

Board of Education Regular Meeting

Monday, March 14, 2016 7:00 PM

Elm Creek Public Schools Media Center /Board of Education meeting room
230 Calkins Avenue
Elm Creek, NE 68836-0490

1. Call to Order
2. Flag Salute
3. Open Meetings Act
4. Roll Call
5. Review of Agenda
6. Citizen's Comments
7. Consent Agenda
 - 7.1. Approval of Minutes of Previous Meeting(s)
 - 7.2. Payment of Invoices for \$70,772.40
 - 7.3. Financial Reports
 - 7.4. Personnel Actions
 - 7.4.1. Approve Resignations
 - 7.4.1.1. Rhonda Knapp
 - 7.4.1.2. Carmen Warner
8. Old Business
 - 8.1. First Graders' Crane Presentation
 - 8.2. Review of 5000 through 5305 (click on weblink)
9. New Business
 - 9.1. 2016-2017 Teachers' Master Agreement and Coach or Sponsor Contract
 - 9.2. Bargaining Agent Request for 2017-2018
 - 9.3. Option Enrollment Capacity for 2016-2017
 - 9.4. Approve Audit Bid for the 2015-2016 Fiscal Year
10. Reports
 - 10.1. Buildings and Ground Committee Report
 - 10.2. Principal's Report
 - 10.3. Superintendent Report
11. Next Regular Meeting, April 11, 2016 at 8:00PM
12. Adjournment

Board of Education Regular Meeting

February 08, 2016 3:00 PM

Elm Creek Public Schools Media Center /Board of Education meeting room

Attendance Taken at 3:02 PM:

Present Board Members:

Jeff Meads
Morgan Meier
Lynette Mitchell
Denise Ourada
JC Ourada
John Worthing

I. Call to Order

II. Flag Salute

III. Open Meetings Act

IV. Roll Call

V. Review of Agenda

Motion Passed: I move to approve the agenda as presented passed with a motion by John Worthing and a second by Lynette Mitchell.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

VI. Citizen's Comments

VII. Consent Agenda

Motion Passed: I move to approve the Consent Agenda as presented passed with a motion by John Worthing and a second by JC Ourada.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

VII.A. Approval of Minutes of Previous Meeting(s)

VII.B. Payment of Invoices for total of \$39,658.50

VII.C. Financial Reports

VIII. Old Business

VIII.A. SumDog Program Demonstration (Mrs. McCarter)

Discussion:

Mrs. McCarter and several students demonstrated the on-line program, SumDog. The students worked with individual Board members to show them the finer points of the program. This program is available to the K-6th graders. It is a math and reading program. It also has a writing component. It is also available to kids at home.

VIII.B. Auditor Report

Discussion:

We are in the process of collecting bids for auditing services. We have a bid from two companies and are waiting for a third bid to arrive.

IX. Executive Session

Motion Passed: I move to enter into Executive Session at 3:21PM passed with a motion by Denise Ourada and a second by Jeff Meads.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

Motion Passed: I move to exit from Executive Session at 3:59pm passed with a motion by Denise Ourada and a second by Morgan Meier.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

X. New Business

X.A. Consideration of Teacher Contract for 2016-2017

X.B. Adoption of policy 5209 (Civics Test Graduation Requirement)

Motion Passed: I move to adopt Board policy 5209, as presented and to repeal and rescind all existing Board policies that pertain to the same matters or that are otherwise conflicting, including without limitation existing policies passed with a motion by John Worthing and a second by Lynette Mitchell.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

X.C. Approval of ESU 10 Services Contracts for the 2016-2017 school year

Motion Passed: I move to approve the ESU 10 services contracts for the 2016-2017 school year passed with a motion by JC Ourada and a second by Morgan Meier.

Jeff Meads	Yes
Morgan Meier	Yes

Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

XI. Reports

XI.A. Transportation Committee Report

XI.B. Curriculum, Technology and Finance Committee

XI.C. Principal's Report

XI.D. Superintendent Report

XII. Next Regular Meeting on Monday, March 14, 2016 at 7:00PM

XIII. Adjournment

Motion Passed: Motion to adjourn meeting at 4:27pm passed with a motion by Denise Ourada and a second by JC Ourada.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

Chairperson

Superintendent

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR MARCH 14, 2016

GENERAL FUND - ACCT NO. 137766 (RECONCILED 3-9-16)

BANK BALANCE FEBRUARY 1, 2016	\$	1,003,324.05
FEBRUARY 2016 RECEIPTS		
Buffalo County	\$	177,013.52
Dawson County	\$	5,429.01
Eakes - Copy Lease Buyout	\$	41,452.55
ESU#10 - Subpay	\$	1,313.50
KACF - Wireless Keyboard	\$	274.75
NASB - Worker's Comp	\$	1,691.00
NDHHS - Medicaid in Schools	\$	608.89
Phelps County	\$	29,920.09
State - Aid	\$	80,524.79
State - School Age 13-14	\$	268.00
State - School Age 14-15	\$	37,148.00
State - School Age Transportation	\$	17,041.00
Village of Elm Creek	\$	30.00
TOTAL RECEIPTS	\$	392,715.10
AVAILABLE BALANCE	\$	1,396,039.15
DISBURSEMENTS:		
Bills Paid FEBRUARY 8, 2016	\$	82,204.73
FEBRUARY PAYROLL	\$	274,513.64
TOTAL DISBURSEMENTS	\$	356,718.37
BOOK BALANCE MARCH 1, 2016	\$	1,039,320.78
<u>DEPRECIATION FUND - ACCT NO 14832</u>		
BALANCE FEBRUARY 1, 2016	\$	71,468.96
INTEREST	\$	-
RECEIVED	\$	-
BOOK BALANCE MARCH 1, 2016	\$	71,468.96
<u>CERTIFICATES OF DEPOSIT THRU FEBRUARY 29, 2016</u>		
#6692 Bus Depreciation	\$	11,530.15
#6233 Track Maintenance - Issued 8/31/09	\$	16,288.22
#6013 Track Maintenance	\$	55,259.96
#6235 Unknown Capital Outlays - Issued 8/31/09	\$	16,239.67
#2232 Unemployment	\$	10,727.91
#6482 Track Maintenance - Issued 8/31/2011	\$	10,172.41
#6701 ECPS-Issued 3-12-15)	\$	24,000.00
CERTIFICATE TOTALS	\$	144,218.32

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR MARCH 14, 2016

LEASE PURCHASE PROGRAM

Balance MARCH 1, 2016 \$ -

BUILDING FUND

Balance FEBRUARY 1, 2016	\$	69,388.35
INTEREST	\$	8.84
EXPENSES	\$	-
BUILDING FUND BOOK BALANCE MARCH 1, 2016	\$	69,397.19

CONSTRUCTION FUND

Balance FEBRUARY 1, 2016	\$	-
RECEIPTS	\$	-
DISTRIBUTIONS	\$	-
CONSTRUCTION FUND BALANCE MARCH 1, 2016	\$	-

BOND FUND (OPENED 11-12-09)

Balance FEBRUARY 1, 2016	\$	6,438.96
RECEIPTS	\$	-
DISBURSEMENTS	\$	-
MARCH 1, 2016 BALANCE	\$	6,438.96

SAM ACCOUNT (REAP-1173)

Balance FEBRUARY 1, 2016	\$	10,193.40
DISBURSEMENTS	\$	-
MARCH 1, 2016 BALANCE	\$	10,193.40

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR MARCH 14, 2016

LUNCH FUND

BANK BALANCE FEBRUARY 1, 2016 (RECONCILED 3-9-16)	\$	75,549.18
<u>FEBRUARY RECEIPTS</u>		
LUNCH SALES	\$	5,466.89
FEDERAL REIMBURSEMENT - LUNCH	\$	5,003.48
FEDERAL REIMBURSEMENT - BREAKFAST	\$	1,235.62
EFUND PAYMENTS	\$	534.00
STATE REIMBURSEMENT	\$	-
TRANSFERS FROM GENERAL ACCT	\$	-
TOTAL RECEIPTS	\$	12,239.99
AVAILABLE BALANCE	\$	87,789.17
<u>FEBRUARY DISBURSEMENTS</u>		
Returned Checks.	\$	-
General Expenses	\$	239.10
Food/Groceries/Milk Etc.	\$	9,101.87
TOTAL DISBURSEMENTS	\$	9,340.97
BANK BALANCE MARCH 1, 2016	\$	78,448.20

