

Board of Education Regular Meeting
Monday, October 14, 2019 7:00 PM
HS CONFERENCE ROOM
705 N 9th St
Arlington, Nebraska 68002

1. OPENING PROCEDURES
 1. Call Meeting to Order
 2. Roll Call
 3. Pledge of Allegiance
 4. Approval of Regular Meeting Agenda
2. WELCOME TO GUESTS AND PUBLIC FORUM
3. CONSENT AGENDA
 1. Minutes of the Previous Board Meeting(s)
 2. Monthly Financial Reports
 3. Approve Hiring of Sheila Pettit as HS Para
4. CURRICULUM/INSTRUCTION REPORTS
 1. Floyd Everitt High school Guidance Report
 2. Kerri Harris Elementary Guidance Report
5. PRINCIPALS' REPORTS
 1. Mr. Pfingstens October Report
 2. Mr. Shada's October Report
 3. Mrs. Morgan's October Report
6. SUPERINTENDENT'S REPORT
 1. NASB Board Quicks
 2. Superintendent Evaluation Tool
 3. NSCAS/Nebraska Education Profile Report
7. COMMITTEE AND REPRESENTATIVE REPORTS
 1. Committee for American Civics
 2. Buildings and Grounds Committee
 3. Negotiations Committee
 4. Professional Development Sharing
8. UNFINISHED BUSINESS
9. NEW BUSINESS
 1. Discuss, Consider, and Approve Interlocal Agreement with Southeast Nebraska Distance Learning Consortium (ESU5).
 2. Discuss, Consider, and Accept highest offer for Surplus School Bus (2001).
 3. Discuss and Review Policies 5401-5414.
10. EXECUTIVE SESSION
11. ACTION ON EXECUTIVE SESSION ITEMS
12. ADJOURNMENT

GENERAL FUND EXPENDITURES

September 2019

Accounts Payable \$ 172,217.88

Payroll \$ 446,428.54

Total General Fund \$ 618,646.42

CHECK REGISTER FOR OCTOBER 2019 BOARD MEETING

(Includes special fund checks)

PAYEE NAME	DESCRIPTION	AMOUNT
American Broadband	Telephone Service	\$489.82
Americom Communications	Security Cameras and Equip	\$3,593.00
APS Arlo activity fund	Reimburse Always for Kids for rubber pl	\$35,394.00
Border States Industries	6 8in wafer - maintenance	\$389.88
Carolina Biological Supply	supplies	\$4,411.61
CDW - G	Mueller supplies	\$911.29
Center Point	Natural Gas	\$272.33
Chem tech Fumigation	Monthly pest control	\$92.64
Class Intercom	Class Intercom License	\$975.00
CWD	Food order	\$4,023.36
DB Nebraska Service Company	Locker room RTU repair	\$2,342.96
Dietze Music	supplies	\$180.88
Dietze Music	supplies	\$551.79
DLR Group	Planning services for District	\$70.81
Earthgrains	Food order	\$1,083.64
Egan Supply	Gym floor	\$6,589.16
Elemental Fabrication	Ag Supplies	\$243.67
Embroidery Connection	Embroidery	\$24.00
Enterprise Publishing	Legal Notices for board meeting	\$334.35
Enterprise Publishing	Help wanted ads	\$244.95
ESU #2	Psychology k-12 services	\$9,531.27
ESU #3	Coop order	\$10,573.40
ESU #3	Creative arts	\$30.00
ESU #3	SPED one day	\$50.00
ESU #5	SNDLC Consortium	\$3,900.00
Fas Break	Repair window chips	\$100.00
Fastbridge Learning	Fast Focus Registration Rollins	\$425.00
Fastbridge Learning	Fast Focus Registration Fairhead and SI	\$850.00
Fastenal Company	Maintenance Parts	\$14.56
Fastenal Company	Projector Mounts	\$114.70
Gartner And Assoc	Motor Warranty Freight	\$22.73
Heart Smart.com	supplies	\$135.00
Hiland	Dairy	\$2,605.82
Hireright	Background Screening	\$31.40
Hometown Leasing	Printer Copier Lease	\$1,723.15
Houghlin Mifflin Company	supplies	\$1,400.00
Jackson Service	Kitchen supplies	\$349.27
Japp Seeding	Spring Maintenance	\$3,559.50
Journeyed.com	Microsoft license	\$3,149.30
Knudsen Oil and Feed	Fuel for bus	\$308.40
LE Learn to Move	PT Services	\$198.64
Lifetrack Services	Lifetrack Surveys	\$854.00
Lincoln Journal Star	Help wanted ads	\$631.20
Lou's	JH Helmets and jerseys	\$897.30
Macgill and Co	supplies	\$323.65
McGraw Hill	classroom supplies	\$2,232.94
McKinnis Roofing	Roof leak time and material	\$486.47
Menards	Maintenance Supplies	\$834.75
Midwest Alarm	Fire extinguishers and Wall Brackets	\$400.00
Musician's Choice	supplies	\$117.90
NCSA	Labor Relations Workshop	\$280.00
NE Safety Center	Van licensing class for 3 elem paras	\$300.00
New Direction Solutions	Contracted Elem Sped	\$2,400.00
New Direction Solutions	Contracted Elem Sped	\$2,355.00
Odey's Inc	Linestripping paint	\$184.00
Omaha Truck Center	Fitting and Lever latch for bus	\$58.47
Omaha Truck Center	Tire parts for 2015	\$468.68

Omaha Truck Center	Harness for bus	\$147.83
Omaha World Herald	Help wanted ads	\$485.00
One Source	Background Screening	\$77.00
OPPD	Electricity	\$11,962.33
O'Reilly Auto	Head light bulbs for bus	\$26.72
O'Reilly Auto	Air filters and oil, grease for buses	\$145.60
P&H Electric	Maintenance Supplies	\$133.79
Pearson Education	classroom supplies	\$950.09
Pearson Education	Protocol forms	\$123.75
Pegler / Sysco	Food	\$5,123.15
Perma Bound	New books for classroom	\$148.28
Pioneer Valley Educational Press	classroom supplies	\$80.00
Prairie Fields Family Med	Driver Physicals	\$80.00
Prairie Fields Family Med	Driver Physicals	\$80.00
Prime Communications	supplies	\$5,992.54
S&S Locksmith	Commercial locks and svc at Ballfields	\$770.00
Schmader Electric Const	Light repair at FB field	\$1,146.00
Scholastic	Journal Books	\$635.20
Scholastic	Scope Magazine Subscription	\$219.78
Scholastic	Choices Magazine Subscription	\$104.39
Staples	District Office Supplies	\$63.15
Teacher Innovations	Planbook Yearly Subscription	\$175.50
Thermo King Christensen	Bus Parts	\$72.00
Thermo King Christensen	Bus Parts	\$111.00
Two Rivers Bank	Direct Deposit Fee	\$18.00
United Private Networks	Distance Learning	\$554.00
UNO Music Dept	Show Choir Registration	\$250.00
US Foods	Food	\$4,935.17
Village of Arlington	Water	\$1,320.51
VIRCO	chairs	\$873.60
VISA	supplies	\$7,623.89
VP Striping	Parking Lot Striping	\$1,050.00
Walmart	Supplies	\$557.88
Waste Connections	Trash Service	\$378.00
Weiser Education	supplies	\$556.54
Wiese Plumbing	Elem Sewer work	\$1,376.95
Wiese Plumbing	HS Sewer Work	\$1,031.00
Winnelson	Parts for Maintenance	\$556.29
Woodwind Brasswind	supplies	\$2,033.00
Zaner Bloser	Handwriting	\$1,667.70

Total Payables

\$167,751.27

HANDPAYABLES

Omaha Truck Center	remaining balance	\$ 765.00
Washington County	Bus plates and wheel taxes	\$ 16.00
Staples	New planner	\$ 24.86
Wex Bank (Shell)	Fuel bill for Sept	\$ 3,660.75

Total Handpayables**\$4,466.61****Total General Fund****\$172,217.88****SPECIAL FUNDS**

Pave the Way Concrete	Prep and pour concrete	\$22,500.00 Depreciation Fund
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Total Special Funds**\$22,500.00**

