

Board of Education Regular Meeting
Monday, December 9, 2019 6:00 PM
Boardroom at 1700 14th Avenue
1700 14th Avenue
Nebraska City, NE 68410

1. Call to Order
 1. Roll Call
 2. Pledge of Allegiance
 3. Requests from Board Members to be Absent from this meeting
 4. Welcome to Visitors and Public
 5. Approval of Agenda
 6. Citizen Comment Time
 7. Approval of Minutes
 8. Claims and Accounts
 9. Financial Report
 10. Student Council Representative Report
 11. Principal's Comments – "What's Happening With The PIONEERS!"
2. Old Business
3. New Business
 1. 2018-2019 District Audit
 2. Committee Reports
 1. Finance Committee
 2. Buildings and Grounds Committee
 3. Education Committee
 4. Policy Committee
 3. Policy Revocation
 4. Policy Revisions - Second and Final Reading
 5. Early Voluntary Separation Program
 6. 2nd Avenue School
 7. Superintendents Report
 8. Executive Session
 9. Executive Session Action Items
 1. Superintendent Evaluation
 2. Leave of Absence
4. Adjournment

NEBRASKA CITY BOARD OF EDUCATION
Regular Meeting

Held at 6:00 P.M. at 1700 14th Avenue on the second
Monday of every month (unless otherwise posted).

CITIZEN COMMENT TIME

- Will be a maximum of 30 minutes in length beginning immediately after roll call is taken.
 - An individual may have the floor a maximum of 5 minutes.
 - If citizens wish to speak they must be in attendance, to be recognized, immediately following the roll call.
 - This is an opportunity to be heard by the board, however the board will not be responding at this time.
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Ways to be heard at a Board of Education meeting:

1. Submit, at least one week in advance, a written request to be placed on the agenda.
2. When the Board has a public hearing (i.e. Budget Hearing).
3. During Citizen Comment Time as stated above.
4. When called upon by a member of the Board.
5. Notify the Superintendent by Noon the day of the meeting to speak to an item on the agenda.

Citizens may always contact the Board in writing at any time. If you wish to do so you may send your communication to the Superintendent and he will distribute your letter to all board members.

A point to remember:

A Board of Education meeting is a meeting in the public, not a public meeting.

Board of Education Regular Meeting
Monday, November 11, 2019 6:00 PM Central
Boardroom at 1700 14th Avenue
Nebraska City, NE 68410

B103 and News Press were notified.

Notice was published on the Nebraska City Public Schools website on Thursday, October 17, 2019 stating the time and place of the meeting and stating that the known subjects on the agenda were on file and available for public inspection at the District Central Office, 1700 14th Avenue, Nebraska City, Nebraska. A copy of the posting on Thursday, October 17, 2019 is attached to these minutes.

This meeting is subject to the Open Meetings Law and Availability of the Agenda pursuant to Nebr. Rev. Stat. Chapter 84, Article 1412(8). A current copy of the Open Meeting Act is posted in the meeting room and the Agenda is available.

1.0 Call to Order

1.1. Roll Call

Kent Blum: Present
Lisa Chaney: Present
Carol Crook: Present
Jeff Fields: Present
Stacie Higgins: Present
Jim Nemeč: Present
Nick Schmitz: Present
Teri Stukenholtz: Present
Stephen Luther: Present
Present: 9, Absent: 0

1.2. Pledge of Allegiance

1.3. Requests from Board Members to be Absent from this meeting

1.4. Welcome to Visitors and Public

1.5. Approval of Agenda

Order #16226-Motion Passed: Motion to approve agenda for November 11, 2019 passed with a motion by Jim Nemeč and a second by Stacie Higgins.

Kent Blum: Yea
Lisa Chaney: Yea
Carol Crook: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Present: 9, Absent: 0

1.5. Citizen Comment Time

1.7. Approval of Minutes

Order #16227-Motion Passed: Motion to approve the minutes from the meetings on October 2nd, October 14th, November 6th and November 7th, 2019 passed with a motion by Teri Stukenholtz and a second by Stacie Higgins.

Kent Blum: Yea
Lisa Chaney: Yea
Carol Crook: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Present: 9, Absent: 0

1.8. Claims and Accounts

Order #16228-Motion Passed: Motion to approve the claims and accounts as presented passed with a motion by Jim Nemecek and a second by Lisa Chaney.

General Fund: \$557,503.29; **Lunch Fund:** \$81,110.26; **Payroll Fund:** \$1,241,117.32;
Payroll Benefits Fund: \$199,140.82; **Cooperative Fund:** \$788.56; **Building Fund:**
\$31,917.47; QCPUF Fund: \$254,296.92

Kent Blum: Yea
Lisa Chaney: Yea
Carol Crook: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Present: 9, Absent: 0

1.9. Financial Report

Order #16229-Motion Passed: Motion to approve financial report as presented with the current balance in the treasury being \$-2,695,236.62. Balance does not include \$2,445,000.00 borrowed from TANS and \$1,750,000.00 borrowed from Commercial State Bank LOC passed with a motion by Jim Nemecek and a second by Stacie Higgins.

Kent Blum: Yea
Lisa Chaney: Yea
Carol Crook: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Nick Schmitz: Yea

Teri Stukenholtz: Yea
Stephen Luther: Yea
Present: 9, Absent: 0

1.10. Student Council Representative Report

1.11. Principal's Comments – “What’s Happening With The PIONEERS!”

2. Old Business

3. New Business

3.1 Committee Reports

3.1.1 Policy

3.1.2 Education, Americanism and Civics

3.1.3 Buildings and Grounds

3.1.4 Finance

3.2. Personnel

Order #16230-Motion Passed: Motion to approve a letter of resignation from Sharon Larson, Middle School Industrial Technology Teacher, passed with a motion made by Jim Nemeč and seconded by Carol Crook.

Kent Blum: Yea
Lisa Chaney: Yea
Carol Crook: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Present: 9, Absent: 0

3.3 Snow Removal Bid

Order #16231-Motion Passed: Motion to accept the bid for snow removal service and sand/salt treatments from Lheureux Snow Removal passed with a motion made by Nick Schmitz and seconded by Lisa Chaney.

Kent Blum: Yea
Lisa Chaney: Yea
Carol Crook: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Present: 9, Absent: 0

3.4. Policy Revisions - First Reading

Order #16232-Motion Passed: Motion to approve on first reading the revisions to the following policies as presented: 2014, 3013, 3016, 6028.R1, 4070, and 4070.R1 passed with a motion made by Stacie Higgins and seconded by Teri Stukenholtz.

Kent Blum: Yea
Lisa Chaney: Yea
Carol Crook: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemeec: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Present: 9, Absent: 0

3.5. Policy Revisions - Second and Final Reading

Order #16233-Motion Passed: Motion to approve on second and final reading the revisions as presented to Board policy 4041 passed with a motion made by Stacie Higgins and seconded by Jim Nemeec.

Kent Blum: Yea
Lisa Chaney: Yea
Carol Crook: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemeec: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Present: 9, Absent: 0

3.6. NSAA Football Classification for 2020 and 2021

Order #16234-Motion Passed: Motion to authorize the administration to declare to the NSAA that Nebraska City High School will opt down to compete in class C-1 football for the next two-year scheduling cycle passed with a motion by Teri Stukenholtz and seconded by Lisa Chaney.

Kent Blum: Yea
Lisa Chaney: Yea
Carol Crook: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemeec: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Present: 9, Absent: 0

3.7. Superintendent's Report

3.8. Executive Session

Order #16235-Motion Passed: Motion to go in to Executive Session for a strategy session with respect to collective bargaining clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual in compliance with the law passed with a motion made by Stacie Higgins and seconded by Teri Stukenholtz.

Kent Blum: Yea
Lisa Chaney: Yea
Carol Crook: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Jim Nemeec: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Present: 9, Absent: 0

3.9. Executive Session Action Items

4. Adjournment

Order #16236-Motion Passed: Motion to adjourn passed with a motion by Jim Nemeec and a second by Carol Crook.

Kent Blum: Yea
Lisa Chaney: Yea
Carol Crook: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Jim Nemeec: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Present: 9, Absent: 0

Rex Pfeil, Secretary

**NOTICE OF MEETINGS
OTOE COUNTY SCHOOL DISTRICT 111
IN THE STATE OF NEBRASKA**

NOTICE IS HEREBY GIVEN that a WORK SESSION of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at **6:30** P.M., December 4, 2019 at **Nebraska City High School**, 141 Steinhart Park Road, Nebraska City, Nebraska, in the Auditorium, which meetings will be open to the public. An agenda for such meetings, kept continuously current, is available for public inspection at the office of the Superintendent.

Rex Pfeil
Superintendent of Schools



NEBRASKA CITY PUBLIC SCHOOLS // NEWS // BOARD MEETING:

NOVEMBER 11, 2019



BOARD MEETING: NOVEMBER 11, 2019

CHRISTOPHER FLETCHER

THURSDAY, OCTOBER 17, 2019

NOTICE OF MEETINGS

OTOE COUNTY SCHOOL DISTRICT 111

IN THE STATE OF NEBRASKA

NOTICE IS HEREBY GIVEN that the **Regular Meeting** of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at **6:00** o'clock P.M., November 11, 2019 at **Central Office**, 1700 14th Ave, Nebraska City, Nebraska, in the in the Boardroom, which meetings will be open to the public. An agenda for such meetings, kept continuously current, is available for public inspection at the office of the Superintendent.

Rex Pfeil

Superintendent of Schools



Nebraska City
Public Schools
1700 14th Avenue
Nebraska City, NE
68410
Phone: 402-873-
6033
Fax: (402) 873-
6030

SCHOOLS

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City Public
Schools
Nebraska
City High
School
Nebraska
City Middle
School
Hayward
Elementary
School
Northside
Elementary
School

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**Board of Education Work Session
Wednesday, December 4, 2019 6:30 PM
Auditorium at NCPS High School
141 Steinhart Park Road
Nebraska City, NE 68410**

B103 and News Press were notified.

Notice was published on the Nebraska City Public Schools website on Monday, November 18, 2019 stating the time and place of the meeting and stating that the known subjects on the agenda were on file and available for public inspection at the District Central Office, 1700 14th Avenue, Nebraska City, Nebraska. A copy of the posting on Monday, November 18, 2019 is attached to these minutes.

This meeting is subject to the Open Meetings Law and Availability of the Agenda pursuant to Nebr. Rev. Stat. Chapter 84, Article 1412(8). A current copy of the Open Meeting Act is posted in the meeting room and the Agenda is available.

