

Ainsworth Community Schools
Board of Education
Regular Meeting
District Office
January 13, 2020 - 7:00 PM

AGENDA

The Mission of Ainsworth Community Schools is to provide a safe environment in which students acquire the knowledge, skills and attitudes necessary to be successful individuals in an ever-changing world.

In accordance with the Nebraska Open Meetings Act 84-1407-14 the Open Meetings Act is posted on the south wall of the District Office Board Meeting Room.

{{Name: Agenda Item Name}} {{AgendaItemEnd}}

The Board reserves the right to move into closed session to protect the public interest or needless injury to the reputation of an individual for any action item listed on the agenda. The Board may, at its discretion, change the order of the agenda to accommodate unforeseen issues related to an agenda item.

1. Opening Procedure, Regular Meeting of Board
 1. Call to Order, Roll Call, and Pledge of Allegiance
 2. Additions to Published Agenda, if any
 3. Welcome Extended to Visitors
 4. Community Input on Agenda Items: This is your opportunity to speak to items on the agenda. If you are not a part of the presentation of the agenda item you need to speak now. Thank you for your participation.
 5. Community Input on any Topic: This is your opportunity to speak to any topic concerning the school district. Since it is not an agenda item the board cannot discuss or take action at this time on the matter. Future discussion can be requested as an agenda item. Thank you for your participation.
 6. Adjourn the 2019 Board of Education
 7. Election of Board Officers
 8. Appointment of Recording Secretary(s)
 9. Consent Agenda
 1. Minutes of Previous Meeting(s) , attached
 2. Payment of Claims, Authorization Report, attached
 3. Cash Flow & Budget/Financial Reports
 4. Set the next regular meeting for February 10, 2020, at 6:30 p.m.in the Cafeteria. Lunch Time Solutions will be serving the board a meal and discussing the nutrition program. The regular board meeting will follow in the district office. The current agendas will be available for public inspection in the office of the superintendent.
2. Reports/Information to the Board
 1. Principals and Activities Director Reports, if needed
 2. Superintendent Report
3. Action Items
 1. Establish Regular Meeting Dates and Place
 2. Board Committee Assignments
 3. Publication of Legal Notices
 4. Corporate Bank Resolutions

5. Authorizations to Superintendent and Treasurer
 6. 2018-19 Audit Report
 7. Early Graduation Request
 8. Certified Staff Resignation Due to Retirement
 9. Superintendent Contract
 10. Advanced Planning
4. Adjourn

December 9, 2019

The Board of Education of School District #10 held a Strategic Planning & Regular Meeting on December 9, 2019. Board members present were: Jim Arens, Frank Beel, Scott Erthum, Mark Johnson, Jessica Pozehl, Brad Wilkins. Also present was Superintendent Dale Hafer, Principals Curtis Childers and Steve Dike, AD Scott Steinhauser and a few guests.

Notice of the meeting was in the Ainsworth Star Journal and on radio station KBRB.

As noted during the meeting a current copy of the Open Meetings Act is posted on the south wall of the District Office meeting room.

Motion was made by Mark Johnson and seconded by Frank Beel to approve the following consent agenda items. Minutes of the November 11th meeting, claims in the amount of \$418,383.23 from the General Fund, \$2,737.73 from Section 125, \$87,422.26 from Depreciation and \$24649.52 from Hot Lunch. Set the next regular meeting for January 13th at 7:00 p.m. in the District office. The Treasurers report was given as follows: Cash Assets: November 30th \$2,230,845.61. Roll call vote: Unanimous. Motion carried.

36138	WEST PLAINS BANK	300,000.00
36173	1ST CLASS AUTO	434.25
36174	ACTIVITY ACCOUNT	316.00
36175	AINSWORTH COMMUNITY SCHOOLS	605.21
36176	AINSWORTH STAR-JOURNAL	100.33
36177	AMAZON CAPITAL SERVICES	141.79
36178	APPEARA	48.99
36179	KIMBERLY BEJOT	48.00
36180	BLACK HILLS ENERGY	4,883.56
36181	BOMGAARS	95.10
36182	JACKELYN BRENDT	555.40
36183	BROAD REACH BOOKS	186.64
36184	BROWN COUNTY HOSPITAL	403.62
36185	BUCKLES AUTOMOTIVE	34.55
36186	CENTURY LUMBER CENTER	1,405.42
36187	CITY OF AINSWORTH	586.97
36188	COMFORT INN	199.90
36189	RONI DANIELS	10.00
36190	RONDA DAVIS	30.00
36191	STEVEN DIKE	197.00
36192	E S U #17-MAIN	56,961.70
36193	E S U #17-MAIN	15,718.38
36194	EMBASSY SUITES HOTELS LA VISTA	716.00
36195	ESU #10	913.29
36196	FARMERS & RANCHERS COOP	1,565.32
36197	JOSEPH FINLEY	26.00
36198	FLOOR MAINTENANCE	264.35
36199	MELISSA FREUDENBURG	423.16
36200	FRONTIER DIESEL	2,180.67
36201	H & R FOOD CENTER	213.64
36202	HAGGERTY'S MUSICWORKS	24.16
36203	HOMEBUILDERS	1,199.50
36204	ISLAND SUPPLY WELDING CO	191.40
36205	JUNIOR LIBRARY GUILD	95.50
36206	JW PEPPER	110.23
36207	KSB SCHOOL LAW	601.50
36208	LAQUINTA INNS & SUITES	219.90
36209	WALTER MAUCH	14.50
36210	MICHELLE APPELT	393.41
36211	NE COUNCIL OF SCHOOL ADMIN	115.00
36212	NEBRASKA PUBLIC POWER DISTRICT	5,497.40
36213	NEOFUNDS BY NEOPOST	700.00
36214	DEANN NILSON	10.00
36215	KAYLA NILSON	48.00
36216	NORTH CENTRAL DISTRICT HEALTH	500.00
36217	O KEEFE ELEVATOR COMPANY INC	527.61
36218	OFFICE PRODUCTS CENTER	1,489.81
36219	OLSONS PEST TECHNICIANS	88.00
36220	ONE SOURCE	36.00
36221	PAM HOLLENBECK	996.75
36222	PLAINS EQUIPMENT GROUP	334.24

36223	POPPLERS MUSIC INC	89.94
36224	ERIN RATHE	48.00
36225	RED & WHITE	106.16
36226	JULIE RUHTER	505.81
36227	RW RICE CO	2,330.05
36228	SARAH COLE	297.54
36229	HANNAH SCHMITZ	1,504.23
36230	SCHOOL SPECIALTY SUPPLY	234.16
36231	SEVEN SPRINGS INC	135.00
36232	ASHLEY SMITH	702.52
36233	STANEK FIRE PROTECTION	184.00
36234	TAESE/USU	120.00
36235	TEACHER SYNERGY, INC	116.95
36236	THREE RIVER TELCO	663.31
36237	TIME CLOCK PLUS, LLC	2,288.73
36238	TRAVIS ELECTRIC INC	312.50
36239	AMANDA TURPIN	610.78
36240	VALENTINE OFFICE SUPPLY	43.84
36241	VISA	1,721.97
36242	VISA	2,879.11
36243	VISA	91.09
36244	VISA	315.00
36245	WAGeworks	176.00
36246	WEX BANK	311.53
36247	WM KROTTER CO-AINSWORTH	136.86
1085	WAGeworks	2,737.73
3492	LUNCHTIME SOLUTIONS	24,649.52
318	GUARANTEE ROOFING & SHEET METAL	82,521.00
319	SAFE-N-SECURE	4,901.26

Elementary Principal Curtis Childers reported on the following: Utilizing Data, Mission for December “Giving without it involving monetary value”, Dibels, Data Dig and Enrollment.

High School Principal Steve Dike reported on the following: Enrollment, 2019 ESU Data Dig & Social Studies Standards, Art trip to Joslyn and School Finals.

Activities Directors Scott Steinhauser and Jared Hansmeyer reported on the following: Play Production, Mock Trial, Winter Sports, HS Band and Choir Concert.

Superintendent Dale Hafer reported on the following: School District Audit, Facility Projects, Budget and Financial Report and Strategic Planning.

Motion was made by Mark Johnson and seconded by Frank Beel to accept and approve the resignation of Jennifer Parr. Roll call vote: Unanimous. Motion carried.

Motion was made by Brad Wilkins and seconded by Mark Johnson to approve the NFIT Entity Authorization Resolution and authorize Board Members Arens, Johnson and Erthum to sign the authorization. Roll call vote: Unanimous. Motion carried.

Motion was made by Jessica Pozehl and seconded by Frank Beel to approve a preliminary facility audit to be performed by Trane. Roll call vote: Unanimous. Motion carried.

Motion was made by Jim Arens and seconded by Jessica Pozehl to go into executive session at 7:30 p.m. to discuss Superintendent evaluation clearly necessary for the protection of the public interest or for the prevention of needless injury to the protection of an individual in compliance with the law. Roll call vote: Unanimous. Motion carried.

Immediately prior to executive session the president restated on the record the limitation of the subject matter of the executive session.

Motion was made by Scott Erthum and seconded by Brad Wilkins to come out of executive session at 8:05 p.m. Roll call vote: Unanimous. Motion carried.

Motion was made by Scott Erthum and seconded by Jessica Pozehl to approve the Superintendent Evaluation

as recommended by the Board. Roll call vote: Unanimous.

Motion was made by Scott Erthum and seconded by Brad Wilkins to adjourn the meeting at 8:08 p.m. Roll call vote: Unanimous. Motion carried.

The next regular meeting of the Board is scheduled for January 13, 2020 at 7:00 p.m. in the District Office. Current agendas and/or discussion topics will be available for public inspection in the office of the Superintendent.

Laurie Witte, Recording Secretary

Jim Arens, Board President



Ainsworth Community Schools

520 East 2nd Street, PO Box 65
Ainsworth NE 69210
402-387-2333
Fax 402-387-0525

Dale Hafer
SUPERINTENDENT

Dedra Stoner
Laurie Witte
DISTRICT OFFICE

Ainsworth Board of Education

Work Session

January 6, 2020

6:30 p.m. High School Library

Minutes

Board President Jim Arens called the work session to order at 6:30 p.m. and welcomed everyone. All board members were present along with Kori Stanosheck from NASB, several staff, community members, and students. President Arens reminded all in attendance of the open meetings law and the location where the law is posted.

The purpose of the work session was to convene the Strategic Overview Committee as part of the Strategic Planning Process with NASB. This was a work session only and no formal business was conducted. Kori Stanosheck led the group through a SWOT analysis (Strengths, Weaknesses, Opportunities, and Threats) of the district allowing all in attendance to share their thoughts, ideas, and perspectives. Kori gathered all written comments and documented the discussion as well in order to allow the input from the SOC to guide the next steps in the process.

The next steps for the process include a community engagement night where the entire community will have the opportunity to participate and provide input. This night is to be scheduled in the last half of February. Superintendent Hafer will work with Kori to determine a workable date.

Board President Arens adjourned the work session at 8:05 p.m.

