child, and the child is experiencing:

- ___ (a) financial hardships requiring the child to be employed to support the child's family or one or more dependents of the child, or
- ___ (b) an illness of the child making attendance impossible or impracticable.

Superintendent's or Designee's Signature Date of Signature



79-202. (1) A person who has legal or actual charge or control of a child who is at least sixteen years of age but less than eighteen years of age may withdraw such child from school before graduation and be exempt from the mandatory attendance requirements of section 79-201 if an exit interview is conducted and the withdrawal form is signed as required by subsections (2) through (5) of this section for a child enrolled in a public, private, denominational, or parochial school or if a signed notarized release form is filed with the Commissioner of Education as required by subsection (6) of this section for a child enrolled in a school that elects pursuant to section 79-1601 not to meet accreditation or approval requirements.

(2) Upon the written request of any person who has legal or actual charge or control of a child who is at least sixteen years of age but less than eighteen years of age, the superintendent of a school district or the superintendent's designee shall conduct an exit interview if the child (a) is enrolled in a school operated by the school district or (b) resides in the school district and is enrolled in a private, denominational, or parochial school.

(3) The superintendent or the superintendent's designee shall set the time and place for the exit interview which shall be personally attended by: (a) The child, unless the withdrawal is being requested due to an illness of the child making attendance at the exit interview impossible or impracticable; (b) the person who has legal or actual charge or control of the child who requested the exit interview; (c) the superintendent or the superintendent's designee; (d) the child's principal or the principal's designee if the child at the time of the exit interview is enrolled in a school operated by the school district; and (e) any other person requested by any of the required parties who agrees to attend the exit interview and is available at the time designated for the exit interview which may include, but need not be limited to, other school district personnel or the child's principal or such principal's designee if the child is enrolled in a private, denominational, or parochial school.

(4) At the exit interview, the person making the written request pursuant to subsection (2) of this section shall present evidence that (a) the person has legal or actual charge or control of the child and (b) the child would be withdrawing due to either (i) financial hardships requiring the child to be employed to support the child's family or one or more dependents of the child or (ii) an illness of the child making attendance impossible or impracticable. The superintendent or superintendent's designee shall identify all known alternative educational opportunities, including vocational courses of study, that are available to the child in the school district and how withdrawing from school is likely to reduce potential future earnings for the child and increase the likelihood of the child being unemployed in the future. Any other relevant information may be presented and discussed by any of the parties in attendance.

(5)(a) At the conclusion of the exit interview, the person making the written request pursuant to subsection (2) of this section may sign the withdrawal form provided by the school district agreeing to the withdrawal of the child or may rescind the written request for the withdrawal. (b) Any withdrawal form signed by the person making the written request pursuant to subsection (2) of this section shall be valid only if (i) the child signs the form unless the withdrawal is being requested due to an illness of the child making attendance at the exit interview impossible or impracticable and (ii) the superintendent or superintendent's designee signs the form acknowledging that the interview was held, the required information was provided and discussed at the interview, and, in the opinion of the superintendent or the superintendent's designee, the person making the written request pursuant to subsection (2) of this section does in fact have legal or actual charge or control of the child and the child is experiencing either (A) financial hardships requiring the child to be employed to support the child's family or one or more dependents of the child or (B) an illness making attendance impossible or impracticable.

(6) A person who has legal or actual charge or control of the child who is at least sixteen years of age but less than eighteen years of age may withdraw such a child before graduation and be exempt from the mandatory attendance requirements of section 79-201 if such child has been enrolled in a school that elects pursuant to section 79-1601 not to meet the accreditation or approval requirements by filing with the State Department of Education a signed notarized release on a form prescribed by the Commissioner of Education.

(7) A child who has been withdrawn from school pursuant to this section may enroll in a school district at a later date as provided in section 79-215 or may enroll in a private, denominational, or parochial school or a school which elects pursuant to section 79-1601 not to meet accreditation or approval requirements. Any such enrollment shall void the withdrawal form previously entered, and the provisions of sections 79-201 to 79-210 shall apply to the child.

(8) The Commissioner of Education shall prescribe the required form for withdrawals pursuant to this section and determine and direct either that (a) withdrawal forms of school districts for any child who is withdrawn from school pursuant to this section and subdivision (3)(c) of section 79-201 shall be provided annually to the State Department of Education or (b) data regarding such students shall be collected under subsection (2) of section 79-528.

**Complaint Form
Discrimination, Harassment or Retaliation**

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

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

The applicable coordinator may be contacted if you have questions about filling out this complaint form:

Students, Employees and Others: Jenny Pragnell, Human Resources Director, 508 Jefferson Ave Morrill, NE 69358 (308)247-3414 (jenny.pragnell@mpsllions.org)

Name: _____ Date: _____

(1) Description of the complaint: _____

_____.

(2) Names of any witnesses to the matter being complained about: _____

_____.

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

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

_____.

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

_____.

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

Received by: _____ Signature: _____
Date: _____

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

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

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

Students, Employees and Others: Jenny Pragnell, Human Resources Director 508 Jefferson Ave Morrill, NE 69358 (308)247-3414 (jenny.pragnell@mpslions.org)

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

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

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

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, that is sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

- a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or

- b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

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

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

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

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

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

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred (see section entitled "Grievance Procedures," below), and take appropriate interim measures, if necessary. If

the District determines that unlawful harassment occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

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

2. Anti-retaliation:

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

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

3. Grievance (or Complaint) Procedures:

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

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

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

i. Level 1 (Investigation and Findings):

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

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

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

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

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.

- d. A review of the evidence using a “preponderance of the evidence” standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

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

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

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

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

ii. Level 2 (Appeal to the Superintendent):

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within **five (5) working days** after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal **within ten (10) working days** after receiving the appeal. The party who filed the appeal will be sent the Superintendent’s determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

iii. Level 3 (Appeal to the Board):

If the party is not satisfied with the Superintendent’s determination, he or she may file an appeal in writing with the Board of Education **within five (5) working days** after receiving the Superintendent’s determination. The Board of Education will review the appeal, the Superintendent’s determination, the investigative documentation and decision, and allow the party to address the Board at a Board meeting to present his or her appeal. The party will be allowed to address the Board at the Board’s next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board, designated compliance officer

and the party. The Board will issue a written determination about the appeal **within thirty (30) days** after the party addresses the Board. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board's determination, and any actions taken, will be final on behalf of the District.

4. Confidentiality:

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

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

5. Training:

The District will ensure that relevant District employees, including but not limited to officials, administrators, teachers, substitute teachers, counselors, nurses and other health personnel, coaches, assistant coaches, paraprofessionals, aides, bus drivers, and school law enforcement officers, 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.

6. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.
- b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.
- c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
- d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.
- e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.
- f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to

- anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
- g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.
 - h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.
 - i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
 - j. Recommending changes to this policy and grievance procedure.
 - k. Performing other duties as assigned.

The designated compliance coordinators will not have other job responsibilities that may create a conflict of interest with their coordinator responsibilities.

7. Preventive Measures:

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community. The District will provide training to employees and students at the beginning of each academic year in the areas (B.6.a-g) identified in the Training section, above.

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

Date of Adoption: January 17, 2022

InstructionAssessments—Academic Content Standards

The Board of Education may vote to adopt the academic content standards recommended by the State Board of Education (“State Board”).

If the Board of Education does not affirmatively vote to adopt an academic content standard recommended by the State Board, then the Board of Education will adopt a standard equal to or excess in rigor of the standard recommended by the State Board.

The administration shall be responsible for implementing assessments on the state standards in accordance with the procedures established by the State Board and the Department of Education, including conducting assessments in the same subject areas and the same grade levels as established in the state standards, and the reporting of scores and sub-scores.

This policy does not supersede the existing standards adopted by the Board of Education except as set forth herein.

Legal Reference: Neb. Rev. Stat. Sections 79-760 to 79-760.05

Date of Adoption: January 17, 2022

InstructionClassroom Environment

At all times, teachers are expected to organize, maintain and ensure that their classroom is in a safe, orderly and clean condition for student learning. Classrooms should be free from distractions (such as inappropriate or unprofessional posters or other displays) and other apparatus that may cause student health problems (such as essential oils and/or essential oil diffusers). Teachers who are uncertain as to whether their classroom meets this requirement are encouraged to consult with their building principal in a proactive manner.

Staff members may not hang posters, flags, banners or other displays in the classroom that are (1) unrelated to the curriculum and (2) may otherwise result in a disruption to the learning environment. Any staff member who is uncertain as to whether a particular display is permitted in the classroom should consult with their building principal in a proactive manner.