1. Call to Order

1.1. Roll Call

Kent Blum: Absent
Lisa Chaney: Present
Carol Crook: Absent
Jeff Frields: Absent
Stacie Higgins: Present
Stephen Luther: Absent
Jim Nemeč: Absent
Nick Schmitz: Absent
Teri Stukenholtz: Present
Present: 3, Absent: 6

2. NASB Presentation for the Strategic Overview Committee-Community Engagement

3. Adjournment at 7:55 PM

Submitted by Rex Pfeil, Secretary

12/04/2019 09:23 AM

Vendor Name	Description		Check Total
Checking Account ID	08	08	Building Fund
Great Plains Appraisal		2ND AVENUE APPRAISAL	4,200.00
PRO TECH ELECTRIC SERVICES, INC		FOOTBALL FIELD LIGHTS	1,710.00
Fund Number	08		<u>5,910.00</u>
Checking Account ID	08		<u>5,910.00</u>
Checking Account ID	09	09	QCPUF Fund
WELLS FARGO CORPORATE TRUST SERVICE		ADDITIONAL PRINCIPAL	8.96
Fund Number	09		<u>8.96</u>
Checking Account ID	09		<u>8.96</u>
Checking Account ID	1	01	General Fund
ABBY LOLLMANN		MILEAGE	31.68
ACCO BRANDS USA LLC		SUPPLIES	11.69
AMAZON.COM		MISC SUPPLIES	693.92
AMERICAN NATIONAL BANK		LOAN PAYMENT	1,260.03
AMERICAN RECYCLING AND SANITATION		TRASH SERVICE	2,070.09
ARBOR BANK		LOAN PAYMENT	21,805.84
ARBOR LANES		BOWLING CLUBS	64.00
AVAYA		PHONE	360.84
BLICK ART MATERIALS		SUPPLIES	11.80
BOBCAT OF OMAHA		BOBCAT BRUSHES REPAIR	675.56
BURR FARMS MACHINERY, INC.		LIFT RENTAL	314.00
CAPITAL BUSINESS SYSTEMS		PRINTER USAGE/OVERAGE	1,301.73
CAPITAL BUSINESS SYSTEMS		COPIER LEASES	5,121.01
CARD SERVICES		MISC SUPPLIES	2,178.22
CARPENTER PAPER COMPANY		CUSTODIAL SUPPLIES	2,062.52
DAS STATE ACCOUNTING - CENTRAL		DISTANCE LEARNING	229.32
DIETZE MUSIC		INSTRUMENT REPAIRS	40.00
ESU #3		NON PUBLIC TRAINING	128.00
ESU #4		CONTRACTED SERVICES	2,471.38
FAREWAY STORES		FOODS SUPPLIES	209.74
FASTENAL CO.		MS LOCKER SUPPLIES	99.01
FIRST CLASS FLOWERS		FUNERAL FLOWERS	117.00

GARRATT-CALLAHAN CO.	WATER TREATMENT SUPPLIES	1,500.00
GATEHOUSE MEDIA NEBRASKA HOLDINGS	ADVERTISING	161.50
GRAINGER	PARTS/REPAIRS	555.55
GRETCHEN MCBRIDE	PARKING REIMBURSEMENT	16.00
HAL LEONARD CORPORATION	2019 SUBSCRIPTION	195.00
HOLIDAY INN KEARNEY	COUNSELORS INSERVICE	219.90
Home Depot Pro	CUSTODIAL SUPPLIES	3,079.62
JCI INDUSTRIES, INC.	HVAC PUMPS	1,468.37
JENNA HENRICHS	CONTRACTED SERVICES	4,675.48
JOHNSON CONTROLS FIRE PROTECTION LP	NS ALARM MONITORING	473.91
JOHNSTONE SUPPLY	HW BOILER PARTS	77.08
JW PEPPER & SON, INC	MUSIC SUPPLIES	804.31
L'HEUREUX SNOW REMOVAL	SAND AND SALT	1,000.00
LANGUAGELINC INTERPRETATION SERVICES	CONTRACTED SERVICES	46.20
LARRY'S BOILER SERVICE, INC.	HW BOILER REPAIR	1,030.39
LIGHTSPEED TECHNOLOGIES	BATTERIES	280.00
LUNCHTIME SOLUTIONS, INC.	PRESCHOOL SNACKS	645.37
MADISON NATIONAL LIFE	NOV CLASSIFIED LTD	482.90
MARY MALCOLM	CONTRACTED SERVICES	124.20
MEAD LUMBER	SHOP SUPPLIES	38.12
MENARDS SOUTH	MS LOCKER SUPPLIES	1,170.65
MID STATES SCHOOL BUS, INC.	TRANSPORT SERVICES	18,286.74
MILLER MONROE FARRELL INSURANCE	INSURANCE INCLUDES BOILER POLICY	15,681.00
MUSICIAN'S FRIEND	MUSIC SUPPLIES	807.02
NASB	STATE CONFERENCE	3,120.00
NATIONAL ART AND SCHOOL SUPPLY	SCHOOL SUPPLIES	21.00
NCECBVI	CONTRACTED SERVICES	13,333.33
NCPS FOUNDATION	NOV FOUNDATION HOUSE LEASE	600.00
NEBRASKA CITY UTILITIES	OCT UTILITIES	36,133.31
O'KEEFE ELEVATOR COMPANY, INC.	SERVICE CONTRACT	832.53
O'REILLY AUTO PARTS	MISC VEHICLE REPAIRS	919.32
OHARCO	CA SUPPLIES	71.19
ONE SOURCE	BACKGROUND CHECKS	241.00
PAPER TIGER SHREDDING, INC.	SHREDDING SERVICE	70.00
PARALLEL TECHNOLOGIES, INC	HVAC REPAIRS	1,093.73
PAYROLL ACCOUNT-NC PUBLIC SCH	DEC PAYROLL	1,220,010.01

PROTEX CENTRAL INC.		ALARM MONITORING		100.00
PURCHASE POWER		POSTAGE		1,061.69
REHAB VISIONS		CONTRACTED SERVICES		132.00
RIVER VIEW PEST CONTROL, INC.		BED BUG CONTROL		1,300.00
SCHMITT MUSIC CO.		SAX REPAIR		123.00
SOUTHEAST PLUMBING AND HEATING		REPAIRS		559.00
TAMMY SHIRES		1ST QTR MILEAGE		50.54
TRI-STATE RENTAL		COMPRESSOR RENTAL		85.00
VERIZON WIRELESS		CELL PHONE		907.38
VOYAGER FLEET SYSTEMS		FUEL		4,212.56
WALMART COMMUNITY/RFCSLLC		MISC EXPENSES		1,677.18
WESTLAKE ACE HARDWARE		MISC SUPPLIES		77.31
WEX BANK		FUEL		1,775.59
WILLIAM V. MACGILL & CO.		NURSING SUPPLIES		260.29
WINDSTREAM		PHONE		2,824.92
Fund Number	01			<u>1,385,668.57</u>
Checking Account ID	1			<u>1,385,668.57</u>
Checking Account ID	2	01	General Fund	<u><u>1,385,668.57</u></u>
BLUE CROSS BLUE SHIELD		NOV HEALTH INS		197,916.37
MADISON NATIONAL LIFE		NOV LIFE INS		1,739.80
VSP, INC		NOV VISION		1,604.86
Fund Number	01			<u>201,261.03</u>
Checking Account ID	2			<u>201,261.03</u>
Checking Account ID	20	02	Depreciation Fund	<u><u>201,261.03</u></u>
HOUGHTON MIFFLIN		JOURNEYS TRAINING		2,802.50
HARCOURT PUBLISHING CO.				
Fund Number	02			<u>2,802.50</u>
Checking Account ID	20			<u>2,802.50</u>
Checking Account ID	6	06	School Nutritional Services	<u><u>2,802.50</u></u>
LUNCHTIME SOLUTIONS, INC.		FOOD SERVICE		78,911.08
TECHMASTERS		MS EXHAUST HOOD REPAIRS		1,002.00
WESTLAKE ACE HARDWARE				7.19
Fund Number	06			<u>79,920.27</u>
Checking Account ID	6			<u>79,920.27</u>

Nebraska City Public Schools
November 2019
Summary Financial Report

General Fund

The General Fund finances all facets of services rendered by the school district including payroll, benefits, equipment, supplies, insurance, building occupancy, contracted services, and other daily functions and operations of the district. The tax levy for this fund is restricted to \$1.05 plus qualified exclusions. The proposed General Fund levy for 2019-20 is \$1.062473.

Balance Forward	1,328,666.57
Revenue	1,028,869.21
Expenses	<u>1,405,196.28</u>
Balance	950,714.26

Building Fund

The Building Fund is used to acquire or improve sites and/or to erect, alter or improve buildings. The sale of bonds, the sale of property, or tax receipts will be the primary sources of revenue for the Special Building Fund. Regardless of the source of money to be used for building construction and related costs, all income for the purposes of this fund shall be accountable through this fund. The tax levy for this fund falls under the \$1.05 levy limit and is further restricted to \$0.14 with local board approval or \$0.175 following a vote of the people for a term not to exceed ten years. The proposed Building Fund levy for 2019-20 is \$0.000000.

Balance Forward	269,790.87
Revenue	868.37
Expenses	<u>5,910.00</u>
Balance	264,749.24

QCPUF Fund

A Qualified Capital Purpose Undertaking Fund (QCPUF) may be established for the removal of environmental hazards, the reduction or elimination of accessibility barriers in school district buildings, modifications for life safety code violations, life safety hazards, and mold abatement and prevention projects for existing facilities only. General Fund expenditures for the purpose of this fund are not allowable. Effective April 19, 2016, the tax levy for this fund is restricted to \$0.03. The tax levy for QCPUF projects in place prior to April 19, 2016, remains at \$0.052. The levy may exceed the \$0.03 levy limit if valuation has decreased from the last year bonds were issued and the bond principal and interest obligation cannot be met. Tax levies cannot exceed ten years for each project. The proposed QCPUF levy for 2019-20 is \$0.030662.

Balance Forward	45,848.77
Revenue	4,664.89
Expenses	<u>8.96</u>
Balance	50,504.70

Cooperative Fund

The Cooperative Fund may be used by the school district acting as the fiscal agent for any cooperative activity between one or more public agencies. All school districts, including the school district acting as the fiscal agent, shall show the payment for services to the cooperative in their General Fund. Nebraska City Public Schools utilized the Cooperative Fund to receipt and disburse funds received Technology Bonds. Those funds are no longer available to be accessed or used.

Balance Forward	128,847.76
Revenue	28.60
Expenses	0.00
Balance	128,876.36

Depreciation Fund

The purpose of the Depreciation Fund is to facilitate the eventual purchase of costly items by spreading replacement costs over a period of years in order to avoid a disproportionate tax effort in a single year to make the purchase. To allocate monies from the General Fund, a school district will transfer funds as an expense from the General Fund, and the Depreciation Fund will show the transfer as revenue from the General Fund. The school district must divide this fund into more than one account to allocate a portion of this fund for different valid purposes. The Depreciation Fund is a component of the General Fund.

