

Board of Education Regular Meeting

Monday, August 12, 2024 6:00 PM

**1. OPEN THE MEETING**

1.1. **Call to Order**

1.2. **District Mission Statement**

- ECPS continues a deep tradition of strong core values, preparing students for successful futures through academics, citizenship, and opportunity in collaboration with our community.

1.3.

1.4. **Nebraska Open Meetings Law**

- The "Open Meetings Act" has been duly posted at the front of the room.

1.5.

1.6. **Publication of Meeting**

- Notice was provided according to Meetings policy 2008.

1.7.

1.8. **Board Member Roll Call**

- Excuse Absent board member(s) per board policy 2002.

1.9.

All Present. This motion, made by JC Ourada and seconded by Morgan Fouts, Passed.  
Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

**2. PLEDGE OF ALLEGIANCE**

**3. PUBLIC COMMENT (agenda item specific)**

- According to Elm Creek School District Public Participation Policy 2009

4.

**5. INFORMATION ITEMS**

5.1. **Administrator Reports**

5.1.1. **Superintendent Report - Mrs. Beran**

5.1.2. **Principal/AD Report - Mr. Marquez**

5.1.3. **Principal Report - Mrs. Williams**

5.1.4. **Strategic Plan Update/District Goals Update**

5.2. **Board Committee Reports**

5.2.1. **Building, Grounds, and Transportation**

5.2.2. **Finance and Personnel**

5.2.2.1. Tentative Finance Workshop on Aug. 29th at 6:00 pm

5.2.2.2. Budget Hearing on Sept. 9th at 6:00 pm

5.2.2.3. Designation of District Representative for 2% Joint Hearing, if applicable

5.2.3. **Americanism**

5.2.3.1. Appointment of Americanism Civics Committee

5.3. **Policy Review & Discussion**

5.3.1. **Discuss Evaluation of Certified Employees Policy 4030**

6. **CONSENT AGENDA**

Motion passed for the consent of agenda. This motion, made by JC Ourada and seconded by Morgan Fouts, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

6.1. **Prior Meeting Minutes**

6.2. **Amend the 2024-2025 District Calendar**

6.3. **Approve Certified Teacher Evaluation Tool**

6.4. **Approve Principal Evaluation Tool**

6.5. **Approve the Sale of Surplus Items**

- bricks
- buffer
- misc. equipment & supplies

6.6.

6.7. **Policy Final Reading and Adoption**

6.7.1. **Approve Mission Statement Policy (1003) - updated**

## 7. ACTION ITEMS

### 7.1. Appoint Americanism BOE Committee

- Combine with Curriculum Committee?
- Appoint members - must be done at the beginning of each school year

7.2.

Motion passed for appointed members. This motion, made by Alicia Beavers and seconded by Hannah Hild, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

### 7.3. Financial Reports and Claims according to Review of Bills policy 3007

Motion to move on to the Financial reports and claims. This motion, made by Cole Brodine and seconded by Morgan Fouts, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

#### 7.3.1. ***Transfer \$80,000 From General Fund to Nutrition Fund - Year End***

#### 7.3.2. ***Transfer \$60,000 From General Fund to Activities Fund - Year End***

#### 7.3.3. ***Transfer \$250,000 From General Fund to Depreciation Fund - Year End***

- \$175,000 to code 2620 Maintenance of Building
- \$75,000 to code 2710 Vehicle Operation & Purchase

7.3.4.

### 7.4. Approve Salary Schedule for Certificated Employees Policy 4029 - date changes

Motion approved Policy 4029. This motion, made by Morgan Fouts and seconded by JC Ourada, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

### 7.5. Approve ESU 10 SPED Contract

Motion to approve the ESU SPED contract. This motion, made by Alicia Beavers and seconded by Hannah Hild, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

### 7.6. Designation of District Representative for 2% Joint Hearing, if applicable

Motioned to designate Lynette Mitchell as representative. This motion, made by Alicia Beavers and seconded by JC Ourada, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

## 8. Schedule Next Regular Board Meeting & Budget Hearing

## 9. Adjourn

Motion to adjourn the meeting at 6:36 PM. This motion, made by Alicia Beavers and seconded by JC Ourada, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

10. **\*\*CLOSED SESSION:** If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Act.
11. **\*\*SEQUENCE OF AGENDA:** The sequence of agenda topics is subject to change at the discretion of the board.

**2009**  
**Public Participation at Board Meetings**

The board of education shall conduct its meetings in accordance with the Nebraska Open Meetings Act.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall make available at the meeting, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed in open session of the meeting.

Except for closed sessions, the board will allow members of the public an opportunity to speak at each meeting. The board may make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board shall not require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. However, the board shall require members of the public desiring to address the board to identify themselves, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## **PUBLIC PARTICIPATION**

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:  
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started:** When you have been recognized, please stand and state your name.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.

**Mrs. Beran's BOE Report  
August 12, 2024**

1. ESU 10 SPED Contract
  - a. Why we need it:
    - i. Increasing number of "high need" students in the district
    - ii. Ensure federal and state reporting requirements are being met and submitted in a timely manner
      1. Important to receive state and federal funds for the district
    - iii. Federal and state funds assist with paying for the contract (80% for K-12 services)
    - iv. Support as needed Special education staff and administrators
2. Teacher and Principal Evaluation Tool (form)
  - a. Needs to be updated with NDE, same tool that has been used

**Important Dates:**

August 20- Assess valuations certified

August 29 - Finance Workshop at 6:00 pm

September 4 - Deadline to notify & submit for Joint Public Hearing if required

?September 9 - Budget Hearing, Tax Request Hearing if needed, & Regular BOE meeting

September 14-24 - Joint Public Hearing scheduled during this time if required

September 30 - Budget Deadline to State Auditor, County Clerks, NDE

October 15 - Filing deadline to submit Resolutions setting all tax requests

November 15 - Tax requests become final

## District Information

<p><b>Mission</b></p>	<p>“ECPS continues a deep tradition of strong core values, preparing students for successful futures through academics, citizenship, and opportunity in collaboration with our community.”</p>
<p><b>Vision</b></p>	<p><b><u>Vision Statement:</u></b></p> <p>At Elm Creek we will have/provide:</p> <ul style="list-style-type: none"> <li>● High-Quality Learning Opportunities             <ul style="list-style-type: none"> <li>○ Engaging and meaningful instructional materials</li> <li>○ Comprehensive and diverse learning experiences</li> <li>○ Personnel effectiveness</li> </ul> </li> <li>● Positive and Growing Climate and Culture             <ul style="list-style-type: none"> <li>○ Safe environment for students and staff</li> <li>○ Social/emotional and behavioral supports</li> <li>○ Family and community partnerships/communication</li> </ul> </li> <li>● Quality District Resources             <ul style="list-style-type: none"> <li>○ Maintained and updated facilities</li> <li>○ Innovative technology</li> <li>○ Sustain financial stability through a purposeful budget</li> </ul> </li> </ul>
<p><b>Core Beliefs</b></p>	
<p><b>Problem-Solving Model</b></p>	

**Elm Creek Public Schools**  
**Building, Grounds, & Transportation Committee**  
**Aug. 5, 2024 Committee Meeting**

The policy committee meeting was called to order by Kim Beran, Superintendent at **5:00** p.m. in the administration/HS office conference room.

Committee Members Present: Cole Brodine, Lynette Mitchell, Alicia Beavers

Committee Members Absent: None

Also Present: Kim Beran, Superintendent; Terah Williams, Elementary Principal

The Committee Reviewed & Discussed:

- Elementary Project Update
  - Sod should be installed on south side this Monday
  - Sod should be installed on north side sometime this week
  - Transition strip to be added on Tuesday (entrance by multi purpose room)
  - Flipping the carpet has been done per Nate (I will look at it Monday)
  - Nate is looking at the PK area by the door, contractors told him it was done
  - They plan to fix the bump in the floor next summer (Miller's room)
  - We need to make a decision about the tile
  - We need to make a decision about the drainage
  - Cameras updated for entryway, already paid for in the project
  - Need to check on the roof leak in multipurpose room
- Roof Unit Damaged in Storm Update
  - Waiting on ALICAP for bids
- Gymnasium Painting Update
  - Completed
- Roof Update
  - Near completion
- Update on Facility & Maintenance Plans
  - Continuing to compile information to develop facility & maintenance plans
- Review & Discuss Strategic Plan
- Update on Budget/Finances & Schedule a Finance Workshop Meeting Date
  - We need about \$1.9 - \$2 million in cash reserves for GF (this is with 23-24 figures)
  - We need to keep the baseline of funds at a realistic level to meet our needs, this could affect future funding if we are too conservative
  - More than likely we will have to do a Joint Public Hearing, this of course all depends on what certified evaluations come in at
  - Budget Timeline
    - August 20 - Certified Valuations Available
    - August 29 - Finance Workshop Meeting
    - August 30 - Submit JP to assessor if needed
    - Sept. 4 - Deadline to submit JP if needed
    - Sept. 9 - ?Budget Hearing, ?Tax Ask Hearing if needed (if no JP), Regular BOE meeting

- Sept. 14 - 23 - JP if needed
- Sept. 30 - Budget is due

Meeting ended at **6:04** p.m.

**Elm Creek Public Schools  
Finance & Personnel Committee  
August 5, 2024 Committee Meeting**

The committee meeting was called to order by Kim Beran, Superintendent at **6:05** p.m. in the administration office conference room.

Committee Members Present: JC Ourada, Morgan Fouts, Hannah Hild

Committee Members Absent: None

Also Present: Kim Beran, Superintendent

The Committee Reviewed & Discussed:

- Elementary Project Update
  - Sod should be installed on south side this Monday
  - Sod should be installed on north side sometime this week
  - Transition strip to be added on Tuesday (entrance by multi purpose room)
  - Flipping the carpet has been done per Nate (I will look at it Monday)
  - Nate is looking at the PK area by the door, contractors told him it was done
  - They plan to fix the bump in the floor next summer (Miller's room)
  - We need to make a decision about the tile
  - We need to make a decision about the drainage
  - Cameras updated for entryway, already paid for in the project
  - Need to check on the roof leak in multipurpose room
- Roof Unit Damaged in Storm Update
  - Waiting on ALICAP for bids
- Gymnasium Painting Update
  - Completed
- Roof Update
  - Near completion
- Update on Facility & Maintenance Plans
  - Continuing to compile information to develop facility & maintenance plans
- Review & Discuss Strategic Plan
- Update on Budget/Finances & Schedule a Finance Workshop Meeting Date
  - We need about \$1.9 - \$2 million in cash reserves for GF (using 23-24 figures, doesn't include the increase for 24-25)
  - We need to keep the baseline of funds at a realistic level to meet our needs, this could affect future funding if we are too conservative
  - More than likely we will have to do a Joint Public Hearing. This all depends on what certified evaluations come in at
  - Budget Timeline
    - August 20 - Certified Valuations Available
    - ?August 29 - Finance Workshop Meeting
    - August 30 - Submit JP to assessor if needed
    - Sept. 4 - Deadline to submit JP if needed

- Sept. 9 - ?Budget Hearing, ?Tax Ask Hearing if needed (if no JP), Regular BOE meeting
- Sept. 14 - 23 - JP if needed
- Sept. 30 - Budget is due

Meeting ended at **6:52** p.m.

