

MARCH 31, 2021
FINANCIAL REPORT

350 South Main
Spanish Fork, Utah 84660
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NEBO SCHOOL DISTRICT

Table of Contents

March 31, 2021

	Page
General Fund:	
Basic Programs	1
Categorical Programs	3
Combined	5
School Activities Fund	7
Non K-12 Programs Fund	8
Pass-Through Taxes Fund	10
Debt Service Fund	11
Capital Projects Fund	13
Child Nutrition Fund	14
All Funds	16
Working Budget Summary	19

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

GENERAL FUND - BASIC PROGRAMS

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Revenues						
Local sources						
Property taxes	$ 48,646,835	$ 48,674,529	$ -	$ 49,039,242	$ (364,713)	101%
Interest income	2,000,000	500,000	-	325,168	174,832	65%
Other local revenue	2,846,250	2,515,106	-	1,451,579	1,063,527	58%
Total local sources	53,493,085	51,689,635	-	50,815,989	873,646	98%
State sources	139,726,929	143,328,224	-	120,846,609	22,481,615	84%
Federal sources	45,000	-	-	-	-	0%
Total revenues	**193,265,014**	**195,017,859**	**-**	**171,662,598**	**23,355,261**	**88%**
Expenditures						
Salaries						
Teachers	67,207,222	69,144,745	-	44,901,090	24,243,655	65%
Teachers on special assignment	2,952,574	3,175,372	-	2,143,546	1,031,826	68%
Technicians	1,794,015	1,984,948	-	1,181,178	803,770	60%
Administrators	8,095,535	8,442,063	-	6,366,659	2,075,404	75%
Coordinators and managers	2,331,390	2,556,290	-	1,873,456	682,834	73%
Secretaries and clerks	8,442,264	8,678,278	-	6,373,170	2,305,108	73%
Media personnel	1,240,735	1,233,735	-	854,347	379,388	69%
Counselors	4,019,628	4,550,128	-	2,823,590	1,726,538	62%
Social workers and psychologists	122,850	122,850	-	98,998	23,852	81%
Health services personnel	264,225	264,225	-	168,901	95,324	64%
Custodial personnel	6,339,250	6,466,380	-	4,740,724	1,725,656	73%
Maintenance personnel	3,559,246	3,520,289	-	2,550,797	969,492	72%
Warehouse and delivery personnel	137,209	128,878	-	97,260	31,618	75%
Bus drivers	3,792,250	3,792,250	-	2,459,215	1,333,035	65%
Bonuses	150,000	1,620,000	-	1,615,386	4,614	100%
Training stipends	725,000	733,500	-	261,818	471,682	36%
Overtime	200,000	200,000	-	182,492	17,508	91%
Extra duty	1,424,230	1,484,496	-	508,825	975,671	34%
Total salaries	112,797,623	118,098,427	-	79,201,452	38,896,975	67%
Benefits						
Retirement	23,891,659	25,027,141	-	16,636,648	8,390,493	66%
Social Security	8,364,632	8,751,478	-	5,785,653	2,965,825	66%
Health, LTD, and life insurance	14,980,147	15,259,304	-	10,445,243	4,814,061	68%
Other	5,943,177	5,886,381	-	5,228,249	658,132	89%
Total benefits	53,179,615	54,924,304	-	38,095,793	16,828,511	69%
Purchased services						
Contracted Services	6,921,328	6,523,938	652,497	4,167,504	1,703,937	74%
Training and Development	307,000	307,000	-	35,543	271,457	12%
Travel	697,250	909,122	-	210,341	698,781	23%
Communications	435,500	504,500	9,078	303,780	191,642	62%
Utilities	5,315,000	5,315,000	16,992	3,908,246	1,389,762	74%
Indirect Costs	(1,659,412)	(1,623,856)	-	-	(1,623,856)	0%
Other	262,500	332,198	306	116,593	215,299	35%
Total Purchased Services	12,279,166	12,267,902	678,873	8,742,007	2,847,022	77%

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

GENERAL FUND - BASIC PROGRAMS

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Supplies and materials						
Supplies	5,525,122	7,000,363	249,176	3,305,594	3,445,593	51%
Textbooks	1,462,638	1,555,588	30,733	927,927	596,928	62%
Library and audio visual	585,525	787,915	100,923	475,603	211,389	73%
Food	74,500	72,500	2,549	21,847	48,104	34%
Fuel	945,500	945,500	-	515,081	430,419	54%
Total supplies and materials	8,593,285	10,361,866	383,381	5,246,052	4,732,433	54%
Property						
Equipment	7,130,342	8,773,017	1,158,882	2,841,885	4,772,250	46%
Construction and improvements	100,000	100,000	2,586	60,579	36,835	63%
Total property	7,230,342	8,873,017	1,161,468	2,902,464	4,809,085	46%
Total expenditures	**194,080,031**	**204,525,516**	**2,223,722**	**134,187,768**	**68,114,026**	**67%**
Excess (deficiency) of revenues	**(815,017)**	**(9,507,657)**	**(2,223,722)**	**37,474,830**	**(44,758,765)**	**21%**
Other sources (uses)						
Transfers in (out)	(5,058,684)	(2,312,625)	-	(8,891)	(2,303,734)	0%
Sale of assets	2,500	2,500	-	-	2,500	0%
Total other sources (uses)	(5,056,184)	(2,310,125)	-	(8,891)	(2,301,234)	0%
Net change in fund balance	**$ (5,871,201)**	**$ (11,817,782)**	**$ (2,223,722)**	**$ 37,465,939**	**$ (47,059,999)**	
Fund balances - beginning						
Nonspendable	$ 750,000	$ 1,062,825				
Restricted	-	-				
Committed	12,500,000	12,500,000				
Assigned	25,253,959	35,297,099				
Unassigned	20,327,881	21,749,967				
Total fund balances - beginning	58,831,840	70,609,891				
Fund balances - ending						
Nonspendable	750,000	1,000,000				
Restricted	-	-				
Committed	13,000,000	13,000,000				
Assigned	22,607,667	24,969,316				
Unassigned	16,602,972	19,822,793		Percent of fiscal year expired:		75%
Total fund balances - ending	**$ 52,960,639**	**$ 58,792,109**		Percent of school year expired:		78%

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

GENERAL FUND - CATEGORICAL PROGRAMS

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Revenues						
Local sources						
Property taxes	$ -	$ -	$ -	$ -	$ -	0%
Other local revenue	866,700	1,720,902	-	1,409,451	311,451	82%
Total local sources	866,700	1,720,902	-	1,409,451	311,451	82%
State sources	52,701,628	71,956,685	-	47,793,389	24,163,296	66%
Federal sources	12,666,942	26,518,043	-	5,856,851	20,661,192	22%
Total revenues	**66,235,270**	**100,195,630**	**-**	**55,059,691**	**45,135,939**	**55%**
Expenditures						
Salaries						
Teachers	15,216,099	22,144,283	-	12,658,506	9,485,777	57%
Teachers on special assignment	3,847,996	3,768,550	-	2,585,917	1,182,633	69%
Technicians	8,773,757	8,873,226	-	5,714,858	3,158,368	64%
Administrators	217,357	204,899	-	155,042	49,857	76%
Coordinators and managers	265,000	252,995	-	194,033	58,962	77%
Secretaries and clerks	503,523	411,729	-	295,152	116,577	72%
Media personnel	-	-	-	5,006	(5,006)	0%
Counselors	1,123,982	577,604	-	462,187	115,417	80%
Social workers and psychologists	1,672,537	1,762,503	-	1,129,643	632,860	64%
Health services personnel	3,744,752	3,573,623	-	2,404,264	1,169,359	67%
Custodial personnel	10,000	-	-	-	-	0%
Bus drivers	15,000	-	-	11,488	(11,488)	0%
Bonuses	-	4,042,545	-	4,026,582	15,963	100%
Training stipends	1,215,755	1,090,755	-	485,334	605,421	44%
Overtime	-	-	-	1,040	(1,040)	0%
Extra duty	1,199,900	2,020,849	-	1,330,919	689,930	66%
Total salaries	37,805,658	48,723,561	-	31,459,971	17,263,590	65%
Benefits						
Retirement	7,310,333	10,085,337	-	5,890,881	4,194,456	58%
Social Security	2,865,608	3,454,617	-	2,321,185	1,133,432	67%
Health, LTD, and life insurance	4,442,828	5,568,626	-	3,222,469	2,346,157	58%
Other	112,063	95,564	-	90,031	5,533	94%
Total benefits	14,730,832	19,204,144	-	11,524,566	7,679,578	60%
Purchased services						
Contracted Services	2,821,834	9,729,403	377,868	5,579,613	3,771,922	61%
Training and Development	797,500	713,627	2,800	106,554	604,273	15%
Travel	505,000	509,703	-	442,723	66,980	87%
Communications	54,000	54,000	-	14,588	39,412	27%
Utilities	-	-	-	-	-	0%
Indirect Costs	935,821	900,265	-	-	900,265	0%
Other	7,936,422	13,192,796	-	720	13,192,076	0%
Total Purchased Services	13,050,577	25,099,794	380,668	6,144,198	18,574,928	26%

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

GENERAL FUND - CATEGORICAL PROGRAMS

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Supplies and materials						
Supplies	1,718,494	2,875,011	25,193	1,940,842	908,976	68%
Textbooks	405,000	295,775	1,415	122,912	171,448	42%
Library and audio visual	75,000	82,420	-	19,412	63,008	24%
Food	61,000	61,000	1,208	10,356	49,436	19%
Fuel	42,500	42,500	-	22,088	20,412	52%
Total supplies and materials	2,301,994	3,356,706	27,816	2,115,610	1,213,280	64%
Property						
Equipment	2,954,309	5,025,217	880,726	3,994,396	150,095	97%
Construction and improvements	100,000	600,000	-	22,590	577,410	4%
Total property	3,054,309	5,625,217	880,726	4,016,986	727,505	87%
Total expenditures	**70,943,370**	**102,009,422**	**1,289,210**	**55,261,331**	**45,458,881**	**55%**
Excess (deficiency) of revenues	**(4,708,100)**	**(1,813,792)**	**(1,289,210)**	**(201,640)**	**(322,942)**	**-0%**
Other sources (uses)						
Transfers in (out)	4,693,100	1,738,792	-	8,891	1,729,901	1%
Sale of assets	15,000	75,000	-	60,524	14,476	81%
Total other sources (uses)	4,708,100	1,813,792	-	69,415	1,744,377	4%
Net change in fund balance	**$ -**	**$ -**	**$ (1,289,210)**	**$ (132,225)**	**$ 1,421,435**	
Fund balances - beginning						
Nonspendable	$ -	$ -				
Restricted	-	-				
Committed	-	-				
Assigned	-	-				
Unassigned	-	-				
Total fund balances - beginning	-	-				
Fund balances - ending						
Nonspendable	-	-				
Restricted	-	-				
Committed	-	-				
Assigned	-	-				
Unassigned	-	-		Percent of fiscal year expired:		75%
Total fund balances - ending	**$ -**	**$ -**		Percent of school year expired:		78%

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

GENERAL FUND - COMBINED PROGRAMS

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Revenues						
Local sources						
Property taxes	$ 48,646,835	$ 48,674,529	$ -	$ 49,039,242	$ (364,713)	101%
Interest income	2,000,000	500,000	-	325,168	174,832	65%
Other local revenue	3,712,950	4,236,008	-	2,861,030	1,374,978	68%
Total local sources	54,359,785	53,410,537	-	52,225,440	1,185,097	98%
State sources	192,428,557	215,284,909	-	168,639,998	46,644,911	78%
Federal sources	12,711,942	26,518,043	-	5,856,851	20,661,192	22%
Total revenues	**259,500,284**	**295,213,489**	**-**	**226,722,289**	**68,491,200**	**77%**
Expenditures						
Salaries						
Teachers	82,423,321	91,289,028	-	57,559,596	33,729,432	63%
Teachers on special assignment	6,800,570	6,943,922	-	4,729,463	2,214,459	68%
Technicians	10,567,772	10,858,174	-	6,896,036	3,962,138	64%
Administrators	8,312,892	8,646,962	-	6,521,701	2,125,261	75%
Coordinators and managers	2,596,390	2,809,285	-	2,067,489	741,796	74%
Secretaries and clerks	8,945,787	9,090,007	-	6,668,322	2,421,685	73%
Media personnel	1,240,735	1,233,735	-	859,353	374,382	70%
Counselors	5,143,610	5,127,732	-	3,285,777	1,841,955	64%
Social workers and psychologists	1,795,387	1,885,353	-	1,228,641	656,712	65%
Health services personnel	4,008,977	3,837,848	-	2,573,165	1,264,683	67%
Custodial personnel	6,349,250	6,466,380	-	4,740,724	1,725,656	73%
Maintenance personnel	3,559,246	3,520,289	-	2,550,797	969,492	72%
Warehouse and delivery personnel	137,209	128,878	-	97,260	31,618	75%
Bus drivers	3,807,250	3,792,250	-	2,470,703	1,321,547	65%
Bonuses	150,000	5,662,545	-	5,641,968	20,577	100%
Training stipends	1,940,755	1,824,255	-	747,152	1,077,103	41%
Overtime	200,000	200,000	-	183,532	16,468	92%
Extra duty	2,624,130	3,505,345	-	1,839,744	1,665,601	52%
Total salaries	150,603,281	166,821,988	-	110,661,423	56,160,565	66%
Benefits						
Retirement	31,201,992	35,112,478	-	22,527,529	12,584,949	64%
Social Security	11,230,240	12,206,095	-	8,106,838	4,099,257	66%
Health, LTD, and life insurance	19,422,975	20,827,930	-	13,667,712	7,160,218	66%
Other	6,055,240	5,981,945	-	5,318,280	663,665	89%
Total benefits	67,910,447	74,128,448	-	49,620,359	24,508,089	67%
Purchased services						
Contracted Services	9,743,162	16,253,341	1,030,365	9,747,117	5,475,859	66%
Training and Development	1,104,500	1,020,627	2,800	142,097	875,730	14%
Travel	1,202,250	1,418,825	-	653,064	765,761	46%
Communications	489,500	558,500	9,078	318,368	231,054	59%
Utilities	5,315,000	5,315,000	16,992	3,908,246	1,389,762	74%
Indirect Costs	(723,591)	(723,591)	-	-	(723,591)	0%
Other	8,198,922	13,524,994	306	117,313	13,407,375	1%
Total Purchased Services	25,329,743	37,367,696	1,059,541	14,886,205	21,421,950	43%

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

GENERAL FUND - COMBINED PROGRAMS

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Supplies and materials						
Supplies	7,243,616	9,875,374	274,369	5,246,436	4,354,569	56%
Textbooks	1,867,638	1,851,363	32,148	1,050,839	768,376	58%
Library and audio visual	660,525	870,335	100,923	495,015	274,397	68%
Food	135,500	133,500	3,757	32,203	97,540	27%
Fuel	988,000	988,000	-	537,169	450,831	54%
Total supplies and materials	10,895,279	13,718,572	411,197	7,361,662	5,945,713	53%
Property						
Equipment	10,084,651	13,798,234	2,039,608	6,836,281	4,922,345	64%
Construction and improvements	200,000	700,000	2,586	83,169	614,245	12%
Total property	10,284,651	14,498,234	2,042,194	6,919,450	5,536,590	62%
Total expenditures	**265,023,401**	**306,534,938**	**3,512,932**	**189,449,099**	**113,572,907**	**63%**
Excess (deficiency) of revenues	**(5,523,117)**	**(11,321,449)**	**(3,512,932)**	**37,273,190**	**(45,081,707)**	**14%**
Other sources (uses)						
Transfers in (out)	(365,584)	(573,833)	-	-	(573,833)	0%
Sale of assets	17,500	77,500	-	60,524	16,976	78%
Total other sources (uses)	(348,084)	(496,333)	-	60,524	(556,857)	-12%
Net change in fund balance	**$ (5,871,201)**	**$ (11,817,782)**	**$ (3,512,932)**	**$ 37,333,714**	**$ (45,638,564)**	
Fund balances - beginning						
Nonspendable	$ 750,000	$ 1,062,825				
Restricted	-	-				
Committed	12,500,000	12,500,000				
Assigned	25,253,959	35,297,099				
Unassigned	20,327,881	21,749,967				
Total fund balances - beginning	58,831,840	70,609,891				
Fund balances - ending						
Nonspendable	750,000	1,000,000				
Restricted	-	-				
Committed	13,000,000	13,000,000				
Assigned	22,607,667	24,969,316				
Unassigned	16,602,972	19,822,793		Percent of fiscal year expired:		75%
Total fund balances - ending	**$ 52,960,639**	**$ 58,792,109**		Percent of school year expired:		78%

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

SCHOOL ACTIVITIES FUND

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Revenues						
Local sources						
Interest income	$ 50,000	$ 50,000	$ -	$ -	$ 50,000	0%
Other local revenue	12,450,000	12,450,000	-	-	12,450,000	0%
Total local sources	12,500,000	12,500,000	-	-	12,500,000	0%
Total revenues	**12,500,000**	**12,500,000**	**-**	**-**	**12,500,000**	**0%**
Expenditures						
Purchased services						
Travel	250,000	250,000	-	-	250,000	0%
Total Purchased Services	250,000	250,000	-	-	250,000	0%
Supplies and materials						
Supplies	11,050,000	11,050,000	-	-	11,050,000	0%
Textbooks	500,000	500,000	-	-	500,000	0%
Library and audio visual	200,000	200,000	-	-	200,000	0%
Total supplies and materials	11,750,000	11,750,000	-	-	11,750,000	0%
Property						
Equipment	500,000	500,000	-	-	500,000	0%
Total property	500,000	500,000	-	-	500,000	0%
Total expenditures	**12,500,000**	**12,500,000**	**-**	**-**	**12,500,000**	**0%**
Excess (deficiency) of revenues	**-**	**-**	**-**	**-**	**-**	**0%**
Other sources (uses)						
Transfers in (out)	-	-	-	-	-	0%
Total other sources (uses)	-	-	-	-	-	0%
Net change in fund balance	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	
Fund balances - beginning						
Nonspendable	$ -	$ -				
Restricted	-	-				
Committed	-	-				
Assigned	9,073,121	8,825,392				
Unassigned	-	-				
Total fund balances - beginning	9,073,121	8,825,392				
Fund balances - ending						
Nonspendable	-	-				
Restricted	-	-				
Committed	-	-				
Assigned	9,073,121	8,825,392				
Unassigned	-	-		Percent of fiscal year expired:		75%
Total fund balances - ending	**$ 9,073,121**	**$ 8,825,392**		Percent of school year expired:		78%

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

NON K - 12 PROGRAMS FUND

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Revenues						
Local sources						
Property taxes	$ 2,090,203	$ 2,082,893	$ -	$ 2,098,500	$ (15,607)	101%
Interest income	25,000	10,000	-	7,255	2,745	73%
Other local revenue	670,000	670,000	-	135,346	534,654	20%
Total local sources	2,785,203	2,762,893	-	2,241,101	521,792	81%
State sources	3,191,150	3,205,456	-	2,398,072	807,384	75%
Federal sources	620,000	617,183	-	21,934	595,249	4%
Total revenues	**6,596,353**	**6,585,532**	**-**	**4,661,107**	**1,924,425**	**71%**
Expenditures						
Salaries						
Teachers	1,296,428	1,395,712	-	928,728	466,984	67%
Teachers on special assignment	148,104	148,104	-	138,314	9,790	93%
Technicians	891,636	846,002	-	532,923	313,079	63%
Administrators	41,049	55,551	-	41,662	13,889	75%
Coordinators and managers	36,472	49,361	-	37,020	12,341	75%
Secretaries and clerks	10,419	9,419	-	6,910	2,509	73%
Health services personnel	99,635	101,130	-	68,757	32,373	68%
Coaches and advisors	1,105,234	1,203,894	-	827,968	375,926	69%
Extra duty	147,193	163,125	-	101,877	61,248	62%
Total salaries	3,776,170	3,972,298	-	2,684,159	1,288,139	68%
Benefits						
Retirement	671,771	693,027	-	440,936	252,091	64%
Social Security	290,275	289,247	-	199,790	89,457	69%
Health, LTD, and life insurance	281,509	259,182	-	169,967	89,215	66%
Other	10,754	9,158	-	9,137	21	100%
Total benefits	1,254,309	1,250,614	-	819,830	430,784	66%
Purchased services						
Contracted Services	67,375	67,375	-	18,559	48,816	28%
Training and Development	13,500	8,500	-	512	7,988	6%
Travel	20,150	20,150	-	3,881	16,269	19%
Communications	5,000	5,000	-	1,001	3,999	20%
Indirect Costs	23,591	23,591	-	-	23,591	0%
Other	686,132	605,841	-	-	605,841	0%
Total Purchased Services	815,748	730,457	-	23,953	706,504	3%
Supplies and materials						
Supplies	199,604	337,554	3,325	168,300	165,929	51%
Textbooks	-	-	-	-	-	0%
Food	3,500	3,500	-	388	3,112	11%
Fuel	1,500	1,500	-	159	1,341	11%
Total supplies and materials	204,604	342,554	3,325	168,847	170,382	50%

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

NON K - 12 PROGRAMS FUND

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Property						
Equipment	51,500	167,876	34,205	74,941	58,730	65%
Total property	51,500	167,876	34,205	74,941	58,730	65%
Total expenditures	**6,102,331**	**6,463,799**	**37,530**	**3,771,730**	**2,654,539**	**59%**
Excess (deficiency) of revenues	**494,022**	**121,733**	**(37,530)**	**889,377**	**(730,114)**	**12%**
Other sources (uses)						
Transfers in (out)	(134,416)	73,833	-	-	73,833	0%
Total other sources (uses)	(134,416)	73,833	-	-	73,833	0%
Net change in fund balance	**$ 359,606**	**$ 195,566**	**$ (37,530)**	**$ 889,377**	**$ (656,281)**	
Fund balances - beginning						
Nonspendable	$ -	$ -				
Restricted	1,138,106	1,328,566				
Committed	-	-				
Assigned	-	70,325				
Unassigned	-	-				
Total fund balances - beginning	1,138,106	1,398,891				
Fund balances - ending						
Nonspendable	-	-				
Restricted	1,497,712	1,594,457				
Committed	-	-				
Assigned	-	-				
Unassigned	-	-		Percent of fiscal year expired:		75%
Total fund balances - ending	**$ 1,497,712**	**$ 1,594,457**		Percent of school year expired:		78%

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

PASS-THROUGH TAXES FUND

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Revenues						
Local sources						
Property taxes	$ 2,201,340	$ 1,999,744	$ -	$ -	$ 1,999,744	0%
Total local sources	2,201,340	1,999,744	-	-	1,999,744	0%
Total revenues	**2,201,340**	**1,999,744**	**-**	**-**	**1,999,744**	**0%**
Expenditures						
Purchased services						
Other	2,201,340	1,999,744	-	-	1,999,744	0%
Total Purchased Services	2,201,340	1,999,744	-	-	1,999,744	0%
Total expenditures	**2,201,340**	**1,999,744**	**-**	**-**	**1,999,744**	**0%**
Excess (deficiency) of revenues	**-**	**-**	**-**	**-**	**-**	**0%**
Other sources (uses)						
Transfers in (out)	-	-	-	-	-	0%
Total other sources (uses)	-	-	-	-	-	0%
Net change in fund balance	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	
Fund balances - beginning						
Nonspendable	$ -	$ -				
Restricted	-	-				
Committed	-	-				
Assigned	-	-				
Unassigned	-	-				
Total fund balances - beginning	-	-				
Fund balances - ending						
Nonspendable	-	-				
Restricted	-	-				
Committed	-	-				
Assigned	-	-				
Unassigned	-	-		Percent of fiscal year expired:		75%
Total fund balances - ending	**$ -**	**$ -**		Percent of school year expired:		78%

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

DEBT SERVICE FUND

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Revenues						
Local sources						
Property taxes	$ 32,415,655	$ 32,302,295	$ -	$ 32,544,330	$ (242,035)	101%
Interest income	350,000	75,000	-	63,829	11,171	85%
Total local sources	32,765,655	32,377,295	-	32,608,159	(230,864)	101%
Federal sources	-	-	-	-	-	0%
Total revenues	**32,765,655**	**32,377,295**	**-**	**32,608,159**	**(230,864)**	**101%**
Expenditures						
Property						
Equipment	-	500,000	-	-	500,000	0%
Total property	-	500,000	-	-	500,000	0%
Total expenditures	**-**	**500,000**	**-**	**-**	**500,000**	**0%**
Excess (deficiency) of revenues	**32,765,655**	**31,877,295**	**-**	**32,608,159**	**(730,864)**	**101%**
Other sources (uses)						
Paying agent and bond issuance costs	(25,000)	(25,000)	-	(4,600)	(20,400)	18%
Principal	(26,405,000)	(25,960,000)	-	-	(25,960,000)	0%
Interest	(6,011,204)	(6,338,803)	-	(3,110,914)	(3,227,889)	49%
Total other sources (uses)	(32,441,204)	(32,323,803)	-	(3,115,514)	(29,208,289)	10%
Net change in fund balance	**$ 324,451**	**$ (446,508)**	**$ -**	**$ 29,492,645**	**$ (29,939,153)**	
Fund balances - beginning						
Nonspendable	$ -	$ -				
Restricted	1,181,983	1,452,517				
Committed	-	-				
Assigned	-	-				
Unassigned	-	-				
Total fund balances - beginning	1,181,983	1,452,517				
Fund balances - ending						
Nonspendable	-	-				
Restricted	1,506,434	1,006,009				
Committed	-	-				
Assigned	-	-				
Unassigned	-	-		Percent of fiscal year expired:		75%
Total fund balances - ending	**$ 1,506,434**	**$ 1,006,009**		Percent of school year expired:		78%

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

CAPITAL PROJECTS FUND

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Revenues						
Local sources						
Property taxes	$ 17,807,591	$ 17,745,316	$ -	$ 17,878,280	$ (132,964)	101%
Interest income	1,000,000	435,000	-	329,496	105,504	76%
Other local revenue	15,000	25,000	-	19,750	5,250	79%
Total local sources	18,822,591	18,205,316	-	18,227,526	(22,210)	100%
State sources	8,806,844	8,806,844	-	6,605,133	2,201,711	75%
Total revenues	**27,629,435**	**27,012,160**	**-**	**24,832,659**	**2,179,501**	**92%**
Expenditures						
Purchased services						
Contracted Services	50,000	329,509	64,000	194,365	71,144	78%
Utilities	-	-	-	18,142	(18,142)	0%
Total Purchased Services	50,000	329,509	64,000	212,507	53,002	84%
Property						
Equipment	3,355,000	4,058,249	670,734	3,090,165	297,350	93%
Property purchases	7,500,000	16,215,080	-	3,197,825	13,017,255	20%
Construction and improvements	66,675,000	71,631,710	29,734,737	38,758,502	3,138,471	96%
Total property	77,530,000	91,905,039	30,405,471	45,046,492	16,453,076	82%
Total expenditures	**77,580,000**	**92,234,548**	**30,469,471**	**45,258,999**	**16,506,078**	**82%**
Excess (deficiency) of revenues	**(49,950,565)**	**(65,222,388)**	**(30,469,471)**	**(20,426,340)**	**(14,326,577)**	**10%**
Other sources (uses)						
Bond sale proceeds	20,000,000	20,000,000	-	20,000,000	-	100%
Bond sale premiums (discounts)	-	2,341,784	-	2,341,784	-	100%
Sale of assets	10,000	525,000	-	264,449	260,551	50%
Paying agent and bond issuance costs	(210,000)	(78,652)	-	(54,152)	(24,500)	69%
Principal	(1,505,000)	(1,505,000)	-	-	(1,505,000)	0%
Interest	(1,649,414)	(1,649,414)	-	(910,871)	(738,543)	55%
Total other sources (uses)	16,645,586	19,633,718	-	21,641,210	(2,007,492)	110%
Net change in fund balance	**$ (33,304,979)**	**$ (45,588,670)**	**$ (30,469,471)**	**$ 1,214,870**	**$ (16,334,069)**	

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

CAPITAL PROJECTS FUND

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Fund balances - beginning						
Nonspendable	$ 300,000	$ 233,302				
Restricted	-	14,187,987				
Committed	43,621,534	42,551,241				
Assigned	-	-				
Unassigned	-	-				
Total fund balances - beginning	43,921,534	56,972,530				
Fund balances - ending						
Nonspendable	300,000	300,000				
Restricted	-	-				
Committed	10,316,555	11,083,860				
Assigned	-	-				
Unassigned	-	-		Percent of fiscal year expired:		75%
Total fund balances - ending	**$ 10,616,555**	**$ 11,383,860**		Percent of school year expired:		78%

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

CHILD NUTRITION FUND

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Revenues						
Local sources						
Interest income	$ 25,000	$ 10,000	$ -	$ 8,462	$ 1,538	85%
Other local revenue	3,075,000	375,000	-	308,129	66,871	82%
Total local sources	3,100,000	385,000	-	316,591	68,409	82%
State sources	2,050,000	2,050,000	-	1,234,045	815,955	60%
Federal sources	5,750,000	8,450,000	-	7,073,688	1,376,312	84%
Total revenues	**10,900,000**	**10,885,000**	**-**	**8,624,324**	**2,260,676**	**79%**
Expenditures						
Salaries						
Coordinators and managers	1,090,336	1,090,336	-	756,928	333,408	69%
Secretaries and clerks	844,360	844,360	-	597,084	247,276	71%
Maintenance personnel	80,800	80,800	-	52,624	28,176	65%
Warehouse and delivery personnel	212,100	212,100	-	154,492	57,608	73%
Cooks	1,898,000	1,898,000	-	1,155,108	742,892	61%
Overtime	5,000	10,000	-	9,639	361	96%
Total salaries	4,130,596	4,135,596	-	2,725,875	1,409,721	66%
Benefits						
Retirement	626,200	626,200	-	406,764	219,436	65%
Social Security	303,000	303,000	-	203,501	99,499	67%
Health, LTD, and life insurance	306,586	285,555	-	205,929	79,626	72%
Other	95,500	87,599	-	87,490	109	100%
Total benefits	1,331,286	1,302,354	-	903,684	398,670	69%
Purchased services						
Contracted Services	477,000	477,000	14,017	203,105	259,878	46%
Training and Development	5,000	5,000	-	1,330	3,670	27%
Travel	20,000	20,000	816	2,455	16,729	16%
Communications	5,000	5,000	-	1,098	3,902	22%
Indirect Costs	700,000	700,000	-	-	700,000	0%
Other	500	500	-	285	215	57%
Total Purchased Services	1,207,500	1,207,500	14,833	208,273	984,394	18%
Supplies and materials						
Supplies	560,000	560,000	1,156	519,048	39,796	93%
Food	4,177,500	4,177,500	337,585	2,726,440	1,113,475	73%
Fuel	10,000	10,000	-	3,982	6,018	40%
Total supplies and materials	4,747,500	4,747,500	338,741	3,249,470	1,159,289	76%

