

Board of Education Regular Meeting

Monday, June 14, 2021 6:00 PM

1. Call to Order: The regular June meeting of the Elm Creek School District Board of Education is called to order at 6:00 p.m. on June 14, 2021 in room 810 of Elm Creek High School, 230 E. Calkins Ave., Elm Creek, Nebraska.
2. Mission Statement:
At Elm Creek Public Schools we will: Be Kind, Be Respectful, Be Responsible, Be Trustworthy, Be Accountable, Be Honest, and Give Great Effort.
- 3.
4. Flag Salute
5. Open Meeting Act - the Open Meetings Act is posted on the front wall and this meeting has been duly posted in the Observer Newspaper as per board policy.
6. Roll Call
7. Approval of Agenda

Motion to approve the agenda as presented. This motion, made by JC Ourada and seconded by Morgan Fouts, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, JC Ourada: Yea, Dana Steiner: Yea

8. Citizens Comments

This is the only time during this meeting when the public may speak. Any person wishing to make a public comment must abide by and adhere to applicable board policies, including, but not limited to, the following:

- Each person wishing to speak must sign in on the sign-in sheet and provide their home address
- Each person who comes forward to speak should state your name and the topic you are addressing before you begin.
- A time limit of three minutes is allotted for each speaker.
- The board will not respond to comments or questions.
- The board will not take action on any comments but will direct the comments to appropriate staff members.

9. Consent Agenda

Motion to approve the consent agenda as presented. This motion, made by Alicia Beavers and seconded by Dana Steiner, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, JC Ourada: Yea, Dana Steiner: Yea

9.1. Minutes

9.2. Claims

9.3. Treasurer's Report

10. Action Items

10.1. Resolution authorizing submission to the qualified voters of the School District at a special election to be held on September 14, 2021 a proposition relating to the issuance of not to exceed \$11,980,000 in general obligation bonds for the purpose of paying the costs of constructing additions to the existing school building and providing for necessary furniture and apparatus for such school building and additions, with interest and principal of said bonds to be payable from a special levy of taxes against all taxable property in the School District

Motion to approve a resolution authorizing submission to the qualified voters of the School District at a special election to be held on September 14, 2021 a proposition relating to the issuance of not to exceed \$11,980,000 in general obligation bonds for the purpose of paying the costs of constructing additions to the existing school building and providing for necessary furniture and apparatus for such school building and additions, with interest and principal of said bonds to be payable from a special levy of taxes against all taxable property in the School District. This motion, made by Jeff Meads and seconded by Dana Steiner, Passed.

Morgan Fouts: Nay, Lynette Mitchell: Nay, Alicia Beavers: Yea, Jeff Meads: Yea, JC Ourada: Yea, Dana Steiner: Yea

10.2. Software Unlimited as the new school accounting software

Motion to make a motion to approve Software Unlimited as the new school accounting program for the district. This motion, made by Alicia Beavers and seconded by Dana Steiner, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, JC Ourada: Yea, Dana Steiner: Yea

10.3. Breakfast and Lunch prices for 2021-2022 school year.

Make a motion to approve the proposed breakfast and lunch prices for the 2021-2022 school year. This motion, made by JC Ourada and seconded by Jeff Meads, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, JC Ourada: Yea, Dana Steiner: Yea

10.4. Annual review of district parent and family engagement policy 5057.

Motion to approve the annual review of district parent and family engagement policy 5057. This motion, made by Alicia Beavers and seconded by JC Ourada, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, JC Ourada: Yea, Dana Steiner: Yea

10.5. Annual Review of district bullying policy 5054

Motion to approve the annual Review of district bullying policy 5054. This motion, made by JC Ourada and seconded by Alicia Beavers, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, JC Ourada: Yea, Dana Steiner: Yea

10.6. Professional boundaries between employees and students, policy 4025.

Motion to approve policy to change from 4025 to 4026 outlining the professional boundaries between employees and students. This motion, made by JC Ourada and seconded by Lynette Mitchell, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, JC Ourada: Yea, Dana Steiner: Yea

10.7. Superintendents Second Evaluation

Motion to approve superintendent's second evaluation. This motion, made by Alicia Beavers and seconded by Dana Steiner, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, JC Ourada: Yea, Dana Steiner: Yea

11. Reports

11.1. Superintendent's Report

11.1.1. ESSER III Funds

11.2. Principals' Report

11.2.1. Elementary School - Update on Summer School
Middle/High School - Update on Online Store

11.3. Board Committees

- Building, Grounds, and Transportation Committee met on June 3rd.

12. Move the next regular board meeting to the third Monday, July 19th at 6:00 p.m.

13. Adjournment

Next Board meeting will be July 19th at 7:00 PM. Motion to adjourn the meeting at 7:12 PM. This motion, made by JC Ourada and seconded by Alicia Beavers, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, JC Ourada: Yea, Dana Steiner: Yea

Board of Education Regular Meeting

Monday, May 10, 2021 6:00 PM

1. Call to Order

2. Flag Salute

3. Open Meeting Act

4. Roll Call

Motion to excuse JC from the meeting. This motion, made by Alicia Beavers and seconded by Jeff Meads, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, Dana Steiner: Yea

Motion to approve roll call. This motion, made by Jeff Meads and seconded by Alicia Beavers, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, Dana Steiner: Yea

5. Approval of Agenda

Motion to approve the agenda as presented. This motion, made by Dana Steiner and seconded by Alicia Beavers, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, Dana Steiner: Yea

6. Citizens Comments

Rebecca Reiter spoke during citizens comments regarding the states proposed health standards.

7. Consent Agenda

Motion to approve the consent agenda. This motion, made by Morgan Fouts and seconded by Dana Steiner, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, Dana Steiner: Yea

7.1. Minutes

The public announcement for this meeting has been duly posted in The Beacon Observer Newspaper.

7.2. Claims

7.3. Treasurer's Report

8. Information Items

8.1. Presentation on Accounting Software

8.2. Presentation on Transportation Handbook and Guidelines

8.3. Update on Construction Planning

9. Action Items

9.1. Finance Curriculum for middle and high school classes

Motion to approve the finance curriculum for middle and high school classes. This motion, made by Alicia Beavers and seconded by Morgan Fouts, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, Dana Steiner: Yea

9.2. Two Year Contract with Eakes for soap, sanitizer, paper towels, and toilet paper.

Motion to approve two year contract with Eakes. This motion, made by Morgan Fouts and seconded by Alicia Beavers, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, Dana Steiner: Yea

9.3. Policy 4057 Superintendent Evaluation

Motion to approve superintendent evaluation. This motion, made by Alicia Beavers and seconded by Lynette Mitchell, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, Dana Steiner: Yea

10. Reports

10.1. Superintendent's Report

10.1.1. Upcoming work on:

1. High Ability Learner Programs
2. EL Program
3. Emergency Readiness and Crisis Planning

10.2. Principals' Report

10.2.1. Mr. Spotanski will present on graduation requirements and adjustments in 2020-2021.

Mrs. Williams will present on pre-school programming for 2021-2022.