Evaluation of Certificated Employees

All certificated employees to be evaluated shall be notified annually in writing of the evaluation process. A certificated administrator, with the exception of the local board of education when it is evaluating the superintendent, will observe and evaluate each probationary certificated employee for a full instructional period once each semester and each permanent certificated employee for a full instructional period once each school year. If the probationary certificated employee is a superintendent, he or she shall be evaluated twice during the first year of employment and at least once annually thereafter. The evaluation will include, but not be limited to evaluating the employee's instructional performance, classroom organization and management, personal conduct, and professional conduct. Evaluation of instructional performance and classroom organization and management is applicable to teachers only. The administrator will provide the employee with a written list of deficiencies, suggestions and a timeline for correcting the deficiencies and improving performance, and sufficient time to improve. The evaluation form will include notice that the employee may respond to the evaluation in writing.

The school district will train administrators in evaluation annually through meetings with the superintendent or other administrator, attendance at regional, state or national workshops, or any other method approved by the superintendent.

For the purposes of this policy, the terms "actual classroom observation" and "entire instructional period" are defined as follows:

**Entire Instructional Period.** For certificated employees whose classes are held during defined periods of time (e.g., senior high classes), an entire instructional period consists of one such time period. For those whose time periods are not so defined (e.g., elementary classroom teachers), an entire instructional period consists of 40 minutes. The instructional period for those whose work does not necessarily involve continuous instruction for 40-minute periods (e.g., librarians or speech therapists) consists of no less than 40 minutes total during the semester. The entire instructional period for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of an administrator's work during the semester for no less than 40 minutes.

**Actual Classroom Observation.** Actual classroom observation consists of observing the certificated employee in any activities in a classroom setting. When a certificated employee does not have classroom responsibility (e.g., administrators or librarians), the requirement of "actual classroom observation" will be satisfied by observing the certificated employee performing activities that are typical of his or her position.

This policy and the evaluation instrument shall be included in the teacher handbook which will be distributed to staff members upon their employment and annually thereafter.

Adopted on: December 14, 2020

Revised on: \_\_\_\_\_

Reviewed on: March 11, 2024

## Board of Education Special Meeting

Monday, June 3, 2024 6:00 PM

### 1. Call to Order

Meeting called to order at 6:01pm.

### 2. Flag Salute

### 3. Open Meeting Act

3.1. The "Open Meetings Act" has been duly posted at the front of the room. It has also been advertised in the Beacon-Observer Newspaper ahead of time.

### 4. Roll Call

J.C. Ourada absent.

#### 4.1. Excuse Absent Board Members

Motion to excuse JC Ourada. This motion, made by Alicia Beavers and seconded by Morgan Fouts, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea

### 5. Citizens Comments

The purpose of public participation is not to provide an opportunity for the board to act upon matters concerning the public, but instead, it is a forum for the public to provide information and be heard by the members of the board. To acknowledge the purpose of public participation, the chair may wish to recognize the public comment received during this portion of the agenda, while emphasizing the board will not respond and/or act pertaining to matters brought before the board.

### 6. Information Items

6.1. Boiler Replacement - Discuss and consider bids for boiler replacement.

### 7. Action Items

#### 7.1. Boiler Replacement

Accept Anderson Brothers bid of \$375,410.00 to replace the boiler using Depreciation Funds. Move to accept Anderson Brothers bid of \$375,410.00 to replace the boiler using Depreciation Funds. This motion, made by Morgan Fouts and seconded by Hannah Hild, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea

### 8. Next Regular Board Meeting

June 17 @ 6:00 PM

### 9. Adjournment

Motion to adjourn meeting at 6:08pm.

motion to adjourn the meeting. This motion, made by Alicia Beavers and seconded by Cole

Brodine, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea

Board of Education Student Fees Hearing

Monday, July 8, 2024 6:00 PM

**1. Call Meeting to Order at \_\_\_\_\_**  
6:00 PM.

**1.1. Roll Call**

**1.2. Recognize Nebraska Open Meetings Act**

1.2.1. The "Open Meetings Act" has been duly posted at the front of the room. It has also been advertised in the Beacon-Observer Newspaper ahead of time.

**2. Recognition of Visitors/Public Comment**

**2.1. Citizens Comments**

The purpose of public participation is not to provide an opportunity for the board to act upon matters concerning the public, but instead, it is a forum for the public to provide information and be heard by the members of the board. To acknowledge the purpose of public participation, the chair may wish to recognize the public comment received during this portion of the agenda, while emphasizing the board will not respond and/or act pertaining to matters brought before the board.

**3. Policy Review and Discussion**

**3.1. Review, Reaffirm, or Revise Student Fees Policy (5045)**

Discussion: reviewed student fees policy. No action taken.

**3.1.1. Student Fees Collected 2023-2024**

Discussion: Reviewed and discussed student fees collected for the 2023-2024 school year.

**4. Close Hearing and Adjourn**

Motion to close hearing and adjourn meeting at 6:03 pm. This motion, made by Alicia Beavers and seconded by JC Ourada, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

**5. \*CLOSED SESSION: If, during the course of the meeting, discussion of any item on the agenda should be held in closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Act.**

**6. \*SEQUENCE OF AGENDA: The sequence of agenda topics is subject to change at the discretion of the board.**

Board of Education Parent Involvement Hearing

Monday, July 8, 2024 Following Student Fees Hearing

**1. Call Meeting to Order at \_\_\_\_\_**  
6:03 PM

**1.1. Roll Call**

**1.2. Recognize Nebraska Open Meetings Act**

1.2.1. The "Open Meetings Act" has been duly posted at the front of the room. It has also been advertised in the Beacon-Observer Newspaper ahead of time.

**2. Recognition of Visitors/Public Comment**

2.1. Citizens Comments

The purpose of public participation is not to provide an opportunity for the board to act upon matters concerning the public, but instead, it is a forum for the public to provide information and be heard by the members of the board. To acknowledge the purpose of public participation, the chair may wish to recognize the public comment received during this portion of the agenda, while emphasizing the board will not respond and/or act pertaining to matters brought before the board.

**3. Policy Review and Discussion**

**3.1. Review, Reaffirm, or Revise Parent Involvement Policy (5018)**

Discussion reviewed parent involvement policies and input from families. Discussed different ways families are involved in the district. No action was taken.

**3.2. Review, Reaffirm, or Revise District Title I Engagement Policy (5057)**

Discussion: Reviewed parent involvement policies and input from families. Discussed different ways families are involved in the district. No action was taken.

**4. Close Hearing and Adjourn**

Motion to close hearing and adjourn meeting at 6:05pm. This motion, made by Alicia Beavers and seconded by Morgan Fouts, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

**5. \*CLOSED SESSION: If, during the course of the meeting, discussion of any item on the agenda should be held in closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Act.**

**6. \*SEQUENCE OF AGENDA: The sequence of agenda topics is subject to change at the discretion of the board.**

Board of Education Misc. Expenditures Hearing

Monday, July 8, 2024 Following Parent Involvement Hearing

**1. Call Meeting to Order at \_\_\_\_\_**  
6:05 PM

**1.1. Roll Call**

**1.2. Recognize Nebraska Open Meetings Act**

1.2.1. The "Open Meetings Act" has been duly posted at the front of the room. It has also been advertised in the Beacon-Observer Newspaper ahead of time.

**2. Recognition of Visitors/Public Comment**

**3. Policy Review and Discussion**

**3.1. Review, Reaffirm, or Revise Miscellaneous Expenditures Policy (2007)**

Discussion: reviewed miscellaneous expenditures policy. No action taken.

**4. Close Hearing and Adjourn**

Motion to close hearing and adjourn meeting at 6:07 pm. This motion, made by Alicia Beavers and seconded by Morgan Fouts, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

**5. \*CLOSED SESSION: If, during the course of the meeting, discussion of any item on the agenda should be held in closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Act.**

**6. \*SEQUENCE OF AGENDA: The sequence of agenda topics is subject to change at the discretion of the board.**

## Board of Education Regular Meeting

Monday, July 8, 2024 Following Misc. Exp. Hearing

### **1. Open the Meeting**

6:07 PM

#### *1.1. Call to Order*

The regular monthly meeting of Elm Creek Schools Board of Education is called to order on July 8th at 6:07pm, at Elm Creek Public School District, located at 230 E. Calkins Ave, Elm Creek, NE.

#### *1.2. District Mission Statement*

Elm Creek Public School will Be Respectful, Be Trustworthy, Be Accountable, Be Honest, and Give Great Effort.

#### *1.3. Nebraska Open Meetings Law*

The "Open Meetings Act" has been duly posted at the front of the room.

#### *1.4. Publication of Meeting*

Notice was provided according to Meetings policy 2008.

#### *1.5. Board Member Roll Call*

Excuse Absent board member(s) per board policy 2002.

#### *1.6. Pledge of Allegiance*

### **2. Approval of Agenda**

Motion to approve the agenda as presented. This motion, made by JC Ourada and seconded by Morgan Fouts, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

### **3. Celebration of Excellence (Staff and Student Presentations, etc.)**

No presentations given.

### **4. Public Participation Policy/Rules (agenda item specific) According to Elm Creek School District Policy 2009**

### **5. Consent Agenda**

#### *5.1. Prior Meeting Minutes*

#### *5.2. Financial Reports and Claims according to Review of Bills policy 3007*

#### *5.3. Staffing Hires/Reassignments/Resignations*

#### 5.4. *Adopt New Board Policy*

5.4.1. 2009 Public Participation Rules (linked to policy 2009)- highly recommended

5.4.2. 6039 Repeat of Grade Policy - required

5.4.3. 6041 Malcolm X Day Education Policy - required

5.4.4. 6042 Projection Maps Policy - required

A motion to approve the consent of agenda as presented for prior minutes, financial reports and claims, staffing, and new policies. This motion, made by Cole Brodine and seconded by Hannah Hild, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

#### 6. **Action Items**

##### 6.1. *Policy Final Reading and Adoption Including all New Policy Updates* [Elm Creek District Policies](#)

6.1.1. 2006 Complaint Procedure Policy - required changes

6.1.2. 2007 Miscellaneous Expenditures Policy - from hearing

6.1.3. 2008 Meetings Policy - required changes

6.1.4. 2009 Public Participation Policy - required changes

6.1.5. 2009 Public Participation Rules (linked to policy 2009) - highly recommended

6.1.6. 3003.1 Bidding for Construction, Remodeling, Repair with Federal Funds - required changes

6.1.7. 3004.1 Fiscal Management Using Federal Funds - required changes

6.1.8. 3017 Official Communication Policy - highly recommended

6.1.9. 3032 Fees for Records - required

6.1.10. 3053 Nondiscrimination - required

6.1.11. 3057 Title IX Policy - required

6.1.12. 3059 Audio and Video Recording - highly recommended

6.1.13. 3060 Firearms and Weapons for Non-Students - required

6.1.14. 4011 FMLA Policy - required

6.1.15. 4053 Conflict of Interest Policy - required

6.1.16. 5001 Attendance and Excessive Absenteeism Policy - required

6.1.17. 5004 Option Enrollment - required

6.1.18. 5005 Transportation Policy - required

6.1.19. 5008 Pregnant or Parenting Students Policy - required

6.1.20. 5018 Parent Involvement and 5057 Title I Engagement Policies (with parent evidence) - from hearing

6.1.21. 5045 Student Fees Policy - from hearing

6.1.22. 5035 Student Discipline Policy - most of revisions required

6.1.23. 5052 School Wellness Policy - required

6.1.24. 6031 Emergency Exclusions Policy - required

6.1.25. 6036 Reading Instruction and Intervention Services - required

6.1.26. 6039 Repeat of Grade Policy - required

6.1.27. 6041 Malcolm X Day Education Policy - required

6.1.28. 6042 Projection Maps Policy - required

Motion to approve policy updates as presented. This motion, made by Lynette Mitchell and seconded by Hannah Hild, Passed.