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

CHILD NUTRITION FUND

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Property						
Equipment	105,000	270,000	48,819	219,118	2,063	99%
Total property	105,000	270,000	48,819	219,118	2,063	99%
Total expenditures	**11,521,882**	**11,662,950**	**402,393**	**7,306,420**	**3,954,137**	**66%**
Excess (deficiency) of revenues	**(621,882)**	**(777,950)**	**(402,393)**	**1,317,904**	**(1,693,461)**	**13%**
Other sources (uses)						
Transfers in (out)	500,000	500,000	-	-	500,000	0%
Sale of assets	10,000	10,000	-	-	10,000	0%
Total other sources (uses)	510,000	510,000	-	-	510,000	0%
Net change in fund balance	**$ (111,882)**	**$ (267,950)**	**$ (402,393)**	**$ 1,317,904**	**$ (1,183,461)**	
Fund balances - beginning						
Nonspendable	$ 750,000	$ 859,349				
Restricted	1,658,042	2,138,163				
Committed	-	-				
Assigned	-	-				
Unassigned	-	-				
Total fund balances - beginning	2,408,042	2,997,512				
Fund balances - ending						
Nonspendable	750,000	850,000				
Restricted	1,546,160	1,879,562				
Committed	-	-				
Assigned	-	-				
Unassigned	-	-		Percent of fiscal year expired:		75%
Total fund balances - ending	**$ 2,296,160**	**$ 2,729,562**		Percent of school year expired:		78%

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

ALL FUNDS

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Revenues						
Local sources						
Property taxes	$ 103,161,624	$ 102,804,777	$ -	$ 101,560,352	$ 1,244,425	99%
Interest income	3,450,000	1,080,000	-	734,210	345,790	68%
Other local revenue	19,922,950	17,756,008	-	3,324,255	14,431,753	19%
Total local sources	126,534,574	121,640,785	-	105,618,817	16,021,968	87%
State sources	206,476,551	229,347,209	-	178,877,248	50,469,961	78%
Federal sources	19,081,942	35,585,226	-	12,952,473	22,632,753	36%
Total revenues	**352,093,067**	**386,573,220**	**-**	**297,448,538**	**89,124,682**	**77%**
Expenditures						
Salaries						
Teachers	83,719,749	92,684,740	-	58,488,324	34,196,416	63%
Teachers on special assignment	6,948,674	7,092,026	-	4,867,777	2,224,249	69%
Technicians	11,459,408	11,704,176	-	7,428,959	4,275,217	63%
Administrators	8,353,941	8,702,513	-	6,563,363	2,139,150	75%
Coordinators and managers	3,723,198	3,948,982	-	2,861,437	1,087,545	72%
Secretaries and clerks	9,800,566	9,943,786	-	7,272,316	2,671,470	73%
Media personnel	1,240,735	1,233,735	-	859,353	374,382	70%
Counselors	5,143,610	5,127,732	-	3,285,777	1,841,955	64%
Social workers and psychologists	1,795,387	1,885,353	-	1,228,641	656,712	65%
Health services personnel	4,108,612	3,938,978	-	2,641,922	1,297,056	67%
Coaches and advisors	1,105,234	1,203,894	-	827,968	375,926	69%
Custodial personnel	6,349,250	6,466,380	-	4,740,724	1,725,656	73%
Maintenance personnel	3,640,046	3,601,089	-	2,603,421	997,668	72%
Warehouse and delivery personnel	349,309	340,978	-	251,752	89,226	74%
Cooks	1,898,000	1,898,000	-	1,155,108	742,892	61%
Bus drivers	3,807,250	3,792,250	-	2,470,703	1,321,547	65%
Bonuses	150,000	5,662,545	-	5,641,968	20,577	100%
Training stipends	1,940,755	1,824,255	-	747,152	1,077,103	41%
Overtime	205,000	210,000	-	193,171	16,829	92%
Extra duty	2,771,323	3,668,470	-	1,941,621	1,726,849	53%
Total salaries	158,510,047	174,929,882	-	116,071,457	58,858,425	66%
Benefits						
Retirement	32,499,963	36,431,705	-	23,375,229	13,056,476	64%
Social Security	11,823,515	12,798,342	-	8,510,129	4,288,213	66%
Health, LTD, and life insurance	20,011,070	21,372,667	-	14,043,608	7,329,059	66%
Other	6,161,494	6,078,702	-	5,414,907	663,795	89%
Total benefits	70,496,042	76,681,416	-	51,343,873	25,337,543	67%

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

ALL FUNDS

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Purchased services						
Contracted Services	10,337,537	17,127,225	1,108,382	10,163,146	5,855,697	66%
Training and Development	1,123,000	1,034,127	2,800	143,939	887,388	14%
Travel	1,492,400	1,708,975	816	659,400	1,048,759	39%
Communications	499,500	568,500	9,078	320,467	238,955	58%
Utilities	5,315,000	5,315,000	16,992	3,926,388	1,371,620	74%
Indirect Costs	-	-	-	-	-	0%
Other	11,086,894	16,131,079	306	117,598	16,013,175	1%
Total Purchased Services	29,854,331	41,884,906	1,138,374	15,330,938	25,415,594	39%
Supplies and materials						
Supplies	19,053,220	21,822,928	278,850	5,933,784	15,610,294	28%
Textbooks	2,367,638	2,351,363	32,148	1,050,839	1,268,376	46%
Library and audio visual	860,525	1,070,335	100,923	495,015	474,397	56%
Food	4,316,500	4,314,500	341,342	2,759,031	1,214,127	72%
Fuel	999,500	999,500	-	541,310	458,190	54%
Total supplies and materials	27,597,383	30,558,626	753,263	10,779,979	19,025,384	36%
Property						
Equipment	14,096,151	19,294,359	2,793,366	10,220,505	6,280,488	67%
Property purchases	7,500,000	16,215,080	-	3,197,825	13,017,255	20%
Construction and improvements	66,875,000	72,331,710	29,737,323	38,841,671	3,752,716	95%
Total property	88,471,151	107,841,149	32,530,689	52,260,001	23,050,459	79%
Total expenditures	**374,928,954**	**431,895,979**	**34,422,326**	**245,786,248**	**151,687,405**	**65%**
Excess (deficiency) of revenues	**(22,835,887)**	**(45,322,759)**	**(34,422,326)**	**51,662,290**	**(62,562,723)**	**12%**
Other sources (uses)						
Transfers in (out)	-	-	-	-	-	0%
Bond sale proceeds	20,000,000	20,000,000	-	20,000,000	-	100%
Bond sale premiums (discounts)	-	2,341,784	-	2,341,784	-	100%
Sale of assets	37,500	612,500	-	324,973	287,527	53%
Paying agent and bond issuance costs	(235,000)	(103,652)	-	(58,752)	(44,900)	57%
Principal	(27,910,000)	(27,465,000)	-	-	(27,465,000)	0%
Interest	(7,660,618)	(7,988,217)	-	(4,021,785)	(3,966,432)	50%
Total other sources (uses)	(15,768,118)	(12,602,585)	-	18,586,220	(31,188,805)	-147%
Net change in fund balance	**$ (38,604,005)**	**$ (57,925,344)**	**$ (34,422,326)**	**$ 70,248,510**	**$ (93,751,528)**	

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

ALL FUNDS

	FY2021					
	Adopted Budget	Working Budget	Encumbrances	Year to Date Receipts or Expenditures	Working Budget Balance	% Rec or Exp
Fund balances - beginning						
Nonspendable	$ 1,800,000	$ 2,155,476				
Restricted	3,978,131	19,107,233				
Committed	56,121,534	55,051,241				
Assigned	34,327,080	44,192,816				
Unassigned	20,327,881	21,749,967				
Total fund balances - beginning	116,554,626	142,256,733				
Fund balances - ending						
Nonspendable	1,800,000	2,150,000				
Restricted	4,550,306	4,480,028				
Committed	23,316,555	24,083,860				
Assigned	31,680,788	33,794,708				
Unassigned	16,602,972	19,822,793		Percent of fiscal year expired:		75%
Total fund balances - ending	**$ 77,950,621**	**$ 84,331,389**		Percent of school year expired:		78%

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

FY2021 WORKING BUDGET SUMMARY

	Fund 10, General Fund	Fund 21, Student Activities Fund	Fund 23, Non K-12 Programs Fund	Fund 26, Pass-Through Taxes Fund	Fund 31, Debt Service Fund	Fund 30, Capital Projects Fund	Fund 50, Child Nutrition Fund	Total
Revenues								
Local sources								
Property taxes	$ 48,674,529	$ -	$ 2,082,893	$ 1,999,744	$ 32,302,295	$ 17,745,316	$ -	$ 102,804,777
Interest income	500,000	50,000	10,000	-	75,000	435,000	10,000	1,080,000
Other local revenue	4,236,008	12,450,000	670,000	-	-	25,000	375,000	17,756,008
Total local sources	53,410,537	12,500,000	2,762,893	1,999,744	32,377,295	18,205,316	385,000	121,640,785
State sources	215,284,909	-	3,205,456	-	-	8,806,844	2,050,000	229,347,209
Federal sources	26,518,043	-	617,183	-	-	-	8,450,000	35,585,226
Total revenues	**295,213,489**	**12,500,000**	**6,585,532**	**1,999,744**	**32,377,295**	**27,012,160**	**10,885,000**	**386,573,220**
Expenditures								
Salaries								
Teachers	91,289,028	-	1,395,712	-	-	-	-	92,684,740
Teachers on special assignment	6,943,922	-	148,104	-	-	-	-	7,092,026
Technicians	10,858,174	-	846,002	-	-	-	-	11,704,176
Administrators	8,646,962	-	55,551	-	-	-	-	8,702,513
Coordinators and managers	2,809,285	-	49,361	-	-	-	1,090,336	3,948,982
Secretaries and clerks	9,090,007	-	9,419	-	-	-	844,360	9,943,786
Media personnel	1,233,735	-	-	-	-	-	-	1,233,735
Counselors	5,127,732	-	-	-	-	-	-	5,127,732
Social workers and psychologists	1,885,353	-	-	-	-	-	-	1,885,353
Health services personnel	3,837,848	-	101,130	-	-	-	-	3,938,978
Coaches and advisors	-	-	1,203,894	-	-	-	-	1,203,894
Custodial personnel	6,466,380	-	-	-	-	-	-	6,466,380
Maintenance personnel	3,520,289	-	-	-	-	-	80,800	3,601,089
Warehouse and delivery personnel	128,878	-	-	-	-	-	212,100	340,978
Cooks	-	-	-	-	-	-	1,898,000	1,898,000
Bus drivers	3,792,250	-	-	-	-	-	-	3,792,250
Bonuses	5,662,545	-	-	-	-	-	-	5,662,545
Training stipends	1,824,255	-	-	-	-	-	-	1,824,255
Overtime	200,000	-	-	-	-	-	10,000	210,000
Extra duty	3,505,345	-	163,125	-	-	-	-	3,668,470
Total salaries	166,821,988	-	3,972,298	-	-	-	4,135,596	174,929,882
Benefits								
Retirement	35,112,478	-	693,027	-	-	-	626,200	36,431,705
Social Security	12,206,095	-	289,247	-	-	-	303,000	12,798,342
Health, LTD, and life insurance	20,827,930	-	259,182	-	-	-	285,555	21,372,667
Other	5,981,945	-	9,158	-	-	-	87,599	6,078,702
Total benefits	74,128,448	-	1,250,614	-	-	-	1,302,354	76,681,416
Purchased services								
Contracted Services	16,253,341	-	67,375	-	-	329,509	477,000	17,127,225
Training and Development	1,020,627	-	8,500	-	-	-	5,000	1,034,127
Travel	1,418,825	250,000	20,150	-	-	-	20,000	1,708,975
Communications	558,500	-	5,000	-	-	-	5,000	568,500
Utilities	5,315,000	-	-	-	-	-	-	5,315,000
Indirect Costs	(723,591)	-	23,591	-	-	-	700,000	-
Other	13,524,994	-	605,841	1,999,744	-	-	500	16,131,079
Total Purchased Services	37,367,696	250,000	730,457	1,999,744	-	329,509	1,207,500	41,884,906

NEBO SCHOOL DISTRICT

Financial Report

March 31, 2021

FY2021 WORKING BUDGET SUMMARY

	Fund 10, General Fund	Fund 21, Student Activities Fund	Fund 23, Non K-12 Programs Fund	Fund 26, Pass-Through Taxes Fund	Fund 31, Debt Service Fund	Fund 30, Capital Projects Fund	Fund 50, Child Nutrition Fund	Total
Supplies and Materials								
Supplies	9,875,374	11,050,000	337,554	-	-	-	560,000	21,822,928
Textbooks	1,851,363	500,000	-	-	-	-	-	2,351,363
Library and Audio Visual	870,335	200,000	-	-	-	-	-	1,070,335
Food	133,500	-	3,500	-	-	-	4,177,500	4,314,500
Fuel	988,000	-	1,500	-	-	-	10,000	999,500
Total Supplies and Materials	13,718,572	11,750,000	342,554	-	-	-	4,747,500	30,558,626
Fuel								
Property								
Equipment	13,798,234	500,000	167,876	-	500,000	4,058,249	270,000	19,294,359
Total supplies and materials	-	-	-	-	-	16,215,080	-	16,215,080
Construction and Improvements	700,000	-	-	-	-	71,631,710	-	72,331,710
Total Property	14,498,234	500,000	167,876	-	500,000	91,905,039	270,000	107,841,149
Total expenditures	**306,534,938**	**12,500,000**	**6,463,799**	**1,999,744**	**500,000**	**92,234,548**	**11,662,950**	**431,895,979**
Excess (deficiency) of revenues	**(11,321,449)**	**-**	**121,733**	**-**	**31,877,295**	**(65,222,388)**	**(777,950)**	**(45,322,759)**
Other sources (uses)								
Transfers in (out)	(573,833)	-	73,833	-	-	-	500,000	-
Bond sale proceeds	-	-	-	-	-	20,000,000	-	20,000,000
Bond sale premiums (discounts)	-	-	-	-	-	2,341,784	-	2,341,784
Sale of assets	77,500	-	-	-	-	525,000	10,000	612,500
Paying agent and bond issuance costs	-	-	-	-	(25,000)	(78,652)	-	(103,652)
Principal	-	-	-	-	(25,960,000)	(1,505,000)	-	(27,465,000)
Interest	-	-	-	-	(6,338,803)	(1,649,414)	-	(7,988,217)
Total other sources (uses)	(496,333)	-	73,833	-	(32,323,803)	19,633,718	510,000	(12,602,585)
Net change in fund balance	**$ (11,817,782)**	**$ -**	**$ 195,566**	**$ -**	**$ (446,508)**	**$ (45,588,670)**	**$ (267,950)**	**$ (57,925,344)**
Fund balances - beginning								
Nonspendable	$ 1,062,825	$ -	$ -	$ -	$ -	$ 233,302	$ 859,349	$ 2,155,476
Restricted	-	-	1,328,566	-	1,452,517	14,187,987	2,138,163	19,107,233
Committed	12,500,000	-	-	-	-	42,551,241	-	55,051,241
Assigned	35,297,099	8,825,392	70,325	-	-	-	-	44,192,816
Unassigned	21,749,967	-	-	-	-	-	-	21,749,967
Total fund balances - beginning	70,609,891	8,825,392	1,398,891	-	1,452,517	56,972,530	2,997,512	142,256,733
Fund balances - ending								
Nonspendable	1,000,000	-	-	-	-	300,000	850,000	2,150,000
Restricted	-	-	1,594,457	-	1,006,009	-	1,879,562	4,480,028
Committed	13,000,000	-	-	-	-	11,083,860	-	24,083,860
Assigned	24,969,316	8,825,392	-	-	-	-	-	33,794,708
Unassigned	19,822,793	-	-	-	-	-	-	19,822,793
Total fund balances - ending	**$ 58,792,109**	**$ 8,825,392**	**$ 1,594,457**	**$ -**	**$ 1,006,009**	**$ 11,383,860**	**$ 2,729,562**	**$ 84,331,389**

A/P Summary Check Register FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
01	00175110	-900.00	03/22/21	207950 INFINITE CAMPUS INC	CV
01	00176585	-780.00	03/17/21	11794 BECK'S SANITATION INC	CV
01	00176656	54.32	03/05/21	194557 ACE HARDWARE	C
01	00176657	206.56	03/05/21	162523 ACE HARDWARE SOUTHGATE	C
01	00176658	109.23	03/05/21	14991 DELIA R ALLAN	C
01	00176659	102.00	03/05/21	221155 AMAZON WEB SERVICES, INC	C
01	00176660	13,637.00	03/05/21	11248 APPLE COMPUTER INC	C
01	00176661	1,466.00	03/05/21	221430 ATLAS ENGINEERING LLC	C
01	00176662	300.00	03/05/21	211770 AMY BARTHOLOMEW	C
01	00176663	1,700.00	03/05/21	11794 BECK'S SANITATION INC	C
01	00176664	201.49	03/05/21	133566 JULIA BECKHAM	C
01	00176665	183.18	03/05/21	218553 TIMOTHY BELL	C
01	00176666	42.30	03/05/21	222666 CAREY BIGGS	C
01	00176667	152.46	03/05/21	147508 LORIN BINKS	C
01	00176668	76.61	03/05/21	208434 CHRISTINE FORD BLAZZARD	C
01	00176669	7,920.00	03/05/21	82503 BLOMQUIST HALE CONSULTING GROUP INC	C
01	00176670	4,525.21	03/05/21	16511 BRADY INDUSTRIES LLC	C
01	00176671	738.73	03/05/21	2154 BRYSON SALES & SERVICE	C
01	00176672	149.68	03/05/21	3649 BORDER STATES INDUSTRIES, INC	C
01	00176673	2,331.39	03/05/21	221554 BUILDING CONTROLS & SOLUTIONS	C
01	00176674	1,848.00	03/05/21	2254 BYU CONFERENCES & WORKSHOPS	C
01	00176675	15,200.00	03/05/21	41297 MCKAY SCHOOL OF EDUCATION	C
01	00176676	23,338.00	03/05/21	214973 CAREHERE, LLC	C
01	00176677	125.41	03/05/21	2384 CARTER'S GLASS LLC	C
01	00176678	36.51	03/05/21	211591 CHELSEA CAVANAUGH	C
01	00176679	13,900.00	03/05/21	141674 CENERGISTIC, LLC	C
01	00176680	79.07	03/05/21	135046 ALISHA CHRISTENSEN	C
01	00176681	945.00	03/05/21	215996 CHRISTOPHER SWENSON CONSTRUCTION, INC	C
01	00176682	1,038.00	03/05/21	2690 CODALE ELECTRIC SUPPLY	C
01	00176683	172.93	03/05/21	19224 LAURA COLEMAN	C
01	00176684	1,418.75	03/05/21	192406 COMMERCIAL SERVICE PROS LLC	C
01	00176685	3,169.36	03/05/21	176370 COMMERCIAL TIRE INC.	C
01	00176686	839.19	03/05/21	188921 COMPLETE SUPPLY COMPANY, LLC	C
01	00176687	152.00	03/05/21	187801 SAM COOLEY	C
01	00176688	225.00	03/05/21	222640 JANIE COPE	C
01	00176689	1,599.85	03/05/21	214256 COTTONWOOD DISTRIBUTION	C
01	00176690	84.34	03/05/21	192856 JOSEPH DAVIES	C
01	00176691	1,944.00	03/05/21	72532 DON JOHNSTON INC.	C
01	00176692	165.28	03/05/21	166081 DOUG SMITH	C
01	00176693	350.00	03/05/21	222500 DPF ALTERNATIVES	C
01	00176694	23,049.54	03/05/21	196207 EKHO COMM LLC	C
01	00176695	110.66	03/05/21	155411 CHERI EMERICK	C
01	00176696	231.81	03/05/21	146218 ENERGY MANAGEMENT CORPORATION	C
01	00176697	189.00	03/05/21	28371 GARRETT & COMPANY INC	C
01	00176698	847.35	03/05/21	10494 GILLETT DIESEL SERVICE, INC	C
01	00176699	239.76	03/05/21	20567 GOVCONNECTION, INC.	C
01	00176700	3,158.65	03/05/21	4273 W W GRAINGER INC DEPT 696-813904075	C
01	00176701	931.47	03/05/21	52426 GREAT WESTERN SUPPLY INC	C
01	00176702	39.65	03/05/21	161195 ZACK HANKS	C
01	00176703	53.76	03/05/21	111724 LYNN HANSEN	C
01	00176704	42.78	03/05/21	20636 LENNA HIATT	C
01	00176705	1,147.00	03/05/21	149136 HILLSIDE MEDICAL CLINIC PLLC	C
01	00176706	104.27	03/05/21	4746 LANA H HISKEY	C
01	00176707	29.12	03/05/21	18546 RONETTE HOFELING	C
01	00176708	1,894,351.30	03/05/21	20770 HOGAN & ASSOCIATES CONSTRUCTION	C

Bank	Check No	Amount	Date	Vendor		Type
01	00176709	299.36	03/05/21	176699	HOLLAND EQUIPMENT CO	C
01	00176710	154.06	03/05/21	4811	STEVEN K. HONE	C
01	00176711	2,000.00	03/05/21	161519	HOPE4UTAH	C
01	00176712	52,680.00	03/05/21	21377	IMAGINE LEARNING INC	C
01	00176713	801.40	03/05/21	5048	INTERMOUNTAIN MARTIN DOOR	C
01	00176714	798.57	03/05/21	15909	INTERSTATE BATTERY SYSTEM	C
01	00176715	90.00	03/05/21	15755	INTERWEST INTERPRETING	C
01	00176716	41,615.00	03/05/21	18210	J & L CONTRACTING INC	C
01	00176717	268.76	03/05/21	5311	JOHNSTONE SUPPLY	C
01	00176718	187,845.53	03/05/21	141925	KELLY SERVICES INC	C
01	00176719	70.27	03/05/21	19759	AMANDA KITTELL	C
01	00176720	1,174,100.00	03/05/21	12389	KMA ARCHITECTS	C
01	00176721	50.00	03/05/21	5661	LARSEN ELEMENTARY SCHOOL	C
01	00176722	89.94	03/05/21	18420	Michael W Larsen	C
01	00176723	527.60	03/05/21	28711	LEGEND COLLISION REPAIR	C
01	00176724	157.62	03/05/21	47236	NATASHA LEWIS	C
01	00176725	118.00	03/05/21	19976	LEXISNEXIS	C
01	00176726	72.13	03/05/21	120863	LAURIE LISH	C
01	00176727	49.73	03/05/21	19988	CORY LITTLE	C
01	00176728	35.00	03/05/21	222739	FAITH LIVINGSTON	C
01	00176729	145.38	03/05/21	20954	NICOLE LOVELESS	C
01	00176730	191.90	03/05/21	16192	LOWES CREDIT SERVICES	C
01	00176731	139.75	03/05/21	19321	TARA LUNDELL	C
01	00176732	630.45	03/05/21	6021	M AND R EQUIPMENT CO	C
01	00176733	3,455.20	03/05/21	6036	MAPLETON CITY	C
01	00176734	82,973.32	03/05/21	6211	DEAN FOODS COMPANY	C
01	00176735	248.25	03/05/21	205800	RANDI LYNN MERRILL	C
01	00176736	6,190.00	03/05/21	36528	METAL ARTS FOUNDRY	C
01	00176737	77.11	03/05/21	218561	JONATHAN JAMES MIRAMONTES	C
01	00176738	64.06	03/05/21	148075	SHALYN MURDOCH	C
01	00176739	1,181.32	03/05/21	110078	NAPA AUTO PAYSON	C
01	00176740	147.06	03/05/21	182176	NICOLE NELSON	C
01	00176741	11,051.24	03/05/21	6829	NICHOLAS AND CO. INC.	C
01	00176742	28.06	03/05/21	169749	LAUREN NORDSTROM	C
01	00176743	14,625.00	03/05/21	28886	ORCHARD HILLS ELEMENTARY SCHOOL	C
01	00176744	1,164.05	03/05/21	170488	OVERDRIVE	C
01	00176745	129.00	03/05/21	205923	WILLIAM BRADFORD PATE	C
01	00176746	104.61	03/05/21	176630	MORGAN PHELPS	C
01	00176747	2,489.10	03/05/21	19119	PICTURELINE	C
01	00176748	138.00	03/05/21	174602	RILEY PRESTWICH	C
01	00176749	6,317.46	03/05/21	221422	PRO TINT INC	C
01	00176750	1,475.76	03/05/21	222682	PURCELL TIRE CO	C
01	00176751	10,908.00	03/05/21	220990	READY2TEACH	C
01	00176752	152.97	03/05/21	108502	REAMS WESTERN WEAR	C
01	00176753	142.91	03/05/21	33987	LORIE REESE	C
01	00176754	1,238.90	03/05/21	7727	REFRIGERATION SUPPLIES DISTR	C
01	00176755	358.37	03/05/21	7773	RHINEHART OIL COMPANY INC	C
01	00176756	79.86	03/05/21	188778	Amanda Menlove Robbins	C
01	00176757	379.05	03/05/21	19171	ROOFERS SUPPLY INC	C
01	00176758	3,206.26	03/05/21	78646	INTERSTATE BILLING SERVICE, INC	C
01	00176759	344.18	03/05/21	187348	MILA RYDER	C
01	00176760	47.38	03/05/21	15121	SPENCER SAINSBURY	C
01	00176761	49,053.53	03/05/21	7998	SALEM CITY CORP	C
01	00176762	457.50	03/05/21	125571	SALEM JUNIOR HIGH SCHOOL	C
01	00176763	12,814.00	03/05/21	221384	SALT LAKE WHOLESALE SPORTS	C

Bank	Check No	Amount	Date	Vendor		Type
01	00176764	350.00	03/05/21	79367	SECADIO JAMES SANCHEZ	C
01	00176765	2,587.97	03/05/21	169722	SANITY SOLUTIONS INC	C
01	00176766	13,353.55	03/05/21	32913	SCHOOL FOOD ENTERPRISES UTAH	C
01	00176767	154.04	03/05/21	11321	SEMI SERVICE INC	C
01	00176768	5,414.66	03/05/21	197424	SENERGY PETROLEUM, LLC	C
01	00176769	35.00	03/05/21	222720	AMANDA SHARP	C
01	00176770	138.51	03/05/21	14415	SHI INTERNATIONAL CORP	C
01	00176771	924.00	03/05/21	213500	SNOW CHRISTENSEN & MARTINEAU	C
01	00176772	177.24	03/05/21	161209	DAYNA SORENSEN	C
01	00176773	2,532.16	03/05/21	8507	SPANISH FORK AUTO SUPPLY INC	C
01	00176774	88,726.30	03/05/21	8510	SPANISH FORK CITY	C
01	00176775	2,637.61	03/05/21	20726	STAKER & PARSON CO	C
01	00176776	6,288.00	03/05/21	220191	STORM LACROSSE LLC	C
01	00176777	152.00	03/05/21	178217	DAVID STRONG	C
01	00176778	300.00	03/05/21	172219	SUMMIT CENTER	C
01	00176779	.00	03/05/21	73296	SUNPRO BUILDING MATERIALS	C
01	00176780	22.18	03/05/21	184136	GERALD TALBOT	C
01	00176781	1,253.00	03/05/21	207632	TOP NOTCH COLLISION	C
01	00176782	55.44	03/05/21	41343	PAM TURLEY	C
01	00176783	4,200.00	03/05/21	12799	TYSON FOOD INC	C
01	00176784	5,140.48	03/05/21	15203	UNIPAK	C
01	00176785	83.35	03/05/21	197939	STATE OF UTAH	C
01	00176786	152.00	03/05/21	173452	LYNN COLE VALENTINE	C
01	00176787	51.00	03/05/21	222674	MICHAEL VANCE	C
01	00176788	567.89	03/05/21	58955	VERIZON	C
01	00176789	15,652.82	03/05/21	17041	VLCM	C
01	00176790	1,932,734.15	03/05/21	19386	WESTLAND CONSTRUCTION	C
01	00176791	930.00	03/05/21	166545	WORKFORCEQA	C
01	00176792	214.70	03/05/21	133264	GWEN WRIDE	C
01	00176793	371.50	03/05/21	222658	KRISTI YOUD	C
01	00176794	598.05	03/05/21	206318	GURSTEL LAW FIRM, P.C.	C
01	00176795	628.68	03/05/21	20666	INTERNAL REVENUE SERVICE CENTER	C
01	00176796	215.77	03/05/21	43044	JOHNSON MARK, LLC	C
01	00176797	329.03	03/05/21	16505	QUINN M KOFFORD ATTORNEY	C
01	00176798	467.32	03/05/21	16505	QUINN M KOFFORD, ATTORNEY	C
01	00176799	694.70	03/05/21	174688	OFFICE OF STATE DEBT COLLECTION	C
01	00176800	2,278.63	03/05/21	9411	UTAH STATE OFFICE OF RECOVERY SERVICES	C
01	00176801	35,922.00	03/09/21	1125	ALARM CONTROL SYSTEMS INC	C
01	00176802	4,091.00	03/09/21	11248	APPLE COMPUTER INC	C
01	00176803	13,116.98	03/09/21	20920	AT&T CORP	C
01	00176804	248.51	03/09/21	16009	B & H PHOTO VIDEO	C
01	00176805	1,206.48	03/09/21	2154	BRYSON SALES & SERVICE	C
01	00176806	468.50	03/09/21	27901	CENTRACOM INTERACTIVE	C
01	00176807	7,456.23	03/09/21	9277	CENTURY LINK	C
01	00176808	475.62	03/09/21	188921	COMPLETE SUPPLY COMPANY, LLC	C
01	00176809	1,701.36	03/09/21	3033	CRUS DISTRIBUTING CO	C
01	00176810	9,000.00	03/09/21	222356	DAVE'S BAKING CO	C
01	00176811	160,194.26	03/09/21	6537	DOMINION ENERGY	C
01	00176812	2,322.08	03/09/21	214060	AT&T MOBILITY II LLC	C
01	00176813	9,372.00	03/09/21	163686	IDAHO PACIFIC CORPORATION	C
01	00176814	124.00	03/09/21	198030	IT UNITE TECHNOLOGIES	C
01	00176815	3,480.00	03/09/21	214078	J&J SNACK FOODS CORP OF CA	C
01	00176816	164,280.38	03/09/21	12389	KMA ARCHITECTS	C
01	00176817	1,110.14	03/09/21	210110	LOGMEIN USA, INC	C
01	00176818	360.00	03/09/21	194891	SHERRI NELSON	C