EFINANCE - POWERSCHOOL
DATE: 10/10/2019
TIME: 07:36:23

ARLINGTON PUBLIC SCHOOL
CHECK REGISTER

PAGE NUMBER: 1
VENCHK11
ACCOUNTING PERIOD: 2/20

FUND - 99 - DISBURSEMENT FUND

CHECK NUMBER	CASH ACCT	DATE ISSUED	-----VENDOR-----	ACCT	-----DESCRIPTION-----	AMOUNT
40268			4607 VISA		VOID: MULTI STUB CHECK	
40269			4607 VISA		VOID: MULTI STUB CHECK	
40270	9001	10/10/19	4607 VISA	2610	10 PACK RETRACTABLE BADGE	15.99
40270	9001	10/10/19	4607 VISA	2610	100 PACK AAA BATTERIES	20.96
40270	9001	10/10/19	4607 VISA	2650	2 PACK 10 FOOT POWER EXTE	27.98
40270	9001	10/10/19	4607 VISA	2610	2 PACK HEAVY DUTY RETRACT	11.49
40270	9001	10/10/19	4607 VISA	2650	35' HDMI CABLE FOR DESIRE	28.99
40270	9001	10/10/19	4607 VISA	2650	5 PACK 10' HDMI CABLES	24.99
40270	9001	10/10/19	4607 VISA	2734	5 PACK LENOVO X131E BATTE	192.60
40270	9001	10/10/19	4607 VISA	2810	ACDA DUES	125.00
40270	9001	10/10/19	4607 VISA	2610	AMAZON.COM - 10/PACK OF W	9.85
40270	9001	10/10/19	4607 VISA	2610	AMAZON.COM - 12 PACK OF D	19.89
40270	9001	10/10/19	4607 VISA	2610	AMAZON.COM - 25 PACK OF F	14.99
40270	9001	10/10/19	4607 VISA	2610	AMAZON.COM - JUST SMARTY	32.99
40270	9001	10/10/19	4607 VISA	2610	AMAZON.COM - MEAD CORKBOA	21.98
40270	9001	10/10/19	4607 VISA	2610	AMAZON.COM - MR SKETCH SC	4.95
40270	9001	10/10/19	4607 VISA	2330	AMAZON.COM - THE SHARK AN	16.23
40270	9001	10/10/19	4607 VISA	2650	BATTERIES FOR CLICKERS FO	22.96
40270	9001	10/10/19	4607 VISA	2650	BATTERIES FOR ROCKETS IN	41.92
40270	9001	10/10/19	4607 VISA	2610	BROADCASTING HAPPINESS BO	23.27
40270	9001	10/10/19	4607 VISA	2610	CLIPBOARDS FOR BUSES	19.50
40270	9001	10/10/19	4607 VISA	2610	CLIPBOARDS FOR BUSES	19.49
40270	9001	10/10/19	4607 VISA	2733	CORE CHAIRS FOR MUELLER	149.97
40270	9001	10/10/19	4607 VISA	2733	CORE WOBBLE STOOLS AND FL	456.34
40270	9001	10/10/19	4607 VISA	2650	DELL LAPTOP KEYBOARD REPL	13.90
40270	9001	10/10/19	4607 VISA	2610	DESK TOP PRIVACY PANEL A	156.46
40270	9001	10/10/19	4607 VISA	2650	DISPLAY PORT TO HDMI ADAP	14.90
40270	9001	10/10/19	4607 VISA	2610	DUAL MONITOR ARM AND STA	520.00
40270	9001	10/10/19	4607 VISA	2610	ESTIMATED SHIPPING/HANDLI	32.90
40270	9001	10/10/19	4607 VISA	2734	ESTIMATED SHIPPING/HANDLI	13.99
40270	9001	10/10/19	4607 VISA	2650	ESTIMATED SHIPPING/HANDLI	22.22
40270	9001	10/10/19	4607 VISA	2650	ESTIMATED SHIPPING/HANDLI	6.30
40270	9001	10/10/19	4607 VISA	2650	ESTIMATED SHIPPING/HANDLI	9.31
40270	9001	10/10/19	4607 VISA	2650	HDMI 3 PACK CABLES	17.92
40270	9001	10/10/19	4607 VISA	2650	HDMI TO RJ45 ADAPTERS FOR	54.95
40270	9001	10/10/19	4607 VISA	2650	HDMI TO VGA ADAPTER	7.99
40270	9001	10/10/19	4607 VISA	2650	HEADPHONE HOLDER FOR 2ND-	13.99
40270	9001	10/10/19	4607 VISA	2734	HP 24" MONITOR FOR JEN AR	109.99
40270	9001	10/10/19	4607 VISA	2734	HP 24" MONITOR FOR LEWIS	219.98
40270	9001	10/10/19	4607 VISA	2734	HP 2420 LASER PRINTERS-RE	199.90
40270	9001	10/10/19	4607 VISA	2650	HP JETDIRECT CARD FOR TRA	22.99
40270	9001	10/10/19	4607 VISA	2650	HP JETDIRECT CARD REPLACE	10.70
40270	9001	10/10/19	4607 VISA	2734	IPEVO DOCUMENT CAMERA FOR	199.00
40270	9001	10/10/19	4607 VISA	2650	LARGE WHITE HOOKS FOR HEA	9.31
40270	9001	10/10/19	4607 VISA	2650	LENOVO N22 NETBOOK REPLAC	132.95
40270	9001	10/10/19	4607 VISA	2650	LENOVO N22 NETBOOK REPLAC	90.00
40270	9001	10/10/19	4607 VISA	2734	NETGEAR 5 PORT GIGABIT SW	89.95
40270	9001	10/10/19	4607 VISA	2610	OMAHA WORLD HERALD RENEWA	68.85
40270	9001	10/10/19	4607 VISA	2650	PAPER PICKUP ROLLER ASSEM	12.45
40270	9001	10/10/19	4607 VISA	2530	PIONEER LONG DISTANCE BIL	64.20
40270	9001	10/10/19	4607 VISA	2530	PIONEER TELEPHONE BILL	87.02
40270	9001	10/10/19	4607 VISA	2610	PRE ADDRESSED AND STAMPED	2,468.80
40270	9001	10/10/19	4607 VISA	2643	QUIZLETT SUBSCRIPTION- JA	19.99
40270	9001	10/10/19	4607 VISA	2643	REMAKE OF PURCHASE ORDER	24.95

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FUND - 99 - DISBURSEMENT FUND

CHECK NUMBER	CASH ACCT	DATE ISSUED	-----VENDOR-----	ACCT	-----DESCRIPTION-----	AMOUNT
40270	9001	10/10/19	4607 VISA	2643	REMAKE OF PURCHASE ORDER	69.95
40270	9001	10/10/19	4607 VISA	2643	REMAKE OF PURCHASE ORDER	199.00
40270	9001	10/10/19	4607 VISA	2643	REMAKE OF PURCHASE ORDER	109.95
40270	9001	10/10/19	4607 VISA	2610	REMAKE OF PURCHASE ORDER	37.80
40270	9001	10/10/19	4607 VISA	2610	REMAKE OF PURCHASE ORDER	28.00
40270	9001	10/10/19	4607 VISA	2643	RENEWAL FOR 2ND GRADE SUP	89.80
40270	9001	10/10/19	4607 VISA	2650	RJ45 TO VGA ADAPTERS FOR	39.00
40270	9001	10/10/19	4607 VISA	2640	SEE ATTACHED	94.76
40270	9001	10/10/19	4607 VISA	2640	SEE ATTACHED	11.81
40270	9001	10/10/19	4607 VISA	2640	SEE ATTACHED	252.86
40270	9001	10/10/19	4607 VISA	2640	SEE ATTACHED	76.36
40270	9001	10/10/19	4607 VISA	2640	SEE ATTACHED	34.75
40270	9001	10/10/19	4607 VISA	2640	SEE ATTACHED	179.79
40270	9001	10/10/19	4607 VISA	2610	SEE ATTACHED	92.14
40270	9001	10/10/19	4607 VISA	2650	TONER CARTRIDGE FOR TRANS	27.99
40270	9001	10/10/19	4607 VISA	2650	TONER FOR KONICA MINOLTA	105.00
40270	9001	10/10/19	4607 VISA	2650	UBS-C TO USB ADAPTER FOR	6.69
40270	9001	10/10/19	4607 VISA	2733	WALMART.COM - MAINSTAYS M	159.00
40270	9001	10/10/19	4607 VISA	2610	CORRECTION	-8.95
TOTAL CHECK						7,623.89
TOTAL FUND						7,623.89
TOTAL REPORT						7,623.89

ACTIVITY BALANCE as of 9/30/19

Source			YTD	YTD	
Code:	Account	Beginning Bal	Expenditures	Revenues	Balance
701	One School One Team	\$ 3,455.46	\$4,268.70	\$7,724.82	\$ 6,911.58
702	Always For Kids	\$ 60.51	\$5,062.28	\$37,409.70	\$ 32,407.93
703	Art Class	\$ 8,277.59	\$0.00	\$271.00	\$ 8,548.59
704	Art Club	\$ 1,133.12	\$0.00	\$0.00	\$ 1,133.12
705	Athletics	\$ (21,388.98)	\$15,721.24	\$25,194.74	\$ (11,915.48)
706	Band	\$ 8,341.20	\$76.50	\$462.50	\$ 8,727.20
707	Band Fund Raising	\$ (2,656.44)	\$0.00	\$0.00	\$ (2,656.44)
762	Baylor/ACT	\$ 2,979.09	\$0.00	\$0.00	\$ 2,979.09
708	Book Club	\$ 270.55	\$0.00	\$0.00	\$ 270.55
709	Cheerleading	\$ 2,257.86	\$1,370.27	\$1,052.00	\$ 1,939.59
734	Class of 2018	\$ 1,453.91	\$0.00	\$0.00	\$ 1,453.91
765	Class of 2019	\$ 1,016.13	\$0.00	\$0.00	\$ 1,016.13
770	Class of 2020	\$ 1,891.64	\$0.00	\$0.00	\$ 1,891.64
771	Class of 2021	\$ 4,320.17	\$0.00	\$759.06	\$ 5,079.23
768	Class of 2022	\$ 2,602.33	\$0.00	\$672.44	\$ 3,274.77
772	Class of 2023	\$ 1,069.40	\$0.00	\$0.00	\$ 1,069.40
773	Class of 2024	\$ 481.35	\$0.00	\$0.00	\$ 481.35
720	Concessions	\$ (743.31)	\$5,127.10	\$4,850.38	\$ (1,020.03)
721	Dance Squad	\$ (439.00)	\$194.00	\$2,260.79	\$ 1,627.79
722	Drama	\$ 386.89	\$0.00	\$0.00	\$ 386.89
724	Elem Lounge	\$ 84.32	\$0.00	\$0.00	\$ 84.32
726	FBLA	\$ 11,386.47	\$792.35	\$3,406.90	\$ 14,001.02
732	FCS	\$ 2,001.80	\$0.00	\$405.00	\$ 2,406.80
766	FFA	\$ 11,507.93	-\$1,212.08	\$0.00	\$ 12,720.01
758	Floor Fund	\$ 427.95	\$0.00	\$0.00	\$ 427.95
761	Honors History	\$ 607.09	\$0.00	\$0.00	\$ 607.09
735	Honor Society	\$ 1,235.29	\$0.00	\$0.00	\$ 1,235.29
744	HS Lounge	\$ 135.58	\$0.00	\$0.00	\$ 135.58
740	Industrial Tech	\$ 3,628.28	\$183.54	\$410.00	\$ 3,854.74
736	Interest	\$ 750.41	\$0.00	\$0.00	\$ 750.41
739	Library Fund Elem/HS	\$ 4,921.29	\$0.00	\$48.99	\$ 4,970.28
764	Metro	\$ 46,882.01	\$0.00	\$100.00	\$ 46,982.01
723	Middle School STEM	\$ 838.62	\$0.00	\$0.00	\$ 838.62
737	MS Student Council	\$ 3,254.20	\$0.00	\$109.30	\$ 3,363.50
756	Pepsi	\$ 1,612.69	\$46.00	\$212.08	\$ 1,778.77
724	Quiz Bowl	\$ 1,389.64	\$0.00	\$0.00	\$ 1,389.64
728	Reimbursement (general)	\$ 2,998.60	\$0.00	\$0.00	\$ 2,998.60
714	SKILLS	\$ 36.68	\$0.00	\$100.00	\$ 136.68
746	Spanish Club	\$ 181.94	\$0.00	\$0.00	\$ 181.94
747	Speech	\$ 1,160.32	\$0.00	\$0.00	\$ 1,160.32
748	Spring Musical	\$ 7,878.71	\$320.99	\$5,363.10	\$ 12,920.82
749	Student Council	\$ 5,188.96	\$275.00	\$894.00	\$ 5,807.96
750	Student Vending	\$ 2,231.24	\$34.99	\$0.00	\$ 2,196.25
751	Swing Choir	\$ 2,057.08	\$327.22	\$0.00	\$ 1,729.86