Morgan Fouts: Nay, Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

*6.2. Assign Kim Beran as Chief Financial Advisor for Elm Creek Public School District and Remove Tom Moore as Chief Financial Advisor*

Motion to approve Kim Beran and removed Tom Moore as Chief Financial Advisor of Elm Creek Public School District. This motion, made by Alicia Beavers and seconded by JC Ourada, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

## **7. Administrator Reports**

*7.1. Superintendent Report - Mrs. Beran*

Updated board of education on asbestos plan, old playground repairs, volleyball net repairs.

*7.2. Principal/AD Report - Mr. Marquez*

Updated board of education on ice machine and basketball uniforms.

*7.3. Principal Report - Mrs. Williams*

Updated board of education on construction project.

*7.4. Strategic Plan Update/District Goals Update*

Updated board of education on the strategic plan.

## **8. Board Committee Reports**

*8.1. Building, Grounds, and Transportation*

Mrs. Beran reminded board of education of the meeting on July 17th.

*8.2. Finance and Personnel*

No information to report.

8.3. *Policy and Negotiations*

Reviewed, revised, replaced and added board polices with KSB recommendations and legislative requirements.

8.4. *Curriculum and Technology*

No information to report.

8.5. *Americanism*

No information to report.

**9. Schedule Next Regular Board Meeting**

August 12, 2024 @ 6pm.

**10. Adjourn**

Motion to adjourn the meeting 6:30 PM. This motion, made by Alicia Beavers and seconded by Morgan Fouts, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

**11. \*\*CLOSED SESSION: If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Act.**

**12. \*\*SEQUENCE OF AGENDA: The sequence of agenda topics is subject to change at the discretion of the board.**

# Elm Creek Public Schools Calendar

## 2024-2025 School Year

	Open House
	PreSchool Start and End Dates
	Parent /Teacher Conference
	School Event, No School for Students Only
	Vacation - No School
	First Day of the Quarter
	Last day of the Quarter
	Teacher Work Day/PD
	Graduation
	Last Day for Seniors
	JH/HS in session/No School Elementary

Elementary, Junior High & High School
Monday - Friday 8:00am - 3:25pm

Pre School
Monday - Thursday AM 7:45am - 11:15am
Monday - Thursday PM 11:50am - 3:25pm

K-12 Student Days		Teacher Days	
Qtr 1	45	Qtr 1	49
Qtr 2	43	Qtr 2	45
Sem 1	88	Sem 1	94
Qtr 3	43	Qtr 3	45
Qtr 4	40.5	Qtr 4	43
Sem 2	83.5	Sem 2	88
Total	171.5	Total	182

Love **BLUE.**  
Live **GOLD.**



August						
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

17 S / 20 T / 13 P

- 5th New Teacher Orientation
- 5th-7th No School-Teacher Work Day/PD
- 7th Open House No School-Teacher Work Day
- 8th First Day of School/First Day of Quarter
- 14th First Day of Pre-K

September						
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					

19 S / 20 T / 19 P

- 2nd No School-Labor Day
- 11th PT Conference
- 18th PT Conferences
- 20th No School-Teacher Work Day/PD

October						
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		

21 S / 21 T / 21 P

- 11th Last Day of First Quarter
- 14th 2nd Quarter Starts
- 17th-18th No School Fall Break

November						
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

17 S / 18 T / 17 P

- 4th Teacher Work Day/PD
- 27th-29th No School Thanksgiving Break

December						
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				

14 S / 15 T / 14 P

- 19th Last Day of 2nd Qtr/1st Sem 1:30 Dismissal
- 20th Teacher Work Day/PD
- 23rd-27th Holiday Break-No School
- 30th-31st Holiday Break-No School

January						
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	

18 S / 19 T / 18 P

- 1st-3rd Holiday Break-No School
- 6th Teacher Work Day/PD
- 7th 3rd Quarter Starts
- 17th EC Wrestling Invite- No School for Students

February						
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	

18 S / 19 T / 18 P

- 12th & 19th PT Conferences
- 20th Teacher Work Day/PD
- 21st No School



March						
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					

18 S / 18 T / 18 P

- 6th-7th No School
- 13th Last Day of 3rd Quarter
- 14th No School
- 17th 4th Quarter Starts

April						
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			

19 S / 20 T / 19 P

- 18th No School
- 21st No School
- 23rd District Music Contest - No School for Students

May						
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

10 S / 12 T / 5 P

- 2nd EC Track Invite - No School for Students
- 10th Graduation
- 15th End of 4th Qtr/2nd Sem 1:30 PM Dismissal
- 16th Teacher Work Day
- 8th Last Day of PK

June						
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					







# TEACHER/EDUCATIONAL SPECIALIST EVALUATION

District Name:

Educator Name:

Grade/Subject:

School(s):

Evaluator:

School Year:

Rubrics aligned to each indicator in the *Nebraska Teacher and Principal Performance Standards* can be found at <https://www.education.ne.gov/EducatorEffectiveness>.

<b>STANDARD: (1) Planning and Preparation.</b> The teacher plans using district and state content standards, district-supported curriculum, instructional materials, and strategies, evidence-based resources, data, and community context to address the needs of each student in achieving rigorous learning goals.	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The teacher demonstrates a comprehensive knowledge of content, pedagogy, students, community context, and standards, and purposefully and consistently leads efforts to develop, test, model, or promote processes that support the growth of individual student learning, development, and achievement.
<input type="checkbox"/> Effective	The teacher consistently integrates knowledge of content, pedagogy, students, community context, and standards with the established curriculum to develop coherent and rigorous units, lessons, and activities that support the growth of individual student learning, development, and achievement.
<input type="checkbox"/> Developing	The teacher demonstrates a limited knowledge of content, pedagogy, students, community context, and standards, but consistently seeks necessary resources to build on experiences to integrate them with the established curriculum to develop units, lessons, and learning activities.
<input type="checkbox"/> Ineffective	The teacher displays a very limited knowledge of content, pedagogy, students, community context, or standards, and/or fails to develop coherent and rigorous units, lessons, and learning activities.
<b>Comments:</b>	
Click here to enter text	

<b>STANDARD: (2) The Learning Environment.</b> The teacher creates and maintains a learning environment that promotes student engagement and fosters positive relationships, inclusivity, social emotional development, and academic growth and achievement.	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The teacher creates and maintains an exceptional learning environment and purposefully and consistently leads efforts to develop, test, model, or promote processes that foster positive relationships, inclusivity, social emotional development, student engagement, and academic growth and achievement.
<input type="checkbox"/> Effective	The teacher consistently creates and maintains an effective learning environment that fosters positive relationships, inclusivity, social emotional development, student engagement, and academic growth and achievement.
<input type="checkbox"/> Developing	The teacher struggles to create and maintain an effective learning environment, but consistently seeks necessary resources to gain experience in building positive relationships, inclusivity, social emotional development, student engagement, and academic growth and achievement.
<input type="checkbox"/> Ineffective	The teacher fails to create and/or maintain a learning environment that promotes positive relationships, inclusivity, social emotional development, student engagement, and academic growth and achievement.
<b>Comments:</b>	
Click here to enter text	

<b>STANDARD: (3) Instructional Strategies.</b> The teacher implements evidence-based, district-supported instructional strategies to ensure student growth and achievement.	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The teacher uses highly effective instructional strategies and purposefully and consistently leads efforts to develop, test, model, or promote processes that result in continuous growth in learning for each student.
<input type="checkbox"/> Effective	The teacher consistently uses effective instructional strategies that result in continuous growth in learning for each student.
<input type="checkbox"/> Developing	The teacher demonstrates limited knowledge of effective instructional strategies but consistently seeks necessary resources to gain experience in creating and utilizing strategies that result in continuous growth in learning for each student.
<input type="checkbox"/> Ineffective	The teacher displays a very limited knowledge of effective instructional strategies, and/or fails to utilize them to ensure continuous growth in learning for each student.
<b>Comments:</b>	
Click here to enter text	

<p><b>STANDARD: (4) Assessment.</b> The teacher systematically uses a balanced assessment system that includes formative, interim, and summative assessments to measure student progress and to inform ongoing planning, instruction, and reporting.</p>	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The teacher effectively creates and uses multiple methods of formative, interim, and summative assessments to measure student progress, and purposefully and consistently leads efforts to develop, test, model, or promote processes that foster disaggregation of data for use in planning, preparing for instruction, and reporting.
<input type="checkbox"/> Effective	The teacher consistently develops and uses multiple methods of effective formative, interim, and summative assessments to measure student progress and disaggregates data for use in planning, preparing for instruction, and reporting.
<input type="checkbox"/> Developing	The teacher demonstrates limited knowledge of the various methods of assessment, but consistently seeks necessary resources to gain experience in creating and utilizing effective formative, interim, and summative assessments to measure student progress.
<input type="checkbox"/> Ineffective	The teacher displays a very limited knowledge of effective assessment strategies, and/or fails to utilize them to measure student progress.
<b>Comments:</b>	
Click here to enter text	

<p><b>STANDARD: (5) Professionalism.</b> The teacher exhibits a commitment to professional ethics and the school’s vision, mission and goals, participates in professional growth opportunities to support student and self-learning, and contributes to the profession.</p>	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The teacher demonstrates a commitment to professional practice and purposefully and consistently leads efforts to develop, test, model, or promote processes to support student and self-learning as a member of the professional community.
<input type="checkbox"/> Effective	The teacher consistently demonstrates a commitment to professional practice to support student and self-learning as a member of the professional community.
<input type="checkbox"/> Developing	The teacher inconsistently demonstrates the level of professional practice necessary for a member of this professional community, but consistently seeks necessary resources to gain experience in practices that support student and self-learning.
<input type="checkbox"/> Ineffective	The teacher fails to demonstrate the level of professional practice necessary for a member of this professional community.
<b>Comments:</b>	
Click here to enter text	

Additional District Standards	
Evaluator	Description
<input type="checkbox"/> Highly Effective	Click here to enter text
<input type="checkbox"/> Effective	Click here to enter text
<input type="checkbox"/> Developing	Click here to enter text
<input type="checkbox"/> Ineffective	Click here to enter text
<b>Comments:</b>	
Click here to enter text	



Meets District Standards as per Locally Adopted Requirements	
<input type="checkbox"/> Yes	<input type="checkbox"/> No

Evaluator's Comments:
Areas of Strength
Click here to enter text
Areas of Development
Click here to enter text

Plan for Improvement and Plan of Assistance forms can be found at <https://www.education.ne.gov/EducatorEffectiveness>.

