

Board of Education Regular Meeting

High School Library
P.O. Box 8400
Ravenna, NE 68869-8400

Monday, January 13, 2025 7:00 PM

Kelly Bock: Present

Misti Fiddelke: Present

Micah Miigerl: Present

Ryan Osten: Present

Dawn Standage: Present

Mike Voelker: Present

1. Call to Order and Roll Call - Open Meeting Law
2. Discuss, consider, and take all action necessary to new board members taking their oath of office
3. Discuss, consider, and take all action necessary to the Annual Board Member Photo - Mrs. Paige Havranek
4. Excuse Absent Board Members
5. The Pledge of Allegiance
6. Recitation of School Mission Statement: ***Preparing Students Today to Succeed Tomorrow: Family-Community-School***

7. Recitation of Board Mission Statement: *Providing collaborative leadership to prepare students today to succeed tomorrow.*

8. Approval of Agenda

Motion to approve the agenda Passed with a motion by Ryan Osten and a second by Mike Voelker.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn

Standage: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

9. Financial Report

10. Reorganization of the Ravenna School Board

10.1. Review of Conflict of Interest Policy, Conflict of Interest Statutes, & Board Code of Ethics

10.2. Annual Review of Ravenna Board of Education Policy on Complaints, Policy 2006

10.3. Election of Officers

10.3.1. President

Motion to elect Fiddelke as president Passed with a motion by Ryan Osten and a second by Micah Miigerl.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn

Standage: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

10.3.2. Vice-President

Motion to elect Voelker as vice-president Passed with a motion by Ryan Osten and a second by Dawn Standage.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn

Standage: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

10.3.3. Secretary

Motion to elect Standage as board secretary Passed with a motion by Mike Voelker and a second by Ryan Osten.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn

Standage: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

10.4. Appointments

10.4.1. Treasurer

Motion to appoint Hilary Bolling as Treasurer for the Ravenna Public School Board Passed

with a motion by Ryan Osten and a second by Dawn Standage.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

10.4.2. Authorized Representatives for Federal & State Programs

Motion to appoint Ken Schroeder (Superintendent) as School District's Representative for all State and Federal Programs Passed with a motion by Ryan Osten and a second by Mike Voelker.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

10.4.3. Discuss, consider, and take all action necessary to appoint Ken Schroeder as the district's Title IX Coordinator & Compliance Coordinator as per Board Policy #3057

Motion to appoint Ken Schroeder as the district's Title IX Coordinator & Compliance Coordinator as per Board Policy #3057 Passed with a motion by Mike Voelker and a second by Dawn Standage.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

10.4.4. Bus Mechanic for Bus Inspections

Motion to appoint Ravenna Coop, Complete Auto, Holiday Express Bus/Nebraska Bus & Coach, MC Auto, & Todd VanWinkle as mechanics to perform all vehicle inspections Passed with a motion by Ryan Osten and a second by Micah Miigerl.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

10.5. Name Fund Depository For Ravenna Public Schools

Motion to appoint Town & Country Bank as Fund depository for Ravenna Public Schools Passed with a motion by Dawn Standage and a second by Mike Voelker.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

10.6. Designate Legal Newspapers for Ravenna Public Schools

Motion to designate "The Ravenna News," "The Kearney Hub," and "The Omaha-World Herald" as the legal newspapers for Ravenna Public Schools Passed with a motion by Ryan Osten and a second by Mike Voelker.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

10.7. Designate Method for Publicizing Meetings of the Ravenna Board of Education
Motion to publicize meeting of the Ravenna Board of Education in accordance with Board Policy 2008 Passed with a motion by Mike Voelker and a second by Dawn Standage.
Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

10.8. Designate Legal Counsel for Ravenna Public Schools
Motion to designate KSB Law Firm or Perry Law Firm as legal counsel for Ravenna Public Schools Passed with a motion by Ryan Osten and a second by Mike Voelker.
Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

10.9. Appoint Standing Committees

10.9.1. American Civics
Motion that Fiddelke, Bock, Miigerl serve as representatives on the American Civics Committee for the 2025 year. Passed with a motion by Ryan Osten and a second by Dawn Standage.
Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

10.9.2. Policy
Motion that Fiddelke, Bock, Miigerl serve as representatives on the Policy Committee for the 2025 year. Passed with a motion by Mike Voelker and a second by Dawn Standage.
Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

10.9.3. Negotiations
Motion that all board members serve on the negotiations committee for the 2025 year. Passed with a motion by Ryan Osten and a second by Mike Voelker.
Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

10.9.4. Building & Grounds
Motion that all board members serve on the building and grounds committee for the 2025 year. Passed with a motion by Mike Voelker and a second by Dawn Standage.
Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

10.9.5. Transportation

Motion that all board members serve on the transportation committee for the 2025 year. Passed with a motion by Ryan Osten and a second by Dawn Standage.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

10.9.6. Finance

Motion that Osten, Standage, Voelker serve as representatives on the finance committee for the 2025 year. Passed with a motion by Micah Miigerl and a second by Mike Voelker.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

11. Consent Agenda

Motion to approve the consent agenda Passed with a motion by Ryan Osten and a second by Mike Voelker.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

11.1. Discuss, consider, and take all necessary action to minutes

11.2. Discuss, consider, and take all necessary action to bills

11.3. Notice of Meeting Publication: The notice for this board meeting was published in the January 8th Edition of *The Ravenna News*

11.4. Discuss, consider, and take all action necessary to the resignation of kitchen staff member, Pearl Sklenar

12. Artist of the Month - Austin Beer

13. Request to Address the Board and Correspondence

14. Information and Action Items

14.1. Discuss, consider, and take all necessary action regarding negotiations with the REA (Possible Executive Session) @ 7:30 PM

Motion to approve the 2025-26 Negotiated Agreement with the REA, as presented Passed with a motion by Ryan Osten and a second by Dawn Standage.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

14.2. Discuss, consider, and take all action necessary to 2025-26 Special Education Service Contracts with ESU 10 of Kearney

Motion to approve the 2025-26 contract for special education services with ESU 10, as presented Passed with a motion by Dawn Standage and a second by Ryan Osten.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

14.3. Discuss, consider, and take all action necessary to the hiring of a Licensed Mental Health Practitioner (LMHP) Position

Motion to approve the hiring of Angie Drahota as LMHP for the 2025-26 school year Passed with a motion by Mike Voelker and a second by Ryan Osten.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

14.4. Discuss, consider, and take all action necessary to the hiring of school counselor

Motion to hire Stacie Loeffelholz as K-12 school counselor for the 2025-26 contract term Passed with a motion by Micah Miigerl and a second by Kelly Bock.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

14.5. Discuss, consider, and take all action necessary to the hiring of the media specialist

Motion to approve hiring of Julie Maulsby as high school media specialist for the 2025-26 school year Passed with a motion by Ryan Osten and a second by Mike Voelker.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

14.6. Discuss, consider, and take all action necessary to the hiring of middle school/high school language arts teacher

Motion to approve the hiring of Sadie Hansen as middle school language arts teacher for the 2025-26 contract term Passed with a motion by Dawn Standage and a second by Ryan Osten.

Misti Fiddelke: Abstain (With Conflict), Kelly Bock: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Mike Voelker: Yea

Yea: 5, Nay: 0, Abstain (With Conflict): 1

15. Discussion Items

15.1. Policy Review-1000 Series & 2000 Series

15.2. Discuss, consider, and take all action necessary to Ravenna Public School Board Policy 5022

15.3. Discuss, consider, and take all action necessary to mid-year school board policy update

15.4. Discuss, consider, and take all necessary action to Board Member Appointments to the Ravenna Public Schools Foundation

16. Elementary Principal's Report - Certificated Staff Evaluation Instrument Update

17. Secondary Principal's Report - Certificated Staff Evaluation Instrument Update

18. Superintendent's Report

19. Board Report

20. Positive Comments

21. Adjournment

Motion to adjourn at 7:46 PM Passed with a motion by Mike Voelker and a second by Ryan Osten.

Kelly Bock: Yea, Misti Fiddelke: Yea, Micah Miigerl: Yea, Ryan Osten: Yea, Dawn

Standage: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

Lisa Poff, Election Commissioner
1512 Central Ave, Rm 245
Po Box 1270
Kearney NE 68848-1270



Email: lpoff@buffalocounty.ne.gov
PH. 308-236-1233
Fax 308-233-3663
Website: www.buffalocounty.ne.gov

State of Nebraska
County of Buffalo

November 22nd, 2024

To: Ravenna Public School Dist. 69
Attn: Ken Schroeder
41750 Carthage Rd
Ravenna NE 68869

I, Lisa Poff, Election Commissioner of Buffalo County, Nebraska do hereby certify the following is a true and complete extract or copy of the Abstract of Votes cast at the General Election held on November 5th, 2024 in Buffalo County, as canvassed by the Canvassing Board of this County, with respect to the candidates, measures, propositions, and issues therein listed; and do further certify to the best of my knowledge all such ballots, including early voting and provisional have been voted, counted and canvassed in the manner provided by law.

Ravenna Public School Dist. 69 Vote for up to THREE	For Board of Education		Total Votes Cast
	Buffalo	Sherman	
Micah Miigerl	679	129	808
Mike Voelker	571	72	643
Tara Schirmer	355	54	409
Marc Vacek	521	71	592
Kelly Bock	605	103	708

Witness my hand and official seal this 22nd day of November 2024.

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


Lisa Poff
Buffalo County Election Commissioner



Ravenna Public Schools
Board Members Oath of Office

I, Micah Miger, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation or for purpose of evasion; and that I will faithfully and impartially perform the duties of the office of member of the board of education, according to law, and to the best of my ability.

And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence. So help me God.

 (Name)

January 13, 2025 (Date)

Ravenna Public Schools

Family-Community-School

Preparing Students Today To Succeed Tomorrow



BELIEF STATEMENTS:

- We believe all students learn at different rates, in different ways, and are capable of success.
- We believe in supporting the academic, behavioral, social, and emotional needs of all students in a safe and positive environment.
- We believe education is a shared responsibility between family, school, and community.

The Ravenna Way

**Ravenna Public Schools
Fund Balance Report
December 31st, 2024**

Special Building

Last month ending balance	\$	211,996.36
Buffalo Co Taxes	\$	282.63
Sherman Co Taxes	\$	392.72
Settlement Checks	\$	-
Interest	\$	249.26
Check(s)	\$	-
Bank Statement Balance	\$	212,920.97
Outstanding Checks		\$0.00
Flex 9 mo. CD 043	\$	505,000.00
Interest	\$	10,055.07
Flex 13 mo. CD 425	\$	507,182.74
Interest	\$	34,240.76
Flex 13 mo CD 3374	\$	500,000.00
Interest	\$	19,002.89
Total	\$	1,788,402.43

Depreciation Fund

Last month ending balance	\$	189,646.60
Interest		\$24.09
NASB-Alicap		\$0.00
Transfer		\$0.00
Withdrawal to CD		\$0.00
Bank Statement Balance	\$	189,670.69
5 Month Spec. CD 428	\$	400,000.00
Interest	\$	4,896.55
Total	\$	594,567.24

Employee Benefit Fund

Last month ending balance	\$	13,941.81
Deposit for Employee Benefits	\$	-
Interest	\$	1.77
Withdrawal to CD	\$	-
Bank Statement Balance	\$	13,943.58
Flex 9 mo. CD 094	\$	2,280.04
Interest	\$	3,366.41
x3372 13 mo CD	\$	97,719.96
Interest	\$	3,713.92
5 Month Spec. CD 427	\$	100,000.00
Interest	\$	1,224.14
Total	\$	222,248.05

Qualified Cap

Last month ending balance	\$	1.73
Buffalo Co Taxes	\$	-
Sherm Co Taxes	\$	-
US Treas.		
Interest	\$	-
check(s) Transfer to GF	\$	-
Bank Statement Balance	\$	1.73

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
Checking Account ID	01	Fund Number 01	General	
	41555	AdminPartners	01/02/2025	100.00
01 2310 810 000 000		Dues And Fees		100.00
Total	AdminPartners			100.00
	487363	Arbor Scientific	12/16/2024	36.40
01 1100 610 001 022		Materials		36.40
Total	Arbor Scientific			36.40
	BeyerJan.25	Beyer, Thomas	01/01/2025	4,720.00
01 2151 340 002 000		OTHER PROF. SERVICES		4,720.00
Total	Beyer, Thomas			4,720.00
	4905153979. Dec24	BLACK HILLS ENERGY	12/18/2024	177.02
01 2610 621 001 000		Fuel Secon		88.51
01 2610 621 002 000		Fuel Elem		88.51
	8985166782. Dec24	BLACK HILLS ENERGY	12/18/2024	5,743.90
01 2610 621 001 000		Fuel Secon		2,871.95
01 2610 621 002 000		Fuel Elem		2,871.95
Total	BLACK HILLS ENERGY			5,920.92
	141626	BOOK SYSTEMS, INC	12/10/2024	295.00
01 2220 735 001 000		Computer Software		147.50
01 2220 735 002 000		Elem Software		147.50
Total	BOOK SYSTEMS, INC			295.00
	election11.05.24	BUFFALO COUNTY	12/16/2024	230.60
01 2310 890 000 000		Other Misc Exp		230.60
Total	BUFFALO COUNTY			230.60
	176215601120124	CHARTER COMMUNICATIONS	12/01/2024	22.43
01 1100 382 000 000		INTERNET SERVICES		22.43
Total	CHARTER COMMUNICATIONS			22.43
	8955671	CHEMSEARCH	12/10/2024	752.95
01 2610 610 001 000		Supplies Secon		376.48
01 2610 610 002 000		Supplies Elem		376.47
Total	CHEMSEARCH			752.95
	357.Dec24	CITY OF RAVENNA	12/26/2024	705.32
01 2610 410 001 000		Water Sewer Secon		352.66
01 2610 410 002 000		Water Sewer Elem		352.66
	760.Dec24	CITY OF RAVENNA	12/26/2024	79.45
01 2610 410 001 000		Water Sewer Secon		39.73
01 2610 410 002 000		Water Sewer Elem		39.72
Total	CITY OF RAVENNA			784.77
	PSI39494	COMPUTER INFORMATION CONCEPTS	01/01/2025	8,816.00
01 1100 735 001 000		Comp Software Secon		4,408.00
01 1100 735 002 000		Comp Software Elem		4,408.00
Total	COMPUTER INFORMATION CONCEPTS			8,816.00

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
	16083	CSG SCIENTIFIC	12/04/2024	1,069.45
01 2620 610 001 000		GENERAL SUPPLIES		534.73
01 2620 610 002 000		GENERAL SUPPLIES		534.72
Total	CSG SCIENTIFIC			1,069.45
	26591.Dec24	CULLIGAN OF KEARNEY	12/25/2024	140.00
01 2620 431 001 000		Con/ser Repair Secon		70.00
01 2620 431 002 000		Cont/ser Repair Elem		70.00
Total	CULLIGAN OF KEARNEY			140.00
	T4-241240229	Cummins Sales and Service	12/12/2024	467.06
01 2730 431 000 000		REPAIRS & MAINT.		467.06
Total	Cummins Sales and Service			467.06
	35019938	DANA F. COLE & COMPANY, LLP	12/13/2024	13,492.00
01 2510 315 000 000		ACCOUNTING & AUDITING SERVICES		13,492.00
Total	DANA F. COLE & COMPANY, LLP			13,492.00
	1458456	DAS State Accounting - Central Finance	12/11/2024	292.87
01 1100 382 000 000		INTERNET SERVICES		292.87
Total	DAS State Accounting - Central Finance			292.87
	AD25-526	Diversified Drug Testing, LLC	01/01/2025	100.00
01 2710 330 000 000		TESTING		100.00
Total	Diversified Drug Testing, LLC			100.00
	9057794-0	EAKES OFFICE PLUS	12/20/2024	647.18
01 2610 610 001 000		Supplies Secon		323.59
01 2610 610 002 000		Supplies Elem		323.59
Total	EAKES OFFICE PLUS			647.18
	7195736	ECOLAB PEST ELIM DIV	01/08/2025	81.85
01 2620 431 001 000		Con/ser Repair Secon		40.93
01 2620 431 002 000		Cont/ser Repair Elem		40.92
Total	ECOLAB PEST ELIM DIV			81.85
	394568	EGAN SUPPLY CO.	12/18/2024	356.90
01 2610 610 001 000		Supplies Secon		178.45
01 2610 610 002 000		Supplies Elem		178.45
Total	EGAN SUPPLY CO.			356.90
	180300.Dec24	ESU #10	01/01/2025	47,164.86
01 2152 591 002 607		AUDIOLOGY SPED 3-5		28.74
01 2153 591 002 607		AUDIOLOGY SPED 0-2		28.74
01 2151 591 001 607		Audiology Secon		114.96
01 2151 591 002 607		Audiology Elem		114.96
01 2151 591 001 604		ESU SERVICES-Deaf Ed Sec.		794.25
01 2151 591 002 604		Deaf Ed Sped Elem.		794.25
01 2140 591 001 000		ESU SERVICES-LMHP		1,500.00
01 2140 591 002 000		ESU SERVICES-LMHP Elem		1,500.00
01 2142 591 002 606		PSYCH SERVICES SPED 3-5		970.11
01 2143 591 002 606		PSYC SERVICES SPED 0-2		970.11
01 2141 591 001 606		SCHOOL PSYCH		3,880.42

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
01 2141 591 002 606		Diagnostic Testing (School Psych)		3,880.42
01 1291 591 002 603		PRE SPED Supervision (3-5)		420.44
01 1292 591 002 603		Pre Sped Services (0-2)		420.44
01 1200 591 001 000		SPED SUPERVISION SEC.		1,871.34
01 1200 591 002 000		SPED SUPERVISION ELEM.		1,871.34
01 2152 591 002 602		PRE SCHL SPEECH (3-5)		1,796.88
01 2153 591 002 602		SPEECH (0-2)		1,796.88
01 2151 591 001 602		Speech Therapy		6,139.34
01 2151 591 002 602		Speech Therapy Elem		17,492.35
01 2181 591 002 605		VISION		591.47
01 1200 591 000 608		Vocational		187.42
Total ESU #10				<u>47,164.86</u>
	24936	ESU #9	11/25/2024	1,887.50
01 2151 591 002 604		Deaf Ed Sped Elem.		1,887.50
Total ESU #9				<u>1,887.50</u>
	3527	Family Physical Therapy & Sports Center P.C.	12/18/2024	5,131.00
01 2173 320 002 000		PT Sped Services 0-2		346.90
01 2172 320 002 000		PT Sped Services 3-5		228.00
01 2171 320 002 000		PT Sped Services Elem		954.75
01 2171 320 001 000		PT Sped Services Sec.		156.75
01 2161 320 001 000		PROFESSIONAL ED SERVICES		187.50
01 2163 320 002 000		OT Sped Services 0-2		390.60
01 2162 320 002 000		OT Services SPED 3-5		598.50
01 2161 320 002 000		PROFESSIONAL ED SERVICES		1,396.50
01 2161 320 001 000		PROFESSIONAL ED SERVICES		684.00
01 2151 320 001 000		Speech Therapy Services		187.50
Total Family Physical Therapy & Sports Center P.C.				<u>5,131.00</u>
	837326.Dec24	FARMERS CO-OPERATIVE ASSOC	12/25/2024	3,683.35
01 2710 626 000 000		Gas And Oil		3,683.35
Total FARMERS CO-OPERATIVE ASSOC				<u>3,683.35</u>
	CINC-00011868	Father Flanagan's Boys Home	11/30/2024	4,680.00
01 1200 569 001 000		TUITION-OTHER		4,680.00
	CINV-00012413	Father Flanagan's Boys Home	12/31/2024	3,900.00
01 1200 569 001 000		TUITION-OTHER		3,900.00
Total Father Flanagan's Boys Home				<u>8,580.00</u>
	10997544	Hamilton	01/01/2025	282.02
01 2510 382 001 000		Telephone Secon		141.01
01 2510 382 002 000		Telehone Elem		141.01
	11004453	Hamilton	01/01/2025	90.26
01 2510 382 001 000		Telephone Secon		45.13
01 2510 382 002 000		Telehone Elem		45.13
	11006769	Hamilton	01/01/2025	40.63
01 2510 382 001 000		Telephone Secon		20.32
01 2510 382 002 000		Telehone Elem		20.31
Total Hamilton				<u>412.91</u>
	1203	Hands of Heartland	01/06/2025	6,372.73
01 1200 569 001 000		TUITION-OTHER		6,372.73
Total Hands of Heartland				<u>6,372.73</u>

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
	839553625	HD Supply Formerly Home Depot Pro	12/06/2024	7.98
01 2610 610 001 000		Supplies Secon		3.99
01 2610 610 002 000		Supplies Elem		3.99
	839553633	HD Supply Formerly Home Depot Pro	12/06/2024	192.62
01 2610 610 001 000		Supplies Secon		96.31
01 2610 610 002 000		Supplies Elem		96.31
	839818135	HD Supply Formerly Home Depot Pro	12/09/2024	382.40
01 2610 610 001 000		Supplies Secon		191.20
01 2610 610 002 000		Supplies Elem		191.20
Total		HD Supply Formerly Home Depot Pro		583.00
	12800282..Jan25	Hometown Leasing	01/01/2025	765.95
01 1100 443 001 000		LEASED EQUIP		765.95
Total		Hometown Leasing		765.95
	6573	Jerry's Sheet Metal Heating & Cooling, Inc.	12/12/2024	3,920.00
01 2620 431 001 000		Con/ser Repair Secon		3,920.00
	6687	Jerry's Sheet Metal Heating & Cooling, Inc.	12/12/2024	910.00
01 2620 431 001 000		Con/ser Repair Secon		910.00
Total		Jerry's Sheet Metal Heating & Cooling, Inc.		4,830.00
	10555908	JourneyEd.com, Inc.	12/27/2024	3,608.18
01 1100 735 001 000		Comp Software Secon		1,804.09
01 1100 735 002 000		Comp Software Elem		1,804.09
Total		JourneyEd.com, Inc.		3,608.18
	2460.Dec24	K & B PARTS	12/25/2024	446.43
01 2710 610 000 000		Tires And Parts		446.43
Total		K & B PARTS		446.43
	honorbandJan25	Kearney High School	12/19/2024	60.00
01 1100 810 001 028		Registration		60.00
Total		Kearney High School		60.00
	2425-471	LUNCH FUND	12/30/2024	63.70
01 1100 890 002 000		Other Misc Exp Elem		63.70
Total		LUNCH FUND		63.70
	83568	MERNARDS - KEARNEY	12/04/2024	601.78
01 2710 610 000 000		Tires And Parts		79.96
01 2620 610 002 000		GENERAL SUPPLIES		521.82
Total		MERNARDS - KEARNEY		601.78
	370	MIDWEST FLOOR SPECIALISTS	12/10/2024	325.21
01 2610 610 001 000		Supplies Secon		162.61
01 2610 610 002 000		Supplies Elem		162.60
Total		MIDWEST FLOOR SPECIALISTS		325.21
	4929	MIDWEST MARKETING SERVICES	01/01/2024	265.00
01 2212 610 001 000		Supplies Secon		132.50
01 2212 610 002 000		Supplies Elem		132.50
Total		MIDWEST MARKETING SERVICES		265.00

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
	84964	NCSA	12/11/2024	120.00
01 2320 810 000 000		Dues And Fees		120.00
Total	NCSA			120.00
	52744.Dec24	NE PUBLIC POWER DISTRICT	12/31/2024	133.06
01 2610 621 001 000		Fuel Secon		66.53
01 2610 621 002 000		Fuel Elem		66.53
	52749.Dec24	NE PUBLIC POWER DISTRICT	12/31/2024	47.37
01 2610 621 001 000		Fuel Secon		23.69
01 2610 621 002 000		Fuel Elem		23.68
	52754.Dec24	NE PUBLIC POWER DISTRICT	12/31/2024	31.58
01 2610 621 001 000		Fuel Secon		15.79
01 2610 621 002 000		Fuel Elem		15.79
	52759.Dec24	NE PUBLIC POWER DISTRICT	12/31/2024	3,761.52
01 2610 621 001 000		Fuel Secon		1,880.76
01 2610 621 002 000		Fuel Elem		1,880.76
	52765.Dec24	NE PUBLIC POWER DISTRICT	12/31/2024	66.47
01 2610 621 001 000		Fuel Secon		33.24
01 2610 621 002 000		Fuel Elem		33.23
	52769.Dec24	NE PUBLIC POWER DISTRICT	12/03/2024	58.37
01 2610 621 001 000		Fuel Secon		29.19
01 2610 621 002 000		cc		29.18
	52769.Jan25	NE PUBLIC POWER DISTRICT	12/31/2024	62.16
01 2610 621 001 000		Fuel Secon		31.08
01 2610 621 002 000		Fuel Elem		31.08
Total	NE PUBLIC POWER DISTRICT			4,160.53
	2022170029	ONE SOURCE	01/01/2025	101.00
01 2310 340 000 000		SERVICES		101.00
Total	ONE SOURCE			101.00
	151514	PRAIRIE HILLS WIRELESS, LLC	01/01/2025	60.00
01 1100 382 000 000		INTERNET SERVICES		60.00
Total	PRAIRIE HILLS WIRELESS, LLC			60.00
	2023	RAVENNA CHAMBER OF COMMERCE	01/01/2025	400.00
01 2310 810 000 000		Dues And Fees		400.00
Total	RAVENNA CHAMBER OF COMMERCE			400.00
	new.Dec24	RAVENNA NEWS	12/01/2024	290.31
01 2310 540 000 000		Advertising & Print		290.31
	news. Nov24	RAVENNA NEWS	11/30/2024	207.73
01 2310 540 000 000		Advertising & Print		207.73
Total	RAVENNA NEWS			498.04
	trash.Jan25	RAVENNA SANITATION	01/01/2025	981.00
01 2620 420 001 000		CLEANING SERVICES/TRASH		490.50
01 2620 420 002 000		CLEANING SERVICES/TRASH		490.50
Total	RAVENNA SANITATION			981.00
	ADMiles. Dec24	Schirmer, Anthony	12/28/2024	36.40
01 2212 580 001 000		Travel Secon		36.40
Total	Schirmer, Anthony			36.40

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
	21104824	Soliant	12/29/2024	1,027.00
01 2151 340 001 000		OTHER PROF. SERVICES		1,027.00
Total	Soliant			1,027.00
	S-3798	SPARQDATA SOLUTIONS	12/15/2024	4,400.00
01 2320 735 000 000		Software-North Star		1,800.00
01 2310 735 000 000		Software (E-Meetings)		2,600.00
Total	SPARQDATA SOLUTIONS			4,400.00
	13830	Sport Safe Testing Service, Inc.	12/03/2024	395.00
01 2190 340 001 000		Testing		395.00
Total	Sport Safe Testing Service, Inc.			395.00
	4.27	SVANDA PHARMACY INC	01/01/2025	4.27
01 2130 610 000 000		Health Supplies		4.27
Total	SVANDA PHARMACY INC			4.27
	37068	TOM BROCK FORMS	12/16/2024	297.16
01 2510 610 000 000		Supplies		297.16
Total	TOM BROCK FORMS			297.16
	USBank.Jan25	U.S. Bank	12/26/2024	4,616.83
01 2510 531 000 000		POSTAGE		211.20
01 1100 890 001 000		Other Misc Exp Secon		70.00
01 1100 610 001 031		Instruc Materials		648.00
01 1200 810 001 000		Registration Secondary		10.82
01 1100 735 001 000		Comp Software Secon		1,608.00
01 2510 382 001 000		Telephone Secon		17.26
01 2510 382 002 000		Telehone Elem		17.25
01 1100 610 001 022		Materials		73.95
01 1100 810 001 000		FEES		118.40
01 1200 735 002 000		Comp Software Elem		131.04
01 3535 610 000 000		High Abilt Learn Supplies		363.60
01 3535 610 000 000		High Abilt Learn Supplies		110.58
01 2580 650 001 000		Computer Supplies		230.90
01 1100 610 001 000		Gen Supplies Secon		121.00
01 2220 640 002 000		Library Books Elem		6.50
01 1200 610 001 000		Gen Supplies		54.38
01 1200 610 002 000		Gen Supplies Elem		561.97
01 1100 610 001 022		Materials		101.36
01 3551 610 001 000		CTE GENERAL SUPPLIES		160.62
Total	U.S. Bank			4,616.83
	6102087146	VERIZON WIRELESS	12/25/2024	172.20
01 2510 382 001 000		Telephone Secon		86.10
01 2510 382 002 000		Telehone Elem		86.10
Total	VERIZON WIRELESS			172.20
	Critical.Jan25	WHOLENESS HEALING EAP	01/06/2025	1,446.20
01 2310 340 000 000		SERVICES		1,446.20
Total	WHOLENESS HEALING EAP			1,446.20
	2501-329359	WILKE'S TRUE VALUE	12/31/2024	8.96

Board Report - Detail

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
01 2620 610 001 000		GENERAL SUPPLIES		4.48
01 2620 610 002 000		GENERAL SUPPLIES		4.48
Total	WILKE'S TRUE VALUE			<hr/> 8.96
Fund Number	01			<hr/> 141,832.57
Checking Account ID	01			<hr/> 141,832.57

Expenditure Report by Op. Unit/Function

Account Number	Account Description	Revised Budget	During Month	Expenditures to Date	% of Budget	Balance at EOM	Encumbrances	Unencumbered Balance
01	General							
01 1100 111 001 000	SALARIES TEACHERS SECONDARY	923,742.00	75,441.76	377,478.80	40.86	546,263.20	0.00	546,263.20
01 1100 111 002 000	SALARIES TEACHERS ELEM.	971,972.00	75,071.98	367,137.40	37.77	604,834.60	0.00	604,834.60
01 1100 112 001 000	AIDES/COACHES	5,000.00	0.00	0.00	0.00	5,000.00	0.00	5,000.00
01 1100 120 001 000	SUBSTITUTE OR TEMPORARY SALARIES	3,000.00	0.00	0.00	0.00	3,000.00	0.00	3,000.00
01 1100 123 001 000	Sub Salaries Secon	25,000.00	5,615.10	21,260.10	85.04	3,739.90	0.00	3,739.90
01 1100 123 002 000	Sub Salaries Elem	20,000.00	5,564.56	15,814.56	79.07	4,185.44	0.00	4,185.44
01 1100 150 001 000	ADDITIONAL COMP. NON INSTRUCTIONAL STAFF	0.00	2,829.75	8,623.50	0.00	(8,623.50)	0.00	(8,623.50)
01 1100 151 001 000	ADDITIONAL COMP. TEACHERS/PROF. STAFF	130,000.00	9,800.57	53,858.35	41.43	76,141.65	0.00	76,141.65
01 1100 151 002 000	ADDITIONAL COMP. TEACHERS/PROF. STAFF	40,000.00	4,141.00	19,841.00	49.60	20,159.00	0.00	20,159.00
01 1100 152 001 000	ADDITIONAL COMP. AIDES	5,000.00	612.50	1,243.00	24.86	3,757.00	0.00	3,757.00
01 1100 210 001 000	GROUP INSURANCE-NON INSTRUCTIONAL	0.00	142.22	661.29	0.00	(661.29)	0.00	(661.29)
01 1100 211 001 000	Health Ins Secon	407,103.00	30,491.00	148,626.08	36.51	258,476.92	0.00	258,476.92
01 1100 211 002 000	Health Ins Elem	428,318.00	30,884.82	149,787.99	34.97	278,530.01	0.00	278,530.01
01 1100 212 001 000	GROUP INSURANCE-AIDES	25.00	0.00	0.06	0.24	24.94	0.00	24.94
01 1100 213 001 000	GROUP INS.-SUBS	1,000.00	3.76	41.54	4.15	958.46	0.00	958.46
01 1100 213 002 000	GROUP INS.-SUBS	7,500.00	74.16	173.78	2.32	7,326.22	0.00	7,326.22
01 1100 220 001 000	FICA-NON INSTRUCTIONAL	250.00	213.73	646.83	258.73	(396.83)	0.00	(396.83)
01 1100 221 001 000	Fica Secon	75,000.00	6,284.05	33,397.12	44.53	41,602.88	0.00	41,602.88
01 1100 221 002 000	Fica Elem	78,000.00	5,708.46	27,917.12	35.79	50,082.88	0.00	50,082.88
01 1100 222 001 000	FICA-COACHES/AIDES	1,000.00	46.86	95.11	9.51	904.89	0.00	904.89
01 1100 223 001 000	FICA-SUB SUBS	2,000.00	429.56	1,625.70	81.29	374.30	0.00	374.30
01 1100 223 002 000	FICA-SUB SUBS	2,000.00	423.76	1,205.47	60.27	794.53	0.00	794.53
01 1100 230 001 000	RETIREMENT- NON INSTRUCTIONAL	0.00	146.32	588.98	0.00	(588.98)	0.00	(588.98)
01 1100 231 001 000	RETIREMENT TEACHERS/ADMINS	95,000.00	8,420.06	42,455.66	44.69	52,544.34	0.00	52,544.34
01 1100 231 002 000	RETIREMENT TEACHERS/ADMIN	100,000.00	7,824.51	38,224.96	38.22	61,775.04	0.00	61,775.04
01 1100 232 001 000	RETIREMENT-COACHES/AIDES	400.00	0.00	1.78	0.45	398.22	0.00	398.22
01 1100 233 001 000	RETIREMENT-SUBS	200.00	296.40	1,082.32	541.16	(882.32)	0.00	(882.32)
01 1100 233 002 000	RETIREMENT-SUBS	200.00	143.75	758.71	379.36	(558.71)	0.00	(558.71)
01 1100 280 001 000	NON INSTRUCTIONAL HSA	0.00	25.71	119.84	0.00	(119.84)	0.00	(119.84)
01 1100 281 001 000	CASH IN LIEU/HSA	20,000.00	2,129.91	8,051.49	40.26	11,948.51	0.00	11,948.51
01 1100 281 002 000	CASH IN LIEU/HSA	25,000.00	2,732.82	12,922.03	51.69	12,077.97	0.00	12,077.97
01 1100 283 001 000	UNEMPLOYMENT COMP OR INS	100.00	0.00	4.83	4.83	95.17	0.00	95.17
01 1100 283 002 000	UNEMPLOYMENT COMP OR INS	100.00	12.87	29.20	29.20	70.80	0.00	70.80
01 1100 330 001 000	ASSEMBLIES	5,000.00	0.00	0.00	0.00	5,000.00	0.00	5,000.00
01 1100 330 002 000	ASSEMBLIES	5,000.00	0.00	0.00	0.00	5,000.00	0.00	5,000.00
01 1100 334 000 000	Mileage for Psyche Services	2,500.00	0.00	0.00	0.00	2,500.00	0.00	2,500.00
01 1100 382 000 000	INTERNET SERVICES	7,500.00	375.30	3,355.54	44.74	4,144.46	0.00	4,144.46
01 1100 382 001 000	Distance Education	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 1100 431 001 000	REPAIRS & MAINTENANCE - Contracted	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 1100 431 002 000	REPAIRS & MAINTENANCE - Contracted	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 1100 443 001 000	LEASED EQUIP	10,000.00	765.95	4,595.70	45.96	5,404.30	0.00	5,404.30
01 1100 443 002 000	LEASED EQUIP	2,500.00	0.00	0.00	0.00	2,500.00	0.00	2,500.00
01 1100 580 001 000	Travel Secon	5,000.00	0.00	855.19	17.10	4,144.81	0.00	4,144.81
01 1100 580 002 000	Travel Elem	2,000.00	0.00	938.00	46.90	1,062.00	0.00	1,062.00
01 1100 591 001 000	ESU SERVICES-LMHP	30,000.00	0.00	0.00	0.00	30,000.00	0.00	30,000.00
01 1100 610 001 000	Gen Supplies Secon	15,000.00	121.00	1,738.32	11.59	13,261.68	0.00	13,261.68
01 1100 610 002 000	Gen Supplies Elem	15,000.00	0.00	423.58	2.82	14,576.42	0.00	14,576.42
01 1100 640 001 000	Textbooks Secon	30,000.00	0.00	(678.00)	(2.26)	30,678.00	0.00	30,678.00

Expenditure Report by Op. Unit/Function

Account Number	Account Description	Revised Budget	During Month	Expenditures to Date	% of Budget	Balance at EOM	Encumbrances	Unencumbered Balance
01 1100 640 002 000	Textbooks Elem	30,000.00	0.00	1,210.42	4.03	28,789.58	0.00	28,789.58
01 1100 733 001 000	Equipment Secon	10,000.00	0.00	0.00	0.00	10,000.00	0.00	10,000.00
01 1100 733 002 000	Equipment Elem	7,500.00	0.00	0.00	0.00	7,500.00	0.00	7,500.00
01 1100 734 001 000	Comp Equip Secon	40,000.00	0.00	0.00	0.00	40,000.00	0.00	40,000.00
01 1100 734 002 000	Comp Equip Elem	20,000.00	0.00	0.00	0.00	20,000.00	0.00	20,000.00
01 1100 735 001 000	Comp Software Secon	30,000.00	7,820.09	16,069.39	53.56	13,930.61	0.00	13,930.61
01 1100 735 002 000	Comp Software Elem	15,000.00	6,212.09	9,614.86	64.10	5,385.14	0.00	5,385.14
01 1100 810 001 000	FEES	2,500.00	118.40	418.40	16.74	2,081.60	0.00	2,081.60
01 1100 810 002 000	FEES	1,000.00	0.00	320.00	32.00	680.00	0.00	680.00
01 1100 890 001 000	Other Misc Exp Secon	3,000.00	70.00	936.93	31.23	2,063.07	0.00	2,063.07
01 1100 890 002 000	Other Misc Exp Elem	1,000.00	63.70	357.51	35.75	642.49	0.00	642.49
1100 SALARIES		3,656,410.00	291,058.48	1,373,830.44	37.57	2,282,579.56	0.00	2,282,579.56
01 1160 111 002 000	SALARIES TEACHERS POVERTY	67,000.00	0.00	5,687.50	8.49	61,312.50	0.00	61,312.50
01 1160 211 002 000	Poverty Program Health Ins	21,000.00	0.00	1,731.60	8.25	19,268.40	0.00	19,268.40
01 1160 221 002 000	Poverty Program FICA	5,000.00	0.00	403.36	8.07	4,596.64	0.00	4,596.64
01 1160 231 002 000	Poverty Program Retire	7,000.00	0.00	561.80	8.03	6,438.20	0.00	6,438.20
01 1160 281 002 000	TEACHERS/PRINCIPALS HSA	0.00	0.00	314.57	0.00	(314.57)	0.00	(314.57)
1160 POVERTY		100,000.00	0.00	8,698.83	8.70	91,301.17	0.00	91,301.17
01 1190 111 002 000	SALARIES TEACHERS PRE K	26,000.00	2,015.62	10,078.10	38.76	15,921.90	0.00	15,921.90
01 1190 112 002 000	PreK Para	35,000.00	987.05	5,841.03	16.69	29,158.97	0.00	29,158.97
01 1190 122 002 000	Sub Paras Salary	0.00	0.00	225.15	0.00	(225.15)	0.00	(225.15)
01 1190 123 002 000	PreK Subs	2,000.00	210.00	700.00	35.00	1,300.00	0.00	1,300.00
01 1190 211 002 000	PreK Health	27,000.00	1,172.61	5,857.84	21.70	21,142.16	0.00	21,142.16
01 1190 212 002 000	GROUP INSURANCE-AIDES	10,000.00	0.00	9.57	0.10	9,990.43	0.00	9,990.43
01 1190 221 002 000	PreK Fica	5,000.00	151.05	755.26	15.11	4,244.74	0.00	4,244.74
01 1190 222 002 000	FICA-AIDES	2,500.00	75.49	464.04	18.56	2,035.96	0.00	2,035.96
01 1190 223 002 000	FICA-SUB SUBS	300.00	16.05	53.53	17.84	246.47	0.00	246.47
01 1190 231 002 000	PreK Retire	2,500.00	199.10	995.50	39.82	1,504.50	0.00	1,504.50
01 1190 232 002 000	RETIREMENT AIDES	4,000.00	97.50	554.78	13.87	3,445.22	0.00	3,445.22
01 1190 233 002 000	RETIREMENT-SUBS	250.00	13.83	55.32	22.13	194.68	0.00	194.68
01 1190 610 002 000	PreK Supplies	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 1190 890 002 000	PreK Misc Exp	500.00	0.00	0.00	0.00	500.00	0.00	500.00
1190 PREK		115,550.00	4,938.30	25,590.12	22.15	89,959.88	0.00	89,959.88
01 1200 111 001 000	SPED teachers	210,000.00	14,125.00	72,589.31	34.57	137,410.69	0.00	137,410.69
01 1200 111 002 000	SALARIES TEACHERS SPED ELEM.	225,000.00	18,859.38	94,296.90	41.91	130,703.10	0.00	130,703.10
01 1200 112 001 000	SPED Paras	160,000.00	17,933.43	79,058.98	49.41	80,941.02	0.00	80,941.02
01 1200 112 002 000	Aide Elem	140,000.00	13,307.73	57,510.94	41.08	82,489.06	0.00	82,489.06
01 1200 116 001 000	Nurse Sp Ed Services	750.00	0.00	0.00	0.00	750.00	0.00	750.00
01 1200 116 002 000	Nurse Sp Ed Services	250.00	0.00	0.00	0.00	250.00	0.00	250.00
01 1200 122 001 000	Sub Paras Salary	1,500.00	1,012.95	1,172.70	78.18	327.30	0.00	327.30
01 1200 123 001 000	Sub Secon	5,000.00	70.00	240.00	4.80	4,760.00	0.00	4,760.00
01 1200 123 002 000	Sub Elem	7,500.00	410.00	2,245.00	29.93	5,255.00	0.00	5,255.00
01 1200 132 001 000	OT - AIDES/PARAS	1,500.00	133.38	815.59	54.37	684.41	0.00	684.41
01 1200 132 002 000	OT - AIDES/PARAS	250.00	0.00	9.77	3.91	240.23	0.00	240.23
01 1200 151 001 000	ADDITIONAL COMP. TEACHERS/PROF. STAFF	10,000.00	818.18	4,090.90	40.91	5,909.10	0.00	5,909.10
01 1200 211 001 000	Health Ins	60,000.00	3,967.19	20,414.38	34.02	39,585.62	0.00	39,585.62
01 1200 211 002 000	Health Ins Elem	85,000.00	6,641.63	32,712.01	38.48	52,287.99	0.00	52,287.99
01 1200 212 001 000	GROUP INSURANCE-AIDES	20,000.00	1,592.29	8,112.98	40.56	11,887.02	0.00	11,887.02
01 1200 212 002 000	GROUP INSURANCE-AIDES	25,000.00	2,615.73	12,175.50	48.70	12,824.50	0.00	12,824.50
01 1200 213 001 000	GROUP INS.-SUBS	200.00	0.00	0.11	0.06	199.89	0.00	199.89
01 1200 213 002 000	GROUP INS.-SUBS	200.00	0.25	37.18	18.59	162.82	0.00	162.82
01 1200 216 001 000	Health Ins. NURSE	100.00	0.00	0.00	0.00	100.00	0.00	100.00
01 1200 216 002 000	Health Ins-NURSE	100.00	0.00	0.00	0.00	100.00	0.00	100.00

Expenditure Report by Op. Unit/Function

Account Number	Account Description	Revised Budget	During Month	Expenditures to Date	% of Budget	Balance at EOM	Encumbrances	Unencumbered Balance
01 1200 221 001 000	Fica Secon	15,000.00	1,096.15	5,629.00	37.53	9,371.00	0.00	9,371.00
01 1200 221 002 000	Fica Elem	20,000.00	1,400.65	7,004.39	35.02	12,995.61	0.00	12,995.61
01 1200 222 001 000	FICA-AIDES	10,000.00	1,427.67	6,026.54	60.27	3,973.46	0.00	3,973.46
01 1200 222 002 000	FICA-AIDES	8,500.00	880.22	3,813.86	44.87	4,686.14	0.00	4,686.14
01 1200 223 001 000	FICA-SUB SUBS	400.00	5.36	18.37	4.59	381.63	0.00	381.63
01 1200 223 002 000	FICA-SUB SUBS	750.00	31.36	170.76	22.77	579.24	0.00	579.24
01 1200 226 001 000	Fica-NURSE	100.00	0.00	0.00	0.00	100.00	0.00	100.00
01 1200 226 002 000	Fica-NURSE	50.00	0.00	0.00	0.00	50.00	0.00	50.00
01 1200 231 001 000	RETIREMENT TEACHERS/ADMINS	20,000.00	1,395.24	7,170.23	35.85	12,829.77	0.00	12,829.77
01 1200 231 002 000	RETIREMENT TEACHERS/ADMINS	25,000.00	1,862.89	9,314.45	37.26	15,685.55	0.00	15,685.55
01 1200 232 001 000	RETIREMENT AIDES	17,500.00	1,758.93	7,807.69	44.62	9,692.31	0.00	9,692.31
01 1200 232 002 000	RETIREMENT AIDES	15,000.00	1,267.19	5,520.77	36.81	9,479.23	0.00	9,479.23
01 1200 233 001 000	RETIREMENT-SUBS	250.00	0.00	9.88	3.95	240.12	0.00	240.12
01 1200 233 002 000	RETIREMENT-SUBS	100.00	19.76	76.57	76.57	23.43	0.00	23.43
01 1200 236 001 000	Retire-NURSE	100.00	0.00	0.00	0.00	100.00	0.00	100.00
01 1200 236 002 000	Retire-NURSE	50.00	0.00	0.00	0.00	50.00	0.00	50.00
01 1200 281 001 000	CASH IN LIEU/HSA	5,000.00	0.00	0.00	0.00	5,000.00	0.00	5,000.00
01 1200 282 001 000	INSTRUCTIONAL AIDES HSA	150.00	127.25	633.62	422.41	(483.62)	0.00	(483.62)
01 1200 282 002 000	INSTRUCTIONAL AIDES HSA	3,000.00	368.30	1,783.81	59.46	1,216.19	0.00	1,216.19
01 1200 283 002 000	INS/HSA Cont.	50.00	0.00	6.43	12.86	43.57	0.00	43.57
01 1200 286 001 000	NURSE-HSA	25.00	0.00	0.00	0.00	25.00	0.00	25.00
01 1200 286 002 000	NURSE-HSA	25.00	0.00	0.00	0.00	25.00	0.00	25.00
01 1200 320 001 000	Purch Prof Ser Secon	10,000.00	0.00	0.00	0.00	10,000.00	0.00	10,000.00
01 1200 320 002 000	Purch Prof Serv Elem	5,000.00	0.00	0.00	0.00	5,000.00	0.00	5,000.00
01 1200 330 001 000	Contracted Services	2,500.00	0.00	180.00	7.20	2,320.00	0.00	2,320.00
01 1200 330 002 000	Contracted Services	0.00	0.00	440.00	0.00	(440.00)	0.00	(440.00)
01 1200 520 001 000	INSURANCE(Property, Liability)	100.00	0.00	0.00	0.00	100.00	0.00	100.00
01 1200 569 001 000	TUITION-OTHER	200,000.00	14,952.73	83,462.78	41.73	116,537.22	0.00	116,537.22
01 1200 569 002 000	TUITION-OTHER	50,000.00	0.00	0.00	0.00	50,000.00	0.00	50,000.00
01 1200 580 001 000	Travel Secon	250.00	0.00	0.00	0.00	250.00	0.00	250.00
01 1200 580 002 000	Travel Elem	250.00	0.00	0.00	0.00	250.00	0.00	250.00
01 1200 591 001 000	SPED SUPERVISION SEC.	20,000.00	1,871.34	7,369.20	36.85	12,630.80	0.00	12,630.80
01 1200 591 002 000	SPED SUPERVISION ELEM.	20,000.00	1,871.34	7,245.45	36.23	12,754.55	0.00	12,754.55
01 1200 610 001 000	Gen Supplies	7,500.00	54.38	1,186.07	15.81	6,313.93	0.00	6,313.93
01 1200 610 002 000	Gen Supplies Elem	5,000.00	561.97	2,057.64	41.15	2,942.36	0.00	2,942.36
01 1200 640 001 000	Textbooks	750.00	0.00	0.00	0.00	750.00	0.00	750.00
01 1200 640 002 000	Textbooks Elem	600.00	0.00	0.00	0.00	600.00	0.00	600.00
01 1200 641 001 000	Digital Materials	200.00	0.00	0.00	0.00	200.00	0.00	200.00
01 1200 641 002 000	Digital Mat./EBOOKS	100.00	0.00	0.00	0.00	100.00	0.00	100.00
01 1200 733 001 000	Equipment Furn Secon	2,000.00	0.00	0.00	0.00	2,000.00	0.00	2,000.00
01 1200 733 002 000	Furniture Equip Elem	1,000.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00
01 1200 734 001 000	Comp Equip Secon	2,000.00	0.00	0.00	0.00	2,000.00	0.00	2,000.00
01 1200 734 002 000	Computer Equip Elem	1,000.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00
01 1200 735 001 000	Comp Software Secon	1,000.00	0.00	298.99	29.90	701.01	0.00	701.01
01 1200 735 002 000	Comp Software Elem	610.00	131.04	377.03	61.81	232.97	0.00	232.97
01 1200 810 001 000	Registration Secondary	250.00	10.82	42.64	17.06	207.36	0.00	207.36
01 1200 810 002 000	Registration Elem	1,000.00	0.00	125.00	12.50	875.00	0.00	875.00
1200 SPEDICAL ED School Age		1,424,510.00	112,581.73	543,253.42	38.14	881,256.58	0.00	881,256.58
01 1291 610 002 000	PRE Supplies	3,000.00	0.00	0.00	0.00	3,000.00	0.00	3,000.00
01 1291 640 002 000	Periodicals (3-5)	300.00	0.00	0.00	0.00	300.00	0.00	300.00
01 1291 733 000 000	Equipment (3-5)	1,700.00	0.00	0.00	0.00	1,700.00	0.00	1,700.00
1291 SPED AGES 3-5		5,000.00	0.00	0.00	0.00	5,000.00	0.00	5,000.00
01 2120 111 001 000	Counselor Sal Secon	60,000.00	4,905.50	24,910.74	41.52	35,089.26	0.00	35,089.26
01 2120 111 002 000	Counselor Sal Elem	16,000.00	1,226.37	6,131.85	38.32	9,868.15	0.00	9,868.15