Bank	Check No	Amount	Date	Vendor		Type
01	00176819	4,000.00	03/09/21	216178	QUADIENT INC	C
01	00176820	80.00	03/09/21	159247	QUALITY POWDER COATING LLC	C
01	00176821	23,737.86	03/09/21	14857	REPUBLIC SERVICES #864	C
01	00176822	33,766.99	03/09/21	9369	ROCKY MOUNTAIN POWER	C
01	00176823	460.22	03/09/21	8058	SANTAQUIN CITY	C
01	00176824	507.87	03/09/21	14415	SHI INTERNATIONAL CORP	C
01	00176825	65,413.44	03/09/21	8538	SPRINGVILLE CITY OFFICES	C
01	00176826	6,284.00	03/09/21	8730	SUMMERHAYS MUSIC CENTER	C
01	00176827	15.93	03/09/21	73296	SUNPRO BUILDING MATERIALS	C
01	00176828	172.00	03/09/21	13529	TOWN OF GOSHEN	C
01	00176829	3,958.36	03/09/21	17041	VLCM	C
01	00176830	12.99	03/12/21	162523	ACE HARDWARE SOUTHGATE	C
01	00176831	1,000.00	03/12/21	134139	ADVANCED LEARNING CENTER	C
01	00176832	937.50	03/12/21	62774	AMERICAN BEAUTY ACADEMY	C
01	00176833	1,329.00	03/12/21	11248	APPLE COMPUTER INC	C
01	00176834	1,000.00	03/12/21	200891	APPLE VALLEY ELEMENTARY	C
01	00176835	1,000.00	03/12/21	1476	ART CITY ELEMENTARY	C
01	00176836	34.83	03/12/21	52337	NICHOLAS BAIRD	C
01	00176837	13.94	03/12/21	219568	Hadley Rae Stuart	C
01	00176838	1,000.00	03/12/21	1681	BARNETT ELEMENTARY SCHOOL	C
01	00176839	396.65	03/12/21	42153	JENNIFER LYNN BASCHKE	C
01	00176840	27.22	03/12/21	173576	LINDSEY BISHOP	C
01	00176841	39.93	03/12/21	82473	MELISSA BLACK	C
01	00176842	394.24	03/12/21	17139	TROY D BOHLING	C
01	00176843	170.69	03/12/21	20534	TODD BRADFORD	C
01	00176844	76.44	03/12/21	44822	TERRY BRINDLEY	C
01	00176845	1,000.00	03/12/21	2102	BROCKBANK ELEMENTARY SCHOOL	C
01	00176846	1,000.00	03/12/21	2118	BROOKSIDE ELEMENTARY SCHOOL	C
01	00176847	354.88	03/12/21	2154	BRYSON SALES & SERVICE	C
01	00176848	104.44	03/12/21	16941	CHERI CAMPBELL	C
01	00176849	1,000.00	03/12/21	14937	CANYON ELEMENTARY SCHOOL	C
01	00176850	40,916.00	03/12/21	214973	CAREHERE, LLC	C
01	00176851	70.56	03/12/21	157589	KARIN CASWELL	C
01	00176852	1,000.00	03/12/21	29394	CHERRY CREEK ELEMENTARY	C
01	00176853	1,356.00	03/12/21	155446	CMT ENGINEERING LABORATORIES	C
01	00176854	108.58	03/12/21	13297	BRENT COFFMAN	C
01	00176855	430.00	03/12/21	2703	COLE'S HOUSE OF TROPHIES	C
01	00176856	548.20	03/12/21	176370	COMMERCIAL TIRE INC.	C
01	00176857	331.41	03/12/21	202045	MARK V COMSA	C
01	00176858	90.44	03/12/21	116122	CARYN COVINGTON	C
01	00176859	398.93	03/12/21	195472	MELISSA CRICKENBERGER	C
01	00176860	138.43	03/12/21	137766	BRIAN DAVENPORT	C
01	00176861	37.46	03/12/21	208760	Mikkele Elise Daybell	C
01	00176862	1,500.00	03/12/21	14180	DIAMOND FORK JUNIOR HIGH SCHOOL	C
01	00176863	145.77	03/12/21	173223	KAMEE DIAMOND	C
01	00176864	1,000.00	03/12/21	28894	EAST MEADOWS ELEMENTARY SCHOOL	C
01	00176865	223.89	03/12/21	20910	LORALENE EDVALSON	C
01	00176866	150.02	03/12/21	150720	TIM ERNST	C
01	00176867	1,000.00	03/12/21	28878	FOOTHILLS ELEMENTARY SCHOOL	C
01	00176868	37.69	03/12/21	211630	JORDAN GOODMAN	C
01	00176869	1,000.00	03/12/21	4266	GOSHEN ELEMENTARY SCHOOL	C
01	00176870	239.76	03/12/21	20567	GOVCONNECTION, INC.	C
01	00176871	712.50	03/12/21	52426	GREAT WESTERN SUPPLY INC	C
01	00176872	103.10	03/12/21	19242	DIANE HAMILTON	C
01	00176873	147.39	03/12/21	44296	BRYAN HANKS	C

Bank	Check No	Amount	Date	Vendor		Type
01	00176874	1,000.00	03/12/21	19617	HOBBLE CREEK ELEMENTARY	C
01	00176875	210.81	03/12/21	176699	HOLLAND EQUIPMENT CO	C
01	00176876	82.10	03/12/21	34444	NEELEY KAY	C
01	00176877	394.24	03/12/21	113948	RICHARD RYAN KAY	C
01	00176878	2,000.00	03/12/21	5640	LANDMARK HIGH SCHOOL	C
01	00176879	139.55	03/12/21	23183	MEGAN LANGFORD	C
01	00176880	1,000.00	03/12/21	5661	LARSEN ELEMENTARY SCHOOL	C
01	00176881	29.51	03/12/21	212920	CHERIE LAUGHTER	C
01	00176882	43.96	03/12/21	51977	WENDY LEFEVRE	C
01	00176883	1,000.00	03/12/21	28711	LEGEND COLLISION REPAIR	C
01	00176884	106.62	03/12/21	174890	JORY A LIDDIARD	C
01	00176885	27.16	03/12/21	219576	TARALYN F. MAKIN	C
01	00176886	6,930.00	03/12/21	216038	MANAGERPLUS SOLUTIONS, LLC	C
01	00176887	2,000.00	03/12/21	49026	MAPLE MOUNTAIN HIGH SCHOOL	C
01	00176888	1,000.00	03/12/21	172200	MAPLE RIDGE ELEMENTARY	C
01	00176889	1,000.00	03/12/21	6039	MAPLETON ELEMENTARY SCHOOL	C
01	00176890	1,500.00	03/12/21	32468	MAPLETON JUNIOR HIGH SCHOOL	C
01	00176891	44.91	03/12/21	201502	LARA MARLIES MATHEWS	C
01	00176892	27.00	03/12/21	6171	MCGEE'S STAMP & TROPHY CO	C
01	00176893	18.48	03/12/21	220426	MCGUIRE, TRUDY	C
01	00176894	1,000.00	03/12/21	179841	MEADOW BROOK ELEMENTARY	C
01	00176895	1,000.00	03/12/21	14092	MT LOAFER ELEMENTARY SCHOOL	C
01	00176896	1,500.00	03/12/21	217484	MT NEBO MIDDLE SCHOOL	C
01	00176897	49,571.16	03/12/21	6829	NICHOLAS AND CO. INC.	C
01	00176898	69.22	03/12/21	192384	JOLYN NIELSEN	C
01	00176899	23.52	03/12/21	220507	SAVANNAH NIELSEN	C
01	00176900	218.29	03/12/21	17459	PAM NORTON	C
01	00176901	250.00	03/12/21	80144	DENNIS OLSEN	C
01	00176902	180.66	03/12/21	82481	JEANNIE OLSEN	C
01	00176903	87.42	03/12/21	202860	JOHN OLSEN	C
01	00176904	2,544.75	03/12/21	28886	ORCHARD HILLS ELEMENTARY SCHOOL	C
01	00176905	70.14	03/12/21	13256	KRISTIE ORE	C
01	00176906	1,000.00	03/12/21	7157	PARK ELEMENTARY SCHOOL	C
01	00176907	3,000.00	03/12/21	7159	PARK VIEW ELEMENTARY SCHOOL	C
01	00176908	154.06	03/12/21	18032	KAREN PAUL	C
01	00176909	2,000.00	03/12/21	7215	PAYSON HIGH SCHOOL	C
01	00176910	1,500.00	03/12/21	7209	PAYSON JUNIOR HIGH SCHOOL	C
01	00176911	169.68	03/12/21	117129	TINA PEASLEE	C
01	00176912	138.00	03/12/21	174602	RILEY PRESTWICH	C
01	00176913	2,694.93	03/12/21	221422	PRO TINT INC	C
01	00176914	44.80	03/12/21	208973	LINDSEY R PRUSAK	C
01	00176915	1,000.00	03/12/21	7723	REES ELEMENTARY SCHOOL	C
01	00176916	1,000.00	03/12/21	39152	RIVERVIEW ELEMENTARY SCHOOL	C
01	00176917	19.95	03/12/21	11459	RON GORDON'S TIRE PROS (MAINTENANCE)	C
01	00176918	2,838.99	03/12/21	78646	INTERSTATE BILLING SERVICE, INC	C
01	00176919	1,000.00	03/12/21	7987	SAGE CREEK ELEMENTARY SCHOOL	C
01	00176920	1,000.00	03/12/21	8001	SALEM ELEMENTARY SCHOOL	C
01	00176921	2,000.00	03/12/21	43206	SALEM HILLS HIGH SCHOOL	C
01	00176922	1,500.00	03/12/21	125571	SALEM JUNIOR HIGH SCHOOL	C
01	00176923	1,000.00	03/12/21	8059	SANTAQUIN ELEMENTARY SCHOOL	C
01	00176924	2,386.02	03/12/21	14415	SHI INTERNATIONAL CORP	C
01	00176925	1,000.00	03/12/21	111406	SIERRA BONITA ELEMENTARY SCHOOL	C
01	00176926	143.64	03/12/21	40096	JESSE SORENSON	C
01	00176926	-143.64	03/16/21	40096	JESSE SORENSON	CV
01	00176927	73.21	03/12/21	8507	SPANISH FORK AUTO SUPPLY INC	C

Bank	Check No	Amount	Date	Vendor		Type
01	00176928	2,000.00	03/12/21	8520	SPANISH FORK HIGH SCHOOL	C
01	00176929	8,986.69	03/12/21	8515	SPANISH FORK JUNIOR HIGH SCHOOL	C
01	00176930	1,000.00	03/12/21	17999	SPANISH OAKS ELEMENTARY SCHOOL	C
01	00176931	1,000.00	03/12/21	18350	SPRING LAKE ELEMENTARY SCHOOL	C
01	00176932	2,000.00	03/12/21	8554	SPRINGVILLE HIGH SCHOOL	C
01	00176933	1,500.00	03/12/21	8546	SPRINGVILLE JUNIOR HIGH SCHOOL	C
01	00176934	79,775.75	03/12/21	217565	STATE OF UTAH - FUEL NETWORK	C
01	00176935	1,000.00	03/12/21	172219	SUMMIT CENTER	C
01	00176936	24.99	03/12/21	73296	SUNPRO BUILDING MATERIALS	C
01	00176937	112,675.08	03/12/21	8815	SYSCO INTERMOUNTAIN FOOD SERVICES	C
01	00176938	1,000.00	03/12/21	8880	TAYLOR ELEMENTARY SCHOOL	C
01	00176939	63.76	03/12/21	153443	SARAH TAYLOR	C
01	00176940	281.46	03/12/21	28568	MICHELE THOMPSON	C
01	00176941	13,354.00	03/12/21	221449	TRIBAL WEST LACROSSE	C
01	00176942	2,133.52	03/12/21	14933	UTAH DEPT OF WORKFORCE SERVICES	C
01	00176943	2,367.67	03/12/21	16074	UTAH PARENT CENTER	C
01	00176944	1,895.25	03/12/21	9390	UTAH ST BUREAU CRIML IDNT	C
01	00176945	1,289.33	03/12/21	126063	UTAH STATE UNIVERSITY	C
01	00176946	152.00	03/12/21	173452	LYNN COLE VALENTINE	C
01	00176947	1,500.00	03/12/21	217476	VALLEY VIEW MIDDLE SCHOOL	C
01	00176948	112.00	03/12/21	146293	KENNETH D VANAUSDAL	C
01	00176949	430.15	03/12/21	58955	VERIZON	C
01	00176950	24,881.12	03/12/21	17041	VLCM	C
01	00176951	969,352.21	03/12/21	19386	WESTLAND CONSTRUCTION	C
01	00176952	1,000.00	03/12/21	9782	WESTSIDE ELEMENTARY SCHOOL	C
01	00176953	102.54	03/12/21	80497	NATHAN WHITNEY	C
01	00176954	1,000.00	03/12/21	9913	WILSON ELEMENTARY SCHOOL	C
01	00176955	36.23	03/12/21	220434	JENNY A. WOOD	C
01	00176956	90.00	03/12/21	1798	BENEFICIAL LIFE INSURANCE	C
01	00176957	150.00	03/12/21	19103	COMMUNITY HEALTH CHARITIES UTAH	C
01	00176958	138.83	03/12/21	18529	COMMUNITY SHARES/UTAH	C
01	00176959	339.00	03/12/21	6741	NEBO CUSTODIAN ASSOCIATION	C
01	00176960	2,244.67	03/12/21	14168	NEBO FOUNDATION	C
01	00176961	450.00	03/12/21	13626	NEBO LIBRARIAN ASSOCIATION	C
01	00176962	920.00	03/12/21	6747	NEBO OFFICE FUND	C
01	00176963	1,730.00	03/12/21	20286	NEBO SECRETARIES ASSOCIATION	C
01	00176964	475.17	03/12/21	9183	UNITED WAY OF UTAH COUNTY	C
01	00176965	52,074.79	03/12/21	134805	WOODLAND PEAKS UNISERV	C
01	00176966	102.00	03/12/21	171239	AXISPLUS BENEFITS	C
01	00176967	14.40	03/12/21	3616	EDUCATORS MUTUAL INSURANCE	C
01	00176968	153.22	03/12/21	3616	Utah Interlocal Educational Benefits Tru	C
01	00176969	212.11	03/12/21	3616	Utah Interlocal Educational Benefits Tru	C
01	00176970	12,498.68	03/12/21	14399	HARTFORD	C
01	00176971	22,960.47	03/12/21	14399	HARTFORD	C
01	00176972	38,133.03	03/12/21	14399	HARTFORD	C
01	00176973	24,783.12	03/12/21	192228	METLIFE	C
01	00176974	6,338.00	03/12/21	17690	NEBO FLEX SPENDING	C
01	00176975	4,559.21	03/12/21	9373	UTAH SCHOOL EMPLOYEES ASSOCIATION	C
01	00176976	5,000.00	03/12/21	79332	NEBO SCHOOL DISTRICT HRA PLAN AND TRUST	C
01	00176977	3,010,127.58	03/12/21	3918	WELLS FARGO BANK	C
01	00176980	67,768.96	03/12/21	60283	NATIONAL BENEFIT SERVICES, LLC	C
01	00176982	1,417.72	03/12/21	1268	AFLAC PREMIUM HOLDING	C
01	00176983	295.78	03/12/21	12746	COLONIAL LIFE & ACCIDENT INSURANCE CO	C
01	00176984	34,820.55	03/12/21	6026	HORACE MANN LIFE INSURANCE COMPANY	C
01	00176985	4,193.94	03/12/21	6026	HORACE MANN LIFE INSURANCE COMPANY	C

Bank	Check No	Amount	Date	Vendor		Type
01	00176986	290.10	03/12/21	122718	LegalShield	C
01	00176987	60.00	03/12/21	45918	TRANSPORTATION OFFICE FUND	C
01	00176988	11,415.13	03/12/21	45888	WASHINGTON NATIONAL INSURANCE COMPANY	C
01	00176989	557,165.48	03/12/21	9416	UTAH STATE TAX COMMISSION	C
01	00176990	31.56	03/12/21	33642	COMBINED INSURANCE COMPANY OF AMERICA	C
01	00176991	11,403.54	03/12/21	33642	COMBINED INSURANCE COMPANY OF AMERICA	C
01	00176992	238.82	03/12/21	30899	EDUCATORS MUTUAL INSURANCE	C
01	00176993	100,547.54	03/12/21	30899	EDUCATORS MUTUAL INSURANCE	C
01	00176993	-100,547.54	03/22/21	30899	EDUCATORS MUTUAL INSURANCE	CV
01	00176994	7,209.55	03/12/21	202240	VSP	C
01	00176994	-7,209.55	03/25/21	202240	VSP	CV
01	00176995	11.10	03/12/21	202240	VSP	C
01	00176996	2,985,244.42	03/12/21	9415	UTAH RETIREMENT SYSTEMS	C
01	00176997	2,960.00	03/19/21	68322	ABS ARCHITECTURAL BUILDING SUPPLY	C
01	00176998	112.76	03/19/21	194557	ACE HARDWARE	C
01	00176999	157.54	03/19/21	162523	ACE HARDWARE SOUTHGATE	C
01	00177000	414.68	03/19/21	12839	MICHAEL J ANDERSON	C
01	00177001	4,568.00	03/19/21	11248	APPLE COMPUTER INC	C
01	00177002	81.81	03/19/21	210153	SARA AVILA	C
01	00177003	780.00	03/19/21	11794	BECK'S SANITATION INC	C
01	00177004	43.23	03/19/21	220159	BIRD, KENDALL	C
01	00177005	220.28	03/19/21	208434	CHRISTINE FORD BLAZZARD	C
01	00177006	240.00	03/19/21	1979	BOOTHE BROTHERS MUSIC	C
01	00177007	414.68	03/19/21	142506	BODIE BRADLEY	C
01	00177008	3,600.63	03/19/21	2154	BRYSON SALES & SERVICE	C
01	00177009	13,359.24	03/19/21	3649	BORDER STATES INDUSTRIES, INC	C
01	00177010	46.52	03/19/21	45853	ANNETTE CANNON	C
01	00177011	414.68	03/19/21	13853	KATHY CARLING	C
01	00177012	190.00	03/19/21	2384	CARTER'S GLASS LLC	C
01	00177013	5,200.00	03/19/21	194085	CENTRAL UTAH SOLUTIONS	C
01	00177014	788.00	03/19/21	2690	CODALE ELECTRIC SUPPLY	C
01	00177015	1,805.42	03/19/21	176370	COMMERCIAL TIRE INC.	C
01	00177016	85.42	03/19/21	3033	CRUS DISTRIBUTING CO	C
01	00177017	154.90	03/19/21	42676	KATRINA DAVENPORT	C
01	00177018	2,590.00	03/19/21	219169	DAY WIRELESS SYSTEMS	C
01	00177019	414.68	03/19/21	64513	FRANK DAYBELL	C
01	00177020	19,153.36	03/19/21	167410	DEERE &COMPANY	C
01	00177021	10.86	03/19/21	166081	DOUG SMITH	C
01	00177022	41.00	03/19/21	223000	SHAWNIE DRURY	C
01	00177023	14,532.80	03/19/21	214086	ENTERPRISE FM TRUST	C
01	00177024	56.90	03/19/21	221546	MARK ANTHONY FERGUSON	C
01	00177025	53.85	03/19/21	161985	SONIA FERNANDEZ	C
01	00177026	109.75	03/19/21	181463	MELANIE FILLMORE	C
01	00177027	75.00	03/19/21	215635	KELSEY ANN GARDNER	C
01	00177028	132.75	03/19/21	163651	MICHELLE GAST	C
01	00177029	152.38	03/19/21	221970	EMILY S GILES	C
01	00177030	1,017.35	03/19/21	10494	GILLETT DIESEL SERVICE, INC	C
01	00177031	414.68	03/19/21	15618	MATTHEW S GLEDHILL	C
01	00177032	519.45	03/19/21	4273	GRAINGER	C
01	00177033	1,736.03	03/19/21	4292	GRAYBAR ELECTRIC COMPANY INC	C
01	00177034	962.50	03/19/21	52426	GREAT WESTERN SUPPLY INC	C
01	00177035	208.32	03/19/21	19429	CHARLES HANOSEK	C
01	00177036	124.43	03/19/21	21644	ALISON HANSEN	C
01	00177037	306.32	03/19/21	32077	RORY HANSEN	C
01	00177038	158.00	03/19/21	149136	HILLSIDE MEDICAL CLINIC PLLC	C

Bank	Check No	Amount	Date	Vendor		Type
01	00177039	30.00	03/19/21	223050	HONE, KYLE	C
01	00177040	422.93	03/19/21	137570	HOSE & RUBBER SUPPLY	C
01	00177041	39.85	03/19/21	223018	JENNIFER HUFF	C
01	00177042	2,936.00	03/19/21	169730	IMAGING CONCEPTS	C
01	00177043	392.00	03/19/21	68292	INTERMOUNTAIN WORKMED - SPRINGVILLE	C
01	00177044	445.75	03/19/21	15909	INTERSTATE BATTERY SYSTEM	C
01	00177045	710.50	03/19/21	56685	INTERWEST REFRIGERATION LLC	C
01	00177046	31.25	03/19/21	221635	MELISSA IVERSON	C
01	00177047	487.37	03/19/21	5311	JOHNSTONE SUPPLY	C
01	00177048	162.68	03/19/21	48828	MARK DEAN JONES PT	C
01	00177049	80.42	03/19/21	20445	SUSAN JURKATIS	C
01	00177050	97.89	03/19/21	19759	AMANDA KITTELL	C
01	00177051	65.54	03/19/21	16192	LOWES CREDIT SERVICES	C
01	00177052	643.00	03/19/21	49026	MAPLE MOUNTAIN HIGH SCHOOL	C
01	00177053	244.72	03/19/21	6264	WADE R MENLOVE	C
01	00177054	29,925.00	03/19/21	19943	MHTN ARCHITECTS	C
01	00177055	414.68	03/19/21	169102	DARALD MILLER	C
01	00177056	414.68	03/19/21	13340	BRAD C MONTAGUE	C
01	00177057	40.00	03/19/21	223042	QUINTON MORSE	C
01	00177058	414.68	03/19/21	218677	LARRY M MORWOOD	C
01	00177059	8,723.00	03/19/21	165972	MOUNTAIN WEST SECURITY SYSTEMS	C
01	00177060	734.08	03/19/21	110078	NAPA AUTO PAYSON	C
01	00177061	86.91	03/19/21	52604	COY NEDESKY	C
01	00177062	227.08	03/19/21	134872	THRESA NELSON	C
01	00177063	2,826.14	03/19/21	222003	NEWEGG BUSINESS INC	C
01	00177064	4,402.00	03/19/21	15023	OASIS STAGE WORKS	C
01	00177065	50.00	03/19/21	19272	OUT BACK GRAPHICS, LLC	C
01	00177066	717.78	03/19/21	170488	OVERDRIVE INC	C
01	00177067	125.69	03/19/21	7204	PAYSON CITY CORP	C
01	00177068	230.00	03/19/21	7215	PAYSON HIGH SCHOOL	C
01	00177069	1,575.00	03/19/21	7209	PAYSON JUNIOR HIGH SCHOOL	C
01	00177070	2,109.00	03/19/21	110701	PENDLETON SERVICES, LLC	C
01	00177071	90.00	03/19/21	131008	MARDEN JENSEN POND	C
01	00177072	75.00	03/19/21	215643	LENAY PORTER	C
01	00177073	152.00	03/19/21	174602	RILEY PRESTWICH	C
01	00177074	54.49	03/19/21	208566	JAMAL PUGMIRE	C
01	00177075	267.12	03/19/21	188638	VANIKA REID	C
01	00177076	709.51	03/19/21	7773	RHINEHART OIL COMPANY INC	C
01	00177077	750.00	03/19/21	39152	RIVERVIEW ELEMENTARY SCHOOL	C
01	00177078	1,707.00	03/19/21	208876	ROCKY MOUNTAIN COMPETITIVE SOLUTIONS	C
01	00177079	57.51	03/19/21	148237	SHALESE ROGERS	C
01	00177080	78.80	03/19/21	11459	RON GORDON'S TIRE PROS (MAINTENANCE)	C
01	00177081	292.00	03/19/21	11459	RON GORDON'S TIRE PROS (TRANSPORTATION)	C
01	00177082	322.56	03/19/21	14630	JILL RUCKER	C
01	00177083	9,560.08	03/19/21	78646	INTERSTATE BILLING SERVICE, INC	C
01	00177084	31,388.42	03/19/21	7998	SALEM CITY CORP	C
01	00177085	5,689.00	03/19/21	169722	SANITY SOLUTIONS INC	C
01	00177086	285.20	03/19/21	197424	SENERGY PETROLEUM, LLC	C
01	00177087	75.00	03/19/21	215651	TYLENE SHELLEY	C
01	00177088	200.00	03/19/21	223034	JESSE SHEPHERD	C
01	00177089	1,754.46	03/19/21	14415	SHI INTERNATIONAL CORP	C
01	00177090	99.12	03/19/21	159999	LINDSEY SMITH	C
01	00177091	1,064.00	03/19/21	213500	SNOW CHRISTENSEN & MARTINEAU	C
01	00177092	764.33	03/19/21	8507	SPANISH FORK AUTO SUPPLY INC	C
01	00177093	115.08	03/19/21	8508	SPANISH FORK BUILDERS SUPPLY	C

Bank	Check No	Amount	Date	Vendor		Type
01	00177094	497.02	03/19/21	8515	SPANISH FORK JUNIOR HIGH SCHOOL	C
01	00177095	680.00	03/19/21	8554	SPRINGVILLE HIGH SCHOOL	C
01	00177096	87,472.17	03/19/21	16891	STATE OF UTAH - DEPT OF HEALTH	C
01	00177097	26.50	03/19/21	223026	PAIGE STEELE	C
01	00177098	1,000.00	03/19/21	172219	SUMMIT CENTER	C
01	00177099	152.59	03/19/21	73296	SUNPRO BUILDING MATERIALS	C
01	00177100	12.66	03/19/21	205010	SARA MARIE BASS THREDGOLD	C
01	00177101	258.26	03/19/21	23337	JARED TOONE	C
01	00177102	197.18	03/19/21	20312	UNITED PARCEL SERVICE	C
01	00177103	1,440.00	03/19/21	13208	UPPER WHITTEMORE PROPERTY OWNERS ASSOC	C
01	00177104	250.00	03/19/21	20123	UTAH HEALTH INFORMATION NETWORK, INC	C
01	00177105	10.00	03/19/21	14598	UTAH STATE BAR - CLE DEPARTMENT	C
01	00177106	2,250.00	03/19/21	217476	VALLEY VIEW MIDDLE SCHOOL	C
01	00177107	61,279.93	03/19/21	17041	VLCM	C
01	00177108	126.78	03/19/21	67628	MICHELE WAITE	C
01	00177109	144.93	03/19/21	39462	SARAH WARD	C
01	00177110	75.00	03/19/21	216089	KIRSTEN B WEBER	C
01	00177111	144.70	03/19/21	135852	KATEE WESTOVER	C
01	00177112	152.54	03/19/21	67261	ROBIN WHEATLEY	C
01	00177113	141.95	03/19/21	105422	WIGGY WASH LLC (SPANISH FORK)	C
01	00177114	1,910.00	03/19/21	166545	WORKFORCEQA	C
01	00177115	211.79	03/19/21	133264	GWEN WRIDE	C
01	00177116	100,458.09	03/19/21	30899	EDUCATORS MUTUAL INSURANCE	C
01	00177117	500.00	03/22/21	223069	TEACHERS COUNCIL INC.	C
01	00177118	7,196.23	03/19/21	202240	VSP	C
01	00177119	120.70	03/26/21	162523	ACE HARDWARE SOUTHGATE	C
01	00177120	5,364.00	03/26/21	5772	ADP LEMCO INC	C
01	00177121	884.00	03/26/21	1125	ALARM CONTROL SYSTEMS INC	C
01	00177122	2,943.00	03/26/21	11248	APPLE COMPUTER INC	C
01	00177123	79.00	03/26/21	222879	JACOB BARLOW	C
01	00177124	3,679.07	03/26/21	1681	BARNETT ELEMENTARY SCHOOL	C
01	00177125	9,813.02	03/26/21	34703	BASIC CONVENIENCE FOODS	C
01	00177126	20.16	03/26/21	11140	BEACON ROOFING PRODUCTS	C
01	00177127	3,605.00	03/26/21	11794	BECK'S SANITATION INC	C
01	00177128	112.67	03/26/21	78832	BRIAN BLAKE	C
01	00177129	82.04	03/26/21	10222	CANDACE L BOWN	C
01	00177130	2,229.36	03/26/21	16511	BRADY INDUSTRIES INC	C
01	00177131	59.87	03/26/21	2154	BRYSON SALES & SERVICE	C
01	00177132	1,130.70	03/26/21	3649	BORDER STATES INDUSTRIES, INC	C
01	00177133	275.20	03/26/21	221554	BUILDING CONTROLS & SOLUTIONS	C
01	00177134	3,500.00	03/26/21	14937	CANYON ELEMENTARY SCHOOL	C
01	00177135	5,080.00	03/26/21	194085	CENTRAL UTAH SOLUTIONS	C
01	00177136	4,908.90	03/26/21	9277	CENTURY LINK	C
01	00177137	2.60	03/26/21	9277	CENTURYLINK	C
01	00177138	3,455.58	03/26/21	29394	CHERRY CREEK ELEMENTARY	C
01	00177139	344.36	03/26/21	39918	MATTHEW CHRISTENSEN	C
01	00177140	5,763.86	03/26/21	2690	CODALE ELECTRIC SUPPLY	C
01	00177141	1,109.39	03/26/21	170810	COMCAST BUSINESS	C
01	00177142	1,922.58	03/26/21	176370	COMMERCIAL TIRE INC.	C
01	00177143	1,619.16	03/26/21	188921	COMPLETE SUPPLY COMPANY, LLC	C
01	00177144	25.50	03/26/21	223085	SHELLEY COTTAM	C
01	00177145	750.64	03/26/21	3033	CRUS DISTRIBUTING CO	C
01	00177146	6,822.80	03/26/21	26913	DOMINO'S PIZZA	C
01	00177147	950.00	03/26/21	28878	FOOTHILLS ELEMENTARY SCHOOL	C
01	00177148	617.47	03/26/21	187305	FOUNDATION BUILDING MATERIALS	C

