

Board of Education Regular Meeting
Wednesday, December 9, 2020 6:30 PM
East Butler School
212 South Madison Street
Brainard, NE 68626-0036

1. Call Meeting To Order
2. Roll Call
3. Flag Salute
4. Approve Agenda
5. Patron's Comments
6. Informational Items
 1. Student Presentation
 2. Kitchen/Commons addition - project update
 3. 2019-2020 Audit Presentation
 4. Transportation Fleet Update
 5. Negotiations Update
 6. COVID-19 Plan Update
7. Consent Agenda
 1. Approval of Minutes
 2. Treasurer's Report
 3. Approval to recognize the East Butler Education Association as the bargaining agent for the 2021-2022 school year.
8. Regular Agenda
 1. Discuss, consider, and take any necessary action on the 2021-2022 school calendar.

2. Discuss, consider, and take any necessary action on Phase II of the Brainard building bathroom renovations.
 3. Discuss, consider, and take any necessary action on adjusting the substitute teacher pay.
 4. Discuss, consider, and take any necessary action on the Superintendent's evaluation and contract.
9. Administrative Comments
 10. Items for next Meeting
 11. Adjournment

CTF
Service
Inc.

East Butler
Vehicle Report

19-20 School Year

12/9/2020

2019-20 Mileage Report

Vehicle/Bus	Summer Inspection 2019		Summer Inspection 2020		Difference
21 Bus			Purchased		
20 Bus	9/1/2019	Purchased	8/10/2020	8,698	8,698
18 Bus	7/31/2019	29,079	8/10/2020	39,331	10,252
17 Bus	8/3/2019	53,001	7/11/2020	65,621	12,620
16 Bus	8/3/2019	66,232	8/10/2020	78,895	12,663
14-C Bus	7/18/2049	44,123	8/19/2020	51,084	6,961
14-B Bus	7/15/2019	112,453	7/25/2020	124,785	12,332
14-A Bus	8/13/2019	81,817	7/11/2020	89,838	8,021
11 Bus	8/16/2019	92,428	8/10/2020	99,837	7,409
05 Bus	7/15/2019	189,169	3/21/2020 OUT OF SERVICE	189,176	7
02 Bus	7/25/2019	183,500	10/1/2020	185,232	1,732
01 Bus	9/19/2019	189,270	9/18/2020	189,905	635
	2018-19 Total:	102,628		2019-20 Total:	81,330

2019-20 Mileage Report

Vehicle/Bus	Summer Inspection 2019		Summer Inspection 2020		Difference
19 Grand Caravan			Purchased	639	
17 Transit	7/24/2019	18,608	8/10/2020	29,830	11,222
15 Grand Caravan			Purchased	83,030	
15 Suburban	7/22/2019	73,440	7/11/2020	82,980	9,540
15 Expedition	9/6/2019	68,631	7/11/2020	75,500	6,869
14-A Sport Van	7/24/2019	45,999	7/11/2020	50,944	4,945
14-B Sport Van	7/22/2019	36,433	7/11/2020	39,903	3,470
14 Mazda 5	6/29/2019	88,499	7/11/2020	104,404	15,905
14 Tradesman	8/31/2019	107,114	8/10/2020	111,335	4,221
12 Ram 2500	7/28/2019	41,789	9/8/2020	45,415	3,626
12 Impala	7/15/2019	126,433	7/11/2020	134,166	7,733
07 Caravan	8/26/2019	161,839	1/15/2020 OUT OF SERVICE	167,924	6,085
05 Grand Caravan	8/2/2019	135,454	9/4/2020	137,201	1,747
89 C2500	8/15/2019	130,000	9/8/2020 OUT OF SERVICE	130,000	0
	2018-19 Total:	107,846		2019-20 Total:	75,363

Mileage Comparison:

Buses:	2019 - 2020	81,330
	2018 - 2019	102,628
	2017 - 2018	97,870
	2016 - 2017	91,986
	2015 - 2016	104,171

Vehicles:	2019 - 2020	75,363
	2018 - 2019	107,846
	2017 - 2018	95,007
	2016 - 2017	108,534
	2015 - 2016	83,671

Total Repairs:	2020	\$94,476.03	Does not include December 2020
	2019	\$76,642.03	
	2018	\$102,541.91	
	2017	\$84,678.31	
	2016	\$66,441.44	
	2015	\$92,122.46	

Bus 21:	Taylor Pollock
Bus 20:	Tom Laing
Bus 18:	Jeff Struck
Bus 17:	Ron Hula
Bus 16:	Lyle Divis
Bus 14-A:	Gary Polacek
Bus 14-B:	Don Karpisek
Bus 14-C:	Spare
Bus 11:	Spare
Bus 02:	Spare
Bus 01:	Spare

Board of Education
Regular Meeting
Wednesday, November 11, 2020 6:30 PM

1. Call Meeting To Order at 6:30 P.M.

2. Roll Call - Present: Megan Kozisek, Ryan Pekarek, Dylan Spatz, Sarah Strizek, Kim TePoel, and Dan Zysset. Also present were: Mr. Michael Eldridge, Superintendent; Mr. Mark Cidlik, Secondary Principal; and Mr. Shawn Biltoft, Elementary Principal.

3. Flag Salute

4. Approve Agenda

Motion to approve the agenda as presented passed with a motion by Dan Zysset and a second by Ryan Pekarek.

Megan Kozisek: Yea, Ryan Pekarek: Yea, Dylan Spatz: Yea, Sarah Strizek: Yea, Kim TePoel: Yea, Dan Zysset: Yea

5. Patron's Comments

6. Informational Items included: Construction Update; Student Presentation (Mrs. Hines and students performed two Veterans Day songs); Negotiations Committee Update; Audit Information; and Student Assessment Data Report given by Mr. Cidlik & Mr. Biltoft.

7. Consent Agenda

7.1. Approval of Minutes

7.2. Treasurer's Report

Motion to approve the consent agenda as presented passed with a motion by Kim TePoel and a second by Dylan Spatz.

Megan Kozisek: Yea, Ryan Pekarek: Yea, Dylan Spatz: Yea, Sarah Strizek: Yea, Kim TePoel: Yea, Dan Zysset: Yea

8. Regular Agenda

8.1. Discuss, consider, and take any necessary action on the school's COVID-19 plan.

Approve the extension of Thanksgiving Break with Monday, November 23 and Tuesday, November 24 as professional learning days with students not reporting and no school for students and all staff on Wednesday, November 25, Thursday, November 26, and Friday, November 27 passed with a motion by Dylan Spatz and a second by Dan Zysset.

Megan Kozisek: Yea, Ryan Pekarek: Yea, Dylan Spatz: Yea, Sarah Strizek: Yea, Kim TePoel: Yea, Dan Zysset: Yea

8.2. Discuss, consider, and take any necessary action on bids for the superintendent's house.

Approve the bid from Cole Ratkovec for work on the Superintendent's house for a total of \$21,400.00 with an amendment to not refurbish the front door but to replace it passed with a motion by Sarah Strizek and a second by Dan Zysset.

