

Committee As A Whole
Monday, January 13, 2025 5:30 PM
Kramer Education Center
2410 16th Street, Suite A
Columbus, NE 68601

- I. CALL TO ORDER
- II. ROLL CALL OF THE BOARD
- III. EXCUSE BOARD MEMBERS
- IV. PLEDGE OF ALLEGIANCE
- V. NOTICE OF OPEN MEETINGS ACT
 - V.A. President ensures all can hear proceedings
- VI. MISSION STATEMENT
- VII. OATH OF OFFICE
- VIII. REORGANIZATION OF THE BOARD OF EDUCATION
 - VIII.A. ELECTION OF BOARD OFFICERS
 - VIII.A.1. Nominations and Action to Elect the CPS Board of Education President
 - VIII.A.2. Nominations and Action to Elect the CPS Board of Education Vice President
 - VIII.B. APPOINTMENTS BY THE BOARD
 - VIII.B.1. First Reading of Policy 203.06 Board Committees
 - VIII.B.2. Appointment of Board of Education Standing Committees
 - VIII.B.3. Appoint the Authorized Representative for State and Federal Programs
 - VIII.B.4. Appointment of the Bus Mechanic for Bus Inspections

VIII.B.5. Appointment of Chip Kay as the Non-Discrimination Compliance Coordinator

VIII.B.6. Appointment of the Title IX Coordinators

VIII.B.7. Appointment of the Treasurer

VIII.C. Sign and File NADC Form C-2A with the Board Secretary

IX. Adjourn Committee As A Whole Meeting to Open the Americanism Committee Meeting

X. AMERICANISM COMMITTEE MEETING

X.A. Americanism Presentation by Mikki Wilcox and Kristin Loosvelt

XI. Adjourn the Americanism Committee Meeting and Reopen the Committee As A Whole Meeting

XII. PUBLIC COMMENT

XIII. GUEST PRESENTATIONS

XIV. RECOGNITIONS BY BOARD

XV. BUILDING OR DISTRICT PRESENTATION

XV.A. Emerson Elementary Presentation

XVI. CONSENT AGENDA

XVI.A. Items to be removed from the Consent Agenda

XVI.B. Meeting Minutes

XVI.C. Finance Reports

XVI.D. Staffing Reports

XVI.E. Professional Travel

XVII. FOUNDATION REPORT

XVIII. DIRECTOR & SUPERINTENDENTS REPORTS OR UPDATES

XVIII.A. Director of Teaching and Learning

XVIII.B. Director of Special Education

XVIII.C. Assistant Director for Student Services

XVIII.D. Director of Human Resources

XVIII.D.1. Discuss and take all necessary action on the resignation of
Tayler Bonczynski, Teacher.

XVIII.E. Director of Operations

XVIII.F. Superintendent

XIX. MONTHLY REVIEW OF POLICIES

XIX.A. Policy 403.055 Personnel Internal & External Complaint Procedures

XIX.B. Policy 212.00 Board Code of Ethics

XIX.C. Policy 202.02 Conflict of Interest

XIX.D. Policy 903.10 Mapping of School Buildings

XX. DISCUSSION ITEMS

XX.A. Review of the Method for Publicizing Meetings

XX.B. Surplus Requests

XX.C. Fundraising Application

XX.D. Mowing Bids

XX.E. CHS Handbook Additions

XXI. ACTION ITEMS FOR THIS MEETING

XXI.A. Approval of Financial Institutions

XXI.B. Approval of School Attorneys

XXI.C. Approval of Media Outlets

XXII. BOARD REQUESTS FOR INFORMATION

XXIII. BOARD SHARING

XXIV. EXECUTIVE SESSION

XXV. ADJOURN

BOARD COMMITTEES

The board of education will have one primary committee, the committee as a whole and will conduct business of the district at this monthly meeting held every second Monday of the month. In addition the president of the board will appoint other Committees of the board. These committees are created for specific tasks of seeking information or investigation and will report back to the board for its consideration and action.

The following committees are appointed at the annual board organizational meeting for one year:

- Americanism – Appoint from its members a committee of three to carry out duties outlined in policy 203.06R1
- Negotiations – Appointment of two members plus the board president to conduct collective bargaining with the recognized bargaining agent for certified and instructional employees per state statute §48-881.01.
- Policy – Appoint from its members a committee of two to review, draft, and propose district policy.
- Finance – Appoint from its members a committee of two to oversee financial planning and enforcing fiscal policies related to budgeting and financial reporting assuring the district’s long-term fiscal success.

Other board committees will be created in conjunction with the goals of the board. Two members will be appointed to each of the **board’s strategic goals**. These goals are categorized and are as follows:

#1 Curriculum, Instruction and Assessment

- To establish a Pre-K-12 education plan to prepare our students for a successful integration to college and/or career opportunities. The committee will oversee the adoption of curriculum and supporting resources.

#2 Facilities / Safety and Security

- To establish and implement facilities plans to sustain and enhance the educational programs of the district.
- Participate in the Districts safety and security meetings, planning, and oversight.

#3 Staff Engagement, Development, and Retention

- Tasked with developing and implementing strategies to attract and retain qualified employees.

#4 Community Engagement

- To improve community involvement and initiatives by fostering collaboration and communication between the school district and the community.

Legal Reference: Neb. Statute §79-724

Cross Reference: 201.01 Board Powers and Responsibilities
203.01 Board Organizational Meeting

Policy Adopted: 12-08-03

Policy Revised: 11/10/08

8/21/17

01/13/25

COLUMBUS PUBLIC SCHOOLS

Columbus, Nebraska

CONFLICTS, CONTRACTS and CAMPAIGNS
School Districts
Addendum

New Conflict of Interest Provisions Effective August 1, 2024 (New language is underlined)

49-1499.03. Political subdivision; public official or employee; discharge of official duties; potential conflict; actions required; applicability.

(1)(a) An official of a political subdivision designated in section 49-1493 who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

(i) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and

(ii) Deliver a copy of the statement to the commission and to the person in charge of keeping records for the political subdivision who shall enter the statement onto the public records of the political subdivision.

(b) The official shall take such action as the commission shall advise or prescribe to remove himself or herself from influence over the action or decision on the matter.

(c) This subsection does not prevent such a person from making or participating in the making of a governmental decision to the extent that the individual's participation is legally required for the action or decision to be made. A person acting pursuant to this subdivision shall report the occurrence to the commission.

(2)(a) Any public official of any political subdivision not designated in section 49-1493 who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

(i) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;

(ii) Deliver a copy of the statement to the person in charge of keeping records for the political subdivision who shall enter the statement onto the public records of the political subdivision; and

(iii) Except as otherwise provided in subsection (3) of this section, abstain from participating or voting on the matter in which the public official has a conflict of interest.

(b) The public official may apply to the commission for an opinion as to whether the person has a conflict of interest.

(3)(a) This section does not prevent a public official of any political subdivision from making or participating in the making of a governmental decision:

(i) To the extent that the individual's participation is legally required for the action or decision to be made; or

(ii) If the potential conflict of interest is based on a business association and (A) such business association is an association of such political subdivisions, (B) the political subdivision is a member of such association, and (C) the business association exists only as the result of such public official holding office.

(b) A public official of any city subject to subsection (1) of this section who is acting pursuant to this subsection shall report the occurrence as provided in subdivisions (1)(a)(i) and (ii) of this section.

(c) A person subject to subsection (2) of this section who is acting pursuant to this subsection shall report the occurrence as provided in subdivisions (2)(a)(i) and (ii) of this section.

(4)(a) Any employee of a political subdivision whose annual salary and benefits exceed one hundred fifty thousand dollars and who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

(i) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;

(ii) Deliver a copy of the statement to the person in charge of keeping records for the political subdivision who shall enter the statement onto the public records of the political subdivision; and

(iii) Except as otherwise provided in subdivision (4)(c) of this section, abstain from participating in the matter in which the employee has a conflict of interest.

(b) An employee described in subdivision (4)(a) of this section may apply to the commission for an opinion as to whether he or she has a conflict of interest.

(c) This subsection does not prevent an employee described in subdivision (4)(a) of this section from making or participating in the making of a governmental decision to the extent that the employee's participation is legally required for the action or decision to be made. An employee who is acting pursuant to this subdivision shall report the occurrence as provided in subdivisions (4)(a)(i) and (ii) of this section.

(5) Matters involving an interest in a contract are governed either by sections 49-14,102 and 49-14,103 or by sections 49-14,103.01 to 49-14,103.06. Matters involving the hiring of an immediate family member are governed by section 49-1499.04. Matters involving nepotism or the supervision of a family member by an official or employee in the executive branch of state government are governed by section 49-1499.07.

(6) This section does not apply to a sanitary and improvement district.

NEBRASKA ACCOUNTABILITY AND DISCLOSURE COMMISSION 11 th Floor, State Capitol P.O. Box 95086 Lincoln, NE 68509 (402) 471-2522	<h2 style="margin: 0;">EMPLOYMENT OF IMMEDIATE FAMILY MEMBERS DISCLOSURE STATEMENT</h2> <p style="margin: 10px 0 0 0;">NADC FORM C-4</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 2px;">POSTMARK DATE</td> <td style="width: 50%;"></td> </tr> <tr> <td style="padding: 2px;">MICROFILM NUMBER</td> <td></td> </tr> <tr> <td colspan="2" style="text-align: center; padding: 5px;">OFFICE USE ONLY</td> </tr> </table>	POSTMARK DATE		MICROFILM NUMBER		OFFICE USE ONLY	
POSTMARK DATE								
MICROFILM NUMBER								
OFFICE USE ONLY								
BEFORE COMPLETING THIS FORM READ THE FILING REQUIREMENTS ON PAGE 3								

- Public officials and employees employing, recommending employment, or supervising the employment of an immediate family member must disclose the employment either in writing or on the record to the governing body employing the immediate family member.
- File this form or other written disclosure with the person in charge of keeping records for the governing body employing the immediate family member.
- Person who fail to disclose the employment of immediate family members or who otherwise do not comply with the law are subject to penalties.

ITEM 1	NAME, ADDRESS AND TELEPHONE NUMBER OF PUBLIC OFFICIAL OR PUBLIC EMPLOYEE
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Name	<u>Brown</u>	<u>Sam</u>	<u>J</u>	Telephone No.	<u>308-555-1212</u>
	<small>Last</small>	<small>First</small>	<small>Middle</small>		
Address	<u>1717 N 17th St</u>			<u>Erehwon</u>	<u>NE</u> <u>69000</u>
	<small>STREET ADDRESS OR RURAL ROUTE</small>			<small>City</small>	<small>STATE</small> <small>ZIP CODE</small>

ITEM 2	OFFICE OR POSITION, ADDRESS, TELEPHONE, TERM OF OFFICE
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Office or Position:	<u>School Board Member</u>	Term:	<u>2019-2023</u>
Identify City, County, District, or State Agency:	<u>Erehwon School District</u>		
Address:	<u>1111 S 11th St Erehwon, NE 69000</u>	Telephone	<u>308-555-2200</u>

ITEM 3	MEMBER OF YOUR IMMEDIATE FAMILY WHOM YOU INTEND TO EMPLOY, RECOMMEND FOR EMPLOYMENT, OR SUPERVISE (Use ITEM 5 CONTINUATION, if necessary)
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A. Name	<u>Sam Brown Jr</u>	Relationship	<u>Son</u>
Position	<u>Summer Maintenance Worker</u>	Employer	<u>Erehwon School District</u> <small>(IDENTIFY CITY, COUNTY, DISTRICT OR STATE AGENCY)</small>
B. Name	_____	Relationship	_____
Position	_____	Employer	_____
C. Name	_____	Relationship	_____
Position	_____	Employer	<u>ATTACHMENT # 1</u> <small>(IDENTIFY CITY, COUNTY, DISTRICT OR STATE AGENCY)</small>

ITEM 4 | FOR NEWLY ELECTED OR APPOINTED PUBLIC OFFICIALS AND EMPLOYEES

List members of your immediate family who were employed before your election or appointment, or prior to July 17, 1986 and are now employed or supervised by you.

A. Name _____ Relationship _____

Position _____ Employer _____
(IDENTIFY CITY, COUNTY, DISTRICT OR STATE AGENCY)

Date Hired _____

B. Name _____ Relationship _____

Position _____ Employer _____
(IDENTIFY CITY, COUNTY, DISTRICT OR STATE AGENCY)

Date Hired _____

(Use ITEM 5, CONTINUATION, if necessary)

ITEM 5 | CONTINUATION

(Signature)

(Date)

General Information - Filing Requirements

A public official or public employee may employ, recommend the employment of, or supervise the employment of an immediate family member if:

- 1) he or she does not abuse his or her official position; and
- 2) makes a written disclosure with the person in charge of keeping records for the governing body or a disclosure on the record to the governing body; and
- 3) he or she has first made a reasonable solicitation and consideration of applications for such employment:

NOTE: Examples of abuse of one's position could include, but are not limited to, (1) providing an unreasonably high salary, (2) not requiring the employee to actually perform the duties of his or her position, (3) terminating another employee to make a position available for an immediate family member, (4) hiring an immediate family member who is not qualified to hold the position.

