

Board of Education Regular Meeting
Monday, November 11, 2019 8:00 PM
Music Room, Humboldt
810 Central Avenue
Humboldt, NE 68376-9706

1. **OPEN MEETING NOTICE - CALL MEETING TO ORDER- ROLL CALL - PLEDGE OF ALLEGIANCE***
2. **APPROVE THE AGENDA**
3. **WELCOME PATRONS AND GUESTS**
4. **PATRON COMMENT**
5. **CORRESPONDENCE**
6. **APPROVE CONSENT AGENDA**
 1. Regular Meeting Minutes
 2. Approve bills for payment
 3. Review Treasurer's report
7. **REPORTS**
 1. Principal Othmer
 2. Assistant Principal Lottman
 3. NASB Report
8. **DISCUSSION ITEMS**
 1. Committee Meetings
 1. Building and Grounds
 2. Negotiations Committee
 2. Superintendent Evaluation Review
9. **ACTION ITEMS**
 1. Approve board member's leave of absence
 2. Approve audit by Julie Baumann, CPA.
 3. Approve resignation of Chris Bredemeier as a paraprofessional
 4. Approve number of retirement incentives offered for 2020-2021 under Policy 4030.1
10. **SUPERINTENDENT EDMUNDSON REPORT**
11. **ADJOURN**



THANK YOU

American Red Cross

10-25-19

Dear Superintendent Edmundson
and the HTRS Staff,

On behalf of the Red Cross and the
Blood Drive Coordinators, I want to thank
you for providing the HTRS Gym and Six
Pence Room for the collection site and
Canteen. We appreciate your support.
Everyone is so helpful and it is
convenient for the students to cohost
the drive and donate. Thank you again,

Sincerely,

D. [Signature]

Board of Education Regular Meeting

Monday, October 14, 2019 7:00 PM

Humboldt Board Conference Room

Attendance Taken at 7:00 PM. Mike Bredemeier: Present, Rock Herr: Present, Neal Kanel: Present, Scott Ogle: Present, Tim Schaaradt: Present, Sandy Stalder: Present.

1. OPEN MEETING NOTICE - CALL MEETING TO ORDER- ROLL CALL -PLEDGE OF ALLEGIANCE*

2. APPROVE THE AGENDA

Motion to approve agenda passed with a motion by Sandy Stalder and a second by Scott Ogle. Yea: 6, Nay: 0

3. WELCOME PATRONS AND GUESTS

3.1. Introduction of new staff – Those in attendance were: Caleb Lempka, Macie Coffey, Karmen Tomek, and Elaine Kelley.

4. PATRON COMMENT

5. CORRESPONDENCE

6. APPROVE CONSENT AGENDA

Approve the consent agenda passed with a motion by Rock Herr and a second by Sandy Stalder. Yea: 6, Nay: 0

6.1. Regular Meeting Minutes

6.2. Approve bills for payment

6.3. Review Treasurer's report

7. PRESENTATION

7.1. MTSS Team

Lisa Othmer, Kari Lottman, Candy Blecha, Ashlee Meyer and Amy Werts gave a detailed presentation on the MTSS process.

8. REPORTS

8.1. Principal Othmer

She provided detailed information about the AQuESTT data that will be released soon; staff development and upcoming curriculum training.

8.2. Assistant Principal Lottman

The report gave an update on the Safety Team and lack of substitute teachers.

8.3. NASB Report

9. DISCUSSION ITEMS

9.1. Committee Meetings

9.1.1. Building and Grounds

Updates on the kitchen and track projects.

9.2. Strategic Plan Review

10. ACTION ITEMS

10.1. Approve board member's leave of absence

10.2. Co-operative Agreement for Football with Pawnee City

Proceed with coop in high school football with Pawnee City for 2 years failed with a motion by Mike Bredemeier and a second by Scott Ogle. Rock Herr: Nay, Neal Kanel: Nay, Scott Ogle: Nay, Sandy Stalder: Nay, Mike Bredemeier: Yea, Tim Schaaradt: Yea
Yea: 2, Nay: 4

10.3. Approve second reading of policies:

2017 - Indemnification and Liability Insurance

3051 - Opioid Overdose Prevention and Response

3052 - Leasing Personal Property

3054 - Law Enforcement Unit

Approve passed with a motion by Rock Herr and a second by Tim Schaaradt. Yea: 6, Nay: 0

10.4. Appoint NASB Delegate Assembly Representative

Retain Neal Kanel as representative passed with a motion by Sandy Stalder and a second by Rock Herr. Yea: 6, Nay: 0

10.5. Safety Committee Recommendation

Approve purchase of \$25 Casey's gift cards for staff passed with a motion by Scott Ogle and a second by Sandy Stalder. Yea: 6, Nay: 0

10.6. Accept verbal resignation of Jenna Biernacki as a paraprofessional

Approve passed with a motion by Scott Ogle and a second by Sandy Stalder. Yea: 6, Nay: 0

10.7. Accept resignation of Tanya Scheutz as a paraprofessional

Approve passed with a motion by Scott Ogle and a second by Mike Bredemeier. Yea: 6, Nay: 0

10.8. Approve hiring Brooke Milke as a paraprofessional

Approve passed with a motion by Rock Herr and a second by Sandy Stalder. Yea: 6, Nay: 0

10.9. Approve hiring Angelyn Guenther as a paraprofessional

Approve passed with a motion by Sandy Stalder and a second by Tim Schaaradt. Yea: 6, Nay: 0

10.10. Discussion of PreSchool Fees

Leave the fees as is passed with a motion by Scott Ogle and a second by Tim Schaaradt. Yea: 5, Nay: 1

11. SUPERINTENDENT EDMUNDSON REPORT

11.1. Distribute Superintendent Evaluations

11.2. Superintendent Leave

11.3. ESU Board Night

11.4. Valuation Adjustments

12. EXECUTIVE SESSION - Negotiations

12.1. Recognize HTRSEA as official bargaining unit for 2020-2021

Approve bargaining passed with a motion by Scott Ogle and a second by Sandy Stalder. Yea: 6, Nay: 0

13. Executive Session - Personnel

Enter into executive session to discuss personnel at 8:34pm passed with a motion by Sandy Stalder and a second by Rock Herr.
Exit executive session at 8:47 pm passed with a motion by Scott Ogle and a second by Sandy Stalder. Yea: 6, Nay: 0

14. ADJOURN

Motion to adjourn at 8:48 pm passed with a motion by Rock Herr and a second by Mike Bredemeier.