Megan Kozisek: Yea, Ryan Pekarek: Yea, Dylan Spatz: Yea, Sarah Strizek: Yea, Kim TePoel: Yea, Dan Zysset: Yea

9. Administrative Comments

10. Items for next Meeting: Superintendent Evaluation; Construction Update; Auditor Presentation; 2021-22 School Calendar; Covid Plan Update; Transportation Update; and Board Yearbook Picture

11. Adjournment

Motion to adjourn at 8:00 p.m. passed with a motion by Dylan Spatz and a second by Ryan Pekarek.

Megan Kozisek: Yea, Ryan Pekarek: Yea, Dylan Spatz: Yea, Sarah Strizek: Yea, Kim TePoel: Yea, Dan Zysset: Yea

Kim Fuehrer
Recording Secretary

Regular; Beginning Month 12/2020; Processing Month 12/2020; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>		<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704	FUND BALANCE	*Previous Balance				146.40
		*Ending Balance:	0.00	0.00	0.00	146.40
05 704 2001	ACADEMIC DECATHALON	*Previous Balance				1,255.80
		*Ending Balance:	0.00	0.00	0.00	1,255.80
05 704 2002	AG PROJECTS	*Previous Balance				1,206.35
		*Ending Balance:	0.00	0.00	0.00	1,206.35
05 704 2003	ANNUAL	*Previous Balance				6,589.83
		*Ending Balance:	0.00	0.00	0.00	6,589.83
05 704 2004	ATHLETIC	*Previous Balance				3,004.92
		*Ending Balance:	0.00	0.00	0.00	3,004.92
05 704 2005	BOX TOPS/ PPT	*Previous Balance				4,476.10
		*Ending Balance:	0.00	0.00	0.00	4,476.10
05 704 2006	CHEERLEADERS	*Previous Balance				2,786.04
		*Ending Balance:	0.00	0.00	0.00	2,786.04
05 704 2007	CLOSE UP	*Previous Balance				9,452.24
		*Ending Balance:	0.00	0.00	0.00	9,452.24
05 704 2008	COLLEGE ACCESS GRANT	*Previous Balance				2,531.05
		*Ending Balance:	0.00	0.00	0.00	2,531.05
05 704 2009	CONCESSIONS	*Previous Balance				599.68
		*Ending Balance:	0.00	0.00	0.00	599.68
05 704 2010	DANCE TEAM	*Previous Balance				279.51
		*Ending Balance:	0.00	0.00	0.00	279.51
05 704 2011	DRAMA	*Previous Balance				187.53
		*Ending Balance:	0.00	0.00	0.00	187.53
05 704 2012	DRUG FREE PROGRAM	*Previous Balance				395.49
		*Ending Balance:	0.00	0.00	0.00	395.49
05 704 2013	EDIVATE	*Previous Balance				431.17
		*Ending Balance:	0.00	0.00	0.00	431.17
05 704 2014	FBLA	*Previous Balance				1,212.44
		*Ending Balance:	0.00	0.00	0.00	1,212.44
05 704 2015	FCCLA	*Previous Balance				5,029.06
		*Ending Balance:	0.00	0.00	0.00	5,029.06

Regular; Beginning Month 12/2020; Processing Month 12/2020; Accounts to Include Accounts with Activity; Fund Number 05

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<u>Chart of Account Number</u>	<u>Chart of Account Description</u>		<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 2016	FFA	*Previous Balance				7,926.75
		*Ending Balance:	0.00	0.00	0.00	7,926.75
05 704 2017	FFA GREENHOUSE	*Previous Balance				3,197.15
		*Ending Balance:	0.00	0.00	0.00	3,197.15
05 704 2018	CLASS OF 2018	*Previous Balance				249.28
		*Ending Balance:	0.00	0.00	0.00	249.28
05 704 2019	CLASS OF 2019	*Previous Balance				275.55
		*Ending Balance:	0.00	0.00	0.00	275.55
05 704 2021	CLASS OF 2021	*Previous Balance				1,237.37
		*Ending Balance:	0.00	0.00	0.00	1,237.37
05 704 2022	CLASS OF 2022	*Previous Balance				2,513.90
		*Ending Balance:	0.00	0.00	0.00	2,513.90
05 704 2023	CLASS OF 2023	*Previous Balance				2,119.00
		*Ending Balance:	0.00	0.00	0.00	2,119.00
05 704 3001	LAPTOP INITIATIVE	*Previous Balance				29,266.34
		*Ending Balance:	0.00	0.00	0.00	29,266.34
05 704 3002	LETTERCLUB	*Previous Balance				1,987.65
		*Ending Balance:	0.00	0.00	0.00	1,987.65
05 704 3004	MUSIC	*Previous Balance				177.37
		*Ending Balance:	0.00	0.00	0.00	177.37
05 704 3005	NATIONAL HONOR SOCIETY	*Previous Balance				519.20
		*Ending Balance:	0.00	0.00	0.00	519.20
05 704 3006	SPEECH	*Previous Balance				17.76
		*Ending Balance:	0.00	0.00	0.00	17.76
05 704 3007	STUDENT COUNCIL	*Previous Balance				1,360.00
		*Ending Balance:	0.00	0.00	0.00	1,360.00
05 704 3008	TIGER STRIPES	*Previous Balance				(281.15)
		*Ending Balance:	0.00	0.00	0.00	(281.15)
05 704 3009	WR SPIRIT LEADERS	*Previous Balance				997.64
		*Ending Balance:	0.00	0.00	0.00	997.64
05 704 3010	SKILLS USA	*Previous Balance				4,353.48
		*Ending Balance:	0.00	0.00	0.00	4,353.48

Activity Fund Balance Report - Account - Exclude Encumbrances
12/2020 - 12/2020

Regular; Beginning Month 12/2020; Processing Month 12/2020; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>		<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 3011	CAREER TECHNICAL EDUCATION	*Previous Balance				8,904.70
		*Ending Balance:	0.00	0.00	0.00	8,904.70
		Fund Total: 05	0.00	0.00	0.00	104,405.60

