

Board of Education Regular Meeting  
Monday, February 8, 2021 7:00 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. Amend Title IX Duties from January meeting - Amend the January minutes
  2. Meeting Minutes
  3. Bills for Payment
  4. Review Treasurer's report
7. **REPORTS**
  1. Principal Othmer
  2. Assistant Principal Lottman
  3. NASB Report
8. **DISCUSSION ITEMS**
  1. Budget report
9. **Executive Session - Personnel**
10. **ACTION ITEMS**
  1. Approve board member's leave of absence
  2. Approve hiring Brittany McCullough as a paraprofessional
  3. Approve 2021-2022 calendar
  4. Early Retirement Incentive per policy 4030.1
11. **SUPERINTENDENT EDMUNDSON REPORT**
12. **ADJOURN**

## **Board Organization Meeting**

Monday, January 11, 2021 7:00 PM

Music Room, Humboldt

Attendance Taken at 7:00 PM. Crystal Dunekacke: Present, Kyle Hilgenfeld: Present, Mike Kanel: Present, Neal Kanel: Present, Scott Ogle: Present, Tim Schaardt: Present.

### **1. WELCOME PATRONS AND GUESTS**

1.1. OPEN MEETING NOTICE

1.2. CALL MEETING TO ORDER

1.3. ROLL CALL

1.4. PLEDGE OF ALLEGIANCE

### **2. CORRESPONDENCE**

### **3. ACTION TO ORGANIZE BOARD OF EDUCATION**

3.1. Elect Board President

Motion to elect Neal Kanel as Board President passed with a motion by Scott Ogle and a second by Tim Schaardt.

Neal Kanel: Nay, Crystal Dunekacke: Yea, Kyle Hilgenfeld: Yea, Mike Kanel: Yea, Scott Ogle: Yea, Tim Schaardt: Yea

Yea: 5, Nay: 1

3.2. Elect Board Vice President

Motion to elect Tim Schaardt as Board Vice President passed with a motion by Scott Ogle and a second by Kyle Hilgenfeld.

Tim Schaardt: Nay, Crystal Dunekacke: Yea, Kyle Hilgenfeld: Yea, Mike Kanel: Yea, Neal Kanel: Yea, Scott Ogle: Yea

Yea: 5, Nay: 1

3.3. Appoint Board Secretary

Motion to appoint the Superintendent as Board Secretary passed with a motion by Scott Ogle and a second by Crystal Dunekacke.

Yea: 6, Nay: 0

3.4. Appoint Board Treasurer

Motion to appoint Crystal Dunekacke as Board Treasurer passed with a motion by Neal Kanel and a second by Mike Kanel.

Yea: 6, Nay: 0

3.5. Appoint Board Recorder

Motion to appoint Kellie Workman as Board Recorder passed with a motion by Scott Ogle and a second by Crystal Dunekacke.

Yea: 6, Nay: 0

3.6. Appoint Official Bank Depositories

Motion to appoint 2 banks as Official Bank Depositories passed with a motion by Mike Kanel and a second by Kyle Hilgenfeld.

Yea: 6, Nay: 0

3.7. Appoint Official Newspapers

Motion to appoint 3 papers as Official Newspapers passed with a motion by Tim Schaardt and a second by Crystal Dunekacke.

Yea: 6, Nay: 0

3.8. Approve Participation in Federal Programs: Title I, Special Education and Hot Lunch

Motion to approve participation in Federal Programs: Title I, Special Education and Hot Lunch passed with a motion by Scott Ogle and a second by Mike Kanel. Yea: 6, Nay: 0

3.9. Appoint Coordinator for the above Federal Programs

Motion to appoint the Superintendent as Coordinator for the above Federal Programs passed with a motion by Scott Ogle and a second by Kyle Hilgenfeld. Yea: 6, Nay: 0

3.10. Appoint Title IX Roles and Responsibilities

Approve as presented passed with a motion by Scott Ogle and a second by Crystal Dunekacke. Yea: 6, Nay: 0 [February regular meeting: amendment to the assignment of roles and responsibilities.]

3.11. Appoint Board Member to Community Foundation

Appoint Scott Ogle passed with a motion by Mike Kanel and a second by Crystal Dunekacke. Yea: 6, Nay: 0

### **4. PATRON COMMENT**

Jill Schaardt spoke about issues with COVID protocols and staff texts/emails to students.

Rock Herr expressed his appreciation of those he worked with while serving on the Board of Education and thanked the school for the Board retirement plaque.

### **5. APPROVE CONSENT AGENDA**

Approve passed with a motion by Crystal Dunekacke and a second by Mike Kanel. Yea: 6, Nay: 0

5.1. Meeting Minutes

5.2. Approve bills for payment

5.3. Review Treasurer's report

### **6. REPORTS**

6.1. Principal Othmer

Mrs. Othmer reported on staff development and school improvement.

6.2. Assistant Principal Lottman

Mrs. Lottman reported on assessments and the NRD Hazard Mitigation Plan.

6.3. NASB Report

### **7. DISCUSSION ITEMS**

7.1. 2019-2020 Annual Report

Superintendent Edmundson reviewed the information included in the annual report.

### **8. ACTION ITEMS**

8.1. Approve Board Member Absence

8.2. Motion to approve hire of Dr. George Griffith as Superintendent for 2021-2023 at \$132,000 for year one  
Approve passed with a motion by Scott Ogle and a second by Mike Kanel. Yea: 6, Nay: 0

8.3. Motion to renew principal contracts

Approve a one-year contract for Mrs. Othmer and Mrs. Lottman passed with a motion by Mike Kanel and a second by Crystal Dunekacke. Yea: 6, Nay: 0

8.4. Approve NRD Hazard Mitigation Resolution

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

8.5. Approve resignation of Bethany Platt as cheerleading sponsor

Passed with a motion by Scott Ogle and a second by Crystal Dunekacke. Yea: 6, Nay: 0

8.6. Accept resignation of Martyna Holthaus as a paraprofessional

Passed with a motion by Crystal Dunekacke and a second by Scott Ogle. Yea: 6, Nay: 0

8.7. Accept resignation of Rhiannon Kohler as a paraprofessional

Passed with a motion by Mike Kanel and a second by Kyle Hilgenfeld. Yea: 6, Nay: 0

8.8. Approve hiring Breehana Conn as a paraprofessional

Passed with a motion by Scott Ogle and a second by Mike Kanel. Yea: 6, Nay: 0

#### **9. SUPERINTENDENT EDMUNDSON REPORT**

Mrs. Edmundson assigned each new board member to a mentor board member and mentioned that she plans to hire an additional paraeducator. Neal Kanel appointed board members to their desired committees.

#### **10. ADJOURN**

Neal Kanel declared the meeting adjourned at 7:46 pm.

Respectfully submitted,  
Kellie Workman

02/06/2021 11:04 AM

Posted - All; Batch Description General Fund 2-8-2021-0001

User ID: KAW

Account Number	Detail Description	Amount
01 1100 610 001	pre-ACT	322.00
Total ACT		322.00
01 2213 330 000	Admundson SpEd Institute ESU4 stipend	140.40
01 2141 591 000	40% salary & benefits reimb- JA Psych	2,535.13
Total Auburn Public Schools		2,675.53
01 2620 350 000	heat pump repair	1,208.02
01 2620 350 000	repair water flow	255.00
Total BEATRICE MECHANICAL SERVICE		1,463.02
01 2710 610 000	tires-bus	1,340.00
Total BINDER BROTHERS		1,340.00
01 2610 621 000	fuel	4,459.20
Total BLACK HILLS ENERGY		4,459.20
01 2710 610 000	transporation supplies/tools/oil	531.03
Total BOOMGARN, RENEE		531.03
01 2710 340 000	tchr level II drive	2,522.66
Total BRUNA BROTHERS IMPLEMENT LLC		2,522.66
01 1100 440 000	copier lease	1,755.76
Total CANON FINANCIAL SERVICES		1,755.76
01 1100 440 000	copies	1,136.20
01 1100 440 000	copies	0.89
Total CAPITAL BUSINESS SYSTEMS, INC		1,137.09
01 2230 650 000	tech	766.66
01 2230 650 000	tech	61.98
01 2510 531 000	postage	13.65
01 1100 640 001	app of lit books	220.50
01 1100 640 001	SCC textbooks	716.10
01 2620 610 000	custodial supplies	251.94
01 2710 626 000	fuel-bus	120.01
01 2213 330 000	books	25.45
01 2510 610 000	PO forms	150.85
01 2230 643 000	adobe	15.81
01 2620 610 000	maintenance	266.91
Total CARDMEMBER SERVICE		2,609.86
01 2310 540 000	para ad	24.00
Total COURIER TRIBUNE, THE		24.00
01 2230 650 000	tech	232.49
Total DAS STATE ACCOUNTING - CENTRAL FINANACE		232.49
01 2710 626 000	fuel	26.45
Total DEN'S COUNTRY MEATS		26.45
01 2710 890 000	bus dr drug testing	130.00
Total DIVERSIFIED DRUG TESTING, LLC		130.00
01 2620 350 000	add outlet	117.01
Total Don Plager		117.01
01 2620 350 000	replace water heater in shop class	638.35
01 2620 610 000	filters	59.70
Total DSTK PHILLIPS, INC		698.05
01 2220 640 000	6815 library magazines	887.39
Total EBSCO SUBSCRIPTION SERV		887.39
01 1100 580 000	mileage	328.16
01 2213 330 000	mileage	64.40
Total Engles, Kara		392.56
01 2320 650 000	clock contract	372.00
Total ENTERPRISE FINANCIAL		372.00
01 2510 340 000	background check	27.00

**Board Report - Detail**

Posted - All; Batch Description General Fund 2-8-2021-0001

Account Number	Detail Description	Amount
Total ESSENTIAL SCREENS		27.00
01 2213 330 000	Engaging Educators Conf	100.00
Total ESU #4		100.00
01 2230 643 000	tech hosting services	52.50
Total ESU #6		52.50
01 2310 540 000	advertising	172.27
Total FALLS CITY JOURNAL		172.27
01 2620 420 000	trash service	456.70
Total FALLS CITY SANITATION		456.70
01 2710 890 000	tchr level II drive	30.00
Total FAMILY MEDICINE		30.00
01 2330 317 000	semi-annual fee	400.00
Total FANKHAUSER, NELSEN, WERTS & ZISKEY, PC		400.00
01 2620 610 000	sidewalk salt/sand	193.69
Total FASTENAL		193.69
01 1100 382 001	distance learning-tech	279.66
Total FIBER PLATFORM, LLC		279.66
01 2620 350 000	repair valves on backflow	850.00
Total FIRESPK, INC		850.00
01 2510 531 000	3493 bolt	200.80
Total GENERAL OFFICE CHECKING ACCT.		200.80
01 2620 350 000	repair ignition module	1,265.39
Total GOODWIN TUCKER GROUP		1,265.39
01 102	2-12-21 payroll	482,045.48
Total HTRS PAYROLL ACCT		482,045.48
01 2310 810 000	annual dues	60.00
Total HUMBOLDT CHAMBER OF COMMERCE		60.00
01 1100 610 001	sv music	205.00
Total J W PEPPER & SON INC		205.00
01 2330 317 000	legal services/Title IX training	2,521.00
Total KSB School Law		2,521.00
01 2710 610 000	water soft contract	421.78
Total KURITA AMERICA INC		421.78
01 2620 610 000	silicone	6.70
01 2710 610 000	belts	26.84
Total LEWIS IMPLEMENT COMPANY		33.54
01 6408 340 003	0-2 YO	435.50
01 6408 340 003	3-5 yo	67.00
01 2161 340 000	SA	1,608.00
Total MALCOLM, MARY		2,110.50
01 2710 340 000	car repair	2,167.59
Total MEYER-EARP AUTO CENTER		2,167.59
01 2310 810 000	CD Leg conf	55.00
Total NASB NEBRASKA ASSN OF SCHOOL BOARDS		55.00
01 6408 340 003	0-2 yo	134.00
01 6408 340 003	3-5 yo	201.00
01 2171 340 000	SA	1,162.70
Total NATIONAL THERAPEUTIC ASSOCIATES, INC		1,497.70
01 1200 591 003	sped billing/services	5,740.00
Total NEBRASKA CITY PUBLIC SCHOOLS		5,740.00
01 2220 640 000	annual subs	21.00
Total NEBRASKA LIFE		21.00

02/06/2021 11:04 AM

Posted - All; Batch Description General Fund 2-8-2021-0001

User ID: KAW

Account Number	Detail Description	Amount
01 2620 350 000	annual inspection	120.00
Total NEBRASKA STATE FIRE MARSHAL		120.00
01 2610 621 000	elec	54.25
01 2610 621 000	elec	172.65
01 2610 621 000	elec	3,988.75
01 2610 621 000	elec	65.82
Total NPPD		4,281.47
01 2620 350 000	elevator maint.	468.41
Total OKEEFE ELEVATOR CO., INC.		468.41
01 2220 640 000	library subsc.	39.00
01 2310 540 000	advertising	29.52
01 2310 540 000	advertising	6.97
01 2310 540 000	advertising	6.56
01 2310 540 000	advertising	12.30
01 2310 540 000	advertising	57.81
01 2310 540 000	advertising	6.56
01 2310 540 000	advertising	5.33
01 2310 540 000	advertising	9.23
01 2310 540 000	advertising	16.30
01 2310 540 000	advertising	26.45
Total PAWNEE REPUBLICAN		216.03
01 2320 610 000	blank badges	375.00
Total PRIME COMMUNICATIONS INC		375.00
01 2310 540 000	para ad	24.00
Total SABETHA HERALD, THE		24.00
01 2620 340 000	spraying	68.00
Total SCHENDEL PEST CONTROL		68.00
01 2620 350 000	inspect fire exting/recharge	1,106.89
Total SECURITY SERVICES		1,106.89
01 2230 643 000	powerschool annual fee	784.00
Total SWIFTREACH NETWORKS, LLC		784.00
01 2510 530 000	long dist.	149.55
Total VERIZON BUSINESS		149.55
01 2161 340 000	occ therapy	1,636.60
Total WILCOCK, JOY		1,636.60
01 2510 530 000	phone	771.37
01 2510 530 000	phone	111.45
Total WINDSTREAM NEBRASKA		882.82
01 2220 640 000	library online suite	340.00
Total WORLD BOOK INC		340.00
Checking Account ID 1		533,055.47