717	Transition	\$	1,613.51	\$0.00	\$0.00	\$	1,613.51
710	Welding	\$	(239.57)	\$0.00	\$0.00	\$	(239.57)
753	Yearbook	\$	7,887.29	\$0.00	\$120.00	\$	8,007.29
	CAMPS						
790	BBB Camp Fundraiser	\$	3,570.95	\$0.00	\$1,680.00	\$	5,250.95
791	GBB Camp Fundraiser	\$	911.94	\$172.00	\$0.00	\$	739.94
782	VB Camp Fundraiser	\$	7,315.33	\$1,126.37	\$73.40	\$	6,262.36
727	FB Fund (Camps)	\$	7,064.14	\$4,483.27	\$0.00	\$	2,580.87
785	XC Fundraiser	\$	3,822.24	\$1,614.24	\$347.00	\$	2,555.00
788	SB Fundraiser	\$	(373.74)	\$1,087.51	\$0.00	\$	(1,461.25)
733	Wrestling Fund	\$	5,150.85	\$785.00	\$0.00	\$	4,365.85
783	Boys Golf	\$	392.61	\$0.00	\$0.00	\$	392.61
784	Girls Golf	\$	4,104.48	\$280.00	\$0.00	\$	3,824.48
786	Track Fund	\$	1,421.39	\$0.00	\$0.00	\$	1,421.39
792	MS GBB	\$	91.00	\$0.00	\$0.00	\$	91.00
787	MS Track	\$	222.12	\$0.00	\$0.00	\$	222.12
789	Baseball Fund	\$	4,930.92	\$113.75	\$165.80	\$	4,982.97
	Totals		\$175,052.03	\$42,250.24	\$94,093.00	\$	226,894.79

Arlington Public Schools
September 30, 2019

Fund Name 2 Rivers Bank	Starting Balance	Receipts	Disbursements	Interfund Transfers	Ending Balance
General Fund - 864	\$ 150,019.56	\$ 1,853,606.55	\$ 1,055,111.93	\$ (724,672.28)	\$ 223,841.90
Activities - 109	\$ 82,599.10	\$ 56,514.29	\$ 32,448.18	\$ -	\$ 106,665.21
Sweep - 956	\$ 4,077,961.78	\$ 2,583.38		\$ 757,297.31	\$ 4,837,842.47
Hot Lunch - 487	\$ 109,668.71	\$ 32,490.02	\$ 146.75	\$ (32,625.03)	\$ 109,386.95
Employee Benefit Fund	\$ 841.95	\$ -	\$ -	\$ -	\$ 841.95
Depreciation Fund	\$ 1,580,242.10	\$ 351,080.39	\$ 211,036.25	\$ -	\$ 1,720,286.25
2017 Bond Refunding	\$ 704,138.03	\$ 181,888.40		\$ -	\$ 886,026.43
QCPUF	\$ 287,020.84	\$ 103,428.08		\$ -	\$ 390,448.93
Spec Bldg Fund	\$ 420,849.70	\$ 123,288.15	\$ -	\$ -	\$ 544,137.85
Total Special Funds	\$ 2,993,092.63	\$ 759,685.03	\$ 211,036.25	\$ -	\$ 3,541,741.41

Curriculum Board Report, October, 2019

I. Elementary Guidance Counselor, Kerri Harris

A. *Goals for student learning and program enhancement*

- 1. Promote Positive Character Traits and Growth Mindset with Social Detective and Flexible Brain theme.**
- 2. Help students develop and improve self-regulation skills using Dovetail Learning “Toolbox” curriculum.**
- 3. Develop students’ understanding of Expected and Unexpected Behaviors to improve learning environment.**

B. *Innovations/changes made to meet the goals*

- 1. Continuous evaluation and adjustments to yearly plan to meet grade level objectives and create variety for students.**
- 2. Researched and implemented use of materials and self-regulation strategies for students using *Dovetail Learning Toolbox Tools*.**
- 3. Reserached and implemented use of materials “Superflex” and “Social Detective” books and activities.**
- 4. Schedule consistent individual and group sessions with defined purpose.**

C. *Effectiveness of program is evidenced by*

- 1. Student, teacher, parent surveys**
- 2. Principal formal observation**
- 3. Decrease in office and/or counselor referrals by students and teachers**

D. *New goals based on evidence - surveys, office referrals & new student population files.*

- 1. Continue skills training for bully behaviors, targets, and bystanders**
- 2. Lessons and activities to develop understanding of conflicts vs. bully behaviors.**

3. **Emphasize perceptions of a safe environment**
4. **Continue participation in National Mix it Up @ Lunch Day and monthly local Mix it Up days with H.S. students as table facilitators**
5. **Increase frequency of lessons pertaining to emotional self control for current and new students during classroom lessons,, group lessons, and individual sessions using Toolbox lessons and strategies.**
6. **Continue and improve transition strategies for new students and pivotal grade levels with student and teacher input.**

Special Project Reporting:

A. Co-coordinator for TeamMates: School-based mentor program

1. **Recruiting, training, tracking, and making matches for mentors and mentees**
2. **Recording data associated with the program**

B. Co-coordinator of assemblies including bully prevention and drug abuse prevention.

C. Elementary Student Council Sponsor.

1. ***Establish procedures.***
2. ***Facilitate projects and encourage positive leadership.***

D. Mighty Me Girls after school program

1. ***Foster social, emotional, and physical health.***
 - a. ***Confidence***
 - b. ***Effective communication***
 - c. ***Understand and manage emotions***

Respectfully submitted,
Kerri Harris

Secondary Principal's Report

For the October 2019 Board Meeting

Fourth Annual Apply to College Day

Seniors and parents participated in our fourth annual Apply to College Day on October 2. Students had the opportunity to work on college applications, scholarship applications, resumes, and financial aid paperwork. Parents attended presentations, assisted with their son/daughter's college applications, and worked on the FAFSA application. College recruiters and financial aid experts from EducationQuest were in attendance.

Parent Teacher Conferences

Will be held on October 23 and 24 from 5:30-8:00.

Community Service: Food Drive

The 2019 Washington County Food Pantry Drive has kicked off and is sponsored by the FBLA.

Co-Curricular Opportunities

- FFA - Dairy Judging Contest, September 24
- Educators Rising Fall Conference, September 25
- FBLA - FLC, September 25
- 9th Grade - Connecting the Dots Career Exploration Day, September 25

Let's Highlight Some Students!!!

Chloe Hoffschneider - National Merit Commended

Chloe was recognized by the National Merit Scholarship Corporation as a Commended Student in the 2020 National Merit Scholarship Program. There were approximately 34,000 students throughout the nation who were recognized out of more than 1.5 million who entered the competition.

Addie Schiemann - USA Swimming Scholastic All-American Team

Addie was named to the USA Swimming Scholastic All-American Team for her accomplishments as a leader in the classroom and in the pool. Congrats!

Kirk Rangel - FBLA National Officer Council

Congratulations to Kirk Rangel who was selected to serve on the FBLA National Officer Council as the Mountain Plains Region Membership Director.

James Shada
October
Board Report

Pink Out

The athletic department in conjunction with the cheerleaders have been raising money for Breast Cancer Awareness. The cheerleaders have sold t-shirts with great success. I am proud of our students and staff for taking a personal interest in an issue that affects so many people across our nation and in our community. Both volleyball and football will host “Pink Out” games this month with opportunity to wear the t-shirts and support continued awareness.

Homecoming

Homecoming was a great success this year! As always, much of the credit goes to student council, they did an excellent job of hosting events all week long. Monday evening was hall decorating and each school day during the week had different themes. The Booster Club hosted the bonfire on Wednesday night. With the bonfire this year the booster club added fire pits for roasting marshmallows. This addition was well received by the students and will be something we do again next year. This is the fourth year the middle school has participated and they have done a great job adding to school spirit. The dance was held on October 5th.

Arlo Striv/ Classroom Intercom

We have had some outstanding feedback on providing Striv to our fans. Numerous parents have commented how they have watched games they can’t make it to and how their out of state family has felt connected to their nieces and nephews since they are unable to make it to games. We have also been working on commercials for timeouts. Several of these commercials have features our teams, and also the outstanding things we are doing in the classroom each and every day for all of our students!

Classroom Intercom is a platform that allows for students from our newly formed social media team to work with the broadcasting class, and journalism class to create Facebook, Twitter, and Instagram posts. These posts contain events happening in our district. The great piece about Classroom Intercom is that students can create the posts and send it to the teacher Mr. Parson or Ms. Johnson for approval. The teacher approves the post or makes suggestions and when ready the teacher schedules the post to be “pushed out.” This allows our students and teachers to work together and in advance for all our events!