MARCH BILLS

BERNARD FOODS	\$	859.18
CASH-WA	\$	2,996.87
DOUBLE D	\$	44.74
FOSTERS	\$	20.88
HEARTLAND REFRIGERATION (Milk case)	\$	447.19
HILAND DAIRY	\$	1,176.61
NE FOOD DISTR PROGRAM	\$	1,280.99
THOMPSON (FEBRUARY and MARCH)	\$	505.05
	\$	7,331.51

ACTIVITY FUND
TREASURER'S REPORT
FOR 3-14-16
RECONCILED 3-8-16

Account Description	Beg Feb	EXPENSES	INCOME	End Feb
ACCELERATED READER	\$ 3,820.64	\$ -	\$ -	\$ 3,820.64
ALUMNI	\$ 54.28	\$ -	\$ -	\$ 54.28
ANNUAL	\$ (7,848.34)	\$ -	\$ 850.00	\$ (6,998.34)
ATTEND/VAL SCHOL (tea conc)	\$ 1,355.65	\$ -	\$ -	\$ 1,355.65
BAND	\$ (6,777.84)	\$ 25.00	\$ -	\$ (6,802.84)
BAND CLUB	\$ -	\$ -	\$ -	\$ -
BAND INSTR RENTAL	\$ 535.00	\$ -	\$ -	\$ 535.00
BBALL	\$ (6,449.62)	\$ 2,543.00	\$ 4,560.91	\$ (4,431.71)
BOARD SCHOLARSHIP FUND	\$ 252.54	\$ -	\$ -	\$ 252.54
BOYS BBALL CLUB	\$ 982.66	\$ -	\$ -	\$ 982.66
CHEER	\$ 651.13	\$ 336.00	\$ 720.00	\$ 1,035.13
CHOIR	\$ (5,143.24)	\$ 435.48	\$ -	\$ (5,578.72)
CHOIR CLUB	\$ 1,412.30	\$ -	\$ -	\$ 1,412.30
CLASS OF 2009	\$ (54.64)	\$ -	\$ -	\$ (54.64)
CLASS OF 2010	\$ 78.45	\$ -	\$ -	\$ 78.45
CLASS OF 2013	\$ 292.21	\$ -	\$ -	\$ 292.21
CLASS OF 2014	\$ 116.95	\$ -	\$ -	\$ 116.95
CLASS OF 2015	\$ 29.30	\$ -	\$ -	\$ 29.30
CLASS OF 2016	\$ (1,029.18)	\$ 426.31	\$ -	\$ (1,455.49)
CLASS OF 2017	\$ 4,333.46	\$ 841.60	\$ 428.61	\$ 3,920.47
CLASS OF 2018	\$ 4,362.85	\$ -	\$ -	\$ 4,362.85
CLASS OF 2019	\$ 4,779.61	\$ -	\$ -	\$ 4,779.61
CLASS OF 2020	\$ 3,489.20	\$ -	\$ -	\$ 3,489.20
CLASS OF 2021	\$ -	\$ -	\$ -	\$ -
COMP PURCHASE	\$ (151.23)	\$ -	\$ -	\$ (151.23)
CONCESSIONS	\$ (8,319.65)	\$ 8,000.37	\$ 7,097.07	\$ (9,222.95)
COURTESY COMMITTEE	\$ 267.82	\$ -	\$ -	\$ 267.82
CROSS COUNTRY	\$ (1,480.13)	\$ -	\$ -	\$ (1,480.13)
CROSS COUNTRY CLUB	\$ 622.40	\$ -	\$ -	\$ 622.40
DANCE CLUB	\$ (476.35)	\$ -	\$ -	\$ (476.35)
DRAMA	\$ (272.99)	\$ -	\$ -	\$ (272.99)
ELEM PLAYGROUND	\$ -	\$ -	\$ -	\$ -
FCCLA	\$ (2,813.20)	\$ -	\$ 475.44	\$ (2,337.76)
FCS - PATTERNS	\$ 440.46	\$ -	\$ -	\$ 440.46
FFA	\$ 6,723.20	\$ 651.02	\$ 20.00	\$ 6,092.18
FINE ARTS	\$ 111.83	\$ -	\$ -	\$ 111.83
FOB CHECKOUT	\$ 2,100.00	\$ -	\$ 150.00	\$ 2,250.00
FOOTBALL	\$ (20,065.49)	\$ 1,552.71	\$ -	\$ (21,618.20)

ACTIVITY FUND
TREASURER'S REPORT
FOR 3-14-16
RECONCILED 3-8-16

Account Description	Beg Feb	EXPENSES	INCOME	End Feb
FOOTBALL CLUB	\$ 6,634.63	\$ -	\$ -	\$ 6,634.63
GENERAL DONATION FUND	\$ 539.10	\$ -	\$ -	\$ 539.10
GENERAL EXPENSES/INCOME	\$ 2,521.08	\$ 3,574.98	\$ 113.40	\$ (940.50)
GENERAL POSTAGE	\$ (279.10)	\$ 110.55	\$ -	\$ (389.65)
GIRLS BBALL CLUB	\$ 995.77	\$ -	\$ -	\$ 995.77
GOLF	\$ (3,282.05)	\$ -	\$ -	\$ (3,282.05)
GOLF CLUB	\$ 538.81	\$ -	\$ -	\$ 538.81
GYM RENT	\$ 5,101.50	\$ -	\$ -	\$ 5,101.50
IND TECH SPECIAL FUND	\$ 1,894.79	\$ -	\$ -	\$ 1,894.79
INSURANCE	\$ 2,531.24	\$ 5,831.69	\$ 1,520.10	\$ (1,780.35)
IPADs	\$ 12,181.51	\$ -	\$ 53.00	\$ 12,234.51
IRS 125	\$ (437.78)	\$ -	\$ -	\$ (437.78)
LASER	\$ 10.41	\$ -		\$ 10.41
MISCELLANEOUS	\$ 7,189.13	\$ -	\$ 324.80	\$ 7,513.93
MOTOR CLUB	\$ 849.57	\$ -	\$ -	\$ 849.57
MUSIC TRIP	\$ 1,824.12	\$ -	\$ -	\$ 1,824.12
NHS	\$ 2,992.07	\$ 1,062.94	\$ 224.00	\$ 2,153.13
ONE ACT	\$ (392.10)	\$ -	\$ -	\$ (392.10)
PRES FREE SCHOL	\$ (166.36)	\$ -	\$ -	\$ (166.36)
PRESCHOOL	\$ 27,314.75	\$ -	\$ 250.00	\$ 27,564.75
PROM	\$ 871.04	\$ -	\$ -	\$ 871.04
RETIREMENT	\$ 44.91	\$ -	\$ -	\$ 44.91
SCHOOL PLAY	\$ 383.80	\$ -	\$ -	\$ 383.80
SIGN ADVERTISING	\$ 9,610.58	\$ -	\$ -	\$ 9,610.58
SPECIAL ED	\$ 1,229.02	\$ 25.19	\$ -	\$ 1,203.83
SRS GIFTS	\$ 38.62	\$ -	\$ -	\$ 38.62
STU COUNCIL	\$ 1,378.39	\$ 929.42	\$ 741.37	\$ 1,190.34
SUPERMERCADO	\$ 176.68	\$ -	\$ -	\$ 176.68
SURPLUS PRO	\$ 93.00	\$ -	\$ -	\$ 93.00
TRACK	\$ (6,431.20)	\$ 888.85	\$ -	\$ (7,320.05)
TRACK CLUB	\$ 2,531.06	\$ -	\$ -	\$ 2,531.06
VOLLEYBALL	\$ (16,517.89)	\$ -	\$ -	\$ (16,517.89)
VOLLEYBALL CLUB	\$ 2,030.78	\$ -	\$ -	\$ 2,030.78
WRESTLING	\$ (15,173.19)	\$ 75.00	\$ 535.00	\$ (14,713.19)
WRESTLING CLUB	\$ 1,358.11	\$ -	\$ 1,255.61	\$ 2,613.72
	\$ 26,114.84	\$ 27,310.11	\$ 19,319.31	\$ 18,124.04

