

Agenda

- I. Finance Committee Meeting
- II. Call to Order and Roll Call
- III. Notice of Open Meetings Act - Posted
- IV. Board Reorganization
 - IV.A. Nomination and Election of President for 2012
 - IV.B. Nomination and Election of Vice President for 2012
 - IV.C. Nomination and Election of Secretary for 2012
 - IV.D. Appoint School District Treasurer for 2012
 - IV.E. Appoint Standing Committees for 2012
 - IV.E.i. Appoint Finance Committee for 2012
 - IV.E.ii. Appoint Americanism/Curriculum Committee for 2012
 - IV.E.iii. Appoint Site Committee for 2012
 - IV.E.iv. Appoint Policy Committee for 2012
 - IV.F. Appoint Board Negotiating Team for 2012
 - IV.G. Appoint South Sarpy District 46 Educational Foundation Board Members for 2012
 - IV.H. Appoint Ad Hoc Committee for Awards and Special Functions for 2012
 - IV.I. Appoint M.A.B.E. Representative for 2012
 - IV.J. Appoint NASB Government Relations Network (GRN) Representative
 - IV.K. Designate Legal Publication for 2012
 - IV.L. Designate Financial Institution for 2012
 - IV.M. Review Conflict of Interest Policies and Statutes
- V. Consent Agenda
 - V.A. Minutes of the Previous Month's Meetings
 - V.B. Treasurer's Report
 - V.C. Statement of Activity Fund Accounts
 - V.D. Recommendation for Bill Payment
- VI. Approve Claim to Reimburse Board Member
- VII. Items From Patrons on Agenda Items
- VIII. New Business
 - VIII.A. Consider Teacher Contract - Janna Giles
 - VIII.B. Recognition of Exclusive Bargaining Agent for 2012-13 and 2013-14 Contract Years
 - VIII.C. Consider Teacher Resignation - L. Schliefert
 - VIII.D. Revise Policy 4119.3 - Voluntary Separation (First Reading)
 - VIII.E. Revise Policy 4016 - Use of School Facilities and Equipment by School Employees (First Reading)
- IX. Reports

- IX.A. Learning Community Report
- IX.B. National School Board Recognition Week
- IX.C. Board Committee Schedule for 2012
- IX.D. Student and Staff Successes
- IX.E. Other Items for Discussion
- X. Items from Patrons on Items Not on Agenda
- XI. Advance Planning
- XII. Adjourn

ELECTION OF OFFICERS AND APPOINTMENTS FOR 2012

1. Nominations for President (2011 President - Kyle Fisher)
I nominate _____ for 2012 Board President.
Elected by ballot _____

2. Nominations for Vice President (2011 Vice-President – Nick Stolzer)
I nominate _____ for 2012 Board Vice-President.
Elected by ballot _____

3. Nominations for Secretary (2011 Secretary – Brenda Sherman)
I nominate _____ for 2012 Board Secretary.
Elected by ballot _____

4. School District Treasurer: (2011 Treasurer - Chuck Chevalier)
Recommendation: Move to appoint Brett Richards as School District Treasurer for 2012.

5. Appoint members to Standing Committees:
(2011 Committees) (2012 Committees)

<u>FINANCE</u> Brenda Sherman (chair) Chris Dill Kyle Fisher <u>AMERICANISM (CURRICULUM)</u> Jenny Kreifels (chair) Brenda Sherman Kyle Fisher <u>LCCC</u> Chris Dill (chair) Nick Stolzer Jenny Kreifels <u>SITE</u> Brian Wichman (chair) Nick Stolzer Kyle Fisher <u>POLICY REVIEW</u> Brenda Sherman (chair) Chris Dill Jenny Kreifels	<u>FINANCE</u> <u>AMERICANISM</u> <u>LCCC</u> <u>SITE</u> <u>POLICY REVIEW</u>
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6. Appointment of 2010 Board of Education Negotiating Team:

<u>2011 Members</u> Kyle Fisher (chair) Nick Stolzer Brian Wichman	<u>2012 Members</u>
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7. Appointment of School Board Members to the School District #46 Educational Foundation Board of Directors:

<u>2011 Members</u>	<u>2012 Members</u>
Brenda Sherman	
Chris Dill	

8. Appointment of AD HOC Committee for Awards & Social Functions:

<u>2011 Members</u>	<u>2012 Members</u>
Nick Stolzer (chair)	
Brian Wichman	
Jenny Kreifels	

9. Appointment of M.A.B.E. Representative:

10. Appointment of NASB Government Relations Network Representative:

11. Designate Legal Publication: The Times
Recommendation: Motion to designate The Times as legal publication for School Dist. 46.

12. Designate Financial Institution: Springfield State Bank
Recommendation: Motion to designate the Springfield State Bank as the official depository.

13. Conflict of Interest Policies

Board of Education Regular Meeting
December 12, 2011

The Americanism/Curriculum Committee started at 6:00 p.m. Kyle Fisher, Jenny Kreifels, and Brenda Sherman were present. The committee heard reports from Director of Learning, Holli Kirwan. They also discussed an upcoming Legislative bill on the Pledge of Allegiance. The Committee adjourned at 6:27 p.m.

The Finance Committee started at 6:31 p.m. Kyle Fisher, Jenny Kreifels, Brenda Sherman, and Chris Dill were present. Finance reports were reviewed by the committee. Discussion of the bills took place. Brian Wichman arrived at 6:51 p.m. The committee meeting adjourned at 6:55 p.m.

A meeting of the Board of Education of South Sarpy School District #46 in the County of Sarpy, in the State of Nebraska, was convened in open and public session at 7:00 p.m., Monday, December 12, 2011, at the District Board Office, Central Services Building. Present: Chris Dill, Kyle Fisher, Jennifer Kreifels, Brenda Sherman, Nick Stolzer, and Brian Wichman. Absent: None.

Notice of the meeting and committee meetings were given in advance thereof by posting in at least five public places as shown by the certificate of posting notice attached to these minutes. Notice of this meeting was simultaneously given to all members of the Board of Education, and a copy of their acknowledgment of receipt of notice and the agenda was communicated in the advance notice and in the notice to the Board of Education of this meeting. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

Statute 84-1407 to 84-1414 require that the Open Meetings Act be posted in the meeting room. President Fisher informed the board and the public that the Act is located on the west wall of the board room.

Motion to approve the Consent Agenda as presented passed with a motion by Dill and a second by Wichman. Vote: Yeas - Dill, Fisher, Kreifels, Stolzer, Wichman. Nays - None. Abstain - Sherman.

Members of Platteview High School Student Council gave a presentation on the recent EMC Student Council Exchange.

There were no items from patrons on agenda items.