I. Who Must File:

- A. Public officials and employees employing, recommending employment, or supervising the employment of an immediate family member must make a disclosure to the person in charge of keeping records for the governing body of the entity. Where applicable the disclosure may be made on the record to the governing body of the entity in lieu of a written disclosure.
- B. Public officials and employees who currently employ or supervise an immediate family member(s) employed prior to the election or appointment of the public official or public employee or prior to July 17, 1986.

II. When to File:

- A. Public officials and employees must file prior to employing, recommending employment, or supervising the employment of an immediate family member.

- B. Newly elected or appointed public officials or employees shall file prior to or as soon as reasonably possible after the official date of taking office.

III. Where to File:

This form or other written disclosure should be filed with the person in charge of keeping records for the governing body of the entity served. (i.e., state officials and employees file with the head of their agency or department; officials and employees of public power districts file with the district office; county officials and employees file with the county clerk; city or village officials or employees file with the city or village clerk; officials and employees of natural resource districts file with the office of the district manager; school district officials and employees file with the district superintendent or secretary of the school board. **Disclosure need not be made to the Nebraska Accountability and Disclosure Commission.**

Disclosure of Contractual Interests by Local Officers. If you are disclosing an interest in a contract to which a local governing body on which you serve is a party, use NADC Form C-3, Contractual Interest Statement.

Disclosure of Potential Conflict of Interest by State Executive Branch Officials, Employees, and Others Required to file Statements of Financial Interests. If you are disclosing a potential conflict of interest under section 49-1499 of the Accountability Act, use NADC Form C-2, Potential Conflict of Interest Statement.

Definitions

Governing body means the village board of a village, the city council of a city, the board of commissioners or board of supervisors of a county, the board of directors of a public power district, or any body with the ultimate power to determine the entity's policies and control its activities.

Immediate Family Member means a child residing in an individual's household, a spouse of an individual, or an individual claimed by the public official or employee or his or her spouse as a dependent for federal income tax purposes.

Public employee means an employee of the state or a political subdivision thereof.

Public official shall mean an official in the executive branch, an official in the legislative branch, or an elected or appointed official in the judicial branch of the state government or a political subdivision thereof; any elected or appointed members of a governing body of a state institution of high education.

Official in the executive branch means an official holding a state executive office as provided in Article IV, Constitution of Nebraska, including Governor, Lieutenant Governor, Secretary of State, Auditor of Public Accounts, State Treasurer, Attorney General, Tax Commissioner, the heads of such other executive departments as set forth in the Constitution or as may be established by law, a deputy thereto, or a member of any state board or commission.

Official in the legislative branch means a member or member-elect of the Legislature, a member of an official body established by and responsible to the Legislature, or employee thereof other than an individual employed by the state in a clerical or nonpolicymaking capacity.

Statutory Authority: Section 49-1499.01 Revised Statutes of Nebraska.

NEBRASKA ACCOUNTABILITY AND DISCLOSURE COMMISSION 11 th Floor, State Capitol P.O. Box 95086 Lincoln, NE 68509 (402) 471-2522	CONTRACTUAL INTEREST STATEMENT NADC FORM C-3	POSTMARK DATE	
		MICROFILM NUMBER	
BEFORE COMPLETING THIS FORM READ THE FILING REQUIREMENTS ON PAGE 3		OFFICE USE ONLY	

- A local officer with an interest in any contract to which his or her governing body or anyone for its benefit is a party must disclose the interest on the record of the governing body responsible for approving the contract, or in writing by filing this form.
- File with the person charged with keeping records for the governing body involved in the contract **prior** to official consideration of the contract.
- Persons who fail to disclose their interests or otherwise do not comply with the law are subject to penalties.

ITEM 1	YOUR NAME ADDRESS AND PHONE NUMBER
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Name	<u>Jones</u>	<u>Jason</u>	<u>T</u>	Telephone No.	<u>402-555-2424</u>
	Last	First	Middle		
Address	<u>10 Elm St</u>	<u>Anywhere</u>	<u>NE</u>	<u>68000</u>	
	STREET ADDRESS OR RURAL ROUTE	City	STATE	ZIP CODE	

ITEM 2	OFFICE OR POSITION, ADDRESS, PHONE, TERM OF OFFICE
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Office or Position:	<u>School Board Member</u>	Term:	<u>2019-2023</u>
Name of City, County, District, Village, etc:	<u>Anywhere Public School District</u>		
Address	<u>4200 Main Street</u>	Phone	<u>402-555-5050</u>

ITEM 3	CONTRACT IN WHICH YOU HAVE AN INTEREST
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A. Names of Contracting Parties:	<u>Anywhere School District and Jones Lumber Inc</u>
B. Body Which Will Consider the Contract:	<u>Anywhere School District</u>
C. Date Set for Consideration:	<u>March 9, 2021</u>
D. Subject Matter and Basic Terms:	<u>School District will purchase lumber for the sum of \$3,500.00 from Jones Lumber, Inc.</u>
<u>Purchase is sales tax exempt. Payment by District to Jones within 30 days after submission of claim by Jones</u>	

ATTACHMENT #2	
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ATTACHMENT #2	
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ITEM 4	NATURE AND EXTENT OF YOUR INTEREST IN THE CONTRACT AND AMOUNT OF CONTRACT (Use ITEM 5, CONTINUATION, if necessary)
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I am the president and sole stockholder of Jones Lumber, Inc.. The amount of the contract is \$3,500.00

ITEM 5	CONTINUATION
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(Signature)

February 20, 2021
(Date)

General Information - Filing Requirements

I. Who Must File:

A local officer with an interest in a contract to which his or her governing body or anyone for its benefit is a party must disclose the interest on the record of the body responsible for approving the contract, or in writing by filing this form.

II. When to File:

An officer must declare his or her interest in a contract and the nature and extent of the interest **prior** to official consideration of the contract. The information concerning the contract listed in ITEM 3 of this form must be provided to the person in charge of keeping records of the governing body within 10 days after the contract is signed by both parties.

III. Where to File:

File with the person charged with keeping records for the governing body involved in the contract. For example, members of a County Board of Commissioners file with the County Clerk.

Disclosure of Potential Conflict of Interest by State Executive Branch Officials, Employees, and Others required to file Statements of Financial Interest. If you are disclosing a potential conflict of interest under section 49-1499 of the Accountability Act, use NADC Form C-2, Potential Conflict of Interest Statement.

Disclosure of the Employment of Immediate Family Members. If you are disclosing the employment of an immediate family member, use NADC Form C-4, Employment of Immediate Family Members Disclosure Statement.

An officer has an **interest** in a contract when the officer or his or her spouse, parent, or child: (a) has a business association as defined in sections 49-1408 and 49-14,103.01(5) with the business involved in the contract, or (b) will receive a direct pecuniary fee or commission as a result of the contract. An officer interested in a contract with his or her governing body may not: (1) vote on the matter of granting the contract, or (2) act for the governing body as to inspection or performance under the contract.

An **open account** established for the benefit of any governing body with a business in which an officer has an interest is considered a contract subject to disclosure requirements.

For purposes of contractual interest conflicts, as covered by section 49-14,103.01, ownership of less than five percent of the outstanding shares of a corporation shall not constitute an interest subject to disclosure.

Receiving deposits, cashing checks, and buying and selling warrants and bonds of indebtedness of a governing body by a financial institution is **not** considered a contract.

Any governing body as defined below may prohibit officers from having an interest in contracts over a specific dollar amount. A governing body may also exempt from disclosure requirements contracts for one hundred dollars or less in which an officer of the body has an interest.

Definitions

Officer means a member of the board of directors of a natural resources district, a member of any board or commission of any county, school district, city or village which spends and administers its own funds, who is dealing with a contract made by such board or commission, and any elected county, school district, educational service unit, city, or village official, and a member of any board of directors or trustees of a district hospital as provided by the Nebraska Local Hospital District Act or a county hospital as provided by sections 23-343 to 23-343.19. Officer shall **not** mean volunteer firefighters or ambulance drivers with respect to their duties as firefighters or ambulance drivers.

Governing Body means the board of directors of a natural resources district, the board of supervisors or the board of commissioners of any county, a school district board, the board of an educational service unit, the city council of a city, the village board of a village, the board of directors or trustees of a district hospital as provided by the Nebraska Local Hospital District Act, sections 23-343.20 to 23-343.47, or a county hospital as provided by sections 23-343 to 23-343.19, or any board or commission of any county, school district, city or village which spends and administers its own funds.

Business means any corporation, partnership, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint stock company, receivership, trust, activity or entity.

Business with which you are associated means a business: (1) in which you are a partner, director or officer; or (2) in which you or a member of your immediate family is a stockholder of closed corporation stock worth \$1,000 or more at fair market value or which represents more than a 5 percent equity interest, or is a stockholder of publicly traded stock worth \$10,000 or more at fair market value or which represents more than a 10 percent equity interest.

For purposes of contractual interest conflicts, as covered by section 49-14,103.01, ownership of less than five percent of the outstanding shares of a corporation shall not constitute an interest subject to disclosure.

Statutory Authority: Section 49-14,103.01 R.S. Supp., 1987, and sections 49-14,103.02 to 49-14,103.07 R.S. Supp., 1986.

<p style="text-align: center;">NEBRASKA ACCOUNTABILITY AND DISCLOSURE COMMISSION P.O. Box 95086 Lincoln, NE 68509 (402) 471-2522 https://nadc.nebraska.gov</p>	<h2 style="margin: 0;">POTENTIAL CONFLICT OF INTEREST STATEMENT</h2> <h3 style="margin: 10px 0 0 0;">NADC FORM C-2A</h3>	POSTMARK DATE	
BEFORE COMPLETING THIS FORM READ THE FILING REQUIREMENTS ON PAGE 3		OFFICE USE ONLY	

- Any public official of any political subdivision must file this form if he or she has a potential conflict of interest. Additionally, any employee of a political subdivision whose annual salary and benefits exceed \$150,000 must file this form if he or she has a potential conflict of interest.
Exception: Public officials required to file a Statement of Financial Interests (Form C-1) should file Form C-2.
- This form should be filed with the person who normally keeps records for the political subdivision. The form may be filed with the Nebraska Accountability and Disclosure Commission to request an opinion from the NADC.
- Persons who fail to disclose a potential conflict of interest or who otherwise do not comply with the law are subject to penalties.

ITEM 1	NAME, ADDRESS AND TELEPHONE NUMBER
Name _____ Telephone No. _____ <small style="display: flex; justify-content: space-between; width: 80%; margin: 0 auto;"> Last First Middle </small>	
Address _____ <small style="display: flex; justify-content: space-between; width: 80%; margin: 0 auto;"> STREET ADDRESS OR RURAL ROUTE City STATE ZIP CODE </small>	

ITEM 2	TITLE, AGENCY, ADDRESS AND PHONE
Your Title _____ Agency _____	
Agency Address _____	
Agency Phone _____	

ITEM 3	DESCRIBE POTENTIAL CONFLICT OF INTEREST IN DETAIL (Use Item 6 Continuation, if necessary)
Date action is to be taken or decision is to be made: _____	
Description of Potential Conflict:	

ITEM 4 PERSONS WHO MAY RECEIVE FINANCIAL BENEFIT OR DETRIMENT

You

Member of your Immediate Family: _____
NAME

Business With Which You
Are Associated (See Definitions) _____
NAME OF BUSINESS

ITEM 5 NATURE OF FINANCIAL BENEFIT OR DETRIMENT

ITEM 6 CONTINUATION

(SIGNATURE)

(DATE)

General Information - Filing Requirements

I. What is a Potential Conflict of Interest? - A public official has a potential conflict of interest if he or she is faced with taking an official action or making an official decision which may result in a financial benefit or a financial detriment to the public official; a member of his or her immediate family; or a business with which he or she is associated. The financial effect of the action or decision must be distinguishable from the financial effect on the general public or a broad segment of it.

II. Who Must File:

- A. Any public official of any political subdivision, who is not required to file a Statement of Financial Interests (Form C-1), must file this form if he or she has a potential conflict of interest. Public officials who are required to file a Form C-1 should instead use Form C-2 if they have a potential conflict of interest.
- B. Any employee of a political subdivision whose annual salary and benefits exceed \$150,000 must file this form if he or she has a conflict of interest.

III. When and Where to File and Abstention:

- A. This form should be filed as soon as the person holding elective office is aware that he or she may have a potential conflict of interest and prior to the time that the action is to be taken or the decision is to be made.

B. This form should be filed with the person who normally keeps records for the governing body of the political subdivision. For example, the person who keeps records for a city or village may be the city clerk or village clerk. **This form is not required to be filed with the Nebraska Accountability and Disclosure Commission.** However, if the person wants an opinion from the Commission as to whether he or she has an actual conflict of interest, he or she may send a copy of the form to the Commission along with a request for an opinion.

C. The person filing the form should abstain from participating in or voting on the matter in which he or she has a potential conflict of interest or until he or she has been notified by our office that there is no conflict.

IV. Enforcement - If a person required to file this form fails to do so, the NADC may find a violation of the Nebraska Political Accountability and Disclosure Act and assess a civil penalty.

Disclosure of Contractual Interests by Local Officers. If you are a local elected official disclosing an interest in a contract or an open account in which a local governing body on which you serve is a party, use NADC Form C-3, Contractual Interest Statement.

Disclosure of the Employment of Immediate Family Members. If you are disclosing the employment of an immediate family member, use NADC Form C-4, Employment of Immediate Family Members Disclosure Statement.