Respectfully submitted,

Dale J. Hafer
Recording Secretary

BOARD AUTHORIZATION REPORT
 Posted - All; Batch Description 5 Records Selected

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>
Checking	1	Fund: 01 GENERAL FUND		
ACTIVITY ACCOUNT	KB-DEC2019	36315	30.00	REGISTRATION MARRY TUBA CHRISTMAS Vendor Total: 30.00
AINSWORTH MOTORS	1-220062	36316	39.25	CAR OIL CHANGE Vendor Total: 39.25
AINSWORTH STAR-JOURNAL	17854-17875-12- - - -	36317	141.42	NOTICE, MINUTES & GREETINGS Vendor Total: 141.42
AMAZON CAPITAL SERVICES	17LR-KDL6-6CG6	36318	18.42	DAILY WALL CALENDAR
AMAZON CAPITAL SERVICES	1HGH-QVD3-7XNY	36318	37.11	DUST OFF COMPRESSED GAS
AMAZON CAPITAL SERVICES	1HGH-QVD3-JL3Y	36318	47.96	USB WALL CHARGER AC ADAPTER
AMAZON CAPITAL SERVICES	1KN6-PWQY-RM63	36318	23.50	COMPREHENSION SKILL BOOKS
AMAZON CAPITAL SERVICES	1P9T-6KHR-HPTP	36318	158.00	SAW STOP BLADES
AMAZON CAPITAL SERVICES	1RK7-MP93-T4DH	36318	49.98	24X36 POSTER FRAMES
AMAZON CAPITAL SERVICES	1V9D-HTG3-P1WW	36318	97.65	7 PLASTIC SQUEEZE BOTTLES Vendor Total: 432.62
APPEARA	500588	36319	50.60	DUST MOPS, MATS, RAGS, SHOPCOATS Vendor Total: 50.60
APPLIED CONNECTIVE	122122	36320	889.84	WIRELESS HEADSETS Vendor Total: 889.84
BLACK HILLS ENERGY	BH89-DEC2019	36321	169.79	NATURAL GAS
BLACK HILLS ENERGY	BH90-DEC2019	36321	5,500.57	NATURAL GAS Vendor Total: 5,670.36
BLICK ART MATERIALS	2808242	36322	72.45	SUPPLIES Vendor Total: 72.45
BOMGAARS	32441830- - - - - -	36323	154.94	EXTENSION CORDS, KEROSENE Vendor Total: 154.94
BRENDT, JACKELYN	JB-DEC 2019	36324	555.40	DECEMBER 2019 MILEAGE Vendor Total: 555.40
BROWN COUNTY HOSPITAL	900175-0032- - - -	36325	754.56	PT SERVICES Vendor Total: 754.56
BUCKLES AUTOMOTIVE	289149-290427	36326	427.64	DEXCOOL, BULB, TOWELS, DEF, FUNNEL Vendor Total: 427.64
CENTURY LUMBER CENTER	437818	36327	201.28	JOBBER BIT, TRIMHEAD, PUTTY Vendor Total: 201.28
CITY OF AINSWORTH	CA-DEC2019	36328	517.97	SEWER WATER GARBAGE Vendor Total: 517.97
COMFORT INN	306	36329	89.95	MOTEL DIKE MTSS Vendor Total: 89.95
CONDITIONED AIR MECHAINICAL	40636	36330	5,337.50	1ST HALF MAINTENCE AGREEMENT

BOARD AUTHORIZATION REPORT
Posted - All; Batch Description 5 Records Selected

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
CONDITIONED AIR MECHAINICAL	40637	36330	3,065.00	BOILER SYSTEM REPAIR	
				Vendor Total:	8,402.50
E S U #17-MAIN	6715	36332	66,876.33	SERVICES	
				Vendor Total:	66,876.33
EMBASSY SUITES HOTEL	988360-988362	36333	894.00	MOCK TRIAL STATE	
				Vendor Total:	894.00
ENVIRONMENTAL SERVICES INC	2019-930	36334	50.00	AWARENESS CLASS 4 HR REFRESHER RENNICH	
				Vendor Total:	50.00
ESU #10	10080-78	36335	913.29	DEAF EDUCATION	
				Vendor Total:	913.29
FARMERS & RANCHERS COOP	711127	36336	1,869.17	FUEL	
				Vendor Total:	1,869.17
FINLEY, JOSEPH	309	36337	10.00	MEAL BUS DRIVER VALENTINE	
				Vendor Total:	10.00
FLOOR MAINTENANCE	3043	36338	312.94	SINGLE FOLD TOWELS, HAND WASH	
FLOOR MAINTENANCE	WEB-1706	36338	209.40	LITE FOAMY EUCALYPTUS	
				Vendor Total:	522.34
FREUDENBURG, MELISSA	DEC2019	36339	396.72	DEC 2019 MILEAGE	
				Vendor Total:	396.72
FRONTIER DIESEL	8596 8626	36340	1,269.65	2018 BUS REMOVE DEF & 2011 BUS DEF SY:	
				Vendor Total:	1,269.65
GLASS EDGE INC	68541	36341	113.00	WEATHERSTRIPPING	
				Vendor Total:	113.00
H & R FOOD CENTER	HR122020	36342	207.04	SUPPLIES	
				Vendor Total:	207.04
HAFER, DALE	DH120419	36343	282.00	MILEAGE AND MEALS LINCOLN NCSA CONF	
				Vendor Total:	282.00
HAGGERTY'S MUSICWORKS	127950	36344	34.00	STRAPS	
				Vendor Total:	34.00
ISLAND SUPPLY WELDING CO	213894	36345	19.84	C25T	
				Vendor Total:	19.84
JAYMAR BUSINESS FORMS, INC	58201	36346	181.53	W-2'S & 1095	
				Vendor Total:	181.53
JOHNSON, JERRY	JJ-AUG-DEC2019	36347	937.25	AUG - DEC 2019 MILEAGE	
				Vendor Total:	937.25
JW PEPPER	1572428	36348	724.99	MUSIC	
JW PEPPER	220038394	36348	31.85	MUSIC	

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 Posted - All; Batch Description 5 Records Selected

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
					Vendor Total: 756.84
KING, HEATHER	HKAUG-DEC2019	36349	416.55	AUGUST-DECEMBER 2019 MILEAGE	
					Vendor Total: 416.55
KNOWBUDDY	297729	36350	121.70	BOOKS	
					Vendor Total: 121.70
KOCK, AMANDA	AK12202019	36351	70.00	70 UN-FROSTED SUGAR COOKIES	
					Vendor Total: 70.00
KSB SCHOOL LAW	7199	36352	82.50	LEGAL SERVICES	
					Vendor Total: 82.50
LENTZ, JENIFER	7073	36353	128.72	COFFEE, SUPPLIES	
					Vendor Total: 128.72
LOUP VALLEY LIGHTING INC	19-14026	36354	630.00	LIGHT BULBS	
					Vendor Total: 630.00
MEDICAL ENTERPRISES INC	159628	36355	125.00	2020 ANNUAL CONSORTIUM FEE DOT	
					Vendor Total: 125.00
METAL DOORS & HARDWARE CO	68070	36356	340.00	4 CYLINDERS	
					Vendor Total: 340.00
MICHELLE APPELT	MA1219	36357	347.13	DECEMBER MILEAGE	
					Vendor Total: 347.13
MIDAMERICA BOOKS	502661	36358	194.55	BOOKS	
					Vendor Total: 194.55
NEBRASKA PUBLIC POWER DISTRICT	NPPD196977-	36359	34.21	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19974-	36359	40.09	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19980-	36359	82.90	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19983-	36359	4,620.03	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19986-	36359	108.29	ELECTRICITY	
					Vendor Total: 4,885.52
NEBRASKA SAFETY & FIRE EQUIP	52336	36360	287.00	ANNUAL FIRE EXTINGUISHER INSPECTION	
					Vendor Total: 287.00
OFFICE PRODUCTS CENTER	01K13577	36361	1,122.87	SERVICE CONTRACT	
					Vendor Total: 1,122.87
OLSONS PEST TECHNICIANS	159922	36362	88.00	MONTHLY SERVICE	
					Vendor Total: 88.00
ONE SOURCE	1854-20191231	36363	91.00	BACKGROUND CHECKS	
					Vendor Total: 91.00
ORTON, DANIEL	DO-AUG-DEC2019	36364	1,626.54	AUGUST-DECEMBER 2019 MILEAGE	
					Vendor Total: 1,626.54

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<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
PLAINS EQUIPMENT GROUP	2322730	36365	1,030.02	LAWN MOWER GELLED UP & BENT SNOW BLOWI	
				Vendor Total:	1,030.02
POPPLERS MUSIC INC	2334295	36366	486.70	MUSIC	
				Vendor Total:	486.70
RACK PERFORMANCE	2951	36367	233.31	RACK ELITE PRORATED	
				Vendor Total:	233.31
RAU, MARY	1866-0936	36368	60.00	EXTEMP LICENSES	
RAU, MARY	51652	36368	19.50	REIMBURSE SCRIPT PACK	
				Vendor Total:	79.50
RED & WHITE	90820	36369	243.07	SUPPLIES	
				Vendor Total:	243.07
RENNICH, RONALD	RRJAN2020	36370	16.00	MEALS ASBESTOS CLASS	
				Vendor Total:	16.00
RW RICE CO	68643	36371	3,205.50	AHU1&3 NOT WORKING	
RW RICE CO	70242	36371	2,645.59	GYM UNIT LEAKING	
RW RICE CO	70243	36371	5,045.08	REPLACED BOILER PUMP AND MOTOR GAS OFI	
				Vendor Total:	10,896.17
SANER PLUMBING AND IRON	21370-21380	36372	348.60	SERVICE CALL & REPAIRS	
SANER PLUMBING AND IRON	21385-21413	36372	787.60	STAGE,GIRLS LOCKER ROOM, BOILER	
				Vendor Total:	1,136.20
SARAH COLE	SCDEC2019	36373	322.33	DECEMBER MILEAGE	
				Vendor Total:	322.33
SCOTT ERTHUM	SE-AUG-DEC2019	36374	847.16	AUG - DEC 2019 MILEAGE	
				Vendor Total:	847.16
SEVEN SPRINGS INC	94036	36375	72.00	WATER	
SEVEN SPRINGS INC	94142	36375	45.00	MONTHLY RENTAL	
				Vendor Total:	117.00
SMITH, ASHLEY	AS-DEC2019	36376	619.87	DECEMBER 2019 MILEAGE	
				Vendor Total:	619.87
SPARQDATA SOLUTIONS	1543	36377	4,160.00	APRIL 2020-MAR 2021 MEETING&NEGOTIATI	
				Vendor Total:	4,160.00
STANTON BOOSTER CLUB	STABOO122019	36378	387.00	14 STUDENTS	
				Vendor Total:	387.00
TEACHER DISCOVERY	141815	36379	114.53	SUPPLIES	
TEACHER DISCOVERY	141816	36379	11.89	ANCIENT CIVILIZATION LESSONS	
				Vendor Total:	126.42
THREE RIVER TELCO	10319220	36380	651.18	PHONE SERVICE	
				Vendor Total:	651.18

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<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
TRAVIS ELECTRIC INC	17420	36381	86.15	BALLAST & BULBS	
				Vendor Total:	86.15
VALENTINE OFFICE SUPPLY	259291	36382	28.40	PREINKED STAMP	
				Vendor Total:	28.40
VISA	DH&CC1967-9397	36383	163.20	MEALS & DRIVER LICENCE	
VISA	SDJAN2020	36384	103.20	PARKING & FUEL MOCK TRIAL	
				Vendor Total:	266.40
WAGWORKS	1810874	36385	176.00	MONTHLY ADMINISTRATION FEES	
				Vendor Total:	176.00
WEX BANK	63104593	36386	368.56	FUEL	
				Vendor Total:	368.56
				Fund Total:	126,598.30
				Checking Account Total:	126,598.30
Checking	13	Fund: 13	SECTION 125		
WAGWORKS	10146543	1087	1,962.02	FUND TRANSFER	
				Vendor Total:	1,962.02
				Fund Total:	1,962.02
				Checking Account Total:	1,962.02
Checking	2	Fund: 02	DEPRECIATION		
GUARANTEE ROOFING & SHEET METAL	10092	318	82,521.00	GYM ROOF REPAIR	
				Vendor Total:	82,521.00
SAFE-N-SECURE	89641	319	4,901.26	REPAIR & REPLACE RECORDER & CAMERAS	
				Vendor Total:	4,901.26
				Fund Total:	87,422.26
				Checking Account Total:	87,422.26
Checking	4	Fund: 06	SCHOOL NUTRITION		
LUNCHTIME SOLUTIONS	28286	3493	20,634.51	NOVEMBER MEALS	
				Vendor Total:	20,634.51
				Fund Total:	20,634.51
				Checking Account Total:	20,634.51
Checking	8	Fund: 08	SPECIAL BUILDING		
FIRST NATIONAL BANK OMAHA	8734181	400	34,911.25	INTEREST	
				Vendor Total:	34,911.25
				Fund Total:	34,911.25
				Checking Account Total:	34,911.25