The district has leased the La Platte building to Peru State for almost 10 years. Peru State holds classes in the building. This is an 11 month lease until October, 2012. Action to approve the lease with Peru State College to use the La Platte building as presented passed with a motion by Sherman and a second by Dill. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

The early entrance procedure was created in response to LB 1006 which changed the minimum age for admission to kindergarten. The change is effective beginning in the 2012-13 school year. Policy 5001 was modified and approved by the Board in 2010 in response to LB 1006. LB 1006 requires that school boards "approve and make available a recognized assessment procedure for determining if a child is capable of carrying the work of kindergarten." This is to be done by January 2012. Action to approve the Administrative Procedures and Requirements for Early Entrance into Kindergarten as presented passed with a motion by

Jennifer Kreifels and a second by Brenda Sherman. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

The Board has reviewed policies in the 5000's - Students section to update and ensure they match district procedures and state statutes. Policies have been revised to meet the district's needs through administrative and Board Policy Committee review. This was the second of two required Board meeting to consider new policies. These policies were presented for approval.

Action to approve Policy 5000 - Introductory Statement as presented passed with a motion by Sherman and a second by Dill. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5002 - Discontinuance of Enrollment for Children Younger than Six Years of Age with Affidavit and Parent Release as presented passed with a motion by Dill and a second by Wichman. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5003 - Assignment of Students: Grade Placement and Transfer of Students as presented passed with a motion by Stolzer and a second by Wichman. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5004 - Full and Part-time Enrollment as presented passed with a motion by Wichman and a second by Stolzer. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5004 - Application of Non-public School Student Part-time Enrollment as presented passed with a motion by Kreifels and a second by Dill. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5005 - Student Residence, Admission, and Contracting for Educational Services as presented passed with a motion by Stolzer and a second by Kreifels. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5007 - Foreign Exchange Students as presented passed with a motion by Wichman and a second by Stolzer. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5009 - Attendance During the School Day (Dismissals and Field Trips) as presented passed with a motion by Sherman and a second by Wichman. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5010 - School Census as presented passed with a motion by Stolzer and a second by Wichman. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5011 - Parent-Student Handbook as presented passed with a motion by Stolzer and a second by Wichman. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5101 - Student Discipline as presented passed with a motion by Stolzer and a second by Sherman. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5102 - Alternative Education as presented passed with a motion by Stolzer and a second by Wichman. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5103 - Extra-Curricular Activity as presented passed with a motion by Stolzer and a second by Dill. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5104 - Drug and Substance Abuse Use and Prevention as presented passed with a motion by Stolzer and a second by Wichman. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 1100 - Use of School Facilities as presented passed with a motion by Stolzer and a second by Kreifels. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5201 - Promotion and Retention of Students as presented passed with a motion by Stolzer and a second by Dill. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5202 - Student Records as presented passed with a motion by Stolzer and a second by Kreifels. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5203 - Academic Progress as presented passed with a motion by Stolzer and a second by Sherman. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5207 - Make-up Work as presented passed with a motion by Stolzer and a second by Sherman. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5301 - Association Activities as presented passed with a motion by Stolzer and a second by Kreifels. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5302 - Student Activities as presented passed with a motion by Stolzer and a second by Dill. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5303 - Student Activities, Hazing, Fund-raising, and Supervision as presented passed with a motion by Stolzer and a second by Sherman. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to approve Policy 5304 - Selection of Students as presented passed with a motion by Sherman and a second by Wichman. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

With the resignation of the current superintendent, the position is open at the end of the 2011-12 school year. With the approval of the board, the Director of Operations, Brett Richards, will be promoted to the position beginning July 1, 2012. The contract calls for a 2-year term. Action to name Brett Richards

Superintendent of Schools beginning July 1, 2012 and to approve the two-year contract with a first year salary of \$122,000 as presented passed with a motion by Stolzer and a second by Sherman. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Jenny Kreifels reported on the Americanism/Curriculum Committee meeting, and Dr. Chevalier gave a Learning Community Report on behalf of Patrick Lutz. Chevalier discussed election filing deadlines for board member openings, reported on the elementary breakfast program that will start second semester, and shared staff and student successes. Other topics of discussion included the high school newsletter and two replat applications.

There were no items from patrons on items not on the agenda.

Advance Planning

12/20/11 Holiday Tea - 2:00 p.m.

12/22/11 Last Day of First Semester

1/2-3/12 Teacher Training Days

1/4/12 First Day of Second Semester

1/9/12 Regular Board Meeting - 7:00 p.m. (Note: No Committee- 6:00 p.m.; Finance Committee - 6:30 p.m.)

1/22-23/12 NASB Legislative Issues Conference in Lincoln

1/23/12 Board Work Session - 7:00 p.m.

1/25/12 UNO Phi Delta Kappa Meeting - 5:30 p.m.

2/6-7/12 Labor Relations Conference in Kearney

2/13/12 Regular Board Meeting (Committees Not Set)

2/15/12 Incumbent Filing Deadline

2/16-19/12 AASA Convention in Houston

2/29/12 NASB School Board Leadership Conference in Lincoln

4/21-23/12 NSBA Annual Conference (Boston)

Action to go into executive session at 8:20 p.m. for the purpose of protecting the public interest and for the prevention of needless injury to the reputation of an individual regarding teacher negotiations and the Superintendent's evaluation passed with a motion by Sherman and a second by Wichman. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to return from executive session at 8:45 p.m. passed with a motion by Stolzer and a second by Sherman. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Action to adjourn the meeting at 8:46 p.m. passed with a motion by Sherman and a second by Kreifels. Vote: Yeas - Dill, Fisher, Kreifels, Sherman, Stolzer, Wichman. Nays - None.

Thoma Bumgardner, Recording Secretary

Accepted: _____

Brenda Sherman, Secretary
Board of Education

South Sarpy School District #46
 Comparison of Cash Balance by Fund
 December 31, 2011