Respectfully submitted,
Kellie Workman

Invoice Listing - Summary

Unposted; Batch Description November 2019 General Fund A/P

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Description</u>	<u>Invoice Date</u>	<u>Check Date</u>	<u>Checking Account ID</u>	<u>Check Number</u>	<u>Invoice Amount</u>
Batch Description: November 2019 General Fund A/P			Processing Month: 11/2019					
BEATMECH	BEATRICE MECHANICAL SERVICE	20191149	heat repair	11/04/2019				240.00
BINDBROT	BINDER BROTHERS	18201	custodial	11/06/2019				197.62
BIRDBRAIN	BIRDBRAIN TECHNOLOGIES	BB9649	6767 kim s markerspace	11/08/2019				190.95
BLECMARV	Blecha's General Store	10.31	custodial	11/06/2019				67.21
HHAUTO	BOOMGARN, RENEE	10.31.19	bus supplies	11/06/2019				375.25
BYTESPEED	BYTESPEED, LLC	135994	6769 tech screen	11/04/2019				154.00
CANON	CANON FINANCIAL SERVICES	20699491	copier lease	11/07/2019				1,574.33
CAPBUS	CAPITAL BUSINESS SYSTEMS, INC	92915	copier lease	11/04/2019				1,599.23
CARDMEMBER	CARDMEMBER SERVICE	11.22.19	credit card	11/08/2019				3,515.28
CITYHUMB	CITY OF HUMBOLDT	11.1.19	water/sewer	11/06/2019				2,394.89
CITYHUMB	CITY OF HUMBOLDT	67815	keys	11/06/2019				75.42
NIDEGROC	CLEANING COUSINS, LLC	11.1.19	guid/leap	11/07/2019				124.02
DIVEDRUG	DIVERSIFIED DRUG TESTING, LLC	10.20.19	annual fee	11/06/2019				50.00
CDCONS	Don Plager	596	office light/hall light	11/06/2019				365.17
PHILPLUM	DSTK PHILLIPS, INC	multiple	23849/23851/23853/23838	11/04/2019				659.72
EDMUSHER	Edmundson, Sherri	10.16/10.22	mileage	11/04/2019				125.28
ENTEFINA	ENTERPRISE FINANCIAL	15353	monthly contract	11/06/2019				372.00
ESSESCRE	ESSENTIAL SCREENS	9241	background checks	11/06/2019				186.50
ESU4	ESU #4	10.15.19	SPED exp	11/07/2019				44,437.42
ESU4	ESU #4	9176	tech-jg cadre	11/04/2019				25.00
ESU4	ESU #4	9183	KSB webinar series	11/04/2019				375.00
ESU4	ESU #4	9194	mtss wksp	11/04/2019				150.00
ESU4	ESU #4	9197	CPI training-paras	11/04/2019				850.00
ESU6	ESU #6	12822	tech	11/06/2019				59.01
ESU5	ESU 5	1531	powerschool licenses	11/04/2019				1,929.60
FCSANIT	FALLS CITY SANITATION	10.30.19	trash	11/06/2019				456.70
FAMIMEDI	FAMILY MEDICINE	8004307 9.24	jw bus dr physical	11/04/2019				100.00
UNITE	FIBER PLATFORM, LLC	si-19-011356	tech	11/06/2019				277.00
FOLLSOFC	FOLLETT SCHOOL SOLUTIONS	526743f	6735 library	11/04/2019				58.34
FREMINDU	FREMONT INDUSTRIES, INC.	2019-60364	water soft contract	11/04/2019				421.78
GENEOFFI	GENERAL OFFICE CHECKING ACCT.	3445/3446	office acct	11/04/2019				66.70
GENEOFFI	GENERAL OFFICE CHECKING ACCT.	3448	newsletter	11/04/2019				177.97
HOMEDEPO	HOME DEPOT PRO, THE	518543855	6772 towel disp.	11/04/2019				245.94
HOMEDEPO	HOME DEPOT PRO, THE	518661145	6772 towel disp.	11/04/2019				108.10
HTMC	HTMC	188957	advertising	11/06/2019				30.00
HTRSPAYR	HTRS PAYROLL ACCT	11.15.19	november payroll	11/07/2019				493,702.84

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KSBSCHO	KSB School Law	6964	legal services	11/06/2019				165.00
LEWIIMPL	LEWIS IMPLEMENT COMPANY	October 2019	shipping/ parts	11/04/2019				1,333.28
MALCMARY	MALCOLM, MARY	october2019	OT	11/07/2019				3,016.70
MEYEEARP	MEYER-EARP AUTO CENTER	102917	knob	11/06/2019				7.94
REHAVV	NATIONAL THERAPEUTIC ASSOCIATES, INC	919-5003-55753	PT	11/07/2019				2,805.20
NCSPEAR	NCS PEARSON, INC	7423990	6774 olsat	11/04/2019				20.50
NMEA	NE MUSIC EDUCATORS ASSOC.	200002444	SV conf reg.	11/04/2019				100.00
NEBRSAFE	NEBRASKA SAFETY CENTER @ UNK	57-7020bus	level course 9-25/26	11/04/2019				2,350.00
NPPD	NPPD	november	elec.	11/04/2019				6,113.38
OKEEFE	OKEEFE ELEVATOR CO., INC.	500398	elevator maint	11/04/2019				459.46
PAWNCORU	PAWNEE CO RURAL HEALTH	10.22.19	tc bus dr/cdl	11/04/2019				150.00
PCLUMB	PAWNEE COUNTY LUMBER	1712	ind arts lumber	11/04/2019				475.00
PAWNREPUB	PAWNEE REPUBLICAN	45197	advertising	11/04/2019				277.50
PAWNTRUE	PAWNEE TRUE VALUE	11.1.19	bus supplies	11/06/2019				33.98
PEAREDU	PEARSON EDUCATION	5221815	SPED 6691	11/04/2019				305.55
PEAREDU	PEARSON EDUCATION	6903116	HAL 6758	11/04/2019				307.50
PERMAR	PER MAR SECURITY SERVICES	2120734	monitoring service	11/04/2019				585.96
POPPMUSI	POPPLERS MUSIC	2310276	6756 music	11/04/2019				154.80
RENALEARN	RENAISSANCE LEARNING, INC	4526737	6785 STAR/AR licenses	11/06/2019				2,112.75
RENALEARN	RENAISSANCE LEARNING, INC	4526738	6785 STAR/AR licenses	11/06/2019				1,185.00
RIDERCLASS	RIDER CLASSROOM SPANISH	10.21.19	2nd 9 weeks spanish	11/04/2019				2,000.00
SECUSERV	SECURITY SERVICES	su4287r-1395	fire ext inspections	11/04/2019				663.00
SPEELEW	SPEECE LEWIS	9939	project mgr-parking lot final inv.	11/04/2019				3,155.62
THESTAT	STATION SERVICE CENTER INC., THE	11.5.19	fuel/sped	11/07/2019				5,965.64
MARKSTEP	STEPHENSON, MARK	588749	build grates for fb field	11/04/2019				480.00
UNLXT	UNL EXTENSION, RICHARDSON COUNTY	10.28.19	1st Q FY 20	11/04/2019				2,140.14
VOYASOPR	VOYAGER SOPRIS LEARNING	2185460	6777 meyer Reading Interv.	11/04/2019				205.57
JOYWILC	WILCOCK, JOY	october 2019	OT	11/07/2019				3,291.60
WINDSTRE	WINDSTREAM NEBRASKA	11.18	7215	11/06/2019				764.45
WINDSTRE	WINDSTREAM NEBRASKA	9335 11.18	phone	11/04/2019				108.42