Definitions

Immediate family shall mean a child residing in your household, your spouse or an individual claimed by you or your spouse as a dependent for federal income tax purposes.

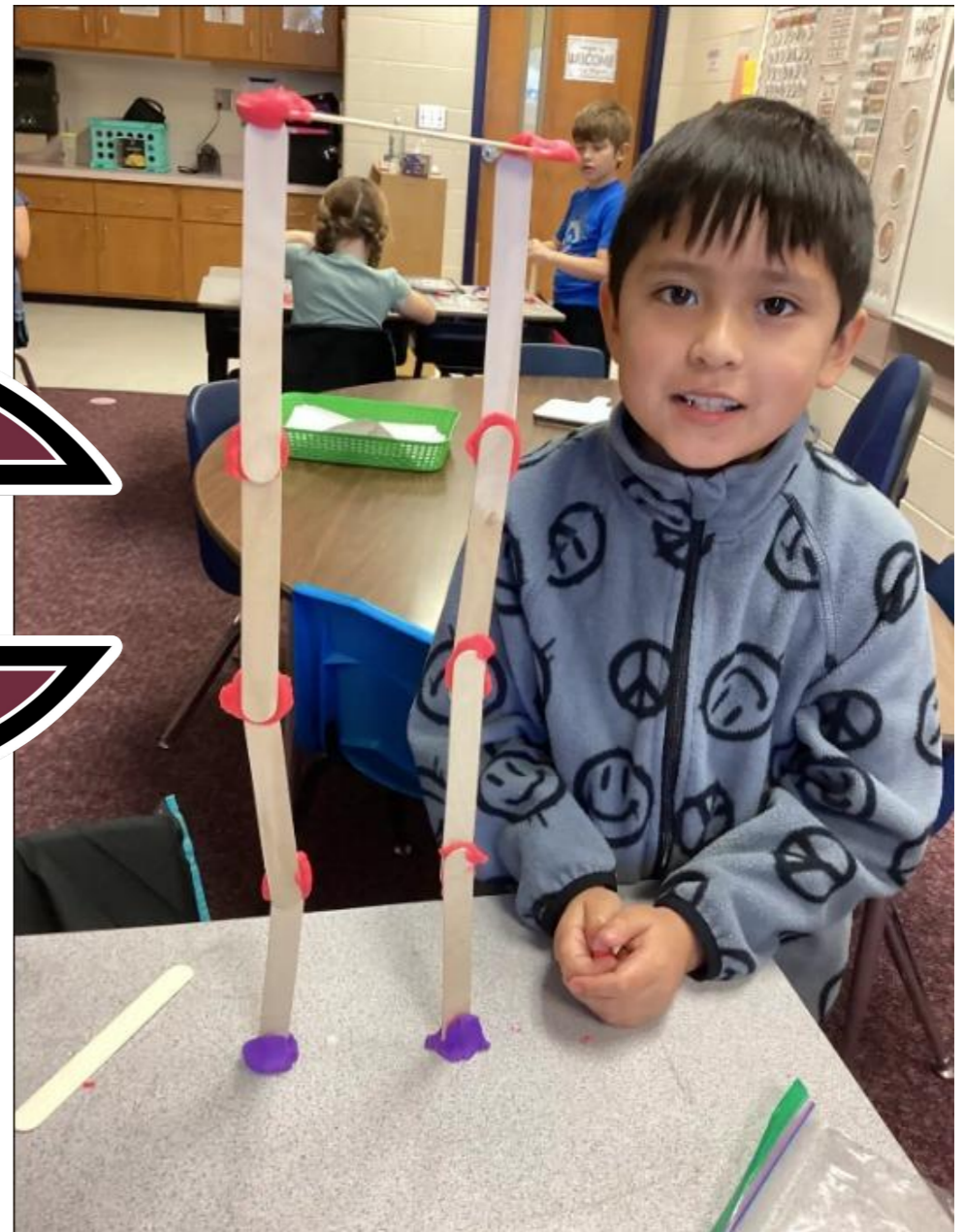
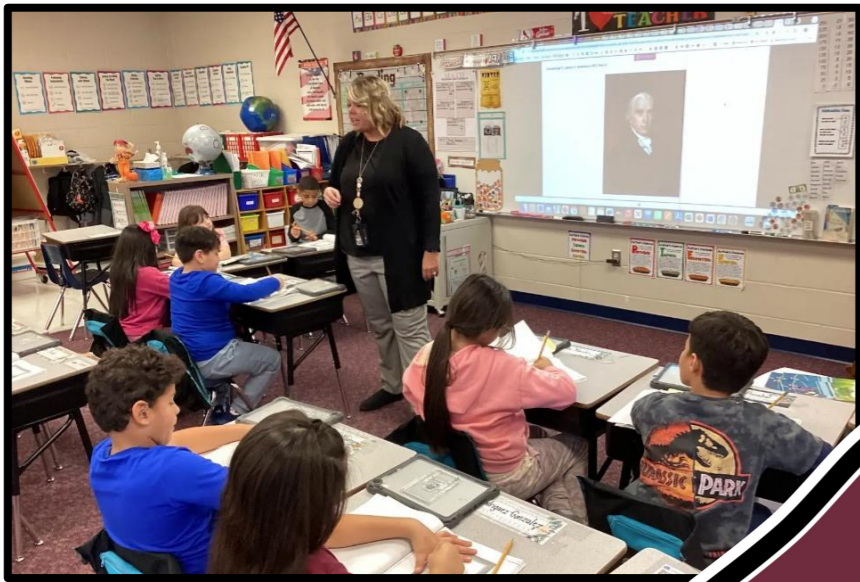
Business shall mean any corporation, partnership, limited liability company, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint-stock company, receivership, trust, activity, or entity. NOTE: The definition includes for profit and non-profit entities.

Business with which you are associated shall mean a business: (1) of which you are the sole proprietor; (2) or in which you are a partner, director, or officer; (3) or in which you or a member of your immediate family is a stockholder of closed corporation stock worth \$1,000 or more at fair market value or which represents more than a 5 percent equity interest, or is a stockholder of publicly traded stock worth \$10,000 or more at fair market value or which represents more than a 10 percent equity interest.

Elective office shall mean a public office filled by an election, except for federal offices. A person who is appointed to fill a vacancy in a public office which is ordinarily elective holds an elective office.

Person means a business, individual, proprietorship, firm partnership, joint venture, syndicate, business trust, labor organization, company, corporation, association, committee, or any other organization or group of persons acting jointly.

Statutory Authority: Section 49-1499.03 Revised Statutes of Nebraska.



Emerson Elementary

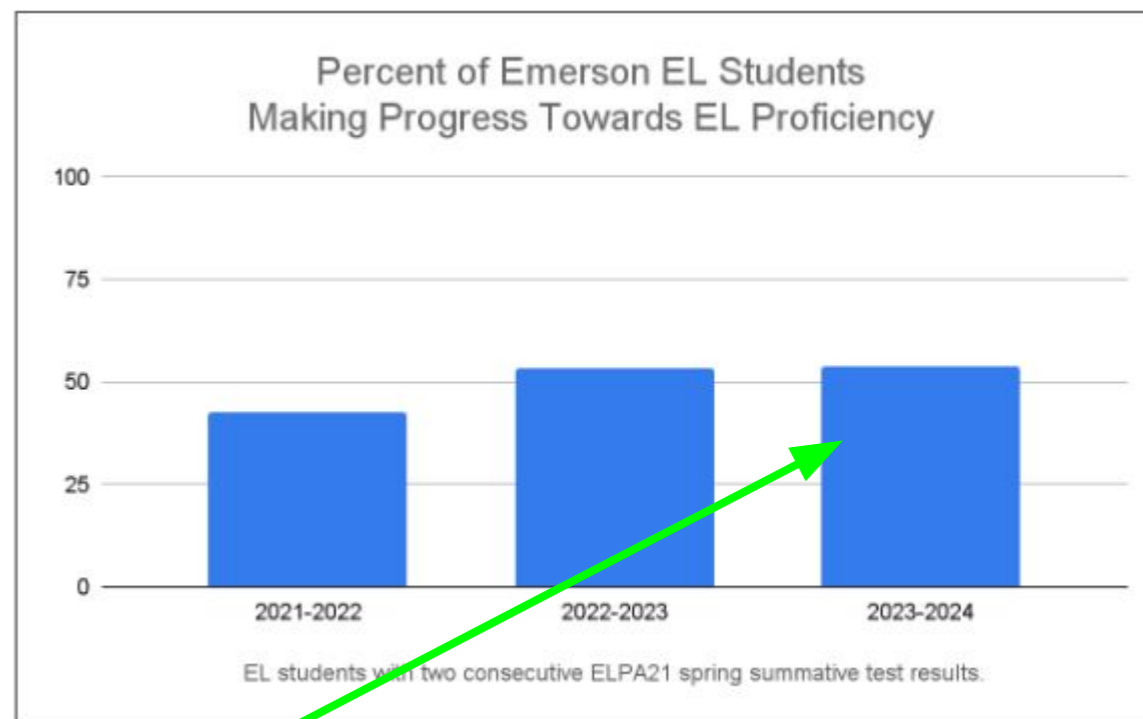
Enrollment: 286
EL %: 40%
SP %: 38% (110)
F/R %: 59%

Teachers: 17
Certified Non-Teacher: 1
Classified: 17



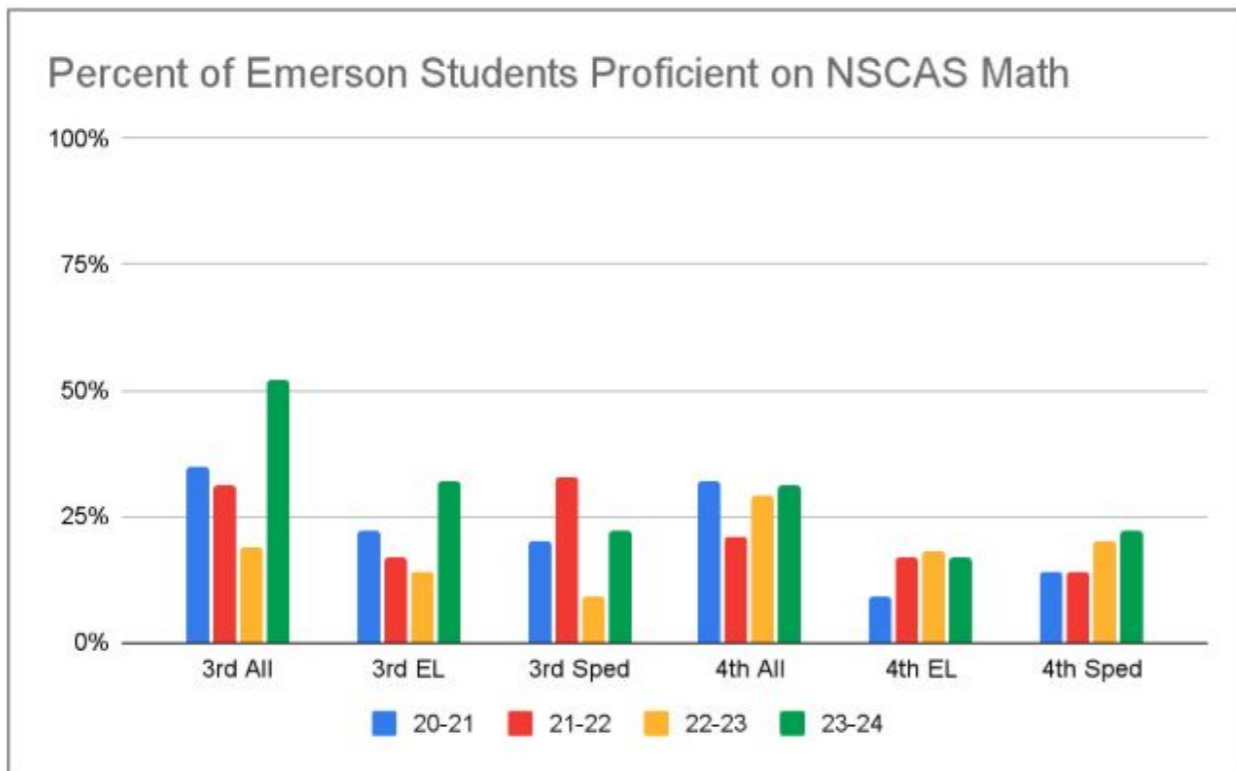
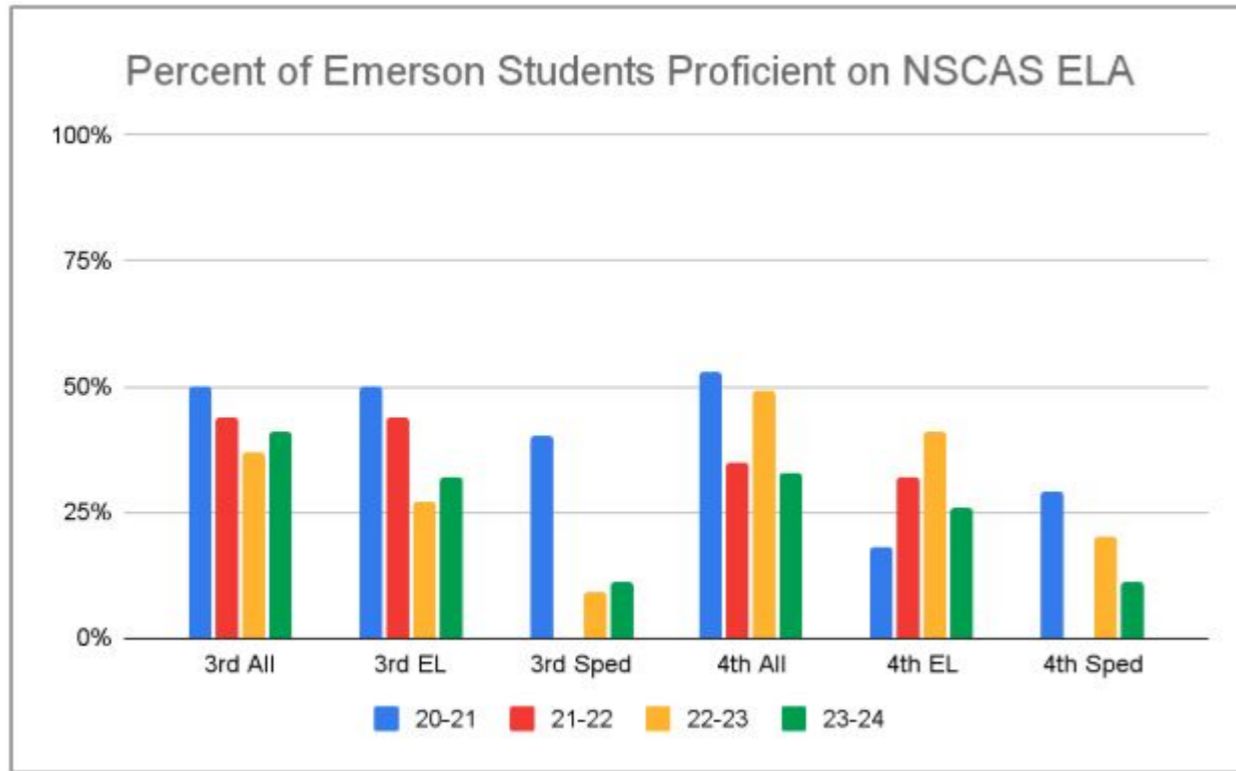
AQUESTT DATA