10.3. Board Committees

May 5th - Vision Committee Meeting

May 10th - Building, Grounds, and Transportation

11. Next Regular Board Meeting

The board meeting workshop will be June 1st at 6pm. The next regular board meeting will be June 14th at 6pm.

12. Adjournment

Motion to adjourn the meeting. This motion, made by Alicia Beavers and seconded by Morgan Fouts, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, Dana Steiner: Yea

Board of Education Regular Meeting

Tuesday, June 1, 2021 6:00 PM

1. Call to Order

2. Flag Salute

3. Open Meeting Act

4. Roll Call

Motion to dismiss Dana Steiner. This motion, made by Jeff Meads and seconded by JC Ourada, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

5. Approval of Agenda

Motion to approve the agenda as presented. This motion, made by JC Ourada and seconded by Alicia Beavers, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

6. Jacob Sertich and Tobin Buchanan will lead the board in a workshop regarding the planning, construction, and financials of a proposed new Elm Creek Elementary School. Jacob Sertich presented concept changes and reviewed board questions about the concept plan. Mark Lewis presented updated concept pricing. Tobin Buchanan presented on financial/levy impact.

7. Next Regular Board Meeting

8. Adjournment

motion to adjourn the meeting at 8:27pm. This motion, made by JC Ourada and seconded by Alicia Beavers, Passed.

Alicia Beavers: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

Check Register

Direct

Dep. Invoice	Check Number	Check Date	Vendor ID	Vendor Name	Amount
Invoice	Invoice Date	PO Number	PO Date	Description	

Checks Printed

01 - GENERAL FUND

Bank Account :A - General Fund

00017974	06/11/2021	53DIESEL		53 DIESEL LLC	
p 2023	05/17/2021		06/10/2021	DE-ICER (QT)	52.38
				Check Total	52.38
00017975	06/11/2021	AGLAND		AgLand Auto Repair	
5890	05/19/2021		06/10/2021	VAN 2020 - OIL CHANGE	45.55
				Check Total	45.55
00017976	06/11/2021	ALPHAREH		ALPHA REHABILITATION P.C.	
3192	05/31/2021		06/10/2021	SPEECH, OT	698.24
				Check Total	698.24
00017977	06/11/2021	AWARDSUN		AWARDS UNLIMITED	
45929	05/11/2021		06/10/2021	Valed & Salut Awards	26.70
				Check Total	26.70
00017978	06/11/2021	BLACKHILLS		BLACK HILLS ENERGY	
05242021-01	05/24/2021		06/10/2021	225 E BOYD	294.57
05242021-40	05/24/2021		06/10/2021	230 E CALKINS	319.58
05242021-94	05/24/2021		06/10/2021	122 N CHURCH	34.01
				Check Total	648.16
00017979	06/11/2021	CENTRALCOM		CENTRAL COMMUNITY COLLEGE	
001810836	05/07/2021		06/10/2021	KEGLEY WORKSHOP	25.00
				Check Total	25.00
00017980	06/11/2021	CENTURY		CENTURYLINK	
050721	05/07/2021		06/10/2021	PHONE SERVICE	387.30
				Check Total	387.30
00017981	06/11/2021	CLIPPER		Clipper-Herald	
10821608	05/12/2021		06/10/2021	WANT AD	238.24
				Check Total	238.24
00017982	06/11/2021	CONDITION		CONDITIONED AIR MECHANICAL SYSTEMS	
41017	05/24/2021		06/10/2021	MEZZANINE BOILER-PARTS	1,842.00
				Check Total	1,842.00
00017983	06/11/2021	EAKESOFF		EAKES OFFICE PRODUCTS	
8243225-0	05/03/2021		06/10/2021	SUPPLIES	113.65
8249047-0	05/07/2021		06/10/2021	TOWELS, TISSUE	103.26
8249047-1	05/14/2021		06/10/2021	TISSUE	23.99
8249263-0	05/04/2021		06/10/2021	SUPPLIES	94.56
8249379-0	05/04/2021		06/10/2021	SUPPLIES	33.09
8251032-0	05/07/2021		06/10/2021	KLEENEX, FILTERS	39.81

Check Register

Direct

Dep.	Check Number Invoice	Check Date Invoice Date	Vendor ID PO Number	Vendor Name Description	Amount
	8252518-0	05/07/2021		TRASH BAGS	44.89
	8257064-0	05/14/2021		TISSUES, TOWELS, BAGS	210.46
	8257064-1	05/21/2021		TRASH BAGS	76.25
	8258068-0	05/21/2021		SHEET PROTECTORS	39.80
	8261127-0	05/21/2021		TRASH & VAC BAGS	47.72
	8261127-1	05/28/2021		TRASH BAGS	15.93
	8262538-0	05/28/2021		LIGHT BULBS	335.12
	8264342-0	05/28/2021		LIGHT BULBS	112.29
	CREDIT	05/05/2021		CREDIT	-46.48
				Check Total	1,244.34
00017984		06/11/2021	EASYST	EASY STREET STORAGE, LLC	
	060121	06/01/2021		BUS BARN	2,220.00
				Check Total	2,220.00
00017985		06/11/2021	ECOLAB	ECOLAB PEST ELIMINATION	
	4333300	04/20/2021		APRIL	71.01
	4521897	05/21/2021		PEST ELIM	71.01
				Check Total	142.02
00017986		06/11/2021	EDEALJ	JESSICA EDEAL	
	06012021	06/01/2021		MILEAGE	25.88
				Check Total	25.88
00017987		06/11/2021	ELECTRONIC	ELECTRONIC CONTRACTING CO.	
	13762	06/01/2021		QTRLY MONITORING	81.00
				Check Total	81.00
00017988		06/11/2021	ESU10	Educational Service Unit 10	
	060121-10	06/01/2021		CABLES	300.11
	060121-11	06/01/2021		WIRELESS SYSTEM	1,387.50
	060121-12	06/01/2021		VOC EVAL	329.02
	060121-78	06/01/2021			578.40
	060121-79	06/01/2021		PT	667.66
	060121-80	06/01/2021		SUPERVISION	2,061.84
	060121-81	06/01/2021		OT	2,051.97
	060121-85	06/01/2021		AUDIOLOGY	120.65
				Check Total	7,497.15
00017989		06/11/2021	FLINNS	FLINN SCIENTIFIC INC	
	2558083	04/29/2021		FLIES FOR SCIENCE	38.00
				Check Total	38.00
00017990		06/11/2021	FOLLETTSCH	FOLLETT SCHOOL SOLUTIONS, INC	
	1435678	05/01/2021		SUBSCRIPTION	1,042.50
				Check Total	1,042.50
00017991		06/11/2021	FOSTERC	CURT FOSTER	

