

Cozad Community Schools

Board of Education Regular Meeting

Monday, January 13, 2020 7:00 PM

Office of the Superintendent

Mission: The mission of Cozad Community Schools is to prepare students to be lifelong learners and productive, responsible citizens by providing a quality education in cooperation with family and community.

Values - Guiding Principles

Respect - Trust, appreciate, celebrate, value, act with urgency

Integrity - Do the right thing, deliver highest quality instruction and practice full accountability

Teamwork - Teamwork at all levels districtwide, recognize and celebrate, have fun and enjoy

Innovation - Positive attitude, open to new ideas,

Courage - Embrace change and take calculated risk, encourage others, communicate directly with respect

1. BOARD OF EDUCATION REGULAR MEETING 7:00 P.M.

- 1. Call to Order, Roll Call**
- 2. Nebraska Open Meeting Law, Publication of Meeting**

This meeting has been preceded by advance notice and is hereby declared to be in open session. A current copy of the Nebraska Open Meetings Act is posted on the N.E. wall of the meeting room.

Notice of this meeting was given in advance by being posted at the District Office, Cozad City Office, Wilson Public Library, Sonny's Super Foods and on the Cozad Community Schools website. Notice of this meeting was also given in advance to all members of the Board of Education.

- 3. Excused/Unexcused Board Member Absence**

2. REORGANIZATION OF THE BOARD OF EDUCATION FOR 2020

1. Election of the President

Nominations for the office of President

2. Election of the Vice President

Nominations for the office of Vice President

3. Election of Secretary

Nominations for the office of Secretary

4. Appointment of District Treasurer

Susan Kloepping

5. Designation of the School District Attorney

KSB Law Firm: Karen Hasse, Steve Williams, Bobby Truhe

6. Designation of District Depositories

Homestead Bank, Waypoint Bank, and Security First Bank

7. Designation of the District Newspaper

Tri-City Tribune

8. Appointment of Board Committees

The President of the Board of Education appoints board members to the following committees:

Americanism; Curriculum and Instruction; Facilities (building and grounds) and Finance; Negotiations; Technology and Equipment; Transportation; Personnel and Community Relations; Wellness Center Committee Board; and the Cozad Community Schools Foundation Committee

There is a maximum of three members on any committee.

A tentative board committee meeting schedule is attached. These dates/times can be adjusted as needed.

9. Signing of Potential Conflict of Interest Statement

Each board member must complete and sign a NADC Form C-2A, which is a Potential Conflict of Interest Statement

3. PUBLIC COMMENTS

The Board of Education invites you to offer comments during the public comments portion of the agenda. This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

When you have been recognized, please stand and state your name and come forward to the front of the board table.

The board will generally allow a total of 20 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 4 individuals who wish to address the board, the 20 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.

For additional instructions on public participation, brochures are provided for you to view. A copy of Policy 2009 Public Participation at Board Meetings is available upon request.

4. PRINCIPAL/ADMINISTRATIVE REPORTS

1. Patty Wolfe Report

2. William Beckenhauer Report

1. Tower Garden Presentation by Madelyn Spaulding, Sydney Howerter and Kelsey Shotkoski

3. Jeremy Yilk Report

4. Brian Regelin Report

5. Dale Henderson Report

6. James Ford Report

5. SUPERINTENDENT REPORT

On December 19th, 2019 we had our first Lunch Advisory Board meeting for the 2019-2020 school year. With meeting with OPPA, students, faculty and parents we learned of progress with the food program. Students throughout the district will soon be receiving surveys to give input on items that they would like added or brought back to the school menu.

Over Christmas break the office worked very hard and to get out W-2s and 1099.

Enrollment as of 1.9.2020
K-12.....892 (see attachment)

6. CONSENT AGENDA

1. Approval of the Minutes of Previous Meeting(s)

- Minutes from the December 16, 2019 Board of Education Regular Meeting

2. Congratulations, Condolences, Correspondences

Congratulations to Kylie and Charley Corken on the birth of their daughter, Adalyn.

Congratulations to Ben and Laura Vetrovsky on the birth of their daughter, Raelee.

Condolences to Amy and Ashley Mohler on the loss of Amy's Mother-in-Law/
Ashley's grandmother, Linda Mohler.

3. Classified Resignations

Neleigh Niles, Elementary Para, effective 1.17.2020

4. Classified Hires

Tabytha Mustard, Elementary TLC Para, effective 1.6.2020

5. Salary Advancement Applications

6. Standing Reports

1. Sub Reports

2. Bus Route Averages

7. Approval of \$3,850.31 Purchase from Lunch Account

New Elementary Freezer from Restarant Equipppers - \$3,850.31 (Picture Attached)

8. Approval of transfer \$5,000 from the General Fund to Employee Benefit Fund

9. Approval of a transfer of \$10,000 from the General Fund to the Activities Fund

10. Approve HVAC Mid Plain Construction Bid of \$1,240,000

11. Approve of HVAC Mid-States Automation & Control, Inc bid of \$89,250.00

12. FINANCIAL REPORTS AND CLAIMS

1. District Treasurer's Report

2. District Financial Report

3. Check Journal General Fund

Payroll:\$817,589.35

AP: \$133,475.98

TOTAL: \$951,065.33

4. Check Journal Lunch Fund

AP: \$55,284.67

TOTAL: \$55,284.67

5. Activities Financial Report

6. Activities Check Journal

7. Activity Fund Accounts Verifications

8. Bond Fund

9. Building Fund

10. General Fund

11. Depreciation Fund

12. Employee Benefit

13. Student Fees

14. Financial Standing Reports

1. Bond Fund Taxes Report

2. General Fund Taxes Report

3. Building Fund Taxes Report

4. Nutrition Services SNP Claim for Reimbursement Summary

13. Discuss, Consider and Take Action Raising Afterzone Rates Starting Summer 2020 Session

2020 Summer Session

\$15 Full day

\$10 Half day (5 hrs maximum)

Maximum Family per day \$40

2020-2021 School Year

Pick Up Time: 3:30pm- 4:45pm -\$3

4:45pm- 6:00pm- \$5

Discussed with Mrs. Fritz, Mr. Henderson and Mr. Wymore

14. Discuss, Consider and Take Action on the approval of attendance waivers for two students, as presented by Mr. Beckenhauer.

Mr. Beckenhauer's rationale for the two students he is requesting attendance waivers for is attached.

Nine Students will be losing credit for nonattendance. One student seeks a waiver for non attendance.

15. Discuss, Consider and Take Action on the approval of policies of 5056, 6020, 6026, 6027, 6028, 6029, 6030, 6031, 6033 and 6034

1. 5056 Free Expression by Students

Adopting KSB policy, replacing current policy 5135.6

2. 6020 Multicultural Education

Adopting KSB policy, replacing current policy 6143

3. 6026 Emergency Dismissal

No current policy, adopting KSB's policy

4. 6027 Field Trips

No current policy, adopting KSB's policy

5. 6028 The Extracurricular Activities Program

Adopting KSB policy, replacing current policy 5130.3

6. 6029 Activity Trips

No current policy, adopting KSB's policy

7. 6030 Public Appearances of School Groups

No current policy, adopting KSB's policy

8. 6031 Emergency Exclusion

No current policy, adopiting KSB's policy

9. 6033 Restraint and Seclusion of Students

Adopting KSB policy, replacing current policy 4125

10. 6034 Concussion Awareness

Adopting KSB policy, replacing current policy 6283

16. Executive Session

2020-2021 Negotiated Agreement

17. Approval of the Negotiated Agreement for the 2020-2021 school year.

18. Executive Session

Discuss Superintendent Contract

19. AGENDA SETTING AND FUTURE MEETINGS

- NASB Budget & Finance Workshop- February 5,2020,Kearney, NE
 - Eggleston has been registered
- NASB Legislative Issues Conference- February 9 &10,2020, Lincoln, NE
 - Carlson has been registered
- Board of Education Regular Meeting- February 10, 2020 at 7pm
- Board of Education Regular Meeting- March 16, 2020 at 7pm

20. ADJOURNMENT

*** 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 Law.

****Sequence of Agenda:** The sequence of agenda topics is subject to change at the discretion of the board. Please arrive at the beginning of the meeting.

*****Action Item:** The board reserves the right to take action on any item on the board agenda.

ITEM 4		PERSONS WHO MAY RECEIVE FINANCIAL BENEFIT OR DETRIMENT	
<input type="checkbox"/> You			
<input type="checkbox"/> Member of your Immediate Family:		_____	
		NAME	
Business With Which You			
<input type="checkbox"/> Are Associated (See Definitions)		_____	
		NAME OF BUSINESS	
ITEM 5		NATURE OF FINANCIAL BENEFIT OR DETRIMENT	
<div></div>			
ITEM 6		CONTINUATION	
<div></div>			
<div></div>			
(SIGNATURE)		(DATE)	

General Information - Filing Requirements

I. What is a Potential Conflict of Interest? - A public official has a potential conflict of interest if he or she is faced with taking an official action or making an official decision which may result in a financial benefit or a financial detriment to the public official; a member of his or her immediate family; or a business with which he or she is associated. The financial effect of the action or decision must be distinguishable from the financial effect on the general public or a broad segment of it.

II. Who Must File:

- A. An official of a city or village holding elective office who has a potential conflict of interest. An official of the cities of Lincoln or Omaha holding elective office who has a potential conflict of interest should not file this form, but instead should use Form C-2.
- B. An official of a school district holding elective office who has a potential conflict of interest.
- C. An elective office is a public office normally filled by an election. A person appointed to fill a vacancy in a public office normally filled by election holds an elective office.

III. When and Where to File:

- A. This form should be filed as soon as the person holding elective office is aware that he or she may have a potential conflict of interest and prior to the time that the action is to be taken or the decision made.

- B. This form should be filed with the person who normally keeps records for the governing body of the official holding elective office. For example, the person who keeps records for a city or village may be the city clerk or village clerk. **This form does not need to be filed with the Commission.**
- C. The person filing the form should abstain from participating in or voting on the matter in which he or she has a potential conflict of interest. However, if the person wants an opinion from the Commission as to whether he or she has an actual conflict of interest requiring abstention or non-participation, he or she may send a copy of the form to the Commission along with request for an opinion.

Disclosure of Contractual Interests by Local Officers. If you are a local elected official disclosing an interest in a contract or an open account in which a local governing body on which you serve is a party, use NADC Form C-3, Contractual Interest Statement.

Disclosure of the Employment of Immediate Family Members. If you are disclosing the employment of an immediate family member, use NADC Form C-4, Employment of Immediate Family Members Disclosure Statement.

Definitions

Immediate family shall mean a child residing in your household, your spouse or an individual claimed by you or your spouse as a dependent for federal income tax purposes.

Business shall mean any corporation, partnership, limited liability company, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint-stock company, receivership, trust, activity, or entity. NOTE: The definition includes for profit and non-profit entities.

Business with which you are associated shall mean a business: (1) of which you are the sole proprietor; (2) or in which you are a partner, director, or officer; (3) or in which you or a member of your immediate family is a stockholder of closed corporation stock worth \$1,000 or more at fair market value or which represents more than a 5 percent equity interest, or is a stockholder of publicly traded stock worth \$10,000 or more at fair market value or which represents more than a 10 percent equity interest.

Elective office shall mean a public office filled by an election, except for federal offices. A person who is appointed to fill a vacancy in a public office which is ordinarily elective holds an elective office.

Person means a business, individual, proprietorship, firm partnership, joint venture, syndicate, business trust, labor organization, company, corporation, association, committee, or any other organization or group of persons acting jointly.

Statutory Authority: Section 49-1499.03 Revised Statutes of Nebraska.

Technology Board Report

1/13/20

**Patty Wolfe - Technology
Director**

1. Erate 2020

- a. \$193.63 per student for Category 2 (Category 2 services are those needed to enable high-speed broadband connectivity and broadband internal connections components.)
- b. Brian Geary of ESU will be contacting Mr. Wymore and myself on recommendations for the 2020 Erate year. This is for one year only. The majority of the changes will occur in the FY2021 when the new, permanent 5-year plan begins
- c. I Will be working with ESU on filing Form 471s and RFPs (must be filed by February 21, 2020)

2. Ecollect--PowerSchool

- a. Ecollect is an adaptative management system that works with our District Student Information System (PowerSchool). Ecollect previously was developed and owned by a company called AccelaSchool and in the past few months, PowerSchool has purchased this add-on.
- b. Ecollect is used to help streamline communication and enrollment between the school district and parents. It is a comprehensive solution for online student registration and enrollment, featuring a parent friendly online registration portal. Ecollect resides in our student information system, PowerSchool, and is accessed using the parent portal.
- c. Our district purchased ECollect this school year and I have been working on setting it up and attending trainings. Once I have been trained and tested the products, I will work with the secretaries. The goal is to implement part of this product next Fall and then slowly move toward the integration of the product for streamlining our registration and data.
- d. Ecollect has two components: #1--Enrollment and #2 Essentials (forms). With Ecollect, we can use PowerSchool parent portal to share forms with parents to be completed electronically which in return maps the data back into the student record in PowerSchool (this would include forms such as free/reduced eligibility, demographic updates, field trip permission, etc.)

3. Planning for student device updates for 2020-21

- a. We will be working on plans to update some of our student devices. Our first set of chromebooks are at the end of year 3. We will work on planning and costs and have this information available to share at the February or March Board Meeting.

4. Digital Investigations to Support Threat Assessment

- a. *Information attached
- b. February 19 & 20 (19th Basic & 20th Advanced)
- c. Younes Conference Center, Kearney

- d. Officer Peden & Patty Wolfe should attend

Digital Threat Investigation Training

February 19 - 20, 2020

Younes Conference Center - Kearney, NE

After the **Basic Digital Investigations to Support Threat Assessment** training held last fall, we received an overwhelming amount of requests to again hold this training so that more educators could take back this important threat assessment information to their schools in addition to providing the advanced training session.

We are excited to bring back Safer Schools Together to again provide **Basic Digital Investigations to Support Threat Assessment** on February 19, 2020.

In addition, Safer Schools Together will be providing a second day of **Advanced Investigations to Support Threat Assessment** on February 20, 2020, for those who have already attended or are registering to attend the Basic Training on February 19.

Agenda:

Wednesday, February 19, 2020

8:00 - Registration

8:30 - Basic Digital Investigations to Support Threat Assessment

Safer Schools Together

The vast majority of recent high-profile incidents of violence at schools and in communities had precursors leaked online in the form of social media posts. Knowing where, how and when to look for this critical information is the current challenge this nation faces and it is one that we will thoroughly address. There are free online tools and techniques that all those responsible for ensuring the safety in your schools need to be regularly using. We will cover the challenges that frontline investigators and school staff are currently facing including anonymous online threats, sexting, sextortion, swatting and doxing, geolocation utilities, image verification of firearms and suicidal imagery and searching Instagram by school location.

3:30 - Dismiss

Thursday, February 20, 2020

8:00 - Registration

8:30 - Advanced Investigations to Support Threat Assessment

Safer Schools Together

Advanced Investigations to Support Threat Assessment Training will build and expand significantly on the content covered during the prerequisite Basic DTA Training. Participants will leave with a concrete understanding of how to find and curate relevant digital information as is typically represented in a real-life digital threat assessment data gathering scenario. Significant

engagement and hands-on practice will take place as participants are assembled into investigative teams and given a mock real-life situation. Teams will navigate the realms of the social media world using both familiar and new techniques to produce a digital baseline report. SST will supply templates and standard operating procedures for participants to take home. Attendees will leave feeling confident in their ability to independently establish a threat makers' digital baseline and produce a comprehensive report.

3:30 - Dismiss

Any cancellation request must be received no later than **Monday, February 17, 2020.**

*A 48 hour (2 business day) cancellation policy is in place for all events. To avoid being charged the full registration fee, please submit any requests to cancel your registration before the cancellation deadline. Please contact Connie, connie@ncsa.org, with all cancellation requests and inquiries.

Please note: your registration fee will be refunded or waived ONLY if an event is cancelled due to inclement weather. Otherwise, the 48 hour (2 business day) cancellation policy remains in effect for all events.

MS Board Report 1/13/20- Brian Regelin

We will be doing Instruction Rounds at the Middle School on January 13th and 14th. As part of our Marzano Instructional Model we use professional learning known as *Instructional Rounds*. Through this process, our teachers develop a shared practice of observing, discussing, and analyzing learning and teaching. All of our teachers care deeply about their students and are doing the best they can every day to help all students learn and this process will help develop a shared understanding of what high-quality instruction looks like and what we need to do to support it.

I would like to thank all of our Middle School staff for helping with the Haymaker Holiday Shoppe. Students were able to use their Be a M.A.K.E.R tickets to purchase and wrap presents for their family. It was a huge success!

Cozad Community Schools
Board of Education
Elementary Report
January 13, 2020

1. I attended the Crisis Response Level VII training at ESU10 on Jan. 9th.
2. There are presently two outside teams utilizing the elementary gym on a weekly basis (softball and youth basketball).
3. Elementary presentation for the board.

CEEC-We are getting the word out that we are accepting enrollment applications for the 20-21 school year. Spread the word to everyone we are trying to get as many 4 year old students as we can. We have had numerous applications already but we want more. The second home visits have started up and the teachers are setting up their visits with families and are utilizing the time they have been given on the first and third Friday of January.

We are doing some deeply impactful things to help our students and families with education, strategies, and practice ideas for families to use in their parenting. I am impressed with our staff's ability to encourage and teach through our community outreach programs.

SPED-We are accepting applications for our HS SPED opening and we will have a career fair opportunity at UNK on January 16th. The staff are also preparing for the upcoming state mandated tests and making sure the students are provided with all of the testing accommodations students need.

It is very encouraging for me seeing the growth that our students are making on their quarterly progress reports. Our staff work diligently for our students and the students have been making gains and it is showing on their progress reports. Our staff does a great job working with our most fragile learners.

COZAD COMMUNITY SCHOOLS ENROLLMENT NUMERS AS OF 1/09/2020

			<u>B/G</u>
<u>PRE-K</u>	<u>64</u>		<u>36/26</u>
	HOME BASED	9	6/3
	ATTENDING	55	32/33
<u>K-5</u>	<u>420</u>		<u>205/215</u>
	KIND	75	34/41
	1 ST	74	36/38
	2 ND	72	37/35
	3 RD	63	30/33
	4 TH	65	30/35
	5 TH	71	38/33
<u>MS</u>	<u>189</u>		<u>102/87</u>
	6 TH	59	32/27
	7 TH	69	37/32
	8 TH	62	33/28
<u>HS</u>	<u>283</u>		<u>161/122</u>
	9 TH	85	50/35
	10 TH	68	39/29
	11 TH	65	35/30
	12 TH	65	37/28
<u>TOTAL K-12</u>	<u>892</u>		<u>468/424</u>

Board of Education Regular Meeting

Monday, December 16, 2019 7:00 PM

Office of the Superintendent

1910 Meridian Ave

Cozad, NE 69130

The meeting was called to order at 7:00 PM

Ann Burkholder: Present

Joel Carlson: Present

Judy Eggleston: Present

Kiley Goff: Absent

John Peden: Present

Michele Starman: Present

1. BOARD OF EDUCATION REGULAR MEETING 7:00 P.M.

President Starman called the meeting to order at 7pm

1.1. Call to Order, Roll Call**1.2. Nebraska Open Meeting Law, Publication of Meeting**

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1.3. Excused/Unexcused Board Member Absence

Motion to excuse board member Kiley Goff Passed with a motion by John Peden and a second by Judy Eggleston.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, John Peden: Yea,

Michele Starman: Yea

Yea: 5, Nay: 0

2. PUBLIC COMMENTS

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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. For additional instructions on public participation, brochures are provided for you to view. A copy of Policy 2009 Public Participation at Board Meetings is available upon request.

7 members of the public were present. No comment was made.

3. PRINCIPAL/ADMINISTRATIVE REPORTS

3.1. Patty Wolfe Report

1. 2019-2020 Future Ready District Technology Profile (Plan)

a. Future Ready Nebraska for 2018-2019

b. Currently completing Cozad Community Schools' data for the 2019-2020 school year

c. Data is aligned with the Future Ready Framework and Nebraska's Educational Technology and Digital Learning Plan

(<https://www.education.ne.gov/future-ready-nebraska/>)

d. Use this data for future planning

e. Looking at forming a team or advisory group for Technology and Integration

f. Deadline of the 2019-2020 Profile is January 15, 2020

3.2. William Beckenhauer Report

Board report 12/16/19

1. Conclusion of S1/Q2 on 12/20, Counselor and I have been doing grade checks and conferences with seniors with academic concerns. Also we have been conferencing with students at-risk of violating board policy on attendance for last month.
2. Spring semester begins 1/6, will start meeting with AD/asst. principal & counselor to start preparing for the 2020-2021 school year.
3. 5 Star finishing tiling of rooms 104 & 112 during break, floors were damaged by water leaks from August storms.
4. Activities:
 - a. NSAA moratorium 12/22 - 12/26
 - b. Winter athletic & Speech seasons in full swing.

3.2.1. Report by FFA

FFA members that presented were Alyssa Koble, Bella Klein, Gracie Schneider and Tayler Chytka with the technology support of McKenzie Crowe, Ag Teacher.

They presented on their experience to the National FFA Convention in Indianapolis, Indiana. Noting on the speakers that enthused them the most. They went on to express some of the pains of the long bus ride, but the joys of seeing and experiencing the states outside of Nebraska.

McKenzie Crowe thanked the Cozad Community Schools for the support of sending Cozad FFA members to the 2019 convention.

3.3. Jeremy Yilk Report

1. One Act

a. High School One Act

i. One-Act competed in the district competition last Friday in Minden. The team finished 4th in District B-5 (JP Broke Tie for 3rd) in the final competition of the season.

ii. Outstanding Acting Awards: Megan Burkholder, Landry Geiger, Quinn Salleng, Jadyen Hardee, Angel Rigsby, Chloe Donahey, Samuel Hermosillo, Colton Benjamin, Alexander Huertas

b. Upcoming

i. N/A

2. Speech

a. The speech team has been working hard on preparing for their upcoming season with around 45 students participating. They will begin their season hosting the Cozad Speech Invite on Saturday, December 14th - 8:00 am.

b. Upcoming

i. 12.14.19 - Cozad Speech Invite

ii. 1.4.19 - Lexington Speech Invite

3. Boys Basketball / Girls Basketball

a. The HS basketball seasons are underway. Both GBB & BBB teams fell to Chase County in JV and Varsity action last Thursday. Both teams are building chemistry and gaining experience as they practice and play games. It's a busy month of December with several contests scheduled.

Roster numbers: GBB (9th-12th) = 20 BBB (9th-12th) = 32

b. MS Girls Basketball

i. 7th and 8th GBB is in the middle of their season working hard to improve their skills. Both teams recently competed against McCook last Monday (7th) and Tuesday (8th) playing A and B games. Their busy schedule continues with games against Minden on the 12th and will finish their season versus Ogallala on the 16th.

c. Upcoming

i. 12.12.19 - 7th GBB vs Minden - 4:00 pm

ii. 12.12.19 - 8th GBB @ Minden - 4:30 pm

iii. 12.12.19 - 9/10 BBB @ McCook - 5:00 pm (9-10 GBB Canceled)

iv. 12.13.19 - JV/VAR GBB/BBB vs Hershey 4:30/6:00/7:30 pm

v. 12.14.19 - JV/VAR GBB/BBB @ Valentine 2:30/4:00/5:30 pm

4. Wrestling

a. The wrestling began their season this past weekend hosting Mitchell in a dual (won 42-33) and hosting their own invite. The team has 14 wrestlers out this

year. The team wrestled and competed well last weekend gaining valuable experience in this young season. They earned some wins and medals along the way.

i. Medalists from Cozad Invite: Isaac White (120) - 4th, Kaleb Pohl (160) - 6th, Eli Boryca (170) - 6th, Cade Stott (220) - 5th

b. MS Wrestling

i. The MS wrestling team has begun their schedule with meets at South Loup, Gothenburg and Adams Central. They are entering their final two weeks of the season with 31-7th and 8th graders out. They are continuing to improve with several kids having winning records.

c. Upcoming

i. 12.12.19 - HS Wrestling dual vs McCook - 6:30 pm

ii. 12.13.19-12.14.19 - HS Wrestling - Nebraska Duals

iii. 12.16.19 - MS Wrestling @ Broken Bow Invite

5. Other

a. Safety straps installed for HS gym basketball hoops

i. 12.11.19

3.4. Brian Regelin Report

December 4th HS/MS Language Arts, Science and Math teachers worked with Theresa from ESU 10 on MAP Analysis. They learned how to navigate the new NWEA website and were able to collaborate with teachers in their areas regarding using map data for grouping students within classes, as well as placing students in honors classes. We also discussed changes to NSCAS (state testing) coming in 2021-2022. NSCAS will be given twice a year and there will be no MAP testing.

Our middle school Language Arts teachers worked with Jeff Janda from ESU on December 9th on TestWiz assessment creation, scoring, and reporting. TestWiz allows our teachers the ability to create a local assessment using our own local items or using items from the Formative Assessment Item Bank and align them to the standards.

Honors convocation is December 19th and we will give awards for Honor Roll, all A's, and other special awards. Life Skills Classes will also do their quilt drawings for 1st semester and ticket sales will be given to the Cozad United Way.

Cozad Middle School students worked together this year to collect paper products, laundry detergent and soap for the Cozad Food Pantry. Kathy Hosick, director of the Food Pantry, was very appreciative of the donation and said it came at just the right time. Thank you Mrs. Kostrunek and Mrs. Teahon for helping with this event. Donations were as follows: Winners: 6th grade 3,913 points, 2nd place: 7th grade 2,452 points, 3rd place: 8th grade 1,436 points I am working on implementing academic interventions for second semester where teachers will be working with small student groups, with the goal of adapting classroom instruction to meet the needs of struggling learners in the regular education classroom environment.

Regelin added that they had 6, 7 and 8 grade students welding today with Miss. Crowe supervising and how it was such a great opportunity.

3.5. Dale Henderson Report

1. Elementary Honor Choir Performances:

- Meadowlark Pointe, Dec. 10th .
- Rotary Club, Dec. 17th.

2. Elementary Notes:

- Dec. 6th , Kindergarten visited Santa at Waypoint Bank.
- Dec. 10th , 4th /5th graders will be attending Science Olympiad at UNK.
- Window replacements starting on Dec. 23rd . This includes 1st , 2nd and the "old" annex.
- Dec. 26th , start refinish of gym floor. This will be concluded by Jan. 3rd .

3.6. James Ford Report

CEEC- Our program will be on the 17th at the HS auditorium. Our students have been working very hard to learn their songs and they are excited to perform. We have started getting our applications out for families for next year and have had numerous parents come in already. We have a due date for our applications of February 28th but we will see what our numbers are at that time and determine if we need to extend our application window.

SPED-We have advertised for the HS position and we also have a TLC para position we are needing to fill because of a resignation. Progress reports are due at the end of the semester and our teachers have been working diligently with our students to finish the semester strong.

We have a selfless staff that truly care and put their students' needs first. I am proud to work with these dedicated educators.

4. SUPERINTENDENT REPORT

Enrollment as of 12/11/2019

Pre-K	62
K-5	426
MS	190
HS	284

Total	962
-------	-----

We are getting things organized in the office with separation of duties between the three office assistants. A list of duties is on the marker board in the boardroom. All activities accounts are being handled in the high school office. There has been some training in the in the different software used and more to be scheduled.

At the last admin meeting, I stated that I refuse to live/dwell in the negative realm of things. I am choosing to focus on the positive things that are happening at Cozad Community Schools. I challenged them to try each week to make at least three positive calls/notes to parents and possibly even spouses of their teachers. As administrators we deal with too many of the negative things that we need to intentionally focus on the positive and we have a multitude of great students, staff members and things going on at Cozad Schools.

On Wednesday the 18th Police Chief Mark Montgomery will be speaking to the staff about an upcoming in-service that we will be hosting in conjunction with the Cozad Police Department. We are bringing in a speaker that Mark and John listened to at a recent training and were really impressed with his presentation dealing with what our kids are doing and watching on their devices. This will be held on a day that is scheduled to be a day off for all staff. We are going to allow staff to either work on the January in-service date or the February date. State wrestling and cheerleading is on the Feb. date, thus some staff will not be able to attend in Feb.

We had the pre-bid meeting with contractors on Thursday the 5th. Derek was pleased with the turnout and hopes to have several competitive bids. The bid opening will be at the district office at 2:00 on Thursday December 19th.

5. CONSENT AGENDA

Motion to approve the consent agenda, as presented Passed with a motion by Ann Burkholder and a second by John Peden.

Joel Carlson: Nay, Judy Eggleston: Nay, Ann Burkholder: Yea, John Peden: Yea, Michele Starman: Yea

Yea: 3, Nay: 2

5.1. Approval of the Minutes of Previous Meeting(s)

- Minutes from the November 6, 2019 Board of Education Board Retreat
- Minutes from the November 11, 2019 Board of Education Regular Meeting
- Minutes from the November 14, 2019 Board of Education Special Meeting
- Minutes from the December 10, 2019 Board of Education Special Meeting

5.2. Congratulations, Condolences, Correspondences

Condolences to Kim and John Smock on the loss of Kim's mother, Barb Anderson.

