

***Proposed agenda items received 24 hours before the scheduled meeting will be added to the agenda at the meeting.**

**TENTATIVE
REGULAR MEETING
BOARD AGENDA**

**January 11, 2021
7:30 PM**

1. Call Meeting to Order
 - A. Roll Call taken on acknowledgement and reception of meeting notice and agenda
2. Election of Officers
3. Information and Proposals
 - A. Receiving of Visitors
 - B. Letters and Communication
 - C. Reports and Information from Administration
 1. Superintendent's Report
 2. Principal Report
4. Action Items (Discuss, Consider, May take action on the following)
5. Routine Business - Consent Agenda
 - A. Excuse Absent Board Members (as necessary)
 - B. Minutes
 - C. Treasurers Report
 - D. Claims
 - E. Annual Designations and Appointments for Burt County District #20
6. Old Business
 - A. Ratify New Superintendent Contract - Lindsey Beaudette
7. New Business
 - A. Appoint Board Member to Fill Vacancy Due to Failure to Elect Board Member
 - B. Go into Executive Session to Discuss Negotiations
 - C. Come out of Executive Session
 - D. Approve LDEA 2021-2022 Negotiated Agreement
8. Advance Planning
 - A. Information and questions for Board Members
 - B. Agenda items for next meeting
 - C. Future Meeting Dates
9. Adjournment

To: Board Members
From: Fred Hansen, Superintendent
Re: January 2021 Board Report – Regular meeting – Monday, **January 11, 2021**

- ✓ Honoring Trevor Preston for 21 Years of Service to the Board
- ✓ Welcome new School Board Members
- ✓ Board Committee assignments for 2020
- ✓ Budget Calendar
- ✓ School Board Member Recognition

I would like to thank Trevor Preston for serving on the school board for 21 years. We have a plaque to present to him today.

I would like to welcome Leah Miller and Jolene Trautman to the school board! I would like to thank them for their willingness to serve the Lyons-Decatur Northeast School District.

I have included in the packet the 2020 list of School Board committee assignments that will need to be updated at this meeting for 2021.

I have included in the packet the budget calendar that I use for the staff each fiscal year.

The Nebraska Association of School Boards (NASB) has designated the week of January 31 – Feb 6, 2021 as “Nebraska School Board Member Recognition” week. Each Board member has a tremendous job with no pay and for that I say a big “thank-you” on the part of the school district. I appreciate the willingness of patrons and parents of the district to volunteer to serve on the School Board!

Lisa is scheduled to review January bills and Chad is up for February.

Suggested List of Motions

January 11, 2021

(Open Meetings Act rules posted on north wall of library)

1. _____ opened the meeting at _____ PM.
2. Acknowledgement of receipt of notice and agenda for the meeting was taken by Roll Call:

3. It was moved by _____, seconded by _____
that _____ be nominated for President of Burt County School District #20 School Board.
It was moved by _____, seconded by _____
that _____ be nominated for President of Burt County School District #20 School Board.
_____ moved to cease nominations, seconded by _____.
Roll Call: Aye: _____ Nay: _____
_____ was elected President for Burt County School District #20 School Board with a vote of ____.
4. It was moved by _____, seconded by _____
that _____ be nominated for Vice-President of Burt County School District #20 School Board.
It was moved by _____, seconded by _____
that _____ be nominated for Vice-President of Burt County School District #20 School Board.
_____ moved to cease nominations, seconded by _____.
Roll Call: Aye: _____ Nay: _____
_____ was elected Vice-President for Burt County School District #20 School Board with a vote of ____.
5. It was moved by _____, seconded by _____
that _____ be nominated for Secretary-Treasurer of Burt County School District #20 School Board.
It was moved by _____, seconded by _____
that _____ be nominated for Secretary-Treasurer of Burt County School District #20 School Board.
_____ moved to cease nominations, seconded by _____.
Roll Call: Aye: _____ Nay: _____
_____ was elected Secretary-Treasurer for Burt County School District #20 School Board with a vote of ____.
6. It was moved by _____, seconded by _____

to approve the Consent Agenda items:

1. Excuse absent board members (as necessary)
2. Minutes
3. Treasurers Report
4. General Fund Claims
5. Lunch Fund Claims
6. Name Beth Doht as Ex-Officio of Burt County District #20 School Board
7. Designate Superintendent as purchasing agent
8. Designate Superintendent to accept state/federal/local funds
9. Designate First Northeast Bank of Nebraska and First Nebraska Bank as official depositories
10. Designate Lyons Mirror Sun as official publication
11. Appoint Charlie Wheaton of C N A as official motor vehicle mechanic

Roll Call: Aye: _____ . Nay: _____ .

7. It was moved by _____, seconded by _____

to ratify the Superintendent contract with Lindsey Beaudette beginning in the 2021-2022 school year.

Roll Call: Aye: _____ Nay: _____

8. It was moved by _____, seconded by _____

that the Board approve a resolution appointing Jolene Trautman to the board position for a term ending on January 9, 2025, due to a failure to elect a board member at the November 3, 2020 election. (Refer to Resolution)

Roll Call: Aye: _____ Nay: _____

9. It was moved by _____, seconded by _____

to go into executive session at _____ PM to discuss negotiations.

Roll Call: Aye: _____ Nay: _____

10. It was moved by _____, seconded by _____

to come out of executive session at _____ PM.

Roll Call: Aye: _____ Nay: _____

11. It was moved by _____, seconded by _____

to approve the LDEA negotiations agreement for the 2021-2022 school year with a base salary of \$_____ for certified staff which represents a _____% total salary/benefit package increase.

Roll Call: Aye: _____ Nay: _____

12. _____ closed the meeting at _____ PM.

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 6. Claims
 7. Annual Designations and Appointments for Burt County School District #20
 - B. Old Business
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 - C. New Business
 1. Appoint Board Member to Fill Vacancy Due to Failure to Elect Board Member
 2. Go into Executive Session to Discuss Negotiations
 3. Come out of Executive Session
 4. Approve LDEA 2021-2022 Negotiated Agreement
4. Advance Planning
 - A. Information and questions for Board Members
 - 1.
 - B. Agenda items for next meeting
 - 1.
 - C. Future meeting dates
 1. Regular Board meeting February 8, 2021 at 7:30 PM
 - 2.
5. Adjournment---9:00 p.m.

Principal Report- January 2021 Board Meeting

A. Calendar - Upcoming Events

Teacher Inservice-----January 4th
2nd Semester Began-----January 5th
Health Screenings -----January 13th-14th
1st Speech Meet @ North Bend-----January 23rd
EHC Girls Basketball Tourney Begins-----January 29th
EHC Boys Basketball Tourney Begins-----January 30th
EHC Wrestling Tournament -----January 30th
Sub-District Wrestling-----February 5th-6th
Burt County Spelling Bee @ LDNE-----February 9th
District Wrestling.....February 11th
Parent-Teacher Conferences.....February 11th

A. Professional Development

- December 22nd: The MTSS team (Totten, Swanson, Dolezal, Anderson, Andersen, Hegge and Brokaw) participated in Day 2 of a 4 Day training offered by Nebraska Department of Education
- January 4th: CPI (Crisis Prevention Institute) Recertification Training was provided to 7 teachers and one paraprofessional
- January 4th: 4th-8th grade language arts teachers participated through Zoom in a collaborative professional development on the EL program with teachers and administrators from Oakland-Craig, Tekamah-Herman, Brady, and Paxton
- January 4th: K-3rd Grade teachers met to discuss and collaborate on the Eureka math program, review their pacing calendars, set professional goals for the semester and preview the next module
- January 12th: Kendra Boden and Melissa Wakeley will attend the 21st Century Grant Program Meetings

C. School Activities

- JH Boys Basketball report will be handed out.