Check Register

Direct

Dep.	Check Number Invoice	Check Date Invoice Date	Vendor ID PO Number	Vendor Name Description	Amount
	06012021	06/01/2021		06/10/2021 RENT	100.00
				Check Total	100.00
	00017992	06/11/2021	FOSTFAMI	Foster's Family Foods	
	06012021-54	06/01/2021		06/10/2021 FOOD AND CLEANING	179.63
				Check Total	179.63
	00017993	06/11/2021	GRACZYKL	GRACZYK LAWN & LANDSCAPE	
	79746	05/10/2021		06/10/2021 FERT- PRACT FIELD	468.00
	80972	05/28/2021		06/10/2021 230 CALKINS	794.00
				Check Total	1,262.00
	00017994	06/11/2021	GRACZYKS	GRACZYK SPRINKLERS	
	5983	05/06/2021		06/10/2021 SPRINKLER TURN-ON	174.39
	6151	05/27/2021		06/10/2021 REPAIRS	716.74
				Check Total	891.13
	00017995	06/11/2021	HEGGERTY	HEGGERTY	
	89751	05/05/2021		06/10/2021 CURRICULUM	583.12
				Check Total	583.12
	00017996	06/11/2021	HOMETOWN	Hometown Leasing	
	050721	05/07/2021		06/10/2021 COPIERS	1,420.00
				Check Total	1,420.00
	00017997	06/11/2021	ISLANDSU	Island Supply Welding	
	242041	05/31/2021		06/10/2021 SHOP	69.44
				Check Total	69.44
	00017998	06/11/2021	KEARNHUB	KEARNEY HUB	
	70603718	05/12/2021		06/10/2021 EMPLOYMENT AD	362.88
				Check Total	362.88
	00017999	06/11/2021	KEARNRENT	KEARNEY RENTAL PROS	
	5448	06/01/2021		06/10/2021 RENT (P&P)	949.98
				Check Total	949.98
	00018000	06/11/2021	KELLYSA	KELLY'S SALES & AG SERVICE	
	22744	05/01/2021		06/10/2021 2020 VAN	65.00
	22745	05/01/2021		06/10/2021 2016 VAN	65.00
	22746	05/01/2021		06/10/2021 2007 VAN	65.00
	22747	05/01/2021		06/10/2021 2005 VAN	65.00
	22748	05/01/2021		06/10/2021 2014 DODGE	65.00
				Check Total	325.00
	00018001	06/11/2021	KRVNRADIO	KRVN RURAL RADIO	
	IN-LX-121055195	05/17/2021		06/10/2021 CLASSIFIED AD	30.00

Check Register

Direct

Dep.	Check Number Invoice	Check Date Invoice Date	Vendor ID PO Number	Vendor Name PO Date	Description	Amount
					Check Total	30.00
	00018002	06/11/2021	KSBSCHOOL		KSB SCHOOL LAW	
	10088	06/01/2021		06/10/2021	LEGAL FEES	256.00
					Check Total	256.00
	00018003	06/11/2021	LINWELD		MATHESON TRI GAS	
	0051806909	05/31/2021		06/10/2021		195.04
					Check Total	195.04
	00018004	06/11/2021	MCGRAW		MCGRAW-HILL COMPANIES	
	117834458001	06/07/2021		06/10/2021	P O 11308-ELEM SUBSCR	2,222.87
	117834980001	06/04/2021		06/10/2021	P O 11305-RVL MATH	1,755.81
					Check Total	3,978.68
	00018005	06/11/2021	MOSAIC		MOSAIC	
	AXT0521-11	06/01/2021		06/10/2021	MAY SERVICES	3,629.92
	AXT0521-32	06/01/2021		06/10/2021	MAY SERVICES	3,629.92
					Check Total	7,259.84
	00018006	06/11/2021	NASB		NEBRASKA ASSN OF SCHOOL BOARDS	
	INV-07961-V3G8 B6	04/30/2021		06/10/2021	LAW CONFERENCE	620.00
					Check Total	620.00
	00018007	06/11/2021	NE SAFETY		NEBRASKA SAFETY CENTER	
	57-8854	06/01/2021		06/10/2021	KELLY-LEVEL 1	75.00
					Check Total	75.00
	00018008	06/11/2021	NEFIRE		NE STATE FIRE MARSHALL	
	88299	06/09/2021		06/10/2021	ANNUAL INSPECTION	120.00
					Check Total	120.00
	00018009	06/11/2021	NPPD		NEBRASKA PUBLIC POWER DISTRICT	
	05172021-6740	05/17/2021		06/10/2021	BUS BARN	47.37
	05172021-6744	05/17/2021		06/10/2021	BALLFIELD	60.28
	05172021-6748	05/17/2021		06/10/2021	230 E CALKINS	3,866.94
					Check Total	3,974.59
	00018010	06/11/2021	PAYFLEX		PAYFLEX SYSTEMS USA	
	06012021	06/01/2021		06/10/2021	JUNE FEES	150.00
	131932-1568782	05/10/2021		06/10/2021	MAY FEES	150.00
					Check Total	300.00
	00018011	06/11/2021	PERMA		PERMA-BOUND	
	1894265-00	05/06/2021		06/10/2021	POSTERS, BOOKS	472.65
					Check Total	472.65

Check Register

Direct

Dep.	Check Number Invoice	Check Date Invoice Date	Vendor ID PO Number	Vendor Name Description	Amount
	00018012	06/11/2021	PIONEERTE	PIONEER TELEPHONE	
	06012021	06/01/2021		06/10/2021 LONG DISTANCE	80.44
				Check Total	80.44
	00018013	06/11/2021	PYRAMID	PYRAMID SCHOOL PRODUCTS	
	S1427275.001	05/24/2021		06/10/2021 PERM MARKERS	53.90
				Check Total	53.90
	00018014	06/11/2021	SCHOLAST	SCHOLASTIC INC	
	M7118327	06/10/2021		06/10/2021 SCHOLASTIC NEWS ETC	850.88
				Check Total	850.88
	00018015	06/11/2021	STATENE	STATE OF NEBRASKA	
	1267393	05/10/2021		06/10/2021 MAY SERVICES	355.24
	1271462	06/08/2021		06/10/2021 JUNE SERVICES	355.24
				Check Total	710.48
	00018016	06/11/2021	TRUCKC	TRUCK CENTER COMPANIES	
	241392	05/31/2021		06/10/2021 REPAIRS	552.88
	RA105000103:01	05/05/2021		06/10/2021 REPAIRS	836.04
				Check Total	1,388.92
	00018017	06/11/2021	USBANK	CORPORATE PAYMENT SYSTEMS	
	06072021	06/07/2021		06/10/2021 SUPPLIES, POSTAGE	941.96
				Check Total	941.96
	00018018	06/11/2021	VERIZON	VERIZON WIRELESS	
	02831190990000	05/25/2021		06/10/2021 CELL PHONE	18.93
	1				
				Check Total	18.93
	00018019	06/11/2021	VILLAGEE	Village Of Elm Creek	
	05312021	05/31/2021		06/10/2021 TRASH, WATER ETC	857.70
				Check Total	857.70
	00018020	06/11/2021	VILLAGEU	VILLAGE UNIFORM	
	518000	04/30/2021		06/10/2021 RAGS ETC	29.51
	518465	05/07/2021		06/10/2021 RAGS ETC	29.51
	518961	05/14/2021		06/10/2021 RAGS ETC	29.51
	519441	05/21/2021		06/10/2021 RAGS ETC	29.51
				Check Total	118.04
	00018021	06/11/2021	WEXBANK	WEX BANK	
	72152524	05/31/2021		06/10/2021 FUEL	1,497.55
				Check Total	1,497.55
	00018022	06/11/2021	WOODWARDS	WOODWARDS DISPOSAL SERVICE	
	NO8998-848	05/22/2021		06/10/2021 SHRED SERVICE	25.00