Date of Adoption: January 17, 2022

InstructionSpecial Education

Morril Public Schools adopts this special education policy with the intent that the policy maintains the District's compliance with all applicable laws affecting special education services and programs. The Superintendent or designees shall develop regulations or procedures to implement these policies. Employees and contractors of the District are expected to comply with these policies and all regulations, guidelines and procedures related to this policy in all respects.

The District will abide by all state and federal laws relating to special education. The District's special education policy and regulations, guidelines and procedures related to this policy are to be interpreted so as to be in compliance with such laws. In the event of changes in law, the school administration shall be authorized to implement modifications of practice to comply with such changes (whether the changes impose more or less stringent procedural or substantive requirements) until such time as amended policies are adopted by the Board of Education. References herein to 92 NAC 51 citations are made to Rule 51 as in effect on the date of the adoption of these policies. In the event of renumbering or other revisions to Rule 51, the policy shall be interpreted and implemented consistent with such renumbering or revisions.

1. Free Appropriate Public Education

A free appropriate public education shall be made available to all children with disabilities residing in the District from date of diagnosis through the school year in which the student reaches 21 years of age, including children with disabilities who have been suspended or expelled.

Legal Reference: 92 NAC 51-004.01 through 004.03A and 007.07C2 through 007.07C6

2. Full Educational Opportunity Goal

The District shall take steps to ensure that its children with verified disabilities have available to them the variety of educational programs and services available to children without disabilities in the areas served by the District, including art, music, industrial arts, family consumer science education, and vocational education.

Legal Reference: 92 NAC 51-004.11A

3. Child Find

All children from birth to age twenty-one (21) with disabilities residing in the District, including children with disabilities who are homeless or are wards of the state or attending nonpublic schools, regardless of the severity of their disabilities, who are in need of special education and related services, will be identified, located and evaluated and a practical method shall be developed and implemented by the administration to determine which children with disabilities are currently receiving needed special education and related services. The District will publish annual notice of any significant activity that is designed to identify, locate, or evaluate children to publicly notify parents. The District will screen and evaluate all children with suspected disabilities birth through age 21, and will implement practical methods to track which children are currently receiving special education and related services. The District will provide student referrals that are accompanied by documentation of scientific, research, or evidence-based academic and/or behavioral interventions that have been implemented as designed for the appropriate period of time

to show effect or lack of effect that demonstrates the child is not making a sufficient rate of progress to meet age or state-approved, grade-level standards within a reasonable time frame. The District will provide sustained supervision to monitor the implementation of compliant practices for the Child Find Rule. The District will use supervision and monitoring data to identify schools and/or personnel that require technical assistance to support compliant practices in the area of Child Find, paying particular attention to the communities experiencing disproportionality in the schools. All District Child Find activities will be equitably available to all children regardless of race, ethnicity, language, location, transience, income level, and access to medical care.

Legal Reference: 92 NAC 51-006.01 through 006.01A2

4. Pre-Referral Interventions

For a school age student, a general education student assistance team (SAT) or a comparable problem solving team shall be used prior to referral for multidisciplinary team evaluation. The SAT or comparable problem solving team shall utilize and document problem solving and intervention strategies to assist the teacher in the provision of general education. If the student assistance team or comparable problem solving team feels that all viable alternatives have been explored, a referral for multidisciplinary evaluation shall be completed. A referral shall include information from the SAT or comparable problem solving team, meeting the requirements of 92 NAC 51-006.01B and a listing of the members of the SAT or comparable problem solving team.

Legal Reference: 92 NAC 51-006.01B

5. Individualized Education Program (IEP)

An individualized education program, or an individualized family service plan, is to be developed, reviewed, and revised for each child with a disability in accordance with 92 NAC 51-007.

Legal Reference: 92 NAC 51-007

6. Least Restrictive Environment

To the maximum extent appropriate, children with disabilities, including children in public or private institutions or other care facilities, are to be educated with children who are not disabled, and special classes, separate schooling, or other removal of children with disabilities from the regular educational environment will occur only when the nature or severity of the disability of a child is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily (the "Least Restrictive Environment Rules").

The District will: (1) develop and implement written procedures for implementation of the LRE Rules; (2) provide high quality, sustained professional learning activities on the written procedures for appropriate district and school personnel to assist with the implementation of the LRE Rules; (3) provide sustained supervision to monitor the implementation of compliant practices for the LRE Rules; (4) use the supervision and monitoring data to identify schools and/or personnel that require technical assistance to support compliant practices in the area of least restrictive environment, paying particular attention to the disproportionate group; (5) ensure that every Individualized Education Programs (IEP) team meaningfully considers various support systems and activities that could be used to assist students with disabilities (SWD) to be educated successfully in general education classes prior to the consideration of pullout special education services; (6) ensure that special education teachers provide support to general education teachers in a variety of ways including, but not limited to, consultation, implementation of accommodations or modifications, and co-teaching; (7) ensure that a continuum of alternative placements is

available to meet the needs of children with disabilities, particularly those in the disproportionate group, for special education and related services; (8) ensure that, in determining the educational placement of a child with a disability, including a preschool child with a disability, each district ensures that the placement decision is made by a group of persons including the parents, and other persons knowledgeable about the child, the meaning of the evaluation data, and the placement options. Particular attention is paid to the disproportionate group; (9) ensure that placement discussions are based upon a completed IEP developed by the IEP team, focused on individualized student needs; and (10) ensure that the IEP teams review the students' progress at least annually to determine appropriate placement and progress towards annual goals.

Legal Reference: 92 NAC 51-008.01

7. Procedural Safeguards

Children with disabilities and their parents shall be afforded the required procedural safeguards.

Legal Reference: 92 NAC 51-009.01 through 009.07; 009.10 through 009.12; 009.14, 006.07

8. Disciplinary Removal of Children with Disabilities

The District will (1) develop and implement written procedures for disciplining students with disabilities (the "Discipline Rules"); (2) provide high quality, sustained professional learning activities on the written procedures for appropriate district and school personnel to assist with the implementation of the Discipline Rules; (3) provide sustained supervision to monitor the implementation of compliant practices for the Discipline Rules; (4) use supervision and monitoring data, disaggregated by race/ethnicity, to identify schools and/or personnel that require technical assistance to support compliant practices in the area of discipline (including but not limited to: de-escalation techniques, functional behavior assessment, behavior intervention planning, and manifestation determination procedures); (5) ensure that school personnel appropriately consider unique circumstances on a case-by-case basis when determining suspension of a child with a disability, and ensure that data shows that these considerations are equitably made by race/ethnicity; (6) notify parents on the day that the decision is made to make a removal that constitutes a change in placement of a child with a disability because of violation of a code of child conduct, and send parents copies of the procedural safeguards; (7) provide educational services for students removed fewer than 10 days to enable the student to continue to participate in the general educational curriculum, although in another setting, and to progress toward meeting the goals set out in the Individualized Education Programs, with data showing that these services are equitably provided by race/ethnicity; (8) ensure that within 10 school days of any decision to change placement of a child with a disability because of a violation of a code of student conduct, the IEP Team will review all relevant information in the file to determine whether the conduct in question was caused by or had a direct and substantial relationship to the child's disability or the conduct was the direct result of the district's failure to implement the IEP, and that such determinations are made equitable by race/ethnicity; and (9) ensure that, if the IEP Team makes a determination that the conduct was a manifestation of the child's disability, then the IEP Team conducts a functional behavioral assessment, unless the District conducted a FBA before the behavior that resulted in the change of placement occurred, and implements a behavioral intervention plan.