**Board Of Education Report Form
Ending Form**

Year: 2020

Sport/Organization: JH Boys Basketball

Coach/Sponsor: Weston Swanson, John Bellar, Caleb Hansen

Number Finished: 27 total - LD- 12 BR- 15

Class Breakdown: LD 7th- 5 BR 7th- 5 LD 8th- 7 BR 8th- 10

Awards and Citations: **A team-** 2nd place in the Wisner, BRLD. Fremont Bergan and Oakland tournament. **B team** placed second in the Wisner and BRLD tournament.

A team record- 6-6

B team record- 5-4

C team record- 3-1

How the season went. The BRLD boys basketball team was a joy to coach this year. They showed up everyday with a great attitude and a willingness to work. We focused on the fundamentals of the game and learning how to play the game the right way! We worked with the varsity coaches to ensure we were practicing items that they would like to be practiced. We focused on man to man defense and running a few of the base offenses that are varsity runs. I believe there is a lot of potential and I look forward to seeing what this group of students will do in their high school career.

The Board of Education of the Lyons-Decatur School District No. 20 met in regular session on Monday, December 14, 2020 in the Secondary Library. Notice of the meeting was given in advance thereof by publishing notice in the Lyons Mirror-Sun designated method for giving notice. Meeting notices were also posted at the Superintendent's office and on the school website. Notice of the meeting was given in advance to all members and agenda was communicated in the notice to the board of this meeting. All proceedings hereinafter were taken while the convened meeting was open to the attendance of the public. The open meeting laws are posted on the library wall.

President Preston opened the meeting at 7:35 p.m.

Roll call. Present: Archer, Bacon, Brehmer (zoom), Christiansen, Myers, Petersen, Troutman, Vlach and Preston. Absent: None.

Acknowledgement and receipt of agenda was taken by roll call. Aye: Archer, Bacon, Brehmer (zoom), Christiansen, Myers, Petersen, Vlach and Preston. Nay: None.

Mr. Swanson reported for Mr. Hansen in his absence. Items reported were: Jim Vlach attended the virtual Delegate Assembly held during the State Education Conference. Christmas dinner is offered to the school board on December 16th. BRLD Board Committed met for their fall meeting and discussed SkillsUSA name change and changing FFA classes for Mr. Anderson to travel to B-R to teach 8th period each day. Trevor Preston was thanked for serving 21 years on the Board of Education, he will be honored at the January meeting.

Mrs. Totten reported on calendar events, professional development, the School Age Cares Act Child Care Program Fund grant. This is CARES money that would help with the afterschool program. Mr. Swanson reported on Mr. Timm's speech at the Governor's conference on November 25th, and the new bowling team.

Petersen reported on the BRLD Board Committee Meeting.

It was moved by Lisa Christiansen, seconded by Jaime Bacon, to approve the consent agenda Roll Call.

Archer: Aye, Bacon: Aye, Brehmer: Aye, Christiansen: Aye, Myers: Aye, Petersen: Aye, Preston: Aye, Vlach: Aye. Nay: None.

It was moved by James Vlach, seconded by Corey Petersen, that the Board approve a resolution appointing Jolene Troutman to the vacant board position to complete Reece French's term ending on January 7, 2021. (Refer to Resolution) Roll Call.

Archer: Aye, Bacon: Aye, Brehmer: Aye, Christiansen: Aye, Myers: Aye, Petersen: Aye, Preston: Aye, Vlach: Aye. Nay: None.

There was no new information on the Superintendent search. Emails will be coming from NASB this week with further information.

It was moved by Jaime Bacon, seconded by Lisa Christiansen, to approve the 2019-2020 School District Audit by Romans, Wiemer & Associates as presented. Roll Call. Archer: Aye, Bacon: Aye, Brehmer: Aye, Christiansen: Aye, Myers: Aye, Petersen: Aye, Preston: Aye, Troutman: Aye, Vlach: Aye. Nay: None.

There were no public comments during this time for the Committee on American Civics.

It was moved by Evan Myers, seconded by James Vlach, to go into executive session at 8:00 PM to discuss the Superintendent's evaluation and negotiations. Roll Call. Archer: Aye, Bacon: Aye, Brehmer: Aye, Christiansen: Aye, Myers: Aye, Petersen: Aye, Preston: Aye, Troutman: Aye, Vlach: Aye. Nay: None.

It was moved by Lisa Christiansen, seconded by Corey Petersen to come out of executive session at 8:39 p.m. Roll Call. Archer: Aye, Bacon: Aye, Brehmer: Aye, Christiansen: Aye, Myers: Aye, Petersen: Aye, Preston: Aye, Troutman: Aye, Vlach: Aye. Nay: None.

Special Board Meeting December 21, 2020 at 6:30 PM

Special Board Meeting January 5, 2021 at 4 PM

Special Board Meeting January 6, 2021 at 4 PM

Regular Board Meeting January 11, 2021 at 7:30 PM

The meeting was closed at 8:41 p.m.

I the undersigned, secretary of the School District of Lyons-Decatur Northeast, in the County of Burt, in the State of Nebraska, hereby certify that all of the subjects included in the foregoing proceedings were contained in the agenda for the meeting, kept continually current and available for inspection at the office of the secretary, located in the main office of the school, Lyons Center, except those items of an emergency nature added at the meeting by motion and roll call vote, that such subjects were contained in said agenda for at least 24 hours prior to said meeting that said minutes of the Board of Education of the School District of Lyons-Decatur Northeast in the County of Burt, State of Nebraska were in written form and available for inspection by the public within 24 hours and prior to the next convened meeting of said body; that all news media requesting notification concerning meeting of said body were provided advance notification of the time and place of said meeting and subjects to be discussed at said meeting.

Secretary, Board of Education

ATTEST:

President, Board of Education

The Board of Education of the Lyons-Decatur School District No. 20 met in a work session on Monday, December 21, 2020 in the Secondary Library. Notice of the meeting was given in advance thereof by publishing notice in the Lyons Mirror-Sun designated method for giving notice. Meeting notices were also posted at the Superintendent's office and on the school website. Notice of the meeting was given in advance to all members and agenda was communicated in the notice to the board of this meeting. All proceedings hereinafter were taken while the convened meeting was open to the attendance of the public. The open meeting laws are posted on the library wall.

Posted Locations:

- Lyons-Mirror Sun
- lyonsdecaturschools.org
- Front door of the school

Posted Date: 12/17/2020

Preston opened this work session at 6:30 p.m.

Receipt of Agenda was approved by roll call. Aye: Archer, Bacon, Christiansen, Myers, Petersen, Troutman, Vlach and Preston. Nay: None. Excused Absence: Brehmer.

Visitor's present were Shari Becker and Ann Silknitter from NASB, and Leah Miller, board member-elect.

The purpose of this work session was to discuss the superintendent search.