Plan for Improvement

Plan of Assistance

My signature verifies that this evaluation has been discussed with me. I understand my signature does not necessarily indicate agreement and that I may respond in writing regarding this evaluation within \_\_\_\_\_ days of receipt.

\_\_\_\_\_  
Educator Signature: Date:

\_\_\_\_\_  
Evaluator Signature: Date:

Written Response to Evaluation Report by Educator
Click here to enter text



# || PRINCIPAL or SCHOOL/DISTRICT ADMINISTRATOR FORMATIVE/SUMMATIVE EVALUATION

District Name:

Name:

Assignment:

School(s):

Evaluator:

School Year:

Rubrics aligned to each indicator in the *Nebraska Teacher and Principal Performance Standards* can be found at <https://www.education.ne.gov/EducatorEffectiveness>.

<p><b>STANDARD: (1) Vision for Learning.</b> The principal, as an instructional leader, embodies and inspires all members of the educational community to collectively embrace and actualize the shared vision, mission, and goals of the school and district for high-quality teaching and learning that results in improved student achievement, reduction of opportunity gaps, and enhanced student and staff well-being.</p>	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in building an environment of collective efficacy and commitment to vision, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to instruction, establishing an environment with a commitment to vision, improved student academic achievement, and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership to create an approach to instruction that improves student achievement and the well-being of staff, students, and self, but seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy and commitment to vision.
<input type="checkbox"/> Ineffective	The principal fails to engage the educational community in shaping a commitment to vision designed to result in improved student achievement and the well-being of staff, students, and self.
<b>Comments:</b>	
Click here to enter text	

<p><b>STANDARD: (2) Continuous Improvement.</b> The principal, as an instructional leader, leads a continuous improvement process that results in improved student growth and achievement, enhanced student and staff well-being, and greater school effectiveness.</p>	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to continuous school improvement, to sustain an environment of collective efficacy, contributing to effective instruction, improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to continuous school improvement, establishing an environment with a commitment to vision, improved student academic achievement, and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership to create an approach to continuous school improvement that improves student achievement and the well-being of staff, students, and self, but seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy and a systems approach to continuous school improvement.
<input type="checkbox"/> Ineffective	The principal fails to engage the educational community in a continuous school improvement process designed to result in a systemic approach to instruction, improved student achievement, and the well-being of staff, students, and self.
<b>Comments:</b>	
Click here to enter text	

<p><b>STANDARD: (3) Staff Support and Development.</b> The principal, as an instructional leader, develops and supports the professional capacity and practice of personnel to maximize student learning opportunities and outcomes that align with district and state content standards and the school’s vision, mission, and goals.</p>	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in staff, students, and self to sustain an environment of collective efficacy for innovative personnel practices that result in the recruitment, selection, development, support, and retention of high-quality personnel.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to instruction, establishing an environment for innovative personnel practices that result in the recruitment, selection, development, support, and retention of high-quality personnel.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership for creating a systemic approach to instruction by investing in staff and self, but consistently seeks necessary resources to build on experiences to develop as a leader to impact the recruitment, selection, development, support, and retention of high-quality personnel.
<input type="checkbox"/> Ineffective	The principal fails to engage the school community in a process designed to impact the recruitment, selection, development, support, and retention of high-quality personnel.
<b>Comments:</b>	
<p>Click here to enter text</p>	

<b>STANDARD: (4) Operations and Management.</b> The principal manages the organization, operations, and resources of the school to provide a safe, efficient, and effective learning environment for all students and staff.	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in staff, students, and self to sustain an environment of collective efficacy for a safe, efficient, and effective learning environment, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to instruction, establishing a safe, efficient, and effective learning environment, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership to impact student achievement and the well-being of staff, students, and self, but consistently seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy for a safe, efficient, and effective learning environment.
<input type="checkbox"/> Ineffective	The principal fails to manage the organization, operations, and resources of the school, resulting in a school that has an unsafe, inefficient, or ineffective learning environment.
<b>Comments:</b>	
Click here to enter text	

<b>STANDARD: (5) Culture of Learning.</b> The principal, as an instructional leader, cultivates and nurtures an inclusive, caring, and supportive learning environment that promotes the academic success and well-being of each member of the educational community.	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in staff, students, and self to sustain an environment of collective efficacy for culturally responsive practices, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to instruction, establishing an environment of culturally responsive practices, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership to create an approach to instruction that improves student achievement and the well-being of staff, students, and self, but seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy for culturally responsive practices.
<input type="checkbox"/> Ineffective	The principal fails to engage the school community in culturally responsive practices designed to result in improved student achievement and the well-being of staff, students, and self.
<b>Comments:</b>	
Click here to enter text	

<p><b>STANDARD: (6) Professional Ethics and Advocacy.</b> The principal, as an instructional leader, exhibits a high level of professional ethics and advocates for policies of equity and excellence in support of the vision, mission, and goals of the school.</p>	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in staff, students, and self to advocate for policies of equity that result in sustained collective efficacy for improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to instruction, investing in staff, students, and self to advocate for policies of equity that result in improved student academic achievement and the enhanced well-being of staff, student, and self.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership to create an approach to instruction that improves student achievement and the well-being of staff, students, and self, but seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy and the advocacy for policies of equity.
<input type="checkbox"/> Ineffective	The principal fails to advocate for policies of equity designed to result in improved student achievement and the well-being of staff, students, and self.
<b>Comments:</b>	
Click here to enter text	

Additional District Standards	
Evaluator	Description
<input type="checkbox"/> Highly Effective	Click here to enter text
<input type="checkbox"/> Effective	Click here to enter text
<input type="checkbox"/> Developing	Click here to enter text
<input type="checkbox"/> Ineffective	Click here to enter text
<b>Comments:</b>	
Click here to enter text	



Meets District Standards as per Locally Adopted Requirements	
<input type="checkbox"/> Yes	<input type="checkbox"/> No

Evaluator's Comments:
Areas of Strength
Click here to enter text
Areas of Development
Click here to enter text

Plan for Improvement and Plan of Assistance forms can be found at <https://www.education.ne.gov/EducatorEffectiveness>.

Plan for Improvement

Plan of Assistance

My signature verifies that this evaluation has been discussed with me. I understand my signature does not necessarily indicate agreement and that I may respond in writing regarding this evaluation within \_\_\_\_\_ days of receipt.

Principal/Administrator Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Evaluator Signature: Date:

Written Response to Evaluation Report by Principal/Administrator
Click here to enter text

**1003**  
**Mission Statement**

Elm Creek Public Schools continues a deep tradition of strong core values, preparing students for successful futures through academics, citizenship, and opportunity in collaboration with our community.

Operating principles that help fulfill our mission are set forth in staff handbooks.

Adopted on: December 14, 2020

Revised on: August 12, 2024

Reviewed on: May 9, 2022

## **Elm Creek Board Committee Structure 2024-2025**

### **Buildings, Grounds and Transportation**

Cole Brodine  
Alicia Beavers  
Lynette Mitchell

### **Finance and Personnel**

JC Ourada  
Morgan Fouts  
Hannah Hild

### **Policy and Negotiations**

Cole Brodine  
Morgan Fouts  
Lynette Mitchell

### **Curriculum & Technology**

Alicia Beavers  
Hannah Hild  
Cole Brodine

### **Americanism**

JC Ourada  
Lynette Mitchell  
Hannah Hild



**Elm Creek Public Schools**  
**230 East Calkins Avenue**  
**Elm Creek, NE 68836**

Invoice 800360  
 Draw 26  
 Date 8/5/24  
 Customer 5009  
 Billing Thru: 7/31/2024

**Contract:** 21-02-025 School Addition and Renovation

**Contract Recap:**

Construction Budget	\$	11,426,358.29
Estimated Budget Change to Date	\$	105,110.81
Construction to Date	\$	11,531,469.10
Total Completed to Date	\$	11,027,565.07
Retainage	\$	(831,884.98)
Total Earned Less Retainage	\$	10,195,680.09
Less Previous Billings	\$	(10,178,485.29)

AMOUNT DUE THIS INVOICE \$ 17,194.80

**Net 10 Days**



CSI Division	Description	Quantity	Rate	Amount
-----------------	-------------	----------	------	--------

<b>01</b>	<b>General Requirements</b>
-----------	-----------------------------

01-3100.40	Incidental Const Services			
	Assistant Superintendent	5.5	\$ 80.00	\$ 440.00
			\$ 100.00	\$ -
	Leadman	81	\$ 75.00	\$ 6,075.00
	Other Misc Costs			\$ 220.65
01-3100.50	Plan Documents			\$ -
01-3113.10	Sr. Accounting	4	\$ 75.00	\$ 300.00
01-3113.20	Accounting	3.5	\$ 70.00	\$ 245.00
01-3113.30	Construction Op Director		\$ 120.00	\$ -
01-3113.44	Field Operations Director	1	\$ 120.00	\$ 120.00
01-3113.45	Project Engineer	0	\$ 150.00	\$ -
01-3113.50	Project Manager	6.5	\$ 85.00	\$ 552.50
01-3113.65	Assistant Superintendent	8	\$ 80.00	\$ 640.00
			\$ 100.00	\$ -
01-7700-99	Close out Procedures	9	\$ 80.00	\$ 720.00
01-7419.10	Refuse Collection & Disposal			\$ 24.00
<b>TOTAL GENERAL REQUIREMENTS</b>				<b>\$ 9,337.15</b>

**07 Thermal & Moisture Protection**

07-9200.10	Building Sealants		
		Materials	\$ 25.73
		Subcontractor	\$ -
<b>TOTAL THERMAL &amp; MOISTURE PROTECTION</b>			<b>\$ 25.73</b>

**26 Electrical**

26-0500.99	Electrical		
		Subcontractor	\$ (2.00)
<b>TOTAL ELECTRICAL</b>			<b>\$ (2.00)</b>

**70 OTHER USER DEFINED**

70-1000.20	Equipment Fuel		\$ 40.39
70-1000.99	Mileage		\$ -
70-1100.99	Estimating Adjustment		\$ 7,322.94
70-7000.99	Equipment		
		Subcontractor	\$ 149.97
<b>TOTAL OTHER USER DEFINED</b>			<b>\$ 7,513.30</b>

INVOICE SUB TOTAL	\$	16,874.18
CONTRACTOR FEE	\$	320.61
TOTAL COMPLETED TO DATE	\$	17,194.79
RETAINAGE	\$	(859.74)
BOND	\$	-
TOTAL AMOUNT DUE	\$	16,335.05

**Contract Summary:**

Construction Budget	\$	11,426,358.29
Estimated Budget Change to Date	\$	105,110.81
Construction to Date	\$	11,531,469.10
Invoiced Amount	\$	11,027,565.07
Remaining Amount	\$	503,904.03
Billed Percent		96%
RETAINAGE Balance	\$	831,884.98