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704	FUND BALANCE	50,000.00	0.00	0.00	0.00	50,000.00
05 704 0101	A CLUB BALANCE	1,714.48	0.00	0.00	0.00	1,714.48
05 704 0105	ACTIVITY TICKET BALANCE	1,945.00	0.00	470.00	0.00	2,415.00
05 704 0106	AD FUNDRAISER	1,760.00	0.00	0.00	0.00	1,760.00
05 704 0120	ATHLETICS BALANCE	2,417.12	0.00	5.00	0.00	2,422.12
05 704 0125	BAND BALANCE	11,952.46	655.00	0.00	0.00	11,297.46
05 704 0127	BBB FUNDRAISER	1,369.51	0.00	3,680.20	0.00	5,049.71
05 704 0132	BOYS GOLF FUNDRAISER	0.00	0.00	0.00	0.00	0.00
05 704 0137	CARL PERKINS BALANCE	297.05	0.00	0.00	0.00	297.05
05 704 0140	CHEERLEADERS BALANCE	(780.36)	311.12	0.00	0.00	(1,091.48)
05 704 0145	CHORUS BALANCE	1,604.84	611.00	74.00	0.00	1,067.84
05 704 0167	CONCESSIONS - BULLDOG BALANCE	3,569.32	1,405.42	4,572.50	0.00	6,736.40
05 704 0168	VB FUNDRAISER	3,157.01	0.00	480.00	0.00	3,637.01
05 704 0169	COCA COLA PARTNERSHIP BALANCE	14,315.48	430.78	0.00	0.00	13,884.70
05 704 0175	DRILL TEAM BALANCE	4,047.31	525.00	0.00	0.00	3,522.31
05 704 0180	DRIVER EDUCATION BALANCE	1,210.00	0.00	0.00	0.00	1,210.00
05 704 0185	ELEMENTARY FACULTY BALANCE	10,541.15	100.00	0.00	0.00	10,441.15
05 704 0186	ENTREPRENEUR CLASS BALANCE	156.40	0.00	0.00	0.00	156.40
05 704 0187	ESU INSERVICE BALANCE	487.01	0.00	0.00	0.00	487.01
05 704 0188	EXCELLENCE IN EDUCATION BALANC	2,436.35	0.00	0.00	0.00	2,436.35
05 704 0190	FBLA BALANCE	1,115.03	0.00	15.00	0.00	1,130.03
05 704 0195	FFA BALANCE	15,332.67	15,071.01	5,977.00	0.00	6,238.66
05 704 0200	FCCLA BALANCE	1,415.97	0.00	0.00	0.00	1,415.97
05 704 0205	FOREIGN LANGUAGE BALANCE	1,227.22	59.73	0.00	0.00	1,167.49
05 704 0210	GBB FUNDRAISER	6,727.12	1,092.00	1,075.00	0.00	6,710.12
05 704 0215	GENERAL SHOP BALANCE	(10,401.24)	1,102.25	106.78	0.00	(11,396.71)
05 704 0220	GEO CAMP BALANCE	2,502.95	150.00	0.00	0.00	2,352.95
05 704 0221	GIRLS GOLF FUNDRAISER BALANCE	1,349.69	83.88	0.00	0.00	1,265.81
05 704 0223	MS TRACK FUNDRAISER	157.27	0.00	0.00	0.00	157.27
05 704 0225	HIGH SCHOOL FACULTY BALANCE	2,612.65	0.00	0.00	0.00	2,612.65
05 704 0230	INTEREST BALANCE	10,957.52	0.00	441.17	0.00	11,398.69
05 704 0235	INVESTMENTS BALANCE	(50,000.00)	0.00	0.00	0.00	(50,000.00)
05 704 0240	ONE ACTS	422.77	292.27	301.00	0.00	431.50
05 704 0244	FOOTBALL FUNDRAISER	1,654.85	0.00	0.00	0.00	1,654.85
05 704 0245	LIBRARY BALANCE	14,375.43	208.76	13.98	0.00	14,180.65
05 704 0247	SOUTHWEST CONFERENCE	8,169.07	332.88	0.00	0.00	7,836.19
05 704 0251	MIDDLE SCHOOL STUDENT COUNCIL	2,908.03	(100.00)	115.00	0.00	3,123.03
05 704 0255	MISCELLANEOUS BALANCE	55.67	0.00	0.00	0.00	55.67

Fund: 05 ACTIVITIES

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0256	PLAYGROUND BALANCE	4,802.52	1,916.91	5,000.00	0.00	7,885.61
05 704 0257	DI GLOBAL FINALS BALANCE	3,598.12	225.00	0.00	0.00	3,373.12
05 704 0258	BALANCE RENTALS	1,597.00	0.00	0.00	0.00	1,597.00
05 704 0259	DISTRICT MUSIC	(309.35)	0.00	0.00	0.00	(309.35)
05 704 0260	NATIONAL HISTORY DAY	851.36	0.00	0.00	0.00	851.36
05 704 0265	SPEECH TOURNAMENT BALANCE	114.47	541.00	331.00	0.00	(95.53)
05 704 0268	STRENGTH & CONDITIONING BALANC	342.08	0.00	0.00	0.00	342.08
05 704 0270	STUDENT COUNCIL BALANCE	32.39	0.00	126.40	0.00	158.79
05 704 0271	STUDENT WELLNESS BALANCE	3,686.52	0.00	200.00	0.00	3,886.52
05 704 0273	SUMMER INS BALANCE	1,304.72	3,054.24	3,509.05	0.00	1,759.53
05 704 0275	SUMMER READING/MATH BALANCE	502.60	0.00	0.00	0.00	502.60
05 704 0277	ONE TO ONE BALANCE	8,878.20	0.00	0.00	0.00	8,878.20
05 704 0280	THESPIANS BALANCE	3,034.35	0.00	0.00	0.00	3,034.35
05 704 0282	TRACK FUNDRAISER	1,905.56	0.00	0.00	0.00	1,905.56
05 704 0285	VISUAL ARTS CLUB BALANCE	5,251.91	851.92	857.73	0.00	5,257.72
05 704 0286	YEARBOOK	8,473.88	136.02	695.00	0.00	9,032.86
05 704 0288	XC FUNDRAISER	2,429.76	150.00	0.00	0.00	2,279.76
05 704 0290	WR FUNDRAISER	1,672.45	210.57	1,512.00	0.00	2,973.88
05 704 1001	HS FOOTBALL BALANCE	2,542.67	223.50	0.00	0.00	2,319.17
05 704 1002	MS FOOTBALL BALANCE	529.77	19.50	0.00	0.00	510.27
05 704 1003	HS VOLLEYBALL BALANCE	1,996.30	0.00	0.00	0.00	1,996.30
05 704 1004	MS VOLLEYBALL BALANCE	3,571.96	0.00	0.00	0.00	3,571.96
05 704 1005	CROSS COUNTRY BALANCE	474.87	45.70	0.00	0.00	429.17
05 704 1006	HS WRESTLING BALANCE	2,370.69	200.00	0.00	0.00	2,170.69
05 704 1007	MS WRESTLING BALANCE	3,919.15	425.00	941.00	0.00	4,435.15
05 704 1008	HS TRACK BALANCE	628.65	838.29	0.00	0.00	(209.64)
05 704 1009	MS TRACK BALANCE	1,599.26	0.00	0.00	0.00	1,599.26
05 704 1010	HS BOYS BASKETBALL BALANCE	1,421.87	7,990.96	1,821.00	0.00	(4,748.09)
05 704 1011	MS BOYS BASKETBALL BALANCE	2,251.03	0.00	0.00	0.00	2,251.03
05 704 1012	HS GIRLS BASKETBALL BALANCE	189.73	1,634.00	1,446.00	0.00	1.73
05 704 1013	MS GIRLS BASKETBALL BALANCE	3,786.45	90.00	261.00	0.00	3,957.45
05 704 1014	BOYS GOLF BALANCE	1,572.57	0.00	0.00	0.00	1,572.57
05 704 1015	TRAINING SUPPLIES BALANCE	9,787.23	0.00	0.00	0.00	9,787.23
05 704 1016	GIRLS GOLF BALANCE	1,047.24	0.00	0.00	0.00	1,047.24
05 704 2017	CLASS OF 2017 BALANCE	637.78	0.00	0.00	0.00	637.78
05 704 2018	CLASS OF 2018 BALANCE	55.94	0.00	0.00	0.00	55.94
05 704 2019	CLASS OF 2019 BALANCE	853.93	0.00	(300.00)	0.00	553.93
05 704 2020	CLASS OF 2020 BALANCE	2,171.54	0.00	0.00	0.00	2,171.54

Activity Fund Balance Report - Summary - Exclude Encumbrances
 12/2019 - 12/2019

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 2021	CLASS OF 2021 BALANCE	4,302.20	0.00	300.00	0.00	4,602.20
05 704 2022	CLASS OF 2022 BALANCE	3,553.71	41.04	600.00	0.00	4,112.67
05 704 2023	CLASS OF 2023 BALANCE	1,803.04	0.00	200.00	0.00	2,003.04
05 704 2024	CLASS OF 2024 BALANCE	943.00	0.00	210.00	0.00	1,153.00
05 704 2025	CLASS OF 2025 BALANCE	149.00	0.00	50.00	0.00	199.00
05 704 2026	CLASS OF 2026 BALANCE	30.00	0.00	6.00	0.00	36.00
Fund Total: 05		223,140.92	40,924.75	35,092.81	0.00	217,308.98

Activity Fund Balance Report - Summary - Exclude Encumbrances

12/2019 - 12/2019

Regular; Beginning Month 12/2019; Processing Month 12/2019; Accounts to Include Accounts with Activity; Fund Number 02, 03, 06, 07, 08

Fund: 02 DEPRECIATION

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
02 704	BALANCE	872,636.83	87,422.26	8.94	0.00	785,223.51
Fund Total: 02		872,636.83	87,422.26	8.94	0.00	785,223.51

Activity Fund Balance Report - Summary - Exclude Encumbrances

12/2019 - 12/2019

Regular; Beginning Month 12/2019; Processing Month 12/2019; Accounts to Include Accounts with Activity; Fund Number 02, 03, 06, 07, 08

Fund: 03 EMPLOYEE BENEFIT FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
03 704	FUND BALANCE	207,052.00	0.00	0.00	0.00	207,052.00
03 704 0800	EMPLOYEE BENEFIT ELEM BALANCE	2,060.33	0.00	8.94	0.00	2,069.27
03 704 0805	EMPLOYEE BENEFIT HS BALANCE	3.92	0.00	0.00	0.00	3.92
Fund Total: 03		209,116.25	0.00	8.94	0.00	209,125.19