It was moved by Vlach, seconded by Christiansen to go into executive session at 6:35 p.m. to discuss superintendent candidates. Roll Call. Aye: Archer, Bacon, Christiansen, Myers, Petersen, Troutman, Vlach and Preston. Nay: None. Excused Absence: Brehmer.

It was moved by Petersen, seconded by Myers to come out of executive session at 8:16 p.m. Roll Call. Aye: Archer, Bacon, Christiansen, Myers, Petersen, Troutman, Vlach and Preston. Nay: None. Excused Absence: Brehmer.

This work session was closed at 9:30 p.m.

I the undersigned, secretary of the School District of Lyons-Decatur Northeast, in the County of Burt, in the State of Nebraska, hereby certify that all of the subjects included in the foregoing proceedings were contained in the agenda for the meeting, kept continually current and available for inspection at the office of the secretary, located in the main office of the school, Lyons Center, except those items of an emergency nature added at the meeting by motion and roll call vote, that such subjects were contained in said agenda for at least 24 hours prior to said meeting that said minutes of the Board of Education of the School District of Lyons-Decatur Northeast in the County of Burt, State of Nebraska were in written form and available for inspection by the public within 24 hours and prior to the next convened meeting of said body; that all news media requesting notification concerning meeting of said body were provided advance notification of the time and place of said meeting and subjects to be discussed at said meeting.

Secretary, Board of Education

ATTEST:

President, Board of Education

Treasurer's Report

At the close of business December 31, 2020

Cash Balance on November 30, 2020 \$ (4,154.56)

Receipts for December 2020

Burt County	\$	19,630.27
Other County	\$	104.50
ESU #2 Arts Grant	\$	250.00
State of NE - SPED	\$	38,977.00
Coop Fund	\$	404.77
NNTC - Dividend	\$	243.19
NECC - Dual Credit	\$	456.25
Misc.	\$	60.00
State Aid	\$	3,164.00
Interest	\$	0.04

Total Receipts	\$	63,290.02
Account Transfers	\$	326,000.00
Disbursements	\$	386,890.20

Cash Balance as of December 31, 2020	\$	(1,754.74)
Outstanding Checks/deposits	\$	3,664.61
Ending Bank Balance as of December 31, 2020	\$	1,909.87

SAVINGS BALANCE Beginning: \$1,277,376.10 ENDIING BALANCE \$951,663.23

Beth Dohrt

Treasurer

COMBINED ACCOUNT BALANCES
Depreciation, Employee Benefit Fund, Special Building, and Student Fee Fund
As of December 31, 2020

DEPRECIATION FUND

Balance \$197,458.19

EMPLOYEE BENEFIT FUND

Balance \$21,257.70

SPECIAL BUILDING FUND

Balance \$1,210,602.80

STUDENT FEE FUND

Balance \$0

TOTAL OF COMBINED ACCOUNTS \$1,429,318.69

GENERAL REIMBURSEMENT FUND

Checking account \$8,096.50

ACTIVITY FUND

Balance \$79,403.04

COOPERATIVE FUND

Balance \$1,189.95

Treasurer's Report
LUNCH FUND
At the close of Business December 31, 2020

Cash Balance November 30, 2020	\$46,963.82
Receipts for December	\$21,162.18
Disbursements for December	\$20,481.34
Cash Balance December 31, 2020	\$47,644.66
Ending Bank Balance December 31, 2020	\$47,644.66

Expenditures for January

Payroll	\$11,901.38
Accounts Payable	\$ 6,769.54
Total	\$18,670.92

Check #	Vendor Name	Invoice	Description	Amount
Checking	1			
Checking	1 Fund: 01	GENERAL FUND		
25025	ALEXANDER, ANITA	20201231ALEX	MILEAGE TO PARENT	129.47
			Vendor Total:	129.47
25026	AMAZON	0002103CM-04RZG	CREDIT BALANCE	(109.90)
25026	AMAZON	0024749CM-RZI	CREDIT BALANCE	(157.86)
25026	AMAZON	433639584394	MATH TEXTBOOK	17.98
25026	AMAZON	455876835357	PC LAPTOP-OFFICE	479.99
25026	AMAZON	456539693697	1ST GRADE SUPPLIES	34.67
25026	AMAZON	535855979597	LANGUAGE TEXTBOOKS	85.10
25026	AMAZON	566649733938	SANITIZING HAND WIPES	60.30
25026	AMAZON	664374937358	MATH TEXTBOOK	17.98
25026	AMAZON	687883973974	MEDICAL SUPPLIES	38.12
25026	AMAZON	746674658533	STACKING DRAWERS-MEDICAL	32.08
25026	AMAZON	775887986998	DISINFECTANT	184.95
25026	AMAZON	887737344969	PROJECTOR LAMP-LIBRARY	83.99
25026	AMAZON	933954699554	SCIENCE SUPPLIES-TIMM	74.38
25026	AMAZON	999539334469	SCIENCE SUPPLIES-TIMM	12.64
			Vendor Total:	854.42
25027	AMERICAN BROADBAND CABLE	20210101AMBR	PHONE CHARGES	255.11
			Vendor Total:	255.11
25028	AMERICAN TIME & SIGNAL	840045	WIRED GUARD	143.66
			Vendor Total:	143.66
25029	ANDERSON, BRENDA	20201231ANDE	MILEAGE TO PARENT	136.02
			Vendor Total:	136.02
25030	APPEARA	600776	SUPPLIES	87.03
			Vendor Total:	87.03
25031	ASI	159706	SECURITY MONITERING	75.00
			Vendor Total:	75.00
25032	AWARDS UNLIMITED INC	39583	BOARD PLAQUE	59.58
			Vendor Total:	59.58
25033	BACON, JAIME	20201231BAC	MILEAGE TO PARENT	275.32
			Vendor Total:	275.32
25034	CAROLINA BIOLOGICAL SUPPLY CO.	51223645RI	SCIENCE SUPPLIES-PT	86.85
			Vendor Total:	86.85
25035	CASTOR, MICHELLE	20201231CAST	MILEAGE TO PARENT	262.21
			Vendor Total:	262.21
25036	CHRISTENSEN ELECTRIC LLC	4030	ADD RECEPTACLE, BUS BARN REPAIR	1,250.88
			Vendor Total:	1,250.88
25037	CITY OF LYONS	20201130CITY	UTILITIES	10,871.13
			Vendor Total:	10,871.13
25038	CNA AUTO SERVICES	61496	GRAY VAN SERVICE	56.35
25038	CNA AUTO SERVICES	61506	BUS #5 REPLACE ENGINE BLOCK HEATER	84.45
25038	CNA AUTO SERVICES	61546	GRAY VAN BRAKE PADS/ROTOR	949.92
25038	CNA AUTO SERVICES	61578	EXHAUST FLUID	24.58
			Vendor Total:	1,115.30
25039	COMPTON, BRIDGER	20201231COMP	MILEAGE TO PARENT	403.15
			Vendor Total:	403.15
25040	CONNEALY, DON	20201231CONN	MILEAGE TO PARENT-SPED	1,622.65
			Vendor Total:	1,622.65
25041	DIRECTOR'S ASSISTANT	INV-001000	BELL COVERS-BAND	745.18
			Vendor Total:	745.18
25042	EDUCATIONAL SERVICE UNIT #2	DEC0SUBHUB	SUBS	220.00