	<u>2009</u>	<u>2010</u>	<u>2011</u>
<u>Sept</u>			
General Fund	\$ 3,470,801.18	\$ 4,120,936.82	\$ 4,432,866.89
Emp. Benefit Fund	\$ 60,441.10	\$ 432,821.70	\$ 639,876.30
Building Fund	\$ 963,855.13	\$ 1,225,124.10	\$ 1,553,887.83
School Lunch	\$ 105,456.32	\$ 104,438.86	\$ 127,739.95
Bond Fund	\$ 377,201.94	\$ 526,070.81	\$ 503,167.36
Depreciation Fund	\$ 111,255.04	\$ 149,764.81	\$ 210,206.52
September Total	\$ 5,089,010.71	\$ 6,559,157.10	\$ 7,467,744.85
<u>Oct</u>			
General Fund	\$ 2,598,384.37	\$ 3,878,943.25	\$ 4,102,405.39
Emp. Benefit Fund	\$ 60,463.46	\$ 432,907.67	\$ 639,960.45
Building Fund	\$ 941,075.70	\$ 1,189,132.64	\$ 1,528,891.40
School Lunch	\$ 98,735.29	\$ 104,992.58	\$ 129,934.79
Bond Fund	\$ 387,118.66	\$ 530,220.13	\$ 507,728.09
Depreciation Fund	\$ 111,300.76	\$ 149,806.46	\$ 210,238.54
October Total	\$ 4,197,078.24	\$ 6,286,002.73	\$ 7,119,158.66
<u>Nov</u>			
General Fund	\$ 1,959,378.44	\$ 3,203,815.70	\$ 3,501,467.31
Emp. Benefit Fund	\$ 60,486.57	\$ 433,002.55	\$ 640,039.35
Building Fund	\$ 954,084.04	\$ 1,152,164.65	\$ 1,530,268.01
School Lunch	\$ 98,839.77	\$ 101,296.10	\$ 126,046.09
Bond Fund	\$ 138,071.88	\$ 139,665.71	\$ 120,219.94
Depreciation Fund	\$ 111,348.03	\$ 149,852.43	\$ 210,268.78
November Total	\$ 3,322,208.73	\$ 5,179,797.14	\$ 6,128,309.48
<u>Dec</u>			
General Fund	\$ 1,205,243.08	\$ 2,839,223.43	\$ 3,250,923.52
Emp. Benefit Fund	\$ 60,509.69	\$ 433,094.49	\$ 538,203.43
Building Fund	\$ 948,149.21	\$ 1,151,868.54	\$ 1,528,993.85
School Lunch	\$ 96,098.63	\$ 90,319.78	\$ 121,753.88
Bond Fund	\$ 139,382.07	\$ 141,346.62	\$ 121,196.20
Depreciation Fund	\$ 111,395.31	\$ 149,896.97	\$ 210,299.02
December Total	\$ 2,560,777.99	\$ 4,805,749.83	\$ 5,771,369.90

Nebraska Public Agency Investment Trust

PO Box 82529
Lincoln, NE 68501
(800) 640-8817
(402) 323-1615

Account Activity for December 01, 2011 to December 31, 2011

Participant Name:

SOUTH SARPY SCHOOL DISTRICT #46
14801 S 108TH ST
SPRINGFIELD NE 68059

Account Number: 126649-001

Beginning Balance: \$68,495.25

Date	Description	Authorization	Amount	Balance
12/31/2011	Auto-Post December Interest, Purchase		\$0.94	\$68,496.19

Ending Balance: \$68,496.19



Nebraska Public Agency Investment Trust
Daily Balance and Interest Report for: December 2011

Name: SOUTH SARPY SCHOOL DISTRICT #46

Account Number: 126649-001

Date	Daily Yield (Annualized)	Balance	Daily Accrual
12/01/2011	0.00010	\$68,495.25	\$0.02
12/02/2011	0.00010	\$68,495.25	\$0.02
12/03/2011	0.00010	\$68,495.25	\$0.02
12/04/2011	0.00010	\$68,495.25	\$0.02
12/05/2011	0.00010	\$68,495.25	\$0.02
12/06/2011	0.00010	\$68,495.25	\$0.02
12/07/2011	0.00010	\$68,495.25	\$0.02
12/08/2011	0.00010	\$68,495.25	\$0.02
12/09/2011	0.00010	\$68,495.25	\$0.02
12/10/2011	0.00010	\$68,495.25	\$0.02
12/11/2011	0.00010	\$68,495.25	\$0.02
12/12/2011	0.00010	\$68,495.25	\$0.02
12/13/2011	0.00020	\$68,495.25	\$0.04
12/14/2011	0.00020	\$68,495.25	\$0.04
12/15/2011	0.00020	\$68,495.25	\$0.04
12/16/2011	0.00020	\$68,495.25	\$0.04
12/17/2011	0.00020	\$68,495.25	\$0.04
12/18/2011	0.00020	\$68,495.25	\$0.04
12/19/2011	0.00020	\$68,495.25	\$0.04
12/20/2011	0.00020	\$68,495.25	\$0.04
12/21/2011	0.00020	\$68,495.25	\$0.04
12/22/2011	0.00020	\$68,495.25	\$0.04
12/23/2011	0.00020	\$68,495.25	\$0.04
12/24/2011	0.00020	\$68,495.25	\$0.04
12/25/2011	0.00020	\$68,495.25	\$0.04
12/26/2011	0.00020	\$68,495.25	\$0.04
12/27/2011	0.00020	\$68,495.25	\$0.04
12/28/2011	0.00020	\$68,495.25	\$0.04
12/29/2011	0.00010	\$68,495.25	\$0.02
12/30/2011	0.00010	\$68,495.25	\$0.02
12/31/2011	0.00010	\$68,495.25	\$0.02

Average Weighted Rate	Average Balance	Total Interest
0.01616 %	\$68,495.25	\$0.94

Dec 2011 Admin Revolving - Dec 2011

12/1/2011 through 12/31/2011

1/2/2012

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Date	Account	Num	Description	Memo	Category	Clr	Amount
BALANCE 11/30/2011							2,452.04
12/2/2011	Administrative	5055	LINDSAY AN...	1-01-2320-410	SUPPLIES	R	-99.00
12/5/2011	Administrative	5056	NCDA	1-22-1100-630	SHOW CHOI...		-150.00
12/7/2011	Administrative	5057	POSTMASTE...	1-01-2510-341	POSTAGE	R	-52.23
12/9/2011	Administrative	5058	O'NEILL PUB...	1-01-2320-690	MEALS	R	-28.80
12/14/2011	Administrative	TXFR	TRANSFER F...			R	2,085.60
12/16/2011	Administrative	5059	POSTMASTE...	1-01-2510-341	POSTAGE	R	-10.49
12/19/2011	Administrative	5060	POSTMASTE...	1-01-2510-341	POSTAGE	R	-21.08
12/20/2011	Administrative	5061	SUPER SAVER	1-01-2310-690	X-MAS TEA	R	-618.48
12/1/2011 - 12/31/2011							1,105.52
BALANCE 12/31/2011							3,557.56
TOTAL INFLOWS							2,085.60
TOTAL OUTFLOWS							-980.08
NET TOTAL							1,105.52

SPRINGFIELD STATE BANK
 600 MAIN ST
 SPRINGFIELD, NE 68059
 Tel: (402)253-2222

16805921
 SOUTH SARPY SCHOOL DIST #46
 STUDENT FEE ACCOUNT
 14801 S 108TH ST
 SPRINGFIELD NE 68059

Statement Date: **12/30/2011** Enclosures: **(0)**

Account No.: **4151129** Page: **1**

REGULAR CHECKING ACCOUNT SUMMARY

	Type :	REG	Status :	Active
Category	Number		Amount	
Balance Forward From 11/30/11			7.58	
Debits			0.00	
Ending Balance On 12/30/11			7.58	
Average Balance (Collected)		7.58+		

AVERAGE AND MINIMUM BALANCES

Average Ledger Balance :	7.58	Minimum Ledger Balance :	7.58
Average Collected Balance :	7.58	Minimum Collected Balance :	7.58
Average Available Balance :	7.58	Minimum Available Balance :	7.58