Activity Fund Balance Report - Summary - Exclude Encumbrances

12/2019 - 12/2019

Regular; Beginning Month 12/2019; Processing Month 12/2019; Accounts to Include Accounts with Activity; Fund
Number 02, 03, 06, 07, 08

Fund: 06 SCHOOL NUTRITION

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
06 704	FUND BALANCE	(6,835.63)	20,634.51	29,778.14	0.00	2,308.00
06 705	BUDGETED FUND BALANCE	58,086.02	0.00	0.00	0.00	58,086.02
Fund Total: 06		51,250.39	20,634.51	29,778.14	0.00	60,394.02

Activity Fund Balance Report - Summary - Exclude Encumbrances

12/2019 - 12/2019

Regular; Beginning Month 12/2019; Processing Month 12/2019; Accounts to Include Accounts with Activity; Fund
Number 02, 03, 06, 07, 08

Fund: 07 BOND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
07 704	BALANCE	66.41	0.00	0.00	0.00	66.41
	Fund Total: 07	66.41	0.00	0.00	0.00	66.41

Activity Fund Balance Report - Summary - Exclude Encumbrances

12/2019 - 12/2019

Regular; Beginning Month 12/2019; Processing Month 12/2019; Accounts to Include Accounts with Activity; Fund
Number 02, 03, 06, 07, 08

Fund: 08 SPECIAL BUILDING

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
08 704	BALANCE	1,033,725.49	34,911.25	2,815.53	0.00	1,001,629.77
	Fund Total: 08	1,033,725.49	34,911.25	2,815.53	0.00	1,001,629.77

Hot Lunch Report for 2019-20

	Beginning		Ending			Avg Daily
	Balance	Receipts	Expenditures	Balance	Enrollment	Participation
						Lunch
August	\$ 47,672.86	\$ 13,704.81	\$ 960.50	\$ 60,417.17	393	231.75
September	\$ 60,417.17	\$ 15,627.26	\$ 25,472.21	\$ 50,572.22	396	245.05
October	\$ 50,572.22	\$ 23,765.78	\$ 21,672.74	\$ 52,665.26	371	254.55
November	\$ 52,665.26	\$ 23,234.66	\$ 24,649.52	\$ 51,250.40	381	261.17
December	\$ 51,250.40	\$ 29,778.14	\$ 20,634.51	\$ 60,394.03	380	264.60
January	\$ 60,394.03					
February						
March						
April						
May						
June						
July				\$ -		

Avg Daily
Participation
Breakfast

50.75

54.66

63.00

65.75

65.33

December 30, 2019

INVESTMENTS

CLAPPER

Week of	Amount	Term	FNB	WPB	Number	Maturity
Jan 18 2019	4,000	12 Mo	<u>1.15%</u>	0.00%	200030423	Jan 17, 2020

ACTIVITY ACCOUNT

Week of	Amount	Term	FNB	WPB	Number	Maturity
Jun 20, 2018	25,000	12 Mo	1.00%	<u>2.10%</u>	8243	Jun 20, 2020
Dec 20, 2019	25,000	12 Mo	<u>1.61%</u>	0.70%		Dec 18, 2020

GENERAL FUND

Week of	Amount	Term	FNB	WPB	Number	Maturity
Jun 20, 2019	384,000	7 Mo	<u>2.40%</u>	2.21%	200068948	NSDLAF2.30% Jan 21, 2020
Jan 18, 2019	375,000	7 Mo	2.06%	1.75%		<u>NSDLAF2.17%</u> Feb 20, 2020
Sep 20, 2019	280,000	6 Mo	1.65%	1.61%		<u>NSDLAF1.87%</u> Mar 20, 2020
Nov 20, 2019	300,000	5 Mo	0.66%	<u>1.67%</u>	8608	NSDLAF1.53% Apr 20, 2020
Nov 20, 2019	346,000	6 Mo	0.71%	<u>1.78%</u>	8609	NSDLAF1.64% May 20, 2020

DEPRECIATION FUND

Week of	Amount	Term	FNB	WPB	Number	Maturity
Feb 20, 2019	240,000	12 Mo	2.25%	2.35%		<u>NSDLAF2.65%</u> Feb 20, 2020
May 20, 2019	337,000	12 Mo	2.30%	2.51%		NSDLAF <u>2.57%</u> May 20, 2020

BUILDING FUND

Week of	Amount	Term	FNB	WPB	Number	Maturity
Feb 20, 2019	243,000	12 Mo	2.25%	2.40%		<u>NSDLAF2.65%</u> Feb 20, 2020
Aug 19, 2019	246,000	12 Mo	1.95%	<u>2.01%</u>	8536	NSDLAF1.95% Aug 20, 2020

EMPLOYEE BENEFIT FUND

Week of	Amount	Term	FNB	WPB	Number	Maturity
Jan 18, 2019	100,000	12 Mo	2.15%	2.21%		NSDLAF <u>2.85%</u> Jan 17, 2020

AINSWORTH COMMUNITY SCHOOLS

ACTIVITIES DEPARTMENT



520 EAST 2ND
AINSWORTH, NE 69210
402-387-0535

Scott Steinhauser/Jared Hansmeyer Co-Activities Directors

JANUARY 2020 ACTIVITIES REPORT

Due to weather the basketball teams did not compete at the Alliance Holiday Tournament over the break. There are several contests over the next few weeks, including the SWC tournament at the end of the month. Semifinal and final games will be hosted at North Platte Community College on January 31st and February 1st. SWC consolation games will be hosted for teams losing on the first night. Those games will be held in Gothenburg on January 30th.

Wrestling will have several invites over the course of January. We will host our invitational on February 1st. The conference tournament is in Ogallala on February 7th. Ainsworth has moved back to Class C for wrestling classification. District wrestling will be in Hershey on February 14th and 15th.

Speech is in full swing. The team will compete for the first time on January 18th at the Valentine Ice Breaker. Weekly speech invites continue through the months of January and February.

The Middle School girls' basketball and the middle school wrestling teams finished up their season just before Winter Break.

The Middle School boys' basketball team has begun practice and will kick-off the season against O'Neill on January 16th.

FFA will compete at the District LDE contest in Atkinson on January 15th.

The FCCLA Star competition is scheduled for January 29th in West Holt.

The Ainsworth Choir students have done a terrific job of performing the National Anthem at several basketball games.

UNK and Chadron State Honor Band and Choir concerts will be held January 27th and February 4th respectively. In addition the middle school students will be participating in the Stanton Jr. High Honor Band and Choir on February 2nd. Qualifiers for Wayne State, UNK and Chadron include:

Wayne State Honor Choir- 14 students

UNK Honor Band- Josie Ganser and Coy Carson

Chadron High Plains Choir- Seth Anderson

Chadron High Plains Honor Band- Victor Carranza, Alyssa Erthum, Josie Ganser and Matt Jeffers

Stanton- 4 vocal and 10 instrumental students.

The NSAA Academic All-State honors for fall sports and activities were announced in mid-December. This year's recipients were:

Girls Golf- Allison Arens and Allison Taylor

Girls Cross Country- Rylee Rice and CeeAnna Beel

Boys Cross Country- Ty Schlueter and Benjamin Flynn

Volleyball- Madelyn Goochey and Summer Richardson

Football- Caleb Allen and Sloan Raymond

Play Production- Rylee Rice and Brandt Murphy



Ainsworth Community Schools

520 East 2nd Street, PO Box 65
Ainsworth NE 69210

402-387-2333

Curtis Childers
PK-6 PRINCIPAL



Our mission at McAndrew Elementary for the month of December was to meet and exceed the expectation of 'Giving' without it involving monetary value, as well as continuing our year long mission of Being Safe, Being Respectful, and Being Responsible. Teachers were given the opportunity to reward students for meeting and exceeding that mission throughout the month by giving students 'recognition slips'. Our mission for the month of January, which the students are working on, is to "Do what is right, not what is easy". The common language and terminology we are using in grades kindergarten through eighth grade has really begun to work and creates a consistent atmosphere of positive learning for our students and staff. During the second semester, we have set a goal of 3,000 positive recognition slips received in order to earn the first of many positive rewards aligned throughout the semester.

Our students showed great growth on their Winter Dynamic Indicator of Basic Early Literacy Skills (DIBELS) Assessments. With the help of strategic interventions, a differentiated instructional approach, and staff members that are working extremely hard to meet the needs of all students, our students are making great progress in all subject areas.

Our CIP team recently participated in the Data Dig at ESU 17 with all our fellow ESU 17 schools. We utilized this day to discuss our performance data, as well as our perceptual data. Areas of celebration and areas of growth were identified, which led to the development of a plan for the ESU employees (and our school district) to follow moving forward.

We have successfully implemented plans for students that qualify for support under the NebraskaReads Act. We will use the Winter DIBELS scores to see about continued qualification, or the possibility of removing students from their plans based on being at or above benchmark. Our goal is to steadily decrease our number of students that qualify for intervention plans.

We will take our Winter Measurements of Academic Progress (MAPs) tests beginning in late January. Once we've finished the Winter assessment, our staff and administration will look at the data and create individualized interventions and enrichment for students.

Anticipated K-6 enrollment at for K-6 as of January 9, 2019 is as follows:

*Kindergarten-- 23 students	*First Grade-- 32 students
*2nd Grade-- 28 students	*3rd Grade-- 24 students
*4th Grade--28 students	*5th Grade-- 31 students
*6th Grade-- 25 students	

Total Enrollment K-6--190 students

Enrollment Summary

Middle School		High School	
Grade Level	Total in Grade	Grade Level	Total in Grade
7	26 10 M/ 16F	9	33 12M / 21F
8	38 13M / 25F	10	42 17M / 25F
Total	64 23 M / 41F	11	41 21M / 20F
		12	29 19M / 10F
		Total	148 71M / 76F

NCDHD Guest Presenter – Tony Hoffman

On Monday, January 13th, all 9-12 students will be traveling to Rock County High School to hear from Tony Hoffman. His bio and some links below will give a little more information regarding Tony and his message. This event is sponsored by NCDHD in O'Neill and this presentation was made available to several area school including O'Neill, Rock County, Key Paha and Ainsworth.

Tony's Bio

Tony Hoffman was a drug addict who went to prison and turned his life around becoming a BMX Olympic athlete. Tony now coaches Olympic athletes and travels the country speaking about addiction, mental health, work ethic, and the importance of attitude. To strengthen the spread of his message and positive influence among youth we have brought him back to the area and hope that you will seriously consider attending. This is a great opportunity for student leaders to be an advocate for not only healthy choices, but substance abuse prevention among their peers.

Learn more about Tony here:

Check out Tony's website at: <https://www.tonyhoffmanspeaking.com/schools>
This is a 23 minute video on his story: <https://www.youtube.com/watch?v=POeG-2bTyao&t=29s>

1/20/2020 PD Agenda

<u>Start Time</u>	<u>Activity</u>	<u>Presenter</u>	<u>Location</u>
7:45	Announcements	Admin	Cafeteria
8:00	Transportation Training	Mr. Hafer	Cafeteria
10:00	Alternative Assessment Survey	ESU 17 Staff	Cafeteria
10:30	CIP Time - Curriculum Standards Continuation	ESU 17 Staff	Cafeteria
12:00	Lunch		
12:45	Breakout		
	ELL Training	ESU 10 Coordinator	
	Standards continuation	ESU 17 Staff	

Dibels Testing completed

During the last two weeks of the first semester DIBELS testing was completed in grades 3-8. This testing will be used for grouping and intervention determination during reading instruction for these students. This is the second of three DIBELS testing periods that guide reading instructional decisions and progress throughout the school year.