Check #	Vendor Name	Invoice	Description	Amount
		003		
			Vendor Total:	220.00
25043	EDUCATIONAL SERVICE UNIT #2	INDY 2020-2	BD SERVICES	19,815.03
			Vendor Total:	19,815.03
25044	ERICKSON, TONYA	20201231ERI	MILEAGE TO PARENT	272.04
			Vendor Total:	272.04
25045	FBG SERVICE CORPORATION	891422	DEC CLEANING	6,456.00
			Vendor Total:	6,456.00
25046	FIRST NATIONAL BANK OMAHA	20201231VISA	GOOGLE VOICE, ZOOM	29.86
			Vendor Total:	29.86
25047	FOLLETT SCHOOL SOLUTIONS INC.	796898	LIBRARY BOOKS	682.42
25047	FOLLETT SCHOOL SOLUTIONS INC.	796899	ELEMENTARY LIBRARY BOOKS	470.66
			Vendor Total:	1,153.08
25048	FRANCISCAN HEALTHCARE	202012314FRA N	PT SERVICES	890.31
			Vendor Total:	890.31
25049	GARDEMAN, EMILY	20201231	MILEAGE TO PARENT	349.07
			Vendor Total:	349.07
25050	HANSEN, FREDDIE	20201231	MILEAGE	125.35
			Vendor Total:	125.35
25051	HEGGERTY	76106	ELEM PHONICS CURRICULUM	151.17
			Vendor Total:	151.17
25052	HIRERIGHT LLC	P1003137	CDL DRUG SCREENS	62.80
			Vendor Total:	62.80
25053	HOME DEPOT PRO, THE	590654612	TRASH LINERS	220.70
25053	HOME DEPOT PRO, THE	591588603	BURNISHER	604.15
25053	HOME DEPOT PRO, THE	592083208	BURNISH PAD	34.70
			Vendor Total:	859.55
25054	JAYMAR BUSINESS FORMS	059259	W2, 1099	171.69
			Vendor Total:	171.69
25055	JENSEN PLUMBING & HEATING	20201124JEN	REPAIR URINAL	180.00
25055	JENSEN PLUMBING & HEATING	20201222JEN	REPLACE DRAIN ROD	778.56
25055	JENSEN PLUMBING & HEATING	20201222JENS	TRIED REPAIR OF BUS BARN HEATER	150.00
25055	JENSEN PLUMBING & HEATING	20201229JEN	REPAIR HEAT VALVE	476.70
25055	JENSEN PLUMBING & HEATING	20210104JEN	REPAIR DRINKING FOUNTAIN AND STOOL	200.00
25055	JENSEN PLUMBING & HEATING	20210107JEN	INSTALL NEW HEATER IN BUS BARN	2,551.12
			Vendor Total:	4,336.38
25056	KB'S MINI MART, INC.	20210104KBS	GAS/FUEL	1,952.04
			Vendor Total:	1,952.04
25057	KSB SCHOOL LAW	9374	LEGAL SERVICES	313.00
			Vendor Total:	313.00
25058	LAURITSEN, HEATHER	20201231LAUR	MILEAGE TO PARENT	544.09
			Vendor Total:	544.09
25059	LOGAN VIEW HIGH SCHOOL	20201231LOGA N	LIFESKILLS PROGRAM	1,777.77
			Vendor Total:	1,777.77
25060	LYONS MIRROR SUN	185403	NOTICES	14.85
25060	LYONS MIRROR SUN	185576	NOTICES	12.15
25060	LYONS MIRROR SUN	185839	NOTICES	46.24
25060	LYONS MIRROR SUN	185958	NOTICES	25.20
			Vendor Total:	98.44
25061	LYONS SAVEMORE MARKET	20201231SAV	SUPPLIES	45.07
			Vendor Total:	45.07
25062	MADSEN, DANAE	20201231MAD	MILEAGE TO PARENT	557.20
			Vendor Total:	557.20

Check #	Vendor Name	Invoice	Description	Amount
25063	MARYOTT, CARRIE	20201231MARY	MILEAGE TO PARENT	278.60
			Vendor Total:	278.60
25064	MATHESON TRI-GAS, INC	51734849	SUPPLIES	408.66
			Vendor Total:	408.66
25065	MCCULLOCK, STACEY	20201231MCCU	MILEAGE TO PARENT	142.58
			Vendor Total:	142.58
25066	MERCYONE MERCY MEDICAL SERVICES	20201225MERC	CDL PHYSICAL - MS	100.00
		Y		
			Vendor Total:	100.00
25067	MIDAMERICAN BOOKS	518092	ELEM BOOKS	349.10
			Vendor Total:	349.10
25068	MILLER, MAGGIE	20201231MILL	MILEAGE TO PARENT	696.49
			Vendor Total:	696.49
25069	MILLIGAN-MACE, KATIE	20201231MACE	MILEAGE	110.40
			Vendor Total:	110.40
25070	NEBRASKA SAFETY CENTER	57-8349	LEVEL 1 CLASS - MS	275.00
			Vendor Total:	275.00
25071	NORTON, DAN	20201231NOR	MILEAGE TO PARENT	281.88
			Vendor Total:	281.88
25072	OAKLAND MERCY HOSPITAL	20201120ANDE	CDL TEST	28.75
		K		
25072	OAKLAND MERCY HOSPITAL	20201208WPHI	CDL TEST	28.75
		L		
			Vendor Total:	57.50
25073	OFFICE NET	IN72639	COPIES	230.35
25073	OFFICE NET	IN72641	COPIES	1,396.83
			Vendor Total:	1,627.18
25074	OLSEN, MICHEL	20201231OLS	MILEAGE TO PARENT	408.07
			Vendor Total:	408.07
25075	ONE SOURCE	PLUS1726- 20201231	BACKGROUND CHECKS	66.00
			Vendor Total:	66.00
25076	OVERHEAD DOOR COMPANY OF NORFOLK	20S-2597	ADJUST BUS BARN DOOR	23.00
			Vendor Total:	23.00
25077	PARSONS, JUANITA	20201231PAR	MILEAGE TO PARENT	226.16
			Vendor Total:	226.16
25078	PENDER LANES	20201203PEND	BOWLING FEE-NOV	36.00
25078	PENDER LANES	20201230PEND	BOWLING FEE	44.00
		ER		
			Vendor Total:	80.00
25079	PETERSEN, COREY & STACIE	20201231PET	MILEAGE TO PARENT	275.32
			Vendor Total:	275.32
25080	PITNEY BOWES INC	20210101PIT	POSTAGE	300.00
			Vendor Total:	300.00
25081	PLUNKETT'S PEST CONTROL	6890946	PEST CONTROL	51.88
25081	PLUNKETT'S PEST CONTROL	6904922	PEST CONTROL	51.88
			Vendor Total:	103.76
25082	QUILL CORPORATION	12717695	HAND SANITIZER	123.98
25082	QUILL CORPORATION	13141377	EXPO MARKERS	66.95
25082	QUILL CORPORATION	13244981	PHOTO PAPER	51.98
			Vendor Total:	242.91
25083	RICHARDS, MICHELE	20201231RIC	MILEAGE	90.40
			Vendor Total:	90.40
25084	S&S LAWN CARE, LLC	6193	SNOW REMOVAL	280.00
			Vendor Total:	280.00
25085	SPARQ DATA SOLUTIONS INC	2128	MEETING AND NEGOTIATIONS SOFTWARE	3,800.00
			Vendor Total:	3,800.00

