

Board of Education Regular Meeting
Monday, December 13, 2021 6:00 PM
Boardroom at 1700 14th Avenue
1700 14th Ave
Nebraska City, NE 68410

1. Call to Order
 - 1.1. Roll Call
 - 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
 - 1.6. Public Comment Time
 - 1.7. Approval of Minutes
 - 1.8. Claims and Accounts
 - 1.9. Financial Report
 - 1.10. Principal's Comments – “What’s Happening With The PIONEERS!”
2. Old Business
 - 2.1. Policy Revision
3. New Business
 - 3.1. Committee Reports
 - 3.1.1. Education, Americanism and Civics
 - 3.1.2. Buildings and Grounds
 - 3.1.3. Finance
 - 3.1.4. Policy
 - 3.2. Required Policy Revision
 - 3.3. Policy Revisions
 - 3.4. Interfund Transfer
 - 3.5. Hayward Intercom
 - 3.6. Early Voluntary Separation Program
 - 3.7. Option Enrollment
 - 3.8. Superintendent's Evaluation
 - 3.9. Superintendent's Contract
 - 3.10. Superintendent's Report
4. Executive Session
 - 4.1. Executive Session Action Items
5. Adjournment

PUBLIC PARTICIPATION

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

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

Public Participation at Board Meetings Form
Nebraska City Public Schools Board of Education

PUBLIC COMMENTS

The purpose of “Public Participation” is for the Board of Education to hear comments from the public. Since comments are not on the published agenda the Board will not discuss and/or answer questions during “Public Comments.”

The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may only speak one time per topic and must limit comments to around five (5) minutes. In the event more than six individuals wish to address the board, the 30 minutes will be divided equally between the number of speakers. At the discretion of the Board President or Chair, speakers may be allotted additional time.

PLEASE PRINT

Name _____ Date _____

Address _____

City _____ State _____ Zip Code _____

Subject of Public Comment: _____

UNAPPROVED MINUTES
Board of Education Work Session
Education, Americanism and Civics Committee Meeting
Monday, November 15, 2021 5:30 PM
Boardroom at Central Office
1700 14th Avenue
Nebraska City, NE 68410

The News Press and B103 were notified.

Notice was published in the Nebraska City News Press on Tuesday, November 2, 2021 and on the Nebraska City Public Schools website on Thursday, October 14, 2021 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 postings from Tuesday, November 2, 2021 and Thursday, October 14, 2021 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

Board President Kent Blum called the meeting to order at 5:30 PM.

1.1 Roll Call

Kent Blum: Present
Lisa Chaney: Present
Don Loseke: Absent
Jeff Frields: Present
Stacie Higgins: Present
Jim Nemeec: Present
Nick Schmitz: Present
Teri Stukenholtz: Present
Stephen Luther: Present
Present: 8, Absent: 1

2. Public Comment Time

3. Discussion

Craig Taylor reviewed the checklist with the Board and Superintendent Fritch.

4. Next Steps

5. Adjournment

Order #16604-Motion Passed: Motion to adjourn at 5:50 PM. This motion, made by Teri Stukenholtz and seconded by Stacie Higgins, passed.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Absent
Jeff Frields: Yea
Stacie Higgins: Yea
Stephen Luther: Yea
Jim Nemeec: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea

Yea: 8, Nay: 0, Absent: 1

Submitted by Mark Fritch, Secretary

UNAPPROVED MINUTES
Board of Education Regular Meeting
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Boardroom at Central Office
1700 14th Avenue
Nebraska City, NE 68410

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1. Call to Order

Board President, Kent Blum, called the meeting to order at 6:00 PM.

1.1. Roll Call

Kent Blum: Present
Lisa Chaney: Present
Don Loseke: Absent
Jeff Fields: Present
Stacie Higgins: Present
Jim Nemecek: Present
Nick Schmitz: Present
Teri Stukenholtz: Present
Stephen Luther: Present
Present: 8, Absent: 1

1.2. Pledge of Allegiance

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

Order #16605-Motion Passed: Motion to approve the request to be absent from this meeting from Don Loseke passed with a motion by Jeff Fields and a second by Stephen Luther.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Absent
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 8, Nay: 0, Absent: 1

1.4. Welcome to Visitors and Public

1.5. Approval of Agenda

Order #16606-Motion Passed: Motion to approve the agenda for November 15, 2021 passed with a motion by Stacie Higgins and a second by Teri Stukenholtz.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Absent
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemec: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 8, Nay: 0, Absent: 1

1.6. Public Comment Time

1.7. Approval of Minutes

Order #16607-Motion Passed: Motion to approve the minutes from the Regular Meeting on October 11, 2021 passed with a motion by Lisa Chaney and a second by Stacie Higgins.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Absent
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemec: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 8, Nay: 0, Absent: 1

1.8. Claims and Accounts

Order #16608-Motion Passed: Motion to approve the claims and accounts as presented passed with a motion by Jim Nemec and a second by Lisa Chaney.

General Fund: \$183,198.72; **Payroll Fund:** \$1,156,152.69; **Payroll Benefits Fund:** \$213,148.45; **School Nutrition Fund:** \$172,368.62; **Building Fund:** \$12,123.61; **QCPUF:** \$262,778.83

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Absent
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemec: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea

Stephen Luther: Yea
Yea: 8, Nay: 0, Absent: 1

1.9. Financial Report

Order #16609-Motion Passed: Motion to approve the financial report as presented passed with the current balance in the treasury being \$-713,044.23 (Balance does not include \$2,275,000.00 borrowed from TANS) with a motion by Jim Nemecek and a second by Teri Stukenholtz.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Absent
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 8, Nay: 0, Absent: 1

1.10. Principal's Comments-"What's Happening with the Pioneers!"

2. Old Business

3. New Business

3.1. Committee Reports

3.1.1. Education, Americanism and Civics Committee

3.1.2. Building and Grounds Committee Finance Committee

3.1.3. Finance Committee

3.1.4. Policy Committee

3.2. Policy Review

The Board of Education reviewed the following policies:

2016-Participation in Insurance Program by Board Members

2015-Student Member of School Board

2011-Membership in Organizations

2004-Oath of Office

2003-Development and Education of Board Members

2001-Role of the Board of Education

1002-Creation, Amendment, and Distribution of Board of Education Policies

1001-General Policy Statement

3005-School Activities Fund

3.3. Policy Revision

Order #16610-Motion Passed: Motion to approve upon first reading and advance to second reading, the changes to Policy 1003-Mission Statement passed with a motion by Stacie Higgins and a second by Teri Stukenholtz.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Absent
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea

Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 8, Nay: 0, Absent: 1

3.4. Illness Protocols

The Board of Education reviewed the Illness Protocols. Mr. Fritch gave an update that the Illness Protocols continue to provide guidance to the Superintendent regarding student illness rates. It does not provide guidance regarding staff illness, absenteeism, sub shortages and staffing shortages that are ever changing across the district. These staffing concerns have and may continue to cause building closures.

3.5. Superintendent's Report

Superintendent Fritch shared information about NASB Education Conference; Recognize Veterans Day; World Kindness Day thanks; End of 1st Semester; January 3

4.0. Executive Session

Order #16611-Motion Passed: Motion to enter into 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 by Kent Blum and a second by Jim Nemeč.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Absent
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 8, Nay: 0, Absent: 1

DRAFT

The Board entered Executive Session at 6:50 PM.
The Board exited Executive Session at 8:46 PM.

5.0. Adjournment

Order #16612-Motion Passed: Motion to adjourn at 8:47 PM passed with a motion by Jeff Fields and a second by Stephen Luther.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Absent
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 8, Nay: 0, Absent: 1

Mark Fritch, Secretary

AFFP
NOTICE OF MEETING OTOE COUNTY

Affidavit of Publication

STATE OF NEBRASKA }
COUNTY OF OTOE } SS

NOTICE OF MEETING
OTOE COUNTY SCHOOL DISTRICT 111
IN THE STATE OF NEBRASKA

NOTICE IS HEREBY GIVEN that a Work Session of the Education Committee on American Civics of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at 5:30 P.M., November 15, 2021 at Central Office, 1700 14th Avenue, Nebraska City, Nebraska, in the Commons, which meeting 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.

Mark Fritch
Superintendent of Schools
Published in the New-Press November 2, 2021.
#71080 ZNEZ

Kurt Manion, being duly sworn, says:

That he is Editor of the News-Press, a daily newspaper of general circulation, printed and published in Nebraska City, Otoe County, Nebraska; that the publication, a copy of which is attached hereto, was published in the said newspaper on the following dates:

November 02, 2021

That said newspaper was regularly issued and circulated on those dates.

SIGNED:

Kurt Manion

Subscribed to and sworn to me this 2nd day of November 2021.

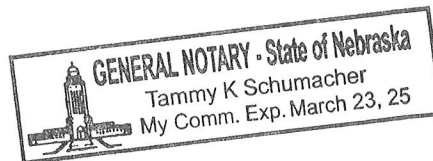
Tammy K Schumacher

Tammy K Schumacher, Otoe County, Nebraska

My commission expires: March 23, 2025

01101377 00071080 402-873-6030

Carla Zaroban
Nebraska City Public Schools
1700 14th Avenue
Nebraska City, NE 68410





NOTICE OF WORK SESSION - NOVEMBER 15, 2021

Damien Bertwell

OCT 15, 2021

NOTICE IS HEREBY GIVEN that a **Work Session** of the **Education Committee on American Civics** of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at **5:30 P.M., November 15, 2021 at Central Office, 1700 14th Avenue**, Nebraska City, Nebraska, in the Commons, which meeting 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.

Mark Fritch

Superintendent of Schools

AFFP
NOTICE OF MEETING OTOE COUNTY

Affidavit of Publication

STATE OF NEBRASKA }
COUNTY OF OTOE } SS


Kurt Manion, being duly sworn, says:

That he is Editor of the News-Press, a daily newspaper of general circulation, printed and published in Nebraska City, Otoe County, Nebraska; that the publication, a copy of which is attached hereto, was published in the said newspaper on the following dates:

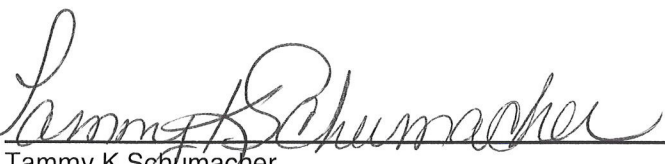
November 02, 2021

That said newspaper was regularly issued and circulated on those dates.

SIGNED:



Subscribed to and sworn to me this 2nd day of November 2021.

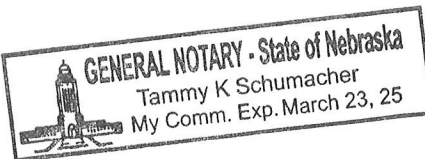

Tammy K Schumacher, Otoe County, Nebraska

My commission expires: March 23, 2025

01101377 00071079 402-873-6030

Carla Zaroban
Nebraska City Public Schools
1700 14th Avenue
Nebraska City, NE 68410

NOTICE OF MEETING
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 15, 2021 at Central Office 1700 14th Avenue, Nebraska City, Nebraska, in the Boardroom, which meeting 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.
Mark Fritch
Superintendent of Schools
Published in the News-Press November 2, 2021.
#71079 ZNEZ





NOTICE OF BOARD MEETING NOVEMBER 15, 2021

Damien Bertwell

OCT 15, 2021

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 15, 2021 at Central Office 1700 14th Avenue,** Nebraska City, Nebraska, in the Boardroom, which meeting 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.