**Approved By:**

Name: *Kent Cordes*  
 Kent Cordes, Project Manager

Date: 8/5/2024

Name: *Linette Butler*

Date: 8/5/2024

Name:   
 Wilkins ADF

Date: 8/9/2024

**Thank you for choosing BD Construction, Inc./Kearney**



**Project:** Elm Creek Public Schools  
**Location:** Elm Creek, NE  
**Date:** July 31, 2024

## Billed to Date

CSI	Description	Cont. / Supplier	Estimate	Billed to Date	Balance to Finish	Draw 26
<b>01-0000-00</b>	<b>Pre-Construction General Conditions</b>		\$ 28,700.00	\$ 28,555.00	\$ 145.00 99%	\$ -
01-3113-10	Sr. Accounting		\$ 150.00	\$ -	\$ 150.00	
01-3113-20	Accounting		\$ 280.00	\$ 385.00	\$ (105.00)	
01-3113-30	Sr. Estimating		\$ 14,400.00	\$ 26,700.00	\$ (12,300.00)	
01-3113-75	Contract Administration		\$ 1,470.00	\$ 1,470.00	\$ -	
01-3113-80	Project Executive		\$ 12,400.00	\$ -	\$ 12,400.00	
<b>01-0000-00</b>	<b>General Conditions</b>		\$ 518,823.78	\$ 531,963.56	\$ (13,139.78) 103%	\$ 1,857.50
01-3113-10	Sr. Accounting		\$ 11,700.00	\$ 8,250.00	\$ 3,450.00	\$ 300.00
01-3113-20	Accounting		\$ 10,920.00	\$ 14,210.00	\$ (3,290.00)	\$ 245.00
01-3113-30	Sr. Estimating		\$ -	\$ 840.00	\$ (840.00)	
01-3113-85	Field Operations Manager		\$ 37,440.00	\$ 12,960.00	\$ 24,480.00	\$ 120.00
01-3113-50	Project Manager		\$ 127,880.00	\$ 87,900.00	\$ 39,980.00	\$ 552.50
01-3113-55	Assistant Project Manager		\$ -	\$ 20,475.00	\$ (20,475.00)	
01-3113-60	Superintendent		\$ 287,950.00	\$ 364,645.00	\$ (76,695.00)	
	Mileage ( Sup. And Admin.)		\$ 2,028.78	\$ 10,297.06	\$ (8,268.28)	
01-3113-65	Assistant Superintendent		\$ -	\$ 6,660.00	\$ (6,660.00)	\$ 640.00
01-3113-70	Safety Consultant		\$ 2,925.00	\$ 1,528.00	\$ 1,397.00	
01-3113-75	Contract Administration		\$ 1,400.00	\$ 1,176.00	\$ 224.00	
01-3113-80	Project Executive		\$ 36,580.00	\$ 3,022.50	\$ 33,557.50	
<b>01-0000-00</b>	<b>General Requirements</b>		\$ 217,175.00	\$ 275,527.91	\$ (58,352.91) 127%	\$ 7,670.01
01-3100-40	Incidental Construction Services		\$ 27,000.00	\$ 90,124.12	\$ (63,124.12)	\$ 6,735.65
01-3100-50	Plan Documents		\$ 5,000.00	\$ (300.00)	\$ 5,300.00	
01-3300-10	Electronic Shop Drawing Reviewal Process	Submittal Exchange	\$ 12,500.00	\$ 18,218.61	\$ (5,718.61)	
01-4126-10	Permits		\$ 5,000.00	\$ 2,254.10	\$ 2,745.90	
01-4126-20	Fire Marshall Permit	Fire Marshall	\$ 500.00	\$ -	\$ 500.00	
01-4523-10	Soil Compaction	Allowance	\$ 15,000.00	\$ -	\$ 15,000.00	
01-4523-20	Geotech services / site investigation	Allowance	\$ 4,500.00	\$ -	\$ 4,500.00	
01-4523-30	Concrete Testing	Included in Soil testing above	\$ -	\$ -	\$ -	
01-4710-10	Builders Risk Insurance	OWNER	\$ -	\$ -	\$ -	
01-5113-10	Temporary Electrical	OWNER	\$ -	\$ -	\$ -	
01-5113-10	Power Office Trailer		\$ 1,500.00	\$ 446.94	\$ 1,053.06	
01-5123-10	Temporary Heat	NONE	\$ -	\$ 15,752.73	\$ (15,752.73)	
01-5133-10	Temporary Telephone (Cell Phone)		\$ 4,950.00	\$ 4,106.94	\$ 843.06	
01-5136-10	Temporary Water Drinking		\$ 630.00	\$ 271.66	\$ 358.34	
01-5136-20	Temporary Water Construction	OWNER	\$ -	\$ -	\$ -	
01-5213-10	Prjt Field Office Delivery (loaded mile)		\$ 330.00	\$ -	\$ 330.00	
01-5213-20	Project Field Office Rent		\$ 11,700.00	\$ 7,350.00	\$ 4,350.00	
01-5219-10	Sanitary Facilities		\$ 2,565.00	\$ 4,876.00	\$ (2,311.00)	

81	01-5626-10	Temp Chain Link Fence	Allowance	\$	15,000.00	\$	166.63	\$	14,833.37		
82	01-5813-10	Project Signage	None			\$	-	\$	-		
83	01-7113-10	Mobilization	Allowance	\$	4,000.00	\$	4,000.00	\$	-		
84	01-7113-20	Bugout	Included in Mobilization costs			\$	-	\$	-		
85	01-7419-10	Refuse Collection & Disposal		\$	9,000.00	\$	13,389.74	\$	(4,389.74)	\$	24.00
86	01-7423-10	Rough Cleaning	Allowance	\$	7,500.00	\$	-	\$	7,500.00		
87	01-7423-10	Final Cleaning	Allowance	\$	13,500.00	\$	8,312.56	\$	5,187.44		
88	01-7700-99	Closeout Procedures				\$	12,670.00	\$	(12,670.00)	\$	720.00
89	60-1000-99	Survey (Site Plan) - including staking	Allowance	\$	8,000.00	\$	1,334.57	\$	6,665.43		
99	70-1000-20	Fuel	Allowance	\$	1,500.00	\$	2,282.39	\$	(782.39)	\$	40.39
100	70-7000-99	Equipment		\$	67,500.00	\$	90,270.92	\$	(22,770.92)	\$	149.97
101											
102	<b>02000000</b>	<b>Existing Conditions</b>		\$	65,169.00	\$	59,881.84	\$	5,287.16	92%	\$ -
103	02	Temporary Walls	Allowance	\$	20,000.00	\$	21,499.84	\$	(1,499.84)		
104	02-4100.99	Demolition	BD Construction	\$	45,169.00	\$	38,382.00	\$	6,787.00		
106		Site Demo	Included in Site Prep Below	\$	-	\$	-	\$	-		
107											
108	<b>03000000</b>	<b>Concrete</b>		\$	604,383.51	\$	569,392.54	\$	34,990.97	94%	\$ -
109	03-3000.00	Building Concrete (foundation, floors, stoops) Add 1440 sf of hard surface court	Bigzby's Concrete	\$	546,217.91	\$	534,927.54	\$	11,290.37		
111	03-3000.00	Concrete Topping	Included in Concrete		7,185.60				7,185.60		
112		Concrete Reinforcing Steel (including mesh)	Concrete Industries	\$	32,925.00	\$	32,925.00	\$	-		
114		Masonry Reinforcing Steel	Concrete Industries	\$	2,365.00	\$	1,540.00	\$	825.00		
116		Reinforcing steel (additional concrete )	Concrete Industries	\$	690.00	\$	-	\$	690.00		
117											
118	<b>04000000</b>	<b>Masonry</b>		\$	416,220.00	\$	416,220.00	\$	-	100%	\$ -
119	04-2000.99	Masonry	Masonry Unlimited	\$	416,220.00	\$	416,220.00	\$	-		
121											
122	<b>05000000</b>	<b>Metals</b>			\$1,184,433.00	\$	\$1,178,158.62	\$	\$6,274.38	99%	\$0.00
124		Structural Steel Fab	Apollo Steel	\$	832,200.00	\$	832,200.00	\$	-		
125		Structural Steel Stairs & Rails Fab	Apollo Steel	\$	74,500.00	\$	74,500.00	\$	-		
126		Structural Steel Erection	Schroeder Steel Erection	\$	277,733.00	\$	271,458.62	\$	6,274.38		
127											
128	<b>06000000</b>	<b>Wood, Plastics &amp; Composites</b>		\$	304,951.00	\$	304,951.00	\$	-	100%	\$ -
129		Rough Carpentry	BD Construction	\$	161,130.00	\$	161,130.00	\$	-		
137		Casework	Designercraft	\$	143,821.00	\$	143,821.00	\$	-		
138	<b>07 00 00</b>	<b>Thermal &amp; Moisture Protection</b>		\$	478,595.44	\$	478,627.73	\$	(32.29)	100%	\$ 25.73
139	07-2100.10	Batt Insulation Alternate in lieu of Sprayed	Midwest Partitions	\$	44,500.00	\$	44,500.00	\$	-		
140	07-2100.10	Foam Insulation	Estimated Cost	\$	15,000.00	\$	16,517.64	\$	(1,517.64)		
		Fluid Applied Membrane	Midwest Partitions	\$	48,750.00	\$	48,750.00	\$	-		
		Membrane at elevator pit	?	\$	2,000.00	\$	-	\$	2,000.00		
145		Building Expansion joint w/ covers	Allowance	\$	5,000.00	\$	818.43	\$	4,181.57		
		Roofing	Tri-Cities Group Roofing	\$	325,904.44	\$	335,009.59	\$	(9,105.15)		
152	07-7123.10	Gutter and Downspouts	Included in Roofing								
154	07-9200.10	Sealants	Global Caulking	\$	37,441.00	\$	33,032.07	\$	4,408.93	\$	25.73
158		Insulation	Weatheright								