Balance Forward	201,326.92
Expenses	<u>2,802.50</u>
Balance	198,524.42

School Nutrition Fund

The School Nutrition Fund (formerly School Lunch Fund) is required to accommodate the financial activities of all Nutrition Programs operated by the school district. The School Nutrition Fund shall reflect a record of all revenues and expenditures incident to the operation of all Nutrition Programs. If a deficit is incurred in the operation, the deficiency shall be covered by funds transferred from the General Fund.

Balance Forward	196,299.42
Revenue	79,551.76
Expenses	<u>80,178.98</u>
Balance	195,672.20

Payroll Account

An internal account created for exclusive use by Nebraska City Public Schools. This account receives funds from the General Fund on a monthly basis to cover monthly payroll, benefits, and associated expenses.

Balance Forward	26,213.39
Revenue	1,241,117.32
Expenses	<u>1,243,070.16</u>
Balance	24,260.55

Section 125 Account

An internal account created for exclusive use by Nebraska City Public Schools. This account receives funds from individual employees' monthly salary/wages to cover monthly employee-elected deductions for childcare and healthcare expenses.

Balance Forward	41,216.61
Revenue	8,296.81
Expenses	<u>8,255.74</u>
Balance	41,257.68

Meyer Memorial Fund

An internal account created for exclusive use by Nebraska City Public Schools. This fund, established by donations from the Meyer family, is used to fund scholarships.

Balance Forward	230,227.82
Revenue	.20
Expenses	<u>0.00</u>
Balance	230,228.02

GENERAL FUND MONTHLY FINANCIAL REPORT			REC'D MONTH	REC'D THRU:	REC'D THRU	19-20	18-19
	BUDGETED	NOV	11/30/2019	11/30/2018	DIFFERENCE	% OF BUDGET TO BE RECEIVED	% OF BUDGET TO BE RECEIVED
RECEIPTS:							
LOCAL PROPERTY TAXES	9,204,590.00	124,774.87	3,086,866.44	3,004,788.25	82,078.19	66.46%	
CARLINE TAX	12,500.00		1,565.96	3,130.56	-1,564.60	87.47%	
IN LIEU OF TAX, 5% GROSS	5,600.00				0.00		
MOTOR VEHICLE TAX	785,000.00	58,783.63	190,067.96	190,372.44	-304.48	75.79%	
TUITION FROM OTHER DISTRICTS-SPED	36,000.00	4,444.45	4,444.45		4,444.45	87.65%	
LOCAL LICENSE FEES, CITY	9,200.00	600.00	600.00	600.00	0.00	93.48%	
RENTAL OF SCHOOL FACILITIES					0.00		
OTHER LOCAL REVENUE	27,150.00	7,220.85	16,321.79		16,321.79	39.88%	
COUNTY FINES & LICENSE FEES	127,250.00	13,047.20	36,522.40	38,562.31	-2,039.91	71.30%	
PSC and SCC Receipts					0.00		
OTHER COUNTY SOURCES					0.00		
STATE AID	4,152,637.00	415,264.00	1,245,792.00	1,063,692.00	182,100.00	70.00%	
SPECIAL EDUCATION PROGRAM	1,150,000.00				0.00	100.00%	
SPECIAL EDUCATION TRANSP.	25,000.00				0.00	100.00%	
HOMESTEAD EXEMPTION	272,000.00				0.00	100.00%	
RELIEF TO PROPERTY TAXPAYERS	485,000.00				0.00	100.00%	
HIGH ABILITY LEARNERS	10,100.00		9,951.00	10,363.00	-412.00	1.48%	
RULE 4 TEXTBOOK LOAN	6,850.00				0.00	100.00%	
PRO-RATE MOTOR VEHICLE	26,300.00	3,061.85	3,341.68	3,069.95	271.73	87.29%	
STATE APPORTIONMENT	228,500.00				0.00	100.00%	
IN LIEU OF SCHOOL LAND TAX	10,000.00				0.00	100.00%	
DISTANCE EDUCATION INCENTIVE PAYMENTS					0.00		
STATE EARLY CHILDHOOD	66,011.00	11,454.00	46,988.00		46,988.00	28.82%	
12076 TITLE I	322,763.00		42,265.00		42,265.00	86.91%	
TITLE I, PART A NCLB IMPROV BASIC PRGM				6,635.00	-6,635.00		
16570 TITLE II PART A	73,920.00				0.00	100.00%	
51197 IDEA BASE				3,660.00	-3,660.00		
IDEA PRESCHOOL BASE	7,658.00		456.00		456.00	94.05%	
IDEA ENROLL/POVERTY	308,831.00				0.00	100.00%	
IDEA NON PUBLIC	40,691.00		16,315.00		16,315.00	59.91%	
MEDICAID IN PUBLIC SCHOOLS					0.00		
MAAPS RECEIPTS	28,000.00	16,902.62	16,902.62	101.64	16,800.98	39.63%	
4200 N-SPDG GRANT					0.00		
TITLE IV, PART B, NCLB 21ST CENTURY	206,000.00		37,725.00	55,430.48	-17,705.48	81.69%	
LONG TERM LOAN-LOC					0.00		
SALE OF PROPERTY		1,600.00	1,863.00		1,863.00		
TRANSFERS FROM FUNDS					0.00		
OTHER NON-REVENUE RECEIPTS			60.00	5,610.00	-5,550.00		
TOTAL WITHOUT INTERCOMPANY RECEIPTS	17,627,551.00	657,153.47	4,758,048.30	4,386,015.63	372,032.67	73.01%	75.05%
NON PROGRAM RECEIPTS		370,000.00	370,000.00	1,485,000.00			
GRAND TOTAL	17,627,551.00	1,027,153.47	5,128,048.30	5,871,015.63			
84043							

			DISB. MONTH	DISB. THRU:	DISB. THRU:		19-20	18-19
	DISBURSEMENTS:		NOV	11/30/2019	11/30/2018	DIFFERENCE	% OF BUDGET TO	% OF BUDGET TO
							BE SPENT	BE SPENT
1100	INSTRUCTION	6,270,768.00	516,905.65	1,600,119.90	1,535,485.86	64,634.04	74.48%	
1115	CAREER ACADEMY	192,535.00	15,682.78	47,305.97	47,368.98	-63.01	75.43%	
1150	ELL	295,645.00	26,641.39	68,002.19	66,445.74	1,556.45	77.00%	
1160	POVERTY	1,386,250.00	110,213.15	316,934.72	332,361.73	-15,427.01	77.14%	
1190	PRESCHOOL LOCAL FUNDS	149,925.00	16,063.17	39,170.28	33,591.75	5,578.53	73.87%	
1200	SPECIAL EDUCATION	2,580,220.00	221,162.93	573,907.68	565,527.62	8,380.06	77.76%	
1300	DRIVER'S ED/SUMMER SCHOOL	20,455.00					100.00%	
2120	GUIDANCE	250,550.00	21,428.63	59,126.40	57,945.26	1,181.14	76.40%	
2130	HEALTH/NURSE	88,425.00	7,206.55	22,714.33	20,746.16	1,968.17	74.31%	
2140	PSYCHOLOGY	200,620.00	15,720.28	49,013.18	50,312.35	-1,299.17	75.57%	
2150	SPEECH/AUDIOLOGY	191,425.00	13,227.46	42,986.28	25,672.24	17,314.04	77.54%	
2160	OCCUPATIONAL THERAPY	43,235.00	2,986.22	8,929.70	31,756.42	-22,826.72	79.35%	
2170	PHYSICAL THERAPY	32,900.00	1,281.09	4,064.76	20,374.18	-16,309.42	87.65%	
2180	VISION	49,900.00			17,737.00	-17,737.00	100.00%	
2212	CURRICULUM DIRECTOR	60,575.00	4,915.26	15,397.99	14,879.99	518.00	74.58%	
2214	STANDARDS DIRECTOR	60,125.00	4,915.25	14,881.21	14,930.48	-49.27	75.25%	
2220	LIBRARY	349,895.00	29,951.19	80,074.31	78,778.99	1,295.32	77.11%	
2290	EARLY RETIREMENT	131,000.00		130,701.00	129,713.00	988.00	0.23%	
2310	SCHOOL BOARD	167,020.00	3,069.85	21,185.31	22,395.57	-1,210.26	87.32%	
2320	SUPERINTENDENT	273,475.00	22,348.45	70,792.73	75,208.41	-4,415.68	74.11%	
2410	PRINCIPALS	958,175.00	73,674.29	224,882.93	223,301.82	1,581.11	76.53%	
2510	BUSINESS OFFICE	277,000.00	18,687.50	60,270.17	53,275.13	6,995.04	78.24%	
2520	VEHICLE ACQUISTION	0.00				0.00		
2580	TECHNOLOGY	224,050.00	7,722.92	23,319.07	90,310.44	-66,991.37	89.59%	
2610	PLANT OPERATION	1,054,800.00	56,031.79	232,120.33	356,218.28	-124,097.95	77.99%	
2620	MAINTENANCE	662,725.00	52,869.62	183,607.68	170,804.40	12,803.28	72.30%	
2700	PUPIL TRANSPORTATION	323,229.00	23,831.93	64,931.26	77,964.81	-13,033.55	79.91%	
2900	OTHER SUPPORT SERVICES	152,858.00	5,219.39	26,134.07	46,270.77	-20,136.70	82.90%	
3500	TEXTBOOK LOAN	10,000.00					100.00%	
3535	HIGH ABILITY LEARNERS	97,635.00	7,913.39	24,865.69	23,777.90	1,087.79	74.53%	
3540	STATE EARLY CHILDHOOD	104,691.00	6,075.74	18,032.25	27,919.80	-9,887.55	82.78%	
5000	DEBT SERVICES	360,500.00	23,065.87	69,197.61	69,197.61	0.00	80.81%	
6200	TITLE I	473,620.00	39,214.49	117,755.75	99,043.81	18,711.94	75.14%	
6310	TITLE II PART A	72,325.00	678.00	12,471.28	988.92	11,482.36	82.76%	
6406	IDEA PART B PRESCHOOL	7,658.00	1,096.60	1,096.60	0.00	1,096.60	85.68%	
6408	IDEA BASE/ENROLLMENT/POVERTY	318,760.00	32,427.09	103,709.69	42,489.23	61,220.46	67.46%	
6412	NON-PUBLIC SPED	40,600.00	2,123.20	6,394.20	11,164.93	-4,770.73	84.25%	
6690	N-SPDG GRANT-PBIS	9,000.00		2,987.99	769.67	2,218.32	66.80%	
6968	TITLE IV, PART B, NCLB 21ST CENTURY	211,230.00	20,845.16	49,677.45	50,640.19	-962.74	76.48%	
	SUBTOTAL WITHOUT LOANS	18,153,799.00	1,405,196.28	4,386,761.96	4,485,369.44	-98,607.48	75.84%	74.37%
	TRANSFER TO FUND							
	NON-PROGRAM CHARGES				395,000.00			
	PAY OFF LOC			350,000.00				
	TOTAL DISBURSEMENTS:	18,153,799.00	1,405,196.28	4,736,761.96	4,880,369.44	143,607.48	73.91%	