Expenditure Report by Function/Object -  
Detail\_KW

02/06/2021 11:06 AM

Regular; Processing Month 02/2021; Fund Number 01

User ID: KAW

Account Number	Account Description	Revised Budget	Expended During Month	% of Budget	Unencumbered Balance
01	GENERAL FUND				
1100	REGULAR INSTRUCTIONAL PROGRAMS				
01 1100 111 000	Extra Duty Salary	135,000.00	15,182.41	78.32	29,261.97
01 1100 111 001	HS Teacher Salaries	1,000,000.00	78,389.03	49.06	509,406.07
01 1100 111 002	MS Teacher Salaries	18,000.00	1,930.94	67.52	5,846.40
01 1100 111 003	EL Teacher Salaries	745,000.00	62,884.84	52.49	353,914.24
01 1100 112 002	MS AIDE/PARA	0.00	0.00	0.00	0.00
01 1100 112 003	EL AIDE/PARA	56,946.00	5,990.68	89.76	5,832.36
01 1100 113 001	HS SUB TCHR	1,700.00	500.00	307.35	(3,525.00)
01 1100 113 002	MS SUB TCHR	0.00	0.00	0.00	0.00
01 1100 113 003	EL SUB TCHR	32,000.00	979.87	44.13	17,879.24
01 1100 153 000	TEACH SUB/CLASS COVERAGE	2,000.00	0.00	70.59	588.20
01 1100 153 001	EXTRA DUTY / STIPENDS	12,000.00	2,160.00	33.25	8,010.00
01 1100 153 002	CERT Unused Leave Payouts	20,000.00	0.00	0.00	20,000.00
01 1100 211 000	D GROUP INSURANCE TCHR/PROF	28,000.00	2,275.94	57.98	11,765.08
01 1100 211 001	HS GROUP INSURANCE TCHR/PROF	248,000.00	20,667.69	50.56	122,615.13
01 1100 211 002	MS GROUP INSURANCE TCHR/PROF	7,000.00	584.28	51.33	3,406.59
01 1100 211 003	EL GROUP INSURANCE TCHR/PROF	205,000.00	17,581.83	51.82	98,760.65
01 1100 212 003	EL GROUP INSURANCE AIDE/PARA	1,500.00	0.00	0.00	1,500.00
01 1100 213 001	CERTIFIED CLASS COVG-BCBS	100.00	0.00	45.88	54.12
01 1100 213 003	CERTIFIED CLASS COVG-BCBS	0.00	0.00	0.00	0.00
01 1100 221 000	D SOCIAL SECURITY TCHR/PROF	10,000.00	1,150.78	80.05	1,994.95
01 1100 221 001	HS SOCIAL SECURITY TCHR/PROF	75,000.00	5,903.30	49.30	38,021.49
01 1100 221 002	MS SOCIAL SECURITY TCHR/PROF	1,500.00	147.68	62.45	563.29
01 1100 221 003	EL SOCIAL SECURITY TCHR/PROF	56,000.00	4,730.10	52.56	26,563.84
01 1100 222 001	HS SOCIAL SECURITY AIDE/PARA	0.00	0.00	0.00	0.00
01 1100 222 002	MS SOCIAL SECURITY AIDE/PARA	0.00	0.00	0.00	0.00
01 1100 222 003	EL SOCIAL SECURITY AIDE/PARA	8,000.00	457.03	48.67	4,106.13
01 1100 223 000	SOCIAL SECURITY Tchr Sub Pay	200.00	0.00	54.00	92.00
01 1100 223 001	HS SOCIAL SECURITY SUB TCHR	2,000.00	203.56	35.24	1,295.12
01 1100 223 002	MS SOCIAL SECURITY SUB TCHR	1,500.00	0.00	0.00	1,500.00
01 1100 223 003	EL SOCIAL SECURITY SUB TCHR	2,500.00	75.00	43.22	1,419.57
01 1100 231 000	D RETIREMENT TCHR/PROF	15,000.00	1,231.81	61.05	5,842.75
01 1100 231 001	HS RETIREMENT TCHR/PROF	95,000.00	7,710.50	47.58	49,801.92
01 1100 231 002	MS RETIREMENT TCHR/PROF	1,500.00	189.90	80.41	293.84
01 1100 231 003	EL RETIREMENT TCHR/PROF	73,000.00	6,184.51	50.99	35,777.01
01 1100 232 001	HS RETIREMENT AIDE/PARA	0.00	0.00	0.00	0.00
01 1100 232 002	MS RETIREMENT AIDE/PARA	0.00	0.00	0.00	0.00
01 1100 232 003	EL RETIREMENT AIDE/PARA	9,000.00	583.41	54.88	4,061.06
01 1100 233 000	RETIREMENT Tchr Class Covg	0.00	0.00	0.00	(139.39)
01 1100 233 001	HS RETIREMENT SUB TCHR	100.00	213.33	266.61	(166.61)
01 1100 233 002	MS RETIREMENT SUB TCHR	0.00	0.00	0.00	0.00
01 1100 233 003	EL RETIREMENT SUB TCHR	100.00	17.53	44.37	55.63
01 1100 237 000	D RETIREMENT TCHR/PROF	0.00	0.00	0.00	0.00
01 1100 237 001	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 1100 237 002	MSIncreased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 1100 237 003	ELIncreased Retirement Contribution Rate	0.00	0.00	0.00	0.00

**Expenditure Report by Function/Object -  
Detail\_KW**

02/06/2021 11:06 AM

Regular; Processing Month 02/2021; Fund Number 01

User ID: KAW

Account Number	Account Description	Revised Budget	Expended During Month	% of Budget	Unencumbered Balance
01 1100 260 000	D UNEMPLOYMENT PMTS	0.00	0.00	0.00	0.00
01 1100 281 000	D LTD/STD TCHR/PROF	100.00	25.02	188.71	(88.71)
01 1100 281 001	HS LTD/STD TCHR/PROF	6,000.00	509.72	51.68	2,899.04
01 1100 281 002	MS LTD/STD TCHR/PROF	100.00	11.67	69.59	30.41
01 1100 281 003	EL LTD/STD TCHR/PROF	5,000.00	417.01	50.64	2,468.12
01 1100 282 001	HS LTD/STD AIDE/PARA	0.00	0.00	0.00	0.00
01 1100 282 002	MS LTD/STD AIDE/PARA	0.00	0.00	0.00	0.00
01 1100 282 003	EL LTD/STD AIDE/PARA	500.00	31.12	42.21	288.95
01 1100 283 001	LTD/STD SUB TCHR	0.00	0.00	0.00	(1.32)
01 1100 283 003	LTD/STD SUB TCHR	0.00	0.78	0.00	(1.77)
01 1100 333 000	MILEAGE PAID TO CERTIFIED	1,500.00	0.00	3.22	1,451.70
01 1100 382 001	Tuition - Distance Learning	10,000.00	279.66	102.65	(264.98)
01 1100 382 002	Tuition - Distance Learning	0.00	0.00	0.00	0.00
01 1100 440 000	DISTRICT RENTALS/LEASES	35,000.00	2,892.85	45.80	18,970.43
01 1100 580 000	INSTRUCTIONAL TRAVEL EXPENSES	500.00	328.16	119.91	(99.56)
01 1100 610 001	HS Teaching Supplies	30,000.00	527.00	24.56	22,632.63
01 1100 610 002	MS Teaching Supplies	10,000.00	0.00	9.23	9,076.58
01 1100 610 003	EL Teaching Supplies	15,000.00	0.00	32.41	10,138.99
01 1100 640 001	HS Textbooks	20,000.00	936.60	14.23	17,153.08
01 1100 640 002	MS Textbooks	15,000.00	0.00	0.00	15,000.00
01 1100 640 003	EL Textbooks	10,000.00	0.00	0.00	10,000.00
01 1100 643 000	WEB/CLOUD BASED SOFTWARE	15,000.00	0.00	91.26	1,311.40
01 1100 733 001	HS Furniture And Equipment	500.00	0.00	24.37	378.16
01 1100 733 002	MS Furniture And Equipment	500.00	0.00	0.00	500.00
01 1100 733 003	EL Furniture And Equipment	500.00	0.00	0.00	500.00
01 1100 890 001	HS Other Expense	4,000.00	0.00	0.05	3,998.02
01 1100 890 002	MS Other Expense	2,000.00	0.00	4.86	1,902.75
01 1100 890 003	EL Other Expense	5,000.00	0.00	11.90	4,405.00
1100	REGULAR INSTRUCTIONAL PROGRAMS	3,048,846.00	243,885.54	51.49	1,479,046.57
1150	LIMITED ENGLISH PROF PROGRAMS				
01 1150 111 003	LEP/ESL SALARIES TCHR/PROF	1,000.00	1,090.04	654.02	(5,540.24)
01 1150 211 003	ELA GROUP INSURANCE TCHR/PROF	100.00	430.17	2,560.89	(2,460.89)
01 1150 221 003	ELA SOCIAL SECURITY TCHR/PROF	100.00	83.44	499.68	(399.68)
01 1150 231 003	ELA RETIREMENT TCHR/PROF	100.00	107.20	643.15	(543.15)
01 1150 281 003	ELA LTD/STD TCHR/PROF	500.00	7.86	9.54	452.32
1150	LIMITED ENGLISH PROF PROGRAMS	1,800.00	1,718.71	571.76	(8,491.64)
1160	PROVERTY PROGRAMS				
01 1160 111 003	Teacher Salaries - Poverty	0.00	0.00	0.00	0.00
01 1160 113 003	Substitute Salaries - Poverty	0.00	0.00	0.00	0.00
01 1160 211 003	Health Insurance - Poverty	0.00	0.00	0.00	0.00
01 1160 221 003	Social Security - Poverty	0.00	0.00	0.00	0.00
01 1160 231 003	Retirement - Poverty	0.00	0.00	0.00	0.00
01 1160 281 003	Long Term Disability - Poverty	0.00	0.00	0.00	0.00
01 1160 610 003	Teaching Supplies - Poverty	0.00	0.00	0.00	0.00
01 1160 890 003	Other Expense - Poverty	0.00	0.00	0.00	0.00
1160	PROVERTY PROGRAMS	0.00	0.00	0.00	0.00
1190	EARLY CHILDHOOD ED PROGRAMS				
01 1190 111 003	Early Childhood Salary	95,000.00	3,114.42	19.67	76,313.48
01 1190 112 003	EC Early Childhood Aide	7,000.00	772.10	75.26	1,731.59
01 1190 113 003	EC Substitute Salaries	500.00	0.00	50.00	250.00
01 1190 211 003	EC Health Insurance	15,000.00	0.00	4.21	14,368.86

**Expenditure Report by Function/Object -  
Detail\_KW**

02/06/2021 11:06 AM

Regular; Processing Month 02/2021; Fund Number 01

User ID: KAW

Account Number	Account Description	Revised Budget	Expended During Month	% of Budget	Unencumbered Balance
01 1190 221 003	EC Social Security	10,000.00	239.34	14.36	8,564.12
01 1190 222 003	EC SOC SEC AIDE/PARA	500.00	59.34	80.93	95.35
01 1190 223 003	EC SOC SEC SUB TCHR	0.00	0.00	0.00	(19.12)
01 1190 231 003	EC Retirement	10,000.00	306.45	18.38	8,161.52
01 1190 232 003	RETIREMENT AIDE/PARA	1,000.00	76.26	52.04	479.61
01 1190 237 003	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 1190 281 003	EC LTD/STD TCHR/PROF	1,000.00	24.30	14.73	852.74
01 1190 282 003	LTD/STD AIDE/PARA	0.00	3.40	0.00	(21.31)
01 1190 330 003	EC STAFF DEVELOPMENT/TRAINING	500.00	0.00	0.00	500.00
01 1190 333 003	EC Mileage	0.00	0.00	0.00	0.00
01 1190 610 003	EC Supplies	500.00	0.00	165.44	(327.22)
01 1190 733 003	EC Furniture & Equipment	500.00	0.00	29.75	351.27
1190	EARLY CHILDHOOD ED PROGRAMS	141,500.00	4,595.61	21.34	111,300.89
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS				
01 1200 111 001	HS SPED Teacher Salaries	220,000.00	12,751.93	34.78	143,488.42
01 1200 111 002	MS SPED Teacher Salaries	10,000.00	4,785.25	287.12	(18,711.50)
01 1200 111 003	EL SPED Teacher Salaries	165,000.00	19,934.74	72.10	46,033.86
01 1200 112 001	HS SPED Teacher Aide	0.00	0.00	0.00	0.00
01 1200 112 002	MS SPED Teacher Aide	0.00	0.00	0.00	0.00
01 1200 112 003	EL SPED Teacher Aide	110,000.00	10,173.22	49.02	56,073.26
01 1200 113 001	HS SPED Substitute Salaries	0.00	0.00	0.00	0.00
01 1200 113 002	MS SPED Substitute Salaries	0.00	0.00	0.00	0.00
01 1200 113 003	EL SPED Substitute Salaries	500.00	0.00	156.25	(281.25)
01 1200 211 001	HS SPED GROUP INS TCHR/PROF	65,000.00	4,429.69	38.82	39,765.17
01 1200 211 002	MS SPED GROUP INS TCHR/PROF	3,000.00	927.63	178.25	(2,347.41)
01 1200 211 003	EL SPED GROUP INS TCHR/PROF	53,000.00	5,447.51	61.94	20,174.32
01 1200 212 003	EL SPED GROUP INS AIDE/PARA	1,000.00	0.00	0.00	1,000.00
01 1200 221 001	HS SPED SOCIAL SECURITY TCHR/PROF	20,000.00	967.51	28.99	14,201.78
01 1200 221 002	MS SPED SOCIAL SECURITY TCHR/PROF	1,000.00	366.54	220.33	(1,203.32)
01 1200 221 003	EL SPED SOCIAL SECURITY TCHR/PROF	15,000.00	1,508.03	60.02	5,997.68
01 1200 222 003	EL SPED SOCIAL SECURITY AIDE/PARA	10,000.00	777.40	41.24	5,876.04
01 1200 223 003	EL SPED SOCIAL SECURITY SUB TCHR	0.00	0.00	0.00	(59.76)
01 1200 231 001	HS SPED RETIREMENT TCHR/PROF	25,000.00	1,254.06	29.83	17,543.47
01 1200 231 002	MS SPED RETIREMENT TCHR/PROF	1,000.00	470.55	282.91	(1,829.11)
01 1200 231 003	EL SPED RETIREMENT TCHR/PROF	20,000.00	1,944.94	58.14	8,372.66
01 1200 232 003	EL SPED RETIREMENT AIDE/PARA	10,000.00	989.63	51.74	4,825.84
01 1200 237 001	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 1200 237 002	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 1200 237 003	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 1200 281 001	HS SPED LTD/STD TCHR/PROF	2,000.00	86.93	26.08	1,478.34
01 1200 281 002	MS SPED LTD/STD TCHR/PROF	100.00	32.47	193.44	(93.44)
01 1200 281 003	HS SPED LTD/STD TCHR/PROF	1,000.00	144.35	87.22	127.84
01 1200 282 003	EL SPED LTD/STD AIDE/PARA	1,000.00	56.66	26.13	738.72
01 1200 330 000	SPED STAFF DEV/TRAINING	5,000.00	0.00	4.60	4,770.00
01 1200 332 000	SPED MILEAGE TO PARENTS	0.00	0.00	0.00	(307.05)

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01 1200 333 000	SPED Mileage to Staff	0.00	0.00	0.00	0.00
01 1200 580 000	SPED TRAVEL EXPENSES	500.00	0.00	0.00	500.00
01 1200 591 001	HS PURCHASED SERVICES	40,000.00	0.00	265.55	(66,219.82)
01 1200 591 002	MS PURCHASED SERVICES	0.00	0.00	0.00	(82.17)
01 1200 591 003	EL PURCHASED SERVICES	230,000.00	5,740.00	43.42	130,125.75
01 1200 610 001	HS SPED Supplies	3,000.00	0.00	5.66	2,830.34
01 1200 610 002	MS SPED Supplies	1,000.00	0.00	19.09	809.11
01 1200 610 003	EL SPED Supplies	6,000.00	0.00	26.46	4,412.44
01 1200 640 001	HS SPED Textbooks	0.00	0.00	0.00	0.00
01 1200 640 002	MS SPED Textbooks	1,000.00	0.00	0.00	1,000.00
01 1200 640 003	EL SPED Textbooks	0.00	0.00	0.00	0.00
01 1200 643 000	SPED Web/Cloud Based Software	1,000.00	0.00	337.36	(2,373.64)
01 1200 733 001	HS SPED Furniture And Equipment	0.00	0.00	0.00	0.00
01 1200 733 002	MS SPED Furniture And Equipment	0.00	0.00	0.00	0.00
01 1200 733 003	EL SPED Furniture And Equipment	500.00	0.00	0.00	500.00
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	1,021,600.00	72,789.04	59.17	417,136.57
1291	SPED 3-5 YO				
01 1291 111 003	SPED PREK SALARIES TCHR/PROF	0.00	0.00	0.00	0.00
01 1291 211 003	Sped BAF - BCBS	0.00	0.00	0.00	0.00
01 1291 221 003	SPED BAF - Fica	0.00	0.00	0.00	0.00
01 1291 231 003	SPED BAF - Retire	0.00	0.00	0.00	0.00
01 1291 281 003	SPED BAF - LTD	0.00	0.00	0.00	0.00
01 1291 591 003	SPED 3-5 YO PURCH SERVICES	0.00	0.00	0.00	(1,491.48)
1291	SPED 3-5 YO	0.00	0.00	0.00	(1,491.48)
1292	SPED DIRECTOR				
01 1292 591 003	EC SPED DIR	5,000.00	0.00	36.75	3,162.66
1292	SPED DIRECTOR	5,000.00	0.00	36.75	3,162.66
1300	SUMMER SCHOOL				
01 1300 111 001	Driver's Education Salary	3,000.00	0.00	0.00	3,000.00
01 1300 221 001	DrEd Social Security	500.00	0.00	0.00	500.00
01 1300 231 001	DrEd Retirement	500.00	0.00	0.00	500.00
01 1300 237 001	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 1300 281 001	DrEd LTD/STD	0.00	0.00	0.00	0.00
01 1300 338 001	DrEd Repairs	0.00	0.00	0.00	0.00
01 1300 580 001	DrEd GAS & OIL	500.00	0.00	0.00	500.00
1300	SUMMER SCHOOL	4,500.00	0.00	0.00	4,500.00
2120	GUIDANCE SERVICES				
01 2120 111 001	HS Counselor's Salary	85,000.00	3,231.57	22.81	65,610.58
01 2120 111 002	MS Counselor's Salary	0.00	0.00	0.00	0.00
01 2120 111 003	EL Counselor's Salary	35,000.00	2,865.25	49.12	17,808.50
01 2120 211 001	HS Group Ins Counselor	23,000.00	686.70	17.05	19,079.27
01 2120 211 002	MS Group Ins Counselor	0.00	0.00	0.00	0.00
01 2120 211 003	EL Group Ins Counselor	10,000.00	571.45	32.71	6,729.13
01 2120 221 001	HS Social Security	8,000.00	248.33	18.67	6,506.73
01 2120 221 002	MS Social Security	0.00	0.00	0.00	0.00
01 2120 221 003	EL Social Security	3,000.00	220.18	44.08	1,677.71
01 2120 231 001	HS Retirement COUNSELOR	10,000.00	288.73	17.46	8,253.93
01 2120 231 002	MS Retirement COUNSELOR	0.00	0.00	0.00	0.00
01 2120 231 003	EL Retirement COUNSELOR	3,000.00	253.91	51.13	1,466.09
01 2120 237 001	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 2120 237 003	Increased Retirement Contribution	0.00	0.00	0.00	0.00