CHECK REGISTER FOR ACTIVITY ACCOUNT: FEBRUARY 2016

Check Number	Date	Paid To	Description	Amount
Bank ID: C	Activity Fund			
12291	2/1/2016	SHANNON POGGENDORF	DID NOT USE - VOID	\$ -
12292	2/1/2016	Firstier Bank	START CHANGE	\$ 1,115.00
12293	2/5/2016	EILEEN'S COLOSSAL COOKIES	VALENTINE'S COOKIES	\$ 154.00
12294	2/8/2016	Overton Public School	PIZZA - BAND	\$ 66.00
12295	2/8/2016	MEL ARMSTRONG	DRIVER'S PERMIT	\$ 7.50
12296	2/10/2016	Fillmore Central Public	SWING CHOIR	\$ 80.00
12297	2/11/2016	AWARDS UNLIMITED	TRACK AWARDS	\$ 888.85
12298	2/11/2016	Cash Wa Distributing	CONCESSIONS	\$ 2,384.72
12299	2/11/2016	CHESTERMAN CO.	POP - CONCESSIONS & POP MACHINE	\$ 3,834.39
12300	2/11/2016	Foster's Family Foods	FOOD	\$ 25.74
12301	2/11/2016	J & H ATHLETIC EQUIP RECONDITIONING	HELMETS	\$ 1,417.71
12302	2/11/2016	GRAND ISLAND NORTHWEST HS	STU CO DIST MEETING	\$ 350.00
12303	2/11/2016	Firstier Bank	BOOK FAIR START CHANGE	\$ 151.00
12304	2/11/2016	JM FUNDRAISING	PUFFINS, PIZZA	\$ 791.00
12305	2/12/2016	ROB HINRICHS	OFFICIAL	\$ 325.00
12306	2/12/2016	MINDEN HIGH SCHOOL	SPEECH MEET	\$ 119.00
12307	2/12/2016	LITTLE CAESER'S	CONCESSIONS	\$ 148.76
12308	2/12/2016	Firstier Bank	START CHANGE	\$ 175.00
12309	2/12/2016	MITCH MUMA	AMHERST JV OFFICIAL	\$ 120.00
12310	2/12/2016	JALEN IRISH	AMHERST JV OFFICIAL	\$ 120.00
12311	2/16/2016	KEARNEY CATHOLIC HIGH SCHOOL	SUB DIST CHEER ENTRIES	\$ 8.00
12312	2/17/2016	CLASS D ALL STATE BAND	ALL STATE FEE	\$ 25.00
12313	2/18/2016	DAYLIGHT DONUTS INC.	SNOW JAM CONC-DONUTS	\$ 50.60
12314	2/18/2016	KEARNEY CATHOLIC HIGH SCHOOL	SUB DIST ENTRIES	\$ 25.00
12315	2/19/2016	Firstier Bank	ELWOOD & SNOW JAM - START CHAN	\$ 2,810.00
12316	2/19/2016	CHAD BEEZLEY	ELWOOD GAMES - OFFICIAL	\$ 325.00
12317	2/19/2016	KITCHEN HELP	CONTRACTED SERVICES	\$ 180.40
12318	2/19/2016	LITTLE CAESER'S	SNOW JAM DAY 1	\$ 94.85
12319	2/19/2016	LITTLE CAESER'S	SNOW JAM DAY 2	\$ 94.85
12320	2/19/2016	ZIMMERMAN PRINTING & SHIRT SHA	CHEER CAMP SHIRTS	\$ 336.00
12321	2/19/2016	BLUE CROSS BLUE SHIELD OF NE	BOARD MEMBER PREMIUMS	\$ 5,831.69
12322	2/22/2016	HOLDREGE HIGH SCHOOL	DUSTER FOOTBALL CAMP	\$ 135.00
12323	2/23/2016	MUSEUM OF NEBRASKA ART	1ST GRADE TRIP	\$ 136.00
12324	2/23/2016	ARAPAHOE HIGH SCHOOL	ENTRY FEES	\$ 75.00
12325	2/25/2016	HYVEE	FLOWERS - FFA PROJECT	\$ 87.72
12326	2/25/2016	Postmaster	STAMPS & MAILINGS	\$ 110.55
12327	2/26/2016	MINDEN HIGH SCHOOL	SPEECH MEET FEES	\$ 35.00
12328	2/29/2016	SCHOLASTIC INC	BOOK FAIR	\$ 1,651.05
12329	2/29/2016	CORPORATE PAYMENT SYSTEMS	BOARD, FFA, SWING CHOIR, FCCLA	\$ 2,885.98

Check Register

ALL Data

Arranged by:
Check Number

Direct

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

1 - GENERAL FUND

Bank Account :A - General Fund

00013945		03/14/2016	ACTIFUND		Activity Fund	
12230		01/06/2016		03/10/2016	POSTAGE	15.10
12236		01/08/2016		03/10/2016	HOSPITALITY ROOM	74.65
12240		01/08/2016		03/10/2016	SPEECH - LEX	14.00
12247		01/13/2016		03/10/2016	POSTAGE	16.55
12251		01/14/2016		03/10/2016	BOARD EXPENSES	418.87
12266		01/19/2016		03/10/2016	PAYFLEX FEES	150.00
12275		03/14/2016		03/10/2016	SPEECH - B BOW	14.00
12277		01/22/2016		03/10/2016	KITCHEN HELP	317.72
12295		02/08/2016		03/10/2016	BUS DRIVER PERMIT	7.50
12306		02/12/2016		03/10/2016	SPEECH - MINDEN	119.00
12317		02/19/2016		03/10/2016	KITCHEN HELP	180.40
12326		02/25/2016		03/10/2016	POSTAGE	110.55
12327		02/26/2016		03/10/2016	SPEECH - MINDEN	35.00
12329		02/29/2016		03/10/2016	TECHNOLOGY	399.00
12329A		02/29/2016		03/10/2016	LIBRARY	37.90
12329B		02/29/2016		03/10/2016	DRIVER BACKGROUND CKS	141.00
12329D		02/29/2016		03/10/2016	BOARD EXPENSES	512.38
Check Total						2,563.62
00013946		03/14/2016	ADVANCEDW		ADVANCED WATER COMPANY	
5929		02/14/2016		03/10/2016	SERVICE CONTRACT (1 YR)	4,300.00
Check Total						4,300.00
00013947		03/14/2016	AGDRYER		Ag Dryer Services	
29066		02/18/2016		03/10/2016	4X10 METAL SHEET	34.28
Check Total						34.28
00013948		03/14/2016	AGRICOOOP		CHS AGRI SERVICE CENTER	
021516		02/15/2016		03/10/2016	JAN & FEB BILLS	3,392.72
Check Total						3,392.72
00013949		03/14/2016	ALPHAREH		ALPHA REHABILITATION P.C.	
1156		02/29/2016		03/10/2016	OT/PT, SPEECH	273.37
Check Total						273.37
00013950		03/14/2016	CENTURY		CENTURYLINK	
020716		02/07/2016		03/10/2016		309.42
Check Total						309.42
00013951		03/14/2016	CHARTERC		CHARTER COMMUNICATIONS	
022416		02/24/2016		03/10/2016		223.57
Check Total						223.57
00013952		03/14/2016	CHEMSEARCH		CHEMSEARCH	
2200435		02/02/2016		03/10/2016	CLEANERS, AEROSOL ETC	1,103.18