	Balance on hand District Treasury 8-31-19	-3,810,880.07						
	Receipts through: 10-31-19	4,758,048.30						
	TOTAL BALANCE & RECEIPTS	947,168.23						
	Outstanding warrants 8-31-19	174,692.01						
	Warrants issued through: 10-31-19	4,386,761.96						
	TOTAL WARRANTS	4,561,453.97						
	BALANCE	-3,614,285.74						
	Balance in District Treasury	-3,481,530.08 *						
	Outstanding warrants	132,755.66						
	BALANCE	-3,614,285.74						
	*BALANCE DOES NOT INCLUDE \$2,445,000.00 TANS, 2,120,000.00 COMMERCIAL STATE BANK LOC							
	TOTAL BORROWED 4,565,000.00							

Activity Fund Balance Report - Summary - Exclude Encumbrances

11/2019 - 11/2019
Regular, Beginning Month 11/2019; Processing Month 11/2019; Fund Balance Account 163 Records Selected; Fund Number 05

Fund: 05	Activity Fund	Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
05 704 0001			VARSITY FOOTBALL BALANCE	4,753.27	439.00	0.00	0.00	4,314.27
05 704 0002			9TH FOOTBALL BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0003			7-8 FOOTBALL BALANCE	(656.81)	60.00	0.00	0.00	(716.81)
05 704 0004			VARSITY BBB BALANCE	(3,614.30)	0.00	0.00	0.00	(3,614.30)
05 704 0005			9TH BBB BALANCE	145.00	0.00	0.00	0.00	145.00
05 704 0006			7-8 GBB BALANCE	348.00	0.00	0.00	0.00	348.00
05 704 0007			7-8 BBB BALANCE	1,075.12	150.00	0.00	0.00	925.12
05 704 0008			VARSITY B TRACK BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0009			NC INVITATIONAL TRACK BALANCE	3,188.34	0.00	0.00	0.00	3,188.34
05 704 0010			TRAVELING GIRLS BB BALANCE	6,772.03	75.00	0.00	0.00	6,697.03
05 704 0011			7-8 TRACK BALANCE	719.00	0.00	0.00	0.00	719.00
05 704 0012			VARSITY WRESTLING BALANCE	(725.14)	468.26	0.00	0.00	(1,193.40)
05 704 0013			7-8 WRESTLING BALANCE	(567.91)	0.00	0.00	0.00	(567.91)
05 704 0014			CROSS COUNTRY BALANCE	(2,639.35)	877.59	240.00	0.00	(3,276.94)
05 704 0015			VARSITY GIRLS TRACK BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0016			VARSITY GBB BALANCE	(3,486.15)	0.00	0.00	0.00	(3,486.15)
05 704 0017			9TH GBB BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0018			VARSITY VOLLEYBALL BALANCE	(1,774.66)	443.75	91.08	0.00	(2,127.33)
05 704 0019			9TH VOLLEYBALL BALANCE	(60.00)	0.00	0.00	0.00	(60.00)
05 704 0020			7-8 VOLLEYBALL BALANCE	582.00	0.00	0.00	0.00	582.00
05 704 0021			BOYS TENNIS BALANCE	(569.05)	191.84	0.00	0.00	(760.89)
05 704 0022			GIRLS TENNIS BALANCE	(319.05)	0.00	0.00	0.00	(319.05)
05 704 0023			MS CRAFTS BALANCE	1,465.61	0.00	0.00	0.00	1,465.61
05 704 0024			GOLF BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0025			FFA BALANCE	524.29	4,663.48	0.00	0.00	(4,139.19)
05 704 0026			FCCLA BALANCE	(582.02)	764.38	3,305.00	0.00	1,958.60
05 704 0027			PIONNER YOUTH BOYS BASKETBALL BALANCE	1,863.82	0.00	0.00	0.00	1,863.82
05 704 0028			NS BOOK FUND BALANCE	3,880.43	1,704.39	0.00	0.00	2,176.04
05 704 0029			SINGERS BALANCE	(550.25)	0.00	0.00	0.00	(550.25)
05 704 0030			MUSICAL BALANCE	5,825.19	0.00	0.00	0.00	5,825.19
05 704 0031			DECA BALANCE	775.48	0.00	340.00	0.00	1,115.48
05 704 0032			HS OFFICE FACULTY BALANCE	(1,084.61)	0.00	0.00	0.00	(1,084.61)
05 704 0033			FBLA BALANCE	414.27	0.00	0.00	0.00	414.27
05 704 0034			HS POP MONEY BALANCE	14.16	0.00	0.00	0.00	14.16
05 704 0035			MS POP BALANCE	899.09	249.99	0.00	0.00	639.10
05 704 0036			HS BAND RESALE BALANCE	(1,083.77)	0.00	0.00	0.00	(1,083.77)

Fund: 05 Activity Fund

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
05 704 0037	MS BAND RESALE BALANCE	374.29	0.00	0.00	0.00	374.29
05 704 0038	MS WRESTLING CLUB BALANCE	(10.16)	0.00	0.00	0.00	(10.16)
05 704 0039	PIONEER FOOTBALL BALANCE	2,582.60	516.42	0.00	0.00	2,066.18
05 704 0040	WEIGHTLIFTING BALANCE	538.69	0.00	0.00	0.00	538.69
05 704 0041	MS TRACK CLUB BALANCE	807.00	0.00	0.00	0.00	807.00
05 704 0042	CHILDRENS CHOIR BALANCE	364.71	0.00	0.00	0.00	364.71
05 704 0043	HW BOOK FUND BALANCE	1,465.39	0.00	0.00	0.00	1,465.39
05 704 0044	WRESTLING MATMAIDS BALANCE	(81.34)	0.00	0.00	0.00	(81.34)
05 704 0045	CHEERLEADERS BALANCE	(4,004.54)	2,103.80	0.00	0.00	(6,108.34)
05 704 0046	CLASS OF 2019 BALANCE	257.11	0.00	394.60	0.00	651.71
05 704 0047	DANCE TEAM BALANCE	(635.32)	0.00	0.00	0.00	(635.32)
05 704 0048	SPEECH CONTEST BALANCE	2,013.50	0.00	0.00	0.00	2,013.50
05 704 0049	DRAMA ACTIVITY BALANCE	656.15	0.00	0.00	0.00	656.15
05 704 0050	MS STUDENT COUNCIL BALANCE	5,673.53	(146.73)	0.00	0.00	5,820.26
05 704 0051	HS STUDENT COUNCIL BALANCE	1,236.33	91.04	344.00	0.00	1,489.29
05 704 0052	JOURNALISM BALANCE	5,010.64	898.00	0.00	0.00	4,112.64
05 704 0053	BIG MAC MATH BALANCE	3,727.08	0.00	0.00	0.00	3,727.08
05 704 0054	ART CLUB BALANCE	1,465.81	0.00	0.00	0.00	1,465.81
05 704 0055	CONSTRUCTION CLASS BALANCE	2.91	0.00	0.00	0.00	2.91
05 704 0056	NATIONAL HONOR SOCIETY BALANCE	703.62	0.00	0.00	0.00	703.62
05 704 0057	DISTRICT ACTIVITY FUND BALANCE	1,038.89	700.00	0.00	0.00	338.89
05 704 0058	HS BAND ACTIVITY BALANCE	(618.38)	0.00	0.00	0.00	(618.38)
05 704 0059	6TH GRADE BAND BALANCE	(1,005.68)	0.00	0.00	0.00	(1,005.68)
05 704 0060	HS BOOK SALES BALANCE	4,310.27	0.00	0.00	0.00	4,310.27
05 704 0061	HS SCIENCE GRANT BALANCE	2.02	0.00	0.00	0.00	2.02
05 704 0062	HS QUIZ BOWL BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0063	MS MATH COUNTS BALANCE	38.00	0.00	0.00	0.00	38.00
05 704 0064	HS SCIENCE CLUB BALANCE	1,817.88	298.62	0.00	0.00	1,519.26
05 704 0065	HS COLOR GUARD BALANCE	178.37	0.00	0.00	0.00	178.37
05 704 0066	HS METALS BALANCE	4.82	0.00	0.00	0.00	4.82
05 704 0067	MS HOME EC. LAB BALANCE	50.03	0.00	0.00	0.00	50.03
05 704 0068	HS CONCESSIONS BALANCE	(1,089.72)	466.25	0.00	0.00	(1,555.97)
05 704 0069	PRECEDERS BALANCE	501.11	475.91	0.00	0.00	25.20
05 704 0070	VARSITY CLUB BALANCE	30,257.90	2,209.21	0.00	0.00	28,048.69
05 704 0071	WELLNESS BALANCE	(16.90)	286.35	7,085.00	0.00	6,781.75
05 704 0072	DRIVER EDUCATION BALANCE	15,878.01	0.00	0.00	0.00	15,878.01

11/2019 - 11/2019
Regular; Beginning Month 11/2019; Processing Month 11/2019; Fund Balance Account 163 Records Selected; Fund Number 05