Elementary Board Report October 2019

- **Student Council** - Student Council for the 4th-6th grade has been selected. The group will focus on service projects for the school as well as school pride events.
- **First Grade Field Trip** - The first grade team took their yearly field trip to Vala's Pumpkin patch after they worked on the life-cycle of the pumpkin and apple. When they returned they worked using their measurement skills to make homemade applesauce!
- **5th Grade Outdoor Education** - The 5th grade team went to the Henry Doorly Zoo. They have been studying habitats and ecosystems. They continued this learning in a "real" environment.
- **6th Grade Outdoor Education** - Arlington students participated in an outdoor education experience at Camp Fontanelle. Students were able to do some gravestone rubbings, learn of the history of the area, zipline, work together to problem solve on their hike through nature, and work in teams through the laser tag adventure.
- **Grandparents Day** - Over 330 guests attended this year's events.. Students made lots of memories. They took pictures with their visitors, made a craft, played games, ate cookies, and completed interviews. Fun was had by all!
- **The NED show** - The NED show came to work with kids on their mindset. NED stands for Never give up, Encourage others, and Do your best! Students learned about the power of YET! These are all skills that are reiterated in our guidance curriculum.

NASB Monthly Update for Board Meetings - Agenda Item: OCTOBER 2019

"NASB Update"

As a board, some items to be focused on during October include:

- Monitor progress of district goals, link goals to discussion and action items
- Review your Strategic Plan Progress Report
- Review your Fall district enrollment figures for Budgeting
- Review Statewide Assessment Results
- Publish Report of Yearly Activities of the ESU Board; Due November 1 § 79-1228
- Negotiations shall begin; Due November 1 § 48-818.01
- **Appoint your NASB Delegate Assembly Representative**
- Review Annual Emergency Safety Plan
- Superintendents file Financial Report; Due November 1 § 79-528

Networking & Events

August & September saw NASB's annual tour of the state for nine **Area Membership Meetings**. It was so good to see so many of you, and look forward to continuing our conversations, networking and learning at the annual State Conference in November. Speaking of ...

State Conference registration is now open! You should have received the full agenda in the mail, it is also located online at <http://members.nasbonline.org/index.php/state-education-conference>

Advocacy/Interim Studies:

Some of the key Interim Studies on Administrative Costs and ESUs took place in late September, early October. Video recaps are posted at www.Facebook.com/NASBonline ... The 2020 legislative session will be here before we know it. Stay engaged during the off-season, have a voice at Delegate Assembly, and mark your calendar to attend the Legislative Issues Conference in February!

Follow NASB on twitter at www.twitter.com/NASBonline using the hashtag #liveNASB
and on facebook at www.facebook.com/NASBonline

To see a quick glimpse at the various items the NASB is involved in, check out pages 10 & 11 each month in the **Board Notes newsletter** for "This Month In ..." To access the latest newsletter, click here:

<http://members.nasbonline.org/index.php/news-resources/board-notes>

Thanks for all you do for your board, your community and the entire state by serving public education in Nebraska.

AdministrationEvaluation Instrument of Superintendent**I. Purpose of the Evaluation:**

The Superintendent and the Board of Education recognize the need to review the Superintendent's performance annually. The review will consist of the completion of a written appraisal instrument and the discussion of this instrument with the Superintendent in executive session. The intent of the evaluation is to:

- A. Promote professional development/excellence and improve the performance of the Superintendent.
- B. Based on the evaluation instrument, arrive at certain conclusions as to the "effectiveness" of the Superintendent in achieving the objectives of the district.
- C. Communicate those conclusions to the Superintendent providing counsel and direction to him/her.
- D. Enhance the working relationship between the Board of Education and the Superintendent.
- E. Guide decisions relative to continued employment and compensation.

II. Evaluation Plan

The following are steps to be used to evaluate the Superintendent of Schools.

- 1. The evaluation criteria shall be in writing, clearly stated, and mutually agreed upon by the Board and the Superintendent. The criteria will be related to the job description, the Superintendent's goals, and the School District's goals.
- 2. Evaluation forms shall be given to Board Members in early November.
- 3. Each Board Member will have the opportunity to complete the instrument and submit to the President or bring to the meeting.
- 4. The Superintendent will submit a self evaluation to the Board.
- 5. The Board President will preside over discussions of the individual evaluations and work towards the development of a summary document. The summary document will reflect an average score on each duty and category as well as summary comments in each category reached by consensus.
- 6. The Board of Education shall meet with the Superintendent in December during executive session to discuss the summary evaluation document and modify as appropriate.
- 7. The Superintendent will be encouraged to respond in writing to the suggestions/concerns/directives that emerged through the process.

8. The Superintendent and the Board President will sign the confidential summary evaluation document as an indication that it has been reviewed. The original will be placed in the Superintendent's personnel file and a copy given to the Superintendent.
9. The Board and Superintendent will annually schedule a retreat to revise or create leadership goal(s)/action plan(s).

**ARLINGTON PUBLIC SCHOOLS
BOARD OF EDUCATION
EVALUATION OF THE SUPERINTENDENT**

Superintendent's Name: _____ Date: _____

INSTRUCTIONS: This evaluation instrument is divided into seven categories. Each Board Member is asked to rate the Superintendent on the duties cited in each of the categories on a scale ranging from 1 to 5. The number 1 is the lowest possible score and indicates unsatisfactory performance. The number 5 indicates outstanding or highly commendable performance. A definition of each numerical rating is present as follows:

1. Unsatisfactory – Performance is clearly below the level of acceptability. The Superintendent has not kept pace with changing requirements of his/her position. Job performance is inconsistent or deteriorating.
2. Needs Improvement – Performance is below expected levels of the position.
3. Satisfactory – Performance meets expected standards and results are achieved. The required skills and knowledge are in evidence, and occasionally performance exceeds job requirements.
4. Above Average – Performance is consistently above established standards and job knowledge clearly exceeds requirements.
5. Outstanding – Outstanding performance which far exceeds standards.

AREAS OF RESPONSIBILITY:

A. RELATIONSHIP WITH THE BOARD OF EDUCATION:

- _____ 1. Provides regular updates regarding district matters.
- _____ 2. Provides adequate meeting materials and background information.
- _____ 3. Responds to board member questions thoroughly and shares information with the entire board in a timely manner.
- _____ 4. Invites Board participation in district activities.
- _____ 5. Assists in development, recommendation, and administration of policies.
- _____ 6. Encourages Board development.
- _____ 7. Works with the Board to establish goals and plans for the future.

- _____ 8. Openly accepts Board input and is responsive to Board directions.
- _____ 9. Implements meeting responsibilities by preparing the agenda, attending and participating at board meetings, serving as ex-officio member of all committees, and offering professional guidance, recommendations, or assistance.
- _____ 10. Works to engender a collaborative working relationship with the Board.

Comments:

B. LEADERSHIP

- _____ 1. Projects a strong leadership image. Provides leadership for the Board of Education for the purpose of implementing district vision, mission, and goals.
- _____ 2. Leads, guides, and directs administration, staff, and students.
- _____ 3. Demonstrates enthusiasm in carrying out job responsibilities.
- _____ 4. Keeps the focus on student learning.

Comments:

C. BUSINESS AND FINANCIAL MANAGEMENT:

- _____ 1. Seeks board input and recommends appropriate budgets to the Board.
- _____ 2. Administers the budget and keeps expenditures within overall prescribed limits.
- _____ 3. Ensures complete financial controls/audits.
- _____ 4. Controls expenditures of district funds by committing them only after approval by the Board of Education.
- _____ 5. Informs the Board on current or proposed funding issues.
- _____ 6. Regularly reports to the Board on district budget and finances.

Comments:**D. EDUCATIONAL PROGRAM AND PLANNING:**

- _____ 1. Educates and advises the board regarding the educational programs and instructional practices used in the district.
- _____ 2. Demonstrates awareness and implements current research and best practices.
- _____ 3. Facilitates development and implementation of long- and short-term educational goals for the district.
- _____ 4. Ensures the district develops, maintains, and evaluates an effective curriculum that reflects the changing needs of students and society.
- _____ 5. Promotes staff growth to improve educational quality for all students.

Comments:**E. PERSONNEL:**

- _____ 1. Demonstrates objectivity in personnel matters.
- _____ 2. Communicates effectively with staff regarding current and new trends in education, programs, procedures, and policies.
- _____ 3. Ensures evaluation of personnel will be consistent with policies and law.
- _____ 4. Shows concern for the welfare of staff.
- _____ 5. Delegates both responsibility and authority.
- _____ 6. Recruits competent staff.
- _____ 7. Promotes an environment that encourages continuous learning and improvement of all employees.
- _____ 8. Promotes sound collective bargaining relations.

Comments:

F. COMMUNITY RELATIONS:

- _____ 1. Projects a positive image of the school district.
- _____ 2. Maintains a cooperative relationship with media.
- _____ 3. Identifies all stakeholder groups and establishes open lines of communication with them.
- _____ 4. Encourages collaborative relationships with businesses, government, civic organizations, youth organizations, and other school districts.
- _____ 5. Exercises an open door policy and is receptive to feedback, input, and inquiry by community members.
- _____ 6. Prepares a quality annual report and shares it with the community.
- _____ 7. Maintains a presence in all buildings and at district activities.

Comments:**G. PERSONAL TRAITS:**

- _____ 1. Elicits respect in the community, schools, and among peers.
- _____ 2. Accepts constructive criticism and responds appropriately.
- _____ 3. Writes and speaks clearly and effectively.
- _____ 4. Is assertive, but tactful.
- _____ 5. Maintains poise and composure in the face of crisis/criticism.
- _____ 6. Is business-like and professional in appearance.
- _____ 7. Projects a caring attitude.
- _____ 8. Displays a sense of humor.
- _____ 9. Demonstrates good listening skills.

Comments:

H. LEADERSHIP GOALS/JOB TARGETS:

(This gets filled in from the goals or job targets that the board and superintendent established together following the last evaluation. Evaluate using MET or UNMET)

The signatures below indicate that the results of this evaluation have been reviewed with the Superintendent in an executive session with the Board of Education, with the original placed in the Superintendent's Personnel File, and a copy given to the Superintendent.