Check Register

ALL Data

Arranged by:
Check Number

Direct

Dep.	Check Number Invoice	Check Date Invoice Date	Vendor ID PO Number	Vendor Name PO Date	Description	Amount
	2216128	03/14/2016		03/10/2016	AEROSOL	397.20
					Check Total	1,500.38
00013953		03/14/2016	CIRCLESP		CIRCLE S PLUMBING	
	53351	02/15/2016		03/10/2016	1ST FL ENTRY, 2ND GRADE	377.77
	54286	12/31/2015		03/10/2016	SUPPLIES	8.40
					Check Total	386.17
00013954		03/14/2016	DECKER		DECKER EQUIPMENT	
	137851A	02/19/2016		03/10/2016	RD KEEPER BUMPER	21.45
					Check Total	21.45
00013955		03/14/2016	DOUBLED		Double D Cleaners	
	ECSJ010716	01/07/2016		03/10/2016	TOWELS, MATS, MOPS	136.65
	ECSJ020416	02/04/2016		03/10/2016	TOWELS, MOPS, MATS	104.95
					Check Total	241.60
00013956		03/14/2016	EAKESOFF		EAKES OFFICE PRODUCTS	
	022816	02/28/2016		03/10/2016	COPIERS	3,119.28
					Check Total	3,119.28
00013957		03/14/2016	ECOLABPR		Ecolab Professional Products	
	7222499	02/22/2016		03/10/2016	PEST ELIMINATION	66.29
					Check Total	66.29
00013958		03/14/2016	ECOWATER		ECOWATER SYSTEMS	
	1026072	02/24/2016		03/10/2016	SOFT SALT	39.00
					Check Total	39.00
00013959		03/14/2016	ENGINEER		ENGINEERED CONTROLS	
	43727	02/15/2016		03/10/2016	REPAIRS	120.00
					Check Total	120.00
00013960		03/14/2016	ESU10		Educational Service Unit 10	
	022416	02/24/2016		03/10/2016	SPED SERVICES	10,357.72
					Check Total	10,357.72
00013961		03/14/2016	FOSTFAMI		Foster's Family Foods	
	CODE 14 - 022916	02/29/2016		03/10/2016	FCS	224.26
	CODE 54 - 022916	02/29/2016		03/10/2016	CUSTODIAL	12.39
					Check Total	236.65
00013962		03/14/2016	HARRIS		HARRIS SCHOOL SOLUTIONS	
	XT00114402	03/09/2016		03/10/2016	TAX FORMS	306.96
					Check Total	306.96
00013963		03/14/2016	HOBBY		Hobby Lobby	

Check Register

ALL Data

Arranged by:
Check Number

Direct

Dep.	Check Number Invoice	Check Date Invoice Date	Vendor ID PO Number	Vendor Name PO Date	Description	Amount
	54707345	01/08/2016		03/10/2016	FCS	61.98
	54825655	01/13/2016		03/10/2016	FCS	20.21
					Check Total	82.19
00013964		03/14/2016	INTELL		INTELLICOM COMPUTER CONSULTING	
	191311	02/15/2016		03/10/2016	ADD PHONE EXTENSION	208.00
	191321	02/15/2016		03/10/2016	PHONE	130.00
					Check Total	338.00
00013965		03/14/2016	ISLANDSU		Island Supply Welding	
	147616	02/29/2016		03/10/2016	CYL RENTAL	56.84
					Check Total	56.84
00013966		03/14/2016	JOSTENS		Jostens	
	18216632	02/06/2016		03/10/2016	CERT/ATTENDANCE	13.17
					Check Total	13.17
00013967		03/14/2016	KEARNEYRE		KEARNEY RENTAL PROS	
	2061	02/22/2016		03/10/2016	ELECTRICITY ON RENTAL	8.18
					Check Total	8.18
00013968		03/14/2016	LASERTEC		LASERTEC OF NEBRASKA	
	60086	01/29/2016		03/10/2016	OVERAGE	841.79
	60272	02/29/2016		03/10/2016	OVERAGE	850.36
					Check Total	1,692.15
00013969		03/14/2016	LUCASE		LUCAS ELECTRIC, INC	
	4651	02/11/2016		03/10/2016	CIRCUIT TEACHER WKROOM	388.25
	4666	02/19/2016		03/10/2016	INSTALL RECEPTACLE	68.15
					Check Total	456.40
00013970		03/14/2016	MENARD		MENARDS - KEARNEY	
	700	02/12/2016		03/10/2016	BAGS, TRAPS, CLEANERS	111.18
					Check Total	111.18
00013971		03/14/2016	MOSAIC		MOSAIC	
	AXT0116	02/16/2016		03/10/2016	JANUARY SERV	3,344.38
					Check Total	3,344.38
00013972		03/14/2016	NASB		NEBRASKA ASSN OF SCHOOL BOARDS	
	012916	01/29/2016		03/10/2016	16-17 DUES	3,319.00
	39272	02/17/2016		03/10/2016	BOARD CONFERENCE	765.00
					Check Total	4,084.00
00013973		03/14/2016	NMCEXCH		NMC EXCHANGE LLC	
	INV097646	01/29/2016		03/10/2016	98 BRAKE REPAIR	1,990.07
	INV097678	01/29/2016		03/10/2016	'08 HEAD LAMP	280.24
	INV097687	01/29/2016		03/10/2016	'13 SEAT BELT	357.45
	INV102514	02/26/2016		03/10/2016	12 INSPECTIONS	420.00

Check Register

ALL Data

Arranged by:
Check Number

Direct

Dep.	Check Number Invoice	Check Date Invoice Date	Vendor ID PO Number	Vendor Name PO Date	Description	Amount
	INV102552	02/26/2016		03/10/2016	'08 - HARD START	342.00
	INV102556	02/26/2016		03/10/2016	'98 LIGHT REPAIR	722.78
Check Total						4,112.54
00013974		03/14/2016	NPPD		NEBRASKA PUBLIC POWER DISTRICT	
	021516-2110100 56740	02/15/2016		03/10/2016	BUS BARN	42.85
	021516-2110100 56744	02/15/2016		03/10/2016	BALLFIELD	27.37
	021516-2110100 56748	02/15/2016		03/10/2016	230 EAST CALKINS	4,564.88
Check Total						4,635.10
00013975		03/14/2016	NRCSA		NE RURAL COMMUNITY SCHOOLS ASSN	
	2016SPR	03/04/2016		03/10/2016	SPRING CONF REGISTRATION	380.00
Check Total						380.00
00013976		03/14/2016	OVERTONGOL		OVERTON GOLF CLUB	
	030116	03/01/2016		03/10/2016	2016 SCHOOL MEMBERSHIP	800.00
Check Total						800.00
00013977		03/14/2016	PEARSON		NCS PEARSON INC.	
	10553828	01/27/2016		03/10/2016	BOUC - TEST PROTOCOLS	91.50
Check Total						91.50
00013978		03/14/2016	PEPPERJW		JW PEPPER	
	03466647	01/22/2016		03/10/2016	BAND MUSIC	44.99
	03467820	01/29/2016		03/10/2016	BAND MUSIC	110.00
	03468182	02/01/2016		03/10/2016	BAND MUSIC	62.00
	03469070	02/05/2016		03/10/2016	BAND MUSIC	11.99
Check Total						228.98
00013979		03/14/2016	PERMA		PERMA-BOUND	
	1663201-03	01/26/2016		03/10/2016	BOOKS	21.60
Check Total						21.60
00013980		03/14/2016	PERRY		Perry, Guthery, Haase & Gessford, PC, LLO	
	022216	02/22/2016		03/10/2016	NEGOTIATIONS	300.00
Check Total						300.00
00013981		03/14/2016	PIONEERTE		PIONEER TELEPHONE	
	030116	03/01/2016		03/10/2016	LONG DISTANCE	16.39
Check Total						16.39
00013982		03/14/2016	SERVICE		SERVICEMASTER OF MID NE	
	12203	01/31/2016		03/10/2016	JAN - 2010 FACILITY	3,466.00
	12204	01/31/2016		03/10/2016	JAN ELEM FACILITY	3,719.00
	12306	02/29/2016		03/10/2016	FEB 2010 ADDITION	3,466.00
	12307	02/29/2016		03/10/2016	FEB ELEM FACILITY	3,719.00