Expenditure Report by Op. Unit/Function

Account Number	Account Description	Revised Budget	During Month	Expenditures to Date	% of Budget	Balance at EOM	Encumbrances	Unencumbered Balance
01 2120 211 001 000	Health Ins. Secon	15,000.00	1,023.68	5,135.11	34.23	9,864.89	0.00	9,864.89
01 2120 211 002 000	Health Ins. Elem	3,715.00	255.92	1,264.94	34.05	2,450.06	0.00	2,450.06
01 2120 221 001 000	Fica Secon	5,000.00	359.21	1,825.12	36.50	3,174.88	0.00	3,174.88
01 2120 221 002 000	Fica Elem	1,500.00	89.80	449.21	29.95	1,050.79	0.00	1,050.79
01 2120 231 001 000	Retirement Secon	6,000.00	484.56	2,460.65	41.01	3,539.35	0.00	3,539.35
01 2120 231 002 000	Retirement Elem	1,500.00	121.14	605.70	40.38	894.30	0.00	894.30
01 2120 281 001 000	TEACHERS/PRINCIPALS HSA	2,500.00	184.10	923.51	36.94	1,576.49	0.00	1,576.49
01 2120 281 002 000	TEACHERS/PRINCIPALS HSA	750.00	46.03	227.51	30.33	522.49	0.00	522.49
01 2120 320 001 000	Purch Prof Ser Secon	1,250.00	0.00	40.00	3.20	1,210.00	0.00	1,210.00
01 2120 320 002 000	Purch Prof Ser Elem	1,000.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00
01 2120 580 001 000	Travel Secon	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 2120 580 002 000	Travel Elem	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 2120 610 001 000	Supplies Secon	1,000.00	0.00	78.79	7.88	921.21	0.00	921.21
01 2120 610 002 000	Supplies Elem	1,000.00	0.00	11.97	1.20	988.03	0.00	988.03
01 2120 640 001 000	BOOKS & PERIODICALS	2,500.00	0.00	0.00	0.00	2,500.00	0.00	2,500.00
01 2120 640 002 000	Resource Texts	150.00	0.00	0.00	0.00	150.00	0.00	150.00
01 2120 735 001 000	Computer Software	100.00	0.00	0.00	0.00	100.00	0.00	100.00
01 2120 810 000 000	REGISTRATION	1,000.00	0.00	250.00	25.00	750.00	0.00	750.00
2120 COUNSELOR		120,965.00	8,696.31	44,315.10	36.63	76,649.90	0.00	76,649.90
01 2130 116 000 000	SALARIES -Professional Non-Cert. (Nurse)	38,000.00	4,030.60	16,793.93	44.19	21,206.07	0.00	21,206.07
01 2130 216 000 000	GROUP INS.-NURSE	6,500.00	546.59	2,529.43	38.91	3,970.57	0.00	3,970.57
01 2130 226 000 000	FICA-NURSE	3,000.00	305.48	1,271.52	42.38	1,728.48	0.00	1,728.48
01 2130 236 000 000	RETIREMENT-NURSE	3,750.00	398.14	1,658.85	44.24	2,091.15	0.00	2,091.15
01 2130 286 000 000	NURSE-HSA	1,000.00	95.96	444.04	44.40	555.96	0.00	555.96
01 2130 320 001 000	Purch Prof Ser Secon	50.00	0.00	0.00	0.00	50.00	0.00	50.00
01 2130 320 002 000	Purch Prof Serv Elem	50.00	0.00	0.00	0.00	50.00	0.00	50.00
01 2130 580 000 000	Travel	200.00	0.00	0.00	0.00	200.00	0.00	200.00
01 2130 610 000 000	Health Supplies	5,000.00	4.27	2,394.95	47.90	2,605.05	0.00	2,605.05
01 2130 610 001 000	Instruc Mater Secon	100.00	0.00	0.00	0.00	100.00	0.00	100.00
01 2130 610 002 000	Instruc Mater Elem	200.00	0.00	0.00	0.00	200.00	0.00	200.00
01 2130 733 000 000	Equipment	300.00	0.00	0.00	0.00	300.00	0.00	300.00
01 2130 810 000 000	Dues And Fees	150.00	0.00	0.00	0.00	150.00	0.00	150.00
2130 NURSE		58,300.00	5,381.04	25,092.72	43.04	33,207.28	0.00	33,207.28
01 2131 116 001 000	SALARIES -Professional Non-Cert. (Nurse)	14,000.00	1,207.58	6,044.86	43.18	7,955.14	0.00	7,955.14
01 2131 116 002 000	SALARIES -Professional Non-Cert. (Nurse)	14,000.00	1,207.57	6,044.87	43.18	7,955.13	0.00	7,955.13
01 2131 216 001 000	GROUP INS.-NURSE	2,250.00	163.77	920.61	40.92	1,329.39	0.00	1,329.39
01 2131 216 002 000	GROUP INS.-NURSE	2,250.00	163.77	920.61	40.92	1,329.39	0.00	1,329.39
01 2131 226 001 000	FICA-NURSE	1,250.00	91.53	457.67	36.61	792.33	0.00	792.33
01 2131 226 002 000	FICA-NURSE	1,250.00	91.53	457.60	36.61	792.40	0.00	792.40
01 2131 236 001 000	RETIREMENT-NURSE	1,500.00	119.28	597.10	39.81	902.90	0.00	902.90
01 2131 236 002 000	RETIREMENT-NURSE	1,500.00	119.28	597.11	39.81	902.89	0.00	902.89
01 2131 286 001 000	NURSE-HSA	1,000.00	28.74	161.58	16.16	838.42	0.00	838.42
01 2131 286 002 000	NURSE-HSA	1,000.00	28.74	161.58	16.16	838.42	0.00	838.42
2131 HEALTH SERVICES SPED-NURSE		40,000.00	3,221.79	16,363.59	40.91	23,636.41	0.00	23,636.41
01 2140 111 000 000	SALARIES TEACHERS/PROFESSIONAL STAFF	7,000.00	0.00	0.00	0.00	7,000.00	0.00	7,000.00
01 2140 211 000 000	GROUP INSURANCE TEACHERS/ADMINS	1,000.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00
01 2140 221 000 000	FICA TEACHERS/ADMIN	850.00	0.00	0.00	0.00	850.00	0.00	850.00
01 2140 231 000 000	RETIREMENT TEACHERS/ADMINS	850.00	0.00	0.00	0.00	850.00	0.00	850.00
01 2140 281 000 000	CASH IN LIEU TEACHERS/HSA	300.00	0.00	0.00	0.00	300.00	0.00	300.00
01 2140 591 001 000	ESU SERVICES-LMHP	15,000.00	1,500.00	6,000.00	40.00	9,000.00	0.00	9,000.00

Expenditure Report by Op. Unit/Function

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01 2140 591 002 000	ESU SERVICES-LMHP Elem	15,000.00	1,500.00	6,000.00	40.00	9,000.00	0.00	9,000.00
2140	PSYCHOLOGICAL SERVICES	40,000.00	3,000.00	12,000.00	30.00	28,000.00	0.00	28,000.00
01 2151 320 001 000	Speech Therapy Services	0.00	187.50	2,040.75	0.00	(2,040.75)	0.00	(2,040.75)
01 2151 340 001 000	OTHER PROF. SERVICES	0.00	1,027.00	1,027.00	0.00	(1,027.00)	0.00	(1,027.00)
01 2151 340 002 000	OTHER PROF. SERVICES	55,000.00	4,720.00	25,520.00	46.40	29,480.00	0.00	29,480.00
2151	SPEECH PATH/AUDIOLOGY-SPED School Age	55,000.00	5,934.50	28,587.75	51.98	26,412.25	0.00	26,412.25
01 2161 320 001 000	PROFESSIONAL ED SERVICES	5,000.00	871.50	3,371.30	67.43	1,628.70	0.00	1,628.70
01 2161 320 002 000	PROFESSIONAL ED SERVICES	15,500.00	1,396.50	4,810.50	31.04	10,689.50	0.00	10,689.50
01 2161 569 001 000	TUITION-OTHER	2,500.00	0.00	0.00	0.00	2,500.00	0.00	2,500.00
01 2161 569 002 000	OT Sped School Age	2,500.00	0.00	0.00	0.00	2,500.00	0.00	2,500.00
2161	OCCUPATIONAL THERAPY-SPED SCHOOL AGE	25,500.00	2,268.00	8,181.80	32.09	17,318.20	0.00	17,318.20
01 2162 320 002 000	OT Services SPED 3-5	3,500.00	598.50	1,353.75	38.68	2,146.25	0.00	2,146.25
01 2162 569 002 000	OT Sped 3-5	3,000.00	0.00	0.00	0.00	3,000.00	0.00	3,000.00
2162	OCCUPATIONAL THERAPY-SPED 3-5	6,500.00	598.50	1,353.75	20.83	5,146.25	0.00	5,146.25
01 2163 320 002 000	OT Sped Services 0-2	5,000.00	390.60	3,233.55	64.67	1,766.45	0.00	1,766.45
2163	OCCUPATIONAL THERAPY-SPED 0-2	5,000.00	390.60	3,233.55	64.67	1,766.45	0.00	1,766.45
01 2171 320 001 000	PT Sped Services Sec.	4,000.00	156.75	1,032.00	25.80	2,968.00	0.00	2,968.00
01 2171 320 002 000	PT Sped Services Elem	15,000.00	954.75	4,032.75	26.89	10,967.25	0.00	10,967.25
01 2171 569 001 000	PT Sped School Age	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 2171 569 002 000	PT Sped School Age	500.00	0.00	0.00	0.00	500.00	0.00	500.00
2171	PHYSICAL THERAPY-SPED SCHOOL AGE	20,000.00	1,111.50	5,064.75	25.32	14,935.25	0.00	14,935.25
01 2172 320 002 000	PT Sped Services 3-5	2,500.00	228.00	498.75	19.95	2,001.25	0.00	2,001.25
01 2172 569 002 000	PT 3-4 Sped	2,500.00	0.00	0.00	0.00	2,500.00	0.00	2,500.00
2172	PHYSICAL THERAPY:SPED 3-5	5,000.00	228.00	498.75	9.98	4,501.25	0.00	4,501.25
01 2173 320 002 000	PT Sped Services 0-2	0.00	346.90	2,460.82	0.00	(2,460.82)	0.00	(2,460.82)
2173	PHYSICAL THERAPY:SPED 0-2	0.00	346.90	2,460.82	0.00	(2,460.82)	0.00	(2,460.82)
01 2190 110 001 000	Act Trans Sal Secon	20,000.00	1,227.62	7,897.91	39.49	12,102.09	0.00	12,102.09
01 2190 110 002 000	Act Trans Sal Elem	1,000.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00
01 2190 210 001 000	GROUP INSURANCE-NON INSTRUCTIONAL	750.00	0.00	455.44	60.73	294.56	0.00	294.56
01 2190 220 001 000	FICA-NON INSTRUCTIONAL	1,500.00	93.89	594.44	39.63	905.56	0.00	905.56
01 2190 220 002 000	FICA-NON INSTRUCTIONAL	100.00	0.00	0.00	0.00	100.00	0.00	100.00
01 2190 230 001 000	RETIREMENT- NON INSTRUCTIONAL	1,000.00	50.26	372.14	37.21	627.86	0.00	627.86
01 2190 230 002 000	RETIREMENT- NON INSTRUCTIONAL	115.00	0.00	0.00	0.00	115.00	0.00	115.00
01 2190 340 001 000	Testing	1,500.00	395.00	1,171.00	78.07	329.00	0.00	329.00
01 2190 580 002 000	Meals/mileage	100.00	0.00	0.00	0.00	100.00	0.00	100.00
2190	ACT TRANS	26,065.00	1,766.77	10,490.93	40.25	15,574.07	0.00	15,574.07
01 2212 111 001 000	SALARIES TEACHERS STAFF. DEV	2,500.00	0.00	0.00	0.00	2,500.00	0.00	2,500.00
01 2212 111 002 000	SALARIES TEACHERS STAFF DEV. ELEM.	2,500.00	0.00	0.00	0.00	2,500.00	0.00	2,500.00
01 2212 123 001 000	Staff Development	300.00	0.00	0.00	0.00	300.00	0.00	300.00
01 2212 123 002 000	Staff Development	300.00	0.00	0.00	0.00	300.00	0.00	300.00
01 2212 211 001 000	HEALTH INSURANCE	200.00	0.00	0.00	0.00	200.00	0.00	200.00
01 2212 211 002 000	HEALTH INSURANCE	200.00	0.00	0.00	0.00	200.00	0.00	200.00
01 2212 221 001 000	Staff Dev Fica	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 2212 221 002 000	Staff Dev Fica	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 2212 231 001 000	RETIREMENT	250.00	0.00	0.00	0.00	250.00	0.00	250.00
01 2212 231 002 000	Staff Dev Retire	250.00	0.00	0.00	0.00	250.00	0.00	250.00
01 2212 330 001 000	Purch Prof Ser Secon	1,500.00	0.00	840.00	56.00	660.00	0.00	660.00
01 2212 330 002 000	Purch Prof Ser Elem	5,000.00	0.00	280.00	5.60	4,720.00	0.00	4,720.00
01 2212 580 001 000	Travel Secon	1,500.00	36.40	1,908.38	127.23	(408.38)	0.00	(408.38)

Expenditure Report by Op. Unit/Function

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01 2212 580 002 000	Travel Elem	1,500.00	0.00	0.00	0.00	1,500.00	0.00	1,500.00
01 2212 610 001 000	Supplies Secon	2,000.00	132.50	132.50	6.63	1,867.50	0.00	1,867.50
01 2212 610 002 000	Supplies Elem	2,000.00	132.50	132.50	6.63	1,867.50	0.00	1,867.50
01 2212 810 001 000	Dues And Fees Secon	2,000.00	0.00	240.00	12.00	1,760.00	0.00	1,760.00
01 2212 810 002 000	Dues And Fees Elem	2,000.00	0.00	0.00	0.00	2,000.00	0.00	2,000.00
2212 STAFF		25,000.00	301.40	3,533.38	14.13	21,466.62	0.00	21,466.62
01 2214 111 000 000	SALARIES TEACHERS/PROFESSIONAL STAFF	5,100.00	0.00	0.00	0.00	5,100.00	0.00	5,100.00
01 2214 221 000 000	FICA TEACHERS/ADMIN	650.00	0.00	0.00	0.00	650.00	0.00	650.00
01 2214 231 000 000	RETIREMENT TEACHERS/ADMINS	650.00	0.00	0.00	0.00	650.00	0.00	650.00
01 2214 580 001 000	TRAVEL	150.00	0.00	0.00	0.00	150.00	0.00	150.00
01 2214 580 002 000	TRAVEL	150.00	0.00	0.00	0.00	150.00	0.00	150.00
01 2214 610 001 000	GENERAL SUPPLIES	375.00	0.00	0.00	0.00	375.00	0.00	375.00
01 2214 610 002 000	GENERAL SUPPLIES	375.00	0.00	0.00	0.00	375.00	0.00	375.00
01 2214 810 001 000	DUES AND FEES	1,425.00	0.00	0.00	0.00	1,425.00	0.00	1,425.00
01 2214 810 002 000	DUES AND FEES	1,425.00	0.00	0.00	0.00	1,425.00	0.00	1,425.00
2214 IMPLEMENTATION OF STANDARDS		10,300.00	0.00	0.00	0.00	10,300.00	0.00	10,300.00
01 2220 111 001 000	SALARIES TEACHERS LIBRARIAN SECOND.	24,187.50	2,906.25	14,606.25	60.39	9,581.25	0.00	9,581.25
01 2220 111 002 000	SALARIES TEACHERS LIBRARIAN ELEM.	24,187.50	2,906.25	14,606.25	60.39	9,581.25	0.00	9,581.25
01 2220 211 001 000	Health Ins Secon	14,000.00	859.68	4,298.85	30.71	9,701.15	0.00	9,701.15
01 2220 211 002 000	Health Ins Elem	14,000.00	859.68	4,298.85	30.71	9,701.15	0.00	9,701.15
01 2220 221 001 000	Fica Secon	2,000.00	220.50	1,108.22	55.41	891.78	0.00	891.78
01 2220 221 002 000	Fica Elem	2,000.00	220.50	1,108.22	55.41	891.78	0.00	891.78
01 2220 231 001 000	Retire Secon	2,500.00	287.07	1,442.76	57.71	1,057.24	0.00	1,057.24
01 2220 231 002 000	Retire Elem	2,500.00	287.07	1,442.76	57.71	1,057.24	0.00	1,057.24
01 2220 320 001 000	Purchased Ser Secon	500.00	0.00	40.00	8.00	460.00	0.00	460.00
01 2220 320 002 000	Purchased Ser Elem	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 2220 431 001 000	Repair Secon	150.00	0.00	0.00	0.00	150.00	0.00	150.00
01 2220 431 002 000	Repair Elem	350.00	0.00	0.00	0.00	350.00	0.00	350.00
01 2220 610 001 000	Supplies Secon	500.00	0.00	136.64	27.33	363.36	0.00	363.36
01 2220 610 002 000	Supplies Elem	600.00	0.00	465.73	77.62	134.27	0.00	134.27
01 2220 640 001 000	Library Books Secon	4,500.00	0.00	1,811.59	40.26	2,688.41	0.00	2,688.41
01 2220 640 002 000	Library Books Elem	2,250.00	6.50	1,424.48	63.31	825.52	0.00	825.52
01 2220 641 000 000	EBOOKS	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 2220 641 001 000	Digital Mat./EBOOKS	250.00	0.00	0.00	0.00	250.00	0.00	250.00
01 2220 641 002 000	Digital Mat./EBOOKS	250.00	0.00	0.00	0.00	250.00	0.00	250.00
01 2220 643 001 000	WEB/CLOUD BASED SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2220 733 001 000	Equipment Secon	600.00	0.00	0.00	0.00	600.00	0.00	600.00
01 2220 733 002 000	Equipment Elem	600.00	0.00	0.00	0.00	600.00	0.00	600.00
01 2220 735 001 000	Computer Software	3,800.00	147.50	592.50	15.59	3,207.50	0.00	3,207.50
01 2220 735 002 000	Elem Software	2,500.00	147.50	592.50	23.70	1,907.50	0.00	1,907.50
01 2220 890 001 000	Other Mis Exp Secon	40.00	0.00	0.00	0.00	40.00	0.00	40.00
01 2220 890 002 000	Other Misc Exp Elem	100.00	0.00	0.00	0.00	100.00	0.00	100.00
2220 LIBRARY/MEDIA SERVICES		103,365.00	8,848.50	47,975.60	46.41	55,389.40	0.00	55,389.40
01 2310 340 000 000	SERVICES	750.00	1,547.20	2,433.55	324.47	(1,683.55)	0.00	(1,683.55)
01 2310 520 000 000	INSURANCE(Property, Liability)	15,500.00	0.00	0.00	0.00	15,500.00	0.00	15,500.00
01 2310 540 000 000	Advertising & Print	7,500.00	498.04	1,887.92	25.17	5,612.08	0.00	5,612.08
01 2310 580 000 000	Board Travel	2,000.00	0.00	0.00	0.00	2,000.00	0.00	2,000.00
01 2310 610 000 000	Supplies	3,500.00	0.00	248.00	7.09	3,252.00	0.00	3,252.00
01 2310 735 000 000	Software (E-Meetings)	3,000.00	2,600.00	2,600.00	86.67	400.00	0.00	400.00
01 2310 810 000 000	Dues And Fees	12,500.00	500.00	1,550.00	12.40	10,950.00	0.00	10,950.00
01 2310 890 000 000	Other Misc Exp	2,000.00	230.60	230.60	11.53	1,769.40	0.00	1,769.40

Expenditure Report by Op. Unit/Function

Account Number	Account Description	Revised Budget	During Month	Expenditures to Date	% of Budget	Balance at EOM	Encumbrances	Unencumbered Balance
2310	BOARD OF EDUCATION	46,750.00	5,375.84	8,950.07	19.14	37,799.93	0.00	37,799.93
01 2320 105 000 000	SUPERINTENDENT SALARY	150,380.00	12,603.70	63,018.50	41.91	87,361.50	0.00	87,361.50
01 2320 110 000 000	Clerical	23,000.00	1,754.77	10,116.59	43.99	12,883.41	0.00	12,883.41
01 2320 130 000 000	OT-NON INSTRUCTIONAL	700.00	21.60	347.39	49.63	352.61	0.00	352.61
01 2320 210 000 000	GROUP INSURANCE-NON INSTRUCTIONAL	7,500.00	501.76	2,700.62	36.01	4,799.38	0.00	4,799.38
01 2320 215 000 000	Health Ins	30,000.00	2,402.05	12,010.25	40.03	17,989.75	0.00	17,989.75
01 2320 220 000 000	FICA-NON INSTRUCTIONAL	2,000.00	131.48	779.05	38.95	1,220.95	0.00	1,220.95
01 2320 225 000 000	Fica	12,000.00	954.62	4,773.10	39.78	7,226.90	0.00	7,226.90
01 2320 230 000 000	RETIREMENT- NON INSTRUCTIONAL	2,500.00	175.47	1,033.61	41.34	1,466.39	0.00	1,466.39
01 2320 235 000 000	RETIREMENT SUPT.	15,000.00	1,241.13	6,205.65	41.37	8,794.35	0.00	8,794.35
01 2320 280 000 000	NON INSTRUCTIONAL HSA	1,500.00	91.34	491.62	32.77	1,008.38	0.00	1,008.38
01 2320 580 000 000	Travel	2,500.00	0.00	196.00	7.84	2,304.00	0.00	2,304.00
01 2320 610 000 000	Supplies	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 2320 735 000 000	Software-North Star	2,000.00	1,800.00	1,800.00	90.00	200.00	0.00	200.00
01 2320 810 000 000	Dues And Fees	1,667.00	120.00	445.00	26.69	1,222.00	0.00	1,222.00
01 2320 890 000 000	Other Misc Exp	1,000.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00
2320	EXECUTIVE ADMINISTRATION-SUPT	252,247.00	21,797.92	103,917.38	41.20	148,329.62	0.00	148,329.62
01 2330 317 000 000	LEGAL SERVICES	25,000.00	0.00	1,168.50	4.67	23,831.50	0.00	23,831.50
2330	DISTRICT LEGAL SERVICES	25,000.00	0.00	1,168.50	4.67	23,831.50	0.00	23,831.50
01 2410 110 001 000	Clerical Sal Secon	56,500.00	4,941.94	25,580.35	45.27	30,919.65	0.00	30,919.65
01 2410 110 002 000	Clerical Sal Elem	52,000.00	4,378.84	21,080.64	40.54	30,919.36	0.00	30,919.36
01 2410 111 001 000	Princ Sal Secon	100,000.00	8,333.33	41,666.65	41.67	58,333.35	0.00	58,333.35
01 2410 111 002 000	Prin Sal Elem	113,500.00	9,167.83	45,839.15	40.39	67,660.85	0.00	67,660.85
01 2410 120 001 000	SUBSTITUTE OR TEMPORARY SALARIES	1,000.00	69.29	383.24	38.32	616.76	0.00	616.76
01 2410 122 001 000	STUDENT AIDE	5,000.00	0.00	0.00	0.00	5,000.00	0.00	5,000.00
01 2410 130 001 000	OT-NON INSTRUCTIONAL	2,000.00	86.87	970.36	48.52	1,029.64	0.00	1,029.64
01 2410 130 002 000	OT-NON INSTRUCTIONAL	2,000.00	159.67	927.84	46.39	1,072.16	0.00	1,072.16
01 2410 151 001 000	ADDITIONAL COMP. TEACHERS/PROF. STAFF	24,047.00	478.13	2,390.65	9.94	21,656.35	0.00	21,656.35
01 2410 151 002 000	ADDITIONAL COMP. TEACHERS/PROF. STAFF	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2410 210 001 000	GROUP INSURANCE-NON INSTRUCTIONAL	0.00	1,338.02	6,555.24	0.00	(6,555.24)	0.00	(6,555.24)
01 2410 210 002 000	GROUP INSURANCE-NON INSTRUCTIONAL	28,047.00	1,980.68	9,903.40	35.31	18,143.60	0.00	18,143.60
01 2410 211 001 000	Health Ins Secon	28,047.00	65.70	328.50	1.17	27,718.50	0.00	27,718.50
01 2410 211 002 000	Health Ins Elem	200.00	10.00	50.00	25.00	150.00	0.00	150.00
01 2410 220 001 000	FICA-NON INSTRUCTIONAL	4,500.00	378.24	2,008.23	44.63	2,491.77	0.00	2,491.77
01 2410 220 002 000	FICA-NON INSTRUCTIONAL	4,000.00	324.83	1,571.82	39.30	2,428.18	0.00	2,428.18
01 2410 221 001 000	Fica Secon	8,100.00	674.08	3,370.40	41.61	4,729.60	0.00	4,729.60
01 2410 221 002 000	Fica Elem	10,750.00	871.53	4,357.65	40.54	6,392.35	0.00	6,392.35
01 2410 230 001 000	RETIREMENT- NON INSTRUCTIONAL	6,000.00	496.64	2,622.54	43.71	3,377.46	0.00	3,377.46
01 2410 230 002 000	RETIREMENT- NON INSTRUCTIONAL	5,500.00	448.30	2,173.95	39.53	3,326.05	0.00	3,326.05
01 2410 231 001 000	RETIREMENT ADMINS SEC.	10,500.00	870.38	4,351.90	41.45	6,148.10	0.00	6,148.10
01 2410 231 002 000	RETIREMENT ADMIN ELEM.	11,000.00	905.58	4,527.90	41.16	6,472.10	0.00	6,472.10
01 2410 280 001 000	NON INSTRUCTIONAL HSA	3,500.00	243.50	1,192.93	34.08	2,307.07	0.00	2,307.07
01 2410 280 002 000	NON INSTRUCTIONAL HSA	5,000.00	360.55	1,802.75	36.06	3,197.25	0.00	3,197.25
01 2410 281 002 000	CASH IN LIEU/HSA	28,047.00	2,403.87	12,019.35	42.85	16,027.65	0.00	16,027.65
01 2410 580 001 000	Travel Secon	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 2410 580 002 000	Travel Elem	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 2410 610 001 000	Supplies Secon	1,150.00	0.00	0.00	0.00	1,150.00	0.00	1,150.00
01 2410 610 002 000	Supplies Elem	1,000.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00

Expenditure Report by Op. Unit/Function

Account Number	Account Description	Revised Budget	During Month	Expenditures to Date	% of Budget	Balance at EOM	Encumbrances	Unencumbered Balance
01 2410 733 001 000	Equipment Secon	50.00	0.00	0.00	0.00	50.00	0.00	50.00
01 2410 733 002 000	Equipment Elem	50.00	0.00	0.00	0.00	50.00	0.00	50.00
01 2410 810 001 000	Dues And Fees Secon	500.00	0.00	79.99	16.00	420.01	0.00	420.01
01 2410 810 002 000	Dues And Fees Elem	500.00	0.00	60.00	12.00	440.00	0.00	440.00
01 2410 890 001 000	Other Misc Exp Secon	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 2410 890 002 000	Other Misc Exp Elem	500.00	0.00	0.00	0.00	500.00	0.00	500.00
2410 OFFICE OF THE PRINCIPAL		514,488.00	38,987.80	195,815.43	38.06	318,672.57	0.00	318,672.57
01 2510 110 000 000	Clerical Salary	81,150.00	6,847.72	34,328.11	42.30	46,821.89	0.00	46,821.89
01 2510 130 000 000	OT-NON INSTRUCTIONAL	500.00	237.55	471.10	94.22	28.90	0.00	28.90
01 2510 150 000 000	ADDITIONAL COMP. NON INSTRUCTIONAL STAFF	11,000.00	848.31	4,241.55	38.56	6,758.45	0.00	6,758.45
01 2510 210 000 000	Health Ins	4,500.00	507.26	2,454.39	54.54	2,045.61	0.00	2,045.61
01 2510 220 000 000	Fica	6,750.00	578.85	2,847.69	42.19	3,902.31	0.00	3,902.31
01 2510 230 000 000	Retirement	8,100.00	699.86	3,437.37	42.44	4,662.63	0.00	4,662.63
01 2510 280 000 000	CASH IN LIEU/HSA	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2510 293 000 000	Workman's Comp	40,000.00	0.00	0.00	0.00	40,000.00	0.00	40,000.00
01 2510 315 000 000	ACCOUNTING & AUDITING SERVICES	13,000.00	13,492.00	13,492.00	103.78	(492.00)	0.00	(492.00)
01 2510 382 001 000	Telephone Secon	6,000.00	309.82	1,633.30	27.22	4,366.70	0.00	4,366.70
01 2510 382 002 000	Telehone Elem	6,000.00	309.80	1,633.19	27.22	4,366.81	0.00	4,366.81
01 2510 431 000 000	Repair Maint Service	1,000.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00
01 2510 443 000 000	Rental And Leases	2,000.00	0.00	1,840.00	92.00	160.00	0.00	160.00
01 2510 520 000 000	INSURANCE-WORKMAN'S COMP	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2510 531 000 000	POSTAGE	6,000.00	211.20	271.91	4.53	5,728.09	0.00	5,728.09
01 2510 580 000 000	Travel	550.00	0.00	0.00	0.00	550.00	0.00	550.00
01 2510 610 000 000	Supplies	2,000.00	297.16	320.89	16.04	1,679.11	0.00	1,679.11
01 2510 733 000 000	Equipment	1,000.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00
01 2510 734 000 000	Computer Hardware	1,000.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00
01 2510 735 000 000	Computer Software	11,000.00	0.00	0.00	0.00	11,000.00	0.00	11,000.00
01 2510 810 000 000	REGISTRATION	250.00	0.00	40.00	16.00	210.00	0.00	210.00
01 2510 890 000 000	Other Misc Exp	250.00	0.00	0.00	0.00	250.00	0.00	250.00
2510 CLERICAL		202,050.00	24,339.53	67,011.50	33.17	135,038.50	0.00	135,038.50
01 2580 112 000 000	Tech Support Aides	6,000.00	0.00	1,038.88	17.31	4,961.12	0.00	4,961.12
01 2580 114 000 000	Tech Support Salary	80,000.00	6,250.00	35,937.20	44.92	44,062.80	0.00	44,062.80
01 2580 214 000 000	Tech Support Health Ins	1,000.00	38.13	190.65	19.07	809.35	0.00	809.35
01 2580 224 000 000	Tech Support Fica	6,500.00	477.46	2,745.77	42.24	3,754.23	0.00	3,754.23
01 2580 234 000 000	RETIREMENT-TECH	8,000.00	617.36	3,549.80	44.37	4,450.20	0.00	4,450.20
01 2580 432 000 000	TECH REPAIRS/MAINT.	2,500.00	0.00	0.00	0.00	2,500.00	0.00	2,500.00
01 2580 432 001 000	TECH REPAIRS & MAINTENANCE	1,000.00	0.00	1,150.00	115.00	(150.00)	0.00	(150.00)
01 2580 432 002 000	TECH REPAIRS & MAINTENANCE	1,000.00	0.00	1,150.00	115.00	(150.00)	0.00	(150.00)
01 2580 580 000 000	Tech Support Travel	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 2580 650 001 000	Computer Supplies	5,000.00	230.90	976.38	19.53	4,023.62	0.00	4,023.62
01 2580 650 002 000	Computer Supplies	5,000.00	0.00	503.14	10.06	4,496.86	0.00	4,496.86
01 2580 735 001 000	TECHNOLOGY SOFTWARE	10,000.00	0.00	0.00	0.00	10,000.00	0.00	10,000.00
01 2580 810 000 000	REGISTRATION	500.00	0.00	20.00	4.00	480.00	0.00	480.00
2580 Administrative Tech Services		127,000.00	7,613.85	47,261.82	37.21	79,738.18	0.00	79,738.18
01 2610 110 001 000	Cust Sal Secon	104,000.00	7,797.56	42,541.49	40.91	61,458.51	0.00	61,458.51
01 2610 110 002 000	Cust Sal Elem	78,000.00	6,203.31	35,236.97	45.18	42,763.03	0.00	42,763.03
01 2610 123 001 000	Sub/Summer Sal Secon	20,500.00	342.49	1,895.44	9.25	18,604.56	0.00	18,604.56
01 2610 123 002 000	Sub/Summer Sal Elem	19,500.00	56.74	1,196.84	6.14	18,303.16	0.00	18,303.16
01 2610 130 001 000	OT-NON INSTRUCTIONAL	1,500.00	4.05	26.55	1.77	1,473.45	0.00	1,473.45
01 2610 130 002 000	OT-NON INSTRUCTIONAL	1,500.00	451.35	1,175.21	78.35	324.79	0.00	324.79
01 2610 210 001 000	Health Ins Secon	47,500.00	2,041.09	10,760.86	22.65	36,739.14	0.00	36,739.14
01 2610 210 002 000	Health Ins Elem	32,000.00	2,123.04	11,973.00	37.42	20,027.00	0.00	20,027.00
01 2610 220 001 000	Fica Secon	9,750.00	592.99	3,218.77	33.01	6,531.23	0.00	6,531.23

Expenditure Report by Op. Unit/Function

Account Number	Account Description	Revised Budget	During Month	Expenditures to Date	% of Budget	Balance at EOM	Encumbrances	Unencumbered Balance
01 2610 220 002 000	Fica Elem	5,700.00	478.20	2,569.37	45.08	3,130.63	0.00	3,130.63
01 2610 223 001 000	FICA-SUB SUBS	1,500.00	4.34	40.04	2.67	1,459.96	0.00	1,459.96
01 2610 223 002 000	FICA-SUB SUBS	1,250.00	4.35	40.03	3.20	1,209.97	0.00	1,209.97
01 2610 230 001 000	Retirement Secon	12,500.00	770.63	4,204.77	33.64	8,295.23	0.00	8,295.23
01 2610 230 002 000	Retirement Elem	7,500.00	637.40	3,513.55	46.85	3,986.45	0.00	3,986.45
01 2610 233 001 000	RETIREMENT-SUBS	50.00	0.00	0.00	0.00	50.00	0.00	50.00
01 2610 280 002 000	CASH IN LIEU NON INSTR/HSA	5,000.00	268.50	1,425.07	28.50	3,574.93	0.00	3,574.93
01 2610 410 001 000	Water Sewer Secon	4,000.00	392.39	1,814.85	45.37	2,185.15	0.00	2,185.15
01 2610 410 002 000	Water Sewer Elem	4,000.00	392.38	1,814.80	45.37	2,185.20	0.00	2,185.20
01 2610 520 001 000	INSURANCE(Property, Liability)	30,000.00	0.00	0.00	0.00	30,000.00	0.00	30,000.00
01 2610 520 002 000	INSURANCE(Property, Liability)	30,000.00	0.00	0.00	0.00	30,000.00	0.00	30,000.00
01 2610 610 001 000	Supplies Secon	17,500.00	1,332.63	5,924.94	33.86	11,575.06	0.00	11,575.06
01 2610 610 002 000	Supplies Elem	17,500.00	1,332.61	5,931.93	33.90	11,568.07	0.00	11,568.07
01 2610 621 001 000	Fuel Secon	55,000.00	5,040.74	19,749.33	35.91	35,250.67	0.00	35,250.67
01 2610 621 002 000	Fuel Elem	55,000.00	5,040.71	19,749.10	35.91	35,250.90	0.00	35,250.90
2610 CUSTODIAL		560,750.00	35,307.50	174,802.91	31.17	385,947.09	0.00	385,947.09
01 2620 110 000 000	Maintenance Sal	52,250.00	3,032.02	16,909.10	32.36	35,340.90	0.00	35,340.90
01 2620 210 000 000	Health Ins	5,500.00	2.40	12.00	0.22	5,488.00	0.00	5,488.00
01 2620 220 000 000	Fica	4,000.00	231.69	1,292.24	32.31	2,707.76	0.00	2,707.76
01 2620 230 000 000	Retirement	6,000.00	299.50	1,670.26	27.84	4,329.74	0.00	4,329.74
01 2620 420 001 000	CLEANING SERVICES/TRASH	6,500.00	490.50	2,452.50	37.73	4,047.50	0.00	4,047.50
01 2620 420 002 000	CLEANING SERVICES/TRASH	6,500.00	490.50	2,452.50	37.73	4,047.50	0.00	4,047.50
01 2620 431 001 000	Con/ser Repair Secon	45,000.00	4,940.93	11,470.14	25.49	33,529.86	0.00	33,529.86
01 2620 431 002 000	Cont/ser Repair Elem	55,000.00	110.92	1,667.18	3.03	53,332.82	0.00	53,332.82
01 2620 490 001 000	Other Purchased Property Services	0.00	0.00	166.50	0.00	(166.50)	0.00	(166.50)
01 2620 490 002 000	Other Purchased Property Services	0.00	0.00	166.50	0.00	(166.50)	0.00	(166.50)
01 2620 520 001 000	PROPERTY INS.	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2620 520 002 000	PROPERTY INS.	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2620 610 001 000	GENERAL SUPPLIES	20,000.00	539.21	7,420.90	37.10	12,579.10	0.00	12,579.10
01 2620 610 002 000	GENERAL SUPPLIES	20,000.00	1,061.02	2,251.56	11.26	17,748.44	0.00	17,748.44
01 2620 720 001 000	BUILDINGS IMPROVEMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2620 720 002 000	BUILDINGS IMPROVEMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2620 733 001 000	Equipment Secon	2,000.00	0.00	0.00	0.00	2,000.00	0.00	2,000.00
01 2620 733 002 000	Equipment Elem	2,000.00	0.00	0.00	0.00	2,000.00	0.00	2,000.00
01 2620 890 001 000	Other Exp Secon	200.00	0.00	0.00	0.00	200.00	0.00	200.00
01 2620 890 002 000	Other Exp Elem	200.00	0.00	0.00	0.00	200.00	0.00	200.00
2620 MAINTENANCE		225,150.00	11,198.69	47,931.38	21.29	177,218.62	0.00	177,218.62
01 2710 110 000 000	Transp Salaries	155,000.00	13,508.74	67,804.78	43.75	87,195.22	0.00	87,195.22
01 2710 123 000 000	SUB SALARIES	10,000.00	857.40	7,087.84	70.88	2,912.16	0.00	2,912.16
01 2710 210 000 000	Health Ins	8,000.00	644.34	2,929.67	36.62	5,070.33	0.00	5,070.33
01 2710 220 000 000	Fica	12,750.00	1,024.41	5,144.73	40.35	7,605.27	0.00	7,605.27
01 2710 223 000 000	FICA-SUB SUBS	1,550.00	65.50	541.85	34.96	1,008.15	0.00	1,008.15
01 2710 230 000 000	Retirement	10,000.00	854.52	4,201.47	42.01	5,798.53	0.00	5,798.53
01 2710 233 000 000	RETIREMENT-SUBS	200.00	84.70	412.17	206.09	(212.17)	0.00	(212.17)
01 2710 330 000 000	TESTING	2,000.00	100.00	980.00	49.00	1,020.00	0.00	1,020.00
01 2710 334 000 000	MILEAGE PAID-CONTRACTED	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 2710 340 000 000	Purch Ser(physicals)	2,500.00	0.00	625.00	25.00	1,875.00	0.00	1,875.00
01 2710 431 000 000	REPAIRS & MAINT.	25,000.00	0.00	0.00	0.00	25,000.00	0.00	25,000.00
01 2710 442 000 000	LEASE VEHICLES	6,000.00	0.00	0.00	0.00	6,000.00	0.00	6,000.00
01 2710 520 000 000	INSURANCE(Property, Liability)	20,000.00	0.00	0.00	0.00	20,000.00	0.00	20,000.00
01 2710 610 000 000	Tires And Parts	18,000.00	526.39	3,799.85	21.11	14,200.15	0.00	14,200.15
01 2710 626 000 000	Gas And Oil	54,000.00	3,683.35	17,592.82	32.58	36,407.18	0.00	36,407.18
01 2710 733 000 000	Equipment	1,000.00	0.00	5,260.00	526.00	(4,260.00)	0.00	(4,260.00)
01 2710 890 000 000	Other Exp	1,000.00	0.00	153.54	15.35	846.46	0.00	846.46

Expenditure Report by Op. Unit/Function

Account Number	Account Description	Revised Budget	During Month	Expenditures to Date	% of Budget	Balance at EOM	Encumbrances	Unencumbered Balance
01 6406 111 000 000	BASE 3-4 SPED INSTR	3,500.00	0.00	0.00	0.00	3,500.00	0.00	3,500.00
01 6406 211 000 000	BASE 3-4 SPED HEALTH	1,051.00	0.00	0.00	0.00	1,051.00	0.00	1,051.00
01 6406 221 000 000	BASE 3-4 SPED FICA	188.00	0.00	0.00	0.00	188.00	0.00	188.00
01 6406 231 000 000	BASE 3-4 SPED RETIR	244.00	0.00	0.00	0.00	244.00	0.00	244.00
01 6406 320 000 000	PROFESSIONAL ED SERVICES	2,529.00	0.00	0.00	0.00	2,529.00	0.00	2,529.00
6406	IDEA PRESCHOOL: 3-4	7,512.00	0.00	0.00	0.00	7,512.00	0.00	7,512.00
01 6408 591 002 000	SPED IDEA PRE-K	111,769.00	0.00	0.00	0.00	111,769.00	0.00	111,769.00
6408	IDEA Part B (611) Base & EP 0-21	111,769.00	0.00	0.00	0.00	111,769.00	0.00	111,769.00
01 6700 111 000 000	Vocational Wages	2,400.00	0.00	0.00	0.00	2,400.00	0.00	2,400.00
01 6700 211 000 000	Vocational Health	303.00	0.00	0.00	0.00	303.00	0.00	303.00
01 6700 221 000 000	Vocational FICA	183.00	0.00	0.00	0.00	183.00	0.00	183.00
01 6700 231 000 000	Vocational Retire	238.00	0.00	0.00	0.00	238.00	0.00	238.00
6700	VOCATIONAL	3,124.00	0.00	0.00	0.00	3,124.00	0.00	3,124.00
01 6992 111 000 000	REAP Salary	32,000.00	0.00	2,472.50	7.73	29,527.50	0.00	29,527.50
01 6992 211 000 000	REAP Health	11,500.00	0.00	905.23	7.87	10,594.77	0.00	10,594.77
01 6992 221 000 000	REAP Fica	2,500.00	0.00	175.29	7.01	2,324.71	0.00	2,324.71
01 6992 231 000 000	REAP Retirement	3,500.00	0.00	244.23	6.98	3,255.77	0.00	3,255.77
01 6992 281 000 000	TEACHERS/PRINCIPALS HSA	1,500.00	0.00	164.45	10.96	1,335.55	0.00	1,335.55
6992	REAP	51,000.00	0.00	3,961.70	7.77	47,038.30	0.00	47,038.30
01 6998 643 001 000	WEB/CLOUD BASED SOFTWARE	25,000.00	0.00	0.00	0.00	25,000.00	0.00	25,000.00
6998	ESSER III	25,000.00	0.00	0.00	0.00	25,000.00	0.00	25,000.00
01 8000 912 000 000	Lunch Fund	50,000.00	0.00	0.00	0.00	50,000.00	0.00	50,000.00
01 8000 913 001 000	Activity Transfer	30,000.00	0.00	0.00	0.00	30,000.00	0.00	30,000.00
8000	TRANSFERS (OUTGOING)	80,000.00	0.00	0.00	0.00	80,000.00	0.00	80,000.00
000	DISTRICT WIDE	8,682,225.00	631,539.73	3,018,443.94	34.77	5,663,781.06	0.00	5,663,781.06
01 1100 610 002 001	Grade 1 Materials	400.00	0.00	113.51	28.38	286.49	0.00	286.49
01 1100 640 002 001	Classroom Periodical	1,800.00	0.00	0.00	0.00	1,800.00	0.00	1,800.00
1100	SALARIES	2,200.00	0.00	113.51	5.16	2,086.49	0.00	2,086.49
001	FIRST GRADE	2,200.00	0.00	113.51	5.16	2,086.49	0.00	2,086.49
01 1100 610 002 002	Grade 2 Materials	400.00	0.00	1,895.68	473.92	(1,495.68)	0.00	(1,495.68)
01 1100 640 002 002	Classroom Periodical	1,750.00	0.00	171.31	9.79	1,578.69	0.00	1,578.69
1100	SALARIES	2,150.00	0.00	2,066.99	96.14	83.01	0.00	83.01
002	SECOND GRADE	2,150.00	0.00	2,066.99	96.14	83.01	0.00	83.01
01 1100 610 002 003	Grade 3 Materials	400.00	0.00	0.00	0.00	400.00	0.00	400.00
01 1100 640 002 003	Classroom Periodical	1,550.00	0.00	238.12	15.36	1,311.88	0.00	1,311.88
1100	SALARIES	1,950.00	0.00	238.12	12.21	1,711.88	0.00	1,711.88
003	THIRD GRADE	1,950.00	0.00	238.12	12.21	1,711.88	0.00	1,711.88
01 1100 610 002 004	Grade 4 Materials	400.00	0.00	0.00	0.00	400.00	0.00	400.00
01 1100 640 002 004	Classroom Periodical	650.00	0.00	335.72	51.65	314.28	0.00	314.28
1100	SALARIES	1,050.00	0.00	335.72	31.97	714.28	0.00	714.28
004	FOURTH GRADE	1,050.00	0.00	335.72	31.97	714.28	0.00	714.28
01 1100 610 002 005	Grade 5 Materials	400.00	0.00	0.00	0.00	400.00	0.00	400.00
01 1100 640 002 005	Classroom Periodical	550.00	0.00	344.66	62.67	205.34	0.00	205.34
1100	SALARIES	950.00	0.00	344.66	36.28	605.34	0.00	605.34
005	FIFTH GRADE	950.00	0.00	344.66	36.28	605.34	0.00	605.34
01 1100 610 002 006	Grade 6 Materials	400.00	0.00	344.66	86.17	55.34	0.00	55.34
01 1100 640 002 006	Classroom Periodical	300.00	0.00	0.00	0.00	300.00	0.00	300.00
1100	SALARIES	700.00	0.00	344.66	49.24	355.34	0.00	355.34