Fund: 05	Activity Fund	Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
05 704 0073		MS SHOP ACTIVITY BALANCE	1,843.03	0.00	0.00	0.00	0.00	1,843.03
05 704 0074		HS PROMOTIONS BALANCE	1,750.00	0.00	0.00	0.00	0.00	1,750.00
05 704 0075		SPECIAL EQUIPMENT BALANCE	0.00	0.00	0.00	0.00	0.00	0.00
05 704 0076		GOLF INVITE BALANCE	(60.00)	0.00	0.00	0.00	0.00	(60.00)
05 704 0077		HS PRIDE BALANCE	1,165.80	0.00	0.00	0.00	0.00	1,165.80
05 704 0078		PIONEER GEAR BALANCE	744.07	0.00	0.00	0.00	0.00	744.07
05 704 0079		HORTICULTURE BALANCE	603.27	0.00	0.00	0.00	0.00	603.27
05 704 0080		BOYS COOP TENNIS BALANCE	0.00	0.00	0.00	0.00	0.00	0.00
05 704 0081		CLASS OF 2021 BALANCE	871.74	0.00	0.00	0.00	0.00	871.74
05 704 0082		MS PRIDE BALANCE	602.50	0.00	0.00	0.00	0.00	602.50
05 704 0083		ATHLETIC TRAINER SUPPLIES BALANCE	0.00	0.00	0.00	0.00	0.00	0.00
05 704 0084		JB TEST PREP BALANCE	0.00	0.00	0.00	0.00	0.00	0.00
05 704 0085		HW PURPLE JAM BALANCE	500.32	0.00	0.00	0.00	0.00	500.32
05 704 0086		SUMMER SB LEAGUE BALANCE	2,650.11	278.00	0.00	0.00	0.00	2,372.11
05 704 0087		HAYWARD FUNDRAISER BALANCE	2,134.09	1,908.75	0.00	0.00	0.00	225.34
05 704 0088		MS BOOK SALES BALANCE	1,245.68	0.00	0.00	0.00	0.00	1,245.68
05 704 0089		PICTURE BOARD BALANCE	0.00	0.00	0.00	0.00	0.00	0.00
05 704 0090		VOLLEYBALL CLUB BALANCE	522.68	30.00	0.00	0.00	0.00	492.68
05 704 0091		GIRLS SOCCER CLUB BALANCE	43.95	0.00	0.00	0.00	0.00	43.95
05 704 0092		CLOSE UP BALANCE	6,401.45	0.00	0.00	0.00	0.00	6,401.45
05 704 0093		BROADCASTING CLASS BALANCE	31.64	0.00	0.00	0.00	0.00	31.64
05 704 0094		HS SHOP RESALE BALANCE	62.77	0.00	0.00	0.00	0.00	62.77
05 704 0095		HS ENGLISH BALANCE	291.86	0.00	0.00	0.00	0.00	291.86
05 704 0096		PIONEER PERKS BALANCE	751.33	0.00	0.00	0.00	0.00	751.33
05 704 0097		NS FUNDRAISER BALANCE	3,225.52	0.00	500.00	0.00	0.00	3,725.52
05 704 0098		BBB SUMMER LEAGUE BALANCE	3,195.63	322.06	0.00	0.00	0.00	2,873.57
05 704 0099		WRESTLING CLUB BALANCE	(3,195.14)	0.00	0.00	0.00	0.00	(3,195.14)
05 704 0100		HW DARE BALANCE	79.52	0.00	0.00	0.00	0.00	79.52
05 704 0101		PIONEER CROSS COUNTRY BALANCE	686.48	0.00	0.00	0.00	0.00	686.48
05 704 0102		CHOIR ROBE FUND BALANCE	0.00	0.00	0.00	0.00	0.00	0.00
05 704 0103		DISTRICT II MUSIC CONTEST BALANCE	0.00	0.00	0.00	0.00	0.00	0.00
05 704 0104		HS SCIENCE SCHOLARSHIP BALANCE	542.51	0.00	0.00	0.00	0.00	542.51
05 704 0105		B&G SOCCER BALANCE	(1,434.89)	0.00	0.00	0.00	0.00	(1,434.89)
05 704 0106		BOYS TENNIS CLUB BALANCE	(219.34)	0.00	0.00	0.00	0.00	(219.34)
05 704 0107		GIRLS GOLF BALANCE	(810.51)	165.99	75.00	0.00	0.00	(901.50)
05 704 0108		EXPRESSIONS BALANCE	4,270.13	2,230.03	0.00	0.00	0.00	2,040.10

11/2019 - 11/2019
Regular; Beginning Month 11/2019; Processing Month 11/2019; Fund Balance Account 163 Records Selected; Fund Number 05

Fund: 05	Activity Fund	Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
05 704 0109		FB JERSEYS BALANCE		60.83	0.00	0.00	0.00	60.83
05 704 0110		MS VOCAL BALANCE		190.00	0.00	0.00	0.00	190.00
05 704 0111		HS SPED BALANCE		60.36	0.00	0.00	0.00	60.36
05 704 0112		SUMMER GBB BALANCE		(894.63)	0.00	0.00	0.00	(894.63)
05 704 0113		PHOTO CLUB BALANCE		111.53	0.00	0.00	0.00	111.53
05 704 0114		HS TEXTILES BALANCE		3.15	0.00	0.00	0.00	3.15
05 704 0115		GIRLS TENNIS CLUB BALANCE		(805.77)	0.00	0.00	0.00	(805.77)
05 704 0116		STUDENT FEE DONATION BALANCE		707.00	0.00	0.00	0.00	707.00
05 704 0117		BOYS SOCCER CLUB BALANCE		2,803.47	0.00	0.00	0.00	2,803.47
05 704 0118		ARCHERY CLUB BALANCE		68.38	0.00	0.00	0.00	68.38
05 704 0119		WASHINGTON TRIP BALANCE		(32.12)	0.00	0.00	0.00	(32.12)
05 704 0120		COOP BASEBALL BALANCE		2,000.00	0.00	0.00	0.00	2,000.00
05 704 0121		CLASS OF 2022 BALANCE		226.92	841.00	781.00	0.00	166.92
05 704 0122		TENNIS INVITE BALANCE		0.00	0.00	0.00	0.00	0.00
05 704 0123		SOFTBALL BALANCE		(76.76)	0.00	0.00	0.00	(76.76)
05 704 0124		CD/INTEREST BALANCE		(21,639.65)	0.00	12.59	0.00	(21,627.06)
05 704 0125		BASEBALL BALANCE		(1,656.30)	0.00	0.00	0.00	(1,656.30)
05 704 0126		MUSIC TRIP BALANCE		2,266.01	0.00	0.00	0.00	2,266.01
05 704 0127		HAL BALANCE		370.46	0.00	0.00	0.00	370.46
05 704 0128		BASEBALL CLUB BALANCE		936.74	0.00	0.00	0.00	936.74
05 704 0129		CAREER & HUMAN DEVELOPMENT BALANCE		40.44	0.00	0.00	0.00	40.44
05 704 0130		HS SOUND SYSTEM BALANCE		995.21	0.00	0.00	0.00	995.21
05 704 0131		SUMMER SCHOOL BALANCE		1,487.91	0.00	0.00	0.00	1,487.91
05 704 0132		HS ART FEES BALANCE		2,698.29	0.00	0.00	0.00	2,698.29
05 704 0133		HS SPANISH FEES BALANCE		286.68	0.00	0.00	0.00	286.68
05 704 0134		MS FCS BALANCE		712.38	74.04	132.00	0.00	770.34
05 704 0135		MS ART FEES BALANCE		2,132.13	0.00	67.00	0.00	2,199.13
05 704 0136		MS IT FEES BALANCE		2,822.57	0.00	217.00	0.00	3,039.57
05 704 0137		HS FOOD FEES BALANCE		521.22	0.00	640.00	0.00	1,161.22
05 704 0138		COLLEGE TUITION FEES BALANCE		2,321.34	782.76	558.00	0.00	2,096.58
05 704 0139		CONSUMER MATH SCHOLARSHIP BALANCE		855.00	60.00	0.00	0.00	795.00
05 704 0140		READING SUPPLEMENT BALANCE		555.98	0.00	0.00	0.00	555.98
05 704 0141		CO BALANCE		9,585.50	1,294.40	682.60	0.00	8,973.70
05 704 0142		HEALTH SCIENCE GRANT FUND BALANCE		360.31	0.00	0.00	0.00	360.31
05 704 0143		CLASS OF 2020 BALANCE		639.53	0.00	0.00	0.00	639.53
05 704 0144		PIONEER PETE BALANCE		2,424.12	43.30	0.00	0.00	2,380.82

11/2019 - 11/2019
Regular; Beginning Month 11/2019; Processing Month 11/2019; Fund Balance Account 163 Records Selected; Fund Number 05

Fund: 05	Activity Fund	Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
05 704 0145		HS TRACK CLUB BALANCE	HS TRACK CLUB BALANCE	179.28	0.00	0.00	0.00	179.28
05 704 0146		DISTRICT WRESTLING BALANCE	DISTRICT WRESTLING BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0147		DISTRICT BASKETBALL BALANCE	DISTRICT BASKETBALL BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0148		NATL JR. HONOR SOCIETY BALANCE	NATL JR. HONOR SOCIETY BALANCE	2,061.57	179.55	0.00	0.00	1,882.02
05 704 0149		DISTRICT SOCCER BALANCE	DISTRICT SOCCER BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0150		MS VOLLEYBALL CLUB BALANCE	MS VOLLEYBALL CLUB BALANCE	1,054.37	0.00	0.00	0.00	1,054.37
05 704 0151		MS FCCLA BALANCE	MS FCCLA BALANCE	655.31	195.00	0.00	0.00	460.31
05 704 0152		ACTIVITY ADMIN. BALANCE	ACTIVITY ADMIN. BALANCE	2,071.10	0.00	0.00	0.00	2,071.10
05 704 0153		ROBOTICS BALANCE	ROBOTICS BALANCE	(3.64)	0.00	0.00	0.00	(3.64)
05 704 0154		DISTRICT VOLLEYBALL BALANCE	DISTRICT VOLLEYBALL BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0155		MS ROBOTICS BALANCE	MS ROBOTICS BALANCE	1,050.80	0.00	0.00	0.00	1,050.80
05 704 0156		DISTRICT BASEBALL BALANCE	DISTRICT BASEBALL BALANCE	(284.30)	0.00	0.00	0.00	(284.30)
05 704 0157		TECHNOLOGY BALANCE	TECHNOLOGY BALANCE	4,850.05	0.00	35.00	0.00	4,885.05
05 704 0158		MS LIFE SKILLS BALANCE	MS LIFE SKILLS BALANCE	2,967.47	0.00	0.00	0.00	2,967.47
05 704 0159		CA CONSTRUCTION BALANCE	CA CONSTRUCTION BALANCE	8,737.87	271.00	0.00	0.00	8,466.87
05 704 0160		CA HEALTH BALANCE	CA HEALTH BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0161		CA WELDING BALANCE	CA WELDING BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0162		CA-INFORMATION TECHNOLOGY BALANCE	CA-INFORMATION TECHNOLOGY BALANCE	186.52	692.40	0.00	0.00	(505.88)
05 704 0163		YOUTH TENNIS CLUB BALANCE	YOUTH TENNIS CLUB BALANCE	648.34	139.00	0.00	0.00	509.34
Fund Total: 05				154,825.82	27,493.83	15,499.87	0.00	142,831.86

Premier Bank Balance \$ 146,718.54
 Outstanding Checks - 3,886.68
 Balance \$ 142,831.86