<u>Check #</u>	<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
25086	STEINY'S GENERAL STORE	20210101	STEI SUPPLIES N	302.14
			Vendor Total:	302.14
25087	SWANSON, WESTON	20201231	SWAN MILEAGE	207.00
			Vendor Total:	207.00
25088	TIMM, PAUL	20201231	TIMM MILEAGE TO PARENT	249.10
			Vendor Total:	249.10
25089	TOMKA, KENNY	20201231	TOM MILEAGE TO PARENT	132.75
			Vendor Total:	132.75
25090	VERIZON WIRELESS	9869174019	JET PACKS	47.97
			Vendor Total:	47.97
25091	WASTE CONNECTIONS OF NE, INC.	5773419	TRASH REMOVAL	472.17
			Vendor Total:	472.17
25092	WISNER-PILGER SCHOOL	20201231	WISN SOFTBALL EXP	3,709.57
			Vendor Total:	3,709.57
			Fund Total:	73,896.61
			Checking Account Total:	73,896.61

Net Payroll	\$156,680.39
Employee Deductions	73,617.29
District SS/Medicare	17,165.10
District Health/Life/HSA	53,653.28
District Retirement	<u>22,020.48</u>
	\$323,136.54
ACCOUNTS PAYABLE	<u>\$ 73,896.61</u>
TOTAL GENERAL FUND EXPENDITURES	\$397,033.15
LUNCH FUND	\$ 18,670.92

Secretary, Board of Education

ATTEST:

President, Board of Education

**CURRICULUM COMMITTEES
2020-2021**

SOCIAL STUDIES—Melissa Wakeley-Chair
Mason Vrbka
Weston Swanson

SPED/TITLE I—Joni Hegge-Chair
Mason Alitz
Deb Hightree
Rachel Dolezal
Melissa Brokaw
Jill Anderson

LANGUAGE ARTS-----Katie Mace-Chair
Emma Kwikkel
Kendra Boden
Elizabeth Okereke

TECHNOLOGY- Gary Loftis - Chair
Melissa Smith

SCIENCE-----Carrie Andersen-Chair
Paul Timm
Marti Potadle

FINE ARTS---Dan Maresh-Chair
Megan Engel
Vanessa Von Seggren

MATHEMATICS-----Bruce Knaak-Chair
Lexi Beavers
Steve Hosch
Megan Sovde

CAREER EDUCATION-Kevin Anderson-Chair
Janelle Seagren
John Bellar

PHYSICAL ED-----Aaron Stemen-Chair
Dan Maresh

PRESCHOOL-----Tina Ronnfeldt-Chair

Word/AaSupt20-21/Board 2020/Board Subcommittees 6.1.20

**SCHOOL BOARD SUBCOMMITTEES
2020**

*Chairperson

CURRICULUM & AMERICAN CIVICS

*James Vlach
Reece French
April Archer
Chad Brehmer

TRANSPORTATION/BUILDING & GROUND

*Trevor Preston
Corey Petersen
Chad Brehmer
Evan Myers

BUDGET & FINANCE

*Lisa Christiansen
Chad Brehmer
Reece French
April Archer

NEGOTIATIONS

*Lisa Christiansen
Trevor Preston
Jaime Bacon
Reece French

POLICY

*James Vlach
Lisa Christiansen
April Archer
Corey Petersen

COMMUNICATION

*Trevor Preston
Reece French
Corey Petersen
Jaime Bacon

TECHNOLOGY

*Chad Brehmer
Jaime Bacon
Corey Petersen
Evan Myers

REORGANIZATION COMMITTEE

*Trevor Preston
James Vlach
Lisa Christiansen
April Archer

SCHOOL FOUNDATION

*Lisa Christiansen
April Archer
Trevor Preston

BANCROFT-ROSALIE COMMITTEE

*Corey Petersen
Evan Myers
Trevor Preston
Jaime Bacon

**NOTE: Evan Myers P2T Board Representative
Chad Brehmer P2T Board Alternate**

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT LYONS-DECATUR NORTHEAST SCHOOLS

THIS CONTRACT is made by and between the **Board of Education of Lyons-Decatur Northeast Schools**, legally known as **Burt County School District #20**, and referred to as "the Board" and "the School District" respectively, and Lindsey Beaudette, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Superintendent shall be employed for a period of two year(s) beginning on July 1, 2021, and expiring on June 30, 2023. References to "contract year" shall mean the period from July 1st through June 30th and shall consist of all days except Saturdays and Sundays and any holidays or leave days listed in Section 11.

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 **two years** 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 \$132,000 which shall be paid in 12 equal monthly installments beginning in the month of July 2021. 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 sixty (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. **Life Insurance.** Term life insurance with a total death benefit of Fifty-Thousand Dollars (\$50,000).
- d. **Sick Leave.** The Superintendent shall be entitled to ten (10) days of sick leave per year which may accumulate to a total of 45 days. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Superintendent qualifies for disability pay under the long-term disability policy, he shall be required to take the disability pay instead of sick leave pay. The Superintendent shall keep complete and accurate records of his sick days and shall provide the Board of Education with a report of his accumulated sick days at least quarterly. The Superintendent shall not be compensated for unused days of sick leave upon the ending of his employment with the District.
- e. **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.
- f. **Vacation.** The Superintendent shall have twenty (20) vacation days for the 2021-2022 contract year which he may use at times he chooses so long as his absence does not interfere with the proper performance of his duties. Any extended vacation period while school is in session will require advance approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. After the 2021-2022 contract year, the Board shall give the Superintendent the number of days necessary to restore his total to twenty (20) days. For example, if he uses 12 days of vacation one year, the board will provide him with 12 days the following year to bring his total to 20 days. The Superintendent shall develop a system for recording his use of vacation days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of his vacation days and shall provide the Board of Education with a report of his accumulated vacation days at least quarterly. The Board may require him to use his vacation days and shall compensate him for unused vacation days upon the conclusion of his employment at \$200 per day.

- g. 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.
- h. Professional Dues.** The school district will pay the annual dues for the Superintendent's membership in the following organizations: NCSA, and NASB.
- i. Physical Examination.** The Superintendent may voluntarily undergo a physical examination. The Superintendent agrees that he will authorize the physician performing each such examination to provide the Board with all records, results and medical judgments of the examination. Up to \$150 of the cost of such physical examination and physician's reports which are not paid for by the Superintendent's insurance coverage shall be paid by the District.
- j. Bereavement Leave.** The Superintendent shall be permitted bereavement leave as provided in District policy. In the event that the District does not have a bereavement leave policy, the Superintendent will be allowed up to three days of paid bereavement leave per year.
- k. Holidays.** The Superintendent shall receive the following paid holidays: New Year's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day.
- l. 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 work day. The School District will reimburse the Superintendent up to a maximum of \$40 per month for the actual cost of a cellular phone service plan.
- m. Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$600.00 or more.

Section 12. Residence/Domicile in School District. Unless agreed otherwise by the parties in writing, 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 contact.