Expenditure Report by Op. Unit/Function

Account Number	Account Description	Revised Budget	During Month	Expenditures to Date	% of Budget	Balance at EOM	Encumbrances	Unencumbered Balance
006	SIXTH GRADE	700.00	0.00	344.66	49.24	355.34	0.00	355.34
01 1100 610 002 007	Kingrt Materials	300.00	0.00	0.00	0.00	300.00	0.00	300.00
01 1100 640 002 007	Classroom Periodical	800.00	0.00	0.00	0.00	800.00	0.00	800.00
1100	SALARIES	1,100.00	0.00	0.00	0.00	1,100.00	0.00	1,100.00
007	Kindergarten	1,100.00	0.00	0.00	0.00	1,100.00	0.00	1,100.00
01 1100 610 002 017	Elem Art Materials	501.00	0.00	0.00	0.00	501.00	0.00	501.00
1100	SALARIES	501.00	0.00	0.00	0.00	501.00	0.00	501.00
017	ELEM. ART	501.00	0.00	0.00	0.00	501.00	0.00	501.00
01 1100 610 001 018	Music Materials	1,000.00	0.00	948.57	94.86	51.43	0.00	51.43
01 1100 610 002 018	Music Materials	727.00	0.00	52.31	7.20	674.69	0.00	674.69
01 1100 733 001 018	Music Equipment	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 1100 733 002 018	Music Equipment	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 1100 810 001 018	FEES	831.00	0.00	744.00	89.53	87.00	0.00	87.00
1100	SALARIES	3,558.00	0.00	1,744.88	49.04	1,813.12	0.00	1,813.12
018	MUSIC	3,558.00	0.00	1,744.88	49.04	1,813.12	0.00	1,813.12
01 1100 610 002 019	Elem Pe Materials	200.00	0.00	0.00	0.00	200.00	0.00	200.00
01 1100 733 002 019	Equipment	300.00	0.00	0.00	0.00	300.00	0.00	300.00
1100	SALARIES	500.00	0.00	0.00	0.00	500.00	0.00	500.00
019	ELEM. PE	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 1100 610 001 020	Lang Arts Materials	500.00	0.00	8.96	1.79	491.04	0.00	491.04
01 1100 640 001 020	Classroom Periodical	600.00	0.00	326.67	54.45	273.33	0.00	273.33
01 1100 735 001 020	Computer Software	200.00	0.00	0.00	0.00	200.00	0.00	200.00
01 1100 810 001 020	Student Registration	900.00	0.00	0.00	0.00	900.00	0.00	900.00
1100	SALARIES	2,200.00	0.00	335.63	15.26	1,864.37	0.00	1,864.37
020	LANGUAGE ARTS	2,200.00	0.00	335.63	15.26	1,864.37	0.00	1,864.37
01 1100 610 001 021	Math Materials	200.00	0.00	516.82	258.41	(316.82)	0.00	(316.82)
1100	SALARIES	200.00	0.00	516.82	258.41	(316.82)	0.00	(316.82)
021	MATH	200.00	0.00	516.82	258.41	(316.82)	0.00	(316.82)
01 1100 431 001 022	REPAIRS & MAINTENANCE - Contracted	750.00	0.00	0.00	0.00	750.00	0.00	750.00
01 1100 610 001 022	Materials	5,000.00	211.71	420.02	8.40	4,579.98	0.00	4,579.98
01 1100 640 001 022	Classroom Periodical	350.00	0.00	340.99	97.43	9.01	0.00	9.01
01 1100 733 001 022	Equipment	3,000.00	0.00	0.00	0.00	3,000.00	0.00	3,000.00
01 1100 735 001 022	Computer Software	250.00	0.00	872.27	348.91	(622.27)	0.00	(622.27)
1100	SALARIES	9,350.00	211.71	1,633.28	17.47	7,716.72	0.00	7,716.72
022	SCIENCE	9,350.00	211.71	1,633.28	17.47	7,716.72	0.00	7,716.72
01 1100 610 001 023	Soc Stud Materials	150.00	0.00	5.79	3.86	144.21	0.00	144.21
01 1100 640 001 023	Classroom Periodical	320.00	0.00	0.00	0.00	320.00	0.00	320.00
1100	SALARIES	470.00	0.00	5.79	1.23	464.21	0.00	464.21
023	SOCIAL STUDIES	470.00	0.00	5.79	1.23	464.21	0.00	464.21
01 1100 431 001 025	REPAIRS & MAINTENANCE - Contracted	1,600.00	0.00	0.00	0.00	1,600.00	0.00	1,600.00
01 1100 580 001 025	Instructor Travel	1,700.00	0.00	0.00	0.00	1,700.00	0.00	1,700.00
01 1100 610 001 025	Instr Materials	4,000.00	0.00	1,575.05	39.38	2,424.95	0.00	2,424.95
01 1100 640 001 025	Expendable Wrk	65.00	0.00	0.00	0.00	65.00	0.00	65.00
01 1100 733 001 025	Equipment Secon	125.00	0.00	0.00	0.00	125.00	0.00	125.00
01 1100 735 001 025	Comp Software Secon	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 1100 810 001 025	FEES	950.00	0.00	0.00	0.00	950.00	0.00	950.00
1100	SALARIES	8,940.00	0.00	1,575.05	17.62	7,364.95	0.00	7,364.95

Expenditure Report by Op. Unit/Function

Account Number	Account Description	Revised Budget	During Month	Expenditures to Date	% of Budget	Balance at EOM	Encumbrances	Unencumbered Balance
025	AGRICULTURE	8,940.00	0.00	1,575.05	17.62	7,364.95	0.00	7,364.95
01 1100 431 001 026	REPAIRS & MAINTENANCE - Contracted	200.00	0.00	0.00	0.00	200.00	0.00	200.00
01 1100 580 001 026	Instructor Travel	300.00	0.00	0.00	0.00	300.00	0.00	300.00
01 1100 610 001 026	Instr Materials	1,000.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00
01 1100 640 001 026	Expendable Wrbk	1,000.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00
01 1100 733 001 026	Equipment	100.00	0.00	0.00	0.00	100.00	0.00	100.00
01 1100 735 001 026	Comp Software	1,000.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00
01 1100 810 001 026	FEES	1,400.00	0.00	0.00	0.00	1,400.00	0.00	1,400.00
1100	SALARIES	5,000.00	0.00	0.00	0.00	5,000.00	0.00	5,000.00
026	BUSINESS	5,000.00	0.00	0.00	0.00	5,000.00	0.00	5,000.00
01 1100 610 001 027	Secon Art Materials	1,800.00	0.00	504.61	28.03	1,295.39	0.00	1,295.39
1100	SALARIES	1,800.00	0.00	504.61	28.03	1,295.39	0.00	1,295.39
027	SECONDARY ART	1,800.00	0.00	504.61	28.03	1,295.39	0.00	1,295.39
01 1100 350 001 028	Other Purchased Services	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 1100 431 001 028	REPAIRS & MAINTENANCE - Contracted	2,500.00	0.00	1,840.00	73.60	660.00	0.00	660.00
01 1100 431 002 028	REPAIRS & MAINTENANCE - Contracted	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 1100 610 001 028	Instr Materials	1,000.00	0.00	385.96	38.60	614.04	0.00	614.04
01 1100 610 002 028	Instrument Materials	1,000.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00
01 1100 733 001 028	Equipment	3,000.00	0.00	0.00	0.00	3,000.00	0.00	3,000.00
01 1100 733 002 028	Equipment	1,000.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00
01 1100 810 001 028	Registration	500.00	60.00	235.00	47.00	265.00	0.00	265.00
01 1100 810 002 028	Student Registration	500.00	0.00	0.00	0.00	500.00	0.00	500.00
1100	SALARIES	10,000.00	60.00	2,460.96	24.61	7,539.04	0.00	7,539.04
028	BAND	10,000.00	60.00	2,460.96	24.61	7,539.04	0.00	7,539.04
01 1100 431 001 029	REPAIRS & MAINTENANCE - Contracted	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 1100 440 001 029	Secon Pe Rental	6,500.00	0.00	0.00	0.00	6,500.00	0.00	6,500.00
01 1100 610 001 029	Instr Materials	800.00	0.00	20.98	2.62	779.02	0.00	779.02
01 1100 733 001 029	Equipment	1,000.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00
1100	SALARIES	8,800.00	0.00	20.98	0.24	8,779.02	0.00	8,779.02
029	SECONDARY PE	8,800.00	0.00	20.98	0.24	8,779.02	0.00	8,779.02
01 1100 610 001 030	FCS Instr Materials	500.00	0.00	0.00	0.00	500.00	0.00	500.00
1100	SALARIES	500.00	0.00	0.00	0.00	500.00	0.00	500.00
030	FCS	500.00	0.00	0.00	0.00	500.00	0.00	500.00
01 1100 431 001 031	REPAIRS & MAINTENANCE - Contracted	300.00	0.00	0.00	0.00	300.00	0.00	300.00
01 1100 580 001 031	Instructor Travel	250.00	0.00	0.00	0.00	250.00	0.00	250.00
01 1100 610 001 031	Instruc Materials	2,000.00	648.00	956.08	47.80	1,043.92	0.00	1,043.92
01 1100 733 001 031	Equipment	1,000.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00
01 1100 735 001 031	Comp Software	300.00	0.00	0.00	0.00	300.00	0.00	300.00
01 1100 810 001 031	Instru Registration	1,080.00	0.00	0.00	0.00	1,080.00	0.00	1,080.00
1100	SALARIES	4,930.00	648.00	956.08	19.39	3,973.92	0.00	3,973.92
031	INDUSTRIAL ARTS	4,930.00	648.00	956.08	19.39	3,973.92	0.00	3,973.92
01 1100 610 001 032	Foreign Lang Mater	200.00	0.00	0.00	0.00	200.00	0.00	200.00
01 1100 640 001 032	Classroom Period	150.00	0.00	0.00	0.00	150.00	0.00	150.00
01 1100 810 001 032	REGISTRATION	50.00	0.00	0.00	0.00	50.00	0.00	50.00
1100	SALARIES	400.00	0.00	0.00	0.00	400.00	0.00	400.00
032	FOREIGN LANGUAGE	400.00	0.00	0.00	0.00	400.00	0.00	400.00

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01 1100 610 001 033	Journalism Materials	300.00	0.00	0.00	0.00	300.00	0.00	300.00
01 1100 733 001 033	Journalism Equip	300.00	0.00	0.00	0.00	300.00	0.00	300.00
1100 SALARIES		600.00	0.00	0.00	0.00	600.00	0.00	600.00
033 JOURNALISM		600.00	0.00	0.00	0.00	600.00	0.00	600.00
01 2171 591 002 600	PT Therapy	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2171 PHYSICAL THERAPY-SPED SCHOOL AGE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2172 591 002 600	PT SPED 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2172 PHYSICAL THERAPY:SPED 3-5		0.00	0.00	0.00	0.00	0.00	0.00	0.00
600 PT Services		0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2161 320 001 601	PROFESSIONAL ED SERVICES	5,000.00	0.00	0.00	0.00	5,000.00	0.00	5,000.00
2161 OCCUPATIONAL THERAPY-SPED SCHOOL AGE		5,000.00	0.00	0.00	0.00	5,000.00	0.00	5,000.00
01 2162 591 002 601	OT SPED 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2162 OCCUPATIONAL THERAPY-SPED 3-5		0.00	0.00	0.00	0.00	0.00	0.00	0.00
601 OT Services		5,000.00	0.00	0.00	0.00	5,000.00	0.00	5,000.00
01 2151 320 001 602	Speech Therapy Services	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2151 591 001 602	Speech Therapy	40,000.00	6,139.34	23,860.36	59.65	16,139.64	0.00	16,139.64
01 2151 591 002 602	Speech Therapy Elem	160,000.00	17,492.35	69,708.02	43.57	90,291.98	0.00	90,291.98
2151 SPEECH PATH/AUDIOLOGY-SPED School Age		200,000.00	23,631.69	93,568.38	46.78	106,431.62	0.00	106,431.62
01 2152 591 002 602	PRE SCHL SPEECH (3-5)	5,000.00	1,796.88	7,253.94	145.08	(2,253.94)	0.00	(2,253.94)
2152 SPEECH PATH/AUDIOLOGY-SPED Ages 3-5		5,000.00	1,796.88	7,253.94	145.08	(2,253.94)	0.00	(2,253.94)
01 2153 591 002 602	SPEECH (0-2)	6,300.00	1,796.88	7,456.05	118.35	(1,156.05)	0.00	(1,156.05)
2153 SPEECH PATH/AUDIOLOGY-SPED Ages 0-2		6,300.00	1,796.88	7,456.05	118.35	(1,156.05)	0.00	(1,156.05)
602 Speech		211,300.00	27,225.45	108,278.37	51.24	103,021.63	0.00	103,021.63
01 1291 591 002 603	PRE SPED Supervision (3-5)	3,500.00	420.44	1,641.08	46.89	1,858.92	0.00	1,858.92
1291 SPED AGES 3-5		3,500.00	420.44	1,641.08	46.89	1,858.92	0.00	1,858.92
01 1292 591 002 603	Pre Sped Services (0-2)	3,500.00	420.44	1,641.08	46.89	1,858.92	0.00	1,858.92
1292 SPED AGES 0-2		3,500.00	420.44	1,641.08	46.89	1,858.92	0.00	1,858.92
603 Sped Super		7,000.00	840.88	3,282.16	46.89	3,717.84	0.00	3,717.84
01 1200 591 001 604	Deaf Ed	5,500.00	0.00	0.00	0.00	5,500.00	0.00	5,500.00
01 1200 591 002 604	DEAF ED	5,500.00	0.00	0.00	0.00	5,500.00	0.00	5,500.00
1200 SPEDICAL ED School Age		11,000.00	0.00	0.00	0.00	11,000.00	0.00	11,000.00
01 2151 591 001 604	ESU SERVICES-Deaf Ed Sec.	5,000.00	794.25	3,971.25	79.43	1,028.75	0.00	1,028.75
01 2151 591 002 604	Deaf Ed Sped Elem.	5,000.00	2,681.75	4,270.25	85.41	729.75	0.00	729.75
2151 SPEECH PATH/AUDIOLOGY-SPED School Age		10,000.00	3,476.00	8,241.50	82.42	1,758.50	0.00	1,758.50
01 2153 591 002 604	Pre Deaf Ed Services (0-2)	500.00	0.00	0.00	0.00	500.00	0.00	500.00
2153 SPEECH PATH/AUDIOLOGY-SPED Ages 0-2		500.00	0.00	0.00	0.00	500.00	0.00	500.00
604 Deaf Ed		21,500.00	3,476.00	8,241.50	38.33	13,258.50	0.00	13,258.50
01 2181 591 002 605	VISION	4,750.00	591.47	2,367.41	49.84	2,382.59	0.00	2,382.59
2181 VISUALLY IMPAIRED:SPED SCHOOL AGE		4,750.00	591.47	2,367.41	49.84	2,382.59	0.00	2,382.59
605 Vision		4,750.00	591.47	2,367.41	49.84	2,382.59	0.00	2,382.59
01 2141 591 001 606	SCHOOL PSYCH	30,000.00	3,880.42	15,022.39	50.07	14,977.61	0.00	14,977.61
01 2141 591 002 606	Diagnostic Testing (School Psych)	30,000.00	3,880.42	15,022.39	50.07	14,977.61	0.00	14,977.61
2141 PSYCHOLOGICAL SERVICES: SPED SCHOOL AGE		60,000.00	7,760.84	30,044.78	50.07	29,955.22	0.00	29,955.22
01 2142 591 002 606	PSYCH SERVICES SPED 3-5	6,650.00	970.11	3,755.61	56.48	2,894.39	0.00	2,894.39
2142 PSYCHOLOGICAL SERVICES: SPED 3-5		6,650.00	970.11	3,755.61	56.48	2,894.39	0.00	2,894.39
01 2143 591 002 606	PSYC SERVICES SPED 0-2	6,650.00	970.11	3,755.61	56.48	2,894.39	0.00	2,894.39

Expenditure Report by Op. Unit/Function

Account Number	Account Description	Revised Budget	During Month	Expenditures to Date	% of Budget	Balance at EOM	Encumbrances	Unencumbered Balance
2143	PSYCHOLOGICAL SERVICES: SPED 0-2	6,650.00	970.11	3,755.61	56.48	2,894.39	0.00	2,894.39
606	D/E Psychological	73,300.00	9,701.06	37,556.00	51.24	35,744.00	0.00	35,744.00
01 2151 591 001 607	Audiology Secon	5,000.00	114.96	443.07	8.86	4,556.93	0.00	4,556.93
01 2151 591 002 607	Audiology Elem	15,000.00	114.96	443.07	2.95	14,556.93	0.00	14,556.93
2151	SPEECH PATH/AUDIOLOGY-SPED School Age	20,000.00	229.92	886.14	4.43	19,113.86	0.00	19,113.86
01 2152 591 002 607	AUDIOLOGY SPED 3-5	250.00	28.74	110.76	44.30	139.24	0.00	139.24
2152	SPEECH PATH/AUDIOLOGY-SPED Ages 3-5	250.00	28.74	110.76	44.30	139.24	0.00	139.24
01 2153 591 002 607	AUDIOLOGY SPED 0-2	250.00	28.74	110.76	44.30	139.24	0.00	139.24
2153	SPEECH PATH/AUDIOLOGY-SPED Ages 0-2	250.00	28.74	110.76	44.30	139.24	0.00	139.24
607	Audiology	20,500.00	287.40	1,107.66	5.40	19,392.34	0.00	19,392.34
01 1200 591 000 608	Vocational	2,500.00	187.42	724.54	28.98	1,775.46	0.00	1,775.46
1200	SPEDICAL ED School Age	2,500.00	187.42	724.54	28.98	1,775.46	0.00	1,775.46
608	VOCATIONAL	2,500.00	187.42	724.54	28.98	1,775.46	0.00	1,775.46
01	General	9,095,924.00	674,769.12	3,193,199.32	35.11	5,902,724.68	0.00	5,902,724.68

Expenditure Report by Op. Unit/Function

Account Number	Account Description	Revised Budget	During Month	Expenditures to Date	% of Budget	Balance at EOM	Encumbrances	Unencumbered Balance
Grand Total:		9,095,924.00	674,769.12	3,193,199.32	35.11	5,902,724.68	0.00	5,902,724.68

**Ravenna Public Schools
GENERAL FUND
Ending December 31st, 2024**

Beginning Balance: **\$367,976.25**

Receipts:

Tax Collection (Buffalo)	\$22,957.84	
Tax Collection (Sherman)	\$3,931.80	
State of NE Sped	\$114,024.00	
IDEA	\$116,511.00	
Title	\$77,302.00	
Transfer from CD	\$500,000.00	
Transportation	\$805.00	
Distance Learning		
ESU 10		
Sale of Prop/Equip.		
Medicaid (MAC)		
State Aid	\$118,396.00	
State of NE (MIPS)		
Other	\$50.00	
Interest	\$88.19	
Total Receipts:		\$954,065.83

Disbursements:

Board Bills (Dec)	\$650,402.29	
		\$650,402.29
Ending Balance:		\$671,639.79

Cash on Hand: **\$671,639.79**

Outstanding checks \$80,690.44

Bank Balance: \$752,330.23

Investments: **\$1,273,302.24**

Accounted for as Follows:

General Fund

General Fund Checking	\$671,639.79	
CD #xxx3375	\$1,000,000.00	
CD # 70099 (9 mo)	\$273,302.24	
Total Available:	\$1,944,942.03	\$1,944,942.03

Revenue Detail

Account Number	Account Description	Budget	Month to Date	Year to Date
8	Revenue			
01 1100 1000	District Taxes - Buffalo	3,514,679.00	2,140.58	1,199,614.84
01 1100 1100	District Taxes - Sherman	930,000.00	2,974.73	223,216.56
01 1115 1000	Carline-Buffalo	8,000.00	0.00	789.79
01 1115 1100	Carline - Sherman	2,000.00	0.00	227.04
01 1120 1000	Public Power Tax - Buffalo	100,000.00	0.00	0.00
01 1120 1100	Public Power Tax - Sherman	65,000.00	0.00	0.00
01 1125 1000	Motor Vehicle Taxes - Buffalo	210,000.00	18,423.90	55,619.30
01 1125 1100	Motor Vehicle Taxes - Sherman	40,000.00	761.49	6,996.87
01 1311	Tuition Individual	0.00	0.00	0.00
01 1313	Tuit Sp Ed Individ.	0.00	0.00	0.00
01 1315	DISTANCE LEARNING	0.00	0.00	0.00
01 1323	Tuit Sp Ed Oth Dist.	0.00	0.00	0.00
01 1410	Trans. Individual	0.00	0.00	0.00
01 1411	Trans Sp Ed Individ.	0.00	0.00	0.00
01 1421	Trans. Other Dist.	0.00	0.00	0.00
01 1423	Trans Sp Ed Oth Dist	0.00	805.00	2,127.50
01 1510	Interest On Invest.	45,000.00	88.19	5,681.78
01 1701	Bond Fund Transfer	0.00	0.00	0.00
01 1740	Fees	0.00	0.00	0.00
01 1742	PostSecondary Fees	0.00	0.00	0.00
01 1790	Driver's Ed	0.00	0.00	0.00
01 1800	KEARNEY FOUND YC	0.00	0.00	0.00
01 1900	AUTISM ACTION PARTNERSHIP	0.00	0.00	0.00
01 1910	RENTAL OF SCHOOL EQUIPMENT & FACILITIES	1,000.00	0.00	350.00
01 1911	Local License Fees	2,000.00	300.00	400.00
01 1920	CONTRIBUTIONS & DONATIONS	0.00	0.00	0.00
01 1921	Police Court Fines	0.00	0.00	0.00
01 1925	Tobacco Grant	0.00	0.00	0.00
01 1955	Postsecondary Receipts	0.00	0.00	0.00
01 2110 1000	Buffalo Co Fines-lic	25,000.00	2,093.36	6,972.20
01 2110 1100	Sherm Fines-license	5,000.00	195.58	1,002.40
01 2130 1000	Other County Receipt - Buffalo	0.00	0.00	0.00
01 2130 1100	Other County Receipts- Sherman	0.00	0.00	0.00
01 2140	Non-resident Tuition	0.00	0.00	0.00
01 2210	ESU Receipts	0.00	0.00	725.00
01 3110	State Aid	591,978.00	118,396.00	236,792.00
01 3120	Spec. Ed Programs	900,000.00	114,024.00	114,024.00
01 3125	Special Ed Transpor.	10,000.00	0.00	0.00
01 3130 1000	Homestead Exemption - Buffalo	0.00	0.00	0.00
01 3130 1100	Sherm Homestead Ex	0.00	0.00	0.00
01 3131	PROPERTY TAX CREDIT	0.00	0.00	0.00
01 3134	PERSONAL PROPERTY TAX CREDIT-RR & PSE	0.00	0.00	0.00
01 3170	State Vocational	0.00	0.00	0.00
01 3180 1000	Pro-rata Motor Veh.Buffalo	8,000.00	0.00	1,312.16
01 3180 1100	Sher Pro Rat Moto V	2,000.00	0.00	282.56
01 3400	State Apportionment	60,000.00	0.00	0.00
01 3500	Other State Categorical Programs	0.00	0.00	0.00

Account Number	Account Description	Budget	Month to Date	Year to Date
01 3512	DIST ED INCENTIVE	0.00	0.00	0.00
01 3535	High Abilt Learners	4,500.00	0.00	4,166.00
01 3550	School Tech Fund	0.00	0.00	0.00
01 3551	Career Education (CTE)	4,000.00	0.00	0.00
01 3552 000	School Safety & Security Act	0.00	0.00	0.00
01 3570	Teacher Evaluation	0.00	0.00	0.00
01 3599	Other State Categorical Programs	0.00	0.00	7,744.78
01 3990	Other State Funds	0.00	0.00	0.00
01 4100	Title 1 Carry Over	0.00	0.00	0.00
01 4105	UNIVERSAL SERVICE FUND (E-RATE)	0.00	0.00	0.00
01 4310 000	Title V, Part B, ESSA-REAP	30,000.00	0.00	39,350.00
01 4311	Title VI Past Year	0.00	0.00	0.00
01 4312	Title VI Current	0.00	0.00	0.00
01 4315	Title V	0.00	0.00	0.00
01 4325	Title IIA Class Size Reduction	0.00	0.00	0.00
01 4401	IDEA PRESCHOOL	0.00	0.00	0.00
01 4402	Preschool Travel	0.00	0.00	0.00
01 4403	Spec Ed Medicaid	0.00	0.00	0.00
01 4421	IDEA Part-B Base/EP 0-21	0.00	0.00	0.00
01 4422	IDEA Preschool ARP-Base 0-21	0.00	0.00	0.00
01 4423	IDEA Part B ARP Prop. Share	0.00	0.00	0.00
01 4505	Title 1 Current	80,000.00	67,302.00	67,302.00
01 4506	Title 1 NCLB	0.00	0.00	0.00
01 4509	TITLE II, PART A NCLB TCHR QULTY GRANTS	0.00	0.00	16,100.00
01 4511	REAP GRANT	0.00	0.00	0.00
01 4512	IDEA Base	0.00	0.00	0.00
01 4516	IDEA Pre-school Handicapp	1,000.00	2,683.00	2,683.00
01 4518	IDEA Part B (611) Base & EP	100,000.00	111,769.00	111,769.00
01 4519	IDEA E-P	0.00	0.00	0.00
01 4521	IDEA Part B Proportionate Share	0.00	2,059.00	2,059.00
01 4524	OTHER FEDERAL NON-CATEGORICAL RECEIPTS	0.00	0.00	0.00
01 4525	Fed. Vocational	0.00	0.00	0.00
01 4530	Other Federal Categ. Receipts	0.00	0.00	0.00
01 4580	EDUCATION JOB MONEY	0.00	0.00	0.00
01 4599	ARRA STATE AID	0.00	0.00	0.00
01 4708	Medicaid in Public School (MIPS)	5,000.00	0.00	1,902.90
01 4709	Medicaid Administrative Activities	7,500.00	0.00	1,801.70
01 4900	Other Fed. Non-cat	0.00	0.00	0.00
01 4969	Title IV, Part A	0.00	10,000.00	10,000.00
01 4996	CARES Act	0.00	0.00	0.00
01 4997	ESSER II	0.00	0.00	0.00
01 4998	ESSER III	0.00	0.00	57,687.00
01 5200	From Other Funds	0.00	0.00	0.00
01 5300	Sale Of Prop & Equip	0.00	0.00	945.00
01 5301	Insurance Adjustment	0.00	0.00	0.00
01 5690	Other Non-revenue	0.00	500,050.00	500,112.23
01 9000	Non-program Receipts	0.00	0.00	0.00
01 9004	Interfund from QCPUF	0.00	0.00	0.00

Revenue Detail

Account Number	Account Description	Budget	Month to Date	Year to Date
01 9100	NE ST REVENUE	0.00	0.00	0.00
01 9200	Interlocal Agreement	0.00	0.00	0.00
01	General	<u>6,751,657.00</u>	<u>954,065.83</u>	<u>2,679,756.61</u>
8	Revenue	<u>6,751,657.00</u>	<u>954,065.83</u>	<u>2,679,756.61</u>



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Kearney NE 68848-0309

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(308) 234-6018

126490

14437697



Route: 317

5

Customer Copy

Invoice: 14437697
Date: 12-03-2024
Rep: 72 DAVID H
Whse: K

ShipTo#: 126490

Bill To#: 126490

RAVENNA SCHOOL LUNCH
41750 CARTHAGE RD
RAVENNA, NE 68869
308-452-3249

RAVENNA SCHOOL LUNCH
PO BOX 8400

RAVENNA, NE 68869

Kevin E. Strader
1-3-25

Terms: 20TH OF THE MONTH

Due: 01-21-2025

Ord	Qty	U/M	Pack	Description	Item #	Price	Code	Total
ALL SHORTAGES MUST BE REPORTED IMMEDIATE								
4	4	SKU	6 #10	ORANGES MANDARIN WHL SEGMENT LT SYRUP IM WORLD HOR	DRY 208075	50.55		202.20
6	6	SKU	44 4.23 oz	JUICE VBLEND CHERRY STAR ASEPTIC BOX SMS COUNTRY P	DRY 47499	13.17		79.02
2	2	SKU	100 1.5 oz	SYRUP IND CUP PPI 13960 @ MADEIRA F	DRY 47740	18.47		36.94
1	1	SKU	120 .89 oz	NAT VALLEY CHEWY GRAN BAR ASST WGR SMS 1 NATURE VA	DRY 43301	58.53		58.53
1	1	SKU	6 26.3 oz	CRACKER GOLDFISH CHEDDAR WGR BULK PEPPERIDG	DRY 43293	66.83		66.83
1	1	EA	1 1 gal	MOLASSES GRANDMA UNSULPH GRANDMA	DRY 47734	20.69		20.69
1	1	SKU	4 27 oz	CEREAL BULK RICE KRISPIES 00591 KELLOGGS	DRY 42311	39.30		39.30
2	2	SKU	6 2 lb	HAM PC SLICED .5oz SMKD N/C CN 32225 HORMEL NA	CLR 61032	81.39		162.78
2	2	SKU	40 lb	BANANAS #1 (STAGE 3 - 4) PACKER	CLR 180002	30.63		61.26
2	2	SKU	96 4 oz	JUICE APPLE 100% CUP 41381 SMS COUNTRY P	FRZ 58105	20.48		40.96
1	1	SKU	96 4 oz	JUICE ORANGE 100% CUP 41380 SMS COUNTRY P	FRZ 58088	34.99		34.99
2	2	SKU	96 4 oz	JUICE GRAPE 100% CUP 41382 SMS COUNTRY P	FRZ 58176	23.42		46.84
4	4	SKU	160 2.5 oz	ROLL DOUGH DINNER PROOF N BAKE WGR 13918 RICH'S	FRZ 500989	55.43		221.72
2	2	SKU	106 1.5 oz	PORK PC SAUSAGE PATTY CN 1.5oz RANGELINE RANGELINE	FRZ 502605	38.20		76.40
3	3	SKU	120 2.5 oz	CINN ROLL DOUGH WGR 12122 BAKER BOY	FRZ 58368	47.86		143.58
6	6	SKU	46 3.5 oz	PASTA FZ LASAGNA CHEESE ROLLUP WGR MARZETTI	FRZ 503237	55.16		330.96
3	3	SKU	108 2.5 oz	SCONES CINNAMON CHIP 2.5oz WGR 21410 RICH'S	FRZ 503547	72.85		218.55
6	6	SKU	72 3.45 oz	CRISPITO PC CHICK CHILI WGR CN 24569 TYSON	FRZ 54315	55.95		335.70
2	2	SKU	24 3 oz	TORNADO BRKFST BCN EGG CHZ > RUIZ	FRZ 56639	32.03		64.06
2	2	SKU	24 3 oz	TORNADO BRKFST BCN EGG CHZ > RUIZ	FRZ 56639	32.03		64.06
2	2	SKU	72 2.64 oz	WAFFLE MIN CINN TOAST WGR EGGO 380009231 KELLOGGS	FRZ 501766	39.35		78.70

663100 630 000

DRY	CLR	FRZ	
15/1	4/0	35/0	

CASH _____
 CHECK (#) _____
AMOUNT _____

DELIVERY FEE	TAX	AMOUNT DUE
11.75	0.00	2,395.82

J.A. SIGN HERE

Customer Received By

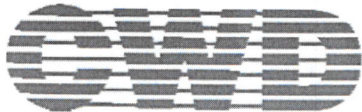
v.s.

Drivers initials



REGULAR ORDER

joeb 12-03-2024 03:48:08



Cash-Wa Distributing
www.cashwa.com

PO Box 309
Kearney NE 68848-0309

(308) 237-3151

(308) 234-6018

126490

14446179

ShipTo#: 126490

Bill To#: 126490

RAVENNA SCHOOL LUNCH
41750 CARTHAGE RD
RAVENNA, NE 68869
308-452-3249

RAVENNA SCHOOL LUNCH
PO BOX 8400

RAVENNA, NE 68869

Terms: 20TH OF THE MONTH

Due: 01-21-2025



Route: 317

5

Customer Copy

Invoice: 14446179
Date: 12-10-2024
Rep: 72 DAVID H
Whse: K

Keith E Schroeder

1-3-25

01/35

Ord	Qty	U/M	Pack	Description	Item #	Price	Code	Total
ALL SHORTAGES MUST BE REPORTED IMMEDIATE								
2	2	SKU	6 #10	BEANS REFRIED ROSARITA 4430010621	ROSARITA DRY	43410	64.70	129.40
1	1	SKU	200 12 gm	MAYO IND POUCH 5317 @	HEINZ DRY	41512	26.21	26.21
2	2	SKU	36 4 oz	FRUIT BOWL DOLE TROPICAL SMS 4OZ 03048	DOLE DRY	40355	26.56	53.12
1	1	SKU	50 50 ct	PORTION CUP PLAS 2oz CLR EPC200	EMPRESS DRY	86462	53.60	53.60
1	1	SKU*	12 2 lb	SUGAR POWDERED 12/2lb BEST CHOICE	AFFILIATE DRY	47255	41.17	41.17
1	1	SKU	6 24 oz	GRAVY MIX PEPPERED O.F.B.G. 94722 >	PIONEER DRY	42025	32.72	32.72
1	1	SKU	300 .65 oz	CRACKER IND OYSTER 1289	KEEBLER DRY	42720	48.59	48.59
1	1	SKU	4 20 ct	RICE KRISP TREAT CHOCO CHIP WGR SMS	KELLOGGS DRY	28065	46.53	46.53
2	2	SKU	6 2 lb	BEEF PC ROAST SLIC .5oz BREAD READY CN 1	HORMEL CLR	55428	109.87	219.74
1	1	SKU	30 1 lb	MARGARINE SOLID TFF 21549	VENTURA FRZ	500391	53.91	53.91
1	1	SKU	90 3.5 oz	BURRITO BREAKFAST EGG CHS WGR CN 5220	FERNANDOS FRZ	502630	87.38	87.38
2	2	SKU	120 1.5 oz	EGG PATTY ROUND 3.5" 46025-30020-00	PAPETTI'S FRZ	58336	41.74	83.48
1	1	SKU	130 3 oz	HASHBROWN BRD STUFFED EGG/CHS WGR 3oz	MCCAIN EA FRZ	503201	162.41	162.41
2	2	SKU	9 6 ct	HOAGIE 5-6" SL SPLITTOP WHITE WGR RT618	ROTELLA FRZ	56470	29.28	58.56
				<i>06 3100 630 000 1054.97</i>				
				<i>06 3100 610 000 53.60</i>				

DRY	CLR	FRZ	
10/0	2/0	7/0	

CASH _____
 CHECK (#) _____
AMOUNT _____

DELIVERY FEE TAX AMOUNT DUE
11.75 0.00 1,108.57

J.A.

Customer Received By

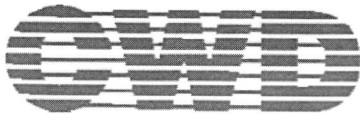
V.S

Drivers initials



REGULAR ORDER

joeb 12-10-2024 03:25:51



Cash-Wa Distributing
www.cashwa.com

PO Box 309
Kearney NE 68848-0309

(308) 237-3151

(308) 234-6018

126490

14454351

0/36



Route: 317

5

Customer Copy

Invoice: 14454351
Date: 12-17-2024
Rep: 72 DAVID H
Whse: K

ShipTo#: 126490

Bill To#: 126490

RAVENNA SCHOOL LUNCH
41750 CARTHAGE RD
RAVENNA, NE 68869
308-452-3249

RAVENNA SCHOOL LUNCH
PO BOX 8400

RAVENNA, NE 68869

Handwritten notes:
Katie...
1-3-25

Terms: 20TH OF THE MONTH

Due: 01-21-2025

Ord	Qty	U/M	Pack	Description	Item #	Price	Code	Total
ALL SHORTAGES MUST BE REPORTED IMMEDIATE								
2	2	SKU	6 #10	PEACH SLICED JUICE DOMESTIC	SUNSOURCE DRY	46412	69.02	138.04
6	6	SKU	44 4.23 oz	JUICE VBLEND CHERRY STAR ASEPTIC BOX SMS	COUNTRY P DRY	47499	13.17	79.02
1	1	SKU	80 1.48 oz	RICE KRISPIE TREAT CONFETTI WGR 1.48oz	KELLOGGS DRY	43314	49.44	49.44
1	1	SKU	60.8 oz	CHIPS BAKED CHED SR CREAM RUFFLE SMS 568	FRITO LAY DRY	27488	30.76	30.76
1	1	SKU	72 1 oz	CHIPS DORITO NACHO REDC FAT WGR SMS 3174	FRITO LAY DRY	26601	36.91	36.91
1	1	SKU	104 1 oz	CHIPS SUNCHIP HARVEST CHED WGR FRITO	FRITO LAY DRY	25583	53.31	53.31
1	1	SKU	72 1 oz	CHIPS DORITO COOL RANCH RF WGR SMS 36096	FRITO LAY DRY	27347	36.91	36.91
1	1	EA	1 5#	CELERY STICKS 4" 110-135cT	PROMARK CLR	180504	16.64	16.64
2	2	SKU	40 lb	BANANAS #1 (STAGE 3 - 4)	PACKER CLR	180002	30.63	61.26
<i>Handwritten note:</i> 06 3100 630 000								

DRY	CLR		
13/0	2/1		

DELIVERY FEE TAX AMOUNT DUE

11.75 0.00 514.04

CASH _____
 CHECK (#) _____
AMOUNT _____

Handwritten signature: Jessica Anderson

Customer Received By

Handwritten initials: v-s

Drivers initials

HGBPIE



REGULAR ORDER

joeb 12-17-2024 02:27:14



Cash-Wa Distributing
www.cashwa.com

PO Box 309
Kearney NE 68848-0309

(308) 237-3151

(308) 234-6018

126490

P14458662



Route:

Customer Copy

Invoice: P14458662
Date: 12-19-2024
Rep: 72 DAVID H
Whse: K

ShipTo#: 126490

Bill To#: 126490

RAVENNA SCHOOL LUNCH
41750 CARTHAGE RD
RAVENNA, NE 68869
308-452-3249

RAVENNA SCHOOL LUNCH
PO BOX 8400

RAVENNA, NE 68869

Terms: 20TH OF THE MONTH

Due: 01-21-2025

1-3-25

Ord	Qty	U/M	Pack	Description	Item #	Price	Code	Total
				WILL PICK UP MID AFTERNOON ALL SHORTAGES MUST BE REPORTED IMMEDIATE				
1	1	SKU	144 2.9 oz	FRENCH TOAST CINN GLAZE WGR 46025-75014- 94-018-1	FRZ 501709	110.46		110.46
				<i>063100 630 000</i>				

		FRZ	
		1/0	

TAX AMOUNT DUE

0.00 110.46

CASH _____
 CHECK (#) _____
AMOUNT _____

Jessica Anderson
Customer Received By

Drivers initials



CUSTOMER PICKUP

damon.taylor 12-19-2024 10:49

Invoice Date: 12/02/24
Print Time: 09:26:35 AM
Route Number: 190120
Driver Name: MIKE KLUNA

HILAND DAIRY

Remit To: PO BOX 801515
KANSAS CITY MO 64180-1515
402-344-4321

Sold To: SCH RAVENNA PUBLIC DAIRY
BOX 84 A 41750 CARTHAGE RD
RAVENNA NE 68869

Customer # : 4842
AR Type : CHARGE
Terms : MTHLY BILL

INVOICE NUMBER: 1203101

Prod Description UPC Code Cases Units Qty Price Ext

SALES

9171	HPT HIL 1% 50/CS	07206000065	0	600	600	0.4396	263.76
9178	HPT HIL CHOC FF 50/	07206000133	0	650	650	0.4519	293.74

Total Qty: 0 1250 1250

Sub Total : 557.50
Total Invoice : 557.50

CONTAINERS

10462	EACH STO MILK CASE D	0
11654	EACH STO MILK CASE R	0

(2.0.10.35)

We Appreciate Your Business

32

JA

Keneth E. Schroeder

06 3100 630 000

HILAND DAIRY

Invoice Date: 12/03/24
Print Time: 10:29:42 AM
Route Number: 190120
Driver Name: MIKE KLUNA

Remit To: PO BOX 801515
KANSAS CITY MO 64180-1515
402-344-4321

Sold To: SCH RAVENNA PUBLIC DAIRY
BOX 84 A 41750 CARTHAGE RD
RAVENNA NE 68869

Customer # : 4842
AR Type : CHARGE
Terms : MTHLY BILL

INVOICE NUMBER: 1203133

Prod	Description	UPC Code	Cases	Units	Qty	Price	Ext
------	-------------	----------	-------	-------	-----	-------	-----

SALES

9178	HPT HIL CHOC FF 50/	07206000133	0	900	900	0.4519	406.71
------	---------------------	-------------	---	-----	-----	--------	--------

Total Qty: 0 900 900

Sub Total : 406.71
Total Invoice : 406.71

CONTAINERS

10462	EACH STO MILK CASE D					0	
11654	EACH STO MILK CASE R					0	

(2.0.10.35)

We Appreciate Your Business

32

JA Kenneth E Schreiber

063100 630000

HILAND DAIRY

Invoice Date: 12/09/24
 Print Time: 08:45:18 AM
 Route Number: 190120
 Driver Name: MIKE KLUNA

Remit To: PO BOX 801515
 KANSAS CITY MO 64180-1515
 402-344-4321

Sold To: SCH RAVENNA PUBLIC DAIRY
 BOX 84 A 41750 CARTHAGE RD
 RAVENNA NE 68869

Customer # : 4842
 AR Type : CHARGE
 Terms : MTHLY BILL

INVOICE NUMBER: 1203217

Prod	Description	UPC Code	Cases	Units	Qty	Price	Ext
SALES							
9171	HPT HIL 1% 50/CS	07206000065	0	350	350	0.4396	153.86
9178	HPT HIL CHOC FF 50/	07206000133	0	700	700	0.4519	316.33

Total Qty: 0 1050 1050

Sub Total : 470.19
 Total Invoice : 470.19

CONTAINERS

10462 EACH STO MILK CASE D 0
 11654 EACH STO MILK CASE R 0

(2.0.10.35)

We Appreciate Your Business

32
 JA 063100 630000
 Keith E. Schuler

Invoice Date: 12/16/24
Print Time: 10:13:38 AM
Route Number: 190120
Driver Name: MIKE KLUNA

HILAND DAIRY

Remit To: PO BOX 801515
KANSAS CITY MO 64180-1515
402-344-4321

Sold To: SCH RAVENNA PUBLIC DAIRY
BOX 84 A 41750 CARTHAGE RD
RAVENNA NE 68869

Customer # : 4842
AR Type : CHARGE
Terms : MTHLY BILL

INVOICE NUMBER: 1203335

Prod	Description	UPC Code	Cases	Units	Qty	Price	Ext
------	-------------	----------	-------	-------	-----	-------	-----

SALES

9171	HPT HIL 1% 50/CS	07206000065	0	400	400	0.4396	175.84
9178	HPT HIL CHOC FF 50/	07206000133	0	900	900	0.4519	406.71

Total Qty: 0 1300 1300

Sub Total : 582.55
Total Invoice : 582.55

CONTAINERS

10462	EACH STO MILK CASE D					0	
11654	EACH STO MILK CASE R					0	

(2.0.10.35)

We Appreciate Your Business

32

Handwritten signature: E. Schreiber

J.A.

06 3100 630 000

HILAND DAIRY

Invoice Date: 12/30/24
 Print Time: 08:26:24 AM
 Route Number: 190120
 Driver Name: MIKE KLUNA

Remit To: PO BOX 801515
 KANSAS CITY MO 64180-1515
 402-344-4321

Sold To: SCH RAVENNA PUBLIC DAIRY
 BOX 84 A 41750 CARTHAGE RD
 RAVENNA NE 68869

Customer # : 4842
 AR Type : CHARGE
 Terms : MTHLY BILL

INVOICE NUMBER: 1203582

Prod	Description	UPC Code	Cases	Units	Qty	Price	Ext
------	-------------	----------	-------	-------	-----	-------	-----

RETURNS

9171	HPT HIL 1% 50/CS	07206000065	0	100	-100	-0.4396	-43.96
9178	HPT HIL CHOC FF 50/	07206000133	0	410	-410	-0.4519	-185.28

Total Qty: 0 -510 -510

Sub Total : -229.24
 Total Invoice : -229.24

CONTAINERS

10462	EACH STO MILK CASE D	0
11654	EACH STO MILK CASE R	0

(2.0.10.35)

We Appreciate Your Business

06 3600 620000

Keneth E. Schroeder



0/38

CUSTOMER'S ORIGINAL INVOICE CONFIDENTIAL PROPERTY OF SYSCO

RAVENNA PUBLIC SCHOOLS
41750 CARTHAGE RD
RAVENNA NE 68869-4051



SYSCO LINCOLN
900 KINGBIRD ROAD
LINCOLN, NEBRASKA 68521
800-797-2627
(800-SYSCOCs)

308-452-3202

NE ESU RAVENNA PUBLIC SCHOOLS
PO BOX 8400
RAVENNA NE 68869 -8400

DELIV. DATE	CUSTOMER	INVOICE NUMBER	PAGE
12/02/24			
TRUCK STOP	501047	661023900	3 1
0/003			
ROUTE	PURCHASE ORDER		
1413	TERMS -PAST DUE BALANCES ARE SUBJECT TO SERVICE CHARGE		
	EOM 10th Prox		
	MANIFEST# 1297121 NORMAL DELIVERY		
	MA:		

DRIVER:

COL	QTY	PACK	SIZE	ITEM DESCRIPTION	ITEM CODE	UNIT PRICE	UNIT TAX AMOUNT	EXTENDED PRICE	TAX	P I	INVOICE ADJUSTMENTS	
											CODE	QTY
				THE ILLINOIS SHELL EGG FEE HAS BEEN PAID BY SYSCO								
				*** MEATS ***								
C	3	CS	410#AVG	FIRECLS BEEF GRND BULK 81/19 CHUB F D0231BWA 40.300 40.400 40.400 T/WT= 121.100	0566838	3.154		381.95				
F	2	CS	25 LB	BBRLCLS FRANK ALL-MEAT 8X1 6 IN 74865067959	1073485	26.94		53.88				
F	1	CS	25 LB	BBRLCLS SAUSAGE POLISH LNK SK 00074865804011 GROUP TOTAL****	6884860	42.34		42.34				
				*** SEAFOOD ***				478.17				
F	2	CS	25 LB	PORTCLS POLLOCK BRD STK PAR WGCN 1OZ 1023834 GROUP TOTAL****	5014651	40.35		80.70				
				*** POULTRY ***				80.70				
F	6	CS	25 LB	SYS CLS CHICKEN TNR FRTR HMSTY 063427-0895 GROUP TOTAL****	7251926	22.40		134.40				
				*** FROZEN ***				134.40				
F	2	CS	122 LB	SYS CLS CAULIFLOWER IQF 1628593	1628593	37.78		75.56				
F	4	CS	1220 OZ	BKRSCLS BREAD WHEAT RND TOP SLI 12701	1630607	32.66		130.64				
F	2	CS	1202 OZ	BAKEBOY BUN HAMBURGER BKD W/WHL GRN 31014	1891342	41.17		82.34				
F	2	CS	1202 OZ	PILLSBY BISCUIT BKD WHL GRN EZ SPL 132271000	2173393	37.68		75.36				
F	2	CS	1212 CT	ALPHA BUN HOT DOG WHEAT ULTRA GRAIN 53680	6016681	35.15		70.30				
F	4	CS	126 CT	BKRSCLS ROLL HOAGIE HEARTH HINGED 6IN 31644	6641328	32.65		130.60				
F	2	CS	1201.75OZ	BKRSCLS BREADSTICK GARLIC 0350 GROUP TOTAL****	7113567	36.85		73.70				
				*** CANNED & DRY ***				638.50				
D	1	CS	274.7 OZ	NABISCO CRACKER GRAHAM HNY MAID 193200063200 GROUP TOTAL****	7115983	28.83		28.83				

CASES	SPLIT	TOT. PCS	CUBE	GROSS WT.	OPEN: 6:00 AM	CLOSE: 6:00 PM	REMIT TO	
33		33	44.6	580			P.O. BOX 80068 LINCOLN, NE 68501-0068	SUB TOTAL
DRIVER'S SIGN	NO. PCS DELVD.	CUST. SIGNED INVOICE EVIDENCES OF ALL ITEMS SIGN	NO. PCS REC.					TAX TOTAL
		X						INVOICE TOTAL

IMPORTANT PACA PROVISION: THE PERISHABLE AGRICULTURAL COMMODITIES LISTED ON THIS INVOICE ARE SUBJECT TO THE STATUTORY TRUST AUTHORIZED BY SECTION 5 (C) OF THE PERISHABLE AGRICULTURAL COMMODITIES ACT 1930 (U.S.C. 499E(C)). THE SELLER OF THIS COMMODITY RETAINS A TRUST CLAIM OVER THESE COMMODITIES ALL INVENTORIES OF FOOD OR OTHER PRODUCTS DERIVED FROM THESE COMMODITIES AND ANY RECEIVABLES OR PROCEEDS FROM THE SALE OF THESE COMMODITIES UNTIL FULL PAYMENT IS RECEIVED. FURTHER, YOU AGREE WITH RESPECT TO ANY DISPUTE ARISING OUT OF YOUR RECEIPT OF THESE PRODUCTS/SERVICES: YOU ARE GIVING UP YOUR RIGHT TO SERVE IN ANY REPRESENTATIVE CAPACITY, OR TO PARTICIPATE AS A MEMBER OF A CLASS OF CLAIMANTS, IN ANY LAWSUIT INVOLVING ANY SUCH DISPUTE.