ALL Data

Check Register

Arranged by:
Check Number

Direct

Dep.	Check Number	Check Date	Vendor ID	Vendor Name	Amount
Invoice	Invoice Date	PO Number	PO Date	Description	
				Check Total	25.00
				01 - GENERAL FUND Totals:	46,223.24
				Total of Checks Printed:	46,223.24
				Report Total:	46,223.24

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR JUNE 10, 2021
MAY 2021 FINANCIALS

GENERAL FUND - ACCT NO. 137766 (Reconciled)

BANK BALANCE MAY 1, 2021		\$	232,528.98
RECEIPTS	BUFFALO COUNTY - TAXES	\$	913,783.02
	CCC	\$	2,610.00
	Dawson County	\$	70,732.09
	ESU #10	\$	100.00
	PHELPS COUNTY (TAXES)	\$	279,346.23
	PRESCHOOL	\$	1,375.00
	STATE (CARES)	\$	29,534.00
	SPED SCH AGE	\$	37,163.00
	STATE AID	\$	45,973.00
	TOTAL RECEIPTS	\$	1,380,616.34
AVAILABLE BALANCE		\$	1,613,145.32
DISBURSEMENTS:			
	Bills Paid MAY 12, 2021	\$	60,504.67
	Payroll (Includes Lunch Net Pay)	\$	335,781.88
	TOTAL DISBURSEMENTS	\$	396,286.55
BOOK BALANCE MAY 31, 2021		\$	1,216,858.77

DEPRECIATION FUND - ACCT NO 14832 (Reconciled)

Balance MAY 1, 2021		\$	69,573.21
INTEREST		\$	-
BOOK BALANCE MAY 31, 2021		\$	69,573.21

UNEMPLOYMENT CD #2232

Balance MAY 1, 2021		\$	11,375.32
INTEREST		\$	-
BALANCE MAY 31, 2021		\$	11,375.32

BUILDING FUND (Reconciled)

Balance MAY 1, 2021		\$	101,282.07
BUFFALO COUNTY		\$	23,126.39
DAWSON COUNTY (should be - Treasurer error)		\$	1,822.98
RECEIPTS - PHELPS COUNTY		\$	7,207.29
INTEREST		\$	13.53
BALANCE MAY 31, 2021		\$	133,452.26

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR JUNE 10, 2021
MAY 2021 FINANCIALS

BOND FUND (OPENED 11-12-09)

(Reconciled)	Balance MAY 1, 2021	\$	217,410.49
	RECEIPTS- BUFFALO	\$	132,601.73
	RECEIPTS-DAWSON CO (should be - Treasurer error)	\$	10,452.62
	RECEIPTS - PHELPS COUNTY	\$	41,184.08
	BALANCE MAY 31, 2021	\$	401,648.92

SAM/DUNS ACCOUNT (REAP-1173)

(Reconciled)	Balance MAY 1, 2021	\$	10,193.40
	DISBURSEMENTS	\$	-
	BALANCE MAY 31, 2021	\$	10,193.40

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
 FOR JUNE 10, 2021
 MAY 2021 FINANCIALS

LUNCH FUND (Reconciled)

BANK BALANCE MAY 1, 2021 23,018.01

RECEIPTS

LUNCH SALES	-
EFUND PAYMENTS	153.00
Federal Reimbursement Breakfast	-
Federal Reimbursement Lunch	-
State Reimbursement Lunch	-
State Reimbursement Breakfast	-
SFP RECEIPTS (ADMIN)	-
SFP RECEIPTS (OPERATING)	-
TRANSFERS FROM GENERAL ACCT	-
TOTAL RECEIPTS	153.00

AVAILABLE BALANCE 23,171.01

DISBURSEMENTS

Food/Groceries/Milk Etc.	14,156.80
Supplies	794.97
Miscellaneous (Reimbursements)	353.25
MAY PAYROLL (BENEFITS)	3,308.16
TOTAL DISBURSEMENTS	18,613.18

BALANCE MAY 31, 2021 4,557.83

JUNE 2021 Bills

CASHWA	\$	5,535.17
FOSTERS	\$	36.19
HILAND (MILK)	\$	964.67
JUNE PAYROLL (ESTIMATE)	\$	8,500.00
MAY PAYROLL TRANSFER	\$	5,309.58
US FOODS (THOMPSON)	\$	-
VILLAGE UNIFORM (TOWELS ETC)	\$	24.70
	\$	20,370.31

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
 FOR JUNE 10, 2021
 MAY 2021 FINANCIALS

ACTIVITY FUND (CURRENT CASH BALANCE SUMMARY)

(Reconciled)	Balance MAY 1, 2021	\$	28,467.13
GROUP A & B	RECT'S-GATE, DIST ACT, ENTRY FEES, RETURN CHNGE	\$	5,241.00
GROUP C, D & E	RECT'S-FUNDRAISING	\$	5,816.67
GROUP F	RECT'S - SALES	\$	4,406.84
GROUP G & H	RECT'S-FEES	\$	58,010.20
GROUP A & B	EXPENSE-START CHNGE, OFFICIALS, ENT FEES	\$	(5,204.29)
GROUP C, D & E	EXPENSE-FEES AND APPAREL	\$	(5,110.80)
GROUP F	EXPENSE-BILLINGS(SALES)	\$	(2,062.81)
GROUP G & H	EXPENSE-FEES	\$	(1,791.28)
	BALANCE MAY 31, 2021	\$	87,772.66

- GROUP KEY
 A-ATHLETICS
 B-ACTIVITIES
 C-CLUBS AND ORGANIZATIONS
 D-SPECIAL FUNDS
 E-CLASS FUNDS
 F-SCHOOL GROUPS
 G-DISTRICT ACTIVITIES
 H-MISCELLANEOUS

CASH SUMMARY REPORT

DATE RANGE: 09/01/2020 THRU 5/31/2021

ARRANGED BY: FUND DESCRIPTION

Fund Description	Beginning (09/01/2020)	Revenue To Date	Expenses to Date	(01/31/2021)
Activity Fund	56,369.95	442,599.90	(411,197.19)	87,772.66
Bond Fund	457,095.71	520,223.21	(575,670.00)	401,648.92
Building Fund	42,732.91	90,719.35	-	133,452.26
DEPRECIATION FUND	163,432.27	432.94	(94,292.00)	69,573.21
Employee Benefit Fund	11,309.19	66.13	-	11,375.32
GENERAL FUND	146,019.60	4,585,575.92	(3,514,736.75)	1,216,858.77
LUNCH FUND	9,957.93	162,341.27	(167,741.37)	4,557.83
SAM/DUNS ACCOUNT	10,193.40	-	-	10,193.40
TOTALS	897,110.96	5,801,958.72	(4,763,637.31)	1,935,432.37

**ACKNOWLEDGMENT OF RECEIPT OF
NOTICE OF MEETING**

The undersigned Members of the Board of Education of Buffalo County School District 0009 (Elm Creek Public Schools), in the State of Nebraska, hereby acknowledge receipt of advance notice of a meeting of the Board of Education of said District and the agenda for such meeting held at _____ o'clock P.M., on June 14, 2021 at _____, in Elm Creek, Nebraska.