OVERDRAFT FEE SUMMARY

	This Statement	Year To Date
Total Returned Item Fees	0.00	0.00
Total Overdraft Fees	0.00	0.00

This Statement Cycle Reflects 30 Days

LOBBY MON-THURS 9AM-4PM FRI 9AM-6PM
 DRIVE-IN MON-THURS 7:30AM-6PM FRI 7:30AM-7PM SAT 9AM-12PM

SOUTH SАРY SCHOOL DISTRICT 46
Treasurer's Report
For the month ended December 31, 2011

General Fund Now Account

Bank Balance: Beginning of Reporting Period	\$	569,918.27
Deposits:		
Springfield State Bank - Interest	\$	48.36
Transfers from Investment Account	\$	864,888.98
Transfers from Lunch Fund Investment	\$	42,643.97
Transfers from Employee Benefit Fund	\$	101,910.64
Transfers from Building Fund Investment	\$	2,866.96
		\$ 1,012,358.91
Disbursements		\$ 1,409,510.55
Bank Balance: End of Reporting Period	\$	172,766.63
Outstanding Checks: End of Reporting Period	\$	151,497.59
		\$ 21,269.04
NOW Account Balance: End of Reporting Period		
	\$	21,269.04

General Fund Investment Account

Available Balance: Beginning of Reporting Period	\$	3,478,219.06
Deposits:		
Springfield State Bank - Interest	\$	464.81
Sarpy County Treasurer - Local Taxes	\$	83,294.79
Learning Community Common Taxes	\$	26,966.14
Mann - Rental House	\$	675.00
State Aid	\$	396,604.20
Title II-A Grant	\$	5,976.00
Special Education Aid	\$	98,431.00
Rbuilding Rent	\$	631.25
Pre School Tuition	\$	850.00
Refunds and Reimbursements	\$	4.85
First Management Inc. - LaPlatte	\$	-
		\$ 613,898.04
		\$ 4,092,117.10
Disbursements		
Transfers to General Fund NOW	\$	864,888.98
Administrative Revolving	\$	2,085.60
Bank Service Charges	\$	74.00
		\$ 867,048.58
Investment Account Balance: End of Reporting Period		
	\$	3,225,068.52

General Fund Administrative Revolving Account

Available Balance: Beginning of Reporting Period	\$	3,330.44
Deposits:		
Transfers From General Fund Investment Acc't	\$	2,085.60
Transfers From Lunch Fund Investment Acc't	\$	-
		\$ 2,085.60
		\$ 5,416.04
Disbursements		
		\$ 830.08
Admin. Revolving Account Balance: End of Reporting Period		
	\$	4,585.96

General Fund Administrative Revolving Account		\$	4,585.96
General Fund NOW Account		\$	21,269.04
General Fund Investment Account		\$	3,225,068.52
TOTAL GENERAL FUND BALANCE		\$	3,250,923.52
<u>Employee Benefit Fund</u>			
Available Balance: Beginning of Reporting Period		\$	640,039.35
Deposits:			
Springfield State Bank - Interest	\$	74.72	\$
			74.72
			\$
			640,114.07
Disbursements		\$	101,910.64
Available Balance: End of Reporting Period		\$	538,203.43
TOTAL EMPLOYEE BENEFIT BALANCE		\$	538,203.43
<u>Special Building Fund Investment Account</u>			
Available Balance: Beginning of Reporting Period		\$	1,530,268.01
Deposits:			
Springfield State Bank - Interest	\$	220.02	\$
Sarpy County Treasurer - Local Taxes	\$	1,372.78	\$
			1,592.80
			\$
			1,531,860.81
Disbursements		\$	2,866.96
Available Balance: End of Reporting Period		\$	1,528,993.85
TOTAL SPECIAL BUILDING FUND BALANCE		\$	1,528,993.85
<u>School Lunch Investment Account</u>			
Available Balance: Beginning of Reporting Period		\$	126,046.09
Deposits:			
Springfield State Bank - Interest	\$	18.27	\$
Hot Lunches	\$	27,461.88	\$
State/Federal Aid	\$	10,864.27	\$
Miscellaneous	\$	7.34	\$
			38,351.76
			\$
			164,397.85
Disbursements			
Returned Checks			
Transfers to NOW	\$	42,643.97	\$
Available Balance: End of Reporting Period		\$	121,753.88
TOTAL SCHOOL LUNCH FUND BALANCE		\$	121,753.88
<u>Bond Fund Investment Account</u>			
Available Balance: Beginning of Reporting Period		\$	120,219.94
Deposits:			
Springfield State Bank - Interest	\$	17.39	\$
Sarpy County Treasurer - Local Taxes	\$	958.87	\$
			976.26
			\$
			121,196.20

Disbursements		
Transfer to NOW		\$ -
Available Balance: End of Reporting Period		\$ 121,196.20

TOTAL BOND FUND BALANCE		\$ 121,196.20
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Depreciation Fund Account

Available Balance: Beginning of Reporting Period		\$ 210,268.78
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Deposits:

Springfield State Bank - Interest	\$ 30.24	
Transfers from General Fund	\$ -	\$ 30.24
		<hr/>
		\$ 210,299.02

Disbursements		
Transfer to NOW		\$ -
Available Balance: End of Reporting Period		\$ 210,299.02

TOTAL DEPRECIATION FUND BALANCE		\$ 210,299.02
--	--	----------------------

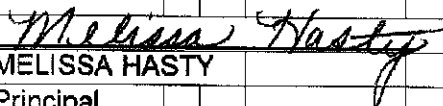
Statement of Activity Fund
Springfield Elementary
For the Period of Dec. 1, 2011 to Dec. 31, 2011

Activity	Balance Last Report	Receipts	Expenditures	Transactions In-Out	Balance On Hand
Library	\$ 1,736.93	\$ -	\$ -	\$ -	\$ 1,736.93
Pop	\$ 536.07	\$ -	\$ 107.84	\$ -	\$ 428.23
General	\$ 2,488.96	\$ 0.52	\$ 541.97	\$ -	\$ 1,947.51
Student Council	\$ 648.88	\$ -	\$ 100.00	\$ -	\$ 548.88
Total	\$ 5,410.84	\$ 0.52	\$ 749.81	\$ -	\$ 4,661.55

Previous Bank Balance	\$ 5,737.84
Deposits made this month	\$ 0.52
Checks Paid this Month	\$ 888.93
New Bank Balance	\$ 4,849.43
Minus Outstanding Cks.	\$ 187.88
Plus Outstanding Deposits	\$ -
Final Account Balance	\$ 4,661.55