Respectfully Submitted: Steve Dike

REGISTRATION & AGENDA

JANUARY 29 | NORFOLK
Lifelong Learning Center | 801 E. Benjamin Ave

FEBRUARY 5 | KEARNEY
Holiday Inn | 110 S. 2nd Ave

TO REGISTER

Go to www.NASBonline.org, and log in using your email and password

If you do not have an email and password to log in or have forgotten it, please contact NASB at 800-422-4572 for assistance. \$20 cancellation fee by the registration deadline. No refunds after the deadline.

Registration fees for each event are as follows:

Budget & Finance Workshop	\$65
Cancellation Fee	\$20
Registration Deadline:	January 23 - Norfolk January 30 - Kearney

AGENDA

5:00 PM	REGISTRATION
5:30 PM	DINNER, FOLLOWED BY THE WORKSHOP
8:30 PM	ADJOURN

SUGGESTED AUDIENCE:

School Board Members; Superintendents/ESU Administrators

15 AWARDS OF ACHIEVEMENT POINTS WILL BE EARNED FOR ATTENDING



BUDGET & FINANCE WORKSHOP

"An investment in knowledge pays the best interest."

--Benjamin Franklin

School finance is a complex task. The Leadership Team, comprised of both the board and Superintendent/ESU Administrator is responsible for managing the finances within their district/ESU. This evening workshop will feature former superintendents Carl Dietz and Matt Fisher, two school finance experts, who will share their experiences in:

- Overview of individual school funds and approved uses for those funds
- TEEOSA Formula 101
- How to share budget & finance information with the community
- What financial information should be shared with the board and how often.
- Coding – how coding can be used to track the overall budget, SPED, poverty and state aid
- Learning how Special Education can impact total spending, what is included in SPED costs
- Discussion of the NDE budget document
- Using your Annual Financial Report
- Negotiations - what can be negotiated & what to expect
- Cash reserves and tax receipts by month and the importance of cash carryover
- Other financing options – TANs, lease-purchase

This workshop will be suited for both new board members and administrators just learning the process, as well as seasoned veterans who have been through this annual process.





<http://members.nasbonline.org/index.php/events>

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 800-422-4572 for assistance.

THIS
WEEK!

106th Legislature, 2nd Session Begins THIS Wednesday, January 8

Day 1 of this year's 60-day session will begin Wednesday at 10:00 AM for the second half of the 106th Legislature. Bills not passed in 2019 are still in play, along with all new bills that will be introduced during the Session's first 10 days. Throughout the session, look to NASB to keep you informed on pertinent information regarding key bills and topics important to your schools, public education, advocacy, and local school governance through these *Legislative Notes* updates, on social media at our Twitter and Facebook pages, and always online at www.NASBonline.org! Please download and utilize the 2020 NASB Advocacy Handbook as well which is now posted at <http://members.nasbonline.org/index.php/advocacy-handbook> This includes all of the items approved by YOU at Delegate Assembly.

KEY DATES OF NOTE:

- Senators are allowed to introduce new bills for the first 10 working days (January 23)
- The NASB Legislation Committee meeting is scheduled for February 9
- The annual NASB Legislative Issues Conference is February 9-10 in Lincoln ... join us!
- Priority bills are announced by February 25
- Committee hearings start January 21, end February 27
- Full day debate begins March 3
- The final day of the 106th Legislature, 2nd Session is currently scheduled for April 23

President's Retreat | January 26 - 27 | Nebraska City

President's Retreat | February 16-17 | Sidney & Kearney

Budget & Finance Workshop | January 29 | Norfolk

Budget & Finance Workshop | February 5 | Kearney

NSBA Advocacy Institute | February 2-4 | Washington, D.C.

School Board Member Week in Nebraska | February 9-15

Legislative Issues Conference | February 9-10 | Lincoln | Finishing Strong ...

FINISHING STRONG IN THE SECOND HALF!

Board Presidents: Check your inbox each month for the monthly 'NASB Update' to include in your meeting agenda. Please contact mbeika@NASBonline.org with any questions, or if you are not receiving them.

LEADERSHIP

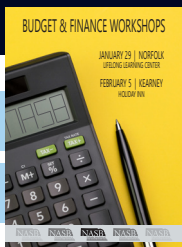
INNOVATION

VISION

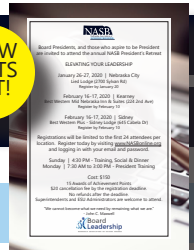
ENGAGEMENT

#liveNASB

The Nebraska Association of School Boards provides support to School Boards to strengthen public education for all Nebraska children.



A FEW
SPOTS
LEFT!



NASB Monthly Update for Board Meetings - Agenda Item: JANUARY 2020

“NASB Update”

As a board, some items to be focused on during January include:

- Hold an annual Leadership Team Planning Retreat
- District Report Card
- Approve superintendent contract. Note: For current superintendents or ESU Administrators, before approval of contract/amendment, board must publish a copy of the proposed contract/amendment three days before approval along with estimate and description of all costs. Neb. Rev. Stat. § 79-2402(1). For new superintendents or ESU Administrators, the board must publish a copy of the contract two days after the meeting at which the contract was approved, along with estimate and description of all costs. Neb. Rev. Stat. § 79-2402(2).
- Review and revise superintendent evaluation instrument
- Develop new superintendent goals
- Appoint superintendent as the district’s Non-discrimination Compliance Coordinator
- Negotiations mandatory mediation if no agreement; Due February 8 – § 48-818.01
- Review Board Code of Conduct
- Sign and file Conflict of Interest form with Board Secretary
- Board must notify the Secretary of State, County Clerk/Election Commissioner of the number of officers to be elected, the length of terms of office, the vacancies to be filled by election and length of remaining term, and the number of votes to be cast by a registered voter for each office in the statewide primary election <https://nebraskalegislature.gov/laws/statutes.php?statute=32-404>
- Elect board officers

Networking & Events for 2020:

- <http://members.nasbonline.org/index.php/events>

Registration and more information can be found online and has already been mailed out for the below. To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 800-422-4572 for assistance.

- **President’s Retreat** | Jan 26-27 in Nebraska City | Feb 16-17 in Sidney | Feb 16-17 in Kearney
- **Budget & Finance Workshop** | Jan 29 in Norfolk | Feb 5 in Kearney
- **Legislative Issues Conference** | Feb 9-10 in Lincoln
- **School Board Member Week in Nebraska** will be February 9-15 ... Thank You School Boards!

Advocacy/2020 Legislative Session:



The 2020 legislative session began Wednesday, January 8th. Stay engaged during the Session. The 2020 NASB Advocacy Handbook is now posted at <http://members.nasbonline.org/index.php/advocacy-handbook> This includes all of the items approved by YOU at this year's Delegate Assembly.

Follow NASB on twitter at www.twitter.com/NASBonline using the hashtag #liveNASB
and on facebook at www.facebook.com/NASBonline

To see a quick glimpse at the various items the NASB is involved in, check out pages 10 & 11 each month in the **Board Notes newsletter** for "This Month In ...". To access the latest newsletter, click here:

<http://members.nasbonline.org/index.php/news-resources/board-notes>

Thanks for all you do for your board, your community and the entire state by serving public education in Nebraska.



The 2020 session of the Unicameral begins this week. This will be a shorter 60-day session, but much could take place affecting education in Nebraska.

At the forefront of our attention will be possible changes in school funding. Of course, a goal of any such move would be to create the possibility for property tax relief. Another point of emphasis will be LB 147, Sen. Groene's Student Discipline Bill. There also appear to be several other bills that will keep us occupied. As always, I will attempt to keep you updated on important happenings.

NRCSA continues to be involved with two major groups: the Education Coalition and Nebraskans United. The Education Coalition is made up of all of the major education groups. The group tries to meet once a week during the session. Nebraskans United is made up of all of the major education groups and most of the major agricultural groups. Both groups have been able to provide a combined voice on many issues, which is much more powerful than each group on its own.

NRCSA is proposing changes to its By-Laws. Most of the changes are technical or corrective in nature, however there are some changes of substance. Voting on these changes will occur at the General Members meeting that will be held during the Spring Conference. The document below highlights the proposed changes and the rationale for them.

[Proposed NRCSA By-Law Changes 2020](#)

Preparations for the 2020 NRCSA Legislative Forum on Wednesday, February 26, at the Lincoln Cornhusker Marriott are underway. Invitations to speak and attend the Luncheon with Senators will be out soon and we hope to have an agenda ready soon. Superintendents and Board of Education members, please plan to attend. It is more important than ever to attend and encourage your senator to attend and meet with you. This is a face-to-face endeavor.

There are rooms available at the Cornhusker Hotel at a discounted rate of \$104.00 per night for Tuesday February 25, 2020. The Cornhusker is a Marriott Hotel; they have instructed customers to use the central reservation line to reserve a room.

Cornhusker Marriott Hotel: 1-866-706-7706

Ask for the NRCSA-Rural School Group Rate of \$104.00 per night for Tuesday, February 25 or use the link below to book a room. You must reserve before February 11, 2020 to secure the special rate.

[Legislative Forum Registration](#)

[Book a Room at the Cornhusker](#)

[NRCSA Events](#)

NRCSA Legislative Forum
February 26, 2020
Cornhusker Hotel in Lincoln
[More about this event](#)

NRCSA Spring Conference
March 26-27, 2020
Holiday Inn in Kearney
[More about this event](#)

NRCSA Golf Tournament
July 28, 2020
Meadowlark Hills Golf Course in Kearney
[More about this event](#)

[Committee Meetings](#)

NRCSA/NDE Closing the Gap Research Team Meeting
January 9, 2020, Time TBD
Via Zoom

NRCSA Executive Committee Meeting
2:00 PM, February 26, 2020
NCSA Building in Lincoln

NRCSA S&R Committee Meeting
February 26 & 27, 2020
KSB Law Office in Lincoln

NRCSA Executive Committee Meeting
March 25, 2020 Time TBD
Holiday Inn in Kearney

[NRCSA Programs](#)

[Grant Programs \(Pusch Foundation and Project Fit America\)](#)

[Global Speech Teletherapy](#)

[myONcore Services](#)

[Planning Support Service](#)

[Scholarship and Awards Programs](#)

[Superintendent Search Service](#)

[Legislative Contacts](#)

[U.S. Senators](#)

[Deb Fischer](#)

[Ben Sasse](#)



The NRCSA Spring Conference is also approaching! Mark your calendars for March 26 & 27, 2020 at the Holiday Inn and Convention Center in Kearney. There will be many informative and timely sessions regarding law, TEEOSA, school finance, curriculum development, updates from the Department of Ed, staff and board development, updates regarding current federal and state legislation and others. Sessions highlighting special programs and initiatives are always a plus. A total of 35 sessions will be provided at the conference. As always, the general sessions will feature music groups, speakers on Thursday and Friday, scholarships, awards, recognitions, and the traditional meals that have become a mainstay of the conference. Be sure to make plans for you and your board members to attend.

Also, we need ideas and session proposals and a music group for the morning of Thursday March 26 for the conference; contact Jack with your ideas for topics and specific presentations or if you have a group that would like to perform.

[Spring Conference Registration](#)

From Dr. Nicholas Shudak, Wayne State College

Hello NRCSA members!

Allow the following to serve as an update regarding the work that Wayne State College and the Nebraska State College System have been doing with NRCSA for the past few years regarding dual-credit qualifications for high school teachers. Having qualified high school teachers deliver coursework to their own students seems preferable to having the courses delivered by college professors, hired adjuncts, or through distance technology. The purpose of this update is to inform members about the dual-credit guidelines, to share a timeline for getting teachers qualified, and to present an apparatus through which teachers can gain those qualifications.

