

Board of Education Meeting
Ashland Greenwood Public Schools
Budget Hearing
May 16, 2011
7:30 PM

Conference Room, Ashland-Greenwood High School
1842 Furnas Street; Ashland, NE 68003

1. Call to Order. Roll Call.
2. Acknowledgement of Open Meetings Law posting.
3. Public Input on 2010-11 Budget Amendment.
4. Adjournment

Board of Education Meeting
Ashland Greenwood Public Schools
Regular Meeting
May 16, 2011
Immediately Following Budget Hearing
About 7:30 PM

Conference Room, Ashland-Greenwood High School
1842 Furnas Street; Ashland, NE 68003

1. Call to Order. Roll Call.
2. Acknowledgement of Open Meetings Law posting.
3. Recognition of public participation.
4. Visitors and Communications from the Public
5. Approval of changes in the mailed agenda and/or changes in the agenda order.
6. Approval of consent agenda Items
 - A. Approval of minutes of previous meetings. Pages 1-8
 - B. Financial Reports: District Fund. Pages 9-20
 - C. Action on Claims. Pages 21-23
 - D. Contract Renewals
7. Administrators' and Practitioners' Reports
 - A. Ms. Finkey
 - B. Ms. Bray
 - C. Mr. Jacobsen
 - D. Mr. Pease
8. Old Business
 - A. Action on request for use of school vehicle for long distance travel.
Page 24
 - B. Consideration and action to approve Non-Certified Pay Scale, Wages and Benefit Plan
for 2011-12. Pages 25-32
 - C. Consideration and action to hire personnel.
 - D. Consideration and action to approve staff handbook changes for 2011-12.
Page 33
9. New Business
 - A. Consideration of student handbook changes for 2011-12.
To Be Distributed
 - B. Consideration and action to approve amendment to the 2010-11 Budget.
Pages 34-36

10. Information Items

A. Correspondence from NDE regarding draft proposals of Teacher and Principal Standards.

Pages 37-44

11. Call for the next regular meeting

It is recommended that the next regular meeting be held on Monday, June 20, 2011 at 7:30 PM in the Conference Room at the Ashland-Greenwood High School; 1842 Furnas Street; Ashland, NE 68003

12. Adjournment

**Ashland-Greenwood Public Schools
Board of Education
Meeting Minutes
April 18, 2011**

Opening

A meeting of the Board of Education of the Ashland-Greenwood Public Schools was convened open and public session on April 18, 2011

Attendance

The roll was called and the following Board members were present:

Attendance Taken at 7:30 PM:

Present Board Members:

Melvin Cerny
Kevin Garner
David Nygren
Suzanne Sapp
Karen Stille
Tom Walsh

Notice

Notice of the meeting was posted in advance in the Superintendent’s Office, 1225 Clay Street, Ashland, NE, Farmers & Merchants Bank, 1501 Silver St., Ashland, NE and Centennial Bank, 2433 Silver St., Ashland, NE. Notice of this meeting was given in advance to all members of the Board of Education. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the public.

1. Call to Order. Roll Call.

2. Acknowledgement of Open Meetings Law posting.

Discussion:

President Sapp announced and informed the public that a current copy of the Open Meetings Act in the meeting room.

3. Recognition of public participation.

Discussion:

Brian Beins From The Learning Ladder presented to the board n a proposal for before and after school program. Beins owns facilities in Omaha and Ashland, NE. Beins presented information from other school district regarding similar programs. Beins uses the Treat America Food Program. Mr. Beins feels there is a need for the program. Discussion was held regarding facility use, need, other facilities interest. Supt Pease advised that the matter will be researched and the board will get in touch with Mr. Biens regarding this matter. Mr. Biens thanked the board for their consideration.

4. Approval of changes in the mailed agenda and/or changes in the agenda order.

Motion Passed: Approval of the agenda passed with passed with a motion by David Nygren and a second by Melvin Cerny.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes

Tom Walsh Yes

5. Visitors and Communications from the Public

6. Approval of consent agenda Items

Motion Passed: Approval of consent agenda items passed with a motion by David Nygren and a second by Melvin Cerny.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

7. Administrators' and Practitioners' Reports

7.A. Mr. Wiese

Discussion:

Mr. Wiese reported to the board on the results of the committee that reviewed football helmets. Karen Stille, Brian Thimm, Ryan Thompson, and Randy Wiese served on the committee that reviewed helmet safety. The committee met with a vendor representative that reported on safety and brands. Wiese reported on helmets, safety standards, sizing and proper fit. Wiese distributed a brochure on Xenith helmets. Wiese's reported he is planning to purchase 18 high school helmets and 18 middle school helmets.

7.B. Ms. Bray

Discussion:

Mrs. Bray provided a handout of activities being held at the elementary school including classroom observations, PLC group meetings, student assessments. Bray told board members that the district is currently accepting applications and will begin interviewing next week. Bray reported on end of the year activities for students that include Track and Field Days and many classroom field trips.

7.C. Mr. Jacobsen

Discussion:

Mr. Jacobsen reported that Vocal Music received a two rating and Concert Band received a one plus at the District Music Contest held in Blair. The middle/high school staff has also been working on assessment and testing.

8. Old Business

8.A. Review and discussion of state aid, LB 235 and the school district budget and finances.

Discussion:

Supt. Pease reported on LB 235 and its impact on the State Aid formula. Pease presented a handout to the board with the State aid Model A projection for 2011-12. Pease provided a line by line explanation of state aide projection. Pease presented the board with a handout of Preliminary General Fund Budget of Receipts 2010-11 through 2013-14. Pease provided explanation of receipts. Pease presented a hand out of preliminary expenditures for 2011-12. Pease will continue to provide the board with updated information regarding the 2011-12 budget. Discussion was held.

8.B. Consideration and action on capital outlay projects for pedestrian lighting at high school and softball field lighting.

Discussion:

Pease presented the board the softball field lighting bid. Low bid was Protec Electric with a bid of \$64,344 and estimate for new electrical service from OPPD of \$20,000. Pease also provided the board a proposal for front walk pedestrian lighting at the high school with a proposed price of \$15,290. Discussion was held.

Motion Passed: Action on capital outlay projects for pedestrian lighting at high school and softball field lighting passed with a motion by Melvin Cerny and a second by Karen Stille.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

8.C. Consideration and any necessary action related to Fire Marshall's inspection reports.

Discussion:

Pease advised the board that it does not appear that there will be much negotiations of the the Fire Marshall reports. Pease reported that the district is working to complete the items listed in the Fire Marshall's inspection. Discussion was held.

8.D. Review of 2010-11 school calendar

Discussion:

Pease reported that the last day of school will be May 27. Jacobsen indicated the senior students last day will be May 10. There will not be any more days available to dismiss for State Track. Staff's last day will be May 31.

9. New Business

9.A. Establish meeting date for Non-certified Staff Wage and Benefit Committee Meeting.

Discussion:

The board committee will meet May 2 at 6:00 p.m. prior to the next board meeting.

9.B. Request for use of school vehicles for long distance travel for summer athletic teams.

Discussion:

Pease is looking for some feedback from the board regarding a decision on transportation for students to attend summer camps. Pease advised that he surveyed other schools and five responded. Those schools that responded advised that they did not provide transportation or monetary support. Pease has received two requests for out of state transportation to South Dakota and Missouri. Pease wanted board input from the board on how to treat these requests. Discussion was held regarding fuel and driver costs, distnace and wear and tear on vehicles. Sapp inquired if some of the costs can be paid by the club. Cerny stated that he feels some costs need to be paid by the club. Board members seem to be in agreement that they would like to provide transportation but some limits need to be made. Pease will come up with a proposal for board review.

9.C. Action to consider employee resignations

Motion Passed: A motion to approve employee resignations of Dustin Foutch and Pat Yunker passed with a motion by Karen Stille and a second by Tom Walsh.

Melvin Cerny	Yes
Kevin Garner	Yes

David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

9.D. Consideration and action to recognize the AGEA as the exclusive bargaining agent for certified teaching staff members teaching 1/2 time or more.

Motion Passed: Action to recognize the AGEA as the exclusive bargaining agent for certified teaching staff members teaching 1/2 time or more passed with a motion by Melvin Cerny and a second by David Nygren.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

9.E. Action to enter executive session to discuss negotiations strategy on the contract with the AGEA and for purpose of the protection of the public interest.

Motion Passed: Action to enter closed session at 9:27 p.m. to discuss negotiations strategy on the contract with the AGEA and for purpose of the protection of the public interest passed with a motion by Melvin Cerny and a second by Tom Walsh.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

9.F. Reconvene

Discussion:

The board reconvened from closed session at 10:22 p.m. No action was taken.

10. Information Items

Discussion:

No informational items were presented.

11. Call for the next regular meeting

Discussion:

President Sapp issued a call for the next meeting of the Board of Education to be held on May 2, 2011 at 7:30 p.m. in the Conference Room at the Ashland-Greenwood High School at 1842 Furnas Street in Ashland. All meetings are open to the public. An agenda for the meeting, kept continuously current is available for public inspection during normal business hours at the Superintendent's Office.

12. Adjournment

Discussion:

President Sapp adjourned the meeting at 10:24 p.m.

**Ashland-Greenwood Public Schools
Board of Education
Meeting Minutes
May 02, 2011**

Opening

A meeting of the Board of Education of the Ashland-Greenwood Public Schools was convened open and public session on May 02, 2011

Attendance

The roll was called and the following Board members were present:

Attendance Taken at 7:30 PM:

Present Board Members:

Melvin Cerny
Kevin Garner
David Nygren
Suzanne Sapp
Karen Stille
Tom Walsh

Notice

Notice of the meeting was posted in advance in the Superintendent's Office, 1225 Clay Street, Ashland, NE, Farmers & Merchants Bank, 1501 Silver St., Ashland, NE and Centennial Bank, 2433 Silver St., Ashland, NE. Notice of this meeting was given in advance to all members of the Board of Education. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the public.

1. Call to Order.

2. Acknowledgement of Open Meetings Law posting.

Discussion:

President Sapp announced and informed the public of the current copy of the Open Meetings Act in the meeting room.

3. Recognition of public participation.

Discussion:

No public was present.

4. Approval of changes in the mailed agenda and/or changes in the agenda order.

Discussion:

There are no changes to the mailed agenda

5. Visitors and Communications from the Public

Discussion:

There were no visitors from the public.

6. Public Hearing on Parental Involvement Policy

Discussion:

Public hearing was held to discuss, consider and receive input on a proposed Parental Involvement Policy. No public input was received.

7. Public Hearing on Student Fee Policy

Discussion:

Public hearing was held to discuss, consider and receive input on a proposed Student Fees Policy. No public input was received.

8. Administrators' and Practitioners' Reports

8.A. Mrs. Finkey

Discussion:

Mrs. Finkey distributed a handout on some upcoming changes in state testing. Ms. Finkey shared the increasing goals of the testing. She shared with the board that teachers, administrators and staff appreciates that they are able to take tests online and it has gone smoothly.

8.B. Mr. Jacobsen

Discussion:

Mr. Jacobsen advised that they are still in the process of interviewing wrestling candidates. Jacobsen advised the board of senior students graduation progress.

Mr. Jacobsen also reported that he met with Mr. Schnooz? of Yutan Public Schools to discuss the continuance of the baseball coop. Yutan Public School is interested in continuing the coop. Jacobsen advised the board of team numbers.