PAYABLE ON OR BEFORE

CONT. ON PAGE 2

EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION CLAUSES OF 41 CFR 60-1.4, 60-250.4 AND 60-714.4 ARE INCORPORATED HEREIN BY REFERENCE



RAVENNA PUBLIC SCHOOLS
41750 CARTHAGE RD
RAVENNA NE 68869-4051



SYSCO LINCOLN
900 KINGBIRD ROAD
LINCOLN, NEBRASKA 68521
800-797-2627
(800-SYSCOCs)

308-452-3202

NE ESU RAVENNA PUBLIC SCHOOLS
PO BOX 8400
RAVENNA NE 68869 -8400

CUSTOMER'S ORIGINAL INVOICE CONFIDENTIAL PROPERTY OF SYSCO

DELV. DATE	CUSTOMER	INVOICE NUMBER	PAGE
12/02/24	501047	661023900	3 2
TRUCK STOP			
0 / 003			
ROUTE	PURCHASE ORDER		
1413	TERMS -PAST DUE BALANCES ARE SUBJECT TO SERVICE CHARGE		
EOM 10th Prox			
MANIFEST# 1297121 NORMAL DELIVERY			
MA:			

DRIVER:

QTY	PACK	SIZE	ITEM DESCRIPTION	ITEM CODE	UNIT PRICE	UNIT TAX AMOUNT	EXTENDED PRICE	TAX	P	INVOICE ADJUSTMENTS	
										CODE	QTY
ORDER SUMMARY			: 3148150								
<p><i>063100 630 000</i></p> <p><i>Kenneth E. Schwab</i></p> <p><i>1-3-25</i></p>											

CASES	SPLIT	TOT. PCS	CUBE	GROSS WT.	OPEN: 6:00 AM	CLOSE: 6:00 PM	REMIT TO				
33		33	44.6	580			P.O. BOX 80068 LINCOLN, NE 68501-0068	SUB TOTAL	1360.60		
DRIVER'S SIGN							NO. PCS DELVD.	CUST. SIGNED INVOICE EVIDENCES OF ALL ITEMS SIGN X	NO. PCS REC.	TAX TOTAL	
IMPORTANT PACA PROVISION: THE PERISHABLE AGRICULTURAL COMMODITIES LISTED ON THIS INVOICE ARE SUBJECT TO THE STATUTORY TRUST AUTHORIZED BY SECTION 5 (C) OF THE PERISHABLE AGRICULTURAL COMMODITIES ACT 1930 (U.S.C. 499E(C)). THE SELLER OF THIS COMMODITY RETAINS A TRUST CLAIM OVER THESE COMMODITIES. ALL INVENTORIES OF FOOD OR OTHER PRODUCTS DERIVED FROM THESE COMMODITIES, AND ANY RECEIVABLES OR PROCEEDS FROM THE SALE OF THESE COMMODITIES UNTIL FULL PAYMENT IS RECEIVED. FURTHER, YOU AGREE WITH RESPECT TO ANY DISPUTE ARISING OUT OF YOUR RECEIPT OF THESE PRODUCTS/SERVICES: YOU ARE GIVING UP YOUR RIGHT TO SERVE IN ANY REPRESENTATIVE CAPACITY, OR TO PARTICIPATE AS A MEMBER OF A CLASS OF CLAIMANTS, IN ANY LAWSUIT INVOLVING ANY SUCH DISPUTE.							PAYABLE ON OR BEFORE		1/10/25	INVOICE TOTAL	1360.60
									LAST PAGE		

EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION CLAUSES OF 41 CFR 60-1.4, 60-250.4 AND 60-714.4 ARE INCORPORATED HEREIN BY REFERENCE



RAVENNA PUBLIC SCHOOLS
41750 CARTHAGE RD
RAVENNA NE 68869-4051



0/38
SYSCO LINCOLN
900 KINGBIRD ROAD
LINCOLN, NEBRASKA 68521
800-797-2627
(800-SYSCOCS)

308-452-3202

NE ESU RAVENNA PUBLIC SCHOOLS
PO BOX 8400
RAVENNA NE 68869 -8400

CUSTOMER'S ORIGINAL INVOICE CONFIDENTIAL PROPERTY OF SYSCO

DELV. DATE	CUSTOMER	INVOICE NUMBER	PAGE
12/05/24		661029079	0 1
TRUCK STOP	501047		
0/004			
ROUTE	PURCHASE ORDER		
4447	TERMS -PAST DUE BALANCES ARE SUBJECT TO SERVICE CHARGE		
	EOM 10th Prox		
	MANIFEST# 1297626 NORMAL DELIVERY		
	MA:		

DRIVER:

LOC	QTY	PACK	SIZE	ITEM DESCRIPTION	ITEM CODE	UNIT PRICE	UNIT TAX AMOUNT	EXTENDED PRICE	TAX	P I	INVOICE ADJUSTMENTS	
											CODE	QTY
				THE ILLINOIS SHELL EGG FEE HAS BEEN PAID BY SYSCO								
				*** FROZEN ***								
F	1	CS	1201.7OZ	RICHS COOKIE CONFETTI FILLED WG IW 08202	5228455	64.86		64.86				
				GROUP TOTAL****				64.86				
				*** CANNED & DRY ***								
D	1	CS	1217 OZ	SPARKLN WATER SPRING BLK RASP FG00014	1488859	11.44		11.44				
D	1	CS	1217 OZ	SPARKLN WATER SPRING KIWI STWBRY FG00018	1488867	11.44		11.44				
D	1	CS	1217 OZ	SPARKLN WATER SPRING ORG MANGO FG00016	1488871	11.44		11.44				
D	1	CS	961.063ZGM	CEREAL COCOA PUFFS BWLPK 25 31888000	1913066	36.78		36.78				
D	1	CS	801.41OZ	KELLOGG SNACK BAR RICE KRISPIES W 3800011052	2880189	45.17		45.17				
D	1	CS	1217OZ	SPARKLN WATER SPARKLING CHERRY LIMEADE 95086	3477165	11.44		11.44				
D	2	CS	6#10	SYS REL BEAN GREEN CUT 007486512172	4062378	35.86		71.72				
D	2	CS	364 OZ	DOLE PINEAPPLE TIDBIT JCE BOWL 00419	4714598	23.25		46.50				
D	2	CS	364 OZ	DOLE PEACH DICED IN 100% FRUIT JUIC 03073	4714671	21.88		43.76				
D	1	CS	122.75OZ	SYS IMP MIX GRAVY AU JUS 92045	4933925	29.86		29.86				
D	1	CS	961 OZ	GM CEREAL CINN TST RDUC SUG BW 29444000	6055800	36.78		36.78				
C	1	CS	24500 ML	PROPEL WATER FLAVOR KIWI STW 10052000001713	7389756	20.85		20.85				
C	1	CS	24500ML	PROPEL WATER FLAVOR GRAPE 10052000001737	7389766	20.85		20.85				
				GROUP TOTAL****				398.03				
				*** PAPER & DISPOSABLES ***								
D	1	CS	118 IN	SYS CLS FOIL ALMN ROLL HVY WGT 500 FT W69328	6937767	31.48		31.48				
				GROUP TOTAL****				31.48				

CASES	SPLIT	TOT. PCS	CUBE	GROSS WT.	OPEN: 6:00 AM	CLOSE: 6:00 PM	REMIT TO	
18		18	12.9	298			P.O. BOX 80068 LINCOLN, NE 68501-0068	SUB TOTAL
DRIVER'S SIGN	NO. PCS DELVD.	CUST. SIGNED INVOICE EVIDENCES OF ALL ITEMS SIGN	NO. PCS REC.					TAX TOTAL
		X						INVOICE TOTAL

IMPORTANT PACA PROVISION: THE PERISHABLE AGRICULTURAL COMMODITIES LISTED ON THIS INVOICE ARE SUBJECT TO THE STATUTORY TRUST AUTHORIZED BY SECTION 5 (C) OF THE PERISHABLE AGRICULTURAL COMMODITIES ACT 1930 (U.S.C. 499E(C)). THE SELLER OF THIS COMMODITY RETAINS A TRUST CLAIM OVER THESE COMMODITIES, ALL INVENTORIES OF FOOD OR OTHER PRODUCTS DERIVED FROM THESE COMMODITIES, AND ANY RECEIVABLES OR PROCEEDS FROM THE SALE OF THESE COMMODITIES UNTIL FULL PAYMENT IS RECEIVED. FURTHER, YOU AGREE WITH RESPECT TO ANY DISPUTE ARISING OUT OF YOUR RECEIPT OF THESE PRODUCTS/SERVICES: YOU ARE GIVING UP YOUR RIGHT TO SERVE IN ANY REPRESENTATIVE CAPACITY, OR TO PARTICIPATE AS A MEMBER OF A CLASS OF CLAIMANTS, IN ANY LAWSUIT INVOLVING ANY SUCH DISPUTE.

PAYABLE ON OR BEFORE

CONT. ON PAGE 2

EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION CLAUSES OF 41 CFR 60-1.4, 60-250.4 AND 60-714.4 ARE INCORPORATED HEREIN BY REFERENCE



RAVENNA PUBLIC SCHOOLS
41750 CARTHAGE RD
RAVENNA NE 68869-4051



SYSCO LINCOLN
900 KINGBIRD ROAD
LINCOLN, NEBRASKA 68521
800-797-2627
(800-SYSCOCS)

308-452-3202

NE ESU RAVENNA PUBLIC SCHOOLS
PO BOX 8400
RAVENNA NE 68869 -8400

CUSTOMER'S ORIGINAL INVOICE CONFIDENTIAL PROPERTY OF SYSCO

DELV. DATE	CUSTOMER	INVOICE NUMBER	PAGE
12/05/24	501047	661029079	0 2
TRUCK STOP			
0 / 004			
ROUTE	PURCHASE ORDER		
4447	TERMS - PAST DUE BALANCES ARE SUBJECT TO SERVICE CHARGE		
EOM 10th Prox			
MANIFEST# 1297626 NORMAL DELIVERY			
MA:			

COL	QTY	PACK	SIZE	ITEM DESCRIPTION	ITEM CODE	UNIT PRICE	UNIT TAX AMOUNT	EXTENDED PRICE	TAX	P I	INVOICE ADJUSTMENTS	
											CODE	QTY
				*** CHEMICAL & JANITORIAL ***								
D	1	CS	12.5 GALE	COLAB CLEANER FLOOR SANI WSH N WAL 6100731	3325884	81.21		81.21				
D	1	CS	21 GAL	KEYSTON DETERGENT POT/PAN LIQ ENZYMT 6102608	7285186	40.31		40.31				
				GROUP TOTAL****				121.52				
				*** PRODUCE ***								
C	1	CS	121 #	PACKER PEPPER MINI ASST SWEET	1748650	59.64		59.64				
C	1	CS	120 LB	IMPFRSH TOMATO GRAPE BULK 887116	4724908	79.98		79.98				
C	1	CS	121 PT	IMPFRSH TOMATO GRAPE FRSH	6017263	46.72		46.72				
C	2	CS	81 LB	PROPACK STRAWBERRY FRESH	6235501	37.51		75.02				
				GROUP TOTAL****				261.36				

ORDER SUMMARY : 3162420

06 3100 630 000 724.25
06 3100 610 000 153.00

Handwritten signature
1-3-25

CASES	SPLIT	TOT. PCS	CUBE	GROSS WT.	OPEN: 6:00 AM	CLOSE: 6:00 PM	REMIT TO	SUB TOTAL
7		7	5.2	110			P.O. BOX 80068 LINCOLN, NE 68501-0068	877.25
25		25	18.1	408				TAX TOTAL
DRIVER'S SIGN					NO. PCS DELVD.	CUST. SIGNED INVOICE EVIDENCES OF ALL ITEMS SIGN X JA	NO. PCS REC.	INVOICE TOTAL
IMPORTANT FACA PROVISION: THE PERISHABLE AGRICULTURAL COMMODITIES LISTED ON THIS INVOICE ARE SUBJECT TO THE STATUTORY TRUST AUTHORIZED BY SECTION 5 (C) OF THE PERISHABLE AGRICULTURAL COMMODITIES ACT 1930 (U.S.C. 499E(C)). THE SELLER OF THIS COMMODITY RETAINS A TRUST CLAIM OVER THESE COMMODITIES, ALL INVENTORIES OF FOOD OR OTHER PRODUCTS DERIVED FROM THESE COMMODITIES, AND ANY RECEIVABLES OR PROCEEDS FROM THE SALE OF THESE COMMODITIES UNTIL FULL PAYMENT IS RECEIVED. FURTHER, YOU AGREE WITH RESPECT TO ANY DISPUTE ARISING OUT OF YOUR RECEIPT OF THESE PRODUCTS/SERVICES: YOU ARE GIVING UP YOUR RIGHT TO SERVE IN ANY REPRESENTATIVE CAPACITY, OR TO PARTICIPATE AS A MEMBER OF A CLASS OF CLAIMANTS, IN ANY LAWSUIT INVOLVING ANY SUCH DISPUTE.					PAYABLE ON OR BEFORE		877.25	LAST PAGE
							1/10/25	

EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION CLAUSES OF 41 CFR 60-1.4, 60-250.4 AND 60-714.4 ARE INCORPORATED HEREIN BY REFERENCE



RAVENNA PUBLIC SCHOOLS
41750 CARTHAGE RD
RAVENNA NE 68869-4051



SYSCO LINCOLN
900 KINGBIRD ROAD
LINCOLN, NEBRASKA 68521
800-797-2627
(800-SYSCOCS)

0°/38°

308-452-3202

NE ESU RAVENNA PUBLIC SCHOOLS
PO BOX 8400
RAVENNA NE 68869 -8400

CUSTOMER'S ORIGINAL INVOICE CONFIDENTIAL PROPERTY OF SYSCO

DELV. DATE	CUSTOMER	INVOICE NUMBER	PAGE
12/12/24	501047	661041068	7 1
TRUCK STOP			
0/004			
ROUTE	PURCHASE ORDER		
4447	TERMS -PAST DUE BALANCES ARE SUBJECT TO SERVICE CHARGE		
EOM 10th Prox			
MANIFEST# 1298714 NORMAL DELIVERY			
MA:			

DRIVER: NELSON

LOC	QTY	PACK	SIZE	ITEM DESCRIPTION	ITEM CODE	UNIT PRICE	UNIT TAX AMOUNT	EXTENDED PRICE	TAX	P	INVOICE ADJUSTMENTS	
											CODE	QTY
				THE ILLINOIS SHELL EGG FEE HAS BEEN PAID BY SYSCO								
				*** DAIRY ***								
C	1	SCS	45 LB	AREZIMP CHEESE MOZZARELLA LMPS FTHR 1006722	2388783	51.62		51.62				
C	1	CS	64 LB	YOPLAIT YOGURT VANILLA PARFAIT POU 16632000	6472502	31.65		31.65				
C	3	CS	1001 OZ	WHLFCLS CREAM SOUR ALL NAT STICK PAC 7002517	7071406	18.68		56.04				
				GROUP TOTAL****				139.31				
				*** MEATS ***								
C	2	CS	410#AVG	FIRECLS BEEF GRND BULK 81/19 CHUB F D0231BWA	0566838	3.097		251.17				
				40.500 40.600 T/WT= 81.100								
C	1	SCS	62LB	HORMEL SALAMI HARD .8OZ 13462	2282895	79.84		79.84				
C	1	CS	42.5 LBB	BBRLCLS HAM SMK SLI .67OZ SH850SLB	8286445	50.85		50.85				
				GROUP TOTAL****				381.86				
				*** SEAFOOD ***								
F	3	CS	25 LB	PORTCLS POLLOCK BRD STK PAR WGCN 1OZ 1023834	5014651	40.35		121.05				
				GROUP TOTAL****				121.05				
				*** FROZEN ***								
F	1	CS	722.43OZ	PILLSBY BAGEL STRAWBERRY MINI 138413000	3282809	40.16		40.16				
F	1	CS	130 LB	SYS REL CORN WHL KERNEL 112628	3533494	39.48		39.48				
F	4	CS	126 CT	BKRSCLS ROLL HOAGIE HEARTH HINGED 6IN 31644	6641328	32.65		130.60				
F	2	CS	130 LB	SYS REL APPLE SLICE IQF	8081267	41.89		83.78				
				GROUP TOTAL****				294.02				
				*** CANNED & DRY ***								
D	1	CS	6#10	BUSH BEAN BLACK LOW SODIUM 01885	0079634	33.44		33.44				
D	1	CS	41 GAL	BBRLCLS PICKLE DILL SLI 3/16 KK 450 CT 02320	0137828	27.91		27.91				
D	1	CS	2410 OZ	TROPANA JUICE APPLE PET 00048500757178	1605617	23.62		23.62				

CASES	SPLIT	TOT. PCS	CUBE	GROSS WT.	OPEN: 6:00 AM	CLOSE: 6:00 PM	REMIT TO	
23		23	23.6	476			P.O. BOX 80068 LINCOLN, NE 68501-0068	SUB TOTAL
DRIVER'S SIGN	NO. PCS DELVD.	CUST. SIGNED INVOICE EVIDENCES OF ALL ITEMS SIGN	NO. PCS REC.					TAX TOTAL
		X JA						INVOICE TOTAL
IMPORTANT PACA PROVISION: THE PERISHABLE AGRICULTURAL COMMODITIES LISTED ON THIS INVOICE ARE SUBJECT TO THE STATUTORY TRUST AUTHORIZED BY SECTION 5 (C) OF THE PERISHABLE AGRICULTURAL COMMODITIES ACT 1930 (U.S.C. 499E(C)). THE SELLER OF THIS COMMODITY RETAINS A TRUST CLAIM OVER THESE COMMODITIES, ALL INVENTORIES OF FOOD OR OTHER PRODUCTS DERIVED FROM THESE COMMODITIES, AND ANY RECEIVABLES OR PROCEEDS FROM THE SALE OF THESE COMMODITIES UNTIL FULL PAYMENT IS RECEIVED. FURTHER, YOU AGREE WITH RESPECT TO ANY DISPUTE ARISING OUT OF YOUR RECEIPT OF THESE PRODUCTS/SERVICES: YOU ARE GIVING UP YOUR RIGHT TO SERVE IN ANY REPRESENTATIVE CAPACITY, OR TO PARTICIPATE AS A MEMBER OF A CLASS OF CLAIMANTS, IN ANY LAWSUIT INVOLVING ANY SUCH DISPUTE.								PAYABLE ON OR BEFORE
								CONT. ON PAGE 2

EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION CLAUSES OF 41 CFR 60-1.4, 60-250.4 AND 60-714.4 ARE INCORPORATED HEREIN BY REFERENCE.



CUSTOMER'S ORIGINAL INVOICE CONFIDENTIAL PROPERTY OF SYSCO

RAVENNA PUBLIC SCHOOLS
41750 CARTHAGE RD
RAVENNA NE 68869-4051



SYSCO LINCOLN
900 KINGBIRD ROAD
LINCOLN, NEBRASKA 68521
800-797-2627
(800-SYSCOCs)

308-452-3202

NE ESU RAVENNA PUBLIC SCHOOLS
PO BOX 8400
RAVENNA NE 68869 -8400

DELV. DATE	CUSTOMER	INVOICE NUMBER	PAGE
12/12/24	501047	661041068	7 2
TRUCK STOP			
0/004			
ROUTE	PURCHASE ORDER		
4447	TERMS -PAST DUE BALANCES ARE SUBJECT TO SERVICE CHARGE		
EOM 10th Prox			
MANIFEST# 1298714 NORMAL DELIVERY			
MA:			

DRIVER: NELSON

LOC	QTY	PACK	SIZE	ITEM DESCRIPTION	ITEM CODE	UNIT PRICE	UNIT TAX AMOUNT	EXTENDED PRICE	TAX	P I	INVOICE ADJUSTMENTS	
											CODE	QTY
D	2	CS	6#10	SYS IMP PEAR SLICED CHOICE EXTRA LS 2182218	2182218	65.50		131.00				
D	4	CS	6#10	SYS REL ORANGE MANDARIN BRKN LS 3548393	3548393	48.85		195.40				
D	1	CS	2001.5 OZ	HRSRCLS SYRUP PANCAKE & WAFFLE CUP 72441	3911504	48.74		48.74				
D	2	CS	6# 10	SYS SUP APPLESAUCE FCY IN APPLE JUIC A211737	4012373	50.15		100.30				
D	4	CS	6#10	DOLE PINEAPPLE TIDBIT JCE FCY 00553	4106498	50.72		202.88				
D	1	CS	20012 GM	HEINZ MAYONNAISE PACKET 10013000531709	4534319	37.85		37.85				
D	2	CS	364 OZ	DOLE PAPAYA DICED W/MANGO 100% JUIC 00442	7174854	17.60		35.20				
D	1	CS	2000.75OZ	HRSRCLS PEANUT BUTTER CREAMY CUP 72445	7211242	43.52		43.52				
								GROUP TOTAL****	879.86			
*** PAPER & DISPOSABLES ***												
D	1	CS	10100 CTS	SYS CLS GLOVE VINYL FDSRV PWDRFREE 304362813	5478536	40.18		40.18				
D	1	CS	1000CT	ECOCRFT TRAY FOOD PAPR NAT 2 LB 300697	8052007	36.32		36.32				
D	1	CS	10100 CTS	SYS CLS GLOVE VINYL FDSRV PF XL 304362814	8399737	40.18		40.18				
								GROUP TOTAL****	116.68			
*** PRODUCE ***												
C	2	CS	1CTN	PROPACK GRAPE RED SDLS PRTN PAK	0668687	65.16		130.32				
C	4	CS	15 LB	IMPFRSH PEA SUGAR SNAP FRSH	0670364	38.57		154.28				
C	2	SCS	103 LB	PACKER MANDARIN FRESH EASY PEEL	1192600	43.24		86.48				
C	OUTS	ONLY	5 LB	IMPFRSH CELERY STICK FRESH OUT/STOCK 1S	1675776							
C	1	CS	121 #	PACKER PEPPER MINI ASST SWEET	1748650	46.80		46.80				
C	2	CS	81 LB	PROPACK STRAWBERRY FRESH	6235501	37.59		75.18				
C	1	CS	1175 CT	RELFRSH APPLE RED DEL FANCY F 175WAFICYREDEL	7192102	28.87		28.87				

FFVP
FFVP

CASES	SPLIT	TOT. PCS	CUBE	GROSS WT.	OPEN: 6:00 AM	CLOSE: 6:00 PM	REMIT TO	
32		32	27.3	858			P.O. BOX 80068 LINCOLN, NE 68501-0068	SUB TOTAL
DRIVER'S SIGN								TAX TOTAL
NO. PCS DELVD.								INVOICE TOTAL
CUST. SIGNED INVOICE EVIDENCES OF ALL ITEMS SIGN X								TOTAL
NO. PCS REC.								

IMPORTANT PACA PROVISION: THE PERISHABLE AGRICULTURAL COMMODITIES LISTED ON THIS INVOICE ARE SUBJECT TO THE STATUTORY TRUST AUTHORIZED BY SECTION 5 (C) OF THE PERISHABLE AGRICULTURAL COMMODITIES ACT 1930 (U.S.C. 499E(C)). THE SELLER OF THIS COMMODITY RETAINS A TRUST CLAIM OVER THESE COMMODITIES, ALL INVENTORIES OF FOOD OR OTHER PRODUCTS DERIVED FROM THESE COMMODITIES, AND ANY RECEIVABLES OR PROCEEDS FROM THE SALE OF THESE COMMODITIES UNTIL FULL PAYMENT IS RECEIVED. FURTHER, YOU AGREE WITH RESPECT TO ANY DISPUTE ARISING OUT OF YOUR RECEIPT OF THESE PRODUCTS/SERVICES: YOU ARE GIVING UP YOUR RIGHT TO SERVE IN ANY REPRESENTATIVE CAPACITY, OR TO PARTICIPATE AS A MEMBER OF A CLASS OF CLAIMANTS, IN ANY LAWSUIT INVOLVING ANY SUCH DISPUTE.

PAYABLE ON OR BEFORE

CONT. ON PAGE 3

EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION CLAUSES OF 41 CFR 60-1.4, 60-250.4 AND 60-714.4 ARE INCORPORATED HEREIN BY REFERENCE



RAVENNA PUBLIC SCHOOLS
41750 CARTHAGE RD
RAVENNA NE 68869-4051



SYSCO LINCOLN
900 KINGBIRD ROAD
LINCOLN, NEBRASKA 68521
800-797-2627
(800-SYSCOCS)

308-452-3202

NE ESU RAVENNA PUBLIC SCHOOLS
PO BOX 8400
RAVENNA NE 68869 -8400

CUSTOMER'S ORIGINAL INVOICE CONFIDENTIAL PROPERTY OF SYSCO

DELV. DATE	CUSTOMER	INVOICE NUMBER	PAGE
12/12/24			
TRUCK STOP	501047	661041068	7 3
0/004			
ROUTE	PURCHASE ORDER		
4447	TERMS -PAST DUE BALANCES ARE SUBJECT TO SERVICE CHARGE		
	EOM 10th Prox		
	MANIFEST# 1298714 NORMAL DELIVERY		
	MA:		

DRIVER: NELSON

COL	QTY	PACK	SIZE	ITEM DESCRIPTION	ITEM CODE	UNIT PRICE	UNIT TAX AMOUNT	EXTENDED PRICE	TAX	P I	INVOICE ADJUSTMENTS	
											CODE	QTY
C	1	CS	1138 CT	RELFRSH ORANGE CHOICE FRESH GROUP TOTAL**** *** DISPENSER BEVERAGE ***	7651967	27.65		27.65 549.58				
D	2	CS	122 OZ	SAHAR B DRINK MIX SGR FREE LMNADE GROUP TOTAL****	50332 7678293	48.70		97.40 97.40				
ORDER SUMMARY : 3175181												
<p><i>06 310 630 000 2463.08</i></p> <p><i>06 310 610 000 116.68</i></p> <p><i>1-3-25</i></p>												

CASES	SPLIT	TOT. PCS	CUBE	GROSS WT.	OPEN: 6:00 AM	CLOSE: 6:00 PM	REMIT TO	
3		3	1.7	49			P.O. BOX 80068	SUB TOTAL 2579.76
58		58	52.6	1383			LINCOLN, NE 68501-0068	TAX TOTAL
DRIVER'S SIGN					NO. PCS DELVD.	CUST. SIGNED INVOICE EVIDENCES OF ALL ITEMS SIGN X		INVOICE TOTAL 2579.76

IMPORTANT PACA PROVISION: THE PERISHABLE AGRICULTURAL COMMODITIES LISTED ON THIS INVOICE ARE SUBJECT TO THE STATUTORY TRUST AUTHORIZED BY SECTION 5 (C) OF THE PERISHABLE AGRICULTURAL COMMODITIES ACT 1930 (U.S.C. 499E(C)). THE SELLER OF THIS COMMODITY RETAINS A TRUST CLAIM OVER THESE COMMODITIES. ALL INVENTORIES OF FOOD OR OTHER PRODUCTS DERIVED FROM THESE COMMODITIES, AND ANY RECEIVABLES OR PROCEEDS FROM THE SALE OF THESE COMMODITIES UNTIL FULL PAYMENT IS RECEIVED. FURTHER, YOU AGREE WITH RESPECT TO ANY DISPUTE ARISING OUT OF YOUR RECEIPT OF THESE PRODUCTS/SERVICES: YOU ARE GIVING UP YOUR RIGHT TO SERVE IN ANY REPRESENTATIVE CAPACITY, OR TO PARTICIPATE AS A MEMBER OF A CLASS OF CLAIMANTS, IN ANY LAWSUIT INVOLVING ANY SUCH DISPUTE.

PAYABLE ON OR BEFORE 1/10/25 LAST PAGE

EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION CLAUSES OF 41 CFR 60-1.4, 60-250.4 AND 60-714.4 ARE INCORPORATED HEREIN BY REFERENCE



ACCOUNT NO. 64121114 INVOICE NO. 4313463 INVOICE DATE 12/02/24 CUSTOMER NO. 64121114 PURCHASE ORDER NUMBER 2365 SALES LOC. 2365 SALES REP. 0239 DATE ORDERED 11/26/24

Route: 1007 / 20 ORDER NUMBER: 453877

Bill To: RAVENNA PUB SCHOOL 41750 CARTHAGE RD PD BOX 8400 RAVENNA 68869 NE
 Ship To: RAVENNA PUB SCHOOL 41750 CARTHAGE RD PD BOX 8400 RAVENNA 68869 NE
 Remit To: US Foods, Inc. DIVISION #2365 15838 COLLECTION CTR DR. CHICAGO 60693-5838 308 382 6581

Ship From: 3636 W STOLLEY PARK RD GRAND ISLAND NE 68033-1202 12/02/24 Page 01 of 03

Net 45 Days
 Qty Ordered Qty Shipped Unit Sales Product Description Pack Size Label C Weight Pricing Unit Price Extended Price

3 CS 1045363 DRY CHIP, TORTLA WHL GRAIN NACHO 72/1.75 OZ BARELO/FUN CS 35.1800 \$ 105.54
 1 CS 5733282 MIX, GRVY BRN SHLF STABL 8/13.37 OZ TRIO CS 39.9100 39.91
 1 CS 6620343 SALSA, MILD SS CUP 168/3 OZ RED GOLD CS 78.9200 78.92
 K12 ALLOWANCE-RED GOLD 4.47- FOR COMMODITY OF 100332 4.47-

FROZEN
 2 CS 1328293 BROCCOLI, CUT GRD A IMP IQF 12/2.5 LB MONARCH CS 52.8600 105.72
 1 CS 3147668 BEEF, PTY GRND STK BURGR 2.1 Z115/2.1 OZ ADVPIERRE CS 81.0600 81.06
 NOI DISCOUNT OF 38.56- FOR COMMODITY OF 100154

1 CS 7640667 K12 ALLOWANCE-TYSON SANDWICH, PNT BUTR & JELLY WGR72/2.6 OZ UNCRSTBLS CS 52.5000 52.50
 NOI DISCOUNT OF 2.63- FOR COMMODITY OF 110700

2 CS 7739352 CHICKEN, BRST 3.75 Z BRDD 4/7.74 LB TYSON CS 80.9200 161.84
 NOI DISCOUNT OF 95.14- FOR COMMODITY OF 100103W

4 CS 8702987 K12 ALLOWANCE-TYSON CHICKEN, DNSTK BRDD WHL GRAIN 4/7.41 LB TYSON CS 112.1400 124.95
 NOI DISCOUNT OF 133.76- FOR COMMODITY OF 100103D

*SUB** 6 CS 9280747 POTATO, FF 1/3" SPIRL BRDD 6/4 LB MCCAIN CS 33.1500 198.90
 2 CS 0747410 POTATO, FF 3/8" SC LINE 6/5 LB VALUE WAY CS 174.0300 348.06
 2 CS 9865379 CHICKEN, CHNK RNDM BRDD W/ MDN43.5 LB YNGSSTHIST CS 42.80- FIDELIS ALLOWANCE-LING S FDR COMMODITY OF 100113D 42.80-

TOTAL DRY 224.37
 TOTAL FROZEN 1396.64
 PIECES ORDERED: 5
 PIECES SHIPPED: 5
 ITEMS ORDERED: 18
 ITEMS SHIPPED: 18

D/38

J.A.





ACCOUNT INVOICE INVOICE CUSTOMER PURCHASE ORDER
 NO. NO. DATE NO. NUMBER
 64121114 4313463 12/02/24 64121114

SALES SALES DATE
 LOC. REP. ORDERED
 2365 0239 11/26/24

ORDER NUMBER: 453877

Bill

To: RAVENNA PUB SCHOOL
 41750 CARTHAGE RD
 PO BOX 8400
 RAVENNA NE
 68869
 Att: MANAGER

Ship

To: RAVENNA PUB SCHOOL
 41750 CARTHAGE RD
 PO BOX 8400
 RAVENNA NE
 68869
 308 452 3249
 DEPT # 00

Remit

To: US Foods, Inc.
 DIVISION #2365
 15838 COLLECTION CTR DR.
 CHICAGO IL
 60693-5838
 308 382 6581

Route: 1007 / 20

ShipFrom: 3636 W STOLLEY PARK RD GRAND ISLAND NE ShipD: 12/02/24

Page 02 of 03

Frms: NET 45 DAYS
 Qty Qty Sales Product
 Ordered Shipped Unit Number

Special Instr:
 Pack Size Label C Weight Pricing Unit Extended
 D Unit Price Price

*** INVOICE SUMMARY ***
 *** NOI SUMMARY ***
 K12 ALLOWANCE -TYSON
 K12 ALLOWANCE-RED GOLD
 K12 ALLOWANCE -SMUCKERS
 FIDELIS ALLOWANCE-LING S

267.46-
 4.47-
 2.63-
 42.80-

TOTAL NET WGT: 572.75 PIECES ORDERED: 23 PIECES SHIPPED: 23 ITEMS SHIPPED: 10
 TOTAL GROSS WGT: 618.19

PRODUCT TOTAL \$ 1621.01
 ALLOWANCES 317.36CR

TAXABLE AMOUNT \$.00
 GEN SALES TAX % .00

This amount is an estimate at time of shipping prior to any adjustments made at delivery: \$ 1303.65

 * You agree with respect to any dispute arising out of your purchase from *
 * US Foods; (i) you are giving up your right to serve in any representative *
 * capacity, or to participate as a member of a class, in any lawsuit; (ii) you *
 * also agree, at US Foods sole option, to submit to binding, individual *
 * arbitration of all claims; (iii) such arbitration shall be governed by the *
 * Federal Arbitration Act, 9 U.S.C. s.1 and conducted in accordance with the *
 * Commercial Rules of the American Arbitration Association; and (iv) each party *
 * shall pay half the costs of arbitration, and separately pay its own attorneys' *
 * fees and costs. For more information about the fuel surcharge, go to: *
 * https://www.usfoods.com/terms/fuelsurcharge/StandardGridEIAAreaMidwest.html *
 * If you have an agreement with US Foods that expressly addresses the *
 * calculation of the fuel surcharge, please refer to that agreement. *

06 3100 630 000
 Kenneth E. Schroeder
 1-3-25





ACCOUNT NO: 64121114 INVOICE NO: 4313463 INVOICE DATE: 12/02/24 CUSTOMER NO: 64121114 PURCHASE ORDER NUMBER

SALES LDC: 2365 SALES REP: 0239 DATE ORDERED: 11/26/24

ORDER NUMBER: 453877

Bill To: RAVENNA PUB SCHDOL 41750 CARTHAGE RD PO BOX 8400 RAVENNA NE 49869

Ship To: RAVENNA PUB SCHDOL 41750 CARTHAGE RD PO BOX 8400 RAVENNA NE 49869

Route: 1007 / 20

Remit To: US Foods, Inc. DIVISION #2365 15838 COLLECTION CTR DR. CHICAGO IL 60693-5838 308 382 6581

Ship From: 3636 W STOLLEY PARK RD GRAND ISLAND NE 68869

Net 45 Days

Special Instr: 12/02/24

Page 03 of 03

Qty	Shipped	Sales Unit	Product Number	Description	Pack Size	Label	C Weight	Pricing Unit	Unit Price	Extended Price

CO CUSTOMER: Egg products covered by CO Rev. Stat. 35-21-201-203 are CO-COM

USDA National Organic Program Indicators:

- = 100% Organic
- = Organic
- = Made with organic ingredient(s)

The perishable agricultural commodities listed on this invoice are sold subject to the statutory trust authorized by section 5(c) of the Perishable Agricultural Commodities Act, 1930(7 U.S.C 499e(c)). The seller of these commodities retains a trust claim over these commodities, all inventories of food or other products derived from these commodities, and any receivables or proceeds from the sale of these commodities until full payment is received.





ACCOUNT NO: 14174189 INVOICE NO: 4313479 INVOICE DATE: 12/02/24 CUSTOMER NO: 14174189 PURCHASE ORDER NUMBER: 2365 SALES REP: 1000 ORDERED DATE: 11/29/24

Route: 1007 / 21 ORDER NUMBER: 454246

Ship To:
RAVENNA PUB SCHOOL-USDA
41750 CARTHAGE RD
PO BOX 8400
RAVENNA NE
68869

Remit To:
RAVENNA PUB SCHOOL-USDA
41750 CARTHAGE RD
PO BOX 8400
RAVENNA NE
68869
308 452 3249
DEPT # 00

US Foods, Inc.
DIVISION #2365
15838 COLLECTION CTR DR.
CHICAGO IL
60693-5838
308 382 5581

Ship From: 3636 W STOLLEY PARK RD GRAND ISLAND NE Ship Date: 12/02/24 Page 01 of 02

Terms: NET 45 DAYS Special Instr:

Ordered Shipped Qty Sales Unit Product Number Description Pack Size Label C Weight Pricing Unit Price Extended Price

Qty	Sales Unit	Product Number	Description	Pack Size	Label	C Weight	Pricing Unit	Price	Extended Price
2	CS	3743168	DRY USDA FRUIT MIX IN LS CND	6/#10 CN	USDA	CS	0.0001	\$	0.00
1	CS	5944254	USDA APPLESAUCE UNSTN CND	6/#10 CN	USDA	CS	0.0001		0.00
1	CS	7011588	USDA PEACH DCD IN EX LS CND	6/#10 CN	USDA	CS	0.0001		0.00
2	CS	8144026	SAUCE SPAGHETTI TOMATO, MEATL	6/#10 CN	USDA	CS	0.0001		0.00
2	CS	9011479	USDA PEAR DCD IN EX LS CND	6/#10 CN	USDA	CS	0.0001		0.00

FROZEN

1	CS	4060243	USDA FRUIT CUP STUBY BLBRY DCD96/4 OZ	8/5 LB	USDA	CS	0.0001		0.00
2	CS	5679395	USDA PORK BBQ PLLD CKD FZN	30 LB	USDA	CS	0.0001		0.00
1	CS	6574360	USDA CHEESE MOZ LMP5 SHRD FZN	30 LB	USDA	CS	0.0001		0.00

STORAGE LOCATION RECAP()

TOTAL DRY PIECES ORDERED: 8 PIECES SHIPPED: 8 ITEMS SHIPPED: 5

TOTAL FROZEN PIECES ORDERED: 4 PIECES SHIPPED: 4 ITEMS SHIPPED: 3

TOTAL NET WGT: 457.00 INVOICE SUMMARY *** 12 PIECES SHIPPED: 12 ITEMS SHIPPED: 8

TOTAL GROSS WGT: 509.26 PRODUCT TOTAL \$.00

TAXABLE AMOUNT \$.00

GEN SALES TAX % .00

This amount is an estimate at time of shipping prior to any adjustments made at delivery: \$.00





ACCOUNT NO: 14174189
 INVOICE NO: 4313479
 INVOICE DATE: 12/02/24
 CUSTOMER NO: 14174189
 PURCHASE ORDER NUMBER: 14174189
 SALES LDC: 2365
 SALES REP: 1000
 ORDERED DATE: 11/29/24
 ORDER NUMBER: 454246

Bill

To: RAVENNA PUB SCHOOL-USDA
 41750 CARTHAGE RD
 PD BOX 8400
 RAVENNA NE 68869

Ship To: RAVENNA PUB SCHOOL-USDA
 41750 CARTHAGE RD
 PD BOX 8400
 RAVENNA NE 68869
 308 452 3249
 DEPT # 00

Remit To: US Foods, Inc.
 DIVISION #2365
 15838 COLLECTION CTR DR.
 CHICAGO IL 60693-5838
 308 382 5581

Ship From: 3636 W STOLLEY PARK RD GRAND ISLAND NE 68701
 Ship Date: 12/02/24

Net Terms: NET 45 DAYS
 Order Qty: 45
 Shipped Qty: 45

Product Description: GRAND ISLAND NE Special Instr: 12/02/24

Pack Size: C Weight: Pricing Unit: Extended Price

 * You agree with respect to any dispute arising out of your purchase from
 * US Foods: (i) you are giving up your right to serve in any representative
 * capacity, or to participate as a member of a class, in any lawsuit; (ii) you
 * also agree, at US Foods sole option, to submit to binding, individual
 * arbitration of all claims; (iii) such arbitration shall be governed by the
 * Federal Arbitration Act, 9 U.S.C. s.1 and conducted in accordance with the
 * Commercial Rules of the American Arbitration Association; and (iv) each party
 * shall pay half the costs of arbitration, and separately pay its own attorneys'
 * fees and costs. For more information about the fuel surcharge, go to:
 * https://www.usfoods.com/terms/fuelsurcharge/StandardGridEIAreaMidwest.html
 * If you have an agreement with US Foods that expressly addresses the
 * calculation of the fuel surcharge, please refer to that agreement.

 * CO CUSTOMER: Egg products covered by CO Rev. Stat. 35-21-201-203 are CO-COM

 * USDA National Organic Program Indicators:
 * = 100% Organic
 * = Organic
 * = Made with organic ingredient(s)

 * The perishable agricultural commodities listed on this invoice are sold
 * subject to the statutory trust authorized by section 5(c) of the Perishable
 * Agricultural Commodities Act, 1930(7 U.S.C 499e(c)). The seller of these
 * commodities retains a trust claim over these commodities, all inventories of
 * food or other products derived from these commodities, and any receivables or
 * proceeds from the sale of these commodities until full payment is received.



Receipt was successfully updated.

RAVENNA PS, NE Ordering for RAVENNA PS

Edit Receipt

Edit Receipt Detail	
Order Summary For:	YNE373
Order Confirmation Number:	F24331004871
Program:	NSLP
Requested Delivery Date:	Tue 12/03/2024
Order Date:	Tue 11/26/2024

Item Code	Description	Case Contents	Case Price	Case Order Qty	Case Receipt Qty	Receipt Cost	Fund Source	Reason for Receipt Qty Difference
16Z07	APPLES FR FUJI 100-113 CT 40 LB CS	40 LB	\$37.45	1	1	\$37.45	Federal	N/A
16W37	BROCCOLI FLORETS CHL 4/3 LB BG	12 LB	\$33.86	1	1	\$33.86	Federal	N/A
15A33	CARROTS CHL BABY SLIMS 4/5LB BG	20 LB	\$29.00	1	1	\$29.00	Federal	N/A
16W38	CAULIFLORETS CHL 2/3 LB PG	6 LB	\$25.36	1	1	\$25.36	Federal	N/A
15P55	CELERY CHL STICKS 5 LB CS	5 LB	\$13.62	1	1	\$13.62	Federal	N/A
16P98	CUCUMBERS FR 5 LB CS	5 LB	\$8.50	8	8	\$68.00	Federal	N/A
15D44	LETTUCE CHL ROMAINE CHOP 6/2 LB BG	12 LB	\$26.86	1	1	\$26.86	Federal	N/A
15A62	ONIONS YEL CHL DICE 5 LB BG	5 LB	\$12.50	1	1	\$12.50	Federal	N/A
14A02	ORANGES FR 113 CT 35 LB CS	35 LB	\$43.45	1	1	\$43.45	Federal	N/A
17D04	PEPPERS GRN FR SWT BELL MED 5 LB BG/CS	5 LB	\$15.50	2	2	\$31.00	Federal	N/A
16357	PEPPERS RED FR SWT 5 LB CS	5 LB	\$14.50	2	2	\$29.00	Federal	N/A
17D63	SALAD MIX CHL 3-WAY 4/5 LB BG	20 LB	\$28.11	2	2	\$56.22	Federal	N/A
16P45	TOMATO CHL DICE FOR TACOS 1/ 5 LB BG	1 BG	\$17.50	1	1	\$17.50	Federal	N/A

This order was received on 12/3/2024 2:16:38 PM CT.

Fund Balance for NSLP

Federal Dollars represent a shared pot of money controlled by RAVENNA PS, NE

Description	State \$	Federal \$	GOVT \$
Starting Balance	N/A	\$11,000.00	N/A
Spent, Previous Orders	\$0.00	\$7,847.10	\$0.00
Cost, This Order	\$0.00	\$423.82	\$0.00
Remaining Balance	N/A	\$2,729.08	\$0.00

Print

Go Back to the List of Receipts

Smith E. Shroder
1-3-25

BILL OF LADING

Invoice #: 00823721
 Invoice Date: 12/03/24
 Terms: NET 21 DAYS
 PO #: 12/03/2024
 Route/Stop: 11400 280
 Customer: YNE373

FreshEdge®



36

Telephone: 402-339-6900
 Toll free:

Delivered By:

9705 I St. Omaha, NE 68127

SOLD TO: DSO RAVENNA PUBLIC SCHOOL
 41750 CARTHAGE ROAD
 RAVENNA, NE 68869



SOBL7D003002
 008237210001

SHIP TO: DSO RAVENNA PUBLIC SCHOOL
 41750 CARTHAGE ROAD
 RAVENNA, NE 68869

PHONE: 308-440-856

PHONE: 308-440-0856

ITEM CODE	ORDER QTY	SHIP QTY	UNIT	COO	PRODUCT DESCRIPTION	
01500	1	1			ORANGE 113	113 CT
03150	1	1			CARROT BABY SLIM CUT	4/5 LB
07579	1	1			ONION DICED 5#	5 LB
03311	1	1			LETTUCE ROMAINE CHOP	6/2 LB
07509	1	1			CELERY STICKS	5 LB
07580	2	2			PEPPER RED	5 LB
07545	1	1			TOMATOES DICED	5 LB
07503	8	8			CUCUMBER	5 LB
03000	1	1			BROCCOLI FLORETS	4/3 LB
03200	1	1			CAULIFLOWER FLORET	2/3 LB
01113	1	1			APPLES FUJI 125CT	100-113 CT
07528	2	2			PEPPER GREEN	5 LB
03320	2	2			LETTUCE SALAD MIX	4/5 LB
	23	23				

Received By:

 Name (Print) / Jessica Anderson
 Signature / _____
 Date

The perishable agricultural commodities listed on this invoice are sold subject to the statutory trust authorized by section 5C of the Perishable Agricultural Commodities Act, 1930 (7 U.S.C. 499e(c)). The seller of these commodities retains a trust claim over these commodities, all inventories of food or other products derived from these commodities, and any receivables or proceeds from the sale of these commodities until full payment is received.

Special Instructions

 Special Instructions

Receipt was successfully updated.

RAVENNA PS, NE Ordering for RAVENNA PS

Edit Receipt

Edit Receipt Detail	
Order Summary For:	YNE373
Order Confirmation Number:	F24338005113
Program:	NSLP
Requested Delivery Date:	Tue 12/10/2024
Order Date:	Tue 12/03/2024

Item Code	Description	Case Contents	Case Price	Case Order Qty	Case Receipt Qty	Receipt Cost	Fund Source	Reason for Receipt Qty Difference
16P98	CUCUMBERS FR 5 LB CS	5 LB	\$8.50	8	8	\$68.00	Federal	N/A
15D44	LETTUCE CHL ROMAINE CHOP 6/2 LB BG	12 LB	\$26.86	1	1	\$26.86	Federal	N/A
17D04	PEPPERS GRN FR SWT BELL MED 5 LB BG/CS	5 LB	\$15.50	2	2	\$31.00	Federal	N/A
16357	PEPPERS RED FR SWT 5 LB CS	5 LB	\$14.50	2	2	\$29.00	Federal	N/A
17D63	SALAD MIX CHL 3-WAY 4/5 LB BG	20 LB	\$28.11	2	2	\$56.22	Federal	N/A

This order was received on 12/10/2024 2:06:06 PM CT.