Wes Reed

Wes Reed, Principal
January 5, 2012

STATEMENT OF ACTIVITY FUND					
WESTMONT ELEMENTARY					
FOR THE PERIOD: Dec. 2011					
Activity	Balance Last Report	Receipts	Expenditures	Balance On Hand	
Library Fund	\$2,094.42	\$0.00	\$0.00	\$2,094.42	
General Fund	\$3,952.96	\$0.00	\$1,910.26	\$2,042.70	
Pop	\$970.48	\$103.57	\$0.00	\$1,074.05	
Student Council	\$859.99	\$40.00	\$0.00	\$899.99	
Totals	\$7,877.85	\$143.57	\$1,910.26	\$6,111.16	
Previous Bank Balance	\$7,877.85				
Deposits Made This Month	\$143.57				
Checks Paid This Month	\$1,910.26				
New Bank Balance	\$6,111.16				
Minus Outstanding Checks	\$0.00				
Plus Outstanding Deposits	\$0.00				
Final Account Balance	\$6,111.16				
				 MELISSA HASTY Principal	

PEEC-WEEC
1/5/2012

Reconciliation Summary

BANK STATEMENT -- CLEARED TRANSACTIONS:

Previous Balance:			253.97
Checks and Payments	3	Items	-895.59
Deposits and Other Credits	3	Items	1,487.50
Service Charge	0	Items	0.00
Interest Earned	0	Items	0.00
Ending Balance of Bank Statement:			845.88

YOUR RECORDS -- UNCLEARED TRANSACTIONS:

Cleared Balance:			845.88
Checks and Payments	0	Items	0.00
Deposits and Other Credits	0	Items	0.00
Register Balance as of 12/30/2011:			845.88
Checks and Payments	0	Items	0.00
Deposits and Other Credits	0	Items	0.00
Register Ending Balance:			845.88

JANUARY BILLS PAID BY FUND			
Payee	Account Code	Reason	Amount
Special Pay Trust	1-01-1100-284	VSP-V. Bishop & M. McIllece	\$ 27,217.50
AMAZON	1-01-1100-410	CREDIT MEMO	\$ (152.94)
AMAZON	1-01-1100-410	SUPPLIES	\$ 194.94
Mahoney, Jeremy	1-01-1100-670	REIMBR. MILEAGE	\$ 22.20
Kids On The Move Inc	1-01-1210-318	SPED SERVICE	\$ 1,218.00
AMAZON	1-01-2130-410	SUPPLIES	\$ 88.99
American Express	1-01-2130-410	CREDIT CARD PAYMENT	\$ 18.61
Choraltech L.L.C.	1-01-2130-410	SUPPLIES	\$ 20.95
Springfield Drug	1-01-2130-410	SUPPLIES	\$ 460.38
Tiffanie Wright	1-01-2130-670	REIMBR. MILEAGE	\$ 29.97
AMAZON	1-01-2210-410	CREDIT MEMO	\$ (0.59)
AMAZON	1-01-2210-410	SUPPLIES	\$ 26.75
American Express	1-01-2210-410	CREDIT CARD PAYMENT	\$ 102.25
NE Council of School Administrators	1-01-2210-630	PRINCIPAL/ADMIN. PERF. WORKSHOP	\$ 200.00
American Express	1-01-2210-670	CREDIT CARD PAYMENT	\$ 254.85
NE Assoc Of School Boards	1-01-2310-630	LEGISLATIVE CONFERENCE	\$ 520.00
Chuck Chevalier	1-01-2310-690	REIMBR. MILEAGE/SUPPLIES	\$ 37.50
Hammond & Stephens	1-01-2320-440	2011 NE EDUCATION LAW BOOK	\$ 49.90
NE Assoc Of School Boards	1-01-2320-630	LEGISLATIVE CONFERENCE	\$ 170.00
NE Council of School Administrators	1-01-2320-630	LEGISLATIVE PREVIEW	\$ 180.00
NE Council of School Administrators	1-01-2320-630	PRINCIPAL/ADMIN. PERF. WORKSHOP	\$ 200.00
Phi Delta Kappa	1-01-2320-630	MEMBERSHIP- C. CHEVALIER	\$ 90.00
Chuck Chevalier	1-01-2320-670	REIMBR. MILEAGE/SUPPLIES	\$ 341.32
Metropolitan Omaha Educational Consortium	1-01-2320-670	WORKSHOP	\$ 14.42
Brett Richards	1-01-2320-670	REIMBR. MILEAGE	\$ 411.26
American Express	1-01-2320-690	CREDIT CARD PAYMENT	\$ 215.28
Metropolitan Omaha Educational Consortium	1-01-2330-630	WORKSHOP	\$ 280.25
ESU #3 (ADMIN)	1-01-2510-318	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 34.50
Midwest Office Automations	1-01-2510-318	COPIER LEASE	\$ 2,584.00
Stamp Fulfillment Services	1-01-2510-341	FOREVER STAMP @ PC	\$ 509.50
CenturyLink	1-01-2510-342	PHONE @ SP	\$ 163.50
MCI	1-01-2510-342	LONG DISTANCE PHONE	\$ 214.49
Verizon Wireless	1-01-2510-342	CELL PHONE	\$ 158.90
Windstream	1-01-2510-342	PHONES SERVICE	\$ 1,107.79
Culligan Us Filter	1-01-2510-410	SUPPLIES	\$ 48.05
The Retoner Inc	1-01-2510-410	TONER	\$ 60.95
American Institute of Professional Bookkeeper	1-01-2510-630	MEMBERSHIP- L. MOLZER	\$ 79.00
Becky Elliff	1-01-2510-670	REIMBR. MILEAGE	\$ 35.52
Richard Buskirk	1-01-2520-336	OIL CHANGE	\$ 44.00
Capital One FSB	1-01-2520-336	FUEL FOR VANS	\$ 518.72
Neitzel's Corner	1-01-2520-336	FUEL FOR VAN	\$ 50.02
Brett Richards	1-01-2520-336	REIMBR. FUEL FOR VAN	\$ 79.00
Great Plains Pest Services In	1-01-2620-318	PEST CONTROL SERVICE	\$ 150.00
Rosser Lawn Care, Inc.	1-01-2620-318	SNOW REMOVAL @ PHS	\$ 1,110.00
Rosser Lawn Care, Inc.	1-01-2620-318	SNOW REMOVAL @ SP	\$ 160.00
Rosser Lawn Care, Inc.	1-01-2620-318	SNOW REMOVAL @ WM	\$ 250.00
ARR-Boone Brothers Roofing	1-01-2620-319	ROOF REPAIR @ PHS	\$ 350.00
Hayes Mechanical, LLC	1-01-2620-319	BAND ROOM - HEAT	\$ 5,190.00
Hayes Mechanical, LLC	1-01-2620-319	BAND ROOM-HEAT	\$ 262.50
Patrick O. Smith	1-01-2620-319	REPAIR SNOW BLOWER	\$ 142.30
Bomgaars Supply Inc	1-01-2620-410	SUPPLIES	\$ 124.58
Dennis Schroeder	1-01-2620-410	REIMBR. SUPPLIES	\$ 8.11
Electrical Engineering & Equipment Co	1-01-2620-410	SUPPLIES	\$ 356.33
Home Depot/GECF	1-01-2620-410	SUPPLIES	\$ 132.55
Mary McKnight	1-01-2620-410	REIMBR. SUPPLIES	\$ 51.55
Midwest Scaffold Service	1-01-2620-410	RENTAL OF SCAFFOLD @ PHS	\$ 184.50
Papillion Hardware	1-01-2620-410	SUPPLIES	\$ 26.62
The Sherwin-Williams Co.	1-01-2620-410	SUPPLIES	\$ 141.27
Metropolitan Utilities Dist	1-02-2610-321	LEVEL PAYMENT	\$ 310.00
Omaha Public Power District	1-02-2610-322	LEVEL PAYMENT	\$ 352.00
First Student	1-02-2750-318	FACILITY RENT	\$ (700.00)
First Student	1-02-2750-318	FUEL ESCALATOR	\$ 7,047.22
First Student	1-02-2750-318	REGULAR ROUTES	\$ 40,475.20
First Student	1-02-2750-318	ROUTE EXTENSIONS	\$ 3,070.88
First Student	1-02-2760-318	SPED ROUTES	\$ 21,117.00
First Student	1-02-2790-318	LC COMMUNITY HOURS	\$ 2,579.20
Metropolitan Utilities Dist	1-03-2610-321	LEVEL PAYMENT	\$ 250.00
Omaha Public Power District	1-03-2610-322	LEVEL PAYMENT	\$ 335.10