Condolences to Pam Laird on the loss of her mother, Verda M Gibbens.

Congratulations to Drew and Kasey Danielson on the birth of their daughter, Kamrey Danielson.

Condolences to Dawn Beans on the loss of her father, Oran Smock.

5.3. Classified Resignations

Lucas Everett, 8th Grade Boys Basketball Assistant Coach, effective 10.28.2019

Christina Perez, Afterzone Para, effective 12.20.2019

Kristin Ahlenstorf, Elementary TLC Para, effective 12.20.2019
Neleigh Niles, HS Volleyball Coach, effective 12.16.2019
Hannah Gilg, HS Volleyball Assistant Coach, effective 12.16.2019
Stephanie Rush, HS Volleyball Assistant Coach, effective 12.16.2019

5.4. Classified Hires

Jared Crick- 8th Grade Boys Basketball Assistant Coach, effective 11.15.2019

5.5. Salary Advancement Applications

Laura Johnson, Baker University, Teaching Mental Toughness and GRIT in students, 3 hours
Laura Johnson, Baker University, Teaching Multi-sensory Instruction, 3 hours

5.6. Local Substitute Teaching Permit

Approving the Local Substitute Teaching Permit for Paul Pack

Approving the Local Substitute Teaching Permit for Neleigh Niles

5.7. Standing Reports

5.7.1. Sub Reports

5.7.2. Bus Route Averages

5.7.3. Nutrition Services SNP Claim for Reimbursement Summary

6. Approval of Payment of \$50,169.58 to ETI from Building Fund

Motion to approve payment of \$50,169.61 to ETI from the Building Fund Passed with a motion by Judy Eggleston and a second by John Peden.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, John Peden: Yea, Michele Starman: Yea

Yea: 5, Nay: 0

\$30,098.97- Construction Documents, 11/06/2019

\$20,070.61- Construction Documents, 12/06/2019

\$50,169.58 TOTAL

7. FINANCIAL REPORTS AND CLAIMS

Motion to approve the financial report as presented, including monthly expenditures, which reflects the current financial standing of the District. Passed with a motion by John Peden and a second by Joel Carlson.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, John Peden: Yea, Michele Starman: Yea

Yea: 5, Nay: 0

7.1. District Treasurer's Report

7.2. District Financial Report

7.3. Check Journal General Fund

Payroll: \$819,649.67
AP: \$144,356.49
TOTAL: \$ 964,006.16

7.4. Check Journal Lunch Fund

AP: \$55,269.67
TOTAL: \$55, 269.67

7.5. Activities Financial Report

7.6. Activities Check Journal

7.7. Activity Fund Accounts Verifications

7.8. Bond Fund

7.9. Building Fund

7.10. General Fund

7.11. Depreciation Fund

7.12. Employee Benefit

7.13. Student Fees

7.14. Standing Financial Reports

7.14.1. Bond Fund Taxes Report

7.14.2. Building Fund Taxes Report

7.14.3. General Fund Taxes Report

8. Approval of Cozad Community Schools Board of Education Letter to Nebraska Department of Education of Response to Compliance in Audit

Motion to approve letter to Nebraska Department of Education of Response to Compliance in Audit Passed with a motion by John Peden and a second by Joel Carlson.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, John Peden: Yea, Michele Starman: Yea

Yea: 5, Nay: 0

9. Accept Resignation and Authorize Execution of Resignation Agreement

Motion to approve the resignation of Craig McCurry and to authorize Superintendent Wymore to execute the resignation agreement Passed with a motion by Joel Carlson and a second by Judy Eggleston.

John Peden: Nay, Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, Michele Starman: Yea

Yea: 4, Nay: 1

10. Discuss, Consider and Take Action 2019-2020 Multi-Cultural Plan

Per Title 92, the Board of Education must review and approve the district's Multicultural Education Program Implementation Plan annually.

11. Discuss, Consider and Take Action Proposal for Asbestos Removal

Motion to approve proposal from Bockmann, Inc. Passed with a motion by John Peden and a second by Joel Carlson.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, John Peden: Yea, Michele Starman: Yea

Yea: 5, Nay: 0

Cozad High School Boiler Room Phase 2-	\$15,710.00
Cozad High School Boiler Room Phase 1 & 2-	\$47,600.00
High School Auditorium (Base Proposal)-	\$8,970.00
Auditorium Ceiling SanAir Testing-	\$40.00
CHS Various Locations (Base Proposal) -	\$4,790.00
TOTAL	\$77,110.00

12. Discuss, Consider and Take Action Bus Bids

Motion to proceed with the bus bid from Blue Bird Passed with a motion by Ann Burkholder and a second by John Peden.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, John Peden: Yea, Michele Starman: Yea

Yea: 5, Nay: 0

13. Discuss, Consider and Take Action Buy Your Own Device Program

Program allows certified staff to purchase their own computer and the school district will reimburse the staff member for that computer.

The program was created in 2014 by Dave Evertson and Patty Wolfe when CCS was switching to PCs. This incentive was to help teachers who preferred Macs over PCs. They would be reimbursed \$500 a year up to \$1500.

No action was taken because the board decided to proceed with the Buy Your Own Device Program.

14. Discuss School Resource Officer for Cozad Community Schools

It was discussed the positive reinforcement that would be produced to have a resource officer interacting with students daily in our school system. Board members were going to take steps to see what needs to be done next.

15. HVAC Project Update

Building Committee December 19, 2019 at 2pm for bids.

16. Executive Session- Negotiations

Motion to enter into executive session to discuss negotiations at 8:25pm Passed with a motion by John Peden and a second by Judy Eggleston.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, John Peden: Yea, Michele Starman: Yea

Yea: 5, Nay: 0

Ended session at 8:33pm

17. Closed Session- Superintendent Evaluation

Motion to enter into closed session to discuss the Superintendent Evaluation at 8:33pm Passed with a motion by John Peden and a second by Ann Burkholder.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, John Peden: Yea, Michele Starman: Yea
Yea: 5, Nay: 0

Board members were provided with an evaluation tool during the November regular board meeting to complete their individual evaluation of the Superintendent. These individual evaluations were compiled for the final evaluation to be presented to the Superintendent. The Superintendent job description was attached for guidance during the evaluation process.
Ended Session at 8:58pm

18. AGENDA SETTING AND FUTURE MEETINGS

- January 13th, 2020, Board of Education Regular Meeting at 7pm
- February 10th, 2020, Board of Education Regular Meeting at 7pm

19. ADJOURNMENT

Motion to adjourn the meeting at 8:59pm Passed with a motion by John Peden and a second by Judy Eggleston.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, John Peden: Yea, Michele Starman: Yea
Yea: 5, Nay: 0

*** 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 Law.

****Sequence of Agenda:** The sequence of agenda topics is subject to change at the discretion of the board. Please arrive at the beginning of the meeting.

*****Action Item:** The board reserves the right to take action on any item on the board agenda.

The meeting was adjourned at 8:59 PM.

Mr. Ron Wymore, Superintendent
Cozad Community Schools District No. 11

[illegible]

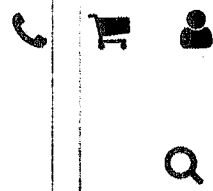
Average Students Riding Route Bus Per Day 2019-2020

ROUTE	MONTH										TOTAL
	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	
South/In Town	24.75	24.75	30.61	33.18	30.27						143.56
Northeast	18.38	22.47	29.52	31.59	31.40						133.36
North/Northwest/In Town	40.25	37.11	33.71	31.53	33.53						176.13
TOTAL AVERAGE	83.38	84.33	93.84	96.30	95.20	0.00	0.00	0.00	0.00	0.00	453.05
SpEd	14.75	15.42	17.57	20.59	17.86						86.19

Total Mileage of Bus Routes 2019-2020

ROUTE	MONTH										TOTAL
	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	
South/In Town	463	1560	1798	1432	1297						6550
Northeast	493	1666	1539	1205	1065						5968
North/Northwest/In Town	721	1166	1552	1245	1137						5821
TOTAL MILES	1677	4392	4889	3882	3499	0	0	0	0	0	18339
SpEd	157	524	566	464	368						2079
TOTAL MILES (with SpEd)	1834	4916	5455	4346	3867	0	0	0	0	0	20418

Restarant equipppers



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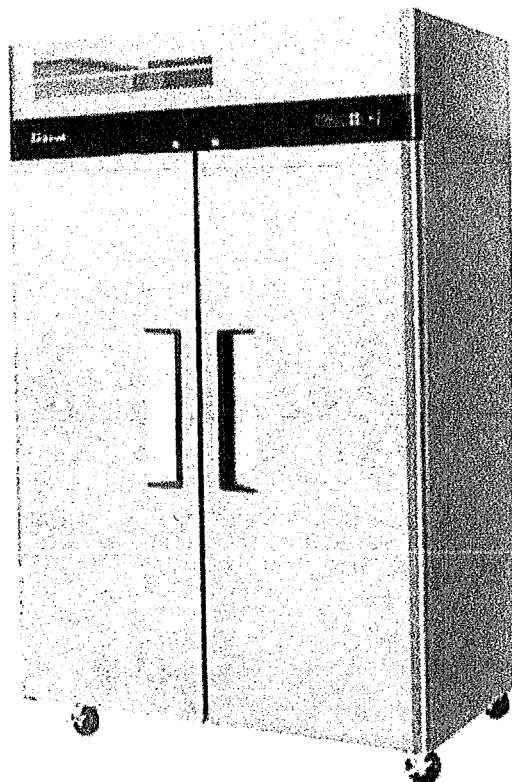
turboair **LOWEST DELIVERED PRICE ON THIS ITEM**

TRULY Free Shipping Includes
Liftgate and Call Ahead. A \$45-\$98 Value!

turbo-Air 42.3 cu. ft. 2-Door Top Mount Reach-In Freezer 51-3/4"W
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Manufacturer
Specs



Turbo-Air
Condenser



Manual



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favorites

\$3,850.31 Each

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+
zoom

4.7 ★★★★★
Google
Customer Reviews

GENERAL FUND*Comparison*

Beginning Balance as of 12/1/2019	\$ 2,675,300.24		
Deposits	\$ 641,792.87		
Interest	\$ 2,180.84		
Voided checks	\$ -		
Payroll expenses	\$ 819,044.48	\$ 814,444.98	as of 12/20/2018
ACH Fee	\$ 75.00		
Accounts Payable expenses	\$ 144,281.49	\$ 91,682.22	as of 12/20/2018
Total book balance as 12/31/2019	\$ 2,355,872.98	\$ 1,464,073.64	as of 12/31/2018
Projected tax deposit	\$ 1,200,038.46	\$ 1,180,361.31	as of 1/15/2019
Other deposits to date	\$ 5,154.72	\$ 3,960.69	as of 1/15/2019
Payroll to date	\$ 817,589.35	\$ 795,082.19	as of 1/15/2019
Accounts Payable to date	\$ 133,475.98	\$ 111,408.61	as of 1/15/2019
Total book balance as 1/9/2020	\$ 2,610,000.83	\$ 1,741,904.84	as of 1/15/2019

BOND FUND

Beginning Balance as of 12/1/2019	\$ 581,654.82		
Deposits	\$ 1,746.08		
Interest	\$ 185.28		
Disbursements	\$ 263,852.50		
Total book balance as 12/31/2019	\$ 319,733.68	\$ 265,132.59	as of 12/31/2018
Bond payment	\$ -		
Wire Fee	\$ -		
Projected tax deposit	\$ 27,690.19	\$ 30,314.58	as of 1/15/2019
Total book balance as 1/7/2020	\$ 347,423.87	\$ 295,447.17	as of 1/15/2019

BUILDING FUND

Beginning Balance as of 12/1/2019	\$ 552,478.24		
Deposits	\$ 636.89		
Interest	\$ 520.84		
Disbursements	\$ 50,169.58		
Total book balance as 12/31/2019	\$ 503,466.39	\$ 435,337.40	as of 12/31/2018
Projected tax deposit	\$ 26,876.13	\$ 22,424.88	as of 1/15/2019
Disbursements to date	\$ -		
Total book balance as 1/7/2020	\$ 530,342.52	\$ 457,762.28	as of 1/15/2019

QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND

Current balance is ZERO and there has been no activity in the past 12 months.

DEPRECIATION FUND

Beginning Balance as of 12/1/2019	\$ 1,022,012.66		
Deposits	\$ -		
Interest	\$ 134.40		
Disbursements	\$ -		
Total book balance as 12/31/2019	<u>\$ 1,022,147.06</u>	\$ 974,871.59	as of 12/31/2018

LUNCH FUND

Beginning Balance as of 12/1/2019	\$ 213,686.15		
Deposits	\$ 51,966.32		
Voided Checks	\$ -		
Interest	\$ 9.97		
Payroll expenses	\$ -		
Accounts Payable expenses	\$ 55,284.67	\$ 46,805.88	as of 12/31/2018
Total book balance as 12/31/2019	<u>\$ 210,377.77</u>	\$ 132,662.29	as of 12/31/2018
Projected federal reimbursement	\$ 29,164.55	\$ 26,592.08	as of 1/15/2019
Other deposits to date	\$ 3,093.50	\$ 10,103.00	as of 1/15/2019
Payroll to date	\$ -		
Accounts Payable to date	\$ 40,331.60	\$ 7,514.11	as of 1/15/2019
Total book balance as 1/9/2020	<u>\$ 202,304.22</u>	\$ 161,843.26	as of 1/15/2019

EMPLOYEE BENEFIT FUND

Beginning Balance as of 12/1/2019	\$ 1,877.38		
Deposits	\$ -		
Interest	\$ 0.41		
Disbursements	\$ 1,089.70		
Total book balance as 12/31/2019	<u>\$ 788.09</u>	\$ 4,370.39	as of 12/31/2018
Disbursements to date	\$ -		
Total book balance as 1/3/2020	<u>\$ 788.09</u>	\$ 4,370.39	as of 1/15/2019

STUDENT FEE FUND

Beginning Balance as of 12/1/2019	\$ 11,969.49		
Deposits	\$ 335.00		
Interest	\$ 3.52		
Disbursements	\$ 65.00		
Total book balance as 12/31/2019	<u>\$ 12,243.01</u>	\$ 12,141.37	as of 12/31/2018
Other deposits to date	\$ -	\$ 130.00	as of 1/15/2019
Disbursements to date	\$ -	\$ -	as of 1/15/2019
Total book balance as 1/3/2020	<u>\$ 12,243.01</u>	\$ 12,271.37	as of 1/15/2019

01/09/2020 2:57 PM

User ID: CCM

Payee Type: Vendor

Check Type: Automatic Payment

Checking Account ID: 1

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Check Amount
158	01/13/2020				BLACHILL	BLACK HILLS ENERGY	10,687.20
159	01/13/2020				PUMPPANTRY	PUMP & PANTRY	3,529.12
160	01/13/2020				VERIZON	VERIZON WIRELESS	234.16
Checking Account ID: 1							Void Total: 0.00
							Total without Voids: 14,450.48
Check Type Total: Automatic Payment							Void Total: 0.00
							Total without Voids: 14,450.48

Payee Type: Vendor

Check Type: Check

Checking Account ID: 1

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Check Amount
26650	01/13/2020				222HARD	222 HARDWARE	109.91
26651	01/13/2020				ACROMAT	AcroMat LLC	5,287.16
26652	01/13/2020				AMERITAS	Ameritas	72.04
26653	01/13/2020				ANDERDANET	DANETTE ANDERSON	1,369.50
26654	01/13/2020				BAMFORD	BAMFORD, INC.	500.00
26655	01/13/2020				BCBS3248	Blue Cross Blue Shield of NE	5,767.78
26656	01/13/2020				BUSSBRIA	Brian Bussinger	20.00
26657	01/13/2020				OMAHAMARR	Capitol District Hotel, LLC dba Omaha Marriott Downtown Capitol District	179.00
26658	01/13/2020				CARDMEMB	CARDMEMBER SERVICES	850.11
26659	01/13/2020				COZAAUTO	COZAD AUTO SUPPLY	227.73
26660	01/13/2020				CCSACTIVIT	Cozad Community Schools	10,000.00
26661	01/13/2020				CCSEMPBEN	Cozad Community Schools	5,000.00
26662	01/13/2020				CCSREVOLV	Cozad Community Schools	925.33
26663	01/13/2020				COZADEVEL	COZAD DEVELOPMENT CORPORATION	250.00
26664	01/13/2020				COZAMEDI	COZAD MEDICAL CLINIC	10.00
26665	01/13/2020				CULLIGAN	CULLIGAN	4,240.00
26666	01/13/2020				DOUBLEMB	Jody Laird	231.01
26667	01/13/2020				FEEDSTOR	THE FEED STORE	6,162.00
26668	01/13/2020				FLINSCIE	FLINN SCIENTIFIC INC	26.96
26669	01/13/2020				FRITMARC	Marcia Fritz	109.77
26670	01/13/2020				GIBBTREE	GIBBENS TREE & LAWN SERVICE	645.00
26671	01/13/2020				HILTOMAH	HILTON OMAHA	1,510.00
26672	01/13/2020				HOLMPLBG	HOLMES PLBG & HTG SUPPLY CO	240.00
26673	01/13/2020				SUPPWORK	Home Depot U.S.A., Inc.	3,436.90
26674	01/13/2020				HOMELEAS	HOMETOWN LEASING	1,567.59
26675	01/13/2020				JAYMBUSI	Jaymar Business Forms, Inc.	447.59
26676	01/13/2020				JWPEPPER	JW PEPPER & SON, INC.	180.74
26677	01/13/2020				KEARQUAL	KEARNEY QUALITY SEW & VAC, INC.	255.93
26678	01/13/2020				KELLHARD	KELLY'S HARDWARE	119.87
26679	01/13/2020				KULLPIPE	KULLY PIPE & STEEL SUPPLY	159.84
26680	01/13/2020				MATHESON	MATHESON TRI-GAS, INC.	84.23
26681	01/13/2020				MEADLUMB	MEAD LUMBER CO	195.23
26682	01/13/2020				MERIRENT	MERIDIAN RENTALS	161.25
26683	01/13/2020				SPORFAC	Meyo Enterprises	4,035.00
26684	01/13/2020				MIDWFLOO	MIDWEST FLOOR SPECIALISTS, INC.	1,560.00
26685	01/13/2020				NEFCCLA	NEBRASKA FCCLA	15.00
26686	01/13/2020				ONESOUR	ONE SOURCE	5.00
26687	01/13/2020				PLUMCRAU	PLUM CREEK LASER WASH	166.70
26688	01/13/2020				REYEROXA	Roxanne Reyes	17.21
26689	01/13/2020				SIMSNANE	Nanel Sims	954.73
26690	01/13/2020				SONNYS	Sonny's Super Foods	653.89
26691	01/13/2020				SPARDATA	SPARQ DATA SOLUTIONS, INC.	4,120.00
26692	01/13/2020				STARMICH	Michele Starman	42.63
26693	01/13/2020				TRIB	TRI CITY TRIBUNE	187.07
26694	01/13/2020				ZOOKWELD	ZOOK'S WELDING SHOP, INC.	15.00
Checking Account ID: 1							Void Total: 0.00
							Total without Voids: 62,114.70

Payee Type: Vendor

Check Type: Check

Checking Account ID: 6

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Check Amount
26378	01/13/2020				BOETTROB	Robert Boettcher	252.20

01/09/2020 2:57 PM

User ID: CCM

Payee Type: Vendor

Check Type: Check

Checking Account ID: 6

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Check Amount</u>
26379	01/13/2020				OPAAFOOD	OPAAI FOOD MANAGEMENT OF NEBRASKA, LLC	39,875.40
Checking Account ID: 6					Void Total:	0.00	Total without Voids: 40,127.60
Check Type Total: Check					Void Total:	0.00	Total without Voids: 102,242.30

Payee Type: Vendor

Check Type: Direct Deposit

Checking Account ID: 1

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Check Amount</u>
3551	01/13/2020				BOPW	BOARD OF PUBLIC WORKS	14,509.75
3552	01/13/2020				COZAHOSP	COZAD COMMUNITY HOSPITAL	1,077.00
3553	01/13/2020				COZASERV	COZAD SERVICES, INC.	1,042.72
3554	01/13/2020				COZATELE	COZAD TELEPHONE CO.	1,539.57
3555	01/13/2020				DMSECUR	D & M SECURITY	300.00
3556	01/13/2020				DASSTATE	DAS STATE ACCOUNTING - CENTRAL FINANCE	452.25
3557	01/13/2020				DAWSPEST	DAWSON PEST CONTROL	184.84
3558	01/13/2020				DELLFINA	DELL FINANCIAL SERVICES	4,336.91
3559	01/13/2020				EAKESKE	EAKES OFFICE PLUS - KEARNEY	4,353.57
3560	01/13/2020				ESU10	EDUCATIONAL SERVICE UNIT #10	23,690.54
3561	01/13/2020				UNITE	Fiber Platform, LLC	2,267.33
3562	01/13/2020				FLASELEC	FLASH ELECTRIC, LLC	557.30
3563	01/13/2020				KSBSCHO	KSB SCHOOL LAW	1,330.02
3564	01/13/2020				PAPETIGE	PAPER TIGER SHREDDING	132.00
3565	01/13/2020				PAULSEN	PAULSEN, INC.	360.00
3566	01/13/2020				SOFTWAREUN	Software Unlimited, Inc.	597.00
3567	01/13/2020				TMS	TIME MANAGEMENT SYSTEMS, INC.	180.00
Checking Account ID: 1					Void Total:	0.00	Total without Voids: 56,910.80

Payee Type: Vendor

Check Type: Direct Deposit

Checking Account ID: 6

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Check Amount</u>
7	01/13/2020				COZASERV	COZAD SERVICES, INC.	204.00
Checking Account ID: 6					Void Total:	0.00	Total without Voids: 204.00
Check Type Total: Direct Deposit					Void Total:	0.00	Total without Voids: 57,114.80
Payee Type Total: Vendor					Void Total:	0.00	Total without Voids: 173,807.58
Grand Total:					Void Total:	0.00	Total without Voids: 173,807.58

Detail Check Register

Checking Account: 1

GENERAL CHECKING

Check Number: 158	Check Type: Automatic Payment	Check Date: 01/13/2020	Vendor: BLACHILL	BLACK HILLS ENERGY	Check Total:	10,687.20
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
DEC2019	12/30/2019		SG285404: Gas services - Trans House	01 2610 621 001	130.97	
DEC2019	12/30/2019		BHE350720: Gas services - FB Stadium	01 2610 621 001	277.90	
DEC2019	12/30/2019		BHE363178: Gas services - HS	01 2610 621 001	4,211.29	
DEC2019	12/30/2019		BHE363178: Gas services - MS	01 2610 621 002	4,211.30	
DEC2019	12/30/2019		BHE363102: Gas services - EL	01 2610 621 004	1,275.14	
DEC2019	12/30/2019		SG584718: Gas services - CEEC	01 2610 621 005	580.60	

Check Number: 159

Check Type: Automatic Payment Check Date: 01/13/2020 Vendor: PUMPPANTRY

PUMP & PANTRY Check Total: 3,529.12

<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
63053708	12/31/2019		#102 - Fuel	01 2650 626 000	69.32	
63053708	12/31/2019		#201 - Fuel	01 2650 626 000	77.58	
63053708	12/31/2019		#202 - Fuel	01 2650 626 000	0.00	
63053708	12/31/2019		#206 - Fuel	01 2650 626 000	73.38	
63053708	12/31/2019		#204 - Fuel	01 2650 626 000	42.91	
63053708	12/31/2019		New cards shipping	01 2710 610 000	0.00	
63053708	12/31/2019		#122 - Fuel	01 2710 626 000	10.60	
63053708	12/31/2019		#123 - Fuel	01 2710 626 000	185.65	
63053708	12/31/2019		#311 - Fuel	01 2710 626 000	395.55	
63053708	12/31/2019		Rebates and reversals	01 2710 626 000	(4.46)	
63053708	12/31/2019		#110 - Fuel	01 2712 626 000	35.85	
63053708	12/31/2019		#307 - Fuel	01 2712 626 000	104.07	
63053708	12/31/2019		#308 - Fuel	01 2730 626 000	587.41	
63053708	12/31/2019		#309 - Fuel	01 2730 626 000	551.72	
63053708	12/31/2019		#111 - Fuel	01 2730 626 000	29.45	
63053708	12/31/2019		#119 - Fuel	01 2730 626 000	40.38	
63053708	12/31/2019		#310 - Fuel	01 2730 626 000	434.25	
63053708	12/31/2019		#120 - Fuel	01 2730 626 000	208.42	
63053708	12/31/2019		#121 - Fuel	01 2730 626 000	68.80	
63053708	12/31/2019		#306 - Fuel	01 2730 626 000	0.00	
63053708	12/31/2019		#300 - Fuel	01 2730 626 000	79.34	
63053708	12/31/2019		#118 - Fuel	01 2730 626 000	23.37	
63053708	12/31/2019		#302 - Fuel	01 2730 626 000	0.00	
63053708	12/31/2019		#116 - Fuel	01 2730 626 000	0.00	
63053708	12/31/2019		#114 - Fuel	01 2730 626 000	0.00	
63053708	12/31/2019		#304 - Fuel	01 2730 626 000	0.00	
63053708	12/31/2019		#305 - Fuel	01 2730 626 000	0.00	
63053708	12/31/2019		#93A - Fuel	01 2730 626 000	0.00	
63053708	12/31/2019		#312 - Fuel	01 2730 626 000	515.53	
63053708	12/31/2019		#117 - Fuel	01 2730 626 000	0.00	

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User ID: CCM

1	Checking Account: 160	Invoice Number: 9843951205	Invoice Date: 12/10/2019	PO Number	Detail Description	Chart of Account Number	Check Total:	234.16
		Invoice Number: 26650	Invoice Date: 12/17/2019	CCS30566	Welding Supplies	01 1100 610 001 0009	92.33	109.91
		Invoice Number: 2001-101800	01/07/2020		HS - Halo Lamps	01 2620 610 001	17.58	
	Check Number: 26651	Check Type: Check	Check Date: 01/13/2020	Vendor: ACROMAT	AcroMat LLC	Check Total:	5,287.16	
	Invoice Number: 1912-100683	Invoice Date: 12/20/2019	CCS30568	Custodial supplies	01 2620 610 000	2,936.20		
	Invoice Number: 129919	11/15/2019	CCS30519	Custodial Supplies for District	01 2610 610 000	2,350.96		
	Check Number: 26652	Check Type: Check	Check Date: 01/13/2020	Vendor: AMERITAS	Ameritas	Check Total:	72.04	
	JAN2020	12/20/2019	01 1100 239 002	S Adkisson vision premium Jan 2020	21.64			
	JAN2020	12/20/2019	01 1200 239 005	K Albrecht vision premium Jan 2020	21.64			
	JAN2020	12/20/2019	01 2580 239 000	D Evertson vision premium Jan 2020	28.76			
	Check Number: 26653	Check Type: Check	Check Date: 01/13/2020	Vendor: ANDERDANET	DANETTE ANDERSON	Check Total:	1,369.50	
	Invoice Number: NOV-DEC19	01/03/2020	01 6410 320 001	Occupation Therapy School Age	99.00			
	Invoice Number: NOV-DEC19	01/03/2020	01 6410 320 004	Occupation Therapy School Age	1,023.00			
	Invoice Number: NOV-DEC19	01/03/2020	01 6410 320 000	EDN Meeting	49.50			
	Invoice Number: NOV-DEC19	01/03/2020	01 6410 320 005	Occupational Therapy School Age	198.00			
	Check Number: 26654	Check Type: Check	Check Date: 01/13/2020	Vendor: BAMFORD	BAMFORD, INC.	Check Total:	500.00	
	Invoice Number: 19056	12/24/2019	01 2620 430 004	Sprinkler inspection and backflow test	250.00			
	Invoice Number: 19057	12/24/2019	01 2620 430 002	Sprinkler inspection and backflow test	250.00			
	Check Number: 26655	Check Type: Check	Check Date: 01/13/2020	Vendor: BCBS3248	Blue Cross Blue Shield of NE	Check Total:	5,767.78	
	Invoice Number: FEB2020DE	01/13/2020	01 2580 239 000	D Evertson Health/Dental Prem FEB 2020	1,482.23			
	Invoice Number: FEB2020JA	01/13/2020	01 2320 295 000	J Applegate Health Premium FEB 2020	1,575.59			
	Invoice Number: FEB2020KA	01/13/2020	01 1200 239 005	K Albrecht Health/Dental Prem FEB 2019	622.53			
	Invoice Number: FEB2020KA	01/13/2020	01 1200 239 005	M Albrecht Health/Dental Prem FEB 2019	622.53			
	Invoice Number: FEB2020SA	01/13/2020	01 1100 239 002	S Adkisson Health/Dental Prem FEB 2019	732.45			
	Invoice Number: FEB2020SA	01/13/2020	01 1100 239 002	M Adkisson Health/Dental Prem FEB 2019	732.45			
	Check Number: 26656	Check Type: Check	Check Date: 01/13/2020	Vendor: BUSSBRIA	Brian Bussinger	Check Total:	20.00	
	Invoice Number: 010720JV/VBMEAL	01/07/2020		Detail Description	Chart of Account Number	Detail Amount		
				1/17/20 JV/V BB Meal-Ord	01 2710 580 000	5.00		