Vendor Name	Vendor Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND
ALMQUIST/MALTZAHN/GALLOWAY & LUTH		10,155.00
AMAZON/SYNCB		2,018.16
B AND H PHOTO-VIDEO		415.46
B.J. HARDWARE		67.78
BANNER PRESS		49.50
CANON FINANCIAL SERVICES		2,463.24
CANON SOLUTIONS AMERICA INC		205.86
CENTRAL NEBRASKA REHABILITATION SERVICES		3,490.55
CRESCENT ELECTRIC SUPPLY COMPANY		3.73
CROSSROADS CONFERENCE		250.00
CTF SERVICE INC		10,175.10
CULLIGAN OF COLUMBUS		127.00
DALE'S FOOD PRIDE		256.07
DALTON, CAITLIN		101.51
DAVID CITY PUBLIC SCHOOLS		15,964.24
DIDIER GROCERY		159.32
DIVERSIFIED DRUG TESTING, LLC		210.00
EAST BUTLER PUBLIC SCHOOL FOUNDATION		25.00
EAST BUTLER SCHOOL DIST 2R		10,000.00
ELECTRONIC ENGINEERING COMPANY		517.50
EMANUEL PRINTING, INC		242.91
ESU #7		25,897.98
EWELL EDUCATIONAL SERVICES, INC.		325.00
EXPRESS LAWN CARE		600.00
FAMILY SERVICE		1,750.00
FRONTIER COOPERATIVE CO		8,237.72
GRAINGER		230.43
INTRADO INTERACTIVE SERVICES CORPORTION		1,375.00
KADLEC, BARBARA		778.05
KSB SCHOOL LAW		110.00
MADISON NATIONAL LIFE INS CO		726.98
MATHESON TRI-GAS, INC		459.26
MOSS ENTERPRISES		50.45
NCECBVI		4,200.00
NEBRASKA COUNCIL OF SCHOOL ADMINISTRATORS		255.00
QUILL CORPORATION		35.98
REGION V SERVICES		891.80
ROHDA, JENNIFER		73.60
SCHOOL SPECIALTY INC		44.72
SLOUP LAWN CARE		2,475.00
TECH MASTERS		165.79
TIME MANAGEMENT SYSTEMS		161.20
VILLAGE OF BRAINARD		8,227.58
VILLAGE OF PRAGUE		8.00
WASTE CONNECTIONS OF NEBRASKA		894.37
WINDSTREAM CONNECTIONS OF NEBRASKA		536.00
WORTHINGTON DIRECT		16,946.19
Fund Number 01		<u>132,354.03</u>
Checking Account ID 1		<u>132,354.03</u>

APPLICATION AND CERTIFICATION FOR PAYMENT

AIA DOCUMENT G702

PAGE ONE OF

PAGES

TO OWNER:
Butler County School District 12-0502
212 South Madison St
Brainard, NE 68626

FROM CONTRACTOR:
Boyd Jones Construction Co.
950 S. 10th St., STE 100
Omaha, NE 68108

CONTRACT FOR:

PROJECT: East Butler Public Schools 19-20 Addition

APPLICATION NO: 5

PERIOD TO: 11/30/20
Start: 11/1/2020
Finish: 11/30/2020

PROJECT NOS: 19-039

CONTRACT DATE: 11/25/19

Distribution to:

OWNER

ARCHITECT

CONTRACTOR

CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for payment, as shown below, in connection with the Contract.
Continuation Sheet, AIA Document G703, is attached.

1. ORIGINAL CONTRACT SUM	\$	2,689,795.00
2. Net change by Change Orders	\$	0.00
3. CONTRACT SUM TO DATE (Line 1 + 2)	\$	2,689,795.00
4. TOTAL COMPLETED & STORED TO DATE (Column G on G703)	\$	1,904,703.04
5. RETAINAGE:		
a. 0.05 % of Completed Work (Column D + E on G703)	\$	95,235.15
b. _____ % of Stored Material	\$	0.00
Total Retainage (Lines 5a + 5b or Total in Column I of G703)		
6. TOTAL EARNED LESS RETAINAGE (Line 4 Less Line 5 Total)	\$	1,809,467.89
7. LESS PREVIOUS CERTIFICATES FOR PAYMENT (Line 6 from prior Certificate)	\$	\$1,660,691.60
8. CURRENT PAYMENT DUE	\$	148,776.29
9. BALANCE TO FINISH, INCLUDING RETAINAGE (Line 3 less Line 6)	\$	880,327.11

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

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

CONTRACTOR:

By: [Signature] Date: 12/3/2020

State of: Nebraska County of: Butler

Subscribed and sworn to before me on this _____ day of _____, 2020.

Notary Public: [Signature] My Commission expires: 03/01/2022

MARTHA A. BANG
My Comm. Exp. March 1, 2022

ARCHITECT'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising the application, the Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the Work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED \$ **148,776.29**

(Attach explanation if amount certified differs from the amount applied. Initial all figures on this Application and on the Continuation Sheet that are changed to conform with the amount certified.)

ARCHITECT:

By: [Signature] Date: 12/8/2020

This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.

Customer	Name		Billed Unit Price	Units	Billed Amount
EBPS 19039 1	East Butler Public Schools East Butler Public Schools General Conditions	Labor			
		Project Manager	141.00	33.0000	4,653.00
		Contract Administrator Regular	67.10	6.7500	452.88
		Supervisor Regular	108.63	166.0000	18,032.58
		Equipment			
		Copier- small	15.00	4.0000	60.00
		Procore	27.00	4.0000	108.00
		Computer	39.00	4.0000	156.00
		Conex Box Container 20 ft.	52.00	4.0000	208.00
		Office Trailer	146.00	4.0000	584.00
Pickup	246.00	4.0000	984.00		
Other					
Al's Johns			213.00		
CC-Casey's			40.00		
CC-Gas			32.40		
CC-Office Depot			391.13		
General Conditions Total				229.7500	25,914.99
3	Direct Cost of Work Reimb	Labor			
		Safety Supervisor Regular	103.31	4.5000	464.87
		Bldg Carpenter Regular	70.29	5.0000	351.46
		Equipment			
		150000 BTU Heater	414.00	4.0000	1,656.00
		Other			
		CC-Menards			32.00
Sunbelt Rentals			383.40		
Todco			539.01		
Todco Barricade			521.63		
Mileage Reimbursements	.58	268.0000	155.44		
Direct Cost of Work Reimb Total				281.5000	4,103.81
4	Weekly and Final Cleaning	Labor			
		Bldg Carpenter Regular	70.29	8.0000	562.32
		Supervisor Regular	108.63	16.0000	1,738.08
Weekly and Final Cleaning Total				24.0000	2,300.40
5	Site Maintenance Mat Handling	Equipment			
		Skidsteer	1,000.00	4.0000	4,000.00
Site Maintenance Mat Handling Total				4.0000	4,000.00
7	Selective Demolition	Labor			
		Bldg Carpenter Regular	70.29	3.0000	210.87
		Other			
Gana Trucking & Excavating			659.06		
Woita Construction			450.00		
Selective Demolition Total				3.0000	1,319.93