Dual-credit Guidelines:

Colleges and universities are accredited through the Higher Learning Commission (HLC). Prior to September 1, 2017, the qualifications required for a high school faculty member to teach dual-credit was simply a master’s degree. Starting on September 1, 2017, the new requirements are that a high school teacher must have a master’s degree that includes 18 graduate credit hours in the content, or, a master’s degree with eighteen additional credit hours of content. Please keep in mind WSC has master’s degrees with the 18 hours embedded, and, we can offer the content hours if your teachers already have a master’s.

The Nebraska State College System understands the importance of moving toward full compliance. However, the NSCS does not want to jeopardize dual-credit opportunities for those high schools that currently work with Wayne State College (or other NSCS institutions). With just over 50% of current dual-credit faculty needing the full 18 credit hours of graduate content coursework in order to continue to serve in this role, these individuals are expected to need several years to meet these new graduate content hour

U.S. House of Representatives

- [Don Bacon](#)
- [Jeff Fortenberry](#)
- [Adrian Smith](#)

Nebraska Governor

- [Pete Ricketts](#)

NE State Senators

- [Joni Albrecht, Dist 17](#)
- [John Arch, Dist 14](#)
- [Carol Blood, Dist 3](#)
- [Kate Bolz, Dist 29](#)
- [Bruce Bostelman, Dist 23](#)
- [Tom Brandt, Dist 32](#)
- [Tom Brewer, Dist 43](#)
- [Tom Briese, Dist 41](#)
- [Machaela Cavanaugh, Dist 6](#)
- Ernie Chambers, Dist 11, no e-mail
- [Robert Clements, Dist 2](#)
- [Sue Crawford, Dist 45](#)
- [Wendy DeBoer, Dist 10](#)
- [Myron Dorn, Dist 30](#)
- [Steve Erdman, Dist 47](#)
- [Curt Friesen, Dist 34](#)
- [Suzanne Geist, Dist 25](#)
- [Tim Gragert, Dist 40](#)
- [Michael Groene, Dist 42](#)
- [Steve Halloran, Dist 33](#)
- [Ben Hansen, Dist 16](#)
- [Matt Hansen, Dist 26](#)
- [Mike Hilgers, Dist 21](#)



requirements. However, time is running out with roughly three years left on the extension.

NSCS/WSC Timeline:

The NSCS requested an extension to September 1, 2022 to move all existing (and new) dual-credit instructors to full compliance with the HLC’s faculty qualifications. This plan establishes minimum criteria for graduate content coursework for each academic year, with annual evaluations of dual credit faculty credentials completed prior to the beginning of each academic year. Those individuals who do not complete additional graduate coursework in assigned dual credit content area(s) and provide documentation of the coursework by August 15th of each year would no longer be eligible to serve as dual credit instructors for the Nebraska state colleges. The updated timeline and minimum content coursework are outlined below.

For the upcoming 2020-2021 school year: Documentation of at least 12 graduate credit hours of content coursework in assigned area(s) of teaching to be provided by August 15, 2020.

2021-2022: Documentation of at least 15 graduate credit hours of content coursework in assigned area(s) of teaching to be provided by August 15, 2021.

Sept 1, 2022 and after: Documentation of at least 18 graduate credit hours of content coursework in assigned area(s) of teaching to be provided by August 15, 2022.

A Curricular Apparatus:

The NSCS/WSC would like to offer graduate coursework in key content areas of need, largely based off of our survey from 2018 and the coursework that teachers enrolled in this past summer. We are focusing on English and Math. Here’s what the next few semesters might look like.

Spring 2020 (online)

- ENG 526 Linguistic Theory and Application (also satisfies coursework toward ESL endorsement)
- MAT 660 Probability and Statistics for Teachers

Summer 2020

- ENG pending, but likely a special topics course and the linguistic course again
- MAT 535 History of Mathematics

[Robert Hilkemann, Dist 4](#)

[Sara Howard, Dist 9](#)

[Dan Hughes, Dist 44](#)

[Megan Hunt, Dist 8](#)

[Rick Kolowski, Dist 31](#)

[Mark Kolterman, Dist 24](#)

[Andrew La Grone, Dist 49](#)

[Steve Lathrop, Dist 12](#)

[Brett Lindstrom, Dist 18](#)

[Lou Ann Linehan, Dist 39](#)

[John Lowe Sr., Dist 37](#)

[John McCollister, Dist 20](#)

[Mike McDonnell, Dist 5](#)

[Adam Morfeld, Dist 46](#)

[Mike Moser, Dist 22](#)

[Dave Murman, Dist 38](#)

[Patty Pansing Brooks, Dist 28](#)

[Dan Quick, Dist 35](#)

[Jim Scheer, Dist 19](#)

[Julie Slama, Dist 1](#)

[John Stinner, Dist 48](#)

[Tony Vargas, Dist 7](#)

[Lynne Walz, Dist 15](#)

[Justin Wayne, Dist 13](#)

[Matt Williams, Dist 36](#)

[Anna Wishart, Dist 27](#)

NRCSA Leadership

Del Dack, President
Paxton Consolidated Schools

Dr. Curtis Cogswell, Past President.
McCool Junction Public Schools



Fall 2020

- ENG pending
- MAT 520 Number Theory

A Possible Funding Apparatus:

There are many ways to assist teachers to help fund this initiative. If offering access to college coursework through dual-credit is an initiative of your school district, then perhaps there are funds or scholarships within your district and through your board policies that provide funding to help teachers earn the necessary qualifications. Also, please keep in mind the Enhancing Excellence in Teaching Program (EETP). As per the website (<https://www.education.ne.gov/educatorprep/eetp-current-teachers/>): “The Enhancing Excellence in Teaching Program (EETP) provides forgivable loans to Nebraska teachers enrolled in an eligible graduate program at an eligible Nebraska institution. On April 22, 2009, the Excellence in Teaching Act (§§ 79-8,132–79-8,140 R.R.S.) was signed by Governor Heineman revising the existing Attracting Excellence to Teaching Program (for individuals seeking their initial teaching certificate in Nebraska) and authorizing the Enhancing Excellence in Teaching Program (for Nebraska teachers enrolled in a graduate program in Nebraska). Funding is provided by the Excellence in Teaching Cash Fund using a portion of the State Lottery Operation Trust Fund dollars.” I and my office can help your teachers work through the EETP application process.

Please consider having your school district and teachers partner with WSC and the NSCS to help your teachers earn the necessary qualifications to offer dual-credit coursework in your home districts. Should you have questions about how WSC/NSCS can help your districts, please contact me at nishudal@wsc.edu, or, 402-375-7164. Or, please direct questions to Jack Moles, too (jmoles@nrcca.net). I am grateful for this partnership with NRCSA and its member districts. Here’s to serving rural Nebraska.

A common theme from some of the decision makers on the state level is that “out of control” local spending is to blame for the property tax problem. NRCSA, along with many other educational entities, maintains that we do not have a school spending issue, but instead have a school funding issue. Attached are two reports, one from NRCSA, the other from Open Sky, that discuss the myth of “out of control” school spending. It is my hope that administrators and Board of Education members will read, then use these reports to counter those claims. When you do please tell your district’s story as that is the most powerful way to get this message across.

[NRCSA Spending Study](#)

[A Look at School Spending in NE From Open Sky](#)

Board of Education meeting visits. In early December I made the trek to the Panhandle to visit with the leadership at Chadron State College. Since December 9 was Board meeting night for most districts, I offered to attend a few Board meetings close to Chadron. Thus, I attended Board meetings in Hemingford, Chadron, and Hay Springs

Ginger Meyer, Pres-Elect.
Scribner-Snyder Community Schs

Jane Davis, Secretary.
Hershey Public Schools

District Representatives:

Chris Geary, West
Leyton Public Schools

Dale Hafer, North Central
Ainsworth Community Schools

Dr. Dawn Lewis, Northeast
Arlington Public Schools

Paul Sheffield, Southeast
Exeter-Milligan Public Schools

Dr. Dennis Shipp, South Central
Bertrand Public Schools

Alan Garey, Southwest
Medicine Valley Schools

Executive Director:

Jack Moles

Lobbyists:

Jeff Edwards
Trent P. Nowka
Russell Westerhold

Legislative Co- Chairs:

Randy Page,
Thayer Central Community Schs

Dr. Jason Dolliver
Pender Public Schools

Scholarship & Recognition Co Chairs:

Tim Heckenlively,
Falls City Public Schools

Brian Tonniges,
High Plains Community Schools



to share a little bit about what is going on with NRCSA and to look at the coming legislative session. It was a great evening of meeting Board members on their “home turf”.

On January 13, I will make a second round of attending Board of Education meetings at member schools when I visit McCool Junction, Friend, and Centennial.

I am willing to attend Board meetings when I can. When I am going to be in a specific area on Board meeting days I may send out a notice to near-by Superintendents to make an offer to visit. I'd like to be able to schedule two or three in the same evening if I can.

If you are interested in having me attend a future Board meeting, please let me know and I will see if I can make it work. I would likely not make long trips to attend a single Board meeting unless there was a specific need, however.

Dates for future committee meetings are:

NRCSA Closing the Achievement Gap Team Meeting (via Zoom): *January 9, 2020*

NRCSA Executive Committee Meeting: *February 26, 2020, 2:00 PM, at the NCSA Building in Lincoln*

NRCSA Scholarship & Recognition Committee Meeting: *February 26 & 27, at the KSB Law Office in Lincoln*

NRCSA Executive Committee Meeting: *March 25, 2020, Time TBD, at the Holiday Inn in Kearney*

I am still working on a little project in which I could use your help. I would like to have a picture or two from your school or ESU that includes either (1) the school name and/or the mascot name or (2) a source of pride for your district. Ideas:

1. the marquee in front of the school/ESU
2. the entrance to the school/ESU
3. scoreboard
4. student team or group with the name on uniforms
5. new building or facilities
6. innovative project

Many of you have already responded to my request. To date over 60 schools have responded. If you have not yet participated, you can either email the pictures (jmoles@nrcca.net) or text them to 402-335-7732. Thanks for your help!



NRCSA co-hosted a meeting with REL on the teacher shortage in rural Nebraska. Several key players from different fields were invited to attend. A second meeting is scheduled for early April. The REL report that was discussed can be assessed [here](#).

[Teacher Retention in Nebraska & Surrounding States](#)

We urge you to consider making use of the NRCSA Partner OneCard as a tool for you in managing school expenditures, both large and small. Certainly, the card can help reduce/eliminate any issues relative to unverified cash expenditures. You decide who uses it, can get cards for each of those users, keep all cards wherever you wish, determine the amount to load it with, and how long the time frame of use is. It is a terrific management tool and clearly identifies each expenditure/name/date/amount. Whether small purchases or very large purchases, the card is a terrific tool. NRCSA owns the state contract, so liability for misuse falls to NRCSA, not the district user. We have only had three circumstances of fraud and all three have been the theft of the card number information, not any district employee misuse. Great job by all participating districts in protecting the card and program! Don't forget, the NRCSA rebate from the transaction fee paid by businesses that choose to accept plastic is used for scholarship, awards, and special needs. For 2018-2019, the rebate was over \$18,000 to NRCSA, showing that use is increasing, and large purchases are being included. WIN, WIN, WIN!

SUPERINTENDENT SEARCH & PLANNING

We are now in the height of the season in which Boards of Education are considering new leadership for their districts in the coming year. NRCSA has a Superintendent Search Service which has been highly successful. Our search process is entering its seventh year and we are very pleased that our twenty-five searches have been successful in process and product. Of the twenty-five searches completed twenty-one have superintendents that are still serving their district. You can read testimonials from each on our website. We are ready to go when you determine you are ready.