Bank	Check No	Amount	Date	Vendor		Type
01	00177149	4,920.43	03/26/21	4017	FREEWAY PROPANE INC	C
01	00177150	144.76	03/26/21	15618	MATTHEW S GLEDHILL	C
01	00177151	56.82	03/26/21	4273	GRAINGER	C
01	00177152	486.34	03/26/21	52426	GREAT WESTERN SUPPLY INC	C
01	00177153	13.80	03/26/21	223093	ERIKA GUZMAN	C
01	00177154	223.98	03/26/21	137570	HOSE & RUBBER SUPPLY	C
01	00177155	4,824.39	03/26/21	15786	HUMPHRIES INC	C
01	00177156	52.60	03/26/21	221678	IN SYNC	C
01	00177157	900.00	03/26/21	207950	INFINITE CAMPUS INC	C
01	00177158	187.56	03/26/21	5045	INTERMOUNTAIN CONCRETE SP	C
01	00177159	4,119.88	03/26/21	5052	INTERMOUNTAIN FARMER ASSN	C
01	00177160	237.44	03/26/21	15909	INTERSTATE BATTERY SYSTEM	C
01	00177161	270.00	03/26/21	15755	INTERWEST INTERPRETING	C
01	00177162	104.44	03/26/21	58289	CASEY JOHNSON	C
01	00177163	16,459.31	03/26/21	124877	JTM PROVISIONS CO INC	C
01	00177164	187.71	03/26/21	17882	KAREN LEAVITT	C
01	00177165	178.97	03/26/21	210765	JESSICA LINDLEY	C
01	00177166	43.21	03/26/21	16192	LOWES CREDIT SERVICES	C
01	00177167	333.59	03/26/21	148024	JUDITH LUTHER	C
01	00177168	464.79	03/26/21	6021	M AND R EQUIPMENT CO	C
01	00177169	50.97	03/26/21	14831	MACHINE TOOLS WEST INC	C
01	00177170	1,565.00	03/26/21	12682	NELSON FIRE SYSTEMS	C
01	00177171	527.50	03/26/21	194891	SHERRI NELSON	C
01	00177172	6,283.48	03/26/21	6829	NICHOLAS AND CO. INC.	C
01	00177173	1,931.00	03/26/21	21571	OAKRIDGE SCHOOL	C
01	00177174	318.50	03/26/21	19272	OUT BACK GRAPHICS, LLC	C
01	00177175	1,283.27	03/26/21	170488	OVERDRIVE INC	C
01	00177176	51.24	03/26/21	53279	JODI LYNN PARTRIDGE	C
01	00177177	4,200.00	03/26/21	190829	PAUL GILES CONCRETE INC	C
01	00177178	59,743.45	03/26/21	7204	PAYSON CITY CORP	C
01	00177179	4,718.16	03/26/21	38784	PYRAMID SCHOOL PRODUCTS	C
01	00177180	544.82	03/26/21	222992	MCKELL ROBINSON	C
01	00177181	294.29	03/26/21	19670	DAVID ROWE	C
01	00177182	646.38	03/26/21	14415	SHI INTERNATIONAL CORP	C
01	00177183	143.64	03/26/21	40096	JESSE SORENSON	C
01	00177184	523.95	03/26/21	211273	SPICERS PAPER	C
01	00177185	5,914.10	03/26/21	7729	STEVE REGAN COMPANY	C
01	00177186	1,184.05	03/26/21	8701	STRAWBERRY WATER USERS	C
01	00177187	.00	03/26/21	73296	SUNPRO BUILDING MATERIALS	C
01	00177188	600.00	03/26/21	9380	SUNROC CORPORATION	C
01	00177189	42,529.41	03/26/21	12799	TYSON FOODS INC	C
01	00177190	36,990.72	03/26/21	15203	UNIPAK	C
01	00177191	173,350.38	03/26/21	17041	VLCM	C
01	00177192	672.60	03/26/21	13184	WILLIAMSON-DICKIE LOCK BOX	C
01	00177193	107.34	03/26/21	9896	SCOTT WILSON	C
01	00177194	16.10	03/26/21	223077	JENNIFER YOUD	C
01	00177195	290.00	03/26/21	125423	CRAIG ZEEMAN	C
01	00177196	1,738.00	03/29/21	11248	APPLE COMPUTER INC	C
01	00177197	339.34	03/29/21	3649	BORDER STATES INDUSTRIES, INC	C
01	00177198	1,196.00	03/29/21	2690	CODALE ELECTRIC SUPPLY	C
01	00177199	192,523.68	03/29/21	141925	KELLY SERVICES INC	C
01	00177200	46.17	03/29/21	14415	SHI INTERNATIONAL CORP	C
01	00177201	263.48	03/29/21	42528	WEIDENHAMER SYSTEMS CORPORATION	C
01	00177202	578.51	03/29/21	14876	BANKCARD CENTER - ZIONS	C
01	00177203	30.35	03/31/21	162523	ACE HARDWARE SOUTHGATE	C

Bank	Check No	Amount	Date	Vendor		Type
01	00177204	698.00	03/31/21	12610	ALPINE SCHOOL DISTRICT	C
01	00177205	2,236.00	03/31/21	11248	APPLE COMPUTER INC	C
01	00177206	300.00	03/31/21	200891	APPLE VALLEY ELEMENTARY	C
01	00177207	300.00	03/31/21	1476	ART CITY ELEMENTARY	C
01	00177208	2,535.92	03/31/21	13449	AUDIO ENHANCEMENT	C
01	00177209	300.00	03/31/21	1681	BARNETT ELEMENTARY SCHOOL	C
01	00177210	5,573.37	03/31/21	16511	BRADY INDUSTRIES INC	C
01	00177211	300.00	03/31/21	2102	BROCKBANK ELEMENTARY SCHOOL	C
01	00177212	1,156.77	03/31/21	2154	BRYSON SALES & SERVICE	C
01	00177213	1,959.63	03/31/21	221554	BUILDING CONTROLS & SOLUTIONS	C
01	00177214	35.00	03/31/21	223310	ASHLEY CANOON	C
01	00177215	300.00	03/31/21	14937	CANYON ELEMENTARY SCHOOL	C
01	00177216	1,853.00	03/31/21	155446	CMT ENGINEERING LABORATORIES	C
01	00177217	1,708.75	03/31/21	176370	COMMERCIAL TIRE INC.	C
01	00177218	2,133.23	03/31/21	3033	CRUS DISTRIBUTING CO	C
01	00177219	76.33	03/31/21	130060	DAVE DESCHAMPS	C
01	00177220	300.00	03/31/21	14180	DIAMOND FORK JUNIOR HIGH SCHOOL	C
01	00177221	4,080.00	03/31/21	20625	DIAMOND L DESIGNS, INC	C
01	00177222	2,854.00	03/31/21	25569	FUNFINITY	C
01	00177223	300.00	03/31/21	4266	GOSHEN ELEMENTARY SCHOOL	C
01	00177224	300.00	03/31/21	19617	HOBBLE CREEK ELEMENTARY	C
01	00177225	200.16	03/31/21	137570	HOSE & RUBBER SUPPLY	C
01	00177226	799.00	03/31/21	207950	INFINITE CAMPUS INC	C
01	00177227	300.00	03/31/21	5640	LANDMARK HIGH SCHOOL	C
01	00177228	50.00	03/31/21	197343	LEAD	C
01	00177229	300.00	03/31/21	14970	LEGACY SCHOOL	C
01	00177230	1,000.00	03/31/21	28711	LEGEND COLLISION REPAIR	C
01	00177231	2,300.00	03/31/21	172200	MAPLE RIDGE ELEMENTARY	C
01	00177232	300.00	03/31/21	32468	MAPLETON JUNIOR HIGH SCHOOL	C
01	00177233	300.00	03/31/21	179841	MEADOW BROOK ELEMENTARY	C
01	00177234	290.00	03/31/21	56227	MHC SIGN & DESIGN	C
01	00177235	300.00	03/31/21	14092	MT LOAFER ELEMENTARY SCHOOL	C
01	00177236	300.00	03/31/21	28886	ORCHARD HILLS ELEMENTARY SCHOOL	C
01	00177237	735.85	03/31/21	170488	OVERDRIVE INC	C
01	00177238	300.00	03/31/21	7157	PARK ELEMENTARY SCHOOL	C
01	00177239	300.00	03/31/21	7159	PARK VIEW ELEMENTARY SCHOOL	C
01	00177240	300.00	03/31/21	7209	PAYSON JUNIOR HIGH	C
01	00177241	276.64	03/31/21	122807	NCS PEARSON, INC	C
01	00177242	35.00	03/31/21	223301	HAILEE PETERSON	C
01	00177243	504.00	03/31/21	13966	PLAYSPACE DESIGNS INC	C
01	00177244	1,897.50	03/31/21	19040	RECLAIMED TEXTILES LLC	C
01	00177245	172.58	03/31/21	7727	REFRIGERATION SUPPLIES DISTR	C
01	00177246	414.32	03/31/21	7773	RHINEHART OIL COMPANY INC	C
01	00177247	484.81	03/31/21	216453	ROCKY MOUNTAIN LIFTS AND EQUIPMENT LLC	C
01	00177248	694.00	03/31/21	11459	RON GORDON'S TIRE PROS (TRANSPORTATION)	C
01	00177249	11,926.42	03/31/21	78646	INTERSTATE BILLING SERVICE, INC	C
01	00177250	300.00	03/31/21	7987	SAGE CREEK ELEMENTARY SCHOOL	C
01	00177251	48,781.16	03/31/21	7998	SALEM CITY CORP	C
01	00177252	300.00	03/31/21	8001	SALEM ELEMENTARY SCHOOL	C
01	00177253	682.92	03/31/21	43206	SALEM HILLS HIGH SCHOOL	C
01	00177254	300.00	03/31/21	125571	SALEM JUNIOR HIGH	C
01	00177255	1,360.00	03/31/21	169722	SANITY SOLUTIONS INC	C
01	00177256	513.86	03/31/21	8058	SANTAQUIN CITY	C
01	00177257	300.00	03/31/21	8059	SANTAQUIN ELEMENTARY SCHOOL	C
01	00177258	1,063.50	03/31/21	197424	SENERGY PETROLEUM, LLC	C

Bank	Check No	Amount	Date	Vendor		Type
01	00177259	3,555.09	03/31/21	14415	SHI INTERNATIONAL CORP	C
01	00177260	645.22	03/31/21	8507	SPANISH FORK AUTO SUPPLY INC	C
01	00177261	89,457.15	03/31/21	8510	SPANISH FORK CITY	C
01	00177262	300.00	03/31/21	8515	SPANISH FORK JUNIOR HIGH SCHOOL	C
01	00177263	300.00	03/31/21	17999	SPANISH OAKS ELEMENTARY SCHOOL	C
01	00177264	300.00	03/31/21	8546	SPRINGVILLE JUNIOR HIGH SCHOOL	C
01	00177265	2,986.41	03/31/21	8702	STRAWBERRY HI LINE CANAL COMPANY	C
01	00177266	300.00	03/31/21	8880	TAYLOR ELEMENTARY SCHOOL	C
01	00177267	35.00	03/31/21	223298	ALEXIS THOMPSON	C
01	00177268	12,613.93	03/31/21	15230	TROXELL COMMUNICATIONS	C
01	00177269	7,864.20	03/31/21	11756	UPPER LIMIT, INC	C
01	00177270	60,219.58	03/31/21	17041	VLCM	C
01	00177271	150.00	03/31/21	16921	WASHINGTON COUNTY SCHOOL DISTRICT	C
01	00177272	150.00	03/31/21	125423	CRAIG ZEEMAN	C
Total Bank No 01		**15,982,303.67**				
02	00008916	59.00	03/05/21	57665	BARBER METALS AND FABRICATION	C
02	00008917	225.40	03/05/21	1836	BEST DEAL SPRING INC	C
02	00008918	100.25	03/05/21	15849	C-A-L- RANCH STORE	C
02	00008919	984.28	03/05/21	2845	CONTRACTORS HEATING COOLING SUPPLY	C
02	00008920	700.00	03/05/21	5051	INTERMOUNTAIN EQUIPMENT SALES CO	C
02	00008921	1,530.12	03/05/21	5339	JONES PAINT AND GLASS	C
02	00008922	3,792.20	03/05/21	28088	JOSTENS	C
02	00008923	544.01	03/05/21	5704	LAWSON PRODUCTS INC	C
02	00008924	1,809.30	03/05/21	6060	MARSHALL INDUSTRIES INC	C
02	00008925	1,120.00	03/05/21	62367	MAXIM STAFFING SOLUTIONS	C
02	00008926	6,396.81	03/05/21	6542	MOUNTAINLAND SUPPLY CO	C
02	00008927	280.02	03/05/21	80179	O'REILLY AUTO PARTS	C
02	00008928	2,861.83	03/05/21	155349	ONE BEAT CPR & AED	C
02	00008929	29,415.00	03/05/21	184098	DUDE SOLUTIONS INC.	C
02	00008930	105.85	03/05/21	38628	SESD	C
02	00008931	90.81	03/05/21	8252	THE SHERWIN-WILLIAMS COMPANY	C
02	00008932	175.11	03/05/21	170720	SHRED-IT USA	C
02	00008933	496.00	03/05/21	8485	SPECIALTY SUPPLY COMPANY	C
02	00008934	31.20	03/05/21	19627	SPRINKLER SUPPLY COMPANY	C
02	00008935	177.05	03/05/21	148016	STOTZ EQUIPMENT	C
02	00008936	574.40	03/05/21	42102	TRANE US INC	C
02	00008937	119.72	03/05/21	40762	UNIFIRST CORPORATION	C
02	00008938	1,929.60	03/05/21	63231	UTAH YAMAS CONTROLS INC	C
02	00008939	1,618.00	03/05/21	60062	WESTERN OFFICE SYSTEMS INC	C
02	00008940	699.45	03/09/21	12254	GIBBS SMITH PUBLISHERS	C
02	00008941	274.95	03/09/21	5057	INTERMOUNTAIN LOCK & SECURITY SUPPLY CO	C
02	00008942	81.92	03/09/21	6542	MOUNTAINLAND SUPPLY CO	C
02	00008943	3,508.46	03/09/21	33855	STATE FIRE & SERVICE, INC	C
02	00008944	2,520.00	03/09/21	57711	UTAH EDUCATION NETWORK	C
02	00008945	448.00	03/12/21	2164	BUFFO TERMITE & PEST CONTROL	C
02	00008946	24.50	03/12/21	3779	ERIKS NORTH AMERICA, INC	C
02	00008947	251.34	03/12/21	5057	INTERMOUNTAIN LOCK & SECURITY SUPPLY CO	C
02	00008948	969.24	03/12/21	28088	JOSTENS	C
02	00008949	548.64	03/12/21	5704	LAWSON PRODUCTS INC	C
02	00008950	840.00	03/12/21	62367	MAXIM STAFFING SOLUTIONS	C
02	00008951	102.28	03/12/21	6542	MOUNTAINLAND SUPPLY CO	C
02	00008952	190.70	03/12/21	80179	O'REILLY AUTO PARTS	C
02	00008953	1,113.50	03/12/21	155349	ONE BEAT CPR & AED	C
02	00008954	119.28	03/12/21	9826	PRAXAIR DISTRIBUTION INC	C

Bank	Check No	Amount	Date	Vendor		Type
02	00008955	2,760.00	03/12/21	17272	SPIRAL BINDING COMPANY INC	C
02	00008956	491.00	03/12/21	68926	THYSSENKRUPP ELEVATOR	C
02	00008957	1,763.71	03/12/21	10032	XEROX CORPORATION	C
02	00008958	1,994.72	03/19/21	1836	BEST DEAL SPRING INC	C
02	00008959	17.67	03/19/21	9364	BLUEFIN OFFICE GROUP	C
02	00008960	573.74	03/19/21	2845	CONTRACTORS HEATING COOLING SUPPLY	C
02	00008961	215.05	03/19/21	3779	ERIKS NORTH AMERICA, INC	C
02	00008962	186.86	03/19/21	14393	FASTENAL CO	C
02	00008963	449.01	03/19/21	15053	FOLLETT SCHOOL SOLUTIONS INC	C
02	00008964	476.00	03/19/21	5057	INTERMOUNTAIN LOCK & SECURITY SUPPLY CO	C
02	00008965	885.00	03/19/21	5051	INTERMOUNTAIN EQUIPMENT SALES CO	C
02	00008966	20.19	03/19/21	5339	JONES PAINT AND GLASS	C
02	00008967	16,067.86	03/19/21	42366	JW PEPPER & SON INC	C
02	00008968	6,889.56	03/19/21	6060	MARSHALL INDUSTRIES INC	C
02	00008969	1,120.00	03/19/21	62367	MAXIM STAFFING SOLUTIONS	C
02	00008970	1,432.29	03/19/21	6542	MOUNTAINLAND SUPPLY CO	C
02	00008971	3.10	03/19/21	80179	O'REILLY AUTO PARTS	C
02	00008972	4,915.45	03/19/21	20302	PETERSON PLUMBING SUPPLY	C
02	00008973	320.57	03/19/21	9826	PRAXAIR DISTRIBUTION INC	C
02	00008974	421.78	03/19/21	110531	PROFESSIONAL FLOORING SUPPLY CO	C
02	00008975	1,148.15	03/19/21	8252	THE SHERWIN-WILLIAMS COMPANY	C
02	00008976	384.40	03/19/21	8485	SPECIALTY SUPPLY COMPANY	C
02	00008977	391.39	03/19/21	33855	STATE FIRE DC SPECIALTIES	C
02	00008978	215.50	03/19/21	20650	TENNANT SALES & SERVICE CO	C
02	00008979	59.86	03/19/21	40762	UNIFIRST CORPORATION	C
02	00008980	20,625.29	03/19/21	10032	XEROX CORPORATION	C
02	00008981	495.32	03/26/21	1836	BEST DEAL SPRING INC	C
02	00008982	1,886.85	03/26/21	9364	BLUEFIN OFFICE GROUP	C
02	00008983	18,813.00	03/26/21	2155	BSN SPORTS INC	C
02	00008984	50.00	03/26/21	2164	BUFFO TERMITE & PEST CONTROL	C
02	00008985	451.00	03/26/21	8559	CLARK WHOLESALE INC	C
02	00008986	93.00	03/26/21	14393	FASTENAL CO	C
02	00008987	1,058.17	03/26/21	19662	H & E EQUIPMENT SERVICES	C
02	00008988	710.00	03/26/21	139408	IDENTISYS INC	C
02	00008989	255.84	03/26/21	166529	L&W SUPPLY BUILDING SPECIALTIES	C
02	00008990	1,120.00	03/26/21	62367	MAXIM STAFFING SOLUTIONS	C
02	00008991	225.50	03/26/21	6325	MIDWEST FLOOR COVERINGS	C
02	00008992	2.60	03/26/21	6542	MOUNTAINLAND SUPPLY CO	C
02	00008993	359.76	03/26/21	110531	PROFESSIONAL FLOORING SUPPLY CO	C
02	00008994	1,528.00	03/26/21	20257	ROCKY MOUNTAIN RADIATOR	C
02	00008995	95.80	03/26/21	7888	ROCKY MOUNTAIN TURF EQUIPMENT	C
02	00008996	1,789.46	03/26/21	8252	THE SHERWIN-WILLIAMS COMPANY	C
02	00008997	174.82	03/26/21	170720	SHRED-IT USA	C
02	00008998	52,583.88	03/26/21	14893	TOOLS FOR SCHOOLS	C
02	00008999	3,698.00	03/26/21	63231	UTAH YAMAS CONTROLS INC	C
02	00009000	1,086.43	03/26/21	13487	WELCH EQUIPMENT COMPANY, INC.	C
02	00009001	1,289.00	03/29/21	9364	BLUEFIN OFFICE GROUP	C
02	00009002	4,335.14	03/29/21	5057	INTERMOUNTAIN LOCK & SECURITY SUPPLY CO	C
02	00009003	1,064.00	03/31/21	13648	ALDER SALES CORPORATION	C
02	00009004	975.00	03/31/21	46612	ALLDATA	C
02	00009005	2,757.73	03/31/21	20985	BELL JANITORIAL SUPPLY, LC	C
02	00009006	2,136.84	03/31/21	1836	BEST DEAL SPRING INC	C
02	00009007	3.59	03/31/21	80179	O'REILLY AUTO PARTS	C
02	00009008	299.20	03/31/21	9826	PRAXAIR DISTRIBUTION INC	C
02	00009009	315.89	03/31/21	40762	UNIFIRST CORPORATION	C

Bank	Check No	Amount	Date	Vendor		Type
02	00009010	21,700.00	03/31/21	19214	VITAL SMARTS	C
02	00009011	85.32	03/31/21	63088	ZONAR SYSTEMS	C

Total Bank No 02 **252,095.51**

Total Manual Checks	**.00**
Total Computer Checks	**16,343,979.91**
Total ACH Checks	**.00**
Total Other Checks	**.00**
Total Electronic Checks	**.00**
Total Computer Voids	**-109,580.73**
Total Manual Voids	**.00**
Total ACH Voids	**.00**
Total Other Voids	**.00**
Total Electronic Voids	**.00**
Grand Total	**16,234,399.18**
Number of Checks	**715**

Batch Yr	Batch No	Amount
21	001173	-900.00
21	001500	6,953.99
21	001609	6,163.24
21	001768	225.40
21	001779	2,279.00
21	001791	1,382.65
21	001805	1,588.00
21	001850	27,166.57
21	001856	21,418.06
21	001876	745.54
21	001883	5,041.70
21	001896	1,948.41
21	001909	44,213.48
21	001910	5,279,333.65
21	001911	96,326.87
21	001912	187,845.53
21	001924	141,340.88
21	001928	15,617.17
21	001937	160,194.26
21	001941	30,332.43
21	001948	21,921.95
21	001951	8,028.05
21	001956	19,525.86
21	001959	10,908.00
21	001963	125,253.15
21	001964	196,324.76
21	001965	242,783.03
21	001966	15,439.06
21	001975	4,046.30
21	001976	5,212.18
21	001979	50,019.16
21	001981	7,456.23
21	001990	1,033,428.32
21	001991	25,460.15
21	002005	11,803.10
21	002009	24,235.60
21	002016	117,172.08
21	002021	195,780.57
21	002022	65,764.34
21	002023	114,943.30

Bank	Check No	Amount	Date	Vendor			Type
					Batch Yr	**Batch No**	**Amount**
					21	**002028**	**58,612.46**
					21	**002029**	**4,428.33**
					21	**002031**	**109,754.24**
					21	**002039**	**26,161.67**
					21	**002048**	**3,015,127.58**
					21	**002055**	**67,768.96**
					21	**002064**	**6,666.65**
					21	**002065**	**5,151.69**
					21	**002070**	**52,493.22**
					21	**002071**	**557,165.48**
					21	**002074**	**11,685.02**
					21	**002076**	**2,985,244.42**
					21	**002085**	**236,252.66**
					21	**002086**	**17,097.42**
					21	**002087**	**500.00**
					21	**002094**	**100,458.09**
					21	**002097**	**201,161.09**
					21	**002112**	**13,182.49**
					21	**002129**	**3,807.06**
					21	**002131**	**7,196.23**
					21	**002144**	**14,566.25**
					21	**002145**	**83,341.79**
					21	**002148**	**578.51**
					21	**002152**	**192,523.68**
					21	**002157**	**138,752.17**

NEBO SCHOOL DISTRICT
BOARD MEETING MINUTES
Wednesday, March 10, 2021

The Board of Education of Nebo School District met in a Board Meeting on Wednesday, March 10, 2021, at the Nebo District Office. The meeting commenced at 3:02 p.m. Board members present were Board President Christine Riley, Shauna Warnick, Shannon Acor, John Taylor, Rick Ainge, Scott Card, and Lisa Rowley. Administrative Staff members present were Superintendent Rick Nielsen, Reed Park, Michael Harrison, Matt Gledhill, Scott Wilson, Mike Larsen, Dave Rowe, RaShel Shepherd, Julie Warren and Ken VanAusdal.

President, Christine Riley, welcomed everyone to the Board Meeting.

1. Board Work Session

   A. Discussion of Board Meeting Agenda and Review of Consent Agenda. Superintendent Nielsen mentioned the "Cool Math Games" email that was sent out to Principals in November. We have 4 students sign up for Public Comment in regards to Cool Math Games. President Riley mentioned that there will be a Closed Session after the General Board Meeting.

   B. Board Member Reports
      - Scott Card mentioned his excitement of being able to attend a Springville Girls Basketball game and see a little bit of normalcy among the community. Congrats to the team champions!
      - Scott Card mentioned that the "future site of Maple Grove Middle School" sign is no longer at the site. Matt mentioned that the lettering should be being installed on the side of school building this week. He will follow up on the school building lettering or replace the future site sign.
      - Shannon Acor mentioned that USBA suggested that School Boards write a "thank you" to their Legislators.
      - Shannon Acor mentioned the USBA Spring Regional Training on March 16.
      - Shannon Acor reported that she was elected to the USBA Executive Board.
      - Shannon Acor mentioned some confusion from patrons in Springville regarding the high school property. The Joint Resolution with Springville City is on for approval later tonight and will be discussed in the Work Session. This should clear up some of the confusion.
      - Rick Ainge shared that many patrons and parents have expressed gratitude for keeping students in school this year.
      - Lisa Rowley reported on a bullying issue, mentioning that it was resolved by the Principal.
      - Lisa Rowley mentioned the Mt Nebo student email regarding the BRYT Program. Elementary Director, Dave Rowe reported that the BRYT Program is a bridge program to transition from a hospital setting for emotional and social wellbeing back to a school setting.
      - John Taylor mentioned hearing from the community their appreciation of school staff keeping the schools open in Nebo.
      - John Taylor mentioned the State data base that collates immunization records and warned that school personnel be careful about mistakes and messaging incorrect information out to parents.
      - John Taylor expressed "Calendar Kudos!" One suggestion that he is hearing is that the end of the term be before Christmas break.
      - Shauna Warnick reported on her visit to Landmark. She felt welcomed, was well educated about the programs and toured the school. She was also impressed with the Nebo Pantry.
      - Shauna Warnick reported that she was part of the Spanish Fork Junior High accreditation focus group. The Superintendent mentioned that this is a new thing that some team leads are doing, by reaching out to Board Members. The Secondary Director is invite and Board Members can attend but do not feel there is an obligation by the Board.

   C. Committee Reports & Board Training
      - The following policies are on for Board approval in the General Session.
        - Policy BB – Board Organization and Authority

- Policy BH – Board Communications Protocols
- Policy KLD – Parent/Patron Dispute Resolution

Legal Counsel, Reed Park presented the Board with policy training and reviewed the minor adjustments made to the policies.

- Operations Director, Matt Gledhill and Legal Counsel, Reed Park reviewed the Springville City Resolution. Superintendent Nielsen expressed his appreciation for Springville City employees, John Penrod and Troy Fitzgerald. The school rebuild will begin in early 2024, with Springville City giving up $5.725 million in property and amenities and then receiving $5.739 million in property and amenities, as we are committed to fundamental fairness and an equitable balance sheet.
- Jon Penrod, Springville City, expressed his gratitude for the opportunity of working with Superintendent Nielsen, Reed Park and Matt Gledhill. He recognized the combined effort that both entities have to serve the same people and is grateful for the interlocal agreement to share facilities and amenities.

D. Items from Superintendent

- The Superintendent welcomed the many Administrative Interns to the Board Meeting.
- Business Administrator, Michael Harrison, explained that the Legislature has funded a one-time bonus for school district employees who work in school settings in appreciation of their work during the COVID-19 pandemic. Nebo School District has received the funds and plans to distribute the bonuses in the March paychecks. Michael continued to explain that because the Board and Nebo School Administration feels that all Nebo School District employees contributed to our success during this pandemic, the District has made the decision to pay a bonus to all qualifying employees regardless of where they work. President Christine Riley expressed her gratitude and reiterated the need to honor every employee, as all have made us successful!
- The Superintendent mentioned that Nebo School District will not be providing Remote Learning next year. We will offer in classroom learning and an online option. The Superintendent shared a checklist of comparisons of remote and online with the Board. We will need to communicate this out soon since parents will be able to register online within a couple of weeks. Parents interested in our online program will need to reach out to their Principal.
- The Superintendent shared the list of Healthy Lifestyle Committee members with the Board. Curriculum Coordinator, Suzanne Kimball will extend an invitation to those on the list.
- Operations Director, Matt Gledhill reviewed the proposed bell time schedule for 2021-2022 with the Board.
- The Superintendent and Board Members decided on speaking assignments for each of the high school graduations.
- The Superintendent shared the Trustlands training videos with the Board and Staff. He asked them to review the materials before the April Board Meeting. Trustlands will continue with the current timeline, however, the formatting might look different.
- COVID
    - SB107 – Covid case threshold is increased to 2% and does not include athletes in the count.
    - HB294 – Statewide mask mandate ends on April 10, however, the K-12 mask mandate is in place until July 1, 2021.
- The Superintendent reported on Shadow Mountain for this summer. Nebo is able to proceed as long as parents will take responsibility for having their student tested for Covid within 48 hours prior to attending.
- The Superintendent reported that the school track meets will move forward with Covid guidelines and protocols in place.
- The Superintendent mentioned that the lots near Park View Elementary have been sold.
- The Superintendent reviewed the Board Member office mail protocol.
- The Superintendent mentioned that Dale Okerland would like to take the Board and their spouse's out to dinner to honor the retirements of Dean Rowley, Randy Boothe and Tracy Olsen.
- The Superintendent mentioned that the USBA will cover the Legislature during their Regional Meetings and then he will follow up in April Board Meeting if the Board has further questions or wants more discussion.