Customer	Name		Billed Unit Price	Units	Billed Amount	
EBPS 19039	East Butler Public Schools East Butler Public Schools					
		8	Earthwork Labor	Bldg Carpenter Regular	70.29	5.0000
			Earthwork Total		<u>5.0000</u>	<u>351.45</u>
9	Concrete footings & Foundation Labor	Bldg Carpenter Regular	70.29	6.0000	421.74	
			Concrete footings & Foundation Total		<u>6.0000</u>	<u>421.74</u>
10	Concrete Flatwork Labor	Bldg Carpenter Regular	70.29	14.0000	984.06	
		Bldg Carpenter Overtime	96.92	1.0000	96.92	
	Other	ARPS			459.02	
		CC-Menards			121.86	
		Logan Contractors			125.51	
			Concrete Flatwork Total		<u>15.0000</u>	<u>1,787.37</u>
17	Doors, Frames, and Hardware Material	Foundation Building Materials			155.15	
		Johnson Hardware			1,892.00	
			Doors, Frames, and Hardware Total		<u>.0000</u>	<u>2,047.15</u>
18	Aluminum Frames & Glazing Subcontract	Entrances & Storefronts			712.97	
			Aluminum Frames & Glazing Total		<u>.0000</u>	<u>712.97</u>
20	Framing, Drywall & Ceilings Subcontract	J & H Specialty Contracting			20,273.40	
			Framing, Drywall & Ceilings Total		<u>.0000</u>	<u>20,273.40</u>
21	Floor & Tile Subcontract	Kelly's Carpet			38,200.00	
			Floor & Tile Total		<u>.0000</u>	<u>38,200.00</u>
23	Specialties, Signage Material	EPCO			6,732.00	
			Specialties, Signage Total		<u>.0000</u>	<u>6,732.00</u>
24	Kitchen Equipment Other	Hockenberg's Food Service			1,065.00	
		USA-Containers			980.00	
			Kitchen Equipment Total		<u>.0000</u>	<u>2,045.00</u>

Customer	Name		Billed Unit Price	Units	Billed Amount
EBPS 19039 25	East Butler Public Schools East Butler Public Schools Fire Protection Subcontract	Summit Fire Protection			2,242.50
		Fire Protection Total		.0000	2,242.50
27	HVAC Subcontract	Nebraska Heating & Air			25,351.24
		HVAC Total		.0000	25,351.24
28	Electrical Subcontract	Hy-Electric			6,671.09
		Electrical Total		.0000	6,671.09
Subtotal					144,475.04
Contractor's Fee					20,000.00
Work Completed This Period					164,475.04

EAST BUTLER PUBLIC SCHOOLS INVESTMENTS
As of Nov 1 2020 For Bd Mtg November 11, 2020

GENERAL FUND

<u>NUMBER</u>	<u>TERM</u>	<u>MATURITY</u>	<u>AMOUNT</u>	<u>RATE</u>	
1026029	12 month	4/5/21	\$529.98	0.75%	McAuliffePrize (At Prague)
3212	24 month	10/1/22	\$401,976.01	1.60%	
1024535	9 month	5/15/21	\$167,088.90	0.20%	
1024295	12 monthFLEX	7/13/21	\$482,226.11	0.55%	
			\$1,051,821.00		
41-513	Checking		<u>\$737,838.36</u>	0.05%	
TOTAL			\$1,789,659.36		

DEPRECIATION RESERVE/VEHICLE REPLACEMENT FUND

602837 \$7,981.60 0.10%

QUALIFIED CAPITAL IMPROVEMENT PURPOSE UNDERTAKING FUND (QC-PUF)

1507069 \$347,151.11 0.05%

BUILDING FUND

1041-718 Checking \$77,191.98 0.05%

1024870 12 mo FLEX 6/10/21 \$229,751.39 0.55%

EMPLOYEE BENEFIT FUND

1505565 Checking \$10,117.74 0.05%

STUDENT FEE FUND

1502837 Checking \$18,350.59

NEBRASKA LIQUID ASSET FUND

9300709-GF \$495,788.23

PLEGGED SECURITIES

FIRST NEBRASKA BANK	1/31/21	\$400,000.00	Cusip 912828B58
FIRST NEBRASKA BANK	3/8/19	\$150,000.00	Cusip 313378QK0
FIRST NEBRASKA BANK	5/30/19	\$500,000.00	Cusip 3137EADG1
FIRST NEBRASKA BANK	11/30/2019	\$200,000.00	Cusip 912828UB4
FIRST NEBRASKA BANK	12/31/2020	\$150,000.00	Cusip 912828A83
FIRST NEBRASKA BANK	6/30/2020	\$200,000.00	Cusip 912828VJ6
FIRST NEBRASKA BANK	3/8/19	\$500,000.00	Cusip 3133782M2
FIRST NEBRASKA BANK	9/14/18	\$500,000.00	Cusip 313375K48
FIRST NEBRASKA BANK	9/14/18	\$250,000.00	Cusip 313375K48
FIRST NEBRASKA BANK	9/14/18	\$500,000.00	Cusip 313375K48
FIRST NEBRASKA BANK	4/30/20	\$200,000.00	Cusip 912828VA5
FIRST NEBRASKA BANK	9/30/21	\$500,000.00	Cusip 912828F21
FIRST NEBRASKA BANK	9/30/20	\$500,000.00	Cusip 912828VZ0
FIRST NEBRASKA BANK	2/19/19	\$100,000.00	Cusip 3135G0ZA4
SUB-TOTAL		\$4,650,000.00	
BANK OF PRAGUE	12/15/2023	\$57,000.00	Cusip 12354RAZ0
BANK OF PRAGUE	1/15/2023	\$85,000.00	Cusip 123529EQ8
SUB -TOTAL		\$142,000.00	
TOTAL PLEDGED		\$4,792,000.00	