159	<b>08 00 00</b>	<b>Openings</b>		\$	414,082.00	\$	414,082.00	\$	-	100%	\$	-
		Doors and Hardware	Midwest Door & Hardware	\$	225,416.00	\$	225,416.00	\$	-			
169	08-3000.10	Overhead door	Bid #	\$	24,917.00	\$	24,917.00	\$	-			
172	08-5000.20	Exterior Windows	Included in Aluminum			\$	-	\$	-			
173	08-5000.20	Interior Windows	Included in Aluminum			\$	-	\$	-			
183	08-5000.20	Aluminum Storefront & Glazing	Tri County Glass	\$	163,749.00	\$	163,749.00	\$	-			
184	<b>09 00 00</b>	<b>Finishes</b>		\$	2,018,347.00	\$	2,016,937.00	\$	1,410.00	100%	\$	-
186	09-2116.10	Gypsum Drywall	Midwest Partitions	\$	1,427,583.00	\$	1,427,583.00	\$	-			
		Painting	Kucera Painting	\$	141,033.00	\$	141,033.00	\$	-			
		Acoustical Ceilings	TC Ceilings	\$	114,400.00	\$	112,990.00	\$	1,410.00			
	09-6000.99	Flooring	Floors Inc	\$	168,915.00	\$	168,915.00	\$	-			
	09-6000.99	Polished & Sealed Concrete	Kucera Painting	\$	37,200.00	\$	37,200.00	\$	-			
208	09-6000.99	Tile	Floors Inc	\$	129,216.00	\$	129,216.00	\$	-			
209	<b>10 00 00</b>	<b>Specialties</b>		\$	155,518.00	\$	138,119.50	\$	17,398.50	89%	\$	-
210		Display Boards	EPCO	\$	35,728.00	\$	35,728.00	\$	-			
212		Wall Protection (corner guards; minor wp)	EPCO	\$	10,808.00	\$	10,808.00	\$	-			
214	10-4400.10	Fire Extinguishers	EPCO	\$	2,781.00	\$	2,781.00	\$	-			
215	10-2800.10	Toilet Accessories	EPCO	\$	5,872.00	\$	5,872.00	\$	-			
216	10-2800.10	Toilet Partitions	EPCO	\$	28,193.00	\$	28,193.00	\$	-			
217		Lockers (Material and installation)	Storage and Design	\$	47,500.00	\$	47,500.00	\$	-			
219	10-1400.10	AED - Difibulator (2 total???)	EPCO (Allowance)	\$	6,136.00	\$	6,136.00	\$	-			
220	10-1400.10	Interior Room Signage	Allowance	\$	3,500.00	\$	1,101.50	\$	2,398.50			
221	10-1400.10	Exterior Signage	Allowance	\$	15,000.00	\$	-	\$	15,000.00			
222	<b>12 00 00</b>	<b>Furnishings</b>		\$	15,500.00	\$	16,971.00	\$	(1,471.00)	109%	\$	-
230		Roller window shades	Allowance	\$	15,500.00	\$	16,971.00	\$	(1,471.00)			
232	<b>14 00 00</b>	<b>Conveying Systems</b>		\$	131,950.00	\$	131,950.00	\$	-	100%	\$	-
233		Elevator	Otis Elevator	\$	96,000.00	\$	96,000.00	\$	-			
237		Elevator - Lift	Access Elevator	\$	35,950.00	\$	35,950.00	\$	-			
238	<b>21 00 00</b>	<b>Fire Suppresion</b>		\$	99,975.00	\$	100,095.00	\$	(120.00)	100%	\$	-
239	21-1300.99	Automatic Fire Sprinkler System	Bamford	\$	98,800.00	\$	98,920.00	\$	(120.00)			
240	21-1300.99	Auto. Fire Sprinkler System - Disconnect Existing	Bamford	\$	1,175.00	\$	1,175.00	\$	-			
241	<b>22 00 00</b>	<b>Plumbing</b>		\$	2,232,598.00	\$	2,232,598.00	\$	-	100%	\$	-
242	22-1000.99	Plumbing	Anderson Bros	\$	2,223,728.00	\$	2,223,728.00	\$	-			
243	22-1000.99	Plumbing - Disconnect Existing Shop	Waggoner Plumbing	\$	8,870.00	\$	8,870.00	\$	-			
244	<b>26 00 00</b>	<b>Electrical</b>		\$	1,284,743.66	\$	1,216,084.66	\$	68,659.00	95%	\$	(2.00)
245	26-0500.99	Electrical	Kidwell	\$	1,276,731.00	\$	1,208,072.00	\$	68,659.00			
246	26-0500.99	Electrical - Disconnect Existing Shop	Kidwell	\$	2,578.00	\$	2,578.00	\$	-			
247	26-0500.99	Electrical - Disconnect Existing Shop (Additional)	Kidwell	\$	5,434.66	\$	5,434.66	\$	-			
248	<b>31 00 00</b>	<b>Earthwork</b>		\$	374,858.00	\$	359,858.00	\$	15,000.00	96%	\$	-
249	31-1413.99	Site Prep	Morten Construction	\$	158,508.00	\$	158,508.00	\$	-			
250	31-1413.99	Elementary Building Demo	Morten Construction	\$	199,000.00	\$	199,000.00	\$	-			
251	31-1413.99	Erosion Control	Estimated Cost	\$	15,000.00	\$	-	\$	15,000.00			
252		Termite Control	Affordable Pest Control	\$	2,350.00	\$	2,350.00	\$	-			

282	<b>32 00 00</b>	<b>Exterior Improvements</b>		\$	27,972.16	\$	6,875.00	\$	21,097.16	25%	\$	-
286	32-1723.99	Parking Lot Stripping	Estimated Cost	\$	7,500.00	\$	-	\$	7,500.00			
287		Fencing	Patriotic Builders	\$	20,472.16	\$	6,875.00	\$	13,597.16			
291												
292	<b>33 00 00</b>	<b>Utilities</b>		\$	10,000.00	\$	-	\$	10,000.00	0%	\$	-
293	33-0000.00	Site Utilities	included above in Plumbing	\$	-	\$	-	\$	-			
294	33-0000.00	Site Utilities - PIV and Misc	?	\$	10,000.00	\$	-	\$	10,000.00			
297	<b>70 00 00</b>	<b>Misc</b>		\$	-	\$	-	\$	-	#DIV/0!	\$	-
298												
299												
300			Net	\$	10,583,994.55	\$	10,476,848.36	\$	107,146.19		\$	9,551.24
			CO#1-overex,elevator,demo vestibule	\$	18,969.69	\$	18,969.69	\$	-			
			CO#2-fire marshal, fur out walls,band room carp	\$	43,566.97	\$	30,699.76	\$	12,867.21			
			CO#3-weight room demo	\$	42,574.15	\$	46,509.23	\$	(3,935.08)			
304			Estimating Adjustment	\$	525,217.22	\$	197,783.19	\$	327,434.03		\$	7,322.94
305			Credit cost of 2nd Flr Corridor window	\$	(14,878.50)	\$	-	\$	(14,878.50)			
306			Owner Contingency	\$	50,000.00	\$	-	\$	50,000.00			
307			Contractors Fee	\$	212,025.02	\$	188,372.84	\$	23,652.18		\$	320.61
308			<b>Subtotal</b>	\$	<b>11,461,469.10</b>	\$	<b>10,959,183.07</b>	\$	<b>502,286.03</b>		\$	<b>17,194.79</b>
309			CM Bond Cost	\$	70,000.00	\$	68,382.00	\$	1,618.00			
			<b>Total</b>	\$	<b>11,531,469.10</b>	\$	<b>11,027,565.07</b>	\$	<b>503,904.03</b>		\$	<b>17,194.79</b>

Invoices By Job per Cost Code

BD Construction, Inc. / Kearney

08-05-2024

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All Invoices

Invoice	Invoice Date	Description	Original Amount
<b>21-02-025 Elm Creek Public Schools - CMR</b>			
01-3100-40 Incidental Const Services			
2028 Builders Warehouse			
PO Box 1895			
Kearney NE 68848-1895			
1638476	05-30-2024	knife/joint compound	24.38
1646131	06-25-2024	brush/sealant	41.21
1648586	07-02-2024	paint roller cover	3.38
6516 First National-0606-NO			
PO Box 2818			
Omaha NE 68103			
2024-06-26	06-26-2024	roundup/tapping block	35.75
6517 First National-7626-RP			
PO Box 2818			
Omaha NE 68103			
2024-07-02b	07-02-2024	weed killer	90.94
6555 First National-6379-LB			
PO Box 2818			
Omaha NE 68103			
2024-07-09	07-09-2024	premix fuel	24.99
CSI Total			220.65*
01-7419-10 Refuse Collection & Disposal			
19321 Solid Waste Agency Landfill			
PO Box 1180			
Kearney NE 68848			
420624	06-20-2024	landfill	24.00
CSI Total			24.00*
07-9200-10 Building Sealants			
2028 Builders Warehouse			
PO Box 1895			
Kearney NE 68848-1895			
1646807	06-26-2024	foam fill/sealant	25.73
CSI Total			25.73*

Invoices By Job per Cost Code

BD Construction, Inc. / Kearney

08-05-2024

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All Invoices

Invoice	Invoice Date	Description	Original Amount
<b>21-02-025 Elm Creek Public Schools - CMR</b>			
26-0500-99 Common Work Results for Electr			
11342	Kidwell		
	3333 Folkways Circle		
	Lincoln	NE 68504	
249284	07-16-2024	Draw 22-ECS	2.00-
		CSI Total	2.00-*
<b>70-1000-20 Equipment Fuel</b>			
6516 First National-0606-NO			
	PO Box 2818		
	Omaha	NE 68103	
2024-06-28	06-28-2024	equipment fuel	40.39
		CSI Total	40.39*
<b>70-1100-10 Estimating Adjustment</b>			
11342 Kidwell			
	3333 Folkways Circle		
	Lincoln	NE 68504	
249284	07-16-2024	Draw 22-ECS	2,058.00
20018 T-C Ceilings Inc			
	PO Box 879		
	Grand Island	NE 68802	
ECS-08	07-17-2024	Draw 08-ECS	2,250.00
		CSI Total	4,308.00*
<b>70-1100-99 Estimating Adjustment</b>			
6509 First National-1851-KC			
	PO Box 2818		
	Omaha	NE 68103	
2024-07-23	07-23-2024	basketball equipment	2,994.94
15005 Overton Sand & Gravel Co.			
	Box 327		
	Overton	NE 68863-0327	
85332a	04-17-2024	road gravel	20.00
		CSI Total	3,014.94*

All Invoices

Invoice	Invoice Date	Description	Original Amount
<b>21-02-025</b>		Elm Creek Public Schools - CMR	
		70-7000-99 K Equipment	
		3037 Construction Rental	
		2601 Ave N	
		Kearney	
		NE 68847	
492482-2	07-11-2024	skid steer rental	149.97
		CSI Total	149.97*
Report Totals:			7,781.68*

# Application and Certificate for Payment

**To** Elm Creek Public Schools  
**Contractor:** Buffalo County SD 10-0009  
 230 E Calkins Ave  
 Elm Creek, NE 68836  
**From** Anderson Bros.  
**Subcontractor:** PO Box 159  
 Kearney, NE 68848

**Project:** Boiler Replacement Project  
 Elm Creek PS  
 230 E Calkins Ave  
 Elm Creek, NE 68836  
**Architect:** Engineering Technologies Inc  
 825 M St Suite 200  
 Lincoln, NE 68508

**Application No.:** 2  
**Period to:** July 30, 2024  
**PO No.:** \_\_\_\_\_  
**Project No.:** \_\_\_\_\_  
**Contract Date:** June 4, 2024  
**Subcontract For:** \_\_\_\_\_

Distribution to:  
 OWNER   
 ARCHITECT   
 CONTRACTOR   
 CONST. MGR.

## CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for payment, as shown below, in connection with the Contract. Continuation Sheet(s) is attached.