Batch Total: 596,472.21

Report Total: 596,472.21

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Batch Total: 596,372.21

Report Total: 596,372.21

HTRS ACCOUNT BALANCES
10.31.19

ACTIVITY ACCOUNT	\$340,018.75
BREAKFAST/LUNCH	\$98,478.63
BUILDING FUND	\$650,577.51
DEPRECIATION	\$251,468.38
EMPLOYEE BEN FUND CK	\$3,861.09
EMPLOYEE BEN FUND MM	\$331,136.24
FLEX PLAN	\$8,252.05
GENERAL FUND	\$1,378,837.14
OFFICE ACCOUNT	\$5,704.41
PAYROLL FUND	\$14,539.56
QCPUF	\$437,672.98
STUDENT FEES	\$10,707.67

**HTRS Checks for Payment
Other Funds**

11.11.19

Building Fund

Bond Fund

Depreciation Fund

QCPUF

12.11.19 Principal and Interest due on Limited Tax Obligation Bond
\$335,322.50

Employee Benefit Fund

Total of all funds \$335,322.50

~~ TRANSFERS ~~

From:

To:

**Expenditure Report by Function/Object -
Summary**

11/11/2019 11:22 AM

Regular; Processing Month 11/2019; Fund Number 01

User ID: KAW

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance	
01	GENERAL FUND								
1100	REGULAR INSTRUCTIONAL PROGRAMS	2,820,000.00	7,743.59	791,992.46	28.08	2,028,007.54	0.00	0.00	2,028,007.54
1160	PROVERTY PROGRAMS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1190	EARLY CHILDHOOD ED PROGRAMS	259,000.00	0.00	36,410.92	14.06	222,589.08	0.00	0.00	222,589.08
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	938,000.00	4,082.11	199,344.48	21.25	738,655.52	0.00	0.00	738,655.52
1291	SPED 3-5 YO	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1292	SPED DIRECTOR	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1300	SUMMER SCHOOL	3,000.00	0.00	0.00	0.00	3,000.00	0.00	0.00	3,000.00
2120	GUIDANCE SERVICES	175,500.00	57.21	45,782.09	26.09	129,717.91	0.00	0.00	129,717.91
2130	HEALTH SERVICES	55,000.00	101.84	14,884.90	27.06	40,115.10	0.00	0.00	40,115.10
2141	SPED SA Psych Services	12,000.00	0.00	4,900.14	40.83	7,099.86	0.00	0.00	7,099.86
2142	SPED 3-5 Pscyh Services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2143	SPED 0-2 Psych Services	80,000.00	10,889.20	10,889.20	13.61	69,110.80	0.00	0.00	69,110.80
2151	SPED SA Speech/Audiology	20,000.00	1,710.34	3,420.68	17.10	16,579.32	0.00	0.00	16,579.32
2152	SPED 3-5 Speech/Audiology	2,000.00	0.00	0.00	0.00	2,000.00	0.00	0.00	2,000.00
2153	SPED 0-2 Speech/Audiology	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2161	SPED SA OccTherapy	55,000.00	5,565.80	11,655.80	21.19	43,344.20	0.00	0.00	43,344.20
2162	SPED 3-5 OccTherapy	5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00	5,000.00
2163	SPED 0-2 OccTherapy	1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00	1,000.00
2171	SPED SA PhysTherapy	25,000.00	2,343.20	4,336.30	17.35	20,663.70	0.00	0.00	20,663.70
2172	SPED 3-5 PhysTherapy	500.00	0.00	0.00	0.00	500.00	0.00	0.00	500.00
2173	SPED 0-2 PhysTherapy	3,000.00	0.00	0.00	0.00	3,000.00	0.00	0.00	3,000.00
2181	SPED SA Vision Services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2182	SPED 3-5 Vision Services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2183	SPED 0-2 Vision Services	1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00	1,000.00
2211	SCHOOL IMPROVEMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2213	SCHOOL IMPROVEMENT	15,000.00	(631.20)	139.13	0.93	14,860.87	0.00	0.00	14,860.87
2220	LIBRARY/MEDIA SERVICES	117,500.00	0.00	30,806.61	26.22	86,693.39	0.00	0.00	86,693.39
2224	EDUCATIONAL TELEVISION SERVICES	7,000.00	2,058.34	4,058.34	57.98	2,941.66	0.00	0.00	2,941.66
2230	INSTRUCTION RELATED TECH	298,000.00	5,665.26	94,149.16	31.59	203,850.84	0.00	0.00	203,850.84
2310	BOARD OF EDUCATION	82,000.00	307.50	3,473.78	4.24	78,526.22	0.00	0.00	78,526.22
2320	EXECUTIVE ADMINISTRATION	175,000.00	2,983.33	44,481.74	25.42	130,518.26	0.00	0.00	130,518.26
2330	District Legal Services	5,000.00	165.00	1,119.00	22.38	3,881.00	0.00	0.00	3,881.00
2410	OFFICE OF THE PRINCIPAL	375,000.00	501.25	86,324.89	23.02	288,675.11	0.00	0.00	288,675.11
2510	FISCAL SERVICES	114,000.00	1,296.50	19,479.17	17.09	94,520.83	0.00	0.00	94,520.83
2590	WORKERS COMP INS	20,000.00	0.00	0.00	0.00	20,000.00	0.00	0.00	20,000.00
2610	OPERATION OF BUILDINGS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2620	MAINT OF BUILDINGS	715,000.00	16,400.18	112,416.39	15.72	602,583.61	0.00	0.00	602,583.61
2630	OUTSIDE MAINTENANCE	211,282.00	480.00	999.22	0.47	210,282.78	0.00	0.00	210,282.78
2650	VEHICLE OPER/MAINT/PURCH (NON STUDENT)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2710	VEHICLE OPER/MAINT/PURCH (STUDENT)	405,000.00	9,947.11	84,623.77	20.89	320,376.23	0.00	0.00	320,376.23
2712	VEHICLE OPER/MAINT/PURCH (SPED)	13,000.00	417.00	6,697.63	51.52	6,302.37	0.00	0.00	6,302.37
2900	OTHER SUPPORT SERVICES	2,000.00	0.00	0.00	0.00	2,000.00	0.00	0.00	2,000.00
3100	Food Service Operations	79,000.00	0.00	22,075.61	27.94	56,924.39	0.00	0.00	56,924.39
3400	FOUNDATION GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3535	HIGH ABILITY LEARNERS	4,000.00	307.50	2,756.15	68.90	1,243.85	0.00	0.00	1,243.85
3540	STATE EARLY CHILDHOOD	116,000.00	148.05	26,618.34	22.95	89,381.66	0.00	0.00	89,381.66
3570	Teacher Eval Grant	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4210	TITLE I NCLB IMPROVING BSC PRGRMS ACCNT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4300	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4411	IDEA PART B EARLY INTERVENING SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4412	IDEA PART B PROPORTIONATE SHARE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4900	OTHER FEDERAL EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6200	FEDERAL-TITLE I PART A ESSA	218,000.00	0.00	53,234.25	24.42	164,765.75	0.00	0.00	164,765.75