Mark Fritch

Superintendent of Schools

Nebraska City Public Schools

Board Report - Bill Listing

Nov-21

Vendor Name	Description	Check Total
Checking Account ID	08 Fund Number 08 Building Fund	
ARBOR BANK	LOAN PAYMENT	9,443.61
BOHL PLUMBING	HS KITCHEN UNIT (INS)	10,760.00
Fund Number	08	<u>20,203.61</u>
Checking Account ID	08	<u>20,203.61</u>
Checking Account ID	1 Fund Number 01 General Fund	
AGTAC SERVICES, LLC	CONTRACTED SERVICES	26,922.00
AMAZON.COM	MISC SUPPLIES	362.08
AMERICAN RECYCLING	DUMP FEES	21.00
AVAYA	SERVICE CONTRACT	360.84
BOB'S WELDING SHOP	RAILING REPAIRS	495.00
BOHL PLUMBING	REPAIRS	24,584.50
CAPITAL BUSINESS SYSTEMS	COPY OVERAGES	269.25
CAPITAL BUSINESS SYSTEMS	COPIER LEASE	2,905.26
CAPITAL ONE	WALMART CHARGES	499.48
CARD SERVICES	MISC SUPPLIES	209.60
CARPENTER PAPER COMPANY	CUSTODIAL SUPPLIES	2,927.70
CHI HEALTH ST MARYS	BUS DOT	100.00
COLLEEN MATTESON	CONTRACTED SERVICES	7,084.00
DAKOTA TRUCK UNDERWRITERS	WORK COMP INSURANCE	6,216.00
DANA F. COLE & COMPANY, LLP	2020-21 AUDIT	9,325.00
DAS STATE ACCOUNTING - CENTRAL	DISTANCE LEARNING	259.49
DEMCO, INC.	LAMINATE PAPER	34.58
DOUGLAS TIRE	MAINT VAN TIRES	338.00
ESU #4	CONTRACTED SERVICES	2,712.72
FIRST CLASS FLOWERS	FUNERAL FLOWERS	52.00
FIRST CLASS PLUMBING AND HEATING	HS BOILER ROOM	152.50
FIRST STUDENT INC	BUS SERVICE (2 MONTHS)	55,316.16
GATEHOUSE MEDIA NEBRASKA HOLDINGS	ADVERTISING	24.73
GROWING WORDS THERAPY	CONTRACTED SERVICES	758.33
HOME DEPOT CREDIT SERVICES	MEASURING WHEEL	31.97
Home Depot Pro	FILTERS/CUSTODIAL SUPPLIES	431.33
INDOFF INCORPORATED	CUSTODIAL SUPPLIES	242.88
INSPIRE REHABILITATION LLC	CONTRACTED SERVICES	9,331.07
IXL LEARNING	HW IXL SUBSCRIPTION	3,250.00
JAYMAR BUSINESS FORMS	PAYROLL CHECKS	181.05
JENNA HENRICH	CONTRACTED SERVICES	6,126.54

JOHNNY'S CYCLE	MOWER PARTS	176.98
JOHNSON CONTROLS FIRE	NS FIRE PANEL	473.91
JUDY GOERING	HW CLUB SUPPLIES	221.18
JW PEPPER & SON, INC	MUSIC	417.60
KSB SCHOOL LAW, PC, LLO	LEGAL SERVICES	256.00
LAWSON PRODUCTS INC.	CUSTODIAL SUPPLIES	83.79
LUNCHTIME SOLUTIONS, INC.	PRE K SNACKS	463.92
MADISON NATIONAL LIFE	CLASSIFIED LTD	499.42
MEAD LUMBER	SHOP SUPPLIES	16.39
MENARDS SOUTH	MAINT SUPPLIES	722.10
MERCER'S DO IT BEST	MISC SUPPLIES	145.19
MIDWEST TECHNOLOGY PRODUCTS	MS SHOP	301.92
MILLER MONROE FARRELL INSURANCE	INSURANCE	12,108.00
MULLENAX AUTO SUPPLY	VEHICLE PARTS	190.55
NCECBVI	CONTRACTED SERVICES	8,800.00
NCSA	ADMIN DUES	335.00
NCPS FOUNDATION	NOV LEASE	250.00
NEBRASKA CITY FIRE RESCUE	CPR TRAINING	1,125.00
NEBRASKA CITY NEWS PRESS INC	ADVERTISING	199.50
NEBRASKA CITY UTILITIES	UTILITIES	42,474.46
O'REILLY AUTO PARTS	PARTS	512.88
ONE SOURCE	BACKGROUND CHECKS	173.00
PAPER TIGER SHREDDING, INC.	SHREDDING SERVICE	35.00
PAYROLL ACCOUNT-NC PUBLIC SCH	NOV 2021 PAYROLL	1,139,249.59
PURCHASE POWER	POSTAGE	1,000.00
RIVER VIEW PEST CONTROL, INC.	PEST CONTROL SERVICES	405.00
THYSSENKRUPP ELEVATOR CORP	SERVICE CONTRACT	876.60
TRI-STATE RENTAL	HS RESTROOMS	85.00
UNITE PRIVATE NETWORKS, LLC	PRIVATE NETWORK	1,405.11
VERIZON WIRELESS	CELL PHONE	889.42
VOSS LIGHTING	LIGHTS	342.00
VOYAGER FLEET SYSTEMS	FUEL CHARGES	4,726.78
WESTLAKE ACE HARDWARE	HS SUPPLIES	31.99
WEX BANK	FUEL CHARGES	856.42
WILLIAM V. MACGILL & CO.	NURSING SUPPLIES	169.83
WINDSTREAM	HW PHONE	2,792.47
Fund Number	01	<hr/> 1,384,337.06
Checking Account ID	1	<hr/> <hr/> 1,384,337.06

Checking Account ID	2	Fund Number	01	General Fund	
BLUE CROSS BLUE SHIELD		HEALTH AND DENTAL INS			209,209.49
MADISON NATIONAL LIFE		NOV LIFE INSURANCE			1,677.07
VSP, INC		VISION INSURANCE			1,636.19
Fund Number	01				<u>212,522.75</u>
Checking Account ID	2				<u>212,522.75</u>
Checking Account ID	6	Fund Number	06	School Nutritional Services	
HEATHER COOK		LUNCH REFUND			259.10
Fund Number	06				<u>259.10</u>
Checking Account ID	6				<u>259.10</u>

Nebraska City Public Schools
November 2021
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 2021-22 1.047676

Balance Forward	1,408,065.50
Revenue	736,756.61
Expenses	<u>1,381,858.75</u>
Balance	762,436.54

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 2021-22 .016733

Balance Forward	162,748.19
Revenue	706.31
Expenses	<u>20,203.61</u>
Balance	143,250.89

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 2021-22 .030728

Balance Forward	62,541.09
Revenue	3,114.55
Expenses	<u>0.00</u>
Balance	65,655.64

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	120,445.27
Revenue	9.90
Expenses	<u>0.00</u>
Balance	120,455.17

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	448,524.42
Revenue	0.00
Expenses	<u>0.00</u>
Balance	448,524.42

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	232,621.46
Revenue	108,055.22
Expenses	<u>259.10</u>
Balance	340,417.58

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	32,848.17
Revenue	1,139,911.15
Expenses	<u>1,139,249.59</u>
Balance	33,509.73

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	34,047.58
Revenue	6,064.25
Expenses	<u>6,186.97</u>
Balance	33,924.86

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	233,227.48
Revenue	.05
Expenses	<u>0.00</u>
Balance	230,227.53

			DISB. MONTH	DISB. THRU:	DISB. THRU:		21-22	20-21
	DISBURSEMENTS:	BUDGETED	NOVEMBER	11/30/2021	11/30/2020	DIFFERENCE	% OF BUDGET TO BE SPENT	% OF BUDGET TO BE SPENT
1100	INSTRUCTION	5,683,265.00	390,045.57	1,497,784.04	1,502,772.07	(4,988.03)	73.65%	
1115	CAREER ACADEMY	140,200.00	10,072.93	40,001.50	47,640.31	(7,638.81)	71.47%	
1150	ELL	310,925.00	28,385.78	90,283.08	64,833.20	25,449.88	70.96%	
1160	POVERTY	2,124,555.00	184,338.69	642,263.40	413,814.11	228,449.29	69.77%	
1190	PRESCHOOL LOCAL FUNDS	152,300.00	11,278.85	42,323.43	36,746.74	5,576.69	72.21%	
1200	SPECIAL EDUCATION	2,539,475.00	195,582.59	666,356.17	570,677.36	95,678.81	73.76%	
1300	DRIVER'S ED/SUMMER SCHOOL	20,455.00	0.00	0.00	10,271.02	(10,271.02)	100.00%	
2120	GUIDANCE	180,575.00	13,799.91	53,698.25	42,784.67	10,913.58	70.26%	
2130	HEALTH/NURSE	94,120.00	8,323.33	28,451.59	23,487.49	4,964.10	69.77%	
2140	PSYCHOLOGY	210,175.00	15,374.70	60,022.49	47,322.26	12,700.23	71.44%	
2150	SPEECH/AUDIOLOGY	170,250.00	12,451.55	47,951.92	51,740.35	(3,788.43)	71.83%	
2160	OCCUPATIONAL THERAPY	38,755.00	378.87	7,996.26	11,971.14	(3,974.88)	79.37%	
2170	PHYSICAL THERAPY	15,400.00	359.24	1,322.16	3,020.82	(1,698.66)	91.41%	
2180	VISION	700.00	0.00	0.00	-	-	100.00%	
2190	OTHER SUPPORT SERVICES	90,000.00	844.20	1,802.33	7,877.66	(6,075.33)	98.00%	
2212	CURRICULUM DIRECTOR	81,650.00	6,196.33	18,849.45	20,110.91	(1,261.46)	76.91%	
2214	STANDARDS DIRECTOR	85,550.00	6,196.31	19,039.38	23,302.20	(4,262.82)	77.74%	
2220	LIBRARY	193,560.00	14,389.87	54,031.55	48,972.73	5,058.82	72.09%	
2290	EARLY RETIREMENT	145,000.00	0.00	143,814.00	191,468.00	(47,654.00)	0.82%	
2310	SCHOOL BOARD	110,400.00	9,773.17	38,572.60	23,072.26	15,500.34	65.06%	
2320	SUPERINTENDENT	292,050.00	22,197.66	68,667.13	71,906.27	(3,239.14)	76.49%	
2410	PRINCIPALS	948,900.00	77,248.37	281,338.30	242,769.90	38,568.40	70.35%	
2510	BUSINESS OFFICE	293,325.00	17,425.92	55,084.51	60,459.27	(5,374.76)	81.22%	
2520	VEHICLE ACQUISITION	40,000.00	0.00	0.00	-	-	0.00%	
2580	TECHNOLOGY	210,450.00	6,994.87	26,000.44	27,558.50	(1,558.06)	87.65%	
2610	PLANT OPERATION	1,076,630.00	87,962.98	339,330.59	299,160.88	40,169.71	68.48%	
2620	MAINTENANCE	869,336.00	37,506.66	135,589.82	128,799.17	6,790.65	84.40%	
2700	PUPIL TRANSPORTATION	362,450.00	64,466.34	100,477.09	86,735.26	13,741.83	72.28%	
3535	HIGH ABILITY LEARNERS	102,250.00	394.36	1,657.24	24,227.36	(22,570.12)	98.38%	
3540	STATE EARLY CHILDHOOD	81,380.00	6,268.11	23,219.38	21,674.40	1,544.98	71.47%	
3599	TEXTBOOK LOAN	20,000.00	0.00	0.00	-	-	100.00%	
5000	DEBT SERVICES	3,343,000.00	0.00	0.00	69,197.61	(69,197.61)	100.00%	
6200	TITLE I	395,950.00	24,950.38	95,172.89	97,492.78	(2,319.89)	75.96%	
6310	TITLE II PART A	105,400.00	15.00	1,458.80	9,224.72	(7,765.92)	98.62%	
6406	IDEA PART B PRESCHOOL	7,968.00	1,510.60	4,648.00	815.39	3,832.61	41.67%	
6408	IDEA BASE/ENROLLMENT/POVERTY	335,805.00	41,960.92	137,358.76	70,772.82	66,585.94	59.10%	
6412	NON-PUBLIC SPED	35,625.00	0.00	0.00	5,110.27	(5,110.27)	100.00%	
6422	IDEA PRESCHOOL-ARP	5,905.00			-	-	100.00%	
6421	IDEA BASE-ARP	66,251.00	2,332.49	7,727.09	-	7,727.09	88.34%	
6423	IDEA NON PUBLIC -ARP	7,861.00	105.00	499.80	-	499.80	93.64%	
6700	PERKINS	0.00			3,684.43	(3,684.43)		
6968	TITLE IV, PART B, NCLB 21ST CENTURY	187,745.00	15,738.64	40,214.29	24,750.69	15,463.60	78.58%	
6990	N-SPDG GRANT-PBIS	0.00				-		
6996	ESSERS/CARES GRANT	0.00		7,531.44	9,581.47	(2,050.03)		
6997	ESSERS II	773,381.00	30,662.72	145,265.55		145,265.55	81.22%	
6998	ESSERS III		36,325.84	136,299.52		136,299.52		
	SUBTOTAL	21,948,972.00	1,381,858.75	5,062,104.24	4,395,806.49	666,297.75	76.94%	79.88%
	TRANSFER TO FUND						Does NOT include TANS	
	NON-PROGRAM CHARGES							
	TOTAL DISBURSEMENTS:	21,948,972.00	1,381,858.75	5,062,104.24	4,395,806.49			