ORIGINAL CONTRACT SUM. ....	\$	<u>375,410.00</u>
NET CHANGE BY CHANGE ORDERS. ....	\$	<u>0.00</u>
CONTRACT SUM TO DATE (Line 1 ± 2). ....	\$	<u>375,410.00</u>
TOTAL COMPLETED & STORED TO DATE. ....	\$	<u>130,558.58</u>
(Column G on Continuation Sheet)		
<b>RETAINAGE:</b>		
<u>10</u> % of Completed Work	\$	<u>13,055.87</u>
(Columns D + E on Continuation Sheet)		
<u>10</u> % of Stored Material	\$	<u>0.00</u>
(Column F on G703)		
Total Retainage		
(Line 5a + 5b or Total in Column I of Continuation Sheet): . . . .	\$	<u>13,055.87</u>
TOTAL EARNED LESS RETAINAGE. ....	\$	<u>117,502.71</u>
LESS PREVIOUS CERTIFICATES FOR PAYMENT. ....	\$	<u>15,872.21</u>
(Line 6 from Prior Certificate)		
CURRENT PAYMENT DUE. ....	\$	<u>101,630.50</u>
BALANCE TO FINISH, INCLUDING RETAINAGE		
(Line 3 less Line 6)	\$	<u>257,907.29</u>

CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Total changes approved in previous months by Owner	\$0.00	\$0.00
Total approved this Month		
<b>TOTALS</b>	\$0.00	\$0.00
<b>NET CHANGES by Change Order</b>	\$0.00	

The undersigned Subcontractor certifies that to the best of the Subcontractor's knowledge, information and belief the Work covered by this Application For Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Subcontractor for Work for which previous Certificates of Payment were issued and payments received from Contractor, and that current payment shown herein is now due.

## WAIVER & RELEASE OF LIEN

Whereas the undersigned Subcontractor has provided labor, services, material, or equipment for the above project, under an agreement with the Contractor.

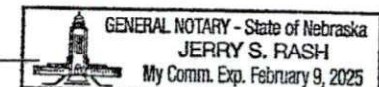
The Undersigned does hereby waive and release all bond claims, liens, claims, or right of claim, or right of lien, statutory or otherwise, against the property, project, Owner, Contractor or any other person or entity who is or may be claimed to be liable, or any sureties, for labor, services, materials, or equipment, as provided by the Undersigned, to the extent of payment received, as indicated herein, together with any previous payment(s) already received but excluding any retainage or any labor, services, materials, or equipment provided after the application period date stated above. The undersigned agrees that in exchange for receipt of the above amount for labor, services, materials, or equipment as described herein, he does hereby grant this release unconditionally.

The person signing below does hereby certify that he/she is fully authorized and empowered to execute this instrument and to bind the Undersigned hereto, and does in fact so execute this instrument.

Kenneth J. Muchmore  
 Subcontractor's Authorized Signature  
**Kenneth J. Muchmore**  
 Printed Name  
**President**  
 Title

Subscribed and sworn to before me this  
19th day of July, 2024

Jerry S. Rash  
 Notary Public



My Commission Expires: February 9, 2025





**ANDERSON BROS.**  
ELECTRIC, PLUMBING & HEATING, INC.

P.O. Box 159  
2600 Hwy 30 E, Rovar Park #8  
Kearney, NE 68847  
308-236-6437

P.O. Box 620  
313 West 4th  
Holdrege, NE 68949  
308-995-4481

Date	Number
7/30/2024	56106

<b>Bill To Address:</b>
Elm Creek Public Schools PO Box 490 Elm Creek, NE 68836

<b>Work/ShipAddress</b>
Elm Creek Public Schools 230 E Calkins Ave Elm Creek, NE 68836

Agreement #	PO #	Terms	Due Date	Sales Rep	WO #
		Due upon Receipt	7/30/2024		19583

Description of Services	Amount
Technician was called to site for the heat pump not cooling. Technician arrived at site and reset the main unit and adjusted the thermostat settings. Additionally, technician looked at two other units that werent functioning properly and found they had dirty coils. Technician cleaned the coils out of the units and they are functioning properly.	400.72

Thank you for choosing Anderson Bros.	<b>Subtotal</b>	\$400.72
100% Satisfaction is not just our goal. It is quality service, requiring skill, integrity and dependability. We know what it takes, EVERYDAY, EVERYTIME.	<b>Sales Tax</b>	\$0.00
	<b>Total</b>	\$400.72
	<b>Balance Due</b>	\$400.72

## Cash Flow Report

School District #9

Page: 1

8/9/2024

Processing Month

7/2024

User ID: LKJ

FUND NI Account		BEGINNING CASH 09/01/2023	REVENUES	EXPENSES	ENDING CASH
01	GENERAL FUND	449,017.95	6,035,628.13	(4,661,055.96)	1,823,590.12
02	DEPRECIATION	269,466.36	134.80	(38,058.05)	231,543.11
02	DEPRECIATION CD	506,705.17	24,050.89	-	530,756.06
03	EMPLOYEE BENEFIT	11,489.78	545.36	-	12,035.14
05	ACTIVITY FUND	84,573.22	344,213.79	(376,762.31)	52,024.70
06	NUTRITION FUND	48,786.44	218,632.67	(255,314.87)	12,104.24
07	BOND FUND	456,197.39	904,051.66	(806,242.40)	554,006.65
08	BUILDING FUND	185,634.55	114,544.62	(45,000.00)	255,179.17
08	EL BLDG FUND-NLAF	1,171.44	55.31	-	1,226.75
08	EL BLDG FUND-FIRSTIER	2,960,133.93	43,300.00	(1,986,073.46)	1,017,360.47
08	EL SWEEP ACCT (INTEREST)	147,416.10	48,902.08	-	196,318.18
		5,120,592.33	7,734,059.31	(8,168,507.05)	4,686,144.59

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS  
 FOR AUGUST 12, 2024  
 JULY 2024 FINANCIALS

**GENERAL FUND - ACCT NO. 137766**

BALANCE JULY 1, 2024		\$ 1,941,519.31
RECEIPTS	BUFFALO COUNTY	\$ 34,867.73
	DAWSON COUNTY	\$ 93.17
	ESU 10	\$ -
	PHELPS COUNTY	\$ 20,840.44
	PRESCHOOL	\$ 1,550.00
	STATE OF NEBRASKA - AID	\$ -
	STATE OF NEBRASKA - ESSER	\$ 193,690.00
	<b>TOTAL RECEIPTS</b>	<b>\$ 251,041.34</b>
AVAILABLE BALANCE		\$ 2,192,560.65
DISBURSEMENTS:		
	BILLS PAID JULY 8, 2024	\$ 59,543.27
	PAYROLL	\$ 309,427.26
	<b>TOTAL DISBURSEMENTS</b>	<b>\$ 368,970.53</b>
	<b>BALANCE JULY 31, 2024</b>	<b>\$ 1,823,590.12</b>

**DEPRECIATION FUND - ACCT NO 14832**

ACCT 14832	BALANCE JULY 1, 2024	\$ 247,415.32
	ANDERSON BROS.	\$ (15,872.21)
	INTEREST	\$ -
	<b>BALANCE JULY 31, 2024</b>	<b>\$ 231,543.11</b>
CD 31722	BALANCE JULY 1, 2024	\$ 530,578.69
	INTEREST	\$ 177.37
	TRANSFER FROM GENERAL FUNDS	\$ -
	<b>BALANCE JULY 31, 2024</b>	<b>\$ 530,756.06</b>
	<b>DEPRECIATION BALANCE JULY 31, 2024</b>	<b>\$ 762,299.17</b>

**UNEMPLOYMENT CD #2232**

BALANCE JULY 1, 2024		\$ 12,031.12
INTEREST		\$ 4.02
<b>BALANCE JULY 31, 2024</b>		<b>\$ 12,035.14</b>

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS  
 FOR AUGUST 12, 2024  
 JULY 2024 FINANCIALS

<b><u>BUILDING FUND</u></b>	BALANCE JULY 1, 2024	\$ 253,927.69
	BUFFALO COUNTY	\$ 377.61
	DAWSON COUNTY	\$ 1.84
	PHELPS COUNTY	\$ 427.04
	INTEREST	\$ 444.99
	<b>BALANCE JULY 31, 2024</b>	<b>\$ 255,179.17</b>
<b>BOND FUND OPENED 01/01/2023</b>	BALANCE JULY 1, 2024	\$ 545,200.75
	BUFFALO COUNTY	\$ 4,123.02
	DAWSON COUNTY	\$ 20.12
	PHELPS COUNTY	\$ 4,662.76
	<b>BALANCE JULY 31, 2024</b>	<b>\$ 554,006.65</b>
<b>ELEM CONSTRUCTION (NLAF)</b>	BALANCE JULY 1, 2024	\$ 1,221.54
	DIV REINVESTMENT	\$ 5.21
	<b>BALANCE JULY 31, 2024</b>	<b>\$ 1,226.75</b>
<b>ELEM CONSTRUCTION (FIRSTIER)</b>	BALANCE JULY 1, 2024	\$ 1,081,212.36
	INTEREST EARNED	\$ 2,673.42
	INTEREST TO SWEEP ACCOUNT	\$ (2,687.55)
	WILKINS ARCHITECTURE DESIGN	\$ -
	BD CONSTRUCTION	\$ (63,837.76)
	<b>BALANCE JULY 31, 2024</b>	<b>\$ 1,017,360.47</b>
<b>SWEEP SAVINGS ACCOUNT</b>	BALANCE JULY 1, 2024	\$ 193,630.63
	EARNED INTEREST ON ACCOUNT	\$ -
	INTEREST TRANSFER FROM CONSTRUCTION ACCT	\$ 2,687.55
	<b>BALANCE JULY 31, 2024</b>	<b>\$ 196,318.18</b>

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS  
 FOR AUGUST 12, 2024  
 JULY 2024 FINANCIALS

**LUNCH FUND**

<u>BALANCE JULY 1, 2024</u>		\$		10,313.14
<u>RECEIPTS</u>				
	LUNCH SALES	\$		1,791.10
	EFUND PAYMENTS	\$		-
	FEDERAL REIMBURSEMENT BREAKFAST	\$		-
	FEDERAL REIMBURSEMENT LUNCH	\$		-
	STATE REIMBURSEMENT LUNCH	\$		-
	STATE REIMBURSEMENT BREAKFAST	\$		-
	TOTAL RECEIPTS	\$		1,791.10
	AVAILABLE BALANCE	\$		12,104.24
<u>DISBURSEMENTS</u>				
	FOOD/GROCERIES/MILK ETC.	\$		-
	SUPPLIES	\$		-
	MISCELLANEOUS (REIMBURSEMENTS, BANK FEES)	\$		-
	PAYROLL	\$		-
	TOTAL DISBURSEMENTS	\$		-
	<b>BALANCE JULY 31, 2024</b>	<b>\$</b>		<b>12,104.24</b>

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AUGUST BILLS AS 8/9/2024

		\$		-
	BERNARD	\$		-
	CASHWA	\$		-
	DOLLAR GENERAL	\$		-
	FOSTERS	\$		-
	HILAND (MILK)	\$		-
	AUGUST PAYROLL (ESTIMATE)	\$		3,500.00
	US FOODS	\$		-
	VILLAGE UNIFORM (TOWELS ETC)	\$		-
		\$		3,500.00

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ELM CREEK SCHOOL BOARD TREASURER'S REPORTS  
 FOR AUGUST 12, 2024  
 JULY 2024 FINANCIALS

**ACTIVITY FUND (CURRENT CASH BALANCE SUMMARY)**

	BALANCE JULY 1, 2024	\$	57,133.22
RECEIPTS	ATHLETICS & ACTIVITIES	\$	1,772.25
	CLUB & CLASS ACCOUNTS	\$	155.00
	DISTRICT ACTIVITIES	\$	4,154.77
	TRANSFER FROM GENERAL	\$	-
	<b>TOTAL RECEIPTS</b>	<b>\$</b>	<b>6,082.02</b>
EXPENSES	ATHLETICS & ACTIVITIES	\$	4,720.00
	CLUB & CLASS ACCOUNTS	\$	1,969.50
	DISTRICT ACTIVITIES	\$	4,501.04
	<b>TOTAL EXPENSES</b>	<b>\$</b>	<b>11,190.54</b>
	<b>BALANCE JULY 31, 2024</b>	<b>\$</b>	<b>52,024.70</b>