8.C. Mr. Pease

Discussion:

Mr. Pease reported to the board on legislation that recently passed. Pease feels the state aid formula will be close to what he reported previously. Pease reported that the concussion bill passed to take effect in July 2012. Pease reported that there is a bill on the Commission Industrial Relations that has continued to be a hot topic. Pease provided explanation of the CIR and advised the board that he is attending a meeting tomorrow regarding this topic.

9. Old Business

9.A. Request for use of school vehicles for long distance travel for summer athletic teams.

Discussion:

Pease provided revisions for the Regulation for Policy 3541. The regulation would allow for travel to generally not to exceed 350 miles. The Regulation address fuel and drivers. Pease advised he had sent the revisions out to the coaches and had not received any feed back from any coaches. Discussion was held on the safe driving record standards for drivers.

9.B. Consideration and action to approve Kingery Construction CM Fees

Motion Passed: Motion to approve the additional Kingery Construction Fees as proposed was passed with a motion by Kevin Garner and a second by Melvin Cerny.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

9.C. Consideration and possible action on pedestrian lighting at Middle and High School

Discussion:

Supt. Pease provided the board with an updated bid on the pedestrian lighting. The company advised an error was made in determining the cost. This changed pricing. Supt. Pease advised

the board that he feels that other bids should be received for this project. Supt. Pease will bring other bids for the project back to a future board meeting.

9.D. Review of Non-certified Staff Wage and Benefit Pay Scale.

Discussion:

The non-certificated wage committee met prior to tonight's board meeting. The committee will bring there recommendations to the board at a future board meeting.

10. New Business

10.A. Consideration and action to hire new personnel for 2011-12 school term

Discussion:

Mr. Jacobsen would like to recommend Cody Schweitzer for the Industrial Technology position.

Motion Passed: Action to hire Cody Schweitzer for the Industrial Technology position passed with a motion by Karen Stille and a second by Tom Walsh.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

10.B. Consideration of changes in the staff handbooks

Discussion:

Pease presented a staff handbook revision for 2011-12. Pease explained the sections in the handbooks. These changes will be brought back to the board for possible adoption at the next board meeting.

10.C. Consideration and action to reaffirm the Parental Involvement Policy 1240.

Motion Passed: A motion to reaffirm the Parental Involvement Policy 1240 passed with a motion by David Nygren and a second by Karen Stille.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

10.D. Consideration and action to approve the student fee policy and student fees for 2011-12

Discussion:

Supt. Pease provided an explanation of fees collected and the purpose for which those fees are used. This year it is being proposed to drop the technology fee and increase the participation fee to \$25.00.

Motion Passed: Motion to approve the student fee policy for 2011-12 passed with a motion by David Nygren and a second by Melvin Cerny.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

10.E. Consideration and action to reappoint Foundation Board members to three year terms.

Motion Passed: Motion to reappoint Kent Kingston, Leslie Krings and Daryl Erickson to three year terms as Board of Directors and to appoint Zachary Kassebaum as the Registered Agent for Ashland-Greenwood Public Schools Foundation effective July 1, 2011 passed with a motion by Kevin Garner and a second by Melvin Cerny.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

11. Information Items

Discussion:
No Information items were presented.

12. Closed session

Motion Passed: To enter a closed session at 8:53 p.m. to hold a strategy session with respect to collective bargaining for the protection of the public interest passed with a motion by Melvin Cerny and a second by Karen Stille.

Melvin Cerny	Yes
Kevin Garner	Yes
David Nygren	Yes
Suzanne Sapp	Yes
Karen Stille	Yes
Tom Walsh	Yes

13. Reconvene

Discussion:
The board reconvened from closed session at 9:30 p.m.

14. Call for the next regular meeting

Discussion:
President Sapp issued a call for the next meeting of the Board of Education to be held on May 16, 2011 at 7:30 p.m. in the Conference Room at the Ashland-Greenwood High School at 1842 Furnas Street in Ashland. All meetings are open to the public. An agenda for the meeting, kept continuously current is available for public inspection during normal business hours at the Superintendent's Office.

15. Adjournment

Discussion:
President Sapp adjourned the board meeting at 9:31 p.m.

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT MONTH ENDING Apr-11

GENERAL FUND

Beginning Balance \$ 3,535,237.06

RECEIPTS

4/4/11	ARRA Title I	\$	10,404.00
4/11/11	Sarpy County Treas, Property Taxes	\$	4.20
4/8/11	State of NE Title IIA	\$	5,040.00
4/8/11	State of NE Title IIA	\$	15,075.00
4/15/11	Assgn Notbook Donation	\$	5.00
4/14/11	Beckhauer , Bus Donation	\$	50.00
4/14/11	Saunders County: Property Tax	\$	66,966.79
4/14/11	Saunders County: Motor Vehicle Fees	\$	9,962.94
4/14/11	Saunders Co Fines	\$	1,887.24
4/14/11	Saunders County Pro Rate MV	\$	3,927.49
4/15/11	PayPal, Sale of Property	\$	447.33
4/18/11	Book Donation Student	\$	1.00
4/18/11	State of NE	\$	250.00
4/18/11	Cass County Property Taxes	\$	16,750.90
4/18/11	Cass County Fines & Licenses	\$	1,002.90
4/18/11	Cass County Motor Vehcile	\$	10,077.01
4/18/11	Cass County Homestead Exempt	\$	4,591.32
4/18/11	SECC Instructional Costs	\$	4,698.00
4/20/11	IDEA Base Pay Age 0-3	\$	8,841.00
4/20/11	IDEA Base Pay Age 3-5	\$	296.00
4/20/11	09-10 Sped School Age Reimb	\$	48,379.00
4/20/11	Title I GMS	\$	37.00
4/19/11	Title I	\$	5,392.00
4/20/11	Laptop Donation	\$	40.00
4/27/11	State of NE HHS-Medicaid	\$	338.84
4/28/11	NE State Aid	\$	155,874.34
4/26/11	Saunders County: Property Tax	\$	103,989.80
4/26/11	Saunders County: Motor Vehicle Fees	\$	10,217.87
4/26/11	Saunders County Homestead Exmpt	\$	12,352.00
4/30/11	NLAF Interest	\$	43.01
4/21/11	NLAF CD Interest Earnings	\$	676.39
4/30/11	F & M CD Interest Earnings	\$	1,832.91

Total \$ 499,451.28 \$ 4,034,688.34

DISBURSEMENTS

April Claims	\$	572,366.72
CD Transaction Fee	\$	247.32

Total \$ 572,614.04 \$ 3,462,074.30

ENDING BALANCE \$ 3,462,074.30

RECONCILIATION

NLAF Liquid Balance	\$	1,698,307.38
Plus: F& M Bank Balance	\$	345,757.85
Plus General Fund Investments	\$	1,423,325.67
Less: Outstanding Claims	\$	5,316.60

Reconciled Balance \$ 3,462,074.30 \$ 3,462,074.30

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT MONTH ENDING Apr-11

ADMINISTRATIVE OPERATIONS ACCOUNT

Beginning Balance			\$	1,439.55
<u>RECEIPTS</u>				
GF Deposit	\$	567.58		
Total		<hr/>	\$	567.58
			\$	2,007.13
<u>DISBURSEMENTS</u>				
4747 R Kissel, Custodial Mileage	\$	9.18		
4748 R Wiese, Pupil Support: Mileage	\$	45.90		
4749 B Jacobsen, MSHS Principal: Mileage	\$	39.78		
4750 R Rist Maint: Mileage	\$	42.78		
4750 R Rist Transp: Permit	\$	65.00		
4751 Lincoln Childrens Museum, Kndg. Field Trip Fe	\$	204.00		
4752 C Caswell, Elem Counselor: Mileage	\$	25.11		
4753 C Holz Custodial: Supplies	\$	4.18		
4753 C Holz, Bus Off: Travel & Mileage	\$	71.20		
4754 Saunders Co Historical, Elem Field Trip	\$	105.00		
		<hr/>	\$612.13	\$ 1,395.00
Ending Balance			\$	<u>1,395.00</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	1,675.00		
Less: Claims Outstanding	\$	280.00		
	\$	<hr/> 1,395.00		
Reconciled Balance	\$	1,395.00	\$	<u>1,395.00</u>

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT MONTH ENDING Apr-11

PAYROLL ACCOUNT

Beginning Balance \$ 14,821.78

RECEIPTS

General Fund \$ 413,390.79
 Hot Lunch \$ 16,816.35
 FM National Bank: Interest \$ 5.78
 Emp Monthly Prem \$ 1,010.21
 Child Support Payment \$ 227.00

Total \$ 431,450.13 \$ 446,271.91

DISBURSEMENTS

Net Payroll \$ 272,476.71
 Retirement \$ 61,933.78
 State Tax Withholdings \$ 12,225.18
 Federal/FICA Taxes \$ 83,571.47
 Retiree Life Insurance Mo. Premium \$ 102.00
 Emp Health Insurance Mo Premium \$ 1,010.21
 Child Support Payment \$ 227.00

Total \$ 431,546.35 \$ 14,725.56

Ending Balance \$ 14,725.56

RECONCILIATION

Bank Balance \$ 14,725.56
 Claims Outstanding \$ -
 Receipts Outstanding \$ -
 Reconciled Balance \$ 14,725.56

\$ 14,725.56

EMPLOYEE BENEFIT (SECTION 125) ACCOUNT

Beginning Balance \$ 8,195.98

RECEIPTS

Employee Payroll Deposit \$ 9,241.44
 Centennial Bank: Interest \$ 0.51

Total \$ 9,241.95 \$ 17,437.93

DISBURSEMENTS

4/1/11 Payflex \$ 1,906.33
 4/8/11 Payflex \$ 588.77
 4/15/11 Payflex \$ 4,248.36
 4/22/11 Payflex \$ 2,272.51
 4/29/11 Payflex \$ 1,622.53

Total \$ 10,638.50 \$ 6,799.43

Ending Balance \$ 6,799.43

RECONCILIATION

Bank Balance \$ 6,799.43
 Outstanding Claims \$ 6,799.43
 Outstanding Receipt \$ 6,799.43
 Reconciled Balance \$ 6,799.43

\$ 6,799.43

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT MONTH ENDING Apr-11

SPECIAL BUILDING ACCOUNT

Beginning Balance \$ 1,621,585.22

RECEIPTS

4/24/11 F & M CD Interest Earnings \$ 755.52
4/30/11 NLAF Interest \$ 22.96
4/30/11 F & M Interest \$ 4.44

Total \$ 782.92 \$ 1,622,368.14

DISBURSEMENTS

4/18/11 V V P Amer. HS Alum & Glazing \$ 627.00
4/18/11 DeMarco Bros. Co, Elem Tile Work \$ 2,289.70
4/18/11 Drywallers Inc, HS Drywall HS Drywall \$ 6,926.47
4/18/11 Innovative Lab., HS Casework - Final \$ 3,430.70
4/18/11 J B Construct., HS Concrete Final \$ 10,064.89
4/18/11 Mark Sass & Assoc., HS Contracts Finals \$ 2,983.00
4/18/11 Porter-Trustin-Carl., Doors/Lockers Final \$ 1,190.00
4/18/11 Willmar Electric Serv., Elem Electrical Final \$ 4,161.71
4/20/11 Kingery Construction, Small C Small Contracts \$ 4,611.80 #