	<u>PIK/Gross</u>	<u>Amount</u>	<u>Expense/ Employer</u>	<u>Adjustment Amount</u>	<u>Check Total</u>	<u>Payee ID</u>	<u>Payee Name</u>	
Check Date:	12/18/2020	Batch Description: December PR-0004						
Processing Month:	12/2020	Status: Calculated Successfully						
Checking Account ID:	1							
ADD								
BEREAVE Bereavement Leave			216.48					
HOLIDAY Holiday Pay			1,005.12					
HOURLY Hourly Pay			62,481.19					
OT Overtime Pay			4,574.59					
PARASUB ParaEducator Substitute			100.00					
PERSONAL Personal Time			324.72					
SICK Sick Time Used			4,861.08					
SUB Substitute			3,847.50					
SUBDRIVER Substitute Bus Driver			252.40					
VACATION Vacation Time			384.36					
			<u>78,047.44</u>					
CONTRACT								
C01 Contract 1			227,557.47					
C02 Contract 2			12,114.89					
C04 Title 1			4,001.98					
			<u>243,674.34</u>					
DEDUCTION								
ACCIDENT ACCIDENT		47.19			47.19	AFLACREMI	AFLAC REMITTANCE SERVICES	
ACCIDENTCO ACCIDENT-COLONI		86.77			86.77	COLONIAL	COLONIAL LIFE & ACCIDENT INS. CO	
CANCER CANCER		144.62			144.62	AFLACREMI	AFLAC REMITTANCE SERVICES	
CANCERCOLO CANCER-COLONIAL		44.20			44.20	COLONIAL	COLONIAL LIFE & ACCIDENT INS. CO	
DENTALPOST FAMILY DENTAL		939.78	1,715.90		2,655.68	BLUECROSS	BLUE CROSS BLUE SHIELD OF NE	
DENTALPRE DENTAL		471.77	350.24		822.01	BLUECROSS	BLUE CROSS BLUE SHIELD OF NE	
GARNISH Garnishment		29.98			29.98	ARLCREDIT	ARL CREDIT SERVICES	
HEALTH HEALTH INSURANC		5,735.94	68,641.67		74,377.61	BLUECROSS	BLUE CROSS BLUE SHIELD OF NE	
HORACEMANN HORACE MANN ANN		100.00			100.00	HORACEMAN	HORACE MANN LIFE INS CO	
STDISAB SHORT TERM DISA		27.30			27.30	AFLACREMI	AFLAC REMITTANCE SERVICES	
URM URM		1,487.34			1,487.34	EASTBTLR2R	EAST BUTLER SCHOOL DIST 2R	
VISION VISION		635.68			635.68	VISION	VISION SERVICE PLAN	
WADREED WADDELL & REED		1,033.57			1,033.57	WADDELLAN	IVY INVESTMENTS	
		<u>10,784.14</u>	<u>70,707.81</u>	<u>0.00</u>	<u>81,491.95</u>			
INDIVIDUAL BANK ACCOUNT DEDUCTION								
HSA HSA		832.00	3,046.46		3,878.46			D
		<u>832.00</u>	<u>3,046.46</u>	<u>0.00</u>	<u>3,878.46</u>			
RET DEDUCTION								
NPERS RETIREMENT	315,975.44	30,902.40	31,212.02		62,114.42	RET	NEBRASKA SCHOOL RETIREMENT A SYS	
		<u>30,902.40</u>	<u>31,212.02</u>	<u>0.00</u>	<u>62,114.42</u>			
TAX								
FIT FIT	280,835.98	23,501.52			23,501.52	EFTPS	ELECTRONIC FEDERAL TAX PAYMENT SYSTEM	A
FUTA FUTA	321,721.78							
MEDICARE MEDICARE	312,871.95	4,536.70	4,536.70		9,073.40	EFTPS	ELECTRONIC FEDERAL TAX PAYMENT SYSTEM	A
SITNE SIT NE	280,835.98	10,632.41			10,632.41	SITNE	NEBRASKA DEPARTMENT OF REVENUE	
SOCSEC SOC SEC	312,871.95	19,398.08	19,398.08		38,796.16	EFTPS	ELECTRONIC FEDERAL TAX PAYMENT SYSTEM	A
SUTANE SUTA NE	321,721.78							
WCNE WORK COMP NE	321,721.78							
		<u>58,068.71</u>	<u>23,934.78</u>	<u>0.00</u>	<u>82,003.49</u>			
					Net Pay:	221,134.53		
					Cash Total:	450,622.85		
Non - FIT Taxable Deductions		40,885.80						

Payroll Register - Totals
Unposted; Payroll Type Extra, Pay Off Contracts, Regular, Void

<u>PIK/Gross</u>	<u>Amount</u>	<u>Expense/ Employer</u>	<u>Adjustment Amount</u>	<u>Check Total</u>	<u>Payee ID</u>	<u>Payee Name</u>
Checking Account ID: 1						
Non - SIT Taxable Deductions	40,885.60					
Non - SOC SEC Taxable Deductions	8,849.83					
Non - MEDICARE Taxable Deductions	8,849.83					
Direct Deposits	225,012.99					
Automatic Payments	133,485.50					

Regular; Processing Month 12/2020; Fund Number 01

Fund: 01 GENERAL FUND

Account Number	Description	Revised Budget	During Month	To Date	% of Budget	Budget Balance
01 1100	PROPERTY TAXES	0.00	0.00	1,300,878.63	0.00	(1,300,878.63)
01 1115	CARLINE	0.00	0.00	567.03	0.00	(567.03)
01 1120	PUBLIC POWER DISTRICT-SALES TAX	0.00	0.00	2,864.17	0.00	(2,864.17)
01 1125	MOTOR VEHICLE TAXES	0.00	0.00	59,191.22	0.00	(59,191.22)
01 1140	PENALTIES & INTEREST ON	0.00	0.00	0.00	0.00	0.00
01 1370	PRE-SCHOOL TUITION	0.00	0.00	2,690.00	0.00	(2,690.00)
01 1510	INTEREST	0.00	0.00	162.67	0.00	(162.67)
01 1911	LOCAL LICENSE FEES	0.00	0.00	0.00	0.00	0.00
01 1920	CONTRIBUTIONS & DONATIONS	0.00	0.00	0.00	0.00	0.00
01 1925	CATEGORICAL GRANTS FROM CORPORATIONS & O	0.00	0.00	2,000.00	0.00	(2,000.00)
01 1990	MISC LOCAL REV	0.00	0.00	0.00	0.00	0.00
Subtotal: LOCAL RECIEPTS		0.00	0.00	1,368,353.72	0.00	(1,368,353.72)
01 2110	COUNTY FINES/LICENSES	0.00	0.00	71,656.05	0.00	(71,656.05)
01 2210	ESU RECEIPTS	0.00	0.00	600.00	0.00	(600.00)
Subtotal: 2000		0.00	0.00	72,256.05	0.00	(72,256.05)
01 3110	STATE AID	0.00	0.00	15,021.00	0.00	(15,021.00)
01 3120	SPED PROGRAMS/SCHOOL AGE	0.00	0.00	0.00	0.00	0.00
01 3125	SPED TRANSPORTATION/SCHOOL AGE	0.00	0.00	0.00	0.00	0.00
01 3130	HOMESTEAD EXEMPTION	0.00	0.00	0.00	0.00	0.00
01 3131	PROPERTY TAX CREDIT	0.00	0.00	0.00	0.00	0.00
01 3132	PERSONAL PROPERTY TAX CREIDT	0.00	0.00	0.00	0.00	0.00
01 3180	PRO RATE MOTOR VEHICLE	0.00	0.00	0.00	0.00	0.00
01 3400	STATE APPORTIONMENT	0.00	0.00	0.00	0.00	0.00
01 3400 0000	STATE APPORTIONMENT	0.00	0.00	0.00	0.00	0.00
01 3512	DIST ED INCENTIVE	0.00	0.00	0.00	0.00	0.00
01 3535	ST OF NE - HI ABILITY LEARNER	0.00	0.00	0.00	0.00	0.00
01 3535 810	ST OF NE - HI ABILITY LEARNER	0.00	0.00	0.00	0.00	0.00
01 3990	OTHER STATE RECEIPTS	0.00	0.00	0.00	0.00	0.00
Subtotal: 3000		0.00	0.00	15,021.00	0.00	(15,021.00)
01 4505	TITLE I	0.00	0.00	0.00	0.00	0.00
01 4506	TITLE I ACCOUNTABILITY	0.00	0.00	0.00	0.00	0.00
01 4509	TITLE II PART A	0.00	0.00	0.00	0.00	0.00
01 4511	TITLE VI (REAP)	0.00	0.00	0.00	0.00	0.00
01 4512	SPED IDEA	0.00	0.00	0.00	0.00	0.00
01 4516	IDEA	0.00	0.00	0.00	0.00	0.00
01 4519	SPED IDEA	0.00	0.00	0.00	0.00	0.00
01 4521	IDEA NONPUBLIC	0.00	0.00	0.00	0.00	0.00
01 4524	OTHER FEDERAL NON-CATEGORICAL RECEIPTS	0.00	0.00	0.00	0.00	0.00
01 4525	FED VOC & APPLIED TECH ED (CARL PERKINS)	0.00	0.00	0.00	0.00	0.00
01 4530	OTHER FED CAT REC	0.00	0.00	0.00	0.00	0.00
01 4708	MEDICAID IN PUBLIC SCHOOLS	0.00	0.00	3,979.26	0.00	(3,979.26)
01 4709	ADMINISTRATIVE OUTREACH	0.00	0.00	0.00	0.00	0.00
Subtotal: 4000		0.00	0.00	3,979.26	0.00	(3,979.26)
01 5200	TRANSFERS FROM FUNDS (INCOMING)	0.00	0.00	37,159.56	0.00	(37,159.56)
01 5300	SALE OF PROPERTY	0.00	0.00	3,404.00	0.00	(3,404.00)
01 5690	OTHER NON-REVENUE RECEIPTS	0.00	0.00	6,766.33	0.00	(6,766.33)
Subtotal: 5000		0.00	0.00	47,329.89	0.00	(47,329.89)
01 9000	NON-PROGRAM RECEIPTS	0.00	0.00	0.00	0.00	0.00
Subtotal: NON-PROGRAM RECEIPTS		0.00	0.00	0.00	0.00	0.00
Fund Total:		0.00	0.00	1,506,939.92	0.00	(1,506,939.92)