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	Rate				
01 2120 281 001	HS LTD/STD COUNSELOR	1,000.00	21.12	12.68	873.23
01 2120 281 002	MS LTD/STD COUNSELOR	0.00	0.00	0.00	0.00
01 2120 281 003	EL LTD/STD COUNSELOR	500.00	18.64	22.43	387.87
01 2120 610 001	HS Guidance Supplies	3,000.00	0.00	0.00	3,000.00
01 2120 610 002	MS Guidance Supplies	0.00	0.00	0.00	0.00
01 2120 610 003	EL Guidance Supplies	500.00	0.00	0.00	500.00
01 2120 890 001	HS Other Expense	0.00	0.00	0.00	0.00
01 2120 890 002	MS Other Expense	0.00	0.00	0.00	0.00
01 2120 890 003	EL Other Expense	0.00	0.00	0.00	0.00
2120	GUIDANCE SERVICES	182,000.00	8,405.88	27.53	131,893.04
2130	HEALTH SERVICES				
01 2130 116 000	SALARIES NURSE	40,000.00	4,046.21	71.05	11,578.19
01 2130 216 000	GROUP INSURANCE NURSE	0.00	0.00	0.00	0.00
01 2130 226 000	SOCIAL SECURITY NURSE	3,000.00	310.85	72.74	817.85
01 2130 236 000	RETIREMENT NURSE	5,000.00	399.68	56.15	2,192.55
01 2130 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 2130 286 000	LTD/STD NURSE	500.00	17.24	20.59	397.03
01 2130 320 000	Student Health Screenings	3,000.00	0.00	0.00	3,000.00
01 2130 610 000	Nurse Supplies	2,000.00	0.00	0.00	2,000.00
2130	HEALTH SERVICES	53,500.00	4,773.98	62.64	19,985.62
2141	SPED SA Psych Services				
01 2141 591 000	SPED SA Psych Services	50,000.00	2,535.13	54.42	22,789.22
2141	SPED SA Psych Services	50,000.00	2,535.13	54.42	22,789.22
2142	SPED 3-5 Pscyh Services				
01 2142 591 003	SPED 3-5 Psych Services	0.00	0.00	0.00	0.00
2142	SPED 3-5 Pscyh Services	0.00	0.00	0.00	0.00
2143	SPED 0-2 Psych Services				
01 2143 591 003	SPED 0-2 Psych Services	35,000.00	0.00	0.00	35,000.00
2143	SPED 0-2 Psych Services	35,000.00	0.00	0.00	35,000.00
2151	SPED SA Speech/Audiology				
01 2151 591 000	SPED SA Speech/Audiology	20,000.00	0.00	49.51	10,098.52
2151	SPED SA Speech/Audiology	20,000.00	0.00	49.51	10,098.52
2152	SPED 3-5 Speech/Audiology				
01 2152 340 003	SPED 3-5 Speech/Audiology Prf Serv	7,000.00	0.00	34.29	4,600.00
01 2152 591 003	SPED 3-5 Speech/Audiology	500.00	0.00	83.35	83.24
2152	SPED 3-5 Speech/Audiology	7,500.00	0.00	37.56	4,683.24
2153	SPED 0-2 Speech/Audiology				
01 2153 591 003	SPED 0-2 Speech/Audiology	500.00	0.00	83.35	83.24
2153	SPED 0-2 Speech/Audiology	500.00	0.00	83.35	83.24
2161	SPED SA OccTherapy				
01 2161 340 000	SPED SA OccTherapy (nonESU)	38,000.00	3,244.60	65.17	13,237.24
2161	SPED SA OccTherapy	38,000.00	3,244.60	65.17	13,237.24
2162	SPED 3-5 OccTherapy				
01 2162 340 003	SPED 3-5 OccTherapy (nonESU)	1,000.00	0.00	300.26	(2,002.63)
2162	SPED 3-5 OccTherapy	1,000.00	0.00	300.26	(2,002.63)
2163	SPED 0-2 OccTherapy				
01 2163 340 003	SPED 0-2 OccTherapy (nonESU)	500.00	0.00	0.00	500.00
2163	SPED 0-2 OccTherapy	500.00	0.00	0.00	500.00

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2171	SPED SA PhysTherapy				
01 2171 340 000	SPED SA PhysTherapy (nonESU)	15,000.00	1,162.70	52.20	7,170.34
2171	SPED SA PhysTherapy	15,000.00	1,162.70	52.20	7,170.34
2172	SPED 3-5 PhysTherapy				
01 2172 340 003	SPED 3-5 PhysTherapy (nonESU)	0.00	0.00	0.00	0.00
2172	SPED 3-5 PhysTherapy	0.00	0.00	0.00	0.00
2173	SPED 0-2 PhysTherapy				
01 2173 340 003	SPED 0-2 PhysTherapy (nonESU)	1,500.00	0.00	0.00	1,500.00
2173	SPED 0-2 PhysTherapy	1,500.00	0.00	0.00	1,500.00
2181	SPED SA Vision Services				
01 2181 340 000	SPED SA-Vision Prof Serv	0.00	0.00	0.00	0.00
01 2181 591 000	SPED SA Vision Services	0.00	0.00	0.00	0.00
2181	SPED SA Vision Services	0.00	0.00	0.00	0.00
2182	SPED 3-5 Vision Services				
01 2182 340 003	SPED 3-5YO Vision Serv	0.00	0.00	0.00	0.00
01 2182 591 003	SPED 3-5 Vision Services	0.00	0.00	0.00	0.00
2182	SPED 3-5 Vision Services	0.00	0.00	0.00	0.00
2183	SPED 0-2 Vision Services				
01 2183 340 003	SPED 0-2YO Vision Services	0.00	0.00	0.00	0.00
01 2183 591 003	SPED 0-2 Vision Services	0.00	0.00	0.00	0.00
2183	SPED 0-2 Vision Services	0.00	0.00	0.00	0.00
2211	SCHOOL IMPROVEMENT				
01 2211 111 000	School Impr - Salaries	0.00	0.00	0.00	0.00
01 2211 333 000	School Impr - Travel	0.00	0.00	0.00	0.00
2211	SCHOOL IMPROVEMENT	0.00	0.00	0.00	0.00
2213	SCHOOL IMPROVEMENT				
01 2213 330 000	INSTRUCTIONAL STAFF DEV/TRAINING	5,000.00	330.25	8.01	4,599.75
2213	SCHOOL IMPROVEMENT	5,000.00	330.25	8.01	4,599.75
2220	LIBRARY/MEDIA SERVICES				
01 2220 111 000	Library/Media Tchr Salaries	60,000.00	4,983.08	49.83	30,101.52
01 2220 112 000	Library Aide Salary	15,000.00	0.00	0.00	15,000.00
01 2220 113 000	L/M Substitute Salaries	0.00	0.00	0.00	0.00
01 2220 211 000	L/M Group Ins	20,000.00	1,296.21	40.97	11,806.14
01 2220 221 000	L/M Social Security TCHR/PROF	5,000.00	363.39	43.62	2,819.20
01 2220 222 000	L/M Social Security AIDE	2,000.00	0.00	0.00	2,000.00
01 2220 231 000	L/M Retirement TCHR/PROF	6,000.00	490.01	49.08	3,055.05
01 2220 232 000	L/M Retirement AIDE	2,000.00	0.00	0.00	2,000.00
01 2220 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 2220 281 000	L/M LTD/STD TCHR/PROF	500.00	34.41	42.24	288.80
01 2220 282 000	L/M LTD/STD AIDE	100.00	0.00	0.00	100.00
01 2220 610 000	L/M Supplies	100.00	0.00	136.35	(36.35)
01 2220 640 000	Library Books & Subscriptions	4,000.00	1,287.39	81.77	729.33
01 2220 650 000	L/M Computer Software	1,500.00	0.00	0.00	1,500.00
01 2220 733 000	L/M Furniture And Equipment	0.00	0.00	0.00	0.00
01 2220 890 000	L/M Other Expense	0.00	0.00	0.00	0.00
2220	LIBRARY/MEDIA SERVICES	116,200.00	8,454.49	40.31	69,363.69
2224	EDUCATIONAL TELEVISION SERVICES				
01 2224 382 000	Distant Learning / Internet	10,000.00	0.00	76.00	2,400.00
2224	EDUCATIONAL TELEVISION SERVICES	10,000.00	0.00	76.00	2,400.00

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2230	INSTRUCTION RELATED TECH				
01 2230 111 000	Technology Coordinator	72,000.00	6,040.26	50.34	35,758.44
01 2230 116 000	Technology Support Staff	110,000.00	9,803.44	50.93	53,975.93
01 2230 211 000	Technology Group Ins TCHR/PROF	15,000.00	1,371.62	55.01	6,748.24
01 2230 216 000	Technology Group Ins SUPPORT PROF CLASS	35,000.00	3,159.86	53.63	16,229.55
01 2230 221 000	Technology Social Security TCHR/PROF	6,000.00	450.70	45.15	3,291.29
01 2230 226 000	Technology Social Security PROF CLASS	8,000.00	727.68	51.72	3,862.11
01 2230 231 000	Technology Retirement TCHR/PROF	7,000.00	593.99	51.03	3,428.08
01 2230 236 000	Technology Retirement PROF CLASS	11,000.00	940.19	48.63	5,651.14
01 2230 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 2230 281 000	Technology LTD/STD TCHR/PROF	500.00	39.10	48.04	259.81
01 2230 286 000	Technology LTD/STD PROF CLASS	500.00	51.17	62.65	186.73
01 2230 333 000	TECH Mileage	100.00	0.00	0.00	100.00
01 2230 643 000	TECH Web/Cloud Based Software	60,000.00	852.31	40.77	35,538.47
01 2230 650 000	TECH Supplies/Soft/Hardware	175,000.00	1,061.13	6.02	164,466.72
01 2230 734 000	TECH Hardware Capital Outlay	0.00	0.00	0.00	0.00
01 2230 735 000	TECH Software Capital Outlay	0.00	0.00	0.00	0.00
2230	INSTRUCTION RELATED TECH	500,100.00	25,091.45	34.11	329,496.51
2310	BOARD OF EDUCATION				
01 2310 330 000	BOE DEV/TRAINING	1,000.00	0.00	0.00	1,000.00
01 2310 520 000	PROPERTY/LIABILITY INSURANCE	0.00	0.00	0.00	0.00
01 2310 540 000	ADVERTISING	6,000.00	397.30	70.35	1,778.80
01 2310 610 000	BOE Supplies	0.00	0.00	0.00	0.00
01 2310 810 000	BOE Dues & Fees	12,000.00	115.00	77.14	2,742.71
01 2310 890 000	BOE Misc Expense	0.00	0.00	0.00	(171.67)
2310	BOARD OF EDUCATION	19,000.00	512.30	71.84	5,349.84
2320	EXECUTIVE ADMINISTRATION				
01 2320 105 000	SUPERINTENDENT SALARY	133,000.00	11,062.50	49.91	66,625.00
01 2320 159 000	SUPT Cell Stipend	0.00	0.00	0.00	0.00
01 2320 215 000	SUPT GROUP INS	8,000.00	733.20	54.82	3,614.19
01 2320 221 000	SUPT SOCIAL SECURITY	0.00	0.00	0.00	0.00
01 2320 225 000	SUPT SOCIAL SECURITY	10,000.00	822.52	49.35	5,064.88
01 2320 235 000	SUPT RETIREMENT	13,000.00	1,081.27	49.90	6,512.38
01 2320 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 2320 285 000	SUPT LTD/STD	500.00	52.90	63.48	182.60
01 2320 310 000	SUPT DUES & FEES	500.00	0.00	0.00	500.00
01 2320 330 000	SUPT Staff Dev/Training	1,500.00	0.00	1.48	1,477.84
01 2320 333 000	SUPT Mileage	300.00	0.00	105.90	(17.70)
01 2320 560 000	SUPT Computer Hardware	0.00	0.00	0.00	0.00
01 2320 580 000	SUPT TRAVEL EXPENSES	300.00	0.00	3.73	288.82
01 2320 610 000	SUPT Supplies	3,000.00	375.00	21.31	2,360.67
01 2320 650 000	SUPT Computer Software	6,000.00	372.00	48.28	3,103.00
01 2320 733 000	SUPT Furniture & Equipment	0.00	0.00	0.00	0.00
01 2320 890 000	SUPT Other Expense	2,500.00	0.00	0.00	2,500.00
2320	EXECUTIVE ADMINISTRATION	178,600.00	14,499.39	48.37	92,211.68
2330	District Legal Services				
01 2330 317 000	LEGAL SERVICES	10,000.00	2,921.00	47.81	5,219.00
2330	District Legal Services	10,000.00	2,921.00	47.81	5,219.00