Fund Balance for NSLP

Federal Dollars represent a shared pot of money controlled by RAVENNA PS, NE

Description	State \$	Federal \$	GOVT \$
Starting Balance	N/A	\$11,000.00	N/A
Spent, Previous Orders	\$0.00	\$8,270.92	\$0.00
Cost, This Order	\$0.00	\$211.08	\$0.00
Remaining Balance	N/A	\$2,518.00	\$0.00

Print

Go Back to the List of Receipts

Amber E. Schroeder
1-3-25

BILL OF LADING

Invoice #: 00824342
 Invoice Date: 12/10/24
 Terms: NET 21 DAYS
 PO #: 12/10/2024
 Route/Stop: 11400 280
 Customer: YNE373

FreshEdge®



Telephone: 402-339-6900
 Toll free:

Delivered By: [Signature]

9705 I St. Omaha, NE 68127

SOLD TO: DSO RAVENNA PUBLIC SCHOOL
 41750 CARTHAGE ROAD
 RAVENNA, NE 68869



SOBL7D003002
 008243420001

SHIP TO: DSO RAVENNA PUBLIC SCHOOL
 41750 CARTHAGE ROAD
 RAVENNA, NE 68869

PHONE: 308-440-856

PHONE: 308-440-0856

ITEM CODE	ORDER QTY	SHIP QTY	UNIT	COO	PRODUCT DESCRIPTION	
03311	1	1			LETTUCE ROMAINE CHOP	6/2 LB
07580	2	2			PEPPER RED	5 LB
07503	8	8			CUCUMBER	5 LB
07528	2	2			PEPPER GREEN	5 LB
03320	2	2			LETTUCE SALAD MIX	4/5 LB
		15				

Recieved By:

_____/ Jessica Anderson _____ 12/10/24
 Name (Print) Signature Date

The perishable agricultural commodities listed on this invoice are sold subject to the statutory trust authorized by section 5C of the Perishable Agricultural Commodities Act, 1930 (7 U.S.C. 499e(c)). The seller of these commodities retains a trust claim over these commodities, all inventories of food or other products derived from these commodities, and any receivables or proceeds from the sale of these commodities until full payment is received.

Special Instructions

Receipt was successfully updated.

RAVENNA PS, NE Ordering for RAVENNA PS

Edit Receipt

Edit Receipt Detail	
Order Summary For:	YNE373
Order Confirmation Number:	F24345002738
Program:	NSLP
Requested Delivery Date:	Tue 12/17/2024
Order Date:	Tue 12/10/2024

Item Code	Description	Case Contents	Case Price	Case Order Qty	Case Receipt Qty	Receipt Cost	Fund Source	Reason for Receipt Qty Difference
16W38	CAULIFLORETS CHL 2/3 LB PG	6 LB	\$25.86	1	1	\$25.86	Federal	N/A
16P98	CUCUMBERS FR 5 LB CS	5 LB	\$8.50	4	4	\$34.00	Federal	N/A
15D44	LETTUCE CHL ROMAINE CHOP 6/2 LB BG	12 LB	\$25.06	1	1	\$25.06	Federal	N/A
16Z24	LETTUCE CHL TACO SHRED 5 LB BG	5 LB	\$10.21	1	1	\$10.21	Federal	N/A
15A62	ONIONS YEL CHL DICE 5 LB BG	5 LB	\$12.50	1	1	\$12.50	Federal	N/A
14A02	ORANGES FR 113 CT 35 LB CS	35 LB	\$43.45	1	1	\$43.45	Federal	N/A
17D04	PEPPERS GRN FR SWT BELL MED 5 LB BG/CS	5 LB	\$13.09	1	1	\$13.09	Federal	N/A
16357	PEPPERS RED FR SWT 5 LB CS	5 LB	\$12.50	1	1	\$12.50	Federal	N/A
17D63	SALAD MIX CHL 3-WAY 4/5 LB BG	20 LB	\$27.51	1	1	\$27.51	Federal	N/A
16P45	TOMATO CHL DICE FOR TACOS 1/ 5 LB BG	1 BG	\$17.50	1	1	\$17.50	Federal	N/A

This order was received on 12/17/2024 2:09:02 PM CT.

Fund Balance for NSLP

Federal Dollars represent a shared pot of money controlled by RAVENNA PS, NE

Description	State \$	Federal \$	GOVT \$
Starting Balance	N/A	\$11,000.00	N/A
Spent, Previous Orders	\$0.00	\$8,482.00	\$0.00
Cost, This Order	\$0.00	\$221.68	\$0.00
Remaining Balance	N/A	\$2,296.32	\$0.00

Print

Go Back to the List of Receipts

Kenneth E. Schneider
1-3-25

BILL OF LADING

Invoice #: 00824976
 Invoice Date: 12/17/24
 Terms: NET 21 DAYS
 PO #: 12/17/2024
 Route/Stop: 11400 280
 Customer: YNE373

FreshEdge®



Telephone: 402-339-6900
 Toll free: *OK*

Delivered By: *OK*

9705 I St. Omaha, NE 68127

SOLD TO: DSO RAVENNA PUBLIC SCHOOL
 41750 CARTHAGE ROAD
 RAVENNA, NE 68869



SOBL7D003002
 008249760001

SHIP TO: DSO RAVENNA PUBLIC SCHOOL
 41750 CARTHAGE ROAD
 RAVENNA, NE 68869

PHONE: 308-440-856

PHONE: 308-440-0856

ITEM CODE	ORDER QTY	SHIP QTY	UNIT	COO	PRODUCT DESCRIPTION	
01500	1	1			ORANGE 113	113 CT
07579	1	1			ONION DICED 5#	5 LB
03311	1	1			LETTUCE ROMAINE CHOP	6/2 LB
07580	1	1			PEPPER RED	5 LB
07545	1	1			TOMATOES DICED	5 LB
07503	4	4			CUCUMBER	5 LB
03200	1	1			CAULIFLOWER FLORET	2/3 LB
07504	1	1			LETTUCE SHRED	5 LB
07528	1	1			PEPPER GREEN	5 LB
03320	1	1			LETTUCE SALAD MIX	4/5 LB
	13	13				

Received By:

Name (Print)

Signature

Date

Jessica Anderson

12/17/24

The perishable agricultural commodities listed on this invoice are sold subject to the statutory trust authorized by section 5C of the Perishable Agricultural Commodities Act, 1930 (7 U.S.C. 499e(c)). The seller of these commodities retains a trust claim over these commodities, all inventories of food or other products derived from these commodities, and any receivables or proceeds from the sale of these commodities until full payment is received.

Special Instructions

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
Checking Account ID 06		Fund Number 06 Lunch		
06 3100 630 000	14437697	CASH-WA DISTRIBUTING FOOD	12/03/2024	2,395.82
06 3100 630 000	14446179	CASH-WA DISTRIBUTING FOOD	12/10/2024	1,108.57
06 3100 610 000		GENERAL SUPPLIES		53.60
06 3100 630 000	14454351	CASH-WA DISTRIBUTING FOOD	12/17/2024	514.04
06 3100 630 000	P14458662	CASH-WA DISTRIBUTING FOOD	12/19/2024	110.46
Total CASH-WA DISTRIBUTING				<u>4,128.89</u>
06 3100 630 000	1203101	HILAND DAIRY CO FOOD	12/02/2024	557.50
06 3100 630 000	1203133	HILAND DAIRY CO FOOD	12/03/2024	406.71
06 3100 630 000	1203217	HILAND DAIRY CO FOOD	12/09/2024	470.19
06 3100 630 000	1203335	HILAND DAIRY CO FOOD	12/16/2024	582.55
06 3100 630 000	1203582	HILAND DAIRY CO FOOD	12/30/2024	(229.24)
Total HILAND DAIRY CO				<u>1,787.71</u>
06 3100 630 000	661023900	SYSCO LINCOLN FOOD	12/02/2024	1,360.60
06 3100 630 000	661029079	SYSCO LINCOLN FOOD	12/05/2024	877.25
06 3100 610 000		GENERAL SUPPLIES		724.25
06 3100 630 000	661041068	SYSCO LINCOLN FOOD	12/12/2024	2,579.76
06 3100 610 000		GENERAL SUPPLIES		116.68
06 3100 630 000	661053180	SYSCO LINCOLN FOOD	12/19/2024	987.93
06 3100 610 000		GENERAL SUPPLIES		40.18
Total SYSCO LINCOLN				<u>5,805.54</u>
06 3100 630 000	4313463	US Foods - Grand Island FOOD	12/02/2024	1,303.65
Total US Foods - Grand Island				<u>1,303.65</u>
Fund Number 06				<u>13,025.79</u>
Checking Account ID 06				<u>13,025.79</u>

Expenditure Report by Op. Unit/Function

Account Number	Account Description	Revised Budget	During Month	Expenditures to Date	% of Budget	Balance at EOM	Encumbrances	Unencumbered Balance
06	Lunch							
06 3100 610 000	GENERAL SUPPLIES	0.00	363.46	4,197.86	0.00	(4,197.86)	0.00	(4,197.86)
06 3100 630 000	FOOD	0.00	12,662.33	97,947.13	0.00	(97,947.13)	0.00	(97,947.13)
3100	FOOD SERVICES	0.00	13,025.79	102,144.99	0.00	(102,144.99)	0.00	(102,144.99)
		0.00	13,025.79	102,144.99	0.00	(102,144.99)	0.00	(102,144.99)
06 3100 110 000 000	Salary	0.00	11,751.14	49,172.42	0.00	(49,172.42)	0.00	(49,172.42)
06 3100 120 000 000	Sub Salaries	0.00	134.55	1,479.01	0.00	(1,479.01)	0.00	(1,479.01)
06 3100 130 000 000	Overtime Salaries	0.00	102.19	1,312.45	0.00	(1,312.45)	0.00	(1,312.45)
06 3100 210 000 000	Health Insurance	0.00	4,941.08	23,853.09	0.00	(23,853.09)	0.00	(23,853.09)
06 3100 220 000 000	Fica	0.00	863.48	3,708.02	0.00	(3,708.02)	0.00	(3,708.02)
06 3100 230 000 000	Retirement	0.00	898.61	3,919.12	0.00	(3,919.12)	0.00	(3,919.12)
06 3100 431 000 000	Repair	0.00	0.00	1,158.45	0.00	(1,158.45)	0.00	(1,158.45)
06 3100 890 000 000	Other Supplies/Misc	0.00	0.00	87.60	0.00	(87.60)	0.00	(87.60)
3100	FOOD SERVICES	0.00	18,691.05	84,690.16	0.00	(84,690.16)	0.00	(84,690.16)
000	DISTRICT WIDE	0.00	18,691.05	84,690.16	0.00	(84,690.16)	0.00	(84,690.16)
06	Lunch	0.00	31,716.84	186,835.15	0.00	(186,835.15)	0.00	(186,835.15)

Expenditure Report by Op. Unit/Function

Account Number	Account Description	Revised Budget	During Month	Expenditures to Date	% of Budget	Balance at EOM	Encumbrances	Unencumbered Balance
Grand Total:		0.00	31,716.84	186,835.15	0.00	(186,835.15)	0.00	(186,835.15)

**Ravenna Public School
Lunch Fund Report
December 31st, 2024**

Beginning Balance: \$ 28,109.30

RECEIPTS:

Deposit \$ 26,297.55

Interest \$ 3.09

Total Receipts: \$ 26,300.64

DISBURSEMENTS:

Lunch Bills \$ 36,421.49

Outstanding Checks \$ 2,245.51

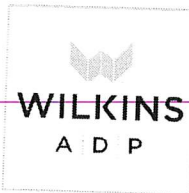
Total Disbursements: \$ 38,667.00

Book Balance \$ 17,988.45

Bank Balance \$ 20,233.96

Revenue Detail

Account Number	Account Description	Budget	Month to Date	Year to Date
8	Revenue			
06 1510	Interest	0.00	3.09	17.55
06 1611	Student Lunches	0.00	8,969.87	52,440.36
06 1612	Daily Sales-Breakfast	0.00	0.00	0.00
06 1613	Special Milk	0.00	0.00	0.00
06 1620	Daily Sales-Adult/A la Carte	0.00	342.63	4,434.31
06 1650	Daily Sales-Summer Food Programs	0.00	0.00	0.00
06 2100	State Reimbursement	0.00	0.00	0.00
06 2200	Breakfast	0.00	0.00	0.00
06 3150	STATE REIMBURSEMENT	0.00	0.00	0.00
06 4210	FEDERAL REIMB. NSLP	0.00	17,015.02	68,744.51
06 5000	Trans From Savings	0.00	0.00	0.00
06 5200	School Dist Contrib.	0.00	0.00	0.00
06 5690	Other Income	0.00	(29.97)	(48.82)
06 9000	Non Program Receipts	0.00	0.00	0.00
06 9005	Interfund loan from GF to LF	0.00	0.00	0.00
06	Lunch	0.00	26,300.64	125,587.91
8	Revenue	0.00	26,300.64	125,587.91



Wilkins Architecture Design Planning LLC

2204 University Drive Suite 130
Kearney, NE 68845
Tel: 308-237-5787 Fax: 308-236-6929
wadp@wilkinsadp.com
www.wilkinsadp.com

*OK to pay
K Schroeder
1-2-25*

Dr. Ken Schroeder
Ravenna Public Schools

INVOICE

INVOICE DATE: 12/30/2024
INVOICE NO: 6488
BILLING THROUGH: 12/27/2024

2157 Ravenna Public Schools - Facilities Assessment and Planning

Managed By: Jacob M Sertich

DESCRIPTION	CONTRACT AMOUNT	% COMPLETE	BILLED TO DATE	PREVIOUSLY BILLED	CURRENT AMOUNT
2157 Ravenna Public Schools - Facilities Assessment and Planning	\$8,000.00	100.00	\$8,000.00	\$8,000.00	\$0.00
TOTAL	\$8,000.00		\$8,000.00	\$8,000.00	\$0.00

EXPENSES

DATE	EMPLOYEE	DESCRIPTION	AMOUNT
9/25/2024	Expenses	832 - 30 x 42	
10/2/2024	Piper Young	832 - REPRODUCTION AND PRINTING	\$11.96
10/10/2024	Expenses	829 - MILEAGE	\$44.30
11/7/2024	Jacob Sertich	829 - MILEAGE	\$49.31
12/18/2024	Jacob Sertich	829 - MILEAGE	\$49.31
TOTAL EXPENSES			\$202.65
SUBTOTAL			\$202.65
AMOUNT DUE THIS INVOICE			\$202.65

This invoice is due on 1/29/2025

ACCOUNT SUMMARY

BILLED TO DATE	PAID TO DATE	BALANCE DUE
\$8,575.60	\$8,372.95	\$202.65

We appreciate your business



Ravenna Rekey school job

Final balance due
Extra cylinders to finish job (gates, storefront door in classroom)
Extra rekeying for certain classrooms

*OK to pay
Schroeder
1-7-25*

Customer

Ravenna Public School
Ravenna Public School
ken.schroeder@ravennabluejays.org
po box 8400
Ravenna , NE 68869

Invoice Details

PDF created January 7, 2025
\$12,050.00
Service date November 15, 2024

Payment

Due January 7, 2025
\$12,050.00

Items	Quantity	Price	Amount
labor & materials <i>remaining balance from original bid</i>	1	\$11,220.00	\$11,220.00
labor & materials <i>change order items additional cylinders, labor on pinning cylinders and installation,</i>	1	\$830.00	\$830.00
Subtotal			\$12,050.00
no tax			\$0.00

Total Due

\$12,050.00



Pay online

To pay your invoice go to <https://squareup.com/u/YidAGFUI>
Or open the camera on your mobile device and place the QR code in the camera's view.

2012 Board Code of Ethics

The board recognizes that collectively and individually, all members of the board must adhere to an accepted code of ethics in order to improve public education. Board members must conduct themselves professionally and in a manner fitting of their position.

Each board member shall:

1. Attend all regularly scheduled board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings;
2. Endeavor to make policy decisions only after full discussion at publicly held board meetings;
3. Render all decisions based on the available facts and his or her independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
4. Encourage the free expression of opinion by all board members, and seek systematic communication between the board and students, staff and all elements of the community;
5. Work with other board members to establish effective board policies and to delegate authority to the superintendent to administer the school district;
6. Communicate expressions of public reaction to the board policies and school program to other board members and the superintendent;
7. Learn about current educational issues by individual study and through participation in seminars and programs, such as those sponsored by the state and national school board associations;
8. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff;
9. Avoid being placed in a position of conflict of interest, and refrain from using the board member's position on the board for personal or political gain;

10. Refrain from discussing the confidential business of the board in any setting except a board meeting;
11. Refrain from micro-managing the affairs of the school district;
12. Recognize the superintendent as the executive officer of the board;
13. Work constructively and collegially with the other members of the board, students, staff and patrons.
14. Refer complaints to the superintendent or building principal, as appropriate;
15. Always be mindful of his/her fiduciary obligation to the school district, including duties of loyalty and care, by placing the interests of the district above the board member's personal interests.
16. Remember that a board member's first and greatest concern must be the educational welfare of the students attending this district's schools.

Adopted on: December 12, 2016

Revised on: _____

Reviewed on: _____

2005 Conflict of Interest

Any member of the board of education who meets the conditions set forth in this policy shall be deemed to have a business or financial conflict of interest.

1. Definitions. For purposes of this policy:

a. Business with which a board member is associated shall include the following:

(1) A business in which the board member or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.

(2) A business in which the board member or a member of his or her immediate family is a stockholder in a closed corporation with stock worth one thousand dollars or more, or the board member or his or her immediate family owns more than a five percent equity interest or is a stockholder of publicly traded stock worth more than ten thousand dollars or more at fair market value, or which represents more than ten percent equity interest. This shall not apply to publicly traded stock under a trading account if the board member reports the name and address of the company and stockbroker.

b. A business association shall be defined to include an individual as a partner, limited liability company member, director or officer, or a business in which the individual or member of the immediate family is a stockholder.

c. Immediate family member or member of the immediate family shall mean a child residing in an individual's household, a spouse of an individual, or an individual claimed by that individual or that individual's spouse as a dependent for federal income tax purposes.

2. Contracts with the School District.

a. No board member or member of his or her immediate family shall enter into a contract valued at two thousand dollars or more, in

any one year, with this school district unless the contract is awarded through an open and public process that (1) includes prior public notice and (2) allows the public to inspect during the school district's regular office hours the proposals considered and the contract awarded. Board members who enter into employment contracts with the school district must also comply with the board's policy on the employment of board members.

- b. The existence of any conflict of interest in any contract in which the board member has an interest and in which the school district is a party, or the failure to make public the board member's interest known, may render a contract null and void.
- c. The prohibition of a conflict of interest or requirement for the board member to make public notice shall apply when the board member, or his or her parent, spouse, or child has a business association with the business involved in the contract or will receive a payment, fee, or commission as a result of the contract.
- d. The prohibition in this section does not apply if the contract is an agenda item approved at a board meeting and the board member:
 - (1) Makes a declaration on the record to the school board regarding the nature and extent of his or her interest prior to official consideration of the contract;
 - (2) Does not vote on the matters of granting the contract, making payments pursuant to the contract, or accepting performance of work under the contract, or similar matters relating to the contract, except that if the number of members of the school board declaring an interest in the contract would prevent the board with all members present from securing a quorum on the issue, then all members may vote on the matters; and
 - (3) Does not act for the school board as to inspection or performance under the contract in which he or she has an interest.

3. Contracts with Board Member's Immediate Family.

- a. If a person in a board member's immediate family is an employee of this school district, the board member may vote on all issues of a contract which are generally applicable to:
 - (1) All district employees.
 - (2) All employees within a specific classification but which does not single out the member of his or her immediate family.

4. Employing Members of the Immediate Family.

- a. A board member may recommend for employment or supervise the employment of an immediate family member if:
 - (1) The board member does not abuse his or her position.
 - (2) Abuse of official position shall include, but not be limited to, employing an immediate family member:
 - (i) who is not qualified for and able to perform the duties of the position;
 - (ii) for any unreasonably high salary;
 - (iii) who is not required to perform the duties of the position.
 - (3) The board makes a reasonable solicitation and consideration of applications for employment.
 - (4) The board member makes a full disclosure on the record to the governing body of the school district and to the secretary of the board. If the secretary of the board of education would be the individual filing the disclosure statement, the statement shall be filed with the president of the board of education.
 - (5) The board approves the employment or supervisory position.

b. The board has not terminated the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.

5. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment

a. No board member shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:

(1) a public official, public employee, or candidate.

(2) a member of the immediate family of an individual listed in Subparagraph 'a' above.

(3) a business with which an individual listed in Subparagraph (1) or (2) above is associated.

b. No board member shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the board member would thereby be influenced.

c. A board member shall not use or authorize the use of his or her public office or any confidential information received through the holding of a public office to obtain financial gain, other than compensation provided by law, for himself or herself, a member of his or her immediate family, or a business with which he or she is associated.

d. A board member shall not use personnel, resources, property, or funds under his or her official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items, other than compensation provided by law, for personal financial gain.

6. Conflict of Interest Relating to Campaigning or Political Issues

a. Except as provided below, the board shall not authorize the use of personnel, property, resources, or funds under its jurisdiction for the purpose of campaigning for or against the nomination or

election of a candidate or the qualification, passage, or defeat of a ballot question.

- b. This does not prohibit the board from making school district facilities available to a person for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions for use.
- c. This does not prohibit the board from discussing and voting upon a resolution supporting or opposing a ballot question.
- d. This does not prohibit the board, while legally seated as a body, from responding to specific inquiries by the press or the public as to the board's opinion regarding a ballot question or from providing information in response to a request for information.
 - (1) The board may designate one or more members of its body, or one or more of its school administrators, to speak on behalf of the board on specific occasions such as public meetings or legislative hearings.
 - (2) Any member of the board may present his or her personal opinion regarding a ballot question or respond to a request for information related to a ballot question; but in so doing, the person should clearly state that the information being presented is his or her personal opinion and is not to be considered as the official position or opinion of the board. However, this shall not be done during a time that the individual is engaged in his or her official duties.

7. Conflict of Interest Statement

- a. Any board member who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

- (1) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;
 - (2) Deliver a copy of the statement to the school board secretary who shall enter the statement onto the school district's public records; and
 - (3) Abstain from participating or voting on the matter in which he or she has a conflict of interest.
- b. If the board member would like a formal opinion from the NADC as to whether there is an actual conflict of interest, he/she shall deliver a copy of the statement to the NADC.

8. Recordkeeping

- a. The board secretary shall maintain a separate record of the following information for every contract entered into by the school board in which a board member has an interest and for which disclosure was made pursuant to section 2d of this policy:
 - (1) The names of the contracting parties.
 - (2) The nature of the interest of the board member in question.
 - (3) The date that the contract was approved.
 - (4) The amount of the contract.
 - (5) The basic terms of the contract.
- b. The information supplied relative to the contract shall be provided no later than ten (10) days after the contract has been signed by both parties. The ledger kept by the board secretary shall be available for public inspection during normal working hours of the office in which it is kept.

9. Conflict. To the extent that there is a conflict between this policy and the Nebraska Political Accountability and Disclosure Act ("Act"), the Act shall control.

Adopted on: 8/09/2021 _____

Revised on: _____

Reviewed on: _____

CONFLICTS, CONTRACTS and CAMPAIGNS
School Districts
Addendum

New Conflict of Interest Provisions Effective August 1, 2024 (New language is underlined)

49-1499.03. Political subdivision; public official or employee; discharge of official duties; potential conflict; actions required; applicability.

(1)(a) An official of a political subdivision designated in section 49-1493 who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

(i) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and

(ii) Deliver a copy of the statement to the commission and to the person in charge of keeping records for the political subdivision who shall enter the statement onto the public records of the political subdivision.

(b) The official shall take such action as the commission shall advise or prescribe to remove himself or herself from influence over the action or decision on the matter.

(c) This subsection does not prevent such a person from making or participating in the making of a governmental decision to the extent that the individual's participation is legally required for the action or decision to be made. A person acting pursuant to this subdivision shall report the occurrence to the commission.

(2)(a) Any public official of any political subdivision not designated in section 49-1493 who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

(i) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;

(ii) Deliver a copy of the statement to the person in charge of keeping records for the political subdivision who shall enter the statement onto the public records of the political subdivision; and

(iii) Except as otherwise provided in subsection (3) of this section, abstain from participating or voting on the matter in which the public official has a conflict of interest.

(b) The public official may apply to the commission for an opinion as to whether the person has a conflict of interest.

(3)(a) This section does not prevent a public official of any political subdivision from making or participating in the making of a governmental decision:

(i) To the extent that the individual's participation is legally required for the action or decision to be made; or

(ii) If the potential conflict of interest is based on a business association and (A) such business association is an association of such political subdivisions, (B) the political subdivision is a member of such association, and (C) the business association exists only as the result of such public official holding office.

(b) A public official of any city subject to subsection (1) of this section who is acting pursuant to this subsection shall report the occurrence as provided in subdivisions (1)(a)(i) and (ii) of this section.

(c) A person subject to subsection (2) of this section who is acting pursuant to this subsection shall report the occurrence as provided in subdivisions (2)(a)(i) and (ii) of this section.

(4)(a) Any employee of a political subdivision whose annual salary and benefits exceed one hundred fifty thousand dollars and who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

(i) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;

(ii) Deliver a copy of the statement to the person in charge of keeping records for the political subdivision who shall enter the statement onto the public records of the political subdivision; and

(iii) Except as otherwise provided in subdivision (4)(c) of this section, abstain from participating in the matter in which the employee has a conflict of interest.

(b) An employee described in subdivision (4)(a) of this section may apply to the commission for an opinion as to whether he or she has a conflict of interest.

(c) This subsection does not prevent an employee described in subdivision (4)(a) of this section from making or participating in the making of a governmental decision to the extent that the employee's participation is legally required for the action or decision to be made. An employee who is acting pursuant to this subdivision shall report the occurrence as provided in subdivisions (4)(a)(i) and (ii) of this section.

(5) Matters involving an interest in a contract are governed either by sections 49-14,102 and 49-14,103 or by sections 49-14,103.01 to 49-14,103.06. Matters involving the hiring of an immediate family member are governed by section 49-1499.04. Matters involving nepotism or the supervision of a family member by an official or employee in the executive branch of state government are governed by section 49-1499.07.

(6) This section does not apply to a sanitary and improvement district.

NEBRASKA ACCOUNTABILITY AND DISCLOSURE COMMISSION 11 th Floor, State Capitol P.O. Box 95086 Lincoln, NE 68509 (402) 471-2522	EMPLOYMENT OF IMMEDIATE FAMILY MEMBERS DISCLOSURE STATEMENT NADC FORM C-4	POSTMARK DATE	
		MICROFILM NUMBER	
		OFFICE USE ONLY	
BEFORE COMPLETING THIS FORM READ THE FILING REQUIREMENTS ON PAGE 3			

- Public officials and employees employing, recommending employment, or supervising the employment of an immediate family member must disclose the employment either in writing or on the record to the governing body employing the immediate family member.
- File this form or other written disclosure with the person in charge of keeping records for the governing body employing the immediate family member.
- Person who fail to disclose the employment of immediate family members or who otherwise do not comply with the law are subject to penalties.

ITEM 1	NAME, ADDRESS AND TELEPHONE NUMBER OF PUBLIC OFFICIAL OR PUBLIC EMPLOYEE
---------------	---

Name	<u>Brown</u>	<u>Sam</u>	<u>J</u>	Telephone No.	<u>308-555-1212</u>
	<small>Last</small>	<small>First</small>	<small>Middle</small>		
Address	<u>1717 N 17th St</u>		<u>Erehwon</u>	<u>NE</u>	<u>69000</u>
	<small>STREET ADDRESS OR RURAL ROUTE</small>		<small>City</small>	<small>STATE</small>	<small>ZIP CODE</small>

ITEM 2	OFFICE OR POSITION, ADDRESS, TELEPHONE, TERM OF OFFICE
---------------	---

Office or Position:	<u>School Board Member</u>	Term:	<u>2019-2023</u>
Identify City, County, District, or State Agency:	<u>Erehwon School District</u>		
Address:	<u>1111 S 11th St Erehwon, NE 69000</u>	Telephone	<u>308-555-2200</u>

ITEM 3	MEMBER OF YOUR IMMEDIATE FAMILY WHOM YOU INTEND TO EMPLOY, RECOMMEND FOR EMPLOYMENT, OR SUPERVISE (Use ITEM 5 CONTINUATION, if necessary)
---------------	--

A. Name	<u>Sam Brown Jr</u>	Relationship	<u>Son</u>
Position	<u>Summer Maintenance Worker</u>	Employer	<u>Erehwon School District</u> (IDENTIFY CITY, COUNTY, DISTRICT OR STATE AGENCY)
B. Name	_____	Relationship	_____
Position	_____	Employer	_____ (IDENTIFY CITY, COUNTY, DISTRICT OR STATE AGENCY)
C. Name	_____	Relationship	_____
Position	_____	Employer	<u>ATTACHMENT # 1</u> (IDENTIFY CITY, COUNTY, DISTRICT OR STATE AGENCY)

ITEM 4 | FOR NEWLY ELECTED OR APPOINTED PUBLIC OFFICIALS AND EMPLOYEES

List members of your immediate family who were employed before your election or appointment, or prior to July 17, 1986 and are now employed or supervised by you.

A. Name _____ Relationship _____

Position _____ Employer _____
(IDENTIFY CITY, COUNTY, DISTRICT OR STATE AGENCY)

Date Hired _____

B. Name _____ Relationship _____

Position _____ Employer _____
(IDENTIFY CITY, COUNTY, DISTRICT OR STATE AGENCY)

Date Hired _____

(Use ITEM 5, CONTINUATION, if necessary)

ITEM 5 | CONTINUATION

(Signature)

(Date)

General Information - Filing Requirements

A public official or public employee may employ, recommend the employment of, or supervise the employment of an immediate family member if:

- 1) he or she does not abuse his or her official position; and
- 2) makes a written disclosure with the person in charge of keeping records for the governing body or a disclosure on the record to the governing body; and
- 3) he or she has first made a reasonable solicitation and consideration of applications for such employment:

NOTE: Examples of abuse of one's position could include, but are not limited to, (1) providing an unreasonably high salary, (2) not requiring the employee to actually perform the duties of his or her position, (3) terminating another employee to make a position available for an immediate family member, (4) hiring an immediate family member who is not qualified to hold the position.

I. Who Must File:

- A. Public officials and employees employing, recommending employment, or supervising the employment of an immediate family member must make a disclosure to the person in charge of keeping records for the governing body of the entity. Where applicable the disclosure may be made on the record to the governing body of the entity in lieu of a written disclosure.
- B. Public officials and employees who currently employ or supervise an immediate family member(s) employed prior to the election or appointment of the public official or public employee or prior to July 17, 1986.

II. When to File:

- A. Public officials and employees must file prior to employing, recommending employment, or supervising the employment of an immediate family member.

- B. Newly elected or appointed public officials or employees shall file prior to or as soon as reasonably possible after the official date of taking office.

III. Where to File:

This form or other written disclosure should be filed with the person in charge of keeping records for the governing body of the entity served. (i.e., state officials and employees file with the head of their agency or department; officials and employees of public power districts file with the district office; county officials and employees file with the county clerk; city or village officials or employees file with the city or village clerk; officials and employees of natural resource districts file with the office of the district manager; school district officials and employees file with the district superintendent or secretary of the school board. **Disclosure need not be made to the Nebraska Accountability and Disclosure Commission.**

Disclosure of Contractual Interests by Local Officers. If you are disclosing an interest in a contract to which a local governing body on which you serve is a party, use NADC Form C-3, Contractual Interest Statement.

Disclosure of Potential Conflict of Interest by State Executive Branch Officials, Employees, and Others Required to file Statements of Financial Interests. If you are disclosing a potential conflict of interest under section 49-1499 of the Accountability Act, use NADC Form C-2, Potential Conflict of Interest Statement.

Definitions

Governing body means the village board of a village, the city council of a city, the board of commissioners or board of supervisors of a county, the board of directors of a public power district, or any body with the ultimate power to determine the entity's policies and control its activities.

Immediate Family Member means a child residing in an individual's household, a spouse of an individual, or an individual claimed by the public official or employee or his or her spouse as a dependent for federal income tax purposes.

Public employee means an employee of the state or a political subdivision thereof.

Public official shall mean an official in the executive branch, an official in the legislative branch, or an elected or appointed official in the judicial branch of the state government or a political subdivision thereof; any elected or appointed members of a governing body of a state institution of high education.

Official in the executive branch means an official holding a state executive office as provided in Article IV, Constitution of Nebraska, including Governor, Lieutenant Governor, Secretary of State, Auditor of Public Accounts, State Treasurer, Attorney General, Tax Commissioner, the heads of such other executive departments as set forth in the Constitution or as may be established by law, a deputy thereto, or a member of any state board or commission.

Official in the legislative branch means a member or member-elect of the Legislature, a member of an official body established by and responsible to the Legislature, or employee thereof other than an individual employed by the state in a clerical or nonpolicymaking capacity.

Statutory Authority: Section 49-1499.01 Revised Statutes of Nebraska.

NEBRASKA ACCOUNTABILITY AND DISCLOSURE COMMISSION 11 th Floor, State Capitol P.O. Box 95086 Lincoln, NE 68509 (402) 471-2522	CONTRACTUAL INTEREST STATEMENT NADC FORM C-3	POSTMARK DATE	
		MICROFILM NUMBER	
BEFORE COMPLETING THIS FORM READ THE FILING REQUIREMENTS ON PAGE 3		OFFICE USE ONLY	

- A local officer with an interest in any contract to which his or her governing body or anyone for its benefit is a party must disclose the interest on the record of the governing body responsible for approving the contract, or in writing by filing this form.
- File with the person charged with keeping records for the governing body involved in the contract **prior** to official consideration of the contract.
- Persons who fail to disclose their interests or otherwise do not comply with the law are subject to penalties.

ITEM 1	YOUR NAME ADDRESS AND PHONE NUMBER
---------------	---

Name	<u>Jones</u>	<u>Jason</u>	<u>T</u>	Telephone No.	<u>402-555-2424</u>
	Last	First	Middle		
Address	<u>10 Elm St</u>	<u>Anywhere</u>	<u>NE</u>	<u>68000</u>	
	STREET ADDRESS OR RURAL ROUTE	City	STATE	ZIP CODE	

ITEM 2	OFFICE OR POSITION, ADDRESS, PHONE, TERM OF OFFICE
---------------	---

Office or Position:	<u>School Board Member</u>	Term:	<u>2019-2023</u>
Name of City, County, District, Village, etc:	<u>Anywhere Public School District</u>		
Address	<u>4200 Main Street</u>	Phone	<u>402-555-5050</u>

ITEM 3	CONTRACT IN WHICH YOU HAVE AN INTEREST
---------------	---

A. Names of Contracting Parties:	<u>Anywhere School District and Jones Lumber Inc</u>
B. Body Which Will Consider the Contract:	<u>Anywhere School District</u>
C. Date Set for Consideration:	<u>March 9, 2021</u>
D. Subject Matter and Basic Terms:	<u>School District will purchase lumber for the sum of \$3,500.00 from Jones Lumber, Inc.</u>
<u>Purchase is sales tax exempt. Payment by District to Jones within 30 days after submission of claim by Jones</u>	

ATTACHMENT #2	
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ITEM 4	NATURE AND EXTENT OF YOUR INTEREST IN THE CONTRACT AND AMOUNT OF CONTRACT (Use ITEM 5, CONTINUATION, if necessary)
--------	--

I am the president and sole stockholder of Jones Lumber, Inc.. The amount of the contract is \$3,500.00

ITEM 5	CONTINUATION
--------	--------------

(Signature)

February 20, 2021
(Date)

General Information - Filing Requirements

I. Who Must File:

A local officer with an interest in a contract to which his or her governing body or anyone for its benefit is a party must disclose the interest on the record of the body responsible for approving the contract, or in writing by filing this form.

II. When to File:

An officer must declare his or her interest in a contract and the nature and extent of the interest **prior** to official consideration of the contract. The information concerning the contract listed in ITEM 3 of this form must be provided to the person in charge of keeping records of the governing body within 10 days after the contract is signed by both parties.

III. Where to File:

File with the person charged with keeping records for the governing body involved in the contract. For example, members of a County Board of Commissioners file with the County Clerk.

Disclosure of Potential Conflict of Interest by State Executive Branch Officials, Employees, and Others required to file Statements of Financial Interest. If you are disclosing a potential conflict of interest under section 49-1499 of the Accountability Act, use NADC Form C-2, Potential Conflict of Interest Statement.

Disclosure of the Employment of Immediate Family Members. If you are disclosing the employment of an immediate family member, use NADC Form C-4, Employment of Immediate Family Members Disclosure Statement.

An officer has an **interest** in a contract when the officer or his or her spouse, parent, or child: (a) has a business association as defined in sections 49-1408 and 49-14,103.01(5) with the business involved in the contract, or (b) will receive a direct pecuniary fee or commission as a result of the contract. An officer interested in a contract with his or her governing body may not: (1) vote on the matter of granting the contract, or (2) act for the governing body as to inspection or performance under the contract.

An **open account** established for the benefit of any governing body with a business in which an officer has an interest is considered a contract subject to disclosure requirements.

For purposes of contractual interest conflicts, as covered by section 49-14,103.01, ownership of less than five percent of the outstanding shares of a corporation shall not constitute an interest subject to disclosure.

Receiving deposits, cashing checks, and buying and selling warrants and bonds of indebtedness of a governing body by a financial institution is **not** considered a contract.

Any governing body as defined below may prohibit officers from having an interest in contracts over a specific dollar amount. A governing body may also exempt from disclosure requirements contracts for one hundred dollars or less in which an officer of the body has an interest.

Definitions

Officer means a member of the board of directors of a natural resources district, a member of any board or commission of any county, school district, city or village which spends and administers its own funds, who is dealing with a contract made by such board or commission, and any elected county, school district, educational service unit, city, or village official, and a member of any board of directors or trustees of a district hospital as provided by the Nebraska Local Hospital District Act or a county hospital as provided by sections 23-343 to 23-343.19. Officer shall **not** mean volunteer firefighters or ambulance drivers with respect to their duties as firefighters or ambulance drivers.

Governing Body means the board of directors of a natural resources district, the board of supervisors or the board of commissioners of any county, a school district board, the board of an educational service unit, the city council of a city, the village board of a village, the board of directors or trustees of a district hospital as provided by the Nebraska Local Hospital District Act, sections 23-343.20 to 23-343.47, or a county hospital as provided by sections 23-343 to 23-343.19, or any board or commission of any county, school district, city or village which spends and administers its own funds.

Business means any corporation, partnership, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint stock company, receivership, trust, activity or entity.

Business with which you are associated means a business: (1) in which you are a partner, director or officer; or (2) in which you or a member of your immediate family is a stockholder of closed corporation stock worth \$1,000 or more at fair market value or which represents more than a 5 percent equity interest, or is a stockholder of publicly traded stock worth \$10,000 or more at fair market value or which represents more than a 10 percent equity interest.

For purposes of contractual interest conflicts, as covered by section 49-14,103.01, ownership of less than five percent of the outstanding shares of a corporation shall not constitute an interest subject to disclosure.

Statutory Authority: Section 49-14,103.01 R.S. Supp., 1987, and sections 49-14,103.02 to 49-14,103.07 R.S. Supp., 1986.

<p style="text-align: center;">NEBRASKA ACCOUNTABILITY AND DISCLOSURE COMMISSION P.O. Box 95086 Lincoln, NE 68509 (402) 471-2522 https://nadc.nebraska.gov</p>	<h1 style="margin: 0;">POTENTIAL CONFLICT OF INTEREST STATEMENT</h1> <h2 style="margin: 10px 0 0 0;">NADC FORM C-2A</h2>	POSTMARK DATE	
BEFORE COMPLETING THIS FORM READ THE FILING REQUIREMENTS ON PAGE 3		OFFICE USE ONLY	

- Any public official of any political subdivision must file this form if he or she has a potential conflict of interest. Additionally, any employee of a political subdivision whose annual salary and benefits exceed \$150,000 must file this form if he or she has a potential conflict of interest.
Exception: Public officials required to file a Statement of Financial Interests (Form C-1) should file Form C-2.
- This form should be filed with the person who normally keeps records for the political subdivision. The form may be filed with the Nebraska Accountability and Disclosure Commission to request an opinion from the NADC.
- Persons who fail to disclose a potential conflict of interest or who otherwise do not comply with the law are subject to penalties.

ITEM 1	NAME, ADDRESS AND TELEPHONE NUMBER
Name _____ Telephone No. _____ <small style="display: flex; justify-content: space-between; width: 80%; margin: 0 auto;"> Last First Middle </small>	
Address _____ <small style="display: flex; justify-content: space-between; width: 80%; margin: 0 auto;"> STREET ADDRESS OR RURAL ROUTE City STATE ZIP CODE </small>	

ITEM 2	TITLE, AGENCY, ADDRESS AND PHONE
Your Title _____ Agency _____	
Agency Address _____	
Agency Phone _____	

ITEM 3	DESCRIBE POTENTIAL CONFLICT OF INTEREST IN DETAIL (Use Item 6 Continuation, if necessary)
Date action is to be taken or decision is to be made: _____	
Description of Potential Conflict:	

ITEM 4 PERSONS WHO MAY RECEIVE FINANCIAL BENEFIT OR DETRIMENT

You

Member of your Immediate Family: _____
NAME

Business With Which You
Are Associated (See Definitions) _____
NAME OF BUSINESS

ITEM 5 NATURE OF FINANCIAL BENEFIT OR DETRIMENT

ITEM 6 CONTINUATION

(SIGNATURE)

(DATE)

General Information - Filing Requirements

I. What is a Potential Conflict of Interest? - A public official has a potential conflict of interest if he or she is faced with taking an official action or making an official decision which may result in a financial benefit or a financial detriment to the public official; a member of his or her immediate family; or a business with which he or she is associated. The financial effect of the action or decision must be distinguishable from the financial effect on the general public or a broad segment of it.

II. Who Must File:

- A. Any public official of any political subdivision, who is not required to file a Statement of Financial Interests (Form C-1), must file this form if he or she has a potential conflict of interest. Public officials who are required to file a Form C-1 should instead use Form C-2 if they have a potential conflict of interest.
- B. Any employee of a political subdivision whose annual salary and benefits exceed \$150,000 must file this form if he or she has a conflict of interest.

III. When and Where to File and Abstention:

- A. This form should be filed as soon as the person holding elective office is aware that he or she may have a potential conflict of interest and prior to the time that the action is to be taken or the decision is to be made.

B. This form should be filed with the person who normally keeps records for the governing body of the political subdivision. For example, the person who keeps records for a city or village may be the city clerk or village clerk. **This form is not required to be filed with the Nebraska Accountability and Disclosure Commission.** However, if the person wants an opinion from the Commission as to whether he or she has an actual conflict of interest, he or she may send a copy of the form to the Commission along with a request for an opinion.

C. The person filing the form should abstain from participating in or voting on the matter in which he or she has a potential conflict of interest or until he or she has been notified by our office that there is no conflict.

IV. Enforcement - If a person required to file this form fails to do so, the NADC may find a violation of the Nebraska Political Accountability and Disclosure Act and assess a civil penalty.

Disclosure of Contractual Interests by Local Officers. If you are a local elected official disclosing an interest in a contract or an open account in which a local governing body on which you serve is a party, use NADC Form C-3, Contractual Interest Statement.

Disclosure of the Employment of Immediate Family Members. If you are disclosing the employment of an immediate family member, use NADC Form C-4, Employment of Immediate Family Members Disclosure Statement.

Definitions

Immediate family shall mean a child residing in your household, your spouse or an individual claimed by you or your spouse as a dependent for federal income tax purposes.

Business shall mean any corporation, partnership, limited liability company, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint-stock company, receivership, trust, activity, or entity. NOTE: The definition includes for profit and non-profit entities.

Business with which you are associated shall mean a business: (1) of which you are the sole proprietor; (2) or in which you are a partner, director, or officer; (3) or in which you or a member of your immediate family is a stockholder of closed corporation stock worth \$1,000 or more at fair market value or which represents more than a 5 percent equity interest, or is a stockholder of publicly traded stock worth \$10,000 or more at fair market value or which represents more than a 10 percent equity interest.

Elective office shall mean a public office filled by an election, except for federal offices. A person who is appointed to fill a vacancy in a public office which is ordinarily elective holds an elective office.

Person means a business, individual, proprietorship, firm partnership, joint venture, syndicate, business trust, labor organization, company, corporation, association, committee, or any other organization or group of persons acting jointly.

Statutory Authority: Section 49-1499.03 Revised Statutes of Nebraska.

2006 Complaint Procedure

Good communication helps to resolve many misunderstandings and disagreements. This complaint procedure applies to board members, patrons, students and school staff, unless the staff member is subject to a different grievance procedure pursuant to policy or contract. Individuals who have a complaint should discuss their concerns with appropriate school personnel in an effort to resolve problems. When such efforts do not resolve matters satisfactorily, including matters involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age, a complainant should follow the procedures set forth below:

1. The first step is for the complainant to speak directly to the person(s) with whom the complainant has a concern. For example, a parent who is unhappy with a classroom teacher should initially discuss the matter with the teacher. However, the complainant should skip the first step if complainant believes speaking directly to the person would subject complainant to discrimination or harassment.

2. The second step is for the complainant to speak to the building principal, Title IX/504 coordinator, superintendent of schools, or president of the board of education, as set forth below.
 - a) Complaints about the operation, decisions, or personnel within a building should be submitted to the principal of the building.

 - b) Complaints about the operations of the school district or a building principal should be submitted in writing to the superintendent of schools.

 - c) Complaints about the superintendent of schools should be submitted in writing to the president of the board of education.

 - d) Complaints involving discrimination or harassment on the basis of race, color, national origin, gender, marital status, disability, or age may also be submitted, at any time during the complaint procedure to the School District's Title IX/504 coordinator. Complaints involving discrimination or harassment may also be submitted at any time to the Office

for Civil Rights, U.S. Department of Education: by email at OCR.KansasCity@ed.gov; by telephone at (816) 268-0550; or by fax at (816) 268-0599.

3. When a complainant submits a complaint to an administrator or to the Title IX/504 coordinator, the administrator or Title IX/504 coordinator shall promptly and thoroughly investigate the complaint, and shall:
 - a) Determine whether the complainant has discussed the matter with the staff member involved.
 - 1) If the complainant has not, the administrator or Title IX/504 coordinator will urge the complainant to discuss the matter directly with that staff member, if appropriate.
 - 2) If the complainant refuses to discuss the matter with the staff member, the administrator or Title IX/504 coordinator shall, in his or her sole discretion, determine whether the complaint should be pursued further.
 - b) Strongly encourage the complainant to reduce his or her concerns to writing.
 - c) Interview the complainant to determine:
 - 1) All relevant details of the complaint;
 - 2) All witnesses and documents which the complainant believes support the complaint;
 - 3) The action or solution which the complainant seeks.
 - d) Respond to the complainant. If the complaint involved discrimination or harassment, the response shall be in writing and shall be submitted within 180 days after the administrator or Title IX/504 coordinator received the complaint.
4. A complainant who is not satisfied with the administrator's or the Title IX/504 coordinator's decision regarding a complaint may appeal the decision to the superintendent.

- a) This appeal must be in writing.
 - b) This appeal must be received by the superintendent no later than ten (10) business days from the date the administrator or Title IX/504 coordinator communicated his/her decision to the complainant.
 - c) The superintendent will investigate as he or she deems appropriate. However, all matters involving discrimination or harassment shall be promptly and thoroughly investigated.
 - d) Upon completion of this investigation, the superintendent will inform the complainant in writing of his or her decision. If the complaint involved discrimination or harassment, the superintendent shall submit the decision within 180 days after the superintendent received complainant's written appeal.
5. A complainant who is not satisfied with the superintendent's decision regarding a complaint may appeal the decision to the board.
- a) This appeal must be in writing.
 - b) This appeal must be received by the board president no later than ten (10) business days from the date the superintendent communicated his/her decision to the complainant.
 - c) This policy allows, but does not require the board to receive statements from interested parties and witnesses relevant to the complaint appeal. However, all matters involving discrimination or harassment shall be promptly and thoroughly investigated.
 - d) The board will notify the complainant in writing of its decision. If the complaint involved discrimination or harassment, the board shall submit its decision within 180 days after it received complainant's written appeal.
 - e) There is no appeal from a decision of the board.