Total \$36,285.27 \$ 1,586,082.87

Ending Balance \$ 1,586,082.87

RECONCILIATION

F&M Bank Balance \$ 21,622.11
NLAF #9300590 Balance \$ 1,052,524.27
Special Building Investments \$513,803.09
Outstanding Claims \$ 1,866.60
Outstanding Receipts

Reconciled Balance \$ 1,586,082.87 \$ 1,586,082.87

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT MONTH ENDING Apr-11

QUALIFIED CAPITAL PURPOSE FUND

Beginning Balance			\$	300.69
<u>RECEIPTS</u>				
Total			\$	-
<u>DISBURSEMENTS</u>				
Total			\$	-
Ending Balance			\$	<u>300.69</u>
<u>RECONCILIATION</u>				
Bank Balance	\$	300.69		
Less: Outstanding Claims				
Plus: Outstanding Deposits				
Reconciled Balance	\$	<u>300.69</u>	\$	<u>300.69</u>

DEPRECIATION FUND

Beginning Balance			\$	419,743.15
<u>RECEIPTS</u>				
F&M National Bank	Interest	\$	43.64	
NLAF	Interest	\$	4.38	
Total			\$	48.02
			\$	419,791.17
<u>DISBURSEMENTS</u>				
Total			\$	-
			\$	419,791.17
Ending Balance			\$	<u>419,791.17</u>
<u>RECONCILIATION</u>				
F & M Bank Balance	\$	212,407.17		
NLAF Balance	\$	207,384.00		
Less: Outstanding Claims				
	\$	<u>419,791.17</u>		
Reconciled Balance	\$	<u>419,791.17</u>	\$	<u>419,791.17</u>

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT MONTH ENDING Apr-11

STUDENT FEE FUND

Beginning Balance			\$	3,624.33
<u>RECEIPTS</u>				
4/1/11	Cap & Gown Fees	\$	44.00	
4/5/11	Cap & Gown Fees	\$	44.00	
4/7/11	Part Fees	\$	80.00	
4/7/11	Cap & Gown Fees	\$	22.00	
4/12/11	Cap & Gown Fees	\$	22.00	
4/30/11	Interest	\$	0.27	
<hr/>				
Total			\$	212.27
			\$	3,836.60
<u>DISBURSEMENTS</u>				
1222	K Rung Productions, DJ Prom	\$	400.00	
1223	AG Activities Acct, Musical Admissions	\$	372.00	
<hr/>				
Total			\$	772.00
Ending Balance			\$	<u>3,064.60</u>
<u>RECONCILIATION</u>				
Bank Balance		\$	3,064.60	
Claims Outstanding		\$	-	
<hr/>				
		\$	3,064.60	
Receipts Outstanding				
<hr/>				
Reconciled Balance		\$	<u>3,064.60</u>	\$ <u>3,064.60</u>

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT MONTH ENDING Apr-11

HOT LUNCH ACCOUNT

	Beginning Balance		\$ 48,160.21
<u>RECEIPTS</u>			
Student and Staff Deposits	\$ 25,396.78		
Federal Reimb	\$ 11,724.78		
State Reimb	\$ 3,339.96		
Breakfast Reimb	\$ 3,091.28		
Vending Proceeds	\$ 131.23		
F&M National Bank: Interest	\$ 8.34		
Total		\$ 43,692.37	\$ 91,852.58
<u>DISBURSEMENTS</u>			
Wages & Benefits	\$ 18,981.40		
Food	\$ 25,069.19		
Supplies	\$ 1,953.29		
Contracted Services	\$ 68.50		
Travel	\$ 49.98		
Total		\$ 46,122.36	\$ 45,730.22
Ending Balance			<u>\$ 45,730.22</u>
<u>RECONCILIATION</u>			
Bank Balance	\$ 45,034.25		
Claims Outstanding	\$ 186.98		
	<u>\$ 44,847.27</u>		
Receipts Outstanding	\$ 882.95		
Reconciled Balance	<u>\$ 45,730.22</u>		<u>\$ 45,730.22</u>
Student and Staff Deposits Held on Account - End of Month			\$ 11,743.50

ASHLAND-GREENWOOD PUBLIC SCHOOLS FINANCIAL STATEMENT MONTH ENDING Apr-11

INVESTMENTS

Date Bought	Security Description	Maturity Date	Rate	Investment
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General Fund Investments

1/30/11	Farmers & Merchants Bank, A	01/30/12	0.9000%	\$827,775.41
10/22/10	Centennial Bank, Ashland	10/22/11	0.9000%	\$100,550.26
4/21/10	Onewest Bank FSB, CA	10/20/11	0.4500%	\$248,000.00
11/2/79	Orrstown Bank, PA	10/24/11	0.9000%	\$247,000.00
Total Investments				<u>\$1,423,325.67</u>

Special Building Fund Investments

1/24/11	Farmers & Merchants Bank, A	06/24/11	0.6000%	\$ 513,803.09
Total Investments				<u>\$ 513,803.09</u>

LOCAL BANK SECURITIES PLEDGE TO SCHOOL DISTRICT DEPOSITS & FDIC INSURANCE ON DEPOSITS

CENTENNIAL BANK

FDIC INSURANCE		<u>\$ 250,000.00</u>
Total Secured		<u>\$ 250,000.00</u>

FARMERS AND MERCHANTS NATIONAL BANK

FDIC INSURANCE		\$ 250,000.00
FHLB (Irrevocable Letter of Credit)	23458	<u>\$ 2,125,000.00</u>
Total Secured		<u>\$ 2,375,000.00</u>

				Beginning Balance		\$ 83,796.38
Date	Check #	Payee	Description	Receipt	Disbursed	Balance
ATHLETICS						\$ 3,933.02
4/1/11		Syracuse High School	Golf Entry Fee	\$ 90.00		
4/1/11		Syracuse High School	Track Entry Fee	\$ 150.00		
4/4/11		Roncalli Catholic HS	Golf Entry Fee	\$ 90.00		
4/7/11		Arlington PS	Golf Entry Fee	\$ 90.00		
4/8/11		Norris	Golf Entry Fee	\$ 90.00		
4/11/11		Weeping Water HS	Golf Entry Fee	\$ 90.00		
4/13/11		Wahoo Public Schools	Golf Entry Fee	\$ 85.00		
4/13/11		Gretna Public Schools	Golf Entry Fee	\$ 90.00		
4/18/11	010604	Arlington Public Schools	MS Track entry		\$ 110.00	
4/18/11	010606	Awards Unlimited, Inc.	MS Track Awards		\$ 230.38	
4/18/11	010609	Roger Parr	Track starter		\$ 190.00	
4/18/11	010610	South Sarpy School Dist 4	Golf trny fee		\$ 80.00	
4/18/11	010613	Arlington Public Schools	Track entry fee		\$ 120.00	
4/18/11	010614	South Sarpy School Dist 4	Track entry fee		\$ 150.00	
4/18/11	010615	South Sarpy School Dist 4	MS Track entry		\$ 100.00	
4/19/11		Blair Public Schools	Boys Golf Entry Fee	\$ 90.00		
4/20/11		Scotus	Golf Entry Fee	\$ 90.00		
4/27/11		Various	Gate	\$ 457.00		
4/28/11		Bennington PS	Track Fee Refund	\$ 120.00		
4/29/11	010618	Hammond & Stephens	Supplies		\$ 189.95	
4/29/11	010620	Nebraska Sports	Supplies		\$ 69.98	
4/29/11	010621	Tim McNamara	MS Invite		\$ 190.00	
TOTALS				\$ 1,532.00	\$ 1,430.31	\$ 4,034.71
BAND						\$ 5,252.06
TOTALS				\$ -	\$ -	\$ 5,252.06
CLASS OF 2011						\$ 981.52
TOTALS					\$ -	\$ 981.52
CLASS OF 2012						\$ 4,491.71
4/4/11		Various	Prom Dinners	\$ 105.00		
4/5/11		Various	Prom Dinners	\$ 175.00		
4/7/11		Various	Prom Dinners	\$ 145.00		
4/8/11		Various	Prom Dinners	\$ 295.00		
4/8/11		Various	Prom Dinners	\$ 560.00		
4/11/11		Various	Prom Dinners	\$ 105.00		
4/29/11	010617	The Cornhusker Hotel	Prom		\$ 3,533.20	
TOTALS				\$ 1,385.00	\$ 3,533.20	\$ 2,343.51
ELM BOOK FAIR						\$ 532.99
TOTALS				\$ -	\$ -	\$ 532.99

**FINANCIAL STATEMENT
ACTIVITY FUND**

FOR MONTH ENDING April, 2011

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ELM STAFF							\$ 2,392.78
4/20/11		Pepsi Vending	Vending Proceeds	\$	51.01		
4/20/11		First Choice	Vending Proceeds	\$	28.09		
TOTALS				\$	79.10	\$ -	\$ 2,471.88
ELM STUDENT COUNCIL							\$ 10,313.83
4/4/11		Various	Memory Book Sales	\$	110.00		
4/8/11		General Mills	Box Top Donations	\$	897.70		
4/11/11		Various	Memory Book Sales	\$	39.00		
4/18/11		Various	Memory Book Sales	\$	57.50		
TOTALS				\$	1,104.20	\$ -	\$ 11,418.03
FBLA							\$ 2,187.53
4/28/11		Various	Concess. Rotary Track	\$	411.70		
4/29/11	010619	WPH Omaha LLC	Lodging			\$ 1,352.00	
TOTALS				\$	411.70	\$ 1,352.00	\$ 1,247.23
HONOR SOCIETY							\$ 1,083.32
TOTALS				\$	-	\$ -	\$ 1,083.32
FFA							\$ 22,222.90
4/1/11		Various	Worker Auction	\$	2,994.75		
4/18/11	010607	National FFA Org	Jacket			\$ 484.75	
4/18/11	010611	UNL-Lincoln	Registration Fees			\$ 124.00	
4/29/11	010622	Nebraska FFA Assn	Workshop			\$ 909.00	
4/29/11	010623	Nebraska FFA Assn	Registrations			\$ 200.00	
TOTALS				\$	2,994.75	\$ 1,717.75	\$ 23,499.90
HS STUDENT COUNCIL							\$ 1,070.07
4/5/11		Gate/Concess./Donations	Dodgeball Trny.	\$	599.75		
TOTALS				\$	599.75	\$ -	\$ 1,669.82
MS/HS STAFF							\$ 1,487.17
4/20/11		Pepsi Vending	Vending Proceeds	\$	40.35		
TOTALS				\$	40.35	\$ -	\$ 1,527.52
MS STUDENT COUNCIL							\$ 1,201.50
4/18/11	010608	NF Foods LLC	Supplies			\$ 54.18	
TOTALS				\$	-	\$ 54.18	\$ 1,147.32