Superintendent's Signature

Date

Board President's Signature

Date

Date of Adoption: May 12, 2014

Reviewed: March 9, 2015, March 12, 2018

Dr. Lewis
Superintendent Performance Objectives
Arlington Public Schools

Goal	Timeline	Responsibility	Resources Needed	Evaluation
1. The Superintendent will positively impact the needs of diverse learners by emphasizing research-based teaching and learning strategies in all PreK-12th grade areas to ensure all students are college and career ready.	ongoing	<ul style="list-style-type: none"> • Superintendent, in coordination with admin team to advise and implement • Superintendent, coordinated with curriculum committee to build consensus 	<ul style="list-style-type: none"> • Budget adequate to support goal • PD time with admin team and staff • Alignment process to state standards • Exposure to educational research/programs/materials • Connections with university/college/vocational education 	<ul style="list-style-type: none"> • Curriculum purchase in timely manner • Updating of Curriculum Cycles • Implementation of curriculum supported by PD time throughout the year (Fastbridge, etc.) • 3 to 5-year data evidencing quality and success of programs (assessment scores, graduation rates, etc.) • New opportunities for staff and students • Opportunities to challenge students and career exposure
2. The Superintendent will work	ongoing	<ul style="list-style-type: none"> • Superintendent • Board of Education 	<ul style="list-style-type: none"> • DLR Reports • Financial Planning resources 	<ul style="list-style-type: none"> • Updated Summative Needs List

Dr. Lewis
Superintendent Performance Objectives
Arlington Public Schools

effectively with the board of education, administration, and stakeholders to provide quality facilities to enhance educational programs and extracurricular programs.		<ul style="list-style-type: none"> Admin Team 	<ul style="list-style-type: none"> Construction Planning resources Best Practice Research on Educational Facility Design Staff Input/Needs/Wants 	<ul style="list-style-type: none"> Completed Facility Study 3-5 and 10-year facility plan Suggestions/plan for bus barn unused space Ideas for better use of current space suggested
3. The Superintendent will collaborate and be actively involved with the community to cultivate partnerships and engage stakeholder groups.	ongoing	<ul style="list-style-type: none"> Superintendent for seeking out opportunities and taking intentional actions Board members for suggestions of possible opportunities 	<ul style="list-style-type: none"> Time Energy Passion Committment 	<ul style="list-style-type: none"> Anecdotal evidence Report to the board of attendance at group meetings Community Engagement meetings for facilities (next step w/ DLR) and budget
4. The Superintendent will analyze district needs and develop	ongoing	<ul style="list-style-type: none"> Superintendent with input from admin team 	<ul style="list-style-type: none"> District data District budget and financial records Exposure to innovation programs of education 	<ul style="list-style-type: none"> Updated Summative Needs List

Dr. Lewis
Superintendent Performance Objectives
Arlington Public Schools

creative solutions that challenge conventional thinking and demonstrate a strong work ethic and high expectations.			<ul style="list-style-type: none">• Grant research opportunities	<ul style="list-style-type: none">• Completed Building Feasibility Study• Evidence of Grant Writing for reimbursement or new programs
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Arlington Public Schools, 89-0024

2020-2021

2020-2021 Projections

10/7/2019

2020-2021 Projections:

	Contract Days	Staff Index	Base Salary	Benefit Costs	Schedule Costs	Total Costs	\$ Increase	% Increase
Current Costs	186	88.7300	38,430	521,138	4,004,738	4,525,876		
Projection for \$38,430	186	90.5157	38,430	532,064	4,085,759	4,617,823	\$91,947	2.03%
Projection for \$38,530	186	90.5157	38,530	532,078	4,096,397	4,628,475	\$102,599	2.27%
Projection for \$38,630	186	90.5157	38,630	532,092	4,107,035	4,639,128	\$113,251	2.50%
Projection for \$38,730	186	90.5157	38,730	532,106	4,117,673	4,649,780	\$123,904	2.74%
Projection for \$38,830	186	90.5157	38,830	532,121	4,128,311	4,660,432	\$134,556	2.97%
Projection for \$38,930	186	90.5157	38,930	532,135	4,138,949	4,671,084	\$145,208	3.21%
Projection for \$39,030	186	90.5157	39,030	532,149	4,149,588	4,681,736	\$155,860	3.44%
Projection for \$39,130	186	90.5157	39,130	532,163	4,160,226	4,692,388	\$166,512	3.68%
Projection for \$39,230	186	90.5157	39,230	532,177	4,170,864	4,703,041	\$177,164	3.91%
Projection for \$39,330	186	90.5157	39,330	532,191	4,181,502	4,713,693	\$187,817	4.15%
Projection for \$39,430	186	90.5157	39,430	532,205	4,192,140	4,724,345	\$198,469	4.39%
Projection for \$39,530	186	90.5157	39,530	532,219	4,202,778	4,734,997	\$209,121	4.62%
Projection for \$39,630	186	90.5157	39,630	532,233	4,213,416	4,745,649	\$219,773	4.86%
Projection for \$39,730	186	90.5157	39,730	532,247	4,224,054	4,756,302	\$230,425	5.09%

Projection for \$39,830	186	90.5157	39,830	532,261	4,234,692	4,766,954	\$241,078	5.33%
Projection for \$39,930	186	90.5157	39,930	532,275	4,245,331	4,777,606	\$251,730	5.56%
Projection for \$40,030	186	90.5157	40,030	532,289	4,255,969	4,788,258	\$262,382	5.80%
Projection for \$40,130	186	90.5157	40,130	532,304	4,266,607	4,798,910	\$273,034	6.03%
Projection for \$40,230	186	90.5157	40,230	532,318	4,277,245	4,809,562	\$283,686	6.27%
Projection for \$40,330	186	90.5157	40,330	532,332	4,287,883	4,820,215	\$294,338	6.50%

Information from the Contract Settlement Form, both for you and your School peer array, is used to come up with the information in this Negotiation Module. If you feel your information is not accurate please go to the Contract Settlement Form and correct it. If you feel a peer's information is inaccurate, please contact Sparq Data Solutions.

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Arlington Public Schools, 89-0024

2020-2021

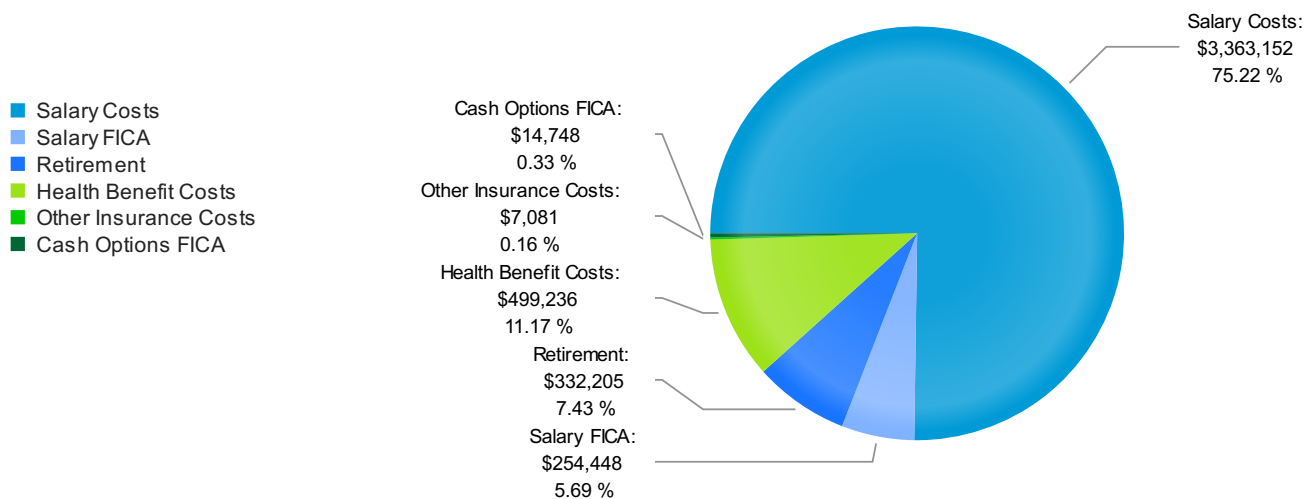
Midpoint Analysis

10/7/2019

2019-2020 Arlington Public Schools Comparison Results:									
	Contract Days	Staff Index	Base Salary	Benefit Costs	Schedule Costs	Total Costs	Percentile		
Current Costs	186	88.7300	38,430	521,138	4,004,738	4,525,876	View Current Costs Projections		101.23%
Comparable Benchmark	186	88.7300	37,903	521,065	3,949,806	4,470,871			100% ▾ <input type="text"/>
Difference			-527	-73	-54,933	-55,006	-1.23%		
Compensation Range	Base Salary		98%	37,047	100%	37,903	102%	38,760	
	Total Costs		98%	4,381,453	100%	4,470,871	102%	4,560,288	
Download Contract									

The Benchmark data contains adjustments, made via its Schedule Costs link (which is the Staff Summary page).