Checking Account ID: GENERAL

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
20218	08/12/2024				ASKSUP	ASK SUPPLY CO. LLC	300.00
20219	08/12/2024				BEACONO	BEACON OBSERVER	188.17
20220	08/12/2024				BERANK	KIM BERAN	139.36
20221	08/12/2024				BUFFALOELE	BUFFALO CO ELECTION COMMISSION	100.00
20222	08/12/2024				BULKBOOK	BULKBOOKSTORE	438.20
20223	08/12/2024				CARRC	CLINTON CARR	95.05
20224	08/12/2024				CASHWAACT	CASH-WA DISTRIBUTING	1,040.95
20225	08/12/2024				USBANK	CORPORATE PAYMENT SYSTEMS	4,090.06
20226	08/12/2024				CRISIS	CRISIS PREVENTION INSTITUTE	1,309.90
20227	08/12/2024				EAKESOFF	EAKES OFFICE PRODUCTS	4,675.20
20228	08/12/2024				ECOLAB	ECOLAB PEST ELIMINATION	164.12
20229	08/12/2024				ESU10	EDUCATIONAL SERVICE UNIT 10	1,482.08
20230	08/12/2024				ESUCOORD	ESU COORDINATING COUNCIL	306.90
20231	08/12/2024				FLINNS	FLINN SCIENTIFIC INC	1,612.98
20232	08/12/2024				FOSTERC	CURT FOSTER	200.00
20233	08/12/2024				FOSTFAMGF	FOSTERS FAMILY FOODS	68.65
20234	08/12/2024				GRACZYKL	GRACZYK LAWN & LANDSCAPE	1,333.00
20235	08/12/2024				HELLRI648	RYAN HELLRIEGEL	100.00
20236	08/12/2024				HOMETOWN	HOMETOWN LEASING	1,320.00
20237	08/12/2024				INNOVATIVE	INNOVATIVE OFFICE SOLUTIONS LLC	198.36
20238	08/12/2024				PAYFLEX	INSPIRA FINANCIAL	150.00
20239	08/12/2024				DISTRICT7	JENAE DAHLSTEDT DISTRICT #7 TREASURER	700.00
20240	08/12/2024				JOURNEY	JOURNEYED.COM	500.00
20241	08/12/2024				PEPPERJW	JW PEPPER	61.24
20242	08/12/2024				KEARNWINN	KEARNEY WINNELSON CO.	948.27
20243	08/12/2024				KELLYSA	KELLY'S SALES & AG SERVICE	2,041.78
20244	08/12/2024				KELVIN	KELVIN L.P.	492.25
20245	08/12/2024				KSBSCHOOL	KSB SCHOOL LAW, PC LLO	1,750.00
20246	08/12/2024				KUCERAP	KUCERA PAINTING, INC	15,000.00
20247	08/12/2024				GOGUARD	LIMINIX, INC	9,720.00
20248	08/12/2024				LONGK	KATHY LONG	585.00
20249	08/12/2024				MARQUEZB	BRANDON MARQUEZ	1,200.00
20250	08/12/2024				LINWELD	MATHESON TRI GAS	292.73
20251	08/12/2024				MCGRAW	MCGRAW-HILL COMPANIES	655.32
20252	08/12/2024				MENARD430	MENARDS - KEARNEY	327.54
20253	08/12/2024				MCS	MY CENTRAL SUPPLY	115.35
20254	08/12/2024				NASBALICAP	NASB ALICAP	132,374.00
20255	08/12/2024				NCSA	NE COUNCIL OF SCHOOL ADM	225.00
20256	08/12/2024				NPPD	NEBRASKA PUBLIC POWER DISTRICT	6,682.08
20257	08/12/2024				ONESOURCE	ONESOURCE	29.00
20258	08/12/2024				PBIS	PBIS APPS	33.33
20259	08/12/2024				RUSTYS	RUSTY'S FERTILIZER, INC	160.00
20260	08/12/2024				SCHOLAST	SCHOLASTIC INC	790.65
20261	08/12/2024				SPRACKLIN	SPRACKLIN CHIROPRACTIC	90.00
20262	08/12/2024				STATENE	STATE OF NEBRASKA	354.41
20263	08/12/2024				STONEC73	CINDY STONE	2,720.00
20264	08/12/2024				VEXROBOTIC	VEX ROBOTICS, INC	2,035.74
20265	08/12/2024				VILLAGEE	VILLAGE OF ELM CREEK	1,016.10
20266	08/12/2024				VVS	VVS SURVEILLANCE SYSTEMS	400.00
20267	08/12/2024				WEXBANK	WEX BANK	313.24
20268	08/12/2024				WOODWARDS	WOODWARDS DISPOSAL SERVICE	30.00
20269	08/12/2024				COMPASS	YOUR COUNSELING COMPASS	230.00
20270	08/12/2024				ZEARN	ZEARN	2,500.00
Check Type Total:			Check		Void Total:	0.00	Total without Voids: 203,686.01
Checking Account Total:			GENERAL		Void Total:	0.00	Total without Voids: 203,686.01
Grand Total:					Void Total:	0.00	Total without Voids: 203,686.01

Salary Schedule for Certificated Employees

The board of education recognizes the "salary schedule" and related provisions for compensation currently in effect resulting from negotiations between the board and the education association. This policy is intended to supplement the terms and conditions contained in the collective bargaining agreement. If there is any conflict between the terms of this policy and the collective bargaining agreement, the terms of the negotiated agreement shall control.

**Horizontal Advancement.** Teachers who wish to advance horizontally on the salary schedule are encouraged to notify the superintendent in writing of their movement on the salary schedule prior to June 1 of the preceding school year. The teacher must furnish the superintendent with college transcripts by September 10 for the teacher to qualify to move horizontally on the salary schedule. If an institution will not issue an official transcript by September 10, the teacher must provide the superintendent with written confirmation by September 10 from a college official attesting that the teacher has satisfactorily completed the courses.

**Movement Past the BA Column.** Teachers who wish to advance beyond the BA column shall be enrolled in courses that relate to education, as determined by the superintendent. Teachers are encouraged to inform the superintendent of their enrollment prior to the beginning of their class to discuss its work-related objectives.

**Movement Past the MA Column.** Teachers who wish to advance beyond the MA column must be enrolled in course work that relates to education. Teachers are encouraged to inform the superintendent of their enrollment prior to the beginning of their class to discuss its work-related objectives.

**Superintendent's Review.** The superintendent shall review all requests for advancement on the salary schedule resulting from a teacher's acquiring additional teaching experience or for completion of college courses, and shall report all changes to the board of education annually.

**Vertical Advancement.** A teacher may advance only one step vertically on the schedule in any year.

Adopted on: December 14, 2020

Revised on: \_\_\_\_\_

Reviewed on: March 11, 2024

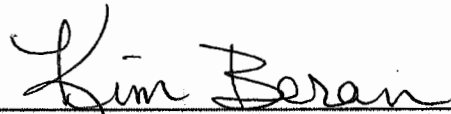
Schedule A

EDUCATIONAL SERVICE UNIT 10 BUDGET FORM  
2024-2025  
Agency Code--950010

District Name: Elm Creek Public Schools

Contracted Reimbursable School Age Services	NDE Service Code	2023-24 Percent Per District	2024-25 Percent Per District
SpEd Supervision School Age - Secondary	0001	-	0.0260
SpEd Supervision School Age - Elementary		-	0.0260

Contracted Nonreimbursable Preschool Services		2023-24 Percent Per District	2024-25 Percent Per District
SpEd Supervision Ages 3 - 4	0001	-	0.0270
SpEd Supervision Birth - 2		-	0.0270



signature of authorized school representative

Budget

EDUCATIONAL SERVICE UNIT 10 BUDGET FORM  
2024-2025  
Agency Code--950010

District Name: Elm Creek Public Schools

**Contracted Reimbursable School Age Services**

	<b>Service Code</b>	<b>Budget</b>	<b>FTE/Hours</b>
SpEd Supervision School Age - Secondary	0001	12,758.46	0.026
SpEd Supervision School Age - Elementary		12,758.46	0.026

**Contracted Nonreimbursable Preschool Services**

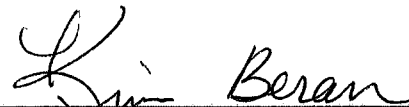
SpEd Supervision Ages 3 - 4	0001	2,875.25	0.0270
SpEd Supervision Birth - 2		2,875.25	0.0270
	<b>Total</b>	<b>31,267.42</b>	

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION  
COOPERATIVE PROGRAM AGREEMENT  
SCHOOL YEAR 2024-2025

Cooperative Program Name: ESU 10 Supervision Cooperative  
Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU Number	950010
Address:	P.O. Box 850 Kearney, NE 68848		
Phone:	308-237-5927		
Name / Title of Administrative Agency Representative:	Dr. Melissa Wheelock, Administrator		
Name / Title of Contact Person:	Jean Anderson, Special Education Director		
Address:	Same		
Phone:	Same		
Signature:	_____	Date:	08/ 01/ 2024
	Administrative Agency		

Part VI:

Cooperative Program Participant:	Elm Creek Public Schools	School District or ESU Number:	10-0009
Address:	230 East Calkins Ave., PO Box 490 Elm Creek, NE 68836-0490		
Phone:	308-856-4300		
Name / Title of Cooperative Program Participant Representative:	Kim Beran, Superintendent		
Name / Title of Contact Person:	Same		
Address:	Same		
Phone:	Same		
Signature:		Date:	8-9-24
	Cooperative Program Participant Representative		

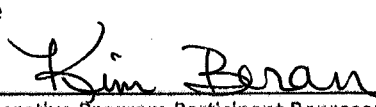
NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION  
COOPERATIVE PROGRAM AGREEMENT  
SCHOOL YEAR 2024-2025

Cooperative Program Name: ESU 10 Special Education Preschool Supervision Cooperative

Part V:

<b>NAME OF ADMINISTRATIVE AGENCY:</b>	Educational Service Unit 10	School District or ESU Number	950010
Address:	P.O. Box 850 Kearney, NE 68848		
Phone:	308-237-5927		
Name / Title of Administrative Agency Representative: Dr. Melissa Wheelock, Administrator			
Name / Title of Contact Person: Jean Anderson, Special Education Director			
Address:	Same		
Phone:	Same		
Signature:	_____	Date:	08/01/ 2024
	Administrative Agency		

Part VI:

<b>Cooperative Program Participant:</b>	Elm Creek Public Schools	School District or ESU Number:	10-0009
Address:	230 East Calkins Ave., PO Box 490 Elm Creek, NE 68836-0490		
Phone:	308-856-4300		
Name / Title of Cooperative Program Participant Representative: Kim Beran, Superintendent			
Name / Title of Contact Person: Same			
Address:	Same		
Phone:	Same		
Signature:		Date:	8-9-24
	Cooperative Program Participant Representative		