**FINANCIAL STATEMENT
ACTIVITY FUND**

FOR MONTH ENDING April, 2011

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SCHOOL STORE				\$ 6,726.38	
4/1/11	Payschools	Purchase	\$ 350.00		
4/4/11	Payschools	Purchase	\$ 230.00		
4/5/11	Payschools	Purchase	\$ 40.00		
4/6/11	Payschools	Purchase	\$ 290.00		
4/7/11	Payschools	Purchase	\$ 650.00		
4/1/81	Payschools	Purchase	\$ 210.00		
4/11/11	Payschools	Purchase	\$ 70.00		
4/12/11	Payschools	Purchase	\$ 150.00		
4/13/11	Payschools	Purchase	\$ 190.00		
4/14/11	Payschools	Purchase	\$ 380.00		
4/15/11	Payschools	Purchase	\$ 170.00		
4/18/11	Payschools	Purchase	\$ 210.00		
4/18/11	010605 AG Hot Lunch	Online Sales		\$ 7,164.98	
4/19/11	Payschools	Purchase	\$ 40.00		
4/19/11	Payschools	Purchase	\$ 230.00		
4/19/11	Payschools Online Fees			\$ 325.30	
4/20/11	Payschools	Purchase	\$ 450.00		
4/20/11	Pepsi Cola	Vend. Proceeds to HL	\$ 163.47		
4/21/11	Payschools	Purchase	\$ 380.00		
4/22/11	Payschools	Purchase	\$ 420.00		
4/25/11	Payschools	Purchase	\$ 30.00		
4/26/11	Payschools	Purchase	\$ 210.00		
4/27/11	Payschools	Purchase	\$ 320.00		
4/29/11	Payschools	Purchase	\$ 210.00		
4/29/11	010616 AG Hot Lunch	Vending Machine For HL		\$ 163.47	
TOTALS			\$ 5,393.47	\$ 7,653.75	\$ 4,466.10
SHOP				\$ (112.40)	
4/13/11	Student	Donation-Materials	\$ 200.00		
TOTALS			\$ 200.00	\$ -	\$ 87.60
SPANISH CLUB				\$ 694.11	
TOTALS			\$ -	\$ -	\$ 694.11
SPIRIT SQUAD				\$ 4,133.91	
TOTALS			\$ -	\$ -	\$ 4,133.91
TALENTED/GIFTED ACTIVITES (Formerly OM)				\$ 345.68	
TOTALS			\$ -	\$ -	\$ 345.68
THESPIANS (Speech and Drama Club)				\$ 3,548.62	
TOTALS			\$ -	\$ -	\$ 3,548.62

**FINANCIAL STATEMENT
ACTIVITY FUND**

FOR MONTH ENDING April, 2011

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VOCAL MUSIC								
4/4/11	Gate	Musical	\$	926.00				\$ 2,392.81
4/4/11	Gate	Musical	\$	649.00				
4/14/11	Student Fee Account	Musical Admissions	\$	372.00				
TOTALS				\$ 1,947.00	\$	-		\$ 4,339.81
YEARBOOK/ANNUAL								\$ 6,987.33
4/7/11	Student	2010 & 2011 Yearbook	\$	55.00				
4/8/11	Student	2011 Yearbook	\$	30.00				
4/20/11	Various	Sr Trib, DVD, yearbook	\$	320.00				
4/21/11	Various	DVD Sales, Yearbook	\$	70.00				
4/18/11	010612	Walsworth Publish Co				\$ 4,169.74		
4/28/11	Student	Sr. Tribute DVD	\$	10.00				
4/28/11	Student	2011 Yearbook	\$	30.00				
TOTALS				\$ 515.00	\$	4,169.74		\$ 3,332.59
INTEREST								\$ 1,929.54
4/7/11	MisdirectedDeposit		\$	40.00				
4/18/11	010603	AG General Fund				\$ 40.00		
4/30/11	Interest	Return Funds to GF	\$	7.38				
TOTALS				\$ 47.38	\$	40.00		\$ 1,936.92
ACTIVITY FUND TOTALS ALL ACCOUNTS					\$16,249.70	\$	19,950.93	\$ 80,095.15
								Ending Balance
								\$ 80,095.15
								Plus: Outstanding Checks
								\$ 7,941.60
								Less: Outstanding Receipts
								Equals: Bank Balance
								\$ 88,036.75

Check #	Vendor	Amount	Description
028712	AG Payroll Account	\$ 258,921.04	Net Payroll
028713	AGEA	\$ 2,129.26	Employee Dues
028714	Blue Cross Blue Shield of NE	\$ 76,782.26	Payroll Employee Health Ins
028715	Centennial Bank	\$ 9,316.44	Payroll Section 125 Deduct
028716	Guardian	\$ 895.20	Payroll Employee Life Prem
028717	Guardian	\$ 643.32	Employee Vision Plan
028718	National Insurance Service	\$ 1,039.61	Payroll LTD Insurance Prem
028719	MidAmerica 403b	\$ 1,840.00	Payroll Annuity Deduction
028720	AG Payroll Account	\$ 11,799.27	Payroll State Tax Wthhldg
028721	AG Payroll Account	\$ 227.00	Employee Child Support Paymnt
028722	AG Payroll Account	\$ 79,397.35	Payroll Federal Tax Wthhldg
028723	Retirement	\$ 59,664.62	Payroll Retirement Wthhldg
028724	AmSan LLC	\$ 2,984.20	Custodial: Cleaning Supplies
028725	Ashland Auto Parts	\$ 14.46	Sped Transp: Replace Glass
028726	Ashland Disposal Service	\$ 215.00	Custodial: Waste Removal
028727	Awards Unlimited, Inc.	\$ 233.82	Board of Ed: Awards
028728	Barnes & Noble Bookstore	\$ 25.47	Media: Audio Visual
028729	City Of Ashland	\$ 1,864.00	Custodial: Water and Sewer
028730	Cornhusker International Trucks	\$ 55.13	Maintenance: Glass
028731	Esu #2	\$ 3,799.70	Sped: Speech Services
028732	Esu #3	\$ 70.00	SPED: Workshop Reg.
028733	Educational Service Unit No 6	\$ 551.25	Instruction: Student Tuition
028734	Follett Educational Services	\$ 1,152.49	Media: Library Books
028735	Encore One LLC/Gen. Parts	\$ 101.35	Maintenance: Supplies
028736	GovConnection Inc.	\$ 2,501.13	Instruc Tech: Computer Equip.
028737	Grainger	\$ 1,062.90	Maintenance: Welder
028738	Greenwd/Midwst Farmers Coop	\$ 110.00	Maintenance: Weed Spray
028739	Gumdrop Books	\$ 547.40	Elem. Media: Library books
028740	Heartland Foundation/School	\$ 2,190.00	Sped: Student Tuition
028741	Hillyard/Sioux Falls	\$ 3,064.00	Custodial: Vacuum, Tilt Truck
028742	Hometown Leasing	\$ 118.00	Admin: Copier Lease
028743	Brad Jacobsen	\$ 295.29	Principal: Mileage
028744	Johnson Hardware	\$ 1,622.89	Maintenance: Door hardware
028745	Jostens Diploma Division	\$ 494.12	Instruction: Diplomas
028746	J. W. Pepper & Son, Inc	\$ 105.99	Vocal Music: Music
028747	Library Video Company	\$ 21.90	Media: Audio Visual
028748	Matheson Tri-Gas, Inc/Linweld	\$ 65.53	Ag Education: Supplies
028749	MCI Communications Services	\$ 79.50	Long Distance Service
028750	Mead Lumber Co.	\$ 151.99	Ag Educator: Paint, Brushes
028751	Meininger Fire Protection Inc	\$ 1,550.00	Elem Fire Sprinkler Work
028752	MidAmerica Admi & Retirement	\$ 125.00	Emp. Third Party Administrator
028753	Montemarano Landscapes Inc	\$ 1,040.00	Maintenance: Mulch
028754	NECO	\$ 202.50	Building Security
028755	NE School Nurse Association	\$ 125.00	Nurse: Conference Regist
028756	Office Depot Corporate Accounts	\$ 401.86	Gym Occupancy Signs
028757	O'Keefe Elevator Co.	\$ 260.00	Custodial: Elevator Inspection
028758	Omaha World Herald	\$ 1,227.32	Instruction: Advertisements
028759	Omaha Public Power District	\$ 9,134.90	All Areas: Electricity
028760	Platte Valley Sanitation Inc	\$ 325.00	Custodial: Waste-Recycle
028761	PPE, Inc	\$ 318.00	Nurse: Supplies

Check #	Vendor	Amount	Description
028762	Protech Electric Services	\$ 1,650.00	Maint: Electrical Service
028763	Quill Corp	\$ 12.16	Supt Office: Supplies
028764	Really Good Stuff	\$ 21.94	Elem Instruction: Supplies
028765	Renaissance Learning, Inc.	\$ 458.00	InsTech: MS Tech Support Renew
028766	Schmitt Music Center	\$ 256.00	Instrumental Music: Supplies
028767	School Specialty	\$ 496.66	Elem Instruction: Supplies
028768	Seton Identification Prod Co	\$ 417.70	Instruction: Inventory Tags
028769	Simplex Grinnell LP	\$ 691.80	Custodial: Service
028770	Skyline Physical Therapy, Inc	\$ 566.95	Physical Therapy
028771	Solution One	\$ 75.50	Instruction: Supplies
028772	Sparkling Klean	\$ 5,696.60	Elem Cust: Janitorial Services
028773	Todd Valley Plbg. & Htg	\$ 93.03	Maintenance: Supply
028774	University Of NE at Kearney	\$ 300.00	Transportation: Training
028775	Univ of NE Extension Serv	\$ 39.00	Nurse: Supplies
028776	US Mechanical Service Inc	\$ 3,984.75	Maint: HVAC Filter Upgrade
028777	Voyager Fleet Systems, Inc.	\$ 5,222.68	Transportation: Fuel
028778	Wahoo-Waverly-Ashland News	\$ 266.34	Advertising and Printing
028779	Wahoo Public Schools	\$ 24,748.51	Psychology Services
028780	Beverly Wliggs	\$ 1,731.90	Occupational Therapy
028781	Omaha Public Power District	\$ 26,369.19	New Electric Service
028782	Advanced Education, Inc.	\$ 625.00	Instruction: Accreditation Fee
028783	AG PS Foundation	\$ 1,775.00	Foundation Dinner Meals
028784	Beringer Ciaccio Dennell Mabrey	\$ 121.80	Maintenance: Prof. Services
028785	KLAI-CO Identification Products	\$ 58.80	Media: K-6 Supp.
028786	Nebraska Department Of Ed.	\$ 23,189.00	IDEA: Student Tuition
028787	NF Foods LLC	\$ 72.27	Maintenance: Supplies
028788	Pitney Bowes Postage	\$ 500.00	All Areas: Postage
028789	Williams Sales & Service	\$ 825.00	Transp: Qtrly Inspections
028790	Baylor Test Prep	\$ 4,300.00	Instruction: Test Prep
		\$ 645,428.04	

Incompletes

Administrative Operations	Fees, Travel, Supplies
Windstream	Local Telephone Service
VISA	Equipment, Fees, Supplies
Post Rock/Seminole	Natural Gas
Solution One	Contract Invoice

Authorized by:



**Ashland-Greenwood Public Schools
Special Building Disbursements**

Page

Check	Payable to	Amount	Description	Date
001317	Ace Plumbing Heat & Air	\$ 12,989.60	HS Plumbing FINAL	5/16/2011
001318	Concrete Industries, Inc	\$ 729.31	Elem/HS Reinf. Steel FIN	5/16/2011
001319	Drywallers Inc	\$ 9,067.18	HS Drywall - FINAL	5/16/2011
001320	DSI Door & Hardware	\$ 3,694.60	HS Doors FINAL	5/16/2011
001321	Falcon Heatin & Air-Cond. Inc	\$ 10,874.00	HS HVAC	5/16/2011
001322	Floors Inc	\$ 3,245.20	HS Carpet & Flooring	5/16/2011
001323	Gana Trucking & Excavating,	\$ 6,146.80	HS Site Earthwork FINAL	5/16/2011
001324	Kaser Painting Inc	\$ 784.90	Elem Painting - FINAL	5/16/2011
001325	Katelman Steel Fabriciation, Ir	\$ 1,955.70	Elem Structural Steel FIN	5/16/2011
001326	Kingery Construction	\$ 3,088.00	HS CO #85	5/16/2011
001327	Mark Sass & Associates Inc	\$ 3,228.30	HS Carpentry - FINAL	5/16/2011
001328	Meininger Fire Protection Inc	\$ 7,669.70	HS Fire Supression	5/16/2011
001329	Midwest Demolition Co	\$ 2,435.00	HS Site Demo FINAL	5/16/2011
001330	Progressive Holdings, Inc d/b/	\$ 18,639.99	HS Electrical FINAL	5/16/2011
001331	Scott Enterprises Inc	\$ 326.00	HS Roofing	5/16/2011
001332	Senegal Specialty Contracting	\$ 5,225.00	HS Joint Sealers	5/16/2011
		\$ 90,099.28		

Kingery Construction INC

Construction Management

Authorized by:

High School Football Overnight Team Camp Request

The Bluejay Football Team would like to request the approval of attending the South Dakota St. University Football Team Camp in Brookings, South Dakota. The camp will be held on June 20th through the 22nd (Monday through Wednesday).