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2410	OFFICE OF THE PRINCIPAL				
01 2410 110 000	Clerical Salaries	55,000.00	4,353.15	51.02	26,937.67
01 2410 111 001	HS PRINCIPAL HEAD&ASST SALARIES	60,000.00	4,843.68	48.44	30,937.92
01 2410 111 002	MS PRINCIPAL HEAD&ASST SALARIES	60,000.00	4,766.26	47.66	31,402.44
01 2410 111 003	EL PRINCIPAL HEAD&ASST SALARIES	60,000.00	4,833.29	48.33	31,000.26
01 2410 210 000	Clerical Group Insurance	39,000.00	3,342.71	50.67	19,239.45
01 2410 211 001	HS PRINCIPAL OFFICE GROUP INS	10,000.00	899.91	53.56	4,643.86
01 2410 211 002	MS PRINCIPAL OFFICE GROUP INS	10,000.00	885.65	52.64	4,735.61
01 2410 211 003	EL PRINCIPAL OFFICE GROUP INS	10,000.00	898.22	53.14	4,686.29
01 2410 220 000	Clerical Social Security	5,000.00	332.53	42.88	2,855.94
01 2410 221 001	HS PRINCIPAL OFFICE SOC SEC	5,000.00	371.07	44.55	2,772.35
01 2410 221 002	MS PRINCIPAL OFFICE SOC SEC	5,000.00	365.11	43.83	2,808.64
01 2410 221 003	EL PRINCIPAL OFFICE SOC SEC	5,000.00	370.24	44.40	2,779.79
01 2410 230 000	Clerical Retirement	5,000.00	430.00	55.44	2,228.05
01 2410 231 001	HS PRINCIPAL OFFICE RETIREMENT	5,000.00	476.34	57.22	2,139.25
01 2410 231 002	MS PRINCIPAL OFFICE RETIREMENT	5,000.00	468.73	56.29	2,185.63
01 2410 231 003	EL PRINCIPAL OFFICE RETIREMENT	5,000.00	475.32	57.03	2,148.58
01 2410 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 2410 237 001	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 2410 237 002	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 2410 237 003	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 2410 280 000	Clerical LTD/STD	300.00	41.34	83.43	49.70
01 2410 281 001	HS PRINCIPAL OFFICE LTD/STD	300.00	29.30	60.29	119.12
01 2410 281 002	MS PRINCIPAL OFFICE LTD/STD	300.00	28.84	59.34	121.97
01 2410 281 003	EL PRINCIPAL OFFICE LTD/STD	300.00	29.28	60.25	119.25
01 2410 310 000	PRINC OFFICE DUES/FEES	300.00	0.00	111.67	(35.00)
01 2410 330 000	PRINCIPAL OFFICE STAFF DEV/TRN	0.00	0.00	0.00	0.00
01 2410 580 000	PRINC OFFICE TRAVEL EXPENSES	1,300.00	0.00	0.00	1,300.00
01 2410 610 001	HS PRINCIPAL OFFICE SUPPLIES	200.00	0.00	32.42	135.16
01 2410 610 002	MS PRINCIPAL OFFICE SUPPLIES	200.00	0.00	0.00	200.00
01 2410 610 003	EL PRINCIPAL OFFICE SUPPLIES	500.00	0.00	0.00	500.00
01 2410 733 000	PRIN OFFICE FURNITURE	200.00	0.00	0.00	200.00
01 2410 890 000	PRINCIPAL OFFICE MISC EXP	200.00	0.00	0.00	200.00
2410	OFFICE OF THE PRINCIPAL	348,100.00	28,240.97	49.32	176,411.93
2510	FISCAL SERVICES				
01 2510 112 000	Concession Mgr Salaries	3,000.00	432.23	75.55	733.38
01 2510 116 000	FISCAL SERVICES SALARIES	44,000.00	4,139.12	67.47	14,315.40
01 2510 210 000	Concession Mgr Group Ins	0.00	0.00	0.00	0.00
01 2510 212 000	CONCMGR GROUP INS AIDE/PARA	0.00	0.00	0.00	(33.26)
01 2510 216 000	FISCAL SERVICES GROUP INS	21,000.00	1,915.89	54.31	9,595.11
01 2510 220 000	Concession Mgr Soc Sec	0.00	0.00	0.00	0.00
01 2510 222 000	SOCIAL SECURITY CONC MGR	3,000.00	33.14	5.78	2,826.46
01 2510 226 000	SOCIAL SECURITY PROF CLASS	4,000.00	306.36	55.23	1,790.71

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01 2510 232 000	Concession Mgr Retirement	3,000.00	42.69	7.46	2,776.18
01 2510 236 000	FISCAL SERVICES RETIREMENT	4,500.00	408.85	65.16	1,567.82
01 2510 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 2510 282 000	Concession Mgr LTD/STD	0.00	1.20	0.00	(8.52)
01 2510 286 000	FISCAL SERVICES LTD/STD	3,000.00	28.12	5.67	2,829.98
01 2510 310 000	FISCAL SERV/BANK FEES	0.00	0.00	0.00	(190.81)
01 2510 315 000	AUDIT/BUDGET SERVICES	7,000.00	0.00	104.29	(300.00)
01 2510 330 000	FISCAL OFFICE ST DEV/TRN	500.00	0.00	0.00	500.00
01 2510 340 000	OTHER PROFESSIONAL FISCAL SERVICES	1,000.00	27.00	52.00	480.00
01 2510 530 000	PHONE/INTERNET	15,000.00	1,032.37	36.27	9,559.53
01 2510 531 000	POSTAGE	400.00	214.45	657.44	(2,229.75)
01 2510 580 000	FISCAL SERV TRAVEL EXPENSES	200.00	0.00	0.00	200.00
01 2510 610 000	FISCAL OFFICE SUPPLIES	1,000.00	150.85	38.73	612.68
01 2510 733 000	FURNITURE/FIXTURES	0.00	0.00	0.00	0.00
01 2510 890 000	FISCAL SERVICES MISC EXP	100.00	0.00	0.00	100.00
2510	FISCAL SERVICES	110,700.00	8,732.27	59.24	45,124.91
2590	WORKERS COMP INS				
01 2590 270 000	WORKERS COMP NON-INSTR	23,000.00	0.00	0.00	23,000.00
01 2590 271 000	WORKERS COMP TCHR/PROF	18,000.00	0.00	0.00	18,000.00
2590	WORKERS COMP INS	41,000.00	0.00	0.00	41,000.00
2610	OPERATION OF BUILDINGS				
01 2610 520 000	PROPERTY/LIABILITY INSURANCE	60,000.00	0.00	0.00	60,000.00
01 2610 621 000	UTILITIES NAT GAS/FUEL	100,000.00	8,740.67	36.82	63,181.53
2610	OPERATION OF BUILDINGS	160,000.00	8,740.67	23.01	123,181.53
2620	MAINT OF BUILDINGS				
01 2620 110 000	MAINTENANCE STAFF SALARIES	150,000.00	11,672.96	48.13	77,802.44
01 2620 210 000	MAINT GROUP INS	33,000.00	2,936.67	51.48	16,012.90
01 2620 220 000	MAINT SOCIAL SECURITY	13,000.00	889.75	42.42	7,485.99
01 2620 230 000	MAINT RETIREMENT	15,000.00	1,150.62	47.51	7,873.28
01 2620 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 2620 280 000	MAINT LTD/STD	500.00	46.32	54.60	227.01
01 2620 330 000	MAINT STAFF DEV/TRN	0.00	0.00	0.00	0.00
01 2620 340 000	CONSTRUCTION SERVICES	100,000.00	68.00	6.18	93,818.87
01 2620 350 000	REPAIRS/MAINT	0.00	6,029.07	0.00	(13,004.21)
01 2620 410 000	WATER & SEWER	15,000.00	0.00	54.25	6,862.00
01 2620 420 000	TRASH SERVICE	6,000.00	456.70	50.79	2,952.80
01 2620 610 000	MAINT Supplies	60,000.00	778.94	19.17	48,497.56
01 2620 733 000	MAINT Furniture & Equipment	5,000.00	0.00	39.73	3,013.50
01 2620 890 000	MISC EXPENSE	5,000.00	0.00	9.15	4,542.68
2620	MAINT OF BUILDINGS	402,500.00	24,029.03	36.38	256,084.82
2630	OUTSIDE MAINTENANCE				
01 2630 340 000	OUTSIDE REPAIRS/MAINT	15,000.00	0.00	41.72	8,742.70
2630	OUTSIDE MAINTENANCE	15,000.00	0.00	41.72	8,742.70
2650	VEHICLE OPER/MAINT/PURCH (NON STUDENT)				
01 2650 732 000	Vehicle Aquisition (non-pupil)	0.00	0.00	0.00	0.00
2650	VEHICLE OPER/MAINT/PURCH (NON STUDENT)	0.00	0.00	0.00	0.00
2710	VEHICLE OPER/MAINT/PURCH (STUDENT)				
01 2710 110 000	TRANSPORTATION Salaries	150,000.00	13,187.65	54.25	68,621.01
01 2710 210 000	TRANSP GROUP INSURANCE	34,000.00	2,556.93	48.07	17,655.97
01 2710 220 000	TRANSP SOCIAL SECURITY	12,000.00	970.53	49.80	6,024.36

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01 2710 230 000	TRANSP RETIREMENT	14,000.00	1,212.71	53.49	6,511.44
01 2710 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 2710 260 000	Unemployment Payments	0.00	0.00	0.00	0.00
01 2710 271 000	Workmen's Compensation	0.00	0.00	0.00	0.00
01 2710 280 000	TRANSP LTD/STD	500.00	42.21	51.50	242.52
01 2710 330 000	TRANSP STAFF DEV/TRN	2,600.00	0.00	0.00	2,600.00
01 2710 340 000	VEHICLE REPAIRS/MAINT	30,000.00	4,690.25	47.51	15,746.34
01 2710 610 000	VEHICLE PARTS/SUPPLIES	10,000.00	2,319.65	65.60	3,440.36
01 2710 626 000	GAS & DIESEL	35,000.00	146.46	48.26	18,109.34
01 2710 732 000	Bus Acquisition (pupil)	50,000.00	0.00	0.00	50,000.00
01 2710 890 000	Transp. Other Expense	3,000.00	160.00	29.34	2,119.67
2710	VEHICLE OPER/MAINT/PURCH (STUDENT)	341,100.00	25,286.39	43.98	191,071.01
2712	VEHICLE OPER/MAINT/PURCH (SPED)				
01 2712 110 000	Sped Transportation Salaries	12,000.00	1,690.00	86.02	1,677.20
01 2712 210 000	SPED TRANSP Group Ins	0.00	191.25	0.00	(608.65)
01 2712 220 000	SPED TRANSP Soc Sec	1,000.00	125.92	77.99	220.09
01 2712 230 000	SPED TRANS Retirement	1,000.00	163.37	100.83	(8.30)
01 2712 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 2712 280 000	SPED TRANSP LTD/STD	0.00	3.97	0.00	(24.61)
01 2712 332 000	SPED Mileage to Parents	0.00	0.00	0.00	0.00
01 2712 510 000	Sped Transportation	0.00	0.00	0.00	0.00
01 2712 626 000	SPED GAS/DIESEL FUEL	1,500.00	0.00	8.13	1,378.00
01 2712 732 000	SPED VEHICLE OP/MAINT/PURCH	0.00	0.00	0.00	0.00
2712	VEHICLE OPER/MAINT/PURCH (SPED)	15,500.00	2,174.51	83.01	2,633.73
2900	OTHER SUPPORT SERVICES				
01 2900 890 000	Non-Revenue/Other Support Serv	1,000.00	0.00	70.00	300.00
2900	OTHER SUPPORT SERVICES	1,000.00	0.00	70.00	300.00
3300	COMMUNITY SERV OPER				
01 3300 890 000	COMMUNITY SERVICE OP/MISC	0.00	0.00	0.00	(200.00)
3300	COMMUNITY SERV OPER	0.00	0.00	0.00	(200.00)
3400	FOUNDATION GRANT				
01 3400 610 000	Foundation Grant Expenditures	0.00	0.00	0.00	0.00
3400	FOUNDATION GRANT	0.00	0.00	0.00	0.00
3535	HIGH ABILITY LEARNERS				
01 3535 111 003	High Ability Learners	6,800.00	573.05	50.56	3,361.70
01 3535 211 003	HAL Group Insurance	2,000.00	171.11	50.93	981.35
01 3535 221 003	HAL Social Security	500.00	43.90	52.61	236.96
01 3535 231 003	HAL Retirement	500.00	56.36	67.62	161.90
01 3535 237 003	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 3535 281 003	HAL LTD/STD	0.00	3.69	0.00	(22.67)
01 3535 610 003	HAL Supplies	500.00	0.00	0.00	500.00
01 3535 650 003	High Ability Software	0.00	0.00	0.00	(220.50)
01 3535 733 003	HAL Furniture & Equipment	0.00	0.00	0.00	0.00
3535	HIGH ABILITY LEARNERS	10,300.00	848.11	51.47	4,998.74
3541	EARLY CHILDHOOD ENDOWMENT GRANTS				
01 3541 111 003	Sixpence Coordinator Salaries	35,000.00	1,308.06	22.42	27,151.64
01 3541 112 003	SIXPENCE SALARIES AIDE	50,000.00	3,839.51	47.05	26,475.33
01 3541 211 003	Sixpence Coord Group Insurance	12,000.00	438.65	22.21	9,334.88
01 3541 212 003	GROUP INSURANCE - AIDE	0.00	0.00	0.00	0.00
01 3541 221 003	Coord. Social Security	3,700.00	95.01	15.50	3,126.65

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01 3541 222 003	SOCIAL SECURITY AIDE	4,000.00	294.88	45.17	2,193.29
01 3541 231 003	Coord. Retirement	3,500.00	128.72	22.21	2,722.61
01 3541 232 003	SIXPENCE RETIREMENT - AIDE	4,800.00	379.26	48.41	2,476.27
01 3541 237 003	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 3541 281 003	Coordinator LTD/STD	200.00	7.96	25.08	149.85
01 3541 282 003	LTD/STD AIDE	200.00	15.21	46.22	107.56
01 3541 330 003	Sixpence Travel/Staff Development	1,000.00	0.00	0.00	1,000.00
01 3541 333 003	Sixpence Mileage to Staff	0.00	0.00	0.00	0.00
01 3541 340 003	Sixpence Professional Services	0.00	0.00	0.00	0.00
01 3541 580 003	Sixpence Travel Expenses	2,500.00	0.00	1.88	2,453.00
01 3541 610 003	Sixpence Supplies/Family Inv	7,000.00	0.00	28.77	4,986.09
01 3541 733 003	Sixpence Furniture and Equipment	600.00	0.00	0.00	600.00
3541	EARLY CHILDHOOD ENDOWMENT GRANTS	124,500.00	6,507.26	33.51	82,777.17
3570	Teacher Eval Grant				
01 3570 610 000	Teacher Eval Grant	0.00	0.00	0.00	0.00
3570	Teacher Eval Grant	0.00	0.00	0.00	0.00
4300	OTHER PROFESSIONAL SERVICES				
01 4300 340 000	PROFESSIONAL SERVICES-ARCHIT/ENGINEER	0.00	0.00	0.00	0.00
4300	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	0.00
4411	IDEA PART B EARLY INTERVENING SERVICES				
01 4411 610 003	IDEA Part B-Early Interven. (Rtl)	0.00	0.00	0.00	0.00
4411	IDEA PART B EARLY INTERVENING SERVICES	0.00	0.00	0.00	0.00
4412	IDEA PART B PROPORTIONATE SHARE				
01 4412 591 003	IDEA Prof. Services	0.00	0.00	0.00	0.00
4412	IDEA PART B PROPORTIONATE SHARE	0.00	0.00	0.00	0.00
4900	OTHER FEDERAL EXPENDITURES				
01 4900 610 003	Drug Education - Supplies	1,000.00	0.00	0.00	1,000.00
4900	OTHER FEDERAL EXPENDITURES	1,000.00	0.00	0.00	1,000.00
6200	FEDERAL-TITLE I PART A ESSA				
01 6200 111 003	Title I, Part A SALARIES	145,000.00	13,013.32	53.85	66,920.08
01 6200 112 003	Title I - Aide Salaries	0.00	0.00	0.00	0.00
01 6200 113 003	Title I Substitute Salaries	0.00	0.00	0.00	0.00
01 6200 211 003	Title I Group Insurance	38,000.00	3,480.11	54.74	17,199.38
01 6200 221 003	Title I Social Security TCHR	12,000.00	970.47	48.51	6,178.63
01 6200 223 003	Title I SOC SEC SUB TCHR	0.00	0.00	0.00	0.00
01 6200 231 003	Title I Retirement	15,000.00	1,279.87	51.22	7,316.74
01 6200 237 003	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 6200 281 003	Title I LTD/STD	1,000.00	87.93	54.08	459.25
01 6200 330 003	Title I Staff Dev/Training	500.00	0.00	0.00	500.00
01 6200 560 003	Title I Computer Hardware	0.00	0.00	0.00	0.00
01 6200 580 003	Title I Travel Expenses	0.00	0.00	0.00	0.00
01 6200 610 003	Title I Supplies	4,000.00	0.00	15.00	3,400.01
01 6200 650 003	Title I Computer Software	500.00	0.00	700.00	(3,000.00)
01 6200 733 003	Title I Furniture & Equipment	0.00	0.00	0.00	0.00
01 6200 890 003	Title I Misc. Expenses	0.00	0.00	0.00	0.00
6200	FEDERAL-TITLE I PART A ESSA	216,000.00	18,831.70	54.18	98,974.09
6210	FEDERAL-TITLE I PART A ACCTBLTY				
01 6210 330 003	Title I Acctblty TRAVEL/Training EXPENSE	0.00	0.00	0.00	0.00
01 6210 610 003	Title I Acctblty SUPPLIES	0.00	0.00	0.00	0.00