Detail Check Register

Checking Account: 1

GENERAL CHECKING

121019MSWRMEAL	12/11/2019	12/10/19 MS WR Meal-Ogallala	01 2710 580 000	5.00
121619MSWRMEAL	12/17/2019	12/16/19 MS WR Meal-BB	01 2710 580 000	5.00
121719MSWRMEAL	12/17/2019	12/17/19 MS WR Meal-Southern Valley	01 2710 580 000	5.00

Check Number: 26657 Check Type: Check Check Date: 01/13/2020 Vendor: OMAHAMARR Capitol District Hotel, LLC dba Omaha Marriott Downtown Capitol District Check Total: 179.00

<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
424	01/06/2020		SPED Law conference	01 1200 580 000 0020	179.00

Check Number: 26658 Check Type: Check Check Date: 01/13/2020 Vendor: CARDMEMB CARDMEMBER SERVICES Check Total: 850.11

<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
1012844604	12/09/2019		Nearpod: Annual renewal	01 1100 610 002	120.00
1034550	12/10/2019	CCS30554	4x6 Floor Mat/ Gray	01 1100 610 004	96.00
1034550	12/10/2019	CCS30554	5x8 Floor Mat/ Gray	01 1100 610 004	188.00
11126921674161868	12/02/2019	CCS30546	Amazon:GBC Pinnacle 27 EZload Roll Film	01 1190 610 005	109.79
11128391509368233	12/10/2019	CCS30559	Amazon:Agar petri dishes	01 1100 610 001	178.20
11130180434291440	12/12/2019	CCS30556	Amazon:Tenzi Dice game for STEAM Act	01 1100 890 002	29.90
1238079	12/11/2019	CCS30555	Caseys:Food for Scholarship Night	01 3400 580 001	81.93
17405	12/04/2019	CCS30547	Daily Scoop:Meringue Powder	01 1100 610 001 0006	28.00
221730496	11/26/2019	CCS30543	JW Pepper:Johnny Comes MarchingHome Scor	01 1100 610 004 0004	10.00
221730496	11/26/2019	CCS30543	JWIn the Hall of the Mountain King Score	01 1100 610 004 0004	42.00
221730496	11/26/2019	CCS30543	JWIn the Hall of the Mountain King Score	01 1100 610 004 0004	8.50
221730496	11/26/2019	CCS30543	JW Peper:Hey Baby	01 1100 610 004 0004	65.00
221730496	11/26/2019	CCS30543	JW Pepper:Birthday	01 1100 610 004 0004	55.00
221730496	11/26/2019	CCS30543	JW Pepper:2 Day Shipping	01 1100 610 004 0004	18.79
45845	11/08/2019		Marriott:Refund room charge with tax	01 1200 580 000 0020	(208.20)
67745	12/09/2019		Marriott-Conference Rush/Gilg	01 2213 580 004	129.00
BD5C6E37-0005	12/14/2019		EDpuzzle: Subscription	01 1100 610 002	9.50
DEC2019COR	12/31/2019		Card payment correction	01 2620 610 000	(1,811.30)
PF-Q-55470-2	12/16/2019		Turnitin;Small school license	01 1100 610 001	1,700.00

Check Number: 26659 Check Type: Check Check Date: 01/13/2020 Vendor: COZAAUTO COZAD AUTO SUPPLY Check Total: 227.73

<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
763149	12/02/2019		#308-blower mtr, freight	01 2710 610 000	73.25
763415	12/05/2019		#312-oil filter, brakleen	01 2710 610 000	18.80
763489	12/06/2019		Air compressor parts, battery	01 2620 430 001	10.40
763682	12/11/2019		#308 wiper blades	01 2710 610 000	53.26
763776	12/12/2019		#300 ball joint stud, hex nuts	01 2710 610 000	3.62
764219	12/20/2019		Locknut for mower	01 2630 430 000	0.17
764341	12/23/2019		#394-Qt ATF	01 2710 610 000	60.12
764533	12/27/2019		Shop-screw, super glue	01 2620 430 000	5.45
764643	12/30/2019		JD1445 mower strap	01 2630 430 000	2.66

Detail Check Register

Invoice Number	Invoice Date	PO Number	Check Type	Check Number	Check Date	Detail Description	Vendor	Chart of Account Number	Check Total:	Detail Amount
2019-2020-2	01/01/2020		Check		Check Date: 01/13/2020	Annual transfer to ATHLETICS (2 of 3)	CCSACTVIT	Cozad Community Schools	10,000.00	10,000.00
2019-2020-1	01/01/2020		Check		Check Date: 01/13/2020	Transfer to Employee Benefits	CCSEMPBEN	Cozad Community Schools	5,000.00	5,000.00
26661	2019-2020-1		Check Type: Check	PO Number	Invoice Date	Detail Description	Vendor:	Chart of Account Number	Check Total:	Detail Amount
Check Number: 26661	2019-2020-1		Check Type: Check	PO Number	Invoice Date	Detail Description	Vendor:	Chart of Account Number	Check Total:	Detail Amount
26662	2019-2020-1		Check Type: Check	PO Number	Invoice Date	Detail Description	Vendor:	Chart of Account Number	Check Total:	Detail Amount
Check Number: 26662	2019-2020-1		Check Type: Check	PO Number	Invoice Date	Detail Description	Vendor:	Chart of Account Number	Check Total:	Detail Amount
26663	2020		Check Type: Check	PO Number	Invoice Date	Detail Description	Vendor:	Chart of Account Number	Check Total:	Detail Amount
Check Number: 26663	2020		Check Type: Check	PO Number	Invoice Date	Detail Description	Vendor:	Chart of Account Number	Check Total:	Detail Amount
26664	30024846		Check Type: Check	PO Number	Invoice Date	Detail Description	Vendor:	Chart of Account Number	Check Total:	Detail Amount
Check Number: 26664	30024846		Check Type: Check	PO Number	Invoice Date	Detail Description	Vendor:	Chart of Account Number	Check Total:	Detail Amount
26665			Check Type: Check	PO Number	Invoice Date	Detail Description	Vendor:	Chart of Account Number	Check Total:	Detail Amount
Check Number: 26665			Check Type: Check	PO Number	Invoice Date	Detail Description	Vendor:	Chart of Account Number	Check Total:	Detail Amount

Detail Check Register

Checking Account: 1		GENERAL CHECKING				
DEC 2019	12/20/2019	CCS30561	Water Softener Replacement at Elementary	01 2620 430 004	3,040.00	
DEC 2019	12/20/2019	CCS30561	Labor	01 2620 430 004	1,200.00	
Check Number: 26666	Check Type: Check	Check Date: 01/13/2020	Vendor: DOUBLEMB	Jody Laird	Check Total:	231.01
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
2025	11/29/2019		Cozad Creates Success t shirts	01 2320 890 000	231.01	
Check Number: 26667	Check Type: Check	Check Date: 01/13/2020	Vendor: FEEDSTOR	THE FEED STORE	Check Total:	6,162.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
747528	09/09/2019		2nd application fertilizer, weed killer	01 2630 340 001	4,947.00	
747529	09/13/2019		2nd application for FB field	01 2630 340 001	1,215.00	
Check Number: 26668	Check Type: Check	Check Date: 01/13/2020	Vendor: FLINSCIE	FLINN SCIENTIFIC INC	Check Total:	26.96
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
2435238	12/12/2019	CCS30560	Pespin 25g	01 1100 610 001	9.86	
2435238	12/12/2019	CCS30560	Lipase 25g	01 1100 610 001	17.10	
Check Number: 26669	Check Type: Check	Check Date: 01/13/2020	Vendor: FRITMARC	Marcia Fritz	Check Total:	109.77
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
JAN2020	01/03/2020	CCS30483	Misc. Supplies	01 6968 610 004	109.77	
Check Number: 26670	Check Type: Check	Check Date: 01/13/2020	Vendor: GIBBTREE	GIBBENS TREE & LAWN SERVICE	Check Total:	645.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
12798	01/03/2020		Spray pines for tip blight	01 2630 340 000	390.00	
12798	01/03/2020		Spray spruce for needlecast	01 2630 340 000	255.00	
Check Number: 26671	Check Type: Check	Check Date: 01/13/2020	Vendor: HILTOMAH	HILTON OMAHA	Check Total:	1,510.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
46914	12/03/2019		NE School Board Conference-J Carlson	01 2310 580 000	302.00	
46914	12/03/2019		NE School Board Conference-J Eggleston	01 2310 580 000	302.00	
46914	12/03/2019		NE School Board Conference-K Goff	01 2310 580 000	302.00	
46914	12/03/2019		NE School Board Conference-M Starman	01 2310 580 000	302.00	
46914	12/03/2019		NE School Board Conference-R Wymore	01 2310 580 000	302.00	
Check Number: 26672	Check Type: Check	Check Date: 01/13/2020	Vendor: HOLMPLBG	HOLMES PLBG & HTG SUPPLY CO	Check Total:	240.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
230093	12/30/2019	CCS30564	Honeywell 2-Position Low Voltage Valve A	01 2620 430 000	240.00	
Check Number: 26673	Check Type: Check	Check Date: 01/13/2020	Vendor: SUPPWORK	Home Depot U.S.A., Inc.	Check Total:	3,436.90
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
525527727	12/06/2019	CCS30520	Custodial Supplies for District	01 2620 610 000	28.10	
525989661	12/10/2019	CCS30544	Armada BRC 40/20 Carpet Cleaner	01 2620 610 000	3,098.91	
526670708	12/13/2019	CCS30520	Custodial Supplies for District	01 2620 610 000	28.36	
526880828	12/16/2019	CCS30520	Custodial Supplies for District	01 2620 610 000	9.16	
528325970	12/27/2019	CCS30520	Custodial Supplies for District	01 2620 610 000	272.37	

Detail Check Register

County of Dawson Cozad City Schools District 011
01/09/2020 2:57 PM

GENERAL CHECKING														
Checking Account: 1	Check Number: 26674	Invoice Number	006	Invoice Date	12/15/2019	PO Number		Check Type: Check	Check Date: 01/13/2020	Vendor: HOMELEAS	Detail Description	Chart of Account Number	Check Total:	Detail Amount
											Acc#12795322-Leasing of Printer Equip	01 2510 443 000	1,567.59	1,567.59
	Check Number: 26675	Invoice Number	057760-1	Invoice Date	12/09/2019	PO Number		Check Type: Check	Check Date: 01/13/2020	Vendor: JAYMBUSI	Detail Description	Chart of Account Number	Check Total:	Detail Amount
											General Fund Check Stock	01 2510 610 000	220.00	
			057760-1		12/09/2019						Shipping	01 2510 610 000	28.89	
			058153		12/30/2019						Laser W-2s- 6 pks	01 2510 610 000	78.60	
			058153		12/30/2019						W-2 Envelopes-250	01 2510 610 000	77.50	
			058153		12/30/2019						Laser 1099 Misc	01 2510 610 000	13.60	
			058153		12/30/2019						1099 Envelopes	01 2510 610 000	29.00	
	Check Number: 26676	Invoice Number	231242167	Invoice Date	12/10/2019	PO Number	CCS30553	Check Type: Check	Check Date: 01/13/2020	Vendor: JW/PEPPER	Detail Description	Chart of Account Number	Check Total:	Detail Amount
											In This Ancient House	01 1100 610 004 0003	26.40	
			231242167		12/10/2019		CCS30553				Starlight, Starbright	01 1100 610 004 0003	27.00	
			231242167		12/10/2019		CCS30553				Wynken, Blynken and Nod	01 1100 610 004 0003	25.80	
			231242167		12/10/2019		CCS30553				Shipping-handling	01 1100 610 004 0003	14.99	
			231762297		12/11/2019		CCS30553				A Joyful Song	01 1100 610 004 0003	26.40	
			231762297		12/11/2019		CCS30553				The Duel	01 1100 610 004 0003	25.20	
			231762297		12/11/2019		CCS30553				Adiemus	01 1100 610 004 0003	2.50	
			231762297		12/11/2019		CCS30553				MI Vida MI Cancion	01 1100 610 004 0003	1.65	
			231762297		12/11/2019		CCS30553				Lord, Listen To Your Children	01 1100 610 004 0003	2.35	
			231762297		12/11/2019		CCS30553				Count The Stars	01 1100 610 004 0003	2.05	
			234862782		12/16/2019		CCS30553				Sisi ni moja	01 1100 610 004 0003	26.40	
	Check Number: 26677	Invoice Number	46176	Invoice Date	12/13/2019	PO Number	CCS30562	Check Type: Check	Check Date: 01/13/2020	Vendor: KEARQUAL	Detail Description	Chart of Account Number	Check Total:	Detail Amount
											Brushrolls	01 2610 430 000	209.97	
			46176		12/13/2019		CCS30562				Brushstrips	01 2610 430 000	29.98	
			46176		12/13/2019		CCS30562				Belts	01 2610 430 000	5.98	
			46176		12/13/2019		CCS30562				Freight	01 2610 430 000	10.00	
	Check Number: 26678	Invoice Number	56604	Invoice Date	11/29/2019	PO Number		Check Type: Check	Check Date: 01/13/2020	Vendor: KELLHARD	Detail Description	Chart of Account Number	Check Total:	Detail Amount
											Keys	01 2620 610 004	5.98	
			56681		12/12/2019						Fuses-2	01 2620 610 004	31.98	
			56691		12/13/2019						Light bulbs	01 2620 610 000	39.98	
			56774		12/02/2019						Command hooks, barrel bolt	01 2620 610 001	18.48	
			56824		12/11/2019						Keys	01 2620 610 002	5.98	
			56851		12/26/2019						Sand paper, caulking	01 2620 610 004	17.47	
			56855		12/26/2019						Spray paint	01 2620 610 004	8.98	

Detail Check Register

Checking Account: 1		GENERAL CHECKING				
56866	12/27/2019	Returned spray paint			01 2620 610 004	(8.98)
Check Number: 26679	Check Type: Check	Check Date: 01/13/2020	Vendor: KULLPIPE	KULLY PIPE & STEEL SUPPLY	Check Total:	159.84
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
722329	12/09/2019	CCS30549	Sheet Metal	01 1100 610 001 0009	159.84	
Check Number: 26680	Check Type: Check	Check Date: 01/13/2020	Vendor: MATHESON	MATHESON TRI-GAS, INC.	Check Total:	84.23
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
51564202	12/31/2019		Helium	01 1100 610 001 0009	21.08	
51564202	12/31/2019		C-25 High grade AWS	01 1100 610 001 0009	42.16	
51564202	12/31/2019		Hazardous Materials Charge	01 1100 610 001 0009	20.99	
Check Number: 26681	Check Type: Check	Check Date: 01/13/2020	Vendor: MEADLUMB	MEAD LUMBER CO	Check Total:	195.23
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
4118951	12/03/2019		Pine for MS Activities	01 1100 610 002 0007	107.67	
4141177	12/09/2019		Pine for Wood shop	01 1100 610 001 0001	46.08	
4152147	12/12/2019		Paste, cement, cleaner for Wood Shop	01 1100 610 001 0001	30.36	
4194861	12/26/2019		JB weld for cupboard doors	01 6968 610 004	11.12	
Check Number: 26682	Check Type: Check	Check Date: 01/13/2020	Vendor: MERIRENT	MERIDIAN RENTALS	Check Total:	161.25
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
062300	01/06/2020		Chains for JD Mower #504 for snow remova	01 2630 610 000	161.25	
Check Number: 26683	Check Type: Check	Check Date: 01/13/2020	Vendor: SPORFAC	Meyo Enterprises	Check Total:	4,035.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
165	12/12/2019		Truss clamps	01 2670 430 001	500.00	
165	12/12/2019		Install pipes and clamps	01 2670 430 001	350.00	
165	12/12/2019		Purchase and install safety straps-Main	01 2670 430 001	1,550.00	
165	12/12/2019		Shipping	01 2670 430 001	85.00	
165	12/12/2019		Purchase and install safety straps-North	01 2670 430 001	1,550.00	
Check Number: 26684	Check Type: Check	Check Date: 01/13/2020	Vendor: MIDWFLOO	MIDWEST FLOOR SPECIALISTS, INC.	Check Total:	1,560.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
134144	12/29/2019		Labor/mat to refinish floor	01 2620 430 004	1,560.00	
Check Number: 26685	Check Type: Check	Check Date: 01/13/2020	Vendor: NEFCCLA	NEBRASKA FCCLA	Check Total:	15.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
4220-05-2	09/12/2019		FCS Teacher Workshop-Lucas	01 1100 330 002 0006	15.00	
Check Number: 26686	Check Type: Check	Check Date: 01/13/2020	Vendor: ONESOUR	ONE SOURCE	Check Total:	5.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
3351-20191231	12/31/2019		A201911212000701-C Montgomery	01 2570 340 000	5.00	
Check Number: 26687	Check Type: Check	Check Date: 01/13/2020	Vendor: PLUMCRAU	PLUM CREEK LASER WASH	Check Total:	166.70
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	

Detail Check Register

Checking Account: 1		GENERAL CHECKING		SEPT19-NOV19 Fleet car washes	01 2710 430 000	166.70	Check Total:	Roxanne Reyes	Chart of Account Number	01 2650 333 001	17.21	Detail Amount
Check Number: 26688		Check Type: Check		Check Date: 01/13/2020	Vendor: REYEROXA	Check Total:	17.21	Nanel Sims	Chart of Account Number	01 2650 333 001	17.21	Detail Amount
Check Number: 26689		Check Type: Check		Check Date: 01/13/2020	Vendor: SIMSNANE	Check Total:	954.73	Nanel Sims	Chart of Account Number	01 1200 239 001	293.08	Detail Amount
Invoice Number		Invoice Date		PO Number		Detail Description		Chart of Account Number		Detail Amount		954.73
NOV-DEC2019		12/18/2019				Mileage 11.11, 19 through 12.13.19		01 2650 333 001		17.21		
Check Number: 26690		Check Type: Check		Check Date: 01/13/2020	Vendor: SONNYS	Check Total:	653.89	Sonnys Super Foods	Chart of Account Number	01 1190 610 005	9.31	Detail Amount
Invoice Number		Invoice Date		PO Number		Detail Description		Chart of Account Number		Detail Amount		653.89
DEC19		01/01/2020		CCS30506		4719: Classroom activities		01 1190 610 005		4.44		
DEC19		01/01/2020		CCS30506		7794: Classroom activities		01 1190 610 005		11.07		
DEC19		01/01/2020		CCS30506		4968: Classroom activities		01 1190 610 005		33.03		
DEC19		01/01/2020		CCS30506		9804: Laundry supplies		01 1190 610 005		13.98		
DEC19		01/01/2020		CCS30506		0470: Classroom activities		01 1190 610 005		34.67		
DEC19		01/01/2020		CCS30506		0604: Fabric softner and Lysol		01 1190 610 005		20.48		
DEC19		01/01/2020		CCS30506		0908: Classroom activities		01 1190 610 005		14.67		
DEC19		01/01/2020		CCS30506		0556: Classroom activities		01 1190 610 005		4.63		
DEC19-1		01/01/2020		CCS30423		Lab supplies		01 1100 610 001 0006		57.66		
DEC19-2		01/01/2020		CCS30550		7604: Food Lab Supplies		01 1100 610 001 0006		3.54		
DEC19-2		01/01/2020		CCS30550		7826: Food Lab Supplies		01 1100 610 001 0006		44.92		
DEC19-2		01/01/2020		CCS30550		7985: Food Lab Supplies		01 1100 610 001 0006		4.05		
DEC19-2		01/01/2020		CCS30550		9758: Food Lab Supplies		01 1100 610 001 0006		49.78		
DEC19-2		01/01/2020		CCS30550		6247: Food Lab Supplies		01 1100 610 001 0006		8.38		
DEC19-2		01/01/2020		CCS30550		7635: Food Lab Supplies		01 1100 610 001 0006		8.95		
DEC19-2		01/01/2020		CCS30550		0431: Food Lab Supplies		01 1100 610 001 0006		7.96		
DEC19-3		01/01/2020				4662: Cooking supplies for TLC		01 1200 610 002		8.75		
DEC19-3		01/01/2020				0157::Cooking supplies for TLC		01 1200 610 002		23.29		
DEC19-4		01/01/2020				7951: MS STEAM Activities		01 1100 610 002 0007		3.99		
DEC19-4		01/01/2020				5990: MS STEAM Activities		01 1100 610 002 0007		20.35		
DEC19-5		01/01/2020		CCS30565		0005: Groceries for Life Skills		01 1100 610 002 0006		99.13		
DEC19-5		01/01/2020		CCS30565		7878: Groceries for Life Skills		01 1100 610 002 0006		66.83		
DEC19-5		01/01/2020		CCS30565		8851: Groceries for Life Skills		01 1100 610 002 0006		86.65		
DEC19-5		01/01/2020		CCS30565		7392: Groceries for Life Skills		01 1100 610 002 0006		13.38		
Check Number: 26691		Check Type: Check		Check Date: 01/13/2020	Vendor: SPARADATA	Check Total:	4,120.00	SPARQ DATA SOLUTIONS, INC.	Chart of Account Number	01 2310 610 000	1,900.00	Detail Amount
Invoice Number		Invoice Date		PO Number		Detail Description		Chart of Account Number		Detail Amount		2,220.00
1600		12/19/2019				eMeetings renewal (4/1/20 thru 3/31/21)		01 2310 610 000		1,900.00		
1600		12/19/2019				Negotiations renewal		01 2310 610 000		2,220.00		

Detail Check Register

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GENERAL CHECKING

Check Number: 26692	Check Type: Check	Check Date: 01/13/2020	Vendor: STARMICH	Michele Starman	Check Total:	42.63
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
DEC2019	11/09/2019		Fabric for FCS	01 1100 610 001 0006	42.63	
Check Number: 26693	Check Type: Check	Check Date: 01/13/2020	Vendor: TRIB	TRI CITY TRIBUNE	Check Total:	187.07
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
DEC2019	12/31/2019		12/12 Notice of Dec 16 Meeting	01 2310 540 000	45.00	
DEC2019	12/31/2019		12/19 Minutes of Dec 10 Special Mtg	01 2310 540 000	23.53	
DEC2019	12/31/2019		12/26 Minutes of Dec 16 Meeting	01 2310 540 000	107.23	
DEC2019	12/31/2019		Help wanted TLC & Afterzone Para	01 2570 540 000	11.31	
Check Number: 26694	Check Type: Check	Check Date: 01/13/2020	Vendor: ZOOKWELD	ZOOK'S WELDING SHOP, INC.	Check Total:	15.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
144731	01/03/2020		Repair auditorium seat bracket	01 2620 430 001	15.00	
Check Number: 3551	Check Type: Direct Deposit	Check Date: 01/13/2020	Vendor: BOPW	BOARD OF PUBLIC WORKS	Check Total:	14,509.75
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
DEC2019	01/01/2020		7693: Water - Transition House	01 2610 410 001	15.50	
DEC2019	01/01/2020		7693: Sewer - Transition House	01 2610 410 001	30.00	
DEC2019	01/01/2020		1166: Water - HS	01 2610 410 001	77.60	
DEC2019	01/01/2020		1166: Sewer - HS	01 2610 410 001	123.33	
DEC2019	01/01/2020		5862: Water - MS	01 2610 410 002	41.60	
DEC2019	01/01/2020		5862: Sewer - MS	01 2610 410 002	63.75	
DEC2019	01/01/2020		5679: Water - EL	01 2610 410 004	70.40	
DEC2019	01/01/2020		5679: Sewer - EL	01 2610 410 004	99.17	
DEC2019	01/01/2020		309: Water - CEEC	01 2610 410 005	30.80	
DEC2019	01/01/2020		309: Sewer - CEEC	01 2610 410 005	42.92	
DEC2019	01/01/2020		7693: Sanitation - Transition House	01 2610 420 001	16.00	
DEC2019	01/01/2020		1166: Sanitation - HS	01 2610 420 001	100.00	
DEC2019	01/01/2020		5862: Sanitation - MS	01 2610 420 002	100.00	
DEC2019	01/01/2020		5679: Sanitation - EL	01 2610 420 004	200.00	
DEC2019	01/01/2020		309: Sanitation - CEEC	01 2610 420 005	100.00	
DEC2019	01/01/2020		2496: Electricity - Concessions	01 2610 622 001	107.15	
DEC2019	01/01/2020		1168: Electricity - Stadium	01 2610 622 001	284.80	
DEC2019	01/01/2020		1170: Electricity - Stadium Well	01 2610 622 001	23.43	
DEC2019	01/01/2020		1166:Electricity HS	01 2610 622 001	4,365.80	
DEC2019	01/01/2020		7693: Electricity - Transition House	01 2610 622 001	34.69	
DEC2019	01/01/2020		5862: Electricity - MS	01 2610 622 002	2,879.40	
DEC2019	01/01/2020		5679: Electricity - EL	01 2610 622 004	4,340.80	
DEC2019	01/01/2020		6653: Electricity - EL Garage/Greenhouse	01 2610 622 004	373.68	
DEC2019	01/01/2020		8404: Electricity - CEEC Modular	01 2610 622 005	383.47	
DEC2019	01/01/2020		309: Electricity - CEEC	01 2610 622 005	605.46	

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User ID: CCM

Checking Account: 3552	Invoice Number	01022020	01/02/2020	PO Number	Detail Description	Chart of Account Number	Detail Amount
	01022020	01/02/2020	Physical Therapy Services - School Age	01 6410 320 000	153.78		
	01022020	01/02/2020	Physical Therapy Services - School Age	01 6410 320 001	126.72		
	01022020	01/02/2020	Physical Therapy Services - School Age	01 6410 320 004	247.50		
	01022020	01/02/2020	Physical Therapy Services - Age 0-2	01 6410 320 005	264.00		
	12122019	12/12/2019	Student random drug testing	01 2130 340 000	285.00		
	Check Number: 3553	Invoice Number	210770	12/31/2019	HMWTP970A2259 STAT-3, freight, labor	01 2620 430 000	500.25
	210770	12/31/2019	Labor-check air comp	01 2620 430 001	65.00		
	210770	12/31/2019	Labor-hooked comp up temp to shop comp	01 2620 430 001	137.19		
	210770	12/31/2019	TKT0557: Filters	01 2620 430 004	13.99		
	210770	12/31/2019	10MFD Run Cap	01 2620 430 004	4.41		
	210770	12/31/2019	Labor-replace bad water valve; bad blowe	01 2620 430 004	237.50		
210770	12/31/2019	TKCT0578: Fluid Valve	01 2620 430 004	84.38			
Check Number: 3554	Invoice Number	DEC2019	01/01/2020	PO Number	Detail Description	Chart of Account Number	Check Total:
1,539.57	Detail Amount	1,539.57	COZAD TELEPHONE CO.	01 2560 382 000			
Check Number: 3555	Invoice Number	C12531	12/17/2019	PO Number	Detail Description	Chart of Account Number	Check Total:
300.00	Detail Amount	75.00	Fire Alarm Monitoring Quarterly	01 2610 430 000	75.00		
		75.00	Fire Alarm Monitoring Quarterly	01 2610 430 001	75.00		
		C12531	12/17/2019	Fire Alarm Monitoring Quarterly	01 2610 430 004	75.00	
		C12531	12/17/2019	Fire Alarm Monitoring Quarterly	01 2610 430 005	75.00	
Check Number: 3556	Invoice Number	1196169	12/01/2019	PO Number	Detail Description	Chart of Account Number	Check Total:
452.25	Detail Amount	12.29	Network NE Fees Nov19 Interregional Fee	01 2560 382 000	12.29		
		1196169	12/01/2019	Network NE Fees; Participation Fee	01 2560 382 000	217.03	
		1196169	12/01/2019	E-Rate Circuit Cost Recovery	01 2560 382 000	222.93	
Check Number: 3557	Invoice Number	21224	12/27/2019	PO Number	Detail Description	Chart of Account Number	Check Total:
184.84	Detail Amount	184.84	Interior Spray all building	01 2610 430 000	184.84		
Check Number: 3558	Invoice Number	80224848	12/03/2019	PO Number	Detail Description	Chart of Account Number	Check Total:
4,336.91	Detail Amount	3,901.41	Monthly Chromebook Lease payment	01 2580 443 001	3,901.41		
		435.50	Monthly Chromebook Lease payment	01 2580 443 002	435.50		
GENERAL CHECKING							
Checking Account: 3552	Invoice Number	01022020	01/02/2020	PO Number	Detail Description	Chart of Account Number	Check Total:
	01022020	01/02/2020	Physical Therapy Services - School Age	01 6410 320 000	153.78		1,077.00
	01022020	01/02/2020	Physical Therapy Services - School Age	01 6410 320 001	126.72		
	01022020	01/02/2020	Physical Therapy Services - School Age	01 6410 320 004	247.50		
	01022020	01/02/2020	Physical Therapy Services - Age 0-2	01 6410 320 005	264.00		
	12122019	12/12/2019	Student random drug testing	01 2130 340 000	285.00		
	Check Number: 3553	Invoice Number	210770	12/31/2020	Vendor: COZASERV	Chart of Account Number	Check Total:
	210770	12/31/2019	HMWTP970A2259 STAT-3, freight, labor	01 2620 430 000		1,042.72	
	210770	12/31/2019	Labor-check air comp	01 2620 430 001			
	210770	12/31/2019	Labor-hooked comp up temp to shop comp	01 2620 430 001			
	210770	12/31/2019	TKT0557: Filters	01 2620 430 004			
	210770	12/31/2019	10MFD Run Cap	01 2620 430 004			
210770	12/31/2019	Labor-replace bad water valve; bad blowe	01 2620 430 004				
210770	12/31/2019	TKCT0578: Fluid Valve	01 2620 430 004				
Check Number: 3554	Invoice Number	DEC2019	01/01/2020	Vendor: COZATELE	Chart of Account Number	Check Total:	
1,539.57	Detail Amount	1,539.57	Telephone Services-December 2019	01 2560 382 000			
Check Number: 3555	Invoice Number	C12531	12/17/2019	Vendor: DMSECUR	Chart of Account Number	Check Total:	
300.00	Detail Amount	75.00	Fire Alarm Monitoring Quarterly	01 2610 430 000			
		75.00	Fire Alarm Monitoring Quarterly	01 2610 430 001			
		C12531	12/17/2019	Fire Alarm Monitoring Quarterly	01 2610 430 004		
		C12531	12/17/2019	Fire Alarm Monitoring Quarterly	01 2610 430 005		
Check Number: 3556	Invoice Number	1196169	12/01/2019	Vendor: DASSTATE	Chart of Account Number	Check Total:	
452.25	Detail Amount	12.29	Network NE Fees Nov19 Interregional Fee	01 2560 382 000			
		1196169	12/01/2019	Network NE Fees; Participation Fee	01 2560 382 000		
		1196169	12/01/2019	E-Rate Circuit Cost Recovery	01 2560 382 000		
Check Number: 3557	Invoice Number	21224	12/27/2019	Vendor: DAWSPEST	Chart of Account Number	Check Total:	
184.84	Detail Amount	184.84	Interior Spray all building	01 2610 430 000			
Check Number: 3558	Invoice Number	80224848	12/03/2020	Vendor: DELLFINA	Chart of Account Number	Check Total:	
4,336.91	Detail Amount	3,901.41	Monthly Chromebook Lease payment	01 2580 443 001			
		435.50	Monthly Chromebook Lease payment	01 2580 443 002			