It is a common practice for many Boards of Education and the Superintendent to conduct short and long-term planning. NRCSA does provide a quality service using experienced consultants. If are interested in more information, please contact Executive Director Jack Moles.

[NRCSA Search Service Experience](#)

[NRCSA Planning Support Brochure](#)

Global Teletherapy Article The latest article from Global Teletherapy is available below

[Maximizing Student Potential](#)



National Updates

From Dr. Jon Habben, NREA President:

There is good news, considering all the impeachment has been. The FY20 funding bill is finalized. Most did not think this progress could be made, expecting another stopgap temporary budget funding bill instead.

The funding bill has been signed and has become law.

[Legislative Corps Dec. 20, 2019](#)

From the National Rural Education Association

Applications opened October 15th for [Stanford University's Hollyhock Fellowship Program](#), which is a **free** and **fully funded** fellowship for **high school teachers** with 2-7 years of experience who teach in schools where at least 50% of the students qualify for free and reduced lunch. Any teacher across America who meets the [eligibility requirements](#) can apply until January 15, 2020. In addition, school leaders of the teacher teams accepted will be invited to Stanford U. for a [Hollyhock School Leaders Institute](#) next summer. You can read about Hollyhock's impact and success [HERE](#) and why teachers you know should consider applying [HERE](#).

Let us know if you would like more information. We would be happy to talk about why this professional learning experience celebrates teachers, develops their capacity to lead from the classroom, improves their instruction, and helps them to be more culturally sustaining.

25th Anniversary Invitation to Attend to the National Rural Congress in Saskatchewan.

[25th National Congress on Rural Education](#)

From Princeton University:

I hope this finds you well! There is an amazing FREE opportunity for high-achieving high school juniors from low-income backgrounds who are interested in journalism or its related components in the humanities.

About the program

The Princeton Summer Journalism Program (PSJP) is a free residential journalism and college preparatory program for high-achieving current juniors from low-income backgrounds who are interested in journalism. Over 10 days, students live on campus at Princeton University and learn reporting skills from professional journalists. They also attend lectures on liberal arts topics led by Princeton U professors. Participants hold a press conference, produce a short documentary, report on a professional sporting event from the press box, attend a play or theatrical production, visit 3-4 major news outlets,



and interview subjects for their feature stories in the Princeton Summer Journal. After the program, students are paired with a volunteer college adviser, a professional journalist, to help them through their application process.

Program dates: Friday, July 31 – Monday, August 10, 2020

Cost: None. All program expenses, including meals, housing, airfare or train tickets to and from campus, are covered by the program.

Eligibility: To apply, students must be:

- Current high school juniors (Class of 2021)
- living in the United States
- with an unweighted GPA of 3.5/4.0
- who have an interest in journalism (no experience required)
- and meet one of the financial eligibility requirements below:
 - The custodial parent(s)/guardian(s)' combined income (including child support received) must not exceed \$60,000 annually
 - The student must be eligible for Free/Reduced-Priced Lunch.
 - The student is eligible for a SAT or ACT fee waiver.

Applying: The online application is available on our [website](#) and due no later than **Monday, February 17, 2020**. Please note that students must submit an unofficial transcript to be considered. You may read about the full [application process here](#).

NRCSA Superintendent Search Service – 2019-20 Searches:

Please let Jack Moles know where superintendent vacancies occur, so that NRCSA Superintendent Search can make direct contact. We need to hear as soon as possible in anticipation of getting promotional materials specific to that board of education ready. It is critical that Board Presidents have the NRCSA contact information so that if they choose to consider a Superintendent Search Service, NRCSA is one they hopefully will consider.

	<p>Superintendent of Schools -Osceola Public Schools Application Deadline: Jan. 29, 2020 Announcement of Vacancy: Osceola Public Schools Finalists Selected: Feb. 3, 2020</p>
	<p>Superintendent of Schools -Stanton Community Schools Application Deadline: Jan. 14, 2020 Announcement of Vacancy: Stanton Community Schools Finalists Selected: Jan. 29, 2020</p>
	<p>Superintendent of Schools -Stapleton Public Schools Application Deadline: Jan. 29, 2020 Announcement of Vacancy: Stapleton Public Schools Finalists Selected: Feb. 12, 2020</p>



	<p>Superintendent of Schools -Sterling Public Schools Application Deadline: Jan. 22, 2020 Announcement of Vacancy: Sterling Public Schools Finalists Selected: Jan. 27, 2020</p>
	<p>Superintendent of Schools – Deshler Public Schools Search Complete Damon McDonald hired as Superintendent of Schools</p>
	<p>Superintendent of Schools – Fillmore Central Public Schools Search Complete Joshua Cumpston hired as Superintendent of Schools</p>
	<p>Interim Superintendent Sterling Public Schools Interim Search Complete Tom Sharp hired as Interim Superintendent</p>

Member Employment Postings (not using any search service):

NRCSA members may advertise their employment postings here FREE OF CHARGE, provided they are using NRCSA Superintendent Search or searching without using any search service to fill their vacancy.

Elgin Public Schools

Due to retirement the Elgin Public schools has a Superintendent opening. The position is pre K-12 Superintendent in a small but progressive district with great finances and staff. The school is k-5 1 to 1 iPads, 6-12 1 to 1 PC Computers and provides an amazing education to all children.

Please Send letter, resume, references, transcript and license to:

Superintendent Opening
PO Box 399
Elgin, NE 68636

Loup County & Sargent Public Schools

Unique opportunity for the right person. Loup County Public School (AQuESTT – Excellent) and Sargent Public Schools (AQuESTT – Great) are seeking applicants for the position of shared superintendent. Both districts are financially sound with low tax levies. Both districts have dedicated and professional staffs, loyal patrons and great students. The two districts are in a cooperative agreement for all athletics and music. This strong coop has been in existence since 2011. Successful candidate should possess strong inter-personal skills, be a good communicator, a dedicated instructional leader, organized and financially sound. Compensation will be commensurate with candidate’s experience and skill set.



Please send letter of application, resume, applicable transcripts and three letters of recommendation to:

Wayne L. Ruppert (present superintendent)
PO Box 170, Taylor, NE 68879.
Application deadline – January 13.
Interviews – January 17.

Buy, Sell, Trade

NRCSA members may advertise jobs or items for sale. This service is completely FREE OF CHARGE to NRCSA members. E-mail jbundy@nrdsa.net if you would like to post something. Postings will remain in place for one (1) month but may be resubmitted if additional time is needed.

No postings at this time



Ainsworth Community Schools

520 East 2nd Street, PO Box 65
Ainsworth NE 69210
402-387-2333
Fax 402-387-0525

Dale Hafer
SUPERINTENDENT

Dedra Stoner
Laurie Witte
DISTRICT OFFICE

January 13, 2020

TO: Board Members

FROM: Dale

SUBJECT: Superintendent's Report for the January Regular Meeting

Greetings, Board Members. Here is my report for the January regular board meeting.

1) Facilities

The transition to Conditioned Air Mechanical for our heating/cooling needs and service is going well. In addition to assessing our needs and our current systems, they have identified some items to address such as boiler gaskets and the replacement of the expansion tank which has been causing system issues for quite some time. There is also a door/cover on one of the boilers that needs replaced as it is warped and does not fit quite right. It will not be long and Conditioned Air will be back to begin the install process for the new Chiller which is right on track for an April finish date for the Chiller Project.

The facility audit continues with Trane. Brent Jackson will provide us a 10 to 15-minute update on the process at the board meeting.

2) Budget and Financial Report

After the first 4 months of the 2019-20 budget cycle (September thru December) we have spent about 24.23% of the general fund budget. That equates to \$2,346,410 of \$9,682,619 budgeted. We are on track to spend 70-72% of the budget. The goal is to be closer to the 70% mark unless unforeseen expense arise that would prevent that from happening.

We continue to work through the contract negotiations process with the AEA. So far, the AEA and Board Negotiations/Personnel committee have met twice and exchanged offers/counter offers. We are looking to set the next meeting date in January.

As we head into 2nd semester, we continue to monitor our spending and are doing our best to keep spending in check. The spring requisition process is right around the corner. Dedra, Laurie, and I will be working with staff regarding this process. The

building Principals and AD's will also be involved as we coach them on approvals, amounts, and our goals related to finishing this budget and building the next.

3) Strategic Planning

We enjoyed a productive evening with NASB as the Strategic Overview Committee was convened on January 6th. There were 36 people in attendance representing the community, staff, students, and the board. Currently, we are looking for a date to hold the community wide engagement night to continue the process. Further, arrangements have been made to survey our students and offer a survey opportunity to our parents to allow NASB to continue gathering input and information from our stakeholders to assist in developing the strategic plan.

Please be promoting the community wide engagement night that is coming up.

4) Budget and Finance Workshop

February 5th, NASB is hosting a budget and finance workshop in Kearney from 5 to 8:30 pm. Registration starts at 5:00 and the program kicks off with dinner at 5:30. Please let me know if you would like to attend and we will get registered and make arrangements for a vehicle.

5) Board Policy Revision and Update

Jim Luebbe, from NASB's policy service, has completed the cross-reference of our existing policies to the new NASB Board Policy Manual for ACS. The new policy manual is on its way in the mail as I write this. Scott, Mark, and Jim are members of the Policy Committee. It is time to convene this committee to take a look at the task at hand and decide together the overall approach we will take so the board may approve the new policies in the near future.

6) Superintendent's Work Log

Attached under my report is a copy of my work log. Again, it is noted in my contract to give you periodic updates on days worked of the 230-day contract. My plan is to provide you this report on a quarterly basis unless you direct me otherwise. Let me know if you have any questions.

I am looking forward to 2020 and feel very good about how first semester went and how our district finished 2019. 2020 looks to be a great year as we implement the strategic plan, implement updated and revised board policy, and move forward on many fronts. Let me know if you have questions or feel free to call and or stop by. Thank you.

Superintendent's Accumulated Days		2019-20
Date	Description	Full (1.0) or Partial Day
5/22/19	SWC in Valentine	0.50
5/23/19	SWC in Valentine	0.50
5/29/19	Strategic Leadership Workshop w/ Principals	1.00
5/30/19	Strategic Leadership Workshop w/ Principals	1.00
6/3/19	Esu17 Data Camp with CIP Lead Team	1.00
6/4/19	Esu17 Data Camp with CIP Lead Team	1.00
6/17/19	Esu17 MTSS Training with MTSS Team	1.00
6/18/19	Esu17 MTSS Training with MTSS Team	0.50
6/21/19	Normal Supt Duties	0.50
6/27/19	Normal Supt Duties	0.50
7/1/19	Normal Supt Duties	1.00
7/2/19	Normal Supt Duties	1.00
7/3/19	Normal Supt Duties	1.00
7/5/19	Normal Supt Duties	1.00
7/6/19	Normal Supt Duties	0.50
7/8/19	Normal Supt Duties	1.00
7/9/19	Normal Supt Duties	1.00
7/10/19	Normal Supt Duties	1.00
7/11/19	Normal Supt Duties	1.00
7/12/19	Normal Supt Duties	1.00
7/15/19	Normal Supt Duties	1.00
7/16/19	Normal Supt Duties	1.00
7/18/19	Normal Supt Duties	1.00
7/19/19	Normal Supt Duties	1.00
7/21/19	Normal Supt Duties	0.50
7/22/19	Normal Supt Duties	1.00
7/23/19	Normal Supt Duties	1.00
7/24/19	Normal Supt Duties	1.00
7/26/19	Normal Supt Duties	1.00
7/27/19	Normal Supt Duties	0.50
7/28/19	Normal Supt Duties	0.50
7/29/19	Normal Supt Duties	1.00
7/30/19	Normal Supt Duties	1.00
7/31/19	Supt Duties/Admin Days/NRCSA Exec Mtg	1.00
8/1/19	Admin Days Conference	1.00
8/2/19	Admin Days Conference	1.00
8/5/19	Normal Supt Duties	1.00
8/6/19	Normal Supt Duties	1.00
8/7/19	Normal Supt Duties	1.00
8/8/19	Normal Supt Duties	1.00