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01 6210 650 003	Title I Acctblty COMPUTER SOFTWARE	100.00	0.00	0.00	100.00
6210	FEDERAL-TITLE I PART A ACCTBLTY	100.00	0.00	0.00	100.00
6406	FEDERAL-IDEA PART B (611) BASE AGE 3-4				
01 6406 591 003	IDEA Preschool Prf Serv	1,800.00	0.00	13.50	1,557.00
6406	FEDERAL-IDEA PART B (611) BASE AGE 3-4	1,800.00	0.00	13.50	1,557.00
6408	FEDERAL-IDEA PART B (611) BASE AGE 0-4				
01 6408 111 003	IDEA Part B Base Salary (prek BAF)	13,000.00	2,852.83	134.76	(4,518.98)
01 6408 112 003	IDEA Part B Base Aide (prek BAF)	0.00	0.00	0.00	0.00
01 6408 211 003	IDEA Part B Base Ins. (prek BAF)	5,000.00	597.62	74.22	1,288.87
01 6408 221 003	IDEA Part B Base Soc.Sec. (prek BA	1,000.00	219.24	131.56	(315.60)
01 6408 231 003	IDEA Part B Base Ret. (prek BAF)	1,300.00	280.71	129.52	(383.81)
01 6408 237 003	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 6408 281 003	IDEA Part B Base LTD (prek BAF)	100.00	17.68	109.51	(9.51)
01 6408 340 003	IDEA 0-4 YO Prof Services	12,000.00	837.50	28.79	8,545.50
01 6408 591 003	IDEA Part B 0-2 YO Prof Services B	7,000.00	0.00	3.47	6,757.00
01 6408 732 003	IDEA Part B - Vehicle Aq.	0.00	0.00	0.00	0.00
6408	FEDERAL-IDEA PART B (611) BASE AGE 0-4	39,400.00	4,805.58	71.16	11,363.47
6410	FEDERAL-IDEA PART E/P (619				
01 6410 112 003	IDEA E/P - Salaries	0.00	0.00	0.00	0.00
01 6410 340 003	SPEd IDEA E/P 619	28,000.00	0.00	0.00	28,000.00
01 6410 560 003	Sped IDEA - Computer Hard.	0.00	0.00	0.00	0.00
01 6410 591 003	IDEA E/P 3-5 YO Contracted Services	31,000.00	0.00	0.00	31,000.00
01 6410 610 003	IDEA E/P Supplies	0.00	0.00	0.00	0.00
6410	FEDERAL-IDEA PART E/P (619	59,000.00	0.00	0.00	59,000.00
6412	IDEA Non-Public				
01 6412 111 003	IDEA Non-Public SALARIES	6,000.00	498.31	49.83	3,010.14
01 6412 211 003	GROUP INSURANCE TCHR/PROF	1,500.00	172.23	69.87	451.99
01 6412 221 003	IDEA SOCIAL SECURITY TCHR/PROF	0.00	38.30	0.00	(229.80)
01 6412 231 003	IDEA RETIREMENT TCHR/PROF	0.00	49.00	0.00	(293.96)
01 6412 281 003	IDEA LTD/STD TCHR/PROF	0.00	2.27	0.00	(14.09)
6412	IDEA Non-Public	7,500.00	760.11	61.01	2,924.28
6969	Title IV ESSA/SSAE Grant				
01 6969 340 000	Title IV ESSA/SSAE Grant	800.00	0.00	736.85	(5,094.80)
01 6969 490 000	Title IV SSAE Grant Other Materials	0.00	0.00	0.00	0.00
01 6969 610 000	Title IV SSAE Grant Supplies	0.00	0.00	0.00	0.00
6969	Title IV ESSA/SSAE Grant	800.00	0.00	736.85	(5,094.80)
6992	FEDERAL-REAP				
01 6992 610 003	REAP Grant Expend	1,500.00	0.00	0.00	1,500.00
6992	FEDERAL-REAP	1,500.00	0.00	0.00	1,500.00
6996	COVID / ESSER				
01 6996 112 000	COVID CARES ACT SALARIES	40,000.00	1,135.07	37.64	24,945.25
01 6996 132 000	COVID OVERTIME AIDE/PARA	7,000.00	0.00	35.36	4,524.91
01 6996 222 000	COVID SOC SEC AIDE/PARA	8,000.00	87.22	16.83	6,653.89
01 6996 232 000	COVID RETIREMT AIDE/PARA	5,000.00	98.39	31.85	3,407.38
01 6996 282 000	COVID LTD/STD AIDE/PARA	0.00	5.23	0.00	(65.66)
01 6996 610 000	COVID/ESSER SUPPLIES	20,054.00	0.00	53.33	9,358.86
01 6996 643 000	COVID WEB/CLOUD BASED SOFTWARE	0.00	0.00	0.00	0.00

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6996	COVID / ESSER	80,054.00	1,325.91	39.01	48,824.63
8000	TRANSFERS (OUTGOING)				
01 8000 912 000	TRANSFER TO HOT LUNCH	0.00	0.00	0.00	0.00
01 8000 913 000	TRANSFER TO ACTIVITY ACCT	50,000.00	0.00	0.00	50,000.00
01 8000 917 000	TRANSFER TO EE BEN FUND	0.00	0.00	0.00	0.00
8000	TRANSFERS (OUTGOING)	50,000.00	0.00	0.00	50,000.00
9000	NON-PROGRAM EXPENDITURES				
01 9000 110 000	Kitchen Payroll	60,000.00	6,100.16	61.25	23,251.12
01 9000 210 000	KITCHEN GROUP INS	10,000.00	702.04	41.83	5,817.30
01 9000 220 000	KITCHEN SOCIAL SECURITY	5,000.00	456.95	55.06	2,247.13
01 9000 230 000	KITCHEN RETIREMENT	5,000.00	602.56	72.22	1,389.07
01 9000 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 9000 280 000	KITCHEN LTD	500.00	26.37	31.21	343.93
01 9000 900 000	MISC EXP-expected carryover	0.00	0.00	0.00	0.00
9000	NON-PROGRAM EXPENDITURES	80,500.00	7,888.08	58.95	33,048.55
01	GENFRAI FUND	7,574,000.00	533,090.66	47.27	3,994,065.63

**Expenditure Report by Function/Object -  
Detail\_KW**

02/06/2021 11:06 AM

Regular; Processing Month 02/2021; Fund Number 01

User ID: KAW

Account Number	Account Description	Revised Budget	Expended During Month	% of Budget	Unencumbered Balance
Grand Total:		7,574,000.00	533,090.66	47.27	3,994,065.63

Regular; Processing Month 01/2021; Fund Number 01

<b>Fund: 01 GENERAL FUND</b>						
<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 1100	Taxes Levied/Assessed	6,034,164.00	1,208,612.04	2,730,770.99	45.26	3,303,393.01
01 1115	Carline Tax	5,000.00	0.00	2,955.45	59.11	2,044.55
01 1120	Public Power Dist. Sales Tax	0.00	0.00	0.00	0.00	0.00
01 1125	Motor Vehicle Tax	240,000.00	21,019.87	71,711.93	29.88	168,288.07
01 1140	Penalties/Int on Taxes	0.00	0.00	0.00	0.00	0.00
01 1190	Other taxes levied	0.00	0.00	0.00	0.00	0.00
01 1210	Tuition From Other Districts-Reg Ed	0.00	7,250.00	19,199.60	0.00	(19,199.60)
01 1312	Summer School Tuition	0.00	0.00	0.00	0.00	0.00
01 1315	Tuition from other entities(early entry)	5,000.00	0.00	0.00	0.00	5,000.00
01 1330	Tuition Rec'd from Other Districts	0.00	0.00	0.00	0.00	0.00
01 1370	Preschool tuition	17,400.00	105.00	3,514.98	20.20	13,885.02
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	5,000.00	0.00	0.00	0.00	5,000.00
01 1800 1810	Fitness Center Dues	1,500.00	0.00	0.00	0.00	1,500.00
01 1800 1820	Jury Duty Receipts	0.00	0.00	0.00	0.00	0.00
01 1800 1830	Laptop Fees	0.00	35.00	2,917.00	0.00	(2,917.00)
01 1800 1840	Industrial Arts Fees	0.00	0.00	263.50	0.00	(263.50)
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	3,000.00	0.00	0.00	0.00	3,000.00
01 1911	Local license fees	0.00	0.00	300.00	0.00	(300.00)
01 1920	Contributions/Donations	57,389.00	0.00	0.00	0.00	57,389.00
01 1921	City-Police court fines	0.00	0.00	0.00	0.00	0.00
01 1925	Grant Receipts	42,000.00	0.00	7,875.00	18.75	34,125.00
01 1941	Textbook sales	0.00	0.00	0.00	0.00	0.00
01 1990	Misc local revenue (garn)	0.00	0.00	20.00	0.00	(20.00)
01 2110	County Fines & Licence Fees	30,000.00	2,216.53	15,441.18	51.47	14,558.82
01 2130	Other County Sources	0.00	0.00	0.00	0.00	0.00
01 2210	ESU Receipts	8,000.00	2,667.60	3,790.80	47.39	4,209.20
01 3110	State Aid	40,493.00	4,049.00	20,245.00	50.00	20,248.00
01 3120	SPED School Age (SA)	340,000.00	65,049.00	130,351.00	38.34	209,649.00
01 3125	SPED Transportation (SA)	2,500.00	0.00	0.00	0.00	2,500.00
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)	0.00	0.00	29,229.53	0.00	(29,229.53)
01 3180	Pro Rate Motor Vehicle	12,000.00	2,827.27	22,605.94	188.38	(10,605.94)
01 3400	State apportionment	75,000.00	0.00	0.00	0.00	75,000.00
01 3535	High ability learners	4,000.00	0.00	3,610.00	90.25	390.00
01 3541	Sixpence Grant Receipts	80,000.00	0.00	41,690.00	52.11	38,310.00
01 3570	Teacher Eval Grant	0.00	0.00	0.00	0.00	0.00
01 3990	Other State Receipts	200,000.00	0.00	0.00	0.00	200,000.00
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	0.00	0.00	0.00	0.00	0.00
01 4505	Title I, Part A ESSA	110,000.00	0.00	0.00	0.00	110,000.00
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	110,000.00	0.00	0.00	0.00	110,000.00
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	757.00	0.00	(757.00)
01 4519	IDEA enroll poverty	0.00	0.00	0.00	0.00	0.00
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

Regular; Processing Month 01/2021; Fund Number 01

<b>Fund: 01      GENERAL FUND</b>						
<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 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	15,000.00	0.00	7,639.46	50.93	7,360.54
01 5200	Fund Transfers In (from other HTRS fund)	0.00	0.00	162,032.28	0.00	(162,032.28)
01 5300	Sale of Property	0.00	0.00	140.42	0.00	(140.42)
01 5301	Insurance refunds/adjustments	0.00	0.00	11,812.00	0.00	(11,812.00)
01 5500	TRANSFERS FROM FUNDS (INCOMING)	0.00	6,389.24	30,680.11	0.00	(30,680.11)
01 5610	Cash From Dissolved Districts	0.00	0.00	0.00	0.00	0.00
01 5690	Other Non-revenue Receipt	55,000.00	7.95	3,295.70	5.99	51,704.30
01 6996	COVID CARES ACT	81,554.00	0.00	0.00	0.00	81,554.00
01 9000	Non-programmed Receipts	0.00	0.00	91,461.28	0.00	(91,461.28)
01 9003	Loan from Building Fund	0.00	0.00	175,000.00	0.00	(175,000.00)
	Fund Total:	7,574,000.00	1,320,228.50	3,589,310.15	47.39	3,984,689.85

**Revenue Summary Report**

Processing Month: 01/2021

Regular; Processing Month 01/2021; 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:	7,574,000.00	1,320,228.50	3,589,310.15	47.39	3,984,689.85

**HTRS ACCOUNT BALANCES - Cash on Hand**  
**1.31.2021**

ACTIVITY ACCOUNT	\$123,632.74
BREAKFAST/LUNCH	\$62,868.34
BUILDING FUND	\$694,920.22
DEPRECIATION	\$715,309.90
EMPLOYEE BEN FUND MM	\$172,338.87
GENERAL FUND	\$845,611.36
OFFICE ACCOUNT	\$4,547.62
PAYROLL FUND	\$75,031.88
QCPUF	\$4,519.79
STUDENT FEES	\$10,721.95

INTERNAL LOANS / TRANSFERS		
BUILDING loaned to QCPUF 11/2020 for final New Addition payment	\$	13,500
BUILDING loaned to GENERAL 12/2020	\$	75,000
BUILDING loaned to GENERAL 12/2020	\$	100,000
EE BEN FUND reimbursed GENERAL 12/2020	\$	81,032
EE BEN FUND reimbursed GENERAL 12/2020	\$	81,000

# REPORT TO THE HTRS BOARD OF EDUCATION

SUBMITTED BY: LISA OTHMER PK-12 PRINCIPAL FEBRUARY 2021

## Curriculum

Last year at this time we were still exploring social studies curriculum. We are still in that process and hopefully will have a decision by April. I sent teachers another resource yesterday so as soon as I get some feedback we will move forward. Our 6 year license will be up for the enVision math series at the end of this year as well. I will be asking for a quote to upgrade this curriculum to the new version and a quote to just renew the license for the current series. Last year when we aligned the secondary curriculum to our K-6 enVision we ordered the 2020 version. Here is a link to that information which shows that it is aligned with the standards grades K-8. This does say common core, but there is a Nebraska standards correlation.

<https://www.edreports.org/reports/overview/envision-mathematics-common-core-2020-2021>

## Student Discipline

The administration and staff is currently working on a solution to address multiple behavior issues within the freshman class. There have been concerns dealing with constant disruptions that are hindering the learning of the other students in the classroom. Teachers are being diligent about using the behavior protocol that is currently in place and we will be making some changes 4<sup>th</sup> quarter. In the interim there will be close administrative monitoring.

On January 14<sup>th</sup> two students were suspended for vaping on campus, and one was issued an MIP.

## Engaging Educators Conference

ESU4 will be hosting the annual Engaging Educators conference on Friday February 12<sup>th</sup>. The conference will be virtual this year due to COVID. Here are some of the scheduled sessions that staff will attend as a large group.

## **Engaging Educator's Virtual Conference February 12, 2021**

## Keynote

Keynote Speaker: Jen McNally "When Coffee Isn't Enough" will be presented in the new gym for all staff.

### **Breakout Session 1**

6-12 Teachers: "What is Canvas" will be projected in the new gym. This is the learning platform that the district has purchased. Some teachers are already using this. If you are one of those teachers please choose another session.

Paras: "Tips and Tricks for a Team-Based Model of Inclusion" This will be presented in the technology lab. Paras can choose another session to view on their own if they want to.

### **Breakout Session 2**

MTSS Team: "Preparing for the Return to a New Normal" Jane Byers. This session will be in the new gym. Please feel free to join the MTSS team it is not exclusive to that team.

Paras: "Positive Classroom Support for All" (PBIS) will be available in the tech lab feel free to pick another session if you want to.

### **Lunch and Learn**

Bring lunch to the new gym if you would like to join the keynote speaker for some lunchtime inspiration!

### **12:45 Content Cadres**

Paras will meet in the tech lab for this session.

### **1:30-3:30 Work Time**

If you have not finished your Title IX module training this would be the perfect time to take care of that.

\* Most of the staff have finished their Title IX Module training. Those that have not turned in their certification will finish that training on Friday during work time.



**Board Report  
February, 2021**

**Kari Lottman  
Assistant Principal**

**Title IX Training:**

The staff have all received their training log ins for Title IX. Every staff member will be completing a 30 minute online training for this. I am in the process of completing the Title IX Coordinator training and have completed Modules 1-5. There are 17 modules total to complete.

**Assessment Update:**

I am still making sure our students are rostered correctly and all systems are ready to go with the assessment platforms. I will order the ACT 8/9, PreACT and ACT tests soon for our April test. This time of year there are many workshops I will attend virtually to prepare for the Spring Assessment Season that begins the end of March and runs through the first of May.