Emerson Elementary School	
Year	State Classification
2020-2021	Good
2021-2022	Needs Support to Improve
2022-2023	Good
2023-2024	Good



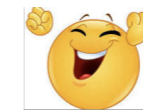
Emerson Elementary School AQuESTT Federal Designation(s)		
Year	Status	Consistently Low-Performing Student Group(s)
2021-2022	N/A due to Classification of Needs Improvement	N/A as on a Classification Plan for All Students
2022-2023 Opportunity to exit this designation in 2026	Additional Targeted Support & Improvement (ATSI)	SPED

AQUESTT DATA

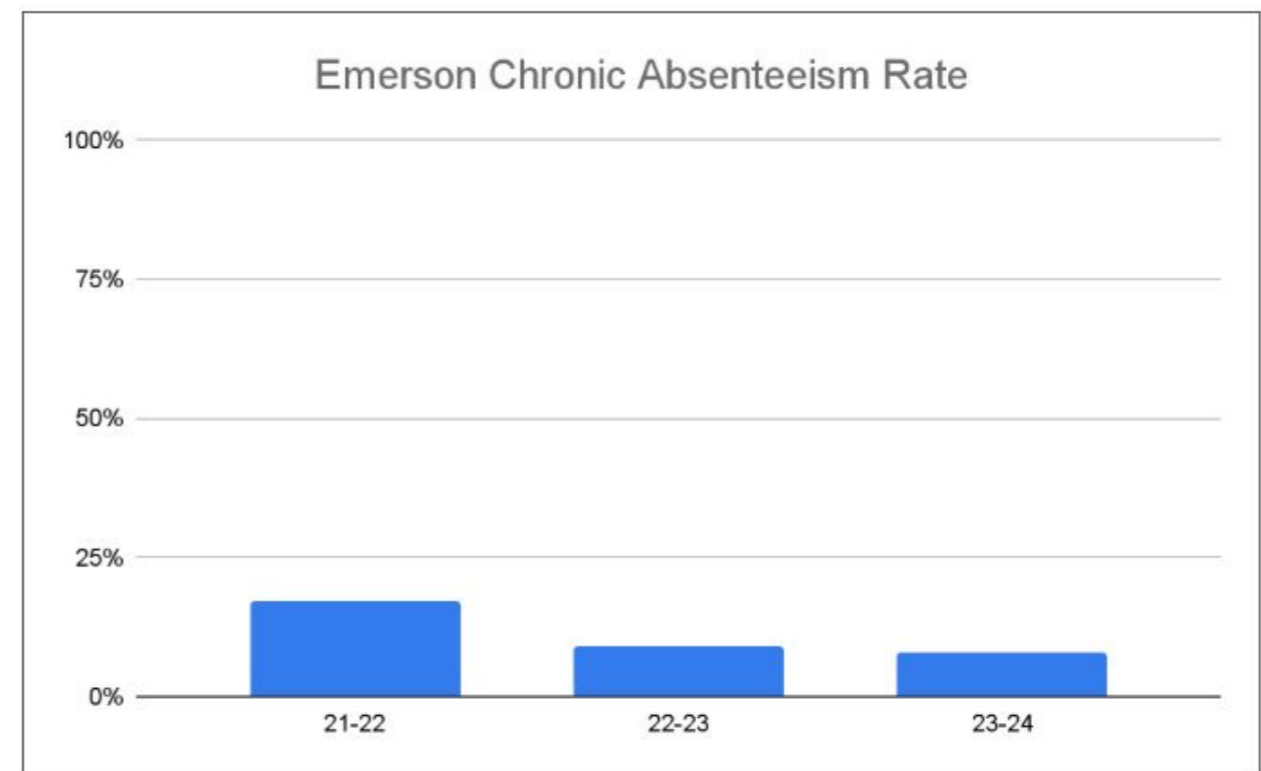


Celebrations...

- 3rd Grade (compared to last year)
 - ELA growth-all grade, EL & SPED
 - Math growth-all grade, EL & SPED
- 4th Grade (compared to last year)
 - Math growth-all grade & SPED
- Chronic Absenteeism Rate
 - 2 year decrease



Emerson Elementary Percent of Chronic Absenteeism		
Year	Rounded Percent	Actual Percent
21-22	17%	16.80
22-23	9%	8.95
23-24	8%	7.54



BUILDING GOALS

Building Culture

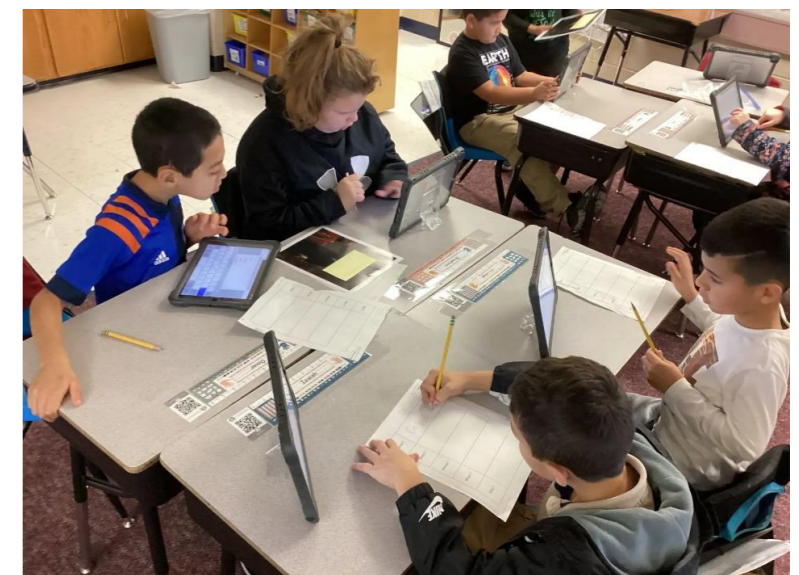
In reviewing the UpBeat Survey data, the staff have been in ongoing building level professional development to discuss the following:

- All Staff Voice & Leadership
- Care & Commitment
- Collaboration



Implementation of CKLA & mClass

- Fidelity to the core & intervention
- Ongoing professional development
 - CKLA, mClass & Boost trainings; District Collaboration-Backwards Design
- Collaboration between Special Education staff, classroom teachers and paras that support special education students



Engagement and Connection

Staff Engagement

- Care & Commitment (UpBeat)
- Weekly Staff Smore Newsletter
- Outside of School Gatherings
- School Spirit Days & Activities
- Classified & Certified Luncheons
- Eyewitness Emerson

Family Engagement

- Open House
- Monthly Parent Smore Newsletter
- Attendance Meetings w/Families
 - LMHP/Counselor/Attendance Monitor
- Parent-Teacher Conferences
- Family Literacy Program (at Emerson)
 - Principal Presentation, Food Days
- PTO
 - Movie Nights, Glow Dance Night, Book Bingo, Holiday Celebrations
- Family Nights at Restaurants
- End of the Year Celebration Picnic
- Eyewitness Emerson

Student Engagement

- Positive Behavior Reinforcement
 - Crusader Cash
 - Crusader Cart
 - Student Contributions
- Student of the Month
 - Bring in H.S. groups to perform
- Student Council
 - Red Ribbon Week
 - Homecoming Week Activities
 - Student Leaders/Mentor
- H.S. Leadership Program
- LMHP/Counselor
 - Highschool Mentor/Mentee
- Talent Show
- Field Day

Regular Meeting
Monday, December 16, 2024 5:30 PM Central

Columbus High School
3434 Discoverer Drive
Columbus, NE 68601

Candace Becher: Absent
Michael Jeffries: Present
Doug Molczyk: Present
Theresa Seipel: Present
Douglas Willoughby: Present
Marv Zoucha: Present
Present: 5, Absent: 1.

I. CALL TO ORDER

II. ROLL CALL OF THE BOARD

III. EXCUSE BOARD MEMBERS

Motion to excuse Candace Becher Passed with a motion by Doug Molczyk and a second by Michael Jeffries.

Candace Becher: Absent, Michael Jeffries: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

IV. PLEDGE OF ALLEGIANCE

V. NOTICE OF OPEN MEETINGS ACT

V.A. President ensures all can hear proceedings

VI. MISSION STATEMENT

Doug Willoughby, Board President, read the Mission Statement.

VII. PUBLIC COMMENT

VIII. GUEST PRESENTATIONS

IX. RECOGNITIONS BY BOARD

IX.A. CPS Unified Bowling State Champions

The board welcomed the CHS Unified Bowling Team and their families along with Coach Jackie Eickhoff. Dr. Kay and Mr. Willoughby congratulated each bowler and gave them their certificate.

X. BUILDING OR DISTRICT PRESENTATION

XI. CONSENT AGENDA

XI.A. Items to be removed from the Consent Agenda

XI.B. Meeting Minutes

XI.C. Finance Reports

Jason Schapmann, Director of Human Resources and Fiscal Support, presented the M5 Financial Report. He noted a few payments listed.

XI.D. Staffing Reports

Mr. Schapmann shared that Trudi Noonan was hired for the Rule 17 Program. He said she is excited about the opportunity; she did a lot of research. He also said Ms. Noonan is very qualified. She thrives on building student relationships. She will be a .7 fte, hours will be 11:30-5:00. Mr. Schapmann said a para for the program is still an open position.

Bob Hausmann, North Park Principal, is retiring. Mr. Schapmann added that there have been 2 resignations, one at semester and one for the end of the year.

XI.E. Professional Travel

Motion to approve the consent agenda Passed with a motion by Theresa Seipel and a second by Marv Zoucha.

Candace Becher: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea

Yea: 5, Nay: 0, Absent: 1

XII. FOUNDATION REPORT

The Superintendent recommends that the board approve the Foundation Report, as submitted. Passed with a motion by Michael Jeffryes and a second by Theresa Seipel.

Candace Becher: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea

Yea: 5, Nay: 0, Absent: 1

XII.A. Approval of Potential CPS Foundation Board of Directors

The superintendent recommends that the board Approve the List of Potential CPS Foundation Board of Directors for two vacancies. Passed with a motion by Theresa Seipel and a second by Michael Jeffryes.

Candace Becher: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea

Yea: 5, Nay: 0, Absent: 1

Dr. Kay requested the board to vote to approve the CPS Foundation board of directors. The Foundation Board will meet in January to appoint new board members.

XIII. DIRECTOR & SUPERINTENDENTS REPORTS OR UPDATES

XIII.A. Director of Teaching and Learning

XIII.B. Director of Special Education

Jason Harris, Director of Special Education said the 23-24 grants have all been submitted and approved. Receipts will show in the January financial reports. The total is approximately 1.1 million.

XIII.C. Assistant Director for Student Services

XIII.D. Director of Human Resources

Mr. Schapmann said there will be 9 mid-year hires. January 2nd will be a full day of onboarding. Most of these hires are for unfilled positions.

XIII.E. Director of Operations

XIII.F. Superintendent

Dr. Kay talked about the final report for the non-traditional school setting to open in 2026. He also shared bond documents with a new graph that is a better visual for the CPS bond debt.

XIV. MONTHLY REVIEW OF POLICIES

Motion to approve the reviewed and revised policies in Section 100 passed with a motion by Theresa Seipel and a second by Marv Zoucha.