6. When a formal complaint about the superintendent of schools has been filed with the president of the board, the president shall promptly and thoroughly investigate the complaint, and shall:
 - a) Determine whether the complainant has discussed the matter with the superintendent.
 - 1) If the complainant has not, the board president will urge the complainant to discuss the matter directly with the superintendent, if appropriate.
 - 2) If the complainant refuses to discuss the matter with the superintendent, the board president shall, in his or her sole discretion, determine whether the complaint should be pursued further.
 - b) Strongly encourage the complainant to reduce his or her concerns to writing.
 - c) Determine, in his or her sole discretion, whether to place the matter on the board agenda for consideration at a regular or special meeting.
 - d) Respond to the complainant. If the complaint involved discrimination or harassment, the response shall be in writing and shall be submitted within 180 days after the president received the complaint.

The school district prohibits retaliation against any person for filing a complaint or for participating in the complaint procedure in good faith.

Adopted on: December 12, 2016

Revised on: _____

Reviewed on: _____

2008 Meetings

The formation of policy is public business and will be conducted openly in accordance with the Nebraska Open Meetings Act.

1. Types of Meetings

- a. The board shall hold its regular meetings on or before the third Monday of each month.
- b. Special and emergency meetings may be called as provided by law.
- c. The board may schedule work sessions and retreats in order to provide board members and administrators with the opportunity to plan, research, and engage in discussion.

2. Notice

The board shall give reasonable advance publicized notice of the time and place of each of its meetings, which generally will be 48 hours or more in advance of the meeting. Such notice shall be transmitted to all members of the board and to the public. Notice of regular and special meetings shall be published in a newspaper of general circulation within the district and, if available, on the newspaper's website. Newspapers of general circulation in the district include, but are not necessarily limited to, ~~the~~ the Ravenna News, Kearney Hub, or the Omaha World-Herald. Such notice shall contain a statement that the agenda shall be readily available for public inspection at the administration office of the school during the normal business hours. In addition, the superintendent is authorized, but not required, to publish the notice of any meeting on the school district's website, posting in three prominent places within the school district, or by any other appropriate method designated by the board.

When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes of the meeting, and any formal action taken in such meeting shall pertain only to the emergency. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public no later than the end of the next regular business day.

3. Weather Delays

In the event of inclement weather which makes it dangerous or unreasonable for board members or members of the public to attend a meeting for which notice has already been given, such meeting may be postponed by the board president. The board will communicate the delay to members of the public by posting it on the district's website and by following the same communication protocol that the district follows when student attendance at school is called off due to inclement weather. When possible, the board president and superintendent will attempt to communicate the information to local media members and business owners to assist in notifying the public of the delay. Notice of the date, time, and location of the postponed meeting will be advertised as required in the "Notice" section above.

4. Minutes

- a. The board shall keep minutes of all meetings showing the time, place, members present and absent, the method(s) and date(s) of the meeting notice, and the substance of all matters discussed.
- b. Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the board in open session, and the record shall state how each member voted, or if the member was absent or not voting.
- c. The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public record and shall be published on the school district's website within ten working days of the last meeting or prior to the next convened meeting, whichever occurs earlier. The minutes shall be available on the website for at least six months.

Adopted on: _____ October 10, 2022
Revised on: _____ September 11, 2023
Reviewed on: _____

Ravenna Public Schools
Board of Education
Committee Assignments

Finance Committee: Osten, Standage, Voelker

American Civics Committee: Fiddelke, Bock, Miigerl

Policy Committee: Fiddelke, Bock, Miigerl

Negotiations Committee: All Board Members

Building & Grounds Committee: All Board Members

Transportation Committee: All Board Members

Board of Education Regular Meeting

High School Library
P.O. Box 8400
Ravenna, NE 68869-8400

Monday, December 9, 2024 7:00 PM

Misti Fiddelke: Present
Ryan Osten: Present
Tara Schirmer: Present
Dawn Standage: Present
Marc Vacek: Present
Mike Voelker: Present

1. Call to Order and Roll Call - Open Meeting Law
2. Excuse Absent Board Members
3. The Pledge of Allegiance
4. Recitation of School Mission Statement: ***Preparing Students Today to Succeed Tomorrow: Family-Community-School***
5. Recitation of Board Mission Statement: ***Providing collaborative leadership to prepare students today to succeed tomorrow.***
6. Approval of Agenda
Motion to approve the agenda passed with a motion by Ryan Osten and a second by Mike Voelker.
7. Financial Report
8. Consent Agenda
Motion to approve the consent agenda passed with a motion by Mike Voelker and a second by Ryan Osten.
 - 8.1. Discuss, consider, and take all necessary action to minutes
 - 8.2. Discuss, consider, and take all necessary action to bills
 - 8.3. Notice of Meeting Publication: The public notice for the Regular December 9th Board Meeting was published in the December 4th edition of the Ravenna News
 - 8.4. Discuss, consider, and take all action necessary to the resignation of Para Professional, Michelle Dethlefs

9. Blue Jay Celebration of Success - Alison Yendra & Students (Community Service Project)

10. Artist of the Month - Isabelle Schroeder

11. Information and Action Items

11.1. Discuss, consider, and take all action necessary to bids for tree removal located in the shelter belt area north and west of the school property

Motion to award the bid for shelter belt tree removal to William Svoboda passed with a motion by Dawn Standage and a second by Ryan Osten.

11.2. Discuss, consider, and take all action necessary to bids for a blast chiller for the high school kitchen

Motion to award the bid for the purchase of a new blast chiller for the school kitchen to Restaurant Supply in the amount of \$16,945, in conjunction with the equipment grant from NDE Nutrition Services passed with a motion by Mike Voelker and a second by Ryan Osten.

11.3. Discuss, consider, and take all action necessary to bids for a school van

No action taken on this item, tabled to a future meeting. Based on the bids received, the board chose to reject and refuse all bids and to continue to look for a van.

11.4. Discuss, consider, and take all action necessary to approval and adoption of a resolution calling for a special election to be held on March 11, 2025 regarding a proposition to issue general obligation bonds in an amount not to exceed \$5,500,000, to finance the costs of certain projects for the District and related costs thereto.

Motion to approve and adopt a resolution calling for a special election to be held on March 11, 2025 regarding a proposition to issue general obligation bonds in an amount not to exceed \$5,500,000, to finance the costs of certain projects for the District and related costs thereto. passed with a motion by Mike Voelker and a second by Ryan Osten.

11.5. Discuss, consider, and take all action necessary to negotiations with the REA (Possible Executive Session) @ 7:30 PM

Motion to enter into executive session at 7:29 PM for the purpose of negotiating with the REA (Ravenna Education Association) because it is in the best interest of the public passed with a motion by Mike Voelker and a second by Ryan Osten. President Fiddelke repeated the motion and the purpose for going into executive session prior to entering into executive session. Motion to come out of executive session at 7:30 PM by Mike Voelker and a second by Ryan Osten passed.

11.6. Discuss, consider, and take all action necessary to the superintendent's evaluation (Possible Executive Session)

Motion to enter into executive session at 8:05 PM for the purpose of evaluating the superintendent to prevent needless injury to the reputation of the superintendent passed with a motion by Mike Voelker and a second by Ryan Osten. President Fiddelke repeated the motion and the purpose for going into executive session prior to entering into executive session. Motion to come out of executive session at 8:40 PM by Mike Voelker and a second by Ryan Osten passed.

12. Discussion Items

12.1. Discuss, consider, and take all action necessary to Annual Financial Literacy Status Report
@ 7:15 PM - Mr. Ellis

12.2. Discuss, consider, and take all action necessary to 2025 Board Committee Assignments

12.3. Discuss, consider, and take all action necessary to mid-year school board policy update

13. Elementary Principal's Report - AQuESTT Results

14. Secondary Principal's Report - AQuESTT Results

15. Superintendent's Report

16. Board Report

17. Positive Comments

18. Discuss, consider, and take all action necessary to exiting school board members and
incoming school board members

19. Adjournment

Motion to adjourn at 8:41 passed with a motion by Tara Schirmer and a second by Marc Vacek.



Ken Schroeder <ken.schroeder@ravennabluejays.org>

Dear Ken Schroeder,

1 message

Pearl Sklenar <pearl.sklenar@ravennabluejays.org>

Sun, Jan 5, 2025 at 3:09 PM

To: Ken Schroeder <ken.schroeder@ravennabluejays.org>

I'm sending this letter to inform you that I will be resigning my position in the Kitchen effected August of 2025. I do want to thank you and the staff , for all the understanding and prayers that my family received last year. I will miss working at the school.

Sincerely yours,
Pearl Sklenar

A handwritten signature in blue ink that reads "Pearl Sklenar".



PUBLIC PARTICIPATION

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started:** When you have been recognized, please stand and state your name.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.



Ravenna Public Schools

PO Box 8400
41750 Carthage Rd
Ravenna, NE 68869

High School - 308-452-3249
Elementary - 308-452-3202
Fax - 308-452-3172

RAVENNA PUBLIC SCHOOLS NEGOTIATED AGREEMENT 2025-2026

This agreement is made and entered into this 13th day of January, 2025, by and between the Board of Education of the School District #69 of Ravenna in the County of Buffalo, in the State of Nebraska (hereinafter referred to as the "Board") and Ravenna Education Association (hereinafter referred to as the "Association").

General Purpose

The Ravenna Board of Education and the Ravenna Education Association recognize that the development of a quality educational program for the children attending the Public Schools of Ravenna is a joint responsibility which can best be achieved by agreement that all parties work toward common goals. The public officials and the Association enter into this agreement with mutual dedication, recognizing that the experience, creativity and judgment of all parties are necessary to reach the education needs of the community.

ARTICLE I

Recognition

The Board recognizes the Association as the exclusive and sole collective negotiating representative for all teachers employed by the District.

Teacher shall mean all certified teaching personnel and other professional personnel employed by the District, but excluding Superintendent, Senior High Principal, and Elementary Principal.

ARTICLE II **Salaries**

A. Salary Schedule

The Base Salary for the 2025-2026 school year will be \$38,500.00 with the increments of 5% for further education and 4% for years of experience, except for the last two steps on columns E, F, and G which are 2% each. A copy of the salary schedule is attached later in this agreement.

B. Extra Duty Schedule

All teachers assigned duties in addition to teaching shall be paid for such duties according to the extra duty schedule attached later in this agreement.

C. Additional Teaching Assignment Compensation

Teachers who are assigned to teach during their planning period or who are assigned to teach an additional period before or after the regular school day will be compensated at a rate of 1/8th of their daily salary amount, as calculated by their placement on the salary schedule.

D. Method of Payment

1. All teachers' salaries including extra duty pay shall be paid in equal monthly installments. Should assigned duties not be completed, salary shall be withheld until completed.
2. All teachers on extended contracts shall be paid the value of their placement on the salary schedule for one contract day for each additional day employed over the specified number of contract days.

ARTICLE III

Insurance and Annuities

A. Health Care Coverage

The Board of Education shall provide health insurance to the teacher with a tiered premium rate. The policy shall be the \$1,050 Deductible Blue Preferred with Utilization Management. A \$3,800 deductible plan will also be available as an option for employees during the 2025-26 school year. The difference in premium between the \$1,050 deductible and the \$3,800 deductible will be paid by the district and deposited in the employee's Health Savings Account. Health insurance is a 4-tier policy. This will provide a single teacher with a premium of \$863.10 monthly, teacher and child(ren) with a premium of \$1,596.76 monthly, teacher and spouse with a premium of \$1,812.52 monthly, and a married teacher taking the family health plan a premium of \$2,433.76 monthly. All of these policies include individual dental. Additional family dental may be purchased by the teacher. The Board shall provide at the discretion of the teacher, employed by Ravenna Public Schools prior to the 2014-2015 school year, an amount equal to the single premium for any existing insurance, annuity program or as salary, in place of health coverage (called the cash in lieu option). Starting with the 2014-2015 school year any employee hired will no longer receive the cash in lieu option for their insurance. Any employee hired previous to the 2014-2015 school year will retain the option of cash in lieu for the remainder of their employment at Ravenna Public Schools. The Board reserves the right to evaluate other competitive insurance groups each year and to make recommendations concerning the carrier used to provide the health insurance. The carrier for the 2025-26 year will be Blue Cross/ Blue Shield. The school board also offers a Section 125 Plan administered by American Fidelity. In addition to premium payments as in the past, the Section 125 Plan will be expanded to also allow pre-tax opportunities for non-reimbursed medical/dental/vision care expenses plus child care expenses.

B. Disability

The board shall make available for the employee to purchase through payroll deduction group long term disability insurance. Benefits shall be payable upon the thirtieth (30) calendar day of disability at sixty (60%) percent of annual contractual salary. Benefit payments shall continue to age sixty-five (65) or until termination of disability whichever occurs first.

C. Loss of Life

The Board shall provide \$40,000.00 group term Life Insurance for each teacher.

ARTICLE IV

Teacher Employment

PLACEMENT OF SALARY SCHEDULE

1. A valid Nebraska Teaching Certificate.

2. New teachers hired to the school system will be allowed a maximum of sixteen (16) steps on the schedule on the basis of past experience in state approved or fully accredited schools or at the discretion of the superintendent.

3. The Superintendent shall determine the teaching field to which a teacher is assigned and will place him/her on the proper step of the schedule.

4. Academic hours beyond the bachelor's Degree will be recognized for salary increases provided the hours are accumulated in a graduate program of an accredited University or College and provided the hours are related to an area of teaching or leading to an administrative endorsement. Academic hours in undergraduate level courses taken after receiving the bachelor's Degree will receive the same increase in salary as those on the graduate level providing those hours are approved by the superintendent.

5. To receive credit in horizontal steps beyond the BA+9 step in the salary schedule for teachers, the teacher must show that the additional hours would lead to a Masters Degree. This can be shown by presenting a copy of an Official Program of Study supplied by the University or College to the superintendent for approval. Additional hours earned during summer school, off-campus or night classes will be recognized only if complete transcripts are filed in the Superintendent's office by September 1st, of the contract year. No salary shall be paid to a teacher until this is done. It is the responsibility of the superintendent to see that all hours of credit are coded accurately.

6. To be placed on the MA9 or MA18 level a teacher must meet the following conditions:

a. eligible for MA

b. additional hours be of graduate level

c. additional hours to be in teaching field or be some value to the Ravenna Schools

7. A complete transcript shall be placed on file in the school superintendent's office by September 1st, of the contract year.

8. Teachers are only eligible to advance one column or one step in any given year.

ARTICLE V

Leaves

A. Sick Leave

At the beginning of each school year each teacher shall be credited with ten (10) days of sick leave allowance to be used for absences caused by illness or temporary disability of the teacher. Teachers new to the system will be given fifteen (15) days the first year of their employment. Teachers will be allowed to use sick leave for illness in the immediate family: (spouse, children, parents, mother-in-law, father-in-law). Sick leave may accumulate from year to year up to fifty (50) days. A doctor's statement may be required after five (5) days of continued illness. The administration shall furnish to each teacher a written statement at the beginning of each school year setting forth the total sick leave.

B. Personal Leave

There shall be three (3) days personal leave per teacher per year. Personal

leave does not carry over. The number of teachers who take leave at the same time may be restricted by the administration. Application shall be made at least two days in advance. Personal leave may be taken before or after a scheduled vacation with approval of the superintendent. Teachers will be paid \$100 per day for up to two unused personal days per contract year.

C. Professional Leave

Each teacher shall be allowed five (5) days professional leave with administrative approval.

D. Bereavement Leave

A maximum of five (5) sick leave days may be used each year as bereavement leave to allow a staff member to attend funeral services and for the purpose of bereavement. Should the death of a spouse or child cause sickness (physical, emotional, or mental), the staff member may be entitled to use other leave as provided by law or this agreement.

E. Full "Dock Days" Leave

Staff members covered by this agreement are entitled to up to 10 "dock days" of additional leave in excess of the leave provided herein, so long as their leave is otherwise qualifying under another leave provision in this agreement and they have complied with all of the requirements of that provision for taking the leave. Dock day leave will be taken at a reduction of the staff member's total salary and benefit cost per day. This provision shall not apply, and the staff member is not allowed to take dock day leave, if the staff member is eligible for any other type of leave, including but not limited to leaves such as those provided in the agreement, the FMLA, and or Short or long-term disability.

ARTICLE VI

Miscellaneous Provisions

A. Mileage and Expenses

Mileage and expense shall be paid to the individual teacher as follows:

1. to attend curriculum meetings.
2. to attend specific subject area activities in which students are involved.

In each case approval by the Administrator is required in advance.

B. Reimbursement for K-12 teachers using their planning period to substitute.

K-12 teachers that are requested to substitute for a staff member during their planning period will be reimbursed at the rate of \$15.00 per period.

ARTICLE VII

Duration of Agreement

This contract will be effective as of the beginning of the **2025-2026** school

year and shall continue in effect until a substitute contract is adopted, which shall then be fully retroactive to the beginning of the **2025-2026** school year, except that any insurance premium shall be effective as soon as possible after settlement.

ARTICLE VIII
Document Authorization

In witness whereof the parties hereto caused this Contract to be signed by their respective presidents, attested by their respective chief negotiators and their signature to be placed hereon, all on the day and year first above written.

RAVENNA EDUCATION ASSOCIATION

**RAVENNA BOARD OF EDUCATION
DISTRICT #69**

By _____
President

By _____
President

By _____
Chief Negotiator

By _____
Chief Negotiator

Note: As of September 11, 2006, the REA will offer the initial proposal for each year of the negotiation process.

RAVENNA PUBLIC SCHOOLS

2025-2026 SALARY SCHEDULE

Base Salary \$ 38,500.00

Vert Index: 4%

Horz Index: 5%

Last two steps in columns E, F, &G are: 2%

	A	B	C	D	E	F	G
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
0	\$ 38,500.00 1.00	\$ 40,425.00 1.05	\$ 42,350.00 1.10	\$ 44,275.00 1.15	\$ 46,200.00 1.20	\$ 48,125.00 1.25	\$ 50,050.00 1.30
1	\$ 40,040.00 1.04	\$ 41,965.00 1.09	\$ 43,890.00 1.14	\$ 45,815.00 1.19	\$ 47,740.00 1.24	\$ 49,665.00 1.29	\$ 51,590.00 1.34
2	\$ 41,580.00 1.08	\$ 43,505.00 1.13	\$ 45,430.00 1.18	\$ 47,355.00 1.23	\$ 49,280.00 1.28	\$ 51,205.00 1.33	\$ 53,130.00 1.38
3	\$ 43,120.00 1.12	\$ 45,045.00 1.17	\$ 46,970.00 1.22	\$ 48,895.00 1.27	\$ 50,820.00 1.32	\$ 52,745.00 1.37	\$ 54,670.00 1.42
4	\$ 44,660.00 1.16	\$ 46,585.00 1.21	\$ 48,510.00 1.26	\$ 50,435.00 1.31	\$ 52,360.00 1.36	\$ 54,285.00 1.41	\$ 56,210.00 1.46
5		\$ 48,125.00 1.25	\$ 50,050.00 1.30	\$ 51,975.00 1.35	\$ 53,900.00 1.40	\$ 55,825.00 1.45	\$ 57,750.00 1.50
6		\$ 49,665.00 1.29	\$ 51,590.00 1.34	\$ 53,515.00 1.39	\$ 55,440.00 1.44	\$ 57,365.00 1.49	\$ 59,290.00 1.54
7			\$ 53,130.00 1.38	\$ 55,055.00 1.43	\$ 56,980.00 1.48	\$ 58,905.00 1.53	\$ 60,830.00 1.58
8			\$ 54,670.00 1.42	\$ 56,595.00 1.47	\$ 58,520.00 1.52	\$ 60,445.00 1.57	\$ 62,370.00 1.62
9				\$ 58,135.00 1.51	\$ 60,060.00 1.56	\$ 61,985.00 1.61	\$ 63,910.00 1.66
10				\$ 59,675.00 1.55	\$ 61,600.00 1.60	\$ 63,525.00 1.65	\$ 65,450.00 1.70
11					\$ 63,140.00 1.64	\$ 65,065.00 1.69	\$ 66,990.00 1.74
12					\$ 64,680.00 1.68	\$ 66,605.00 1.73	\$ 68,530.00 1.78
13					\$ 65,450.00 1.70	\$ 68,145.00 1.77	\$ 70,070.00 1.82
14					\$ 66,220.00 1.72	\$ 68,915.00 1.79	\$ 70,840.00 1.84
15						\$ 69,685.00 1.81	\$ 71,610.00 1.86

2025 - 2026 EXTRA DUTY SCHEDULE

	Base Salary \$38,500	
	Each unit equals 1% of base salary	
	Activities Director	14
	Head Football	12
	Asst Football	7
	Asst Football	7
	Asst Football	7
	JH Football	5
	JH Football	5
	Head Cross Country	9
	Asst Cross Country	7
	Head Volleyball	12
	Asst Volleyball	7
	Asst Volleyball	7
	JH Volleyball	5
	JH Volleyball	5
	Girls Golf	7
	Head Boys Basketball	12
	Asst Boys Basketball	7
	Asst Boys Basketball	7
	JH Boys Basketball	5
	JH Boys Basketball	5
	Head Girls Basketball	12
	Asst Girls Basketball	7
	Asst Girls Basketball	7
	JH Girls Basketball	5
	JH Girls Basketball	5

	Head Wrestling	12	
	Asst Wrestling	7	
	JH Boys Wrestling	5	
	JH Boys Wrestling	5	
	JH Girls Wrestling	5	
	JH Girls Wrestling	5	
	Head Track	12	
	Asst Track	5	
	Asst Track	5	
	Asst Track	5	
	Asst Track	5	
	Asst Track	2.5	
	Asst Track	2.5	
	Boys Golf	7	
	Spring Play	6	
	One Act Play	5	
	Speech	3	
	Yearbook Sponsor	6	
	Junior Class Sponsor (constant)	3	
	Junior Class Sponsor (rotating)	3	
	Cheer Sponsor	6	
	SkillsUSA	4	
	FBLA Sponsor	6	
	Concession Stand	4	
	Band/Color Guard	5	
	Color Guard	1	
	Vocal Music	3	
All of the above positions will be increased by 10% of the original base for a			
maximum of four years if the teacher remains in the same position.			

	Science Olympiad	2	
	Pep Band	3	
	Student Council	2	
	National Honor Society	1	
	Senior Class Sponsor	2	
	Sophomore Class Sponsor	2	
	Freshman Class Sponsor	2	
	8th Grade Sponsor	1	
	7th Grade Sponsor	1	
	STAR Sponsor	2	
	Summer Conditioning (Wt Room)	7	
	Youth Advisory Board Sponsor	2	
	Special Olympics	1	
	Friends Program	2	
All of the above positions are static and not subject to the 10% increase.			
	Extended Contract	20 Days	
	Extended Contract	10 Days	
	Distance Learning or Dual Credit	\$1,000 per class period per semester	
	FFA Sponsor	\$1,500	
	Secondary HAL($\frac{1}{2}$)	\$750	
	Secondary HAL($\frac{1}{2}$)	\$750	
	Elementary HAL	\$1,500	
	AcaDeca	\$1,300	
	Dance Team	\$1,500	
	Quiz Bowl	\$250	
	Robotics	\$1,500	
	MTSS Problem Solving Team	\$550	

APPENDIX A

Definition of Grievance. A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education.

Procedural Steps. The procedure for handling grievances is as set forth below.

Step 1 - Oral Notice to Principal. The grievant shall initiate the grievance by presenting it to his or her principal or immediate supervisor within fourteen (14) days from the date that the grievant knew or should have known of the incident giving rise to the grievance.

Step 2 - Written Grievance to the Principal. If the grievance is not resolved to the satisfaction of the grievant within five (5) days of the meeting with the principal, the grievant representative may present the grievance in writing to the principal.

The principal shall schedule a meeting within three (3) days of receipt of the written grievance to discuss the elements of the grievance. The principal shall submit his or her determination in writing to the grievant within five (5) days of the meeting.

Step 3 - Written Appeal to the Superintendent of Schools. If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) days of receipt of the principal's determination.

The superintendent of schools or a designee shall hold a formal meeting within seven (7) days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) days of the date of the meeting.

Step 4 - Appeal to the Board of Education. If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five (5) days of receipt of the superintendent's decision. The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

Written Presentation. All grievances presented at Step 2 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

Grievance Meetings or Hearings. All meetings and hearings conducted under this procedure up to and including Step 3 shall be conducted in private and shall include only the administration's representatives, the grievant, the grievant's representatives, and witnesses as necessary.

Association Representation. A grievant shall have the right to have an Association representative present to represent the grievant at each level of the grievance procedure.

Reprisals. No reprisals of any kind shall be taken against any employee who uses this grievance procedure in good faith.

Withdrawal of a Grievance. A grievant may withdraw his or her grievance at any level of the procedure without fear of reprisal from any party.

Advanced Step Filing. A grievance shall be filed initially at the level at which the decision resulting in the grievance was made.

Time Limitations. Time limitations herein are critical. All references to days are calendar days. No grievance shall be accepted by the district unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1 or Step 2, it shall be deemed to be waived. If the grievance is not appealed to Step 3 in a timely manner, it shall be deemed to have been settled in accordance with the district's Step 2 determination. If the district fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step. When the deadline for taking an action falls on a Saturday, a Sunday or a legal holiday, the time for taking the action shall be extended to the next working day.

Requirement to Grieve. This grievance procedure is not discretionary and cannot be waived except through the express written consent of the board. No administrator or board member, individually, has the authority to waive the requirements of this procedure. Any grievance covered by this procedure but not raised pursuant to the requirements herein, including any grievance abandoned, will be forfeited.



Our focus is on serving you!

76 Plaza Boulevard PO Box 850 Kearney NE 68848-0850
308.237.5927 Fax 308.237.5920

DATE: December 16, 2024
TO: Superintendents
FROM: Jean Anderson, Special Education Director *JA*
SUBJECT: Special Education Contract and Cooperative Service Agreements

A Special Education Contract for the 2025-26 school year is enclosed for you to sign and return. The signature does not need to be notarized; however, your board should officially authorize the services at your next board meeting. This contract includes Speech Therapy Services. If your district contracts for this service, it will be indicated on the enclosed Schedule A. Also, enclosed are the cooperative service agreements for Special Education Supervision, Deaf Education Services, Psychology Services, Audiology Services, Physical Therapy, Occupational Therapy, Vision Services, Orientation and Mobility, Mental Health and Vocational Services if you contract for these services. **Please sign and date all of the cooperative service agreements, the contract and return them along with Schedule A to me no later than March 1, 2025.** The ESU board will approve the contract, and a copy will be returned to you.

Schedule A (enclosed) is the service and FTE provided for the 2024-25 school year and the anticipated service for the 2025-26 school year. **We have highlighted on the Schedule A any services that we offer that you do not participate in. If you would like more information on any of these services, please contact me.** If for any reason your district intends to request a change to the service or FTE for 2025-26, **please make note of the change on Schedule A**, sign and return it to me as part of the contract. The cost of services will be approximately 5% above the current year. A description of all services provided is available upon request.

Schedule B (enclosed) is a brief description of how each service is billed and the rationale for the different billing categories we use. Again, if you have any questions, please do not hesitate to contact me.

To recap, you need to return to ESU 10:

1. The Special Education Contract (1 contract, **sign back page**)
2. Schedule A (1 form, **sign on front**)
3. Cooperative Program Agreements (1 to 9 forms, **sign on front**)

Approval by both boards indicates agreement and cannot be changed for the 25-26 school year after they have been approved.

Please feel free to contact me if you have any questions.
Enclosures

Schedule B

Special Education Services are billed in 4 different ways. They are explained below including the rationale for the way the different services are billed.

FTE

Speech Language Pathology (SLP) is billed by FTE. The FTE amount is calculated by taking the total budget for the SLP program and dividing it by the amount of SLP FTE employed by the service unit for that fiscal year. Districts are billed based on the percentage of FTE they contract for.

Rationale for billing it this way: Historically, districts have requested a specific number of days of SLP time according to their districts' needs and duties of their SLP. Billing by FTE guarantees that they are able to secure the time they desire. SLPs spend more consistent time in a district than other disciplines.

ADM

Audiology, Physical Therapy, Occupational Therapy, School Psychology, and Supervision are billed as cooperative programs. This means that the programs are joined by school districts and the cost of the program is billed to the school district based on their Average Daily Membership (ADM) as submitted annually to NDE.

Rationale for billing this way: The needs in these programs ebb and flow as often as week by week so billing them in this manner means that districts can have their needs met as they come up without budget adjustments week by week. It allows for flexibility for districts and ESU staff to respond more immediately to whatever needs arise. Logically, a district with more students is going to have more needs so they have more time in the staff member's schedule. Because districts pay based on ADM, larger districts will have higher charges and smaller districts will have lower charges.

Per Student

Deaf Education (DHH), Vision Education (VI), and Orientation & Mobility (O&M) are billed on a per student cost according to the caseload of the provider. The budget or costs for the month are divided by the number of students on a service provider's caseload and that gives us the per student cost. The per student cost is multiplied by the number of students on the caseload in that specific district and then billed to the district.

Rationale for billing this way: Students who are DHH, VI, or have O&M needs are a very low incidence disability so there is not a need to bill by FTE and it is inequitable to bill by ADM. The low incidence of these disabilities and the size of ESU 10 districts make it unlikely that statistically it would fit the ADM pattern so we bill these programs on a per student basis to the districts who need the service.

Day(s)/Week

Mental Health Therapy is currently the only program that is billed on a day(s) per week basis. For a district that contracts for the three programs of SLP, OT and PT from the service unit, their cost is \$11,000 for the year for 1 day per week. If a district contracts with ESU 10 for one or two of these programs, their cost is \$16,000 for the year for 1 day per week. If a district does not contract for any of the three programs, their cost is \$21,000 for the year for 1 day per week.

Rationale for billing this way: ESU 10 supplements the cost of the Mental Health Therapy Program with Medicaid in Public Schools (MIPS) dollars to keep costs as low as possible for school districts. The services provided by SLPs, OTs, and PTs are the highest source of income for MIPS dollars so districts that contract for these services are supplemented at a higher rate by having lower costs for the Mental Health Supports. 25-26 is the first year Mental Health therapy costs have increased.

**EDUCATIONAL SERVICE UNIT 10
CONTRACT FOR
SPECIAL EDUCATION SERVICES**

THIS AGREEMENT, made and entered into this 5th day of January, 2025, by and between **EDUCATIONAL SERVICE UNIT 10** of the State of Nebraska hereinafter called "**SERVICING AGENCY**," and **Ravenna Public Schools**, called "**DISTRICT**."

WITNESSETH:

The District does hereby agree to hire the Servicing Agency to service its age-eligible students with disabilities during the school year 2025-26, and the Servicing Agency agrees to act as such Servicing Agency, for the consideration and under the terms and conditions as hereinafter set forth:

1. A description of the program of special education and related services to be provided to District students shall be as set forth in Schedule "A" hereto attached, including full-time equivalency (FTE) provided in 2024-25 and anticipated in 2025-26 unless district notifies servicing agency otherwise.
2. The District shall pay the Servicing Agency for said special education and related services in accordance with Schedule A. This Schedule shall be in full force and effect during the school year of 2025-26, commencing not earlier than August 1, 2025, and ending not later than August 20, 2026. The total dollar amount of this contract will be submitted to the district on or before July 1, 2025, or as soon as the budgets are set for the Servicing Agency, whichever is later.
3. The District agrees that the costs for the actual services rendered will be reconciled by the Service Agency, and the amount payable for those special education services to be delivered by the Servicing Agency shall be paid in full. All programs and services will be billed based on the actual services delivered as outlined in Schedule A, based on the structure in Schedule B.
4. The District agrees that the amount payable for special education services the first month of the school year will be one-tenth (1/10) of the budgeted cost with payment due on or before October 16, 2025.
5. The Servicing Agency agrees to bill the District for the actual cost of special education services rendered and to reconcile prior overpayment or underpayment based on actual services rendered.
6. The Servicing Agency agrees to provide the District with the final billing, a complete reconciliation of the actual costs of services rendered, and the actual rate for cost of services. The final billing to the District shall serve as a final reconciliation of the amount of payment previously agreed upon in item two of this contract.
7. The District agrees that the final billing for special education services submitted to the District by the Servicing Agency for actual services rendered during the contract period shall be considered as an amendment to the original contract and shall be included in full by this reference. If the District does not dispute any of the amounts or services contained in the final billing within 30 days, the parties agree that it will be incorporated in full as an amendment to this contract.
8. Special education programs or services which extend beyond the regular school year will be provided by the Servicing Agency upon request by the District. Extended programs shall be covered by separate contract.
9. It is further agreed that in the event the District does not pay the Servicing Agency as herein set forth, the Servicing Agency may cancel this contract and refuse further service. In the event of such Cancellation, the Servicing Agency may recover any past due amounts and exercise any other rights that may exist by law.
10. The Servicing Agency shall record and supply to the District, upon request, information on each child for whom services are contracted, including time-and-effort logs detailing the services provided, the name of the provider, the duration of the services, and the date on which services were provided. The Servicing Agency agrees to confer with the District for purposes of evaluating such child's progress and the District's compliance with applicable laws.

11. The Servicing Agency shall assist the District with the preparation of plan and budget, financial reports and other procedures, artifacts, and obligations required by NDE Rule 51 or 52.
12. The District and the Servicing Agency agree to abide by the mandated procedures for identification, verification, placement, development of the individualized program, inspection and review of student records, and other requirements as specified in NDE Rules 51 and 52, Regulations and Standards for Special Education Programs, Nebraska State Department of Education, and the current Federal Regulations implementing IDEA.
13. The District hereby agrees that changes or modifications in the program or children served shall be mutually agreed upon before said change or modifications are implemented.
14. Should the Servicing Agency be unable to render the services contracted because of the Servicing Agency's inability to employ personnel who meet the criteria for employment of the Servicing Agency and/or the certification requirements of the State of Nebraska, or for other reasons which are determined by the Servicing Agency to be valid, the Servicing Agency has no obligation to provide services contracted for but not provided or reimburse the District for any additional cost incurred to procure those services. The Servicing Agency values its collaborative relationship with the District and will give reasonable efforts to assist the District in procuring those services. The District will be notified no later than September 1, 2025 of the Service Agency's inability to provide any services under this contract.
15. The District agrees that any act intentionally and unilaterally done which may cause litigation against the Servicing Agent shall be defended at the sole expense of the District and any damages assessed against the District for the Servicing Agency or either of them shall be borne entirely by the District. This paragraph shall not operate to indemnify or relieve the Servicing Agency of any liability otherwise attaching to it under any applicable state or federal law, nor to any action undertaken by the District in the provision of special education services or related services which are undertaken in consultation with the Servicing Agency or in a good faith effort by the District to comply with lawful obligations of the District.
16. **The District agrees that in the event the District desires to change the services provided by this contract for a subsequent year whether by change in full-time equivalency, staffing, change in percentage FTE of any area of endorsement held by personnel presently assigned to the District, or to eliminate any program or service being provided pursuant to this contract, the District shall notify the Servicing Agency administrator in writing of such requested change on or before March 1, 2025 (next preceding the starting date of the school year to be affected by any changes) as are described in this paragraph.**
17. **The District agrees that in the event that no such written notice is made to the Servicing Agency on or before March 1, that the Servicing Agency shall be entitled to assume that the District desires the same FTE in all areas of endorsement, certification or other qualification, and in all programs it had through this contract with the Servicing Agency, including in Schedule A. In the event the District should later notify the Servicing Agency of a diminished request for FTE in any area of endorsement, certification or other qualification, or in any program or service provided by this contract, the Servicing Agency shall use its best effort to find other employment for such affected personnel, provided, however, that in the event such personnel cannot be reassigned and to the extent that such personnel constitute a cost to the Servicing Agency that cannot be passed through by way of contract or otherwise, the District agrees to pay any cost incurred by the Servicing Agency for such personnel.**
18. This contract may be renegotiated or amended by mutual agreement.

ACCEPTED FOR RAVENNA SCHOOL AS **DISTRICT**

THIS _____ DAY OF _____ 2025

BY _____
President or Secretary of Board

ACCEPTED FOR **EDUCATIONAL SERVICE UNIT 10** AS SERVICING AGENCY

THIS _____ DAY OF _____ 2025

BY _____

Secretary of the Board of Education, ESU 10

Schedule A

EDUCATIONAL SERVICE UNIT 10 BUDGET FORM
2025-2026
Agency Code--950010

District Name: Ravenna Public Schools

Contracted Reimbursable School Age Services	NDE Service Code	2024-25 Percent Per District	2025-26 Percent Per District
Speech Teacher School Age - Secondary	4001	0.3560	0.4597
Speech Teacher School Age - Elementary		1.5020	1.3043
SpEd Supervision School Age - Secondary	0001	0.0310	0.0310
SpEd Supervision School Age - Elementary		0.0310	0.0310
D/E Audiology School Age - Secondary	1003	0.0070	0.0080
D/E Audiology School Age - Elementary		0.0070	0.0080
Deaf Education Services School Age - Secondary	2014	0.0318	0.0556
Deaf Education Services School Age - Elementary		0.1067	0.0556
D/E Psychology School Age - Secondary	1002	0.0230	0.0260
D/E Psychology School Age - Elementary		0.0230	0.0260
Occupational Therapy School Age - Secondary	4006	-	-
Occupational Therapy School Age - Elementary		-	-
Physical Therapy School Age - Secondary	4005	-	-
Physical Therapy School Age - Elementary		-	-
Vision Services School Age - Secondary	2008	-	0.0447
Vision Services School Age - Elementary		0.0397	-
Orientation & Mobility - Secondary	4048		
Orientation & Mobility - Elementary			
Vocational	4012	0.0460	0.0480
Licensed Mental Health Provider Service - Secondary		2 days a week for LMHP	2 days a week for LMHP
Licensed Mental Health Provider Service- Elementary			

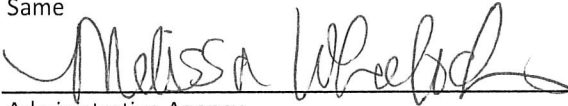
Contracted Nonreimbursable Preschool Services		2024-25 Percent Per District	2025-26 Percent Per District
Speech Teacher Ages 3 - 4	4001	0.0850	0.1220
Speech Teacher Birth - 2		0.0570	0.1140
SpEd Supervision Ages 3 - 4	0001	0.0320	0.0310
SpEd Supervision Birth - 2		0.0320	0.0310
D/E Audiology Ages 3 - 4	1003	0.0020	0.0020
D/E Audiology Birth - 2		0.0020	0.0020
Deaf Education Services Ages 3 - 4	2014	0.0000	-
Deaf Education Services Birth - 2		0.0000	-
D/E Psychology Ages 3 - 4	1002	0.0060	0.0060
D/E Psychology Birth - 2		0.0060	0.0060
Occupational Therapy Ages 3 - 4	4006	-	-
Occupational Therapy Birth - 2		-	-
Physical Therapy Ages 3 - 4	4005	-	-
Physical Therapy Birth - 2		-	-
Vision Services Ages 3 - 4	2008	-	-
Vision Services Birth - 2		-	-
Orientation & Mobility - 3 - 4	4048		
Orientation & Mobility - Birth - 2			

signature of authorized school representative

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2025-2026

Cooperative Program Name: ESU 10 Audiology Cooperative

Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU ESU Number 950010
Address:	P.O. Box 850 Kearney, NE 68848	
Phone:	308-237-5927	
Name / Title of Administrative Agency Representative: Dr. Melissa Wheelock, Administrator		
Name / Title of Contact Person: Jean Anderson, Special Education Director		
Address:	Same	
Phone:	Same	
Signature:	 Administrative Agency	Date: 12 / 16 / 2024

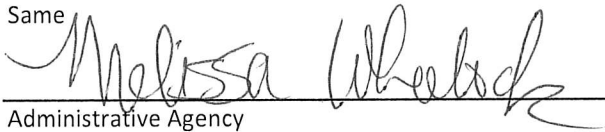
Part VI:

Cooperative Program Participant:	Ravenna Public Schools	School District or ESU Number: 10-0069
Address:	41750 Carthage Rd., PO Box 8400 Ravenna, NE 68869-8400	
Phone:	308-452-3249	
Name / Title of Cooperative Program Participant Representative: Ken Schroeder, Superintendent		
Name / Title of Contact Person: Same		
Address:	Same	
Phone:	Same	
Signature:	_____ Cooperative Program Participant Representative	Date: _____

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2025-2026

Cooperative Program Name: ESU 10 Deaf Education Cooperative

Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU Number	950010
Address:	P.O. Box 850 Kearney, NE 68848		
Phone:	308-237-5927		
Name / Title of Administrative Agency Representative: Dr. Melissa Wheelock, Administrator			
Name / Title of Contact Person: Jean Anderson, Special Education Director			
Address:	Same		
Phone:	Same		
Signature:		Date:	12 / 16 / 2024
	Administrative Agency		

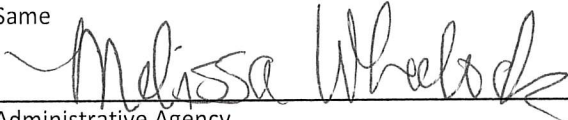
Part VI:

Cooperative Program Participant:	Ravenna Public Schools	School District or ESU Number:	10-0069
Address:	41750 Carthage Rd., PO Box 8400 Ravenna, NE 68869-8400		
Phone:	308-452-3249		
Name / Title of Cooperative Program Participant Representative: Ken Schroeder, Superintendent			
Name / Title of Contact Person: Same			
Address:	Same		
Phone:	Same		
Signature:	_____	Date:	_____
	Cooperative Program Participant Representative		

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2025-2026

Cooperative Program Name: ESU 10 School Psychology Cooperative

Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU ESU Number 950010
Address:	P.O. Box 850 Kearney, NE 68848	
Phone:	308-237-5927	
Name / Title of Administrative Agency Representative: Dr. Melissa Wheelock, Administrator		
Name / Title of Contact Person: Jean Anderson, Special Education Director		
Address:	Same	
Phone:	Same	
Signature:	 Administrative Agency	Date: 12 / 16 / 2024

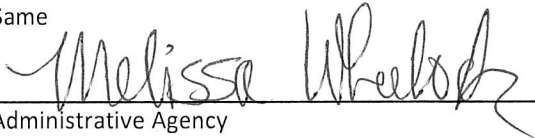
Part VI:

Cooperative Program Participant:	Ravenna Public Schools	School District or ESU Number: 10-0069
Address:	41750 Carthage Rd., PO Box 8400 Ravenna, NE 68869-8400	
Phone:	308-452-3249	
Name / Title of Cooperative Program Participant Representative: Ken Schroeder, Superintendent		
Name / Title of Contact Person: Same		
Address:	Same	
Phone:	Same	
Signature:	_____ Cooperative Program Participant Representative	Date: _____

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2025-2026

Cooperative Program Name: ESU 10 Vision Cooperative

Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU ESU Number 950010
Address:	P.O. Box 850 Kearney, NE 68848	
Phone:	308-237-5927	
Name / Title of Administrative Agency Representative: Dr. Melissa Wheelock, Administrator		
Name / Title of Contact Person: Jean Anderson, Special Education Director		
Address:	Same	
Phone:	Same	
Signature:	 Administrative Agency	Date: 12 / 16 / 2024

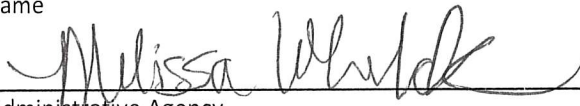
Part VI:

Cooperative Program Participant:	Ravenna Public Schools	School District or ESU Number: 10-0069
Address:	41750 Carthage Rd., PO Box 8400 Ravenna, NE 68869-8400	
Phone:	308-452-3249	
Name / Title of Cooperative Program Participant Representative: Ken Schroeder, Superintendent		
Name / Title of Contact Person: Same		
Address:	Same	
Phone:	Same	
Signature:	_____ Cooperative Program Participant Representative	Date: _____

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2025-2026

Cooperative Program Name: ESU 10 Vocational Cooperative

Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU Number	950010
Address:	P.O. Box 850 Kearney, NE 68848		
Phone:	308-237-5927		
Name / Title of Administrative Agency Representative: Dr. Melissa Wheelock, Administrator			
Name / Title of Contact Person: Jean Anderson, Special Education Director			
Address:	Same		
Phone:	Same		
Signature:	 Administrative Agency	Date:	12 / 16 / 2024

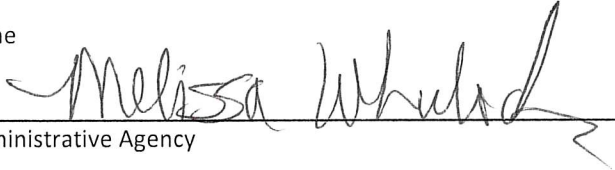
Part VI:

Cooperative Program Participant:	Ravenna Public Schools	School District or ESU Number:	10-0069
Address:	41750 Carthage Rd., PO Box 8400 Ravenna, NE 68869-8400		
Phone:	308-452-3249		
Name / Title of Cooperative Program Participant Representative: Ken Schroeder, Superintendent			
Name / Title of Contact Person: Same			
Address:	Same		
Phone:	Same		
Signature:	_____	Date:	_____
Cooperative Program Participant Representative			

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2025-2026

Cooperative Program Name: ESU 10 Special Education Preschool Supervision Cooperative

Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU ESU Number 950010
Address:	P.O. Box 850 Kearney, NE 68848	
Phone:	308-237-5927	
Name / Title of Administrative Agency Representative: Dr. Melissa Wheelock, Administrator		
Name / Title of Contact Person: Jean Anderson, Special Education Director		
Address:	Same	
Phone:	Same	
Signature:		Date: 12 / 16 / 2024
	Administrative Agency	

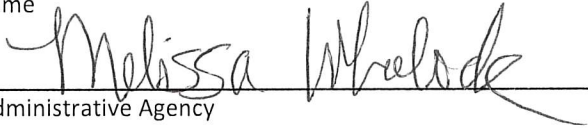
Part VI:

Cooperative Program Participant:	Ravenna Public Schools	School District or ESU Number: 10-0069
Address:	41750 Carthage Rd., PO Box 8400 Ravenna, NE 68869-8400	
Phone:	308-452-3249	
Name / Title of Cooperative Program Participant Representative: Ken Schroeder, Superintendent		
Name / Title of Contact Person: Same		
Address:	Same	
Phone:	Same	
Signature:	_____	Date: _____
	Cooperative Program Participant Representative	

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2025-2026

Cooperative Program Name: ESU 10 Supervision Cooperative

Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU Number	950010
Address:	P.O. Box 850 Kearney, NE 68848		
Phone:	308-237-5927		
Name / Title of Administrative Agency Representative: Dr. Melissa Wheelock, Administrator			
Name / Title of Contact Person: Jean Anderson, Special Education Director			
Address:	Same		
Phone:	Same		
Signature:	 Administrative Agency	Date:	12 / 16 / 2024

Part VI:

Cooperative Program Participant:	Ravenna Public Schools	School District or ESU Number:	10-0069
Address:	41750 Carthage Rd., PO Box 8400 Ravenna, NE 68869-8400		
Phone:	308-452-3249		
Name / Title of Cooperative Program Participant Representative: Ken Schroeder, Superintendent			
Name / Title of Contact Person: Same			
Address:	Same		
Phone:	Same		
Signature:	_____	Date:	_____
Cooperative Program Participant Representative			

**LICENSED MENTAL HEALTH PRACTITIONER
CONTRACT OF EMPLOYMENT
RAVENNA PUBLIC SCHOOLS**

This employment agreement is made by and between Ravenna Public Schools, legally known as Buffalo County School District 10-0069, referred to herein as the "District," and Angie Drahota, referred to herein as the "LMHP."