JANUARY BILLS PAID BY FUND			
ESU #3 (ADMIN)	1-10-1100-120	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 7,967.50
ESU #3 (ADMIN)	1-10-1100-210	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 608.97
ESU #3 (ADMIN)	1-10-1100-290	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 40.16
Quill Corp	1-10-1100-410	SUPPLIES	\$ 66.54
ESU #3 (SPED)	1-10-1200-318	SPED SERVICE	\$ 1,952.22
ESU #3 (SPED)	1-10-1230-362	SPED SERVICE	\$ 3,632.22
Heartland Foundation	1-10-1230-362	SPED SERVICE	\$ 2,100.00
Papillion-LaVista Schools	1-10-1230-362	SPED SERVICE	\$ 315.00
ESU #3 (ADMIN)	1-10-1290-120	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 404.49
ESU #3 (ADMIN)	1-10-1290-210	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 30.80
Lois Balsillie	1-10-1290-318	SPED PRESCHOOL EVAL	\$ 760.00
Kids On The Move Inc	1-10-1290-318	SPED SERVICE	\$ 261.00
HyVee Food & Drug Store	1-10-1290-410	SUPPLIES	\$ 211.41
Sandy Lee	1-10-1290-410	REIMBR. SUPPLIES/MILEAGE	\$ 37.75
School Dist #46 Food Service	1-10-1290-410	SPED SUPPLIES	\$ 315.90
Sandy Lee	1-10-1290-670	REIMBR. SUPPLIES/MILEAGE	\$ 129.87
Culligan Us F ilter	1-11-1100-318	SUPPLIES	\$ 68.20
American Express	1-11-1100-410	CREDIT MEMO	\$ (4.27)
Marla Janak	1-11-1100-690	REIMBR. MILEAGE FROM PHS TO SP 1ST SEMEMSTER - ELEMENTARY BAND	\$ 113.22
Steven Lehr Piano Techincian	1-11-1100-690	PIANO TUNE	\$ 70.00
ESU #3 (ADMIN)	1-11-1220-120	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 231.14
ESU #3 (ADMIN)	1-11-1220-210	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 17.60
Ralston Public Schools	1-11-1220-318	SPED SERVICE	\$ 929.25
Highsmith Inc	1-11-2220-410	Supplies	\$ 228.47
American Express	1-11-2410-670	CREDIT CARD PAYMENT	\$ 122.16
Metropolitan Utilities Dist	1-11-2610-321	LEVEL PAYMENT	\$ 750.00
Omaha Public Pow er District	1-11-2610-322	LEVEL PAYMENT	\$ 3,216.35
City Of Springfield	1-11-2610-323	WATER & SEWER @ SP	\$ 173.90
Hillyard/Sioux Falls	1-11-2610-410	SUPPLIES	\$ 433.95
Pepper Of Minneapolis	1-12-1100-410	SUPPLIES	\$ 50.99
Curriculum Associates	1-12-1100-450	I-READY DIG INST MATH 1 YR SUB	\$ 54.00
Creative Product Sourcing, Inc	1-12-1100-690	DARE GRADUATION	\$ 144.37
ESU #3 (ADMIN)	1-12-1220-120	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 575.00
ESU #3 (ADMIN)	1-12-1220-210	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 44.00
ESU #3 (ADMIN)	1-12-1220-290	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 2.85
Highsmith Inc	1-12-1220-410	SUPPLIES	\$ 180.72
CDWG	1-12-1220-560	PRINTER	\$ 445.49
Omaha Public Pow er District	1-12-2610-322	LEVEL PAYMENT	\$ 3,849.26
S I D #23	1-12-2610-323	WATER & SEWER @ WM	\$ 97.31
Hillyard/Sioux Falls	1-12-2610-410	SUPPLIES	\$ 433.96
ESU #3 (ADMIN)	1-20-1100-120	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 6,095.00
ESU #3 (ADMIN)	1-20-1100-210	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 466.30
ESU #3 (ADMIN)	1-20-1100-220	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 51.57
ESU #3 (ADMIN)	1-20-1100-290	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 30.26
Quill Corp	1-20-1100-410	SUPPLIES	\$ 66.54
Career Solutions, Inc.	1-20-1230-362	SPED SERVICE	\$ 8,041.25
ESU #3 (SPED)	1-20-1230-362	SPED SERVICE	\$ 10,015.00
Vocational Development Center, Inc.	1-20-1230-362	SPED SERVICE	\$ 1,142.70
Blair Telephone Co	1-21-1100-318	HOMEWORK HOTLINE	\$ 18.94
Culligan Us F ilter	1-21-1100-690	SUPPLIES	\$ 27.19
ESU #3 (ADMIN)	1-21-1220-120	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 230.00
ESU #3 (ADMIN)	1-21-1220-210	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 17.60
ESU #3 (ADMIN)	1-21-1220-290	INTERLOCAL SUB- DEC/BACKGROUND CKS	\$ 1.14
ESU #3	1-21-2220-450	AV REPAIR	\$ 34.85
American Express	1-21-2410-670	CREDIT CARD PAYMENT	\$ 122.15
Hillyard/Sioux Falls	1-21-2610-410	SUPPLIES	\$ 433.95
Schmitt Music Center	1-22-1100-318	REPAIR	\$ 128.00
American Express	1-22-1100-410	CREDIT CARD PAYMENT	\$ 180.81
Dietze Music House	1-22-1100-410	SUPPLIES	\$ 16.99
Julie Lodes	1-22-1100-410	REIMBR. SUPPLIES	\$ 36.38
The Upgrade Place	1-22-1100-410	Latitude D600	\$ 200.00
The Upgrade Place	1-22-1100-410	S/H	\$ 9.50
Crisann Perkins	1-22-1100-630	SHOW CHOIR INVITATIONAL	\$ 225.00
AMAZON	1-22-1220-410	SUPPLIES	\$ 13.70
Flaghouse	1-22-1220-410	BEACH BALLS 16"	\$ 3.90
Flaghouse	1-22-1220-410	BEACH BALLS 24"	\$ 5.00
Flaghouse	1-22-1220-410	BIG BAT SET	\$ 49.95
Flaghouse	1-22-1220-410	FLYING COLORS BALL SET	\$ 3.95
Flaghouse	1-22-1220-410	LARGE FLASH FOOTBALLS	\$ 17.90
Flaghouse	1-22-1220-410	MONOPOLY GAME	\$ 21.95
Flaghouse	1-22-1220-410	S/H	\$ 17.79
Flaghouse	1-22-1220-410	UNO	\$ 15.90
Target	1-22-1220-410	SPED SUPPLIES	\$ 56.95