Candace Becher: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea

Yea: 5, Nay: 0, Absent: 1

Dr. Kay said the red line changes are shown on the table of contents. All policies will funnel through the policy committee. We will review policies that have not been updated in the last 3–4 years.

XV. DISCUSSION ITEMS

XVI. ACTION ITEMS FOR THIS MEETING

XVI.A. School Calendars 2025-2026 & 2026-2027

The superintendent recommends that the board approve the School Calendars for 2025-2026 & 2026-2027, as submitted. Passed with a motion by Doug Molczyk and a second by Theresa Seipel.

Candace Becher: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea

Yea: 5, Nay: 0, Absent: 1

Dr. Kay said there has been a lot of conversation and a lot of feedback on calendars. He shared an academic days per year analysis for comparison. The 25-26 calendar is set, the 26-27 calendar is a draft and will be voted on next December.

XVI.B. Mid-Term Graduation List 2024-2025

The superintendent recommends that the board approve the 2024-2025 Mid-term Graduates. Passed with a motion by Theresa Seipel and a second by Marv Zoucha.

Candace Becher: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea

Yea: 5, Nay: 0, Absent: 1

XVI.C. CHS Course Description Catalog for 2025-2026

The superintendent recommends that the board approve the CHS Course Description Catalog for 2025-2026. Passed with a motion by Douglas Willoughby and a second by Michael Jeffryes.

Candace Becher: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

XVI.D. TERIP for 2024-2025

The superintendent recommends that the board approve the TERIP for 2024-2025, as submitted. Passed with a motion by Doug Molczyk and a second by Marv Zoucha.

Candace Becher: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

XVI.E. CHS/CCC/NDOL Apprenticeship Program

The superintendent recommends that the board approve the CHS/CCC/NDOL Apprenticeship Program, as submitted. Passed with a motion by Doug Molczyk and a second by Theresa Seipel.

Candace Becher: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

Dr. Kay said he is very excited about this program and shared his appreciation of Dave's work on it. CCC contribution to this is a great thing.

XVI.F. Computer Science 1 and 2

The Superintendent recommends that the board approve the Computer Science 1 and 2 Courses. Passed with a motion by Michael Jeffryes and a second by Marv Zoucha.

Candace Becher: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

XVI.G. Surplus Requests

The superintendent recommends that the board approve the surplus request, as submitted. Passed with a motion by Michael Jeffryes and a second by Theresa Seipel.

Candace Becher: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

This surplus request is from CMS for all the high school books that were left behind.

XVI.H. Discuss and Take Action on FY24 Independent Audit

Motion to approve the FY24 Independent Audit. Passed with a motion by Douglas Willoughby and a second by Theresa Seipel.

Candace Becher: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea
Yea: 5, Nay: 0, Absent: 1

Discussion on the use of depreciation funds to pay building fund invoices in 2023 was noted and Dr. Kay outlined the plan to have the building fund pay back the depreciation fund over the next four fiscal years. This will result in shifting levy from the general fund to the building fund for the amount needed each year.

XVI.I. Approval of the Glass Bid for Kramer Education Center

The superintendent recommends that the board approve the bid for glass for Kramer Education Center. Passed with a motion by Michael Jeffryes and a second by Douglas Willoughby.

Candace Becher: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea

Yea: 5, Nay: 0, Absent: 1

Dr. Kay and Mr. Schapmann discussed the placement of windows at the entrance of the new administration offices as visibility is needed. The board requested more information about the process of requesting bids. Questions were asked about seeing all the bids and how a bid is selected. Dr. Kay said all the criteria are listed in board policy.

XVII. BOARD REQUESTS FOR INFORMATION

Discussion on the doors being locked at Kramer during board meetings.

XVIII. BOARD SHARING

The board wished everyone a Merry Christmas and Happy New Year. They also said to enjoy time with family during the break.

The 5th-6th grade program was amazing.

Marv Zoucha, a newcomer to the board, said he was very glad to be on the board to support the board, staff, teachers, and students. He said attending the state conference was very beneficial.

Mr. Zoucha said he had the opportunity to attend the Staff Christmas Luncheon. He was impressed with all the work put in for the event.

XIX. EXECUTIVE SESSION

The board did not go into Executive Session

XX. ADJOURN

Motion to adjourn Passed with a motion by Michael Jeffryes and a second by Doug Molczyk.

Candace Becher: Absent, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea

Yea: 5, Nay: 0, Absent: 1

The meeting was adjourned at 7:02.

I, the undersigned, being the duly qualified Secretary for the School District No. 1 of Columbus, Nebraska, certify that the preceding is a true and correct copy of the minutes of the Regular School Board meeting of Monday, December 16, 2024.

President

Secretary

Committee As A Whole
Monday, December 9, 2024 5:30 PM Central

Kramer Education Center
2410 16th Street, Suite A
Columbus, NE 68601

Candace Becher: Present
Michael Jeffryes: Present
Doug Molczyk: Present
Theresa Seipel: Present
Douglas Willoughby: Present
Marv Zoucha: Absent
Present: 5, Absent: 1.

I. CALL TO ORDER

II. ROLL CALL OF THE BOARD

III. EXCUSE BOARD MEMBERS

Motion to excuse Marv Zoucha. Passed with a motion by Doug Molczyk and a second by Michael Jeffryes.

Marv Zoucha: Absent, Candace Becher: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 5, Nay: 0, Absent: 1

IV. PLEDGE OF ALLEGIANCE

V. NOTICE OF OPEN MEETINGS ACT

V.A. President ensures all can hear proceedings

VI. MISSION STATEMENT

Doug Willoughby, Board President, read the Mission Statement.

VII. PUBLIC COMMENT

VIII. GUEST PRESENTATIONS

IX. RECOGNITIONS BY BOARD

X. BUILDING OR DISTRICT PRESENTATION

X.A. Columbus High School Presentation

Dave Hiebner, CHS Principal, shared enrollment numbers for CHS. They have 1340 students, with 17% EL, 12% Special Education, 46% Free and Reduced. There are 77 teachers, 14 certified non-teacher staff and 42 classified staff. Mr. Hiebner talked about the AQUESTT data. CHS has a "Good" classification. EL students are making progress and have increased testing scores. The chronic absenteeism is showing a decrease in the percentage. Graduation rate was discussed with 9 students dropping out. Four of those students had medical concerns. Mr. Hiebner said they are currently working with Platte Valley Literacy and CCC to help

students coming in from other countries with language barriers. He talked about building goals at CHS based on the UpBeat survey data.

XI. CONSENT AGENDA

XI.A. Items to be removed from the Consent Agenda

XI.B. Meeting Minutes

XI.C. Finance Reports

Jason Schapmann, Director of Human Resources and Fiscal Support, shared the financial reports. He said the Special Education reimbursement will be received soon. Revenue is showing a state aid payment, and the detail is showing very standard items for this time of the school year.

XI.D. Staffing Reports

Mr. Schapmann shared the certified staff hire. The contracted preschool teacher has been hired to become the permanent teacher.

Bob Hausmann, North Park Principal, submitted his retirement letter. Chip Kay, Superintendent, said that Mr. Hausmann has made a huge impact in 32 years of education. These will be big shoes to fill. Mr. Hausmann said he wants to go out feeling good about where things are. He will seek other opportunities. 32 years in education.

XI.E. Professional Travel

XII. FOUNDATION REPORT

The Foundation Report shows \$23,077.51 for the month of November, total contributions for 2024 are \$510,931.62.

The board was asked to approve new members for the Foundation Board. The list of potential candidates was shared.

Nicole Anderson, Foundation Director/Director of Communications submitted a report for the Lighting of the Anchor Event which included music, cookies and hot chocolate.

XIII. DIRECTOR & SUPERINTENDENTS REPORTS OR UPDATES

XIII.A. Director of Teaching and Learning

Teresa Hausmann, Director of Teaching and Learning, reported on the new requirement from LB452 which requires a financial literacy status report. She shared that they have had 358 staff connections in November.

XIII.B. Director of Special Education

Jason Harris, Director of Special Education, shared his experience with the CHS Unified Bowlers. They won the state championship and were just returning with a police escort into

town. The CHS band was playing for them as they arrived at CHS. An awesome experience for those students.

XIII.C. Assistant Director for Student Services

XIII.D. Director of Human Resources

XIII.E. Director of Operations

Leonard Kwapnioski, Director of Operations said the Kramer project is progressing well.

XIII.F. Superintendent

Dr. Kay said he submitted his intent to return letter. He discussed a report that included more information regarding the budget which included information on what is spent year to date with encumbrances. He asked how often the board would like to see this report. More discussion will take place with the finance committee in January. Bond indebtedness report will be available at the next meeting.

XIV. MONTHLY REVIEW OF POLICIES

Dr. Kay talked about how we would accomplish the policy reviews at each meeting.

XV. DISCUSSION ITEMS

XV.A. School Calendars 25-26 & 26-27

Dr. Kay requested approval of the calendars. The 25-26 calendar reflects 171 academic days and 172 academic days for 26-27. Amount of contact time that CPS has with students is very different than many similar districts.

XV.B. Mid-Term Graduation List 2024-2025

Mr. Hiebner said the mid-term graduate list reflex 51 students to graduate. This is about the normal number.

XV.C. CHS Course Description Catalog for 2025-2026

Mr. Hiebner listed the changes in the course description book. This included the removal of courses no longer approved by the NCAA. Some wording was changed. There was an adjustment of the art flowchart. Additions include tech math, computer science 1 and 2, and the Apprentice Program. Honors Biology was removed.

XV.D. TERIP for 2024-2025

Mr. Schapmann said nothing has changed to qualify. 25 people are eligible. CPS has 7 last year. The board will need to decide in January if we aren't going to offer this program next year.

XV.E. Apprentice Program

Mr. Hiebner gave a presentation on the proposed Apprentice Program; he said there have been multiple meetings. This program will give CHS students the opportunity to work in the

apprentice program at a company in Columbus. Lucas Wieser, CCC representative, spoke on the registered apprenticeship program under the umbrella of the NDOL. Mr. Hiebner said employer partners are already on board. This is for the student who knows this is what they want to do as a career.

XV.F. Computer Science 1 and 2

Computer Science 1 and 2 is proposed to be offered in 2025-26. This is an intermediate and capstone course in the Perkins classification. This will be a year-long course and prerequisite to algebra II. Algebra and coding go hand in hand. There are two teachers that will teach the course, Brian Townsend and Adam Whitmore. These two teachers have put these courses together, very positive and filling an important hole needed at CPS. This targets a group of students that we need to provide.

XV.G. Non-Traditional Learning Center Feasibility Study

XVI. ACTION ITEMS FOR THIS MEETING

XVII. BOARD REQUESTS FOR INFORMATION

Bond funding with color.

XVIII. BOARD SHARING

Board Sharing will be next week.

XIX. EXECUTIVE SESSION

The Board did not go into Executive Session.

XX. ADJOURN

Motion to adjourn Passed with a motion by Doug Molczyk and a second by Michael Jeffryes.

Marv Zoucha: Absent, Candace Becher: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea,

Theresa Seipel: Yea, Douglas Willoughby: Yea

Yea: 5, Nay: 0, Absent: 1

The meeting was adjourned at 7:48.

I, the undersigned, being the duly qualified Secretary for the School District No. 1 of Columbus, Nebraska, certify that the preceding is a true and correct copy of the minutes of the Regular School Board meeting of Monday, December 9, 2024.