WITNESSETH: The District agrees to employ the LMHP and the LMHP accepts employment subject to the following terms and conditions:

- 1. Term of Employment.** This contract shall commence on or about August 1, 2025 and shall terminate on or about July 31, 2026. During this and any subsequent year under this contract, the LMHP shall render at least 210 working days of service in the performance of her duties as LMHP. "Working days" typically will not include Saturdays, Sundays, and legal holidays, but it shall include all days on which the LMHP actually and necessarily completes her contractual duties. The LMHP agrees to work sufficient hours and days to satisfactorily complete the duties of this contract.
- 2. Renewal of Contract.** Unless either party gives notice by March 30, 2026 of the first year of the contract and each March 30th thereafter, the contract will automatically renew for a period of **one contract year**, as defined in Section 1, from and after the expiration date provided in Section 1 of this contract.
- 3. Days and Hours of Employment.** The Superintendent of Schools (Superintendent) or the LMHP's supervisor shall assign the LMHP's duties, days, and hours of employment.
- 4. LMHP's Duties.** The LMHP's duties shall be as prescribed by statute and by Board policies, rules, regulations, directives, and applicable job descriptions. The LMHP agrees to devote his or her time, skill, labor and attention to his or her duties throughout the contract term. The LMHP shall be subject to the direction and control of the Superintendent at all times and shall perform such administrative duties as the Superintendent or Board assigns. By agreement with the Superintendent, the LMHP may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his or her duties and obligations to the school district.
- 5. Salary.** The LMHP's salary for the contract year shall be \$85,000.00 which shall be paid in 12 equal monthly installments beginning in the month of September 2025.

6. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The LMHP authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the LMHP or the value of property or money entrusted to the LMHP or owed by the LMHP to the District during the course of or as a result of the LMHP's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the LMHP and Board may agree.

7. Professional Status. The LMHP affirms that she is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, LMHP will hold a valid and appropriate certificate to act as an LMHP in the State of Nebraska which he or she will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the LMHP for any service performed prior to the date that he or she registers her certificate. The LMHP represents that: (1) all information he or she provided in connection with his or her application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he or she will advise the Board immediately; (2) he or she has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he or she has not had any professional licenses or certificates suspended or revoked.

8. Mid-Term Amendment, Cancellation, or Termination. This contract may be amended, terminated, or canceled mid-term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the LMHP's professional certificate; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the LMHP's continued performance of his or her duties; (m) any arrest, criminal charge, or criminal conviction of LMHP or the failure to report the same; (n) any filing against the LMHP under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a

physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician.

9. Fringe Benefits. The Board shall provide the LMHP with the following fringe benefits:

- a. Health Insurance.** Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).
- b. Dental Insurance.** Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).
- c. Disability Insurance.** The LMHP shall purchase long-term disability insurance from the school district's carrier at his or her own expense. The Board will increase her salary by the amount of the premium cost.
- d. Life Insurance.** Term life insurance with a total death benefit of Forty-Thousand Dollars (\$40,000).

10. Policies, Rules and Regulations. The LMHP agrees to be governed by the policies of the Board of Education (Board), the rules and regulations of the District, and the directives of supervisors. These policies, rules and regulations may be changed at any time, with or without notice to the LMHP.

11. Paid Leave. The LMHP shall receive the following paid leave for the term of this contract:


- a. Paid Holidays.** The LMHP shall receive paid holidays as described in the School District's Staff Handbook.
- b. Sick Leave.** The LMHP shall receive up to 10 days of sick leave per year which may accumulate to a total of 50 days. Sick leave may only be used for personal illness or as otherwise provided in District policy. The LMHP previously worked for the District in a different employment position, and she shall be allowed to carryover any accrued sick leave days from the other employment position (subject to the 50-day cap). The LMHP shall not be compensated for unused days of sick leave upon the ending of employment with the District.
- c. Personal Leave.** The LMHP shall be provide three (3) personal leave days per contract term. Unused personal leave days do not carry over from contract year to contract year.

d. Professional Development. The LMHP is expected to continue his or her professional development and to participate in relevant learning experiences. With the approval of the Superintendent or Board, he or she may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance.

12. Compensation Upon Termination. The LMHP agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the District by the LMHP and may be withheld by the District from any payments to LMHP.

13. Applicable Law. This agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

14. Entirety of Agreement and Amendments. The LMHP certifies that LMHP has read the foregoing Employment Agreement, fully understands its terms and conditions, and agrees that it constitutes the entire agreement; and that any representations, promises, agreements or undertakings, written or oral, that are not contained herein shall not be of any force or effect. This Agreement may be modified only by a written instrument signed by the LMHP and the Superintendent.



LMHP

Executed on January 13, 2025.

RPS School Board President

Executed on January 13, 2025.

TEACHER'S CONTRACT

For Class II, III, & VI Schools and Class I Schools with a Superintendent

THIS CONTRACT made by and between the School District of Ravenna, District No. 69, in the County of Buffalo, in the State of Nebraska, hereinafter referred to as the District, and Stacie Loeffelholz, a legally qualified teacher, hereinafter referred to as Teacher.

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the District for a school year, which shall begin on or about August 8, 2025 and end on or about May 22, 2026, and shall consist of 192 days of service and that the Teacher hereby agrees to accept such employment at a salary of \$71,610.00 and under the following conditions.

FIRST: The salary of the Teacher shall be payable in twelve equal installments. The first installment shall be payable on the 20th day of September, 2025, and the remaining installments shall be payable on the 20th day of each month thereafter.

SECOND: The teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, the Teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon.

FOURTH: This contract may be cancelled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-12,110, R.R.S. (1982 Supp.)

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 192 days of service. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the District and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to Withholding Tax, Social Security and Teachers Retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this State covering a part or all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the Teacher's Certificate, as herein listed, is registered in the office of the Superintendent of Schools in this County and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days of receipt thereof from the district. Said Renewal Agreement or renewal contract shall not be offered to the Teacher prior to March 15th. Contract renewal, amendment, termination or cancellation shall also be subject to the requirements of Sections 79-12,111 through 79-12,114 R.R.S. (1982 Supp) and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the district on or before January 13th, 2025 shall constitute a rejection by the teacher of the offer of employment.

TWELFTH: Other Contract Terms:

MA18 G15 1.86

10 day extended contract \$3,934.62

Executed this 9th day of January, 2025, Stacie Loeffelholz Teacher

School District of Ravenna, District #69, County of Buffalo, State of Nebraska
Executed this _____ day of _____, 20____

President: _____

Secretary: _____

TEACHER'S CONTRACT

For Class II, III, & VI Schools and Class I Schools with a Superintendent

THIS CONTRACT made by and between the School District of Ravenna, District No. 69, in the County of Buffalo, in the State of Nebraska, hereinafter referred to as the District, and Julie Maulsby, a legally qualified teacher, hereinafter referred to as Teacher.

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the District for a school year, which shall begin on or about August 8th, 2025 and end on or about May 20th, 2026, and shall consist of 182 days of service and that the Teacher hereby agrees to accept such employment at a salary of \$64,680.00 (pending Superintendent review) and under the following conditions.

FIRST: The salary of the Teacher shall be payable in twelve equal installments. The first installment shall be payable on the 20th day of September, 2025, and the remaining installments shall be payable on the 20th day of each month thereafter.

SECOND: The teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, the Teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon.

FOURTH: This contract may be canceled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-12,110, R.R.S. (1982 Supp.)

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 182 days of service. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the District and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to Withholding Tax, Social Security and Teachers Retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this State covering a part or all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the Teacher's Certificate, as herein listed, is registered in the office of the Superintendent of Schools in this County and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days of receipt thereof from the district. Said Renewal Agreement or renewal contract shall not be offered to the Teacher prior to March 15th. Contract renewal, amendment, termination or cancellation shall also be subject to the requirements of Sections 79-12,111 through 79-12,114 R.R.S. (1982 Supp.) and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the district on or before January 13th, 2025 shall constitute a rejection by the teacher of the offer of employment.

TWELFTH: Other Contract Terms:

MA E12 1.68 (pending Superintendent review)

Executed this 13th day of January, 2025, Julie Maulsby Teacher

School District of Ravenna, District #69, County of Buffalo, State of Nebraska
Executed this 13th day of January, 2025

President: _____

Secretary: _____

TEACHER'S CONTRACT

For Class II, III, & VI Schools and Class I Schools with a Superintendent

THIS CONTRACT made by and between the School District of Ravenna, District No. 69, in the County of Buffalo, in the State of Nebraska, hereinafter referred to as the District, and Sadie Hansen, a legally qualified teacher, hereinafter referred to as Teacher.

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the District for a school year, which shall begin on or about August 8th, 2025 and end on or about May 20th, 2026, and shall consist of 182 days of service and that the Teacher hereby agrees to accept such employment at a salary of \$41,580.00 (pending Superintendent review) and under the following conditions.

FIRST: The salary of the Teacher shall be payable in twelve equal installments. The first installment shall be payable on the 20th day of September, 2025, and the remaining installments shall be payable on the 20th day of each month thereafter.

SECOND: The teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, the Teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon.

FOURTH: This contract may be canceled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-12,110, R.R.S. (1982 Supp.)

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 182 days of service. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the District and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to Withholding Tax, Social Security and Teachers Retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this State covering a part or all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the Teacher's Certificate, as herein listed, is registered in the office of the Superintendent of Schools in this County and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days of receipt thereof from the district. Said Renewal Agreement or renewal contract shall not be offered to the Teacher prior to March 15th. Contract renewal, amendment, termination or cancellation shall also be subject to the requirements of Sections 79-12,111 through 79-12,114 R.R.S. (1982 Supp) and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the district on or before January 13th, 2025 shall constitute a rejection by the teacher of the offer of employment.

TWELFTH: Other Contract Terms:
BA A2 1.08 (pending Superintendent review)

Executed this 13th day of January, 2025, Sadie Hansen Teacher

School District of Ravenna, District #69, County of Buffalo, State of Nebraska
Executed this 13th day of January, 2025

President: _____

Secretary: _____

5022
Investigations and Arrests by Police
or Other Law Enforcement Officers

Police or other law enforcement officers may be called to the school at the request of school administration, or may initiate contact with the school in connection with a criminal investigation. Contact between the school and law enforcement authorities on matters involving students shall be made through the office of the superintendent or principal and the law enforcement officer.

Law enforcement officers may talk to a student away from the school before or after school hours, and they should be encouraged to do so. Law enforcement officers shall be allowed to conduct an interview at the school only when the interview is conducted at the request of the school or when they can show that special circumstances exist. This determination should be made by the appropriate building principal or superintendent. Law enforcement officers should be permitted to interview students on school grounds only after providing the superintendent or appropriate building principal with a statement in writing that the law enforcement officer has reason to believe and does believe that the student is the victim of child abuse or neglect perpetrated by the child's parent(s) or some other member of the child's immediate family or household, and that the law enforcement official wishes to interview the student regarding such abuse or neglect.

Throughout this process, all attempts should be made to avoid embarrassing the student before his or her teachers and peers, and to avoid disrupting the student's and school's education program.

1. Law enforcement officers should be permitted to take custody of a student if they possess an arrest warrant or if they otherwise assert a lawful basis for doing so. Whenever possible, the arrest or release of the student should be conducted in the building principal's office and out of the view of other students. When a principal or other school official releases a minor student to a law enforcement officer for the purpose of removing the minor from the school premises, he or she shall take immediate steps to notify the parent, guardian, or other responsible adult regarding the release of the minor to the officer and the place to which the minor is reportedly being taken, except when a minor has been taken into custody as a victim of suspected child abuse. If the law enforcement officer indicates that the child is being taken into custody because the child is the victim of suspected child abuse, the principal or other school official shall, as a condition of releasing the student to the law enforcement officer, require the officer to sign the statement

appended hereto certifying that the child is being removed from school premises because he or she is believed to be the victim of child abuse and that the officer understands and will comply with the legal requirements of NEB. REV. STAT. § 79-294.

2. Law enforcement personnel shall not be allowed to roam about the school until the student is found, and shall remain in the administration office while school personnel seek the student.
3. If possible, the education program of the student should not be disrupted to allow for police questioning of the student during class time.
4. Any questioning by law enforcement officers that is permitted should be conducted in a private room or area where confidentiality can be maintained. This should be an area removed from observation by or contact with other pupils and school personnel.
5. If law enforcement officers are to be allowed to question a student under the age of 18, the principal or school official shall make a reasonable attempt to notify the child's parents before questioning begins, except in cases of suspected child abuse or child neglect involving the parent or other family member. The parents should be given the opportunity to come to the school prior to the questioning.
6. If the parents are notified and are able to attend, they should be allowed to be present at the interview. The principal or designee should be present at the interview, but should not take part in any questioning. The principal or designee should remain a neutral observer at all times.

Adopted on: October 10, 2016

Revised on: _____

Reviewed on: _____

5022
**Investigations, Arrests, and Other Student Contact by Law
Enforcement and Health and Human Services**

[NOTE TO BE DELETED BEFORE ADOPTION: This policy describes the manner that the school will handle investigations and arrests by law enforcement officers. This is one you will need to review in detail with your board. We have attempted to capture what we believe to be the most common practice in Nebraska schools. However, there are several legal options for dealing with your interaction with law enforcement. Because they are so varied, we recommend reviewing this policy, then discussing it with a KSB Attorney how it squares with your practices. If the policy doesn't reflect your practices, we can work with you to modify the policy to fit the legal requirements and your district's practices.]

The school district and its administrators and staff desire to maintain a positive working relationship with law enforcement officers and other representatives of governmental bodies in the discharge of their duties. However, this desire must be balanced against other equally important factors such as a student's legal rights, ensuring that a student's time spent in school is for education, and acknowledging that the school stands *in loco parentis* to the students.

"Law enforcement officer" means police officers, county sheriffs, state patrolmen, Health and Human Service workers, Child Protective Services workers, Office of Juvenile Services workers, probation officers, U.S. Immigration and Customs Enforcement (ICE) agents, Federal Bureau of Investigations agents, or any other government investigatory workers.

"Parent" means the biological or adoptive mother or father, guardian, responsible relative, or any other person who has claimed legal or actual charge or control of the student pursuant to Nebraska law or Title 92 Nebraska Administrative Code Chapter 19.

Law enforcement officers are encouraged whenever possible to talk to a student away from the school before or after school hours so as to cause as little disruption as possible to the student's education.

Law enforcement officers may be called to the school at the request of school administration, or they may initiate contact with the school for their own purposes. Contact between the school and law enforcement officers on matters involving students shall be made through the office of the superintendent or building principal and the law enforcement officer. All

reasonable attempts should be made to avoid embarrassing the student before his or her teachers and peers, and to avoid disrupting the student's and school's education program. Any questioning by law enforcement officers that is permitted should be conducted in a private room or area where confidentiality can be maintained. This should be an area removed from observation by or contact with other pupils and school personnel.

School staff shall promptly notify the superintendent when a student is questioned, arrested, or removed from school grounds by law enforcement officers.

School Related Criminal Activity

This section applies to alleged or suspected criminal activity that occurs on school grounds; in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee; or at a school-sponsored activity or athletic event.

Law enforcement officers will be allowed to contact and question students at school regarding school related criminal activity as provided below.

The building principal must be notified before a student may be questioned in school or taken from a classroom by law enforcement. The building principal should request identification of the officers, their affiliation with the identified law enforcement agency, and whether their purpose is to interview, interrogate, or take custody of the student.

The building principal will make reasonable attempts to contact a student's parent for their consent and/or presence before the student is interviewed. In the event that a parent cannot be contacted after reasonable attempts, the student will be questioned only if the law enforcement officer identifies emergency circumstances requiring immediate questioning. A building principal or designee shall be present for such questioning solely to further school purposes or avoid duplication of the investigative process. The student will be brought to a private room and the contact will be made out of sight of others as much as practicable.

If the student is suspected of criminal activity, it is the responsibility of the law enforcement officer to advise a student of his or her rights against self-incrimination.

The building principal shall document steps taken to notify parents, summarize the law enforcement activities, identify the actions taken by the District on behalf of the student, and any further contacts with law enforcement officer.

Non-School Related Criminal Activity

[OPTION 1] Law enforcement officials may not question students at school unless parental consent is obtained or the law enforcement authorities have a warrant or court order.

[OPTION 2] Law enforcement officials may not question students at school.

Taking a Student into Custody

Law enforcement officers seeking custody of a student must contact the superintendent or building principal. The principal will request the arresting law enforcement officer to provide a copy of the arrest warrant, written parental consent, court order, or other document giving authority to take the student into legal custody. If there is no document presented, the principal should obtain the officer's name, badge number identifying the law enforcement agency, date, time, the reason for the arrest, and the place to which the student is reportedly being taken. Whenever practicable, the arrest or release of the student should be conducted in a location and in a manner that minimizes observation by others.

When a law enforcement officer removes a student from the school, the building principal will take immediate steps to notify the parent about the student's removal and the place to which the minor is reportedly being taken, except when a minor has been taken into custody as a victim of suspected child abuse.

Child Abuse and Neglect

When law enforcement officers seek to investigate reports of alleged child neglect or abuse regarding a student, the building principal shall obtain a proper identification from the authorities or officials. If a student interview is conducted on school grounds, the building principal or designee and such other school personnel as appropriate shall observe the interview.

If the law enforcement officer decides to remove the student from school, school officials shall provide the law enforcement authorities with the address

and telephone number of the student's parent or guardian. The principal or other school official shall, as a condition of releasing the student to the law enforcement officer, require the officer to sign a statement certifying that the child is being removed from school premises because he or she is believed to be the victim of child abuse and that the officer understands and will comply with the legal requirements of NEB. REV. STAT. § 79-294.

Student Records

Student records will be shared with law enforcement officers only as allowed by state and federal law.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5022
**Investigations, Arrests, and Other Student Contact by Law
Enforcement and Health and Human Services**

[**NOTE TO BE DELETED BEFORE ADOPTION:** This policy describes the manner that the school will handle investigations and arrests by law enforcement officers. This is one you will need to review in detail with your board. There are several legal options for dealing with your interaction with law enforcement. This version of the policy is most protective of student or family rights and grants the least amount of access to students by law enforcement. If the policy doesn't reflect your practices, we can work with you to modify the policy to fit the legal requirements and your district's practices.]

The school district and its administrators and staff desire to maintain a positive working relationship with law enforcement officers and other representatives of governmental bodies in the discharge of their duties. However, this desire must be balanced against other equally important factors such as a student's legal rights, ensuring that a student's time spent in school is for education, and acknowledging that the school stands *in loco parentis* to the students.

"Law enforcement officer" means police officers, county sheriffs, state patrolmen, Health and Human Service workers, Child Protective Services workers, Office of Juvenile Services workers, probation officers, U.S. Immigration and Customs Enforcement (ICE) agents, Federal Bureau of Investigations agents, or any other government investigatory workers.

"Parent" means the biological or adoptive mother or father, guardian, responsible relative, or any other person who has claimed legal or actual charge or control of the student pursuant to Nebraska law or Title 92 Nebraska Administrative Code Chapter 19.

Contact between the school and law enforcement officers on matters involving students shall be made through the office of the superintendent or building principal and the law enforcement officer. All reasonable attempts should be made to avoid embarrassing the student before his or her teachers and peers, and to avoid disrupting the student's and school's education program.

School staff will promptly notify the superintendent when a student is arrested or removed from school grounds by law enforcement officers.

Interviews and Questioning

Law enforcement officers will not be allowed to question or interview students on school grounds at any time or for any reason.

Taking a Student into Custody

Law enforcement officers seeking custody of a student must contact the superintendent or building principal. The principal will request the arresting law enforcement officer to provide a copy of the arrest warrant, written parental consent, court order, or other document giving authority to take the student into legal custody. If there is no document presented, the principal should obtain the officer's name, badge number identifying the law enforcement agency, date, time, the reason for the arrest, and the place to which the student is reportedly being taken. Whenever practicable, the arrest or release of the student should be conducted in a location and in a manner that minimizes observation by others.

When a law enforcement officer removes a student from the school, the building principal will take immediate steps to notify the parent about the student's removal and the place to which the minor is reportedly being taken, except when a minor has been taken into custody as a victim of suspected child abuse.

Child Abuse and Neglect

If a law enforcement officer decides to remove a student from school, school officials shall provide the law enforcement authorities with the address and telephone number of the student's parent or guardian. The principal or other school official shall, as a condition of releasing the student to the law enforcement officer, require the officer to sign the attached statement certifying that the child is being removed from school premises because he or she is believed to be the victim of child abuse and that the officer understands and will comply with the legal requirements of NEB. REV. STAT. § 79-294.

Student Records

Student records will be shared with law enforcement officers only as allowed by state and federal law.

Adopted on: _____
Revised on: _____
Reviewed on: _____

KAREN A. HAASE ^{NE, SD, IA, WY}
STEVE WILLIAMS ^{NE, SD}
BOBBY TRUHE ^{NE, SD}
COADY H. PRUETT ^{NE, SD, CO}
JORDAN JOHNSON ^{NE, SD, WY}



TYLER COVERDALE ^{SD}
SARA HENTO ^{SD, NE}
AMANDA DABNEY ^{NE}
SHARI RUSSELL, Paralegal

M E M O R A N D U M

To: KSB Policy Service Subscribers
FROM: KSB School Law
DATE: December 2, 2024
RE: 2024 Midyear Policy Updates

No one likes midyear policy updates, but thanks to the Unicameral and federal programs monitoring, it's a necessity for 2024. A few laws passed during the last legislative session contained changes with an effective date of January 1, 2025. NDE has been making the rounds on federal purchasing and procurement reviews. We're sending the update now so you can at least discuss it at your December meetings and act in either December or January.

We already discussed most of the updates below during our first policy update webinar and have presented on the changes several times. For that reason, we are not holding an accompanying webinar with this midyear update. However, if you have any questions about either update, please reach out to one of us or send an email to ksb@ksbschoollaw.com.

301 SOUTH 13TH STREET, SUITE 210
LINCOLN, NEBRASKA 68508

KSB SCHOOL LAW, PC, LLO
KSBSCHOOLLAW.COM
(402) 804-8000
ATTORNEYS LICENSED IN STATES INDICATED

300 NORTH DAKOTA AVENUE,, SUITE 609
STOIX FALLS, SOUTH DAKOTA 57104

Policy Changes

REVISION OF POLICY 2008: MEETINGS

Beginning January 1, 2025, school districts will have two options to choose from to give notice of their meetings, and it depends on whether you have time to get your notice in the local newspaper. Schools may select one of the following options:

- (1) Publish in a newspaper of general circulation within the school's jurisdiction that is finalized for printing prior to the time and date of the meeting AND (2) post on the newspaper's website, if available, AND (3) post on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers; ***OR***
- (1) Post to the newspaper's website, if available, AND (2) post to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting.

After January 1, 2025, in cases where a newspaper refuses, neglects, or is unable to timely publish the notice, the school district may lawfully advertise its meeting by (1) posting the notice on its website, if available, and (2) submitting a post on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, AND (3) posting the notice in a "conspicuous public place" within its jurisdiction. The school must keep a written record of the posting.

This change is required.

REVISION OF POLICY 3004.1: FISCAL MANAGEMENT FOR PURCHASING AND PROCUREMENT USING FEDERAL FUNDS

In October, NDE released new technical assistance guides regarding federal grant purchasing. Based on a review of those technical assistance guides, we made several minor changes to 3004.1 for clarity.

We also made a few tweaks based on "findings" from audits several schools have been through. While we don't believe all of these things are required by law to be in your policy, we know you also want to pass those audits and

reviews when you get them. As always, if you go through a review by NDE and they note any policy deficiency, please let us know.

These changes are required.

**REVISION OF POLICY 3060: FIREARMS AND WEAPONS -
NON-STUDENTS**

As you know, changes to Nebraska's firearms laws required an update to KSB's policy this past summer. Among the changes was the right of Class I and II school districts (those with a district-wide population of less than 5,000 residents) to allow "authorized security personnel" to carry firearms and ammunition on school grounds, in school vehicles, and at school activities.

Authorized security personnel could be employees, contractors, or other individuals you authorize as a school board. One of the things we have discussed since this spring is the uncertainty around insurance coverage for those schools that plan to implement authorized security personnel programs. As we understand it, ALICAP, EMC, and other school carriers plan to do at least some exclusions for schools that authorize security personnel other than those already authorized to carry in the law (like law enforcement officers). Before implementing an authorized security personnel program, we strongly recommend that you consult with your insurance provider to fully understand coverage you may and may not have this year and in future coverage years.

The law also required NDE and the State Patrol to create a sample policy for those schools that do plan to have an authorized security personnel program. Many of the changes we have included in the updated policy 3060 are concepts from that sample policy. You are not required to adopt the NDE/State Patrol model, but it is helpful in a legal sense to follow the lead of the agencies on items like training, background checks, and other safety protocols. You can access the draft model policy [here](#).

Many administrators and board members have asked us our opinion on this option for their schools. We worry about whether you have insurance coverage; we worry about semi-trained employees or contractors (compared to law enforcement officers) put in this position; and we worry about the safety of your students, staff, and patrons. We also hear from many of you that even if you call law enforcement, they are 30+ minutes away much of

the time. In summary, we're not in support of or opposed to the concept, but our advice is that you should thoroughly think through the legal and practical implications of a program like this. We are happy to be part of this conversation with you and your school boards as well.

This change is OPTIONAL for Class I and II school districts, only.

CONCLUSION

It is all too easy to adopt policies that look good but that do not actually reflect how the school operates or assist the school in accomplishing its goals. Every year we stress that it is very important to us to give you a working, useful set of policies and a continuing ***policy service***. For our Complete Service subscribers, there is no additional charge for revisions to our policies or consultation about them. Please don't hesitate to contact any of us with questions about the updates or other policies. Our group e-mail address is ksb@ksbschoollaw.com.

3004.1
Fiscal Management for Purchasing and Procurement Using Federal Funds

I. Applicability of Policy

This policy applies only to non-construction related purchases undertaken with federal funds which are subject to the federal Uniform Grant Guidance (UGG) and other applicable federal law, including but not limited to the Education Department and General Administration Regulations (EDGAR) and the United States Department of Agriculture (USDA) regulations governing school food service programs. In the event this policy conflicts or is otherwise inconsistent with mandatory provisions of the UGG, EDGAR or other applicable federal law, the mandatory provisions of the laws shall control.

All other non-construction purchases will be governed by the Board's general purchasing policy, which can be found earlier in this subsection. In the event of a conflict between state and federal law, the more stringent requirement shall apply.

This procurement policy shall govern all purchasing activities that relate to any aspect of the National School Lunch and Breakfast Programs. The district's goal is to fully implement all required procurement rules, regulations and policies set forth in 2 CFR 200, 7 CFR parts 210, 3016 and 3019, and by the Nebraska Department of Education.

II. Procurement System

The District maintains the following purchasing procedures.

A. Responsibility for Purchasing

The authority to make purchases shall be governed by the District's purchasing policy, which can be found elsewhere in this section. Except as otherwise provided in the District's purchasing policy, the acquisition of services, equipment, and supplies shall be centralized in the administration office under the supervision of the superintendent of schools, who shall be responsible for developing and administering the purchasing program of the school district. Purchases or commitments of district funds that are not authorized by this policy will be the responsibility of the person making the commitment.

B. Methods of Purchasing

The type of purchase procedures required depends on the cost of the item(s) being purchased.

1. Purchases up to \$10,000 (Micro-Purchases)

Micro-purchase means an individual procurement transaction for supplies or services using simplified acquisition procedures, the annual aggregate amount of which does not exceed \$10,000. Micro-purchases may be made or awarded without soliciting competitive quotations, to the extent district staff determine that the cost of the purchase is reasonable. For purposes of this policy "reasonable" means the purchase is comparable to market prices for the geographic area.

To the extent practicable, the District distributes micro-purchases equitably among qualified suppliers. The District will follow its standard policy on purchasing, which can be found earlier in this subsection.

2. Purchases between \$10,000 and \$250,000 (Simplified Acquisition Procedures)

Simplified acquisitions are purchases that, in the aggregate amount, are more than \$10,000 and less than \$250,000 annually. For simplified acquisitions, price or rate quotes shall be obtained in advance from a reasonable number of qualified sources as detailed in the district's standard policies on purchasing and on bid letting and contracts, which can be found earlier in this subsection.

3. Purchases Over \$250,000

a) Sealed Bids (Formal Advertising)

For purchases over \$250,000, the district will generally follow the bidding process outlined in the board's policy on Bidding for Construction, Remodeling, Repair or Site Improvement. If sealed bids are not accepted for a purchase of over \$250,000, the district will retain an explanation for that decision.

b) Contract/Price Analysis

The District performs a cost or price analysis in connection with every procurement action in excess of \$250,000, including contract modifications. The district will make an independent estimate of costs prior to receiving bids or proposals.

4. **Noncompetitive Proposals (Sole Sourcing)**

- a) Procurement by noncompetitive proposals is procurement through solicitation of a proposal from only one source and may be used only when one or more of the following circumstances apply:
 - 1) The procurement transaction can only be fulfilled by a single source;
 - 2) The public exigency or emergency for the requirement will not permit a delay resulting from providing public notice of a competitive solicitation;
 - 3) The federal awarding agency or pass-through entity expressly authorizes written approval of noncompetitive proposals in response to a written request from the District; or
 - 4) After solicitation of a number of sources, competition is determined inadequate.
- b) Noncompetitive proposals may only be solicited with the approval of the superintendent or the board. Sufficient and appropriate documentation that justifies the sole sourcing decision must be maintained by the superintendent or designee.
- c) A cost or price analysis will be performed for noncompetitive proposals when the price exceeds \$250,000.

5. **Competitive Proposals.**

- a) The technique of competitive proposals is normally conducted with more than one source submitting an offer, and either a fixed price or cost-reimbursement type contract is awarded. It is generally used when conditions are not appropriate for the use of sealed bids. If this method is used, the following requirements apply:

- 1) Requests for proposals must be publicized and identify all evaluation factors and their relative importance. Any response to publicized requests for proposals must be considered;
 - 2) Proposals must be solicited from an adequate number of qualified sources; and
 - 3) Contracts must be awarded to the responsible firm whose proposal is most advantageous to the program, with price and other factors considered.
- b) The District may use competitive proposal procedures for qualifications-based procurement of architectural/engineering (A/E) professional services whereby competitors' qualifications are evaluated and the most qualified competitor is selected, subject to negotiation of fair and reasonable compensation. The method, where price is not used as a selection factor, can only be used to procure A/E professional services. The method may not be used to purchase other services provided by A/E firms are a potential source to perform the proposed effort.
- c) The District may select a proposal that offers the best value and that is based upon the proposer's responsiveness to the proposal, experience, reputation, staff qualifications, ability and capacity to carry on the work, price, honesty, integrity, skills, business judgment, financial stability, past performance, and other relevant factors. The evaluation may be conducted by the school board, a designated committee, or another designee of the school board.

C. Use of Purchase (Debit & Credit) Cards

District use of purchase cards is subject to the policy on purchase cards which can be found elsewhere in this subsection.

D. Federal Procurement System Standards

The district's procurement transactions will be conducted in a manner providing full and open competition consistent with 2 C.F.R §200.319.

The District will maintain and follow general procurement standards consistent with 2 C.F.R. §200.318.

E. Debarment and Suspension

The District awards contracts only to responsible contractors possessing the ability to perform successfully under the terms and conditions of a proposed procurement. Consideration will be given to such matters as contractor integrity, public policy compliance, proper classification of employees (see the Fair Labor Standards Act, 29 U.S.C. 201, chapter 8), record of past performance, and financial and technical resources when conducting a procurement transaction.

The District may not subcontract with or award subgrants to any person or company who is debarred or suspended. For all contracts over \$25,000 the District verifies that the vendor with whom the District intends to do business with is not excluded or disqualified. 2 C.F.R. Part 200, Appendix II(1) and 2 C.F.R. §§ 180.220 and 180.300.

The District will verify debarment or suspension by revising the excluded parties list on SAM.gov, collecting a certification through the bidding process, and/or by including a debarment and suspension provision in the bid and contract documents. The Superintendent or his/her designee shall be responsible for such verification.

F. Settlements of Issues Arising Out of Procurements

The District alone is responsible, in accordance with good administrative practice and sound business judgment, for the settlement of all contractual and administrative issues arising out of procurements. These issues include, but are not limited to, source evaluation, protests, disputes, and claims. These standards do not relieve the District of any contractual responsibilities under its contracts. Violations of law will be referred to the local, state, or federal authority having proper jurisdiction.

III. Conflict of Interest and Code of Conduct

A. Board and staff member conflicts of interest are governed by the district's conflict of interest policies.

B. Purchases covered by this policy are subject to the following additional provisions.

1. Employees, officers, and agents engaged in the selection, award, and/or administration of district contracts which are prohibited from engaging in such actions if a real or apparent conflict of interest is present.
2. Such a conflict of interest would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of the parties indicated herein, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.
3. The board may determine at its discretion that a financial interest is not substantial enough to give rise to a conflict of interest.

C. Favors and Gifts

An employee, officer, agent, and board member of the District may neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts, except that this provision does not prohibit the receipt of unsolicited items of nominal value. For purposes of this policy, "nominal value" means a fair market value of \$25 or less.

D. Enforcement

Disciplinary Actions including, but not limited to, counseling, oral reprimand, written reprimand, suspensions without pay, or termination of employment, will be applied for violations of such standards by officers, employees, board members, or agents of the District.

IV. Property Management Systems

A. Property Classifications

1. Equipment means tangible personal property (including information technology systems) having a useful life of more than one year and a per-unit acquisition cost that equals or exceeds the lesser of the capitalization level established by the District for financial statement purposes, or \$10,000.
2. Supplies means all tangible personal property other than those described in §200.33 Equipment. A computing device is a supply if the acquisition cost is less than the lesser of the

capitalization level established by the District for financial statement purposes or \$105,000, regardless of the length of its useful life. 2 C.F.R. §200.94.

3. Computing Devices means machines that acquire, store, analyze, process, and publish data and other information electronically, including accessories (or “peripherals”) for printing, transmitting and receiving, or storing electronic information. 2 C.F.R. §200.20.
4. Capital Assets means tangible or intangible assets used in operations having a useful life of more than one year which are capitalized in accordance with GAAP. Capital assets include:
 - a) Land, buildings (facilities), equipment, and intellectual property (including software) whether acquired by purchase, construction, manufacture, lease-purchase, exchange, or through capital leases; and
 - b) Additions, improvements, modifications, replacements, rearrangements, reinstallations, renovations or alterations to capital assets that materially increase their value or useful life (not ordinary repairs and maintenance). 2 C.F.R. §200.12.

B. Inventory Procedure

Newly purchased property shall be received and inspected by the staff member who ordered it to ensure that that it matches the purchase order, invoice, or contract and that it is in acceptable condition.

Equipment, Computing Devices, and Capital Assets must be tagged with an identification number, manufacturer, model, name of individual who tagged the item, and date tagged).

C. Inventory Records

For equipment, computing devices, and capital assets purchased with federal funds, the following information is maintained in the property management system:

1. Serial number;
2. District identification number;
3. Manufacturer;

4. Model;
5. Date tagged and individual who tagged it;
6. Source of funding for the property;
7. Who holds title;
8. Acquisition date and cost of the property;
9. Percentage of federal participation in the project costs for the federal award under which the property was acquired;
10. Location, use and condition of the property; and
11. Any ultimate disposition data including the date of disposal and sale price of the property.

The inventory list shall be adjusted by the superintendent of schools or his/her designee for property that is sold, lost, stolen, cannot be repaired, or that cannot be located.

D. Physical Inventory

1. A physical inventory of the property must be taken and the results reconciled with the property records at least once every two years.
2. The Superintendent or his/her designee will ensure that the physical inventory is performed. The physical inventory will generally occur during the months of June or July, but may be conducted during other time periods with the approval of the superintendent.

E. Maintenance

In accordance with 2 C.F.R. 313(d)(4), the District maintains adequate maintenance procedures to ensure that property is kept in good condition.

F. Lost or Stolen Items

The District maintains a control system that ensures adequate safeguards are in place to prevent loss, damage, or theft of the property. The District will notify the Federal agency or pass-through entity of any loss, damage, or theft of equipment that will have an impact on the program.

G. Use of Equipment

Equipment must be used in the program or project for which it was acquired as long as needed, whether or not the project or program continues to be supported by the federal award, and the District will not encumber the

property for any non-federal program use without prior approval of the federal awarding agency and the pass-through entity.

H. Disposal of Equipment

When it is determined that equipment acquired under a federal award is no longer needed for the original project or program or for other activities currently or previously supported by a federal awarding agency, the Superintendent or his/her designee will contact the awarding agency (or pass-through for a state-administered grant) for disposition instructions.

If the item has a current fair market value of \$10,000 or less, it may be retained, sold, or otherwise disposed of with no further obligation to the federal awarding agency or pass-through entity. The Superintendent or his/her designee will utilize sales procedures which ensure the highest possible return on the disposal of the equipment.

I. Equipment Retention

When included in the terms and conditions of the Federal award, the Federal agency may permit the recipient to retain equipment, or authorize a pass-through entity to permit the recipient to retain equipment, with no further obligation to the Federal Government unless prohibited by Federal statute or regulation.

J. Equipment and Capital Expenditures

All equipment and capital expenditures shall comply with the rules and requirements of 2 CFR 200.439.

K. Depreciation

All depreciation shall comply with the rules and requirements of 2 CFR 200.436.

L. Reporting and Recording Federal Property Interest

The district will comply with federal interest reporting and submit annual reports, if required, regarding a real property interest due to a renovation, major remodeling, construction, or real property project funded by federal grant funds.

V. Financial Management

A. Identification

The District will identify, in its accounts, all federal awards received and expended and the federal programs under which they were received. Federal program and award identification include, as applicable, the CFDA title and number, federal award identification number and year, name of the federal agency, and, if applicable, name of the pass-through entity.

B. Financial Reporting

The District will make an accurate, current, and complete disclosure of the financial results of each federal award or program in accordance with the financial reporting requirements set forth in the Education Department General Administrative Regulations (EDGAR).

C. Accounting Records

The District maintains records which adequately identify the source and application of funds provided for federally-assisted activities. These records must contain information pertaining to grant or subgrant awards, authorizations, obligations, unobligated balances, assets, expenditures, income and interest and be supported by source documentation.

D. Internal Controls

The Superintendent or his/her designee must maintain effective control and accountability for all funds, real and personal property, and other assets through board review and approval of claims, an annual audit of the district's finances pursuant to the applicable Nebraska Department of Education and federal rules and regulations, and comparison of expenditures and outlays to budgeted amounts. The District adequately safeguards all such property and assures that it is used solely for authorized purposes. The District takes reasonable cybersecurity and other measures to safeguard information including protected personally identifiable information.

E. Budget Control

Actual expenditures or outlays will be compared with budgeted amounts for each federal award at least annually and more often as required by law or deemed prudent by the board or administrative staff.

F. Payment Methods

The District will comply with applicable methods and procedures for payment that minimize the time elapsing between the transfer of funds and disbursement by the District, in accordance with the Cash Management Improvement Act at 31 CFR Part 205. Generally, the District receives payment from the Nebraska Department of Education on a reimbursement basis. 2 CFR § 200.305. However, if the District receives an advance in federal grant funds, the District will remit interest earned on the advanced payment quarterly to the federal agency. The District may retain interest amounts up to \$500 per year for administrative expenses. 2 CFR § 200.305(b)(9).

Consistent with state and federal requirements, the District will maintain source documentation supporting the federal expenditures (invoices, time sheets, payroll stubs, etc.) and will make such documentation available for the Nebraska Department of Education to review upon request.

G. Allowability of Costs

Expenditures must be aligned with approved budgeted items. Any changes or variations from the state-approved budget and grant application need prior approval.

When determining how the District will spend its grant funds, the Superintendent or his/her designee will review the proposed cost to determine whether it is an allowable use of federal grant funds before obligating and spending those funds on the proposed good or service. All costs supported by federal education funds must meet the standards outlined in EDGAR, 2 CFR Part 3474 and 2 CFR Part. The Superintendent or his/her designee must consider these factors when making an allowability determination.

The Superintendent or his/her designee will consider Part 200's cost guidelines when federal grant funds are expended. The Superintendent or his/her designee will also consider whether all state - and District-level requirements and policies regarding expenditures have been followed.

H. Use of Program Income – Deduction, Addition, or Cost Sharing or Matching

The default method for the use of program income for the District is the deduction method. 2 C.F.R. § 200.307(e). Under the deduction method, program income is deducted from total allowable costs to determine the net allowable costs. Program income will only be used for current costs unless the District is otherwise directed by the federal awarding agency or pass-through entity. 2 C.F.R. § 200.307(e)(1). The District may also request prior approval from the federal awarding agency to use the addition method. Under

the addition method, program income may be added to the Federal award by the Federal agency and the non-Federal entity. The program income must then be used for the purposes and under the conditions of the Federal award. 2 C.F.R. § 200.307(e)(2). The District may also request prior approval from the federal awarding agency to use the cost sharing or matching method.

While the deduction method is the default method, the District always refers to the grant award notice prior to determining the appropriate use of program income.

I. 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 non-Federal entity's cost sharing or matching when such contributions meet all of the following criteria:

- (1) Are verifiable from the non-Federal entity'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 [subpart E \(Cost Principles\) of this part](#);
- (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 this part, as applicable.

J. Documentation of Personnel Expenses

Records that reflect charges to federal awards for salaries and wages will comply with the rules and requirements of 2 CFR 200.430.

VI. Written Compensation Policies

A. Time and Effort Standards

All employees who are paid in full or in part with federal funds must keep specific documents to demonstrate the amount of time they spent on grant activities. This includes an employee whose salary is paid with state or local funds but is used to meet a required "match" in a federal program. These

documents, known as time and effort records, are maintained in order to charge the costs of personnel compensation to federal grants. Charges to federal awards for salaries and wages must be based on records that accurately reflect the work performed. These records must:

- (1) Be supported by a system of internal controls which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- (2) Be incorporated into official records;
- (3) Reasonably reflect total activity for which the employee is compensated, not exceeding 100% of compensated activities;
- (4) Encompass both federally assisted and all other activities compensated by the District on an integrated basis;
- (5) Comply with the established accounting policies and practices of the District and
- (6) Support the distribution of the employee's salary or wages among specific activities or costs objectives.

B. Time and Effort Procedures

Time and effort procedures will follow and comply with 2 CFR 200.430(i).

C. Fringe Benefits

Except as provided otherwise by federal law, the costs of fringe benefits will be allowable provided that the benefits are reasonable and required by law, a district-employee agreement, or another policy of the District.

D. 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 they are provided under established written District leave policies.

E. Unexpected or Extraordinary Circumstances

In the event of a pandemic or other unexpected or extraordinary circumstance, the District may close school or individual buildings. In such case, the District may compensate federally funded or other employees during such closure to ensure the return of staff to employment after the closure as allowed by state or federal law.

F. Documentation for Personnel Expenses

Records that reflect charges to federal awards for salaries and wages will comply with the rules and requirements of 2 CFR 200.430.

VII. Other Contract Matters.

A. Required Terms

The non-Federal entity's contracts must contain the applicable provisions required by section 200.326 and described in Appendix II to Part 200—Contract Provisions for non-Federal Entity Contracts Under Federal Awards.

B. Contracting with Certain Vendors

Pursuant to the standards contained in 2 C.F.R. § 200.321, the District will take all necessary affirmative steps to assure that minority businesses, women's business enterprises, veteran-owned businesses, and labor surplus area firms are used when possible consistent with state law.

Buy American. The District participates in the National School Lunch Program and School Breakfast Program and is required to use the nonprofit food service funds, to the maximum extent practicable, to buy domestic commodities or products for Program meals. A “domestic commodity or product” is defined as one that is either produced in the U.S. or is processed in the U.S. substantially using agricultural commodities that are produced in the U.S. as provided in 7 CFR 210.21(d). The District may deviate from this general requirement only if:

- The product is not produced or manufactured in the U.S. in sufficient and reasonably available quantities of a satisfactory quality; or
- Competitive bids reveal the costs of a U.S. product are significantly higher than the non-domestic product.

C. Record Keeping

1. Record Retention

- a) The District maintains all records that fully show (1) the amount of funds under the grant or subgrant; (2) how the subgrantee uses those funds; (3) the total cost of each project; (4) the share of the total cost of each project provided from other sources; (5) other records to facilitate an effective audit; and (6) other records to show compliance with federal program requirements. 34 C.F.R.

§§ 76.730-.731 and §§ 75.730-.731. The District also maintains records of significant project experiences and results. 34 C.F.R. § 75.732. These records and accounts must be retained and made available for programmatic or financial audit.

- b) The U.S. Department of Education is authorized to recover any federal funds misspent within 5 years before the receipt of a program determination letter. 34 C.F.R. § 81.31(c). Schedule 10 (Local School Districts) and Schedule 24 (Local Agencies General Records) of the Nebraska Records Management Division as approved by the Nebraska Secretary of State/State Records Administrator requires the District to maintain records regarding federal awards for a minimum of six (6) years. Consequently, the District shall retain records for a minimum of six (6) years from the date on which the final Financial Status Report is submitted, unless otherwise notified in writing to extend the retention period by the awarding agency, cognizant agency for audit, oversight agency for audit, or cognizant agency for indirect costs. However, if any litigation, claim, or audit is started before the expiration of the record retention period, the records will be retained until all litigation, claims, or audit findings involving the records have been resolved and final action taken. 2 C.F.R. § 200.333.
- c) Records will be destroyed in compliance with Schedule 10, Schedule 24, and State law. This includes the completion of a Records Disposition Report.

2. Maintenance of Procurement Records

- a) The District must maintain records sufficient to detail the history of all procurements. These records will include, but are not necessarily limited to the following: rationale for the method of procurement, selection of contract type, contractor selection or rejection, the basis for the contract price (including a cost or price analysis), and verification that the contractor is not suspended or debarred.
- b) Retention of procurement records shall be in accordance with applicable law and Board policy.

D. Privacy

The District has protections in place to ensure that the personal information of both students and employees is protected. These include the use of passwords that are changed on a regular basis; staff training on the requirements of the Family Educational Rights and Privacy Act (FERPA) and State confidentiality requirements; and training on identifying whether an individual requesting access to records has the right to the documentation.

Adopted on: _____

Revised on: _____

Reviewed on: _____

3004.1 Fiscal Management for Purchasing and Procurement Using Federal Funds

I. Applicability of Policy

This policy applies only to non-construction related purchases undertaken with federal funds which are subject to the federal Uniform Grant Guidance (UGG) and other applicable federal law, including but not limited to the Education Department and General Administration Regulations (EDGAR) and the United States Department of Agriculture (USDA) regulations governing school food service programs. In the event this policy conflicts or is otherwise inconsistent with mandatory provisions of the UGG, EDGAR or other applicable federal law, the mandatory provisions of the laws shall control.

All other non-construction purchases will be governed by the Board's general purchasing policy, which can be found earlier in this subsection. In the event of a conflict between state and federal law, the more stringent requirement shall apply.

This procurement policy shall govern all purchasing activities that relate to any aspect of the National School Lunch and Breakfast Programs. The district's goal is to fully implement all required procurement rules, regulations and policies set forth in 2 CFR 200, 7 CFR parts 210, 3016 and 3019, and by the Nebraska Department of Education.

II. Procurement System

The District maintains the following purchasing procedures.

A. Responsibility for Purchasing

The authority to make purchases shall be governed by the District's purchasing policy, which can be found elsewhere in this section. Except as otherwise provided in the District's purchasing policy, the acquisition of services, equipment, and supplies shall be centralized in the administration office under the supervision of the superintendent of schools, who shall be responsible for developing and administering the purchasing program of the school district. Purchases or commitments of district funds that are not authorized by this policy will be the responsibility of the person making the commitment.

B. Methods of Purchasing

The type of purchase procedures required depends on the cost of the item(s) being purchased.

1. Purchases up to \$10,000 (Micro-Purchases)

Micro-purchase means an individual procurement transaction for supplies or services using simplified acquisition procedures, the annual aggregate amount of which does not exceed \$10,000. Micro-purchases may be made or awarded without soliciting competitive quotations, to the extent district staff determine that the cost of the purchase is reasonable. For purposes of this policy "reasonable" means the purchase is comparable to market prices for the geographic area.

To the extent practicable, the District distributes micro-purchases equitably among qualified suppliers. The District will follow its standard policy on purchasing, which can be found earlier in this subsection.