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 _____, 2021

President, Board of Education

Secretary, Board of Education

Executed by the Superintendent this 7th day of January, 2021.

Lindsey Beaudette
Superintendent

RESOLUTION

WHEREAS, the legal voters of Lyons-Decatur Northeast Schools Board failed to elect a board member at the November 3, 2020 general election for a term beginning January 7, 2021 and ending on January 9, 2025, thereby creating a vacancy; and

WHEREAS, NEB. REV. STAT. 32-570(3) provides for the remaining members of the board to fill the vacancy by appointment of a qualified registered voter; and

WHEREAS, on January 7, 2021 the board provided advance publicized notice of the meeting to be held on January 11, 2021 to take public comments on candidates and to appoint a new member to fill the vacancy; and

WHEREAS, Jolene Trautman is a qualified registered voter of the district and has expressed an interest in school affairs; and

NOW, THEREFORE BE IT RESOLVED as follows:

1. That after due consideration of the qualifications of the candidates and any public comments received, the board appoints Jolene Trautman to the Lyons-Decatur Northeast Schools Board of Education for a term ending on January 9, 2025, or until a newly elected board member qualifies and assumes the office.
2. The board secretary shall cause a copy of this resolution to be filed with the county clerk.

ADOPTED this 11th day of January, 2021

Burt County School District 11-
0020, commonly known as Lyons-
Decatur Northeast Schools

LYONS-DECATUR NORTHEAST SCHOOLS

Negotiated Agreement

Effective for the 2021-2022 School Year

All agreements herein are to be effective with the opening of the **2021-2022** year. Teacher negotiators were:
Spokesperson: Janelle Seagren, members, Tina Ronnfeldt, Bruce Knaak, and Kendra Boden representing the LDEA and
Board Members: Chairperson: Trevor Preston, and members Lisa Christiansen and Jaime Bacon, representing the Board
of Education.

PROVISIONS

1. The salary of each teacher will be according to the index as indicated by educational preparation and experience. The Board of Education will negotiate with individual teachers for additional teaching duties or for extended time contracts. Extended contracts will be figured by the following formula: The teacher's pay divided by 185, times the number of days.
2. The normal workload is considered to be seven periods out of an eight-period day. The workload of the faculty members will be determined by the Board of Education and the Administration. The subjects taught, number of preparations, and the number of students involved would be used as the determining factor for additional compensation. The compensation for additional workload will be teacher's pay divided by 185, divided by 8, times number of day's equal payment.
3. All years of experience will be credited to new hires on this schedule. "Experience to be counted only after receipt of a Bachelor's Degree. One semester of experience in the Lyons-Decatur System may qualify for advancement on the schedule equal to one year of experience."
4. A teacher must gain nine hours of credit within a five-year period in order to advance horizontally on this schedule. Vertical advancement is to be based only on years of experience allowing one step or one year of experience advancement per year. All hours to be allowed on this schedule must be approved and be for the benefit of the students in the Lyons-Decatur Northeast School System. Transcripts of course work from your college must be on file in the Superintendent's office before hours of credit may be applied to this schedule before September 20th of current school year, if approved before May 15th of previous school year. The Board of Education and the Administration reserves the right to approve or disapprove all hours brought under this schedule.
5. This schedule and base pay are subject to review at the end of the agreement year by the Board of Education and Negotiating Committee.
6. Teaching staff members holding Administrative and Supervisory Certificates and fulfilling administrative duties shall be exempt from this salary schedule.
7. When it becomes necessary to secure the services of a qualified teacher, the board of education may grant other compensation (e.g. payment of a signing bonus, payment of moving expenses). The amount of such other compensation shall not exceed \$5,000. The school district shall notify the president and chief negotiator of the teachers' association whenever it pays additional compensation such as a signing bonus or moving expenses.
8. The classroom teaching load and number of preparations will be taken into consideration before making assignments for unit pay on the school activity schedule.
9. The Board of Education may choose to hold a teacher on a step for a one-year period based on past performance in the system. The teacher is to either be released or allowed to move one step on the schedule at the end of the one-year period.
10. The Lyons-Decatur Education Association may appoint a Negotiating Committee by November 1 of each school year.
11. Negotiations will not be opened other than annually. Should legislation affect the school, every attempt would be made to comply prior to any deadlines.

12. Salary payments to be made in twelve equal or nearly equal monthly payments.
13. Where an identified need arises for a K-6 teacher aid, recommendation to the Board for hiring will be left to administrator's discretion after consultation with affected staff.
14. Reimbursement for teachers using their private vehicles for transportation of students and teachers to and from school related activities will be the federal standard rate for mileage (if no school district vehicle is available) and reimbursement of out of pocket expenses for meals or lodging as allowed by the Local Government Miscellaneous Expenditure Act (NEB. REV. STAT. § 13-2201 through § 13-2204) or by any other applicable state or federal law.
15. As an incentive to encourage teachers to increase skill level and knowledge within their content area, tuition reimbursement will be granted to each teacher at the MA+18 level of the district schedule at a rate of \$100 per credit hour. Tuition reimbursement will be limited to a total of two courses schoolwide per school year and is limited to a maximum of \$1000 total tuition reimbursement per teacher during their employment by Lyons-Decatur Northeast School. Reimbursement will be paid upon successful completion of the course and receipt of transcript. Prior approval must be obtained from the Superintendent before the course is eligible for reimbursement and must be for the benefit of the students in the Lyons-Decatur Northeast School System. Completed course transcripts must be received by the end of the current school year to be eligible for reimbursement for that school year. The two reimbursements allowed will be on a first come first serve basis.

LEAVE

Personal Time Off (PTO):

PTO will be available to a total of 12 days beginning on the first contracted day of each school year. PTO can be used at the employee's discretion (sick or personal) with administrative approval. Absences will be recorded as follows: (these time frames exclude lunch)

- *Absences of 2 hours or less, will constitute 1/4 day charge.
- *Absences of more than 2 hours, but less or equal to 4 hours, will be a half day charge.
- *Absences of more than 4 hours will constitute one full day charge.
- *Attending an LDNE or BRLD activity one hour or less will not be charged to PTO time

PTO days that are consecutive may not exceed 5 days without administrative approval. All PTO days must be used before any leave can be used from the employee's available sick leave, with this exception: PTO **OR** sick leave may be used for staff whose child is participating in a NSAA State Event.

Appropriate Administrative Notification: PTO may not be used immediately preceding or immediately following a regularly scheduled break without written approval from the administrative team. The availability of substitute teachers can be an issue for the administrative team. As a result; teacher PTO leaves may be limited by substitute teacher availability. The administrative team will make every effort to accommodate teacher leave requests but there may be times substitutes are not available. Teachers will be notified within 5 days of submitting a PTO request if the absence is approved and days **will not be taken away once granted.**

Sick Leave

Unused PTO will be transferred to the employee's sick leave. Employees may accumulate no more than 45 days of sick leave. Sick leave may be used for illness, injury, or disability when the employee is too ill to work, or the employee's family member is too ill to remain alone. Sick leave may also be used for medical, dental, and eye doctor appointments, of the employee, spouse, parent, children or guardianship, grandchildren, spouse's parents or person whom employee is medical emergency contact.

Sick leave or PTO may be used for Emergency leave. Emergency leave is defined as a sudden, generally unpredicted occurrence or set of occurrences demanding immediate attention.