President

Secretary

Columbus Public Schools
 Summary of Cash Balances
 December 31, 2024

	DESCRIPTION	BEGINNING BALANCE	MONTH TO DATE RECEIPTS	MONTH TO DATE EXPENDITURES	END OF MONTH BALANCE	YTD BALANCE PRIOR YEAR
General Fund	Attachment M4a			\$ 4,053,017.35		
	Attachment M4b			\$ 123.28		
	Attachment M5 (prior Bd Mtg)			\$ 680,023.81		
	Receipts GPS checking		\$ 6,557,219.81			
	GENERAL FUND - GPS BANK	\$ 4,781,464.94	\$ 6,557,219.81	\$ 4,733,164.44	\$ 6,605,520.31	\$ 1,842,139.80
	Transfer to GPS Checking					
	Transfer from GPS Checking					
	Interest		\$ 0.07			
	GEN FUND - GPS ICS SAVINGS	\$ 67.73	\$ 0.07	\$ -	\$ 67.80	
	General Fund - Cash Balance				\$ 6,605,588.11	
Depr Fund	Columbus School Lunch Fund-CHS			\$ 300,000.00		
	Receipts		\$ 7,500.00			
	Interest		\$ 4,027.85			
	DEPRECIATION - GPS BANK	\$ 1,261,164.96	\$ 11,527.85	\$ 300,000.00	\$ 972,692.81	\$ 766,094.36
Temporary Funds -GF						
	PAYROLL - PINNACLE BANK	\$ 287,539.79	\$ 4,023,578.60	\$ 3,997,081.33	\$ 314,037.06	\$ 277,470.49
	HSA/FSA - PINNACLE BANK	\$ 69,272.69	\$ 16,741.40	\$ 15,036.35	\$ 70,977.74	\$ 55,252.50
Activities	Administration	\$ 647,459.74	\$ 4,046.48	\$ 57,892.12	\$ 593,614.10	\$ 895,266.76
	Middle School	\$ 155,448.59	\$ 4,000.71	\$ 9,979.51	\$ 149,469.79	\$ 142,182.75
	High School	\$ 687,362.11	\$ 46,391.08	\$ 61,781.35	\$ 671,971.84	\$ 674,949.80
	ACTIVITY FUNDS - COLUMBUS BANK	\$ 1,490,270.44	\$ 54,438.27	\$ 129,652.98	\$ 1,415,055.73	\$ 1,712,399.31
Nutrition Fund	Interest Income		\$ 922.41			
	State Reimbursement		\$ 486,608.01			
	Rct to Expenditures		\$ 6,365.33			
	Student/ Staff meals/ a la carte sales		\$ 57,674.78			
	NUTRITION FUND - CORNERSTONE BANK	\$ 277,724.83	\$ 551,570.53	\$ 529,198.82	\$ 300,096.54	\$ 468,227.33
Bond Fund	BOK Financial			\$ 3,222,099.10		
	Platte County Treasurer		\$ 13,500.11			
	Investment Gain		\$ 16,182.49			
	BOND FUND - FNB	\$ 4,726,683.96	\$ 29,682.60	\$ 3,222,099.10	\$ 1,534,267.46	\$ 1,277,656.56
Building Fund	Capital One Public Funding			\$ 41,064.38		
	Receipts		\$ 4,657.68			
	SPECIAL BLDG FUND - BOV	\$ 270,096.23	\$ 4,657.68	\$ 41,064.38	\$ 233,689.53	\$ 19,162.09

Columbus Public Schools
 General Fund Revenue Detail
 December 31, 2024

ACCOUNT NUMBER	DESCRIPTION	BUDGET	MONTH TO DATE	YEAR TO DATE	BALANCE	PERCENT
01.1.01100.000.000	Property Taxes	(\$26,625,735.00)	(\$99,821.61)	(\$9,186,525.02)	(\$17,439,209.98)	34.50%
01.1.01115.000.000	Carline Taxes	(\$8,000.00)	\$0.00	(\$1,847.33)	(\$6,152.67)	23.09%
01.1.01120.000.000	Public Power District Sales Ta	(\$850,000.00)	\$0.00	\$0.00	(\$850,000.00)	0.00%
01.1.01125.000.000	Motor vehicle Taxes	(\$2,345,000.00)	(\$185,383.20)	(\$789,441.71)	(\$1,555,558.29)	33.66%
01.1.01323.000.000	Tuition, SpEd School Age	(\$3,250.00)	\$0.00	\$0.00	(\$3,250.00)	0.00%
01.1.01510.000.000	Interest	(\$15,000.00)	(\$10,693.71)	(\$51,114.59)	\$36,114.59	340.76%
01.1.01801.000.000	CASP /Parent Fees	(\$35,000.00)	(\$4,370.00)	(\$26,490.00)	(\$8,510.00)	75.69%
01.1.01911.000.000	Local License Fees	(\$25,000.00)	\$0.00	(\$3,735.00)	(\$21,265.00)	14.94%
01.1.01990.000.000	Miscellaneous Local Receipts	(\$20,000.00)	\$0.00	\$0.00	(\$20,000.00)	0.00%
01.1.02110.000.000	County Fines&License Fees	(\$150,000.00)	(\$17,533.35)	(\$67,722.16)	(\$82,277.84)	45.15%
01.1.02230.000.000	Technology Services	\$0.00	\$0.00	(\$477.80)	\$477.80	#DIV/0!
01.1.03110.000.000	State Aid	(\$16,417,109.00)	(\$3,276,170.00)	(\$6,588,597.00)	(\$9,828,512.00)	40.13%
01.1.03120.000.000	SpEd Receipts from the State	(\$5,508,698.00)	(\$758,842.00)	(\$758,842.00)	(\$4,749,856.00)	13.78%
01.1.03130.000.000	Homestead Exemption	\$0.00	\$0.00	(\$78.91)	\$78.91	#DIV/0!
01.1.03180.000.000	Pro-Rate Motor Vehicle	(\$18,000.00)	\$0.00	(\$9,549.39)	(\$8,450.61)	53.05%
01.1.03301.000.000	After School Program	\$0.00	\$0.00	(\$3,396.73)	\$3,396.73	#DIV/0!
01.1.03400.000.000	State Apportionment	(\$500,000.00)	\$0.00	\$0.00	(\$500,000.00)	0.00%
01.1.03535.000.000	High Ability Learners Allocati	(\$25,599.00)	\$0.00	(\$21,682.00)	(\$3,917.00)	84.70%
01.1.03540.000.000	State Early Childhood Grant	(\$150,000.00)	\$0.00	(\$136,942.00)	(\$13,058.00)	91.29%
01.1.03541.000.000	Early Childhood Endowment Gran	(\$164,500.00)	(\$39,896.00)	(\$57,607.00)	(\$106,893.00)	35.02%
01.1.03599.000.000	Education Quest College Access	\$0.00	\$0.00	(\$17,275.17)	\$17,275.17	#DIV/0!
01.1.04505.000.000	ESSA Title I Receipts	(\$781,419.00)	(\$569,391.00)	(\$569,391.00)	(\$212,028.00)	72.87%
01.1.04509.000.000	ESSA Title II Receipts	(\$140,788.00)	(\$105,412.00)	(\$105,412.00)	(\$35,376.00)	74.87%
01.1.04510.000.000	ESSA Title IV SSAE Grant	(\$38,872.00)	\$0.00	\$0.00	(\$38,872.00)	0.00%
01.1.04516.000.000	IDEA Preschool Enrollment/Pove	(\$25,237.00)	(\$25,203.00)	(\$25,203.00)	(\$34.00)	99.87%
01.1.04518.000.000	IDEA Enrollment/Poverty Grant	(\$1,013,657.00)	(\$897,931.00)	(\$897,931.00)	(\$115,726.00)	88.58%
01.1.04521.000.000	IDEA Proportionate Share	(\$124,753.00)	(\$129,582.00)	(\$129,582.00)	\$4,829.00	103.87%
01.1.04525.000.000	Carl Perkins Grants	(\$53,095.00)	\$0.00	(\$32,326.00)	(\$20,769.00)	60.88%
01.1.04527.000.000	ESSA Title III LEP Grant	(\$96,829.00)	(\$106,753.00)	(\$106,753.00)	\$9,924.00	110.25%
01.1.04528.000.000	Title III Immigrant	(\$25,169.00)	\$0.00	\$0.00	(\$25,169.00)	0.00%
01.1.04531.000.000	ESSA Title IV Part B 21st Cent	(\$157,550.00)	\$0.00	\$0.00	(\$157,550.00)	0.00%
01.1.04708.000.000	Medicaid in Public Schools/DS	(\$45,988.00)	\$0.00	(\$17,632.42)	(\$28,355.58)	38.34%
01.1.04709.000.000	Medicaid in Public Schools/MAC	\$0.00	\$0.00	(\$12,447.52)	\$12,447.52	#DIV/0!
01.1.04969.000.000	ESSA Title IV SSAE Grant	\$0.00	(\$51,529.00)	(\$51,529.00)	\$51,529.00	#DIV/0!
01.1.04988.000.000	ESSER - ELO/ASP	\$0.00	(\$258,372.00)	(\$258,372.00)	\$258,372.00	#DIV/0!
01.1.04994.000.000	HYC Grant (6994)	(\$14,230.00)	(\$14,053.00)	(\$14,053.00)	(\$177.00)	98.76%
		(\$55,378,478.00)	(\$6,550,935.87)	(\$19,941,955.75)	(\$35,436,522.25)	36.01%
	Transfers		\$0.00			
	Reimbursements/Refunds		(\$8,604.22)			
	Interest- other accounts		\$2,320.28			
	Total Revenue		(\$6,557,219.81)			

Check Number	Vendor	Amount
18823	LOUP POWER DISTRICT	\$3,149.52
18824	ASSOCIATED STAFFING, INC	\$10,688.67
18825	BAHEL BELE, SOPHIE	\$54.94
18827	BIG APPLE BAGELS	\$209.25
18828	BONILLA, MARIA	\$63.65
18829	Byrnes, Caitlyn M	\$43.55
18830	CHAVEZ, ANN	\$405.35
18831	DeBower, Sarah I	\$67.00
18832	DEEPE, JUDY	\$318.92
18833	DELP, EMILY	\$363.14
18834	DOZLER, PAYTON	\$402.67
18835	ESU #7	\$7,207.39
18836	GASSEN, LAURA	\$188.27
18837	GAUSMAN, KRISTEN	\$58.29
18838	HACKETT, KRISTI	\$137.35
18839	HAMPTON INN-KEARNEY	\$869.70
18840	HILL, JESSY	\$77.72
18841	J.W. PEPPER & SON, INC	\$475.91
18842	JACKSON SERVICES INC.	\$192.23
18843	KAY, JEANNE	\$503.17
18844	KORTH, JACKIE	\$174.20
18845	KREIKEMEIER, JULIE	\$235.17
18846	LARSEN, CHANNA	\$159.46
18847	LEACH, JAMIE	\$217.00
18848	LORENZ, JILL	\$379.89
18850	MUSTARD, JANELL M.	\$297.48
18851	MYERS, ROBYN	\$131.99
18852	NOVAK, MEGAN	\$139.36
18853	ORENDER, DARLA	\$72.36
18854	ROBERTSON, KATIE	\$305.52
18855	Rubio, Martha P	\$79.06
18856	Ruiz, Jessica M	\$34.17
18857	SETTLES, ERIN	\$46.23
18858	Spencer, Rylee R	\$40.20
18859	STEALTH BROADBAND	\$270.00
18860	THEGE'S WILD WEST BAR-B-QUE, LLC	\$6,286.50
18861	THURMAN, DILLON	\$53.60
18862	URUGUTIA, CLAIRE	\$58.29
18863	Villarreal, Lisa J	\$84.42
18864	Vollbracht, Natalie L	\$20.77
18865	WELLS FARGO EQUIPMENT FINANCE, INC	\$96,608.00
18866	WHISENANT, DREW	\$255.27
18867	LOUP POWER DISTRICT	\$207.25
18868	SCHOOL DISTRICT #1-PAYROLL	\$3,851,466.91
18869	AMAZON CAPITAL SERVICES	\$6,982.25

Check Number	Vendor	Amount
18870	CAPITAL ONE/WALMART	\$153.08
18871	HY-VEE FOOD STORES	\$280.65
18872	SUPER SAVER	\$600.93
18873	FIRST NATIONAL BANK OMAHA	\$204.16
18874	FIRST NATIONAL BANK OMAHA	\$108.64
18875	FIRST NATIONAL BANK OMAHA	\$502.20
18876	ACE HARDWARE-COLUMBUS	\$23.99
18877	AEL, INC	\$920.60
18878	BATES, LINDSEY	\$198.59
18879	BLAZER MANUFACTURING CO.INC.	\$50.00
18880	BOMGAARS	\$320.32
18881	BOS, JENNY	\$515.56
18882	CAPITAL SANITARY SUPPLY	\$2,861.87
18883	CENTRAL INSULATION & ROOFING	\$440.00
18884	COFFEY, ALANNAH	\$152.76
18885	COLUMBUS ARNOLD MOTOR SUPPLY	\$520.59
18886	EAKES OFFICE SOLUTIONS	\$217.63
18887	ELECTRICAL ENGINEERING & EQUIP	\$1,221.52
18888	GREAT PLAINS BUILDING SUPPLY CO.	\$113.34
18889	HD SUPPLY	\$389.76
18890	INNOVATIVE OFFICE SOLUTIONS	\$132.40
18891	IPEVO, INC.	\$368.94
18892	KELLY SUPPLY CO.	\$69.72
18893	KUSH, DENISE	\$189.04
18894	LOVE SIGNS	\$1,595.95
18895	MENARDS-COL	\$636.89
18896	MUELLER, PAM	\$124.12
18897	OLSON'S PEST TECHNICIANS	\$250.00
18898	PAR, INC	\$583.20
18899	PRO-ED, INC.	\$87.00
18900	REARDON LAWN & GARDEN EQUIP.	\$68.25
18901	RESENHOUSE	\$280.96
18902	RUTT'S HEATING & AIR CONDITIONING, INC	\$195.00
18903	RUTT'S MECHANICAL SERVICES, INC	\$350.00
18904	STEMPEK, SHELLEY	\$498.38
18905	STEMPEK, STACI	\$183.31
18906	TWOREK, DANIEL	\$198.59
18907	VOSS LIGHTING	\$550.90
18908	WEMHOFF, ASHLEY	\$240.59
18909	WRIGHT, ABBEY	\$198.59
18910	ACCENT FLORAL AND GALLERIA	\$55.00
18911	BELLEVUE EAST BAND BOOSTERS	\$250.00
18912	BUTLER COUNTY CLERK	\$100.00
18913	COLUMBUS PUBLIC SCHOOLS ACTIVITY	\$30.00
18914	COLUMBUS PUBLIC SCHOOLS ACTIVITY	\$370.25