Legal Reference: 92 NAC 51-016

9. Evaluation, Identification, and Reevaluation Procedures

Children with disabilities shall be evaluated, identified, and reevaluated in accordance with 92 NAC 51-006. The District will: (1) provide high quality, sustained professional learning activities on the written procedures for appropriate district and school personnel to assist with the implementation of the Evaluation and Reevaluation Rule; (2) provide sustained supervision to monitor the implementation of compliant practices for the Evaluation and Reevaluation Rule; (3) use the supervision and monitoring data, disaggregated by race and ethnicity, to identify schools and/or personnel that require technical assistance to support compliant practices in the area of evaluation and reevaluation, as well as the appropriate technical assistance/professional development to any schools and/or personnel identified in such data; (4) conduct a reevaluation of each child with a disability at least once every 3 years, unless the parent and the District agree that a reevaluation is unnecessary; (5) use a variety of assessment tools and strategies to gather relevant academic, functional, and developmental information about the child, including information provided by the parents, and information related to enabling the child to be involved in and progress in the general education curriculum that may assist in determining: (i) Whether the child is a child with a disability, and (ii) The content of the child's individualized education program; (6) use more than one procedure to determine whether a child has a disability and the appropriate educational program for the child; (7) use technically sound instruments to assess the relative contribution of cognitive and behavioral factors, in addition to physical or developmental factors; (8) select assessments and other evaluation materials in a manner that (i) does not discriminate on a racial or cultural basis, (ii) is provided and administered in the child's native language or other mode of communication and in the form most likely to yield accurate information on what the child knows and can do academically, developmentally, and functionally, unless it is clearly not feasible to so provide or administer, (iii) has been validated for the specific purpose for which they are used, and (iv) are administered by trained and knowledgeable personnel in accordance with any instructions provided by the producer of the assessments; and (9) provide high quality, sustained professional learning activities on the written procedures for appropriate District and school personnel to assist with the implementation of the Evaluation and Reevaluation Rule.

The District will respond to a request for an Independent Educational Evaluation without unnecessary delay. Locations of any evaluator shall be within a reasonable distance of the District. A reasonable distance means within 100 miles of the school building the child attends and within Nebraska. In the event this geographic area restriction would prevent a parent from obtaining an Independent Educational Evaluation, the location of the evaluator may be outside the specified geographic area but must be within Nebraska. The District will provide the parent(s) with a list of qualified agencies/evaluators within the geographic area. The evaluators are to have their rates approved by the Nebraska Department of Education to be authorized to conduct the evaluation.

Legal Reference: 92 NAC 51-006

10. Confidentiality of Personally Identifiable Information

The confidentiality of student records and information shall be maintained in accordance with law.

Legal Reference: 92 NAC 51-003.16, 003.20, 009.03 through 009.03M3

11. Transition of Children from Part C to Preschool Programs

Children participating in early intervention programs under Part C of the IDEA (early intervention services) and who will participate in preschool programs assisted under Part B of the IDEA (services for school-aged children) shall experience a smooth and effective transition to those preschool programs in a manner consistent with 92 NAC 52-008. The District will participate in transition planning conferences arranged by the designated lead agency.

Legal Reference: 92 NAC 52-008

12. Children in Nonpublic Schools

To the extent consistent with the number and location of children with disabilities in the District who are enrolled by their parents in nonpublic elementary and secondary schools in the District, provision will be made for the participation of those children in the programs assisted or carried out under Part B of the IDEA (services for school-aged children) by providing them with special education and related services.

Legal Reference: 92 NAC 51-012.08 and 015

13. Personnel Standards and Personnel Development

Personnel providing special education or related services to children with disabilities shall be appropriately and adequately prepared and trained in accordance with IDEA requirements and the District will take measurable steps to recruit, hire, train and retain personnel meeting the requirements of IDEA to provide such services.

Legal Reference: 92 NAC 51-010

14. Participation in and Reporting of State and District Wide Assessments

All children with disabilities shall be included in all general state and district wide assessment programs, including assessments described under section 612(a)(16)(A) of the IDEA with appropriate accommodations and alternate assessments where necessary and as indicated in their respective individualized education programs. The District will make available to the Nebraska Department of Education the information necessary to carry out its duties relating to the reporting of children with disabilities participation in assessments.

Legal Reference: 92 NAC 51-004.05

15. Suspension and Expulsion Rates

The District will examine data, including data disaggregated by race/ethnicity, gender, LEP status, and disability category, to determine if significant discrepancies are occurring in the rate of long-term suspensions and expulsions of children with disabilities.

Legal Reference: 92 NAC 51-004.06E

16. Access to Instructional Materials

As part of any printed instructional materials adoption process, procurement contract, or other practice or instrument used for purchase of printed instructional materials, the District will enter into a written contract with the publisher of the printed instructional materials to:

- A. Require the publisher to prepare and, on or before delivery of the print instructional materials, provide to the National Instructional Material Access Center, electronic files containing the contents of the printed instructional materials using the National Instructional Materials Accessibility Standard, or

- B. Purchase instructional materials from the publisher that are produced in, or may be rendered in specialized formats.

Legal Reference: 92 NAC 51-004.15

17. Over-Identification and Disproportionality

Procedures shall be in place to ensure that testing and evaluation materials and procedures utilized for the evaluation and placement of children with disabilities will be selected and administered so as not to be racially or culturally discriminatory. Such materials or procedures shall be provided and administered in the child's native language or mode of communication, unless it is clearly not feasible to do so, and no single procedure shall be the sole criterion for determining an appropriate educational program for a child. All District special education provisions will be equitably available to all children regardless of race, ethnicity, language, location, transience, income level, and access to medical care.

Legal Reference: 92 NAC 51-006.02C

18. Prohibition on Mandatory Medication

Children shall not be required to obtain a prescription for a controlled substance as a condition of attending school, receiving an evaluation to determine whether a child has a disability or the nature and extent of special education and related services the child needs, or receiving special education services.

Legal Reference: 92 NAC 51-004.11D; 21 U.S.C. §812(c)

19. Transportation

Transportation will be provided for children with disabilities who are eligible for transportation and residents of the school district as required by law.

Legal Reference: 92 NAC 51-014.01 through 014.02

20. Surrogates

A surrogate will be appointed and other action taken to ensure the rights of children with a disability as required by law.

Legal Reference: 92 NAC 51-009.10

21. Early Intervention Services – Consent

When a parent refuses to provide consent under 92 NAC 52, a meeting will be held or offered to explain to the parents how their failure to consent affects the ability of their child to receive services under 92 NAC 52.

Legal Reference: 92 NAC 52

22. Eligibility Determinations

The District will (1) develop written procedures for implementation of the Eligibility Determination Rule; (2) provide high quality, sustained professional learning activities on the written procedures for appropriate district and school personnel to assist with the implementation of the Eligibility Determination Rule; (3) provide sustained supervision to monitor the implementation of compliant practices for the Eligibility Determination Rule; (4) use the supervision and monitoring data, disaggregated by race and ethnicity, to identify schools and/or personnel that require technical assistance to support compliant practices in the area of eligibility; (5) ensure Individualized Education Programs (IEPs) are developed for children with a

determination made of having a disability that has: (a) an adverse effect on educational performance (academic, functional, and/or developmental) and (b) requires special education and related services; (6) ensure that an eligibility report, which documents the area of disability, is completed and placed in each child's special education folder, with the eligibility report providing statements for each component of the eligibility and be comprehensive enough to serve as the evaluation report when necessary; (7) ensure the completion of the administration of assessments and other measures that the Multidisciplinary Evaluation Team (a group of qualified professionals and the parents of the child) determine whether the child is a child with a disability and the educational needs of the child; (8) ensure appropriate consideration of the exclusionary factor for reading (a child is not to be determined to be a child with a disability if the primary factor for that determination is a lack of appropriate instruction in reading, including the essential components of reading instruction as defined in section 1208(3) of ESEA); (9) ensure appropriate consideration of the exclusionary factor for math (a child must not be determined to be a child with a disability if the primary factor for that determination is a lack of appropriate instruction in math); (10) ensure appropriate consideration of the exclusionary factor for Limited English Proficiency (LEP) (a child will not be determined to be a child with a disability if the primary factor for that determination is limited English proficiency); and (11) ensure (1) evaluation data draw upon information from a variety of sources, including aptitude and achievement tests, parent input, and teacher recommendations as well as the information about the child's physical condition, social or cultural background, and adaptive behavior and (2) that information obtained from all these sources is documented and carefully considered.

Legal Reference: 92 NAC 51-006.04.

Legal Reference: 34 CFR Parts 300, 303 and 304
Neb. Rev. Stat. Sec. 79-1110 to 79-1167
92 NAC 51, 52 and 55

Date of Adoption: January 17, 2022

DISTRIBUTION OR POSTING OF MATERIALS

The board recognizes that students, employees, parents or citizens may want to distribute materials within the school district that are noncurricular. Noncurricular materials to be distributed must be approved by the building principal and meet certain standards prior to their distribution.

It shall be the responsibility of the superintendent, in conjunction with the building principals to draft administrative regulations regarding this policy.

Materials shall be reviewed based on legitimate educational concerns. Such concerns include: the material is or may be defamatory; the material is inappropriate based on the age, grade level and/or maturity of the reading audience; the material is poorly written, inadequately researched, biased or prejudiced; the material contains information that is not factual; the material is not free of racial, ethnic, religious or sexual bias; or the material contains advertising that violates public school laws, rules and/or policy, is deemed inappropriate for students or that the public might reasonably perceive to bear the sanction or approval of the district.