**Classroom Updates:**

In honor of Dr. Martin Luther King Jr Day and Be Kindness month, our elementary students wrote down their dreams on hearts that were displayed by the Earth on a huge poster. They also wrote down 100 Things We Love About Our School on hearts too. Our students have been busy writing about their dreams, The Best Part of Me, and creating stories. They also have a lot of artwork displayed in the hallways. Since people are not yet allowed in the building, we try to capture as much of it as we can and post it on Facebook. Check out our Facebook page under: HTRS Public Schools.



**JANUARY 2021**

UPCOMING INFO & EVENTS

**SCHOOL BOARD MEMBER WEEK**  
January 31 to February 6

**LEGISLATIVE ISSUES CONFERENCE**  
February 1 | Virtual  
Register now at <https://nasb.enviseams.com/>

**NEW BOARD MEMBER WORKSHOPS**  
MODULE 4 RESUMES FEBRUARY 1  
5:50 to 8:30 PM CT  
Board Leadership - February 1, 2, 3 & 4

**NSBA 2021 ONLINE EXPERIENCE**  
The Conference for Public Education Leaders  
April 8-10  
Register Now at [www.nsba.org/NSBA2021](http://www.nsba.org/NSBA2021)

**NASB WELCOMES THE FOLLOWING NEW MEMBERS TO YOUR BOARD OF DIRECTORS**



**REGIONS 5**  
Annie Mumgaard - Lincoln



**REGION 10**  
Ed Swotek - Malcolm



**REGION 15**  
Joel Carlson - Cozad



**REGION 16**  
Stephanie Summers - David City



**REGION 17**  
Michelle Reikofski - Osmond

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## OPERATION: ENGAGE ... #weLIVEhere

### SCHOOL BOARD MEMBERS ADVOCATE FOR OUR SCHOOLS & COMMUNITIES

With the 2021 Legislative Session officially underway, here are some of the ways in which you, the locally elected school board member, representing your district, your community and Nebraska as a whole, to be heard.

Obviously, social distancing and the pandemic has altered some of how we are able to interact and engage with Senators on key issues, but here are some ways in which we can still make an impact.

You can still email and call your Senator at their office. With additional COVID measures in place for committee hearings, written testimony is even more valuable to Senators. We encourage everyone to write their Senators about particular bills of interest. When you write them, be sure to include the following statement: *"I would like this letter to be entered into the public record with regard to LB XX"*.

We appreciate the time, effort and willingness it takes to share your story. We encourage you all to stay engaged in the bills NASB is following, and reach out to us on all of the ways in which you can be heard.

### KEY RESOURCES

[www.NASBonline.org](http://www.NASBonline.org)

**ADVOCACY**

<http://members.nasbonline.org/index.php/government-relations>

**BILLS**

<https://nasb.enviseams.com/legislative-bills>

**SOCIAL MEDIA**

[www.facebook.com/NASBonline](http://www.facebook.com/NASBonline)    [www.twitter.com/NASBonline](http://www.twitter.com/NASBonline)

**VIDEO**

[members.nasbonline.org/index.php/news-resources/videos](http://members.nasbonline.org/index.php/news-resources/videos)



## FEBRUARY 1 | VIRTUAL

REGISTRATION IS NOW OPEN FOR THE 2021 VIRTUAL LEGISLATIVE ISSUES CONFERENCE  
MONDAY, FEBRUARY 1 | 9:00 AM TO 1:00 PM

With limitations to the number of people allowed in conference rooms, as well as the Senators themselves scaling back their in-person speaking engagements this Session, this year's Legislative Issues Conference will be a live & interactive Zoom filled with information presented by Legislative Leaders, key Committee Chairs, and NASB Leadership. Learn about the Legislature's priorities within Education and how NASB is engaging, as well as how NASB is supporting you to tell your school spending story through the #weLIVEhere campaign. School spending continues to be a hot topic and we'll need those who live in, and represent their communities to be ready to tell their unique, individual story.

**BE SURE TO REGISTER BY THURSDAY, JANUARY 28TH**

### AGENDA

9:00 AM - Welcome - Stacie Higgins, NASB President

9:05 AM - Legislation Committee Intro/Process - Brad Wilkins, NASB Legislation Committee Chair

9:10 AM - Bill Overview - Colby Coash

9:30 AM - Sen. Walz, Education Committee Chair

10:00 AM - The Spending Narrative - John Spatz

10:20 AM - Break

10:30 AM - Open Meetings Act - Sen. Flood

10:50 AM - Revenue Committee Update - Sen. Lindstrom

11:10 AM - Session Overview - Speaker Hilgers

11:20 AM - Sen. Brewer, Government, Military and Veteran Affairs Committee Chair

11:30 AM - Break

11:40 AM - Liability & School Spending - Sen. Briese, General Affairs Chair

12:00 PM - Your Spending Data #weLIVEhere - Colby Coash & Matt Belka

12:30 PM - Closing/Next Steps - Brad Wilkins & Colby Coash



# YOUR 2021 NASB LEGISLATION COMMITTEE



**LEADERSHIP      INNOVATION      VISION      ENGAGEMENT      #liveNASB      #weLIVEhere**

While the pandemic has left no one untouched by its effects, school board members and school leaders certainly feel the responsibility to care for our communities. From Scottsbluff to South Sioux City and from Omaha to Ogallala, we are initiating positive change because WE LIVE HERE. And who knows better how to serve the needs of our communities than those who live there? With over 700 bills and items introduced this session, 80 or so NASB is focused on, your NASB Legislation Committee has been hard at work, with a number of calls and meetings to discuss not only our plan of action on specific bills, but how to best utilize you, our local community leaders throughout this Session. There will be times during the upcoming legislative session when the voices of our communities must be heard. Thank you to those who will be that voice to help elucidate this matter because WE LIVE HERE.

*Bradley D. Wilkins*



**Brad Wilkins**  
NASB President-Elect  
Ainsworth



**Stacie Higgins**  
NASB President  
Nebraska City



**Kim Burry**  
NASB Vice President  
Bayard



**Member 1**  
**Shavonna Holman**  
Omaha



**Member 2**  
**Jane Erdenberger**  
Omaha



**Member 3**  
**Spencer Head**  
Omaha



**Member 4**  
**Connie Duncan**  
Lincoln



**Member 5**  
**Kathy Danek**  
Lincoln



**Member 6**  
**Amanda McGill Johnson**  
Millard



**Member 7**  
**Sarah Centineo**  
Bellevue



**Member 8**  
**Beth Morrisette**  
Westside



**Member 9**  
**Skip Altig**  
North Platte



**Member 10**  
**Heather Johnson**  
Ralston



**Member 11**  
**Laura Schneider**  
Hastings



**Member 12**  
**Ryne Seaman**  
Seward



**Member 13**  
**Suzanne Sapp**  
Ashland-Greenwood



**Member 14**  
**Lisa Wagner**  
Central City



**Member 15**  
**Steve Koch**  
Hershey



**Member 16**  
**Jim Vlach**  
Lyons-Decatur



**Member 17**  
**Christopher Waddle**  
Giltner



**Member 18**  
**Ron Pearson**  
ESU 3



**Appointed Member**  
**Lisa Albers**  
Grand Island



**Appointed Member**  
**Jayson Bishop**  
Perkins County



**Appointed Member**  
**Drew Blessing**  
Kearney



**Appointed Member**  
**Kyle Fisher**  
Springfield Platteview



**Appointed Member**  
**Marla Grier**  
South Sioux City



**Appointed Member**  
**Darby Paxson**  
Stuart



**Appointed Member**  
**Stephanie Summers**  
David City



**Appointed Member**  
**Annette Weise**  
Tri County

# YOUR 2021-22 STATE SENATORS

LEADERSHIP

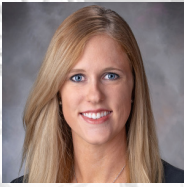
INNOVATION

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ENGAGEMENT

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Sen. Julie Slama  
District 1  
Peru



Sen. Robert Clements  
District 2  
Elmwood



Sen. Carol Blood  
District 3  
Bellevue



Sen. Robert Hilkemann  
District 4  
Omaha



Sen. Mike McDonnell  
District 5  
Omaha



Sen. Machaela Cavanaugh  
District 6  
Omaha



Sen. Tony Vargas  
District 7  
Omaha  
*Former School Board Member*



Sen. Megan Hunt  
District 8  
Omaha



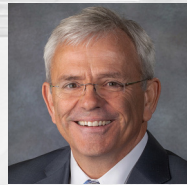
Sen. John Cavanaugh  
District 9  
Omaha



Sen. Wendy DeBoer  
District 10  
Omaha



Sen. Terrell McKinney  
District 11  
Omaha  
Education Committee



Sen. Steve Lathrop  
District 12  
Omaha



Sen. Justin Wayne  
District 13  
Omaha  
*Former School Board Member*



Sen. John Arch  
District 14  
Papillion



Sen. Lynne Walz  
District 15  
Fremont  
Education Committee Chair



Sen. Ben Hansen  
District 16  
Blair



Sen. Joni Albrecht  
District 17  
Thurston



Sen. Brett Lindstrom  
District 18  
Omaha



Sen. Mike Flood  
District 19  
Norfolk



Sen. John McCollister  
District 20  
Omaha



Sen. Mike Hilgers  
District 21  
Lincoln



Sen. Mike Moser  
District 22  
Columbus



Sen. Bruce Bostelman  
District 23  
Brainard



Sen. Mark Kolterman  
District 24  
Seward  
*Former School Board Member*



Sen. Suzanne Geist  
District 25  
Lincoln

# YOUR 2021-22 STATE SENATORS

LEADERSHIP

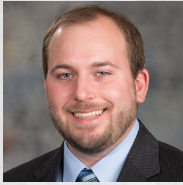
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Sen. Matt Hansen  
District 26  
Lincoln



Sen. Anna Wishart  
District 27  
Lincoln



Sen. Patty Pansing Brooks  
District 28  
Lincoln  
Education Committee



Sen. Eliot Bostar  
District 29  
Lincoln



Sen. Myron Dorn  
District 30  
Adams



Sen. Rich Pahls  
District 31  
Omaha



Sen. Tom Brandt  
District 32  
Plymouth



Sen. Steve Halloran  
District 33  
Hastings



Sen. Curt Friesen  
District 34  
Henderson



Sen. Raymond Aguilar  
District 35  
Grand Island



Sen. Matt Williams  
District 36  
Gothenburg



Sen. John Lowe  
District 37  
Kearney



Sen. Dave Murman  
District 38  
Glenvil  
Former School Board Member  
Education Committee



Sen. Lou Ann Linehan  
District 39  
Elkhorn  
Education Committee



Sen. Tim Gragert  
District 40  
Creighton  
Former School Board Member



Sen. Tom Briese  
District 41  
Albion  
Former School Board Member



Sen. Mike Groene  
District 42  
North Platte



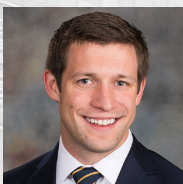
Sen. Tom Brewer  
District 43  
Gordon



Sen. Dan Hughes  
District 44  
Venango  
Former School Board Member



Sen. Rita Sanders  
District 45  
Bellevue  
Education Committee



Sen. Adam Morfeld  
District 46  
Lincoln  
Education Committee



Sen. Steve Erdman  
District 47  
Bayard  
Former School Board Member



Sen. John Stinner  
District 48  
Gering  
Former School Board Member



Sen. Jen Day  
District 49  
Gretna  
Education Committee



Gov. Pete Ricketts

## I AM A NEW BOARD MEMBER, NOW WHAT?

Welcome, new board members! I am hopeful that you have had the opportunity to join the NASB New Board Member Webinars. NASB is committed to providing the in-person workshop in 2021, please stay tuned to this space for more information when available! In the interim, here are a few quick tips from the NASB Board Leadership team:

**WHAT AUTHORITY DO I HAVE AS A BOARD MEMBER?** You have been elected to serve on a board; therefore, you only have authority as a collective body. You do not have authority as an individual board member.

**A PATRON STOPS ME AT THE COFFEE SHOP TO SHARE THEIR CONCERNS. WHAT SHOULD I DO?** Although you want to be an empathetic listener, it is very important that you encourage the patron to follow the chain of command (per policy). Immediately contact your superintendent and turn the matter over to him/her to respond to the concerns of the patron.

**HOW DO I PLACE AN ITEM ON THE AGENDA?** Review board policy.

**HOW CAN A BOARD MEMBER EFFECT CHANGE?** The board governs through policy and acts or gives a directive to the superintendent/ESU Administrator when a majority of the board acts. The board advances education and the district/ESU when collaborating with administration to establish and adopt goals.

**WHAT IS THE BOARD'S ROLE IN EVALUATING PERSONNEL?** The board is responsible for evaluating the superintendent and/or ESU Administrator. Each year the board must evaluate the superintendent or ESU Administrator. The board delegates the responsibility to the superintendent or ESU Administrator and holds him or her accountable for evaluating other district or ESU employees.

### QUICK TIPS FOR ALL BOARD MEMBERS:

1. Listen with the intent to understand.
2. Devote sufficient time and thought to the responsibilities associated with this role, attend, and participate in all scheduled board meetings.
3. Participate in board learning opportunities to expand your knowledge and understanding of the role and educational issues.
4. Communicate in a respectful and professional manner with administration and other board members.
5. Adhere to the adopted Board Code of Conduct.
6. Recognize the authority of the board rests only with the board and not with individual board members.
7. Honor the chain of command and refer complaints appropriately and report to the superintendent.
8. Maintain confidentiality of all discussions and matters addressed during closed session.
9. Support decisions in the best interest of students and the district/ESU.
10. Refrain from using the position of board member for personal gain or benefit over the interest of the school district.

The NASB Board Leadership Team each month will continue to provide quick tips and support through this space. Please do not hesitate to contact us if you have questions. Marcia, Melissa, Kori, and Karla



### NASB FEBRUARY BOARD CALENDAR

Mission, Vision, & Goals  
Strategic Plan Update; District Goals Update;

Policy Governance  
Review, update, and adopt policy;

Advocacy  
Review 2021 Legislative Calendar, discuss NASB Legislative Updates and Legislative Committee Report;

District/ESU Resources [Budget]  
Collective Bargaining. On or before March 25 (or within 25 days after certification of amounts, whichever occurs last in time). Negotiations, mediation, and fact-finding shall end. If no agreement is reached by this date, either party may, within fourteen days after such date, file a petition with the commission.

\$ 48-818.01

Board Finance Committee Report;

Reports  
Board Committees; Superintendent; Administrators;

Board Professional Development  
NASB Legislation Committee Meeting & Legislative Issues Conference; NASB President's Retreat

Learning Community  
Diversity plan; limitations; school building maximum capacity; attendance areas; school board; duties. The board shall provide notice to parent whose student is currently attending a school outside of the attendance area stating what school the student shall be allowed to attend as a continuing student. \$ 79-2110

# TODAY, AND EVERY DAY ... THANK YOU SCHOOL BOARDS!!!



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INNOVATION

VISION

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# Thank you

The week of January 31 to February 6, 2021 will serve as School Board Recognition Week in Nebraska.

Thanks to the 1,700 locally elected volunteers who make up the Board of Education for Nebraska's Public Schools and ESUs. Through their leadership, innovation, vision and engagement, they make Nebraska a better place to live.



## BACKGROUND SCREENING SIMPLIFIED

- ✓ Fast, thorough and easy to read reports.
- ✓ Real-time, original source records that give you the most up-to-date information possible.
- ✓ Premium searches are included as part of our core package. (i.e., Nationwide Federal Criminal and Global Report)
- ✓ Records provided as far back as legally possible.
- ✓ Fully FCRA and EEOC compliant.

Contact us to learn more!