Unused PTO days that are not transferred to sick leave, after employee has accumulated 45 days of sick leave, will be reimbursed in the June paycheck at the following lump sum rate: \$50 for every unused day

General Leave

Unpaid leave may be granted by the administration in situations not covered by the above if explanations submitted in writing are approved. These deductions would be made at the rate of 1/185th of the teacher's salary and all fringe benefits. Anytime that a teacher is to be absent from duty at the school, for any reason, the administration is to be notified. The request for permission and the granting thereof for personal sickness would be considered automatic and the request is considered to be just a formality of notifying the administration in order that a substitute can be obtained.

Employees who desire additional unpaid leave may submit a request to the school board as provided in Neb. Rev. Stat. § 79-838. Leave granted will be taken at a reduction of 1/185th of the employee's total salary. No contribution or withholding will be made for FICA and NPERS for any day of unpaid leave.

Any Coaches' request for attendance of the State Tournament shall be considered in light of established Administrative policy. Days granted shall not be charged to accumulative leave.

The Board of Education has the final say as to what will be considered professional leave, emergency leave, or sick leave and the governing body could overturn administrative approval for leave.

Bereavement Leave:

Each .5 to 1.0 FTE employee shall be granted bereavement leave of up to 3 days due to a death in their own or their spouse's immediate family. Immediate family for this section refers to a spouse, child, guardianships, parents, sibling, grandparent, or grandchild and in-laws of the same. One bereavement day will be granted when the death is not immediate family. Additional leave may be granted and will be limited to and assessed against accumulated sick leave. Leave will be limited to a maximum of 10 days annually. Special circumstances may be considered by Administration. Employees who are employed less than .5 FTE shall receive a prorated amount of bereavement leave.

Professional Leave:

Professional Development is defined as leave requested by the district and is not covered under this provision. Professional Leave is defined as leave requested by the teachers and not requested by the district and is intended to allow teachers the necessary time to attend the functions of educational related organizations. Each .5 to 1.0 FTE employee will be credited with two Professional Leave days to be granted at the administration's discretion. Leave granted will be contingent upon the ability to find a substitute teacher. Employees who are employed less than .5 FTE shall receive a prorated amount of professional leave. Approval or denial by the Administration will be given to the teacher prior to the scheduled event.

Additionally, all teachers who are directors of a state professional organization, or who are appointed or elected as a delegate to the business meeting of such an organization in accordance with the rules or by-laws of such organization will be granted leave annually, not to exceed one day in any given year without loss of pay, and will be charged against accumulated sick leave. Expenses related to state professional organization leave will not be covered by the district.

Teachers who would like to attend additional Professional Development opportunities can make a request using the Professional Development form. All requests for both Professional Development and Professional Leave should be made to the principal.

Subpoenaed Witness: If, as a result of being called as a subpoenaed witness not involving school business, the leave will be charged to emergency leave.

See Neb. Statute 25-1227 and 25-1228 relevant to reimbursement of fees, and conditions for mandatory appearance. If the event that recourse under these statutes has been exhausted and that emergency leave has been exceeded, the fees, excluding mileage, and the substitute's pay will be deducted from the employee's daily rate of pay.

INCOME PROTECTION PLAN

Each teacher shall purchase his or her own Income Protection Plan through a carrier chosen by the school district. The board will increase each teacher's compensation by an amount equal to the premium for the Income Protection Plan. The Income Protection Plan shall have the following specifications:

Benefit Percentage	Maximum Benefit Period		Elimination Period
	Age at disablement	Duration of Benefits	
66 2/3% of Salary	Less than Age	To age 65	30 Consecutive calendar days
	60-64	5 years	
70% All sources max.	65-68	To age 70	
	69 & older	1 year	

Maximum Annual Covered Salary: \$90,000
 Maximum Monthly Benefit for the first year: \$5,000
 Minimum Monthly Benefit: No less than \$100

HEALTH INSURANCE

The Northeast Board of Education will pay employee premiums according to the 2020 (effective September 1, 2020) Blue Cross and Blue Shield of Nebraska, HSA-Eligible \$3600 /Standard 4 Tier, Option 2, \$1050 Deductible Dual Choice Plan. (Retirement Clause).

The four tiers are defined as follows: 1) Employee; 2) Employee and Child(ren) only; 3) Employee and Spouse only; and 4) Family. HSA Plan tiers are defined as 1) Employee; 2) Family.

Full-time status: "Any teacher who is considered to be full-time (1.0 FTE) shall be provided with insurance under the school-owned policy with the district paying 100% of the elected tier.

Part-time status: All teachers who are considered to be at least .5 FTE but less than 1 FTE shall be provided with insurance under the school owned policy at the same rate as a full-time single staff member. Teachers that are .5 FTE have the option of purchasing another tier of coverage by paying the difference in premium themselves. For teachers who are considered to be more than .5 FTE but less than 1 FTE and elect a tier other than single, the district percent paid toward the elected tier will be equal to the certified staff full-time equivalency (ex: .6 FTE equals 60% of elected tier coverage paid by the district) with the employee making up the balance of the premium.

LIFE INSURANCE

The Northeast Board of Education will pay the monthly premium for a \$20,000 Life Insurance Policy on each staff member insured on the above Health Plan.

SAFETY COMMITTEE

The Superintendent may appoint members of the staff to serve on the safety committee as appropriate and as required by law.

NONDISCRIMINATION

The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.

MANAGEMENT RIGHTS

Anything herein to the contrary notwithstanding, the Board, except as is expressly provided in this Agreement, reserves exclusively unto itself all the rights, powers, discretion, authorities, and prerogatives vested in it, whether exercised or not; and nothing herein shall be construed in any manner as constituting a delegation or waiver of any rights, powers, discretion, authority or prerogative so vested in the Board its designees.

CONTRACTS

Contracts are to be offered at the time of issuance with/without salary stipulation depending on the hours earned during the summer.

GRIEVANCE PROCEDURE

Definition of Grievance. A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education.

Association Representation. A grievant shall have the right to have an Association representative present to represent the grievant at each level of the grievance procedure.

Reprisals. No reprisals of any kind shall be taken against any employee who uses this grievance procedure in good faith.

Withdrawal of a Grievance. A grievant may withdraw his or her grievance at any level of the procedure without fear of reprisal from any party.

Procedural Steps. The procedure for handling grievances is as set forth below.

Step 1 - Oral Notice to Principal. The grievant shall initiate the grievance by presenting it to his or her principal or immediate

supervisor within ten (10) days from the date that the grievant knew of the incident giving rise to the grievance.

Step 2 - Written Grievance to the Principal. If the grievance is not resolved to the satisfaction of the grievant within seven (7) days of the meeting with the principal, the grievant must provide a detailed description of all facts giving rise to the grievance, a list of all witnesses, all relevant documents, and the requested resolution. The grievant shall sign and date the grievance. The failure to present the grievance within seven (7) days shall result in the waiver of the grievance.

The principal shall schedule a meeting within three (3) days of receipt of the written grievance to discuss the elements of the grievance. The grievant must present all evidence at this meeting. The parties shall record this meeting. The principal shall submit his or her determination in writing to the grievant within five (5) days of the meeting.

Step 3 - Written Appeal to the Superintendent of Schools. If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) days of receipt of the principal's determination. The appeal shall be based on, and limited to, the facts produced at Step 2. In other words, this is an "appeal on the record."