Activity Fund Balance Report - Summary - Exclude Encumbrances

11/2021 - 11/2021

Nebraska City Public Schools
12/01/2021 7:39 AM

Regular; Beginning Month 11/2021; Processing Month 11/2021; Fund Balance Account 165 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	(5,259.34)	531.00	6,458.00	0.00	667.66
05 704 0002	9TH FOOTBALL BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0003	7-8 FOOTBALL BALANCE	(1,676.43)	56.00	0.00	0.00	(1,732.43)
05 704 0004	VARSITY BBB BALANCE	(1,763.47)	0.00	0.00	0.00	(1,763.47)
05 704 0005	9TH BBB BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0006	7-8 GBB BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0007	7-8 BBB BALANCE	(1,007.98)	240.00	347.00	0.00	(900.98)
05 704 0008	VARSITY B TRACK BALANCE	34.00	0.00	0.00	0.00	34.00
05 704 0009	NC INVITATIONAL TRACK BALANCE	4,134.42	0.00	0.00	0.00	4,134.42
05 704 0010	TRAVELING GIRLS BB BALANCE	3,871.80	0.00	0.00	0.00	3,871.80
05 704 0011	7-8 TRACK BALANCE	100.00	0.00	0.00	0.00	100.00
05 704 0012	VARSITY WRESTLING BALANCE	(3,467.15)	1,074.42	0.00	0.00	(4,541.57)
05 704 0013	7-8 WRESTLING BALANCE	(231.59)	628.11	0.00	0.00	(859.70)
05 704 0014	CROSS COUNTRY BALANCE	(1,526.92)	240.10	550.00	0.00	(1,217.02)
05 704 0015	VARSITY GIRLS TRACK BALANCE	34.00	0.00	0.00	0.00	34.00
05 704 0016	VARSITY GBB BALANCE	(724.08)	210.00	0.00	0.00	(934.08)
05 704 0017	9TH GBB BALANCE	(1,233.82)	0.00	0.00	0.00	(1,233.82)
05 704 0018	VARSITY VOLLEYBALL BALANCE	(1,640.48)	138.25	1,401.84	0.00	(376.89)
05 704 0019	9TH VOLLEYBALL BALANCE	(1,060.00)	0.00	0.00	0.00	(1,060.00)
05 704 0020	7-8 VOLLEYBALL BALANCE	(1,572.62)	50.00	404.01	0.00	(1,218.61)
05 704 0021	BOYS TENNIS BALANCE	(421.11)	296.51	0.00	0.00	(717.62)
05 704 0022	GIRLS TENNIS BALANCE	(226.02)	0.00	0.00	0.00	(226.02)
05 704 0023	MS CRAFTS BALANCE	1,465.61	0.00	0.00	0.00	1,465.61
05 704 0024	GOLF BALANCE	(152.26)	0.00	0.00	0.00	(152.26)
05 704 0025	FFA BALANCE	3,912.60	448.00	171.00	0.00	3,635.60
05 704 0026	FCCLA BALANCE	1,187.43	1,645.64	0.00	0.00	(458.21)
05 704 0027	PIONNER YOUTH BOYS BASKETBALL BALANCE	4,739.33	858.12	0.00	0.00	3,881.21
05 704 0028	NS BOOK FUND BALANCE	2,095.62	0.00	0.00	0.00	2,095.62
05 704 0029	SINGERS BALANCE	(226.25)	0.00	0.00	0.00	(226.25)
05 704 0030	MUSICAL BALANCE	6,563.19	0.00	0.00	0.00	6,563.19
05 704 0031	DECA BALANCE	(408.01)	148.59	40.00	0.00	(516.60)
05 704 0032	MS CONCESSIONS BALANCE	(913.67)	292.39	779.00	0.00	(427.06)
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	539.07	0.00	0.00	0.00	539.07
05 704 0036	HS BAND RESALE BALANCE	(410.03)	0.00	0.00	0.00	(410.03)

Activity Fund Balance Report - Summary - Exclude Encumbrances
11/2021 - 11/2021

Regular; Beginning Month 11/2021; Processing Month 11/2021; Fund Balance Account 165 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 0037			MS BAND RESALE BALANCE	806.65	0.00	10.00	0.00	816.65
05 704 0038			MS WRESTLING CLUB BALANCE	(10.16)	0.00	0.00	0.00	(10.16)
05 704 0039			PIONEER FOOTBALL BALANCE	3,105.26	795.40	0.00	0.00	2,309.86
05 704 0040			WEIGHTLIFTING BALANCE	538.69	0.00	0.00	0.00	538.69
05 704 0041			MS TRACK CLUB BALANCE	458.77	0.00	0.00	0.00	458.77
05 704 0042			CHILDRENS CHOIR BALANCE	275.71	0.00	0.00	0.00	275.71
05 704 0043			HW BOOK FUND BALANCE	1,473.94	0.00	0.00	0.00	1,473.94
05 704 0044			WRESTLING MATMAIDS BALANCE	322.14	0.00	0.00	0.00	322.14
05 704 0045			CHEERLEADERS BALANCE	(7,988.54)	0.00	0.00	0.00	(7,988.54)
05 704 0046			CLASS OF 2023 BALANCE	(1,028.34)	153.82	2,628.75	0.00	1,446.59
05 704 0047			DANCE TEAM BALANCE	(635.32)	0.00	0.00	0.00	(635.32)
05 704 0048			SPEECH CONTEST BALANCE	2,635.99	0.00	0.00	0.00	2,635.99
05 704 0049			DRAMA ACTIVITY BALANCE	536.15	0.00	0.00	0.00	536.15
05 704 0050			MS STUDENT COUNCIL BALANCE	15,627.70	464.05	225.00	0.00	15,388.65
05 704 0051			HS STUDENT COUNCIL BALANCE	2,088.96	68.91	0.00	0.00	2,020.05
05 704 0052			JOURNALISM BALANCE	2,809.59	0.00	1,205.00	0.00	4,014.59
05 704 0053			BIG MAC MATH BALANCE	4,027.08	0.00	0.00	0.00	4,027.08
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	(34.81)	0.00	0.00	0.00	(34.81)
05 704 0057			DISTRICT ACTIVITY FUND BALANCE	4,916.98	324.50	120.00	0.00	4,712.48
05 704 0058			HS BAND ACTIVITY BALANCE	(738.38)	0.00	0.00	0.00	(738.38)
05 704 0059			6TH GRADE BAND BALANCE	(985.68)	0.00	0.00	0.00	(985.68)
05 704 0060			HS BOOK SALES BALANCE	4,276.27	0.00	0.00	0.00	4,276.27
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 QUIZ BOWL BALANCE	38.00	0.00	0.00	0.00	38.00
05 704 0064			HS SCIENCE CLUB BALANCE	2,212.34	420.63	754.75	0.00	2,546.46
05 704 0065			HS COLOR GUARD BALANCE	75.67	187.60	0.00	0.00	(111.93)
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	(3,728.04)	519.40	5,984.95	0.00	1,737.51
05 704 0069			RECORDERS BALANCE	25.20	0.00	0.00	0.00	25.20
05 704 0070			VARSITY CLUB BALANCE	33,243.22	538.77	1,020.00	0.00	33,724.45
05 704 0071			WELLNESS BALANCE	547.30	0.00	7,340.00	0.00	7,887.30
05 704 0072			DRIVER EDUCATION BALANCE	16,075.73	0.00	0.00	0.00	16,075.73

Activity Fund Balance Report - Summary - Exclude Encumbrances

11/2021 - 11/2021

Regular, Beginning Month 11/2021; Processing Month 11/2021; Fund Balance Account 165 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	1,843.03
05 704 0074	HS PROMOTIONS BALANCE	1,750.00	0.00	0.00	0.00	1,750.00
05 704 0075	SPECIAL EQUIPMENT BALANCE	(1,300.00)	0.00	0.00	0.00	(1,300.00)
05 704 0076	GOLF INVITE BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0077	HS PRIDE BALANCE	1,165.80	0.00	0.00	0.00	1,165.80
05 704 0078	PIONEER GEAR BALANCE	744.07	0.00	0.00	0.00	744.07
05 704 0079	HORTICULTURE BALANCE	603.27	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
05 704 0081	CLASS OF 2021 BALANCE	278.18	0.00	0.00	0.00	278.18
05 704 0082	MS PRIDE BALANCE	197.37	0.00	280.00	0.00	477.37
05 704 0083	ATHLETIC TRAINER SUPPLIES BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0084	MS SCIENCE BOWL BALANCE	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	500.32
05 704 0086	SUMMER SB LEAGUE BALANCE	281.25	0.00	0.00	0.00	281.25
05 704 0087	HAYWARD FUNDRAISER BALANCE	5,750.20	0.00	787.48	0.00	6,537.68
05 704 0088	MS BOOK SALES BALANCE	1,554.70	0.00	0.00	0.00	1,554.70
05 704 0089	PICTURE BOARD BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0090	VOLLEYBALL CLUB BALANCE	247.30	0.00	0.00	0.00	247.30
05 704 0091	GIRLS SOCCER CLUB BALANCE	592.95	0.00	0.00	0.00	592.95
05 704 0092	CLASS OF 2024 BALANCE	1,932.34	0.00	0.00	0.00	1,932.34
05 704 0093	BROADCASTING CLASS BALANCE	31.54	0.00	0.00	0.00	31.54
05 704 0094	HS SHOP RESALE BALANCE	62.77	0.00	0.00	0.00	62.77
05 704 0095	HS ENGLISH BALANCE	291.86	0.00	0.00	0.00	291.86
05 704 0096	PIONEER PERKS BALANCE	319.53	0.00	0.00	0.00	319.53
05 704 0097	NS FUNDRAISER BALANCE	1,796.81	0.00	0.00	0.00	1,796.81
05 704 0098	BBB SUMMER LEAGUE BALANCE	820.33	660.26	476.00	0.00	636.07
05 704 0099	WRESTLING CLUB BALANCE	(3,195.14)	0.00	0.00	0.00	(3,195.14)
05 704 0100	HW DARE BALANCE	79.52	0.00	0.00	0.00	79.52
05 704 0101	PIONEER CROSS COUNTRY BALANCE	686.48	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
05 704 0103	DISTRICT II MUSIC CONTEST BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0104	HS SCIENCE SCHOLARSHIP BALANCE	317.51	0.00	0.00	0.00	317.51
05 704 0105	B&G SOCCER BALANCE	85.00	54.00	0.00	0.00	31.00
05 704 0106	BOYS TENNIS CLUB BALANCE	(219.34)	0.00	0.00	0.00	(219.34)
05 704 0107	GIRLS GOLF BALANCE	(1,955.59)	493.78	0.00	0.00	(2,449.37)
05 704 0108	EXPRESSIONS BALANCE	2,047.47	0.00	0.00	0.00	2,047.47