**Expenditure Report by Function/Object -
Summary**

11/11/2019 11:22 AM

Regular; Processing Month 11/2019; Fund Number 01

User ID: KAW

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance	
6404	FEDERAL-IDEA PART B (611) BASE AGE 0-4	52,000.00	3,303.41	10,706.45	20.59	41,293.55	0.00	0.00	41,293.55
6406	FEDERAL-IDEA PART B (611) BASE AGE 3-4	500.00	0.00	0.00	0.00	500.00	0.00	0.00	500.00
6410	FEDERAL-IDEA PART E/P (619	10,000.00	26,826.85	57,595.84	575.96	(47,595.84)	0.00	0.00	(47,595.84)
6412	IDEA Non-Public	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6969	Title IV ESSA/SSAE Grant	0.00	0.00	675.00	0.00	(675.00)	0.00	0.00	(675.00)
6992	FEDERAL-REAP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8000	TRANSFERS (OUTGOING)	75,000.00	0.00	0.00	0.00	75,000.00	0.00	0.00	75,000.00
9000	NON-PROGRAM EXPENDITURES	1,800,000.00	0.00	0.00	0.00	1,800,000.00	0.00	0.00	1,800,000.00
01	GFNFRAI FUND	9,364,282.00	102,669.37	1,786,047.44	19.07	7,578,234.56	0.00	0.00	7,578,234.56

**Expenditure Report by Function/Object -
Summary**

11/11/2019 11:22 AM

Regular; Processing Month 11/2019; Fund Number 01

User ID: KAW

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
Grand Total:	9,364,282.00	102,669.37	1,786,047.44	19.07	7,578,234.56	0.00	0.00	7,578,234.56

Regular; Processing Month 10/2019; Fund Number 01

Fund: 01 GENERAL FUND

Account Number	Description	Revised Budget	During Month	To Date	% of Budget	Budget Balance
01 1100	Taxes Levied/Assessed	5,449,661.00	347,162.24	1,389,603.86	25.50	4,060,057.14
01 1115	Carline Tax	13,000.00	0.00	841.27	6.47	12,158.73
01 1120	Public Power Dist. Sales Tax	0.00	0.00	0.00	0.00	0.00
01 1125	Motor Vehicle Tax	200,000.00	19,307.18	45,428.37	22.71	154,571.63
01 1140	Penalties/Int on Taxes	299,129.00	0.00	0.00	0.00	299,129.00
01 1190	Other taxes levied	0.00	0.00	61.59	0.00	(61.59)
01 1210	Tuition From Other Districts-Reg Ed	0.00	0.00	0.00	0.00	0.00
01 1312	Summer School Tuition	0.00	0.00	0.00	0.00	0.00
01 1315	Tuition from other entities(early entry)	3,000.00	0.00	0.00	0.00	3,000.00
01 1370	Preschool tuition	20,000.00	1,603.75	2,623.00	13.12	17,377.00
01 1421	Transportation Recd-Reg Ed	0.00	0.00	0.00	0.00	0.00
01 1423	Transport from other districts(SPED)	0.00	0.00	0.00	0.00	0.00
01 1510	Interest earned	0.00	0.00	0.00	0.00	0.00
01 1800 1810	Fitness Center Dues	5,000.00	150.00	400.00	8.00	4,600.00
01 1800 1820	Jury Duty Receipts	0.00	0.00	0.00	0.00	0.00
01 1800 1830	Laptop Fees	0.00	150.00	3,495.00	0.00	(3,495.00)
01 1800 1840	Industrial Arts Fees	0.00	0.00	0.00	0.00	0.00
01 1800 1850	Before/After School Program	0.00	0.00	0.00	0.00	0.00
01 1800 1860	For future use	0.00	0.00	0.00	0.00	0.00
01 1910	Rental Of School Facilities	0.00	0.00	0.00	0.00	0.00
01 1911	Local license fees	2,000.00	0.00	95.00	4.75	1,905.00
01 1920	Contributions/Donations	3,000.00	0.00	0.00	0.00	3,000.00
01 1921	City-Police court fines	0.00	0.00	0.00	0.00	0.00
01 1925	Grant Receipts	0.00	0.00	0.00	0.00	0.00
01 1941	Textbook sales	0.00	0.00	0.00	0.00	0.00
01 1990	Misc local revenue (garn)	0.00	15.00	35.00	0.00	(35.00)
Subtotal: LOCAL RECIEPTS		5,994,790.00	368,388.17	1,442,583.09	24.06	4,552,206.91
01 2110	County Fines & Licence Fees	35,000.00	2,874.27	5,309.39	15.17	29,690.61
01 2130	Other County Sources	0.00	0.00	0.00	0.00	0.00
01 2210	ESU Receipts	11,000.00	0.00	5,207.01	47.34	5,792.99
Subtotal: COUNTY AND ESU RECEIPTS		46,000.00	2,874.27	10,516.40	22.86	35,483.60
01 3110	State Aid	43,385.00	4,339.00	8,678.00	20.00	34,707.00
01 3120	SPED School Age (SA)	400,000.00	0.00	0.00	0.00	400,000.00
01 3125	SPED Transportation (SA)	10,000.00	0.00	0.00	0.00	10,000.00
01 3130	Homestead Exemption	0.00	0.00	0.00	0.00	0.00
01 3131	Property tax credit	0.00	0.00	0.00	0.00	0.00
01 3132	Personal property tax credit	0.00	0.00	0.00	0.00	0.00
01 3133	Nameplate Capacity Tax (windmills)	100,000.00	0.00	0.00	0.00	100,000.00
01 3180	Pro Rate Motor Vehicle	70,000.00	1,473.15	2,086.27	2.98	67,913.73
01 3400	State apportionment	66,000.00	0.00	0.00	0.00	66,000.00
01 3535	High ability learners	4,000.00	4,293.00	4,293.00	107.33	(293.00)
01 3540	Sixpence Grant Receipts	86,000.00	0.00	0.00	0.00	86,000.00
01 3570	Teacher Eval Grant	0.00	0.00	0.00	0.00	0.00
01 3990	Other State Receipts	0.00	0.00	0.00	0.00	0.00
Subtotal: STATE RECEIPTS		779,385.00	10,105.15	15,057.27	1.93	764,327.73
01 4105	E-Rate universal service	0.00	0.00	0.00	0.00	0.00
01 4305	Title 8 (impact aid)	0.00	0.00	0.00	0.00	0.00
01 4310	REAP Grants	10,000.00	0.00	0.00	0.00	10,000.00
01 4505	Title I, Part A ESSA	85,000.00	0.00	0.00	0.00	85,000.00
01 4506	Title I, Part A accountability	0.00	0.00	0.00	0.00	0.00
01 4512	IDEA Part B, Base thru 4	4,000.00	0.00	0.00	0.00	4,000.00
01 4515	IDEA Part B, Suppl thru 4	0.00	0.00	0.00	0.00	0.00
01 4516	IDEA PreK Base (619) Age 3-5	0.00	0.00	0.00	0.00	0.00