The superintendent or designee shall determine distribution procedures for noncurricular materials. Such procedures may include:

1. Distribution to each student before or after class if materials are not directly related to the instructional goals;
2. Notification to students or parents of the availability of the materials in a specified location if this procedure is deemed less disruptive to the educational process; or
3. Solicitation of school-related groups such as parent organizations to distribute materials.

The practice of distributing pamphlets, booklets, flyers, brochures and other similar materials shall be periodically reviewed to ensure that the mere volume of requests has not become an interruption to the educational process.

The facilities, the staff or the students of the district shall not be used in any manner to advertise or promote commercial, cultural, organizational or other nonschool interests except that the district may:

1. Utilize films and other instructional aids furnished by private sources when the advertising content is reasonable in the judgment of the building principal;
2. Cooperate through announcements and distribution of program material with nonprofit community organizations that supplement the school program when such cooperation will not interfere with the school program;

Approved _____ Reviewed _____ Revised _____

3. Permit participation on a student option basis in essay, art, science and similar contests sponsored by outside interests when such activities parallel the curriculum and contribute to the educational program;
4. Release promotional material for nonschool athletic and cultural events only through appropriate school departments;
5. Accept limited advertising on extracurricular activity schedules and programs at the discretion of the principal of the school involved;
6. Permit other exceptions when, in the judgment of the superintendent, students of the district will benefit. The superintendent may, at his/her option, refer specific cases to the board for decision.

Community Relations

Bulletin Boards, Display Case, and Posted Material

School bulletin boards, display cases, and posting areas are for the purposes of conveying information about school activities and programs to students, staff, and the visiting public as deemed appropriate by the respective principals; however, building principals may use their discretion on posting or displaying non-school related information which is not political or commercial in nature. No information, poster or other display may be posted on any school bulletin board, display case or other areas without the prior permission of the building principal. The building principal shall have the final determination as to whether any posting is political and/or commercial in nature, and there shall be no appeal process if the principal denies a request to post or display non-school related information.

Bulletin Boards: School authorities may restrict the use of bulletin boards to school announcements. Ample bulletin board space may be provided for the use of students and student organizations, including a reasonable area for notices relating to out of school activities or matters of general interest to students. The following general limitations on posting shall be applied:

1. School authorities shall prohibit material which may be obscene, which may be libelous, or which may inflame or incite students, other individuals, or organizations, or which may create a clear and present danger toward the commission of unlawful acts, or which may cause physical disruption to the orderly operation of the school.
2. Students shall not post material without first discussing the contents of the material to be posted with their organization sponsor, with a teacher, or with the building principal. Identification shall be required on any posted notice of the student or group posting the material.
3. The school shall require that notices or other communications be officially dated before posting and that such material be removed after a prescribed reasonable time to assure full access to the bulletin boards.

Signs and Banners: Signs and banners will be allowed in or upon buildings and other district facilities only with the prior written approval of the building principal with consideration for the health, safety and welfare of staff and students.

The following guidelines shall be applied in considering requests to display signs or banners:

1. Signs and banners on sticks require special authorization;
2. Signs and banners fastened to any structure of a building or structures immediately adjacent to an open space shall not be allowed without specific prior written permission;
3. Signs and banners presenting recognizable health or safety hazards are prohibited;
4. Signs and banners presenting false information shall be prohibited.

Buttons and Badges: The wearing of buttons, badges or arm bands bearing slogans or sayings shall be permitted as another form of expression; however, the conditions set forth in the third paragraph above must be observed.

Cross References:	504.03	Student Conduct
	504.08	Freedom of Expression
	506	Student Activities
	604.10	Academic Freedom

Business OperationsInternal Controls

The District will develop and maintain internal control procedures as required by law and in accordance with sound fiscal monitoring practices that will ensure appropriate oversight of state and federal funds. The following internal control procedures will be utilized for all federal grants:

Management requirements: The District will manage equipment (including replacement equipment), whether acquired in whole or in part under a federal award, until the District disposes of such equipment. The District will, as a minimum, meet the following requirements:

- 1) Maintain property records of the equipment (including equipment description, serial number or other identification number, source of funding, acquisition date, and the like);
- 2) Maintain a physical inventory procedure, with an inventory occurring at a minimum of every two years;
- 3) Implement a Control System procedure;
- 4) Continue to develop and implement adequate maintenance procedures for the equipment;
- 5) Continue to develop and implement sales procedures for the equipment; and
- 6) Continue to develop and implement disposition procedure for the equipment.

Legal Reference: 2 C.F.R. §§ 200.313 & 200.33.

Procurement: The District will use its own documented procurement procedures which reflect applicable State, local, and tribal laws and regulations, provided that the procurements conform to applicable Federal law and the requirement standards imposed by law, including:

- 1) A procedure for micro-purchases (Under \$10,000);
- 2) A procedure for small purchases (between \$10,000 to \$250,000);
- 3) A procedure for sealed bids;
- 4) A procedure for competitive proposals; and
- 5) A procedure for noncompetitive bids.

Legal Reference: 2 C.F.R. §§ 200.317 through 200.326.

Cross-Reference: Policies 3130 & 3131.

Record Retention: Financial records, supporting documents, statistical records, and all other related records pertinent to a federal award will be retained for a period of three years from the date of submission of the final expenditure report or, for Federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the federal awarding agency or pass-through entity in the case of a sub-recipient.

For all other records, the District will retain such records for the length of time as required by law.

Legal Reference: 2 C.F.R. § 200.333.

Suspension and Debarment: The District will not contract with any entity or individual who has been debarred, suspended, or otherwise excluded from or ineligible for participation in federal assistance programs or activities. Before entering into a contract regarding a federal award, the District will verify that a vendor has not been debarred, suspended or otherwise excluded, and the District will maintain a copy of said verification.

Legal Reference: 2 C.F.R. § 200.213.

Financial Management: The District will maintain financial management systems to account for the federal funds, including records documenting compliance with federal statutes, regulations, and the terms and conditions of the federal award. These records will be sufficient to permit the District to prepare reports required by general and program-specific terms and conditions; and the tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the Federal statutes, regulations, and the terms and conditions of the Federal award. The financial management system will provide for the following:

- 1) Identifying all of the federal awards received and expended and the federal programs under which they were received;
- 2) Ensuring that accurate, current, and complete disclosure of the financial results of each federal award or program are maintained in accordance with reporting requirements;
- 3) Identifying adequately the source and application of funds for federally-funded activities;
- 4) Ensuring effective controls over and accountability for all funds, property, and other assets;
- 5) Comparing actual expenditures with budget amounts for each federal award;
- 6) Ensuring payments of federal funds are made in accordance with applicable law, including 2 CFR § 200.305; and
- 7) Determining the allowability of costs in accordance with applicable law and the conditions of the federal award.

Legal Reference: 2 C.F.R. § 200.302.

Program Income: The District will consult with the federal awarding agency and refer to the applicable law and federal program terms and conditions to determine how to account for, deduct and otherwise handle income from federal programs.

Legal Reference: 2 C.F.R. § 200.307.

Cost Sharing or Matching: For all federal awards, any shared costs or matching funds and all contributions, including cash and third party in-kind contributions, must be accepted as part of the District's cost sharing or matching, when such contributions meet all of the following criteria:

- 1) Are verifiable from the District's records;
- 2) Are not included as contributions for any other Federal award;
- 3) Are necessary and reasonable for accomplishment of project or program objectives;
- 4) Are allowable under the applicable Cost Principles requirements;
- 5) Are not paid by the Federal Government under another Federal award, except where the federal statute authorizing a program specifically provides that Federal funds made

available for such program can be applied to matching or cost sharing requirements of other Federal programs;

- 6) Are provided for in the approved budget when required by the federal awarding agency; and
- 7) Conform to other provisions of the law or terms and conditions of the federal award, as applicable.

Legal Reference: 2 C.F.R. § 200.306.

Compensation: Compensation for personal services includes all remuneration for services of employees rendered during the period of performance under the federal award, including, but not limited to wages, salaries, and fringe benefits. Costs of compensation may be allowable under federal law and the federal grant to the extent that they satisfy the following requirements:

- 1) Is reasonable for the services rendered; and
- 2) Conforms to the established written expectations of the District, as applied consistently to both Federal and non-Federal activities.