Check Register

ALL Data

Arranged by:
Check Number

Direct

Dep.	Check Number Invoice	Check Date Invoice Date	Vendor ID PO Number	Vendor Name PO Date	Description	Amount
Check Total						14,370.00
	00013983	03/14/2016	SOURCE		SOURCEGAS LLC	
	201270290658	02/22/2016		03/10/2016	225 E BOYD	1,171.76
	201359238257	02/22/2016		03/10/2016	122 N CHURCH	125.46
	201448218673	02/22/2016		03/10/2016	230 EAST CALKINS	2,576.68
Check Total						3,873.90
	00013984	03/14/2016	SPARQDATA		SPARQDATA SOLUTIONS	
	N STAR 16-17 #30	03/10/2016		03/10/2016	NEGOTIATIONS SOFTWARE	1,300.00
Check Total						1,300.00
	00013985	03/14/2016	STATENE		STATE OF NEBRASKA	
	994071	02/01/2016		03/10/2016		227.47
Check Total						227.47
	00013986	03/14/2016	THOMPSON		THE THOMPSON CO.	
	1708628	02/11/2016		03/10/2016	LINERS, TISSUE, TOWELS	211.14
	1711911	02/18/2016		03/10/2016	TISSUE, LINERS, TOWELS	228.09
	1714995	02/25/2016		03/10/2016	TOWELS, TISSUE, LINERS	261.30
	1714996G	02/25/2016		03/10/2016	JUICE MIX	654.56
Check Total						1,355.09
	00013987	03/14/2016	VILLAGEE		Village Of Elm Creek	
	022916	02/29/2016		03/10/2016	JAN & FEB	1,190.00
Check Total						1,190.00
	00013988	03/14/2016	WOODWARDS		WOODWARDS DISPOSAL SERVICE	
	N08657-635	02/28/2016		03/10/2016	SHRED SERVICE	25.00
Check Total						25.00
	00013989	03/14/2016	YANDA'S		YANDA'S MUSIC	
	030116	03/01/2016		03/10/2016	BAND SUPPLIES AND REPAIRS	165.86
Check Total						165.86
1 - GENERAL FUND Totals:						70,772.40
Total of Checks Printed:						70,772.40
Report Total:						70,772.40

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR MARCH 14, 2016 - CORRECTED

GENERAL FUND - ACCT NO. 137766 (RECONCILED 3-9-16)

BANK BALANCE FEBRUARY 1, 2016 \$ 1,003,324.05

FEBRUARY 2016 RECEIPTS

Buffalo County	\$	177,013.52
Dawson County	\$	5,429.01
Eakes - Copy Lease Buyout	\$	41,452.55
ESU#10 - Subpay	\$	1,313.50
KACF - Wireless Keyboard	\$	274.75
NASB - Worker's Comp	\$	1,691.00
NDHHS - Medicaid in Schools	\$	608.89
Phelps County	\$	29,920.09
State - Aid	\$	80,524.79
State - School Age 13-14	\$	268.00
State - School Age 14-15	\$	37,148.00
State - School Age Transportation	\$	17,041.00
Village of Elm Creek	\$	30.00

TOTAL RECEIPTS \$ 392,715.10

AVAILABLE BALANCE \$ 1,396,039.15

DISBURSEMENTS:

<i>Bills Paid FEBRUARY 8, 2016</i>	\$	39,658.50
<i>Great American Financial Services (Copy Lease Buyout)</i>	\$	39,152.55
<i>Lasertec (Copy Lease Buyout)</i>	\$	2,300.00
<i>FEBRUARY PAYROLL</i>	\$	274,513.64

TOTAL DISBURSEMENTS \$ 355,624.69

BOOK BALANCE MARCH 1, 2016 \$ 1,040,414.46

DEPRECIATION FUND - ACCT NO 14832

BALANCE FEBRUARY 1, 2016	\$	71,468.96
INTEREST	\$	-
RECEIVED	\$	-

BOOK BALANCE MARCH 1, 2016 \$ 71,468.96

CERTIFICATES OF DEPOSIT THRU FEBRUARY 29, 2016

#6692 Bus Depreciation	\$	11,530.15
#6233 Track Maintenance - Issued 8/31/09	\$	16,288.22
#6013 Track Maintenance	\$	55,259.96
#6235 Unknown Capital Outlays - Issued 8/31/09	\$	16,239.67
#2232 Unemployment	\$	10,727.91
#6482 Track Maintenance - Issued 8/31/2011	\$	10,172.41
#6701 ECPS-Issued 3-12-15)	\$	24,000.00
CERTIFICATE TOTALS	\$	144,218.32

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR MARCH 14, 2016 - CORRECTED

LEASE PURCHASE PROGRAM

Balance MARCH 1, 2016	\$	-
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BUILDING FUND

Balance FEBRUARY 1, 2016	\$	69,388.35
INTEREST	\$	8.84
EXPENSES	\$	-
BUILDING FUND BOOK BALANCE MARCH 1, 2016	\$	69,397.19

CONSTRUCTION FUND

Balance FEBRUARY 1, 2016	\$	-
RECEIPTS	\$	-
DISTRIBUTIONS	\$	-
CONSTRUCTION FUND BALANCE MARCH 1, 2016	\$	-

BOND FUND (OPENED 11-12-09)

Balance FEBRUARY 1, 2016	\$	6,438.96
RECEIPTS	\$	-
DISBURSEMENTS	\$	-
MARCH 1, 2016 BALANCE	\$	6,438.96

SAM ACCOUNT (REAP-1173)

Balance FEBRUARY 1, 2016	\$	10,193.40
DISBURSEMENTS	\$	-
MARCH 1, 2016 BALANCE	\$	10,193.40

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR MARCH 14, 2016 - CORRECTED

LUNCH FUND

BANK BALANCE FEBRUARY 1, 2016 (RECONCILED 3-9-16) \$ 75,549.18

FEBRUARY RECEIPTS

LUNCH SALES	\$	5,466.89
FEDERAL REIMBURSEMENT - LUNCH	\$	5,003.48
FEDERAL REIMBURSEMENT - BREAKFAST	\$	1,235.62
EFUND PAYMENTS	\$	534.00
STATE REIMBURSEMENT	\$	-
TRANSFERS FROM GENERAL ACCT	\$	-
TOTAL RECEIPTS	\$	12,239.99

AVAILABLE BALANCE \$ 87,789.17

FEBRUARY DISBURSEMENTS

Returned Checks.	\$	-
General Expenses	\$	239.10
Food/Groceries/Milk Etc.	\$	9,101.87

TOTAL DISBURSEMENTS \$ 9,340.97

BANK BALANCE MARCH 1, 2016 \$ 78,448.20

MARCH BILLS

BERNARD FOODS	\$	859.18
CASH-WA	\$	2,996.87
DOUBLE D	\$	44.74
FOSTERS	\$	20.88
HEARTLAND REFRIGERATION (Milk case)	\$	447.19
HILAND DAIRY	\$	1,176.61
NE FOOD DISTR PROGRAM	\$	1,280.99
THOMPSON (FEBRUARY and MARCH)	\$	505.05
	\$	7,331.51

Elm Creek General Fund Expenditures
November 9, 2015

General Fund	Expenditures	15/16 Budget	Expended During Month	Spent YTD 15/16	Balance Remaining	% Remaining
1100	All Instruction	\$ 2,544,914.00	\$ 160,603.00	\$ 1,030,882.00	\$ 1,512,565.00	59.43
1200	Special Education Programs	\$ 475,500.00	\$ 40,714.00	\$ 229,935.00	\$ 241,855.00	50.86
2100	Guidance Services	\$ 198,419.00	\$ 18,528.00	\$ 113,496.00	\$ 84,923.00	42.80
2200	Library	\$ 53,300.00	\$ 3,631.00	\$ 22,960.00	\$ 30,280.00	56.81
2300	General Administration	\$ 288,800.00	\$ 13,552.00	\$ 91,366.00	\$ 192,119.00	66.52
2400	Office of the Principal	\$ 104,100.00	\$ 8,293.00	\$ 49,975.00	\$ 54,125.00	51.99
2500	Business Support	\$ 257,100.00	\$ 10,808.00	\$ 81,339.00	\$ 173,231.00	67.37
2600	Maint. & Operation of Buildings	\$ 531,200.00	\$ 62,708.00	\$ 275,185.00	\$ 216,233.00	40.70
2700	Pupil Transportation	\$ 209,500.00	\$ 9,619.00	\$ 80,789.00	\$ 125,189.00	59.75
3000	State Catagorical Programs	\$ 101,417.00	\$ 7,194.00	\$ 48,326.00	\$ 52,436.00	51.70
4000	Federal Programs	\$ 215,353.00	\$ 19,975.00	\$ 107,266.00	\$ 97,736.00	45.38
5000	Debt Services	\$ -		\$ -	\$ -	-
8000	Transfers to Other Funds	\$ -			\$ -	-
9000	Miscellaneous	\$ 2,000.00	\$ -	\$ 1,000.00	\$ 1,000.00	50.00
	Total Expenditures	\$ 4,981,603.00	\$ 355,625.00	\$ 2,132,519.00	\$ 2,781,692.00	55.83

March 11, 2016

Dear Elm Creek Board of Education,

I would like to offer my resignation as an elementary teacher effective at the end of my contract.