Regular; Processing Month 10/2019; Fund Number 01

Fund: 01 GENERAL FUND

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
01 4519	IDEA enroll poverty	30,000.00	0.00	0.00	0.00	30,000.00
01 4520	IDEA Park B, Early Interv K-12	0.00	0.00	0.00	0.00	0.00
01 4521	IDEA Part B, Propt, Age 3-21	0.00	0.00	0.00	0.00	0.00
01 4525	Perkins grant	0.00	0.00	0.00	0.00	0.00
01 4530	Other federal receipts	0.00	0.00	0.00	0.00	0.00
01 4705	Flood control	0.00	0.00	0.00	0.00	0.00
01 4708	Medicaid in Public Schools MIPS	0.00	0.00	0.00	0.00	0.00
01 4709	Medicaid Admin Activities MAAPS	20,000.00	0.00	0.00	0.00	20,000.00
	Subtotal: FEDERAL RECEIPTS	149,000.00	0.00	0.00	0.00	149,000.00
01 5200	Fund Transfers In (from other HTRS fund)	70,000.00	0.00	0.00	0.00	70,000.00
01 5300	Sale of Property	0.00	10,099.00	10,199.00	0.00	(10,199.00)
01 5301	Insurance refunds/adjustments	30,000.00	0.00	26,910.66	89.70	3,089.34
01 5500	TRANSFERS FROM FUNDS (INCOMING)	0.00	13,659.73	14,962.35	0.00	(14,962.35)
01 5610	Cash From Dissolved Districts	0.00	0.00	0.00	0.00	0.00
01 5690	Other Non-revenue Receipt	83,325.00	115.00	303.50	0.36	83,021.50
	Subtotal: NON-REVENUE RECEIPTS	183,325.00	23,873.73	52,375.51	28.57	130,949.49
01 9000	Non-programmed Receipts	2,211,782.00	0.00	0.00	0.00	2,211,782.00
	Subtotal: NON-PROGRAM RECEIPTS	2,211,782.00	0.00	0.00	0.00	2,211,782.00
	Fund Total:	9,364,282.00	405,241.32	1,520,532.27	16.24	7,843,749.73

Revenue Summary Report

Processing Month: 10/2019

Regular; Processing Month 10/2019; Fund Number 01

	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
Grand Total:	9,364,282.00	405,241.32	1,520,532.27	16.24	7,843,749.73

REPORT TO THE HTRS BOARD OF EDUCATION

SUBMITTED BY: LISA OTHMER, PK-12 PRINCIPAL NOVEMBER 2019

Curriculum

I have ordered math samples for grades 7-8. Secondary math was not updated five years ago when we implemented enVision math in the elementary. We are now seeing some significant gaps as the standards have changed. The math team will meet on November 27th to determine next steps. K-12 social studies will be on the cycle for next year as well. The state department approved the new standards on November 8th, 2019. We will be ordering curriculum samples very soon. You will find our curriculum cycle on page two. We need to revisit this because of the secondary math issue. If we get this taken care of this year we will not be reviewing in 2021.

YEAR	Review Materials/Purchase	Implement Materials
2017-18	Career Education (Ag, Business, IT, Shop)/ Health/PE/Guidance	Science
2018-19	Music/Art/Foreign Language	Career Education (Ag, Business, IT, Shop)/ Health/PE/Guidance
2019-20	Social Studies/Social Sciences	Music/Art/Foreign Language
2020-21	Language Arts	Social Studies/Social Sciences
2021-22	Math	Language Arts
2022-23	Science	Math
2023-24	Career Education (Ag, Business, IT, Shop)/ Health/PE/Guidance	Science
2024-25	Music/Art/Foreign Language	Career Education (Ag, Business, IT, Shop)/ Health/PE/Guidance
2025-26	Social Studies/Social Sciences	Music/Art/Foreign Language
2026-27	Language Arts	Social Studies/Social Sciences
2027-28	Math	Language Arts
2028-29	Science	None

Evaluation

This is year three of the evaluation process. All certificated staff will be formally evaluated, and professional goals will be revisited. All non-tenured teachers will be evaluate before Christmas break and all tenured teachers will be completed on or before April 1st, 2020.

Parent Teacher Conferences

Parent teacher conferences were held October 17th. Typical numbers were reported for elementary. However, secondary numbers have declined we are usually around 50% participation.

PK Zentner	92%
PK Roberts	100%
Kindergarten	94%
1 st Grade	72%
2nd Grade	62%
3 rd Grade	80%
4 th Grade	79%
5 th Grade	72%
6 th Grade	43%

7-12 160 Students Average 32.5% in attendance Math and English always see more parents.

Student News

It is with great pride that I recognize the HTRS Volleyball team for their accomplishments this season. The team worked very hard and stayed focused throughout the season. These are an exceptional group of young women. We all hoped for a different outcome at the state level and I know that wanted that as well. They represented us with pride and I have nothing but admiration for the coaching staff as well. The community pride was noticed by all and we really appreciated the HTRS Booster Club organizing the meal and pep rally. There is a lot of pride in the community is was nice to see that level of excitement again!

HTRS had the first quarter convocation on November 5th. This looked a little bit different this year as we also recognized our NCAS achievement.

The current NCAS indicators are now as follows:

<u>Developing</u>	<u>On Track</u>	<u>CCR (College and Career Ready)</u>
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The legacy indicators were:

<u>Below Expectations</u>	<u>Meets Expectations</u>	<u>Exceeds Expectations</u>
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This past spring was the last year for the legacy Science Standards. We did have one student with a perfect score, and that was Derex Kish. I will be ordering him a plaque for this accomplishment like the others before him that had perfect NeSA scores. The students that scored "on track" for the CCR standards in Math, ELA and Science were also recognized at the assembly along with the High Honor Roll and Honor roll students in grades 7-12.