2. Purchases between \$10,000 and \$250,000 (Simplified Acquisition Procedures)

Simplified acquisitions are purchases that, in the aggregate amount, are more than \$10,000 and less than \$250,000 annually. For simplified acquisitions, price or rate quotes shall be obtained in advance from a reasonable number of qualified sources as detailed in the district's standard policies on purchasing and on bid letting and contracts, which can be found earlier in this subsection.

3. Purchases Over \$250,000

a) Sealed Bids (Formal Advertising)

For purchases over \$250,000, the district will generally follow the bidding process outlined in the board's policy on Bidding for Construction, Remodeling, Repair or Site Improvement. If sealed bids are not accepted for a purchase of over \$250,000, the district will retain an explanation for that decision.

b) Contract/Price Analysis

The District performs a cost or price analysis in connection with every procurement action in excess of \$250,000, including contract modifications. The district will make an independent estimate of costs prior to receiving bids or proposals.

4. **Noncompetitive Proposals (Sole Sourcing)**

- a) Procurement by noncompetitive proposals is procurement through solicitation of a proposal from only one source and may be used only when one or more of the following circumstances apply:
 - 1) The procurement transaction can only be fulfilled by a single source;
 - 2) The public exigency or emergency for the requirement will not permit a delay resulting from providing public notice of a competitive solicitation;
 - 3) The federal awarding agency or pass-through entity expressly authorizes written approval of noncompetitive proposals in response to a written request from the District; or
 - 4) After solicitation of a number of sources, competition is determined inadequate.
- b) Noncompetitive proposals may only be solicited with the approval of the superintendent or the board. Sufficient and appropriate documentation that justifies the sole sourcing decision must be maintained by the superintendent or designee.
- c) A cost or price analysis will be performed for noncompetitive proposals when the price exceeds \$250,000.

5. **Competitive Proposals.**

- a) The technique of competitive proposals is normally conducted with more than one source submitting an offer, and either a fixed price or cost-reimbursement type contract is awarded. It is generally used when conditions are not appropriate for the use of sealed bids. If this method is used, the following requirements apply:

- 1) Requests for proposals must be publicized and identify all evaluation factors and their relative importance. Any response to publicized requests for proposals must be considered;
 - 2) Proposals must be solicited from an adequate number of qualified sources; and
 - 3) Contracts must be awarded to the responsible firm whose proposal is most advantageous to the program, with price and other factors considered.
- b) The District may use competitive proposal procedures for qualifications-based procurement of architectural/engineering (A/E) professional services whereby competitors' qualifications are evaluated and the most qualified competitor is selected, subject to negotiation of fair and reasonable compensation. The method, where price is not used as a selection factor, can only be used to procure A/E professional services. The method may not be used to purchase other services provided by A/E firms are a potential source to perform the proposed effort.
- c) The District may select a proposal that offers the best value and that is based upon the proposer's responsiveness to the proposal, experience, reputation, staff qualifications, ability and capacity to carry on the work, price, honesty, integrity, skills, business judgment, financial stability, past performance, and other relevant factors. The evaluation may be conducted by the school board, a designated committee, or another designee of the school board.

C. Use of Purchase (Debit & Credit) Cards

District use of purchase cards is subject to the policy on purchase cards which can be found elsewhere in this subsection.

D. Federal Procurement System Standards

The district's procurement transactions will be conducted in a manner providing full and open competition consistent with 2 C.F.R §200.319.

The District will maintain and follow general procurement standards consistent with 2 C.F.R. §200.318.

E. Debarment and Suspension

The District awards contracts only to responsible contractors possessing the ability to perform successfully under the terms and conditions of a proposed procurement. Consideration will be given to such matters as contractor integrity, public policy compliance, proper classification of employees (see the Fair Labor Standards Act, 29 U.S.C. 201, chapter 8), record of past performance, and financial and technical resources when conducting a procurement transaction.

The District may not subcontract with or award subgrants to any person or company who is debarred or suspended. For all contracts over \$25,000 the District verifies that the vendor with whom the District intends to do business with is not excluded or disqualified. 2 C.F.R. Part 200, Appendix II(1) and 2 C.F.R. §§ 180.220 and 180.300.

The District will verify debarment or suspension by revising the excluded parties list on SAM.gov, collecting a certification through the bidding process, and/or by including a debarment and suspension provision in the bid and contract documents. The Superintendent or his/her designee shall be responsible for such verification.

F. Settlements of Issues Arising Out of Procurements

The District alone is responsible, in accordance with good administrative practice and sound business judgment, for the settlement of all contractual and administrative issues arising out of procurements. These issues include, but are not limited to, source evaluation, protests, disputes, and claims. These standards do not relieve the District of any contractual responsibilities under its contracts. Violations of law will be referred to the local, state, or federal authority having proper jurisdiction.

III. Conflict of Interest and Code of Conduct

A. Board and staff member conflicts of interest are governed by the district's conflict of interest policies.

B. Purchases covered by this policy are subject to the following additional provisions.

1. Employees, officers, and agents engaged in the selection, award, and/or administration of district contracts which are prohibited from engaging in such actions if a real or apparent conflict of interest is present.
2. Such a conflict of interest would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of the parties indicated herein, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.
3. The board may determine at its discretion that a financial interest is not substantial enough to give rise to a conflict of interest.

C. Favors and Gifts

An employee, officer, agent, and board member of the District may neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts, except that this provision does not prohibit the receipt of unsolicited items of nominal value. For purposes of this policy, "nominal value" means a fair market value of \$25 or less.

D. Enforcement

Disciplinary Actions including, but not limited to, counseling, oral reprimand, written reprimand, suspensions without pay, or termination of employment, will be applied for violations of such standards by officers, employees, board members, or agents of the District.

IV. Property Management Systems

A. Property Classifications

1. Equipment means tangible personal property (including information technology systems) having a useful life of more than one year and a per-unit acquisition cost that equals or exceeds the lesser of the capitalization level established by the District for financial statement purposes, or \$10,000.
2. Supplies means all tangible personal property other than those described in §200.33 Equipment. A computing device is a supply if the acquisition cost is less than the lesser of the

capitalization level established by the District for financial statement purposes or \$10,000, regardless of the length of its useful life. 2 C.F.R. §200.94.

3. Computing Devices means machines that acquire, store, analyze, process, and publish data and other information electronically, including accessories (or “peripherals”) for printing, transmitting and receiving, or storing electronic information. 2 C.F.R. §200.20.
4. Capital Assets means tangible or intangible assets used in operations having a useful life of more than one year which are capitalized in accordance with GAAP. Capital assets include:
 - a) Land, buildings (facilities), equipment, and intellectual property (including software) whether acquired by purchase, construction, manufacture, lease-purchase, exchange, or through capital leases; and
 - b) Additions, improvements, modifications, replacements, rearrangements, reinstallations, renovations or alterations to capital assets that materially increase their value or useful life (not ordinary repairs and maintenance). 2 C.F.R. §200.12.

B. Inventory Procedure

Newly purchased property shall be received and inspected by the staff member who ordered it to ensure that that it matches the purchase order, invoice, or contract and that it is in acceptable condition.

Equipment, Computing Devices, and Capital Assets must be tagged with an identification number, manufacturer, model, name of individual who tagged the item, and date tagged).

C. Inventory Records

For equipment, computing devices, and capital assets purchased with federal funds, the following information is maintained in the property management system:

1. Serial number;
2. District identification number;
3. Manufacturer;

4. Model;
5. Date tagged and individual who tagged it;
6. Source of funding for the property;
7. Who holds title;
8. Acquisition date and cost of the property;
9. Percentage of federal participation in the project costs for the federal award under which the property was acquired;
10. Location, use and condition of the property; and
11. Any ultimate disposition data including the date of disposal and sale price of the property.

The inventory list shall be adjusted by the superintendent of schools or his/her designee for property that is sold, lost, stolen, cannot be repaired, or that cannot be located.

D. Physical Inventory

1. A physical inventory of the property must be taken and the results reconciled with the property records at least once every two years.
2. The Superintendent or his/her designee will ensure that the physical inventory is performed. The physical inventory will generally occur during the months of June or July, but may be conducted during other time periods with the approval of the superintendent.

E. Maintenance

In accordance with 2 C.F.R. 313(d)(4), the District maintains adequate maintenance procedures to ensure that property is kept in good condition.

F. Lost or Stolen Items

The District maintains a control system that ensures adequate safeguards are in place to prevent loss, damage, or theft of the property. The District will notify the Federal agency or pass-through entity of any loss, damage, or theft of equipment that will have an impact on the program.

G. Use of Equipment

Equipment must be used in the program or project for which it was acquired as long as needed, whether or not the project or program continues to be supported by the federal award, and the District will not encumber the

property for any non-federal program use without prior approval of the federal awarding agency and the pass-through entity.

H. Disposal of Equipment

When it is determined that equipment acquired under a federal award is no longer needed for the original project or program or for other activities currently or previously supported by a federal awarding agency, the Superintendent or his/her designee will contact the awarding agency (or pass-through for a state-administered grant) for disposition instructions.

If the item has a current fair market value of \$10,000 or less, it may be retained, sold, or otherwise disposed of with no further obligation to the federal awarding agency or pass-through entity. The Superintendent or his/her designee will utilize sales procedures which ensure the highest possible return on the disposal of the equipment.

I. Equipment Retention

When included in the terms and conditions of the Federal award, the Federal agency may permit the recipient to retain equipment, or authorize a pass-through entity to permit the recipient to retain equipment, with no further obligation to the Federal Government unless prohibited by Federal statute or regulation.

J. Equipment and Capital Expenditures

All equipment and capital expenditures shall comply with the rules and requirements of 2 CFR 200.439.

K. Depreciation

All depreciation shall comply with the rules and requirements of 2 CFR 200.436.

L. Reporting and Recording Federal Property Interest

The district will comply with federal interest reporting and submit annual reports, if required, regarding a real property interest due to a renovation, major remodeling, construction, or real property project funded by federal grant funds.

V. Financial Management

A. Identification

The District will identify, in its accounts, all federal awards received and expended and the federal programs under which they were received. Federal program and award identification include, as applicable, the CFDA title and number, federal award identification number and year, name of the federal agency, and, if applicable, name of the pass-through entity.

B. Financial Reporting

The District will make an accurate, current, and complete disclosure of the financial results of each federal award or program in accordance with the financial reporting requirements set forth in the Education Department General Administrative Regulations (EDGAR).

C. Accounting Records

The District maintains records which adequately identify the source and application of funds provided for federally-assisted activities. These records must contain information pertaining to grant or subgrant awards, authorizations, obligations, unobligated balances, assets, expenditures, income and interest and be supported by source documentation.

D. Internal Controls

The Superintendent or his/her designee must maintain effective control and accountability for all funds, real and personal property, and other assets through board review and approval of claims, an annual audit of the district's finances pursuant to the applicable Nebraska Department of Education and federal rules and regulations, and comparison of expenditures and outlays to budgeted amounts. The District adequately safeguards all such property and assures that it is used solely for authorized purposes. The District takes reasonable cybersecurity and other measures to safeguard information including protected personally identifiable information.

E. Budget Control

Actual expenditures or outlays will be compared with budgeted amounts for each federal award at least annually and more often as required by law or deemed prudent by the board or administrative staff.

F. Payment Methods

The District will comply with applicable methods and procedures for payment that minimize the time elapsing between the transfer of funds and disbursement by the District, in accordance with the Cash Management Improvement Act at 31 CFR Part 205. Generally, the District receives payment from the Nebraska Department of Education on a reimbursement basis. 2 CFR § 200.305. However, if the District receives an advance in federal grant funds, the District will remit interest earned on the advanced payment quarterly to the federal agency. The District may retain interest amounts up to \$500 per year for administrative expenses. 2 CFR § 200.305(b)(9).

Consistent with state and federal requirements, the District will maintain source documentation supporting the federal expenditures (invoices, time sheets, payroll stubs, etc.) and will make such documentation available for the Nebraska Department of Education to review upon request.

G. Allowability of Costs

Expenditures must be aligned with approved budgeted items. Any changes or variations from the state-approved budget and grant application need prior approval.

When determining how the District will spend its grant funds, the Superintendent or his/her designee will review the proposed cost to determine whether it is an allowable use of federal grant funds before obligating and spending those funds on the proposed good or service. All costs supported by federal education funds must meet the standards outlined in EDGAR, 2 CFR Part 3474 and 2 CFR Part. The Superintendent or his/her designee must consider these factors when making an allowability determination.

The Superintendent or his/her designee will consider Part 200's cost guidelines when federal grant funds are expended. The Superintendent or his/her designee will also consider whether all state - and District-level requirements and policies regarding expenditures have been followed.

H. Use of Program Income – Deduction, Addition, or Cost Sharing or Matching

The default method for the use of program income for the District is the deduction method. 2 C.F.R. § 200.307(e). Under the deduction method, program income is deducted from total allowable costs to determine the net allowable costs. Program income will only be used for current costs unless the District is otherwise directed by the federal awarding agency or pass-through entity. 2 C.F.R. § 200.307(e)(1). The District may also request prior approval from the federal awarding agency to use the addition method. Under

the addition method, program income may be added to the Federal award by the Federal agency and the non-Federal entity. The program income must then be used for the purposes and under the conditions of the Federal award. 2 C.F.R. § 200.307(e)(2). The District may also request prior approval from the federal awarding agency to use the cost sharing or matching method.

While the deduction method is the default method, the District always refers to the grant award notice prior to determining the appropriate use of program income.

I. 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 non-Federal entity's cost sharing or matching when such contributions meet all of the following criteria:

- (1) Are verifiable from the non-Federal entity'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 [subpart E \(Cost Principles\) of this part](#);
- (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 this part, as applicable.

J. Documentation of Personnel Expenses

Records that reflect charges to federal awards for salaries and wages will comply with the rules and requirements of 2 CFR 200.430.

VI. Written Compensation Policies

A. Time and Effort Standards

All employees who are paid in full or in part with federal funds must keep specific documents to demonstrate the amount of time they spent on grant activities. This includes an employee whose salary is paid with state or local funds but is used to meet a required "match" in a federal program. These

documents, known as time and effort records, are maintained in order to charge the costs of personnel compensation to federal grants. Charges to federal awards for salaries and wages must be based on records that accurately reflect the work performed. These records must:

- (1) Be supported by a system of internal controls which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- (2) Be incorporated into official records;
- (3) Reasonably reflect total activity for which the employee is compensated, not exceeding 100% of compensated activities;
- (4) Encompass both federally assisted and all other activities compensated by the District on an integrated basis;
- (5) Comply with the established accounting policies and practices of the District and
- (6) Support the distribution of the employee's salary or wages among specific activities or costs objectives.

B. Time and Effort Procedures

Time and effort procedures will follow and comply with 2 CFR 200.430(i).

C. Fringe Benefits

Except as provided otherwise by federal law, the costs of fringe benefits will be allowable provided that the benefits are reasonable and required by law, a district-employee agreement, or another policy of the District.

D. 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 they are provided under established written District leave policies.

E. Unexpected or Extraordinary Circumstances

In the event of a pandemic or other unexpected or extraordinary circumstance, the District may close school or individual buildings. In such case, the District may compensate federally funded or other employees during such closure to ensure the return of staff to employment after the closure as allowed by state or federal law.

F. Documentation for Personnel Expenses

Records that reflect charges to federal awards for salaries and wages will comply with the rules and requirements of 2 CFR 200.430.

VII. Other Contract Matters.

A. Required Terms

The non-Federal entity's contracts must contain the applicable provisions required by section 200.326 and described in Appendix II to Part 200—Contract Provisions for non-Federal Entity Contracts Under Federal Awards.

B. Contracting with Certain Vendors

Pursuant to the standards contained in 2 C.F.R. § 200.321, the District will take all necessary affirmative steps to assure that minority businesses, women's business enterprises, veteran-owned businesses, and labor surplus area firms are used when possible consistent with state law.

Buy American. The District participates in the National School Lunch Program and School Breakfast Program and is required to use the nonprofit food service funds, to the maximum extent practicable, to buy domestic commodities or products for Program meals. A “domestic commodity or product” is defined as one that is either produced in the U.S. or is processed in the U.S. substantially using agricultural commodities that are produced in the U.S. as provided in 7 CFR 210.21(d). The District may deviate from this general requirement only if:

- The product is not produced or manufactured in the U.S. in sufficient and reasonably available quantities of a satisfactory quality; or
- Competitive bids reveal the costs of a U.S. product are significantly higher than the non-domestic product.

C. Record Keeping

1. Record Retention

- a) The District maintains all records that fully show (1) the amount of funds under the grant or subgrant; (2) how the subgrantee uses those funds; (3) the total cost of each project; (4) the share of the total cost of each project provided from other sources; (5) other records to facilitate an effective audit; and (6) other records to show compliance with federal program requirements. 34 C.F.R.

§§ 76.730-.731 and §§ 75.730-.731. The District also maintains records of significant project experiences and results. 34 C.F.R. § 75.732. These records and accounts must be retained and made available for programmatic or financial audit.

- b) The U.S. Department of Education is authorized to recover any federal funds misspent within 5 years before the receipt of a program determination letter. 34 C.F.R. § 81.31(c). Schedule 10 (Local School Districts) and Schedule 24 (Local Agencies General Records) of the Nebraska Records Management Division as approved by the Nebraska Secretary of State/State Records Administrator requires the District to maintain records regarding federal awards for a minimum of six (6) years. Consequently, the District shall retain records for a minimum of six (6) years from the date on which the final Financial Status Report is submitted, unless otherwise notified in writing to extend the retention period by the awarding agency, cognizant agency for audit, oversight agency for audit, or cognizant agency for indirect costs. However, if any litigation, claim, or audit is started before the expiration of the record retention period, the records will be retained until all litigation, claims, or audit findings involving the records have been resolved and final action taken. 2 C.F.R. § 200.333.
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Adopted on: _____

Revised on: _____

Reviewed on: _____

2008 Meetings

The formation of policy is public business and will be conducted openly in accordance with the Nebraska Open Meetings Act.

1. Types of Meetings

- a. The board shall hold its regular meetings on or before the third Monday of each month.
- b. Special and emergency meetings may be called as provided by law.
- c. The board may schedule work sessions and retreats in order to provide board members and administrators with the opportunity to plan, research, and engage in discussion.

2. Notice

The board shall give reasonable advance publicized notice of the time and place of each of its meetings, which generally will be 48 hours or more in advance of the meeting. Such notice shall be transmitted to all members of the board and to the public.

Publication Procedure if the Newspaper Will Be Finalized for Printing Prior to the Time and Date of the Meeting. Notice of regular and special meetings shall be (1) published in a newspaper of general circulation within the district that is finalized for printing prior to the time and date of the meeting, (2) posting on the newspaper's website, if available, and (3) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers and, if available, on the newspaper's website.

Publication Procedure if the Newspaper Will Not Be Finalized for Printing Prior to the Time and Date of the Meeting. Notice of regular and special meetings shall be (1) posting on the newspaper's website, if available, and (2) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the school district's jurisdiction is to be finalized for printing prior to the time and date of the meeting.

Newspapers of general circulation in the district include, ~~but are not~~

~~necessarily limited to, the [redacted] or the Omaha World-Herald.~~ Such notice shall contain a statement that the agenda shall be readily available for public inspection at the administration office of the school during the normal business hours. In addition, the superintendent is authorized, but not required, to publish the notice of any meeting on the school district's website, posting in three prominent places within the school district, or by any other appropriate method designated by the board.

In case of refusal, neglect, or inability of the newspaper to timely publish the notice, the school district will (1) post the notice on its website, if available, and (2) submit a post on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (3) post the notice in a conspicuous public place in the school district's jurisdiction. The school district will keep a written record of the posting.

When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes of the meeting, and any formal action taken in such meeting shall pertain only to the emergency. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public no later than the end of the next regular business day.

3. Weather Delays

In the event of inclement weather which makes it dangerous or unreasonable for board members or members of the public to attend a meeting for which notice has already been given, such meeting may be postponed by the board president. The board will communicate the delay to members of the public by posting it on the district's website and by following the same communication protocol that the district follows when student attendance at school is called off due to inclement weather. When possible, the board president and superintendent will attempt to communicate the information to local media members and business owners to assist in notifying the public of the delay. Notice of the date, time, and location of the postponed meeting will be advertised as required in the "Notice" section above.

4. Minutes

- a. The board shall keep minutes of all meetings showing the time, place, members present and absent, the method(s) and date(s) of the meeting notice, and the substance of all matters discussed.

- b. Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the board in open session, and the record shall state how each member voted, or if the member was absent or not voting.

- c. The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public record and shall be published on the school district's website within ten working days of the last meeting or prior to the next convened meeting, whichever occurs earlier. The minutes shall be available on the website for at least six months.

Adopted on: _____

Revised on: _____

Reviewed on: _____

2008 Meetings

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1. Types of Meetings

- a. The board shall hold its regular meetings on or before the third Monday of each month.
- b. Special and emergency meetings may be called as provided by law.
- c. The board may schedule work sessions and retreats in order to provide board members and administrators with the opportunity to plan, research, and engage in discussion.

2. Notice

The board shall give reasonable advance publicized notice of the time and place of each of its meetings, which generally will be 48 hours or more in advance of the meeting. Such notice shall be transmitted to all members of the board and to the public.

Publication Procedure if the Newspaper Will Be Finalized for Printing Prior to the Time and Date of the Meeting. Notice of regular and special meetings shall be (1) published in a newspaper of general circulation within the district that is finalized for printing prior to the time and date of the meeting, (2) posting on the newspaper's website, if available, and (3) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers.

Publication Procedure if the Newspaper Will Not Be Finalized for Printing Prior to the Time and Date of the Meeting. Notice of regular and special meetings shall be (1) posting on the newspaper's website, if available, and (2) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the school district's jurisdiction is to be finalized for printing prior to the time and date of the meeting.

Newspapers of general circulation in the district include the . Such notice shall contain a statement that the agenda

shall be readily available for public inspection at the administration office of the school during the normal business hours. In addition, the superintendent is authorized, but not required, to publish the notice of any meeting on the school district's website, posting in three prominent places within the school district, or by any other appropriate method designated by the board.

In case of refusal, neglect, or inability of the newspaper to timely publish the notice, the school district will (1) post the notice on its website, if available, (2) submit a post on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (3) post the notice in a conspicuous public place in the school district's jurisdiction. The school district will keep a written record of the posting.

When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes of the meeting, and any formal action taken in such meeting shall pertain only to the emergency. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public no later than the end of the next regular business day.

3. Weather Delays

In the event of inclement weather which makes it dangerous or unreasonable for board members or members of the public to attend a meeting for which notice has already been given, such meeting may be postponed by the board president. The board will communicate the delay to members of the public by posting it on the district's website and by following the same communication protocol that the district follows when student attendance at school is called off due to inclement weather. When possible, the board president and superintendent will attempt to communicate the information to local media members and business owners to assist in notifying the public of the delay. Notice of the date, time, and location of the postponed meeting will be advertised as required in the "Notice" section above.

4. Minutes

- a. The board shall keep minutes of all meetings showing the time, place, members present and absent, the method(s) and date(s) of the meeting notice, and the substance of all matters discussed.
- b. Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the board in open session,

and the record shall state how each member voted, or if the member was absent or not voting.

- c. The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public record and shall be published on the school district's website within ten working days of the last meeting or prior to the next convened meeting, whichever occurs earlier. The minutes shall be available on the website for at least six months.

Adopted on: _____

Revised on: _____

Reviewed on: _____

NOTE TO BE DELETED: THIS POLICY IS FOR CLASS I AND II SCHOOL DISTRICTS THAT HAVE DECIDED TO ALLOW EMPLOYEES AND CONTRACTORS TO CARRY FIREARMS ON SCHOOL GROUNDS. IF YOU ARE A CLASS I OR II SCHOOL DISTRICT THAT HAS DECIDED NOT TO ALLOW ARMED EMPLOYEES AND CONTRACTORS, YOU SHOULD KEEP YOUR EXISTING POLICY 3060 IN PLACE AND MAKE NO CHANGES. IF YOU ARE A CLASS III OR LARGER SCHOOL DISTRICT, YOU CANNOT ALLOW THIS AND SHOULD KEEP YOUR EXISTING POLICY 3060 IN PLACE. THE CUTOFF FOR CLASS III IS A SCHOOL DISTRICT WITH A POPULATION OF 5,000 OR MORE.

3060

Firearms and Weapons for Non-Students

Weapons. No person may possess, handle, or transmit any weapon while on school grounds or at any school activity or event off school grounds except as permitted by this policy. **Definition of Weapon.** The term “weapon” means any object, device, instrument, material, or substance which is capable of causing injury in the manner it is used or intended to be used.

Firearms. No person may bring, possess, handle or transmit a firearm on school grounds, in a school owned vehicle, or at a school activity or event off school grounds, except as permitted by this policy. **Definition of Firearm.** The term “firearm, as defined in 18 U.S.C. 921, means any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, the frame or receiver of any such weapon, any firearm muffler or firearm silencer, or any destructive device (excluding an antique firearm).

Exceptions Regarding Firearms. The prohibition against firearms does not apply to:

1. The issuance of firearms to or possession by members of the armed forces of the United States, active or reserve, National Guard of this State, or Reserve Officers’ Training Corps or peace officers or other duly authorized law enforcement officers when on duty or training;
2. The possession of firearms by peace officers or other duly authorized law enforcement officers;
- 2.3. The carrying of firearms by qualified law enforcement officers or qualified retired law enforcement officers carrying pursuant to 18 U.S.C. 926B or 926C, respectively, as such sections existed on January 1, 2023

3.4. _____Firearms that may lawfully be possessed by a person who is receiving instruction at the school under the immediate supervision of an adult instructor;

4.5. _____Firearms which may lawfully be possessed by a person for the purpose of using them, with the approval of the school, in a historical reenactment, in a hunter education program, or as part of an honor guard;

5.6. _____Firearms contained within a private vehicle **operated by a nonstudent adult** that are not loaded **and** are enclosed in a case or are in a locked firearm rack that is on a motor vehicle; ~~or~~

7. A handgun carried as a concealed handgun by a nonstudent other than a minor or prohibited person in a vehicle or on his or her person while riding in or on a vehicle into or onto any parking area, which is open to the public and used by the school if, prior to exiting the vehicle, the handgun is locked inside the glove box, trunk, or other compartment of the vehicle, a storage box securely attached to the vehicle, or, if the vehicle is a motorcycle, a hardened compartment securely attached to the motorcycle while the vehicle is in or on such parking area; ~~or~~

~~6.8. _____Firearms carried by authorized security personnel who are employed by or contracted with the school district pursuant to this policy.~~

Authorized Security Personnel

The school district may employ or contract with authorized security personnel who may carry a firearm on school grounds, in a school-owned vehicle, or at a home school-sponsored activity or athletic event as provided in this policy.

Authorized security personnel may not carry a firearm at away school activities or athletic events unless authorized to do so by the host school or agency.

1. Personal Qualifications.

A. Background Check. The individual must pass a comprehensive background check as arranged by the school district. The school district will determine if the person is authorized to provide services, in accordance with state, federal, and local policy.

- B. Mental Health Evaluation. The individual will submit to a mental health evaluation with a mental health professional as arranged by the school district. The school district will review the evaluation and determine if, in its discretion, the individual is qualified to provide services.
 - C. Employee or Contractor. The individual with either be an existing employee of the district or shall enter into a written agreement to provide security services.
 - D. Letters of Recommendation. The individual shall submit at least three letters of recommendation. The Superintendent or designee shall contact the authors of the letters to verify their content and authenticity.
 - E. Concealed Carry Permit: The individual must possess a valid Nebraska Concealed Carry Permit.
2. Training. The individual must attend a minimum of twenty hours of training focused on school-based law enforcement, including, but not limited to, coursework focused on school law, student rights, understanding special needs students and students with disabilities, conflict de-escalation techniques, ethics for school resource officers, teenage brain development, adolescent behavior, implicit bias training, diversity and cultural awareness, trauma-informed responses, and preventing violence in school settings before providing any security services to the school district.
 3. Appropriate Firearms and Ammunition. Authorized security personnel may only use a handgun that has been approved by the school board. Any ammunition must be recommended or approved by the firearm manufacturer.
 4. Appropriate Use of Force. Although authorized security personnel are not law enforcement officers and do not have the authority to act in that capacity, they must know and understand the appropriate use of force. Authorized security personnel may take actions necessary to prevent or abate an active threat and temporarily detain an individual when they have reasonable cause to believe an individual has committed or is about to commit a forcible act of violence that could cause serious bodily injury or death. Authorized security personnel must understand deadly use of force as well as the potential of criminal and civil liability.
 5. [OPTION 1 - OVERNIGHT STORAGE ALLOWED] Firearm Storage. Authorized security personnel may store firearms and ammunition on school grounds subject to the terms of this policy and a separate

Memorandum of Understanding.

- A. The firearms and ammunition must be stored in a biometric fingerprint gun safe located in the _____.
 - B. One biometric fingerprint gun safe shall be installed by a qualified locksmith or other qualified professional installer. The safe shall be securely installed or otherwise bolted to the floor.
 - C. Only the authorized security personnel or other properly trained law enforcement officers will have biometric or other access to the safe.
 - D. The room in which the firearm and ammunition is stored shall be locked at all times with biometric access only.
 - E. The gun safe, firearms, and ammunition shall be the property of the authorized security personnel.
 - F. Only the authorized security personnel or other properly trained law enforcement officers may store guns or ammunition in the gun safe.
 - G. Only the authorized security personnel or other properly trained law enforcement officers may carry or use the guns and ammunition in stored in the gun safe.
 - H. The room in which the firearm, ammunition, and is stored and the safe are stored shall be monitored by school district video cameras.
 - I. Any firearms or ammunition to be stored in the ~~gun~~ safe will be transported at a time and in a concealed manner to minimize disruption.
6. **[OPTION 2 – OVERNIGHT STORAGE NOT ALLOWED]** Authorized security personnel may store firearms and ammunition on school grounds subject to the terms of this policy and a separate Memorandum of Understanding.
- A. The firearms and ammunition must be stored in a biometric fingerprint gun safe located in the _____.
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the authorized security personnel.

F. Only the authorized security personnel or other properly trained law enforcement officers may store guns or ammunition in the gun safe.

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H. The room in which the firearm, ammunition, and safe are is stored and the safe shall be monitored by school district video cameras.

I. Any firearms or ammunition to be stored in the ~~gun~~ safe will be transported at a time and in a concealed manner to minimize disruption.

J. **The authorized security personnel must be physically present on school grounds when their firearm or ammunition is stored in the biometric safe.**

7. Memorandum of Understanding (MOU). The authorized security personnel will enter into an MOU with the school district to address the requirements of this policy as well as other appropriate matters.

8. Notification. The authorized security personnel must notify all local law enforcement agencies, the Nebraska State Patrol, and local fire and rescue personnel and first responders, and the regional emergency manager of their position at the school district.

Consequences. In the event a person violates this policy, the school may:

- Make a report to law enforcement;
- Ban any violator from school grounds, school vehicles, or school events for any time period it deems appropriate; and/or
- Take any other action allowed by law.

Adopted on: _____

Revised on: _____

Reviewed on: _____

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1. The issuance of firearms to or possession by members of the armed forces of the United States, active or reserve, National Guard of this State, or Reserve Officers' Training Corps or peace officers or other duly authorized law enforcement officers when on duty or training;
2. The possession of firearms by peace officers or other duly authorized law enforcement officers;
3. The carrying of firearms by qualified law enforcement officers or qualified retired law enforcement officers carrying pursuant to 18 U.S.C. 926B or 926C, respectively, as such sections existed on January 1, 2023

4. Firearms that may lawfully be possessed by a person who is receiving instruction at the school under the immediate supervision of an adult instructor;
5. Firearms which may lawfully be possessed by a person for the purpose of using them, with the approval of the school, in a historical reenactment, in a hunter education program, or as part of an honor guard;
6. Firearms contained within a private vehicle ***operated by a nonstudent adult*** that are not loaded ***and*** are enclosed in a case or are in a locked firearm rack that is on a motor vehicle;
7. A handgun carried as a concealed handgun by a nonstudent other than a minor or prohibited person in a vehicle or on his or her person while riding in or on a vehicle into or onto any parking area, which is open to the public and used by the school if, prior to exiting the vehicle, the handgun is locked inside the glove box, trunk, or other compartment of the vehicle, a storage box securely attached to the vehicle, or, if the vehicle is a motorcycle, a hardened compartment securely attached to the motorcycle while the vehicle is in or on such parking area; or
8. Firearms carried by authorized security personnel who are employed by or contracted with the school district pursuant to this policy.

Authorized Security Personnel

The school district may employ or contract with authorized security personnel who may carry a firearm on school grounds, in a school-owned vehicle, or at a home school-sponsored activity or athletic event as provided in this policy. ***Authorized security personnel may not carry a firearm at away school activities or athletic events unless authorized to do so by the host school or agency.***

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 - A. Background Check. The individual must pass a comprehensive background check as arranged by the school district. The school district will determine if the person is authorized to provide services, in accordance with state, federal, and local policy.
 - B. Mental Health Evaluation. The individual will submit to a mental health evaluation with a mental health professional as arranged

by the school district. The school district will review the evaluation and determine if, in its discretion, the individual is qualified to provide services.

- C. Employee or Contractor. The individual with either be an existing employee of the district or shall enter into a written agreement to provide security services.
 - D. Letters of Recommendation. The individual shall submit at least three letters of recommendation. The Superintendent or designee shall contact the authors of the letters to verify their content and authenticity.
 - E. Concealed Carry Permit: The individual must possess a valid Nebraska Concealed Carry Permit.
2. Training. The individual must attend a minimum of twenty hours of training focused on school-based law enforcement, including, but not limited to, coursework focused on school law, student rights, understanding special needs students and students with disabilities, conflict de-escalation techniques, ethics for school resource officers, teenage brain development, adolescent behavior, implicit bias training, diversity and cultural awareness, trauma-informed responses, and preventing violence in school settings before providing any security services to the school district.
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- E. The gun safe, firearms, and ammunition shall be the property of the authorized security personnel.
- F. Only the authorized security personnel or other properly trained law enforcement officers may store guns or ammunition in the gun safe.
- G. Only the authorized security personnel or other properly trained law enforcement officers may carry or use the guns and ammunition in stored in the gun safe.
- H. The room in which the firearm, ammunition, and safe are stored shall be monitored by school district video cameras.
- I. Any firearms or ammunition to be stored in the safe will be transported at a time and in a concealed manner to minimize disruption.

[OPTION 2 – OVERNIGHT STORAGE NOT ALLOWED] Authorized security personnel may store firearms and ammunition on school grounds subject to the terms of this policy and a separate Memorandum of Understanding.

- A. The firearms and ammunition must be stored in a biometric fingerprint gun safe located in the _____.
- B. One biometric fingerprint gun safe shall be installed by a qualified locksmith or other qualified professional installer. The safe shall be securely installed or otherwise bolted to the floor.
- C. Only the authorized security personnel or other properly trained law enforcement officers will have biometric or other access to the safe.
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safe.

- G. Only the authorized security personnel or other properly trained law enforcement officers may carry or use the guns and ammunition in stored in the gun safe.
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- I. Any firearms or ammunition to be stored in the safe will be transported at a time and in a concealed manner to minimize disruption.
- J. ***The authorized security personnel must be physically present on school grounds when their firearm or ammunition is stored in the biometric safe.***

6. Memorandum of Understanding (MOU). The authorized security personnel will enter into an MOU with the school district to address the requirements of this policy as well as other appropriate matters.

7. Notification. The authorized security personnel must notify all local law enforcement agencies, the Nebraska State Patrol, and local fire and rescue personnel and first responders, and the regional emergency manager of their position at the school district.

Consequences. In the event a person violates this policy, the school may:

- Make a report to law enforcement;
- Ban any violator from school grounds, school vehicles, or school events for any time period it deems appropriate; and/or
- Take any other action allowed by law.

Adopted on: _____

Revised on: _____

Reviewed on: _____

BY-LAWS
OF
RAVENNA PUBLIC SCHOOLS FOUNDATION

ARTICLE I
OFFICES

The principal office of the Foundation shall be in the City of Ravenna, the County of Buffalo, in the State of Nebraska. The business of the Foundation may be conducted at any place convenient to the Board of Directors and officers.

ARTICLE II
MEMBERS

This Foundation shall have no members.

ARTICLE III
BOARD OF DIRECTORS

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

Section 2. Number of Directors. There shall be nine (9) regular Directors of the Foundation, three (3) of whom shall be members of the Board of Education of the Ravenna Public Schools (two of whom will be appointed and the third member shall be the President of the Board), three (3) of whom shall be members of the certificated staff of the Ravenna Public Schools, and three (3) of whom shall be members of the Ravenna Area Community. The Superintendent of Schools of the Ravenna Public Schools shall be an ex-officio non-voting member of the Board of Directors.

Section 3. Election and Term. All regular Directors shall be appointed by a majority vote of the Board of Education of the Ravenna Public Schools for terms of three years except the appointed members of the Board of Education shall serve a term of two (2) years. Each Director shall serve until his or her successor has been appointed and taken office. The Board of Education of the Ravenna Public Schools shall hold regular elections for members of the Board of Directors at its regularly scheduled meeting in February of each calendar year in which the term of one or more Directors shall expire. Directors so elected shall take office at the next regularly scheduled meeting of the Board of Directors. A vacancy on the Board of Directors, whether caused by death, resignation, or removal of a Director or by an increase in the number of Directors may be filled at any

time by the Board of Education of the Ravenna Public Schools. A Director appointed to fill a vacancy shall hold office only for the remaining term of the Director whose vacancy is being filled. The terms of the directors shall be staggered so that no more than three directors shall have terms expire in any one year. No more than four consecutive terms may be served by any one Director.

The initial Board of Directors will be appointed in such a manner in that one member of the Board of Education of the Ravenna Public Schools, one member of the Certificated Staff, and one member of the Ravenna Area Community will be appointed for term of one year; one member of the Board of Education of the Ravenna Public Schools, one member of the Certificated Staff and one member of the Ravenna Area Community shall be appointed for two years; and one member of the Certificated Staff and one member of the Ravenna Area Community shall be appointed for three years.

Section 4. Regular Meetings. A regular annual meeting of the Board of Directors shall be held on the first Monday of the month of February in each calendar year in the High School Library of the Ravenna Public Schools. The Board of Directors may provide by resolution the time and place for holding additional regular meetings of the Board of Directors. Said meetings shall be held without further notice other than the notice provided by these By-Laws and applicable resolutions.

Section 5. Special Meetings. Special meetings of the Board of Directors may be called by or at the request of the President or any two (2) Directors. The person or persons authorized to call special meetings of the Board of Directors may fix any time and place for the holding of any such special meetings of the Board called by them.

Section 6. Notice of Special Meetings. Notice of the date, time, and place of any special meeting shall be given at least three (3) days prior thereto by written notice delivered personally, by mail, or by other electronic device to each Director at his or her address as shown by the records of the Foundation. Neither the business to be transacted, nor the purpose of any special meeting of the Board of Directors need be specified in the Notice of such meeting unless specifically required by law or by these By-Laws.

Section 7. Quorum. A majority of the number of regular Directors as provided herein shall constitute a quorum for the transaction of business at any meeting of the Board of Directors, but if less than such majority is present at a meeting, a majority of the Directors present may adjourn the meeting.

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. Removal. Any Director may be removed from office by a two thirds (2/3) majority vote of the Board of Directors of the Foundation for any cause deemed sufficient by the Board in its sole discretion.

2025-2026 Observation Indicators

Ravenna Public Schools



NETWORK for
EDUCATOR
EFFECTIVENESS

Indicator 1.2

The teacher cognitively engages students in the content.



Indicator 4.1

The teacher uses instructional strategies that lead students to problem solving and critical thinking.



Indicator 5.1

The teacher uses instructional strategies that effectively engage students.



Indicator 7.4

The teacher monitors the effect of instruction on the whole class and individual learning.



8 Ways
to Increase
Engagement
with Your Students





Professional Development Plans

Starting with the 2025-2026 school year, all teachers will be required to develop a personalized professional development plan using the NEE platform.

To assist you in this process, there are numerous valuable resources available on the NEE site under the EdHub tab. You can explore these tools to enhance your planning and professional growth.

[NEE EdHub](#)

Introduction to Professional Development Plan

Teacher Professional Development Plan

Creating a Professional Development Plan

Building Ac As of 12/16/24

District	Building	Evaluator	Teacher	Obs
Ravenna	(†Ravenna Elem.		Brodersen I	0
Ravenna	(†Ravenna Elem.		Musil Kinsk	0
Ravenna	(†Ravenna E	Maulsby N	Ellis Barbar	1
Ravenna	(†Ravenna E	Anderson F	Abels Mich	2
Ravenna	(†Ravenna E	Anderson F	Bolling Dan	2
Ravenna	(†Ravenna E	Anderson F	Bult Brook	2
Ravenna	(†Ravenna E	Anderson F	Drabek Tiff	2
Ravenna	(†Ravenna E	Anderson F	Gadeken H	1
Ravenna	(†Ravenna E	Anderson F	Habe Jame	2
Ravenna	(†Ravenna E	Anderson F	Heath Kirby	2
Ravenna	(†Ravenna E	Anderson F	Jarvi Erin	2
Ravenna	(†Ravenna E	Anderson F	Lewandow	2
Ravenna	(†Ravenna E	Anderson F	Loeffelholz	2
Ravenna	(†Ravenna E	Anderson F	Mingus Cal	2
Ravenna	(†Ravenna E	Anderson F	Nelson She	1
Ravenna	(†Ravenna E	Anderson F	Nozicka Me	2
Ravenna	(†Ravenna E	Anderson F	Pritchard J	2
Ravenna	(†Ravenna E	Anderson F	Rasmusser	1
Ravenna	(†Ravenna E	Anderson F	Riens Mich	2
Ravenna	(†Ravenna E	Anderson F	Steele Abb	2
Ravenna	(†Ravenna E	Anderson F	Wiarda Kay	2
Ravenna	(†Ravenna E	Anderson F	Wick Korin	2
Ravenna	(†Ravenna E	Anderson F	Wilke Cindy	2
Ravenna	(†Ravenna E	Anderson F	Zinnell She	2
Ravenna	(†Ravenna High		Drahota An	0
Ravenna	(†Ravenna High		Maulsby Ju	0
Ravenna	(†Ravenna High		Musil Kinsk	0
Ravenna	(†Ravenna High		Osburn All	0
Ravenna	(†Ravenna High		Zinnel Tere	0
Ravenna	(†Ravenna H	Maulsby N	Christenser	2
Ravenna	(†Ravenna H	Maulsby N	Clark Elizab	2
Ravenna	(†Ravenna H	Maulsby N	Ellis Barbar	1
Ravenna	(†Ravenna H	Maulsby N	Ellis Tanne	2
Ravenna	(†Ravenna H	Maulsby N	Hanna Jeni	2
Ravenna	(†Ravenna H	Maulsby N	Havranek F	2
Ravenna	(†Ravenna H	Maulsby N	Huryta Karr	2
Ravenna	(†Ravenna H	Maulsby N	Jarzyuka K	2
Ravenna	(†Ravenna H	Maulsby N	Lammers J	1
Ravenna	(†Ravenna H	Maulsby N	Lewandowl	1
Ravenna	(†Ravenna H	Maulsby N	May Alec	2
Ravenna	(†Ravenna H	Maulsby N	Miller Eric	2
Ravenna	(†Ravenna H	Maulsby N	Mingus Ad	1
Ravenna	(†Ravenna H	Maulsby N	Rossman T	2
Ravenna	(†Ravenna H	Maulsby N	Schirmer T	2
Ravenna	(†Ravenna H	Maulsby N	Yendra Alis	2



Ken Schroeder <ken.schroeder@ravennabluejays.org>

[Supts] From KSB: Title IX Saga Continues: Policy Updates Required After 2024 Regs Vacated

1 message

'Melissa Wheelock' via supts@groups.esu10.org <supts@groups.esu10.org>
Reply-To: mwheelock@esu10.org
To: "'Melissa Wheelock' via supts@groups.esu10.org" <supts@groups.esu10.org>

Mon, Jan 13, 2025 at 9:56 AM

Good morning,

I am sending the latest update from KSB on Title IX in case you have not received it.

Have a wonderful Monday!

Melissa



DR. MELISSA WHELOCK


ESU 10 ADMINISTRATOR

-  308.237.5927 Ext. 224
-  mwheelock@esu10.org
-  76 Plaza Blvd, Kearney, NE 68848
-  <https://esu10.org>

From: KSB School Law <ksb@ksbschoollaw.com>
Date: Monday, January 13, 2025 at 9:30 AM
To: Melissa Wheelock <mwheelock@esu10.org>
Subject: Title IX Saga Continues: Policy Updates Required After 2024 Regs Vacated

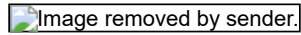
[EXTERNAL EMAIL]

The Title IX Saga Continues: Policy Updates Required After 2024 Regulations Vacated January 13, 2025 In a pivotal decision, the U.S. District Court for the Eastern District of Kentucky vacated the 202

 [Image removed by sender. KSB School Law](#)

The Title IX Saga Continues: Policy Updates Required After 2024 Regulations Vacated

January 13, 2025



In a pivotal decision, the U.S. District Court for the Eastern District of Kentucky vacated the 2024 Title IX regulations. The case is *State of Tennessee, et al. v. Cardona*, Civil Action No. 2:24-cv-00072-DCR (E.D. Ky. Jan. 9, 2025). This ruling nullifies the 2024 regulations entirely, meaning in effect it has a nationwide application. Typically when a court vacates regulations, it means you return to the previous regulations. In this situation, that would mean returning to the 2020 Title IX framework.

The 2024 regulations attempted to expand Title IX protections to include sexual orientation and gender identity, redefine harassment standards, and introduce procedural changes. The court rejected these efforts, finding that the Department exceeded its statutory authority and violated the constitution while doing so. This ruling underscores the ongoing legal battles over Title IX's scope and the proper process for regulatory changes.

What Does This Mean for Schools?

Schools must now revert to the 2020 Title IX framework, which requires immediate planning and action.

Policy Updates Are Essential

We know you do NOT want to hear this, but school districts are going to have to update their Title IX policies to align with the 2020 regulations at some point fairly soon. The court's decision invalidates any adjustments made to comply with the now-

vacated 2024 rules. KSB School Law has already begun drafting updated policies for our policy service subscribers. However, we recommend waiting until after President Trump's inauguration to finalize changes, as we expect an executive order or other executive position may further alter or complicate the status of the Title IX litigation and regulations.

Prepare for More Litigation

Legal challenges to the 2020 regulations will likely resurface, alongside ongoing cases involving the rights of transgender students. These lawsuits will continue to shape the Title IX landscape, requiring schools to remain vigilant and flexible.

Plan for Additional Training

Administrators should plan for additional Title IX training during the second semester of the 2024-25 school year. Everyone involved in the Title IX process—investigators, decision-makers, and appellate decision-makers—will need updated training to ensure compliance with the reimplemented 2020 regulations and prepare for any new guidance. Anyone not previously trained on the 2020 regulations will need training if you plan to have them serve in your Title IX team. KSB will offer new, streamlined training sessions on our portal, and we promise these will be shorter than the lengthy sessions required in 2020 (though we all know you'll miss our Hamilton references)!

New Complaints

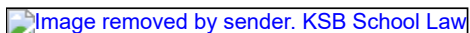
If you get a new complaint of sexual harassment and the misconduct occurred after January 8, 2025, you should contact your school lawyer. Until schools can get their 2020 regulation policies and processes in place, we'll have to navigate inconsistency between the law post-ruling and your policies, procedures, forms, etc.

How KSB Can Help

We are finalizing updated Title IX policy templates and will release them to policy service subscribers after we evaluate any new information from the Trump Administration as they take office.

You should dust off your 2020 policies and forms and share those with administrative staff, so everyone has a refresher on those processes as we work toward updated policies to enact in the coming weeks. You can contact KSB for assistance with updates, training, and legal guidance. If you have any questions, please don't hesitate to reach out to us at ksb@ksbschoollaw.com or (402) 804-8000.

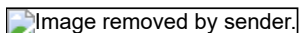
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KSB School Law, 206 S. 13th Street, Suite 1100, Lincoln, NE 68508, United States

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