The superintendent of schools or a designee shall hold a formal meeting within seven (7) days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) days of the date of the meeting.

Step 4 - Appeal to the Board of Education. If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five (5) days of receipt of the superintendent's decision. The appeal shall be based on, and limited to, the facts produced at Step 2. In other words, this is an "appeal on the record." The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

Written Presentation. All grievances presented at Step 2 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

Grievance Meetings or Hearings. All meetings and hearings conducted under this procedure up to and including Step 3 shall be conducted in private and shall include only the administration's representatives, the grievant, the grievant's representatives, and witnesses (Step 2 only) as necessary.

Advanced Step Filing. A grievance shall be filed initially at the level at which the decision resulting in the grievance was made.

Time Limitations. Time limitations herein are critical. All references to days are to calendar days. No grievance shall be accepted by the district unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1 or Step 2, it shall be deemed to be waived. If the grievance is not appealed to Step 3 in a timely manner, it shall be deemed to have been settled in accordance with the district's Step 2 determination. If the district fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

When the deadline for taking an action falls on a Saturday, a Sunday or a legal holiday, the time for taking the action shall be extended to the next working day.

EXTRA DUTIES

1. Extra duty pay for teachers used as substitutes (during their prep), compensation will be figured according to the following formula: Base salary – 185 days – number of periods in school day

Faculty members sponsoring a student body bus to away athletics events will be paid \$5.00 per trip for trips 25 miles or under one way, and \$10.00 per trip for trips over 25 miles one way. Teachers who perform ticket taking duty will be paid at the minimum wage set by the state.

2. Head Varsity Coach/Sponsor of any High School Extra-Curricular Activity is to receive a total of \$100.00 per sponsored activity to provide expense money for their attendance at clinics in their area upon receipt of paid bills and mileage statements.
3. All years of experience in a given activity or other extra duty will be credited to new hire on the Activity/Extra Duty schedule. When an activity changes from one category to another. Individuals may advance vertically one step or one year of experience per year.
4. The Northeast Board of Education will provide all staff members with a family pass for all home activities.

ACTIVITIES AND EXTRA DUTY SCHEDULE

- A. The following positions will receive additional compensation beyond their appropriate step on the schedule. This compensation will be a definite percentage of the current base that is in force for that year, plus an increase of 5% of that figure for each year of coaching experience, with a maximum of 20 years of experience. Experience as an assistant or junior high coach/sponsor in the same sport or activity shall count in determining initial placement at the next and subsequent levels.**

Activities Director	13
Football, Volleyball, Basketball (Boys and Girls), Track (Boys and Girls), Wrestling, Cross Country, and Golf and Bowling.	
Head Coach.....	10
Assistant Coach.....	7
Junior High (Head).....	5
Junior High (Assistant).....	3
FFA.	5
FBLA	5
FBLA (Assistant).....	2
Speech	7
Speech (Assistant).....	5
Mock Trial.....	3
Mock Trial (Assistant)	2
One Acts 10	
School Plays	5
Vocal Music	7
Instrumental Band/Pep Band	10

- B. The following positions will receive additional compensation beyond their appropriate step on the schedule. This compensation will be a definite dollar amount or a definite percentage of the current base that is in force for that year. No additional pay for experience will be given for these activities/sponsorships.**

Cheer	6
Cougarettes	6
Weights Head Coach.....	8
Weights Assistant	5
Student Council	3
Quiz Bowl.....	3
Honor Society	1
**Junior Class Sponsor (2 sponsors)	2
Senior Class Sponsor	3
Student Assistant Team (SAT) (2 sponsors).....	3
PAWS Director.....	\$1000/year
Distance Learning or Shared Class Teacher	\$250/semester (per class)
Dual Credit College Course Teacher.....	\$100/Credit Hour

**--Each sponsor will receive the designated percentage.

1984-85 - One step added to the BA + 36 (MA, MA + 9 and MA + 18 column). Reduce column one from 6 to 4 steps and column three from 14 to 11 steps, with a "grandfather clause" which includes one step advancement for current staff members who would move into the reduced steps for the 1984-85 school year, and will remain on this step until they move horizontally.

UPDATED 1/11/2020

2021-2022

YRS EXP	STEP	BA	BA+ 9	BA + 18	BA + 27	MA or BA + 36	MA + 9	MA + 18
0	1	1.00	1.05	1.10	1.15	1.20	1.25	1.30
		36,650.00	38482.50	40315.00	42147.50	43980.00	45812.50	47645.00
1	2	1.04	1.09	1.14	1.19	1.24	1.29	1.34
		38116.00	39948.50	41781.00	43613.50	45446.00	47278.50	49111.00
2	3	1.08	1.13	1.18	1.23	1.28	1.33	1.38
		39582.00	41414.50	43247.00	45079.50	46912.00	48744.50	50577.00
3	4	1.12	1.17	1.22	1.27	1.32	1.37	1.42
		41048.00	42880.50	44713.00	46545.50	48378.00	50210.50	52043.00
4	5		1.21	1.26	1.31	1.36	1.41	1.46
			44346.50	46179.00	48011.50	49844.00	51676.50	53509.00
5	6		1.25	1.30	1.35	1.40	1.45	1.50
			45812.50	47645.00	49477.50	51310.00	53142.50	54975.00
6	7		1.29	1.34	1.39	1.44	1.49	1.54
			47278.50	49111.00	50943.50	52776.00	54608.50	56441.00
7	8			1.38	1.43	1.48	1.53	1.58
				50577.00	52409.50	54242.00	56074.50	57907.00
8	9			1.42	1.47	1.52	1.57	1.62
				52043.00	53875.50	55708.00	57540.50	59373.00
9	10			1.46	1.51	1.56	1.61	1.66
				53509.00	55341.50	57174.00	59006.50	60839.00
10	11			1.50	1.55	1.60	1.65	1.70
				54975.00	56807.50	58640.00	60472.50	62305.00
11	12				1.59	1.64	1.69	1.74
					58273.50	60106.00	61938.50	63771.00
12	13				1.63	1.68	1.73	1.78
					59739.50	61572.00	63404.50	65237.00
13	14				1.67	1.72	1.77	1.82
					61205.50	63038.00	64870.50	66703.00
14	15				1.71	1.76	1.81	1.86
					62671.50	64504.00	66336.50	68169.00
15	16					1.80	1.85	1.90
						65970.00	67802.50	69635.00
16	17					1.84	1.89	1.94
						67436.00	69268.50	71101.00

SCOPE OF AGREEMENT

The parties mutually agree that this contract constitutes the entire negotiated agreement and understanding concerning all proper subjects of collective bargaining for the duration of the agreements. The negotiated agreement contains all subjects of waive recourse to the Commission of Industrial Relations for the duration of the contract regarding issues which were negotiated or capable of being negotiated. This contract shall not be modified, altered, changed, or amended in any respect unless in writing and signed by both parties. There are no oral agreements, nor is this negotiated agreement based on any oral representation covering the subject matter of the negotiated agreement.

Chief Negotiator	Date	Chairman of Negotiation Team	Date
Northeast Board of Education		Northeast Teachers Association	

President	Date	President	Date
Northeast Board of Education		Northeast Teachers Association	