DATED June 14, 2021

I hereby certify that _____ was absent from the meeting but that, to my personal knowledge, such member(s) received advance notice of the meeting and agenda.

Board Secretary

CERTIFICATE OF POSTING NOTICE

The undersigned hereby certifies that attached to this certificate is a true and correct copy of the public notice of the meeting of the Board of Education of Buffalo County School District 0009 (Elm Creek Public Schools), in the state of Nebraska (the "Issuer") for the meeting held on June 14, 2021, and that such notice was posted not later than _____, 2021 (not less than three (3) days prior to the meeting) in the following public places:

The undersigned further certifies that such notice remained posted in such places through the date and time of the referenced meeting.

Dated this ___ day of June, 2021.

Title _____

MINUTES OF MEETING

A meeting of the Board of Education (the "Board") of Buffalo County School District 0009 (Elm Creek Public Schools), in the State of Nebraska (the "District"), was convened in open and public session at _____ o'clock, P.M. on June 14, 2021, at _____, in Elm Creek, Nebraska. Present were:

_____. Absent were: _____.

Notice of the meeting was given in advance thereof by posting or publication, one of the District's designated methods for giving notice, a copy of the certificate of posting or proof of publication being attached to these Minutes. Notice of this meeting was given in advance to all members of the Board and a copy of their Acknowledgment of Receipt of Notice is attached to these Minutes. Availability of the Agenda was communicated in the advance notice and in the notice to the members of this meeting. The President publicly stated at the beginning of the meeting to all in attendance that a current copy of the Nebraska Open Meetings Act was available for review and indicated the location of such copy in the room where the meeting was being held. All proceedings of the Board were taken while the convened meeting was open to the attendance of the public.

Member _____ offered the following resolution and moved its passage and adoption:

RESOLUTION

BE IT RESOLVED BY THE BOARD OF EDUCATION (THE "BOARD") OF BUFFALO COUNTY SCHOOL DISTRICT 0009 (ELM CREEK PUBLIC SCHOOLS), IN THE STATE OF NEBRASKA (THE "DISTRICT") AS FOLLOWS:

Section 1. The Board hereby finds and determines that the District is fully organized as a Class III School District under Chapter 79, Reissue Revised Statutes of Nebraska, 2014, as amended, embracing territory having a population of not more than one hundred fifty thousand inhabitants and maintaining both elementary and high school grades under the direction of a single board of education.

Section 2. The Board further finds and determines that it is necessary that funds be provided for the purpose of paying the costs of constructing additions to the existing school building and providing for necessary furniture and apparatus for such school building and additions; for such purposes it will be necessary to issue bonds of the District in one or more series in the total principal amount not to exceed \$11,980,000; and that a proposition for the issuance of bonds for such purpose has not been submitted to the electors of the District within six months preceding the date of the election called by this resolution.

Section 3. It is hereby ordered that a special election is hereby called and shall be held within the District on September 14, 2021, at which election there will be submitted to the qualified voters of the District for approval or rejection of the following proposition:

“Shall Buffalo County School District 0009 (Elm Creek Public Schools), in the State of Nebraska, issue the bonds of said District in the principal amount of not to exceed Eleven Million Nine Hundred Eighty Thousand Dollars (\$11,980,000) for the purpose of paying the costs of constructing additions to the existing school building and providing for necessary furniture and apparatus for such school building and additions; said bonds to be issued from time to time as may be determined by the Board of Education, to bear interest at a rate or rates to be determined by the Board of Education and to become due at such time or times as may be fixed by the Board of Education; and

“Shall the District cause to be levied and collected annually a special levy of taxes against all the taxable property in said District sufficient in rate and amount to pay the interest and principal of said bonds as the same become due?”

Section 4. The ballots to be voted upon and cast at said election shall have printed thereon the foregoing proposition, followed by the words: “FOR said bonds and tax” and “AGAINST said bonds and tax” following said proposition. Qualified electors voting in favor of said proposition shall blacken completely the oval opposite the words “FOR said bonds and tax” following said proposition, and qualified electors voting against said proposition shall blacken completely the oval opposite the words “AGAINST said bonds and tax” following said proposition.

Section 5. Notice of said election shall be given to the qualified electors of said District at least twenty (20) days prior to such election and a copy of the sample ballot shall be published one time not more than ten (10) days nor less than three (3) days prior to the election, such notice and sample ballot to be published in a legal newspaper of general circulation in said District, and each of the Secretary of the District or Superintendent of Schools be and hereby is directed to cause such notice and sample ballot to be published.

Section 6. The form of ballot and form of special notice of said bond election shall be substantially in the form submitted to this meeting (with any changes as may be necessary or advisable based on information provided by the Election Commissioner), a copy of which forms shall be made a part of the minutes. The Secretary of the District or Superintendent of Schools each is hereby authorized and directed, in conjunction with the Election Commissioner conducting the election, to arrange for the printing of the necessary ballots for said election and to do all other things and take all other action appropriate or necessary in order to cause said proposition to be submitted to the qualified electors of the District as provided herein. The Secretary of the District or Superintendent of Schools furnish the final form of ballot to the Election Commissioner not less than fifteen (15) days prior to the date of the special election.

Section 7. Said election shall be conducted in accordance with Section 10-701 et seq., R.R.S. 2012, as amended, and the Election Act. Pursuant to Section 32-952 of the Election Act it is determined that such special election is to be conducted by mail and the Election Commissioner shall submit to the Secretary of State of Nebraska a written plan for the conduct of the election on the question of issuing the Bonds in accordance with the Election Act.