Detail Check Register

Checking Account: 1

GENERAL CHECKING

Check Number: 3559	Check Type: Direct Deposit	Check Date: 01/13/2020	Vendor: EAKESKE	EAKES OFFICE PLUS - KEARNEY	Check Total: 4,353.57
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>
7921455	12/18/2019		Elem North Workroom: Staples	01 2530 550 004	196.00
7926413	12/20/2019		Toner-Service & Supply agreement	01 2530 550 002	0.00
7926413	12/20/2019		Toner-Service & Supply agreement	01 2530 550 002	0.00
7926413	12/20/2019		Toner-Service & Supply agreement	01 2530 550 002	0.00
7926413	12/20/2019		Toner-Service & Supply agreement	01 2530 550 002	0.00
7926413	12/20/2019		Waster toner box-Service & Supply agreem	01 2530 550 002	0.00
7926865	12/20/2019		Toner-Service & Supply agreement	01 2530 550 001	0.00
7926865	12/20/2019		Toner-Service & Supply agreement	01 2530 550 001	0.00
7926865	12/20/2019		Toner-Service & Supply agreement	01 2530 550 001	0.00
7926865	12/20/2019		Toner-Service & Supply agreement	01 2530 550 001	0.00
INV176459	12/20/2019		Administrative Charge	01 2530 550 000	3.50
INV176459	12/20/2019		1159576: DO Printer BW Copies	01 2530 550 000	2.97
INV176459	12/20/2019		129855: DO BW Copies	01 2530 550 000	0.00
INV176459	12/20/2019		129855: DO Color Copies	01 2530 550 000	0.00
INV176459	12/20/2019		130441: DO BW Copies	01 2530 550 000	19.50
INV176459	12/20/2019		1159578: Alt Ed BW Coipes	01 2530 550 001	0.00
INV176459	12/20/2019		129858: HS Music Room BW Copies	01 2530 550 001	16.61
INV176459	12/20/2019		130043: HS Library BW Copies	01 2530 550 001	0.00
INV176459	12/20/2019		129829: HS Faculty Lounge BW Copies	01 2530 550 001	15.39
INV176459	12/20/2019		129833: HS Office Printer BW Copies	01 2530 550 001	32.70
INV176459	12/20/2019		129834: HS Comp Lab BW Copies	01 2530 550 001	12.66
INV176459	12/20/2019		129853: HS Office BW Copies	01 2530 550 001	0.00
INV176459	12/20/2019		129853: HS Office Color Copies	01 2530 550 001	0.00
INV176459	12/20/2019		1159572: HS Guidance BW Copies	01 2530 550 001	4.71
INV176459	12/20/2019		1159573: HS Weight Room BW Copies	01 2530 550 001	21.45
INV176459	12/20/2019		1159577: MS Lab BW Copies	01 2530 550 002	18.20
INV176459	12/20/2019		129856: MS Lounge BW Copies	01 2530 550 002	0.00
INV176459	12/20/2019		129856: MS Lounge Color Copies	01 2530 550 002	0.00
INV176459	12/20/2019		129886: MS Library BW Copies	01 2530 550 002	0.00
INV176459	12/20/2019		1159579: MS Office BW Copies	01 2530 550 002	11.51
INV176459	12/20/2019		1159580: EL Comp Lab BW Copies	01 2530 550 004	1.65
INV176459	12/20/2019		129883: EL Teach Lounge BW Copies	01 2530 550 004	0.00
INV176459	12/20/2019		129884: EL North Work room BW Copies	01 2530 550 004	0.00
INV176459	12/20/2019		129857: EL Office BW Copies	01 2530 550 004	0.00
INV176459	12/20/2019		129857: EL Office Color Copies	01 2530 550 004	0.00
INV176459	12/20/2019		1159575: EL Office BW Copies	01 2530 550 004	1.02
INV176459	12/20/2019		1158883: EL Speech BW Copies	01 2530 550 004	20.89
INV176459	12/20/2019		1159571: CEEC Office BW Copies	01 2530 550 005	0.58
INV176459	12/20/2019		1159574: CEEC BW Copies	01 2530 550 005	0.94

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Checking Account: 1		GENERAL CHECKING				
123019	01/01/2020		Deaf Education Elementary	01 2151 320 004	2,022.45	
123019	01/01/2020		Audiology Ages 3-4	01 2152 320 005	56.40	
123019	01/01/2020		Speech Ages 3-4	01 2152 320 005	4,663.49	
123019	01/01/2020		Speech Birth-2	01 2153 320 000	137.16	
123019	01/01/2020		Audiology Birth-2	01 2153 320 000	56.40	
123019	01/01/2020		SpEd Supplemental Supervision	01 6410 320 000	296.16	
123019	01/01/2020		Vocational Secondary	01 6410 320 001	702.67	
123019	01/01/2020		Vocational Secondary	01 6410 320 002	702.67	
18440-1	12/18/2019		TL Training-Launch STEM	01 1100 330 004	100.00	
18440-2	12/18/2019		Title III Winter Mtg-Kostrunek	01 1150 330 002	20.00	
18440-3	12/18/2019	CCS30537	Aquesst Principal meeting	01 2410 330 001	40.00	
18440-3a	12/18/2019		Workshop:Principal Mtg	01 2320 330 000	40.00	
Check Number: 3561		Check Type: Direct Deposit	Check Date: 01/13/2020	Vendor: UNITE	Fiber Platform, LLC	Check Total: 2,267.33
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
SI-20-000447	01/01/2020		E-WAN Services - Jan 2020	01 2510 382 000	2,120.00	
SI-20-000447	01/01/2020		NE State Universal Svc - Jan 2020	01 2510 382 000	147.33	
Check Number: 3562		Check Type: Direct Deposit	Check Date: 01/13/2020	Vendor: FLASELEC	FLASH ELECTRIC, LLC	Check Total: 557.30
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
2956	12/19/2019		Labor ELEM emergency light	01 2610 430 004	90.00	
2956	12/19/2019		Emergency ballast	01 2610 430 004	120.00	
2958	12/19/2019		T8 wrap arounds	01 2610 430 001	180.00	
2958	12/19/2019		Labor	01 2610 430 001	167.30	
Check Number: 3563		Check Type: Direct Deposit	Check Date: 01/13/2020	Vendor: KSBSCO	KSB SCHOOL LAW	Check Total: 1,330.02
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
7223	01/02/2020		12-9 Teleconf BB re:assault allegations	01 2330 317 000	22.50	
7223	01/02/2020		12-10 Teleconf BB re:student misconduct	01 2330 317 000	45.00	
7223	01/02/2020		12-17 Prepare/present PPACA	01 2330 317 000	200.00	
7223	01/02/2020		12-4 Teleconf RW and Jon H re:personnel	01 2330 317 000	189.00	
7223	01/02/2020		12-5 Teleconf RW re:hearing officer	01 2330 317 000	189.00	
7223	01/02/2020		12-10 Teleconf Jon Hunzeker re: settleme	01 2330 317 000	189.00	
7223	01/02/2020		12-14 Draft personnel doc; emails to RW	01 2330 317 000	179.02	
7223	01/02/2020		12-16 Finalize agrmt; emails to RW	01 2330 317 000	33.00	
7223	01/02/2020		12-16 Emails RW and Jon Hunzeker	01 2330 317 000	94.50	
7223	01/02/2020		12-19 Emails RW re; personnel	01 2330 317 000	94.50	
7223	01/02/2020		12-20 Teleconf RW; emails Jon Hunzeker	01 2330 317 000	94.50	
Check Number: 3564		Check Type: Direct Deposit	Check Date: 01/13/2020	Vendor: PAPETIGE	PAPER TIGER SHREDDING	Check Total: 132.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
122969	12/31/2019		Paper Shredding DO	01 2610 420 000	22.00	
122969	12/31/2019		Paper Shredding HS	01 2610 420 001	22.00	

01/09/2020 2:57 PM

Checking Account: 1		GENERAL CHECKING		Checking Account ID: 1		Total without Voids: 133,475.98	
122969	12/31/2019	Paper Shredding MS	01 2610 420 002	22.00			
122969	12/31/2019	Paper Shredding Elem School	01 2610 420 004	44.00			
122969	12/31/2019	Paper Shredding CEFC	01 2610 420 005	22.00			
Check Number: 3565	Invoice Number	151439	12/30/2019	Invoice Date	PO Number	Detail Description	Chart of Account Number
Check Type: Direct Deposit	Check Date: 01/13/2020	Vendor: PAULSEN	PAULSEN, INC.	Check Total:	360.00		
Check Number: 3566	Invoice Number	DEC2019	3567	Invoice Number	01/02/2020	01 2510 330 000	01 2510 643 000
Check Type: Direct Deposit	Check Date: 01/13/2020	Vendor: SOFTWARE UNLIMITED, INC.	Software Unlimited, Inc.	Check Total:	597.00		
Check Number: 3567	Invoice Number	231201	3567	Invoice Number	01/02/2020	01 2510 643 000	01 2510 643 000
Check Type: Direct Deposit	Check Date: 01/13/2020	Vendor: TMS	TIME MANAGEMENT SYSTEMS, INC.	Check Total:	180.00		
Check Number: 3568	Invoice Number	231201	3568	Invoice Number	01/02/2020	01 2510 643 000	01 2510 643 000
Check Type: Direct Deposit	Check Date: 01/13/2020	Vendor: TMS	TIME MANAGEMENT SYSTEMS, INC.	Check Total:	180.00		
Total without Voids: 133,475.98		Checking Account ID: 1		Total without Voids: 133,475.98		Total without Voids: 133,475.98	

Detail Check Register

Checking Account: 6 LUNCH FUND

Check Number: 26378	Check Type: Check	Check Date: 01/13/2020	Vendor: BOETTROB	Robert Boettcher	Check Total:	252.20
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
DEC2019	12/18/2019		Reimburse lunch balance	06 1611	252.20	

Check Number: 26379	Check Type: Check	Check Date: 01/13/2020	Vendor: OPAAFOOD	OPAA! FOOD MANAGEMENT OF NEBRASKA, LLC	Check Total:	39,875.40
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
NE00025555	12/31/2019		Student Lunches	06 3100 340 000	31,206.06	
NE00025555	12/31/2019		Student Breakfasts	06 3100 340 000	5,141.02	
NE00025555	12/31/2019		Headstart Breakfasts	06 3100 340 000	301.55	
NE00025555	12/31/2019		Snacks	06 3100 340 000	1,564.08	
NE00025555	12/31/2019		Ala Carte sales	06 3100 340 000	3,539.19	
NE00025555	12/31/2019		Adult Lunches	06 3100 340 000	745.30	
NE00025555	12/31/2019		Adult Breakfasts	06 3100 340 000	25.36	
NE00025555	12/31/2019		Commodity credit	06 3100 340 000	(3,487.18)	
NE00025555	12/31/2019		Headstart Lunches	06 3100 340 000	609.62	
NE00025555	12/31/2019		Headstart Adult Lunches	06 3100 340 000	141.64	
NE00025555	12/31/2019		Headstart Adult Breakfasts	06 3100 340 000	88.76	

Check Number: 7	Check Type: Direct Deposit	Check Date: 01/13/2020	Vendor: COZASERV	COZAD SERVICES, INC.	Check Total:	204.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
210771	12/31/2019		Heater hose-2	06 3100 430 004	6.00	
210771	12/31/2019		Labor-checked dishwasher supply tubing	06 3100 430 004	130.00	
210771	12/31/2019		Heater hose	06 3100 430 004	3.00	
210771	12/31/2019		Labor-Replaced bad supply hose dishwashe	06 3100 430 004	65.00	

*Denotes Expensed Invoice Item

Checking Account ID: 6

Total without Voids: 40,331.60

LUNCH FUND

Beginning Balance as of 12/1/2019	\$ 213,686.15		
Deposits	\$ 51,966.32		
Voided Checks	\$ -		
Interest	\$ 9.97		
Payroll expenses	\$ -		
Accounts Payable expenses	\$ 55,284.67	\$ 46,805.88	as of 12/31/2018
Total book balance as 12/31/2019	\$ 210,377.77	\$ 132,662.29	as of 12/31/2018
Projected federal reimbursement	\$ 29,164.55	\$ 26,592.08	as of 1/15/2019
Other deposits to date	\$ 3,093.50	\$ 10,103.00	as of 1/15/2019
Payroll to date	\$ -		
Accounts Payable to date	\$ 40,331.60	\$ 7,514.11	as of 1/15/2019
Total book balance as 1/9/2020	\$ 202,304.22	\$ 161,843.26	as of 1/15/2019

Check Reconciliation Report

Batch Description: HOT LUNCH DEC 2019

Processing Month: 12/2019

Checking Account: 6

LUNCH FUND

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
	Statement Balance	12/31/2019	210,380.17

Outstanding Checks

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
26299	BRITTANY COLE	08/13/2018	2.40
Total:			2.40

<u>Statement Balance</u>	<u>Outstanding Total</u>	<u>Balance on Books</u>	<u>Cash Account Balance</u>
210,380.17	(2.40)	210,377.77	210,377.77

Cleared Automatic Payment Total:	15.00
Cleared Checks Total:	48,184.67
Cleared Direct Deposit Total:	(7,085.00)
Cleared Void Total:	
Cleared Deposit Total:	51,976.29
Cleared Manual Journal Entries Total:	
Cleared Sales Journal Total:	

SCHOOL DISTRICT NO. 11----CUSTODY RECEIPTS

WAYPOINT BANK

CUSIP#	ISSUE	MATURITY	AMOUNT
3133EGSW6	Federal Farm Credit Bank	09/08/2025	497,855.00
3130A9P62	Federal Farm Credit Bank	10/13/2026	248,662.50
3133EGJH9	Federal Farm Credit Bank	01/06/2025	499,200.00
3134GUFV7	Fannie Mac	10/07/2024	500,606.00
3136G06W6	Fannie Mae	11/20/2023	448,884.00
3136G32T1	Fannie Mae	08/23/2024	109,428.00
289253CJ3	Elm Creek Ne Rural RPD	10/15/2023	11,020.24
140420Q94	Capital One Bank	11/23/2021	248,000.00
40434AC72	HSBC Bank USA	11/17/2020	248,000.00
48126XJY2	JP Morgan Chase Bank	10/31/2023	249,000.00
8562846Z2	State Bank of India	03/14/2022	249,000.00
941660BE1	Waterloo IA CMNTY	07/01/2020	250,142.50

TOTAL CUSTODY RECEIPTS..... \$3,559,212.24

FDIC..... \$250,000.00

ACCOUNTS:


\$3,809,212.24

General Ckg (333009)	63,234.42
General MMA (157526)	2,317,593.70
Revolving Account (310602)	10,140.40
CEA (204650)	4,254.23
125 Plan (322801)	16,917.25
Hot Lunch (333020)	210,380.17
Bank Uniform Fund (2091)	1,247.09
Band Uniform Fund (513356)	999.93
Band Uniform Fund (2343)	1,196.27
Band Uniform Fund (514514)	1,391.78
Band Uniform Fund (515352)	1,307.88
Special Bond Funds (12420)	5,029.79
Savings (1759)	3,424.49
337651	818.06
514973	1,408.21
600022	1,018.79

\$2,640,362.46

Amount of coverage over deposits.....\$1,168,849.78

Dated this 1st day of January, 2020.


 Susan A. Kloepping, Treasurer

WAYPOINT BANK
747 MERIDIAN PO BOX 7
COZAD NE 69130

007 00001 01
ACCOUNT:

PAGE: 1
333020 12/31/2019

TELEPHONE: 308-784-2515



COZAD CITY SCHOOLS DIST 11
COZAD HOT LUNCH ACCOUNT
RON WYMORE
1910 MERIDIAN AVE
COZAD NE 69130

30
31
2

Saving for Christmas gifts is easy with Club Santa Savings Account.
Contact your local branch for more information.

NOW ACCOUNT 333020

DESCRIPTION	DEBITS	CREDITS	DATE	BALANCE
BALANCE LAST STATEMENT			11/29/19	213,688.55
SET TRANS Cozad Community Cozad Community Settlement for Post Date 11-26-2019		200.00	12/02/19	213,888.55
DEPOSIT		103.10	12/03/19	213,991.65
DEPOSIT		929.75	12/03/19	214,921.40
SET TRANS Cozad Community EFUNDS CC CREDIT FOR 11-29-2019		50.00	12/03/19	214,971.40
DEPOSIT		98.60	12/04/19	215,070.00
DEPOSIT		1,085.00	12/04/19	216,155.00
SET TRANS Cozad Community Cozad Community Settlement for Post Date 11-29-2019		300.00	12/04/19	216,455.00
DEPOSIT		85.75	12/05/19	216,540.75
DEPOSIT		480.00	12/05/19	217,020.75
SET TRANS Cozad Community EFUNDS CC CREDIT FOR 12-03-2019		40.00	12/05/19	217,060.75
DEPOSIT		104.25	12/06/19	217,165.00
DEPOSIT		400.00	12/06/19	217,565.00
SET TRANS Cozad Community EFUNDS CC CREDIT FOR 12-04-2019		42.35	12/06/19	217,607.35
SET TRANS Cozad Community Cozad Community Settlement for Post Date 12-03-2019		120.00	12/06/19	217,727.35
DEPOSIT		95.05	12/09/19	217,822.40
DEPOSIT		803.50	12/09/19	218,625.90
SET TRANS Cozad Community EFUNDS CC CREDIT FOR 12-05-2019		140.00	12/09/19	218,765.90
DEPOSIT		130.80	12/10/19	218,896.70
DEPOSIT		646.50	12/10/19	219,543.20

* * * C O N T I N U E D * * *

WAYPOINT BANK
747 MERIDIAN PO BOX 7
COZAD NE 69130

007 00001 01
ACCOUNT:

PAGE: 2
333020 12/31/2019

TELEPHONE: 308-784-2515

COZAD CITY SCHOOLS DIST 11



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NOW ACCOUNT 333020

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DESCRIPTION	DEBITS	CREDITS	DATE	BALANCE
SET TRANS Cozad Community Cozad Community Settlement for Post Date 12-05-2019		40.00	12/10/19	219,583.20
SET TRANS Cozad Community EFUNDS CC CREDIT FOR 12-06-2019		227.00	12/10/19	219,810.20
SET TRANS Cozad Community EFUNDS CC CREDIT FOR 12-09-2019		215.00	12/11/19	220,025.20
INVOICE MAGIC-WRIGHTER E~SERVICES PROCESSING IN NOVEMBER, 2019	15.00		12/11/19	220,010.20
DEPOSIT		124.20	12/12/19	220,134.40
DEPOSIT		711.00	12/12/19	220,845.40
SET TRANS Cozad Community EFUNDS CC CREDIT FOR 12-10-2019		40.00	12/12/19	220,885.40
SET TRANS Cozad Community Cozad Community Settlement for Post Date 12-09-2019		170.00	12/12/19	221,055.40
DEPOSIT		76.90	12/13/19	221,132.30
DEPOSIT		88.50	12/13/19	221,220.80
DEPOSIT		775.00	12/13/19	221,995.80
DEPOSIT		1,140.00	12/13/19	223,135.80
SET TRANS Cozad Community EFUNDS CC CREDIT FOR 12-11-2019		75.00	12/13/19	223,210.80
STATE OF NE ST PAYMENT 476002391		33,913.27	12/13/19	257,124.07
DEPOSIT		115.45	12/16/19	257,239.52
DEPOSIT		380.00	12/16/19	257,619.52
SET TRANS Cozad Community Cozad Community Settlement for Post Date 12-11-2019		50.00	12/16/19	257,669.52
SET TRANS Cozad Community EFUNDS CC CREDIT FOR 12-12-2019		120.00	12/16/19	257,789.52
DEPOSIT		93.95	12/17/19	257,883.47
DEPOSIT		708.00	12/17/19	258,591.47
SET TRANS Cozad Community Cozad Community Settlement for Post Date 12-12-2019		30.00	12/17/19	258,621.47
SET TRANS Cozad Community EFUNDS CC CREDIT FOR 12-13-2019		77.00	12/17/19	258,698.47
DEPOSIT		99.90	12/18/19	258,798.37
DEPOSIT		715.00	12/18/19	259,513.37
SET TRANS Cozad Community EFUNDS CC CREDIT FOR 12-16-2019		50.00	12/18/19	259,563.37
SET TRANS Cozad Community Cozad Community Settlement for Post Date 12-13-2019		70.00	12/18/19	259,633.37
County of Dawson COZSCHOOL 476002391	7,085.00		12/18/19	252,548.37
DEPOSIT		81.20	12/19/19	252,629.57
DEPOSIT		683.00	12/19/19	253,312.57
SET TRANS Cozad Community Cozad Community Settlement for Post Date 12-16-2019		100.00	12/19/19	253,412.57

* * * C O N T I N U E D * * *

WAYPOINT BANK
747 MERIDIAN PO BOX 7
COZAD NE 69130

007 00001 01
ACCOUNT:

PAGE: 3
333020 12/31/2019

TELEPHONE: 308-784-2515

COZAD CITY SCHOOLS DIST 11



NOW ACCOUNT 333020

DESCRIPTION	DEBITS	CREDITS	DATE	BALANCE
SET TRANS Cozad Community EFUNDS CC CREDIT FOR 12-17-2019		137.35	12/19/19	253,549.92
DEPOSIT		93.15	12/20/19	253,643.07
DEPOSIT		434.80	12/20/19	254,077.87
DEPOSIT		1,486.60	12/20/19	255,564.47
SET TRANS Cozad Community EFUNDS CC CREDIT FOR 12-18-2019		50.00	12/20/19	255,614.47
DEPOSIT		4.15	12/23/19	255,618.62
DEPOSIT		2,451.25	12/23/19	258,069.87
SET TRANS Cozad Community Cozad Community Settlement for Post Date 12-18-2019		30.00	12/23/19	258,099.87
CHECK # 26376	69.91		12/23/19	258,029.96
CHECK # 26377	48,114.76		12/23/19	209,915.20
SET TRANS Cozad Community Cozad Community Settlement for Post Date 12-19-2019		25.00	12/24/19	209,940.20
SET TRANS Cozad Community EFUNDS CC CREDIT FOR 12-20-2019		145.00	12/24/19	210,085.20
SET TRANS Cozad Community EFUNDS CC CREDIT FOR 12-23-2019		60.00	12/26/19	210,145.20
SET TRANS Cozad Community Cozad Community Settlement for Post Date 12-20-2019		95.00	12/26/19	210,240.20
SET TRANS Cozad Community Cozad Community Settlement for Post Date 12-23-2019		60.00	12/27/19	210,300.20
SET TRANS Cozad Community Cozad Community Settlement for Post Date 12-24-2019		20.00	12/30/19	210,320.20
SET TRANS Cozad Community EFUNDS CC CREDIT FOR 12-27-2019		50.00	12/31/19	210,370.20
INTEREST		9.97	12/31/19	210,380.17
BALANCE THIS STATEMENT			12/31/19	210,380.17
TOTAL CREDITS (63)	51,976.29	MINIMUM BALANCE		209,915.20
TOTAL DEBITS (4)	55,284.67	AVG AVAILABLE BALANCE		227,352.97

YOUR CHECKS SEQUENCED

DATE...CHECK #.....AMOUNT DATE...CHECK #.....AMOUNT DATE...CHECK #.....AMOUNT

12/23 26376 69.91 12/23 26377 48,114.76

* * * C O N T I N U E D * * *

WAYPOINT BANK
747 MERIDIAN PO BOX 7
COZAD NE 69130

007 00001 01
ACCOUNT:

PAGE: 4
333020 12/31/2019

TELEPHONE: 308-784-2515

COZAD CITY SCHOOLS DIST 11



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NOW ACCOUNT 333020

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- - - - - I N T E R E S T - - - - -

AVERAGE LEDGER BALANCE:	227,352.97	INTEREST EARNED:	9.97
INTEREST PAID THIS PERIOD:	9.97	DAYS IN PERIOD:	32
INTEREST PAID 2019:	204.90	ANNUAL PERCENTAGE YIELD EARNED:	.05%

- - - ITEMIZATION OF OVERDRAFT AND RETURNED ITEM FEES - - -

*		TOTAL FOR	TOTAL	*
*		THIS PERIOD	YEAR TO DATE	*
-----*				
* TOTAL OVERDRAFT FEES:		\$.00	\$.00	*
-----*				
* TOTAL RETURNED ITEM FEES:		\$.00	\$.00	*

- END OF STATEMENT -

GENERAL FUND*Comparison*

Beginning Balance as of 12/1/2019	\$ 2,675,300.24		
Deposits	\$ 641,792.87		
Interest	\$ 2,180.84		
Voided checks	\$ -		
Payroll expenses	\$ 819,044.48	\$ 814,444.98	as of 12/20/2018
ACH Fee	\$ 75.00		
Accounts Payable expenses	\$ 144,281.49	\$ 91,682.22	as of 12/20/2018
Total book balance as 12/31/2019	\$ 2,355,872.98	\$ 1,464,073.64	as of 12/31/2018
Projected tax deposit	\$ 1,200,038.46	\$ 1,180,361.31	as of 1/15/2019
Other deposits to date	\$ 5,154.72	\$ 3,960.69	as of 1/15/2019
Payroll to date	\$ 817,589.35	\$ 795,082.19	as of 1/15/2019
Accounts Payable to date	\$ 133,475.98	\$ 111,408.61	as of 1/15/2019
Total book balance as 1/9/2020	\$ 2,610,000.83	\$ 1,741,904.84	as of 1/15/2019

Batch Description: GENERAL FUND DEC19-0001

Processing Month: 12/2019

Checking Account: 1 GENERAL CHECKING

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
	Statement Balance	12/31/2019	2,385,828.12

Outstanding Automatic Payments

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
144	MG TRUST	11/20/2019	9,992.88
Total:			9,992.88

Outstanding Checks

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
26513	MIDWEST DOOR & HARDWARE	11/11/2019	12,405.00
26586	Ameritas	12/16/2019	72.04
26607	Aflac	12/20/2019	1,298.57
26619	MERIDIAN RENTALS	12/16/2019	163.98
26621	NDE Early Childhood Training Center	12/16/2019	40.00
26623	NEBRASKA STATE READING ASSOCIATION	12/16/2019	275.00
26626	ONE SOURCE	12/16/2019	710.00
26632	UNK BANDS	12/16/2019	120.00
26635	ZOOK'S WELDING SHOP, INC.	12/16/2019	438.35
26636	Ameritas	12/20/2019	2,608.68
26645	Madison National Life Ins Co, Inc.	12/20/2019	1,393.08
26648	Credit Management Services, Inc.	12/20/2019	437.56
Total:			19,962.26

<u>Statement Balance</u>	<u>Outstanding Total</u>	<u>Balance on Books</u>	<u>Cash Account Balance</u>
2,385,828.12	(29,955.14)	2,355,872.98	2,355,872.98

Cleared Automatic Payment Total:	400,762.10
Cleared Checks Total:	228,748.81
Cleared Direct Deposit Total:	(454,205.62)
Cleared Void Total:	605.19
Cleared Deposit Total:	643,973.71
Cleared Manual Journal Entries Total:	
Cleared Sales Journal Total:	

SCHOOL DISTRICT NO. 11—Treasurer's Report

Beginning balance December 1, 2019 \$2,825,570.94

Receipts:	Dawson Co Treasurer	85,730.22	
	Custer Co. Treasruer	5,086.11	
	State of Nebraska	538,954.79	
	Feik-Phaby	120.00	
	Pre-School	9,200.00	
	Afterzone	2,199.00	
	Sigler	502.75	
	Interest	2,180.84	
			\$ 643,973.71

Disbursements 1,083,716.53

Closing balance December 31, 2019 \$2,385,828.12

ACCOUNTS:	Waypoint Bank—mma526	2,317,593.70	
	Security 1 st —Revolv743	5,000.00	
	Waypoint Bank—ckg009	63,234.42	\$2,385,828.12


BOND FUND

Balance 12-01-19	\$581,654.82	Security 1 st Bank-391	\$ 319,733.68
Receipts	1,931.36		
Disbursements	<u>263,852.50</u>		
Balance 12-31-19	\$ 319,733.68		

BUILDING ACCOUNTS

Balance 12-01-19	\$ 552,478.24	Homestead Bank-902	\$243,764.23
Receipts	1,157.73	Homestead Bank-6444	\$259,702.16
Disbursements	<u>50,169.58</u>		
Balance 12-31-19	\$ 503,466.39		

Respectfully submitted:


District 11 Treasurer-Susan Kloepping

SCHOOL DISTRICT NO. 11----CUSTODY RECEIPTS

WAYPOINT BANK

CUSIP#	ISSUE	MATURITY	AMOUNT
3133EGSW6	Federal Farm Credit Bank	09/08/2025	497,855.00
3130A9P62	Federal Farm Credit Bank	10/13/2026	248,662.50
3133EGJH9	Federal Farm Credit Bank	01/06/2025	499,200.00
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289253CJ3	Elm Creek Ne Rural RPD	10/15/2023	11,020.24
140420Q94	Capital One Bank	11/23/2021	248,000.00
40434AC72	HSBC Bank USA	11/17/2020	248,000.00
48126XJY2	JP Morgan Chase Bank	10/31/2023	249,000.00
8562846Z2	State Bank of India	03/14/2022	249,000.00
941660BE1	Waterloo IA CMNTY	07/01/2020	250,142.50

TOTAL CUSTODY RECEIPTS..... \$3,559,212.24
FDIC..... \$250,000.00

ACCOUNTS:

\$3,809,212.24

General Ckg (333009)	63,234.42
General MMA (157526)	2,317,593.70
Revolving Account (310602)	10,140.40
CEA (204650)	4,254.23
125 Plan (322801)	16,917.25
Hot Lunch (333020)	210,380.17
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Band Uniform Fund (513356)	999.93
Band Uniform Fund (2343)	1,196.27
Band Uniform Fund (514514)	1,391.78
Band Uniform Fund (515352)	1,307.88
Special Bond Funds (12420)	5,029.79
Savings (1759)	3,424.49
337651	818.06
514973	1,408.21
600022	1,018.79
	\$2,640,362.46

Amount of coverage over deposits.....\$1,168,849.78

Dated this 1st day of January, 2020.