I would also like to thank our district for the opportunities that I have been given. I have been fortunate to work with many outstanding educators in my role as an elementary teacher.

As I complete my career in Elm Creek, I want to mention the many students that I have had the privilege to serve. I certainly value the opportunity I had to get to know them and be a part of their lives. My life has certainly been enriched by my association with the children of Elm Creek.

Lastly, I want to thank the parents and patrons of our community who have supported me both personally and as an educator.

Sincerely,

Rhonda Knapp

1714 W 56th Street
Apt- B305
Kearney NE 68845

March 9, 2016

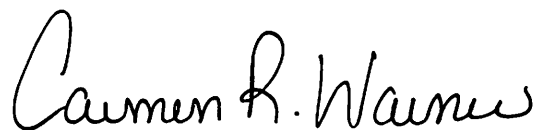
Elm Creek Board of Education
Elm Creek Public Schools
230 East Calkins Ave.
Elm Creek, NE 68836

With great respect I write this letter to inform you of my resignation as the 7-12 Family and Consumer Science Teacher, effective May 18, 2016. I am truly grateful for my experience at Elm Creek Public Schools. Over the last two years I've had the honor to educate vibrant students here in Elm Creek. I hope they have learned as much from me as I have learned from them. As an educator I have gained valuable experience. However, I have been offered and have accepted a position as a 9-12 Family and Consumer Science Teacher at Kearney High School.

In addition to teaching, I had the opportunity to work with the Career and Technical Student Organization the Family, Career, Community Leaders of America (FCCLA). Over the last two years I worked with chapter members, officers, and Students Taking Action with Recognition (STAR) competitors on the Local, District, State, and National levels. It was truly an honor to work with these students. I wish these students and the Elm Creek FCCLA chapter the very best in the future!

I will always value the experience I gained in Elm Creek. I would like to thank you for giving me the opportunity to teach, advise and coach at Elm Creek Public Schools. I wish the students, administration and staff the very best in the future.

Sincerely,

A handwritten signature in black ink that reads "Carmen R. Warner". The signature is written in a cursive style with a large initial 'C'.

Carmen R. Warner

Faint, illegible text at the top of the page, possibly bleed-through from the reverse side.

Second section of faint, illegible text, separated from the first by a horizontal line.

Third section of faint, illegible text, separated from the second by a horizontal line. The name "Edward H. ..." is partially visible in the lower right quadrant.

Coach or Sponsor Employment Agreement

This Employment Agreement is entered into between Elm Creek Public Schools, hereinafter referred to as the “District,” and _____, hereinafter referred to as the “Coach” (even if employed as an activity sponsor).

The District hereby agrees to employ the Coach and the Coach hereby agrees to accept such employment on the following terms and conditions:

Section 1. Assignment. The Coach is employed to coach or sponsor the following extracurricular activities: _____

(designate head or assistant coach, coaches aide or sponsor and level; e.g. varsity, JV etc.)

for the 2016-2017 season. The term of this contract shall be for the term of each season, provided that this agreement and employment is on an “at will” basis and may be earlier terminated pursuant to Section 4. The Coach will be responsible for providing services in accordance with the directions of supervisory coaches and the Activities Director and adhering to the following expectations:

- a. Working with Students. Coach and supervise students participating in the activity during practice, travel, and competitions. Assure that students engage in good sportsmanship and follow team and school rules. Implement due process disciplinary procedures consistent with school policy. Explain eligibility requirements and participation rules to students and follow rules. Treat students fairly and without discrimination and provide them with a positive activity experience. Maintain student confidentiality.
- b. Planning. Planning and implementing practice and competition objectives and strategies. Assist with scheduling of interscholastic contests or activities.
- c. Equipment and Safety. Assist with the general upkeep and inventory of equipment, supplies and uniforms and assure safety conditions of facilities and equipment.
- d. Communication and Records. Perform assigned communication and record-keeping duties, which may include reporting or turning in accurate equipment records, practice and competition scores/times, etc., rosters, student award or recognition records, communications to students and parents about scheduling and expectations, etc.
- e. Positive Relations. Develop positive relations with parents, school staff, the community and other schools and serve as an appropriate role model for the students.
- f. Development. Attend meetings and in-services to be familiar with rules, expectations and innovative ideas or techniques.
- g. Attendance. Regular, dependable and punctual attendance is an essential function of this service. The Coach must have the physical and mental ability to effectively perform the above expectations.
- h. NSAA Limitations on Coaches Aide: In the event the Coach is providing services as a coaches aide for an activity sponsored by the NSAA, the Coach shall follow the applicable NSAA guidelines, as follows:
 - i. Shall not initiate nor change instruction given by the head coach and must carry out specific directions given by the head coach.
 - ii. May assist in starting, executing, and completing the specific plan of the learning experience as defined and directed by the head coach.

- iii. Should be specifically prepared for duties assigned, to include the handling of emergency situations that arise in the course of his/her work.
- iv. Is not to be given the sole responsibility of directing or supervising students during practice. The head coach should be in the immediate practice area.
- v. When traveling to and from and participating in interschool competition, the team or individuals are to be accompanied by the head coach/sponsor, assistant coach/sponsor, or in case of an emergency, a certificated faculty member.

Section 2. Compensation.

- a. Salary. Coach shall be paid a salary, stipend or wage as follows:

Assignment	Hourly Rate or Stipend

Salary set by an hourly rate shall be payable on the regular payroll date each month. Salary payable as a stipend shall be payable in twelve equal installments on the regular payroll date each month.

- b. State Retirement. This employment is subject to provisions of the School Employees State Retirement Act.

Section 3. Duties of Coach.

- a. Duties. The duties of the Coach shall include such duties as may be set forth in the applicable job description for the position, the policies of the Board of Education, and as are assigned by the Superintendent and by the Coach’s supervisor. The Coach agrees to perform the duties faithfully and to the best of the Coach’s ability.
- b. Board Policies. The Coach shall comply with the policies of the Board of Education, the rules and regulations of the District and the directives of supervisors. The Coach agrees that the policies of the Board of Education and rules and regulations of the district may be changed at any time, with or without notice to the Coach. The Coach will adhere to the NSAA rules and the Coaches Code of Conduct.
- c. Duty Hours. The days and hours of employment shall be as assigned by the Superintendent or the Coach’s supervisor. Regular, dependable and punctual attendance is an essential function of the Coach’s position.
- d. Assignment. The Coach may be assigned to different positions and duties. In such event the Board shall retain the discretion to adjust the salary commensurate with such changed position or duties.
- e. Qualifications. The Coach represents that the Coach meets all qualifications and has all credentials to be employed to the position assigned. If employed as a head or assistant coach for NSAA sanctioned activities, the Coach possesses a valid Nebraska Teaching Certificate or Nebraska Administrative and Supervisory Certificate or a Provisional Trades Certificate and/or Special Services Certificate endorsed in coaching. This agreement may be automatically terminated if the represented qualifications fail to be held throughout the duration of the assignment.

Section 4. Termination.