**NOTICE OF ELECTION
BUFFALO COUNTY SCHOOL DISTRICT 0009
(ELM CREEK PUBLIC SCHOOLS)
IN THE STATE OF NEBRASKA**

Public notice is hereby given to the qualified electors of Buffalo County School District 0009 (Elm Creek Public Schools), in the State of Nebraska, that at a special election called and to be held on September 14, 2021, there shall be submitted to the qualified electors of the District the following proposition:

“Shall Buffalo County School District 0009 (Elm Creek Public Schools), in the State of Nebraska, issue the bonds of said District in the principal amount of not to exceed Eleven Million Nine Hundred Eighty Thousand Dollars (\$11,980,000) for the purpose of paying the costs of constructing additions to the existing school building and providing for necessary furniture and apparatus for such school building and additions; said bonds to be issued from time to time as may be determined by the Board of Education, to bear interest at a rate or rates to be determined by the Board of Education and to become due at such time or times as may be fixed by the Board of Education; and

“Shall the District cause to be levied and collected annually a special levy of taxes against all the taxable property in said District sufficient in rate and amount to pay the interest and principal of said bonds as the same become due?”

FOR said bonds and tax

AGAINST said bonds and tax

Electors voting in favor of said proposition shall blacken completely the oval opposite the words “FOR said bonds and tax” following said proposition, and electors voting against said proposition shall blacken completely the oval opposite the words “AGAINST said bonds and tax” following said proposition.

Election by Mail

This election will be an election by mail. Each registered voter residing within the District will receive a ballot by mail at his/her address as it appears on the voter registration register; and therefore no polling places will be open for voting. Ballots will be mailed by the Election Commissioner of Buffalo County between August 23, 2021 and September 4, 2021.

Voter Registration Deadlines

1. August 27, 2021: is the last day for mail-in registrations, registrar registrations, delivered registrations and agency registrations (3rd Friday prior to the election).
2. September 3, 2021: is the last day for in-person voter registration in the office of the Election Commissioner of Buffalo County (5:00 p.m.).

Early Voting Ballot

Voters may complete an “Application for Early Voting Ballot” available from the office of the Election Commissioner of Buffalo County. The last day to request an Early Voting ballot to be mailed: Friday, September 3, 2021, at 5:00 p.m. Early Voting requests made after ballots have been mailed require an affidavit to be completed with their request. Contact the Election Office with questions.

Ballot Return Deadline

Voted ballots that are sealed in the “Return Identification Envelope” may be returned in person, by agent or mailed to the Election Commissioner of Buffalo County at PO Box 1270, Kearney, NE 68848.

NOTE: All ballots must be in the possession of the Election Commissioner of Buffalo County no later than 5:00 p.m. on Election Day, September 14, 2021.

Buffalo County Election Commissioner Information

Mailing Address and Location: 1512 Central Avenue, PO Box 1270, Kearney, Nebraska, 68848
Phone: (308) 236-1233
Fax: (308) 236-1868
E-mail: elections@buffalocounty.ne.gov

BY ORDER OF THE BOARD OF EDUCATION OF SAID DISTRICT.

Secretary

President


PUBLISH - 4 Times (August 17, 2021, August 24, 2021, August 31, 2021, and September 7, 2021)

SAMPLE BALLOT

The Election Commissioner of Buffalo County is conducting a special election for Buffalo County School District 0009 (Elm Creek Public Schools). This is an election by mail; therefore, no polling places will be open for voting. The official date of the election is Tuesday, September 14, 2021. The deadline for receipt of voted ballots in the Buffalo County Election Commissioner's office is Tuesday, September 14, 2021 at 5:00 p.m.

INSTRUCTIONS TO VOTER

The following are instructions on how to vote your ballot. Please follow these instructions precisely, otherwise, your ballot may not be counted.

1. Verify that there are initials of an election official at the bottom of the ballot.
 2. Verify that there are no voting marks on the ballot.
 3. Use a #2 lead pencil or black pen to mark the ballot.
 4. Fill in the oval completely () next to either "FOR said bonds and tax" or "AGAINST said bonds and tax". Circling or placing other marks outside of the oval will not suffice.
 5. Do not overvote or your vote will not be counted.
 6. Do not cross out or erase. If you make a mistake, write "VOID" across the face of the ballot and call the Buffalo County Election Commissioner for instructions.
 7. After voting, insert the ballot into the *Return Identification Envelope* and then complete, sign and seal the *Return Identification Envelope*.
 8. Any person physically unable to sign the envelope must make his/her "mark" and have a witness write the voter's name and sign on the witness line below.
 9. Failure to complete and sign the *Return Identification Envelope* will cause the ballot to be rejected.
 10. Deliver your ballot to the Election Commissioner of Buffalo County, 1512 Central Avenue, Kearney, NE 68048 or mail your ballot to the Election Commissioner of Buffalo County at PO Box 1270, Kearney, Nebraska 68848. Your ballot must be in the possession of the Buffalo County Election Commissioner by 5:00 p.m. on Tuesday, September 14, 2021.
 11. Contact the Election Commissioner of Buffalo County at (308) 236-1233 if you have any problems or questions.
-

OFFICIAL BALLOT

SCHOOL BOND ELECTION

**BUFFALO COUNTY SCHOOL DISTRICT 0009
(ELM CREEK PUBLIC SCHOOLS)
IN THE STATE OF NEBRASKA**

TUESDAY, SEPTEMBER 14, 2021

“Shall Buffalo County School District 0009 (Elm Creek Public Schools), in the State of Nebraska, issue the bonds of said District in the principal amount of not to exceed Eleven Million Nine Hundred Eighty Thousand Dollars (\$11,980,000) for the purpose of paying the costs of constructing additions to the existing school building and providing for necessary furniture and apparatus for such school building and additions; said bonds to be issued from time to time as may be determined by the Board of Education, to bear interest at a rate or rates to be determined by the Board of Education and to become due at such time or times as may be fixed by the Board of Education; and

“Shall the District cause to be levied and collected annually a special levy of taxes against all the taxable property in said District sufficient in rate and amount to pay the interest and principal of said bonds as the same become due?”



FOR said bonds and tax



AGAINST said bonds and tax

Electors voting in favor of said proposition shall blacken completely the oval opposite the words “FOR said bonds and tax” following said proposition, and electors voting against said proposition shall blacken completely the oval opposite the words “AGAINST said bonds and tax” following said proposition.

PUBLISH - 1 Time (Between September 11, 2021, and September 4, 2021)

CERTIFICATION OF RESOLUTION CALLING ELECTION

The undersigned Secretary of the Board of Education (the "Board") of Buffalo County School District 0009 (Elm Creek Public Schools), in the State of Nebraska (the "District") hereby certifies that attached to this certificate is a true, correct and complete copy of a resolution (the "Resolution") adopted by a majority vote of the members of the Board of the District at a meeting of said Board duly called and held on June 14, 2021, pursuant to published or posted notice as required by law and at which a quorum was present. Such Resolution calls for a special election to be held on the question of issuing bonds on September 14, 2021. Such Resolution is in full force and effect and has not been modified.

The undersigned Secretary further certifies that:

1. Buffalo County represents the county having the greatest number of electors entitled to vote on the question.
2. The territory of the District also includes electors residing in Buffalo County.
3. The Resolution designates the form of ballot for the question to be submitted at such election.
4. For information purposes, the form of notice of election and form of sample ballot which the District will publish are attached to the Resolution.