December 9, 2020						
SPECIAL BUILDING FUND BILLS						
Clark Enersen Partners	Chk# 1175			Professional services 10-3 to 10-30-20		
	\$2,063.91					
East Butler Qcpuf Account	Chk# 1176			Trsfr from Spec Bldg - Auditors Adj		
	\$2,209.58					
BB&T Governmental Finance	Chk# 1177			Construction Project Payment		
	\$183,898.34					
TOTAL	\$188,171.83					
DEPRECIATION FUND BILLS						
No Depreciation Bills in November						
TOTAL	\$0.00					
QUALIFIED CAPITAL IMPROVEMENT PURPOSE UNDERTAKING FUND (QCPUF)						
BOKF Financial	Chk# 1011			Lmtd Tax Obligation Refunding Bonds		
	\$171,504.74			Series 2020		
TOTAL	\$171,504.74					

Negotiated Agreement 2020-2021

We the East Butler Education Association (EBEA) would like to be recognized as the bargaining agent for the 2021-2022 school year.

General Purpose

The Board and the EBEA recognize that the development of a quality educational program for the students attending the public school of East Butler is a joint responsibility that can best be achieved by agreement of all parties toward common goals. The Board and the EBEA enter in this Agreement with mutual dedication, recognizing that the experience, creativity and judgement of all parties are necessary to reach the educational need of the community.

Sophie Hermelbracht
Chief Negotiator

East Butler Public School District

2021-2022 School Calendar - Committee Recommendation

August 2021						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

September 2021						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

October 2021						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

November 2021						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

December 2021						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

January 2022						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

February 2022						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

March 2022						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April 2022						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May 2022						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

June 2022						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

July 2022						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

- School Closed
- Early Release Day
- Parent Teacher Conferences
- Professional Learning (no school for students)
- Report Cards
- First and Last Day of School

Aug 9-11	Professional Learning Days
Aug. 12	First Day of School for students - 1:30pm Dismissal
Aug. 16	First Day of School for Preschool
Sept. 6	No School - Labor Day
Sept. 22	Parent/Teacher Conferences - 1:30pm Dismissal
Sept. 24	Professional Learning Day - No School
Oct. 14	End of 1st Quarter - 1:30pm Dismissal
Oct. 15	Fall Break - No School
Nov. 1	Professional Learning Day - No School
Nov. 24-26	Thanksgiving Break - No School
Dec. 20	Last day for Elementary - Noon Dismissal
Dec. 21	Last day for Secondary - Noon Dismissal
Dec. 22-Jan. 3	Winter Break - No School
Jan. 4	Professional Learning Day - No School

Jan. 5	Classes resume - Start of 2nd Semester
Feb. 9	Parent/Teacher Conferences - 1:30pm Dismissal
Feb. 10	Professional Learning Days - No School
Feb. 11	No School
Mar. 11	End of 3rd Quarter - 1:30pm Dismissal
Mar. 24-25	Professional Learning Days - No School
April 14-18	Spring Break - No School
May. 14	Graduation - 2:00pm
May 19	Preschool last day
May 20	Elementary last day - 2:30pm Dismissal
May 23	Secondary Finals - Noon Dismissal
May 24	Secondary Finals - Noon Dismissal
May 25	Teacher's last day

87 days 1st Semester (44/43)
 93 days 2nd Semester (46/47)
 180 Student Days 190 Teacher Days

Elementary Restrooms

Work Scope

- 1) Demo the ceiling and lights
- 2) Demo the stall dividers (In House)
- 3) Remove all fixtures, save what can be reused (Select Plumbing)
- 4) Demo the floor tile (Tile Design)
- 5) Demo existing urinal underground plumbing due to the fact that it has so much build up in the pipe. The cracked urinals (Select Plumbing)
- 6) Install new floor drains as needed. (Select Plumbing)
- 7) Install plumbing needed to support wall mounted urinals (Select Plumbing)
- 8) Remove two toilet carriages (Select Plumbing)
- 9) Move two toilet carriages to new location (Select Plumbing)
- 10) Install new outlets as needed.(Klement Electric)
- 11) Patch floor around new drain (Select Plumbing)
- 12) Prep the walls for tile. Floor to ceiling wall tile to be installed (Tile Design)
- 13) Install fixtures - toilets and sinks (Select Plumbing)
- 14) Install new suspended ceiling grid
- 15) Install new 2x2 ceiling pads
- 16) Install new LED 2x4 lighting (Klement Electric)
- 17) Install new bathroom dividers (Midwest Door and Hardware)

Estimated Cost

Tile Design	\$ 24,404.70
Select Plumbing	\$11,123.00
Midwest Door and Hardware	\$ 6,315.00
Klement Electric	\$2,030.76
Ceiling/demo	\$4,800.00*
Dumpster	\$1,000.00
Extra/grab rails/personal boxes	\$1,200.00
Total	\$50,873.46

Note: Average Cost typical \$140/ft. East Elementary restrooms apx 418 sq ft would be \$ 58,520.00.