Check Number	Vendor	Amount
18915	COLUMN SOFTWARE PBC	\$283.88
18916	FATHER FLANAGAN'S BOYS' HOME	\$34,320.00
18917	FIRST NATIONAL BANK OMAHA	\$1,216.58
18918	FIRST NATIONAL BANK OMAHA	\$99.92
18919	FIRST NATIONAL BANK OMAHA	\$3,623.39
18920	JACKSON SERVICES INC.	\$100.61
18921	JOHNSON, CHRIS	\$29.48
18922	MARQUEZ, KATIE	\$30.72
18923	MATHESON TRI-GAS INC	\$208.66
18924	NASB (NE. ASSOCIATION OF SCHOOL BOA	\$92.00
18925	NEBRASKA SAFETY CENTER	\$100.00
18926	PITNEY BOWES - RESERVE ACCOUNT	\$853.10
18927	PLUNKETTS PEST CONTROL	\$678.60
18928	RYDIN DECAL	\$468.00
18929	SHIRTS ARE US, LLC	\$295.00
18930	TYLER TECHNOLOGIES	\$630.00
18931	VALENTINOS OF COLUMBUS	\$322.00
18932	WELLS, CAROL	\$114.91
18933	FIRST NATIONAL BANK OMAHA	\$447.99
18934	JACKSON SERVICES INC.	\$192.20
18937	LEGACY 23 APARTMENTS	\$1,425.00
	Total Expenditures	<u>\$4,053,017.35</u>

Check Number	Vendor	Amount
18826	BECHER, CANDACE A	\$123.28

Columbus Public Schools
 QCPUF Summary of Cash Balances
 December 31, 2024

M6	DESCRIPTION	BEGINNING BALANCE	MONTH TO DATE RECEIPTS	MONTH TO DATE EXPENDITURES	END OF MONTH BALANCE	YTD BALANCE PRIOR YEAR	
QCPUF	BCDM Architects			\$ 3,277.98			
	Commonwealth Electric Midwest			\$ 87,079.50			
	FNIC			\$ 1,033.00			
	Midlands Mechanical Inc			\$ 67,941.41			
	Midwest Door & Hardware			\$ 32,350.00			
	Mueller & Schoepf Drywall Inc			\$ 61,488.00			
	Rutt's Heating & Air Conditioning Inc			\$ 52,590.60			
	Tucker Masonary Company			\$ 17,609.50			
	Receipts	\$ -	\$ 3,451,233.90				
	Interest		\$ 5,200.17				
	QCPUF FUND -- COLUMBUS BANK			\$ 3,456,434.07	\$ 323,369.99	\$ 3,133,064.08	
	QCPUF BOND-- COLUMBUS BANK		\$ -				



COLUMBUS PUBLIC SCHOOLS

Certified Employee Hiring Recommendation

To: Board of Education, Dr. Kay, and Mr. Schapmann

From: _____

Date: _____

I am recommending _____ as a new certified employee hire for the _____ school year.

The anticipated position is _____.

We received _____ applicants and interviewed _____ for the open position.

Bio:

Highest Degree _____ Credits Beyond _____

College/University: _____ Degree Earned _____

_____ Degree Earned _____

_____ Degree Earned _____

Educational Work Experience:

Total Years of Prior Educational Work Experience: _____

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

School: _____ Position: _____ Years: _____

Related/Other Background/Hiring Information:

“Engaging All Learners to Achieve Success”

2508 27th Street | Columbus, Nebraska, 68601 | Ph: 402.563.7000 | Fx: 402.563.7005

ColumbusPublicSchools.org

The Administration recommends the School Board approve the following Certified hirings (January 2025):

Name	Position	Building	Replaces
Harrison, Aspyn	PE	EM	Kucera, Dylan

The Administration recommends the School Board approve the following Certified resignations:

Name	Position	Building	Type
Hoppner, Lena	Library Media Specialist	LC	Resignation
Chromy, Kaylie	Sped compliance & case manager	district	Resignation
Trofholz, Carrie	3rd grade teacher	NP	Retirement

Columbus Public Schools

Professional Travel Report - December 2024

Employee full Name	Job Start Date	Job End Date	Job Notes to Administrator
Chip Kay	2024-12-04	2024-12-04	STANCE Mtg - Lincoln
Jason Harris	2024-12-06	2024-12-06	NASES Region 3 Meeting
Jason Harris	2024-12-09	2024-12-09	State Unified Bowling in Lincoln, NE
Sarah Papa	2024-12-10	2024-12-10	Behavior Intervention Techniques - UNO Campus
Jessy Hill	2024-12-13	2024-12-13	UNK School Psychology Interview Day
Carly Whitney	2024-12-13	2024-12-13	UNK School Psychology Interview Day
Ryan Sims	2024-12-18	2024-12-20	Attending the Midwest Band and Orchestra Clinic in Chicago
Jeffery Peabody	2024-12-18	2024-12-20	Attending the Midwest Band and Orchestra Clinic in Chicago
Jason Schapmann	2024-12-19	2024-12-19	ERP Pro training - Grand Island



2508 27th Street, P.O. Box 947, Columbus, NE 68602-0947 Phone: 402-563-7000, Ext. 13033 Fax: 402-563-7005

January 1, 2025

Doug Willoughby
Board of Education
Columbus Public Schools

Dear President Willoughby and Members of the Board:

The Foundation contributed the following items to Columbus Public Schools during the month of December. On behalf of the Board of Directors for the CPS Foundation and the officers of the thirteen umbrella organizations, we respectfully submit these items to the Board of Education for acceptance.

Foundation

\$2,957.99 - CMS Holiday Spirit Coop
\$219.45 - Award Winning Books
\$285.00 - Dual Credit Scholarship
\$111.17 - Athletic Hall of Fame
\$277.00 - National School Board

\$33,999.00 - Stem Plasma Machine
\$205.00 - Shopping for Charities Prize
\$102.77 - Lighting of the Anchor
\$5,313.66 - Columbus After School Program

Band Boosters

\$1,522.57 - CMF Concession Supplies

Centennial PAC

\$24.30 - Psychologist Appreciation Gift
\$30.98 - Leadership Meeting Supplies
\$290.90 - Gold Coin Activity Supplies
\$82.10 - Gingerbread House Supplies
\$184.29 - Peppermint in your Pocket Supplies
\$151.41 - Christmas Gifts and Santa Treats

Emerson PTO

\$19.47 - Holiday Party Supplies
\$200.00 - Family Fun Night Supplies
\$2,540.70 - Club's Choice Fundraiser

Vocal Music Boosters

\$1,185.36 - Winter Convention Chaperone Registration & Tickets

North Park PTO

\$39.23 - Family Fun Night Supplies
\$119.12 - Santa Event
\$4.90 - Printing

West Park PTO

\$697.61 - Fall Festival Food
\$31.07 - Printing
\$344.00 - Field Trip
\$75.00 - Santa Event

The total contributions for the month of November was \$51,014.05

The total contributions for the FY 2024 total is **\$561,945.67**

**CPS Foundation's fiscal year is January 1 through December 31.*

Thank you for your consideration.

Sincerely,

Nicole Anderson
Director of Marketing & Foundation

Monday, December 16, 2024

TO:

Columbus Public Schools
3772 33rd Avenue
Columbus, NE 68601

To whom it may concern:

I am writing to inform you that I have decided to resign from my position as the Behavior Teacher with Columbus Public Schools. My last day of work will be December 31, 2024. I want to thank you and your entire team for the valuable experience and support I received during my time with Columbus Public Schools.

Sincerely,

A handwritten signature in cursive script that reads "T. Bonczynski". The signature is written in black ink and is positioned above the printed name.

Tayler Bonczynski

PERSONNEL INTERNAL & EXTERNAL COMPLAINT PROCEDURES

The Board of Education advises the public that the proper channeling of complaints involving school personnel shall be from the complainant to the employee, to the principal, to the Superintendent, and then on to the Board of Education. Any statement containing a charge or a complaint against an employee of the school district must be submitted in writing, verified and signed by the complainant. Response at each level must be returned to the complainant within 5-7 business days.

Internal Complaints regarding School Personnel

Step 1

If the complaint is in regard to another Staff member, the complainant should request a conference with the building principal to resolve the concern or complaint.

- a. If it is determined that an investigation will take place, the complainant must provide in writing and sign to confirm the issues of the complaint.

Step 2

If staff member is dissatisfied with the result of this conference, the staff member can request a second conference with a district administrator (Executive Director of Human Resources), the principal, and the staff member.

Step 3

If staff member is not satisfied with the resolution of the complaint at the 2nd level, the staff member can request a conference with the Superintendent of Schools for discussion of the problem.

****If a complaint is in regards to the building principal the staff member must go directly to the Superintendent.**

Community Complaints regarding School Personnel

Step 1

If the complaint is in regard to Staff member, the complainant should request a conference with the building principal to resolve the concern or complaint.

- A. Any statement containing a charge or a complaint against an employee of the school district must be submitted in writing, verified and signed by the complainant.

If complainant is not satisfied with the process with the employee in question, the Principal and his/her designee reviews, investigate, and will make a recommendation.

Step 2

If complainant is not satisfied with the process and outcome of the building principal, the principal's recommendation will be reviewed and a decision made by the appropriate central office administrator (Executive Director of Human Resources).

Step 3

If complainant is not satisfied with the process of the administrator's decision, an appeal can be made to the Superintendent of Schools.

Internal Complaint Process regarding an administrator

Step 1

If the complaint is in regard to the building principal, the complainant should request a conference with the Superintendent of schools to resolve the concern or complaint.

- a. If it is determined that an investigation will take place, the complainant must provide in writing and sign to confirm the issues of the complaint.
- b. The Superintendent and his/her designee reviews, investigate, and will then make a determination as to whether the complaint is valid or not.
- c. The complainant will receive confirmation that the investigation has taken place during the documented time frame (5-7 business days).

Step 2

If staff member is dissatisfied with the result of step one in the process, the staff member can appeal for a second evaluation/investigation to be conducted by Executive Director of Human Resources or appropriate Executive Director.

Step 3

If staff member is not satisfied with the outcomes of the previous two steps, the staff member can request a conference with committee of the board of education that is appointed by the board president.

Step 4

The staff member may file a complaint to the board as a whole after all other steps have been exhausted.

Community Complaints regarding School Administration

Step 1

If the complaint is in regard to the building principal, the complainant should request a conference with the Superintendent of schools to resolve the concern or complaint.

- a. If it is determined that an investigation will take place, the complainant must provide in writing and sign to confirm the issues of the complaint.

- b. The Superintendent and his/her designee reviews, investigate, and will then make a determination as to whether the complaint is valid or not.
- c. The complainant will receive confirmation that the investigation has taken place during the documented time frame (5-7 business days).

Step 2

If staff member is dissatisfied with the result of step one in the process, the staff member can appeal for a second evaluation/investigation to be conducted by Executive Director of Human Resources or appropriate Executive Director.

Step 3

If complainant is not satisfied with the outcomes of the previous two steps, the complainant can request a conference with committee of the board of education that is appointed by the board president.

Step 4

The staff member may file a complaint to the board as a whole after all other steps have been exhausted.

Any statement containing a charge or a complaint against an employee of the school district must be submitted in writing, verified and signed by the complainant.

Board Code of Ethics

The board recognizes that collectively and individually, all members of the board must adhere to an accepted code of ethics in order to improve public education. Board members must conduct themselves professionally and, in a manner, fitting of their position.

Each board member shall:

1. Attend all regularly scheduled board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings;
2. Endeavor to make policy decisions only after full discussion at publicly held board meetings;
3. Render all decisions based on the available facts and his or her independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
4. Encourage the free expression of opinion by all board members, and seek systematic communication between the board and students, staff and all elements of the community;
5. Work with other board members to establish effective board policies and to delegate authority to the superintendent to administer the school district;
6. Communicate expressions of public reaction to the board policies and school program to other board members and the superintendent;

7. Learn about current educational issues by individual study and through participation in seminars and programs, such as those sponsored by the state and national school board associations;
8. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff;
9. Avoid being placed in a position of conflict of interest, and refrain from using the board member's position on the board for personal or political gain;
10. Refrain from discussing the confidential business of the board in any setting except a board meeting;
11. Refrain from micro-managing the affairs of the school district;
12. Recognize the superintendent as the executive officer of the board;
13. Work constructively and collegially with the other members of the board, students, staff and patrons.
14. Refer complaints to the superintendent or building principal, as appropriate;
15. Always be mindful of his/her fiduciary obligation to the school district, including duties of loyalty and care, by placing the interests of the district above the board member's personal interests.
16. Remember that a board member's first and greatest concern must be the educational welfare of the students attending this district's schools.

Policy

COLUMBUS PUBLIC SCHOOLS

Adopted:

Columbus, Nebraska

Revised:

BOARD MEMBER CONFLICT OF INTEREST

It shall be the responsibility of each board member to be aware of an actual or potential conflict of interest. It shall also be the responsibility of each board member to take the action necessary to eliminate such a conflict of interest. Should a conflict of interest arise, a board member should not participate in any action relating to the issue from which the conflict arose.

No voting board member may have an interest in any contract to which the district, or anyone for its benefit, is party. The prohibition applies when the board member or the board member's immediate family is a partner, director, officer, or is a stockholder of closed corporation stock worth one thousand dollars or more at fair market value or which represents more than a five per cent equity interest, or is a stockholder of publicly traded stock worth ten thousand dollars or more at fair market value or which represents more than ten percent equity interest. An individual who occupies a confidential professional relationship protected by law is exempt from this policy. This policy does not apply to publicly traded stock under a trading account.