Dated this __ day of _____, 2021.

Secretary of the Board of Education of
Buffalo County School District 0009

RECEIPT OF ELECTION COMMISSIONER

Receipt of the foregoing Certificate and attached Resolution on this __ day of _____, 2021, is hereby acknowledged.

**ELECTION COMMISSIONER OF
BUFFALO COUNTY, NEBRASKA**

By: _____
Name/Title: _____

DOCS/2648168.1



**Estimated One-Time License and Annual Fees:
Implementing the **School Accounting System**
by Software Unlimited, Inc.**

One-Time License Fees:

SAS (AP,PR,GL) (Includes Tuition to attend a formally scheduled workshop; vendor file and COA conversion)	\$4,995.00
Web Link (Includes tuition for Workshop or Phone/Web Training)	\$1,145.00
Human Resources (Includes tuition for Workshop or Phone/Web Training)	\$1,145.00
Fixed Asset Inventory (Includes tuition for Workshop or Phone/Web Training)	\$1,145.00
Report Writer (Includes tuition for Workshop or Phone/Web Training)	\$1,145.00
Total One-Time Fees/Conversions:	\$9,575.00

<u>*Annual Fees</u>	(FY 2021-2022)	\$7,920.00 (*prorated)
	(FY 2022-2023)	\$8,450.00
	(FY 2023-2024)	\$8,780.00
	(FY 2024-2025)	\$9,120.00
	(FY 2025-2026)	\$9,480.00

Note: Annual Fees begin after the training/live date and are prorated the first year (billing based on fiscal year). The estimate above assumes licensing of the School Accounting System-Online, hosted option to cover 1-2 users in the main system and unlimited users in the Web Link module. For the purposes of this estimate, year one assumes a live date of ***9/1/2021**. Years two through five assumes about a 5% annual increase (to show you a **high-end** increase). Annual increases normally range from 2% to 5%.

****Annual Fees subject to change***

**Estimate prepared for Elm Creek Public Schools.
Estimate valid from 2/23/2021 to 5/18/2021.
Russ Durand, Sales & Marketing Department**

Recommended Breakfast and Lunch Prices 2021-2022 (No Change Recommended)

2020-2021	Breakfast	Lunch		2021-2022	Breakfast	Lunch
PreK-6 th	\$1.90	\$2.90		PreK-6 th	\$1.90	\$2.90
7 th – 12 th	\$1.90	\$3.05		7 th – 12 th	\$1.90	\$3.05
Adult	\$2.25	\$3.60		Adult	\$2.25	\$3.60

5057

District Title I Parent and Family Engagement Policy

The school district will jointly develop with parents a School-Parent-Student Compact that outlines how the parents, school staff, and students will share the responsibility for improved student academic achievement and the means by which the school and parents will build and develop a partnership to help children achieve the State's high standards.

The written District Parent and Family Engagement Policy will be jointly developed and distributed to parents and family members of participating children and the local community in an understandable format and to the extent practicable, in a language the parents can understand. An annual evaluation of the content and effectiveness of the Parent and Family Engagement Policy will be used to design evidence-based strategies for more effective parental involvement, to revise the Parent and Family Engagement Policy and to remove barriers to participation.

The school district recognizes the unique needs of students who are being served in its Title I program, and the importance of parent and family engagement in the Title I program. Parent and family engagement in the Title I Program shall include, but is not limited to:

1. An annual meeting to which all parents of participating children will be invited to inform parents of their school's participation under this part, to explain the requirements of this part, and the right of the parents to be involved. Invitations may take the form of notes sent with students or announcements in the school newsletter. Additional meetings may be scheduled, based upon need and interest for such meetings.
2. An explanation of the details for the child's and parents' participation, including but not limited to: curriculum objectives, the forms of academic assessment used to measure student progress and the achievement levels of the challenging State academic standards, type and extent of participation, parental input in educational decisions,

coordination and integration with other Federal, State, and district programs, and evaluations of progress.

3. Opportunities for participation in parent involvement activities such as training to help parents work with their children to

Page 1 of 2

improve achievement. A goal of parent activities is to provide parents with opportunities to participate in decisions relating to the education of their students, where appropriate.

4. The district will, to the extent practicable, provide parents of limited English proficiency, parents with disabilities, parents with limited literacy, are economically disadvantaged, are of a racial or minority background or parents of migratory children with opportunities for involvement in the Title I Program. Communication to parents about student progress and the district's other Title I Program communications will be provided in the language used in the home to the extent practicable. Responses to parent concerns will be provided in a timely manner.

5. Opportunities for parent-teacher conferences, in addition to those regularly scheduled by the school district, if requested by the parents or as deemed necessary by school district staff.

6. The district will coordinate and integrate parental involvement programs and activities with other programs in the community. These may include cooperation with other community programs such as Head Start and preschools and other community services such as the public library.

7. Educate teachers, specialized instructional support personnel, principals, and other school leaders, with the assistance of parents in the value and utility of contributions of parents, how to reach out to, communicate with and work with parents as equal partners.

This policy shall be reviewed annually at the annual meeting where concerned parties can have a conversation about possible changes to the Parent and Family Engagement Policy.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: _____

5054

Student Bullying

Definition of Bullying. Nebraska statute defines bullying as “an ongoing pattern of physical, verbal or electronic abuse.” The Centers for Disease Control and Prevention defines bullying as “any unwanted aggressive behavior(s) by another youth or group of youths who are not siblings or current dating partners that involves an observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated.” The school district’s administrators will consider these definitions when determining whether any specific situation constitutes bullying. These definitions include both in-person and cyberbullying behaviors.

Bullying Prohibited. Students are prohibited from engaging in any form of bullying behavior.

Reporting Bullying. Students who experience or observe bullying behavior must immediately report what happened to a teacher or administrator.

. Students may always confer with their parents or guardians about bullying they experience or witness, but the students must also ultimately report the situation to a teacher or administrator.

Bullying Investigations. School district staff will investigate allegations of bullying using the same practices and procedures that the district observes for student disciplinary matters. In no circumstance will school district staff be deliberately indifferent to allegations of bullying.

Disciplinary Consequences. The disciplinary consequences for bullying behavior will depend on the frequency, duration, severity and effect of the behavior.

A student who engages in bullying behavior on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or his or her designee, or at school- sponsored activities or school-sponsored athletic events may be subject to disciplinary consequences including but not limited to long-term suspension, expulsion, or mandatory reassignment.

Without limiting the foregoing, a student who engages in bullying behavior that materially and substantially interferes with or disrupts

the educational environment, the district's day-to-day operations, or the education process, regardless of where the student is at the time of engaging in the bullying behavior, may be subject to discipline to the extent permitted by law.

Bullying Based on Protected Class Status. Bullying based on protected class status is unique and may require additional investigation. The appropriate district staff member or coordinator will promptly investigate bullying complaints that violate the district's antidiscrimination policies.