NOVEMBER 2019 ATHLETIC BUDGET

	BUDGET 2019-2020	DISBURSEMENTS FORWARDED	Nov-19 DISBURSEMENTS	TOTAL DISBURSED	BUDGET BALANCE
VARSITY FOOTBALL	\$9,000.00	\$4,502.10	\$250.00	\$4,752.10	\$4,247.90
VAR. BOYS BASKETBALL	\$8,300.00	\$3,614.30	\$0.00	\$3,614.30	\$4,685.70
VARSITY WRESTLING	\$10,600.00	\$676.72	\$468.26	\$1,144.98	\$9,455.02
VAR. BOYS TRACK	\$2,600.00	\$0.00	\$0.00	\$0.00	\$2,600.00
VAR. GIRLS TRACK	\$2,600.00	\$0.00	\$0.00	\$0.00	\$2,600.00
BOYS GOLF	\$1,400.00	\$0.00	\$0.00	\$0.00	\$1,400.00
GIRLS GOLF	\$1,000.00	\$754.81	\$165.99	\$920.80	\$79.20
BOYS TENNIS	\$600.00	\$569.05	\$191.84	\$760.89	(\$160.89)
GIRLS TENNIS	\$600.00	\$319.05	\$0.00	\$319.05	\$280.95
VAR. GIRLS BASKETBALL	\$8,300.00	\$3,486.15	\$0.00	\$3,486.15	\$4,813.85
VARSITY VOLLEYBALL	\$4,700.00	\$3,111.91	\$443.75	\$3,555.66	\$1,144.34
FRESHMAN FOOTBALL	\$1,150.00	\$0.00	\$0.00	\$0.00	\$1,150.00
FRESH. BOYS BB	\$1,550.00	\$0.00	\$0.00	\$0.00	\$1,550.00
FRESH. GIRLS BB	\$1,452.75	\$0.00	\$0.00	\$0.00	\$1,452.75
FRESH. VOLLEYBALL	\$2,200.00	\$60.00	\$60.00	\$120.00	\$2,080.00
7-8 FOOTBALL	\$2,200.00	\$1,516.81	\$0.00	\$1,516.81	\$683.19
7-8 BOYS BASKETBALL	\$2,000.00	\$0.00	\$150.00	\$150.00	\$1,850.00
7-8 GIRLS BB	\$1,850.00	\$0.00	\$0.00	\$0.00	\$1,850.00
7-8 VOLLEYBALL	\$3,300.00	\$1,441.25	\$0.00	\$1,441.25	\$1,858.75
7-8 WRESTLING	\$1,800.00	\$567.91	\$0.00	\$567.91	\$1,232.09
7-8 TRACK	\$800.00	\$0.00	\$0.00	\$0.00	\$800.00
CROSS COUNTRY	\$1,700.00	\$2,949.35	\$877.59	\$3,826.94	(\$2,126.94)
SOFTBALL	\$2,700.00	\$1,548.15	\$0.00	\$1,548.15	\$1,151.85
BOYS SOCCER	\$2,950.00	\$717.44	\$0.00	\$717.44	\$2,232.56
GIRLS SOCCER	\$3,450.00	\$717.45	\$0.00	\$717.45	\$2,732.55
BASEBALL	\$8,450.00	\$1,656.30	\$0.00	\$1,656.30	\$6,793.70
TRAINER	\$21,000.00	\$0.00	\$0.00	\$0.00	\$21,000.00
ACTIVITY ADMIN.	\$1,000.00	\$1,370.70	\$0.00	\$1,370.70	(\$370.70)
SPECIAL EQUIPMENT	\$5,000.00	\$0.00	\$0.00	\$0.00	\$5,000.00
TOTAL	\$114,252.75	\$29,579.45	\$2,607.43	\$32,186.88	\$82,065.87

November 2019 Enrollment

BUILDING	GRADES												TOTAL			
	PK	K	1	2	3	4	5	6	7	8	9	10		11	12	
Northside	56	114	91	101												362
Hayward					101	120	113									334
Middle School								96	106	98						300
High School											125	103	98	106		432
*Other	2							1					1	3		7
TOTAL	58	114	91	101	101	120	113	97	106	98	125	103	99	109		1435
10/31/18 COUNT	56	88	102	96	122	112	92	108	104	117	99	103	99	124		1422
	2	26	-11	5	-21	8	21	-11	2	-19	26	0	0	-15		13
* Special Education students contracted to other schools or agencies.																

Board Meeting Mileage Sheet

12/2/2019

DATE	PURCHASED	YEAR	TRADE NAME	STYLE	NUMBER	BODY TYPE	CAPACITY	VEHICLE ID#	CYLINDERS	COST	LICENSE #	MILEAGE
11/18/2002		2001	OLDSMOBILE	VAN	TAN	SILJOUETTE	7	1GHDX23E41D221511	6	15700	53026	203714
10/26/2005		2005	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31L95HA27728	6	17950	45007	163924
1/26/2006		2005	CHRYSLER	VAN	GOLD	TOWN&COUNTRY	7	2C4GP44R25R519767	6	18900	44957	196460
11/19/2007		2007	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31L27DA62220	8	19549	53028	168755
1/4/2008		2007	CHEVY	VAN	TAN	ES UPLANDER	7	GNDV23107D159355	6	15570	51495	155765
8/12/2008		2004	CHEVY	PICKUP	SILVER	HEAVY DUTY	6	1GCHK23G64F153924	8	14880	44965	193989
6/26/2018		2013	FORD	PICKUP	RED	F150	5	1FTFW1EF1DKF26059	8	21000	58436	101683
7/20/2009		2008	CHEVY	VAN	WHITE	UPLANDER LS	7	GNDV23118D104608	6	15926	55997	146879
7/22/2009		2008	CHEVY	VAN	RED	UPLANDER LS	7	GNDV23128D130117	6	15926	51678	171805
8/17/2009		2001	CHEVY	VAN	WHITE	EXPRESS	2	1GCHG35R111152386	6	9014	51494	91706
9/23/2009		2009	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31LX9DA54328	6	22249	53021	60425
7/29/2011		2000	FORD	VAN	WHITE	ECONOLINE	2	1FTRE1422YHB91542	6	5480	55989	152450
8/10/2011		1997	INTERNATIONAL	SPED BUS	29	INTERNATIONAL	13	HVBDABK3VH477428	8	4224	56538	144289
8/10/2011		1997	INTERNATIONAL	SPED BUS	30	INTERNATIONAL	13	HVBDABK1VH477427	8	4224	56537	156237
11/16/2011		2011	DODGE VAN	VAN	SILVER	GRAND CARAVAN	5	2D4RN3DG5BR626494	6	17500	56539	105261
11/16/2012		2011	DODGE VAN	VAN	SILVER	GRAND CARAVAN	5	2D4RN3DG9BR628362	6	17500	56540	156502
5/30/2012		1992	FORD	PICKUP	GREEN	CONVTNL F250	3	1FTTEF25H4LA18103	8	1800	51677	131565
NOV 2013		2013	CHEVY	CAR	SILVER	IMPALA LT	5	2G1WVSE32D1131794	6	totalled	57646	50887
Dec 2013		1982	Chevy	PLOW TRUCK	GOLD/BROWN	PICK-UP	3	1GCGK24MOCJ161836	8	3000	57651	150515
5/1/2016		2003	Ford E450	SPED BUS	13	FORD E450/CUTAWAY	13	1FDWEW45F83HB65697	8		57655	161430
Sold at auction			Totaled/wrecked			Out of commission no longer able to drive						

**Board of Education Report
19-20 School
December, 4, 2019**

General Information



Mr. DeBilzan and his class have been busy printing with their new 3-d printer. Mr. DeBilzan was able to purchase the printer for science thanks to the PTO. Thanks to the PTO multiple teachers have been able to purchase items for their classrooms this year.



Notable

Northside is doing its annual food drive and we already have a large pile of food under our christmas tree.

Upcoming Events

- Christmas concert Monday, Dec. 16, 5:30 kinder, 6:30 1st, 7:30 2nd.
- Applepalooza, Thursday, Dec. 19, 1:30pm Santa is our guest host.

Board of Education Report Hayward Elementary School December 9th, 2019

General Information

1. Student Enrollment

Sept.

3rd - 102 4th- 121 5th- 114 Total- 337

Oct. 8th

3rd - 101 4th- 121 5th- 113 Total- 335

Nov. 6th

3rd - 101 4th- 121 5th- 114 Total- 336

Dec. 4th

3rd - 101 4th- 120 5th- 113 Total- 334

Notables

1. Hayward Heroes for November- Makensie Briley & Roberto Ventura
2. 3rd Grade MAP-Growth Testing Dec. 10,11 & 12
3. Col. Pride Character Focus- Respect (December)

Activities and/or Athletics

1. 5th grade field trip to Lincoln Community Theater
2. December Food Drive
3. PJ @9am Dec. 20th
4. Santa Visit Dec. 19th

Upcoming Events

1. Week of Jan. 13th- 5th NSCAS/MAP Pilot
2. Week of Jan. 20th- 4th NSCAS/MAP Pilot



Board of Education Report Nebraska City Middle School December 9th, 2019

General Information

- Band and Vocal Concerts have gone well. They were well attended and students performed admirably.
- ESU 4--Jen and Ellen are working with staff on 12-13 on co-teaching and push-in services

Notables

- Student Standout
 - Emma Houghton--Emma has befriended a student from NCECBVI that comes to the middle school for general education experiences. Emma and Skye eat lunch every day together and Emma ensures that Skye is looked after and included.
 -

Activities and/or Athletics

- Basketball is going on. Participation numbers are strong. 35--7th and 8th graders
- Girls basketball and wrestling begin in January
-

Upcoming Events

- January 25-FLL Robotics Tournament at NCHS
-

Board of Education Report High School December 9th, 2019

General Information -

- Semester finals are set for December 19th and December 20th
- National Honor Society Inductions took place on December 5th. Mr. Mohr inducted fourteen new members: Lilly Frields, Rachel Russell, Aspen Thurman, Ellie Higgins, Tara Maddox, Katherine Luther, Sydni Tellez, Sydney Blum, Christian Tietz, Mya Bartman, Alexis Hoover, Eric Poggemeyer, Abby Arenillas, Macy Neumeister
- Student Council Exchange completed on December 4th.
- Completing MAPS assessment this week.
- Mrs. Rice's Art class created Door Hangings for Morton Place Senior Living

Notables -

- *Submitted by Mrs. Whitehead:*

One Act 2019

What an amazing Season!! I am so blessed to be able to work with such talented and wonderful students. The season has been a very different one this year. We had three awesome performances for the community and students at the school. Unfortunately, the EMC competition was cancelled because of the weather. We would have had a chance to be critiqued from judges to gain some important information to help enhance our performance. We moved on.... The District Competition at Midland University was spectacular. The students performed their hearts out... I was so proud to be their coach. The students received a score of 161 out of 180 from the three judges evaluations, which puts them at a Superior Performance. We received 6th place. We had five students receive *Outstanding Performer Awards*.... Again SO PROUD!! They were:

*Ellie Higgins
Lilly Frields
Marcus Bartman
Zach Ottemann
Eli McNeely
Alex Horcasitas
Sarah Murray*

Thank you for giving me the opportunity to work with these amazing kids. I would also like to thank you for letting Mr. Kenter be my assistant. He has helped in many aspects of the production.

○

Activities and/or Athletics

- Winter Sports Season started on Dec 5th. Wrestling, and Boys and Girls Basketball.

Upcoming Events

- Over the break: We are hosting the Holiday Tournament for Boys and Girls Basketball on December 27th & 28th.
- Holiday Dance on December 14th!

4036
**CERTIFICATED EMPLOYEE EARLY VOLUNTARY SEPARATION
PROGRAM**

The District may offer a Voluntary Separation Program (hereinafter "Program" for certificated teaching staff.) Upon written application and approval by the Board, eligible employees may participate in the Program. The Program must be specifically authorized by the Board of Education for a fiscal year. Changes in the eligibility requirements shall not affect employees participating in previously authorized programs.