From this year forward until something else changes, students will receive a medal for achieving the CCR benchmarks this year we celebrated the following students for that honor:

<u>3rd Grade</u>	PJ Howe ELA and Math Cole Hunzeker ELA and Math
<u>4th Grade</u>	Harper Foster Math Drayven Lamb ELA and Math Axton Wamsley ELA
<u>5th Grade</u>	Lillian Bowen ELA Zachary Burns Math Mikaila Gappa ELA and Math
<u>6th Grade</u>	Hunter Bohling Math
<u>7th Grade</u>	Hannah Koziol ELA
<u>8th Grade</u>	Larry Delong ELA Bobby Harrah ELA Ashlyn Holly ELA Dereck Kish ELA and Science



**Board Report
November, 2019**

**Kari Lottman
Assistant Principal**

Assessment Update:

Due to the change in board meeting time, the assessment presentation has been delayed until the December meeting. I have viewed webinars on the ACT and the accommodations for the ACT. Most of the information was a review from previous years of administering it.

Sped Monitoring Visit

I participated in the Special Education Monitoring visit from the State Department of Education. They were very complimentary to our special education staff for having their documents up-to-date, filed and in compliance. It was a great visit with no corrective action plan.

CrisisGo Meeting

I attended a Zoom meeting for the CrisisGo products. It was amazing what all this system can do. Its overall goal is to make communication during emergency situations easier. It can communicate to an app on various devices from the administrator's phone. It will allow others to communicate with administration if a situation arises in their area too. The app also coordinates evacuation and reunification processes. We may look into the cost of this to see what if it would be worth looking further into getting it.

Aesop Update

I ran a report from Aesop reflecting the number of absences from August 13 thru the end of October. I added them to the chart below:

	2015		2016		2017		2018		2019	
Type of Leave	Number of Days of Leave	Percent of Total Leave	Number of Days of Leave	Percent of Total Leave	Number of Days of Leave	Percent of Total Leave	Number of Days of Leave	Percent of Total Leave	Number of Days of Leave	Percent of Total Leave
Personal	32	15%	22.75	11%	27.5	19%	12.75	7%	20.75	11%
Professional	84	39%	52.05	25%	39.81	27%	56.28	30%	45.63	25%
Sick	99	46%	128.38	61%	70.31	48%	84	45%	99.25	55%
Civil	1	0%	7	3%	0	0%	3	2%	0	0%
Unpaid	0	0%	0	0%	9	6%	32.5	16%	16	9%
TOTAL	216	100%	211.18	100%	147	100%	188.53	100%	181.63	100%

*Absences for activities are not included in the count.

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

"NASB Update"

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

- Monitor progress of district goals, link goals to discussion and action items
- Review your Strategic Plan Progress Report
- Distribute the superintendent evaluation
- District Audit Report
- **Appoint your NASB Delegate Assembly Representative**
 - *In order for your board to qualify for the President's Board Award, or the Board of Excellence Award, you must have a voting delegate attend Delegate Assembly!*
 - *If you are unsure if your board has successfully registered a delegate, feel free to check with Matt at mbelka@NASBonline.org*

Networking & Events

November means that we have reached the annual State Education Conference! Reminder that this year we have moved to the CHI Health Center spaced in downtown Omaha, as we had outgrown the meeting and exhibit space in La Vista. To view this year's agenda, a map of the meeting rooms, etc visit ...

<http://members.nasbonline.org/index.php/state-education-conference>

NASB is also sponsoring an event in December we'd like to get on your radars and attend if interested. The 10th Annual Nebraska Child Health & Education Summit, Healthy Minds = Promising Futures will be December 3 in Lincoln. Learn more and register at our events page: <http://members.nasbonline.org/index.php/events>

Mark Your Calendar: 2020 Events

President's Retreat

January 26 - 27 | Nebraska City February 16-17 | Sidney February 16-17 | Kearney

Budget & Finance Workshop

January 29 | Norfolk February 5 | Kearney

Legislative Issues Conference

February 9-10 | Lincoln

Advocacy/2020 Legislative Session:

The 2020 legislative session will be here before we know it. Stay engaged during the off-season, have a voice at Delegate Assembly, and mark your calendar to attend the Legislative Issues Conference in February!



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

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

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

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

We look forward to seeing you in Omaha, November 20-22!

4030.1
EARLY RETIREMENT INCENTIVE PROGRAM POLICY

A. PURPOSE

The Early Retirement Incentive Program (Program) is intended to benefit qualified certificated employees who are considering retirement. The Program's objectives include, but are not limited to, the following:

1. Offering financial incentives which will assist long-term employees who are considering retirement;
2. Reducing costs to the school district by replacing maximum salaried employees with lesser salaried employees; and
3. Providing a balance of employee experience.

B. QUALIFICATIONS

1. Certificated Employee. To participate in the Program, a person must be a teacher certificated by the Nebraska Department of Education, and employed by the School District in a capacity which requires such certification.

2. Full-Time Equivalency. Certificated employees who are employed 1.0 full-time equivalency (FTE) in an employment position that requires a certificate from the Nebraska Department of Education may participate in the Program, provided that the part-time employee's benefits under such a plan shall be pro-rated based on their FTE as of December 1st of the employee's final contract year.

3. Minimum Age and Years of Service. To be eligible for this Program, a certificated employee must: (a) be 58 years of age on or before August 31st after the school year of application (i.e. August 31, 2017 of the 2016-17 school year) (b) have completed 18 total years of continuous, credited service in the employment of the HTRS School District (including Dawson-Verdon, Southeast Consolidated, and Table Rock-Steinauer), and (c) meet any other criteria established by the board of education at the regular November meeting (such as department or building eligibility). Credited service shall be defined as continuous employment with the school district as a 1.0 FTE certificated employee through the employee's last year of service in an employment position that requires a certificate from the Nebraska Department of Education. Board-approved leave for military service, for a sabbatical or for a leave of absence, or any leave required to be granted according to law, shall not be included as credited years of service. In determining years of credited service with the

district for the purpose of meeting the eligibility requirement of 18 total years of service, less than full-time employment would reduce the employee's full-time equivalent employment for a school year. For example, an employee employed on a half-time (.5 FTE) basis would be credited with half a year (.5) of full-time equivalent employment. Any school year in which an employee is paid by the district for the number of contract days in the Negotiated Agreement shall accrue one (1) year of credited service. Employees who have previously retired under NPERS are not eligible to receive this benefit in any form.

C. ENROLLMENT REQUIREMENTS

1. Resignation. Participants in the Program will resign their positions with the school district effective at the close of the school year in consideration for the benefits outlined in Section D below.