The above prohibition does not apply if the voting board member:

1. Supplies a written statement describing the matter up for decision and the nature of the conflict to the Nebraska Accountability and Disclosure Commission and to the board secretary. The secretary shall enter the statement onto the public records of the district.
2. The board member must take such action as the Commission advises to remove himself or herself from influence over the decision.
3. Does not vote on the matter of granting the contract, except if the number of members of the board declaring an interest in the contract would prevent the board, with all members present, from securing a quorum on the issue, then all members may vote on the matter and this action will be reported to the commission; and
4. Does not act for the district to inspect, supervise or determine the performance of contracts under which he or she has an interest.

A board member who is an employee of a business involved in a contract with the district and who has no ownership interest or will receive no direct fee or commission shall not be deemed to have an interest within the meaning of this policy. The receiving of deposits, cashing of checks and buying and selling of warrants and bonds of indebtedness of any school district by a financial institution will not be considered an interest in the contract under this policy.

If a board member's immediate family member is an employee of the school district, the member may vote on all issues of the contract which are generally applicable to all employees or all employees within a classification and do not single out his or her family member for special action.

Any contract entered into with an interested board member shall be subject to applicable competitive bidding requirements and shall be fair and reasonable to the school district.

A voting board member or district employee may employ, recommend the employment of, or supervise the employment of an immediate family member if he or she does not abuse his or her official position and makes a full disclosure of the relationship to the board and a written disclosure of the relationship to the board secretary. No board member or administrator shall employ an immediate family member without first having made a reasonable solicitation and consideration of applications for such employment. The family member must be qualified for, able to perform, and required to perform the duties of the position. The family member must not be paid an unreasonably high salary. No existing employee may be terminated for the purpose of making a position available to such a family member.

Any newly elected or appointed board member or administrator shall make a full disclosure of any immediate family member employed in a position subject to this policy as soon as reasonably possible after the date of taking office.

No board member or district employee shall use their position or any confidential information received through their position to obtain financial gain, other than compensation provided by law, for himself or herself, an immediate family member, or a business with which the individual is associated. No board member shall use or authorize the use of personnel, property, resources or funds under his or her official care for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage or defeat of a ballot question.

The superintendent shall keep a record for the district for every contract entered into by the district in which a board member has an interest. This information shall be kept for five years from the date of the board member's last day in office and will include the following:

1. Names of contracting parties;
2. The nature of the interest of the board member in question;
3. The date that the contract was approved by the district;
4. The amount of the contract; and
5. Basic terms of the contract.

The record kept by the superintendent shall be available for public inspection during the normal working hours of the superintendent's office.

All board members and district employees are responsible for obeying all final rulings or appeals of the Accountability and Disclosure Commission. If a case is contested before the Commission by the district, the superintendent shall ensure that the district is represented at the hearing. If a case is contested by a board member, that member shall be responsible for his/her own representation and shall be responsible for any Commission fines or penalties.

An open account established by the district with a business in which a board member has an interest, shall be deemed a contract subject to the provisions of this policy. The superintendent shall maintain a running account of all amounts purchased in open accounts.

Contracts involving one hundred dollars or less in which a board member may have an interest are excluded from the provisions of this policy.

Legal Reference: Nebraska Statute 49-1493 to 14,103.7

Cross Reference: 201 Legal Status of the School Board
202.01 Board Member Code of Ethics
206.04 Board Member Compensation and Expenses
402.04 Nepotism

Policy
Adopted: 12-08-03
Revised: 10-10-11

COLUMBUS PUBLIC SCHOOLS
Columbus, Nebraska

SAFETY MAPPING OF BUILDINGS

The school board adopts this policy in accordance with §79-3110 to provide mapping data to public safety agencies for use in response to emergencies.

The policy shall provide mapping data in an electronic or digital format to assist public safety agencies in responding to an emergency at a school.

The mapping data shall, at a minimum, meet all of the following requirements:

- (A) Be compatible with and able to be integrated into software platforms used by public safety agencies that provide emergency services to the specific school for which the data is provided without requiring:
 - (B) The purchase of additional software by such public safety agencies; or
 - (C) The integration of third-party software to view the data;
- (D) Be a finished map product in a file format easily accessible using a standard or open-source file reader, depending on the needs of the school and the public safety agency;
- (E) Be provided in a printable format;
- (F) Be verified for accuracy, during production and annually, through a walk-through of the school campus;
- (G) Give an indication of what direction is true north;
- (H) Include accurate floor plans overlaid on accurate, verified aerial imagery of the school campus;
- (I) Contain site-specific labeling that matches the structure of school buildings, including room labels, hallway names, external door or stairwell numbers, locations of hazards, key utility locations, key boxes, automated external defibrillators, and trauma kits using standard labeling rules set by the State Department of Education;
- (J) Contain site-specific labeling that matches the school grounds, including parking areas, athletic fields, surrounding roads, and neighboring properties using standard labeling rules set by the State Department of Education; and
- (K) Be overlaid with a grid and coordinates.

The school board policy in accordance with this section shall annually:

- (a) certify to the appropriate public safety agencies that the mapping data required to be provided under any subsection is accurate or
- (b) if such information has changed, provide the appropriate public safety agencies with updated mapping data.

REFERENCE

§79-3110

Policy
Adopted: 01/20/25

COLUMBUS PUBLIC SCHOOLS
Columbus, Nebraska

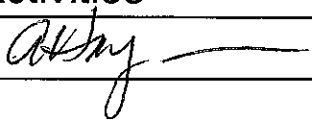

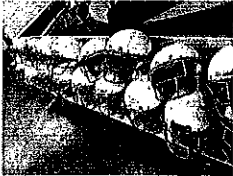

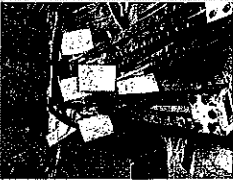

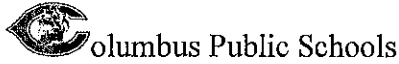
DATE	January 2, 2025
BUILDING	Columbus Middle School
PROGRAM	CMS Activities
PRINCIPAL/DIRECTOR SIGNATURE	
Description of materials to surplus: - Football Equipment - Basketballs - Volleyballs - Track Equipment	

IMAGE INSERTED (If available)	DESCRIPTION	HOW WILL ITEMS BE DISPOSED OF
To insert an image here, place your cursor in this box and select insert from the menu bar, then select image and choose the appropriate image.	Give a description and the reason the item is being declared surplus property.	Examples: trash, recycle, donated, etc. Items being moved to other CPS locations should not be declared surplus property.
	The shoulder pads (7) have broken parts and fasteners which can not be replaced. The equipment is aging.	Dismantled and thrown in the trash
	The football helmets (18) have expired (10 year life span).	The helmets will be dismantled. Face masks will be taken in for scrap metal The money for them will go in to the football account
	Five basketballs have the leather coming off or no longer hold air.	We will place them in the trash.
	Seven aging and broken starter blocks	We will take them in to the scrap metal place. The money for them will go in to the tack account
	Six volleyball have broken seams or do not hold air	We will place them in the trash.



Date:

School Fundraising Application

Please submit this application to the building principal at **least two weeks in advance** of the proposed date of your money-raising project. Please read the eight guides on page two. They will help you in answering the questions below.

School: [Select One] **Columbus High School** *Percussion / Winter Guard*

Fund Raising Company (if applicable): **none**

(School/Group Name), submits the following plans for its money-earning project, and requests permission to carry them out.

What is your school/group's money-earning plan? **Youth Guard and Percussion Clinics**

Approximately how much does your school/group expect to earn from this project? **\$1500**

How will this money be used? **Winter Group expenses**

What are the proposed dates? **3/22/25**

Is this a recurring activity? Yes No
(If you selected yes, please specify the dates on which the activity will occur during the next twelve months.)

Are you selling tickets or a product? Tickets Product Neither
(If you selected product, please specify the product that you are selling.)

Text

Will members be identified by t-shirts, etc. while carrying out this project? Yes No

Have you checked with other schools to avoid any overlapping while working? Yes No

Is your product/service in direct conflict with that offered by local merchants? Yes No

Are any contracts to be signed? Yes No If yes, by whom? **-**

Has your school/group devised a budget plan to expend earnings? Yes No

Does the building principal give full approval for this plan? Yes No

Principal's Signature *[Signature]* Date *1/8/25*

(for district use only)

Approved by _____ Date _____

Approved subject to the following conditions _____



Columbus Public Schools

Date: 1-7-25

School Fundraising Application

Please submit this application to the building principal **at least two weeks in advance** of the proposed date of your money-raising project. Please read the eight guides on page two. They will help you in answering the questions below.

School: Emerson Elementary
Name: Emerson Parent Teacher Organization

Fundraising Company (if applicable):

Vic's Popcorn Popper

What is your school/group's money-earning plan?

This fundraiser would be held using a form for parents to fill out when ordering their popcorn. The money raised beyond the cost of popcorn would go towards our overall goal to purchase and install a musical playground.

Approximately how much does your school/group expect to earn from this project?

\$0-\$500

How will this money be used?

The money raised would be towards our overall goal to purchase and install a musical playground.

What are the proposed dates?

February 20-February 27

Is this a recurring activity?

Yes No

(If you selected yes, please specify the dates on which the activity will occur during the next twelve months.)

Are you selling tickets or a product? Tickets Product Neither

(If you selected product, please specify the product that you are selling.)

Popcorn

Will members be identified by t-shirts, etc. while carrying out this project? Yes No

Have you checked with other schools to avoid any overlapping while working? Yes No

Is your product/service in direct conflict with that offered by local merchants? Yes No

Are any contracts to be signed? Yes No If yes, by whom?

Has your school/group devised a budget plan to expend earnings? Yes No

Does the building principal give full approval for this plan? Yes No

Principal's Signature

Date 1-7-25

(for district use only)

Approved by _____ Date _____

Approved subject to the following conditions _____

To: Board of Education
From: Leonard Kwapnioski
CC: Dr. Kay
Date: January 9, 2025
Re: District Mowing Bids

It is my recommendation that the Board of Education approve the District mowing bid for 3 years from Augusta Lawn Care of Columbus. Costs per year are below. CPS had 6 companies respond to the RFP and mandatory pre bid meeting of which 3 submitted bids of various types/locations. Augusta's bid was for all locations and areas as defined in the RFP. CPS staff will continue to mow the large field areas at 6 sites and other parts of the district.

Augusta Costs

2025 - \$103,200.00
2026 - \$106,300.00
2027 - \$109,404.00

Other companies to bid: Wolfe Lawn Services, LLC, Menke's Lawn Care

If you have any questions, please let me know.

Thanks.

Leonard



COLUMBUS PUBLIC SCHOOLS
COLUMBUS HIGH SCHOOL

To: Columbus Public Schools Board of Education

From: Dave Hiebner, Principal

Re: CHS Handbook Additions

Columbus High School has recently installed vape detectors. With these devices, there is additional language we would like to add to the Columbus High School 2024-25 Student Handbook. The additions are highlighted below.

I-G Search and Seizure

Students possess the right of privacy of person as well as freedom from unreasonable search and seizure of property guaranteed by the Fourth Amendment of the Constitution. This individual right, however, is balanced by the school's responsibility to protect the health, safety, and welfare of all its students. According to School Policy 504.08, school employees may conduct searches when they have reason to suspect that the health, safety, and welfare of students may be in danger. Any school employee making a search or a seizure will follow these guidelines:

- 1) General searches on school property (including personal items such as lockers, cars, book bags, purses, coats, etc. found on school property) will be conducted at any time when there is reasonable cause for school authorities to believe that something that violates a law or school rule is on school property. This search of school property may be made without the student being present.
- 2) Illegal items (firearms, weapons, drugs) or other possessions reasonably determined to be a threat to the safety or security of others or which might possibly interfere with school purposes will be seized by school employees.
- 3) Items which are used to disrupt or interfere with the educational process may be temporarily removed from a student's person.
- 4) A student's person may be searched by school employees when there is reasonable cause to believe that the student has on his/her person illegal items or other items that may interfere with school purposes.
- 5) A student who is in the restroom at the time of a vape alert may be searched by the administration. Students who are frequently found using the restroom during vape alerts may have their restroom privileges adjusted. This could include, but is not limited to, being required to use a designated restroom or having a limited number of restroom passes per day. A student deemed to be the sole occupant of a restroom during an alert may be subject to a search and/or disciplinary action, including suspension if found in violation of the Columbus High School Tobacco/Inhalants Policy or Alcohol/Drug Policy.

Lockers and desks are the property of the school district and are made available to students for their convenience. Lockers are randomly searched. Each student is responsible for the content or security of his/her locker. Each student is assigned a locker with an individualized lock combination. Students are advised not to disclose the combination to other students. The student solely assigned to the locker is responsible for the locker and will be held accountable for all items in the assigned locker. The school assumes no responsibility for items placed in a shared locker or shared combination. For the security of our students, staff and school grounds, Columbus High School is equipped with security cameras.

Columbus High School has a responsibility for providing a secure educational environment for students and staff. In

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cooperation with local law enforcement agencies, we work together to maintain a safe and drug-free environment, which includes using appropriate and necessary means to search lockers and the grounds for illegal substances. Canine drug units will be used to search the building and grounds at Columbus High School (Policy 504.15). The canine drug units are trained and handled by law enforcement officers. Such searches will be unannounced during the school day and will last approximately 50 minutes as a deterrent for bringing illegal substances to school. Established procedures will be implemented to facilitate the search and to ensure students and staff are out of the vicinity of the canine units.

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