Susan A. Kloepping, Treasurer

WAYPOINT BANK
747 MERIDIAN PO BOX 7
COZAD NE 69130

007 00001 01
ACCOUNT:

PAGE: 1
157526 12/31/2019

TELEPHONE: 308-784-2515



COZAD CITY SCHOOLS DIST 11
MONEY MARKET ACCOUNT 30
1910 MERIDIAN AVE 7
COZAD NE 69130 1

Saving for Christmas gifts is easy with Club Santa Savings Account.
Contact your local branch for more information.

NEBRASKA INVESTMENT ACCOUNT 157526

DESCRIPTION	DEBITS	CREDITS	DATE	BALANCE
BALANCE LAST STATEMENT			11/29/19	2640,619.99
DEPOSIT		5,200.00	12/04/19	2645,819.99
DEPOSIT		1,107.00	12/05/19	2646,926.99
STATE OF NE ST PAYMENT 476002391		8,009.79	12/06/19	2654,936.78
STATE OF NE ST PAYMENT 476002391		✓9,960.00	12/09/19	2664,896.78
DEPOSIT		2,000.00	12/10/19	2666,896.78
CUSTER CO TREASU SCHOOLS 1		5,086.11	12/13/19	2671,982.89
Dawson County operation		85,730.22	12/13/19	2757,713.11
STATE OF NE ST PAYMENT 476002391		✓205,861.00	12/13/19	2963,574.11
MISCELLANEOUS DEBIT 147,000.00			12/16/19	2816,574.11
STATE OF NE ST PAYMENT 476002391		✓57,600.00	12/17/19	2874,174.11
DEPOSIT		1,092.00	12/19/19	2875,266.11
DEPOSIT		1,750.00	12/19/19	2877,016.11
604882 INTERNET XFER TO REGULAR CHECKING 333009 ON 12/19/19 AT 13:02 pyrl t 820,000.00			12/19/19	2057,016.11
DEPOSIT		250.00	12/20/19	2057,266.11
DEPOSIT		622.75	12/20/19	2057,888.86
STATE OF NE ST PAYMENT 476002391		✓81,265.00	12/23/19	2139,153.86
STATE OF NE ST PAYMENT 476002391		✓176,259.00	12/31/19	2315,412.86
INTEREST		2,180.84	12/31/19	2317,593.70
BALANCE THIS STATEMENT			12/31/19	2317,593.70
TOTAL CREDITS (16)	643,973.71	AVG AVAILABLE BALANCE		2,487,518.60
TOTAL DEBITS (2)	967,000.00			

* * * C O N T I N U E D * * *

WAYPOINT BANK
747 MERIDIAN PO BOX 7
COZAD NE 69130

007 00001 01
ACCOUNT:

PAGE: 2
157526 12/31/2019

TELEPHONE: 308-784-2515

COZAD CITY SCHOOLS DIST 11



NEBRASKA INVESTMENT ACCOUNT 157526

- - - - - I N T E R E S T - - - - -

AVERAGE LEDGER BALANCE:	2,487,518.60	INTEREST EARNED:	2,180.84
INTEREST PAID THIS PERIOD:	2,180.84	DAYS IN PERIOD:	32
INTEREST PAID 2019:	22,756.39	ANNUAL PERCENTAGE YIELD EARNED:	1.00%

- - - ITEMIZATION OF OVERDRAFT AND RETURNED ITEM FEES - - -

*		TOTAL FOR	TOTAL	*	
*		THIS PERIOD	YEAR TO DATE	*	

* TOTAL OVERDRAFT FEES:		\$.00		\$.00	*

* TOTAL RETURNED ITEM FEES:		\$.00		\$.00	*

- END OF STATEMENT -

WAYPOINT BANK
747 MERIDIAN PO BOX 7
COZAD NE 69130

007 00001 01
ACCOUNT:

PAGE: 1
333009 12/31/2019

TELEPHONE: 308-784-2515



COZAD CITY SCHOOLS DIST 11
GENERAL CHECKING
1910 MERIDIAN AVE
COZAD NE 69130

30
1
56

** THIS ACCOUNT DOES NOT PAY INTEREST. **

Saving for Christmas gifts is easy with Club Santa Savings Account.
Contact your local branch for more information.

REGULAR CHECKING ACCOUNT 333009

DESCRIPTION	DEBITS	CREDITS	DATE	BALANCE
BALANCE LAST STATEMENT			11/29/19	179,950.95
MG Trust 0000000388 07YXXXXXX0388				
	17,074.99 ✓		12/03/19	162,875.96
CHECK # 26508	48.97		12/03/19	162,826.99
RETIREMENT RETIREMENT DEBIT NE Public Employee Retirem ent Systems 402-471-2	107,250.03 ✓		12/04/19	55,576.96
DEPOSIT		147,000.00	12/16/19	202,576.96
County of Dawson COZSCHOOL 476002391				
	64,482.29 ✓		12/18/19	138,094.67
CHECK # 26592	20.00		12/18/19	138,074.67
CHECK # 26649	780.00		12/18/19	137,294.67
604882 INTERNET XFER FROM NEBRASKA INVESTM 157526 ON 12/19/19 AT 13:02 pyrl ts		820,000.00 ✓	12/19/19	957,294.67
ACHMA VISB BILL PYMNT 3880680	234.16 ✓		12/19/19	957,060.51
WEX INC FLEET DEBI 9100003514257				
	4,368.25 ✓		12/19/19	952,692.26
BLACK HILLS ENRG UTIL BILL 6971382965				
	7,826.60 ✓		12/19/19	944,865.66
CHECK # 26603	10.00		12/19/19	944,855.66
CHECK # 26611	621.32		12/19/19	944,234.34
CHECK # 26633	2,096.24		12/19/19	942,138.10
NEBR CHILD SUPRT CHILDSUPRT XXXXX2391				
	487.00 ✓		12/20/19	941,651.10
County of Dawson PAYROLL 476002391				
	4,132.24 ✓		12/20/19	937,518.86

* * * C O N T I N U E D * * *

WAYPOINT BANK
747 MERIDIAN PO BOX 7
COZAD NE 69130

007 00001 01
ACCOUNT:

PAGE: 2
333009 12/31/2019

TELEPHONE: 308-784-2515

COZAD CITY SCHOOLS DIST 11



REGULAR CHECKING ACCOUNT 333009

DESCRIPTION	DEBITS	CREDITS	DATE	BALANCE
County of Dawson PAYROLL 476002391				
	385,591.09		12/20/19	551,927.77
CHECK # 26616	7.88		12/20/19	551,919.89
CHECK # 26618	20.63		12/20/19	551,899.26
CHECK # 26606	49.87		12/20/19	551,849.39
CHECK # 26624	59.24		12/20/19	551,790.15
CHECK # 26605	98.00		12/20/19	551,692.15
CHECK # 26599	185.00		12/20/19	551,507.15
CHECK # 26602	250.00		12/20/19	551,257.15
CHECK # 26622	258.00		12/20/19	550,999.15
CHECK # 26584	528.34		12/20/19	550,470.81
CHECK # 26600	850.66		12/20/19	549,620.15
CHECK # 26628	954.73		12/20/19	548,665.42
CHECK # 26610	1,567.59		12/20/19	547,097.83
CHECK # 26625	4,200.00		12/20/19	542,897.83
CHECK # 26640	5,383.16		12/20/19	537,514.67
CHECK # 26598	14,256.00		12/20/19	523,258.67
CHECK # 26585	14,500.00		12/20/19	508,758.67
TDA CASHCD L98ESSDACK	250.00		12/23/19	508,508.67
IRS USATAXPYMT 270975724397866	128,954.58		12/23/19	379,554.09
CHECK # 26591	18.99		12/23/19	379,535.10
CHECK # 26615	24.99		12/23/19	379,510.11
CHECK # 26627	26.80		12/23/19	379,483.31
CHECK # 26614	32.97		12/23/19	379,450.34
CHECK # 26601	36.46		12/23/19	379,413.88
CHECK # 26583	59.95		12/23/19	379,353.93
CHECK # 26588	69.99		12/23/19	379,283.94
CHECK # 26595	85.12		12/23/19	379,198.82
CHECK # 26641	96.00		12/23/19	379,102.82
CHECK # 26594	218.95		12/23/19	378,883.87
CHECK # 26596	290.98		12/23/19	378,592.89
CHECK # 26604	323.40		12/23/19	378,269.49
CHECK # 26612	334.79		12/23/19	377,934.70
CHECK # 26613	416.47		12/23/19	377,518.23
CHECK # 26629	538.47		12/23/19	376,979.76
CHECK # 26620	600.00		12/23/19	376,379.76
CHECK # 26630	1,448.75		12/23/19	374,931.01
CHECK # 26609	1,666.33		12/23/19	373,264.68
CHECK # 26587	1,666.50		12/23/19	371,598.18
CHECK # 26642	2,221.25		12/23/19	369,376.93
CHECK # 26593	4,764.31		12/23/19	364,612.62
MG Trust 0000000388 07YXXXXXX0388	12,870.68		12/24/19	351,741.94

* * * C O N T I N U E D * * *

WAYPOINT BANK
747 MERIDIAN PO BOX 7
COZAD NE 69130

007 00001 01
ACCOUNT:

PAGE: 3
333009 12/31/2019

TELEPHONE: 308-784-2515

COZAD CITY SCHOOLS DIST 11



REGULAR CHECKING ACCOUNT 333009

DESCRIPTION	DEBITS	CREDITS	DATE	BALANCE
Nebraska Revenue Neb Epay NB1DORXXXXX5076				
	18,051.85		12/24/19	333,690.09
CHECK # 26646	110.00		12/26/19	333,580.09
CHECK # 26617	293.68		12/26/19	333,286.41
CHECK # 26631	466.74		12/26/19	332,819.67
CHECK # 26608	150.00		12/27/19	332,669.67
CHECK # 26643	306.00		12/27/19	332,363.67
CHECK # 26639	1,730.00		12/27/19	330,633.67
RETURNED CHECK# 26513, ENDORSEMENT MISSING		12,405.00	12/30/19	343,038.67
CHECK # 26647	463.00		12/30/19	342,575.67
CHECK # 26638	856.60		12/30/19	341,719.07
CHECK # 26589	4,735.00		12/30/19	336,984.07
CHECK # 26590	5,767.78		12/30/19	331,216.29
CHECK # 26513	12,405.00		12/30/19	318,811.29
CHECK # 26637	151,908.01		12/30/19	166,903.28
RETIREMENT RETIREMENT DEBIT NE Public Employee Retirement Systems 402-471-2	103,393.96		12/31/19	63,509.32
CHECK # 26597	199.90		12/31/19	63,309.42
ACH CHARGE - CUSTOMER ORIGINATE	75.00		12/31/19	63,234.42
BALANCE THIS STATEMENT			12/31/19	63,234.42
TOTAL CREDITS (3)	979,405.00	AVG AVAILABLE BALANCE		217,731.00
TOTAL DEBITS (71)	1,096,121.53			

YOUR CHECKS SEQUENCED

DATE...CHECK #.....AMOUNT	DATE...CHECK #.....AMOUNT	DATE...CHECK #.....AMOUNT
12/03 26508* 48.97	12/23 26596 290.98	12/19 26611 621.32
12/30 26513* 12,405.00	12/31 26597 199.90	12/23 26612 334.79
12/23 26583 59.95	12/20 26598 14,256.00	12/23 26613 416.47
12/20 26584 528.34	12/20 26599 185.00	12/23 26614 32.97
12/20 26585* 14,500.00	12/20 26600 850.66	12/23 26615 24.99
12/23 26587 1,666.50	12/23 26601 36.46	12/20 26616 7.88
12/23 26588 69.99	12/20 26602 250.00	12/26 26617 293.68
12/30 26589 4,735.00	12/19 26603 10.00	12/20 26618* 20.63
12/30 26590 5,767.78	12/23 26604 323.40	12/23 26620* 600.00
12/23 26591 18.99	12/20 26605 98.00	12/20 26622* 258.00
12/18 26592 20.00	12/20 26606* 49.87	12/20 26624 59.24
12/23 26593 4,764.31	12/27 26608 150.00	12/20 26625* 4,200.00
12/23 26594 218.95	12/23 26609 1,666.33	12/23 26627 26.80
12/23 26595 85.12	12/20 26610 1,567.59	12/20 26628 954.73

* * * C O N T I N U E D * * *

WAYPOINT BANK
747 MERIDIAN PO BOX 7
COZAD NE 69130

007 00001 01
ACCOUNT:

PAGE: 4
333009 12/31/2019

TELEPHONE: 308-784-2515

COZAD CITY SCHOOLS DIST 11



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YOUR CHECKS SEQUENCED

=====

DATE...	CHECK #.....	AMOUNT	DATE...	CHECK #.....	AMOUNT	DATE...	CHECK #.....	AMOUNT
12/23	26629	538.47	12/30	26638	856.60	12/27	26643*	306.00
12/23	26630	1,448.75	12/27	26639	1,730.00	12/26	26646	110.00
12/26	26631*	466.74	12/20	26640	5,383.16	12/30	26647*	463.00
12/19	26633*	2,096.24	12/23	26641	96.00	12/18	26649	780.00
12/30	26637	151,908.01	12/23	26642	2,221.25			

(*) INDICATES A GAP IN CHECK NUMBER SEQUENCE

- - - ITEMIZATION OF OVERDRAFT AND RETURNED ITEM FEES - - -

*		TOTAL FOR	TOTAL	*
*		THIS PERIOD	YEAR TO DATE	*

* TOTAL OVERDRAFT FEES:		\$.00	\$.00	*

* TOTAL RETURNED ITEM FEES:		\$.00	\$.00	*

- END OF STATEMENT -

STUDENT FEE FUND

Beginning Balance as of 12/1/2019	\$ 11,969.49		
Deposits	\$ 335.00		
Interest	\$ 3.52		
Disbursements	\$ 65.00		
Total book balance as 12/31/2019	<u>\$ 12,243.01</u>	\$ 12,141.37	as of 12/31/2018
Other deposits to date	\$ -	\$ 130.00	as of 1/15/2019
Disbursements to date	\$ -	\$ -	as of 1/15/2019
Total book balance as 1/3/2020	<u>\$ 12,243.01</u>	\$ 12,271.37	as of 1/15/2019

SCHOOL DISTRICT NO. 11----CUSTODY RECEIPTS

SECURITY FIRST BANK

CUSIP#	ISSUE	MATURITY	AMOUNT
074146AB7	Beatrice NE Limited Tax Oblig	06-15-20	55,191.95
919121DX8	Valentine NE GO Unltd	12-15-21	80,311.20
80376ECU9	Sarpy Co NE San/Impt Dist	08-15-23	66,552.20

	\$202,055.35
F.D.I.C.....	\$250,000.00

\$452,055.35

ACCOUNTS:

Student Fees Acct (500121095)	12,243.01
Employee Benefit (500126735)	788.09
Bond Fund (500129391)	319,733.68
	\$ 332,764.78

Amount of coverage under deposits.....\$119,290.57

Dated this 1st day of January, 2020.



 Susan A. Kloepping, Treasurer

Batch Description: STUDENT FEES REC DEC 2019
Checking Account: 12 STUDENT FEES

Processing Month: 12/2019

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
	Statement Balance	12/31/2019	12,308.01

Outstanding Checks

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
5366	Jermey Siemering	12/16/2019	65.00
Total:			65.00

<u>Statement Balance</u>	<u>Outstanding Total</u>	<u>Balance on Books</u>	<u>Cash Account Balance</u>
12,308.01	(65.00)	12,243.01	12,243.01

Cleared Automatic Payment Total:

Cleared Checks Total:

Cleared Direct Deposit Total:

Cleared Void Total:

Cleared Deposit Total: 338.52

Cleared Manual Journal Entries Total:

Cleared Sales Journal Total:



**Security
First
Bank**

SECURITY FIRST BANK - COZAD
818 Avenue F
P.O. BOX 10
Cozad NE 69130

Page 1 of 2

**COZAD CITY SCHOOLS
DISTRICT 11 STUDENT FEES ACCT
1910 MERIDIAN AVE
COZAD NE 69130-1159**

Account Number: *****1095
Date 01/01/20
Images: 3

Zelle® is now available in your Security First Bank mobile banking app. Effective 11/5/19, Zelle will replace People Pay. Security First Bank does not charge a fee to use Zelle. Zelle transactions are limited to \$200 per transfer and \$300 per day. Higher limits may be available upon request. Our eSign/Online Banking Agreement, Common Features and Electronic Funds Transfer Policy have also been updated. To view these updates, please visit security1stbank.com/disclosures.

COZAD CITY SCHOOLS	PUBLIC FUNDS W-INTEREST	Acct	1095
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Summary of Activity Since Your Last Statement

Beginning Balance	12/01/19	11,969.49
Deposits / Misc Credits	4	338.52
Withdrawals / Misc Debits	0	.00
** Ending Balance	12/31/19	12,308.01
Service Charge		.00
Interest Paid Thru 12/31/19		3.52
Interest Paid Year To Date		36.38
Average Balance		12,194
Minimum Balance		11,969
Average Rate / Cycle Days		.34000 / 31
Enclosures		3

Deposits and Other Credits

Date	Amount	Activity Description
12/09	275.00	Deposit
12/18	40.00	Deposit
12/27	20.00	Deposit
12/31	3.52	Interest Paid

Daily Balance Summary

Date	Balance	Date	Balance	Date	Balance
12/09	12,244.49	12/27	12,304.49		
12/18	12,284.49	12/31	12,308.01		

5056
Free Expression by Students

The board of education recognizes that students do not shed their constitutional rights at the schoolhouse gate. However, the board of education is responsible for balancing those rights against its responsibility to provide a program of education for students in this district. The board is authorized to preserve order so that the system may function properly.

Students may not engage in any expressive conduct that causes a material and substantial disruption to the educational program; that is lewd, obscene, profane, defamatory, threatening or contains "fighting words;" that advocates the use of substances that are illegal to minors; that incites violence or constitutes a "true threat;" or that urges the violation of law or school rules. Violators will be disciplined in accordance with law and board policy.

Adopted on: _____

Revised on: _____

Reviewed on: _____

Policy 5135.6: Freedom of Expression

Student expression other than student expression in student-produced official school publications made on the school district premises or under the jurisdiction of the school district or a part of a school-sponsored activity may be attributed to the school district; therefore, student expression must be responsible. Student expression must be appropriate to assure that the students learn and meet the goals of the school activity and that the potential audience is not exposed to material that may be harmful or inappropriate for their level of maturity.

Students will be allowed to express their viewpoints and opinions as long as the expression is responsible. The expression shall not, in the judgment of the school administration, encourage the breaking of laws, defamation of persons, be obscene or indecent, or cause a material and substantial disruption to the educational program. The administration, when making this judgment, shall consider whether the activity in which the expression was made is school-sponsored and whether review or prohibition of the students' speech furthers an educational purpose. Further, the expression must be done in a reasonable time, place, and manner that are not disruptive to the orderly and efficient operation of the school district.

Students who violate this policy may be subject to disciplinary measures. Certified employees shall be responsible for insuring students' expression is in keeping with this policy.

Approved 4-12-04

Review 3.15.2010

6020
Multicultural Education

In every curriculum area and at all grades, the school district will provide programs which foster and develop an appreciation and understanding of the racial, ethnic, and cultural heritage of all students. These programs will allow students to explore the history and contributions made by various ethnic groups and will emphasize the rich diversity of the population of the United States.

The programs shall be implemented within the guidelines of the State Department of Education and in accordance with any other applicable laws and/or regulations. The superintendent shall provide the board with a report on the status of the district's multicultural education program annually.

Adopted on: _____
Revised on: _____
Reviewed on: _____

Policy 6143: Multicultural Education

It shall be the policy of the Cozad Community Schools to include in its curriculum, curriculum materials, instruction and in-service education, a pluralistic approach toward multi-ethnic education. Within this approach, curriculum materials must include persons of racial, ethnic, cultural, or religious minorities, of both sexes, all ages, with physical differences and from a variety of socio-economic levels represented in a variety of roles, including responsibility and leadership. Furthermore, all guidance and counseling personnel shall use the pluralistic approach in working with the students.

Adopted 11/30/98

Reviewed 6.14.2010

6026
Emergency Dismissal

The superintendent or his/her designee is responsible for determining when school and/or extracurricular activities should be cancelled or dismissed due to severe weather or other emergency conditions. Coaches and/or sponsors may not conduct practices on days that school is cancelled without first securing the superintendent's specific permission.

Adopted on: _____

Revised on: _____

Reviewed on: _____

6027 Field Trips

The board encourages instructional staff to incorporate field trips into the curriculum. These trips should normally be conducted during the school day.

1. General Conditions

All trips must be pre-approved by the teacher's building principal. Out-of-state and overnight trips require pre-approval by the board. The superintendent and principals will develop guidelines for approval of trips and communicate those guidelines to teaching staff.

2. Parental Permission

Each student must submit a signed parental permission slip prior to being allowed to attend a field trip. A new permission slip must be submitted for each trip. Caregivers, as that term is defined in the Nebraska Strengthening Families Act, shall be permitted to sign parental permission slips.

3. Supervision

Sponsoring teachers must ensure that students are adequately supervised and chaperoned by a responsible adult at all times during field trips. Whether paid staff or volunteers, chaperones are prohibited from drinking alcoholic beverages of any kind at any time during any field trip. All chaperones must be at least 21 years of age. Any chaperone who drives students must possess a valid driver's license. Chaperones who drive students in private vehicles must possess adequate insurance coverage. Chaperones do not have any property right in or to a chaperone assignment. The school district may deny or terminate a chaperone assignment for any reason that is not unconstitutional or unlawful. The superintendent's decision shall be final.

4. Student Conduct

Students must comply with the student code of conduct, any applicable extracurricular conduct codes, and all directives by trip chaperones.

Adopted on: _____

Revised on: _____

Reviewed on: _____

Policy 5130.3: Student Activity Eligibility

Participation in school activities is a privilege. School activities provide the benefits of promoting additional interests and ability in the students during their school years and for their lifetime.

However, students who participate in extracurricular activities serve as ambassadors of the school district throughout the calendar year, whether away from school or at school. Students wanting to participate in school activities must meet the requirements set out by the school district for participation in the activity and must conduct themselves in accordance with student conduct policies.

Student activity events must be approved by the superintendent unless they involve unusual travel expense, in which case the board will take action. The events must not disrupt the education program or other school district operations.

Eligibility requirements as published by the Nebraska School Activities Association (NSAA) shall be observed by all students. Additional eligibility requirements may be imposed by the school district at the board's discretion. Such eligibility requirements shall include good citizenship, acceptable academic standing, parental permission and good health (sports only). All eligibility requirements shall be published in applicable student/parent handbooks.

Any student who is sanctioned or is found by the school district or NSAA to be ineligible to participate in any extracurricular activity may appeal the sanction or finding in accordance with the student due process policy.

Approved 4-12-04

Reviewed: 1-18-2010

Reviewed 2-15-2010

6028
The Extracurricular Activities Program

1. General Purpose

- a. The extracurricular program includes noncurricular activities which are sponsored by the school district. These activities include sports, speech, plays, Future Farmers of America, Future Business Leaders of America, music performance groups and other activities which are sponsored by the school.
- b. Extracurricular activities are an important part of the total school experience, but are secondary to the academic program and must be kept in that perspective.
- c. Extracurricular activities **do not** include:
 - i. co-curricular activities such as band and choir, in which students must participate as part of the requirements for enrollment in and receiving a grade for a particular course.
 - ii. student-initiated, non-curriculum related student groups which are permitted to hold meetings and events on school premises. These groups are not school-sponsored and are not governed by this policy or other policies and rules governing extracurricular groups.

2. Governance

- a. All extracurricular activities shall be under the exclusive governance and control of the school district. This control includes, but is not be limited to, the formation, naming, structure, operation, financing, and discontinuance of all extracurricular activities. Extracurricular activities shall not have any separate or individual existence, status, rights, or authority.
- b. Students and sponsors will be governed by all board's policies and administrative rules including the policy on field trips when traveling for extracurricular activities.

3. Student Eligibility

- a. Students are encouraged to participate in extracurricular

activities. Participation shall be open to and limited to all students who are currently enrolled in the school district on a voluntary basis.

- b. Extracurricular activities may establish academic or course enrollment qualifications for participation if such qualifications are necessarily related to the purposes of the activity.
- c. Standards for scholastic eligibility for students wishing to participate in extracurricular activities shall be set by the administration and shall be consistent with at least the minimum standards provided by the NSAA.
- d. All students in grades 7-12 who participate in athletics must have a physical examination by a qualified health care provider at the student's expense.
- e. Students who wish to participate in extracurricular activities must abide by the student code of conduct, the extracurricular code of conduct and any additional rules set by the activity sponsor.
- f. Students are not eligible to participate in any extracurricular activity until they and their parents/guardians have signed the student handbook and extracurricular handbook receipt and acknowledgement.

4. **Sponsors**

- a. Each extracurricular activity must have a sponsor who is a member of the district's certificated staff or a selected community member who is qualified by virtue of education, training, experience, or special interest to serve as the sponsor.
- b. The superintendent or his/her designee will assign activity sponsors. Payment to sponsors will be negotiated with the sponsor based on the terms of any applicable collective bargaining agreement, the sponsor's training and experience and any other lawful criteria. Sponsors serve in their capacity as a sponsor at the will of the superintendent, who is specifically empowered to remove an activity sponsor in the superintendent's sole discretion.

- c. Sponsors shall be required to: develop materials, activities, and a budget; promote membership and participation; communicate with the principal or designee, staff, students, and parents; schedule meeting dates and locations; plan meaningful experiences; supervise students during activities; evaluate and make recommendations; and submit a year-end report to the principal or designee.

5. **Fundraising Activities**

All fundraising activities shall require authorization by a member of the school district administration and shall be subject to all other school policies. All money raised by these activities shall be governed by Policy 3005.