Activity Fund Balance Report - Summary - Exclude Encumbrances
11/2021 - 11/2021

Nebraska City Public Schools
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Regular; Beginning Month 11/2021; Processing Month 11/2021; Fund Balance Account 165 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	36.45	0.00	0.00	23.91
05 704 0112			SUMMER GBB BALANCE	207.29	0.00	0.00	0.00	207.29
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	(755.77)	0.00	0.00	0.00	(755.77)
05 704 0116			STUDENT FEE DONATION BALANCE	707.00	0.00	0.00	0.00	707.00
05 704 0117			BOYS SOCCER CLUB BALANCE	2,667.19	0.00	0.00	0.00	2,667.19
05 704 0118			ARCHERY CLUB BALANCE	68.38	0.00	0.00	0.00	68.38
05 704 0119			WASHINGTON TRIP BALANCE	3,999.66	1,567.17	43.00	0.00	2,475.49
05 704 0120			COOP BASEBALL BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0121			CLASS OF 2022 BALANCE	475.30	0.00	0.00	0.00	475.30
05 704 0122			TENNIS INVITE BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0123			SOFTBALL BALANCE	(1,681.49)	384.81	0.00	0.00	(2,066.30)
05 704 0124			CD/INTEREST BALANCE	(21,112.50)	0.00	3.58	0.00	(21,108.92)
05 704 0125			BASEBALL BALANCE	(2,904.15)	0.00	0.00	0.00	(2,904.15)
05 704 0126			MUSIC TRIP BALANCE	4,070.11	0.00	0.00	0.00	4,070.11
05 704 0127			HAL BALANCE	370.46	0.00	0.00	0.00	370.46
05 704 0128			BASEBALL CLUB BALANCE	1,030.95	0.00	0.00	0.00	1,030.95
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	2,860.21	0.00	0.00	0.00	2,860.21
05 704 0132			HS ART FEES BALANCE	4,224.38	0.00	0.00	0.00	4,224.38
05 704 0133			HS SPANISH FEES BALANCE	206.73	0.00	0.00	0.00	206.73
05 704 0134			MS FCS BALANCE	894.47	0.00	0.00	0.00	894.47
05 704 0135			MS ART FEES BALANCE	2,838.86	0.00	6.00	0.00	2,944.86
05 704 0136			MS IT FEES BALANCE	4,485.82	0.00	15.00	0.00	4,500.82
05 704 0137			HS FOOD FEES BALANCE	1,441.41	96.42	0.00	0.00	1,344.99
05 704 0138			COLLEGE TUITION FEES BALANCE	88.17	0.00	0.00	0.00	88.17
05 704 0139			CONSUMER MATH SCHOLARSHIP BALANCE	1,970.00	500.00	0.00	0.00	1,470.00
05 704 0140			READING SUPPLEMENT BALANCE	555.98	0.00	0.00	0.00	555.98
05 704 0141			CO BALANCE	13,834.44	17.85	376.87	0.00	14,193.46
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	409.53	0.00	0.00	0.00	409.53
05 704 0144			PIONEER PETE BALANCE	2,191.22	0.00	0.00	0.00	2,191.22

Activity Fund Balance Report - Summary - Exclude Encumbrances
11/2021 - 11/2021

Nebraska City Public Schools
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Regular; Beginning Month 11/2021; Processing Month 11/2021; Fund Balance Account 165 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	179.28	0.00	0.00	0.00	179.28
05 704 0146			DISTRICT WRESTLING BALANCE	1,044.02	0.00	0.00	0.00	1,044.02
05 704 0147			DISTRICT BASKETBALL BALANCE	557.00	0.00	0.00	0.00	557.00
05 704 0148			NAT'L JR. HONOR SOCIETY BALANCE	1,984.50	431.78	0.00	0.00	1,552.72
05 704 0149			DISTRICT SOCCER BALANCE	751.00	0.00	0.00	0.00	751.00
05 704 0150			MS VOLLEYBALL CLUB BALANCE	889.85	0.00	0.00	0.00	889.85
05 704 0151			MS FCCLA BALANCE	1,019.18	0.00	0.00	0.00	1,019.18
05 704 0152			ACTIVITY ADMIN. BALANCE	4,495.32	0.00	0.00	0.00	4,495.32
05 704 0153			ROBOTICS BALANCE	(3.64)	0.00	0.00	0.00	(3.64)
05 704 0154			DISTRICT VOLLEYBALL BALANCE	420.00	0.00	0.00	0.00	420.00
05 704 0155			MS ROBOTICS BALANCE	2,035.80	0.00	6.00	0.00	2,041.80
05 704 0156			DISTRICT BASEBALL BALANCE	380.15	0.00	0.00	0.00	380.15
05 704 0157			TECHNOLOGY BALANCE	27,391.73	54.98	60.00	0.00	27,396.75
05 704 0158			MS LIFE SKILLS BALANCE	3,083.51	0.00	0.00	0.00	3,083.51
05 704 0159			CA CONSTRUCTION BALANCE	9,832.62	0.00	0.00	0.00	9,832.62
05 704 0160			CA HEALTH BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0161			CA WELDING BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0162			CA-INFORMATION TECHNOLOGY BALANCE	404.12	0.00	0.00	0.00	404.12
05 704 0163			YOUTH TENNIS CLUB BALANCE	819.47	0.00	0.00	0.00	819.47
05 704 0164			JAG BALANCE	0.00	0.00	284.70	0.00	284.70
05 704 0165			ESPORTS BALANCE	0.00	0.00	558.00	0.00	558.00
Fund Total: 05				185,336.95	14,627.71	32,335.93	0.00	203,045.17

Premier Bank Balance \$ 205,480.02
 Outstanding Checks - 2,434.85
 Balance \$ 203,045.17


NOVEMBER 2021
ENROLLMENT

BUILDING	GRADES												TOTAL			
	PK	K	1	2	3	4	5	6	7	8	9	10		11	12	
Northside	56	106	109	107												378
Hayward					91	95	99									285
Middle School								120	113	96						329
High School											109	103	119	106		437
*Other														2		2
TOTAL	56	106	109	107	91	95	99	120	113	96	109	103	119	108		1431
10/31/21 COUNT	55	108	108	109	90	94	99	118	112	96	109	103	117	105		1423
	1	-2	1	-2	1	1	0	2	1	0	0	0	2	3		8
* Special Education students contracted to other schools or agencies.																

		12/1/2021	Board Meeting Mileage Sheet								
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	209689
10/26/2005	2005	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31L95HA27728	6	17950	45007	174234
1/26/2006	2005	CHRYSLER	VAN	GOLD	TOWN&COUNTRY	7	2C4GP44R25R519767	6	18900	44957	212335
11/19/2007	2007	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31L27DA62220	8	19549	53028	183274
1/4/2008	2007	CHEVY	VAN	TAN	ES UPLANDER	7	GNDV23107D159355	6	15570	51495	169182
8/12/2008	2004	CHEVY	PICKUP	SILVER	HEAVY DUTY	6	1GCHK23G64F153924	8	14880	44965	199942
6/26/2018	2013	FORD	PICKUP	RED	F150	5	1FTFW1EF1DKF26059	8	21000	58436	119300
7/20/2009	2008	CHEVY	VAN	WHITE	UPLANDER LS	7	GNDV23118D104608	6	15926	55997	157274
7/22/2009	2008	CHEVY	VAN	RED	UPLANDER LS	7	GNDV23128D130117	6	15926	51678	179932
8/17/2009	2001	CHEVY	VAN	WHITE	EXPRESS	2	1GCHG35R111152386	6	9014	51494	101355
9/23/2009	2009	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31LX9DA54328	6	22249	53021	64493
7/29/2011	2000	FORD	VAN	WHITE	ECONOLINE	2	1FTRE1422YHB91542	6	5480	55989	162881
11/16/2011	2011	DODGE VAN	VAN	SILVER	GRAND CARAVAN	5	2D4RN3DG5BR626494	6	17500	56539	114934
11/16/2012	2011	DODGE VAN	VAN	SILVER	GRAND CARAVAN	5	2D4RN3DG9BR628362	6	17500	56540	169056
Dec 2013	1982	Chevy	PLOW TRUCK	GOLD/BROWN	PICK-UP	3	1GCGK24MOCJ161836	8	3000	57651	151508
5/1/2016	2003	Ford E450	SPED BUS	13	FORD E450/CUTAWAY	13	1FDWEW45F83HB65697	8		57655	163431

Northside Board Report



December 13, 2021

Guiding Principle 1	High Quality Instruction and Learning Expectations
	K-2 have been completing the winter Maps testing for the last 2 weeks. We will be able to use this data to help assess learning loss and the impact of instructional strategies that are currently in place.
Guiding Principle 2	Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence
	On Friday, December 17th at 2 pm will be our PBiS Applepalooza celebration for the 2nd quarter. There will be goat kissing and a sliming event.
Guiding Principle 3	Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches
	Reminder that the Northside Leadership team met in September and recommended having our music program in April.
Guiding Principle 4	Communication and Stakeholder Engagement; Communication, Engagement, and Transparency
	<p>Northside students have been collecting food to donate to the food pantry as our holiday project. They are off to a great start</p> 

Guiding Principle 4	District Resources; Budget, Facilities, and Staffing
	<p>PTO agreed to purchase headphones for Northside. They purchased 100 headphone/microphone combos so that each grade level could have enough headphones for 2 classrooms to MAPs test simultaneously. Additionally, they purchased 265 straight headphones so that every iPad would have a quality set of headphones. With headphones that have been purchased in previous years, this will give us extra headphones to provide if a set in the classroom is broken.</p>

Hayward Board Report

November 8th, 2021

<p>Guiding Principle 1</p>	<p>High Quality Instruction and Learning Expectations</p>										
	<ul style="list-style-type: none"> • MAP Growth Assessment completed during the month of December 										
<p>Guiding Principle 2</p>	<p>Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence</p>										
	<ul style="list-style-type: none"> • Purple Jam on 11-23-21 • HW Heroes- <i>Nira Hayes & Cosette Wagner</i> • Col. Pride Character Focus- <u>Respect, Responsibility & Determination</u> 										
<p>Guiding Principle 3</p>	<p>Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches</p>										
	<ul style="list-style-type: none"> • Author Jefferson Knapp Visited HW on Nov. 22nd. He presented to our students about his book series and how he became an author. <div style="display: flex; justify-content: space-around;">   </div>										
<p>Guiding Principle 4</p>	<p>Communication and Stakeholder Engagement; Communication, Engagement, and Transparency</p>										
	<ul style="list-style-type: none"> • DARE Program will be starting back up in January 										
<p>Guiding Principle 5</p>	<p>District Resources; Budget, Facilities, and Staffing</p>										
	<ul style="list-style-type: none"> • Student enrollment for the 21-22 school year <table style="margin-left: 40px;"> <thead> <tr> <th>Sept.</th> <th>Dec.</th> </tr> </thead> <tbody> <tr> <td>○ 3rd= 90</td> <td>91</td> </tr> <tr> <td>○ 4th= 97</td> <td>95</td> </tr> <tr> <td>○ 5th= 99</td> <td>99</td> </tr> <tr> <td>○ Total= 286</td> <td>285</td> </tr> </tbody> </table> 	Sept.	Dec.	○ 3rd= 90	91	○ 4th= 97	95	○ 5th= 99	99	○ Total= 286	285
Sept.	Dec.										
○ 3rd= 90	91										
○ 4th= 97	95										
○ 5th= 99	99										
○ Total= 286	285										

NCPS Board of Education Report

Nebraska City Middle School

December 13th, 2021

Strategies for 1 - High-Quality Instruction and Learning Expectations; Programs, Experiences, and Approaches

- Students and staff, of both the University of Nebraska at Lincoln and Peru State College, have been guiding students with their National History Day projects. Students have benefitted from having some extra hands on deck to help them with their historical research. Connections using Zoom, Google Meet, and even some in-person have occurred.
- Students participated in their first round of NSCAS Growth assessment for Math on December 1st and 2nd. Students and staff reported positive results with the new system. They also really enjoyed getting results from the tests within the same day, much different than previous state assessments.