If the District intends to charge compensation to federal awards, such charges will be based on records that accurately reflect the work performed, and will:

- 1) Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- 2) Be incorporated into the official records of the District;
- 3) Reasonably reflect the total activity for which the employee is compensated by the District, not exceeding 100% of compensated activities;
- 4) Encompass both federally-assisted and all other activities compensated by the District on an integrated basis, but may include the use of subsidiary records as defined in the District's written procedures;
- 5) Comply with the established accounting policies and practices of the District; and
- 6) Differentiate and account for the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one Federal award; a Federal award and non-Federal award; an indirect cost activity and a direct cost activity; two or more indirect activities which are allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity.

Budget estimates will generally not be used to support charges to Federal awards but may be used for interim accounting purposes.

Legal Reference: 2 C.F.R. §§ 200.430 & 200.431.

Unexpected or Extraordinary Circumstances: For all federal awards, if the District does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the District may amend or create a policy at a later date in order to put emergency contingencies in place for federal and non-federal similarly situated employees. If the conditions exist for charges to be made to the federal grant, then charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The

District will take other steps to comply with federal award requirements in the event of unexpected or extraordinary circumstances.

Legal Reference: 2 C.F.R. §§ 200, et seq.

Date of Adoption: January 17, 2022

FISCAL MANAGEMENT INTERNAL CONTROLS

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

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

- 1) Maintain property records procedure and policies (include description, serial number or other identification number, source of funding, acquisition date, etc.);
- 2) Develop and maintain a physical inventory procedure to occur a minimum of every 2 years;
- 3) A Control System procedure to ensure adequate safeguards are in place;
- 4) Develop and implement adequate maintenance procedures for such equipment;
- 5) Develop and implement sales procedures for such equipment; and
- 6) Develop and implement disposition procedures for such equipment.

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

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

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

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

Approved _____ Reviewed _____ Revised _____

transaction in accordance with 2 CFR 200.213 and Policy 706.07 Suspension and Debarment.

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

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

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

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

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

requirement of the Federal award. The amount of the Federal award remains the same.

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

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

Unexpected or Extraordinary Circumstances: For all Federal awards, If the District does not currently have in place a policy that addresses extraordinary circumstances such as those caused by COVID-19, the District may later amend or create a policy in order to put emergency contingencies in place for Federal and non-Federal similarly situated employees in accordance with 2 CFR 200 et seq. If the conditions exist for charges to be made to the Federal grant, charges may also be made to any non-Federal sources that are used by the District in order to meet a matching requirement. The District may develop a procedure to ensure that federal expenditures during the unexpected or extraordinary circumstance are allowable.

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

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

Compensation and fringe benefits: (a) Fringe benefits are allowances and services provided by employers to their employees as compensation in addition to regular salaries and wages. Fringe benefits in accordance with 2 CFR 200.431 include, but are not limited

to, the costs of leave (vacation, family-related, sick or military), employee insurance, pensions, and unemployment benefit plans. Except as provided elsewhere in these principles, the costs of fringe benefits are allowable provided that the benefits are reasonable and are required by law, District employee agreement, or an established policy of the District.

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

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

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

- (i) Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- (ii) Be incorporated into the official records of the District;
- (iii) Reasonably reflect the total activity for which the employee is compensated by the non-Federal entity, not exceeding 100% of compensated activities;
- (iv) Encompass both federally assisted and all other activities compensated by the District on an integrated basis, but may include the use of subsidiary records as defined in the District's written policy;
- (v) Comply with the established accounting policies and practices of the District; and
- (vi) Support the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one Federal award; a Federal award and non-Federal award; an indirect cost activity and a direct cost activity; two or more indirect activities which are allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity.
- (vii) Budget estimates do not qualify as support for charges to Federal awards, but may be used for interim accounting purposes, provided that:
 - (A) The system for establishing the estimates produces reasonable approximations of the activity actually performed;
 - (B) Significant changes in the corresponding work activity (as defined by the District's written policies) are identified and entered into the records in a timely manner. Short term (such as one or two months) fluctuation between workload categories need not be considered as long as the distribution of salaries and wages is reasonable over the longer term; and
 - (C) The District's system of internal controls includes processes to review after-the-fact interim charges made to a Federal award based on budget estimates.

All necessary adjustment must be made such that the final amount charged to the Federal award is accurate, allowable, and properly allocated.

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



Community
Relations

Personnel - All Employees and Students

Anti-discrimination

A. **Elimination of Discrimination.**

The policy of Morrill Public Schools is to not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, in admission or access to, or treatment with regard to employment or with regard to its programs and activities.

Morrill Public Schools and its staff shall comply with all state and federal laws prohibiting discrimination. The Board of Morrill Public Schools intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination and directs its staff to take all actions necessary to meet this objective.

The Superintendent shall be the Coordinator for anti-discrimination laws (including Title VI, Title IX; the Americans with Disabilities Act of 1990 (ADA), and Section 504 of the Rehabilitation Act of 1973 (Section 504)) and complaints or concerns involving discrimination or compliance with those laws should be addressed to said Coordinator.

B. **Preventing Harassment and Discrimination of Employees and Students.**

1. **Purpose:** Morrill Public Schools is committed to offering employment and educational opportunity to its employees and students based on ability and performance in a climate free of discrimination. Accordingly, unlawful discrimination or harassment of any kind by administrators, teachers, co-workers or other persons is prohibited. In addition, Morrill Public Schools will try to protect employees or students from reported discrimination or harassment by non-employees or others in the work place and educational environment.

For purposes of this policy, discrimination or harassment based on a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, is prohibited. The following are general definitions of what might constitute prohibited harassment.

a. In general, ethnic or racial slurs or other verbal or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective

hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, constitutes harassment when they unreasonably interfere with the person's work performance or create an intimidating work, instructional or educational environment.

- b. Age harassment has been defined by federal regulations as a form of age discrimination. It can consist of demeaning jokes, insults or intimidation based on a person's age.
- c. Sexual harassment has been defined by federal and state regulations as a form of sex discrimination. It can consist of unwelcome sexual advances, requests for sexual favors, or physical or verbal conduct of a sexual nature by supervisors or others in the work place, classroom or educational environment.

Sexual harassment may exist when:

- (a) Supervisors or managers make submission to such conduct either an explicit or implicit term and condition of employment (including hiring, compensation, promotion, or retention);
- (b) Submission to or rejection of such conduct is used by supervisors or managers as a basis for employment related decisions such as promotion, performance evaluation, pay adjustment, discipline, work assignment, etc.
- (c) The conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working, class room or educational environment.

Sexual harassment may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing", "practical jokes", jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as patting, pinching or brushing against another's body.

2. Procedures:

- a. Employees or students should initially report all instances of discrimination or harassment to their immediate supervisor or teacher. However, if the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student is encouraged to go to the next level of supervision.
- b. If the report is not satisfactorily resolved within ten calendar days, or if the discrimination or harassment continues, please report your complaint to the Superintendent of Morrill Public Schools.

- c. If a satisfactory arrangement cannot be obtained through the Superintendent, the complaint may be processed to the Board of Education.
- d. The person to whom the complaint is made is to thoroughly investigate the complaint and work with the person filing the complaint to seek an appropriate resolution so the discrimination or harassment can be remedied and put to an end.
- e. Complaints of discrimination or harassment will be treated with the utmost confidence, consistent with resolution of the problem.
- f. Based on the results of the investigation, appropriate corrective action, up to and including discharge of offending employees, etc., may be taken.
- g. Under no circumstances will a supervisor or a teacher or the Board threaten or retaliate against a person for alleging discrimination or harassment.

Legal Reference: Title VI, 42 U.S.C. Sec. 2000d, Title VII, 42 U.S.C. Sec. 2000e, Title IX; 20 U.S.C. Sec. 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. Sec. 48-1101 et seq.
Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. Sec. 621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. Sec. 48-1001 et seq.;

Americans with Disabilities Act (ADA), 42 U.S.C. Sec. 12101 et seq.
Section 504 of the Rehabilitation Act of 1973 (Section 504)
Pregnancy Discrimination Act, 42 U.S.C. Sec. 2000e(k)
Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. Sec. 4301 et seq.
Neb. Rev. Stat. Sec. 79-2,115, et seq

Date of Adoption: January 17, 2022



CONSULTING SERVICES AGREEMENT

This Consulting Services Agreement (“Agreement”) is made by and between First National Capital Markets, Inc. (“Company”) and **Scottsbluff County School District 79-0011 (Morrill Public Schools)** (“Client”) effective _____, ____, 2021 (the “Effective Date”).

Whereas, Client desires to purchase and Company desires to provide certain services (“Services”).