Purpose of the Program

The major purpose of the program is to encourage eligible employees who are considering separation or retirement to accelerate their plans, in order to achieve (but not limited to) the following primary objectives:

1. To reduce District costs by replacing maximum salary employees with lesser salary employees.
2. To provide better balance of employee experience.
3. To reduce or eliminate the possibility of certificated employee layoffs.

Program Eligibility Requirements and Provisions

1. The employee must be in a position of requiring a certificate issued by the Nebraska Department of Education and have a salary index of at least 1.58 or BA+36 and Step 11 or beyond; and
2. The employee must be at least fifty-five (55) years of age prior to the first day of the District's fiscal year following the employee's application: and
3. The employee must have twenty (20) or more years of credited service in the District as a full-time or full-time equivalent employee.

Definitions, Conditions and Limitations

1. Acceptance by the Board of an employee's application for the Program will be considered a voluntary resignation and termination of the employee's continuing contract.
2. An employee who agrees to participate in this program surrenders all "tenure" rights and credit for existing years of service beyond those normally accepted from a newly employed teacher transferring from another district as of midnight of the of the employees retirement. These stipulations become active upon acceptance by the Board of the employee's application.
3. An employee participating in this program who elects to return to certificated employment with District 111 will be required to relinquish the benefits of the program in existence immediately prior to the time of reemployment. Temporary employment as a substitute teacher

and/or by providing consulting services may be acceptable to the District.

4. Any eligible employee electing to participate in the Program shall be required to complete the school year before retirement commences, unless this requirement is waived by the Board.
5. Employees receiving long-term disability benefits are not eligible to participate in the Program.
6. An employee is not eligible to participate in the program if his or her employment is terminated by the District for reasons other than reduction in force.
7. An employee shall not be eligible to participate in the Program if the employee has been on a total of more than a one (1) year leave of absence within the five (5) most recent years of employment prior to application for voluntary early separation.
8. Years of credited service shall mean:
 - a. Any school year in which an employee is paid by the District for at least 135 days of full-time work as a certificated employee shall accrue one (1) year of credited service; or,
 - b. Any two (2) school years during which the employee is paid for the full-time equivalent of at least 135 days of work as a certificated employee shall accrue one (1) year of credited service.
 - c. Days of employment as a substitute shall not be counted toward years of service under this Program.
9. Salary shall mean the employee's final contractual school year salary at the time of the employee's request.
10. Annual Benefit amount shall be the employee's Salary divided by 5.

Application Process

1. Eligible employees desiring to take advantage of the Program may do so by submitting a written request to the office of the Superintendent. The written request must be submitted by February 1 of the elected year of separation. The request shall set forth that the employee resigns his or her position, effective at the end of the contractual school-year, upon tender, provided and subject to the acceptance and approval of the employee's request by the Board of Education.
2. The office of the Superintendent shall review the employee's record to determine eligibility for the Program and the Superintendent shall make a recommendation to the Board of Education regarding the request. The Board shall act upon the request by April 15 of the year the requested separation. The action of the Board of Education shall be final, and any employee electing to participate in the Program

relinquishes all future employment rights in the District upon acceptance of the request by the Board.

Benefits

1. Program Annual Benefits shall be paid for a maximum period of 5 years.
2. Program Annual Benefits shall be issued during the first pay period of the contractual year.
3. If the employee dies before all Annual Benefits have been issued, the employee's beneficiary shall receive the remaining Annual Benefits as established. The District reserves the right to accelerate the remaining Annual Benefits to a beneficiary in the form of a single lump sum payment.
4. The District shall withhold from any amount payable or to be paid under this Program all Federal, State or other taxes as shall be required pursuant to any law or government regulation or ruling.
5. The District will contribute funds to a non-elective 403(b) fixed annuity.
6. Program participants may be eligible to continue their Health and Accident insurance coverage; provided the participant pays the premiums corresponding to the negotiated agreements compensation clause, and follows the rules set forth by the underwriter and complies with the provisions of COBRA or other applicable law.
7. No interest will be paid by the District on any accumulated or unused retirement benefit.

Program Modification/Suspension

The Board of Education reserves the right to modify the various requirements, provisions, definitions, conditions, limitations, and benefits associated with this Program, or to suspend the Program. Any modification to the Program, or suspension of the Program, will be effective at the start of the first contractual school year following the modification or suspension. Separated employees participating in the Program will be governed by the requirements, provisions, definitions, conditions, limitations, and benefits of the Program that exist at the time of their approval by the Board to participate in the Program.

Adopted on: June 9, 2008

Revised on: July 13, 2009

Reviewed on: July 9, 2018

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: December 21, 2016

Revised on: _____

Reviewed on: _____

2014

Relationship with ~~School Attorney~~ District Legal Counsel

~~The board of education shall choose an attorney to assist it and the administration in dealing with legal issues.~~ The board will engage legal counsel to assist it and the administration in dealing with legal issues. When the district faces circumstances in which legal counsel may be needed between board meetings, the board president or superintendent may engage legal counsel on the board's behalf.

The superintendent and the board president shall have the authority to contact the district's ~~attorney~~ legal counsel on behalf of the district. The superintendent may give other members of the administration permission to contact the district's ~~attorney~~ legal counsel on an as-needed basis. Individual board members other than the president may not contact the ~~school attorney~~ district's legal counsel on behalf of the board without the approval of the board president or a majority of the board.

Any board member who contacts the ~~school attorney~~ district's legal counsel without board approval may be personally responsible for any legal fees incurred as a result of the unapproved contact.

The superintendent will, to the extent permitted by law, keep the board informed of matters in which the ~~school attorney~~ district's legal counsel is involved.

Adopted on: November 14, 2016

Revised on:

Reviewed on:

3013
Emergency Closings and Dismissals

School shall be held on the dates set forth on the official calendar, and shall not be closed or dismissed except when superintendent or his or her designee determines that it is impossible or impracticable to hold school. When school is closed or dismissed there will be no school-sponsored activities and all other activities or events held at district facilities shall be cancelled. ~~without the permission of the superintendent or building administrator.~~

In the case of state-qualifying and/or state championship competitions, the superintendent is allowed discretionary authority to approve limited practice time and/or participation and travel for the teams/individuals involved.

The superintendent or his or her designee is responsible for determining if district facilities shall be closed on a non-school day if inclement weather is forecasted or occurring that will create unsafe or hazardous conditions for participants; or will create an undue hardship on the district for snow/ice removal on parking lots, sidewalks, and other exterior surfaces. If facilities are closed on a non-school day, there will be no school-sponsored activities and all other activities or events held at district facilities shall be cancelled.

When school is cancelled due to inclement weather, school will be closed for all students of the district. Make-up days and/or adjustments to the official school calendar or to the school day may be made by the superintendent only after consultation with the Board.

Adopted on: November 14, 2016
Revised on: _____
Reviewed on: _____

3016
Use of Tobacco Products

The use or possession of any tobacco product, including cigarettes, cigars, or other tobacco or tobacco derivative products; ~~including the use of~~ vapor products or electronic nicotine delivery systems; alternative nicotine products; or any other such look-alike or imitation product, is not permitted on school property or at a school sponsored activity at any time.

Adopted on: November 14, 2016

Revised on:

Reviewed on:

6028.R1

Formation of Extracurricular Activities

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.

Staff or students wishing to form a school-sponsored extracurricular activity shall be required to adhere to the process listed below:

1. A certificated staff member must present a written proposal to the principal for approval. If a student is making the request, a certified staff member must agree to act as the sponsor and submit the proposal. The proposal must address the following:
 - a. A purpose and rationale for the extracurricular activity including intended positive outcomes for students;
 - b. A plan of operation including sponsor(s) name(s), meeting dates, times, locations, and organizational information;
 - c. Listing of all anticipated costs to students for participation;
 - d. Listing of anticipated fund raising activities or other revenue sources to support operations.
2. Upon consultation with the Superintendent and Activities Director, the Principal may approve the extracurricular activity on a probationary period. All probationary extracurricular activities must actively operate for a minimum of four (4) consecutive semesters as a probationary extracurricular activity before being considered for formal approval.
3. During the probationary period, no district funds shall be used to support the proposed extracurricular activity's operations.
4. Upon completion of the probationary period, the Principal may submit a recommendation to the Superintendent for consideration of formal approval.
5. The Superintendent shall forward the Principal's recommendation to the appropriate Board committee for review and discussion pending formal Board of Education consideration of approval as a school-sponsored extracurricular activity.

This process does not apply to requests governed by NSAA. Those requests shall be directed to the Superintendent for evaluation and referral to the appropriate Board committee for review and discussion pending formal Board of Education consideration of approval as a school-sponsored extracurricular activity.

Adopted on:
Reviewed on:
Revised on:

4070
EARLY VOLUNTARY SEPARATION PROGRAM

A. PURPOSE

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

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

B. QUALIFICATIONS

1. Certificated Employee. To participate in the Program, a person must be a teacher certificated by the Nebraska Department of Education, be employed by the School District in a capacity which requires such certification, and meet eligibility requirements as set forth in this section.

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

3. Minimum Age and Years of Service. To be eligible for this Program, a certificated employee must: (a) be fifty-five (55) years of age on or before August 31st after the school year of application; (b) have completed twenty (20) total years of continuous, credited service in the employment of the School District; (c) be within the first **four (4)** years of eligibility based on the age and years of service requirements (see Section H); and (d) meet any other criteria established by the board of education at the regular **December** meeting. Credited service shall be defined as continuous employment with the school district as a 1.0 FTE certificated employee through the employee's last year of service in an employment position that requires a certificate from the Nebraska Department of Education. Board-approved leave for military service, for a sabbatical or for a leave of absence, or any leave required to be granted according to law, shall not be included as credited years of service. In determining years of credited service with the district for the purpose of meeting the eligibility requirement of twenty (20)

total years of service, less than full-time employment would reduce the employee's full-time equivalent employment for a school year.

C. ENROLLMENT REQUIREMENTS

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

2. Application. An employee must submit a signed Application and Agreement form to the board of education on or before **February 1st** of the employee's last intended school year of employment. The superintendent shall review the employee's record to determine whether the employee is eligible for the Program. The Board will notify the applicant on or before **March 20th** of its action on his or her application.

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

D. BENEFITS

1. Calculation of Benefits: The total benefit to be paid under this Program **shall not exceed \$35,000.**

2. Payment of Benefit. The benefit shall be paid in **two (2) equal payments** unless Medicare eligibility requires an accelerated payment. The first payment shall be made in September of the calendar year of the teacher's resignation, with the remaining payments made in September of the following calendar year. The District will pay the benefit to a non-elective 403(b) fixed annuity. All payments shall be paid within five years after the voluntary termination of employment or prior to the employee becoming eligible for Medicare, whichever occurs first.