The team (consisting of 35-40 players) and coaches (4-5 total) will be able to stay in the SDSU dorms on the nights of June 20th and 21st. We will also have the opportunity to eat at the University's Cafeteria once we have checked into the camp through the time we leave.

Using Mapquest, the distance to Brookings is 265 miles one way (530 round trip). This would take roughly 4 hours to get there (without any stops) and also would take the same on the way back.

We would leave AGHS between 5-5:30 a.m. on Monday and arrive in Brookings around 11 a.m. This will allow us to stop along the way for breakfast if needed. On Wednesday we will leave Brookings around 1 p.m. and return to AGHS around 6:30. This will allow us to stop along the way back for supper if needed.

Itinerary:

11-Man Camp Format

DAY ONE

Noon Check in
 2:40 p.m. Team Chalk Talk
 3:15 p.m. Camp General Meeting
 3:45 p.m. Warm-up/Stretch
 4:00 p.m. Individual Practice #1 (Offense) Full Pads
 5:00 p.m. Individual Practice #2 (Defense)
 6:15 p.m. Coaches Dinner and Format Meeting
 6:30 p.m. Dinner
 7:40 p.m. Team Organizational
 8:15 p.m. 7 on 7 and OL/DL Session
 9:20 p.m. Player Free Time
 9:30 p.m. Coaches Social

DAY TWO

7:30 a.m. Breakfast
 9:00 a.m. Warm-up/Stretch
 9:20 a.m. Individual Practice #3 (Offense)

10:20 a.m. Team Organizational
 10:40 a.m. Team Competition #1
 Noon Lunch
 1:45 p.m. Warm-up/Stretch
 2:00 p.m. Team Organizational
 2:30 p.m. Team Competition #2
 3:50 p.m. Special Teams Drills
 5:00 p.m. Dinner
 6:35 p.m. Warm-up/Stretch
 6:55 p.m. Individual Practice #4 (Defense)
 7:50 p.m. Team Organizational
 8:10 p.m. 7 on 7 and OL/DL Session
 9:15 p.m. Player Free Time
 9:30 p.m. Coaches Social

DAY THREE

7:15 a.m. Breakfast
 9:00 a.m. Warm-up/Stretch
 9:20 a.m. Team Organizational
 9:40 a.m. Team Competition #3
 10:35 a.m. Jackrabbit Competition
 11:30 a.m. Final Camp Meeting
 Noon Check out

**Ashland-Greenwood Public Schools
2011-12 Non-Certificated Staff Wage Schedule**

Hourly Schedule		Minimum Wage	Maximum Wage
Level I	School Nurse	\$18.50	\$22.10
Level II	Transportation Supervisor Maintenance Supervisor Food Service Supervisor Regular Local Route Bus Drivers Special Ed Route Driver	\$15.00	\$20.00
Level III	Supervisor of Custodial Services Superintendent's Clerical Principal's & Guidance Clerical Technology Technician	\$12.50	\$17.10
Level IV	Other Clerical Activity Bus Drivers Maintenance Assistant Assistant Food Service Supervisor Custodian (Full-Time) Cooks (Full-Time)	\$11.00	\$14.50
Level V	Lunch Cashiers Painters	\$10.00	\$13.25
Level VI	Para-Professional Staff Substitute Custodial & Cook Custodian (Part-time) Cooks (Part-time) Kitchen Server	\$9.50	\$12.45
Level VII	Substitute Clerical Substitute Aide	\$8.25	\$10.00
Level VIII	Student Help	\$7.25	
Special	Nighttime Differential for Shifts that the majority of which end after 5:00 PM		\$0.60
	Differential pay for Para-professional staff providing personal care including but not limited to feeding; diaper changing; suctioning, etc.		\$1.00
	Electrical Licenses		\$2.00

**TERMS AND CONDITIONS
2011-12**

The following are guidelines regarding benefits of non-certified employees in this district effective August 1, 2011.

ELGIBILITY

~~Anyone not working at least fifteen (15) hours~~ Employees who work in positions that are scheduled for at least ~~seventeen and one-half (17.5) hours on an average weekly basis, for at least nine (9) months will not be entitled to participate in any leave or group insurance benefits. (except those which may be required by law).~~ Anyone not regularly working at least seventeen and one-half (17.5) hours on an average weekly basis may not participate in group insurance plans. Employees who work less than 17.5 hours weekly, less than 9 months per year or are temporary or substitute employees are not entitled to any leave or group insurance benefits except those that may be required by law.

HEALTH, DENTAL and LIFE INSURANCE:

The District will maintain group Health and Dental Insurance Plans. Employees may participate in those plans through the use of a Section 125 Cafeteria Plan. The district will provide each employee eligible for group insurance plans with \$15,000 of group term life insurance. The district will also contribute 1/2 the monthly premium towards "employee only" health insurance for employees who work less than 12 months. The district will contribute the full premium towards "employee only" health insurance for employees working 12 months. Employees taking health insurance coverage with the school district shall pay the balance of any health insurance premium. Employees may take at their own expense Employee and Children; Employee and Spouse; or Employee, Spouse and Children Health and Dental Coverage.

The annual health, dental, life and LTD insurance premiums for employees working less than 12 months shall be made by payroll deduction and shall be divided over the months in which the employee has sufficient wages that a payroll deduction can be made. Health, dental and life (up to \$50,000) premiums will be paid through an IRS Section 125 program.

When an employee reaches age 70 the employee life insurance benefit will be halved. That is if the employee has \$15,000 life policy the policy benefit will be reduced to \$7,500.

APPLICATION OF LEAVE BENEFITS - WORK YEAR - LEAVE BENEFITS ON TERMINATION

Incremental Leave. Leave is only available in 1/2 day increments. Employees who need to be gone for periods of time which are less than 1/2 day and who do not want to use at least 1/2 day of leave will need to make arrangements for unpaid leave with their supervisor.

Leave Hours. Paid leave days will be of the same duration as the employee's normal average workday. Leave is calculated at the usual and customary hours for the employee but in no circumstances shall leave ever exceed 8 hours in a day or 40 hours in a week. No overtime pay is considered while on leave

Benefit Year. Certain leave benefits may be accumulated and carried forward but only when specified. Leave shall be calculated and available leave shall be carried forward at the end of the school term for less than 12 month employees. Employee who work 12 months shall have their leave calculated based on their work year. Such year generally shall commence on the 1st day of the month following the employee's hire date and shall end on the last day of the month in the month the employee was hired. The Superintendent may establish a different work year for the purpose of leave benefits for an employee.

Leave for Alternate Day Employees. The use of leave is incremental. Employees working less than full-time use leave in the same increment as their FTE. An employee working half days would use one day or increment of leave for every ½ day absent. Employees who do not work every day but rather on an alternate day basis are considered ½ time and shall be assessed for one (1) day of leave for every ½ day absent.

Leave Benefits on Termination. Employees shall be paid for any vacation leave earned but not taken at the time of termination. Employee's shall not be paid for any other leave when the leave employment with the district or are terminated except as may otherwise be stated within these terms and conditions and approved by the Superintendent.

Final Leave Determinations. The Superintendent shall make all determinations and have complete discretion in making those determinations regarding the ~~carrying forward~~ application of leave. The Superintendent's decisions ~~on carrying leave forward~~ shall be final.

ATTENDANCE INCENTIVE PAY

Any non-certificated employee who has accumulated 45 days of sick leave and is unable to carry additional sick leave forward on to the next employment year shall be paid an attendance bonus pay of \$34 a day for unused sick leave. Such payment shall be made in July for less than 12 month employees. For 12 month employees the incentive will be paid in the month following the month in which the employee's carried forward days are calculated.

Employees who do not regularly work at least 15 hours a week are not eligible for attendance incentive pay. Employees working at least 15 hours but not at least 37 hours weekly shall have the attendance incentive prorated by the average number of hours worked daily divided by 8 hours. (i.e. If an employee averages 4 hours daily than the employees benefit would be 4/8 of a full \$34 a day benefit or 50%)

All attendance incentives are awarded by and at the discretion of the Superintendent of Schools and all decisions made by him or her with respect to the implementation and payment of the benefit is final.

VACATION DAYS

Custodial, Maintenance and 12-month clerical personnel are eligible for vacation leave in this school district. Vacation is provided under the following conditions.

After one complete year (12 Months) of continuous employment in the same position(s), 10 days of vacation will be granted. The same position is defined as a position for which a separate and distinct job description is written. The superintendent may waive the same position requirement if the person has been reassigned temporarily at the district's request and not the employee's. After five years of continuous employment in the same position, 15 days of vacation will be granted. Only twelve-month employees are eligible for vacation leave with pay. Vacation days are to be used as arranged with the supervisor or superintendent.

Vacation may be taken anytime during the year with approval of the employee's supervisor. A minimum of two weeks advance request should be given. Hours for wage calculation during vacation will be calculated at the usual and customary daily rate for the employee for the majority of the school year. ~~Vacation leave hours shall never exceed eight hours per day or 40 hours per week.~~

Employees will not receive additional daily hours for vacation pay if employees are given discretion to temporarily work more hours a day in lieu of fewer days a week. For example an employee who is assigned to work normally 32.5 hours a week at 6.5 hours daily but chooses to work four 8-hour days temporarily during a seasonal period will be given credit for only 6.5 hours daily for vacation pay.

Vacation leave days are not cumulative except that up to three (3) vacation leave days that are unused on the employee's anniversary date may be carried forward to the next employment year. Vacation leave days carried forward shall be considered as used with respect to coordination with other benefits within the year it was originally earned. The days carried forward shall be the first vacation days used in the new employment year.

SICK LEAVE POLICY

Non-certified personnel are allowed one sick leave day for each month worked accumulative up to 45 days. The sick leave day is earned on the first day worked of each month. ~~Sick leave days will be of the same duration as the employee's normal average workday and all full-time or part-time employees will accrue days. No overtime will be considered in sick leave pay.~~

~~Sick leave may be taken due to the illness of the employee or any of the employee's minor children (under 18 years of age) living at home. Sick leave may not be used, except by 12-month employees, for discretionary - elective scheduled surgeries for themselves or their dependent children. Such surgical procedures shall be accomplished during non-school days. A physician's statement may be required to verify the urgency of the scheduled surgery.~~

Sick leave may be used for the personal illness or injury of the employee or of the employee's minor children living at home. Sick leave may also be used for the serious illness or injury of an employee's child, step-child, spouse, parent, parent-in-law, brother, sister, brother-in-law, or sister-in-law that results in hospitalization or medical care by a physician and necessitates the employee being present.