Adopted on: _____

Revised on: _____

Reviewed on: _____

6029
Activity Trips

Students must travel to and from all activities in the transportation provided by the school. A student may travel home from an activity with his/her parent or guardian if the activity sponsor has personally released the student to the parents' custody. Students who misbehave while on an activity trip may be subject to disciplinary consequences set forth in the board's student discipline policy. In addition to any other disciplinary consequences imposed, students who misbehave while on school-sponsored trips may be prohibited from attending future trips.

Students must comply with the board's policies on field trips as well as the student code of conduct, the extracurricular code, and all directives of a sponsor or chaperone while on activity trip.

Adopted on: _____

Revised on: _____

Reviewed on: _____

6030

Public Appearances of School Groups

The reputation of the school district is enhanced when student groups appear at public non-school functions. Therefore, the board encourages student groups to appear at public events, subject to the following requirements:

1. Activity sponsors must secure the permission of their building principal before booking a student group at a public event.
2. Sponsors are discouraged from booking student groups to perform on more than one school night (Sunday-Thursday) per week.
3. Student groups may not perform at a political rally without permission from the superintendent and prior notice to parents.
4. The policies and rules that apply to field trips also apply to student group appearances in public.

Adopted on: _____

Revised on: _____

Reviewed on: _____

6031

Emergency Exclusion

Grounds for Emergency Exclusion. Any student may be excluded from school in the following circumstances subject to the procedural provisions governing short term suspension found elsewhere in these policies or state law:

(a) If the student has a dangerous communicable disease transmissible through normal school contacts and poses an imminent threat to the health or safety of the school community; or

(b) If the student's conduct presents a clear threat to the physical safety of himself, herself, or others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.

Any emergency exclusion shall be based upon a clear factual situation warranting it and shall last no longer than is necessary to avoid the dangers that prompted the exclusion.

Extension of Exclusion. Pursuant to the Student Discipline Act, the principal has the authority to exclude a student from school for up to five school days on an emergency basis. If the superintendent or superintendent's designee determines that it is appropriate to consider the extension of an exclusion beyond five days, such consideration shall be made according to the procedures set forth below.

Notification of Student's Parent(s) or Guardian(s). The superintendent or the superintendent's designee shall notify the student's parent(s) or guardian(s) that the principal has proposed the extension of the exclusion. If the initial notice is oral, the superintendent shall confirm it in writing.

Opportunity to Request a Hearing. The student's parent(s) or guardian(s) may submit an oral request for a hearing on the proposed extension of the exclusion within two school days of receiving the initial notice. If the initial request for a hearing is oral, they shall confirm the request in writing.

Failure to Request a Hearing. If the parent(s) or guardian(s) do not request a hearing within two school days of receiving oral or written notice, the proposed extension of the exclusion shall automatically go into effect.

Appointment and Qualifications of a Hearing Examiner. If the parent(s) or guardian(s) request a hearing, the superintendent shall appoint a hearing examiner upon receiving a request for a hearing. The hearing examiner may be any person who did not bring charges against the student, is not to be a witness at the hearing, and has no involvement in the charge.

Hearing Examiner's Notice to Parent(s) or Guardian(s). The hearing examiner shall promptly give written notice of the time, date and place of the hearing. The hearing will be held within five school days after the school district receives the initial oral or written request; provided, the hearing may be held more than five school days after receipt of the request upon a showing of good cause. No hearing will be held on less than two (2) school days' notice unless otherwise agreed to by the student's parent(s) or guardian(s) and school officials.

Continued Exclusion. If a hearing is requested, the principal may determine in his or her sole discretion that the student shall remain excluded from school until the hearing officer makes a recommendation to the superintendent.

Examination of Student's Records and Affidavits. Prior to the hearing, the student and his/her parent(s) or guardian(s) shall have the right to examine and have school officials explain the student's records and any affidavits that will be used by school officials at the hearing.

Attendance at Hearing. The hearing may be attended by the hearing examiner, the principal (or designee), the student, and the student's parents or guardian(s). The student may be represented at this hearing by a representative of the family's choice.

Student's Witness(es). The student and his/her parent(s) or guardian(s) may ask any person with knowledge of the events leading up to the sanction or with general knowledge of the student's character to testify on behalf of the student. If school personnel or other students are requested to testify by the student's parent(s) or guardian(s), the hearing officer shall endeavor to help obtain the presence of such witnesses at the

hearing.

Right to Know Issues and Nature of Testimony. The student and his/her parent(s) or guardian(s) have the right to request in advance of the hearing the issues which the administration will propose in support of the extension, and the general nature of the testimony of any administrative or expert witnesses.

Presence of Student and Witnesses at the Hearing. The student and witnesses may be excluded at the discretion of the hearing examiner in accordance with state statutes. The student may speak in his/her own defense and may be questioned on such testimony, but may choose not to testify.

Sworn or Affirmed Testimony. The principal or his or her designee shall present evidence supporting the recommended extension of the exclusion. Witnesses will give testimony under oath of affirmation, and may be questioned.

Hearing Examiner's Report and Recommendations. The hearing examiner shall prepare a report of his or her findings and recommendations, and forward the report to the superintendent.

Superintendent's Decision. The superintendent will review the hearing examiner's report and determine whether to extend the exclusion. He or she shall have the decision delivered or sent by registered or certified mail to the student, student's parent(s), or guardian(s). If the superintendent decides to extend the exclusion, the extension will take effect immediately.

Adopted on: _____

Revised on: _____

Reviewed on: _____

Policy 4125: Discipline/Conduct of Students

Each teacher is responsible for the conduct of the student. Any discipline problems which the teacher feels inadequate to handle shall be reported to the Principal.

"Horseplay" or "Funning" with students which involves any type of physical restraint is not permitted and teachers must refrain from this type of action.

Sarcasm and abusive language directed toward students will not be permitted.

Restraint and Seclusion

The board prohibits the use of seclusion and restraint by school personnel except as implemented consistent with this policy. Restraint or seclusion of students will not be used solely as a disciplinary consequence or when a known medical or psychological condition makes its use inadvisable. The superintendent will ensure that district guidelines relating to restraint and seclusion are communicated to school personnel and parents/guardians at the beginning of each school year.

Except in the case of an emergency, only school personnel who have received systematic training in the use of restraint and seclusion in accordance with the district's policy will implement physical restraint or seclusion with a student. In an emergency, a district employee may use physical restraint or seclusion as necessary to maintain order or to prevent a student from causing physical harm to self, other students, and school staff or property. School personnel will continuously monitor a student's status during any physical restraint or seclusion.

Physical Restraint

Physical restraint means the use of physical force to restrict the free movement of all or a part of a student's body. Physical restraint will be considered to be a reasonable use of force when used in the following circumstances:

1. as reasonably needed to obtain possession of weapons or other dangerous objects on the person or within the control of a student;
2. as reasonably needed to maintain order or to prevent or break up a fight;
3. as reasonably needed for self-defense;
4. as reasonably needed to ensure the safety of any student, employee, volunteer, or other person present;
5. as reasonably needed to teach a skill, to calm or comfort a student, or to prevent self-injurious behavior;
6. as reasonably needed to escort a student safely from one area to another;
7. if used as provided for in an IEP, Section 504, or behavior intervention plan; or
8. as reasonably needed to prevent imminent destruction to school or another person's property.

Mechanical Restraint

Mechanical restraint means the use of any device or material attached or adjacent to a student's body that restricts freedom of movement or normal access to any portion of the student's body and that the student cannot easily remove. Mechanical restraint includes the tying down, taping, or strapping down of a student.

Mechanical restraint of a student by school personnel is permissible only in the following circumstances:

1. when properly used as an assistive technology device included in the student's IEP, Section 504, or behavior intervention plan or as otherwise prescribed by a medical or related service provider;
2. when using seat belts or other safety restraints to secure a student during transportation;
3. as reasonably needed to obtain possession of weapons or other dangerous objects on the person or within the control of a student;
4. as reasonably needed for self-defense;
5. as reasonably needed to ensure the safety of any student, employee, volunteer, or other person.

Seclusion

Seclusion means the confinement of a student alone in an enclosed space from which the student is (a) physically prevented from leaving or (b) incapable of leaving due to physical or intellectual capacity. Seclusion is different than in-school suspension in which other students or adults may be present but in which students are not physically prevented from leaving.

Seclusion of a student by school personnel may be used in the following circumstances:

1. as reasonably needed to respond to a person in control of a weapon or other dangerous object;
2. as reasonably needed to maintain order or prevent or break up a fight;
3. as reasonably needed for self-defense;
4. as reasonably needed when a student's behavior poses a threat of imminent physical harm to self or others or imminent substantial destruction of school or another person's property; or
5. when used as specified in the student's IEP, Section 504, or behavior intervention plan; and
 - a. the student is constantly monitored by an adult in close proximity who is able to see and hear the student at all times;
 - b. the student is released from seclusion upon cessation of the behaviors that led to the seclusion or as otherwise specified in the student's IEP, Section 504, or behavior intervention plan;
 - c. the confining space has been approved for such use by the local education agency;
 - d. the space is appropriately lighted, ventilated, and heated or cooled; and
 - e. the space is free from objects that unreasonably expose the student or others to harm.

Isolation

Isolation means a behavior management technique in which a student is placed alone in an enclosed space from which the student is not prevented from leaving. Isolation is different than seclusion.

Isolation is permitted as a behavior management technique provided that:

1. the isolation space is appropriately lighted, ventilated and heated or cooled;
2. the duration of the isolation is reasonable in light of the purpose for the isolation;
3. the student is reasonably monitored; and
4. the isolation space is free from objects that unreasonably expose the student or others to harm.

Time-Out

Time-out means a behavior management technique in which a student is separated from other students for a limited period of time in a monitored setting. Teachers are authorized to use time-out to regulate behavior within their classrooms.

Notice, Reporting and Documentation

A district Restraint or Seclusion Report must be completed for each incident of restraint or seclusion other than normal use of mechanical restraint for transportation safety. Each record shall include:

- a. Name of the student
 - b. Name of the staff member(s) administering the physical restraint or seclusion;
 - c. Date of the incident and the time the restraint or seclusion began and ended;
 - d. Location of the restraint or seclusion;
 - e. A description of the restraint or seclusion;
 - f. A description of the student's activity immediately preceding the behavior that prompted the use of restraint or seclusion;
 - g. A description of the behavior that prompted the use of restraint or seclusion;
 - h. Efforts to de-escalate the situation and alternatives to restraint or seclusion that were attempted; and
 - i. Information documenting parent contact and notification
1. Notice to Administrators: The principal or designee shall be notified of the incident as soon as possible, but no later than the end of the same school day.
 2. Notice to Parents: When a principal or designee has personal or actual knowledge of any of the events listed above, he or she shall promptly notify the student's parent or guardian and shall provide the name of the school employee whom the parent or guardian may contact regarding the incident.
 3. Written Report to Parents: Within a reasonable period of time not to exceed 30 days after the incident, the principal or designee shall also provide the parent or guardian with a written incident report. This report must include the following:
 - a. The date, time of day, location, duration, and description of the incident and interventions;
 - b. The events or events that led up to the incident;
 - c. The nature and extent of any injury to the student; and
 - d. The name of a school employee the parent or guardian can contact regarding the incident.

6033

Restraint and Seclusion of Students

Restraint and seclusion are behavioral interventions, not educational techniques. They are limited to exigent circumstances and situations that necessitate their use to protect the safety of the student, other students, staff and property. When used as safety intervention, they should be used as methods of last resort. When used as behavior intervention, they must be used according to the terms of this policy.

This policy does not cover interventions such as voice control, limited to loud, firm commands; time-limited ignoring of specific behaviors; brief physical prompts to interrupt or prevent a specific behavior; physical interventions which a student's health care provider has indicated are medically necessary for the treatment or protection of the individual; or other similar interventions.

I. Seclusion

A. Definition

1. Seclusion is a last resort emergency safety intervention that provides an opportunity for the student to regain self-control. Seclusion is the confinement of a student in a room or other space from which the student is physically prevented from leaving and which provides for continuous adult observation of the student.
2. A room or area used for seclusion:
 - a. must not be locked;
 - b. must not prevent the student from exiting the area should staff become incapacitated or leave that area;
 - c. must provide for adequate space, lighting, ventilation, viewing, and the safety of the student.

B. Timeout

1. Timeout is a behavior intervention in which a student, for a limited and specified time, is placed in an environment where access to positive reinforcement is unavailable.
2. Timeout should not be confused with seclusion because a student's movement in a timeout setting is not physically restricted.
3. Timeout lies within a continuum of procedures that help students self-regulate and control their behavior.

C. Seclusion is inappropriate for students who are severely self-injurious or suicidal.

D. Time and Duration

1. Emergency seclusion should be used only as long as necessary to allow a student to regain control of his/her behavior, but generally:
 - a) Elementary school students – no longer than 15 minutes; and
 - b) Middle and high school students – no longer than 20 minutes.
 - c) If an emergency seclusion lasts longer than the suggested maximum time, the staff member should:
 - (1) summon additional support (e.g., change of staff, introducing a nurse or specialist, obtaining additional expertise); and
 - (2) document the need to explain the extension beyond the time limit.

E. Staff Requirements

While using seclusion, staff must:

1. involve appropriately-trained key identified personnel to protect the care, welfare, dignity, and safety of the student;
2. continually observe the student in seclusion for indications of physical distress and seek medical assistance if there is a concern; and
3. document observations.

II. Restraint

There are three types of restraint: physical, chemical, and mechanical.

A. Physical restraint involves direct physical contact that prevents or significantly restricts a student's movement.

1. Restraint is a last resort emergency safety intervention. Restraint is an opportunity for the student to regain self-control.
2. This policy on physical restraint is not intended to forbid actions undertaken:
 - a. to break up a fight
 - b. to take a weapon away from a student
 - c. to hold a student briefly in order to calm or comfort
 - d. to escort a student physically from one area to another location within the school building
 - e. to assist a student in completing a task/response if the student does not resist or resistance is minimal in intensity or duration.

- f. to hold a student briefly in order to prevent an impulsive behavior that threatens the student's immediate safety (e.g., running in front of a car).

B. Chemical restraint is the administration of medication for the purpose of restraint.

- 1. The school district will not, under any circumstances, engage in chemical restraint.
- 2. Chemical restraint does not apply to medication prescribed by and administered in accordance with the directions of a physician.

C. Mechanical restraint means the use of any device or material attached to or adjacent to a student's body that restricts normal freedom of movement and which cannot be easily removed by a student.

- 1. Mechanical restraint does not include:
 - a. an adaptive or protective device recommended by a physician or therapist (when it is used as recommended).
 - b. safety equipment used by the general student population as intended (for example, seat belts, safety harness on school transportation).

III. Limitations in Use

- A. Seclusion and/or restraint shall not be used:
 - 1. for the convenience of staff;
 - 2. as a substitute for an educational program; or
 - 3. as a form of discipline/punishment.

IV. Recurring Behavior

- A. If a pattern of behavior emerges, or is anticipated, which may require the use of emergency seclusion, the school personnel must:
 - 1. conduct a functional behavioral assessment;
 - 2. call a meeting of the student's IEP team to develop or revise a positive behavior intervention plan to facilitate the reduction or elimination of the use of seclusion and/or restraint
- B. Given the limited size and training of the school district's staff, students whose behavior routinely requires seclusion and restraint may not be able to be served in the school district and may require a placement out of the school district.

V. Prohibited Practices

A. The following are prohibited under all circumstances, including emergency situations:

1. corporal punishment;
2. the deprivation of basic needs;
3. anything that constitutes child abuse;
4. the seclusion of preschool children; and
5. the intentional application of any noxious substance(s) or stimuli which result in physical pain or extreme discomfort

Adopted on: _____

Revised on: _____

Reviewed on: _____

6034
Concussion Awareness

The Nebraska Unicameral has found that concussions are one of the "most commonly reported injuries in children and adolescents who participate in sports and recreational activities and that the risk of catastrophic injury or death is significant when a concussion or brain injury is not properly evaluated and managed."

The School District will:

- a. Require all coaches and trainers to complete one of the following on-line courses on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury:
 - Heads UP Concussions in Youth Sports
 - Concussion in Sports—What You Need to Know
 - Sports Safety International
 - ConcussionWise
 - ACTive™ Athletic Concussion Training for Coaches; and
- b. On an annual basis provide concussion and brain injury information to students and their parents or guardians prior to such students initiating practice or competition. This information will include:
 - 1 The signs and symptoms of a concussion;
 - 2 The risks posed by sustaining a concussion; and
 - 3 The actions a student should take in response to sustaining a concussion, including the notification of his or her coaches.

A student who participates on a school athletic team must be removed from a practice or game when he/she is reasonably suspected of having sustained a concussion or brain injury in such practice or game after observation by a coach or a licensed health care professional who is professionally affiliated with or contracted by the school. The student will not be permitted to participate in any school supervised team athletic activities involving physical exertion, including practices or games, until the student:

- a. has been evaluated by a licensed health care professional;
- b. has received written and signed clearance to resume participation in athletic activities from the licensed health care professional; and

- c. has submitted the written and signed clearance to resume participation in athletic activities to the school accompanied by written permission to resume participation from the student's parent or guardian.

If a student is reasonably suspected after observation of having sustained a concussion or brain injury and is removed from an athletic activity, the parent or guardian of the student will be notified by the school of:

- a. the date and approximate time of the injury suffered by the student,
- b. the signs and symptoms of a concussion or brain injury that were observed, and
- c. any actions taken to treat the student.

The school district will not provide for the presence of a licensed health care professional at any practice or game.

School officials shall deem the signature of an individual who represents that he/she is a licensed health care professional on a written clearance to resume participation that is provided to the school to be conclusive and reliable evidence that the individual who signed the clearance is a licensed health care professional. The school will not take any additional or independent steps to verify the individual's qualifications.

Students who have sustained a concussion and returned to school may need informal or formal accommodations, modifications of curriculum, and monitoring by medical or academic staff until the student is fully recovered. The school's "return to learn protocol" shall be the guidance provided by the Nebraska Department of Education entitled "Bridging the Gap from Concussion to the Classroom," and accompanying materials and future supplements. Nothing in this policy or the referenced protocol shall entitle a student who has sustained a concussion to an individualized plan under Section 504 of the Rehabilitation Act, although staff will refer students who have sustained a concussion for evaluation under Section 504 as appropriate.

Adopted on: _____

Revised on: _____

Reviewed on: _____

Policy 6283: Concussions

Training

The Superintendent or designee shall make available training approved by the chief medical officer of the State on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury to all coaches of school athletic teams.

Education

The Superintendent or designee shall require that concussion and brain injury information be provided on an annual basis to students and the students' parents or guardians prior to such students initiating practice or competition. The information provided to students and the students' parents or guardians shall include, but need not be limited to:

1. the signs and symptoms of a concussion;
2. the risks posed by sustaining a concussion; and
3. the actions a student should take in response to sustaining a concussion, including the notification of his or her coaches.

Response to Concussions

1. Removal
 - a. A student who participates on a school athletic team shall be removed from a practice or game when he or she is reasonably suspected of having sustained a concussion or brain injury in such practice or game after observation by a coach or a licensed health care professional who is professionally affiliated with or contracted by the school.
2. Return-to-Play
 - a. A student who has been removed from a practice or game as a result of being reasonably suspected of having sustained a concussion or brain injury shall not be permitted to participate in any school supervised team athletic activities involving physical exertion, including, but not limited to, practices or games, until the student: (i) has been evaluated by a licensed health care professional, (ii) has received written and signed clearance to resume participation in athletic activities from the licensed health care professional, and (iii) has submitted the written and signed clearance to resume participation in athletic activities to the school accompanied by written permission to resume participation from the student's parent or guardian.

The coach or administration may require that the student's return to full activities be on a stepwise progression back to full participation, or otherwise establish conditions for return to participation that are more restrictive than those defined by the licensed health care professional if the coach or an administrator reasonably deems such to be appropriate.

The signature of an individual who represents that he or she is a licensed health care professional on a written clearance to resume participation that is provided to the school shall be deemed to be conclusive and reliable evidence that the individual who

signed the clearance is a licensed health care professional. The school is not required to determine or verify the individual's qualifications.

3. Parent Notification

- a. If a student is reasonably suspected after observation of having sustained a concussion or brain injury and is removed from an athletic activity per the preceding paragraph, the parent or guardian of the student shall be notified by the Superintendent or designee of the date and approximate time of the injury suffered by the student, the signs and symptoms of a concussion or brain injury that were observed, and any actions taken to treat the student.

4. Return to Learn

- a. The Superintendent or designee shall develop a return to learn protocol for students who have sustained a concussion. The return to learn protocol shall recognize that students who have sustained a concussion and returned to school may need informal or formal accommodations, modifications of curriculum, and monitoring by medical or academic staff until the student is fully recovered.

Responsibility of Coaches

Coaches shall comply with this policy and apply their safety and injury prevention training. A coach who fails to do so is subject to disciplinary action, including but not limited to termination of employment.

Students and Parents

It is recognized that coaches cannot be aware of every incident in which a student has symptoms of a possible concussion or brain injury. As such, students and their parents have a responsibility to honestly report symptoms of a possible concussion or brain injury to the student's coaches on a timely basis.

Legal Reference: Neb. Rev. Stat. §§ 71-9102 to 71-9106

Date of Adoption: 08/11/2014

**Cozad Community Schools
Negotiated Agreement
2020-2021**

NEGOTIATIONS PROCEDURES

The two parties to this agreement believe the following basic procedures are necessary for good faith bargaining to occur:

- Each party will name a negotiations team and indicate a spokesperson, such information to be given to the other party prior to the first session.
- Either party may request bargaining be opened by contacting the President or spokesperson of the other party.
- Meeting dates and times will be scheduled by mutual consent of the two parties.
- Initial proposals will be given in writing.
- Facts, opinions, proposals and counter-proposals will be freely discussed on good faith during the meetings.
- All participants shall treat each other professionally and respectfully during discussions and shall give due consideration to all proposals.
- Final agreements shall be reduced to writing and signed by both parties.
- The computation of salaries shall be based on the most current staff information [*amended 2002-2003*].

ARTICLE I

Recognition

The Cozad Education Association will request recognition as the bargaining agent for the certificated staff based upon their organization representing a majority of the certificated staff.

ARTICLE II

Teacher Rights

- A. Nothing contained in this agreement shall be construed to deny any teacher those rights provided under Nebraska law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided elsewhere.
- B. The Board will not discriminate against any teacher with respect to terms and conditions of employment by reason of membership in the Association and its affiliates, participation in collective negotiations with the Board or institution of a grievance under the terms of this agreement.

ARTICLE III

Association Rights

A. Association Use of District Property

Representatives of the Association and its affiliates shall be allowed to conduct Association business on school property during school hours, providing such business does not cause undue interruption of the school program.

The Association shall be allowed the use of the school buildings for meetings, providing that such use does not result in unscheduled maintenance costs, in which case an appropriate fee for that use will be negotiated between the parties to this Agreement.

The Association shall be allowed the use of school equipment, including typewriters, computers, duplication machines, audio-visual equipment, and the standard office equipment, provided that the Board may assess the Association a reasonable fee for the expendable supplies consumed during such use.

The Association shall be allowed to make reasonable use of the school's communication system, including teachers' mailboxes, intercom, teacher bulletins, etc. Such use shall not cause unnecessary interruption of the education program of the school.

The Association shall not use school equipment, internet access, etc. for political reasons without prior approval and payment for such services.

ARTICLE IV

Salaries

A. Salary Schedule

The salary of each teacher covered by this agreement shall be determined by the salary schedule attached as Appendix A to this agreement.

B. Initial Placement

Teachers employed by the school system will receive credit for all *[amended 2008-2009]* years of teaching experience outside the system.

C. Base Salary

The base salary shall be \$36,150 for the 2020-2021 school year, see Appendix A for the schedule.

D. Horizontal Movement

- The intent of the school district is that teachers pursue advanced education on degree levels in the subject of their major teaching emphasis. Course work outside of one's major teaching area must have administrative approval, before salary increments are granted. If questions should arise on the acceptability of a specific course, an appraisal committee of two board members, two association members and the superintendent will hear the proposal and render a final decision. *[amended 2002-2003]*
- Hours up to BA+27 will be permitted even though they are not part of an approved program leading toward a Master's degree. Hours after BA+27 must be part of an MA program. *[amended 2002-2003]*
- Eliminate BA+36. (not retroactive) *[amended 2002-2003]*
- Add MA+36 to Step 13 *[amended 2008-2009]*
- Add MA+36 to Step 14 *[amended 2012-2013]*
- Teachers will be required to notify the Superintendent of the courses that they intend to take over the summer and be approved by April 1st. Also, if teachers intend to move horizontally on the salary schedule due to additional education preparation, this must be stated on the paperwork submitted to the Superintendent. *[amended 2015-2016]*
- Transcripts evidencing satisfactory completion of hours to be used for salary schedule advancement must be on file in the Superintendent's office by October 1st. If October 1st is on a Saturday or Sunday, the transcripts must be on file the business day prior to October 1st. In the event that a teacher fails to file a transcript as required by this paragraph, such teacher shall not be eligible for salary schedule advancement for the current year. *[amended 2015-2016]*
- Hours earned prior to the time a BA or MA degree is awarded, which are in excess of the hours required for such a degree, shall not be counted for purposes of subsequent horizontal advancement of the salary schedule. *[amended 2002-2003]*
- Teachers who have only a Transitional Permit, Provisional Permit, Career Education Permit, Alternative Teaching Permit (Rule 21, section 005) are not eligible for horizontal advancement or placement on the salary schedule.

E. Vertical Movement

Teacher shall be placed on the proper vertical step in accordance with their experience in the district plus credited prior teaching experience. No certificated personnel shall gain more than one year's experience in any year. Beginning teachers with no previous experience and BA only will be placed on step 3 and frozen for 3 years on step 3. *[amended 2020-2021]*

F. Advancement in the Absence of a Successor Agreement

Each teacher employed by the District will receive vertical and horizontal advancement if applicable in the event this agreement continues for the following school year in accordance with the provisions of ARTICLE X.

G. Extra Duty

Payment for extra duty assignments shall be in accordance with the extra duty/extra-curricular salary schedule attached as Appendix B. *[amended 2014-2015]*

Columns will be numbered from 1-7, left to right

Coaches and sponsors moving into the district will receive credit for a maximum of 8 years experience at a rate of ½ per year (so a max of 4 years experience would be allowed). If it is an odd number, it will be rounded down.

Coaches and sponsors moving to a higher position (horizontally) within their sport or activity will be frozen one year per column advance (ie. move horizontally three columns, then coach or sponsor is frozen in that placement for three years before advancing vertically).

Experience when moving to a lower column within the same sport or season will be allowed to move horizontally to the equal experience step. They cannot be placed below the bottom step of the column they are assigned.

Coaches and sponsors vacating an assignment and subsequently being assigned to the same assignment retain years of experience.

All extra duty coaches and sponsors, other than class sponsors, will be issued two Southwest Conference passes that will allow them and a spouse to attend all Southwest Conference athletic events.

Staff assigned to taking tickets or otherwise working extracurricular events outside of normal duty hours at the behest of the school will be compensated at the rate of \$10/hour, with duty time and events determined and approved by the athletic director and/or school administrators.

Non-extra duty staff will be allowed to earn a Southwest Conference pass by working six hours of extracurricular events outside of normal duty hours without compensation. A second pass may also be earned by working an additional six hours of an event without compensation.

- **H. Extended Contracts**

Administration will communicate with the CEA for purposes of negotiating terms and conditions of employment when positions are created that constitute bargaining unit work and which are not extended contract days. The Administration has authority to negotiate with the CEA on any mandatory subjects related to new positions.

ARTICLE V

Insurance

A. Health Insurance *[amended 2010-2011]*

The District agrees to pay for health insurance (*EHA rates for coverage effective September 1, 2020*) for the 2020-2021 school year to be prorated according to the full-time equivalency of the individual staff

member, as long as that employee has a 0.50 FTE. The Board will pay only one Family Policy per family plus full dental and vision [amended 2020-2021] when both employees are covered within the Educators Health Alliance.

If one CCS employee's spouse is also covered by the EHA in another district or ESU, the district will coordinate with the other district or ESU to pay half of the family premium. Single dental and single vision will also be paid for our employees.

For employees that elect coverage under the \$3,600 deductible HSA-Eligible health plan, the School District will contribute the difference in premium from the \$1450 deductible health plan to the individual's Health Savings Account (HSA) based on discounted rates, to be prorated according to the full-time equivalency of the individual staff member. Deposits to HSA accounts will be processed with the monthly payroll. Rates for coverage are below:

1. Employee health at \$627.99/\$548.34 per month.
2. Employee and children's health at \$1,161.83/\$1,014.46 per month.
3. Employee and spouse health at \$1,318.79/\$1,151.53 per month.
4. Employee, spouse and children health at \$1,770.81/\$1,546.21 per month.
5. Employee dental at \$29.54 per month
6. Employee vision at \$12.16 per month.
7. Certified staff will be given the option to purchase additional dental and vision coverage for their dependents at the certified staff member's cost.

B. Disability Insurance

This will be paid by the district. A certificated staff member must be 0.75 FTE to be eligible for disability insurance.