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njosten@onesourcebackground.com  
402.933.9999 ext. 5600  
onesourcebackground.com

LEADERSHIP

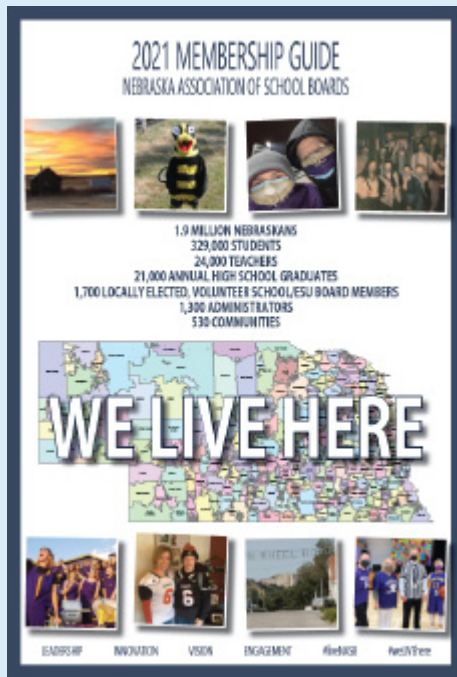
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Forty-four pages of all NASB is and does, for you, our members, will be arriving to your district/ESU here in the upcoming weeks.

Throughout this year's Membership Guide, you will see and learn about the people, programs, services and vision that bring value to your board, your district, and your community. From the NASB staff, to the Board of Directors, to the Legislation Committee, to your fellow board members across the state.

This is a great reference to keep close throughout the year, as it includes the history of NASB and school boards in Nebraska, Why You Serve, Your NASB Leadership and Bylaws, 2021-22 State Senators, State Board of Education members, Board Member Code of Conduct & Meeting Procedures, Awards of Achievement & NASB Board Awards Criteria, Your NASB Programs, Services & Staff, Past Presidents, and more!

Thank you for making Nebraska a great place to LIVE!

## DOWNLOAD YOUR 2021 ADVOCACY HANDBOOK

DIRECT DOWNLOAD

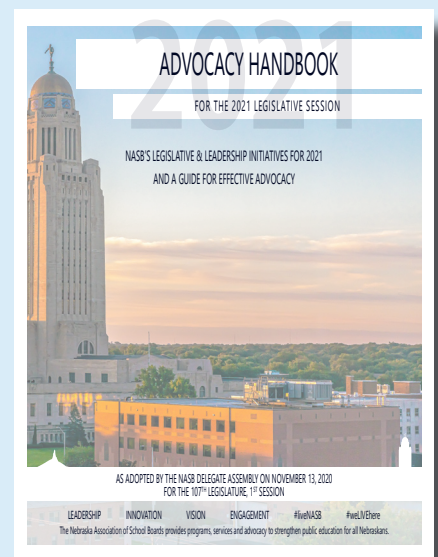
[https://nasb.envisiams.com/docs/default-source/advocacy/2021-advocacy-handbook.pdf?sfvrsn=2296cedc\\_2](https://nasb.envisiams.com/docs/default-source/advocacy/2021-advocacy-handbook.pdf?sfvrsn=2296cedc_2)

ADVOCACY HANDBOOK PAGE OF NASBONLINE.ORG  
<http://members.nasbonline.org/index.php/advocacy-handbook>

With the official approvals taking place by you and your peer school board members at this year's Delegate Assembly, we are now able to post the 2021 Advocacy Handbook, to be used as a guideline during the upcoming Legislative Session which begins Wednesday, January 6th. The Advocacy Handbook includes NASB's legislative and leadership initiatives, as well as tips for effective advocacy and much more, is now available to view, download and print at the Government Relations section of the NASB website.

We look forward to working for and with you this session ... do not hesitate to reach out to NASB at anytime with questions on particular bills, initiatives, becoming more engaged, or the overall legislative process in general.

Matt, Colby, John & Vicki  
Your NASB Legislative Team



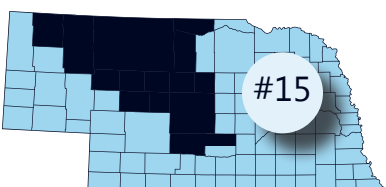
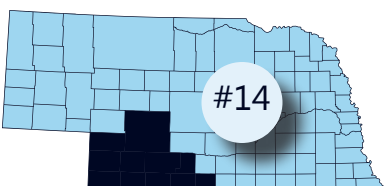
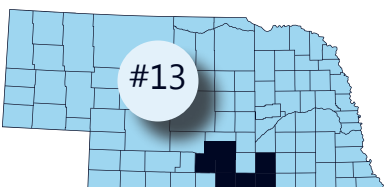
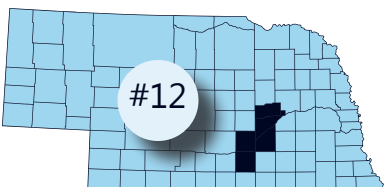
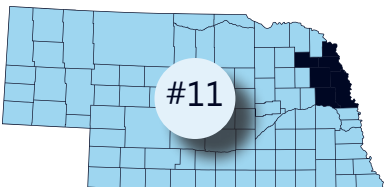
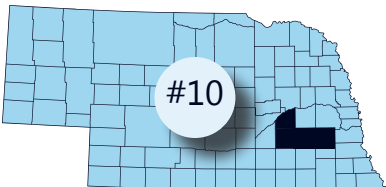
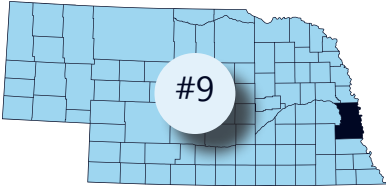
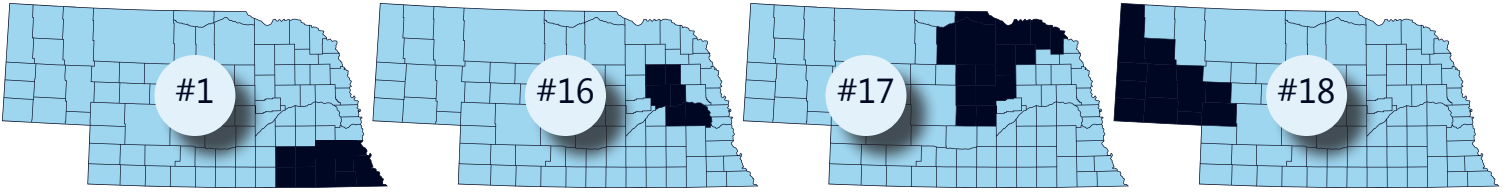
# NASB'S ANNUAL MEMBERSHIP DRIVE COMING SOON



LEADERSHIP    INNOVATION    VISION    ENGAGEMENT    #liveNASB    #weLIVEhere



YOUR NASB OFFICERS    #1    #2    #3    #6    #7    #4    #5    #8    #9    #10    #11    #12    #13    #14    #15    #16    #17    #18    #19



As we begin 2021, we find ourselves in the middle of several challenges. This includes (but is not limited to) a global pandemic, great political tension, and a fragile economy. In addition to these global threats, we are facing looming attacks to public education by our very own Legislature. While it's easy to feel anxious, we remain very hopeful.

Hopeful because we have seen school board members and education professionals respond to these challenges in ways that inspire. Stepping up to help manage situations we never imagined. Working with public health officials, local and state government officials, community partners and many others to meet the needs of our communities and districts. Finding ways to provide meals and technology, care for an uncertain staff, and act as community leaders that provide calm to our public.

The success of communities is reliant upon its community leaders to build and represent the community character. As the saying goes “challenges don’t build character, they reveal it.”

The character of school boards, ESU boards, administrators, teachers, custodians, bus drivers, and the entire education community has been revealed during this crisis. This gives us hope. The character of Nebraskans to step-up and lead, to care for our neighbors, to support our families, to invest in our future, and lead our communities. We live here!

The NASB board and staff will be here for you in 2021. We are looking forward to getting back out in our communities to see you and others in our education community, to provide you the money-saving programs and information-sharing services and events you need to thrive.

Membership renewal notices are going out now to your district/ESU and we look forward to working for and with you and your board again this year. If you have any questions about NASB’s programs, services, advocacy efforts, or any other item, please give us a call at 800-422-4572, or email [schoolboards@NASBonline.org](mailto:schoolboards@NASBonline.org). Once again, we are offering a 2% discount for all annual dues received prior to April 1.

Thank you for the work you are doing. Please let us know how we can be helpful as you continue to lead your communities.

WATCH YOUR MAILBOX FOR MEMBERSHIP DRIVE INFO SOON!

- Region 2 = Bellevue Public Schools & Westside Community Schools
- Region 3, Region 6, Region 7 = Omaha Public Schools & ESU 19
- Region 4, Region 5 = Lincoln Public Schools & ESU 18
- Region 8 = Papillion La Vista Community Schools & Ralston Public Schools
- Region 19 = Millard Public Schools

## ... ENERGY PURCHASING

Prior to the March enrollment period for natural gas, many districts will be receiving 3-year NJUMP or CJUMP election forms for choosing their gas provider. Like many of NASB's programs, our natural gas purchasing consortiums were begun at the request of our member districts to obtain reliable and competitive natural gas rates to assist with utility cost budgeting and to ensure low rates. We will be contacting your districts to get the forms completed at the start of the enrollment period.

Contact Jim to learn more!

## ... ADVOCACY & GOVERNMENT RELATIONS

The 2021 Legislative Session began Wednesday, January 6<sup>th</sup>

Stay engaged with Leg Notes, NASB's Bills page, upcoming hearings, Call to Actions, your NASB Leg Committee and MORE by bookmarking the NASB Government Relations page at: <http://members.nasbonline.org/index.php/government-relations>

Join us on February 1st for the annual Legislative Issues Conference. <https://nasb.enviseams.com/>

Call Colby & Matt with any questions!  
#liveNASB #weLIVEhere

## ... TECHNOLOGY

Welcome New Board Members!

Below we have created a training video on Sparq Meetings that shows you how to navigate through all the features of the system. Please reach out to Nicole or Darion if you have any questions.

<https://youtu.be/ztsreCUVsQE>

As of the second week of January, approximately 80% of Nebraska School Districts have settled their 2021-2022 Negotiations. As you finalize your Negotiated Contract, please remember to enter your updated information into the 2021-2022 year within your Contract Settlement Form.

Darion - [dmiller@NASBonline.org](mailto:dmiller@NASBonline.org)  
Nicole - [nkobus@NASBonline.org](mailto:nkobus@NASBonline.org)  
[www.sparqdata.com](http://www.sparqdata.com)



**Paul Grieger**  
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**Cody Wickham**  
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**Andy Forney**  
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[aforney@dadco.com](mailto:aforney@dadco.com)

## Building a Better Future with Nebraska's Public Finance Partner

D.A. Davidson & Co. has long been a leader in innovative debt financing for school districts. What we're most proud of are the relationships we've nourished and the strong community improvements that are made as a result.

Our public finance professionals take a personal interest and a hands-on approach, carrying our deals from start to finish. Because you deserve solutions tailored to fit you.

- School Bond Issues
- Tax Anticipation / Construction Notes
- Lease-Purchase Financing
- QCPUF Bonds
- Refinancing Bond Issues



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[dadavidson.com](http://dadavidson.com) | D.A. Davidson & Co. member FINRA and SIPC

## ... ALICAP & INSURANCE

Mark your calendars all! Save the date! ALICAP is hosting a FREE TO ALL ALICAP SCHOOLS Summer Workshop.

Tuesday June 29th in Gering  
Wednesday June 30th in Kearney  
Thursday July 1st in Lincoln

The workshop is intended for Superintendents and IT Directors. The content will be Sexual Abuse/ Molestation and Cyber Security for Schools.

Formal registration details to be communicated soon!

Thanks, Megan!

## ... POLICY

With several months of school remaining, this is often a good time to look at certificated employee evaluation policies and discuss how evaluations are proceeding. Board members are not permitted to see individual evaluation results due to the board's dual role as Judge and Jury in the event of a termination hearing. However, it is worth having a discussion to determine the frequency of evaluations for tenured staff and to receive a general report on this year's progress in working through them, particularly with all the disruptions of recent months. If your district is considering changes to its evaluation policy or detailed evaluation instrument due to the many changes in instructional methods and practice, that revised document must be submitted to the Nebraska Department of Education for approval.

*Contact Jim to learn more!*

## ... BOARD LEADERSHIP

Check out "At the Board Table" on page 6.

Mark Your Calendars for Upcoming Board Leadership Events

NEW BOARD MEMBER WEBINAR

Module IV: February 1-4 ... Budget, Evaluation & More

*Registration remains open for the final webinar and the registration fee is a two for one deal! You not only may participate in the Webinar, but you are also then registered for the in-person workshop to be scheduled in 2021.*

NEW BOARD MEMBER WORKSHOP - (In-Person) – TBA  
PRESIDENT'S RETREAT - (In-Person and Remote) – TBA

*Marcia, Kori, Melissa & Karla*

## ... SEARCH, STRENGTHS & AWARDS

EDUCATION LEADERSHIP  
SEARCH SERVICE

Visit [www.nasbsuptsearch.org](http://www.nasbsuptsearch.org) to view the Scottsbluff Public Schools opening.

Contact Shari at [sbecker@NASBonline.org](mailto:sbecker@NASBonline.org) for a proposal to facilitate a search for your next Superintendent/ESU Administrator

Contact Anne at [asilknitter@NASBonline.org](mailto:asilknitter@NASBonline.org) to hear about the online application process.

GALLUP STRENGTHSFINDER

*"When people set goals to compensate for their weaknesses, it usually leads to frustration and disappointment. When you set goals based on your strengths, you are more likely to achieve them."*

*Dean Jones, Gallup*

Strategic describes people who think in options. Do you have this theme?

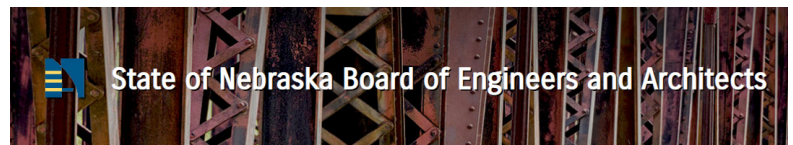
*- Shari -*

## ... MEMBER ENGAGEMENT

Excited to see many faces next week for the virtual Legislative Issues Conference. Districts visited in January include: Ashland-Greenwood, Bertrand, Blue Hill, Elmwood-Murdock, Gibbon, Heartland, Mead, Minden, Pender, Wilcox-Hildreth, & Wood River

Looking forward to seeing more of you soon!

*Sharon*



**CORRECTION:** The wrong phone number was listed in an article from the October edition of Board Notes titled "Ask Nebraska Board of Engineers and Architects About Building and Renovating School Projects." For more information regarding the Act, please contact the Nebraska Board of Engineers and Architects at 402-471-2021 or visit <https://ea.nebraska.gov/>

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Nebraska Association of School Boards | 1311 Stockwell Street - Lincoln, NE 68502 | Matt Belka, Editor | John Spatz, Publisher

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Join NASB, as we travel the state for various workshops, meetings and events throughout the year.  
*To learn more, and register, visit the Events tab of [www.NASBonline.org](http://www.NASBonline.org)*

<http://members.nasbonline.org/index.php/events>

*To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'.  
 If you do not have an email and password to log in or have forgotten it, please contact NASB at 800-422-4572 for assistance.*

## FEBRUARY

SCHOOL BOARD MEMBER WEEK | JANUARY 31 TO FEBRUARY 6 | THANK YOU SCHOOL BOARDS!

LEGISLATIVE ISSUES CONFERENCE | FEBRUARY 1 | 9:00 AM TO 1:00 PM CT | VIRTUAL | WE LIVE HERE!

Registration is now open at <https://nasb.envisiams.com/>

WITH MEETING CAPACITY LIMITATIONS, AS WELL AS THE SENATORS THEMSELVES SCALING BACK IN-PERSON SPEAKING ENGAGEMENTS THIS SESSION, THE 2021 LIC WILL BE HELD VIRTUALLY.

THIS LIVE & INTERACTIVE CONFERENCE WILL BE FILLED WITH INFORMATION PRESENTED BY LEGISLATIVE LEADERS, KEY COMMITTEE CHAIRS, AND NASB LEADERSHIP.

LEARN ABOUT THE LEGISLATURE'S PRIORITIES WITHIN EDUCATION AND HOW NASB IS ENGAGING, AS WELL AS HOW NASB IS SUPPORTING YOU TO TELL YOUR SCHOOL SPENDING STORY THROUGH THE #WELIVEHERE CAMPAIGN. SCHOOL SPENDING CONTINUES TO BE A HOT TOPIC AND WE'LL NEED THOSE WHO LIVE IN, AND REPRESENT THEIR COMMUNITIES TO BE READY TO TELL THEIR UNIQUE, INDIVIDUAL STORY.