- The Superintendent reported that some Booster Clubs are accepting donations and doing fundraisers to promote their school. He explained to the Board that as a District, we encourage equitable schools and space, promoting District Pride! The Board is 100% supportive of equitable schools.

E. Communications and Community Relations, Lana Hiskey, Recognized the Classified Employees of the Year.
- Suzi Whiting, Child Nutrition, Brookside Elementary
- Douglas Loveless, Custodian, Maple Mountain High
- Stacey Hall, Educational Technician, Maple Ridge Elementary
- Cody Anderson, Maintenance
- Laurie Bills, Secretary, Brookside Elementary
- Josh Waters, Special Education Services, Salem Elementary
- Jackie McKinney, Transportation

The 2021 District Classified Employee of the Year is Suzi Whiting! Congratulations Suzi!!

F. Adjourn

President, Riley mentioned that this portion of the Board Meeting is adjourned at 5:35 pm and will continue with the General Board Meeting at 6:00 pm.

The Board of Education of Nebo School District reconvened the Board Meeting at 6:03 pm with the following agenda;

1. OPENING
   A. Pledge of Allegiance

2. AGENDA APPROVAL
   A. Approval of Board Agenda

3. CONSENT AGENDA
   A. Financial Report
   B. Claims
   C. Minutes of the Work Session and General Board Meeting held on February 10, 2021.
   D. New Employees and Separations
   E. Compulsory Attendance Exemption List
   F. Requests for Leave Without Pay
   G. Requests for Trustlands Amendments

4. PUBLIC PARTICIPATION
   A. Public Opportunity to Address the Board

5. ITEMS FOR BOARD DISCUSSION
   A. Policy BB Board Organization and Authority
   B. Policy BH Board Communications Protocols
   C. Policy KLC Parent/Patron Dispute Resolution

6. ITEMS FOR BOARD ACTION
   A. Consideration of Joint Resolution with Springville City
   B. Consideration of Approval of 2021-2022 School Board Meeting Calendar
   C. Consideration of Approval of Professional Development Leave for 2021-2022
   D. Consideration of Policy JN – Student Fees
   E. Consideration of Request of Early Retirement Incentive Plans

President Christine Riley welcomed everyone to the Board Meeting.

Agenda Item 1: OPENING

Item No. 1A: Pledge of Allegiance by Rick Ainge

Agenda Item 2: AGENDA APPROVAL

Item No. 2A: Rick Ainge presented a motion to approve the Board Agenda. He mentioned that there will be a Closed Session after the General Board Meeting.
John Taylor seconded the motion. All members present voted in favor.

Agenda Item 3: CONSENT AGENDA

Item No. 3: Lisa Rowley presented a motion to approve the following items listed on the Consent Agenda:

A. Financial Report
B. Claims
C. Minutes of Work Session & General Board Meeting held on February 10, 2021.
D. New Employees and Separations
E. Compulsory Attendance Exemption List
F. Requests for Leave Without Pay
G. Requests for Trustlands Amendments

Scott Card seconded the motion. All members present voted in favor.

Agenda Item 4: PUBLIC PARTICIPATION
Item No. 4A: Public Opportunity to Address the Board

Name	City of Residency	Subject or Topic
Jack Fry	Spanish Fork	Cool Math Games
Adrian Byrd	Spanish Fork	Cool Math Games
Ethan Bertsol	Spanish Fork	Cool Math Games
Dylan Hansen	Spanish Fork	Cool Math Games
Kirk Johnson	Spanish Fork	Transgender Sports

Agenda Item 5: ITEMS FOR BOARD DISCUSSION
Item No. 5A: Policy BB - Board Organization and Authority
Item No. 5B: Policy BH - Board Communications Protocols
Item No. 5C: Policy KLD - Parent/Patron Dispute Resolution

These items were previously discussed in the Work Session.

Agenda Item 6: ITEMS FOR BOARD ACTION

Item No. 6A: Shannon Acor presented the motion to adopt the Joint Resolution between Springville City Council and the Board of Education of Nebo School District, wherein both entities establish their respective intentions regarding the construction and property transactions for the new Springville High School and surrounding Springville City Park properties.
John Taylor seconded the motion. All members present voted in favor.

Item No. 6B: Shauna Warnick presented the motion to approve the 2021-2022 School Board Meeting Calendar.
Shannon Acor seconded the motion. All members present voted in favor.

Item No. 6C: Scott Card presented the motion to approve Professional Development Leave for 2021-2022.
Lisa Rowley seconded the motion. All members present voted in favor.

Item No. 6D: John Taylor presented the motion to approve Policy JN – Student Fees with a slight amendment to remove the Advanced Placement Test fee from the Junior High School Fee Schedule.
Rick Ainge seconded the motion. All members present voted in favor.

Item No. 6E: Rick Ainge presented the motion to approve the Request for Early Retirement Incentive Plans.
Shauna Warnick seconded the motion. All members present voted in favor.

President Riley mentioned that this concluded the General Board Meeting. The Board will now convene with the Closed Session.

The General Session adjourned at 6:29 pm.

Scott Card presented the motion to convene a Closed Session at 6:37 pm.
Lisa seconded the motion. All members present voted in favor.

Rick Ainge made the motion to adjourn the Board Meeting at 8:17 pm.
Shauna Warnick seconded the motion. All members present voted in favor.

NEW EMPLOYEES HIRED

March 1, 2021 - March 31, 2021

ADMINISTRATION					
NAME	SCHOOL	ASSIGNMENT	UNIVERSITY	STEP/ LANE	DATE HIRED

CERTIFIED					
NAME	SCHOOL	ASSIGNMENT	UNIVERSITY	STEP/ LANE	DATE HIRED
Albright, Alan	Spanish Fork High	School Counselor	Brigham Young University	1-1	8/2/2021
Anderson, Courtney	Cherry Creek Elementary	Teacher	Utah State University	1-1	8/12/2021
Bahr, Katie	Wilson Elementary	Teacher	Western Governors University	1-1	8/12/2021
Bearman, Emma	Valley View Middle	Science Teacher	Brigham Young University	1-1	8/12/2021
Beckstrand, Mallory	District Wide	Speech Language Pathologist- Maste	University of Utah	1-1	8/1/2021
Behling, Kimberly	Art City	Teacher	Brigham Young University		8/12/2021
Beveridge, Julie	Advanced Learning Center	TSA	Southern Utah University	1-1	8/2/2021
Blair, Ethan	Maple Grove Middle	Drama Teacher	Southern Utah University	1-1	8/12/2021
Bowman, Parker	Advanced Learning Center	Drama Teacher	Brigham Young University	1-1	1/3/2022
Busdicker, Shane	Maple Mountain High	Social Studies Teachers	Brigham Young University	1-1	8/12/2021
Cope, Denise	Payson Jr High	Math Teacher	Western Governors University	1-1	8/12/2021
Craig, Shelby	Orchard Hills Elementary	SPED Teacher	Brigham Young University Idaho	1-1	8/12/2021
Crowther, Makayla	Salem Hills High	Math Teacher	Brigham Young University	1-1	8/12/2021
Freestone, Lindsey	Salem Hills High	Counselor- Masters	Utah State University	1-1	8/2/2021
Frodsham, Hanna	Wilson Elementary	Kindergarten Teacher	University of Utah	1-1	8/12/2021
Garcia, Alex	Mapleton Jr High	History Teacher	Utah Valley University	1-1	8/12/2021
Gilbert, Preston	Mapleton Jr High	Band Teacher	University of Utah	1-1	8/12/2021
Hadlock, Andrea	Springville Jr. High	Math Teacher	Brigham Young University	1-1	8/12/2021
Hart, Megan	Maple Mountain High	Counselor	Walden University	1-1	8/12/2021
Herrmann, Karl	Meadowbrook Elementary	Teacher	Brigham Young University	1-1	8/16/2021
Higbee, Brian	Spanish Fork High	Japanese Teacher- Masters	Grand Canyon University	1-1	8/12/2021
Hyde, Whitney	Spanish Fork High	Art Teacher	Utah Valley University	1-1	8/12/2021
Leszynski, Sarah	Mt. Nebo Middle	Math Teacher	Brigham Young University	1-1	8/12/2021
Nelson, Hannah	Maple Grove Middle	Science Teacher	Brigham Young University	1-1	8/12/2021
Nix, Melissa	Valley View Middle	Dance Teacher	Brigham Young University	1-1	8/12/2021

NEW EMPLOYEES HIRED

O'Dea, Kristen	Art City	Kindergarten Teacher	Lesley University	1-1	8/12/2021
Nelson, Brock	Mapleton Jr High	Science Teacher	Utah Valley University		8/12/2021
Olson, Alyssa	Spring Canyon Middle	Band Teacher	Brigham Young University	1-1	8/12/2021
Pittam, Emily	District Wide	Speech Language Pathologist- Maste	University of Utah	1-1	8/10/2021
Ramos, Jennifer	Spring Canyon Middle	CTE Teacher	University of Utah	1-1	8/12/2021
Rockwood, April	Spring Canyon Middle	Debate Teacher	Brigham Young University	1-1	8/12/2021
Ross, Mallory	Maple Grove Middle	SPED Teacher	Utah Valley University	1-1	8/12/2021
Schwenke, Breanna	Diamond Fork Middle	Science Teacher	Utah State University	1-1	8/12/2021
Sheen, Lindsey	District Wide	Speech Language Pathologist- Maste	Rocky Mountain University of H	1-1	8/12/2021
Staheli, Kristine	Barnett Elementary	Certified Teacher	Utah State University	1-1	8/12/2021
Stone, Levi	Salem Hills High	Business Teacher	Utah Valley University	1-1	8/12/2021
Thomas, Brooke	District Wide	Speech Language Pathologist- Maste	Brigham Young University	1-1	8/2/2021
Thompson, Leah	Diamond Fork Middle	PE/Art Teacher	Brigham Young University	1-1	8/12/2021
Tills, Darleen	Springville Jr. High	Math Teacher	Western Governors University	1-1	8/12/2021
Tracy, Alexandra	Maple Mountain High	FACS Teacher	Utah State University	1-1	8/12/2021
Trotter, Zac	Salem Hills High	Drama Teacher	Southern Utah University	1-1	8/12/2021
Wood, Mattison	Payson Jr High	Math Teacher	Utah Valley University	1-1	8/12/2021
Young, Sarah	Taylor Elementary	Teacher	Dixie State University	1-1	8/12/2021

INTERNS					
NAME	**SCHOOL**	**ASSIGNMENT**	**UNIVERSITY**		**DATE HIRED**
Agle, Emily	Mapleton Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Allen, Mercedes	Diamond Fork Middle	Teacher	Brigham Young University	1-1	8/12/2021
Anderson, Nikki	Santaquin Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Aston, Adriana	Diamond Fork Middle	Teacher	Brigham Young University	1-1	8/12/2021
Barlow, Rachel	Mapleton Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Brown, Amanda	Art City Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Brown, Jessica	Diamond Fork Middle	Teacher	Brigham Young University	1-1	8/12/2021
Carlson, Natalie	Orchard Hills Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Christensen, Anne	East Meadows Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Clark, Lindsey	Mt. Loafer Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Claridge, Hannah	Spanish Oaks Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Delahunty, Elyse	Hobble Creek Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Fielding, Kaitlin	Riverview Elementary	Teacher	Brigham Young University	1-1	8/12/2021

NEW EMPLOYEES HIRED

Frame, Kamaryn	Riverview Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Galbraith, Kate	Mt. Loafer Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Gibbons, Tiffany	Diamond Fork Middle	Teacher	Brigham Young University	1-1	8/12/2021
Gill, Whitney	Art City Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Grimshaw, Kristen	Orchard Hills Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Hancock, Rachel	Spanish Oaks Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Keysor, Kednal	Santaquin Elementary	Teacher	Brigham Young University	1-1	8/12/2021
McBride, Hannah	Canyon Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Morrealem, Rosaria	East Meadows Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Mitchell, Beth	Canyon Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Nuttall, Melissa	Riverview Elementary	Teacher	Western Governors University	1-1	8/12/2021
Ormsby, Shawn	Mapleton Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Roberts, Jordan	Larsen Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Stanger, Rachel	Diamond Fork Middle	Teacher	Brigham Young University	1-1	8/12/2021
Tyler, Lindsay	Larsen Elementary	Teacher	Brigham Young University	1-1	8/12/2021
Willes, Rachel	Hobble Creek Elementary	Teacher	Brigham Young University	1-1	8/12/2021

CLASSIFIED					
NAME	**SCHOOL**	**ASSIGNMENT**	**HRS/WK**	**STEP/ LANE**	**DATE HIRED**
Bernards, Aleree	Payson Jr. High	SPED Technician	25	Lane 2	3/9/2021
Bush, Kaylee	Salem Hills High	Assistant Girls Lacrosse Coach		Stipend	3/31/2021
Cabreros, Bryndon	Spanish Fork High	Assistant Boys Lacrosse Coach		Stipend	3/18/2021
Cabreros, Ellison	Spanish Fork High	Assistant Boys Lacrosse Coach		Stipend	3/4/2021
Chandler, Maren	Apple Valley Elementary	SPED Technician	25	Lane 2	3/16/2021
Christensen, Logan	Springville High	Assistant Boys Soccer Coach		Stipend	3/3/2021
Christensen, Travis	Payson High	Assistant Boys Soccer Coach		Stipend	3/31/2021
Corry, Amanda	Santaquin Elementary	Instructional Technician	15	Lane 1	3/29/2021
Devenport, Hyrum	Salem Hills High	Assistant Debate Coach		Stipend	3/10/2021
Dirkmaat, Angela	District Wide	Substitute Child Nutrition Worker		Lane C	3/10/2021
Ellison, Robert	Springville High	Head Boys Tennis Coach		Stipend	3/30/2021
Evans, Grant	Springville High	Assistant Track Coach		Stipend	3/17/2021
Fish, Robert	Summit Center	Adult Sweeper	28.75	Lane C	3/18/2021
Gomez, Brandon	Springville High	Assistant Boys Soccer Coach		Stipend	3/1/2021

NEW EMPLOYEES HIRED

Gray, Aaron	Payson High	Assistant Boys Baseball		Stipend	3/29/2021
Herbert, Courtnee	Salem Hills High	Assistant Drill Advisor		Stipend	3/12/2021
Holman, Susan	Springville High	Assistant Boys Tennis Coach		Stipend	3/11/2021
Hopkins, Emmaline	Payson High	Assistant Girls Lacrosse Coach		Stipend	3/10/2021
James, Spencer	Spanish Fork High	Assistant Track Coach		Stipend	3/4/20201
Jamsa, Ralph	Salem Jr. High	Boys Tennis Coach		Stipend	3/17/2021
Jensen, Beau	Salem Hills High	Assistant Baseball Coach		Stipend	3/8/2021
Judd, Tami	Payson High	Assistant Volleyball Coach		Stipend	3/11/2021
Kraft, Brian	Maple Mountain High	Head Boys Lacrosse Coach		Stipend	3/5/2021
Leckie, Avery	Maple Mountain High	Assistant Softball Coach		Stipend	3/3/2021
Lewis, Jennifer	District Office	Adult Sweeper	15	Lane C	3/15/2021
Longmore, Adam	Maple Mountain High	Head Volleyball Coach		Stipend	3/2/2021
Ludwig, Tonilynn	Maple Mountain High	Assistant Track Coach		Stipend	3/1/2021
Luke, Megan	District Wide	DIBELS Technician	28.75	Lane 1	3/3/2021
McCandless, Amanda	District Wide	Child Nutrition Worker	19.6	Lane D	3/2/2021
Montgomery, Victoria	Payson High	Activity Supervision		Stipend	3/5/2021
Nicholls, Tanner	Salem Hills High	Assistant Boys Tennis Coach		Stipend	3/9/2021
Ohman, Christopher	Springville High	Assistant Track Coach		Stipend	3/29/2021
Parry, Hyrum	Spanish Fork High	Assistant Track Coach		Stipend	3/1/2021
Parry, Kenedee	Maple Mountain High	Assistant Girls Lacrosse Coach		Stipend	3/2/2021
Perkins, Brooke	District Wide	Title VI Technician	3	Lane 1	3/31/2021
Perez, Abbigail	Payson High	Assistant Softball Coach		Stipend	3/10/2021
Rawlins, Naomi	Spanish Fork High	Accompanist		Stipend	3/5/2021
Richards, Sadie	Spanish Fork High	Assistant Girls Lacrosse Coach		Stipend	3/8/2021
Ricks, Jordan	Springville Jr. High	Assistant Track Coach		Stipend	3/25/2021
Robles, Beatriz	District Wide	Child Nutrition Worker	19.6	Lane D	3/10/2021
Shurtliff, Brent	Payson High	Head Softball Coach		Stipend	3/5/2021
Sipherd, Jessica	Spanish Fork High	Assistant Softball Coach		Stipend	3/4/2021
Smith, Luke	Transportation	Substitute Bus Driver		Lane 5	3/5/2021
Snow, Hannah	Spanish Fork High	Assistant Girls Lacrosse Coach		Stipend	3/4/2021
Stevenson, Jeremy	Springville High	Assistant Boys Soccer Coach		Stipend	3/3/2021
Teemant, Callie	Advanced Learning Center	Adult Sweeper	19.6	Lane C	3/26/2021
Thorpe, Jesse	Spanish Fork High	Head Boys Lacrosse Coach		Stipend	3/1/2021
Vanwagoner, Whitney	Mt. Loafer Elementary	Substitute Adult Sweeper		Lane C	3/22/2021
Wallentine, Taylor	Springville High	Assistant Track Coach		Stipend	3/29/2021
Willes, Caleb	Payson High	Assistant Boys Lacrosse Coach		Stipend	3/10/2021

NEW EMPLOYEES HIRED

Young, Mark	Maple Mountain High	Assistant Baseball Coach		Stipend	3/4/2021

STUDENTS					
NAME	**SCHOOL**	**ASSIGNMENT**	**HRS/WK**	**STEP/ LANE**	**DATE HIRED**
Bartholomew, Isak	Springville High	Tech Crew		Stipend	3/22/2021
Blackett, William	Mapleton Jr. High	Student Sweeper	10	Lane A	3/31/2021
Bolanos, Haydee	Diamond Fork Jr. High	Substitute Student Sweeper		Lane A	3/24/2021
Burge, Amillia	Meadow Brook Elementary	Substitute Student Sweeper		Lane A	3/5/2021
Calder, Hunter	Spring Lake Elementary	Student Sweeper	15	Lane A	3/2/2021
Chidester, Ashlynn	Meadow Brook Elementary	Substitute Student Sweeper		Lane A	3/5/2021
Cope, Matthew Tanner	Maple Mountain High	Student Sweeper	15	Lane A	3/8/2021
Forbush, Ian	Springville High	Student Sweeper	19.8	Lane A	3/10/2021
Fullmer, Carson	East Meadows Elementary	Substitute Student Sweeper		Lane A	3/10/2021
Harmon, Evan	Spanish Fork Jr. High	Student Sweeper	15	Lane A	3/31/2021
Hunter, Izaac	Payson High	Student Sweeper	12.5	Lane A	3/8/2021
Jensen, Alia	Brookside Elementary	Student Sweeper	12.5	Lane A	3/15/2021
Jensen, Hailey	Maple Mountain High	Student Sweeper		Lane A	3/5/2021
Johnson, Lukas	Spanish Fork Jr. High	Student Sweeper	15	Lane A	3/9/2021
Jones, Wade	Brockbank Elementary	Substitute Student Sweeper		Lane A	3/5/2021
Keisel, Jaycelyn	Barnett Elementary	Substitute Student Sweeper		Lane A	3/29/2021
Kelly, KayLynn	East Meadows Elementary	Substitute Student Sweeper		Lane A	3/12/2021
Loreen, Kade	Brockbank Elementary	Substitute Student Sweeper		Lane A	3/16/2021
Martineau, Benjamin	Maple Mountain High	Student Sweeper	12.5	Lane A	3/25/2021
Petersen, Holly	Payson High	Student Sweeper	12.5	Lane A	3/22/2021
Peterson, James	Salem Elementary	Substitute Student Sweeper		Lane A	3/26/2021
Robertson, Hailey	Springville High	Tech Crew		Stipend	3/5/2021
Robison, Keeley	Goshen Elementary	Substitute Student Sweeper		Lane A	3/15/2021
Skelton, Daniel	Maple Ridge Elementary	Substitute Student Sweeper		Lane A	3/11/2021
Sunday, Kash	Springville High	Student Sweeper	19.8	Lane A	3/16/2021
Taylor, Maycee	Maple Mountain High	Student Sweeper	12.5	Lane A	3/31/2021
Valerio, Seiji	Wilson Elementary	Student Sweeper	10	Lane A	3/4/2021

Employee Termination Report

Mar. 1st - Mar. 31, 2021

NAME	Employee #	Location	Position	Effective Date
Blair, Kelsie	216542	Orchard Hills Elementary	Sub. Adult Sweeper	12/9/2020
Christensen, Erick	038059	Mt. Nebo Middle	Head Custodian	3/17/2021
Creer, Sheridan	208639	Brockbank Elementary	Adult Sweeper	3/22/2021
Duenas-Cortes, Ivonne	217603	Mt. Loafer Elementary	Sub. Student Sweeper	3/22/2021
Hatfield, Christopher	179698	Bridges	SPED Cluster Technician	3/5/2021
Freestone, Brian	194166	Springville High	Adult Sweeper	3/5/2021
Frossard, Taylor	198390	Springville Jr. High	ESL Technician	3/22/2021
Gappmayer, Tade	214175	Sierra Bonita Elementary	Student Sweeper	4/2/2021
Gulley, Catelynn	199311	Payson Jr. High	SPED Cluster Technician	2/26/2021
Hanson, Madison	196215	Salem Hills High	Asst. Drill Coach	2/26/2021
Herbert, Brady	216470	Spring Lake Elementary	Adult Sweeper	3/30/2021
Jamison, Pamela	024589	District Wide	Speech/Language Pathologist	5/22/2020
Larsen, Trista	203238	Santaquin Elementary	Student Sweeper	4/1/2021
Nolte, Preston	206814	Meadow Brook Elem.	Adult Sweeper	
Ojeda, Monica	216950	Meadow Brook Elem.	Adult Sweeper	2/11/2021
Ostler, Amberly	148555	Spring Lake Elementary	Preschool Technician	12/18/2020
Palomar, Alvaro	203033	Salem Hills High	Soccer Coach	5/29/2020
Partridge, Breanna	178560	Wilson Elementary	Planning Time Technician	3/10/2021
Peay, Taylor	216089	Brockbank Elementary	Instructional Technician	3/22/2021
Peterson, Robert	117676	District Office	Adult Sweeper	2/17/2021
Prows, Megan	215740	Brookside Elementary	Student Sweeper	3/19/2021
Ramirez, Taiten	209902	Cherry Creek Elementary	Student Sweeper	1/29/2021
Reynolds, Abbygale	216798	Sierra Bonita Elementary	Adult Sweeper	3/18/2021
Roberts, Trevor	214930	Park Elementary	Instructional Technician	3/9/2021
Robles, Beatriz	218537	Salem Jr. High	Child Nutri. Worker	3/17/2021
Rogers, Courtney	216801	Diamond Fork Jr.	Tracker	3/11/2021

Stevenson, Ian	217131	Meadow Brook Elem.	Sub Student Sweeper	2/25/2021
Taylor, Laura	041173	Park Elementary	Title I Technician	3/3/2021
Updike, Benjamin	170828	Brookside Elementary	Adult Sweeper	3/17/2021
Weber, Emily	191086	Springville High	Community School Instruct.	11/30/2017
Welch, Ethan	215902	Meadow Brook Elem.	Sub. Student Sweeper	3/24/2021

NEBO SCHOOL DISTRICT
COMPULSORY ATTENDANCE
EXEMPTION LIST

BOARD MEETING- Apr. 2021			
Student	School	Grade	Students Attending
Serena White	VVMS	7	Home school
Aaron Dunn	SFJHS	8	Home school
Peter S Lambert	Foothills	5	Home school
Anna Spencer	SFJHS	9	Home school
Rebekah Brandow	MMHS	11	Home school
Ariel Baugh			Home school
Bridger Peterson	Salem Jr	9	Home school
Brinley Peterson	Salem Jr	8	Home school
Teson J Stutznegger	Riverview	1	Home school
Beleyi Garcia	MMHS	10	Home school
Connor Peterson	SHHS	11	Home school
Aubree Crippen	VVMS	7	Home school
Isaac William Walker	MMHS	10	Home school
Mailey DeGraffenried	Foothills	5	Home school
Layla Burdick	Mt Loafer	4	Home school
Jesse Bishoff	Hobble Creek	K	Home school
Samantha Bishoff	Hobble Creek	3	Home school
Jason P Cannon	Cherry Creek	3	Home school
Makaylee Olson	Taylor	4	Home school
Amanda Bingham	SHHS	11	Home school
Cameron Telford		5	Home school
Hunter Telford		3	Home school
Peyton Telford		1	Home school

NEBO SCHOOL DISTRICT BOARD OF EDUCATION POLICIES AND PROCEDURES

SECTION: **J – Students**
G - Personnel
POLICY TITLE: **Prohibition of Bullying, Hazing, and Retaliation**
FILE NO.: **JDD**
GBEA
DATED: ~~**July 11, 2018**~~**May 12, 2021**

Board Discussion 4/14/2021

TABLE OF CONTENTS

1. PURPOSE AND PHILOSOPHY
2. DEFINITIONS
3. PROHIBITION OF BULLYING, CYBER-BULLYING, HAZING, ABUSIVE CONDUCT, AND RETALIATION
4. REPORTING
5. INVESTIGATION
6 PARENTAL NOTIFICATION
7. DISCIPLINE
8. ADDRESS EFFECTS ON VICTIMS
9. DISSEMINATION OF POLICY
10. EDUCATION AND TRAINING
11. FIRST AMENDMENT RIGHTS

1. PURPOSE AND PHILOSOPHY

1.1. The Board of Education is committed to providing all students and District employees with a safe and secure learning and working environment. Bullying, cyber-bullying, hazing, abusive conduct, and retaliation interfere with that environment and are prohibited. Not only can such conduct ~~can~~ reduce academic achievement~~a student's ability to achieve academically~~ and ~~an employee's ability to perform job responsibilities.~~job performance, but it ~~Such conduct~~ can directly ~~affect~~ harm a student's or employee's health and well-being and may contribute to excessive absences, physical illness, mental and emotional anguish, or long-term social and psychological consequences.

1.2. Utah law defines and prohibits bullying, cyber-bullying, hazing, abusive conduct, and retaliation (together, "bullying conduct"). Both UTAH CODE ANN. § 53G-9-605 and UTAH ADMIN. CODE R277-613-4 require school districts to develop and implement policies that prohibit bullying conduct, require parental notification, provide training to students and employees.

~~1.1.~~1.3. The Board therefore adopts this policy and encourages educators, employees, students, parents, and local law enforcement agencies to develop procedures to stop and prevent bullying, cyber-bullying, hazing, abusive conduct, and retaliation.

2. DEFINITIONS

2.1. "**Abusive Conduct**" means verbal, nonverbal, or physical conduct of a parent/guardian or student directed toward an employee that, based on its severity, nature, and frequency of occurrence, a reasonable person would determine is intended to cause intimidation, humiliation, or unwarranted distress. A single act does not necessarily constitute "abusive conduct."

2.2. "**Bullying**"

2.2.1. Bullying means an employee or student intentionally committing a written, verbal, or physical act against an employee or student that a reasonable person under the circumstances should know or reasonably foresee will have the effect of:

2.2.1.1. Causing physical or emotional harm to the employee or student;

2.2.1.2. Causing damage to the employee's or student's property;

2.2.1.3. Placing the employee or student in reasonable fear of: (a) harm to the employee's or student's physical or emotional well-being; or (b) damage to the employee's or student's property;

2.2.1.4. Creating a hostile, threatening, humiliating, or abusive educational environment due to: (a) the pervasiveness, persistence, or severity of the actions; or (b) a power differential between the bully and the target; OR

2.2.1.5. Substantially interfering with a student having a safe school environment that is necessary to facilitate educational performance, opportunities, or benefits.

~~**2.1.1 Conduct that may constitute bullying if the criteria set forth in subsection 2.2.1 is met could include relational aggression or indirect, covert, or social aggression, including rumor spreading, intimidation, enlisting a friend to assault a child, and social isolation.**~~

2.2.2. The conduct described in subsection 2.2.1 constitutes bullying regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in the conduct.

2.3. "**Cyber-Bullying**" means using the Internet, a cell phone, or other device to send or post text, video, or an image with the intent or knowledge, or with reckless disregard, that the text, video, or image will hurt, embarrass, intimidate, express aggression towards, or threaten an individual, regardless of whether the individual directed, consented to, or acquiesced in the conduct, or voluntarily accessed the electronic communication.

2.4. "**Hazing"**

2.4.1. Hazing means an employee or student intentionally, knowingly, or recklessly committing an act or causing another individual to commit an act toward an employee or student that~~:~~

2.4.1.1. Does one of the following:

2.4.1.1.1. ~~(a)~~ endangers the mental or physical health and safety of an employee or student;

2.4.1.1.2. ~~(b)~~ involves brutality of a physical nature, including whipping, beating, branding, calisthenics, bruising, electric shocking, placing a harmful substance on the body, or exposure to the elements;

2.4.1.1.3. ~~(c)~~ involves consumption of any food, alcoholic product, drug, or other substance or other physical activity that endangers the mental or physical health and safety of an employee or student; or

2.4.1.1.4. ~~(d)~~ involves any activity that would subject an employee or student to extreme mental stress, such as sleep deprivation, extended isolation from social contact, or conduct that subjects an employee or student to extreme embarrassment, shame, or humiliation;

Board Discussion 4/14/2021

~~2.3.1.1.~~2.4.1.2. AND:

~~2.3.1.1.1.~~2.4.1.2.1. Is committed for the purpose of initiation into, admission into, affiliation with, holding office in, or a condition for membership in any school or school-sponsored team, organization, program, club, or event; OR

~~2.3.1.2.~~2.4.1.3. Is directed toward an employee or student whom the individual who commits the acts knows, at the time the act is committed, is a member of, or candidate for membership in, a school or school sponsored team, organization, program, club, or event in which the individual who commits the act also participates.