- a. *Termination.* This agreement creates no property right in continued employment. It may be terminated by the District, with or without cause or hearing, upon giving two (2) calendar weeks notice or pay in lieu of notice. In the event good cause for termination exists as determined by the District, no notice or pay in lieu of notice shall be required.
- b. *Compensation upon Termination (if paid on stipend basis).* Upon termination, the compensation to be paid shall be: number of days worked in the activity to date of termination divided by total number of days to be worked had termination not occurred before the end of the activity, multiplied by the stipend. Any portion of compensation paid or provided but not earned prior to termination shall be refunded to the District by the Coach. The Coach authorizes a set-off from any compensation remaining payable for any damages or overpayment.

Section 5. Applicable Law. This agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

Section 6. Entirety of Agreement. This Employment Agreement constitutes the entire agreement. No representations or agreements made by or on behalf of the District not herein contained shall be of any force or effect. This Employment Agreement shall be subject to modification only by a written instrument signed by the Coach and the Superintendent or the Board of Education.

Executed this ____ day of _____, 20__.	Executed this ____ day of _____, 20__.
_____ Coach	Elm Creek Public Schools By: _____ Authorized Official

**MASTER AGREEMENT
BETWEEN
ELM CREEK BOARD OF EDUCATION
AND THE
ELM CREEK EDUCATION ASSOCIATION**

ARTICLE I SALARIES

- A. Base salary. The base salary for the **2016 - 2017** school year shall be **\$33,925**.
- B. The schedule index shall be 4% for each years experience allowed on the schedule and 4% for each additional nine hours allowed above the BA degree.
- C. Extra Duty Pay. Teachers assigned a duty listed on the extra-duty schedule shall be placed on the schedule where their past experience would allow, up to the number of years allowed on the schedule as provided by provision number one of the salary schedule provisions.
- D. Home activity and concession sponsors shall be paid \$20.00 per activity. The principal or designee shall make a schedule and all teachers may be placed on the schedule.
- E. Salary Schedule Provisions. The salary schedule provisions attached to the salary schedule are an integral part of the salary schedule and have been negotiated as they appear on the attached schedule.
- F. Substituting for Another Teacher. When asked to sit in for another teacher during a regularly scheduled preparation period, teachers shall be paid \$15.00 per time.
- G. Salary Schedule. Following is a copy of the current salary schedule now in force in the Elm Creek Public School. The schedule has three parts: 1) the index schedule; 2) the extra duty pay schedule; 3) the salary schedule provisions.
- H. Co-Chairpersons of the CIP (continuous improvement plan) committee will be paid \$400 per year.

SALARY SCHEDULE PROVISIONS

- A. Teachers entering the system for the first time shall be given credit for eight (8) years prior experience, provided it shall have been earned in an accredited school during the immediate past ten (10) years, and shall have been more than half-time (pro-rated to the nearest half or whole time) teaching. The eight (8) years of prior experience will be for school year beginning with the 2007-08 year and is not retroactive; and eight (8) years is the maximum allowed for probationary teachers entering the Elm Creek District.
- B. Each teacher shall have on file in the superintendent's office a complete up-to-date transcript of college hours earned.
- C. All courses used for advancement on the salary schedule must be graduate courses. *
- *Exceptions will be at the discretion of the Board of Education and/or Administration and shall be judged on an individual basis.
- D. All graduate Courses will be allowed for advancement on the salary schedule.
- E. Teachers shall be offered their official contract for the upcoming year no later than September 1st of that contract year.
- F. There will be two salary schedules beginning August 17, 2009; one for Teachers currently employed at Elm Creek Public Schools on this date; and a second salary schedule for any 'new hires' after this date which does not show the BA + 45 column on the schedule (that column will read MA + 9 only for the new hires).

- G The school district will ‘grandfather’ all of the Elm Creek Teachers who are currently on the BA + 45 column. Additional Teachers must be on the BA + 36 column now, in order to move to the BA + 45 column. Teachers who are currently on the BA + 36 column will have approximately two years (until the first day of the 2011-12 school year) to move to the BA + 45 column, if they choose to do so.
- H Regarding extra duty pay: the school district will ‘grandfather’ the Elm Creek Teachers who are currently on the Extra Duty schedule. If a new Golf Coach is hired after August 17, 2009, the Extra Duty percentages will be Year 1=7, Year 2= 8, Year 3= 9, Year 4= 10, Year 5=11, for the golf coach. If a new Assistant Speech Coach is hired after August 17, 2009, then the Extra Duty percentages will be Years 1 through 5 = all 5.5% for assistant speech coach.

ARTICLE II HEALTH & DENTAL INSURANCE

- A. The Elm Creek Public Schools provides a stipulated monthly amount toward the purchase of health & dental insurance or cash (Blue preferred \$900.00 deductible.) A teacher must be teaching half time or more to qualify for insurance or cash. The following are the choices for the 2016-2017 school year:

Full –time teachers shall have the following choices:

- 1. Family health and single dental insurance.
- 2. Employee and spouse health and single dental insurance.
- 3. Employee and child(ren) health and single dental insurance.
- 4. Employee health and single dental insurance.
- 5. \$530.00 per month for Cash.

Teachers teaching less than full -time and more than half time shall have their benefits prorated based on their FTE.

- B. The Board of Education reserves the right to name the health and accident insurance carrier.

ARTICLE III LONG –TERM INCOME PROTECTION

- A. The Board of Education reserves the right to name the long-term disability income carrier. The Board of Education will pay 100% of the cost of the premium of the long-term (180 day) and short term (90 day elimination period) and a Maximum of 66-2/3% of salary protection.

ARTICLE IV LEAVE POLICIES

- A. Sick leave. In the case of absence from school because of personal illness or accident, a teacher shall be allowed full pay for such absence. Full-time employees shall have available ten (10) sick leave days annually. Employees may use ten (10) days per year, non-accumulative, in cases where the absence is due to the illness or accident of the immediate family. Immediate family is defined as wife, husband, son or daughter, mother, and father. Part-time employees shall have available the number of sick leave days prorated based on their FTE. Days not used during that year are carried over for accumulation. An employee may accumulate up to 45 days of unused sick leave. An employee may start the year with 45 days plus the ten (10) days annually given.
- B. Professional leave. Each teacher may be granted two (2) days professional leave each school year without loss of pay to attend workshops, in-service, visiting another school, etc. Visiting other school could be an assignment within a college course for advancement on the salary schedule. It requires pre-arranged approval by the principal and/or superintendent.
- C. Personal leave. Two days personal leave will be allowed each school year to all employees without loss of pay.
 - 1. Two days of personal leave will be granted with no reason given. Request for such leave shall be made to the principal. One (unused) personal leave day may be carried over to the next school year, allowing for a maximum of three personal leave days possible during any one school year. No more than two personal leave days may be taken on consecutive school days.

2. Teachers will be paid an amount equal to one half of a substitutes daily pay for any unused personal leave days that cannot be carried over to the following year. This will begin with the 2007-08 school year carrying over to the following school year with the amount to be included in the June, July, or August paycheck.
- D. Bereavement Leave. Teachers will be provided leave with pay to attend and/or make preparations for the funeral of a member of the immediate family.
1. Five (5) days will be allowed for each occurrence if the immediate family is defined as spouse, father, father-in-law, mother, mother-in-law, son, son-in-law, daughter, daughter-in-law, or grandchild:
 2. Certified staff members will be allowed to use ten (10) available sick days in the case of the death of an immediate family member. Immediate family member would be defined as: wife, husband, daughter or son.
 3. Three (3) days will be allowed for each occurrence if the immediate family is defined as brother, brother-in-law, sister or sister-in-law.
 4. Two (2) days will be allowed for each occurrence if the immediate family is defined as grandparent.
 5. One (1) day will be allowed for each occurrence if the immediate family is defined as aunt or uncle.
 6. Teachers will be allowed to use one (1) day of available sick leave per occurrence to attend the funeral of other relatives and friends. Teachers will be allowed one (1) additional day to attend the funeral of relatives if the teacher reimburses the district an amount equal to the cost of a substitute.
- E. Maternity leave. Maternity leave shall comply with existing State and Federal laws. Maternity leave shall be leave without pay except as existing laws provide.

ARTICLE V SEVERANCE PAY

- A. Severance Pay. On termination of their contract, certificated staff members shall receive severance pay for all unused sick leave, maximum of 45 days, based on one-half of the daily substitute pay rate in effect at the time of termination.