Calculated Comparable Benchmark for Arlington Public Schools



2019-2020 Arlington Public Schools Changed Data Rows:								
	Contract Days	Staff Index	Base Salary	Benefit Costs	Schedule Costs	Total Costs		Percentile

Changed Data Row	186	88.7300	39,112	399,574	4,071,297	4,470,871	--- No Changed Row Description Provided ---			100.00%
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Array School Comparison Information:										
School	Contract Days	Staff Index	Base Salary	Benefit Costs	Schedule Costs	Total Costs	Adj Benefit Costs	Adj Schedule Costs	Adj Total Costs	Percentile
West Point Public Schools	184	90.6274	35,700	857,330	3,800,986	4,658,316	857,517	3,842,301	4,699,818	105.12%
Logan View Public Schools	185	90.1100	34,988	886,222	3,703,872	4,590,094	886,302	3,723,893	4,610,195	103.12%
Springfield Platteview Community Schools	185	89.1011	35,475	849,828	3,713,431	4,563,259	849,896	3,733,504	4,583,400	102.52%
Cedar Bluffs Public Schools	185	86.9200	36,300	852,840	3,706,725	4,559,564	852,944	3,726,761	4,579,705	102.43%
Oakland-Craig Public Schools	185	89.4500	35,065	852,492	3,684,876	4,537,368	852,570	3,704,794	4,557,364	101.93%
Tekamah-Herman Community Schools	185	89.0000	34,700	851,984	3,628,117	4,480,101	852,051	3,647,728	4,499,779	100.65%
Fort Calhoun Community Schools	187	87.1100	35,350	901,550	3,617,571	4,519,121	901,550	3,598,226	4,499,775	100.65%
Louisville Public Schools	185	88.3780	37,415	575,728	3,893,845	4,469,574	575,728	3,906,834	4,482,562	100.26%
Ashland-Greenwood Public Schools	185	89.7100	35,825	567,886	3,776,786	4,344,672	567,886	3,797,201	4,365,087	97.63%
Douglas County West Community School	185	86.1448	37,000	598,813	3,738,921	4,337,734	598,865	3,759,131	4,357,996	97.48%
North Bend Central Public Schools	185	89.4200	34,900	518,079	3,667,364	4,185,443	518,159	3,687,187	4,205,346	94.06%
Yutan Public Schools	185	86.4748	36,020	473,402	3,660,435	4,133,837	473,504	3,680,221	4,153,725	92.91%
Wahoo Public Schools	186	87.8298	34,900	548,613	3,602,189	4,150,802	548,613	3,602,189	4,150,802	92.84%

This horizontal bar chart compares the current costs and comparable benchmark costs for 15 school districts. The x-axis represents the cost in dollars, ranging from \$0 to \$5. The y-axis lists the school districts. The bars are color-coded: dark blue for current costs and light blue for comparable benchmark costs. The chart shows that current costs are generally higher than the benchmark, with a significant gap for Current Costs and Comparable Benchmark.

School District	Current Costs (\$)	Comparable Benchmark (\$)
West Point Public Schools	~1.7	~4.8
Logan View Public Schools	~1.7	~4.8
Springfield Platteview Community Schools	~1.7	~4.8
Cedar Bluffs Public Schools	~1.7	~4.8
Oakland-Craig Public Schools	~1.7	~4.8
Current Costs	~1.1	~4.8
Tekamah-Herman Community Schools	~1.7	~4.8
Fort Calhoun Community Schools	~1.7	~4.8
Louisville Public Schools	~1.2	~4.8
Comparable Benchmark	~1.1	~4.8
Ashland-Greenwood Public Schools	~1.2	~4.7
Douglas County West Community School	~1.2	~4.7
North Bend Central Public Schools	~1.1	~4.4
Yutan Public Schools	~1.0	~4.3
Wahoo Public Schools	~1.1	~4.3

Descriptive Statistics:										
13 Records	Contract Days	Staff Index	Base Salary	Benefit Costs	Schedule Costs	Total Costs	Adj Benefit Costs	Adj Schedule Costs	Adj Total Costs	Percentile
Array Average	185.15	88.4828	35,664	718,059	3,707,317	4,425,376	718,122	3,723,844	4,441,966	99.35%
Array High	187	90.6274	37,415	901,550	3,893,845	4,658,316	901,550	3,906,834	4,699,818	105.12%
Array Low	184	86.1448	34,700	473,402	3,602,103	4,133,837	473,504	3,598,226	4,150,802	92.84%

Adj Total Costs	Mean 4,441,966	Median 4,499,775	Midpoint 4,470,871
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- There are no contracts

Information from the Contract Settlement Form, both for you and your School peer array, is used to come up with the information in this Negotiation Module. If you feel your information is not accurate please go to the Contract Settlement Form and correct it. If you feel a peer's information is inaccurate, please contact Sparq Data Solutions.

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**SOUTHEAST NEBRASKA DISTANCE LEARNING CONSORTIUM
INTERLOCAL COOPERATION ACT AGREEMENT ADDEMDUM**
(Revised September 1, 2019)

THIS AGREEMENT, herein called the “Agreement,” “Contract,” the “Southeast Nebraska Distance Learning Consortium,” or “SNDLC” is made and entered into as of this _____ day of _____, 2019, by and between the Educational Entities signing this Agreement or a counterpart thereof (“Educational Entities”), and Educational Service Unit No. 5 (“ESU 5”) all being bodies politic and corporate, hereinafter referred to collectively as the “Southeast Nebraska Distance Learning Educational Entities” or “parties” or the “member educational entities,” and hereinafter referred to individually as “party” or “member educational entity”.

WITNESSETH:

WHEREAS, the parties hereto desire to enter into an Agreement pursuant to the Nebraska Interlocal Cooperation Act, Neb. Rev. Stat. §13-801 et seq., as now existing or hereinafter amended, and other laws, to establish and monitor a high bandwidth network capable of transporting data as well as asynchronous learning activities and a two-way interactive video system for distance learning purposes within the boundaries of the SNDLC Entities and for other lawful purposes, all in accordance and consistent with LB 1208, passed by the Nebraska Legislature in 2006 (“LB 1208”); and,

WHEREAS, in accordance with Neb. Rev. Stat. § 79-1331 as amended by § 17 of LB 1208 (2006) on October 25th, 2006, the former Southeast Nebraska Distance Learning Consortium held a meeting of the member educational entities and by a majority vote as required by law choose ESU 5 as the educational service unit to be the successor in interest for the assets and liabilities of the former Southeast Nebraska Distance Learning Consortium and that as such, all assets and liabilities, including staff and contracts with service providers, either have been or shall be transferred to ESU 5 on or before July 1, 2007 accordingly; and,

WHEREAS, the member educational entities including those that are educational service units have agreed to and by signing this Agreement do hereby contract with ESU 5 to cooperatively provide such distance learning services and other technologies to member educational entities as agreed upon; and,

WHEREAS, the parties hereto have reached an Agreement for jointly providing such services and any other technologies or services agreed to by the parties as provided herein, and desire to reduce the terms and conditions of such Agreement to writing;

NOW THEREFORE, in consideration of the foregoing recitals and the terms and conditions hereinafter set forth, the parties covenant and agree as follows:

DURATION. The term of this Agreement shall be for one year commencing on September 1, 2019, and shall automatically renew for the following year unless notified in writing to the contrary 90 days prior to the end of the Interlocal Agreement (August 31st).

IN WITNESS WHEREOF the parties have executed this Agreement as of the day and year first above written.

Name of Educational Entity:

By: _____
An Authorized Official
of the Listed Educational Entity

Southeast Nebraska Distance Learning Consortium
Educational Service Unit No 5
Administrative Agency

By:  _____
An Authorized Official
of the Listed Administrative Agency

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

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

The Arlington Public School District does not discriminate on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, marital status, pregnancy, childbirth or related medical condition, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students, Employees and Others: Secondary Principal, 705 North 9th Street, PO Box 580, Arlington, NE 68002 (402) 478-4173

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

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

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

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

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

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

Discriminatory harassment because of a person's sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, may include, but is not limited to:

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

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

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

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

hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

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

2. Anti-retaliation:

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

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

3. Grievance (or Complaint) Procedures:

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

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

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

i. Level 1 (Investigation and Findings):

Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to

determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

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

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

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

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.
- d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

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

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

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

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

ii. Level 2 (Appeal to the Superintendent):

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

iii. Level 3 (Appeal to the Board):

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

compliance coordinator. The Board's determination, and any actions taken, will be final on behalf of the District.

4. Confidentiality:

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

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

5. Training:

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

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

6. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

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

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

7. Preventive Measures:

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

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

Date of Adoption: August 13, 2018

Reviewed: April 8, 2019

Complaint Form
Discrimination, Harassment or Retaliation

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

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

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

Students, Employees and Others: Secondary Principal, 705 North 9th Street, PO Box 580, Arlington,
NE 68002 (402) 478-4173

Name: _____ Date: _____

(1) Description of the complaint: _____

_____.

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

_____.

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

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

_____.

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

_____.

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

Received by: _____ Signature: _____
Date: _____

StudentsChild Abuse and Neglect

School employees shall promptly report to the appropriate law enforcement agency and the principal when they have reasonable cause to believe that a child has been subjected to abuse or neglect, including sexual abuse, or circumstances which reasonably would result in abuse or neglect. The principal will ensure that the report has been made to the proper law enforcement agency or other agency as required by law.

This requirement shall apply to all school employees, including coaches and volunteers, participating in interstate amateur competition. The term “promptly” means “within a 24-hour period.”

Legal Reference: Neb. Rev. Stat. §28-711
34 U.S.C. § 20341

Date of Adoption: August 13, 2018
Reviewed: April 8, 2019

StudentsMarried Students

Married students shall have the same educational opportunities in this school system as unmarried students. There shall be no discrimination on the basis of sex, marital status of any person, or the condition of being a parent. To enforce this prohibition, aggrieved persons shall use the District's anti-discrimination policies.

Legal References: Neb. Rev. Stat. §§79-2, 114 to 79-2, 124
20 U.S.C. § 1681 (Title IX)

Date of Adoption: August 13, 2018

Reviewed: April 8, 2019

StudentsCorporal Punishment

Corporal punishment is prohibited. No staff member or other agent of the District may use physical force with a student except to the extent such is essential for self-defense, the protection of persons or the safe-guarding of property, and only such physical force as is reasonably necessary for such purposes shall be used.