Strategies for 2 - Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence

- The NCMS student council hosted a Winter Dance on Friday, December 10th. Approximately 150 students were in attendance as part of a fun, dance-filled night where students dressed up and had a safe experience at school. Student Council members dressed the commons up in winter-themed decorations.
- The MS Boys' Basketball team and 1st Quarter Honor Roll Students were recognized at the Dec. 10th House Pep Rally. Students also participated in some holiday-themed games for House Points. Staff competed in Yankee Gift Swap Musical Chairs and it was hilarious to all.
- Current House Standings:
 - Mayhew: 1164
 - Morton: 1260
 - Steinhart: 1328
 - Kimmel: 1417
 - Hayward: 1648
 - Bielman: 1850

Strategies for 3 - Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches

-

Strategies for 4 - Communication and Stakeholder Engagement: **Communication, Engagement, and Transparency**

- On Tuesday, December, 7th, NCMS hosted our Winter Band Concert. The 6th, 7th, and 8th-grade bands played. This was the 1st concert hosted at the Middle school in 2 years and was well attended. The MS Jazz Band also played and did a great job. As part of our change in schedule, the Jazz Band gets to meet during our Homeroom time daily.





Strategies for 5 - District Resources; Budget, Facilities, and Staffing

- Due to the Project Aware hire of Jenna Howell, the Middle School will be rotating Kevin Mohr to the High School 2nd semester. In return, Matt Thompson will be coming to the Middle School to teach strength and conditioning classes. We are sad to see Mr. Mohr go, but are excited about the opportunities that Mr. Thompson will provide.
- Current Enrollment:
 - 6th Grade: 119 Students
 - 7th Grade: 112 Students
 - 8th Grade: 96 Students
 - Total Enrollment: 327 Students

NCPS Board of Education Report

High School

December 13th, 2021

Strategies for 1 - High Quality Instruction and Learning Expectations; Programs, Experiences, and Approaches

- Holiday Concert went very well on Sunday, December 5th with outstanding community support! The percussion ensemble, City Singers, Expressions, Guitars, both Choirs, Jazz Band, and Concert Band all performed.
- Mr. Koehler met with all students to go over student seating and expectations at indoor events.

Strategies for 2 - Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence

- Student Council - Creating proposals to benefit kids to take to the Nebraska City Community Foundation Fund. Each subcommittee has presented and will modify proposal.
- Leadership Cadre - Hosted two fundraising events for families in need. One was a bake sale at the most recent home wrestling event and the other was Penny Wars the week of December 6th.

Strategies for 3 - Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches

- Finals Schedule: We have changed the finals schedule to accommodate teachers needing to be at the MS. We have also added an additional day for students to complete finals and other projects necessary to prove proficiency in classes.

Strategies for 4 - Communication and Stakeholder Engagement; Communication, Engagement, and Transparency

- FCCLA Stars projects include
 - a “Green Week” designed to encourage students to carpool to school the week of December 6th.

- Communication Project - Designed to assess the communication patterns in classrooms and determine ways to improve how teenagers communicate.

Strategies for 5 - District Resources; Budget, Facilities, and Staffing

Communication to families regarding teaching changes for 2nd semester:

Pioneer Families:

NCPS is very excited to announce that Mrs. Jenna Howell has been selected as Elementary Counselor and Project Aware Grant Manager for Nebraska City Public Schools starting January 1st, 2022. We are sad to see Mrs. Howell leave her teaching position, but she will do a fantastic job developing this position and will have an amazing impact on our elementary students just as she has the secondary students.

With the loss of Mrs. Howell, we have a lot of teachers working hard to continue to offer all classes for the 2nd semester. Changes in teaching assignment include:

- Mr. Kevin Mohr will now be teaching all sections of Spanish 1, 2, 3, and 4.
- Mr. Jason McNeely will be taking on Accounting 1, Marketing 1, and Leadership Cadre.
- Mr. Matt Thompson will be teaching at the Middle School in the morning and continue to teach Digital Media, Career and Human Development, Personal Finance, and General Business in the afternoon.
- Mr. Justin Aaberg will be taking on Psychology.

It has been amazing to watch these teachers work together to make this happen for our district. I also want to thank Mrs. Kori Vodicka for working on adjusting the 2nd semester schedule to offer all classes and accommodate as many student schedule requests as possible. This much needed addition to our district doesn't happen without the teamwork of these individuals.

As always, if you have any questions please let me know and have a great rest of the week!

Sincerely,

Brian Hoover

NCPS Board of Education Report

Middle School Activities

December 13th, 2021

Strategies for 1 - High Quality Instruction and Learning Expectations; Programs, Experiences, and Approaches

-

Strategies for 2 - Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence

- Nebraska City Middle School National Junior Honor Society hosted a veterans day breakfast at the Nebraska City Memorial Building on November 11th. With over 60 veterans visiting the Memorial building, the middle school students were privileged to serve a hot breakfast with multiple goodies throughout the morning to our local heroes.





- The Nebraska City National Junior Honor Society also coordinated and delivered Thanksgiving meals to those families in Nebraska City who are in need. This was a great way to give back to the people of the community and was an excellent experience for our students to plan, coordinate, and speak with some of the great families in Nebraska City!
- Nebraska City Middle School Quiz Bowl: The first ever Nebraska City Quiz Bowl team competed in Omaha on November 19th in the inaugural Trailblazer Conference Middle School Quiz Bowl competition.
 - 1st – Beatrice A
 - 2nd – Platteview A
 - 3rd – Ralston
 - 4th – Beatrice B
 - 5th – Nebraska City A
Plattsmouth A
Plattsmouth B
Wahoo A
 - 9th - Nebraska City B
Platteview B
Wahoo B
 - Match highlight: NE City A team(8th Graders) won the match over Platteview outscoring them 210 to 75! 210 points was the highest single match points scored by a team in the entire tournament.
 - Jaydn Lawrence was our team's MVP; she showed great leadership and effort throughout the entire day.



Strategies for 3 - Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches

- The Middle School Boys Basketball team is off and playing and are currently sitting in the 4th seed going into the Trailblazer Conference Tournament that is to be held in Platteview on Saturday December 11th. The Pioneers have defeated conference foes in Beatrice and Ralston and have competed closely with each other school. All three teams (C, B, A) have grown tremendously and are showing great confidence heading into their final week of play on December 13th.



Strategies for 4 - Communication and Stakeholder Engagement; Communication, Engagement, and Transparency

-

Strategies for 5 - District Resources; Budget, Facilities, and Staffing

-

Board of Education Report

Activities

Dec 13th, 2021

- Boys Basketball:** Basketball dropped our season opener to Beatrice. JV and Varsity.
- Girls Basketball:** We are way behind fundamentally. It'd be nice to rep more offensive sets but without the ability to dribble with our heads up we just have to keep practicing the basics and focus on defense for the time being. One bad game doesn't mean we can't get better before the end of the season so I want to do what I can to make this season enjoyable but still competitive for our girls.
- Boys Wrestling:** Boys 6-0 in Duals
NC 50 Elk North 30
NC 78 BRLD 6
NC 60 West Point-Beemer 15
NC 55 Omaha Bryan 21
NC 54 Bell East 27
NC 43 Millard North 30
- Girls Wrestling:** Girls only had 1 competition. They finished 5th out of 25 teams in our home girl meet.
- FCCLA:** FCCLA has added 3 new members, bringing our total members to 22. We hosted a "Tour of Homes" fundraiser on Saturday that was very successful. This Friday, we will be hosting a soup dinner fundraiser at the basketball games. Half of the proceeds will be donated to Otoe County Relay for Life, and the other half will be donated to the family of the late Hunter Baker.
- Expressions:** Expressions just finished our second concert on Sunday, December 5th. We will now focus on our competition show which we will be performing this coming spring.
- FBLA:** Participated in the Junior Achievement stock market challenge last Tuesday.
- Varsity Club:** Varsity club is trying to set up a volleyball tournament after the break
- One Act Play:** Nebraska City High School completed its one-act season by finishing 4th at conference and 5th at districts. Each performance was given a superior rating. Nebraska City's tech team placed 2nd at districts. At conference, Alex Horcasitas, Valerie Bennie, and Zack Ottemann were all honored for their outstanding performances. Zach Ottemann, Alex Horcasitas, Issy

Bare, and Jayden Leasure were all awarded outstanding performance awards at districts.

Speech: The Nebraska City High School speech team competed at the Norris High School speech meet on Saturday, December 4th, and we had two students qualify for finals. Isabelle Bare placed 3rd in humorous prose, and Jaden Leasure placed 5th in humorous prose as well. There were 14 schools at the meet overall, and our next meet will be at Lincoln Southeast on December 17th.

Quiz Bowl: Starting practice in Dec for Quiz Bowl that starts in Feb.

FFA: We rode with Otoe County 4-H to Kearney to see Temple Grandin on Friday, November 12th. Coffee has been going well. We are selig to teachers once a week, have done two outside activities, and are working on trying to sell to students. Fruit comes on December 13th and we will sort it that day.

Cheer: We only have 6 participating in cheer this season. We are doing our best to be present at basketball and wrestling. Spirit days have been posted on social media for the basketball season.

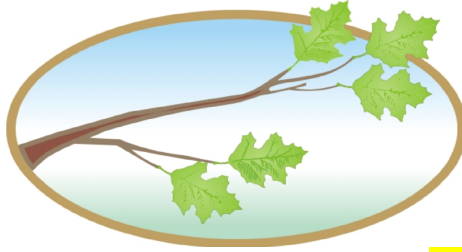
Science Club: 11 members attended the UNK Science Day on Nov 23rd in Kearney. Students participated in a number of activities in mathematics, physics, biology, engineering, and wildlife ecology. Juniors and seniors were given a tour of campus and attended an RHOP presentation.

NHS: Conducted the Red Cross Blood Drive on November 9th. Students worked the check in table, escorted donors, and provided snacks/drinks for our donors. We met our goal of 27 units of blood and earned a scholarship for one of our NHS seniors.

**1003
Mission Statement**

“Inspiring a culture of excellence that engages all students in lifelong learning.”

Giving our Best...



...Growing Success!

Adopted on: November 14, 2016

Revised on:

Reviewed 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.

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.

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.
- For the program approved by the Board of Education on December 14, 2020 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, 2021, and who have 20 years of continuous, credited service (or will have upon the completion of the 2020-21 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2024.
- For the program approved by the Board of Education on December 13, 2021 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, 2022, and who have 20 years of continuous, credited service (or will have upon the completion of the 2021-22 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2025.

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: December 9, 2019

Reviewed:

Revised: December 13, 2021

6004 Curriculum Development

The board of education jealously guards its right, prerogative, and discretion to exercise local control of the curriculum development of the district to the greatest extent permitted by state and federal law, and has no intention of ceding such right, prerogative, or discretion.

The superintendent or his/her designee shall be responsible for providing and directing system-wide planning for curriculum, instruction, assessment and staff development.

The curriculum shall be standards-driven and accountability-based. The district's academic content standards shall be those required by the Nebraska State Board of Education in the subject areas of reading and writing (language arts), mathematics, and science only.

~~The standards shall be the same as the measurable model academic content standards adopted by or required by the State Board of Education and shall cover at least the same grade levels required by the State Board.~~ The curriculum shall be articulated to include all programs and grade levels offered within the district, K-12 and, if applicable, shall include a preschool program. The curriculum shall reflect the comprehensive plan of the school district. All professional staff members are responsible for implementing the curriculum.

The superintendent or his/her designee will present this curriculum to the board for approval or modification.

The superintendent shall be responsible for establishing curriculum guides to articulate and coordinate the written curriculum, and to provide consistency of the written curriculum from one level of the district to the next. Curriculum guides shall provide for the development of the school district's curriculum and shall set academic standards, identify essential educational outcome criteria, and provide for the implementation, monitoring and evaluation of student learning.