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

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

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

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

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

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

~~**9. Re-Employment.** An employee participating in this Program who elects to return to certificated employment with the School District will be required to relinquish the benefits of the program in existence immediately prior to the time of reemployment. Temporary employment as a substitute teacher and/or by providing consulting services may be acceptable to the District.~~

E. ADMINISTRATION OF PROGRAM

Application and Waiver. An employee who elects to participate in the Program, and the school district, through its board of education, shall execute the Application and Agreement, Exhibit "A" attached hereto. That Application and Agreement shall inform the employee that the Voluntary Separation Program is totally voluntary in nature and provides each employee at least twenty-one (21) days to consider the ramifications of participation in the Program before making a decision. An employee may waive the twenty-one (21) day consideration period. The Application and Agreement shall also include a specific Waiver and Release of Claims of the participants' rights under the Age Discrimination and Employment Act (ADEA), 29 USC § 621-63 and the Act Prohibiting Unjust Discrimination in Employment Because of Age, NEB. REV. STAT. § 48-1001 *et seq.*, the Employee Separation Income Security Act of 1974 (ERISA), 29 USC § 1001 *et seq.*, and all other state and federal constitutions, statutes and regulations that relate to the validity of the Program, and allows the employee to revoke the Release or Waiver at any time within seven (7) days after submitting the Application and Agreement, and advises the employee to consult with an attorney before signing the Application and Agreement.

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

- a. The Board will approve the application of the employee whose salary is higher, as determined by the employee's placement on the salary schedule index (excluding all unit pay).
- b. If the salaries of those involved are exactly the same, the Board will approve the application of the employee who first signed and returned his or her employment contract for the then current contract year.
- c. If the salaries and signing dates of those involved are exactly the same, the Board will approve the application of the employee which was submitted earlier.

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

F. TERM OF PROGRAM

This policy shall generally be reviewed annually and its availability terminated at any time at the Board's sole discretion. The Board will generally determine no later than its regular **December** meeting the number of early retirement applications that will be accepted in the then current school year and any other eligibility limitations or requirements (such as building or department requirements). In the event that no such determination is made, the program will not be available for that school year. This Program shall be offered only to eligible employees as defined herein, who satisfy the Program requirements prior to the applicable deadline, and who submit an Application and Agreement prior to the applicable deadline.

G. LIMITATIONS OF APPLICATIONS

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

H. ELIGIBILITY WINDOW

The “eligibility window” requirement shall be administered as follows:

- For the program approved by the Board of Education on **December 9, 2019** meeting: Teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2020, and who have 20 years of continuous, credited service (or will have upon the completion of the 2019-20 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until **February 1, 2023**.

I. MODIFY OR SUSPEND

The Board of Education reserves the right to modify the various requirements, provisions, definitions, conditions, limitations, and benefits associated with this Program, or to suspend the Program. Separated employees participating in the Program will be governed by the requirements, provisions, definitions, conditions, limitations, and benefits of the Program that exist at the time of their approval by the Board to participate in the Program.

Approved:

Reviewed:

Revised:

4070.R1
EARLY VOLUNTARY SEPARATION PROGRAM
APPLICATION AND AGREEMENT

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

RECITALS

1. The School District has established an Early Voluntary Separation Program (hereinafter referred to as the "Program") for the purpose of rewarding eligible certificated employees who are considering early separation or retirement in their employment plans;
2. Teacher desires to participate voluntarily in the Program;
3. Teacher has a full-time equivalency of 1.0 for the current school year;
4. Teacher has completed at least 20 consecutive years of credited service in the employment of the School District;
5. Teacher is now 55 years of age or will be prior to August 31st after the school year of application (i.e. August 31, 2020 of the 2019-20 school year); and
6. Teacher has met all other eligibility and all other requirements for the Program pursuant to policy 4070-Early Voluntary Separation Program.

TERMS OF AGREEMENT

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

1. INCORPORATION OF BOARD POLICY: This Agreement is made pursuant to policy 4070-Early Voluntary Separation Program of the Board of Education. The provisions of that policy existing at the time this Agreement is signed are incorporated by this reference and made a part of this Agreement.

2. TEACHER RESIGNATION: Subject only to the Board of Education's approval of the Teacher's application to participate in the Program, the Teacher voluntarily, unconditionally, and irrevocably (1) resigns his/her teaching position with the School District effective at the end of the current school year; (2) waives any and all further notice or action by the Board of Education to terminate the Teacher's continuing contract; and (3) waives any and all rights the Teacher may have under NEB. REV. STAT. 79-824 to 842, as those statutes now exist or as they may be amended. The Teacher further authorizes the Board of Education to advertise for and contract with a replacement certificated employee for the Teacher's position for the next school year. Approval of this Agreement by the Board of Education shall constitute an acceptance of the Teacher's resignation. The Teacher agrees that he/she may not be eligible for part-time or full-time employment at the School District if the Board approves Teacher's application to participate in the Program. While the School District may decide to employ the Teacher in some capacity after retirement, the teacher agrees that the School District has no obligation to rehire the Teacher in any capacity at the School District. NOTE: Returning to work anywhere that participates in the Nebraska Public Employees' Retirement System (NPERS) within 180 days of your retirement may impact your ability to receive payments through NPERS. Please contact NPERS for further information.

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

(a) **TOTAL AMOUNT OF BENEFITS:** \$35,000.

(b) **PAYMENT OF BENEFITS:** All payments must be paid within five years after the voluntary termination of employment or prior to the employee becoming eligible for Medicare, whichever occurs first. With this understanding, payments shall be made as follows:

Installment 1: \$17,500

Installment 2: \$17,500

The School District shall pay the first installment in September of the calendar year in which the Teacher resigns, and the second installment shall be paid in September of the following year. The District will pay the benefit to a non-elective 403(b) fixed annuity.

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

following designated beneficiary pursuant to the provisions of this Agreement.

Beneficiary: _____

Address: _____

Social Security Number: _____

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

7. TEACHER'S VOLUNTARY ACT. The Teacher acknowledges that he/she has had twenty-one (21) or more days to consider the ramifications of participation in the Program or hereby waives the same; that his/her participation in the Program is voluntary; and that he/she was not coerced in any manner to participate in the Program. The Teacher acknowledges having been advised in writing by this Agreement to consult an attorney regarding his/her participation in the Program and execution of this Agreement.

8. WAIVER AND RELEASE OF CLAIMS: In consideration of the promises and payments specified in this Agreement, Teacher releases the School District and its officers, board members, administrators, employees, agents, representatives, successors, and assigns from all claims, demands, and actions, past or present, known or unknown, arising out of and/or related in any way, either directly or indirectly, to his or her employment with the School District, the termination of his or her employment, and/or any actions or occurrences taking place up to and including the date of execution of this Agreement, including but not limited to claims or rights under the Nebraska Wage Payment and Collection Act, Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, the Civil Rights Act of 1866 and 1871, or any other Civil Rights Acts as amended, claims or rights under 42 U.S.C. § 1981, through and including 42 U.S.C. § 1988, the Americans with Disabilities Act, § 504 of the Rehabilitation Act, the Family Medical Leave Act of 1993, the Nebraska Act Prohibiting Unjust Discrimination Because of Age, all claims or rights relating to discrimination on the basis of age, race, color, religion, sex, disability,

handicap, or national origin before the federal Equal Employment Opportunity Commission, the Nebraska Equal Opportunity Commission, and any state or federal court under any state or federal constitution, law, rule, or regulation, or claims or rights of whatever nature arising under any other state, federal, or local constitution, executive order, statute, regulation, or ordinance arising from his or her employment or contractual relations with the School District or his or her resignation of employment. Teacher represents that no claims have now been filed against the School District. Teacher acknowledges that nothing in this agreement prohibits Employee from filing a Complaint with the Equal Employment Opportunity Commission or any other similar state agency, the Occupational Safety and Health Administration, the Secretary of Labor or otherwise participating in matters pending before those agencies. However, in the event Teacher files such a charge or complaint, he or she shall be entitled to no relief, no reinstatement, no remuneration, no damages, no back pay, no front pay and no compensation whatsoever from the School District as a result of such charge or complaint, since Teacher has released and extinguished any right to such relief under this agreement. Teacher also releases all contract, tort, and common law claims, and claims for attorney's fees, costs and expenses. Teacher covenants not to institute any complaints or proceedings against the School District or any of the above-mentioned persons in the future with respect to any of the claims, demands, causes of action, or rights hereby released.

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

9. REVOCATION AND CANCELLATION OF AGREEMENT: The Teacher may revoke this Agreement for a period of seven (7) days following its execution. In order to revoke the Agreement, the Teacher must submit a written statement to the Superintendent indicating that he/she is exercising

his/her right to cancel the Agreement. This Agreement shall not become effective or enforceable until the revocation period has expired.

[The Next Page is the Signature Page]

----- UPPER SECTION COMPLETED BY TEACHER UPON APPLICATION DUE BY FEBRUARY 1 -----

Dated: _____

Teacher: _____

STATE OF NEBRASKA)
) ss.
_____ COUNTY)

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

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

Notary Public

----- LOWER SECTION COMPLETED UPON BOARD OF EDUCATION APPROVAL OF APPLICATION -----

Dated: _____

President, Nebraska City Board of Education

ATTEST: Secretary, Nebraska City Board of Education

STATE OF NEBRASKA)
) ss.
_____ COUNTY)

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

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

Notary Public

RESOLUTION OF BOARD OF EDUCATION TO SELL PROPERTY

WHEREAS, Nebraska City Public Schools (Otoe County School District 66-0111) (the "School District" or "Board") owns certain real and personal property ("Property"), commonly known as the former "2nd Avenue School" located at 215 N. 12th Street, Nebraska City, Nebraska, and legally described as Lots 1, 2, 3, 4, 5, and 6, Block 18, Nebraska City Proper, Nebraska City, Otoe County, Nebraska.

WHEREAS, the School District finds and determines that said Property is no longer suitable or needed for educational purposes;

WHEREAS, the School District's Board of Education believes it to be in the best interests of the School District to dispose of said Property "as-is" for fair market value with all sales being final;

BE IT THEREFORE RESOLVED that the Board hereby authorizes, empowers and directs the Board President and the Superintendent to (1) take any necessary or appropriate steps to arrange for the sale of the items by auction, private sale, or other appropriate method, and (2) to sell the property on behalf of the School District for fair market value, and (3) to execute any documents which may be necessary to complete the sale of the Property. The Board further authorizes, empowers and directs the Board's officers and Superintendent to execute all other documents and take all other actions that may be necessary to transfer the Property to purchaser. The Board further directs that all proceeds from the sale shall be deposited in the District's Building Fund, and that this Resolution shall be in full force and effect forthwith upon its passage.

Said Resolution was adopted by an affirmative vote of at least two-thirds of all the members of the School District's Board of Education on the 9th day of December 2019.

President of the Board of Education

ATTEST:

Board Secretary