Support for Students Who Have Experienced Bullying. Regardless of where the bullying occurred, the district will consider whether victims of bullying are suffering an adverse educational impact and, if appropriate, will refer those students to the district's student assistance team.

Bullying Prevention and Education. Students and parents are encouraged to inform teachers or administrators orally or in writing about bullying behavior or suspected bullying behavior. School employees are required to inform the administrator of all such reports. The appropriate administrator shall promptly investigate all such reports. Each building shall engage in activities which educate students about bullying, bullying prevention and digital citizenship.

Policy Review. The school district shall review this policy annually.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: _____

Personnel - All EmployeesProfessional Boundaries Between Employees and Students**Definitions:**

Grooming means building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student's life the sexual contact or sexual penetration would take place;

Personal communication system means a device or software that provides for communication between two or more parties and is capable of receiving, displaying, or transmitting communication. Personal communication system includes, but is not limited to, a mobile or cellular telephone, an email service, or a social media platform;

School employee means a person nineteen years of age or older who is employed by a public, private, denominations, or parochial school approved or accredited by the State Department of Education. Neb. Rev. Stat. § 28-720. School employee also includes any person who is contracted with, or otherwise paid by the district and who has access to or interaction with students including all student teachers or interns.

Sexual contact has the same meaning as in section 28-318;

Sexual penetration has the same meaning as in section 28-318; and

Student teacher or intern has the same meaning as in section 79-875.

All employees are expected to observe and maintain professional boundaries between themselves and students. A violation of this policy or any violation of professional boundaries is misconduct and will likely result in disciplinary action.

In addition, a violation of employee and student boundaries is also a violation of standards of professional conduct which could result in the revocation of a certificated educator's certificate or permit. 92 Nebraska Administrative Code Chapter 27.

Such violations could also result in a referral to the Nebraska Department of Health and Human Services and law enforcement.

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

Prohibited Activity:

Engaging in any relationship that involves sexual contact or sexual penetration with a student while the student attends the school where the employee works and for one year after the student graduates or otherwise ceases enrollment.

The following is a non-exclusive list of actions that will be regarded as a violation of the professional boundaries that all employees are expected to maintain with all students. In addition, repeatedly engaging in any of these activities or a combination of these activities are examples of grooming as defined in this policy.

1. Communication with students through any method not approved or not designated by the school district including social networking apps or websites and texting, or other instant messaging, one-on-one with any students.
2. Communication with students on any matters or subjects that do not pertain to school or school-related activities. School or school related activities include student homework, in class activities, school sponsored sports or clubs or any other school-sponsored activity.
3. Engaging in any kind of behavior or communication that could be reasonably construed as a sexual advance or respond in any positive manner to a student's sexual advance.
4. Being alone with a student anywhere where all doors to such room are closed.
5. Showing a student any inappropriate or sexually suggestive material that is not part of classroom lesson or curriculum known to appropriate school authorities.
6. Telling jokes with sexual themes or subject matter.
7. Invading a student's physical privacy. One example would be walking in on a student changing in a locker room or bathroom when the employee has no duty to be there.
8. Intruding on a student's personal physical space in any manner that makes a student uncomfortable.
9. Initiating unwanted physical contact.
10. Treating one student differently from other students either by providing privileges or failing to enforce school policy or other disciplinary action.
11. Discussing an educator's private personal matters with a student and inquiring about a student's private personal matters when no basis for concern about the student's health or safety.
12. Providing rides to a student in an employee's personal vehicle without the express written permission of a student's parent or guardian and permission from an administrator unless another school employee is in the vehicle.
13. Meeting with a student outside of school for any reason other than a school sponsored activity or event.
14. Having a student in an employee's home without a student's parent or appropriate chaperone.
15. Giving or receiving gifts to or from one student. A gift to a class or the same gift to a group of students is not prohibited.
16. Consuming alcohol in the presence of any student when the student's parent or

- guardian is not present or consuming illegal drugs in the presence of students at any time.
17. Providing alcohol or illegal or unauthorized drugs or medications to a student under any circumstances.
 18. Any other behavior with could exploit the unique position of trust and authority between a student and employee.

Exceptions to these prohibitions may include:

1. Communicating with your own child or another student with whom there is personal relationship that exists independent of that child being a student at the same school where the employee works such as when the student is a relative, neighbor or fellow member of a group or organization outside of the school or school sponsored setting when such communications pertain to such a group or organization.
2. An emergency or concern for that student's immediate health or safety.
3. A singular chance encounter at a public place provided the encounter provided there is no additional violation of this policy

Except in the case of a true emergency, or an unplanned chance encounter, employees must obtain permission in writing from his or her administrator prior to engaging in such communication.

Permissible methods to communicate with students outside of school:

The Superintendent or Superintendent's designee will circulate to staff the District-approved apps or social media sites that employees may use to communicate with student regarding educationally related topics.

In addition, employees may utilize:

1. Text messages that include at least one other adult and a student. The adult may either be the student's parent or guardian or another school employee.
2. Use of social media through a district approved social media account as a coach or supervisor of a school sponsored club or activity. However, even approved social media communication must abide by the standards of professional conduct and must be professional in nature and in the best interest of the school district.
3. Use of the school district email system.

Allowing students to view an educator's social media postings is not a preferred method of communication. Educators are responsible for any social media postings that is viewed by students when such posting violates the standards of professional conduct.

Permissible ways to engage with students when the employee has concerns about the student's well-being:

1. Contact the guidance counselor and ensure the student's parent or guardian is aware of your concerns.
2. Contact the student's parents or guardian if the concern is not with the parent or guardian.
3. If you believe the student is in immediate danger, contact the Nebraska Department of Health and Human Services child abuse hotline or contact law enforcement.

Reporting Violations:

If any school employee violates this policy or has reason to believe another employee has violated this policy, the employee is required to make a report to the superintendent within 24 hours. The school employee also has an obligation to report to the Nebraska Health and Human Services and the Nebraska Department of Education.

The most serious violations shall be reported immediately. The Superintendent shall also ensure a report is made to the Nebraska Department of Education, the Nebraska child abuse and neglect hotline and law enforcement authorities as required by law and notify the school Board President. If the superintendent is the alleged violator or fails to take appropriate steps, the School Board President shall be notified by the school employee.

Students who feel his or her boundaries have been violated or know of another student whose boundaries have been violated may report to any school employee he or she is comfortable to confide in. That school employee will then have an obligation to report as identified above.

Reprisal or retaliation for good faith reports made by students or school employees is itself a violation and is prohibited.

Records retention:

School employees are required to maintain copies of any communication exchanged with students via a personal communications system. Such copies must be maintained pursuant to district records retention policies and schedules. The records may be kept electronically or in hard copy or any format easily retrievable by the employee upon request. Any employee who is unable to produce copies of such communications for any reason will be in violation of this policy.

FERPA and Confidentiality:

School employees are encouraged to consult their school's policy on confidentiality of personally identifiable student information before posting any information regarding student or student activities online.

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

Date of Adoption: [Insert Date]