Amounts being paid to teachers as Workers' Compensation will be deducted from sick leave pay or other leave benefits so that the employee does not receive more than full pay when on leave. Sick leave days will not be earned while an employee is on leave.

The use of sick leave days by less than 12 month or part-time employees for discretionary - elective surgery for themselves or dependent children will be prohibited. Such surgical procedures shall be accomplished outside the framework of the teacher's contracted days. A physician's statement may be required to verify the urgency of the scheduled surgery.

UNUSED SICK LEAVE

Upon leaving the Ashland-Greenwood Public Schools after 15 years or more of continuous service an employee shall be paid \$34.00 for each day of unused sick leave up to 45 days. Termination of employment shall disqualify the employee from receiving this benefit.

SICK LEAVE DONATION PROGRAM

A Sick Leave Donation Program will be available for use by any non-certificated employee, eligible for sick leave benefits, during the time the employee is absent due to personal illness or injury or the

personal illness or injury of an immediate family member provided the eligible employee has first exhausted all other accumulated and available paid leave including but not limited to sick, personal and vacation leaves. Immediate family members shall only include a spouse and dependent children. Parents and adult children are not considered immediate family for the purposes of this benefit.

A staff member meeting these criteria may request in writing, to the Superintendent, for accumulated sick leave from other non-certificated staff members. Upon receipt of a request the Superintendent shall notify all non-certificated staff of the request to voluntarily surrender sick leave. The staff member requesting the leave shall be deemed to consent to sharing of information about the staff member's health status to the extent such information is reasonably shared as part of the Sick Leave Donation Program. The employee, employee's spouse or employee's dependent may also be required to sign a release to share information.

Any non-certificated staff member covered by this agreement may voluntarily donate up to one (1) sick leave day. Staff willing to donate a day must notify the Superintendent within 7 calendar days of the notice being sent or it will be considered a refusal to donate. Staff shall be under no obligation to donate and any donations shall remain anonymous. Upon being donated, the sick leave days may not be returned to the donor even if the donee is unable to use all of the donated leave.

In order for a staff member to be eligible to request accumulated sick leave from other staff members, the employee must be enrolled in the district's Group Long Term Disability insurance program. The sick leave donation program is not to be used to permit an employee to receive both benefits from the sick leave donations and other compensation while on leave; as such, an employee may not use donated sick leave while receiving disability or workers compensation benefits. There is no pay for unused donated sick leave upon termination of employment. Donated sick leave days may not be carried forward nor shall the employee receive any further benefit from the donated days once the employee returns to work on a regular basis or at the conclusion of the school term/work year in which the application is made whatever comes later.

~~USE OF SICK LEAVE IN EMERGENCIES~~

~~Sick leave may be used for certain emergencies and its use is limited only by the limits of the employee's accumulated sick leave and the limits established in this policy. Such leave shall be commonly referred to as Emergency Sick Leave. In order to use the leave the situation must be unforeseen and beyond the control of the employee. Emergency Sick leave must be approved and is at the discretion of the Superintendent. Emergency Sick leave will be deducted from an employee's accumulated sick leave.~~

~~Emergency Sick Leave may be granted for the following reasons at the discretion of the Superintendent of Schools:~~

- ~~1) Legal arrangements which are related to the immediate family of the employee~~
- ~~2) Compliance with a court summons~~
- ~~3) Transactions of serious personal business, which cannot be arranged at a time other than school hours~~
- ~~4) Serious illness, injury, hospitalization or surgery of a child, parent or spouse~~
- ~~5) Other emergencies approved by the Superintendent~~

~~Emergency Sick Leave shall not be granted for the following:~~

- ~~1) An employee who cannot make it to work due to inclement weather~~
- ~~2) Absences for which there are other applicable leaves, which the employee could elect~~

DEATH LEAVE

A total of not more than four (4) days on full pay is allowed each employee for absence in case of death in the immediate family, defined as spouse, children, mother, father, mother-in-law, father-in-law, or person in the same home as part of the family. A total of not more than two (2) consecutive days on full pay is allowed for each employee for absence in the case of death of other members of the immediate family, defined as son-in-law, daughter-in-law, brother, brother-in-law, sister, sister-in-law, grandparent, grandchildren, niece or nephew. A total of one (1) day on full pay is allowed for each employee in the case of death of a close friend, other relative or neighbor.

Death leave is not limited to four (4) days in one year, but covers each death in the immediate family which occurs during the year. The above mentioned days are minimum and the number of days granted shall be at the discretion of the Superintendent.

JURY DUTY AND COURT LEAVE

The Board will allow jury duty pay or court appearance pay for a lawfully issued subpoena to appear in court during the school year; the employee will receive regular salary from the school, but must assign any jury duty or appearance compensation back to the school, less the reimbursement of expenses. Except that this shall not apply to employees who must appear in court because they are being sued or are suing another party in a civil litigation or for employees who are absent because they have been charged with criminal action.

UNPAID LEAVE

An employee may request leave without pay. Salaried employees will be deducted pay at the ratio of 1 to the number of contract days times the gross salary. The employee's immediate supervisor should approve unpaid leave.

PERSONAL BUSINESS DAYS

Personal leave days shall be requested from your supervisor prior to their use. All non-certified employees are eligible to receive three personal leave days annually. ~~with the third day being deducted from sick leave.~~

Personal leave days are not cumulative except that one (1) personal leave day may be carried forward for a maximum of four (4) personal leave days during a school year. A personal leave day, which is carried forward, shall be considered as used with respect to coordination with sick leave and any other portions of these terms and conditions within the year it was originally earned.

PAID HOLIDAYS

All 12 month employees are eligible to take the following paid holidays: Independence Day, Labor Day, Thanksgiving, the day after Thanksgiving, Christmas Eve, Christmas, New Year's Day and Memorial Day. When the holiday falls on Saturday or Sunday, either Friday or Monday will be observed, as designated, by the Superintendent. The employee must work the work the day before and after the holiday in order to be eligible for a paid holiday. The taking of eligible leave shall be considered as having worked the day for purposes of this regulation.

HOLIDAY PAY:

Employees who are required to work during a paid holiday shall receive double the regular hourly rate for hours worked. Employees should notify the payroll department whenever they were required to work during a holiday.

SNOW DAY PAY:

Employees who work on an hourly basis for the district will be paid only for hours actually worked. When inclement weather does not allow school to be held and the employee cannot make it to work, they will not be paid. Employees paid on a salary basis will not be subject to these provisions but may be expected to make up lost work time.

Employees may not use personal or vacation leave on days when school is closed due to inclement weather unless such leave was arranged in advance of the school cancellation.

WORKER'S COMPENSATION

All employees are covered by district worker's compensation insurance. Employees who are out of work as a result of a work related injury and who are being compensated for loss time by workers compensation shall not be eligible to elect sick, personal or vacation leave.

LONG TERM DISABILITY

The district does not provide Long Term Disability insurance for any of its employees. Employees may purchase Long Term Disability insurance through the district's group plan. Eligibility is subject to the eligibility rules and guidelines determined by the carrier.

FAMILY MEDICAL LEAVE

The Board of Education will comply with the Family Medical Leave Act of 1993. The year for considering family medical leave shall consist of the school district's fiscal year which begins September 1 and ends August 31. Leave shall commence on the first day of absence regardless of whether that absence is covered by paid leave or whether the absence is unpaid leave. Under no circumstances shall leave be granted which exceeds the maximum time as specified in the Family Medical Leave Act of 1993.

BUS DRIVER COMPENSATION

Morning and evening route drivers will be guaranteed employment a minimum of three hours daily for each student school day at the established route pay level. If an employee is only employed to drive a morning or an evening route the employment guarantee shall be 1 1/2 hours. All other pay shall be for actual hours worked at the established rate of pay. The Superintendent or his or her designee shall establish appropriate times to clock in and out during regular routes.

ACTIVITY TRIP DRIVER COMPENSATION

Drivers are paid from the time that they clock into the bus garage until the time they clock out. Drivers should not clock in more than 30 minutes prior to the departure time for the trip. Drivers shall be employed for sitting time at their destination less any lunch or dinner breaks that are taken. Drivers who have more than six hours of sitting time at an activity shall be required to take a 30 minute lunch or dinner break. Drivers shall be considered to be off duty during lunch or dinner breaks and shall be free of all duties. The district will not pay for sitting time at a destination if the driver has been directed to return home during the event and the driver requests and is given permission to remain at the event location.

In no case shall a driver be paid for more than 3 hours of sitting time for an activity that takes place in the school district unless specifically directed to remain at the site of the activity and available by his or her supervisor.

Drivers who are assigned to an overnight bus activity trip and who cannot return to the school shall be paid from the time that they leave the bus garage until they park the bus for the evening at the destination. The driver will be paid in subsequent days from the time they commence driving the following day until the bus is parked at its destination at the end of the day except for lunch and dinner breaks. Drivers may be reimbursed for lodging and meal expenses incurred on overnight trips in accordance with school district expense reimbursement procedures.

SUBSTITUTE BUS DRIVER COMPENSATION

In order to maintain substitute bus drivers, the district may guarantee employment up to 15 hours of work monthly from August through May for route driving. Substitute drivers must remain available daily to drive for the school district. If a substitute driver is unable to drive when requested the substitute driver's employment guarantee shall be reduced by the time of the route or trip. If the district fails to schedule a driver for 15 hours of employment the driver shall still be paid the minimum 15 hours in order that the district may retain them in the pool of drivers.

OTHER DRIVER COMPENSATION

Drivers shall be reimbursed for costs incurred in obtaining licensing except for those costs that the driver would have to incur even if they were not employed by the district. Costs reimbursed include those incurred while obtaining school bus permit, physical examination, Level 1 or 2 training, upgrading from a regular to a commercial license and student driving. The district will not reimburse for fees paid when renewing the CDL license.

PAY SCHEDULE

All employees shall be paid as per the pay schedule adopted by the Board of Education. It shall be the sole discretion of the Superintendent and/or Board to determine placement on that schedule. The district reserves the right to pay an individual outside of the schedule in some situations.

NIGHT DIFFERENTIAL PAY

Custodial personnel shall be paid an additional 60 cents per hour when more than half of their assigned shift takes place after 4 PM. This shall be considered a night shift differential pay.

Para-professional staff members who provide personal care services including diapering, feeding, suctioning, etc. shall have calculated as a part of their wages a \$1.00 pay differential for providing such services to children. In order to qualify an employee must be regularly assigned to such duties on a daily basis. The Superintendent of Schools makes a determination if an employee's duties qualify him or her for such a personal care differential.

Maintenance personnel who hold a Nebraska Electrical License shall receive at \$2.00 pay differential. This shall be considered Special Permit Differential.

ASSIGNMENT

Employees may be assigned, reassigned, and directed at the discretion of the employee's supervisor(s) or the Superintendent.

DETERMINATIONS

Determination of the interpretation and application of eligibility of benefits will be made by the Superintendent of Schools. All determinations by the Superintendent are final.