Teachers are responsible for following the curriculum guides and teaching the written curriculum. Principals are responsible for monitoring the curriculum and evaluating teachers to ensure that they are teaching in compliance with the curriculum guides and written curriculum. The superintendent and his/her designee shall ensure that principals monitor the curriculum and evaluate teachers.

Curriculum and Textbook Adoption Schedule

The District will review curriculum and adopt associated textbooks on the following schedule.

SCHOOL YEAR	K-12 REVIEW	TEXTBOOK ADOPTION
	Foreign Language Fine Arts/Music	Foreign Language Fine Arts/Music
	K-12 Language Arts	6-12 Language Arts
	Math	Math
	Technology	Technology
	Science	Science
	Physical Ed/Health	Physical Ed/Health
	Foreign Language Vocational Fine Arts/Music	Foreign Language Vocational Fine Arts/Music

Adopted on: December 21, 2016

Revised on:

Reviewed on:

6013

Teaching Controversial Issues

The ability to discuss, listen, and dissent are essential elements of responsible citizenship. The school district encourages students to develop skills in analyzing issues, respecting the opinion of others, distinguishing between fact and opinion, considering all pertinent factors in reaching decisions, and arriving at group decisions.

Teachers may teach or lead discussions about controversial issues if they comply with the following criteria contained in this policy. Controversial issues may be questions, subjects, or problems which can create a difference of opinion. They can include issues which may have political, social, environmental, or personal impacts on pupils and/or the wider community: locally, nationally or internationally. Often they have no easy answer, in part, because solutions may be based on an individual's personal values and beliefs.

1. The issues discussed must be relevant to the curriculum and be part of a planned educational program.
2. Students must have free access to appropriate materials and information for analysis and evaluation of the issues.
3. The teacher must encourage students to consider and discuss a variety of viewpoints.
4. The topic and materials used must be within the range, knowledge, maturity, and competence of the students.
5. The teacher must inform parents and the building principal before discussing sensitive or controversial issues.
6. The teacher must keep detailed, documentary evidence to prove that both sides and/or all facts available were presented.
7. Teachers must refrain from advocating partisan causes, sectarian religious views, or selfish propaganda of any kind through any classroom or a school device. However, a teacher shall not be prohibited from expressing a personal opinion as long as the student is encouraged to reach his/her own decision independently.

Teachers who are unsure of their obligations under this policy must confer with their principal prior to discussing controversial issues in the classroom.

Adopted on: December 21, 2016

Revised on:

Reviewed on:

6020 Multicultural Education

In every curriculum area and at all grades, the school district will provide programs which foster and develop an appreciation and understanding of the racial, ethnic, and cultural heritage of all students. These programs will allow students to explore the history and contributions made by various ethnic groups and will emphasize human relations, sensitivity toward all races, and the rich diversity of the population of the United States. **The district's multicultural education curriculum will be consistent with the district's responsibility under state law to ensure that youth are given the opportunity to become competent, responsible, patriotic, and civil citizens. The district's civics curriculum and multicultural curriculum will work together to make students fully aware of the liberties, opportunities, and advantages we possess and the sacrifices and struggles through whose efforts these benefits were gained.**

~~The programs shall be implemented within the guidelines of the State Department of Education and in accordance with any other applicable laws and/or regulations.~~

Philosophy, Mission, and Program Goals. The district respects and appreciates cultural diversity and seeks to promote the understanding of unique cultural and ethnic heritage. The district will promote the development of a culturally responsible and responsive curriculum. The district's program will explore the attitudes, skills, and knowledge necessary to function in various cultures.

District Guides, Frameworks, or Standards. Appropriate district staff and/or committee(s) will review the district curriculum guides, frameworks, or standards to determine that they appropriately incorporate multicultural education.

Selecting Appropriate Instructional Materials. Appropriate district staff and/or committee(s) will review instructional materials and make a recommendation regarding those that are appropriate for the district's multicultural education program.

Providing Staff Development. Appropriate district staff and/or committee(s) will review the staff development provided for administrators, teachers, and support staff to determine that it includes appropriate multicultural education that is consistent with district and program goals.

Periodic Assessment. Appropriate district staff and/or committee(s) will periodically review the district's multicultural education program by reviewing the criteria in this policy to assess whether the district is adequately and appropriately incorporating multicultural education in all curriculum areas in all grades.

Annual Status Report. The superintendent or designee will provide the board with a report on the status of the district's multicultural education program annually.

Adopted on: December 21, 2016

Revised on: July 10, 2017; July 13, 2020

Reviewed on:

Request for Proposal
NCPS 2021
Intercom/Paging
System RFP

November 1, 2021

Nebraska City Public Schools
1700 14th Ave.
Nebraska City, NE 68410

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1.1 Description of Project

Nebraska City Public Schools is seeking proposals for a replacement paging and intercom system. See Appendix A for further information on part numbers and quantities requested. Proposed systems will **not** include station speakers or wiring. All proposals must be compatible with Bogen station speakers and wiring, which are already in place at the school district. Proposed systems must integrate with Avaya IP phone systems. Installation and implementation are part of this RFP.

1.2 Project Specifications

All proposals which are highly equivalent to Bogen Communications will be considered.

Make	Model	Total
Bogen	E7000 Series Application Server Software	1
Bogen	Nyquist System Controller	1
Bogen	Analog Station Bridges	2
Bogen	I/O Controller	1
Bogen	Matrix Mixer pre-amp	1
Bogen	Station License	75
Bogen	Concurrent Call License	10

Proposal Specifications

2.1 Proposal Expectations

The proposal should include all hardware, software licenses, warranties, installation labor, and programming costs. Detail requested hardware in bid sheet. Any other costs should be listed under other. Attach an itemized, detailed quotation for all items. Label the quotation: NCPS 2021 Intercom/Paging RFP

RFP Process

3.1 Calendar of Events

Event	Date & Time
Last day to submit inquiries	Monday, November 15 by 4:00 PM
Questions and Clarifications (posted to website)	Friday, November 19 by 4:00 PM
Closing Date/Time to Receive Proposals	Tuesday, November 30 @ 4:00 PM
Approval of Proposal	Monday, December 13 @ Bd. Mtg.
Notification of Award	Tuesday, December 14 by 4:00 PM

3.2 Evaluation Rubric

Please refer to Appendix A for details regarding the evaluation process.

3.3 Discrepancies and Omissions

Vendors finding discrepancies or omissions in the RFP or having any doubts as to the meaning or intent of any part thereof shall submit such questions or concerns to Damien Bertwell (See contact information in section 3.7). Addenda issued in correspondence to this RFP shall be considered a part of this RFP and shall become part of any final Contract that may be derived from this RFP. It is the Bidder's responsibility to assure that all addenda have been reviewed.

3.4 Contingencies

This RFP should not be considered as a contract to purchase goods or services, but is a Request for Proposal in accordance with the Terms and Conditions herein and will not necessarily give rise to a contract. RFP responses should be as detailed and complete as possible to facilitate the formation of a contract based on the RFP response(s) that are pursued should Nebraska City Public Schools decide to do so. Proposals stating that pricing is valid dependent upon availability and/or subject to prior sale will be considered as non-responsive. Completion of the table in section 4 is or similarly formatted proposal is required. Failure to do so will disqualify your RFP response submission.

Nebraska City Public Schools may, at its discretion, choose to cancel its offer for the purchase of any and all goods or services requested in this proposal if there is a reduction in funding, there are changes in the physical structure of a school (i.e., renovations, demolitions), or any other reason. Nebraska City Public Schools is not required to select the lowest bid and has the right to refuse all bids. Late bids submitted after **4:00 PM on Tuesday, November 30** will not be considered.

3.5 Questions and Clarifications

Questions should be addressed, no later than **Monday, November 15 by 4:00 PM**, to Damien Bertwell (see section 3.6) Submitted questions and answers will be posted on district website (<http://www.nebcityps.org/>) under the menu item Home > RFPs/Erate by **Friday, November 19 at 4:00 PM**.

3.6 RFP Contact

Damien Bertwell
Technology Director
Nebraska City Public Schools
1700 14th Avenue
Nebraska City, NE 68410
Phone: 402-873-6033
Email: dbertwell@nebcityps.org

3.7 Proposal Deadline and Submission

Proposals are due in either hardcopy or in electronic form (PDF format) on or before **Tuesday, November 30 at 4:00 PM** at the postal or email address of Damien Bertwell (see section 3.6). E-mailed proposal documents will be time-stamped from the receiving computer.

3.8 Eligible Device Distribution

TABLE A.1: NEBRASKA CITY PUBLIC SCHOOLS HAYWARD ELEMENTARY			
Model or Equivalent	Qty	Unit	Total
E7000 Series Application Server Software	1	\$7,282.50	\$7,282.50
Nyquist System Controller	1	\$1,236.23	\$1,236.23
Analog Station Bridges	2	\$1,795.64	\$3,591.28
I/O Controller	1	\$345.30	\$345.30
Matrix Mixer pre-amp	1	\$545.60	\$545.60
Station License	75	\$33.15	\$2,486.25
Concurrent Call License	10	\$138.12	\$1,381.20

4.1 Bid Sheet

Vendor Name: Americom Communications

Model or Equivalent	Number	Unit Price	Total Price
E7000 Series Application Server Software	1	\$7,282.50	\$7,282.50
Nyquist System Controller	1	\$1,236.23	\$1,236.23
Analog Station Bridges	2	\$1,795.64	\$3,591.28
I/O Controller	1	\$345.30	\$345.30
Matrix Mixer pre-amp	1	\$545.60	\$545.60
Station License	75	\$33.15	\$2,486.25
Concurrent Call License	10	\$138.12	\$1,381.20
Installation labor and programming for the Bogen System	1	\$3,740.00	\$3,740.00
Total Price			\$23,200.50

Admin phone, PoE switch, rack, UPS unit, PBX integration \$2,592.14 \$2,592.14

Appendix A: Evaluation Rubric

NCPS 2021 Intercom/Paging System RFP

1. Price of the eligible services 55 points _____

2. Proposal Specifications..... 45 points _____

Evaluating Team

Proposals will be evaluated by Damien Bertwell, Technology Director, and two other representatives.

Evaluator Name: _____

Evaluation Date ____/____/____

Evaluator Signature _____

Proposal _____ of _____



Americom Communications Corporation

P.O. Box 84546

Lincoln, NE 68501

Phone: (402) 489-9700

Fax: (402) 489-9771

Prepared especially for
Nebraska City Hayward Elementary School

On Monday, November 29, 2021

Prepared by Ryan Meinke

ryan@americom.biz

(877) 489-9700 x 2028

Quantity	Description	Total
1	Controller, Nyquist system	\$1,236.23
2	Analog station bridge	\$3,591.28
1	Admin phone, E7000	\$621.56
1	Controller, I/O	\$345.30
1	E7000 matrix mixer pre-amp	\$545.60
1	Rack mount kit, E7000, type 1, 1RU	\$46.96
1	Rack mount kit, E7000, type 3, 2RU	\$48.32
1.00	E7000 system license	\$7,282.50
3.00	E7000 station license, pack of 25	\$2,486.25
1.00	E7000 concurrent call license, pack of 10	\$1,381.20
1.00	Warranty, E7000 software, 90 days	\$0.00
1.00	E7000 system software updates, 1 year	\$0.00
1.00	E7000 PBX integration services	\$345.30
1	Switch, 24 port, PoE, 10/100/1000, [2] SFP/RJ45 gig ports	\$650.00
1	UPS, rackmount, 1000 VA / 700 W	\$380.00
1	Rack, wall mount, w/ swing gate, 20 RU, 42" H x 24" D	\$500.00
	Audio/Video Labor	\$3,740.00
	Your Price:	\$23,200.50
	Total:	\$23,200.50

Prices are firm until 12/29/2021 Terms: Due on Receipt

Quoted by: Ryan Meinke, ryan@americom.biz

Date: 11/29/2021

SCOPE OF WORK:

Americom proposes to install a Bogen E7000 overhead paging/class bell system to replace the existing system.