NEW BOARD MEMBER WORKSHOPS | MODULE 4 RESUMES FEBRUARY 1 | 5:50 TO 8:30 PM CT

BOARD LEADERSHIP - FEBRUARY 1, 2, 3 & 4

<http://members.nasbonline.org/index.php/new-board-member-workshops>

(CHOOSE ONE EVENING TO ATTEND)

## APRIL



The Conference for Public Education Leaders  
 APRIL 8-10  
 Early Bird Savings End February 26

## AND BEYOND ...

NASB SUMMER CONFERENCE | JUNE 2-3

ALICAP WORKSHOPS | JUNE 15-16-17

AREA MEMBERSHIP MEETINGS | AUGUST TO SEPTEMBER

2021 STATE EDUCATION CONFERENCE | NOVEMBER 17-19

Board Presidents: Check your inbox each month for the monthly 'NASB Update' to include in your meeting agenda.  
 Please contact [mbelka@NASBonline.org](mailto:mbelka@NASBonline.org) with any questions, or if you are not receiving them.

Access NASB's Covid-19 Resources page at <http://members.nasbonline.org/index.php/news-resources/covid-19-resources>

# YOUR NASB BOARD OF DIRECTORS & STAFF



## YOUR NASB LEADERSHIP TEAM



Stacie Higgins  
President  
Nebraska City



Brad Wilkins  
President-Elect  
Ainsworth



Kim Burry  
Vice President  
Bayard



Steve Blocher  
Past President  
West Point

## YOUR REGION DIRECTORS



Region 1  
Neal Kanel  
HTRS



Region 2  
Sarah Centineo  
Bellevue



Regions 3, 6 & 7  
Shavonna Holman  
Omaha



Regions 3, 6 & 7  
Tracy Casady  
Omaha



Regions 3, 6 & 7  
Nancy Kratky  
Omaha



Regions 4 & 5  
Bob Rauner  
Lincoln



Regions 4 & 5  
Annie Mumgaard  
Lincoln



Region 8  
Jay Irwin  
Ralston



Region 9  
Alan Moore  
ESU 3



Region 10  
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Region 11  
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Region 12  
Lisa Wagner  
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Dundy County Stratton



Region 15  
Joel Carlson  
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Region 16  
Stephanie Summers  
David City



Region 17  
Michelle Reikofski  
Osmond



Region 18  
Doug Keener  
Mitchell



Region 19  
Stacy Jolley  
Millard

## YOUR NASB STAFF



John Spatz  
Executive Director



Makenzie Barry  
Events Manager &  
Accounting Associate



Craig Caples  
Director of Technology



Karla Kruse  
Board Leadership/ALICAP  
Admin. Assistant



Kori Stanosheck  
Board Leadership  
Engagement Associate



Shari Becker  
Director of Education  
Leadership Search Service



Sharon Endorf  
Director of  
Member Engagement



Jim Luebke  
Director of Policy Services



Lisa Steinkuhler  
Executive Admin. Assistant



Matt Belka  
Director of Marketing,  
Communications & Advocacy



Marcia Herring  
Director of Board Leadership



Melissa Lusk  
Board Leadership  
Development Associate



Sallie Horky Svatora  
Chief Operating Officer



Colby Coash  
Associate Executive Director/  
Dir. of Government Relations



Megan Boldt  
Associate Executive Director/  
Director of ALICAP



Rachel Horstman  
Business Manager



Anne Silknitter  
Education Leadership Search  
Service Associate



Vicki Walter-Winters  
Legal Admin. Assistant

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**ARCHITECTS**



**BCDM**  
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pcarson@bcdm.net - www.bcdm.net  
\* GOLD LEVEL AFFILIATE

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Troy Keilig - 308-384-4444  
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jeckmann@cwparchitects.com  
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\* GOLD LEVEL AFFILIATE

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402-393-4100 - vschutte@dlrgroup.com  
www.dlrgroup.com  
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**Control Management Inc.**  
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**Johnson Controls**  
Dave Schwerdtfeger - 402-350-6062  
Dave.w.Schwerdtfeger@JCI.com  
Shane Breitfelder - 402-450-9677  
Shane.Breitfelder@JCI.com  
www.jci.com  
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Agreements, Security and Fire, among others)

**CONSTRUCTION SERVICES**



**Ayars & Ayars, Inc.**  
Darl Naumann - 402-435-8600 - 402-570-9214  
dnaumann@ayarsayars.com - ayarsayars.com  
(Design-build leader building beneficial  
relationships, processes, and projects)  
\*GOLD LEVEL AFFILIATE

**BD Construction**  
Marsha Wilkerson - 308-234-1836  
mwilkerson@bdconstruction.com  
www.BDconstruction.com  
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Site Selection, Pre-bond Community Education,  
Stakeholder Engagement)  
\*GOLD LEVEL AFFILIATE

**Boyd Jones Construction**  
Emily Bannick - 402-550-1808  
ebannick@boydjones.biz - www.boydjones.biz  
(Construction Management, Pre-Bond,  
Pre-Construction, Facility Evaluation,  
Early Stage Planning)  
\* GOLD LEVEL AFFILIATE

**Kingery Construction Co**  
Rod Berens - 402-465-4400  
rodb@kccobuilders.com - kccobuilders.com  
(Design-Bid-Build, Design-Build, Construction  
Management, General Contractor, Pre-Bond/  
Pre-Construction Assistance)  
\* GOLD LEVEL AFFILIATE

**Nemaha Sports Construction Inc**  
Don Traska - 402-434-5488  
don.traska@nemaha.net - www.nemaha.net  
(Athletic Fields, Parks & Recreation, Hardscapes)  
\* GOLD LEVEL AFFILIATE

**Sampson Construction**  
Joseph Young - 402-434-5450  
joseph.young@sampson-construction.com  
www.sampson-construction.com  
(Design-Build, Design-Bid-Build, Construction  
Manager, Small Projects)  
\* GOLD LEVEL AFFILIATE

**W. A. Klinger**  
Matt Thompson - 712-233-3233  
mthompson@waklinger.com - waklinger.com  
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Design-Build, and General Contracting)  
\* GOLD LEVEL AFFILIATE

**ENERGY SERVICES**



**Ameresco, Inc.**  
David Goebel - 308-392-3283 - 402-370-8822  
dgoebel@ameresco.com - www.ameresco.com  
(Capital Improvements, Energy Efficiency &  
Renewable Energy Solutions for Buildings)  
\* GOLD LEVEL AFFILIATE

**Facility Advocates**  
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draymond@facilityadvocates.com  
facilityadvocates.com  
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Management, Guaranteed Results)  
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Cody Wickham - 402-392-7989 - cwickham@dadco.com  
Andy Forney - 402-392-7988 - aforney@dadco.com  
dadavidson.com  
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**First National Capital Markets**  
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tbuchanan@fnni.com  
Carl Dietz - 308-289-3920 carldietz@fnni.com  
Matt Fisher - 308-380-3831 mfisher@fnni.com  
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balloub@pfm.com - NLAFFpool.org  
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jay.spearman@psc.com  
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Wells Fargo Bank  
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gfrost@opaafod.com - opaafod.com  
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jfisher@fishertracks.com - fishertracks.com  
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njosten@onesourcebackground.com  
onesourcebackground.com  
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\* GOLD LEVEL AFFILIATE

**TECHNOLOGY CONSULTING**

PRISM advisors  
Jason Richards - 402-593-8911  
jprichards@prism-advisors.com  
prism-advisors.com  
(PEOPLE, PROCESS & SYSTEMS. IT strategic planning and project management)

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Dan Kunzman - 402-479-6663  
dank@fes.org - www.filamentservices.org  
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# NASB BOARD NOTES

A monthly publication from the Nebraska Association of School Boards



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## IN THIS EDITION

OPERATION: ENGAGE ... SCHOOL BOARD MEMBERS ADVOCATE FOR OUR SCHOOLS & COMMUNITIES  
2021 LEGISLATIVE ISSUES CONFERENCE - WE LIVE HERE  
YOUR 2021 NASB LEGISLATION COMMITTEE  
YOUR 2021-22 STATE SENATORS  
YOUR 2021 MEMBERSHIP GUIDE IS ARRIVING SHORTLY!  
NASB'S ANNUAL MEMBERSHIP DRIVE COMING SOON  
AT THE BOARD TABLE  
TODAY, AND EVERY DAY ... THANK YOU SCHOOL BOARDS!!!  
TRAINING, NETWORKING, ENGAGEMENT & EVENTS  
NASB AFFILIATES  
... AND MUCH MORE!

## AS WELL AS "THIS MONTH IN ..."

... ADVOCACY & GOVERNMENT RELATIONS  
... ALICAP & INSURANCE  
... BOARD LEADERSHIP  
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... MEMBER ENGAGEMENT  
... POLICY  
... SEARCH, STRENGTHS & AWARDS  
... TECHNOLOGY

JANUARY 2021

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## REVENUE - EXPENSE FLOW

	Receipt Totals	Monthly Expenses		Expense Totals	Revenue/Expense Difference
		Payroll	Bills		
Sept 2017	1,424,804	409,179	53,997	463,176	961,628
Sept 2018	1,442,848	473,063	79,111	552,174	890,674
Sept 2019	1,115,221	516,612	80,118	596,730	518,491
Sept 2020	1,210,275	549,853	60,592	610,445	599,830
Oct 2017	407,483	435,448	110,256	545,704	(138,221)
Oct 2018	346,612	447,334	105,288	552,622	(206,010)
Oct 2019	405,206	488,755	104,214	592,969	(187,763)
Oct 2020	244,373	509,740	123,251	632,991	(388,618)
Nov 2017	278,473	439,852	123,219	563,071	(284,598)
Nov 2018	131,323	455,705	113,777	569,482	(438,159)
Nov 2019	305,985	493,703	104,011	597,714	(291,729)
Nov 2020	152,377	496,893	130,336	627,229	(474,852)
Dec 2017	172,847	435,042	102,038	537,080	(364,233)
Dec 2018	6,386	455,781	87,087	542,868	(536,482)
Dec 2019	130,374	481,341	98,297	579,638	(449,264)
Dec 2020	662,057	480,370	119,251	599,621	62,436
Jan 2018	1,087,850	425,567	85,880	511,447	576,403
Jan 2019	1,279,219	428,548	109,591	538,139	741,080
Jan 2020	1,249,896	474,105	98,479	572,584	677,312
Jan 2021		466,675	109,883	576,558	(576,558)
Feb 2018	592,352	440,202	83,687	523,889	68,463
Feb 2019	668,379	448,171	53,521	501,692	166,687
Feb 2020	730,728	499,023	50,730	549,753	180,975
Feb 2021				-	-
March 2018	472,629	421,331	100,740	522,071	(49,442)
March 2019	247,183	433,171	76,969	510,140	(262,957)
March 2020	271,836	481,298	104,946	586,244	(314,408)
March 2021				-	-
April 2018	304,933	421,942	78,335	500,277	(195,344)
April 2019	326,547	439,486	90,130	529,616	(203,069)
April 2020	546,625	459,831	104,710	564,541	(17,916)
April 2021				-	-
May 2018	1,760,217	433,572	179,107	612,679	1,147,538

May 2019	1,691,152	454,958	197,354	652,312	1,038,840
May 2020	1,517,693	438,097	112,131	550,228	967,465
May 2021				-	-
June 2018	538,993	427,976	84,949	512,925	26,068
June 2019	446,997	431,884	94,492	526,376	(79,379)
June 2020	347,826	440,345	94,994	535,339	(187,513)
June 2021				-	-
July 2018	207,485	406,601	178,333	584,934	(377,449)
July 2019	116,150	392,017	215,742	607,759	(491,609)
July 2020	101,261	443,661	158,737	602,398	(501,137)
July 2021				-	-
Aug 2018	385,635	398,290	650,865	1,049,155	(663,520)
Aug 2019	3,015	404,001	1,094,535	1,498,536	(1,495,521)
Aug 2020	32,090	457,264	702,315	1,159,579	(1,127,489)
Aug 2021				-	-

**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 1<sup>st</sup> 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 31<sup>st</sup> 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



# HTRS TITANS

## 21-22 School Calendar

### August 2021

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

### September 2021

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

### August 2021

9	Teacher Work Day
10	Teacher In-service
10	Open House
11	Teacher In-service
12	First Day of School

### September 2021

6	No School - Labor Day
16	No School - County Fair
17	No School - County Fair

### October 2021

1	1:30 dismissal
15	End of 1st Quarter (44 days)
15	1:30 dismissal - Work day
21	1:30 dismissal - P/T Conferences 2:00-7:00
22	No School - Teacher In-service

### November 2021

24	No School - Thanksgiving Break
25	No School - Thanksgiving Day
26	No School - Thanksgiving Break

### December 2021

21	End of 2nd Quarter/1st Semester (43 days)
22-31	No School - Christmas Break

### January 2022

3	No School - Christmas Break
4	No School - Teacher Work Day
5	School Resumes
17	No School - Teacher In-service

### February 2022

10	P/T Conferences - 1:30 dismissal
11	No School - Inservice

### March 2022

9	End of 3rd Quarter (44 days)
9	Teacher Work Day - 1:30 dismissal
10	No School - Spring Break
11	No School - Spring Break

### April 2022

15	No School - Good Friday
18	No School - Easter Monday

### May 2022

14	Graduation
17	End of 4th Quarter/2nd Semester (45 days)
17	Teacher Work Day - 1:30 dismissal
18	Teacher Work Day

### October 2021

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

### November 2021

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

### January 2022

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

### March 2022

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

### February 2022

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

### April 2022

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

### May 2022

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

- No School - Teacher In-service
- No School - Teacher Work Day
- 1:30 dismissal/work day/in-service
- No School - Holiday

\*BOE Approved:

P/T conferences in evenings on Oct. 21 plus Feb. 10 & open house on Aug. 10 together = 1 teacher contract day

**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 1<sup>st</sup> 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 31<sup>st</sup> 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

## COVID Recommendations

Wait until winter sports seasons are over, which is March 13 for boys basketball, so starting on Monday, March 15 –

- Staff continue to mask at all times
- Students mask when they can not socially distance
- Lunch will continue as is currently so can socially distance
- Gym capacity is no longer a concern by this time
- Music programs will be allowed with all patrons masking
- Students will be allowed to remove mask during recess and PE
- New DHM guidelines end of February
- Hope to add salad bar back at lunch – not certain if students will be able to serve themselves or staff will need to serve all
- Allow visitors in the building, but must mask (such as parents, college reps, etc)
- Open Fitness Center for public use

\*Masking protects the students. Even after staff have all received the vaccination, students will not be vaccinated, so masking is the only protection for them.



## NSAA Winter Postseason Protocols January 28, 2021

As the winter regular season draws to a close, the NSAA calls upon member schools to host sub-districts and districts for the NSAA. In most activities, the team with the highest seed earns the right to host these events. In other activities, member schools volunteer to host.

The health and safety of students, staff, and local communities remain the priority of the NSAA.

The NSAA is implementing the following **requirements** for host schools of all NSAA winter sub-district and district contests:

- Active participants are permitted to wear face coverings during competition, but not required.
- Coaches and non-active participants are required to wear face coverings.
- Spectators are required to wear face coverings at all times.
- Attendance is restricted to **50% of occupancy** unless local health departments or host schools are more restrictive.
- The host school may establish additional requirements. Any additional requirements implemented by the host school must be the same for all participants, officials, and spectators.

**All participating schools and spectators are expected to adhere to these requirements.**

In addition, to advance in the winter postseason a team/individual must participate in their state qualifying contest(s). If an NSAA member school is unable to participate due to COVID-19, sub-district, district final and state championship contests will not be postponed or canceled.

The NSAA has great appreciation for all its member schools and their tireless efforts to provide opportunities for learning and participation in NSAA activities. Communication, flexibility, and patience will be key in supporting our high school student participants as they pursue an NSAA State Championship this winter. Thank you in advance for your cooperation.

Any questions regarding this information can be directed to Jay Bellar, NSAA Executive Director ([jbellar@nsaahome.org](mailto:jbellar@nsaahome.org)).