Legal Reference: Neb. Rev. Stat. §79-295

Date of Adoption: June 9, 2008

Reviewed: October 8, 2012; November 14, 2016, April 8, 2019

StudentsSearch and Seizure – Use of Drug Detection Dogs

Since illegal drug use is harmful and interferes with both effective learning and the healthy development of young people, the Arlington Public School District has a fundamental legal and ethical obligation to prevent drug use and to maintain a safe and drug free educational environment. As part of the district's effort to keep the high school and junior high school safe and free from illegal drugs, the school principal may authorize the use of law enforcement drug detection dogs to search school lockers and cars parked in the school parking lot under the following guidelines:

1. The dogs will be brought into the school both during and after school hours. The principal shall determine when the drug detection dogs will be used. Sniff searches will be conducted at random times throughout the school year.
2. The dogs will search lockers, vehicles parked in the school parking lot and/or classrooms and students' possessions in those classrooms (with students removed). Students will not be searched by drug detection dogs. During school day sniff searches, students will not be in direct contact/proximity to dogs.
3. If the drug detection dog identifies a locker, vehicle, student possession or student occupied seat, then school officials and law enforcement personnel will search the area and conduct an investigation. Parents/Guardians will be notified if illegal drugs or contraband are discovered in a student's possession, locker or vehicle. School penalties for possession of an illegal substance are governed by the school discipline code and may range from suspension to expulsion.
4. If an illegal drug is found, law enforcement will conduct a criminal investigation. If, during this investigation, probable cause exists to warrant an arrest, an arrest will be made.
5. If a student refuses to unlock a vehicle identified by a drug detection dog, the student will be subject to school sanctions for refusing to submit to a search. Law enforcement personnel will take appropriate action based on departmental policies.
6. Drug detection dog searches in the Arlington Public Schools may involve the Blair Police Department, Washington County Sheriff and/or state patrol.

Date of Adoption: June 9, 2008

Reviewed: October 8, 2012; November 14, 2016

StudentsSearch and Seizure

When it is determined based on searches that a person has violated a Board policy, administrative regulation, building rule, student conduct rule or personnel expectation, or the law, the person shall be subject to appropriate disciplinary action and a report to law enforcement may be made.

Student lockers, desks and other such property are owned by the school. The school exercises exclusive control over school property. Students should not expect privacy regarding items placed in or on school property because school property is subject to search at any time by school officials. Periodic, random searches of student lockers may be conducted in the discretion of the administration.

The following rules shall apply to the search and the seizure of items in a student's possession or control:

1. School officials may conduct a search if there is a reasonable basis to believe that the search will uncover evidence of a crime or rule violation. The search must be conducted in a reasonable manner under the circumstances.
2. Random searches of student lockers, desks, and other similar school property provided for use by students may be conducted in the discretion of the administration.
3. Drug or alcohol tests may be conducted on students based on reasonable suspicion.
4. Drug or alcohol tests may be conducted on a random basis for students participating in extracurricular activities, provided that: a) the student gave consent for testing in advance (attendance at or participation in the extracurricular activity may be withheld in the absence of consent), b) the testing actually be random, c) that the testing procedures limit any intrusion on student privacy, and provide for an appropriate level of confidentiality and accuracy, and d) that the response to positive tests take into consideration student safety and compliance with laws created to reporting and releasing students to law enforcement.
5. Searches of the District's computer system may be conducted in the discretion of the administration at any time.

The following procedures will be used for the removal of personal property:

1. Illegal items or other items reasonably determined to be a threat to the safety of others or a threat to educational purposes may be seized by school officials. Any illegal drugs, firearm or dangerous weapon shall be confiscated and delivered to law enforcement as soon as practical.
2. Items which have been or are reasonably expected to be used to disrupt or interfere with the educational process may be removed from student possession.

The District is not responsible for the security or safety of personal property which employees, students, or other building users may bring to school.

Legal Reference: Neb. Rev. Stat. § 28-1204.04 (firearms)

Date of Adoption: August 13, 2018

StudentsVandalism

Students and their parents shall be responsible for all damage to equipment or school property. This responsibility applies in the matter of books and supplies of all kinds, as well as equipment, buildings and grounds.

Date of Adoption: June 9, 2008

Reviewed: October 8, 2012; November 14, 2016

StudentsHealth Inspections

The school district shall cause every child under its jurisdiction to be separately and carefully inspected, except as otherwise provided by law, to ascertain if such a child is suffering from (1) defective sight or hearing, (2) dental defects, or (3) other conditions as prescribed by the Department of Health and Human Services (“Department”). Such inspections shall be conducted on a schedule prescribed by the Department and shall be based on current medical and public health practice. In lieu of conducting the inspections, the school board may employ regularly licensed physicians to make such inspections.

If such inspection determines that any child has defective sight or hearing, dental defects, or other condition for which screening is required, the school shall notify the parent of the child in writing of such condition and explain to the parent the necessity of professional attendance for such child.

Whenever a child apparently shows symptoms of any contagious or infectious disease, such child shall be sent home immediately or as soon as safe and proper conveyance can be found and the school board may be notified. Such student may be excluded from school as provided in the Student Discipline Act.

A child shall not be required to submit to an inspection required by this policy if his or her parent or guardian provides school authorities with a statement signed by a physician, a physician assistant, or an advanced practice registered nurse practicing under and in accordance with his or her respective credentialing act or other qualified provider as identified by the Department’s applicable rules and regulations, stating that such child has undergone such required inspection within the past six months. A child shall submit to any required inspection for which such a statement is not received.

Legal Reference: Neb. Rev. Stat. §§ 79-248 and 79-249
 Neb. Rev. Stat. § 79-264
 Neb. Rev. Stat. § 79-526

Date of Adoption: June 14, 2010 and July 12, 2010
Reviewed: October 8, 2012; November 14, 2016

StudentsCommunicable DiseasesCommunicable Disease Control

Arlington Public Schools shall cooperate with county and state health department officials in developing procedures for the control of communicable diseases in the schools. All procedures shall conform to the regulations for communicable disease control set up by the state health department.

In general, a student with a communicable condition will be allowed to attend school in the student's usual class setting only after written approval has been secured from the student's physician stating that the disease is not in a communicable stage. Without such a written statement, a student with a communicable condition is subject to an emergency exclusion. The school reserves the right to consult with a second physician to secure another opinion if a second opinion is deemed necessary by school personnel.

In general, a district employee with a communicable condition will be allowed to work only after securing a physician's written statement indicating that the disease is not in a communicable stage. The school reserves the right to secure an independent second opinion if such is deemed necessary.

Students' Communicable Conditions

- A) The school principal and the Student Assistance Team will function as liaisons with the student's physician as necessary, and will coordinate the health management procedures within the school building.
- B) The decision to exclude a student from school shall be made by the Superintendent, after consultation with the appropriate building principal. Decisions regarding the type of educational setting for students who are not excluded from classes will be based on the behavior, neurological development and physical condition of the student and the expected type of interaction within others in that setting. Educational plans for these students will be developed by the Student Assistance Team, with the help of parents or guardians and the appropriate medical personnel.
- C) The privacy of the student and family must be protected, and knowledge that a student has a communicable condition should be confined to persons with a direct need to know. If it becomes necessary to inform others, these persons will be provided with information concerning necessary precautions, and they will be made aware of confidentiality requirements.
- D) Students who present a high risk of disease transmission may be temporarily excluded from school by the administration after consultation with the Student Assistance Team, the student's physician, parents, and/or their representative, school nurse, or the school's physician.

- E) A student might be considered at high risk if the student: exhibits behaviors that may spread the disease (e.g., biting, lacks toilet training or is incontinent) or has an open sore that cannot be concealed or hygienically covered, any of which could result in direct spreading of the condition or disease.
- F) During the time a student is excluded from the classroom, an appropriate alternative or adjustment to the student's education will be provided. The Student Assistance Team will review long-term cases at least monthly, or more often if necessary.

Employees' Communicable Conditions

- A) Any employee who contracts a communicable condition should report the same to the building principal who should, in turn, report to the Superintendent in a confidential manner. The Superintendent shall then consult with the employee and appropriate medical personnel to evaluate the medical and psychological condition of the employee. The Superintendent shall recommend reasonable accommodations so that the employee may continue in employment as long as the employee is physically able to do so.
- B) The privacy of the employee must be protected, and knowledge that an employee has a communicable condition should be confined to persons with a direct need to know. If it becomes necessary to inform others, these persons will be provided with information concerning necessary precautions and will be made aware of confidentiality requirements.
- C) Employees who present a high risk of disease transmission will be temporarily excluded from work after consultation with appropriate medical authorities.

Date of Adoption: June 9, 2008

Reviewed: October 8, 2012; November 14, 2016

StudentsLaw ViolationsReporting Student Law Violations:

- (1) Cases of law violations or suspected law violations by students will be reported to the police and to the student's parents or guardian as soon as possible.
- (2) When a Principal or other school official releases a minor student to a peace officer (e.g., police officer, sheriff, and all other persons with similar authority to make arrests) for the purpose of removing the minor from the school premises, the Principal or other school official will take immediate steps to notify the parent, guardian, or responsible relative of the minor regarding the release of the minor to the officer and regarding the place to which the minor is reportedly being taken. An exception applies when a minor has been taken into custody as a victim of suspected child abuse; in that event the Principal or other school official shall provide the peace officer with the address and telephone number of the minor's parents or guardian.
- (3) In an effort to demonstrate that student behavior is always subject to possible legal sanctions regardless of where the behavior occurs it shall be the policy of the Arlington Public Schools to notify the proper legal authorities when a student engages in any of the following behaviors on school grounds or at a school sponsored event:
 - (a) Knowingly possessing illegal drugs or alcohol.
 - (b) Assault.
 - (c) Vandalism resulting in significant property damage.
 - (d) Theft of school or personal property of a significant nature.
 - (e) Automobile accident.
 - (f) Any other behavior which significantly threatens the health or safety of students, staff or other persons or which is required by law to be reported.

Legal Reference: Neb. Rev. Stat. §79-293 & 79-294

Date of Adoption: June 9, 2008

Reviewed: October 8, 2012; November 14, 2016

StudentsMissing Persons

A missing person shall mean a person sixteen (16) years or younger reported to any law enforcement agency as abducted or lost.

Upon notification by the Nebraska State Patrol of a missing student, the school will flag the student's records in such a way that any personnel looking at such birth certificate or record shall be alerted to the fact that the birth certificate or record is of a missing person. If the record has been flagged as that of a missing person, and a request for transfer of the student's records is received, school personnel shall not forward such records to the requesting school, but shall instead notify the Principal, who shall notify the Sheriff's Department of the request and that the student is a reported missing person.