Staff/Faculty Restroom (restroom across from the office) is 50 sq ft which would estimate a cost of \$7000.00.

<u>School District</u>	<u>Half Day</u>	<u>Full Day</u>	<u>Full-Time Sub/day</u>
Aquinas	\$63	\$125	N/A
David City	\$73	\$145	\$150
East Butler	\$68	\$135	N/A
Raymond Central	\$68	\$135	N/A
Schuyler	\$72	\$144	\$144
Seward	\$19/hour	\$133	N/A
Shelby-Rising City	\$60	\$120	N/A
Wahoo	\$68	\$135	N/A
<u>Average</u>	<u>\$67</u>	<u>\$134</u>	
<u>Conference Schools</u>			
B-D	\$60	\$115	N/A
Cross County	\$60	\$120	N/A
Dorchester	\$69	\$137	N/A
E-M	\$65	\$120	N/A
Nebraska Lutheran	N/A	N/A	N/A
East Butler	\$68	\$135	N/A
Giltner	\$60	\$120	N/A
Hampton	\$60	\$120	N/A
High Plains	\$60	\$120	N/A
McCool Jct	\$55	\$120	N/A
Meridian	\$60	\$120	N/A
Osceola	\$65	\$120	N/A
Shelby-RC	\$60	\$120	N/A
<u>Average</u>	<u>\$62</u>	<u>\$122</u>	

CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

THIS CONTRACT (herein Contract) is made by and between the Board of Education of the East Butler Public School District hereinafter referred to as "the Board," and Michael Eldridge, hereinafter referred to as "the Superintendent."

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 9th day of March, 2020, the Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

1. Term of Contract. This Contract is for a term of two (2) years beginning on the 1st day of July, 2020, and expiring on the 30th day of June, 2022. A "Contract Year" for purposes of this Contract shall be from July 1 to June 30 and consist of 260 work days, and the Superintendent shall be on duty on all week days during "Duty-Time" as that term is defined herein, except legal holidays and days elected as vacation as provided herein. Extensions ("roll-overs") of this Contract may occur as follows:

A. "Superintendent's Notice of Intent to Extend. The Superintendent shall, between December 1st and December 31st of the last Contract Year of the Contract, give the President of the Board a "Superintendent's Notice of Intent to Extend," which is a written notice that the Superintendent intends to extend the Contract, with the term of the Extended Term to be no shorter than one year, and no greater than three years, and agreed upon by the Board. In an Extended Term, the Superintendent's Notice of Intent to Extend shall be given between December 1st and December 31st of the last year of the Extended Term. In the event a Superintendent's Notice of Intent to Extend is not given within the specified time, the Contract shall not be extended."

B. "Board Action on Notice of Intent to Extend. In the event the Board has received a Superintendent's Notice of Intent to Extend, the Board shall have until on or before April 15th of the last Contract Year to give the Superintendent a "Notice of Intent to Not Extend," which is a written notice that the Board does not want to extend the Contract. In the event the Board does not give a Notice of Intent to Not Extend, or of a notice of possible non-renewal or cancellation, the Contract shall be extended for an additional term equal to length of the previous Contract term, initial or extended. In the event the Board does not give a Notice of Intent to Not Extend, or of a notice of possible non-renewal or cancellation, the Contract shall be extended for an additional term equal in length of the previous Contract term, initial or extended."

2. Salary: The annual salary for the 2020-21 contract year shall be \$127,500.00. The annual salary for any subsequent year of this Contract will be set by the Board in or prior to the month of January preceding any subsequent Contract Year. An increase in annual salary shall not be less than 0% or greater than 3%, annum, in the absence of mutual agreement between the Board and the Superintendent. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the District.

In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees' Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

3. **Benefits.** As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

A. **Vacation.** The Superintendent shall be allowed twenty (20) working days of vacation leave each contract year. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled Board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year).

B. **Carry-over and Accumulation of Vacation Days.** Vacation is to be used during each contract year. The maximum vacation allotment that may be carried over from one contract year to another contract year shall be five (5) days which, when added to the ensuing year's allotment shall yield a maximum number of available vacation days of twenty five (25) at any time during the Superintendent's employment. Once this maximum of twenty five (25) available days is accumulated, no further vacation days will be granted for the ensuing contract year or years until said available vacation is less than the twenty five (25) day maximum and then only to the extent necessary to restore the total number of available vacation days to the maximum of twenty five (25) days. At the end of the contract or upon ending employment, a maximum of twenty (20) unused vacation will be paid at the effective daily rate of pay (per diem based on salary only). There shall be no pay for unused vacation days in the event the Board determines that the Superintendent has engaged in misconduct which provides just cause for termination or cancellation.

C. **Sick Leave.** The Superintendent shall be allowed ten (10) working days of sick leave each contract year, cumulative to forty-five (45) sick leave days. At the end of the Contract or upon ending employment, a maximum of ten (10) unused sick leave days will be paid at the effective daily rate of pay (per diem based on salary only). There shall be no pay for unused sick leave days in the event the Board determines that the Superintendent has engaged in misconduct which provides just cause for termination or cancellation.

D. i. **Holidays.** The following days shall be holiday days and not working days: Memorial Day, Independence Day (July 4th), Labor Day, Thanksgiving, the day after Thanksgiving, Christmas Eve, Christmas Day, and New Years Day.

ii. **Floating Holidays.** The following days shall be floating holiday days and taken as days off when it does not interfere with Superintendent duties: Martin Luther King Day, Presidents Day, Arbor Day, Columbus Day, and Veterans Day. Floating Holidays must be taken within the Contract Year, and shall not be carried over to the next Contract Year. There shall be no pay for unused Floating Holidays."

E. **Log.** The Superintendent shall maintain a current log of used vacation, personal and sick leave days with the Superintendent's secretary. The Superintendent will notify the Board President when vacation days are used.

F. **Health and Dental Insurance.** The District shall pay for and provide the Superintendent with health and dental insurance for which the Superintendent is qualified under the District's group insurance plan.

G. **Long Term Disability Insurance.** The District shall contract for and provide the Superintendent with a Long Term Disability Insurance policy with a benefit of 60% of the contracted salary.

H. **Life Insurance.** The District shall contract for and provide the Superintendent with a group term life insurance policy providing for a death benefit of ONE HUNDRED FIFTY THOUSAND DOLLARS (\$150,000.00) payable to the Superintendent's designated beneficiaries.

I. Professional Development. The Superintendent shall continue his professional development by attending appropriate professional meetings at the local, state, and national levels at the expense of the School District, and shall be reimbursed for ordinary and necessary expenses incurred relative to his employment and consistent with Board policies. In addition, the School District shall pay the Superintendent's dues to professional organizations. The Board President will be notified before the Superintendent attends a national convention.

J. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Superintendent's official duties shall be reimbursed at the rate set by the Board for District travel.

K. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's individual capacity or the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District and the District is not in an adverse position in the legal proceedings. This provision shall not apply to criminal proceedings against the Superintendent and shall not obligate the District beyond any applicable insurance coverage the District has available.

L. Other Benefits. The Superintendent may be provided such other benefits as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Superintendent meets the conditions and eligibility requirements for such benefits.

4. Duties. The Superintendent is employed as the Superintendent for the District. The Superintendent shall perform the duties of such positions as are regularly and customarily expected for such positions and such duties and responsibilities as are set forth in Board Policy or Regulation for such positions. For purposes of this Agreement, the term "Duty-Time" shall mean that portion of the Superintendent's professional duties performed during the regular school and work day in addition to the duties to be performed outside the regular school and work day for meetings of the Board of Education and other meetings, events or activities where the Superintendent's presence is required; regular school and work day "Duty-Time shall include (1) generally 8:00 a.m. to 4:30 p.m. during days when students and staff are scheduled to be present in the building during the calendared school year; and (2) generally 8:00 a.m. to 4:30 p.m. during days when students and staff are not scheduled to present in the building pursuant to the school calendar, provided that the Superintendent may determine in his/her sole discretion the exact hours of each day when he/she shall be on duty during the work day. The Superintendent shall be subject to such other duties as the Board may assign from time to time. The Superintendent agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Superintendent shall be governed by the policies, regulations and directions of the Board of Education. The Superintendent shall in all respects diligently and faithfully perform the assigned duties to the best of the Superintendent's professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent's position.

5. Board-Superintendent Relationship. The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District, and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment and consistent with legal requirements; provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and

collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action, study or recommendation, as appropriate.

6. Evaluation of the Superintendent. The Superintendent shall be evaluated twice during the first contract year and once during each subsequent contract year, unless the Board deems additional evaluations appropriate. The Superintendent shall notify the board of its duty to evaluate him or her each year by the November school board meeting, and during the first year, shall notify the board of its duty to provide a second evaluation by the March board meeting. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Superintendent's personnel file.

7. Contract Termination. In the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a superintendent in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to school property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15 of the final year of the Contract or any extension of the Contract term; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Superintendent may be discharged in accordance with applicable law. Contract amendment, cancellation or termination may occur due to a reduction in force. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the District are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

The Board of Education may require a certificate of health and physical fitness of Superintendent in accordance with applicable law at any time while this Contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical capacity or any reason beyond the Superintendent's control, and said disability exists for a period exceeding the Superintendent's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Superintendent unable to perform essential functions of the positions for which the Superintendent is employed, the Board of Education may, at its option, cancel or terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

8. Representations and Legal Requirements. The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Superintendent further warrants and represents as follows: (1) all information set forth in the Superintendent's application for employment and other information provided by the Superintendent in seeking employment are true and accurate, and if said information ceases to be true, Superintendent will advise the Board

of Education immediately; (2) Superintendent has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

9. Governing Laws. The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

10. Amendments & Severability. This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before March 11, 2020 shall constitute a rejection by the Superintendent of the offer of employment.


EXECUTED BY THE BOARD this 11 day of March, 2020.

By:

Attest:

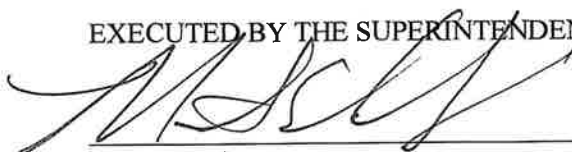


President of the Board of Education



Secretary of the Board of Education

EXECUTED BY THE SUPERINTENDENT this 11th day of March, 2020.



Superintendent

Elementary Principal Report

December Board Meeting



I. Professional Learning/Instructional Model Discussion

- A. The instructional staff participated in professional learning on November 23-24. All staff continued to learn about the Nebraska Frameworks Model, Marzano Model, and Danielson Model. A survey was taken and there was strong support for the Danielson Model.
- B. Mrs. Bohaty led a session for PK-6 staff that focused on sharing video of instruction should there be a need for eLearning at East Butler.
- C. The elementary staff also participated in a training with the Wonders 2020 on-line site. Teachers shared elements they have learned to start the year.

II. Christmas Program

- A. The Christmas programs for 20-21 will be virtual events. This means that the elementary programs in Dwight and Brainard and the 7-12 program will be recorded on video and released on our social media platforms. Mrs. Bohaty will be helping to record and create the video.

III. Testing Schedule

- A. Grades K-6 students will be participating in the following tests at the end of the semester. It was decided to give the Reading and Math Northwest Evaluation Association (NWEA) to all elementary students to be able to gauge growth from the beginning of the year.
- B. Schedule:
 - 1. Acadience Testing - December 7-11
 - 2. NWEA Testing - December 15-16

IV. Semester Schedule

- A. The following schedule will be used as we complete the first semester.
 - 1. Last day for preschool - December 17
 - 2. Last day for K-6 (noon dismissal) - December 21
 - 3. Elementary workday - December 22
 - 4. Christmas Break - December 23-January 3
 - 5. Professional Learning Day - January 4
 - 6. Classes resume - January 5

V. State Principals Conference

- A. The Nebraska Council of School Administrators (NCSA) State Principals Conference will be held December 10. The conference will be a virtual event that includes legislative updates, Title IX information, and behavioral health guidance.

VI. Crisis Team

- A. The crisis team met on November 24 with Mrs. Robinson sharing information from a training she attended at ESU 7. She shared a few resources addressing psychological first aid for schools and her involvement with the team at the service unit. The plan is to meet in January to assign roles to team members. Designated team members will attend the additional trainings for this program. Updated safety posters were also distributed to classrooms.

**Secondary Principal Report
December - 2020 School Board Meeting**

I. Class Offerings - Career Tech Education Teachers (CTE)

- A. We are looking at resume building, cover letters writing, mock interviews, & speaking skills to name a few of the essential skills our students need when they graduate. We want to make sure the identified essential skills are taught and when they should be taught and learned. We are doing some of this but we need to align this throughout our 7-12th graders and make sure that we are teaching these skills. We are currently building the schedule for the 21/22 school year with these skills in mind.

II. Professional Learning Day

- A. We discussed our Instructional Model options - Danielson, Marozano, & Nebraska Frameworks.
- B. Crisis Team Meeting

III. New Teacher Academy

- A. Mrs. Janda & Mrs. Ericson attended the New Teacher Academy day on November 13th at ESU 7.

VI. LB 399 - 8th Grade Scores

- A. Mr. Behne's 8th graders took the 100 question civics test.
- B. Class average 91%
- C. 100% of the students passed the test

V. Activities

- A. eSports Rocket League State Champions
- B. One Act Play placed 3rd in the Conference
- C. District One Act - December 4th