Section 1. Job Descriptions - Verify all staff have job descriptions – including extra-curricular job descriptions - Update any changes in job descriptions

Section 2. Rosters, Schedules and Building Concerns - Include new staff rosters, extra-curricular assignment schedule and School Calendar. Building Principals may want to add duty assignment rosters, fire evacuation plan and storm and other procedures.

Section 3. Employees Rules and Procedures –

G. SECURITY AND CARE OF BUILDINGS AND GROUNDS

Employees issued keys to the buildings and facilities and they are personally responsible for them. Keys should not be loaned to students or others except with permission of the superintendent or building principal. If an employee wishes to allow other than authorized persons into school buildings the employee must accompany them to the school and remain until the building is vacated and locked unless prior arrangements have been made and approved by the Superintendent or building principal.

Building security systems may protect some buildings. In those facilities the security system should be disarmed during building operational hours. Employees may be provided security access to arm or disarm security systems during non-operating hours. Employees provided security access shall be responsible to arm and disarm the system when using the facility during non-operating hours. Employees may not give the security access to other individuals.

The school district also has available security cameras. Cameras are used for security but may also be used for other purposes.

Employees are responsible for the safety and care of their classrooms and/or work areas. Staff shall:

- *Never hang materials from acoustical (lay-in) ceiling systems;*
- *Never Hang flammable items such as papers and artwork on doorways or on more than 20% of any other wall space;*
- *Not bring in personal electrical appliances including but not limited to electrical heaters, hot plates, coffee pots, refrigerators, etc.;*
- *Never use any candles, incense or open flames except that which may be used as a part of a science experiment.*
- *See that hazardous materials are properly stored and MSDS sheets maintained;*
- *Not use scotch or masking tape on building surfaces included carpeted floors, painted walls or clear coated wood finishes. Scotch or masking tape may be used on glass surfaces. Gaffers tape may be used on floors to tape down cords, etc.;*
- *Use a lid when transporting any liquids in the school building;*
- *Treat all carpet spills immediately with water in a quantity at least double the original amount of spilled liquid and then immediately report the spill to the building office.*

Section 4. Board Policies - No Change - Includes Index and Reference Source to locate online.

Section 5. School Improvement Plan & Curriculum

Section 6. Master Agreement (Certified Staff) and Terms and Conditions of Employment (Non-certified Staff) –

Master Agreement to get new salary schedule

Terms and Conditions of Employment - Changes as approved by Board

Section 7. Evaluation – No Changes

Section 8. Professional Growth (Certified) – Eliminate – Replace with policy that says that certified staff will engage in 6 hours of college credit every 6 years or will participate in a minimum of 30 hours of professional growth activities every 6 years.

Job Detail (Non-Certified) - Will update as necessary – describes daily job routines

Section 9. Safety - Will provide Updated Safety Committee; Safe Training Matrix; and Provide Login information of Safe Schools Training Modules.

**Projected General Fund Budget Authority
Ashland-Greenwood Public Schools**

	Formula Based Authority Limit	Original Budget Base Limit	Amended Budget Projected Base Limit
2011-12			
Budget Base	\$8,006,096	\$7,161,678	\$10,733,146
Special Education Budget	\$992,391	\$992,391	\$992,391
Federal Grants Budget	\$311,912	\$311,912	\$311,912
General Fund Lid Exclusions	\$60,000	\$60,000	\$60,000
Total Budget Authority	\$9,370,399	\$8,525,981	\$12,097,449

2012-13 Projected

Budget Base	\$8,138,405	\$7,519,762	\$10,786,812
Special Education Budget	\$1,022,163	\$1,022,163	\$1,022,163
Federal Grants Budget	\$311,912	\$311,912	\$311,912
General Fund Lid Exclusions	\$67,000	\$67,000	\$67,000
Total Budget Authority	\$9,539,480	\$8,920,837	\$12,187,886

2013-14 Projected

Budget Base	\$7,963,803	\$7,707,756	\$11,056,482
Special Education Budget	\$1,052,828	\$1,052,828	\$1,052,828
Federal Grants Budget	\$311,912	\$311,912	\$311,912
General Fund Lid Exclusions	\$67,000	\$67,000	\$67,000
Total Budget Authority	\$9,395,543	\$9,139,496	\$12,488,222

2010-2011 BUDGET ADOPTED

	TOTAL BEGINNING BALANCE (Column 1)	TOTAL AVAILABLE RESOURCES BEFORE PROPERTY TAXES (Including Beginning Balances) (Column 2)	PERSONAL AND REAL PROPERTY TAXES (Column 3)	TOTAL RESOURCES AVAILABLE (Col 2 + Col 3) (Column 4)	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS - SPECIAL EDUCATION (Column 5)	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS - NON-SPECIAL EDUCATION (Column 6)	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS (Col 5 + Col 6) (Column 7)	NECESSARY CASH RESERVE (Column 8)	TOTAL REQUIREMENTS (Col 7 + Col 8) (Column 9)
General	4,203,273.00	7,412,668.00	4,486,326.00	11,898,994.00	992,391.00	10,733,146.00	11,725,537.00	173,457.00	11,898,994.00
Depreciation	420,473.00	422,473.00	-	422,473.00	-	-	422,473.00	-	422,473.00
Employee Benefit	20,752.00	170,952.00	-	170,952.00	-	-	170,952.00	-	170,952.00
Contingency	-	-	-	-	-	-	-	-	-
Activities	79,900.00	273,796.00	-	273,796.00	-	-	273,796.00	-	273,796.00
School Lunch	57,165.00	506,765.00	-	506,765.00	-	-	455,297.00	51,468.00	506,765.00
Bond	239,000.00	242,000.00	581,000.00	823,000.00	-	-	653,300.00	169,700.00	823,000.00
Special Building	4,058,986.00	4,138,596.00	-	4,138,596.00	-	-	4,138,596.00	-	4,138,596.00
Qualified Capital Purpose Undertaking	301.00	311.00	-	311.00	-	-	311.00	-	311.00
Cooperative	-	-	-	-	-	-	-	-	-
Student Fee	2,904.00	15,987.00	-	15,987.00	-	-	15,987.00	-	15,987.00
TOTAL ALL FUNDS	9,082,754.00	13,183,548.00	5,067,326.00	18,250,874.00	992,391.00	10,733,146.00	17,856,249.00	394,625.00	18,250,874.00

NOTE: Total Disbursements and Transfers (Column 7) is the sum of Column 5 and Column 6 for the General Fund only. For all other funds, numbers will pull automatically from the Worksheets.

PERSONAL AND REAL PROPERTY TAX RECAP

	General Fund	Bond Fund(s) [Total Of All Bond Funds]	Special Building Fund	Qualified Capital Purpose Undertaking Fund
PERSONAL AND REAL PROPERTY TAXES FROM COLUMN 3 (Line A)	4,486,326.00	581,000.00	-	-
COUNTY TREASURER'S COMMISSION AT 1% OF COLUMN A (Line B)	44,863.26	5,810.00	-	-
DELINQUENT TAX ALLOWANCE (If over 5% of Line A, see Instructions) (Line C)	-	-	-	-
TOTAL PERSONAL AND REAL PROPERTY TAXES (Line A + Line B + Line C) (Line D)	4,531,189.26	586,810.00	-	-

CERTIFIED STATE AID	MOTOR VEHICLE TAXES
\$ 1,867,482.00	\$ 350,000.00

COUNTY TREASURER'S BALANCE, 9-1-2009
400,000.00
231,000.00

BUDGET STATEMENT

County-District # 78-0001

2009-2010 ACTUAL/ESTIMATED								
	TOTAL BEGINNING BALANCE (Column 1)	TOTAL AVAILABLE RESOURCES BEFORE PROPERTY TAXES (Including Beginning Balances) (Column 2)	PERSONAL AND REAL PROPERTY TAXES (Column 3)	TOTAL RESOURCES AVAILABLE (Col 2 + Col 3) (Column 4)	TOTAL DISBURSEMENTS & TRANSFERS - SPECIAL EDUCATION (Column 5)	TOTAL DISBURSEMENTS & TRANSFERS - NON-SPECIAL EDUCATION (Column 6)	TOTAL DISBURSEMENTS & TRANSFERS (Col 5 + Col 6) (Column 7)	TOTAL ENDING BALANCE (Col 4 - Col 7) (Column 8)
General	3,034,712.00	7,473,609.00	4,157,809.00	11,631,418.00	1,043,534.00	6,384,611.00	7,428,145.00	4,203,273.00
Depreciation	418,473.00	420,473.00		420,473.00			-	420,473.00
Employee Benefit	24,197.00	147,226.00		147,226.00			126,474.00	20,752.00
Contingency	-	-		-			-	-
Activities	88,608.00	270,002.00		270,002.00			190,102.00	79,900.00
School Lunch	47,233.00	445,589.00		445,589.00			388,424.00	57,165.00
Bond	195,181.00	1,558,877.00	511,358.00	2,070,235.00			1,831,235.00	239,000.00
Special Building	7,937,888.00	7,982,812.00	53,478.00	8,036,290.00			3,977,304.00	4,058,986.00
Qualified Capital Purpose Undertaking	5,580.00	5,589.00	-	5,589.00			5,288.00	301.00
Cooperative	-	-		-			-	-
Student Fee	13,400.00	26,409.00		26,409.00			23,505.00	2,904.00
TOTAL ALL FUNDS	11,765,272.00	18,330,586.00	4,722,645.00	23,053,231.00	1,043,534.00	6,384,611.00	13,970,477.00	9,082,754.00

NOTE: Total Disbursements and Transfers (Column 7) is the sum of Column 5 and Column 6 for the General Fund only. For all other funds, numbers will pull automatically from the Worksheets.

MOTOR VEHICLE TAXES

\$ 350,000.00



(Approved by the Nebraska State Board of Education for public comment, May 5, 2011)

INTRODUCTION TO THE TEACHER AND PRINCIPAL STANDARDS

State educational policymakers across the nation are embracing educator effectiveness reforms as one of the keys to improving teaching and learning. These reforms should be predicated on clear standards that define effective practice for teacher and principals.

In January 2011, the Nebraska State Board of Education authorized the drafting of possible performance standards for teachers and principals. This process began with the formation of a forty-member committee drawn from thirteen of the state's educational stakeholder groups representing teachers, principals, higher education representatives, school board members, and parents. The purpose of this committee was to prepare a set of draft standards for consideration by the State Board.

The committee determined that the purpose of the Nebraska Standards is to define effective practice in order to improve teaching and learning. Therefore the draft standards address the roles of teachers and principals, defined as those educators whose primary task is working directly with students in a school setting. Local districts may wish to create standards for educational specialists not covered by the teacher and principal standards.

Following the structure of Nebraska's curriculum standards, the draft teacher and Principal standards are organized into two elements: a broad standards statement followed by several example indicators. The indicators are designed to be examples of effective practice that clarify and develop the standards; they are not an exhaustive list and can be enhanced by local districts as they use the standards.

The committee's development of Standards and Indicators was informed by the profession's national standards. For teachers, these include the 2010 Interstate Teacher Assessment and Support Consortium (InTASC) standards and the Framework for Teaching developed by Charlotte Danielson. For principals, these include the Interstate School Leaders Licensure Consortium (ISLLC) 2008 policy standards. In addition, standards developed by other states served as a valuable resource.