ARTICLE VI GRIEVANCE POLICY

- A. The Board recognizes the need to practice reasonable and effective means of resolving differences, which may arise among employees, to reduce potential areas of grievances, and to establish and maintain, recognized two-way channels of communication between staff and administration. A grievance policy exists in the Board Policies.

ARTICLE VII OVERNIGHT SUPERVISION AND NON-SCHOOL TIME WORKSHOPS

- A. Staff members required to supervise students or groups over night will be paid \$40.00 per night in addition to the normal expenses paid by the school.
- B. Non-Contract Required Attendance: Teachers requested by the district to attend workshops, trainings, or meetings on non-contract days shall be paid \$25 per hour. If the workshop exceeds 8 hours, teachers would be paid \$200 per day. These hourly wages include workshop hours and working lunches only and are subject to all normal payroll deductions.”

ARTICLE VIII SUCCESSOR AGREEMENT

- A. Each teacher employed by the district will receive vertical and horizontal advancement, if applicable, in the event this agreement continues for the following school year.

ARTICLE IX DURATION OF AGREEMENT

- A. This contract shall be effective as of the beginning of the 2016-2017 school year and shall continue in effect until the end of the 2016-2017 school year. If a new and substitute contract has not been duly entered into prior to the end of the 2016-2017 school year, the terms of this contract shall continue in full force and effect until such substitute contract is adopted, which shall then be fully retroactive to the beginning of the 2017-2018 school year. The Board agrees to pay any increase in the Health and dental Insurance premium so as to maintain the present insurance coverage which will be Blue Preferred \$900.00 deductible with Single Dental until such time that a substitute contract is adopted.

ARTICLE X FRINGE BENEFITS

- A. The Board and Association will implement a Section 125 “cafeteria” plan as per INTERNAL REVENUE SERVICE RULES, and includes the following:

Qualified benefits and employee available elections include:

- 1. Employee With No Dependents. Where an Employee has no dependents, said Employee may make the following benefit election:
 - a. Single health and dental insurance coverage; or,
 - b. The Cash Payment.
- 2. Employee With Dependent(s). Where an Employee has dependent(s), said Employee may make the following election:
 - a. Single or dependent (according to the BC/BS four-tier plan for current or,
 - b. The Cash Payment.

- B. Within the District’s Section 125 Plan, if the cash option is taken, the cash will be treated as follows:

- 1. Section 125 plan, if the **cash** option is taken:
 - a. Cash will be treated as income. State and Federal taxes will be withheld and income taxes are due on this income.
 - b. This cash will not be used to determine compensation for the Nebraska Teacher Retirement System. This is a Nebraska Retirement System rule. No withholding (employee or employer) will be made for this purpose. This cash will not be used for Retirement System final compensation formula.
- 2. Dependent Care Plan/Expenses.
- 3. Medical Reimbursement Plan/Expenses
- 4. Cafeteria Plan

This Master Agreement shall constitute a compilation of all the annual agreements between the Elm Creek Education Association since negotiations began in 1967.

However, if proof can be shown by either party, by acceptable copies of past negotiated annual Agreements that something has been changed that is not a negotiated change, or something has been inadvertently “left out” that should be included in this Master Agreement, both parties agree to add or delete to this agreement as the case may be.

Ratified by both parties this **14th** day of **March, 2016**.

For the Elm Creek Education Association:

For the Elm Creek Board of Education

November 25, 2015

Elm Creek Public Schools
Board of Education
230 Calkins Street
PO Box 490
Elm Creek, NE 68836

Dear Negotiations Committee:

The Elm Creek Education Association requests that the school board of Elm Creek Public Schools take action to recognize the Elm Creek Education Association as exclusive bargaining agent for the district's non-supervisory certificated staff for the 2017-18 contract year.

Please direct your response to the undersigned.

Sincerely,

A handwritten signature in black ink that reads "Derrick Pulliam". The signature is written in a cursive, flowing style.

Derrick Pulliam
Elm Creek Education Association

RESOLUTION

WHEREAS, the School Board is required by law to adopt by resolution policies and specific standards for acceptance or rejection of option enrollment applications; and,

WHEREAS, the School Board has received and reviewed evidence and information submitted by the administration and other sources and made determinations thereon with respect to standards for acceptance or rejection and with respect to the capacity of this school district to accept option enrollment students based upon available staff, available facilities, projected enrollment, and availability of special education programs; and,

WHEREAS, the School Board has determined that the educational interests of this school district would be best served by adoption of the resolutions, and the policies and specific standards herein contained.

NOW, THEREFORE, BE IT RESOLVED that the Option Enrollment Policy presented to the School Board as Policy 5006, and Appendix “1” to such Policy 5006, should be and the same are hereby adopted, and any previous policy or interpretation or application of the option enrollment program which is or has been inconsistent with the Policy 5006, and Appendix “1” to such Policy 5006, are repealed effective on the date of the passage of this resolution,

BE IT FURTHER RESOLVED that all paragraphs, subparagraphs, and portions of words of this Resolution, of Policy 5006, and Appendix “1” to such Policy 5006 are severable and that in the event any of the same are determined to be invalid for any reason, such determination shall not affect the validity of any of the remainder of the same.

BE IT FURTHER RESOLVED that policies and specific standards for acceptance or rejection of option enrollment applications should be and are hereby adopted, for applications filed after adoption of this resolution, and are hereinafter set forth:

The above Resolution, having been read in its entirety, member _____ moved for its passage and adoption, member _____ seconded the same. After discussion and on roll call vote, the following members voted in favor of passage and adoption of the above Resolution: _____.

The following members voted against the same: _____.

The following members were absent or not voting: _____.

The Resolution having been consented to and approved by a majority of the members of the School Board, was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law.

DATED this 14th day of **February, 2016.**

ELM CREEK PUBLIC SCHOOLS

Attest: _____
Secretary – Lynette Mitchell

By: _____
President – Denise Ourada

Appendix “1” to Option Enrollment Policy

The following is Appendix “1” to Policy 5006 for the current school year. The Board of Education hereby sets forth the maximum number of option students for the current school year in any program, class, grade level or school building or in any special education programs operated by this school district, based upon available staff, facilities, projected enrollment of resident students, projected number of students with which this school district will contract based on existing contractual arrangements, and availability of appropriate special education programs. Any program, class, grade level, or school building which has “0” as the No. of Option Students is hereby declared unavailable to option students due to lack of capacity.

PROGRAM	PROGRAM CAPACITY	PROJECTED ENROLLMENT	NO. OF OPTION STUDENTS
Kindergarten	40	25	15
First	40	24	16
Second	40	34	6
Third	40	16	14
Fourth	40	21	19
Fifth	40	21	19
Sixth	40	32	8
Building Capacity, Elementary	280	167	113
Level I Elementary Special Education	20	20	0
Level II & III Elementary Special Education	20	20	0
Seventh	40	19	21
Eighth	40	33	7
Ninth	40	25	15
Tenth	40	19	21
Eleventh	40	24	16
Twelfth	40	23	17
Building Capacity, 7-12 School Attendance Center	240	143	97
Level I 7-12 School Special Education Program	20	20	0
Level II and III 7-12 School Special Education	20	20	0



Elm Creek Public Schools

230 East Calkins Ave., PO Box 490

Elm Creek, NE 68836

(308) 856-4300 phone (308) 856-4907 fax

www.elmcreekschools.org

Building and Grounds Committee

Wednesday, March 2, 2016

7:30am

1. **Bus barn on Easy Street:** we need to clear out stored items and buses so that Kelly's can use the space after the fire damaged their building.
2. **Track update:** we are waiting for warm weather to have the track sub-surface evaluated by Olsson and associates engineering firm.
3. **Projects (gymnasium)** – we have discussed possible improvements to the old gym (wall padding) and the new gym (projector system). The potential improvements would be accomplished through donated funds.
4. **Field work:** we are proceeding with our plans to maintain the football field and practice field located in the park.
5. **Building and Grounds Tour date:** we have set Monday, March 28, 2016 at 8:00am for the Building and Grounds facility tour.
6. **Other**