Legal Reference: Neb. Rev. Stat. §79-214
Neb. Rev. Stat. §§43-2001 to 43-2012

Date of Adoption: June 9, 2008
Reviewed: October 8, 2012; November 14, 2016

StudentsRequests to Contact Students and Student Interviews by Non-School PersonnelA. Removals of Students and Interviews of Students

In dealing with law enforcement officials, Arlington Public Schools' employees are not to obstruct government operations or unreasonably refuse or fail to aid a peace officer, but are also to attempt to prevent undue interference with District operations or educational programming.

1. Removals of Students by Law Enforcement Officials

Law enforcement officers should not be permitted to remove a child from school while the child is properly in attendance, without permission of the child's parent or guardian, except when legally authorized to do so. For purposes of this policy, a law enforcement officer is defined as: sheriffs, coroners, jailers, marshals, police officers, state highway patrol officers, members of the National Guard on active service by direction of the Governor during periods of emergency, and all other persons with similar authority to make arrests. (Neb. Rev. Stat. §49-801).

Law enforcement officers may in the line of duty require a student to accompany him or her for questioning or detention either with or without an arrest warrant. A peace officer has the lawful authority to take immediate temporary custody of children under the age of 18 with an arrest warrant, or without a warrant or order of the court when:

- (a) the child has violated a state law or municipal ordinance and such child was eleven years of age or older at the time of the violation, and the officer has reasonable grounds to believe such child committed such violation and was eleven years of age or older at the time of the violation;
- (b) the child is seriously endangered in his or her surroundings and immediate removal appears to be necessary for the child's protection;
- (c) the officer believes the child to be mentally ill and dangerous as defined in Neb. Rev. Stat. §71-908 and that the harm described in that section is likely to occur before proceedings may be instituted before the juvenile court;
- (d) the officer has reasonable grounds to believe that the juvenile has run away from his or her parent, guardian, or custodian;
- (e) a probation officer has reasonable cause to believe that a juvenile is in violation of probation and that the juvenile will attempt to leave the jurisdiction or place lives or property in danger;
- (f) the officer has reasonable grounds to believe the juvenile is truant from school. (Neb. Rev. Stat. §§43-418 and 43-248).

- (g) the officer has reasonable grounds to believe the child is immune from prosecution for prostitution under subsection (5) of section 28-801; or
- (h) the child has committed an act or engaged in behavior described in subdivision (1), (2), (3)(b), or (4) of section 43-247 and such child was under eleven years of age at the time of such act or behavior, and the officer has reasonable cause to believe such child committed such act or engaged in such behavior and was under eleven years of age at such time.

If a peace officer or probation officer requests to take custody of a student who is at that time under the control and jurisdiction of Arlington Public Schools, the following action is to be taken:

- (a) Establish Authority to Remove. The student should be released after appropriate measures are taken and documented to ensure that the officer has the authority to take the student. The form attached as Exhibit “A” to this Policy may be used for this purpose.
- (b) Notify Local Law Enforcement. In some instances there may be orders for custody of a student served by the officers with authority to arrest from outside the jurisdiction of Arlington Public Schools. Local law enforcement should be contacted and requested to participate in or monitor the removal.
- (c) Notify Parent of Removal. When a principal or other school official releases a minor student to a peace officer for the purpose of removing the minor from the school premises, the principal or other school official shall take immediate steps to notify the parent, guardian, or responsible relative of the minor regarding the release of the minor student to the officer and the place to which the student is reportedly being taken. Provided, however, when a minor student has been taken into custody as a victim of suspected child abuse, the principal or other school official is not required to notify the parent or guardian, but shall provide the peace officer with the address and telephone number of the minor student’s parents or guardian.

A student should not be released to a private detective or “special police officer” who is not an officer of a Nebraska political subdivision or an officer of an agency of the federal government without consent of the student’s parent, guardian or custodian.

2. Interviews of Students by Law Enforcement Officials

Law enforcement officers and other law authorities should be urged to contact students for questioning outside the instructional day and off school premises whenever possible. When it is appropriate that such questioning occur, the following guidelines are to be followed:

- (a) Interviews not related to District Events. If an interview of a student is requested during school hours concerning an ongoing investigation of a crime not related to Arlington Public Schools, questioning should not take place until the student's parent, guardian or custodian has been contacted and permission is given for such interview. The consent should be documented. The presence of a school employee during the interview is not necessary.
- (b) Interviews Related to District Events. If the investigation relates to an incident which took place on school premises or during instructional time, it is not necessary to obtain consent of the student's parent, guardian or custodian. In these situations, an employee of the District should be present during the interview to ensure that the interview relates only to the incident which took place on school premises or during instructional time or something which is directly related thereto.
- (c) Child Abuse or Neglect. If an investigator represents that an interview is necessary to collect information concerning an allegation of child abuse or neglect or an offense involving a family relation and it is clear that obtaining parental consent for the interview would be impossible or counter-productive, the interview may be conducted without consent of the student's parent, guardian or custodian. In these situations, an employee of Arlington Public Schools should be present during the interview to ensure that the interview relates only to those matters.
- (d) Probation Officer Interview. A probation officer assigned to a student by a court may be allowed the opportunity, on request, to interview a student on school premises. In such situations, it is neither necessary nor desirable that a District employee be present during the interview. It also is not necessary to obtain the consent of the parent, guardian, or custodian.

3. Disclosure of Student Records

School employees shall not, in the course of dealing with a peace officer or probation officer, disclose any confidential student records or information from such student records other than in response to a court order or subpoena or as otherwise authorized by state law and the Family Educational Rights and Privacy Act (FERPA).

4. Removals and Interviews by Persons other than Law Enforcement Officials

A person who comes to school premises to interview a student or remove a student prior to the end of the student's instructional day must obtain permission of an administrator or designee.

Permission to remove is not to be granted without consent of the student's parent, guardian or custodian, or a person authorized by the student's parent, guardian or custodian to give such permission.

Permission to interview on subjects not related to school matters is not to be granted unless there is a clearly valid and proper reason for the interview and such is not disruptive to school operations or the student's educational program. Ordinarily such contacts shall be restricted to the student's parent, guardian or custodian or a friend of the family when an emergency or other similar circumstance exists.

Legal Reference: Neb. Rev. Stat. §§43-248; 43-418; 79-294; 79-2104
20 U.S.C. §1232g (FERPA)

Date of Adoption: July 10, 2017

AR-5413--Exhibit A**Affidavit and Release to Remove Student****Date:** _____

The undersigned hereby states and affirms to the Arlington Public Schools as follows:

1. That I am duly-appointed and acting peace officer employed by _____ and am currently acting within the scope of such employment.
2. That request is hereby made of the Arlington Public Schools to deliver to me the following named student: _____.
3. That I am entitled to immediate physical custody of said student by virtue of:

() Neb. Rev. Stat. 43-248 for the reason that said student (1) violated a state or municipal law in my presence, (2) is believed by me to have committed a felony, (3) is seriously endangered in his or her surroundings and immediate removal appears to be necessary for the student's protection, or (4) is believed to have run away from his or her parent, guardian, or custodian.

() There having been issued a valid warrant for such student's arrest, a true copy of which is attached hereto.

() There being reasonable grounds for me to arrest such student without a warrant, such grounds being that: _____

() Other (specify) the student being placed under arrest due to following authority: _____

4. That the undersigned will take immediate action to notify the parent(s), custodian, or legal guardian of said student that said student has been taken into custody and the reason or reasons for said custody.

5. That the undersigned has the legal right to take custody of the student without the consent of said student's parent(s), guardian, custodian, or the [Name] Public Schools.

6. That any facts or circumstances set out on the back of this affidavit and release are true and correct and are incorporated herein by reference.

(Give complete description of officer's name and position, including badge number)

AR-5413--Exhibit B
Affidavit to Interview or Question Student

Date: _____

The undersigned requests the right to interview or question _____, a student of the Arlington Public Schools, and hereby states and affirms to the Arlington Public Schools as follows:

() That the undersigned is a duly appointed probation officer acting pursuant to a valid appointment by the _____ Court of _____ County, Nebraska.

() That the undersigned is duly authorized by law to investigate allegations of criminal activity and this request is made to facilitate such an investigation.

() That the undersigned is duly authorized by law to investigate allegations of criminal activity and this request is made to facilitate an investigation of criminal activity which occurred on the school premises.

() That the undersigned is duly authorized by law to investigate allegations of abuse or neglect as defined in Neb. Rev. Stat. 28-710(3) and this request is made to facilitate an investigation where a family member is alleged to have committed acts of abuse or neglect against the above-named student.

() That requesting consent to the interview from the child's parent or guardian and notification of child's parent or guardian of the interview would be counter productive, and request is hereby made that the same be kept confidential.

That the additional information, if any, set out on the back of this affidavit is true and correct and is incorporated herein by reference.

(Give complete description of officer's
name and position including badge number)

StudentsIdentification of Learners with High Ability

The Board of Education recognizes that the student population includes students with exceptional academic abilities. Efforts to refer and identify learners with high ability will be made at each grade level. Multiple criteria shall be used for identification purposes and identification efforts shall be inclusionary.

Learners with high ability shall be identified in the academic areas of mathematics, science, social studies, and language arts. Identification of learners in grades 3-11 with high ability in the specified academic areas shall be based on the criteria listed below. Students shall meet one of the following criteria to be identified as a learner with high ability. Students are identified by the Identification Committee made up of teachers, administrators, and counselors. Students must meet 2 out of the 4 following criteria to be considered as a High Ability Learner.

1. Scores of 179 or higher on the NeSA assessment.
2. Scores in the 93% on the Measure of Academic Progress (MAP) standardized test
3. Scores of 120 or higher Cognitive Ability Test
4. Teacher referral

A listing of students who meet the district criteria for learners of high ability and the areas of high capability of each of those students will be made available to classroom teachers, by the school district administration, within the first thirty (30) days of each school year.

Within the first thirty (30) days of each school year, the school district administration shall make available to parents or guardians of identified learners with high ability, information about how their child has been identified.

Date of Adoption: December 12, 2016