The standards are designed to encompass a broad range of effective practice that characterizes our state's best teachers and principals. Three vital themes recur throughout both sets of standards rather than being contained in single statements. These include the appropriate use of technology for students living in an online world, cultural competence and a respect for diversity in our increasingly multicultural state, and a commitment to teacher and principal accountability for the growth and maintenance of high levels of student achievement.

The draft Standards are being considered by the State Board of Education with the intent that they be viewed not as a state mandate, but rather as a useful resource which provides a framework of effective practice to voluntarily guide local districts, institutions of higher education, and state and local policymakers as we strive together to ensure Nebraska's continuing commitment to improve educational achievement for all of our children. The State Board reaffirms its fundamental view that curriculum and instruction are best left to individual districts, and that the Nebraska Department of Education should serve as a resource for districts in that regard.



(Approved by the Nebraska State Board of Education for public comment, May 5, 2011)

NEBRASKA TEACHER STANDARDS
(numbers and letters are for purposes of discussion only)

Standard 1: Foundational Knowledge

The Teacher demonstrates a comprehensive knowledge of content, pedagogy, students, and standards needed to provide all students with effective opportunities for learning, development, and achievement.

Example Indicators: The Teacher:

- a) Possesses a strong command of the content and related instructional strategies in the discipline(s) he or she teaches.
- b) Understands multiple research-based instructional approaches, strategies, assessments, and interventions.
- c) Understands the intellectual, social, emotional, and physical development of students, how they learn, and how they differ.
- d) Understands cultural and societal influences and their impact on teaching and learning.
- e) Understands how national, state, and local standards impact teaching.
- f) Understands the components of an effective curriculum.
- g) Accepts responsibility for the growth of student learning, development, and achievement.

Standard 2: Planning and Preparation

The Teacher integrates knowledge of content, pedagogy, students, and standards with established curriculum to develop rigorous and meaningful instruction for all students that supports the growth of student learning, development, and achievement.

Example Indicators: The Teacher:

- a) Develops coherent and relevant units, lessons, and activities that enable students to achieve standards, learning goals, and instructional objectives.
- b) Designs and adapts lessons based on student progress, assessment results, and interests.
- c) Uses a variety of appropriate, research-based teaching strategies.
- d) Develops instruction that is effective in light of cultural and social influences.
- e) Considers students' prior knowledge, abilities, and individual needs to ensure that instruction is differentiated and rigorous.
- f) Integrates a variety of resources, including technology, to provide challenging, motivating, and engaging learning experiences.



(Approved by the Nebraska State Board of Education for public comment, May 5, 2011)

NEBRASKA PRINCIPAL STANDARDS

(numbers and letters are for purposes of discussion only)

Standard 1: Vision for Learning

The Principal establishes and communicates a vision for teaching and learning that results in improved student performance.

Example Indicators: The Principal

- a) Uses varied sources of information and analyzes data about current practices and outcomes to shape the vision, mission, and goals of the school.
- b) Engages constituent groups within the school community to develop commitment to the vision, mission, and goals of the school.
- c) Aligns the school's vision, mission, and goals to district, state, and federal policies.
- d) Communicates the vision in order to establish high expectations for student performance.
- e) Reviews the vision, mission, and goals systematically and revises as appropriate.

Standard 2: Continuous School Improvement

The Principal leads a continuous school improvement process that results in improved student performance and school effectiveness.

Example Indicators: The Principal:

- a) Develops and implements, in collaboration with the school community, a strategic school improvement plan that is aligned with district, state, and federal guidelines and goals.
- b) Maintains comprehensive and current information about students, academic achievement, school effectiveness, and the school community.
- c) Makes informed decisions based on student achievement data, research, and best practices to improve teaching and learning.
- d) Uses technology to increase school efficiency and effectiveness.
- e) Revises the school improvement plan based on a systematic review of progress toward its goals.
- f) Uses the continuous improvement plan to guide professional development within the school community.

Standard 3: Instructional Leadership

The Principal provides leadership to ensure the implementation of a rigorous curriculum, the use of effective teaching practices, and accountability for results.

Example Indicators: The Principal:

- a) Promotes teaching practices based on sound pedagogy, professional collaboration, and instructional interventions designed to meet the learning needs of all students.
- b) Ensures that the instructional program is aligned with content standards, includes effective instructional and assessment practices, and protects instructional time to maximize learning.
- c) Supports instructional content that reflects the perspectives of a diverse society.
- d) Uses data from multiple assessments of student performance to evaluate the curriculum and instructional program.
- e) Assumes responsibility for the continued improvement of student learning within the school and holds staff accountable for the growth of student achievement within their assigned areas.

Standard 4: Culture for Learning

The Principal creates a school culture that enhances the academic, social, physical, and emotional development of all students.

Example Indicators: The Principal:

- a) Provides full and equitable access to educational programs, curricular, and extra-curricular opportunities that address the needs, interests, and abilities of all students.
- b) Develops a culture of high expectations for self, students, and staff.
- c) Fosters an environment of respect and rapport based on clear guidelines for appropriate behavior.
- d) Uses multiple indicators of student success to encourage the development of the whole child in a manner consistent with academic achievement.
- e) Identifies barriers to student learning and development and devises strategies to reduce or eliminate them.
- f) Engages in the activities of the school, recognizes the accomplishments of students and staff, and maintains a high level of visibility within the school community.
- g) Leads the assessment and continuous improvement of the school climate and culture.

Standard 3: The Learning Environment

The Teacher develops and maintains a learning environment that promotes active student engagement in learning, development, and achievement.

Example Indicators: The Teacher:

- a) Ensures a safe and accessible environment.
- b) Establishes, communicates, and maintains effective routines, procedures, and clear standards of conduct
- c) Creates a positive learning climate of openness, mutual respect, support, and inquiry, and interacts with students in ways that demonstrate and promote respect for diversity.
- d) Establishes a collaborative learning community built on trust and teamwork that is consistent with the full development of students as individuals.
- e) Establishes high expectations that cultivate learners' self-motivation and encourage pride in their genuine accomplishments.
- f) Strives to understand the school and its people, how they came to their current state, and how to connect with their traditions in order to move them toward academic success.

Standard 4: Instructional Strategies

The Teacher intentionally uses a variety of effective instructional strategies to ensure growth in student achievement.

Example Indicators: The Teacher:

- a) Uses a range of developmentally and culturally appropriate instructional strategies and resources that are targeted to meet learning goals.
- b) Modifies, adapts, and differentiates instruction and accommodations based on data analysis, observation, and student needs.
- c) Communicates effectively with students to promote and support achievement.
- d) Assumes various roles in the instructional process appropriate to the content, purposes of instruction, and the needs of students.
- e) Engages students by using varied activities, assignments, groupings, structure, and pacing, as well as a variety of instructional techniques such as direct instruction, inquiry, questioning, and discussion.
- f) Uses strategies that enable students to develop skills in critical thinking, creativity, and problem-solving.
- g) Uses existing and emerging technologies to support and promote student learning.
- h) Collaborates with students to implement active learning experiences, drawing upon family and community resources.

Standard 5: Assessment

The Teacher systematically uses multiple methods of assessment to measure student progress and to inform ongoing planning, instruction, and reporting.

Example Indicators: The Teacher:

- a) Develops and uses varied and appropriate assessments and accommodations based on instructional objectives and student needs.
- b) Uses both formative and summative assessments and the resulting data to inform instruction, monitor student progress over time, and provide meaningful feedback to each student.
- c) Ensures that assessment instruments and procedures are valid and address the cultural, societal, and linguistic diversity of students.
- d) Develops or selects appropriate assessments and interprets the resulting data, both individually and with colleagues.
- e) Uses strategies that enable students to assess, monitor, and reflect on their own work.
- f) Compiles and reports assessment data to accurately document student progress over time.

Standard 6: Professionalism

The Teacher acts as an ethical and responsible member of the professional community.

Example Indicators: The Teacher:

- a) Uses a variety of self-assessment strategies to reflect upon professional practice.
- b) Actively pursues meaningful professional development.
- c) Contributes to and advocates for the profession.
- d) Protects the established rights and confidentiality of students and families.
- e) Adheres to school policies, procedures, and regulations.
- f) Models ethical behavior in accordance with established standards.
- g) Maintains accurate records, documentation, and data.

Standard 7: Vision and Collaboration

The teacher contributes to and promotes the vision of the school and collaborates with students, families, colleagues, and the larger community to share responsibility for the growth of student learning, development, and achievement.

Example Indicators: The Teacher:

- a) Actively participates in the development and implementation of the school's vision, mission, and goals for teaching and learning.
- b) Contributes to the continuous school improvement process.
- c) Establishes and maintains collaborative professional relationships.
- d) Uses effective communication strategies, including technology, taking into account the cultural, societal, and linguistic needs and resources of students and families.
- e) Collaborates with students, parents, families, and the community to create meaningful partnerships in the learning process.

Standard 5: Systems Management

The Principal manages the organization, operations, and resources of the school to provide a safe, efficient, and effective learning environment for all students and staff.

Example Indicators: The Principal:

- a) Allocates financial, material, and human resources to support the educational program.
- b) Monitors the school's site, facilities, services, and equipment to provide a safe and orderly environment.
- c) Identifies and resolves problems, manages conflict, and builds consensus to achieve the efficient operation of the school.
- d) Communicates with community agencies to provide a safe school environment.
- e) Develops procedures for the effective use of technology among staff, students, and the school community.
- f) Understands school law and its impact on staff, students, and families, and complies with local, state, and federal mandates.
- g) Guides and influences policymakers as they develop regulations, policies, and laws that impact the school.

Standard 6: Staff Leadership

The Principal uses effective practices to select, develop, support, and lead high quality teachers and other staff.

Example Indicators: The Principal:

- a) Recruits, hires, develops, and retains high quality professional and support staff to realize the school's vision.
- b) Develops and supports an effective learning environment for teachers and other staff.
- c) Mentors emerging staff leaders in order to build leadership capacity within the school community.
- d) Supervises the school's staff members and holds them accountable for results based on high expectations and professional standards.
- e) Implements a performance evaluation system and a professional development program for teachers and instructional support staff based on a common instructional language and effective teaching practices.
- f) Models continuous learning and provides professional development opportunities for all staff.

Standard 7: Developing Relationships

The Principal promotes and supports productive relationships with students, staff, families, and the community.

Example Indicators: The Principal:

- a) Builds professional relationships that support the school and its vision.
- b) Uses the community's diverse cultural, social, and intellectual resources to strengthen the school community.
- c) Encourages active family and community participation in the learning process in order to enhance student achievement.
- d) Solicits information from families and community members to strengthen the educational program.
- e) Uses effective public information strategies.
- f) Creates strategic partnerships with business, religious, political, and other community leaders in order to carry out the school's mission.
- g) Develops an understanding of diversity among staff and students to create an appreciation of a global society.

Standard 8: Professional Ethics and Advocacy

The Principal advocates for policies of equity and excellence in support of the vision of the school, and acts with fairness, integrity, and a high level of professional ethics.

Example Indicators: The Principal:

- a) Responds to the political, social, economic, legal and cultural influences affecting the school.
- b) Advocates for public policies that ensure appropriate and equitable resources for the education system.
- c) Protects the established rights and confidentiality of students and staff;
- d) Models and articulates reflective practice, transparency, and ethical behavior in accordance with established standards.
- e) Holds others in the school community accountable for demonstrating integrity and ethical behavior.
- f) Treats others with dignity and respect.
- g) Seeks to make decisions that are just, fair, and equitable.