2. Application. An employee must submit a signed Application and Agreement form to the board of education on or before January 3, 2019, of the employee's last intended school year of employment. The superintendent shall review the employee's record to determine whether the employee is eligible for the Program. The Board will notify the applicant on or before January 15, 2019, of its action on his or her application.

3. Employee's Ineligibility. An employee who has received written notice of possible contract termination or cancellation shall not be eligible to participate in this Program unless (1) the notice of termination or cancellation is withdrawn by the administration or (2), after a hearing before the board of education, the board determines that said employee's employment should not be canceled or terminated.

D. BENEFITS

1. Calculation of Benefits: The annual benefit to be paid under this Program shall be the employee's Base Salary for their most recent contracted year of employment divided by 5.

2. Payment of Benefit. The benefit shall be paid to the teacher in five (5) equal payments. The first payment shall be made in September of the calendar year of the teacher's resignation, with the remaining payments made in September of the following four calendar years. Example: An employee at the M+27 step on the Salary Schedule would be \$63,204 for 2017-18. $\$63,204 \div 5 = \$12,640.80$, so the eligible employee would receive \$12,640.80 on each September 15 for each of 2018, 2019, 2020, 2021, and 2022.

3. Limitation on Payment. The board of education shall, in its sole and unfettered discretion, determine whether to budget and fund any Early Retirement Incentive Program payments in a particular year, and shall determine the total amount of such payments, if any, that will be made available for such payments.

4. Source of Funds. The school district shall pay the entire cost of the plan.

5. Administration. This Program shall be administered by the board of education by and through the administration of the school district.

6. Beneficiary Designation. In order for the application to be considered complete, a beneficiary must be designated.

7. Income Tax Consequences. Payments pursuant to this plan have been determined to be taxable income for state and federal income tax purposes, and will be treated as such. The school district will withhold such sums as are required by law, and payments will be reported as a taxable income.

8. COBRA Rights. A separating employee will have the opportunity to continue health insurance benefits as may be permitted by the provisions of the Comprehensive Omnibus Budget Reconciliation Act or other applicable law. The employee shall be responsible for any payments required to participate in the COBRA program.

E. ADMINISTRATION

Application and Waiver. An employee who elects to participate in the Program, and the school district (through its board of education), shall execute the Application and Agreement, Exhibit "A" attached hereto. That Application and Agreement shall inform the employee that the Voluntary Separation Program is totally voluntary in nature and provides each employee at least 45 days to consider the ramifications of participation in the Program before making a decision. An employee may waive the 45 day consideration period. The Application and Agreement shall also include a specific Waiver and Release of Claims of the participants' rights under the Age Discrimination and Employment Act (ADEA), 29 USC § 621-63 and the Act Prohibiting Unjust Discrimination in Employment Because of Age, NEB. REV. STAT. § 48-1001 *et seq.*, the Employee Separation Income Security Act of 1974 (ERISA), 29 USC § 1001 *et seq.*, and all other state and federal constitutions, statutes and regulations that relate to the validity of the

Program, and allows the employee to revoke the Release or Waiver at any time within seven (7) days after both the employee and the Board have signed the contract, and advises the employee to consult with an attorney before signing the Application and Agreement.

An employee who submits an application to participate in the Program may withdraw the application within 7 days after it is approved by both parties, but not afterward without the written consent of the board of education. Each application will be reviewed on an individual basis. The board shall, in its sole discretion, determine the number of applications to be approved in any given year. If the Board receives more applications for voluntary separation than it approves, the Board shall approve the applications as follows:

- a. The Board will approve the application of the employee which was submitted earliest to the Office of the Superintendent.
- b. If multiple applications were submitted at the same time, the Board will approve the application of the employee whose salary is higher, as determined by the employee's placement on the salary schedule index (excluding all unit pay).
- c. If application submissions and salaries of the employees are the same, the Board will approve the application of the employee who has the most years of service with HTRS (including Dawson-Verdon, Southeast Consolidated, and Table Rock-Steinauer).
- d. If application submissions, salaries and years of service are the same, the selection will be by random drawing by the Board President in the presence of administration and business manager.

An employee's application to participate in the Program is in itself not a resignation of a contract with the School District. However, the Board's approval of an employee's application will be considered the approval of the employee's voluntary resignation and termination of the employee's continuing contract. If the Board does not approve an employee's application, the employee's contract will continue in effect, and the employee will remain an employee by the School District unless he or she otherwise resigns or his or her contract is terminated for just cause.

F. TERM OF PROGRAM

This policy shall be reviewed annually and its availability terminated at any time at the Board's sole discretion. The Board will generally determine no later than its

regular November meeting the number of early retirement applications that will be accepted in the then current school year and any other eligibility limitations or requirements (such as building or department requirements). This Program shall be offered only to eligible employees as defined herein, who satisfy the Program requirements prior to the applicable deadline, and who submit an ERIP Application and Agreement prior to the applicable deadline.

G. LIMITATIONS OF APPLICATIONS

The Board reserves the right to limit the number of voluntary separation applications granted during any single school year if the number of requests results in separation payments that exceed budget constraints and/or if multiple requests from employees within a single department could, in the opinion of the school administration, result in the excessive loss of continuity of instruction and effectiveness of that department. If multiple employees from the same department submit requests in the same school year, the priority of applicants granted will be determined in accordance with paragraph E.

Approved: February 12, 2018

Revised: November 12, 2018

**EARLY RETIREMENT INCENTIVE PROGRAM
APPLICATION AND AGREEMENT**

This Agreement is made this ____ day of _____, 20__,
between _____ Public Schools (School District) and
_____ (Teacher).

RECITALS

1. The School District has established an Early Retirement Incentive Program (hereinafter referred to as the "Program") for the purpose of rewarding eligible certificated employees who are considering early separation or retirement in their employment plans;
2. Teacher desires to participate voluntarily in the Program;
3. Teacher has a full-time equivalency of 1.0 for the current school year;
4. Teacher has completed at least 18 consecutive years of credited service in the employment of the School District; and
5. Teacher is now 58 years of age or will be prior to August 31st after the school year of application (i.e. August 31, 2017 of the 2016-17 school year).