~~2.3.2.~~2.4.2. The conduct described herein constitutes hazing, regardless of whether the employee or student against whom the conduct is committed directed, consented to, or acquiesced in the conduct.

2.5. "**Retaliation**" or "**Retaliate**" means an act or communication intended:

2.5.1. ~~(a)~~ as retribution against a person for reporting bullying, cyber-bullying, hazing, or abusive conduct; or

~~2.3.3.~~2.5.2. ~~(b)~~ to improperly influence the investigation of, or the response to, a report of bullying, cyber-bullying hazing, or abusive conduct.

3. PROHIBITION OF BULLYING, CYBER-BULLYING, HAZING, ABUSIVE CONDUCT AND RETALIATION

3.1. Nebo School District prohibits bullying of students or employees by other students or employees at school/work, while on school or District property, at school/work-related or sponsored activities and events, on a school bus, at a school bus stop, or while the student or employee is traveling to or from any of the above. The District encourages all victims of bullying and all persons with knowledge of bullying to report the incident(s) immediately.

3.2. Nebo School District prohibits the hazing or cyber-bullying of students or employees by other students or employees at any time or in any location. The District encourages all victims of hazing or cyber-bullying, and all persons with knowledge of hazing or cyber-bullying, to report the incident(s) immediately.

3.3. Nebo School District prohibits abusive conduct directed towards an employee by a student or parent/guardian at any time or in any location. The District encourages all employee victims of abusive conduct, and all persons with knowledge of abusive conduct, to report the incident(s) immediately.

3.4. No student or employee may engage in retaliation against a student, employee, investigator, or witness of an alleged incident of bullying, cyber-bullying, hazing, abusive conduct, or retaliation. The District encourages all victims of retaliation, and all persons with knowledge of retaliation, to report the incident(s) immediately.

3.5. No student or employee may make a false allegation of bullying, cyber-bullying, hazing, abusive conduct, or retaliation against a student or employee.

4. REPORTING

4.1. A student victim of bullying, cyber-bullying, hazing, or retaliation shall inform his/her teacher or any of his/her school's administrators. Students shall follow the complaint procedures outlined in Nebo School District Policy JDC, *Student Discrimination and Harassment*. A student alleging bullying, cyber-bullying, hazing, or retaliation by the school administration shall report the conduct to the District's Student Services Coordinator.

Board Discussion 4/14/2021

4.2. An employee victim of bullying, cyber-bullying, hazing, abusive conduct, or retaliation shall inform his/her supervisor. Employees shall follow the complaint procedures outlined in Nebo School District Policy GBEB, *Employee Discrimination and Harassment*. An employee alleging bullying, cyber-bullying, hazing, abusive conduct, or retaliation by the employee's principal or supervisor shall report the conduct to the District's Director of Human Resources.

4.3. A parent, teacher, or any other individual who is aware of bullying, cyber-bullying, hazing, abusive conduct, or retaliation at school should inform school administration. A school teacher or administrator to whom a complaint is made or who otherwise becomes aware of an incident of bullying, cyber-bullying, hazing, abusive conduct, or retaliation shall, as soon as is reasonably possible, report it to the principal or his/her designee.

4.4. Each reported incident under this section shall provide the following information: (a) the name of the complaining party; (b) the name of the victim (if known); (c) the name of the alleged perpetrator (if known); (d) the date and location of the incident(s); and (e) a statement describing the incident(s), including names of witnesses (if known). Individuals making reports or complaints under this policy should use the complaint forms associated with Policies GBEB and JDC.

5. INVESTIGATION

5.1. The procedures in this section, together with those set forth in the policies referenced herein, constitute the action plan required under UTAH ADMIN. CODE R277-613-4(1)(c).

5.2. The principal/supervisor or designee to whom a complaint of bullying, cyber-bullying, hazing, abusive conduct, or retaliation is reported shall promptly inform the Director of Human Resources (for employee victims) or the Student Services Coordinator (for student victims).

5.3. The Director of Human Resources or Student Services Coordinator, as applicable, shall direct and coordinate an investigation of the complaint through the school, department, or District. Procedures set forth in Nebo School District Policy GBEB, *Employee Discrimination and Harassment* and Nebo School District Policy JDC, *Student Discrimination and Harassment* regarding the investigation and resolution of complaints should be followed.

5.4. All acts of bullying, cyber-bullying, hazing, abusive conduct, or retaliation that constitute criminal activity will be promptly reported to law enforcement.

5.5. Any bullying, cyber-bullying, hazing, abusive conduct, or retaliating that is found to be targeted at an individual because of his/her race, color, religion, sex, national origin, disability, and/or any other classification protected by law is further prohibited under federal anti-discrimination laws and is subject to compliance procedures from the U.S. Department of Education, Office for Civil Rights.

~~5.1.~~5.6. To the extent permitted by federal and state law, District policies, and confidentiality and privacy rights, and to assure the integrity of the investigation and corrective action, the parents or legal guardians of a student perpetrator or victim may be involved in the process of responding to and resolving conduct prohibited by this policy.

6. PARENTAL NOTIFICATION

6.1. Pursuant to UTAH CODE ANN. § 53G-9-604, each school administrator who finds that an incident of bullying, cyber-bullying, hazing, abusive conduct, or retaliation has occurred shall notify the parent/guardian of each student involved. Likewise, each school administrator shall notify the parent/guardian of any student who threatens to commit suicide.

6.2. The school administrator who notifies a parent/guardian under this section shall keep a record verifying that the parent/guardian was notified using the *Parent/Guardian Notification Record of Student Bullying Incident or Suicide Threat* form. This form shall contain the date, time, and manner of notification and indicate the type of threat or incident. This form, along

Board Discussion 4/14/2021

with any related written communication, must be maintained in accordance with Title 53E, Chapter 9 of the Utah Code, Student Privacy and Data Protection, UTAH CODE ANN. § 53E-9-101, et seq., and the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g, and 34 C.F.R. Part 99.

6.3. At the request of a parent/guardian, the school administrator may provide information and make recommendations related to an incident or threat, as described herein.

6.4. If a student requests a copy of the records of an incident or threat~~, as~~ described herein~~,~~ that specifically relates to the student, the school administrator shall provide the student a copy of the form and related written communication.

~~6.1.~~6.5. If a student who has graduated from high school ~~and~~ specifically requests that records of an incident or threat~~, as~~ described herein~~,~~ be expunged, the school administrator shall destroy ~~such~~ the form and related written communication.

7. DISCIPLINE

7.1. Any student who engages in bullying, cyber-bullying, hazing, abusive conduct, or retaliation, as described herein, is in violation of this policy and shall be subject to disciplinary action. Consequences should be firm and fair and correspond to the severity of the infraction. A continuum of consequences should be utilized along with implementing positive behavioral interventions and support strategies. Disciplinary action may include, but is not limited to, suspension; expulsion; exclusion from, or loss of participation in, extracurricular activities; dissolution of a team, organization, or other group; probation; alternate educational placement; and/or referral to law enforcement authorities for criminal acts. In imposing such discipline, all facts and circumstances of the incident(s) shall be taken into account. Formal disciplinary action may not be based solely on an anonymous report of bullying, cyber-bullying, hazing, abusive conduct, or retaliation. Disciplinary due process procedures shall be followed as set forth in Nebo School District Policy JD, *Student Conduct and Discipline*. To the extent permitted by federal and state law, District policies, and confidentiality and privacy rights; the parents or legal guardians of a student who is a victim of bullying, cyber-bullying, hazing, or retaliation may be generally informed that disciplinary action has been taken against the perpetrator(s), but specific details concerning a student's disciplinary action may be protected from disclosure ~~as per the Family Educational Rights and Privacy Act~~under ~~(~~FERPA~~)~~.

7.2. Any employee who engages in bullying, cyber-bullying, hazing, or retaliation, as described herein, is in violation of this policy and shall be subject to disciplinary action, up to and including employment termination. Consequences should be firm and fair and correspond to the severity of the infraction. Professionally licensed employees may be referred to the Utah Professional Practices Advisory Commission (UPPAC), along with any and all evidence, for investigation and possible disciplinary action against professional licensing. Criminal acts will also result in referral to law enforcement authorities. Disciplinary due process procedures shall be followed as set forth in applicable District Employee Handbooks and policies.

7.3. Any parent/guardian who engages in abusive conduct, as described herein, is in violation of this policy and may be subject to the following: (a) the parent/guardian may be issued a trespass notice prohibiting them from coming onto school or District property; (b) the parent/guardian may be subject to communication protocols wherein parameters and restrictions are placed upon them in regards to communicating with school or District personnel; (c) the parent/guardian may be subject to other appropriate school or District imposed restrictions; and/or (d) the parent/guardian may be subject to appropriate legal action.

8. ADDRESS EFFECTS ON VICTIMS

If an investigation concludes that an employee or student was a victim of bullying, cyber-bullying, hazing, abusive conduct, or retaliation, the District shall take prompt, appropriate action to end it

Board Discussion 4/14/2021

and implement necessary remedial action with the intent to eliminate or reduce the adverse effects. ~~The District~~Remedial actions may include referring the victim to the school counselor or psychologist or to appropriate counseling services provided by the District, as applicable.

9. DISSEMINATION OF POLICY

This policy shall be posted on the District's website and may also be published in student registration materials, student and employee handbooks, parent information guides, and other appropriate school publications as directed by the District. The District will require a signed statement annually, indicating that the individual signing the statement has received this policy, from each (a) employee, (b) student who is at least eight years old, and (c) parent or guardian of a student enrolled in the District. An electronic signature satisfies the requirement.

10. EDUCATION AND TRAINING

~~—~~Nebo School District recognizes the importance of educating its employees and students ~~regarding~~ on the prevention of bullying, cyber-bullying, hazing, abusive conduct, and retaliation. To this end, the District will, subject to the parental consent requirements found in UTAH CODE ANN. § 53E-9-203, assess students on the prevalence of bullying, cyber-bullying, hazing, and retaliation. The district will also provide ongoing training and education aimed at reducing and preventing such conduct. The District will provide annual training for students. Employees shall complete training provided by the district at least as often as is required by law. Notice of this policy will be distributed as required by law. ~~and annual training will be conducted for employees and students of the District. Training shall provide strategies for employees and students regarding: (a) how to recognize and be aware of bullying, cyber-bullying, hazing, abusive conduct, and retaliation; (b) intervention and social skills; and (c) the implementation of positive behavioral interventions and support strategies.~~

10.1. Training shall include information on the following:

10.1.1. bullying, cyber-bullying, hazing, and retaliation;

10.1.2. how bullying, cyber-bullying, hazing, and retaliation are different from discrimination under Nebo School District Policies JDC, Student Discrimination and Harassment, and GBEB, Employee Discrimination and Harassment, and how they may occur separately from each other or in combination;

10.1.3. bullying, cyber-bullying, hazing, and retaliation based upon the students' or employees' actual or perceived characteristics, including race, color, national origin, sex, disability, religion, gender identity, sexual orientation, or other physical or mental attributes or conformance or failure to conform with stereotypes; and

~~10.1.1.~~10.1.4. the right of free speech and how it differs for students, employees, and parents.

~~**2.1.2** Include information on various types of aggression and bullying, including~~

~~**2.1.2.1** Overt aggression that may include physical fighting such as punching, shoving, kicking, and verbal threatening behavior, such as name calling, or both physical and verbal aggression or threatening behavior;~~

~~**2.1.2.2** Relational aggression or indirect, covert, or social aggression, including rumor spreading, intimidation, enlisting a friend to assault another person, and social isolation;~~

Board Discussion 6/1/2021

~~2.1.2.3 Sexual aggression or acts of a sexual nature or with sexual overtones;~~

~~2.1.2.4 Cyber-bullying, including use of email, web pages, text messaging, instant messaging, social media, three-way calling or messaging, or any other electronic means for aggression inside or outside of school; and~~

~~2.1.2.5 Civil rights violations, including bullying, cyber-bullying, hazing, and retaliation based upon the students' or employees' actual or perceived identities and conformance or failure to conform with stereotypes;~~

10.1.5. The training must complement or be included with the District's training on discrimination under the following federal laws and their related District policies:

10.1.5.1. Title VI of the Civil Rights Act of 1964;

10.1.5.2. Title IX of the Education Amendments of 1972;

10.1.5.3. Section 504 of the Rehabilitation Act of 1973; and

10.1.5.4. Title II of the Americans with Disabilities Act of 1990.

~~10.1.2.~~10.1.6. The training must ~~C~~complement the District's suicide prevention program.~~; and~~

~~10.1.3.~~10.1.7. The training must ~~I~~include information on when issues relating to this policy may lead to student or employee discipline.

10.2. Before a student, coach, or advisor may participate in a District-sponsored athletic program (curricular or extracurricular) or an extracurricular student club or activity, the student, coach, or advisor shall participate in bullying and hazing prevention training. Such training may be in collaboration with the Utah High School Activities Association (UHSAA). Student athletes and extracurricular student club members shall be informed of prohibited activities under Utah law and this policy and notified of potential consequences for violations. The District shall provide annual training to all new students and employees who are involved with such athletic programs and extracurricular student clubs, and shall provide refresher training for all such involved students and employees at least once every three (3) years. Training curriculum outlines, training schedules, and participant lists or signatures shall be maintained by the District or each school, as applicable, and provided to the Utah State Board of Education staff upon request.

10.3. Records of employee training on this policy, including participant lists, shall be maintained by the Department of Human Resources. Records maintenance of student training on this policy shall be managed by the Coordinator of Student Services.

11. FIRST AMENDMENT RIGHTS

Nothing contained in this policy is intended to infringe upon the right of a student or employee to exercise their First Amendment right of free speech.

EXHIBITS
NONE

REFERENCES
Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g; 34 C.F.R. Part 99
UTAH CODE ANN., § 53E-9-101, et seq.
UTAH CODE ANN., § 53G-9-601, et seq.

Board Discussion 4/14/2021

~~UTAH CODE ANN., § 76-9-201~~
~~UTAH ADMIN. CODE, R277-515~~
UTAH ADMIN. CODE, R277-609
UTAH ADMIN. CODE, R277-613
Nebo School District Policy CG, *Computer, Email, and Internet Use*
Nebo School District Policy GBEB, *Employee Discrimination and Harassment*
Nebo School District Policy JD, *Student Conduct and Discipline*
Nebo School District Policy JDA, *Safe School Environment*
Nebo School District Policy JDC, *Student Discrimination and Harassment*
Nebo School District Policy JDE, *Student Electronic Devices*
Letter from Russlynn Ali, U.S. Department of Education, Assistant Secretary for Civil Rights to Colleagues: Harassment and Bullying (Oct. 26, 2010) ("Dear Colleague Letter")

FORMS
Parent/Guardian Notification Record of Student Bullying Incident or Suicide Threat

HISTORY
Revised: 14 April 2021 – revised purpose and philosophy for clarity; reformatted some sections; updated per R277-613 (2020), including modifying definitions and training requirements to align with statute; added links to citations.
Revised: 11 July 2018 – updated per R277-613 (Apr 9, 2018); modified definitions; made technical changes.
Revised: 12 July 2017 – updated per SB161 (2017); modified definitions; added abusive conduct; modified reporting procedures; modified investigation process; addressed effects on victims; made technical changes.
Revised: 14 August 2013 – added provisions related to cyberbullying; revised reporting and investigation procedures; added parental notification requirement per HB134 (2013); made technical changes.
Revised: 17 October 2012 – added definitions; referenced discrimination and harassment policies; made technical changes.
Revised: 10 February 2010 – modified definitions; added requirements for education and training.
Revised: 9 September 2009 – updated per HB325 (2008); added definitions of hazing and retaliation; revised prohibitions; expanded complaint, investigation, and discipline procedures; added provision on First Amendment.
Renumbered: 9 July 2008 – relettered from JFCJC; no change to content.
Adopted: 8 November 2006.

Board Discussion: 4/13/2021

NEBO SCHOOL DISTRICT BOARD OF EDUCATION POLICIES AND PROCEDURES

SECTION: J - Students
POLICY TITLE: Student Electronic Devices
FILE NO.: JDE
DATED: ~~November 9, 2011~~May 12, 2021

TABLE OF CONTENTS

1. PURPOSE AND PHILOSOPHY
~~2. DEFINITIONS~~
2. ~~ELECTRONIC DEVICE~~PERSONAL VERSUS DISTRICT-OWNED ELECTRONIC DEVICES
3. RISK OF LOSS
4. PERMITTED USES
~~3.~~5. PROHIBITED USES
6. VIOLATIONS
7. SEARCHES
~~4.~~8. RECORDING OR STREAMING

1. PURPOSE AND PHILOSOPHY

Nebo School District promotes an environment conducive to teaching and learning. ~~neither encourages nor discourages students from bringing and/or using electronic devices at school.~~ The Board recognizes that ~~responsible use of~~ electronic devices ~~in the classroom may~~ can be either valuable instructional tools or sources of disruption, depending on how and when they are used. ~~beneficial to a student's education; however, electronic devices can also be disruptive to the educational process and are items that are frequently lost or stolen. **The District is not responsible for the security and safekeeping of these items and is not financially responsible for any damage, destruction, or loss of electronic devices.**~~ In order to maintain ~~a secure and orderly~~an effective learning environment, and to promote respect and courtesy ~~regarding the use of electronic devices~~among students, the ~~District hereby establishes the following rules and guidelines~~Board adopts this policy governing student use of electronic devices~~, and procedures to address student misuse of electronic devices.~~

2. PERSONAL VERSUS DISTRICT-OWNED ELECTRONIC DEVICES

2.1. A personal electronic device is any electronic device that is not owned by the district.

2.2. A district-owned electronic device is any electronic device that is owned by the district. If an electronic device has been sold through the district's surplus process, it is no longer considered a district-owned device.

~~**1.1.**~~**2.3.** All devices, personal or district-owned, that are on district property, at a district-sponsored event, or are connected to district networks or district systems must comply with the contents of this and other applicable District policies.

~~2. DEFINITIONS~~

~~**2.1 "Cyber Bullying"** means using e-mail, web pages, text messaging, blogs, instant messaging, three-way calling or messaging, or any other electronic means for aggression, intimidation, or harassment against another person. Examples include, but are not limited to, sending mean, vulgar, or threatening messages or images; posting inappropriate pictures of or sensitive, private information about the victim; pretending to be someone else to hurt that person; rude~~

DRAFT 4/12/2021

comments; lies; stalking; threats; extortion; harassment; and transmission of unflattering or embarrassing photographs.

2.2 "Electronic device(s)" means a privately owned device that is used for audio, video, or text communication or any other type of computer or computer-like instrument which includes, but is not limited to, cell phones, Mp3 players, iPods, iPads, tablets, personal digital assistants (PDAs), compact disc players, portable game consoles, cameras, digital scanners, laptop computers, and other electronic or battery powered instruments which transmit voice, text, or data from one person to another.

2.3 "Sexting" means the taking, disseminating, sending, receiving, sharing, or possession of sexually explicit messages, photographs, or images by electronic devices.

3. RISK OF LOSS

3.1. Personal electronic devices are susceptible to loss, theft, and damage.

3.2. The district is not responsible for the security or safekeeping of personal electronic devices and is not financially responsible for their loss, theft, or damage.

3.3. Students bring personal electronic devices to school at their own risk.

2.4. 3. ELECTRONIC DEVICE USEPERMITTED USES

3.1 Student use of electronic devices must adhere to the following rules and guidelines:

2.1.4.1. **3.1.1** Electronic devices may be used during a class period or school activity when specifically approved by the teacher or a school administrator in conjunction with educationally appropriate objectives. A teacher or school administrator should only authorize the use of electronic devices during a class period or other school activities activity when it benefits and enhances the students' education. Such mattersPermitted uses may be addressed in a disclosure document provided by the teacher outlining class rules, procedures, and expectations.

2.2.4.2. **3.1.2** Individual schools have the discretion to further prohibit student use of electronic devices, including during class breaks, lunch periods, or other times during school. Schools also have the discretion to designate certain times and/or areas on the school campus for student use of electronic devices during school hours. It is understood that eElementary schools, middle schools, junior high schools, and high schools will may adopt varying levels of use restrictions on electronic devices based upon the age and maturity of the students.

2.3.4.3. **3.1.3** Students may use electronic devices during class time when authorized pursuant to an Individualized Education Plan Program (IEP), a Section 504 Accommodation Plan, or a Health Care Plan.

2.4.4.4. **3.1.4** The use of electronic devices may be prohibited by students during state and federally mandated tests and assessments, unless specifically allowed by law, an IEP, a Section 504 Accommodation Plan, a Health Care Plan, or testing/assessment directions.

3.5. VIOLATIONSPROHIBITED USES

3.1.5.1. **4.1** Students shall not use electronic devices at any time or place for: (a) activities which disrupt the educational environment; (b) illegal activities in violation of state or federal laws or regulations; (c) unethical activities, such as cheating on assignments or tests; (d) immoral or pornographic activities, including, but not limited to, sexting; (e) activities which threaten, humiliate, harass, or intimidate others; (f) activities in violation of Board or school policies and procedures relating to student conduct and harassment; (g) activities which invade the privacy of

DRAFT 12/2021

others; or (h) activities which constitute bullying or cyberbullying. Such student misuses will be dealt with as serious school violations, and immediate and appropriate disciplinary action will be imposed, including, but not limited to, suspension and expulsion from school.

3.2.5.2. **4.2** Electronic devices used in violation of this policy may be confiscated by school personnel and returned to the student or parent / guardian at an appropriate time. If an electronic device is confiscated, the electronic device shall be taken to the school's main office to be identified, placed in a secure area, and returned to the student and/or the student's parent/guardian in a consistent and orderly way.

4.6. VIOLATIONS

4.1.6.1. **4.3** First Violation: Depending upon the nature and seriousness of the violation and the imposition of other appropriate disciplinary action, consequences may include a relinquishment of the electronic device to the school administration and a conference between the student and school principal or assistant principal. The electronic device shall remain in the possession of the school administration until such time as the student personally comes to the school's main office and retrieves the electronic device and receives a verbal warning. The administrator may also notify the parent.

4.2.6.2. **4.4** Second Violation: Depending upon the nature and seriousness of the violation and the imposition of other appropriate disciplinary action, consequences may include a relinquishment of the electronic device to the school administration and a conference between the student and his/her parent/guardian and the school principal or assistant principal. The electronic device shall remain in the possession of the school administration until such time as the student's parent/guardian personally comes to the school's main office and retrieves the electronic device and is informed of this policy and what constitutes appropriate and inappropriate uses of electronic devices.

4.3.6.3. **4.5** Third Violation: Depending upon the nature and seriousness of the violation and the imposition of other appropriate disciplinary action, consequences may include a relinquishment of the electronic device to the school administration, a conference between the student and his/her parent/guardian and the school principal or assistant principal, and suspension of the student from school. The electronic device shall remain in the possession of the school administration until such time as the student's parent/guardian personally comes to the school's main office and retrieves the electronic device and is informed of this policy and what constitutes appropriate and inappropriate uses of electronic devices.

4.4.6.4. **4.6** Subsequent Violations: Students who are repeat offenders of this policy shall be subject to the imposition of any appropriate disciplinary action, which may include suspension and expulsion from school.

6.5. **4.7** Students and/or parents/guardians, as applicable, are expected to claim a confiscated electronic device within ten (10) days of the date it was relinquished. The school shall not be responsible, financially or otherwise, for any unclaimed electronic devices after this time period.

7. SEARCHES

7.1. Students have no expectation of privacy or confidentiality with respect to their use of electronic devices on school property.

7.2. Notwithstanding paragraph 7.1, browsing the content of a student's phone, tablet, or other personal electronic device is considered a search and may be conducted only consistent with the reasonableness requirement outlined in Nebo School District Policy JD, *Student Conduct and Discipline*. Mere presence of the device, even in violation of a class or school rule, is insufficient to justify looking at the device's content unless reasonable suspicion exists that the content itself will reveal violation of law or policy.

DRAFT 4/15/2021

8. RECORDING OR STREAMING

8.1. Electronic devices with the capacity to record, stream, or otherwise transmit images or audio may not be used at any time in any school situation where a reasonable expectation of personal privacy exists. These locations and circumstances include, but are not limited to, locker rooms, shower facilities, restrooms, and any other areas where students or others may change clothes or be in any stage or degree of disrobing or changing clothes. The superintendent and building principals are authorized to determine other specific locations and situations where use of an electronic device is absolutely prohibited.

8.2. Students may not record, stream, or otherwise transmit images, videos, or audio captured with an electronic device in a way that constitutes a prohibited use under section 5 or that otherwise violates District policy.

8.3. In addition to disciplinary action by the District, unauthorized recording or transmitting may subject a student to civil or criminal liability, including for eavesdropping or invasion of privacy.

EXHIBITS
None

REFERENCES
None

FORMS
None

HISTORY
Revised 12 May 2021 – restructured; deleted definitions; added sections on district vs personal devices, risk of loss, searches, and recording.
Revised 9 November 2011 – changed philosophy from strongly discouraging personal devices to a neutral position; added definition of cyber-bullying; removed strict prohibition against classroom use, allowing teachers and administrators to authorize it; made technical changes.
Revised 10 March 2010 – added definition of texting; added prohibition during standardized testing; added prohibition against activities that threaten, humiliate, harass, or intimidate.
Revised 9 July 2008 – renumbered from JP; reformatted.
Adopted or revised 8 November 2006.

DRAFT 4/12/2021

Nebo SCHOOL DISTRICT

CONFIDENTIAL

CHILD ABUSE OR NEGLECT REPORTING FORM

Place in School Principal's Child Abuse or Neglect File

REPORTING PARTY

Name _____ Title _____ Date of Report _____
Address _____ Telephone _____

_____
Signature of Reporting Party

REPORT SENT TO

☐ Police Department ☐ Division of Child and Family Services Date _____ Time _____
Agency Name _____ Official Contacted _____
Agency Address _____ Telephone _____

PARTIES INVOLVED

Victim
Name _____ Birth Date _____ ☐Male ☐Female
Address _____ Telephone _____
Primary Language _____ Race _____

Siblings ***(include name, birth date, gender, and race, if available)***

1. _____ 4. _____
2. _____ 5. _____
3. _____ 6. _____

Parents/Legal Guardians
Name _____ Address _____
Telephone _____ Primary Language _____ Race _____

INCIDENT INFORMATION

☐ *Check box if extra sheets or other information is attached*

Date/Time of Incident _____ Place of Incident _____

Type of Abuse Suspected *(Check all that are relevant)*
☐ Physical ☐ Sexual ☐ Emotional ☐ Physical Neglect ☐ Educational Neglect

Overview of reported abuse or neglect:

Summarize what the abused or neglected child or person accompanying the child said happened:

Explain known history of similar incident(s) for this child:

NEBO SCHOOL DISTRICT BOARD OF EDUCATION
POLICIES AND PROCEDURES

SECTION: J - Students
POLICY TITLE: Child Abuse or Neglect
FILE NO.: JHFA
DATED: ~~December 9, 2009~~May 12, 2021

TABLE OF CONTENTS

1. ~~1.~~ PURPOSE AND PHILOSOPHY
2. MANDATORY TRAINING
3. MANDATORY REPORTING
4. INVESTIGATIONS
~~1.~~5. COOPERATING WITH LAW ENFORCEMENT AND DCFS

~~2. REQUIRED REPORTING OF SUSPECTED CHILD ABUSE OR NEGLECT~~

1. PURPOSE AND PHILOSOPHY

1.1 Children deserve to be safe. Nebo School District is committed to the well-being of its students and supports efforts by education personnel to take early protective measures towards allegations of child abuse or neglect. Because of their regular contact with children, District employees are often in a unique position to identify and refer suspected cases of abuse or neglect.

1.2 All employees are required by law to report suspected child abuse or neglect, and school districts are required to develop and adopt a child abuse-neglect policy and to provide training. The Board therefore adopts this policy to inform employees of their training requirements and their responsibilities and procedures for reporting.

~~1.1~~**1.3** In addition to being illegal, child abuse and neglect interfere with healthy child development and later achievement in life. To protect our students, especially from abuse or neglect, every district employee must comply with the provisions of this policy and state law.

~~Child abuse and neglect are not normally single events but usually involve repeated events affecting the same child, growing more severe the longer the problem continues. The damage, both physical and psychological, is cumulative. The longer the offender's behavior continues unchecked, the greater the chance of serious and permanent disability to the child. School administrators, teachers, and other school district employees have an important role to play in the elimination of child abuse because they are in a unique position to observe children over extended periods of time on a daily basis. This reporting policy should help administrators, teachers, and other school district employees in understanding and fulfilling their legal responsibilities regarding child abuse.~~

2. MANDATORY TRAINING

2.1 Utah law requires the District to use instructional materials approved by the Utah State Board of Education in providing all training described in this section.

2.2 Every other year the District will provide training and instruction on child sexual abuse and human trafficking prevention and awareness to all school personnel. The training will include:

2.2.1 how to respond to a disclosure of child sexual abuse in a supportive appropriate manner;

Board Discussion 4/14/2021

2.2.2 how to identify children who are victims or may be at risk of becoming victims of human trafficking or commercial sexual exploitation; and

2.2.3 how to comply with the mandatory reporting requirements described below.

2.3 Every other year the District will also provide training and instruction to parents of elementary school students on the following:

2.3.1 recognizing warning signs of a child who is being sexually abused or who is a victim or may be at risk of becoming a victim of human trafficking or commercial sexual exploitation; and

2.3.2 using effective, age-appropriate methods for discussing the topic of child sexual abuse with a student.

2.4 School principals, in consultation with the applicable director, may choose to provide instruction on child sexual abuse and human trafficking prevention and awareness to their students using age-appropriate curriculum.

2.4.1 No such instruction may be given to a student unless the parent of the student is:

2.4.1.1 notified in advance of the:

2.4.1.1.1 instruction and content of the instruction; and

2.4.1.1.2 parent's right to have the student excused from the instruction;

2.4.1.2 given an opportunity to review the instructional materials before the instruction occurs; and

2.4.1.3 allowed to be present when the instruction occurs.