ARTICLE VI

Terms of Employment

A. Teacher's Contract

A contract for the employment of a teacher or administrator for a public school in the State of Nebraska shall be in writing. Neb. Rev. Stat. 79-817

B. Release from Contract

Refer to section in Board Policy: 4056.

Refer to teacher handbook.

C. Normal Work Day

Refer to Board Policy: 4114.

Refer to teacher handbook.

D. Annual Employment Period

The board of education is required to approve any change in the number of contract days of the contract.

E. Class coverage during planning period.

Certified staff members will be paid 1/8 of a substitute's first day pay for 50 minutes covered, if this is the teacher's only planning period of the day and the coverage is approved by the building principal. The certified staff member leaving must be on school assignment. Certified staff members leaving the classroom for their convenience will need to find their own substitutes after approval from the principal.

ARTICLE VII

Leaves

A. Sick Leave

All teachers shall receive effective with the contract term, 80 hours of sick leave each year for the first three years. On the fourth year they will receive 88 hours, and for each additional year of service will receive 8 additional sick hours with a maximum of 240 hours a year, until the maximum of 360 hours has been accumulated. All hours of sick leave used each year will be deducted from the accumulated total.

Sick leave shall be granted for absence due to illness of the employee, children or spouse, as well as other members of their immediate household. Sick leave may be used in emergencies with approval, for serious accident or illness of grown children, parent, brother, sister, brother or sister-in-law, son or daughter-in-law, grandchild, or grandparent of the employee or spouse. A doctor's verification of illness or injury may be required. Teachers are encouraged to have non-emergency elective surgery during vacation time if possible.

In the event of a catastrophic illness or injury of a certified staff member or a member of his/her immediate family, the staff member may request a transfer of hours from other certified staff members who wish to donate hours.

Certified employees may request an extended leave period beyond their existing sick and personal leave to coordinate with the district's long term disability policy only after all sick and personal accumulated leave hours have been used. A staff member cannot apply for more sick hours than the elimination period (60 calendar days) for long term disability.

Upon request, the Catastrophic Illness/Injury Committee shall make a general request to certified staff to donate hours for an individual facing catastrophic illness/injury. Certified staff may donate eight (8) or sixteen (16) hours per request. Donations will be determined by the order they are received. No sick hours will be banked under this policy. Granted hours may not exceed donated hours.

Immediate family for the purpose of this policy is defined as children, spouse, or other dependent in the home. In the case of grown children, parent, brother, sister, brother or sister-in-law, son or daughter-in-law, grandchild, or grandparent of the employee or spouse, a maximum of 80 hours beyond all existing sick and personal leave may be requested.

Illness or injury for the purpose of this policy is defined as an injury or illness which will be disabling and is not related to cosmetic surgery or elective surgery. A doctor's verification of illness or injury may be required for eligibility.

All certified employees of the district upon retirement will be compensated for unused accumulated sick leave hours. To be eligible a staff member must have a minimum of ten years of service. A retiree will receive from \$10 to \$20 per 8 hours unused sick leave accumulated upon retirement based on years of consecutive service. (Example: if retiring after 10 years payment will be \$10 per 8 hours of unused sick leave accumulation, after 13 years \$13 per 8 hours of unused sick leave accumulation; after 20 years payment will be \$20 per 8 hours of unused sick leave accumulation). Maximum compensation is to be set at \$900.

B. Personal Leave

All teachers may be allowed sixteen hours per year for personal leave, eight unused hours may be carried over to the following year, [amended 2009-2010], with an additional personal eight hours at sub-pay deduct. [amended 2010-2011] Reasons for personal leave are not required. Professional discretion shall be used when making requests for personal leave. No more than five staff members may be granted

personal leave on any one day, and from the entire staff no more than 3 for the elementary, middle or high school [amended 2008-2009] levels on a particular day. [amended 2003-2004] Request shall be made in writing 7 days in advance of the leave date requested and shall be given to the principal or superintendent who reserves the right to grant or reject depending on the circumstance surrounding the request. (Example: availability of substitutes for that day). In cases of an emergency or after the timeline established for requests, a reason shall be required for the use of that day.

C. Bereavement

All teachers shall be allowed 24 hours death leave per year accumulative to 40 hours, with 16 hours allowed for funerals outside of immediate family members subject to approval of the building administrator. [amended 2001-2002] Personal leave may be used for additional death leave hours. After the personal hours have been used up, the teacher may use a maximum of 24 hours of paid sub leave. (Paid sub leave shall be determined to mean that the cost of a substitute teacher at the current sub rate shall be deducted from the teacher's salary.) All such leaves shall be subject to approval by the Superintendent and shall not be deducted from the accumulated sick leave.

D. Professional Leave

All certified personnel may be allowed up to sixteen hours of professional leave each year. This leave shall be used only to attend professional meetings and self-improvement activities which are directly related to the person's contracted education field. This shall not include interviewing for another position. All requests for professional leave shall be submitted in writing to their principal at least 40 hours prior to the date of leave. No expense for transportation will be provided for persons taking professional leave. Personnel assigned to sponsor students or attend professional meetings by their supervisors will be reimbursed for their expenses at the normal rate.

E. Absences/Unpaid Leave Request

See district handbook.

Any teacher who is absent for reasons not covered in this agreement may have deducted from their salary the amount computed based on the number of contract days in relationship to the number of days absent (i.e. 1/185th).

Procedure for unpaid leave requests: Certified staff members may request unpaid leave if adequate substitutes may be found and it does not interfere with the mission of the school. Unpaid leave will be approved by the building principal. Recommendation for approval shall be based upon the merits of the request and the needs of the school. Requests need to be made at least 2 days prior to any absence and may not exceed 40 hours. Request and tentative principal approval need to have occurred before any travel plans are made or tickets purchased. The approved unpaid leave will be presented to the board of education under the consent agenda.

ARTICLE VIII

Personal File

Any teacher shall have the right, upon request, to review the contents of their personal file(s) and to receive copies at Board expense of any documents contained therein.

ARTICLE IX

Safety

Refer to safety committee in the teacher handbook.

ARTICLE X

Duration of Agreement

This contract shall be effective as of the beginning day of the 2020-2021 school year and shall continue in effect until a substitute contract is adopted, which shall then be fully retroactive to the beginning of the 2020-2021 school year, except that any insurance premium adjustments shall be effective as soon as possible after settlement.

ARTICLE XI

Guaranteed Minimum

The Board of Education reserves the right to exceed provisions of this agreement in circumstances when the Board with the approval of the CEA negotiations committee [*amended 2001-2002*] judges it to be in the best interests of the District.

Article XII

Document Authorization

Association

Board of Education

By: _____

By: _____

APPENDIX B

SCHEDULE 2020-2021

BASE = \$36,150.00

1	2	3	4	5	6	7
ASST ACA DECA (1)	ACA DECA/QUIZ BOWL (2)	ASST 7/8 BB (2B/2G)	ASST SPEECH (2)	ASST CC (2)	ASST BB (1B/1G)	HEAD BB (1B/1G)
ASST FBIA (1)	ASST CHEERLEADING (1)	ASST 7/8 FB (2)	HEAD 7/8 BB (2B/2G)	ASST SB (1)	ASST FB (4)	HEAD FB (1)
ASST FCCLA (1)	ASST PEP CLUB (1)	ASST 7/8 TR (2B/2G)	HEAD 7/8 FB (2)	HEAD 9TH BB (1B/1G)	ASST TR (3B/3G)	HEAD SB (1)
ASST JR CLASS (1)	CONCESSIONS (1)	ASST 7/8 VB (2)	HEAD 7/8 TR (1B/1G)	HEAD 9TH FB (1)	ASST VB (1)	HEAD TR (1B/1G)
ASST SR CLASS (1) 2% max	EVENT STREAMING (1)	ASST 7/8 WR (1)	HEAD 7/8 VB (2)	HEAD 9TH VB (1)	ASST WR (2)	HEAD VB (1)
MS HAL/QUIZ BOWL (1)	JUNIOR CLASS (1)	DI (1)	HEAD 7/8 WR (1)	HS INST MUSIC (1)	HEAD CC (1)	HEAD WR (1)
SENIOR CLASS (1)	MS INST MUSIC (1)	DIGITAL JOURNALISM (1)	HS VOC MUSIC (1)	HEAD ONE ACT (1)	HEAD GOLF (1B/1G)	
SMASH (2)	NHS (1)	FALL PLAY/MUSICAL (2)	FFA (1)****	ASST GOLF (B1)	HEAD SPEECH (1)	
STAND (2)	MUSICAL PRT DIRECTOR (1)	FBIA (1)	SKILLS USA (1)			
STUDENT COUNCIL (1)		FCCLA (1)				
TRI-M (1)		HEAD CHEERLEADER (1)				
ASST NHS (1)		HEAD PEP CLUB (1)				
		JAZZ (1)				
		ASST ONE ACT (1)				

YEARS IN ACTIVITY AND COACHING SYSTEM	1	2	3	4	5	6	7
	1%	1%	2%	3%	5%	6%	12%
	\$361.50	\$361.50	\$723.00	\$1,084.50	\$1,807.50	\$2,169.00	\$4,338.00
	2%	2%	3%	4%	6%	7%	13%
	\$723.00	\$723.00	\$1,084.50	\$1,446.00	\$2,169.00	\$2,530.50	\$4,699.50
	3%	3%	4%	5%	7%	8%	14%
	\$1,084.50	\$1,084.50	\$1,446.00	\$1,807.50	\$2,530.50	\$2,892.00	\$5,061.00
	4%	4%	5%	6%	8%	9%	15%
	\$1,446.00	\$1,446.00	\$1,807.50	\$2,169.00	\$2,892.00	\$3,253.50	\$5,422.50
	5%	5%	6%	7%	9%	10%	16%
	\$1,807.50	\$1,807.50	\$2,169.00	\$2,530.50	\$3,253.50	\$3,615.00	\$5,784.00
	6%	6%	7%	8%	10%	11%	17%
	\$2,169.00	\$2,169.00	\$2,530.50	\$2,892.00	\$3,615.00	\$3,976.50	\$6,145.50
	7%	7%	8%	9%	11%	12%	18%
	\$2,530.50	\$2,530.50	\$2,892.00	\$3,253.50	\$3,976.50	\$4,338.00	\$6,507.00
	8%	8%	9%	10%	12%	13%	19%
	\$2,892.00	\$2,892.00	\$3,253.50	\$3,615.00	\$4,338.00	\$4,699.50	\$6,868.50
	9%	9%	10%	11%	13%	14%	20%
	\$3,253.50	\$3,253.50	\$3,615.00	\$3,976.50	\$4,699.50	\$5,061.00	\$7,230.00
	10%	10%	11%	12%	14%	15%	21%
	\$3,615.00	\$3,615.00	\$3,976.50	\$4,338.00	\$5,061.00	\$5,422.50	\$7,591.50

*0.25% of base for freshman (2) and sophomore (2) class sponsors.

**Weight Training \$3,000.00 per year.

***Numbers behind each position are a baseline for vacancies, however, additional coaches/sponsors may be added as approved by the Board of Education.

****Placement based on 1 year probationary period, these positions are required to log hours for this first year.

APPENDIX A

SCHEDULE 2020-2021

BASE	\$36,150.00									
H-INDEX	0.0425									
V-INDEX	0.0475									
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	
1	1.0000	1.0425	1.0850	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400	
	\$36,150.00	\$37,686.38	\$39,222.75	\$40,759.13	\$42,295.50	\$43,831.88	\$45,368.25	\$46,904.63	\$48,441.00	
2	1.0475	1.0900	1.1325	1.1750	1.2175	1.2600	1.3025	1.3450	1.3875	
	\$37,867.13	\$39,403.50	\$40,939.88	\$42,476.25	\$44,012.63	\$45,549.00	\$47,085.38	\$48,621.75	\$50,158.13	
3	1.0950	1.1375	1.1800	1.2225	1.2650	1.3075	1.3500	1.3925	1.4350	
	\$39,584.25	\$41,120.63	\$42,657.00	\$44,193.38	\$45,729.75	\$47,266.13	\$48,802.50	\$50,338.88	\$51,875.25	
4	1.1425	1.1850	1.2275	1.2700	1.3125	1.3550	1.3975	1.4400	1.4825	
	\$41,301.38	\$42,837.75	\$44,374.13	\$45,910.50	\$47,446.88	\$48,983.25	\$50,519.63	\$52,056.00	\$53,592.38	
5	1.1900	1.2325	1.2750	1.3175	1.3600	1.4025	1.4450	1.4875	1.5300	
	\$43,018.50	\$44,554.88	\$46,091.25	\$47,627.63	\$49,164.00	\$50,700.38	\$52,236.75	\$53,773.13	\$55,309.50	
6	1.2375	1.2800	1.3225	1.3650	1.4075	1.4500	1.4925	1.5350	1.5775	
	\$44,735.63	\$46,272.00	\$47,808.38	\$49,344.75	\$50,881.13	\$52,417.50	\$53,953.88	\$55,490.25	\$57,026.63	
7	1.3275	1.3700	1.4125	1.4550	1.4975	1.5400	1.5825	1.6250		
	\$47,989.13	\$49,525.50	\$51,061.88	\$52,598.25	\$54,134.63	\$55,671.00	\$57,207.38	\$58,743.75		
8		1.4175	1.4600	1.5025	1.5450	1.5875	1.6300	1.6725		
		\$51,242.63	\$52,779.00	\$54,315.38	\$55,851.75	\$57,388.13	\$58,924.50	\$60,460.88		
9			1.5075	1.5500	1.5925	1.6350	1.6775	1.7200		
			\$54,496.13	\$56,032.50	\$57,568.88	\$59,105.25	\$60,641.63	\$62,178.00		
10			1.5550	1.5975	1.6400	1.6825	1.7250	1.7675		
			\$56,213.25	\$57,749.63	\$59,286.00	\$60,822.38	\$62,358.75	\$63,895.13		
11				1.6450	1.6875	1.7300	1.7725	1.8150		
				\$59,466.75	\$61,003.13	\$62,539.50	\$64,075.88	\$65,612.25		
12				1.6925	1.7350	1.7775	1.8200	1.8625		
				\$61,183.88	\$62,720.25	\$64,256.63	\$65,793.00	\$67,329.38		
13						1.8250	1.8675	1.9100		
						\$65,973.75	\$67,510.13	\$69,046.50		
14								1.9575		
								\$70,763.63		

Cozad Community Schools
Negotiated Agreement
2020-2021 2019-2020

NEGOTIATIONS PROCEDURES

The two parties to this agreement believe the following basic procedures are necessary for good faith bargaining to occur:

- Each party will name a negotiations team and indicate a spokesperson, such information to be given to the other party prior to the first session.
- Either party may request bargaining be opened by contacting the President or spokesperson of the other party.
- Meeting dates and times will be scheduled by mutual consent of the two parties.
- Initial proposals will be given in writing.
- Facts, opinions, proposals and counter-proposals will be freely discussed on good faith during the meetings.
- All participants shall treat each other professionally and respectfully during discussions and shall give due consideration to all proposals.
- Final agreements shall be reduced to writing and signed by both parties.
- The computation of salaries shall be based on the most current staff information [*amended 2002-2003*].

ARTICLE I

Recognition

The Cozad Education Association will request recognition as the bargaining agent for the certificated staff based upon their organization representing a majority of the certificated staff.

ARTICLE II

Teacher Rights

- A. Nothing contained in this agreement shall be construed to deny any teacher those rights provided under Nebraska law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided elsewhere.
- B. The Board will not discriminate against any teacher with respect to terms and conditions of employment by reason of membership in the Association and its affiliates, participation in collective negotiations with the Board or institution of a grievance under the terms of this agreement.

ARTICLE III

Association Rights

A. Association Use of District Property

Representatives of the Association and its affiliates shall be allowed to conduct Association business on school property during school hours, providing such business does not cause undue interruption of the school program.

The Association shall be allowed the use of the school buildings for meetings, providing that such use does not result in unscheduled maintenance costs, in which case an appropriate fee for that use will be negotiated between the parties to this Agreement.

The Association shall be allowed the use of school equipment including typewriters, computers, duplication machines, audio-visual equipment, and the standard office equipment, provided that the Board may assess the Association a reasonable fee for the expendable supplies consumed during such use.

The Association shall be allowed to make reasonable use of the school's communication system, including teachers' mailboxes, intercom, teacher bulletins, etc. Such use shall not cause unnecessary interruption of the education program of the school.

The Association shall not use school equipment, internet access, etc. for political reasons without prior approval and payment for such services.

ARTICLE IV

Salaries

A. Salary Schedule

The salary of each teacher covered by this agreement shall be determined by the salary schedule attached as Appendix A to this agreement.

B. Initial Placement

Teachers employed by the school system will receive credit for all *[amended 2008-2009]* years of teaching experience outside the system.

C. Base Salary

The base salary shall be ~~\$36,150~~ **\$35,000** for the ~~2020-2021~~ **2019-2020** school year, see Appendix A for the schedule.

D. Horizontal Movement

- The intent of the school district is that teachers pursue advanced education on degree levels in the subject of their major teaching emphasis. Course work outside of one's major teaching area must have administrative approval, before salary increments are granted. If questions should arise on the acceptability of a specific course, an appraisal committee of two board members, two association members and the superintendent will hear the proposal and render a final decision. *[amended 2002-2003]*
- Hours up to BA+27 will be permitted even though they are not part of an approved program leading toward a Master's degree. Hours after BA+27 must be part of an MA program. *[amended 2002-2003]*
- Eliminate BA+36. (not retroactive) *[amended 2002-2003]*
- Add MA+36 to Step 13 *[amended 2008-2009]*
- Add MA+36 to Step 14 *[amended 2012-2013]*
- Teachers will be required to notify the Superintendent of the courses that they intend to take over the summer and be approved by April 1st. Also, if teachers intend to move horizontally on the salary schedule due to additional education preparation, this must be stated on the paperwork submitted to the Superintendent. *[amended 2015-2016]*
- Transcripts evidencing satisfactory completion of hours to be used for salary schedule advancement must be on file in the Superintendent's office by October 1st. If October 1st is on a Saturday or Sunday, the transcripts must be on file the business day prior to October 1st. In the event that a teacher fails to file a transcript as required by this paragraph, such teacher shall not be eligible for salary schedule advancement for the current year. *[amended 2015-2016]*
- Hours earned prior to the time a BA or MA degree is awarded, which are in excess of the hours required for such a degree, shall not be counted for purposes of subsequent horizontal advancement of the salary schedule. *[amended 2002-2003]*
- Teachers who have only a Transitional Permit, Provisional Permit, Career Education Permit, Alternative Teaching Permit (Rule 21, section 005) are not eligible for horizontal advancement or placement on the salary schedule.

E. Vertical Movement

Teacher shall be placed on the proper vertical step in accordance with their experience in the district plus credited prior teaching experience. No certificated personnel shall gain more than one year's experience in any year. **Beginning teachers with no previous experience and BA only will be placed on step 3 and frozen for 3 years on step 3. [amended 2020-2021]**

F. Advancement in the Absence of a Successor Agreement

Each teacher employed by the District will receive vertical and horizontal advancement if applicable in the event this agreement continues for the following school year in accordance with the provisions of ARTICLE X.

G. Extra Duty

Payment for extra duty assignments shall be in accordance with the extra duty/extra-curricular salary schedule attached as Appendix B. *[amended 2014-2015]*

Columns will be numbered from 1-7, left to right

Coaches and sponsors moving into the district will receive credit for a maximum of 8 years experience at a rate of ½ per year (so a max of 4 years experience would be allowed). If it is an odd number, it will be rounded down.

Coaches and sponsors moving to a higher position (horizontally) within their sport or activity will be frozen one year per column advance (ie. move horizontally three columns, then coach or sponsor is frozen in that placement for three years before advancing vertically).

Experience when moving to a lower column within the same sport or season will be allowed to move horizontally to the equal experience step. They cannot be placed below the bottom step of the column they are assigned.

Coaches and sponsors vacating an assignment and subsequently being assigned to the same assignment retain years of experience.

All extra duty coaches and sponsors, other than class sponsors, will be issued two Southwest Conference passes that will allow them and a spouse to attend all Southwest Conference athletic events.

Staff assigned to taking tickets or otherwise working extracurricular events outside of normal duty hours at the behest of the school will be compensated at the rate of \$10/hour, with duty time and events determined and approved by the athletic director and/or school administrators.

Non-extra duty staff will be allowed to earn a Southwest Conference pass by working six hours of extracurricular events outside of normal duty hours without compensation. A second pass may also be earned by working an additional six hours of an event without compensation.

- **H. Extended Contracts**

Administration will communicate with the CEA for purposes of negotiating terms and conditions of employment when positions are created that constitute bargaining unit work and which are not extended contract days. The Administration has authority to negotiate with the CEA on any mandatory subjects related to new positions.

ARTICLE V

Insurance

A. Health Insurance *[amended 2010-2011]*

The District agrees to pay for health insurance (*EHA rates for coverage effective September 1, 2020 2019*) for the 2020-2021 2019-2020 school year to be prorated according to the full-time equivalency of the

individual staff member, as long as that employee has a 0.50 FTE. The Board will pay only one Family Policy per family **plus full dental and vision [amended 2020-2021]** when both employees are covered within the Educators Health Alliance.

If one CCS employee's spouse is also covered by the EHA in another district or ESU, the district will coordinate with the other district or ESU to pay half of the family premium. Single dental and single vision will also be paid for our employees.

For employees that elect coverage under the **\$3,600 \$3,500** deductible HSA-Eligible health plan, the School District will contribute the difference in premium from the **\$1450 \$1,050** deductible health plan to the individual's Health Savings Account (HSA) based on discounted rates, to be prorated according to the full-time equivalency of the individual staff member. Deposits to HSA accounts will be processed with the monthly payroll. Rates for coverage are below:

1. Employee health at **\$627.99/\$548.34 \$607.56/\$512.61** per month.
2. Employee and children health at **\$1,161.83/\$1,014.46 \$1,124.00/\$948.36** per month.
3. Employee and spouse health at **\$1,318.79/\$1,151.53 \$1,275.89/\$1,076.50** per month.
4. Employee, spouse and children health at **\$1,770.81/\$1,546.21 \$1,713.19/\$1,445.46** per month.
5. Employee dental at **\$29.54 \$28.96** per month
6. Employee vision at \$12.16 per month.
7. Certified staff will be given the option to purchase additional dental and vision coverage for their dependents at the certified staff member's cost.

B. Disability Insurance

This will be paid by the district. A certificated staff member must be 0.75 FTE to be eligible for disability insurance.

ARTICLE VI

Terms of Employment

A. Teacher's Contract

A contract for the employment of a teacher or administrator for a public school in the State of Nebraska shall be in writing. Neb. Rev. Stat. 79-817

B. Release from Contract

Refer to section in Board Policy: 4056.

Refer to teacher handbook.

C. Normal Work Day

Refer to Board Policy: 4114.

Refer to teacher handbook.

D. Annual Employment Period

The board of education is required to approve any change in the number of contract days of the contract.

E. Class coverage during planning period.

Certified staff members will be paid 1/8 of a substitute's first day pay for 50 minutes covered, if this is the teacher's only planning period of the day and the coverage is approved by the building principal. The certified staff member leaving must be on school assignment. Certified staff members leaving the classroom for their convenience will need to find their own substitutes after approval from the principal.

ARTICLE VII

Leaves

A. Sick Leave

All teachers shall receive effective with the contract term, 80 hours of sick leave each year for the first three years. On the fourth year they will receive 88 hours, and for each additional year of service will receive 8 additional sick hours with a maximum of 240 hours a year, until the maximum of 360 hours has been accumulated. All hours of sick leave used each year will be deducted from the accumulated total.

Sick leave shall be granted for absence due to illness of the employee, children or spouse, as well as other members of their immediate household. Sick leave may be used in emergencies with approval, for serious accident or illness of grown children, parent, brother, sister, brother or sister-in-law, son or daughter-in-law, grandchild, or grandparent of the employee or spouse. A doctor's verification of illness or injury may be required. Teachers are encouraged to have non-emergency elective surgery during vacation time if possible.

In the event of a catastrophic illness or injury of a certified staff member or a member of his/her immediate family, the staff member may request a transfer of hours from other certified staff members who wish to donate hours.

Certified employees may request an extended leave period beyond their existing sick and personal leave to coordinate with the district's long term disability policy only after all sick and personal accumulated leave hours have been used. A staff member cannot apply for more sick hours than the elimination period (60 calendar days) for long term disability.

Upon request, the Catastrophic Illness/Injury Committee shall make a general request to certified staff to donate hours for an individual facing catastrophic illness/injury. Certified staff may donate eight (8) or sixteen (16) hours per request. Donations will be determined by the order they are received. No sick hours will be banked under this policy. Granted hours may not exceed donated hours.

Immediate family for the purpose of this policy is defined as children, spouse, or other dependent in the home. In the case of grown children, parent, brother, sister, brother or sister-in-law, son or daughter-in-law, grandchild, or grandparent of the employee or spouse, a maximum of 80 hours beyond all existing sick and personal leave may be requested.

Illness or injury for the purpose of this policy is defined as an injury or illness which will be disabling and is not related to cosmetic surgery or elective surgery. A doctor's verification of illness or injury may be required for eligibility.

All certified employees of the district upon retirement will be compensated for unused accumulated sick leave hours. To be eligible a staff member must have a minimum of ten years of service. A retiree will receive from \$10 to \$20 per 8 hours unused sick leave accumulated upon retirement based on years of consecutive service. (Example: if retiring after 10 years payment will be \$10 per 8 hours of unused sick leave accumulation, after 13 years \$13 per 8 hours of unused sick leave accumulation; after 20 years payment will be \$20 per 8 hours of unused sick leave accumulation). Maximum compensation is to be set at \$900.

B. Personal Leave

All teachers may be allowed sixteen hours per year for personal leave, eight unused hours may be carried over to the following year, [amended 2009-2010], with an additional personal eight hours at sub-pay deduct. [amended 2010-2011] Reasons for personal leave are not required. Professional discretion shall be used when making requests for personal leave. No more than five staff members may be granted

personal leave on any one day, and from the entire staff no more than 3 for the elementary, middle or high school [amended 2008-2009] levels on a particular day. [amended 2003-2004] Request shall be made in writing 7 days in advance of the leave date requested and shall be given to the principal or superintendent who reserves the right to grant or reject depending on the circumstance surrounding the request. (Example: availability of substitutes for that day). In cases of an emergency or after the timeline established for requests, a reason shall be required for the use of that day.

C. Bereavement

All teachers shall be allowed 24 hours death leave per year accumulative to 40 hours, with 16 hours allowed for funerals outside of immediate family members subject to approval of the building administrator. [amended 2001-2002] Personal leave may be used for additional death leave hours. After the personal hours have been used up, the teacher may use a maximum of 24 hours of paid sub leave. (Paid sub leave shall be determined to mean that the cost of a substitute teacher at the current sub rate shall be deducted from the teacher's salary.) All such leaves shall be subject to approval by the Superintendent and shall not be deducted from the accumulated sick leave.

D. Professional Leave

All certified personnel may be allowed up to sixteen hours of professional leave each year. This leave shall be used only to attend professional meetings and self-improvement activities which are directly related to the person's contracted education field. This shall not include interviewing for another position. All requests for professional leave shall be submitted in writing to their principal at least 40 hours prior to the date of leave. No expense for transportation will be provided for persons taking professional leave. Personnel assigned to sponsor students or attend professional meetings by their supervisors will be reimbursed for their expenses at the normal rate.

E. Absences/Unpaid Leave Request

See district handbook.

Any teacher who is absent for reasons not covered in this agreement may have deducted from their salary the amount computed based on the number of contract days in relationship to the number of days absent (i.e. 1/185th).

Procedure for unpaid leave requests: Certified staff members may request unpaid leave if adequate substitutes may be found and it does not interfere with the mission of the school. Unpaid leave will be approved by the building principal. Recommendation for approval shall be based upon the merits of the request and the needs of the school. Requests need to be made at least 2 days prior to any absence and may not exceed 40 hours. Request and tentative principal approval need to have occurred before any travel plans are made or tickets purchased. The approved unpaid leave will be presented to the board of education under the consent agenda.

ARTICLE VIII

Personal File

Any teacher shall have the right, upon request, to review the contents of their personal file(s) and to receive copies at Board expense of any documents contained therein.

ARTICLE IX

Safety

Refer to safety committee in the teacher handbook.

ARTICLE X

Duration of Agreement

This contract shall be effective as of the beginning day of the 2020-2021 2019-2020 school year and shall continue in effect until a substitute contract is adopted, which shall then be fully retroactive to the beginning of the 2020-2021 2019-2020 school year, except that any insurance premium adjustments shall be effective as soon as possible after settlement.