Now therefore, in consideration of the mutual covenants and promises hereinafter set forth, the parties agree as follows:

1. SERVICES; SOWS; RELATIONSHIP OF PARTIES

During the term of this Agreement, Company will provide Services to Client from time to time as requested by Client. The specific scope of Services to be provided and other details of each project, including staffing expectations, schedule and financial terms, shall be separately documented in each instance in a Statement of Work (“SOW”) generally in the form attached hereto as Exhibit A. In the event of any inconsistency between the terms of this Agreement and the terms of a SOW, the SOW shall control. Company’s sole compensation shall be as set forth in the applicable SOW.

Company shall at all times be an independent contractor of Client. Neither Company nor any of Company’s employees or subcontractors shall be considered employees or agents of Client for any purpose. Company shall be solely responsible for the payment of all salary and benefits to its employees or subcontractors, including but not limited to workers’ compensation and unemployment compensation benefits, retirement plan and health plan benefits as adopted by Company from time to time, withholding and reporting of income and payroll taxes, and compliance with immigration and form I-9 requirements.

Company shall determine the specific employees or independent contractors to engage as consultants on projects for Client. If at any time Client has reasonable grounds to object to the placement or continued placement of any individual, Client shall so notify Company and the parties shall consult on a mutually acceptable resolution. If the parties cannot agree on a mutually acceptable resolution within ten (10) business days, Client reserves the right after consultation with Company to require Company to remove the affected individual from Client’s premises, provided that no such removal may be based on the individual’s race, color, religion, gender, age, national origin, or other legally prohibited basis, including disability if the individual can perform the essential functions of the job with reasonable accommodations. After such removal, the Client will cease being billed for such personnel, and Company shall replace such individual within fifteen (15) business days of such removal upon request by Client.

2. TERM AND TERMINATION

This Agreement will begin on the date set forth above and continue until terminated as provided elsewhere in this Agreement. The commencement date of each project shall be defined in the applicable SOW.

Either party may terminate this Agreement (and all SOWs then operating under this Agreement), or may terminate any specific SOW without terminating this Agreement or other SOWs, for any reason in their sole discretion by providing two (2) weeks’ written notice to the other party. Client shall be responsible for payment for all services rendered on or before the effective date of termination. In the event of a material breach of this Agreement by either party, the other party may terminate this Agreement and all SOWs then operating under this Agreement upon five (5) business days’ notice to the other party specifying the breach, if the breach is not fully cured to the terminating party’s reasonable satisfaction within three (3) business days after the date of the notice.

3. PAYMENT FOR SERVICES

Unless otherwise provided in the applicable SOW Company shall submit itemized invoices to Client on a monthly basis for Services as they are performed. Company shall not invoice Client more than 45 days after Company performs the Services, and if Company does issue such an invoice, Client shall not be obligated to pay it. If expense reimbursements are permitted: (i) the invoice shall be accompanied by supporting receipts or other documentation, as required by Client's corporate expense reimbursement guidelines; and (ii) they shall be reimbursed only to the extent reasonable and necessary in the opinion of Client, and shall be invoiced at cost, without markup. Prices are exclusive of applicable sales taxes which shall be separately itemized on each invoice. If Company's compensation is stated as an hourly rate, Company's invoice must be supported by weekly time sheets signed by an authorized representative of Client. Unless otherwise set forth in the applicable SOW, Company shall not be entitled to any increased rate of compensation due to performance of Services on an overtime basis or on weekends or holidays. Company is solely responsible for all applicable taxes on compensation due hereunder and other taxes (such as, but not limited to, property and excise taxes, taxes on net income, capital or net worth, social security taxes and unemployment insurance), all of which are Company's responsibility. Invoices shall be due and payable in a payment for determined by Client net thirty (30) days after Client's receipt of an undisputed invoice, provided that Client has received the applicable Services and they conform to the applicable SOW. Within thirty (30) days after Client's request, Company will integrate with Client's System, and Company will utilize such Client's System during the term of this Agreement for ordering and invoicing activities in connection with this Agreement. Company will bear any and all costs associated with the foregoing.

4. WARRANTIES

Company warrants that (a) Services provided by Company shall be completed by qualified personnel in a professional and workmanlike manner, in accordance with current industry standards and with reasonable care; and (b) Services will conform to specifications referenced in the relevant SOW and will be provided to the reasonable satisfaction of Client. Company makes no other warranties, express or implied, including but not limited to warranties of merchantability or fitness for a particular purpose.

5. LIMITATION OF LIABILITY

In the event of a breach of this Agreement by Company or any other circumstances giving rise to potential liability from Company to Client, if any such liability is established, Company's liability shall be limited to Client's direct economic damages not to exceed the amount of fees paid by Client to Company pursuant to the specific SOW under which the acts or omissions giving rise to liability occurred. Company will not be liable to Client for any indirect, incidental, consequential or punitive damages or lost profits, or for any liability from Client to any third party.

6. CONFIDENTIAL INFORMATION AND PROPRIETARY RIGHTS

Each party: (a) agrees to protect and maintain in confidence any information that it may obtain from the other party during the term of this Agreement or any SOW; (b) shall use such information solely for the purposes contemplated by this Agreement and any SOW(s) and shall not rent, sell, lease, transfer, provide or otherwise disclose such information to any third party except as required by applicable law or regulation; (c) shall take all reasonable steps to protect the confidentiality of such information, in no event using a standard of care less than the same standard used to protect its own confidential information; and (d) shall give access to such information only to those employees who have a need to know in connection with the performing that party's obligations under this Agreement or any SOW. Upon request by the disclosing party, the receiving party shall promptly destroy such information or return such information to the disclosing party in the same format as such information was provided. To the extent that Company is permitted to retransmit any information it receives from Client, the mode of retransmission must be at least as secure as the mode by which Client transmitted the information to Company. The confidentiality obligations in this section do not apply to information that: (i) is, at the time of disclosure or thereafter becomes, through no act or omission of the receiving party, a part of the public domain; (ii) was in the receiving party's lawful

possession without an accompanying secrecy obligation prior to the disclosure; (iii) is hereafter lawfully disclosed to the receiving party by a third party without an accompanying secrecy obligation or breach of any duty or agreement by which such third party is bound; or (iv) is independently developed by the receiving party. Notwithstanding if such information is or becomes lawfully in the public domain, Company shall maintain according to this section the confidentiality of any information which includes the identities of Client's consumers. This section shall not be deemed to prohibit disclosures: (A) required by applicable law, regulation, court order or subpoena; or (B) to auditors or regulators. Breach of this section shall give rise to irreparable injury, inadequately compensable in damages. Accordingly, the disclosing party may seek injunctive relief against the breach or threatened breach by the other in addition to such legal remedies as may be available, including the recovery of damages.

Except as set forth in a SOW, any and all work product and deliverables produced under this Agreement ("Work Product") shall be the sole and exclusive property of Client, and Company shall not have any right, title, interest or license therein. Company agrees that any and all inventions, works of authorship and other intellectual property (collectively, "Intellectual Property") conceived, developed, originated, or reduced to practice by Company or under Company's direction under this Agreement or pertaining to Work Product shall be the sole, exclusive and complete property of Client, whether as a work made for hire or otherwise. To the extent, if any, that Company may have right, title or interest in or to such Work Product and Intellectual Property, Company hereby assigns and conveys the same to Client in its entirety. Company agrees, at no additional charge, to execute all applications or registrations for patents and copyrights and all other instruments and to otherwise cooperate as reasonably requested by Client to effectuate this Section. Company further agrees promptly and without prior request to disclose to Client all such inventions, works of authorship and other Intellectual Property conceived, developed, originated, or reduced to practice by Company or under Company's direction. Notwithstanding the foregoing, all rights in the methodology, layout, structure, sequence, organization, summary, calculation, or other tools which may be used by Company to produce Work Product are owned exclusively by Company ("Company IP"). To the extent that any such Company IP is incorporated into the Work Product Company hereby grants to Client an irrevocable, perpetual, nonexclusive, worldwide, royalty-free right and license to use, execute, reproduce, copy, display, perform, distribute copies of, and modify and prepare derivative works based on such preexisting work or know-how and any derivative works thereof and to authorize others to do any or all of the foregoing. The foregoing shall not be deemed to preclude Company from using generalized ideas, concepts, know-how, processes and techniques learned during the course of an engagement and retained only in non-tangible, non-electronic form, provided that Company does so without violation of its confidentiality and privacy obligations contained herein.