System includes:

- [1] System controller
- [2] Analog station bridges
- [1] IP Admin phone
- [1] I/O controller
- [1] Matrix mixer pre-amp
- [1] Software system license
- [75] software station licenses
- [10] concurrent call licenses
- [1] UPS battery backup
- 1-year software subscription updates
- 5-year warranty on Bogen parts
- Installation labor and programming for the Bogen system

Price assumes the existing speakers and cabling will be re-used.

WORK NOT INCLUDED:

- Paging speakers/horns or installation
- Speaker cables or installation

Americom is not responsible for any equipment damaged as a result of faulty speaker and wire installation.

Please note that this proposal represents the central equipment for Hayward Elementary only, and does not include integration to other systems.

Accepted by: _____

Date: _____

The customer is responsible for any and all sales and/or use tax that may be due for this order. A down payment of 50% of the total with sales tax is due upon signing this contract. The balance is due upon completion. All equipment is considered the property of Americom until payment has been received in full.



Proposal

Date	Estimate No.
11/29/2021	2532

Name/Address

Nebraska City Public Schools
 1700 14th Ave
 Nebraska City, Nebraska 68410

Description	Qty	Rate	Total
NCPS 2021 Intercom/Paging RFP			
Bogen NQ-E7000SWL E7000 System license	1	8,066.00	8,066.00
Bogen NQ-SYCTRL Nyquist System Controller	1	1,376.00	1,376.00
Bogen NQ-E7030 Analog station bridge	2	1,998.00	3,996.00
Bogen NQ-E7010 Nyquist I/O Controller	1	385.00	385.00
Bogen NQ-P0100 Matrix mixer pre-amp	1	608.00	608.00
Bogen NQ-E7000SSL E7000SSL Station license pack (25)	3	923.00	2,769.00
Bogen NQ-E7000CCL Concurrent Call license pack (10)	1	1,538.00	1,538.00
Installation, programming and training.	1	1,975.00	1,975.00
**** Additional items required that are not on RFP ****			
Bogen NQ-T1100 IP Admin phone	1	692.00	692.00
Bogen NQ-E7000PBXI PBX Integration	1	385.00	385.00
Bogen NQ-RMK01 Nyquist 1u rack mount kit (MMPA-I/O Controller, SYCTRL-I/O Controller	1	54.00	54.00
Bogen NQ-RMK03 Nyquist 1U/2U Rack mount kit (Single MMPA, Systctrl, A2xxx or A4xxx)	1	55.00	55.00
****Optional Extended Warranty****			
1-Year additional software update subscription	0	1,953.00	0.00
3-Year additional software update subscription	0	5,077.00	0.00
5-Year additional software update subscription	0	6,509.00	0.00

Upon Acceptance of this proposal,
 50% is due, unless other
 arrangements have been made.
 Upon receipt of payment, work will
 then be scheduled.
 We appreciate your business!

Accepted by: _____
 Date: _____

kevin@ceisecurityandsound.com
 phone/fax 402-463-7330

Subtotal	\$21,899.00
Sales Tax (0.0%)	\$0.00
Total	\$21,899.00

This proposal is valid for
 30 days.



Mark Fritch <mfritch@nebcityps.org>

Project Completion Timeline for Intercom System

1 message

Damien Bertwell <dbertwell@nebcityps.org>

Wed, Dec 1, 2021 at 2:45 PM

To: Mark Fritch <mfritch@nebcityps.org>, Carla Zaroban <czaroban@nebcityps.org>

Hello Mark and Carla,

Ryan from Americom in Lincoln states, they can start the project **2 weeks after being awarded the contract**. The job should take about 2 days to complete.

Kevin from CEI in Hastings states, they can get us scheduled for **mid January**.

thank you,

--

Damien Bertwell

Director of Technology
Nebraska City Public Schools
1700 14th Avenue
Nebraska City, NE 68410



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Request for Proposal

NCPS 2021

Intercom/Paging System RFP

November 1, 2021

Nebraska City Public Schools

1700 14th Ave.

Nebraska City, NE 68410

1.1 Description of Project

Nebraska City Public Schools is seeking proposals for a replacement paging and intercom system. See Appendix A for further information on part numbers and quantities requested. Proposed systems will **not** include station speakers or wiring. All proposals must be compatible with Bogen station speakers and wiring, which are already in place at the school district. Proposed systems must integrate with Avaya IP phone systems. Installation and implementation are part of this RFP.

1.2 Project Specifications

All proposals which are highly equivalent to Bogen Communications will be considered.

Make	Model	Total
Bogen	E7000 Series Application Server Software	1
Bogen	Nyquist System Controller	1
Bogen	Analog Station Bridges	2
Bogen	I/O Controller	1
Bogen	Matrix Mixer pre-amp	1
Bogen	Station License	75
Bogen	Concurrent Call License	10

Proposal Specifications

2.1 Proposal Expectations

The proposal should include all hardware, software licenses, warranties, installation labor, and programming costs. Detail requested hardware in bid sheet. Any other costs should be listed under other. Attach an itemized, detailed quotation for all items. Label the quotation: NCPS 2021 Intercom/Paging RFP

3.3 Discrepancies and Omissions

Vendors finding discrepancies or omissions in the RFP or having any doubts as to the meaning or intent of any part thereof shall submit such questions or concerns to Damien Bertwell (See contact information in section 3.7). Addenda issued in correspondence to this RFP shall be considered a part of this RFP and shall become part of any final Contract that may be derived from this RFP. It is the Bidder's responsibility to assure that all addenda have been reviewed.

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Nebraska City Public Schools may, at its discretion, choose to cancel its offer for the purchase of any and all goods or services requested in this proposal if there is a reduction in funding, there are changes in the physical structure of a school (i.e., renovations, demolitions), or any other reason. Nebraska City Public Schools is not required to select the lowest bid and has the right to refuse all bids. Late bids submitted after **4:00 PM on Tuesday, November 30** will not be considered.

3.5 Questions and Clarifications

Questions should be addressed, no later than **Monday, November 15 by 4:00 PM**, to Damien Bertwell (see section 3.6). Submitted questions and answers will be posted on district website (<http://www.nbcityps.org/>) under the menu item Home > RFPs/Erate by **Friday, November 19 at 4:00 PM**.

3.6 RFP Contact

Damien Bertwell
Technology Director
Nebraska City Public Schools
1700 14th Avenue
Nebraska City, NE 68410
Phone: 402-873-6033
Email: dbertwell@nbcityps.org

4.1 Bid Sheet

Vendor Name: CEI Sound and Security

Model or Equivalent	Number	Unit Price	Total Price
E7000 Series Application Server Software	1	8,066.00	8,066.00
Nyquist System Controller	1	1,376.00	1,376.00
Analog Station Bridges	2	1,998.00	3,996.00
I/O Controller	1	385.00	385.00
Matrix Mixer pre-amp	1	608.00	608.00
Station License	75	923.00	<u>2,769.00</u>
Concurrent Call License	10	1,538.00	<u>1,538.00</u>
Installation labor and programming for the Bogen System		1,975.00	<u>1,975.00</u>
Total Price			<u><u>\$21,899.00</u></u>

Appendix A: Evaluation Rubric

NCPS 2019 Switch RFP

- 1. Price of the eligible services 55 points 50***
- 2. Proposal Specifications..... 45 points 30****

*Price is slightly more when the 1-year software subscription is included.

**CEI Security and sound cannot begin the project until mid-January.

Evaluating Team

Proposals will be evaluated by Damien Bertwell, Technology Director, and two other representatives.

Evaluator Name: Damien Bertwell
 NCPS 2021 Intercom/Paging RFP

Evaluation Date 12 / 7 / 21
 Page 7 of 7



Proposal

Date	Estimate No.
11/29/2021	2532

Name/Address

Nebraska City Public Schools
 1700 14th Ave
 Nebraska City, Nebraska 68410

Description	Qty	Rate	Total
NCPS 2021 Intercom/Paging RFP			
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Installation, programming and training.	1	1,975.00	1,975.00
**** Additional items required that are not on RFP ****			
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****Optional Extended Warranty****			
1-Year additional software update subscription	0	1,953.00	0.00
3-Year additional software update subscription	0	5,077.00	0.00
5-Year additional software update subscription	0	6,509.00	0.00

Upon Acceptance of this proposal, 50% is due, unless other arrangements have been made. Upon receipt of payment, work will then be scheduled. We appreciate your business!

Accepted by: _____
 Date: _____

kevin@ceisecurityandsound.com
 phone/fax 402-463-7330

Subtotal	\$21,899.00
Sales Tax (0.0%)	\$0.00
Total	\$21,899.00

This proposal is valid for 30 days.

Request for Proposal

NCPS 2021

Intercom/Paging System RFP

November 1, 2021

Nebraska City Public Schools

1700 14th Ave.

Nebraska City, NE 68410

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RFP Process

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Vendors finding discrepancies or omissions in the RFP or having any doubts as to the meaning or intent of any part thereof shall submit such questions or concerns to Damien Bertwell (See contact information in section 3.7). Addenda issued in correspondence to this RFP shall be considered a part of this RFP and shall become part of any final Contract that may be derived from this RFP. It is the Bidder's responsibility to assure that all addenda have been reviewed.

3.4 Contingencies

This RFP should not be considered as a contract to purchase goods or services, but is a Request for Proposal in accordance with the Terms and Conditions herein and will not necessarily give rise to a contract. RFP responses should be as detailed and complete as possible to facilitate the formation of a contract based on the RFP response(s) that are pursued should Nebraska City Public Schools decide to do so. Proposals stating that pricing is valid dependent upon availability and/or subject to prior sale will be considered as non-responsive. Completion of the table in section 4 is or similarly formatted proposal is required. Failure to do so will disqualify your RFP response submission.

Nebraska City Public Schools may, at its discretion, choose to cancel its offer for the purchase of any and all goods or services requested in this proposal if there is a reduction in funding, there are changes in the physical structure of a school (i.e., renovations, demolitions), or any other reason. Nebraska City Public Schools is not required to select the lowest bid and has the right to refuse all bids. Late bids submitted after **4:00 PM on Tuesday, November 30** will not be considered.

3.5 Questions and Clarifications

Questions should be addressed, no later than **Monday, November 15 by 4:00 PM**, to Damien Bertwell (see section 3.6) Submitted questions and answers will be posted on district website (<http://www.nbcityps.org/>) under the menu item Home > RFPs/Erate by **Friday, November 19 at 4:00 PM**.

3.6 RFP Contact

Damien Bertwell
Technology Director
Nebraska City Public Schools
1700 14th Avenue
Nebraska City, NE 68410
Phone: 402-873-6033
Email: dbertwell@nbcityps.org

3.7 Proposal Deadline and Submission

Proposals are due in either hardcopy or in electronic form (PDF format) on or before **Tuesday, November 30 at 4:00 PM** at the postal or email address of Damien Bertwell (see section 3.6). E-mailed proposal documents will be time-stamped from the receiving computer.

3.8 Eligible Device Distribution

**TABLE A.1: NEBRASKA CITY PUBLIC SCHOOLS
HAYWARD ELEMENTARY**

Model or Equivalent	Qty	Unit	Total
E7000 Series Application Server Software	1		
Nyquist System Controller	1		
Analog Station Bridges	2		
I/O Controller	1		
Matrix Mixer pre-amp	1		
Station License	75		
Concurrent Call License	10		

4.1 Bid Sheet

Vendor Name: CEI Sound and Security

Model or Equivalent	Number	Unit Price	Total Price
E7000 Series Application Server Software	1	8,066.00	8,066.00
Nyquist System Controller	1	1,376.00	1,376.00
Analog Station Bridges	2	1,998.00	3,996.00
I/O Controller	1	385.00	385.00
Matrix Mixer pre-amp	1	608.00	608.00
Station License	75	923.00	<u>2,769.00</u>
Concurrent Call License	10	1,538.00	<u>1,538.00</u>
Installation labor and programming for the Bogen System		1,975.00	<u>1,975.00</u>
Total Price			<u><u>\$21,899.00</u></u>

Appendix A: Evaluation Rubric

NCPS 2019 Switch RFP

1. **Price of the eligible services 55 points 50***
2. **Proposal Specifications..... 45 points 30****

*Price is slightly more when the 1-year software subscription is included.