JANUARY BILLS PAID BY FUND			
NE Leadership Seminar, Inc.	1-22-2120-630	SEMINAR ENROLLMENT	\$ 150.00
AMAZON	1-22-2220-430	SUPPLIES	\$ 16.04
Follett Library Resources	1-22-2220-430	LIBRARY BOOKS	\$ 241.36
NE Educational Media Association	1-22-2220-630	MEMBERSHIP- G. JONES	\$ 30.00
Quill Corp	1-22-2410-410	SUPPLIES	\$ 783.24
American Express	1-22-2410-670	CREDIT CARD PAYMENT	\$ 128.17
Jacki Case	1-22-2410-670	REIMBR. MILEAGE	\$ 42.74
Steve Joekel	1-22-2410-670	REIMBR. NATL. AD CONFERENCE	\$ 1,132.00
Metropolitan Utilities Dist	1-22-2610-321	LEVEL PAYMENT	\$ 2,510.00
Omaha Public Power District	1-22-2610-322	LEVEL PAYMENT	\$ 13,922.29
Hillyard/Sioux Falls	1-22-2610-410	SUPPLIES	\$ 867.90
			\$ 200,056.22

Payee	Account Code	Reason	Amount
BFC	2-23-6000-530	STEAMER	\$ 5,122.85
Kimberly Jamber	2-23-6000-291	UNIFORM ALLOWANCE	\$ 125.00
Kathy Kern	2-23-6000-410	REIMBR. SUPPLIES	\$ 107.21
Sysco Lincoln	2-23-6000-410	SUPPLIES	\$ 227.56
Earthgrains Baking Co's Inc.	2-23-6000-470	FOOD	\$ 400.94
Otis Spunkmeyer	2-23-6000-470	FOOD	\$ 70.55
Roberts Dairy Company	2-23-6000-470	FOOD	\$ 2,214.53
Sam's Club	2-23-6000-470	FOOD	\$ 222.84
Sysco Lincoln	2-23-6000-470	FOOD	\$ 6,440.54
The Thompson Company	2-23-6000-470	FOOD	\$ 930.38
			\$ 15,862.40

Payee	Account Code	Reason	Amount
US Treasury	5-06-0005-210	IRS AUDIT 2009/2010 FICA TAX EARLY SEPERATION LEAVE PAYMENT	\$ 101,910.64
			\$ 101,910.64

JANUARY BILLS PAID BY FUND

Payee	Account Code	Reason	Amount
Brenda Sherman	1-01-2310-690	REIMBR. HOLIDAY TEA	\$ 47.37
			\$ 47.37



RE: Request for Recognition

December 19, 2011

Dear Superintendent Chevalier;

LB 397 requires certificated employees of school districts to request recognition from the school board as the bargaining agent for such employees. Recognition by the board is the initial step of the bargaining calendar established by the Legislature which requires bargaining to begin in the fall and be completed by the following spring prior to the contract year in question. The intent of the Legislature in the bargaining calendar concept was to have negotiations completed prior to establishing budgets.

The first contract year to be negotiated under the new bargaining calendar is 2013-14, with bargaining commencing no later than November 1, 2012, and completed by February 8, 2013. Certificated employees must request recognition on or before September 1, 2012. However, given the extremely narrow window for negotiations under LB 397, in order to ensure that all of its local affiliates receive recognition in ample time for an orderly and thoughtful negotiations process, the NSEA will assist its affiliated local bargaining units with this recognition process for 2013-14 and future contract years. Although not required by statute, to further expedite the recognition process, NSEA will also assist with recognition requests for the 2012-13 contract year.

Therefore, on behalf of NSEA's affiliate, Sarpy District 46 Education Association, the NSEA requests that the school board of the South Sarpy Dist 46 take action to recognize Sarpy District 46 Education Association as exclusive bargaining agent for the district's non-supervisory certificated staff for the 2012-13 and 2013-14 contract years. Please place this recognition request on the agenda for action at the board's next regularly scheduled board meeting. For your convenience in responding to this request, a self-addressed, postage paid envelope is enclosed. The reverse side of this letter may be used to record the board's action. Also, please send a copy of the board's response to the president of the Sarpy District 46 Education Association at the address provided below. The local association will coordinate closely with your office and the board in this process

Thank you for your cooperation in helping to implement the statutory requirements of LB 397.

Sincerely,

Larry Scherer
Director of Collective Bargaining & Research
Nebraska State Education Association

Copies: Gerald Dean Layher, President, Sarpy District 46 Education Association
719 Mulberry Ln, Springfield, NE 68059-3226
Marlene Wehrbein, NSEA UniServ Director

PERSONNEL

Voluntary Separation Program

Purpose

The purpose of Voluntary Separation Program (VSP) is to provide certified personnel, meeting certain qualifications of years of service within the district, an opportunity to accept voluntary separation earlier than normal retirement. "Certified Personnel" is defined for this policy as teachers (preschool, classroom, specialist), counselors, psychologists, media specialists, speech pathologists, and administrators employed by the district.

Offer

On or before January 1 each school year, the Board of Education will decide if they will offer the Voluntary Separation Incentive or there are any limits to participation for that current school year. The district will notify certified staff members when that decision is made. If the Board does not act to offer the program before January 1, it is assumed the program will not be offered that school year.

Eligibility

Employment in the South Sarpy School District #46 for twenty (20) years as a certified staff member is required for participation. Part time employees will be figured at the individual FTE in determining credit.

Sabbatical, medical, and other leaves of absence approved by the Board of Education do not constitute creditable service for the voluntary separation program.

Creditable service is defined in accordance with the creditable service requirements of the Nebraska State Retirement System rounded down to the nearest full year.

An employee may participate in the Voluntary Separation Program only once.

An employee receiving benefits from the Long Term Disability plan is not eligible during that time.

An employee who has received written notice that his/her principal or supervisor does not intend to continue the employee's contract past the end of the current school year is not eligible.

Participation

The district shall notify all employees who are eligible for the voluntary separation incentive on or before January 15 and any deadlines for declaring participation in the voluntary separation program. No employee will be asked to decide voluntary separation participation without at least 45 days of notice.