7. APPLICABLE LAW; VENUE

This Agreement shall be construed and enforced according to the laws of the state of Nebraska. Jurisdiction and venue for any legal actions between the parties arising under this Agreement shall be exclusively in any state or federal court of competent jurisdiction located in Douglas County, Nebraska, to which exclusive jurisdiction and venue the parties hereby mutually consent.

8. NOTICES

All notices and other communications required or permitted under this Agreement will be in writing, addressed to either party at its address set forth below, and will be deemed effectively delivered (i) upon personal delivery, (ii) upon receipt from a courier service as confirmed by written verification of receipt, or (iii) five (5) days after deposit in the U.S. mail, postage prepaid, by certified or registered mail. Either party may change its address for such communications by giving an appropriate notice to the other party in conformity with this section.

If to Company:

First National Capital Markets, Inc.
Attn: Craig Jones
1620 Dodge Street, Stop 1104
Omaha, NE 68197

If to Client:

Morrill Public School
508 Jefferson Ave
Morrill NE 69358

Attn: _____

9. ASSIGNMENT

Neither party may assign this Agreement or subcontract its duties hereunder to any third parties, including affiliates, subsidiaries, related companies and service providers, without prior written consent from the non-assigning party, which shall not be unreasonably withheld.

10. NON-EXCLUSIVITY

This Agreement shall not be construed to prohibit either party from entering into an agreement with third parties to offer or obtain similar services.

11. SEVERABILITY

Each provision of this Agreement is severable from all others. If any provision of this Agreement is determined to be invalid or unenforceable by a court of competent jurisdiction, the provision shall be deemed modified only to the extent necessary to render it valid and enforceable and all remaining provisions of this Agreement will remain in full force and effect.

12. WAIVER

The failure of either party to enforce any right or provision in this Agreement shall not constitute a waiver of such right or provision unless acknowledged and agreed to by such party in writing. No waiver shall be implied from a failure of either party to exercise a right or remedy. In addition, no waiver of a party's right or remedy will affect the other provisions of this Agreement.

13. HEADINGS

Section headings in this Agreement are inserted solely for convenience and reference, and shall not in any way define, limit, extend or aid in the construction of the scope, extent or intent of this Agreement, nor shall headings have any bearing on the knowledge or understanding any party had regarding this Agreement.

14. COUNTERPARTS

This Agreement may be executed in two or more separate counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same agreement.

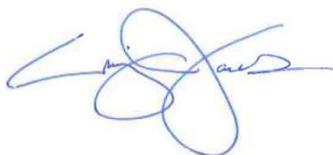
15. ENTIRE AGREEMENT

This Agreement constitutes the entire agreement between Client and Company and supersedes any and all prior agreements or understandings between Company and Client as to the subject matter hereof, and may be modified or amended only by a written supplement to this Agreement signed by both parties or as otherwise specified herein.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the Effective Date

First National Capital Markets, Inc.

Scottsbluff County School District 0011
(Morrill Public Schools)



By: _____

By: _____

Name: Craig T. Jones

Name:

Title: Managing Director, Public Finance

Title: Board President

Exhibit A

Statement of Work

Overview: Educational Finance Assistance, Support, and Training

Project Scope: Assist District personnel with budgeting and budget planning for upcoming school year.

Activities may include but are not limited to:

- Annual NDE Budget Assistance
- Annual Itemized Budget/Coding Assistance
- Monthly Expenditure Analysis/Comparability
- Budget Calendar
- Budget Efficiency Recommendations
- Capital Replacement Schedule
- Annual Financial Report Comparability Study

Period of Performance: Year 1 - January 1, 2022 – December 31, 2022
Year 2 – TBA (At Board request)

Client Project Manager: Carl Dietz and Matt Fisher

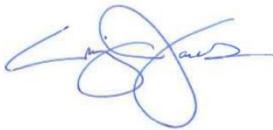
Financial Terms: \$15,000 engagement fee Year 1;
\$7,500 Year 2.

Travel Expenses: None

Payment Terms: Upon receipt of invoice or as agreed upon.

First National Capital Markets, Inc.

Scottsbluff County School District 0011
(Morrill Public Schools)



By: _____

By: _____

Name: Craig T. Jones

Name:

Title: Managing Director, Public Finance

Title: Board President

Laura Fortney
1321 Idlewylde Dr.
Scottsbluff, NE 69361

January 14, 2022

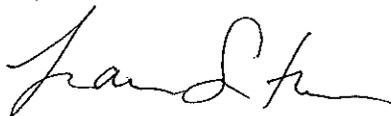
Morrill Public Schools
508 Jefferson Ave.
Morrill, NE 69358

Dear MPS Board & Administration:

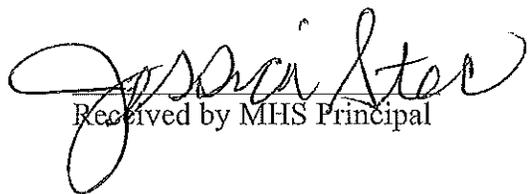
This is to notify you I will not be returning for the 2022-23 school year.

Thank you for the opportunity to work with the students of MPS. I am grateful for my time with them and the opportunity to serve the district.

Sincerely,



Laura Fortney



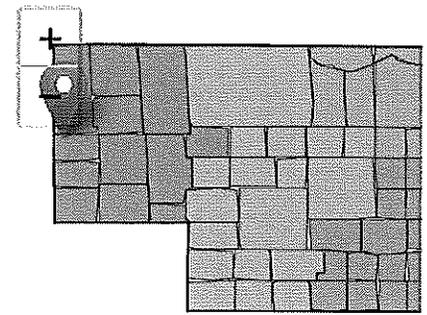
Received by MHS Principal

1/14/2022
Date

7-12 English Language Arts

Morrill Jr/Sr High School is seeking a motivated, energetic individual to teach secondary language arts. The ideal candidate is someone who possesses the desire to motivate and build relationships with students of diverse backgrounds, while bringing learning to life with engaging strategies for students to overcome barriers and find success. The individual would join our team with two other ELA teachers for 7-12 students.

We are a 1:1 school with great technology opportunities for students and staff. Morrill School District is committed to empowering students to become confident, knowledgeable, productive and responsible citizens of a diverse and ever-changing world, because every student deserves a personalized path to success. We utilize the PLC+ model for team building among staff and individual evaluation system from the Danielson Framework.



Zone 1

Grades

7-12

Category

Language Arts

Additional Information

The 2021-2022 base salary for certificated staff is \$35,250 (negotiations for next year are not yet completed). Each teacher also receives a \$10,500 fringe benefit stipend, and the district pays for half of the employee premium for BCBS health and dental insurance.

The Teaching contract is 184 days and begins in the middle of August.

Contact Information

Morrill Public Schools
508 Jefferson Ave
Morrill, NE 69358
<http://www.mpslions.org>

Jessica Stec
(p) (308) 247-2149
(f) (308) 247-2196

**ASK ABOUT
THIS JOB**

How to Apply

Please send your letter of interest, resume, transcripts, certificate and at least three letters of reference to jessica.stec@mpslions.org



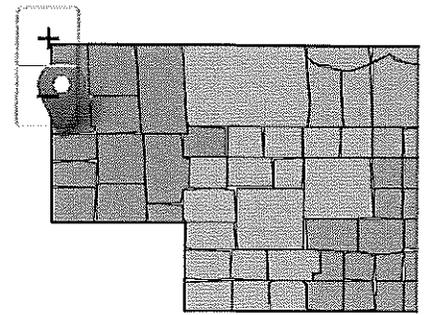
Elementary Principal

Morrill Public Schools is seeking candidates to serve as the principal for our K-6 Elementary School for the 2022-2023 school year.

Morrill Elementary School is seeking a capable, effective principal with strong people and networking skills. Who will support, encourage and lead our staff and set an example of professionalism and strength for our students.

Morrill Elementary serves a population of approximately 165 students in Kindergarten – 6th grades from diverse economic and cultural backgrounds. Morrill is located close to the Wyoming border, approximately equal distant between Scottsbluff, Nebraska and Torrington Wyoming. We serve approximately 165 students in grades K-6. We have a staff of dedicated and caring teachers who wish what is best for our students.

Candidates for this position shall work collaboratively with members of our administrative team and staff. They will be the primary leader for the K-6 building helping to ensure all of our students are prepared for assessments relating to achieving national and state standards. As well as developing the foundational skills necessary to be successful as they continue through their educational careers and beyond.



Zone 1

Grades

K-6

Category

Principal/Asst
Principal

Additional Information

This position will remain open till filled.