8/9/19	Normal Supt Duties	1.00
8/11/19	Normal Supt Duties	0.50
8/12/19	Normal Supt Duties	1.00
8/13/19	Normal Supt Duties	1.00
8/14/19	Normal Supt Duties	1.00
8/15/19	Normal Supt Duties	1.00
8/16/19	Normal Supt Duties	1.00
8/19/19	Normal Supt Duties	1.00
8/20/19	Normal Supt Duties/NASB Area Member Mtg	1.00
8/21/19	Normal Supt Duties	1.00
8/22/19	Normal Supt Duties	1.00
8/23/19	Normal Supt Duties	1.00
8/24/19	Normal Supt Duties	0.50
8/26/19	Normal Supt Duties/Sparq Mtgs Training	1.00
8/27/19	Normal Supt Duties/Esu17 Supts Mtg	1.00
8/28/19	Normal Supt Duties/Budget Retreat	1.00
8/29/19	Normal Supt Duties	1.00
8/30/19	Normal Supt Duties	1.00
9/3/19	Normal Supt Duties	1.00
9/4/19	Normal Supt Duties	1.00
9/5/19	Normal Supt Duties	1.00
9/6/19	Normal Supt Duties	1.00
9/9/19	Normal Supt Duties/Board Meeting	1.00
9/10/19	Normal Supt Duties	1.00
9/11/19	Labor Relations Conference	1.00
9/12/19	Labor Relations Conference	1.00
9/13/19	Normal Supt Duties	1.00
9/16/19	Normal Supt Duties	1.00
9/17/19	Normal Supt Duties	1.00
9/18/19	Normal Supt Duties/Drive Bus District Range	1.00
9/19/19	Normal Supt Duties	1.00
9/20/19	Normal Supt Duties	1.00
9/21/19	JH VB Tourn	0.50
9/23/19	Normal Supt Duties	1.00
9/24/19	Normal Supt Duties/Tessiers Site Visit	1.00
9/25/19	School Law Seminar - Kearney	1.00
9/26/19	Normal Supt Duties	1.00
9/27/19	Normal Supt Duties/Conditioned Air Site Visit	1.00
9/30/19	Normal Supt Duties	1.00
10/1/19	Normal Supt Duties	1.00
10/2/19	Normal Supt Duties/Rasmussen Site Visit	1.00
10/3/19	Normal Supt Duties	1.00
10/4/19	Normal Supt Duties/Trane Site Visit (facility eval)	1.00

10/7/19	Normal Supt Duties/NRCSA/NASB Planning	1.00
10/8/19	Normal Supt Duties	1.00
10/9/19	Normal Supt Duties/Chiller Bids Due	1.00
10/10/19	Normal Supt Duties	1.00
10/11/19	Normal Supt Duties	1.00
10/12/19	Normal Supt Duties	1.00
10/13/19	Normal Supt Duties	1.00
10/14/19	Normal Supt Duties	1.00
10/15/19	Normal Supt Duties	1.00
10/21/19	Normal Supt Duties	1.00
10/22/19	Normal Supt Duties	1.00
10/23/19	Normal Supt Duties	1.00
10/24/19	Normal Supt Duties	1.00
10/25/19	Normal Supt Duties	0.50
10/28/19	Normal Supt Duties	1.00
10/29/19	Normal Supt Duties	1.00
10/30/19	Normal Supt Duties	0.50
10/31/19	Normal Supt Duties	1.00
11/1/19	Normal Supt Duties	0.50
11/4/19	Normal Supt Duties	1.00
11/5/19	Normal Supt Duties	1.00
11/6/19	Normal Supt Duties	1.00
11/7/19	Normal Supt Duties	1.00
11/8/19	Normal Supt Duties	1.00
11/11/19	Normal Supt Duties	1.00
11/12/19	Normal Supt Duties	1.00
11/13/19	Normal Supt Duties	1.00
11/14/19	Normal Supt Duties	1.00
11/18/19	Normal Supt Duties	1.00
11/19/19	NRCSA Exec Committee - Omaha	1.00
11/20/19	NASB State Ed Conference	1.00
11/21/19	NASB State Ed Conference	1.00
11/22/19	NASB State Ed Conference	1.00
11/25/19	Normal Supt Duties	1.00
11/26/19	Normal Supt Duties/Snow Day	0.50
11/28/19	Normal Supt Duties	0.50
11/29/19	Normal Supt Duties/Check Building/Leaks	0.50
12/2/19	Normal Supt Duties	1.00
12/3/19	Normal Supt Duties	1.00
12/4/19	Normal Supt Duties	1.00
12/5/19	Normal Supt Duties	1.00
12/6/19	Normal Supt Duties	1.00
12/9/19	Normal Supt Duties/NASB Strat Planning	1.00

12/10/19	Normal Supt Duties	1.00
12/11/19	NCSA Legislative Preview - Lincoln	1.00
12/12/19	Normal Supt Duties	1.00
12/13/19	Normal Supt Duties/Bball Supervision	1.00
12/16/19	Normal Supt Duties	1.00
12/17/19	Normal Duties/Bball Supervision	1.00
12/18/19	Normal Supt Duties	1.00
12/19/19	Normal Supt Duties	1.00
12/20/19	Normal Supt Duties	1.00
12/21/19	Normal Duties/Bball Supervision	1.00
12/23/19	Normal Supt Dutes	0.50
12/26/19	Normal Supt Duties	0.50
1/1/20	Normal Supt Duties - interview	0.50
1/2/20	Normal Supt Duties	0.50
1/3/20	Normal Supt Duties - KSB Phone Call	0.50
	Total to date for Quarters 1 and 2	129.50

Ainsworth Community Schools
2020 Board of Education Administrative Committees

Curriculum, Americanism & Multicultural Committee

Scott Erthum
Jessica Pozehl
Frank Beel

Transportation, Building & Grounds

Mark Johnson
Brad Wilkins
Jessica Pozehl

Activites/Athletics

Jim Arens
Jessica Pozehl
Frank Beel

Budget/Finance

Jim Arens
Mark Johnson
Brad Wilkins

Negotiations/Personnel

Brad Wilkins
Scott Erthum
Frank Beel

Policy

Scott Erthum
Mark Johnson
Jim Arens

NCDC/Chamber Representative

Jessica Pozehl

Government Relations Network Representative

Brad Wilkins

Superintendent Pay Transparency Notice—Proposed Contract (Dale Hafer)

Notice is hereby given that Ainsworth Community Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on January 13, 2020 at 7:00 pm at the ACS District Office in Ainsworth, Nebraska.

After the 2019/20 school year, how many years remain on the contract:

(Column

2

F must be completed if additional years remain on contract.)

The estimated costs to the district for the 2019/20 year and future years are listed below:

	2019/20 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 130,000.00	\$ 134,000.00	\$ 264,000.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 22,075.00	22793	\$ 44,868.00
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 22,786.00	\$ 23,487.00	\$ 46,273.00
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>			\$ -
• <i>Cell Phone/Internet reimbursement</i>	\$ 600.00	\$ 600.00	\$ 1,200.00
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>			\$ -
• <i>Mileage Allowance</i>			\$ -
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
Totals:	\$ 175,461.00	\$ 180,880.00	\$ 356,341.00

THIS CONTRACT is made by and between the **Board of Education of Ainsworth Community Schools**, legally known as **Brown County School District No. 09-0010**, and referred to as "the Board" and "the School District" respectively, and **Dale J. Hafer**, 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.

The Superintendent shall be employed for a period of 2 year(s) beginning on July 1, 2020, and expiring on June 30, 2022. During each year of this contract, the Superintendent shall render at least 230 working days of service in the performance of his duties as Superintendent. "Working days" typically will not include Saturdays, Sundays, and legal holidays, but it shall include all days on which the Superintendent actually and necessarily completes his contractual duties. 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 his working days and shall provide the Board of Education with a report of his accumulated working days at least quarterly.

Section 2. Renewal of 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. The Superintendent shall remind the Board in writing of this provision no later than **its regular November meeting** of each year of this contract and shall make the renewal of his employment contract an agenda item for the regular **December** board meeting during each year of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to insure that the district has complied with the Superintendent Pay Transparency Act.

Section 3. Salary. The Superintendent's salary for the contract year shall be \$134,000.00 which shall be paid in 12 equal monthly installments beginning in the month of July 2020. 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. 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 school district shall withhold other deductions as the Superintendent and Board may agree.

Section 5. Professional Status. The Superintendent affirms that he 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, he will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which he will register and maintain on file in the school 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 he registers his certificate. The Superintendent represents that: (1) all information he provided in connection with his 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, he will advise the Board immediately; (2) he 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) he 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 his time, skill, labor, and attention to his duties throughout the contract term. He shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns to him. By agreement with the Board, he may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his duties and obligations to the school 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. He shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. He is responsible for administering the instruction of students and the business affairs of the school 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 his 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. Section 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 school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's 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 his duties under Section 2 (Renewal of Contract) or Section 15 (Evaluation) shall constitute a material breach of this contract.

Section 9. Disability. If the Superintendent is unable to perform his duties by reason of illness, accident or other disability beyond his control, and the disability continues for a period of more than 60 days or if the disability is permanent, irreparable, or of such a nature as to make performance of his 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 him for mileage required in the performance of his 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 available to certificated staff through the District's health insurance carrier.
- c. **Disability Insurance.** The Superintendent shall purchase long-term disability insurance from the school district's carrier at his own expense. The Board will increase his salary by the amount of the premium cost.
- d. **Professional Development.** The Superintendent is expected to continue his professional development and to participate in relevant learning experiences. With the approval of the Board, he may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. 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.
- e. **Professional Dues.** The school district will pay the annual dues for the Superintendent's membership in the following organizations: NASA, AASA, NCSA.
- f. **Cell Phone.** The Superintendent shall be required to purchase and maintain a cellular phone so that he can be reached at all times for work-related

emergencies or while away from school grounds during the workday. The School District will reimburse the Superintendent up to a maximum of \$50 per month for the actual cost of a cellular phone service plan.

- g. 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 \$700.00 or more.

Section 12. Residence/Domicile in School District. The Superintendent shall have his domicile and principal residence within the boundaries of the District as they exist on the first duty day for the Superintendent under the terms of this contract; and, the Superintendent shall maintain his domicile and residence within the boundaries of the District during the term of this agreement, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. If the Superintendent is in his first year of employment with the District and does not have his domicile and principal place of residence within the District at the time of his employment, the Superintendent shall move his 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 his 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 school district; (3) to be involved in school and community activities bringing him 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 he 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 he was paid

but had not earned prior to the date of termination of this contract. He 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 his 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 his evaluation an agenda item for the regular **December** board meeting during each year of this contract; and provide them 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 him carrying out his duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of his performance of his duties or his position as Superintendent of the district, the Board will provide him with a legal defense to the maximum extent permitted by law so long as he acted in good faith and in a manner which he reasonably believes 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 his conduct was unlawful.

Section 17. Physical or Mental Examination. The Superintendent agrees that, at the request of the Board, he 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 of 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 his 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 school 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 him of the alleged reasons for the proposed action and provided the opportunity to present his version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a formal 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.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this ___ day of _____, 202__.

President, Board of Education Secretary, Board of Education

Executed by the Superintendent this ___ day of _____, 202__.

Superintendent _____