2.4.2 In addition, before providing any such instruction to students, school employees must comply with the prior written consent and privacy provisions of the Utah Family Educational Rights and Privacy Act. See, Utah Code Ann. §§53E-9-201, -203.

2.4.3 Upon the written request of the parent of a student, the student shall be excused from the instruction on child sexual abuse prevention and awareness.

2.5 In addition to the training described above, each year, principals and other district supervisors must notify their employees of each employee's legal responsibility to report suspected child abuse or neglect to appropriate authorities, as described in this policy.

~~2.~~3. ~~REQUIRED REPORTING OF SUSPECTED CHILD ABUSE OR NEGLECT~~MANDATORY REPORTING

3.1 ~~Utah law requires that w~~Whenever any ~~person, including any school~~ employee~~,~~ has reason to believe that a child has been subjected to ~~incest, molestation, sexual exploitation, sexual abuse, physical~~ abuse~~,~~ or neglect, or observes a child being subjected to conditions or circumstances which would reasonably result in ~~such~~abuse or neglect, ~~he/she~~the employee shall immediately ~~notify~~ report the alleged abuse or neglect to the nearest peace officer, law enforcement agency, or office of the Division of Child and Family Services. ~~All school district personnel shall comply with the legal requirements as outlined in this policy.~~

3.2 An employee reporting abuse or neglect under paragraph 3.1 shall complete the following procedures:

3.2.1 The employee shall notify the student's principal or supervisor. Notifying the principal does not satisfy the reporting requirement of paragraph 3.1, and the employee must still personally comply with paragraph 3.1. The principal can be present when the employee makes the report under paragraph 3.1.

Board Discussion 4/14/2021

3.2.2 The employee shall complete the Nebo School District Child Abuse or Neglect Reporting Form.

3.2.2.1 One copy shall be placed in a Child Abuse or Neglect file at the District's Student Service's office;

3.2.2.2 One copy shall be placed in a separate file to be maintained by the school principal for all reported cases of suspected child abuse or neglect. The Child Abuse or Neglect Reporting Form shall not be placed in the child's educational file; and

3.2.2.3 If the student is eligible for special education services, one copy shall be placed in a separate file to be maintained by the Special Education Department at the District office for all reported cases of suspected child abuse or neglect. The Child Abuse or Neglect Reporting Form shall not be placed in the child's special education file.

3.3 In addition to the duty to report outlined above, an employee who has reasonable cause to believe a student may have been physically or sexually abused by any school employee, volunteer or contractor shall immediately report the belief and all other relevant information to the school principal, the superintendent, or the Utah Professional Practices Advisory Commission (UPPAC) at the Utah State Board of Education (USBE).

3.3.1 Any school administrator who has received a report under section 3.3 or who otherwise has reasonable cause to believe that a student may have been physically or sexually abused by a school employee, volunteer or contractor, shall immediately report that information to the superintendent or the Director of Human Resource.

3.3.2 If the individual suspected to have abused a student holds a professional educator license issued by USBE, the Director of Human Resources or his/her designee shall immediately report that information to the UPPAC.

3.4 An employee who has reason to believe a student may be subject to educational neglect due to compulsory education violation shall report to DCFS using the process described in Nebo School District Policy JDH, *Student Attendance*.

3.5 Failure to comply with the requirements of this section shall be considered unprofessional conduct by the district and may lead to disciplinary action. Moreover, an employee who willfully fails to report suspected child abuse or neglect may be guilty of a class B misdemeanor under Utah Code Ann. § 62A-4a-411.

3.6 Under both Utah Code Ann. § 62A-4a-410 and Utah Admin. Code R277-401-3, persons making reports or participating in an investigation of alleged child abuse or neglect in good faith are immune from any civil or criminal liability that otherwise might arise from those actions.

3.7 Reports are confidential. Under Utah Code Ann. § 62A-41-412, DCFS and law enforcement personnel are required to preserve the anonymity of those making the initial report and any others involved in its subsequent investigation. In accordance with Utah Admin. Code R277-401-3, the District and its employees shall preserve the anonymity of those reporting or investigating child abuse or neglect.

~~3.~~4. INVESTIGATIONS

4.1 In cases of suspected abuse or neglect that do not occur on school property or involve school personnel, ~~I~~it is not the responsibility of school administrators, ~~teachers~~educators, or other ~~school district~~ employees to investigate or prove that ~~the~~ a child has been abused or neglected, or to determine whether the child is in need of protection. Investigations in those cases are the responsibility of ~~the Division of Child and Family Services~~DCFS or law enforcement,~~.~~ and ~~I~~investigation by school personnel prior to submitting a report shall not go beyond that necessary to support a reasonable belief that a reportable problem exists.

Board Discussion 4/14/2021

4.2 ~~School~~ Except as may be required by law or another District policy, ~~personnel shall refrain from~~employees may not engage in the following conduct:

4.2.1 interview~~ing~~ the child or ~~having~~ have contact with the suspected abuser;~~.~~

4.2.2 contact the child's parents, relatives, friends, neighbors, or others for the purpose of discussing suspected abuse or neglect or to attempt to determine circumstances or causes of apparent abuse or neglect; or

4.2.3 contact parents or otherwise give them notice of an investigation, since parent notification of an investigation is the responsibility of law enforcement or DCFS.

4.3 Notes of voluntary or spontaneous statements by the child shall be made and given to the investigating agency.

4.4 Parents who make inquiries to school personnel about a report or an investigation should be directed to DCFS.

~~4.~~5. COOPERATION WITH LAW ENFORCEMENT AND DCFS

5.1 ~~School personnel~~Employees shall cooperate with social service and law enforcement agency employees authorized to investigate ~~reports~~ charges of ~~alleged~~ child abuse and neglect~~, assisting as asked as members of interdisciplinary child protection teams in providing protective diagnostic, assessment, treatment, and coordination services.~~

5.2 Requests for student records beyond the initial report should be directed to an administrator or his/her designee. When a request is made, the school official responding to the request shall verify the requesting party's credentials and authorization to access a student or student's records by viewing the person's agency-issued identification badge and other documentation, such as the agency's Child Abuse Neglect Report (CANR), that identifies both the party and the student by name and shows that the person is authorized to access the particular student's records.

5.3 Once identification and authorization are established under paragraph 5.2, District employees will cooperate with DCFS and law enforcement agencies by

5.3.1 allowing appropriate access to students;

5.3.2 allowing authorized agency employees to interview children consistent with DCFS and local law enforcement protocols; and

5.3.3 complying with the confidentiality provisions outlined in this policy.

5.4 School administrators should document DCFS and law enforcement school visits using the School Liability Release form.

~~**4.1**~~

~~**4.2** Persons making reports or participating in good faith in an investigation of alleged child abuse or neglect are immune from any civil or criminal liability that otherwise might arise from those actions. (Utah Code Ann., §62A-4a-401, et seq.)~~

~~**4.3** School administrators, teachers, school district employees, Division of Child and Family Services, and law enforcement personnel are required to preserve the anonymity of those making the initial report and any others involved in the subsequent investigation.~~

~~**4.4** The District Superintendent, or his/her designee, shall distribute annually to all school employees copies of the District's procedures for reporting suspected child abuse or neglect and the District's Child Abuse or Neglect Reporting Form.~~

Board Discussion 4/14/2021

4.5 To determine whether or not there is reason to believe that abuse or neglect has occurred, professional school employees may (but are not required to) gather information only to the extent necessary to determine whether a reportable circumstance exists.

4.6 Interviews with the child or suspected abuser shall not be conducted by school administrators or school district employees. Notes of voluntary or spontaneous statements by the child shall be made and given to the investigating agency. Interviews conducted by anyone other than the investigating agency could jeopardize proper handling of a child abuse or neglect case.

4.7 School administrators or other school district employees shall not contact the parents, relatives, friends, neighbors, etc. for the purpose of determining the cause of the injury and/or apparent neglect.

4.8 If there is reason to believe that a child may have been subjected to abuse or neglect, a verbal report of the abuse or neglect shall be made **immediately** by the school employee to:

4.8.1 the school principal, or his/her designee; then to

4.8.2 the appropriate legal authorities in accordance with the Nebo School District's Child Abuse and Neglect Protocol Handbook. The teacher or other school district employee is responsible to personally report the abuse or neglect to the proper legal authorities. The school principal should not report the abuse or neglect for the teacher or other school district employee, although the principal may be present when the report is made. When making the verbal report, always have the person receiving the report identify himself/herself. The notified person's name shall be entered on Nebo School District's Child Abuse or Neglect Reporting Form.

4.8.3 Complete a Nebo School District's Child Abuse or Neglect Reporting Form within forty-eight (48) hours, and distribute as follows:

4.8.3.1 one copy shall be put in a Child Abuse or Neglect file at the District's Student Service's office;

4.8.3.2 one copy shall be placed in a separate file to be maintained by the school principal for all reported cases of suspected child abuse or neglect. The Child Abuse or Neglect Reporting Form shall not be placed in the child's educational file; and

4.8.3.3 if the student is eligible for special education services, one copy shall be placed in a separate file to be maintained by the Special Education Department at the District office for all reported cases of suspected child abuse or neglect. The Child Abuse or Neglect Reporting Form shall not be placed in the child's special education file.

Board Discussion 1/14/2021

EXHIBITS
None

REFERENCES
Utah Code Ann. § 53E-6-701
Utah Code Ann. § 53G-9-207
Utah Code Ann., §62A-4a-401, et seq.
Utah Code Ann. § 78A-6-105
Utah Administrative Code, R277-401, et seq.

FORMS
Nebo School District Child Abuse or Neglect Reporting Form
Nebo School District School Liability Release Form

HISTORY

Revised 12 May 2021 – updated per HB 286 (2014), HB 228 (2018), SB 198 (2019) and R277-401 (2017); added section on mandatory training;
Revised 9 December 2009 – reformatted, made technical changes.
Revised or adopted 20 April 1994.

Board Discussion 4/14/2021

Nebo SCHOOL DISTRICT

CONFIDENTIAL
SCHOOL LIABILITY RELEASE FORM

INTERVIEWER

Name _____ Date _____

Agency Represented _____ ☐ Law Enforcement ☐ Division Child and Family Services

Address _____ Telephone _____

STUDENT TO BE INTERVIEWED

Name _____ School _____ Grade _____

RELEASE

As the interviewer requesting permission to interview the above-named student, I do hereby agree to the following:

1. I am accepting full responsibility for the above-named student during the course of my interview; thereby, releasing Nebo School District and all School District personnel from any and all liability resulting from the occurrence of this interview.

2. I understand that according to UTAH CODE ANN., Section 62A-4a-409 that a parent/guardian must be informed **prior** to the interview, unless the alleged perpetrator is the child's parent, step-parent, or a parent's paramour then in such case a parent/guardian must be informed **within 24 hours** of the interview.

3. I agree to accept full responsibility to contact the parent/guardian of this student relating to this interview in accordance with Utah law.

_____ _____ _____

Date Time Interviewer Signature

VERIFICATION (District Use Only)

Verification of Interviewer: ☐ Name Badge ☐ Organization Card

_____ _____ _____

Date Time Signature of Verifier

_____ _____

Position of Verifier Printed Name of Verifier

Comments:

- Give copy to school principal for filing in principal's Child Abuse or Neglect File.
- Send copy to the Student Services Coordinator at the District Office.

BOARD MOTION

Proposed Motion
I make the motion to adopt the Board Resolution adopting and approving Nebo School District group insurance benefits for 2021-2022.

BOARD RESOLUTION

RESOLVED that, after due consideration, the Board of Education of Nebo School District hereby adopts and approves Nebo School District group insurance benefits, as per the attached "Employee Insurance Benefits 2021-2022 Plan Year."

- SEE ATTACHED EMPLOYEE INSURANCE BENEFITS 2021-2022 PLAN YEAR -

Approved: 14 April 2021

EMPLOYEE INSURANCE BENEFITS
2021-2022 PLAN YEAR

ISSUE	DETAILS
Insurance	The District will provide medical insurance for the 2021-2022 plan year through the SelectHealth Share Network. Two plan options, the Base Plan and the Option Plan, will be available to employees and employees will pay a portion of the premiums. Following are details of the insurance plans as recommended by the Joint Insurance Committee:

BASE PLAN DEDUCTIBLE AND OUT-OF-POCKET MAXIMUMS

- $2,800 in-network deductible for single coverage
- $5,600 in-network deductible for two-party coverage
- $5,600 in-network deductible for family coverage
- $5,600 in-network deductible for two-party dual coverage
- $5,600 in-network deductible for family dual coverage
- $3,700 out-of-pocket maximum for single coverage
- $7,400 out-of-pocket maximum for two-party coverage
- $7,400 out-of-pocket maximum for family coverage
- $5,600 out-of-pocket maximum for two-party dual coverage
- $5,600 out-of-pocket maximum for family dual coverage

BASE PLAN OTHER INFORMATION

- Base Plan deductibles are "embedded." One member of the two-party or family meets the in-network deductible at $2,800 and the rest of the two-party or family will meet the in-network deductible at $5,600.
- Base Plan out-of-pocket maximums are "embedded." One member of the two-party or family meets the in-network out-of-pocket maximum at $3,700; the rest of the two-party or family will meet the in-network out-of-pocket maximum at $7,400.
- Employees will pay 20% of the costs between the deductible and the out-of-pocket maximum. The insurance carrier will pay 80% of the cost between the deductible and the out-of-pocket maximum.

BASE PLAN EMPLOYEE PREMIUMS

The monthly premium costs for full-time employees (1.0 FTE) on the Base Plan for the 2021-2022 plan year will be $35 for single coverage, $110 two-party coverage, $160 for family coverage, $110 for two-party dual coverage, and $160 for family dual coverage. The premiums will be withheld over 10 months starting in September 2021 and continuing through June 2022.

OPTION PLAN SUMMARY

There will be a buy-up Option Plan available that employees may select. The added cost of the Option Plan over the cost of the Base Plan will be paid by the employee. The Option Plan deductible is not embedded.

OPTION PLAN DEDUCTIBLE AND OUT-OF-POCKET MAXIMUMS

- $1,600 in-network deductible for single coverage
- $3,200 in-network deductible for two-party coverage
- $3,200 in-network deductible for family coverage
- $3,200 in-network deductible for two-party dual coverage
- $3,200 in-network deductible for family dual coverage
- $3,250 out-of-pocket maximum for single coverage

- $6,500 out-of-pocket maximum for two-party coverage
- $6,500 out-of-pocket maximum for family coverage
- $3,200 out-of-pocket coverage for two-party dual coverage
- $3,200 out-of-pocket maximum for family dual coverage

OPTION PLAN OTHER INFORMATION

- Option Plan deductibles are NOT "embedded." All members of the two-party or family meet the in-network deductible at $3,200.
- Option Plan out-of-pocket maximums are NOT "embedded." All members of the two-party or family meet the in-network out-of-pocket maximum at $6,500.
- Employees will pay 20% of the costs between the deductible and the out-of-pocket maximum. The insurance carrier will pay 80% of the cost between the deductible and the out-of-pocket maximum.

OPTION PLAN EMPLOYEE PREMIUMS

The monthly premium costs for full-time employees (1.0 FTE) on the Option Plan for the 2021-2022 plan year will be $75 for single coverage, $195 two-party coverage, $278 for family coverage, $195 for two-party dual coverage, and $278 for family dual coverage. The premiums will be withheld over 10 months starting in September 2021 and continuing through June 2022.

PREVENTATIVE PRESCRIPTION PLAN

The Base Plan and Option Plan include SelectHealth's Prescription Plan. Prescriptions will be available on a tiered schedule.

HEALTH SAVINGS ACCOUNT

Nebo School District will match contributions to Health Savings Accounts (HSA) through Health Equity for eligible employees. Following are details of the plan:

- Eligible employees are those who are covered on the SelectHealth Base Plan or Option Plan previously described.
- Annual match from the District to HSAs for eligible employees on the Base Plan will be $675 for those with single coverage, $1,350 for those with two-party coverage, $1,350 for those with family coverage, $1,350 for those with two-party dual coverage, and $1,350 for those with family dual coverage.
- Annual match from the District to HSAs for eligible employees on the Option Plan will be $400 for those with single coverage, $800 for those with two-party coverage, $800 for those with family coverage, $800 for those with two-party dual coverage, and $800 for those with family dual coverage.
- The HSA match will be made as the employees contribute to their HSA starting September 2021 and continuing through June 2022.
- Those on two-party dual or family dual Base Plans will have an additional $1,350 per year added to their HSA by the District on a non-match basis.
- Those on two-party dual or family dual Option Plans will have an additional $800 per year added to their HSA by the District on a non-match basis.

SUPPLEMENTAL INSURANCE

Optional supplemental insurance will be available through MetLife for additional coverage in the areas of hospitalization, critical illnesses, and accidental injuries. Employees who opt for the coverage will pay the premium cost of the supplemental insurance.

DENTAL

Employees will continue to have the option to buy group dental insurance through Educators Mutual Insurance (EMI). Employees who opt for the coverage will pay the premium cost of the supplemental insurance.

VISION

Employees will continue to have the option to buy group vision insurance through VSP and EyeMed. Employees who opt for the coverage will pay the premium cost of the supplemental insurance.

Employee Wellness Plan

Nebo School District will continue the Wellness Plan for the 2021-2022 school year. To benefit from the contract with SelectHealth, Nebo School District must meet minimum benchmark requirements on participation levels. Failure to achieve these benchmarks will result in increased insurance rates. Nebo School District is offering an incentive to complete the wellness requirements that includes a $100 contribution to employee HSA accounts. HSA contributions for successful completion will begin in January 2022, and the deadline for completion is April 1, 2022. Following are the Wellness Plan requirements as outlined by SelectHealth:

- Create a "My Health" account on selecthealth.org.
- Select a primary care physician on the "My Health" portal
- Attend a workplace health education and screening event or complete a preventative exam from a physician
- Complete a Health Check on the Virgin Pulse portal.
- Complete one or more digital coaching programs or Journeys on the Virgin Pulse portal.
- Create an account with Virgin Pulse and successfully participate and record results in Virgin Pulse for two activity campaigns
- Establish an HSA, if allowable, and contribute at least 25% of the annual deductible. Employee contributions will be matched as previously described.

Spouses who are enrolled in Nebo District Base Plans or Option Plans may choose to participate in the Wellness Plan. An incentive for a spouse of an employee to complete the first six of the above bulleted items includes a $100 contribution to the employee HSA account. HSA contributions for successful completion by spouses will begin in January 2022 and the deadline for completion is April 1, 2022.

OTHER WELLNESS OPTIONS

- Prize drawings will be offered to *all* employees who participate in monthly wellness campaigns.
- A $35 gift card will be offered to employees not eligible for District medical insurance who complete preventative screenings.

Note: Insurance plans and the Employee Wellness Plan applies to all eligible employees including classified, certified, and administrative employees who choose to utilize District insurance benefits. Representatives from each of these three groups of employees meet throughout the school year in committees in order to monitor usage, analyze trends, propose changes, and make recommendations to the Board concerning District medical insurance and the Employee Wellness Plan.

BOARD MOTION

Proposed Motion

I make the motion to adopt the Board Resolutions approving Empower Retirement, LLC of Greenwood Village, Colorado, as the single plan service provider for Nebo School District's: (i) 403(b) Retirement Plan; (ii) Separation Payment Plans / Early Retirement Incentive Plans, Options 1, 2, and 3; and (iii) Voluntary Contribution Employee Retirement Plans.

BOARD RESOLUTION

RESOLVED that, after due consideration, the Board of Education of Nebo School District hereby approves the procurement of Empower Retirement, LLC of Greenwood Village, Colorado, as the single plan service provider for Nebo School District's: (i) 403(b) Retirement Plan (applicable to certain eligible employees hired July 1, 2011 and thereafter); (b) Separation Payment Plans / Early Retirement Incentive Plans, Options 1, 2, and 3 (applicable to previously retired employees and certain eligible employees hired prior to July 1, 2011); and (iii) Voluntary Contribution Employee Retirement Plans (applicable to all employees who wish to voluntarily contribute to an employee retirement savings plan sponsored by Nebo School District).

FURTHER RESOLVED that Nebo School District's legal counsel and administration are authorized to negotiate, draft, and execute an appropriate agreement for said plan service provider services from Empower Retirement, LLC for the above-referenced employee retirement plans.

FURTHER RESOLVED that Nebo School District's legal counsel and administration are authorized to negotiate, draft, and execute any other related documents and to do what is necessary to comply with applicable federal and state laws, rules, and regulations to implement the above-referenced employee retirement plans, including but not limited to, adopting written programs to comply with the Internal Revenue Code and its accompanying regulations, obtaining tax identification numbers for the employee retirement plans, establishing accounts for plan participants, educating and providing information to plan participants, etc.

FURTHER RESOLVED that this approval is contingent upon Empower Retirement, LLC executing and satisfying the terms and conditions of an appropriate agreement with Nebo School District, and other related and necessary documents, for such plan service provider services to implement the above-referenced employee retirement plans.

FINALLY, BE IT RESOLVED that in the event Empower Retirement, LLC refuses or fails to execute an applicable agreement and other related and necessary documents for such plan service provider services for the above-referenced employee retirement plans, the Board of Education awards the employee retirement plan services to the next highest ranking plan service provider selected by the Evaluation Committee. This process shall continue with each successive plan service provider, in order of ranking, until appropriate agreements and related documents are executed, or until District legal counsel and administrative staff determine that it would be in the best interest of the School District to initiate a replacement evaluation process or not to proceed with procurement of these employee retirement plan services.

BACKGROUND INFORMATION

On December 9, 2020, the Board of Education approved the Early Retirement Incentive Plan, Option 3, dated effective December 1, 2020, and authorized the superintendent and administrative staff to proceed in creating and implementing a 403(b) Retirement Plan, effective July 1, 2021. On February 19, 2021, Nebo School District advertised a Request for Proposals ("RFP") for a group 403(b) Plan including Separation Payment Plans. In response to the RFP, a total of seven (7) financial organizations (AIG – Valic Life Group, Empower Retirement, ICMA-RC Retirement, Lincoln Financial Group, National Life Group, Newport Group, and Voya Financial) submitted proposals that were due on March 12, 2021. An Evaluation Committee

(comprised of Ken VanAusdal, Michael Harrison, Reed Park, Scott Wilson, and Troy Bohling, in consultation with Taylor Dance, Director of Retirement Plan Service at GBS Retire and Ryan Pitcher, Nebo School District's Chief Procurement Officer) evaluated the proposals on March 22, 2021. The Evaluation Committee held interviews with four (4) financial organizations (AIG – Valic Life Group, Empower Retirement, Lincoln Financial Group, and Voya Financial) on March 29, 2021. Empower Retirement, LLC received the highest score and ranking from the Evaluation Committee in accordance with the evaluation criteria as per the RFP, and was determined to be the most responsive and responsible financial organization to provide the said employee retirement plan services.

Approval: 14 April 2021

NEBO SCHOOL DISTRICT BOARD OF EDUCATION POLICIES AND PROCEDURES

SECTION: **B – Board of Education**
POLICY TITLE: **Board Organization and Authority**
FILE NO.: **BB**
DATED: **April 14, 2021**

Board Approved 4/14/2021

TABLE OF CONTENTS

1. PURPOSE AND PHILOSOPHY
2. BOARD POWERS AND DUTIES
3. BOARD ELECTIONS
4. BOARD MEMBER QUALIFICATIONS
5. BOARD MEMBER OATH OF OFFICE
6. MIDTERM VACANCIES

1. PURPOSE AND PHILOSOPHY

1.1. The Utah Constitution charges the Legislature with the responsibility of establishing and maintaining a public education system, and it vests general control and supervision of that system in the Utah State Board of Education (USBE). The Legislature fulfills its responsibility by enacting laws, providing funds, directing the USBE to adopt rules, and delegating the immediate control of the schools to the local boards of education elected within the school districts.

1.2. The Board of Education of Nebo School District (the Board), therefore, is an agency of the state with powers delegated to it by the Legislature. It is responsible for carrying out certain mandatory laws. It is authorized to consider and either accept or reject the provisions of permissive laws. In all cases where the state laws do not provide or prohibit, the Board shall consider itself the agent establishing and appraising educational activities of the District and responding to the desires of the majority of the citizens of the District.

2. BOARD POWERS AND DUTIES

2.1. The general powers and duties of the Board are defined in Title 53G, Chapter 4 of the UTAH CODE. Other chapters, parts, and sections state or imply that a local board of education has full power to operate the local public schools as it deems fit in compliance with local, state, and federal laws, rules, and regulations. Within these parameters, the Board views its required functions in the following broad areas:

2.1.1. Policy: The Board is responsible for the establishment of policy to direct or guide administrative action. The Board shall employ a Superintendent to implement or delegate the implementation of its policies.

2.1.2. Appraisal: The Board is responsible for evaluating the effectiveness of its policies and their implementation.

2.1.3. Provision of financial resources: The Board is responsible for adoption of a budget to enable the school system to carry out the Board's policies.

2.1.4. Public relations: The Board is responsible for providing adequate and direct means for keeping the local citizenry informed.

2.1.5. Educational planning and evaluation: The Board is responsible for establishing educational goals to guide both the Board and the staff in working together toward the continuing improvement of the educational program. It is responsible for providing for the ongoing evaluation of the school program against the goals and objectives set forth by the Board and by the USBE.

2.2. Because all powers of the Board lie in its action as a group, individual Board members exercise their authority over District affairs only as they vote to take action at a meeting of the Board as set forth in Nebo School District Policy BD, *Board of Education Meetings*.

3. BOARD ELECTIONS

Requirements for election of Board members are set forth in Title 20A, Chapter 14, Part 2 of the UTAH CODE. The District is divided into distinct geographic areas known as school board districts, and the Board is comprised of one member from each school board district, elected in accordance with state law.

4. BOARD MEMBER QUALIFICATIONS

4.1. Board member qualifications are set forth in Title 20A, Chapter 14, Part 2 of the UTAH CODE. A person seeking election to the Board must have resided in the school board district in which the person is seeking election for at least one year as of the date of the election.

4.2. A member of the Board shall

4.2.1. be and remain a registered voter in the local school board district from which the member is elected or appointed; and

4.2.2. maintain the member's primary residence within the school board district from which the member is elected or appointed during the member's term of office.

4.3. Members of the Board should have a genuine interest in and devotion to public education, a willingness to give time and effort to the work, a capacity for understanding people, and the ability to work cooperatively with others.

4.4. A Board member may not, during the member's term in office, also serve as an employee of the Board.

5. BOARD MEMBER OATH OF OFFICE

School Board Members, before taking office, shall take and sign the constitutional oath of office as found in the Utah Constitution:

"I do solemnly swear that I will support, obey and defend the Constitution of the United States and the Constitution of the State of Utah, and that I will discharge the duties of my office with fidelity."

6. MIDTERM VACANCIES

6.1. The Board shall fill midterm vacancies on the Board by appointment in accordance with UTAH CODE ANN. § 20A-1-511.

6.2. If the Board fails to make an appointment within 30 days after a vacancy occurs, or within 45 days after a vacancy due to the death of a Board member, the county legislative body will fill the vacancy by appointment.

6.3. If a Board member submits a letter of resignation, the Board may appoint an individual to fill the vacancy before the vacancy occurs, but the individual appointed may not take office until the vacancy occurs.

Board Approval 4/14/2021

EXHIBITS

None

REFERENCES

UTAH CODE ANN. § 20A-1-511
UTAH CODE ANN. § 20A-14-201, et seq.
UTAH CODE ANN. § 53G-4-101, et seq.
Nebo School District Policy BD, *Board of Education Meetings*

FORMS

None

HISTORY

Revised: 14 April 2021 – updated Utah Code citations; updated time for filling vacancy due to death of board member per SB 126 (2020); made technical changes.
Adopted: 11 October 2017 – Policies BB, BBA, BBAA, BBB, BBBA, BBBB, BBC and BBE repealed and replaced by this single policy.
Adopted or revised: July 1978.

Board Approval 4/14/2021

NEBO SCHOOL DISTRICT BOARD OF EDUCATION POLICIES AND PROCEDURES

SECTION: B – Board Governance and Operations
POLICY TITLE: Board Communication Protocols
FILE NO.: BH
DATED: April 14, 2021

Board Approval 4/14/2021

TABLE OF CONTENTS

1. PURPOSE AND PHILOSOPHY
2. GENERAL COMMUNICATION PRINCIPLES
3. SPECIFIC COMMUNICATION TOPICS / ISSUES AND PROTOCOLS
4. EMAIL COMMUNICATIONS
5. NEWS MEDIA
6. SCHOOL VISITS

1. PURPOSE AND PHILOSOPHY

This policy is designed to provide a framework for effective and open communication between the Board of Education and the Superintendent, administrative staff, employees, parents, students, patrons, and news media. In establishing these communication protocols, it is important to consider and recognize certain foundational and guiding principles:

1.1 The Board's primary function is to establish, review, and evaluate financial budgets, policies, and goals by which the District and schools are to be administered. The implementation and administration of the educational programs and general business of the District and schools is the responsibility of the Superintendent along with District and school administrative staff.

1.2 The authority of the Board is derived from Utah law and effectuated through official actions taken as a group during public Board meetings. An individual Board member does not unilaterally have authority to take official action on behalf of the Board.

1.3 Board members have a duty to uphold their constitutional oath of office and to observe and follow applicable federal, state, and local laws, rules and regulations, and District policies.

1.4 Board members should only act within the scope of their authority in order to minimize the risk of exposing themselves and/or the District to liability and damages. Board members should avoid becoming personally involved in matters outside their scope of authority that may infringe upon individual rights afforded by grievance, appeal, and other due process procedures required by law and/or District policy.

1.5 Board members shall not disclose information concerning confidential and legally privileged matters, including specifically, information obtained during Board closed sessions.

1.6 As elected officials, Board members have a duty to represent and respond to their constituents. Board members also represent the entire District and have a duty to strive to serve in the overall best interests of students, parents, patrons, and employees throughout the District.

1.7 Board members should follow the principles set forth the *Board of Education of Nebo School District Code of Conduct* as adopted by Nebo School District Policy BBF, *Board of Education Code of Conduct*.

1.8 Generally, official communications from the Board to administrative staff and employees will be communicated through the Superintendent; and generally, official communications and

reports to the Board from administrative staff and employees will be submitted through the Superintendent. Notwithstanding the foregoing, this shall not be construed as denying the right of Board members, administrative staff, and employees to communicate with one another in appropriate circumstances.