The employee must declare his/her intent to participate in the voluntary separation program within 45 days from the notice. The employee must complete the VSP Application form. Any exceptions may be made with Board of Education approval.

Limits of Participation

The Board of Education, in its sole discretion, reserves the right to limit participation in the VSP based on district financial issues. If limits are necessary, the Board will determine the number of incentives to be offered, and notify certified staff members on or before January 1.

The Board will grant a preference if more applications are submitted than available incentives, to longest continuous service in South Sarpy School District #46. In case of a tie, preferences will be decided, in order of importance, to 1) cost of staff member's schedule salary; 2) state and federal regulations, which may mandate certain employment practices; and 3) educational programs to be offered by the district.

Voluntary Separation Incentive

The participant receives payment based upon his/her last scheduled salary only, not including extended contracts, extra duty, etc.

Each payment will be equal to the percentage shown in the Voluntary Separation Incentive Distribution Table. Such payments shall be made annually for five years. (See following table.)

Voluntary Separation Incentive Distribution

<u>Years of Service as of Aug. 1</u>	<u>Distribution</u>
20-24	22% per year for 5 consecutive years
25 or more	25% per year for 5 consecutive years

The first VSP incentive payment will be made September 20th in the year of separation. The remaining payments will be made on the anniversary of the first payment, until the full amount is paid.

All VSP Incentive and unused sick leave payments will be deposited in a special pay 403B plan for the participant. If the participant is 55 years or older, the participant may withdraw from the 403B fund as allowed by law. ~~elect to have the VSP incentive payments paid to a TSA account. Some restrictions apply.~~ The payment shall be made directly to the participant if younger than 55 years. Participants under the age of 55 can not withdraw from the 403B fund until the age of 55. Participants may not take incentives as cash payments.

Beneficiary

In the event of death of the participant during voluntary separation incentive period, the balance of the voluntary separation benefit due will be paid in one lump sum to the participant's beneficiary(ies) or estate at the next scheduled payment date.

Unused Sick Leave

Any teacher exercising this voluntary separation program will receive a payment equal to one half (1/2) of his/her accumulated sick days times (X) the current rate of substitute pay. This payment will be made in a September payment following the conclusion of his/her teaching for the district. This payment will be made only once.

Date of Adoption: September 10, 2007
Last Revision: November 8, 2010
Last Review: _____

Legal Reference

Personnel - All EmployeesUse of School Facilities and Equipment by School Employees

The Superintendent, may approve use of school facilities, equipment and other resources by school employees, except for activities which result in personal or corporate gain and provided that such use is consistent with Policy No. 1100.

The Director of Buildings and Grounds and the Director of Maintenance may be allowed because it is necessary for their position of employment and/or for bona fide business reasons, commute to work using a school vehicle with the Superintendent's approval. The Superintendent may be allowed because it is necessary for his/her position of employment and/or for bona fide business reasons, commute to work using a school vehicle with the Board's approval. Personal use of school vehicles used for this purpose is prohibited.

For all employees, school vehicles shall not be available for personal use.

Date of Adoption: December 13, 2010

Local Leadership of Our Schools

Nebraska School Board

Recognition Week

January 22- 28, 2012

We hereby present

Chris Dill

*In recognition of your time and talent to face the complex challenges
of providing a vision, a structure, and an advocacy for student learning.*

Your efforts have not gone unnoticed!

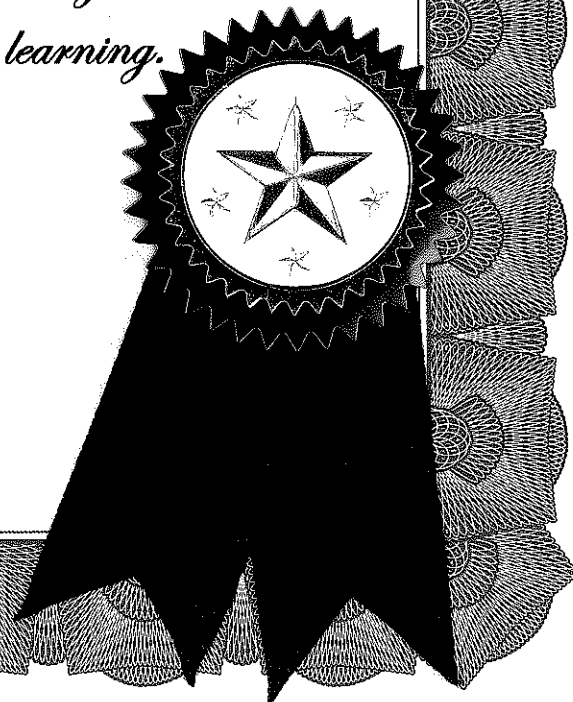
Thank You!

Charles Chevalier

Charles Chevalier, Ed.D.
Superintendent

January 9, 2012

Date



Local Leadership of Our Schools

Nebraska School Board

Recognition Week

January 22- 28, 2012

We hereby present

Jenny Kreifels

*In recognition of your time and talent to face the complex challenges
of providing a vision, a structure, and an advocacy for student learning.*

Your efforts have not gone unnoticed!

Thank You!

Charles Chevalier

Charles Chevalier, Ed.D.
Superintendent

January 9, 2012

Date



Local Leadership of Our Schools

Nebraska School Board

Recognition Week

January 22- 28, 2012

We hereby present

Brian Wichman

*In recognition of your time and talent to face the complex challenges
of providing a vision, a structure, and an advocacy for student learning.*

Your efforts have not gone unnoticed!

Thank You!

Charles Chevalier

Charles Chevalier, Ed.D.
Superintendent

January 9, 2012

Date



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Brenda Sherman

*In recognition of your time and talent to face the complex challenges
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Thank You!



Charles Chevalier, Ed.D.
Superintendent

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Nick Stolzer

*In recognition of your time and talent to face the complex challenges
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Your efforts have not gone unnoticed!

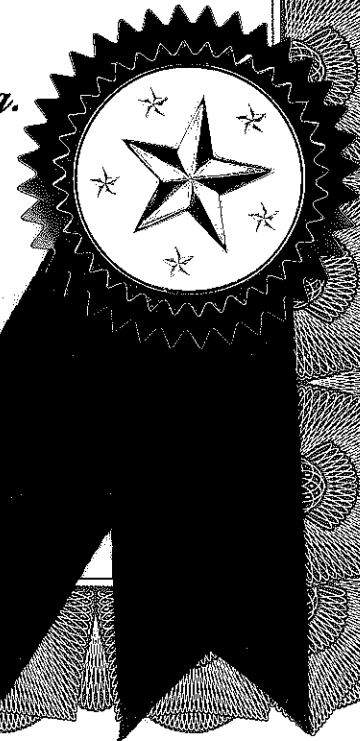
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Kyle Fisher

*In recognition of your time and talent to face the complex challenges
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