Qualified applicants will have completed the necessary educational preparation to serve as an elementary principal and have the necessary certificate and endorsements. Salary will be determined based on actual principal preparation, and the experience in education and as an

Contact Information

Morrill Public Schools
508 Jefferson Ave
Morrill, NE 69358
<http://www.mpslions.org>

Barry Schaeffer
(p) (308) 340-0594
(f) (308) 247-2196



ASK ABOUT
THIS JOB

elementary principal. In addition to a competitive salary, the district also pays the employee premium for BCBS health and dental insurance. The 220 day contract will be for the 2022-2023 school year and will begin on or after July 1, 2022

Interested Candidates should send application materials via email to our new Superintendent for 2022-2023, Mr. Barry Schaeffer – barry.schaeffer@mpslions.org

How to Apply

Please send a letter of interest, resume, transcripts, Nebraska Administrative Certificate, and three letters of reference to barry.schaeffer@mpslions.org



CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

This contract is made by and between the Board of Education of Scotts Bluff County School District No. 79-0011, commonly known as Morrill Public Schools, (the "Board" and the "District" respectively) and Barry Schaeffer (the "Superintendent").

According to the action taken by the Board as recorded in the minutes of the Board meeting held on January 17, 2022, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the following terms and conditions:

I. Terms of Contract:

- A. Term: This Contract is for a term of two (2) years, beginning on July 1, 2022, and expiring on June 30, 2024.
- B. Contract Year: A "contract year" for purposes of this Contract shall be from July 1 to June 30. The Superintendent shall be on duty all weekdays during the contract year except for legal holidays on which school is not in session and days elected as vacation days. The Superintendent may be required to perform duties during the foregoing holidays and on weekends as necessary.

II. Salary:

- A. Salary: The Superintendent's salary for the term of this Contract shall be \$130,000 per contract year. The Board may increase the Superintendent's salary without such increase constituting a new contract or extending the Contract term.
- B. Payment of Salary: Salary payments shall be made in equal monthly installments on or about the 20th of each month. Salary payments shall be subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

III. Benefits: As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

A. Leave:

- 1. Vacation Leave: The Superintendent shall be allowed up to twenty (20) days of vacation leave per contract year, subject to the maximum accrual amount set forth herein. Any unused accumulated vacation leave may carry over from year to year, but in no event shall the Superintendent accrue more than twenty-five (25) days of vacation leave. The Superintendent shall not take vacation leave for more than five (5) consecutive working days at any one time without the prior approval of the Board. Vacation days are to be used in a manner and at times selected by the Superintendent; provided that the Superintendent shall make reasonable

efforts to not schedule leaves which would cause the Superintendent to miss meetings of the Board or important school functions, and the Superintendent shall provide information such that the Superintendent may be contacted when necessary.

2. PTO Days: The Superintendent shall be entitled to up to ten (10) days of PTO leave per contract year, subject to the maximum accrual amount set forth herein. Any unused accumulated PTO days will transition into a personal sick leave bank, but in no event shall the Superintendent accrue more than sixty (60) days in his sick leave bank. Upon termination of employment, the Superintendent shall not be paid for any accrued, unused sick leave days. Sick leave may only be used if (a) the Superintendent has an illness or injury which prevents the Superintendent from attending work, (b) an immediate family member of the Superintendent is sick or injured and the Superintendent must miss work to care for the immediate family member, or (c) bereavement purposes.
3. Leave Log: The Superintendent shall maintain a monthly vacation, PTO and sick leave log which shall be kept current and available for review by the Board President and provided in the Board packets for the Board's monthly regular meetings.

B. Health & Dental Insurance:

The Superintendent shall be provided health and dental insurance for him and his spouse through the District's group insurance plan. The District shall pay the insurance premium and the Superintendent shall be responsible for all deductibles, copays, and other out of pocket expenses.

C. Section 125 Plan:

The Superintendent shall be permitted to participate in the District's Section 125 Plan.

D. Meetings and Dues:

The Superintendent shall attend appropriate professional meetings at the local, state, and national levels provided that such attendance does not interfere with the proper performance of Superintendent's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies.

E. Transportation Expenses:

When available, the superintendent is expected to utilize a district vehicle for reasonable and necessary transportation required in the performance of the Superintendent's official duties. In the event that no district vehicle is available, the superintendent shall be reimbursed at the rate set by the Board for District travel.

F. Moving Expenses

The District shall reimburse the Superintendent up to \$1,800 of the moving expenses incurred by the Superintendent in relocating to the District area. The Superintendent shall provide receipts, invoices, or other proof of such expenses prior to reimbursement by the District.

IV. Duties:

A. Specification of Duties:

The Superintendent shall perform the duties of Superintendent as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Superintendent shall perform other duties as the Board may assign from time to time without further remuneration than what is already provided in this Contract.

B. Extra Duties:

The Board may also, from time to time, assign to the Superintendent "extra duty" assignments with extra compensation as approved by the Board. The Superintendent shall have no continuing right to such "extra duty" assignments once given, and they will be subject to discontinuation by the Board with or without cause at any time.

C. Use of Time:

The Superintendent agrees to devote full time to the assigned duties on working days. With the advance permission of the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional activities, as long as such activities do not interfere with Superintendent's duties, obligations and representations set forth in this Contract. If the Superintendent provides services to other school districts or undertakes consultative work, speaking engagements, writing, lecturing or other professional activities, the Superintendent shall utilize the Superintendent's vacation time for such purposes, and hold the District harmless thereon.

D. Performance of Duties:

In performing the assigned duties, the Superintendent shall be governed by the policies, regulations and directions of the Board. The Superintendent shall, in all respects, diligently and faithfully perform the assigned duties to the best of the Superintendent's professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent's position.

V. Board-Superintendent Relationship:

The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District and shall have primary responsibility for implementation of Board policy. The Superintendent will propose policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment, consistent with legal requirements and the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting.

VI. Evaluation of the Superintendent:

The Superintendent shall be evaluated not less than twice during the Superintendent's first contract year with the District. The Superintendent shall notify the Board President to remind the Board of the need to evaluate and provide the Board with the Board approved evaluation instrument at the Board's October and February regular meetings during the first contract year. After the first contract year, the Superintendent shall be evaluated at least once during each contract year, unless the Board deems additional evaluations appropriate. After the first contract year, the Superintendent shall notify the Board President to remind the Board of the need to evaluate and provide the Board with the Board approved evaluation instrument at the Board's October regular meeting.

VII. Contract Termination:

A. Cancellation:

The Board may cancel this Contract during its term for any of the following reasons: (1) the Superintendent violates any of the provisions of this Contract; (2) the Superintendent performs any act or does anything which is materially harmful to the District; (3) the Superintendent becomes legally disqualified to perform as a superintendent in the State of Nebraska; (4) the Superintendent participates in any fraud; (5) the Superintendent causes any intentional damage to property; (6) the Superintendent engages in an unlawful act; (7) any representations by the Superintendent in this Contract are determined to be false or incorrect; and (8) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. Suspension or other disciplinary action may be enforced in accordance with applicable law.

Upon cancellation of this Contract for any reason, the compensation due hereunder shall be prorated based on the number of days actually worked by the Superintendent.

Any unearned fractional portion of any payment made, but not earned prior to cancellation of the Contract shall be refunded by the Superintendent.

B. Non-Renewal:

The Board may elect to not renew this Contract at the end of the term for any reason it deems sufficient if such non-renewal is constitutionally permissible.

C. Payment Upon Termination:

The salary due to the Superintendent at the time of the Superintendent's termination of employment by the Board, for any reason, shall be reduced by any sums owing to the District by the Superintendent. Any additional amount owed to the District by the Superintendent shall be immediately due and payable by the Superintendent to the District.

VIII. Representations and Legal Requirements:

The Superintendent affirms that (1) the Superintendent holds or will hold at the beginning of the term of the Contract a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract; (2) the required certificate to perform the assigned duties will be registered with the District as required by law; it being understood and agreed that this Contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees Retirement Act.

IX. Governing Laws:

The parties shall be governed by all applicable Nebraska and federal laws, rules and regulations in performance of their respective duties and obligations under this Contract.

X. Amendment & Severability:

This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

Executed January 14, 2022

Superintendent:



A handwritten signature in blue ink, appearing to read "Barry Scheffler", is written over a horizontal line.

Executed _____, 2022

Board of Education of Scotts Bluff County
School District No. 79-0011, commonly
known as Morrill Public Schools:

By: _____
Board President

Attest: _____
Board Secretary