**CEI Security and sound cannot begin the project until mid-January.

Evaluating Team

Proposals will be evaluated by Damien Bertwell, Technology Director, and two other representatives.

Evaluator Name: Damien Bertwell
 NCPS 2021 Intercom/Paging RFP

Evaluation Date 12 / 7 / 21
 Page 7 of 7

Evaluator Signature 

Proposal 1 of 2



Proposal

Date	Estimate No.
11/29/2021	2532

Name/Address

Nebraska City Public Schools
 1700 14th Ave
 Nebraska City, Nebraska 68410

Description	Qty	Rate	Total
NCPS 2021 Intercom/Paging RFP			
Bogen NQ-E7000SWL E7000 System license	1	8,066.00	8,066.00
Bogen NQ-SYSCTRL Nyquist System Controller	1	1,376.00	1,376.00
Bogen NQ-E7030 Analog station bridge	2	1,998.00	3,996.00
Bogen NQ-E7010 Nyquist I/O Controller	1	385.00	385.00
Bogen NQ-P0100 Matrix mixer pre-amp	1	608.00	608.00
Bogen NQ-E7000SSL E7000SSL Station license pack (25)	3	923.00	2,769.00
Bogen NQ-E7000CCL Concurrent Call license pack (10)	1	1,538.00	1,538.00
Installation, programming and training.	1	1,975.00	1,975.00
**** Additional items required that are not on RFP ****			
Bogen NQ-T1100 IP Admin phone	1	692.00	692.00
Bogen NQ-E7000PBXI PBX Integration	1	385.00	385.00
Bogen NQ-RMK01 Nyquist 1u rack mount kit (MMPA-I/O Controller, SYSCTRL-I/O Controller	1	54.00	54.00
Bogen NQ-RMK03 Nyquist 1U/2U Rack mount kit (Single MMPA, Systctrl, A2xxx or A4xxx)	1	55.00	55.00
****Optional Extended Warranty****			
1-Year additional software update subscription	0	1,953.00	0.00
3-Year additional software update subscription	0	5,077.00	0.00
5-Year additional software update subscription	0	6,509.00	0.00

Upon Acceptance of this proposal, 50% is due, unless other arrangements have been made. Upon receipt of payment, work will then be scheduled. We appreciate your business!

Accepted by: _____
 Date: _____
 kevin@ceisecurityandsound.com
 phone/fax 402-463-7330

Subtotal	\$21,899.00
Sales Tax (0.0%)	\$0.00
Total	\$21,899.00

This proposal is valid for 30 days.

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.

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.

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.
- For the program approved by the Board of Education on December 14, 2020 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, 2021, and who have 20 years of continuous, credited service (or will have upon the completion of the 2020-21 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2024.
- For the program approved by the Board of Education on December 13, 2021 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, 2022, and who have 20 years of continuous, credited service (or will have upon the completion of the 2021-22 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2025.

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: December 9, 2019

Reviewed:

Revised: December 13, 2021

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]

**SUPERINTENDENT'S CONTRACT OF EMPLOYMENT
NEBRASKA CITY PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of Nebraska City Public Schools**, legally known as **Otoe County School District 66-0111**, and referred to as "the Board" and "the District" respectively, and **Mark Fritch**, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Superintendent shall be employed for a period of two year(s) beginning on July 1, 2022 and expiring on June 30, 2024. References to "contract year" shall mean the period from July 1st through June 30th and shall consist of all days except Saturdays and Sundays and any holidays or leave days listed in Section 11. The Superintendent agrees to work sufficient hours and days to satisfactorily complete the duties of this contract. The Superintendent shall keep complete and accurate records of working days and shall provide the Board of Education with a report of the accumulated working days at least quarterly.

Section 2. Renewal of Contract. The Superintendent shall notify the Board in writing of his/her intention to renew the contract no later than the regular **November** board meeting of each year of this contract and shall make the renewal of the Superintendent's employment contract an agenda item for the regular **December** board meeting during each year of this contract. If a Board representative does not inform the Superintendent in writing on or before **the seventh day after the regular December board meeting** of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of **one year** from and after the expiration date provided in Section 1 of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to ensure that the District has complied with the Superintendent Pay Transparency Act.

Section 3. Salary. The Superintendent's salary for the contract year shall be \$153,500.00 which shall be paid in 12 equal monthly installments beginning in the month of August. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or

money have not properly been returned to the District. The District shall withhold other deductions as the Superintendent and Board may agree.

Section 5. Professional Status. The Superintendent affirms that the Superintendent is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, the Superintendent will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which the Superintendent will register and maintain on file in the District's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that the Superintendent registers the certificate. The Superintendent represents that: (1) all information provided in connection with the Superintendent's application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, the Superintendent will advise the Board immediately; (2) the Superintendent has never been convicted of or plead no contest to a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) the Superintendent has not had any professional licenses or certificates suspended or revoked.

Section 6. Superintendent's Duties. The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations and directives. The Superintendent agrees to devote the Superintendent's time, skill, labor and attention to all required duties throughout the contract term. The Superintendent shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns. By agreement with the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out the Superintendent's duties and obligations to the District.

Section 7. Board-Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the District and shall be responsible for implementing Board policy. The Superintendent shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. The Superintendent is responsible for administering the instruction of students and the business affairs of the District. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of

Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of the Superintendent's duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under NEB. REV. STAT. § 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying District records or documents; (p) misrepresentation of fact to the District and its personnel in the conduct of its official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the District except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with the obligations in the Renewal of Contract or Evaluation provisions of this contract shall constitute a material breach of this contract.

Section 9. Disability. If the Superintendent is unable to perform any of the Superintendent's duties by reason of illness, accident or other disability beyond the Superintendent's control, and the disability continues for a period of more than 45 days, or if the disability is permanent, irreparable, or of such a nature as to make performance of the Superintendent's duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the District.

Section 10. Transportation. The Board shall provide the Superintendent with transportation or reimburse the Superintendent for mileage required in the performance of official duties at the rate approved by the Board.

Section 11. Fringe Benefits. The Board shall provide the Superintendent with the following fringe benefits:

- a. Health Insurance.** Family health insurance that is provided to certificated staff through the District's health insurance carrier.
- b. Dental Insurance.** Family dental insurance that is provided to certificated staff through the District's health insurance carrier.
- c. Life Insurance.** Term life insurance that is available to certificated staff through the District's life insurance carrier.
- d. Disability Insurance.** The Superintendent shall purchase long-term disability insurance from the District's carrier at the Superintendent's own expense.

e. Sick Leave. The Superintendent shall be entitled to ten (10) days of sick leave per year which may accumulate to a total of sixty (60) days. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Superintendent qualifies for disability pay under the long-term disability policy, the Superintendent shall be required to take the disability pay instead of sick leave pay. The Superintendent shall keep complete and accurate records of sick days accrued and used and shall provide the Board of Education with a report of accumulated sick days at least quarterly. The Superintendent shall not be compensated for unused days of sick leave upon the ending of employment with the District.

f. Vacation. The Superintendent shall have twenty (20) vacation days for the initial contract year which the Superintendent may use at times the Superintendent chooses so long as the absence does not interfere with the proper performance of the Superintendent's duties. Any extended vacation period while school is in session will require advance approval by the Board, and any short-term out of state vacation travel while school is in session will require advance notice to the Board. The Board and the Superintendent will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. After the initial contract year, the Board shall give the Superintendent the number of vacation days necessary to restore the total to twenty (20) days. For example, if the Superintendent uses 12 days of vacation one year, the Board will provide the Superintendent with 12 days the following year to bring the total vacation days back to 20. The Superintendent shall develop a system for recording use of vacation days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of all vacation days and shall provide the Board of Education with a report of accumulated vacation days at least quarterly. The Board may require the Superintendent to use vacation days. Superintendent shall be compensated for unused vacation leave upon the ending of employment with the District at a rate of one dollar (\$1.00) per unused vacation day.

g. Professional Development. The Superintendent is expected to continue and seek professional development and to participate in relevant learning experiences. The Superintendent may attend professional meetings at the local and state level; and with the approval of the Board the Superintendent may attend professional meetings at the regional and national level. The Board will pay for valid expenses of attendance for the Superintendent only. If the Superintendent attends a national convention and does not return following the initial year of

employment as Superintendent, the Superintendent agrees to repay the District in full for national convention expenses paid by the District.

h. Professional Dues. The District will pay the annual dues for the Superintendent's membership in the following organizations:

- a. Nebraska Council of School Administrators (NCSA)
- b. Rotary Club of Nebraska City
- c. Other by Board approval.

i. Physical Examination. The Superintendent agrees to a comprehensive physical examination performed by a licensed physician once each year during the term of the contract. The cost of the physical examination not covered by health insurance shall be paid by the District. The Superintendent shall provide the Board with verification that examination occurred.

j. Bereavement Leave. The Superintendent shall be permitted bereavement leave as provided in District policy.

k. Holidays. The Superintendent shall receive the following paid holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day. The Superintendent shall receive annually five (5) additional "floating" paid holidays to be used at the Superintendent's discretion.

l. Cell Phone. The Superintendent shall use the cellular phone provided by the District so that the Superintendent can be reached at all times for work-related duties or emergencies or while away from school grounds during the workday.

m. Expense Reimbursement. The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (NEB. REV. STAT. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$1500.00 or more.

Section 12. Residence/Domicile in District. The Superintendent shall establish domicile and principal residence within the boundaries of the District as they exist on the first duty day under the terms of this contract; and, the Superintendent shall maintain domicile and residence within the boundaries of the District during the

term of this contract, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. If the Superintendent does not establish domicile and principal place of residence within the District at the commencement of employment, the Superintendent shall move the Superintendent's domicile and principal place of residence into the corporate limits of the District before the expiration of the first six months from the Superintendent's first duty day under this contract. It is the purpose of this paragraph to require the Superintendent to, at all times during such employment, live and maintain domicile and principal place of residence in the District to encourage the Superintendent: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the District as a legal voter of the District; (3) to be involved in school and community activities bringing the Superintendent in contact with parents and community leaders and be committed to the future of the District and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Superintendent; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children of the school community and are thus less likely to be considered isolated from the community in which the Superintendent is the educational leader.

Section 13. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 14. Compensation Upon Termination and Credit for Accrued Vacation. 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 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary paid but not earned prior to the date of termination of this contract. The Superintendent shall be paid for any unused vacation days at the daily compensation rate then in effect at the termination of employment.

Section 15. Evaluation. The Board shall evaluate the Superintendent twice during the Superintendent's first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the **regular December meeting**. The Superintendent shall: remind the Board members in writing of this provision no later than its **regular November meeting**; make the Superintendent evaluation an agenda item for the regular **December** Board meeting during each year of this contract; and provide the Board members with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 16. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by carrying out the Superintendent's duties properly.

If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of the Superintendent's performance of duties or position as the Superintendent of the District, the Board will provide the Superintendent with a legal defense to the maximum extent permitted by law so long as the Superintendent acted in good faith and in a manner which the Superintendent reasonably believed to be in or not opposed to the best interests of the District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that the Superintendent's conduct was unlawful.

Section 17. Physical or Mental Examination. The Superintendent agrees that, at the request of the Board, the Superintendent will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this contract. In deference to the requirements the Americans with Disabilities Act and HIPAA, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of the position.

Section 18. Disciplinary Action. The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the District to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising the Superintendent of the alleged reasons for the proposed action and provided the opportunity to present the Superintendent's version of the facts. Within seven (7) calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a due process hearing under section 79-832. If such a request is not delivered within such time, the action of the Board shall become final.

Section 19. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contract.

Section 20. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 21. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

SIGNATURE PAGE