ARTICLE XI

Guaranteed Minimum

The Board of Education reserves the right to exceed provisions of this agreement in circumstances when the Board with the approval of the CEA negotiations committee [*amended 2001-2002*] judges it to be in the best interests of the District

Article XII

Document Authorization

Association

Board of Education

By: _____

By: _____

APPENDIX A

SCHEDULE 2020-2021

BASE \$36,150.00
H-INDEX 0.0425
V-INDEX 0.0475

	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	1.0000	1.0425	1.0850	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400
	\$36,150.00	\$37,686.38	\$39,222.75	\$40,759.13	\$42,295.50	\$43,831.88	\$45,368.25	\$46,904.63	\$48,441.00
2	1.0475	1.0900	1.1325	1.1750	1.2175	1.2600	1.3025	1.3450	1.3875
	\$37,867.13	\$39,403.50	\$40,939.88	\$42,476.25	\$44,012.63	\$45,549.00	\$47,085.38	\$48,621.75	\$50,158.13
3	1.0950	1.1375	1.1800	1.2225	1.2650	1.3075	1.3500	1.3925	1.4350
	\$39,584.25	\$41,120.63	\$42,657.00	\$44,193.38	\$45,729.75	\$47,266.13	\$48,802.50	\$50,338.88	\$51,875.25
4	1.1425	1.1850	1.2275	1.2700	1.3125	1.3550	1.3975	1.4400	1.4825
	\$41,301.38	\$42,837.75	\$44,374.13	\$45,910.50	\$47,446.88	\$48,983.25	\$50,519.63	\$52,056.00	\$53,592.38
5	1.1900	1.2325	1.2750	1.3175	1.3600	1.4025	1.4450	1.4875	1.5300
	\$43,018.50	\$44,554.88	\$46,091.25	\$47,627.63	\$49,164.00	\$50,700.38	\$52,236.75	\$53,773.13	\$55,309.50
6	1.2375	1.2800	1.3225	1.3650	1.4075	1.4500	1.4925	1.5350	1.5775
	\$44,735.63	\$46,272.00	\$47,808.38	\$49,344.75	\$50,881.13	\$52,417.50	\$53,953.88	\$55,490.25	\$57,026.63
7		1.3275	1.3700	1.4125	1.4550	1.4975	1.5400	1.5825	1.6250
	\$47,989.13	\$49,525.50	\$51,061.88	\$52,598.25	\$54,134.63	\$55,671.00	\$57,207.38	\$58,743.75	
8		1.4175		1.4600	1.5025	1.5450	1.5875	1.6300	1.6725
	\$51,242.63	\$52,779.00	\$54,315.38	\$55,851.75	\$57,388.13	\$58,924.50	\$60,460.88		
9				1.5075	1.5500	1.5925	1.6350	1.6775	1.7200
	\$54,496.13	\$56,032.50	\$57,568.88	\$59,105.25	\$60,641.63	\$62,178.00			
10				1.5550	1.5975	1.6400	1.6825	1.7250	1.7675
	\$56,213.25	\$57,749.63	\$59,286.00	\$60,822.38	\$62,358.75	\$63,895.13			
11					1.6450	1.6875	1.7300	1.7725	1.8150
	\$59,466.75	\$61,003.13	\$62,539.50	\$64,075.88	\$65,612.25				
12					1.6925	1.7350	1.7775	1.8200	1.8625
	\$61,183.88	\$62,720.25	\$64,256.63	\$65,793.00	\$67,329.38				
13							1.8250	1.8675	1.9100
	\$65,973.75	\$67,510.13	\$69,046.50						
14									1.9575
	\$70,763.63								

APPENDIX B SCHEDULE 2020-2021

BASE = \$36,150.00

1	2	3	4	5	6	7
ASST ACA DECA (1)	ACA DECA/QUIZ BOWL (2)	ASST 7/8 BB (2B/2G)	ASST SPEECH (2)	ASST CC (2)	ASST BB (1B/1G)	HEAD BB (1B/1G)
ASST FBIA (1)	ASST CHEERLEADING (1)	ASST 7/8 FB (2)	HEAD 7/8 BB (2B/2G)	ASST SB (1)	ASST FB (4)	HEAD FB (1)
ASST FCCLA (1)	ASST PEP CLUB (1)	ASST 7/8 TR (2B/2G)	HEAD 7/8 FB (2)	HEAD 9TH BB (1B/1G)	ASST TR (3B/3G)	HEAD SB (1)
ASST JR CLASS (1)	CONCESSIONS (1)	ASST 7/8 VB (2)	HEAD 7/8 TR (1B/1G)	HEAD 9TH FB (1)	ASST VB (1)	HEAD TR (1B/1G)
ASST SR CLASS (1) 2% max	EVENT STREAMING (1)	ASST 7/8 WR (1)	HEAD 7/8 VB (2)	HEAD 9TH VB (1)	ASST WR (2)	HEAD VB (1)
MS HAL/QUIZ BOWL (1)	JUNIOR CLASS (1)	DI (1)	HEAD 7/8 WR (1)	HS INST MUSIC (1)	HEAD CC (1)	HEAD WR (1)
SENIOR CLASS (1)	MS INST MUSIC (1)	DIGITAL JOURNALISM (1)	HS VOC MUSIC (1)	HEAD ONE ACT (1)	HEAD GOLF (1B/1G)	
SMASH (2)	NHS (1)	FALL PLAY/MUSICAL (2)	FFA (1)****	ASST GOLF (B1)	HEAD SPEECH (1)	
STAND (2)	MUSICAL PFT DIRECTOR (1)	FBIA (1)	SKILLS USA (1)			
STUDENT COUNCIL (1)		FCCLA (1)				
TRI-M (1)		HEAD CHEERLEADER (1)				
ASST NHS (1)		HEAD PEP CLUB (1)				
		JAZZ (1)				
		ASST ONE ACT (1)				

1	1%	1%	2%	3%	5%	6%	12%
	\$361.50	\$361.50	\$723.00	\$1,084.50	\$1,807.50	\$2,169.00	\$4,338.00
2	2%	2%	3%	4%	6%	7%	13%
	\$723.00	\$723.00	\$1,084.50	\$1,446.00	\$2,169.00	\$2,530.50	\$4,699.50
3	3%	3%	4%	5%	7%	8%	14%
	\$1,084.50	\$1,084.50	\$1,446.00	\$1,807.50	\$2,530.50	\$2,892.00	\$5,061.00
4	4%	4%	5%	6%	8%	9%	15%
	\$1,446.00	\$1,446.00	\$1,807.50	\$2,169.00	\$2,892.00	\$3,253.50	\$5,422.50
5			6%	7%	9%	10%	16%
			\$2,169.00	\$2,530.50	\$3,253.50	\$3,615.00	\$5,784.00
6			7%	8%	10%	11%	17%
			\$2,530.50	\$2,892.00	\$3,615.00	\$3,976.50	\$6,145.50
7				9%	11%	12%	18%
				\$3,253.50	\$3,976.50	\$4,338.00	\$6,507.00
8					12%	13%	19%
					\$4,338.00	\$4,699.50	\$6,868.50
9						14%	20%
						\$5,061.00	\$7,230.00
10							21%
							\$7,591.50

YEARS IN
ACTIVITY AND
COACHING
SYSTEM

*0.25% of base for freshman (2) and sophomore (2) class sponsors.

**Weight Training \$3,000.00 per year.

***Numbers behind each position are a baseline for vacancies, however, additional coaches/sponsors may be added as approved by the Board of Education.

****Placement based on 1 year probationary period, these positions are required to log hours for this first year.

**Cozad Community Schools
Negotiated Agreement
2020-2021**

NEGOTIATIONS PROCEDURES

The two parties to this agreement believe the following basic procedures are necessary for good faith bargaining to occur:

- Each party will name a negotiations team and indicate a spokesperson, such information to be given to the other party prior to the first session.
- Either party may request bargaining be opened by contacting the President or spokesperson of the other party.
- Meeting dates and times will be scheduled by mutual consent of the two parties.
- Initial proposals will be given in writing.
- Facts, opinions, proposals and counter-proposals will be freely discussed on good faith during the meetings.
- All participants shall treat each other professionally and respectfully during discussions and shall give due consideration to all proposals.
- Final agreements shall be reduced to writing and signed by both parties.
- The computation of salaries shall be based on the most current staff information [*amended 2002-2003*].

ARTICLE I

Recognition

The Cozad Education Association will request recognition as the bargaining agent for the certificated staff based upon their organization representing a majority of the certificated staff.

ARTICLE II

Teacher Rights

- A. Nothing contained in this agreement shall be construed to deny any teacher those rights provided under Nebraska law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided elsewhere.
- B. The Board will not discriminate against any teacher with respect to terms and conditions of employment by reason of membership in the Association and its affiliates, participation in collective negotiations with the Board or institution of a grievance under the terms of this agreement.

ARTICLE III

Association Rights

A. Association Use of District Property

Representatives of the Association and its affiliates shall be allowed to conduct Association business on school property during school hours, providing such business does not cause undue interruption of the school program.

The Association shall be allowed the use of the school buildings for meetings, providing that such use does not result in unscheduled maintenance costs, in which case an appropriate fee for that use will be negotiated between the parties to this Agreement.

The Association shall be allowed the use of school equipment, including typewriters, computers, duplication machines, audio-visual equipment, and the standard office equipment, provided that the Board may assess the Association a reasonable fee for the expendable supplies consumed during such use.

The Association shall be allowed to make reasonable use of the school's communication system, including teachers' mailboxes, intercom, teacher bulletins, etc. Such use shall not cause unnecessary interruption of the education program of the school.

The Association shall not use school equipment, internet access, etc. for political reasons without prior approval and payment for such services.

ARTICLE IV

Salaries

A. Salary Schedule

The salary of each teacher covered by this agreement shall be determined by the salary schedule attached as Appendix A to this agreement.

B. Initial Placement

Teachers employed by the school system will receive credit for all *[amended 2008-2009]* years of teaching experience outside the system.

C. Base Salary

The base salary shall be \$36,150 for the 2020-2021 school year, see Appendix A for the schedule.

D. Horizontal Movement

- The intent of the school district is that teachers pursue advanced education on degree levels in the subject of their major teaching emphasis. Course work outside of one's major teaching area must have administrative approval, before salary increments are granted. If questions should arise on the acceptability of a specific course, an appraisal committee of two board members, two association members and the superintendent will hear the proposal and render a final decision. *[amended 2002-2003]*
- Hours up to BA+27 will be permitted even though they are not part of an approved program leading toward a Master's degree. Hours after BA+27 must be part of an MA program. *[amended 2002-2003]*
- Eliminate BA+36. (not retroactive) *[amended 2002-2003]*
- Add MA+36 to Step 13 *[amended 2008-2009]*
- Add MA+36 to Step 14 *[amended 2012-2013]*
- Teachers will be required to notify the Superintendent of the courses that they intend to take over the summer and be approved by April 1st. Also, if teachers intend to move horizontally on the salary schedule due to additional education preparation, this must be stated on the paperwork submitted to the Superintendent. *[amended 2015-2016]*
- Transcripts evidencing satisfactory completion of hours to be used for salary schedule advancement must be on file in the Superintendent's office by October 1st. If October 1st is on a Saturday or Sunday, the transcripts must be on file the business day prior to October 1st. In the event that a teacher fails to file a transcript as required by this paragraph, such teacher shall not be eligible for salary schedule advancement for the current year. *[amended 2015-2016]*
- Hours earned prior to the time a BA or MA degree is awarded, which are in excess of the hours required for such a degree, shall not be counted for purposes of subsequent horizontal advancement of the salary schedule. *[amended 2002-2003]*
- Teachers who have only a Transitional Permit, Provisional Permit, Career Education Permit, Alternative Teaching Permit (Rule 21, section 005) are not eligible for horizontal advancement or placement on the salary schedule.

E. Vertical Movement

Teacher shall be placed on the proper vertical step in accordance with their experience in the district plus credited prior teaching experience. No certificated personnel shall gain more than one year's experience in any year. Beginning teachers with no previous experience and BA only will be placed on step 3 and frozen for 3 years on step 3. *[amended 2020-2021]*

F. Advancement in the Absence of a Successor Agreement

Each teacher employed by the District will receive vertical and horizontal advancement if applicable in the event this agreement continues for the following school year in accordance with the provisions of ARTICLE X.

G. Extra Duty

Payment for extra duty assignments shall be in accordance with the extra duty/extra-curricular salary schedule attached as Appendix B. *[amended 2014-2015]*

Columns will be numbered from 1-7, left to right

Coaches and sponsors moving into the district will receive credit for a maximum of 8 years experience at a rate of ½ per year (so a max of 4 years experience would be allowed). If it is an odd number, it will be rounded down.

Coaches and sponsors moving to a higher position (horizontally) within their sport or activity will be frozen one year per column advance (ie. move horizontally three columns, then coach or sponsor is frozen in that placement for three years before advancing vertically).

Experience when moving to a lower column within the same sport or season will be allowed to move horizontally to the equal experience step. They cannot be placed below the bottom step of the column they are assigned.

Coaches and sponsors vacating an assignment and subsequently being assigned to the same assignment retain years of experience.

All extra duty coaches and sponsors, other than class sponsors, will be issued two Southwest Conference passes that will allow them and a spouse to attend all Southwest Conference athletic events.

Staff assigned to taking tickets or otherwise working extracurricular events outside of normal duty hours at the behest of the school will be compensated at the rate of \$10/hour, with duty time and events determined and approved by the athletic director and/or school administrators.

Non-extra duty staff will be allowed to earn a Southwest Conference pass by working six hours of extracurricular events outside of normal duty hours without compensation. A second pass may also be earned by working an additional six hours of an event without compensation.

- **H. Extended Contracts**

Administration will communicate with the CEA for purposes of negotiating terms and conditions of employment when positions are created that constitute bargaining unit work and which are not extended contract days. The Administration has authority to negotiate with the CEA on any mandatory subjects related to new positions.

ARTICLE V

Insurance

A. Health Insurance *[amended 2010-2011]*

The District agrees to pay for health insurance (*EHA rates for coverage effective September 1, 2020*) for the 2020-2021 school year to be prorated according to the full-time equivalency of the individual staff

member, as long as that employee has a 0.50 FTE. The Board will pay only one Family Policy per family plus full dental and vision [amended 2020-2021] when both employees are covered within the Educators Health Alliance.

If one CCS employee's spouse is also covered by the EHA in another district or ESU, the district will coordinate with the other district or ESU to pay half of the family premium. Single dental and single vision will also be paid for our employees.

For employees that elect coverage under the \$3,600 deductible HSA-Eligible health plan, the School District will contribute the difference in premium from the \$1450 deductible health plan to the individual's Health Savings Account (HSA) based on discounted rates, to be prorated according to the full-time equivalency of the individual staff member. Deposits to HSA accounts will be processed with the monthly payroll. Rates for coverage are below:

1. Employee health at \$627.99/\$548.34 per month.
2. Employee and children's health at \$1,161.83/\$1,014.46 per month.
3. Employee and spouse health at \$1,318.79/\$1,151.53 per month.
4. Employee, spouse and children health at \$1,770.81/\$1,546.21 per month.
5. Employee dental at \$29.54 per month
6. Employee vision at \$12.16 per month.
7. Certified staff will be given the option to purchase additional dental and vision coverage for their dependents at the certified staff member's cost.

B. Disability Insurance

This will be paid by the district. A certificated staff member must be 0.75 FTE to be eligible for disability insurance.

ARTICLE VI

Terms of Employment

A. Teacher's Contract

A contract for the employment of a teacher or administrator for a public school in the State of Nebraska shall be in writing. Neb. Rev. Stat. 79-817

B. Release from Contract

Refer to section in Board Policy: 4056.

Refer to teacher handbook.

C. Normal Work Day

Refer to Board Policy: 4114.

Refer to teacher handbook.

D. Annual Employment Period

The board of education is required to approve any change in the number of contract days of the contract.

E. Class coverage during planning period.

Certified staff members will be paid 1/8 of a substitute's first day pay for 50 minutes covered, if this is the teacher's only planning period of the day and the coverage is approved by the building principal. The certified staff member leaving must be on school assignment. Certified staff members leaving the classroom for their convenience will need to find their own substitutes after approval from the principal.

ARTICLE VII

Leaves

A. Sick Leave

All teachers shall receive effective with the contract term, 80 hours of sick leave each year for the first three years. On the fourth year they will receive 88 hours, and for each additional year of service will receive 8 additional sick hours with a maximum of 240 hours a year, until the maximum of 360 hours has been accumulated. All hours of sick leave used each year will be deducted from the accumulated total.

Sick leave shall be granted for absence due to illness of the employee, children or spouse, as well as other members of their immediate household. Sick leave may be used in emergencies with approval, for serious accident or illness of grown children, parent, brother, sister, brother or sister-in-law, son or daughter-in-law, grandchild, or grandparent of the employee or spouse. A doctor's verification of illness or injury may be required. Teachers are encouraged to have non-emergency elective surgery during vacation time if possible.

In the event of a catastrophic illness or injury of a certified staff member or a member of his/her immediate family, the staff member may request a transfer of hours from other certified staff members who wish to donate hours.

Certified employees may request an extended leave period beyond their existing sick and personal leave to coordinate with the district's long term disability policy only after all sick and personal accumulated leave hours have been used. A staff member cannot apply for more sick hours than the elimination period (60 calendar days) for long term disability.

Upon request, the Catastrophic Illness/Injury Committee shall make a general request to certified staff to donate hours for an individual facing catastrophic illness/injury. Certified staff may donate eight (8) or sixteen (16) hours per request. Donations will be determined by the order they are received. No sick hours will be banked under this policy. Granted hours may not exceed donated hours.

Immediate family for the purpose of this policy is defined as children, spouse, or other dependent in the home. In the case of grown children, parent, brother, sister, brother or sister-in-law, son or daughter-in-law, grandchild, or grandparent of the employee or spouse, a maximum of 80 hours beyond all existing sick and personal leave may be requested.

Illness or injury for the purpose of this policy is defined as an injury or illness which will be disabling and is not related to cosmetic surgery or elective surgery. A doctor's verification of illness or injury may be required for eligibility.

All certified employees of the district upon retirement will be compensated for unused accumulated sick leave hours. To be eligible a staff member must have a minimum of ten years of service. A retiree will receive from \$10 to \$20 per 8 hours unused sick leave accumulated upon retirement based on years of consecutive service. (Example: if retiring after 10 years payment will be \$10 per 8 hours of unused sick leave accumulation, after 13 years \$13 per 8 hours of unused sick leave accumulation; after 20 years payment will be \$20 per 8 hours of unused sick leave accumulation). Maximum compensation is to be set at \$900.

B. Personal Leave

All teachers may be allowed sixteen hours per year for personal leave, eight unused hours may be carried over to the following year, [amended 2009-2010], with an additional personal eight hours at sub-pay deduct. [amended 2010-2011] Reasons for personal leave are not required. Professional discretion shall be used when making requests for personal leave. No more than five staff members may be granted

personal leave on any one day, and from the entire staff no more than 3 for the elementary, middle or high school [amended 2008-2009] levels on a particular day. [amended 2003-2004] Request shall be made in writing 7 days in advance of the leave date requested and shall be given to the principal or superintendent who reserves the right to grant or reject depending on the circumstance surrounding the request. (Example: availability of substitutes for that day). In cases of an emergency or after the timeline established for requests, a reason shall be required for the use of that day.

C. Bereavement

All teachers shall be allowed 24 hours death leave per year accumulative to 40 hours, with 16 hours allowed for funerals outside of immediate family members subject to approval of the building administrator. [amended 2001-2002] Personal leave may be used for additional death leave hours. After the personal hours have been used up, the teacher may use a maximum of 24 hours of paid sub leave. (Paid sub leave shall be determined to mean that the cost of a substitute teacher at the current sub rate shall be deducted from the teacher's salary.) All such leaves shall be subject to approval by the Superintendent and shall not be deducted from the accumulated sick leave.

D. Professional Leave

All certified personnel may be allowed up to sixteen hours of professional leave each year. This leave shall be used only to attend professional meetings and self-improvement activities which are directly related to the person's contracted education field. This shall not include interviewing for another position. All requests for professional leave shall be submitted in writing to their principal at least 40 hours prior to the date of leave. No expense for transportation will be provided for persons taking professional leave. Personnel assigned to sponsor students or attend professional meetings by their supervisors will be reimbursed for their expenses at the normal rate.

E. Absences/Unpaid Leave Request

See district handbook.

Any teacher who is absent for reasons not covered in this agreement may have deducted from their salary the amount computed based on the number of contract days in relationship to the number of days absent (i.e. 1/185th).

Procedure for unpaid leave requests: Certified staff members may request unpaid leave if adequate substitutes may be found and it does not interfere with the mission of the school. Unpaid leave will be approved by the building principal. Recommendation for approval shall be based upon the merits of the request and the needs of the school. Requests need to be made at least 2 days prior to any absence and may not exceed 40 hours. Request and tentative principal approval need to have occurred before any travel plans are made or tickets purchased. The approved unpaid leave will be presented to the board of education under the consent agenda.

ARTICLE VIII

Personal File

Any teacher shall have the right, upon request, to review the contents of their personal file(s) and to receive copies at Board expense of any documents contained therein.

ARTICLE IX

Safety

Refer to safety committee in the teacher handbook.

ARTICLE X

Duration of Agreement

This contract shall be effective as of the beginning day of the 2020-2021 school year and shall continue in effect until a substitute contract is adopted, which shall then be fully retroactive to the beginning of the 2020-2021 school year, except that any insurance premium adjustments shall be effective as soon as possible after settlement.

ARTICLE XI

Guaranteed Minimum

The Board of Education reserves the right to exceed provisions of this agreement in circumstances when the Board with the approval of the CEA negotiations committee [*amended 2001-2002*] judges it to be in the best interests of the District.

Article XII

Document Authorization

Association

Board of Education

By: _____

By: _____

APPENDIX B

SCHEDULE 2020-2021

BASE = \$36,150.00

1	2	3	4	5	6	7
ASST ACA DECA (1)	ACA DECA/QUIZ BOWL (2)	ASST 7/8 BB (2B/2G)	ASST SPEECH (2)	ASST CC (2)	ASST BB (1B/1G)	HEAD BB (1B/1G)
ASST FBIA (1)	ASST CHEERLEADING (1)	ASST 7/8 FB (2)	HEAD 7/8 BB (2B/2G)	ASST SB (1)	ASST FB (4)	HEAD FB (1)
ASST FCCLA (1)	ASST PEP CLUB (1)	ASST 7/8 TR (2B/2G)	HEAD 7/8 FB (2)	HEAD 9TH BB (1B/1G)	ASST TR (3B/3G)	HEAD SB (1)
ASST JR CLASS (1)	CONCESSIONS (1)	ASST 7/8 VB (2)	HEAD 7/8 TR (1B/1G)	HEAD 9TH FB (1)	ASST VB (1)	HEAD TR (1B/1G)
ASST SR CLASS (1) 2% max	EVENT STREAMING (1)	ASST 7/8 WR (1)	HEAD 7/8 VB (2)	HEAD 9TH VB (1)	ASST WR (2)	HEAD VB (1)
MS HAL/QUIZ BOWL (1)	JUNIOR CLASS (1)	DI (1)	HEAD 7/8 WR (1)	HS INST MUSIC (1)	HEAD CC (1)	HEAD WR (1)
SENIOR CLASS (1)	MS INST MUSIC (1)	DIGITAL JOURNALISM (1)	HS VOC MUSIC (1)	HEAD ONE ACT (1)	HEAD GOLF (1B/1G)	
SMASH (2)	NHS (1)	FALL PLAY/MUSICAL (2)	FFA (1)****	ASST GOLF (B1)	HEAD SPEECH (1)	
STAND (2)	MUSICAL PRT DIRECTOR (1)	FBIA (1)	SKILLS USA (1)			
STUDENT COUNCIL (1)		FCCLA (1)				
TRI-M (1)		HEAD CHEERLEADER (1)				
ASST NHS (1)		HEAD PEP CLUB (1)				
		JAZZ (1)				
		ASST ONE ACT (1)				

YEARS IN ACTIVITY AND COACHING SYSTEM	1	2	3	4	5	6	7
	1%	1%	2%	3%	5%	6%	12%
	\$361.50	\$361.50	\$723.00	\$1,084.50	\$1,807.50	\$2,169.00	\$4,338.00
	2%	2%	3%	4%	6%	7%	13%
	\$723.00	\$723.00	\$1,084.50	\$1,446.00	\$2,169.00	\$2,530.50	\$4,699.50
	3%	3%	4%	5%	7%	8%	14%
	\$1,084.50	\$1,084.50	\$1,446.00	\$1,807.50	\$2,530.50	\$2,892.00	\$5,061.00
	4%	4%	5%	6%	8%	9%	15%
	\$1,446.00	\$1,446.00	\$1,807.50	\$2,169.00	\$2,892.00	\$3,253.50	\$5,422.50
	5%	5%	6%	7%	9%	10%	16%
	\$1,807.50	\$1,807.50	\$2,169.00	\$2,530.50	\$3,253.50	\$3,615.00	\$5,784.00
	6%	6%	7%	8%	10%	11%	17%
	\$2,169.00	\$2,169.00	\$2,530.50	\$2,892.00	\$3,615.00	\$3,976.50	\$6,145.50
	7%	7%	8%	9%	11%	12%	18%
	\$2,530.50	\$2,530.50	\$2,892.00	\$3,253.50	\$3,976.50	\$4,338.00	\$6,507.00
	8%	8%	9%	10%	12%	13%	19%
	\$2,892.00	\$2,892.00	\$3,253.50	\$3,615.00	\$4,338.00	\$4,699.50	\$6,868.50
	9%	9%	10%	11%	13%	14%	20%
	\$3,253.50	\$3,253.50	\$3,615.00	\$3,976.50	\$4,699.50	\$5,061.00	\$7,230.00
	10%	10%	11%	12%	14%	15%	21%
	\$3,615.00	\$3,615.00	\$3,976.50	\$4,338.00	\$5,061.00	\$5,422.50	\$7,591.50

*0.25% of base for freshman (2) and sophomore (2) class sponsors.

**Weight Training \$3,000.00 per year.

***Numbers behind each position are a baseline for vacancies, however, additional coaches/sponsors may be added as approved by the Board of Education.

****Placement based on 1 year probationary period, these positions are required to log hours for this first year.

APPENDIX A

SCHEDULE 2020-2021

BASE	\$36,150.00										
H-INDEX	0.0425										
V-INDEX	0.0475										
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36		
1	1.0000	1.0425	1.0850	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400		
	\$36,150.00	\$37,686.38	\$39,222.75	\$40,759.13	\$42,295.50	\$43,831.88	\$45,368.25	\$46,904.63	\$48,441.00		
2	1.0475	1.0900	1.1325	1.1750	1.2175	1.2600	1.3025	1.3450	1.3875		
	\$37,867.13	\$39,403.50	\$40,939.88	\$42,476.25	\$44,012.63	\$45,549.00	\$47,085.38	\$48,621.75	\$50,158.13		
3	1.0950	1.1375	1.1800	1.2225	1.2650	1.3075	1.3500	1.3925	1.4350		
	\$39,584.25	\$41,120.63	\$42,657.00	\$44,193.38	\$45,729.75	\$47,266.13	\$48,802.50	\$50,338.88	\$51,875.25		
4	1.1425	1.1850	1.2275	1.2700	1.3125	1.3550	1.3975	1.4400	1.4825		
	\$41,301.38	\$42,837.75	\$44,374.13	\$45,910.50	\$47,446.88	\$48,983.25	\$50,519.63	\$52,056.00	\$53,592.38		
5	1.1900	1.2325	1.2750	1.3175	1.3600	1.4025	1.4450	1.4875	1.5300		
	\$43,018.50	\$44,554.88	\$46,091.25	\$47,627.63	\$49,164.00	\$50,700.38	\$52,236.75	\$53,773.13	\$55,309.50		
6	1.2375	1.2800	1.3225	1.3650	1.4075	1.4500	1.4925	1.5350	1.5775		
	\$44,735.63	\$46,272.00	\$47,808.38	\$49,344.75	\$50,881.13	\$52,417.50	\$53,953.88	\$55,490.25	\$57,026.63		
7	1.3275	1.3700	1.4125	1.4550	1.4975	1.5400	1.5825	1.6250			
	\$47,989.13	\$49,525.50	\$51,061.88	\$52,598.25	\$54,134.63	\$55,671.00	\$57,207.38	\$58,743.75			
8		1.4175	1.4600	1.5025	1.5450	1.5875	1.6300	1.6725			
		\$51,242.63	\$52,779.00	\$54,315.38	\$55,851.75	\$57,388.13	\$58,924.50	\$60,460.88			
9			1.5075	1.5500	1.5925	1.6350	1.6775	1.7200			
			\$54,496.13	\$56,032.50	\$57,568.88	\$59,105.25	\$60,641.63	\$62,178.00			
10			1.5550	1.5975	1.6400	1.6825	1.7250	1.7675			
			\$56,213.25	\$57,749.63	\$59,286.00	\$60,822.38	\$62,358.75	\$63,895.13			
11				1.6450	1.6875	1.7300	1.7725	1.8150			
				\$59,466.75	\$61,003.13	\$62,539.50	\$64,075.88	\$65,612.25			
12				1.6925	1.7350	1.7775	1.8200	1.8625			
				\$61,183.88	\$62,720.25	\$64,256.63	\$65,793.00	\$67,329.38			
13						1.8250	1.8675	1.9100			
						\$65,973.75	\$67,510.13	\$69,046.50			
14								1.9575			
								\$70,763.63			