2. GENERAL COMMUNICATION PRINCIPLES

2.1 Board members should carefully listen to and/or read the concerns of individuals.

2.2 Board members should afford individuals the opportunity to be heard, and respond to them in a dignified, respectful manner by thanking them (in person, on the telephone, or through email or letter) for the information they have shared.

2.3 Board members may communicate to the individual that their concerns will be shared with the Board, and that they should expect to receive a response to their concerns from the Board President, the Superintendent, or a member of the Nebo School District administrative staff.

2.4 Board members have the right to speak on their own behalf, but must clearly communicate that their comments are their own and do not necessarily reflect the official position of the Board.

2.5 Official statements or responses on behalf of the Board shall be prepared by the Board President and Superintendent in coordination with the Public Information Officer and other individuals as applicable. The official statement or response shall be issued by the Board President or, if appropriate, by the Board Vice President, Superintendent, Public Information Officer, or other designated individual at the direction of the Board President.

3. SPECIFIC COMMUNICATION TOPICS / ISSUES AND PROTOCOLS

For additional guidance in responding to administrative staff, employees, parents, students, patrons, or the news media on specific topics and issues, Board members may wish consult the protocols attached as Exhibit “A”.

4. EMAIL COMMUNICATIONS

Email communications by Board members with administrative staff, employees, parents, students, patrons, and news media may be considered a public record under the *Government Records Access and Management Act* (GRAMA) (UTAH CODE ANN. § 63G-2-101, et seq.), and as such, particular care should be taken to assure that email communications are appropriate and follow the requirements set forth in Nebo School District Policy EH, *Records Access and Management / GRAMA*. The following are some guidelines when communicating by email.

4.1 Email communications should be clear and complete. Care should be taken to use proper language and grammar and avoid using "texting" shorthand and acronyms.

4.2 Determine whether an email message requires, or may be appropriate or advisable to include, an attachment or reference to a particular document or source.

4.3 Do not communicate by email on urgent items that need an immediate response.

4.4 During face-to-face communications people rely on both verbal and body language to assist in communicating or understanding the message. It is difficult to convey the same type of information using email. Email communications are more likely to be misinterpreted than face-to-face communication. Especially in more complicated matters, consider whether an email is an appropriate means of communication.

4.5 District email addresses are the property of the District, regardless of whether they are being utilized on a District owned or personal computer or mobile device.

4.6 Be aware that the intended recipient may forward and share email communications with others. Also, be aware that an email message can easily be posted online or printed in the newspaper.

Board Approval 4/14/2021

4.7 Emails should be retained in accordance with Nebo School District Policy EH, *Records Access and Management / GRAMA*, and are subject to public record requests under GRAMA and subpoenas.

5. NEWS MEDIA

If a member of the Board is contacted by the news media for a statement regarding an issue, the Board member should:

5.1 Determine whether the news media request can be handled through an individual response or requires an official statement from the Board.

5.2 If it is determined that it can be handled by an individual response, first review and become familiar with any information, resources, and materials that may be available related to the news media request. This information may be found in policies, budgets, financial statements, Board meeting minutes, etc. Contact the Superintendent or other District or school administrative officials if assistance is needed to obtain information, resources, and materials.

5.3 If it is determined that it requires an official statement from the Board, acknowledge the individual's request and let them know that the matter will be forwarded to the Board President. The official statement will be issued as per paragraph 2.5 above.

5.4 If the Board has already issued an official statement on the matter, the Board member may respond accordingly. A copy of the response to the individual should be sent to the Board President and Superintendent.

5.5 If the communication is sent to the entire Board, it is best to acknowledge receipt of the message and let the individual know that a response will be handled by the Board President.

6. SCHOOL VISITS

6.1 Board members who are parents of students enrolled in the schools in Nebo School District have the same access rights as other parents to visit schools and classrooms for purposes relating to their children's education. Likewise, Board members may attend any school activities and events that are open to the general public.

6.2 If an individual Board member is interested in visiting schools or classrooms in his/her official capacity as a Board member, he or she should inform the Superintendent of such visits and make arrangements for visitations through the respective school principals. Such official visits shall be regarded as expressions of interest in school affairs and not as "inspections" or visits for supervisory or administrative purposes. Official visits by Board members will be carried on under Board authorization and with the full knowledge of school administrative staff, including the Superintendent and other applicable supervisors.

Board Approval 4/14/2021

EXHIBITS
Exhibit "A" – *Specific Communication Topics / Issues and Protocols*

REFERENCES
Board Governance Handbook, Board of Education of Nebo School District
Coming to Order – A Guide to Successful School Board Meetings, Utah School Boards Association
The Key Work of School Boards Guidebook, Nation School Boards Association

FORMS
None

HISTORY
Revised: 14 April 2021 – updated Utah Code citations; made technical changes.
Revised 10 June 2015 – substantially rewritten; created exhibit A.
Adopted: 1978.

EXHIBIT "A"

SPECIFIC COMMUNICATION TOPICS / ISSUES AND PROTOCOLS

The following are suggested protocols for addressing specific topics and issues:

1. **District Policies, Goals, and General Governance:** If a member of the Board determines that a communication they have received relates to policy, goal, or general governance issues/concerns of the District, the Board member should:

   1.1 Determine whether the issue, concern, or question can be handled through an individual response or requires an official statement from the Board.

   1.2 If it is determined that the issue, concern, or question can be handled by an individual response, first review and become familiar with any information, resources, and materials that may be available related to the issue, concern, or question. This information may be found in policies, budgets, financial statements, Board meeting minutes, etc. Contact the Superintendent or other District or school administrative officials if assistance is needed to obtain information, resources, and materials.

   1.3 If it is determined that it requires an official statement from the Board, acknowledge the individual's issue, concern, or question, and let them know that the matter will be forwarded to the Board President. The official statement will be issued as per paragraph 2.5 above.

   1.4 If the Board has already issued an official statement on the matter, the Board member may respond accordingly. A copy of the response to the individual should be sent to the Board President and Superintendent.

   1.5 If the communication is sent to the entire Board, it is best to acknowledge receipt of the message and let the individual know that a response will be handled by the Board President.

2. **District Department Administration and Operations:** If a member of the Board determines that a communication they have received relates to the administration or operation of a particular District department, the Board member should:

   2.1 Acknowledge the individual's issue/concern.

   2.2 Inform the individual that their issue/concern falls within the administration of the District and that they should: (a) contact the specific District department's director or supervisor; or (b) in the event the issue/concern directly involves the director or supervisor, then contact that individual's supervisor (in the case of a director, the Superintendent should be contacted; and in the case of a supervisor, the director over that department should be contacted).

   2.3 If the individual who contacts the Board member does not feel comfortable making the initial contact with the District administration, offer to forward their issue/concern to the applicable District administrator.

   2.4 The Board member should copy any written response or communication to the Board President and Superintendent.

   2.5 Upon receiving notice of the issue/concern, the applicable District administrator will appropriately address the issue/concern at the lowest possible level. If necessary, the District administrator may refer and/or involve other individuals to properly address the issue/concern.

   2.6 The District administrator responsible for addressing the issue/concern will communicate the status or disposition of the matter to the referring Board member (to the extent reasonably permissible under law and policy), and provide a verbal report or copy of the communication to the Board President and Superintendent, as appropriate.

Board Approval 4/14/2021

3. **School Administration and Operations:** If a member of the Board determines that a communication they have received relates to the administration or operation of a particular school, the Board member should:

   3.1 Acknowledge the individual's issue/concern.

   3.2 Inform the individual that their issue/concern falls within the administration of the school and that they should: (a) contact the school's principal; or (b) in the event the issue/concern directly involves the principal, then contact the Director of Elementary Education or Director of Secondary Education, as applicable.

   3.3 If the individual who contacts the Board member does not feel comfortable making the initial contact with the school/District administration, offer to forward their issue/concern to the applicable school/District administrator.

   3.4 The Board member should copy any written response or communication to the Board President and Superintendent.

   3.5 Upon receiving notice of the issue/concern, the applicable school/District administrator will appropriately address the issue/concern at the lowest possible level. If necessary, the school/District administrator may refer and/or involve other individuals to properly address the issue/concern.

   3.6 The school/District administrator responsible for addressing the issue/concern will communicate the status or disposition of the matter to the referring Board member (to the extent reasonably permissible under law and policy), and provide a verbal report or copy of the communication to the Board President and Superintendent, as appropriate.

4. **Employment and Personnel Matters:** If a member of the Board determines that a communication they have received relates to employment or other personnel matters, the Board member should:

   4.1 Acknowledge the individual's issue/concern.

   4.2 Inform the individual that their issue/concern falls within the administration of the school/District and that they should: (a) contact the school's principal (in the event the issue/concern involves an employee at a school); or (b) contact the District department's supervisor (in the event the issue/concern involves an employee at the District). If appropriate, the individual may also be informed that depending upon the nature of their issue/concern, there are applicable laws and District policies which address and govern specific matters and dispute resolution procedures, such as discipline, leave, and orderly termination; scope of employment; bullying, discrimination, and harassment; ADA Amendments Act of 2008, Certified, Classified, and Administrative Employee Handbooks, etc.

   4.3 If the individual who contacts the Board member does not feel comfortable making the initial contact with the school/District administration, offer to forward their issue/concern to the applicable school/District administrator.

   4.4 The Board member should copy any written response or communication to the Board President and Superintendent.

   4.5 Upon receiving notice of the issue/concern, the applicable school/District administrator will appropriately address the issue/concern at the lowest possible level. If necessary, the school/District administrator may refer and/or involve other individuals to properly address the issue/concern. Depending upon the nature of the issue/concern, it may be appropriate and advisable to involve applicable District directors and the Director of Human Resources.

Board Approval 1/14/2021

4.6 The school/District administrator responsible for addressing the issue/concern will communicate the status or disposition of the matter to the referring Board member (to the extent reasonably permissible under law and policy), and provide a verbal report or copy of the communication to the Board President and Superintendent, as appropriate.

5. **Parent and Student Matters:** If a member of the Board determines that a communication they have received relates to parent and student matters, the Board member should:

5.1 Acknowledge the individual's issue/concern.

5.2 Inform the individual that their issue/concern falls within the administration of the school and that they should contact the school's principal. If appropriate, the individual may also be informed that depending upon the nature of their issue/concern, there are applicable laws and District policies which address and govern specific matters and dispute resolution procedures, such as academic credit and grading; conduct and discipline; bullying, discrimination, and harassment; school attendance; dress and grooming; participation in athletics and other extracurricular activities; school enrollment, special education, Section 504, etc. In the event the individual's issue/concern is not governed by a specific law or District policy, then the provisions and procedures set forth in Nebo School District Policy KLD, *Parent/Patron Dispute Resolution* will govern.

5.3 If the individual who contacts the Board member does not feel comfortable making the initial contact with the school administration, offer to forward their issue/concern to the applicable school administrator.

5.4 The Board member should copy any written response or communication to the Board President and Superintendent.

5.5 Upon receiving notice of the issue/concern, the applicable school administrator will appropriately address the issue/concern at the lowest possible level. If necessary, the school administrator may refer and/or involve other individuals to properly address the issue/concern. Depending upon the nature of the issue/concern, it may be appropriate and advisable to involve the District of Elementary Education or Director of Secondary Education, as applicable.

5.6 The school administrator responsible for addressing the issue/concern will communicate the status or disposition of the matter to the referring Board member (to the extent reasonably permissible under law and policy), and provide a verbal report or copy of the communication to the Board President and Superintendent, as appropriate.

6. **General Patron Matters:** If a member of the Board determines that a communication they have received relates to a general patron matter that does not fall within any of the other specific topics / issues described in this Section 3, the Board member should:

6.1 Acknowledge the individual's issue/concern.

6.2 Inform the individual that because their issue/concern is not governed by a specific law or District policy, then the provisions and procedures set forth in Nebo School District Policy KLD, *Parent/Patron Dispute Resolution* will govern. A copy of Nebo School District Policy KLD may be provided to the individual along with instructions that they should contact the appropriate individual(s) and follow the specific dispute resolution guidelines outlined therein.

6.3 If the individual who contacts the Board member does not feel comfortable making the initial contact with the school/District employee or administration as per the dispute resolution guidelines set forth in Nebo School District Policy KLD, then offer to forward their issue/concern to the applicable school/District employee or administrator.

6.4 The Board member should copy any written response or communication to the Board President and Superintendent.

Board Approval 4/14/2021

6.5 Upon receiving notice of the issue/concern, the applicable school/District employee or administrator will appropriately address the issue/concern at the lowest possible level by following the dispute resolution guidelines of Nebo School District Policy KLD.

6.6 The school/District administrator responsible for addressing and making the final decision on the issue/concern will communicate the status or disposition of the matter to the referring Board member (to the extent reasonably permissible under law and policy), and provide a verbal report or copy of the communication to the Board President and Superintendent, as appropriate.

7. **Bidding and Procurement Matters:** If a member of the Board determines that a communication they have received relates to a bidding or procurement matter, the Board member should:

7.1 Acknowledge the individual's issue/concern.

7.2 Inform the individual that their issue/concern falls within the administration of the District and that they should contact the Director of Operations.

7.3 If the individual who contacts the Board member does not feel comfortable making the initial contact with District administration, offer to forward their issue/concern to the Director of Operations.

7.4 The Board member should copy any written response or communication to the Board President and Superintendent.

7.5 Upon receiving notice of the issue/concern, the Director of Operations will appropriately address the issue/concern at the lowest possible level. If necessary, the Director of Operations may refer and/or involve other individuals to properly address the issue/concern.

7.6 The Director of Operations will communicate the status or disposition of the matter to the referring Board member (to the extent reasonably permissible under law and policy), and provide a verbal report or copy of the communication to the Board President and Superintendent, as appropriate.

8. **Contract and Legal Matters:** If a member of the Board determines that a communication they have received relates to a contract or other legal matter, the Board member should:

8.1 Acknowledge the individual's issue/concern.

8.2 Inform the individual that their issue/concern falls within the administration of the District and that they should contact the District's Legal Counsel.

8.3 If the individual that contacts the Board member does not feel comfortable making the initial contact with the District administration, offer to forward their issue/concern to the District's Legal Counsel.

8.4 The Board member should copy any written response or communication to the Board President and Superintendent.

8.5 Upon receiving notice of the issue/concern, the Districts' Legal Counsel will appropriately address the issue/concern at the lowest possible level. If necessary, the District's Legal Counsel may refer and/or involve other individuals to properly address the issue/concern.

8.6 The District's Legal Counsel will communicate the status or disposition of the matter to the referring Board member (to the extent reasonably permissible under law and policy), and provide a verbal report or copy of the communication to the Board President and Superintendent, as appropriate. Notwithstanding the above, legal communications may be further restricted, disclosed only to certain individuals, or communicated in a certain manner in order to preserve "attorney-client" and/or "work-product" privileges.

Board Approval 4/14/2021

NEBO SCHOOL DISTRICT BOARD OF EDUCATION POLICIES AND PROCEDURES

SECTION: K – School-Community Relations
POLICY TITLE: Parent/Patron Dispute Resolution
FILE NO.: KLD
DATED: April 14, 2021

Note: This policy applies only to dispute resolutions which are **not** covered by other policies and procedures. Policies containing specific dispute resolution procedures include, but are not limited to, the following:

GBEB, *Employee Discrimination and Harassment*
GCPD, *Employee Discipline, Administrative Leave, and Orderly Termination*
IGAA, *Secondary Citizenship*
JD, *Student Conduct and Discipline*
JDA, *Safe School Environment*
JDB, *Student Substance Abuse*
JDC, *Student Discrimination and Harassment*
JDCB/GBEBB, *Sexual Harassment*
JDD/GBEA, *Prohibition of Bullying, Hazing, and Retaliation*
JDE, *Student Electronic Devices*
JDG, *Student Dress and Grooming Standards*
JDH, *Student Attendance*
JECB, *Student Enrollment and School Transfer*
JECBA, *Student Eligibility for Participation in Extracurricular Activities and Athletic Transfers*
JECC, *Students in Homeless Situations*
JFBB, *Student Clubs*
JO, *Student Records*
JR, *Section 504 of the Rehabilitation Act of 1973*
JS, *Special Education*
IKF, *Curriculum Standards and Graduation Requirements*
Certified, Classified, and Administrative Employee Handbooks

Please refer to these policies for specific dispute resolution procedures in these areas.

TABLE OF CONTENTS

1. PURPOSE AND PHILOSOPHY
2. DEFINITIONS
3. PARENT/PATRON DISPUTE RESOLUTION PROCEDURES

1. PURPOSE AND PHILOSOPHY

1.1. The purpose of this policy is to provide a means for parents and patrons to be heard, at the lowest appropriate level, on various disagreements or significant concerns in an effort to seek equitable solutions. This policy establishes procedures wherein such disagreements or concerns are heard at the appropriate administrative levels in order to facilitate resolution.

1.2. To the extent that grievances, complaints, or other issues are specifically governed by hearing, due process, appeal, or dispute resolution procedures set forth by: (a) federal or state laws, regulations, or rules; or (b) other district policies, procedures, or agreements, those applicable procedures shall be followed. The dispute resolution procedures set forth in this policy only apply in the absence of such other specific hearing, due process, appeal, or dispute resolution procedures.

2. DEFINITIONS

2.1. **"Dispute Resolution"** means a process designed to allow a parent/patron to be heard, at the lowest appropriate level, on disagreements or significant concerns regarding a student, employee, school, or the district in an effort to seek equitable solutions, such as when it is perceived there has been a violation or a misinterpretation of a policy, or when the parent/patron desires a review of a school level decision.

2.2. **"Parent"** means either: (a) the natural or adoptive father and/or mother who has legal custody rights over a minor student enrolled in Nebo School District; or (b) a person who has been appointed by the court and vested with legal custody rights and responsibilities to manage the affairs of a minor student enrolled in Nebo School District.

2.3. **"Patron"** means an individual who resides within the geographical boundaries of Nebo School District.

2.4. A **"protected liberty or property right"** of an individual within the school environment may include, but is not limited to, the following:

Board Approved

2.4.1. Freedom of Speech/Expression -- May involve situations with school clubs, school newspapers, Internet, student speech, dress codes, school uniforms, etc.

2.4.2. Freedom of Religion – May involve situations with school prayer, teaching religion in school, religious clothing and accessories, holiday celebrations, etc.

2.4.3. Equal Protection – May involve situations of discrimination, harassment, sexual harassment, students with disabilities, etc.

2.4.4. Student Privacy – May involve situations with searches and seizures, police officers, drug testing, etc.

2.4.5. Student Records – May involve situations with academic grades, graduation credits, etc.

2.4.6. Student Discipline – May involve situations with long-term suspensions, expulsions, etc.

2.4.7. In cases that involve a protected liberty or property right of an individual in the school environment, there will most likely be a specific district policy or applicable federal or state laws which would govern the specific hearing, due process, appeal, or dispute resolution procedures. It will only be in rare occasions that the dispute resolution procedures of this policy would be used in cases involving the protected liberty or property rights of individuals.

3. PARENT/PATRON DISPUTE RESOLUTION GUIDELINES

3.1. The following dispute resolution procedures only apply in the absence of other specific hearing, due process, appeal, or dispute resolutions procedures governed by: (a) federal or state laws, regulations, or rules; or (b) other district policies, procedures, or agreements. The dispute resolution procedures are set forth as follows:

3.1.1. The parent/patron should first visit with the appropriate school educator or employee to discuss the perceived problem or concern in an effort to seek a satisfactory resolution.

3.1.2. If a satisfactory resolution cannot be reached, or if, for significant reasons, the parent/patron feels they cannot meet with the appropriate school educator or employee, the parent/patron can seek resolution through the school administrator or department supervisor.

3.1.3. If the dispute or concern cannot be resolved satisfactorily at the school administrator or department supervisor level, the parent/patron may appeal to the applicable coordinator or director who has supervision responsibility over the school or department.

3.1.4. The decision of the coordinator or director regarding the dispute or concern is final, provided that the dispute or concern does not involve matters related to an individual's protected liberty or property rights.

3.1.5. In the event the dispute or concern involves an individual's protected liberty or property rights and has not been resolved at the coordinator or director level, the coordinator or director will inform the parent/patron of their right to appeal to the superintendent.

3.1.6. In such cases, the parent/patron may then schedule a time to meet with the superintendent, or his/her designee, in an effort to resolve the matter. The superintendent, or his/her designee, shall issue a written decision. The written

Board Approval 4/14/2021

decision shall also include a statement of the parent's/patron's right to request in writing an appeal before the Board of Education within ten (10) calendar days from the date of the written decision.

3.1.7. If no request for an appeal is received within the ten (10) calendar days, the superintendent's decision is final. If a request for an appeal is received within the time period, the Board of Education shall schedule and conduct a hearing with the parent/patron. Following which, the Board of Education shall issue a written decision to the parent/patron concerning the matter. The Board of Education's decision is the final decision of the district.

3.2. Employees should not meet with large groups of parents or patrons to resolve disputes. Unless exceptional circumstances warrant otherwise, an employee shall meet only with the parents of one student or family at a time when following the dispute resolution procedures outlined in this policy.

EXHIBITS
Parent/Patron Dispute Resolution Flowchart

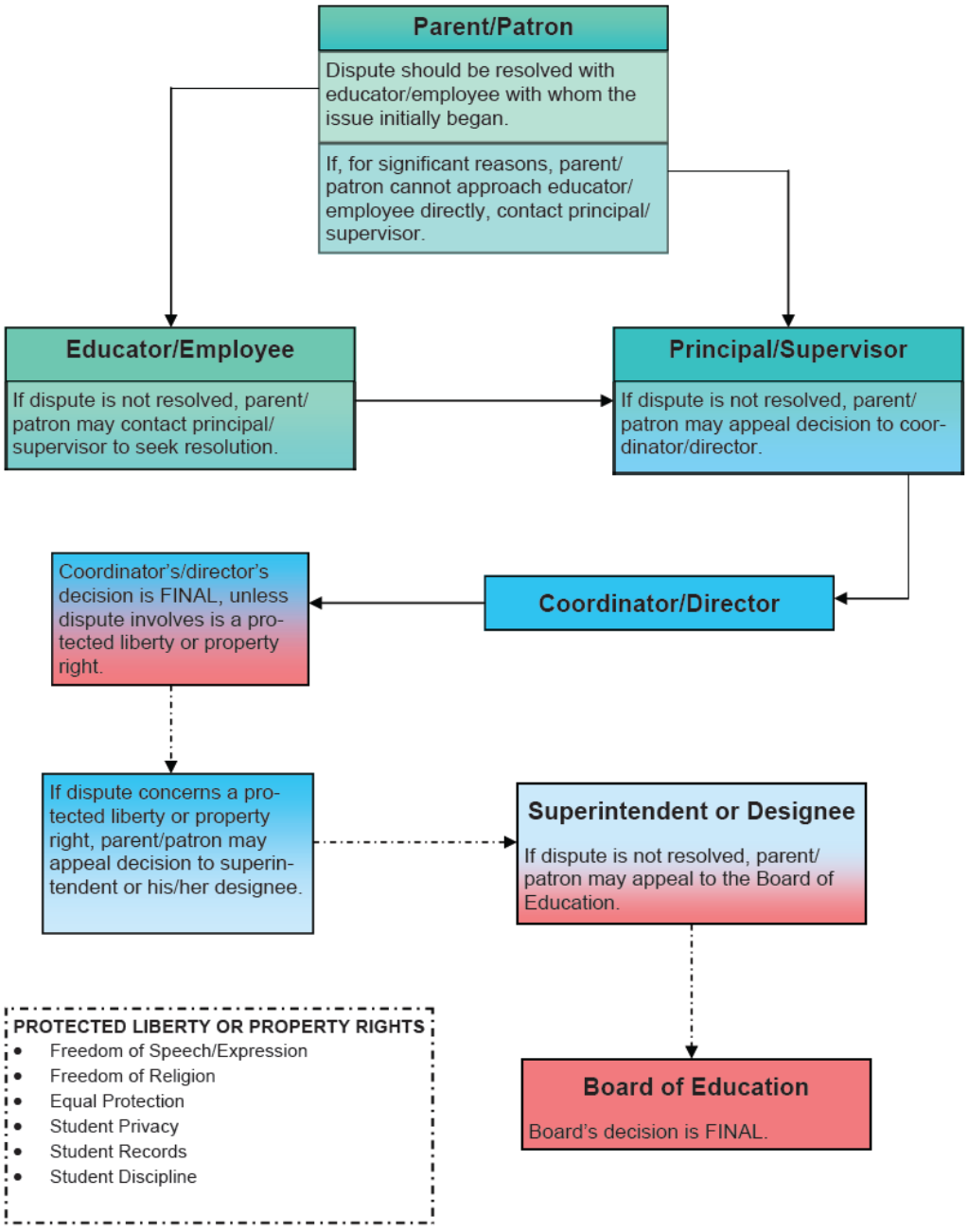
REFERENCES
None

FORMS
None

HISTORY
Revised: 14 April 2021 – updated policy citations; added paragraph prohibiting meeting with groups; made technical changes.
Revised: 9 June 2010 – rewritten.
Adopted: 22 July 1992.

Board Approval 4/14/2021

NEBO SCHOOL DISTRICT POLICY NO. KLD
PARENT/PATRON DISPUTE RESOLUTION
FLOWCHART



BOARD MOTION

Proposed Motion

I make the motion to adopt the Board Resolution approving the Property Exchange Agreement between Nebo School District and Salisbury Developers, Inc., wherein the District agrees to convey 5.16 acres of land located in Spanish Fork, Utah (near Maple Mountain High School), in exchange for 3.60 acres of adjacent land plus $156,000 to account for the acreage differential.

BOARD RESOLUTION

RESOLVED that, after due consideration, the Board of Education of Nebo School District hereby approves the Property Exchange Agreement between Nebo School District and Salisbury Developers, Inc.; wherein the District will convey 5.16 acres of land located in Spanish Fork, Utah (near Maple Mountain High School), in exchange for 3.60 acres of adjacent land located in Spanish Fork, Utah, owned by Salisbury Developers, Inc. In addition, Salisbury Developers, Inc. shall pay at closing the amount of One Hundred Fifty-Six Thousand and 00/100 Dollars ($156,000.00) to account for the acreage differential.

FURTHER RESOLVED that upon completion of a designated portion of the irrigation system and roadway improvements by Salisbury Developers, Inc., Nebo School District shall pay Salisbury Developers, Inc. the amount of One Hundred Fifty-Six Thousand and 00/100 Dollars ($156,000.00) as full and complete satisfaction for the District's proportionate share of the said improvements with no further financial obligations via a connector's agreement.

FURTHER RESOLVED that the Board of Education directs District legal counsel and administrative staff to complete the property transaction as soon as reasonably practicable subject to the satisfaction and resolution of the terms and conditions set forth in the Property Exchange Agreement attached hereto.

– SEE ATTACHED PROPERTY EXCHANGE AGREEMENT –

Approved: 14 April 2021

BOARD MOTION

Proposed Motion

I make the motion to adopt the Board Resolutions approving All Weather Waterproofing, Inc. of Murray, Utah, as the contractor for roof replacement services at Orchard Hills Elementary School (Project 1), Goshen Elementary School (Project 2), and Brookside Elementary School (Project 3), in the total amount of Three Hundred Fifty Thousand Seven Hundred Thirteen and 00/100 Dollars ($350,713.00).

BOARD RESOLUTION

RESOLVED that, after due consideration, the Board of Education of Nebo School District hereby approves the procurement of roof replacement services at Orchard Hills Elementary School (Project 1), Goshen Elementary School (Project 2), and Brookside Elementary School (Project 3), from All Weather Waterproofing, Inc. of Murray, Utah; and further approves the associated Independent Contractor Agreement between Nebo School District and All Weather Waterproofing, Inc. in the amount of Three Hundred Fifty Thousand Seven Hundred Thirteen and 00/100 Dollars ($350,713.00).

FURTHER RESOLVED that this approval is contingent upon All Weather Waterproofing, Inc., executing and satisfying the terms and conditions of the Independent Contractor Agreement with Nebo School District for such roof replacement services.

FURTHER RESOLVED that in the event All Weather Waterproofing, Inc. refuses or fails to execute the Independent Contractor Agreement for such roof replacement services, the Board of Education awards this project to the next highest ranking Contractor selected by the Evaluation Committee. This process shall continue with each successive Contractor, in order of ranking, until an Independent Contractor Agreement is executed, or until District legal counsel and administrative staff determine that it would be in the best interest of the School District to initiate a replacement evaluation process or not to proceed with the roof replacement services at these locations.

BACKGROUND INFORMATION

On January 21, 2021, Nebo School District advertised a Request for Statement of Qualifications (“RFSOQ”) for the replacement of roof sections at various schools and facilities throughout the District to be placed on an open approved vendor list. In response to the RFSOQ, a total of eleven (11) contractors submitted SOQs that were due on February 19, 2021. An Evaluation Committee (comprised of Matt Gledhill, Keith Argyle, Mike Anderson, and Darald Miller) evaluated the statement of qualifications on March 1, 2021. The Evaluation Committee determined that eight (8) contractors (All Weather Waterproofing, Artistic Roofing, Clarks Quality Roofing, Collins Roofing, Contract West, Conwest, Heritage Roofing, and Layton Roofing) were qualified to perform and provide roofing services for the District. In response to the RFB, a total of eight (8) contractors timely submitted bids that were due on March 31, 2021. An Evaluation Committee (comprised of Matt Gledhill, Darald Miller, and Keith Argyle) reviewed the bids on April 1, 2021 and determined that All Weather Waterproofing, Inc. was the best qualified company to provide the roof replacement services at Orchard Hills Elementary School (Project 1), Goshen Elementary School (Project 2), and Brookside Elementary School (Project 3), for the contract amount of Three Hundred Fifty Thousand Seven Hundred Thirteen and 00/100 Dollars ($350,713.00). Accordingly, it is the recommendation of the Evaluation Committee that the Board of Education approve All Weather Waterproofing, Inc. to provide the roof replacement services at Orchard Hills Elementary School (Project 1), Goshen Elementary School (Project 2), and Brookside Elementary School (Project 3).

- SEE ATTACHED INDEPENDNENT CONTRACTOR AGREEMENT -

Approval: 14 April 2021