TERMS OF AGREEMENT

The parties, in consideration of the mutual covenants and stipulations set forth above, hereby agree as follows:

1. **INCORPORATION OF BOARD POLICY:** This Agreement is made pursuant to the Early Retirement Incentive Program Policy of the Board of Education. The provisions of that policy existing at the time this Agreement is signed are incorporated by this reference and made a part of this Agreement.
2. **TEACHER RESIGNATION:** Subject only to the Board of Education's approval of the Teacher's application to participate in the Program, the Teacher voluntarily, unconditionally, and irrevocably (1) resigns his/her teaching position with the School District effective at the end of the current school year; (2) waives any and all further notice or action by the Board of Education to terminate the Teacher's continuing contract; and (3) waives any and all rights the Teacher may have under NEB. REV. STAT. 79-824 to 842, as those statutes now exist or as they

may be amended. The Teacher further authorizes the Board of Education to advertise for and contract with a replacement certificated employee for the Teacher's position for the next school year. Approval of this Agreement by the Board of Education shall constitute an acceptance of the Teacher's resignation. The Teacher agrees that he/she may not be eligible for part-time or full-time employment at the School District if the Board approves Teacher's application to participate in the Program. While the School District may decide to employ the Teacher in some capacity after retirement (i.e. substitute teacher), the teacher agrees that the School District has no obligation to rehire the Teacher in any capacity at the School District. NOTE: Returning to work anywhere that participates in the Nebraska Public Employees' Retirement System (NPERS) within 180 days of your retirement may impact your ability to receive payments through NPERS. Please contact NPERS for further information.

3. **BENEFITS:** In consideration for the Teacher's resignation set forth in paragraph 2 above, the Teacher shall receive the following benefits:

- (a) **TOTAL AMOUNT OF BENEFITS:** The Teacher shall be paid the sum of \$_____.
- (b) **PAYMENT OF BENEFITS:** The benefits to be paid to the Teacher shall be paid in five equal installments of \$_____ each. The School District shall pay the first installment in September of the calendar year in which the Teacher resigns, and shall pay an installment in September of each of the following four calendar years.

5. **BENEFICIARY DESIGNATION:** In the event of the Teacher's death after the effective date of resignation, any sum of money otherwise due to the Teacher under the terms of this Agreement will be paid to the following designated beneficiary pursuant to the provisions of this Agreement.

Beneficiary: _____

Address: _____

Social Security Number: _____

6. **TAX CONSEQUENCES:** Payments provided for under the Program have been determined to be taxable income for state and federal income tax purposes, will be treated as such, and will be reported as taxable retirement pay. The social security percentage and any other required state and federal withholdings will be subtracted from each payment to the participant in the Program.

7. **TEACHER'S VOLUNTARY ACT.** The Teacher acknowledges that he/she has had forty five (45) or more days to consider the ramifications of participation in the Program or hereby waives the same; that his/her participation in the Program is voluntary; and that he/she was not coerced in any manner to participate in the Program. The Teacher acknowledges having been advised in writing by this Agreement to consult an attorney regarding his/her participation in the Program and execution of this Agreement.

8. **WAIVER AND RELEASE OF CLAIMS:** In consideration of the promises and payments specified in this Agreement, Teacher releases the School District and its officers, board members, administrators, employees, agents, representatives, successors, and assigns from all claims, demands, and actions, past or present, known or unknown, arising out of and/or related in any way, either directly or indirectly, to his or her employment with the School District, the termination of his or her employment, and/or any actions or occurrences taking place up to and including the date of execution of this Agreement, including but not limited to claims or rights under the Nebraska Wage Payment and Collection Act, Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, the Civil Rights Act of 1866 and 1871, or any other Civil Rights Acts as amended, claims or rights under 42 U.S.C. § 1981, through and including 42 U.S.C. § 1988, the Americans with Disabilities Act, § 504 of the Rehabilitation Act, the Family Medical Leave Act of 1993, the Nebraska Act Prohibiting Unjust Discrimination Because of Age, all claims or rights relating to discrimination on the basis of age, race, color, religion, sex, disability, handicap, or national origin before the federal Equal Employment Opportunity Commission, the Nebraska Equal Opportunity Commission, and any state or federal court under any state or federal constitution, law, rule, or regulation, or claims or rights of whatever nature arising under any other state, federal, or local constitution, executive order, statute, regulation, or ordinance arising from his or her employment or contractual relations with the School District or his or her resignation of employment. Teacher represents that no claims have now been filed against the School District. Teacher acknowledges that nothing in this agreement prohibits Employee from filing a Complaint with the Equal Employment Opportunity Commission or any other similar state agency, the Occupational Safety and Health Administration, the Secretary of Labor or otherwise participating in matters pending before those agencies. However, in the event Teacher files such a charge or complaint, he or she shall be entitled to no relief, no reinstatement, no remuneration, no damages, no back pay, no front pay and no compensation whatsoever from the School District as a result of such charge or complaint, since Teacher has released and extinguished any right to such relief under this agreement. Teacher also releases all contract, tort, and common law claims, and claims for attorney's fees, costs and expenses. Teacher covenants not to institute any complaints or proceedings against the School District or any of the above-mentioned persons in the future with respect to any of the claims, demands, causes of action, or rights hereby released.

The Teacher understands and acknowledges that, by giving up claims against the School District, he/she also gives up any claims that he/she may have against its predecessors, successors, subsidiaries, and affiliates, and any and all officers, directors, employees, and agents of the School District arising out of any actions, conduct, decisions, behavior, omissions, or events occurring up to the date hereof. Such waiver and release of claims does not cover rights or claims arising after the date of the execution of this contract. This Waiver and Release is given in exchange for consideration in addition to what the Teacher is already entitled to receive from the School District. The Teacher acknowledges having been advised in writing to consult with an attorney before signing this Voluntary Early Retirement Incentive Program Agreement. The Teacher further acknowledges having had sufficient time to decide whether or not to execute this Agreement, including the Waiver and Release of Claims.

9. REVOCATION AND CANCELLATION OF AGREEMENT: The Teacher may revoke this Agreement for a period of seven (7) days following its execution. In order to revoke the Agreement, the Teacher must submit a written statement to the Superintendent indicating that he/she is exercising his/her right to cancel the Agreement. This Agreement shall not become effective or enforceable until the revocation period has expired.

[The Next Page is the Signature Page]

Dated: _____

Teacher

STATE OF NEBRASKA)
) ss.
_____ COUNTY)

Before me, a notary public duly qualified in and for _____ County, personally came _____, known to me to be the identical person who signed the foregoing instrument, and acknowledged the execution thereof to be his/her voluntary act and deed.

Witness my hand and notarial seal this ____ day of _____, 20__.

Notary Public

Dated: _____

President, _____ Public Schools
Board of Education

ATTEST: _____
Secretary, _____ Public Schools
Board of Education

STATE OF NEBRASKA)
) ss.
_____ COUNTY)

Before me, a notary public duly qualified in and for _____ County, personally came _____, known to me to be the identical person who signed the foregoing instrument and acknowledged the execution thereof to be his voluntary act and deed as President of the _____ Public Schools Board of Education, and further acknowledged that having the authority to bind said school district to the terms contained in this instrument and that his/her signature of the same is the voluntary act and deed of the Board of Education of the School District.

Witness my hand and notarial seal this ____ day of _____, 20__.

Notary Public