

Agenda

- I. Site Committee Meeting
- II. Finance Committee Meeting
- III. Call to Order and Roll Call
- IV. Notice of Open Meetings Act - Posted
- V. Board Reorganization
 - V.A. Nomination and Election of Board President for 2014
 - V.B. Nomination and Election of Vice President for 2014
 - V.C. Nomination and Election of Secretary for 2014
 - V.D. Appoint School District Treasurer for 2014
 - V.E. Appoint Standing Committees for 2014
 - V.F. Appoint Board Negotiating Team for 2014
 - V.G. Appoint SPCS Education Foundation Board Members for 2014
 - V.H. Appoint Ad Hoc Committee for Awards and Special Functions for 2014
 - V.I. Designate Legal Publication for 2014
 - V.J. Designate Financial Institution 2014
 - V.K. Appoint M.A.B.E. Representative for 2014
 - V.L. Appoint NASB Government Relations Network (GRN) 2014
 - V.M. Review Conflict of Interest Policies
- VI. Consent Agenda
 - VI.A. Minutes of the Previous Month's Meetings
 - VI.B. Treasurer's Report
 - VI.C. Statement of Activity Fund Accounts
 - VI.D. Recommendation for Bill Payment
 - VI.E. Open and Option Enrollment Applications
- VII. Items From Patrons on Agenda Items
- VIII. Old Business
 - VIII.A. Facility Improvement Planning Process
- IX. New Business
 - IX.A. Negotiated Agreement 2014-15 and 2015-16
 - IX.B. PHS Washington D.C. Trip 2014
- X. Reports
 - X.A. Site Committee Report
 - X.B. School District Boundaries Discussion
 - X.C. Enrollment Capacity 2014-15
 - X.D. Student and Staff Successes
 - X.E. Social Studies Material Adoption Timeline
 - X.F. Legislative Issues
- XI. Items from Patrons on Items Not on Agenda

- XII. Advance Planning
- XIII. Executive Session
 - XIII.A. Strategy Session on District Boundaries
 - XIII.B. Leave Executive Session
- XIV. Adjourn



14801 South 108th St.
Springfield, NE 68059
Phone: 402-592-1300
Fax: 402-597-8551

Site Committee, 1-13-14
Wichman (Chair), Bartels, Icenogle

Agenda:

- 1) Survey results so far
- 2) Process moving forward with Facility Improvements
- 3) Construction Manager Policies- CM @ Risk
- 4) Other
- 5) Adjourn

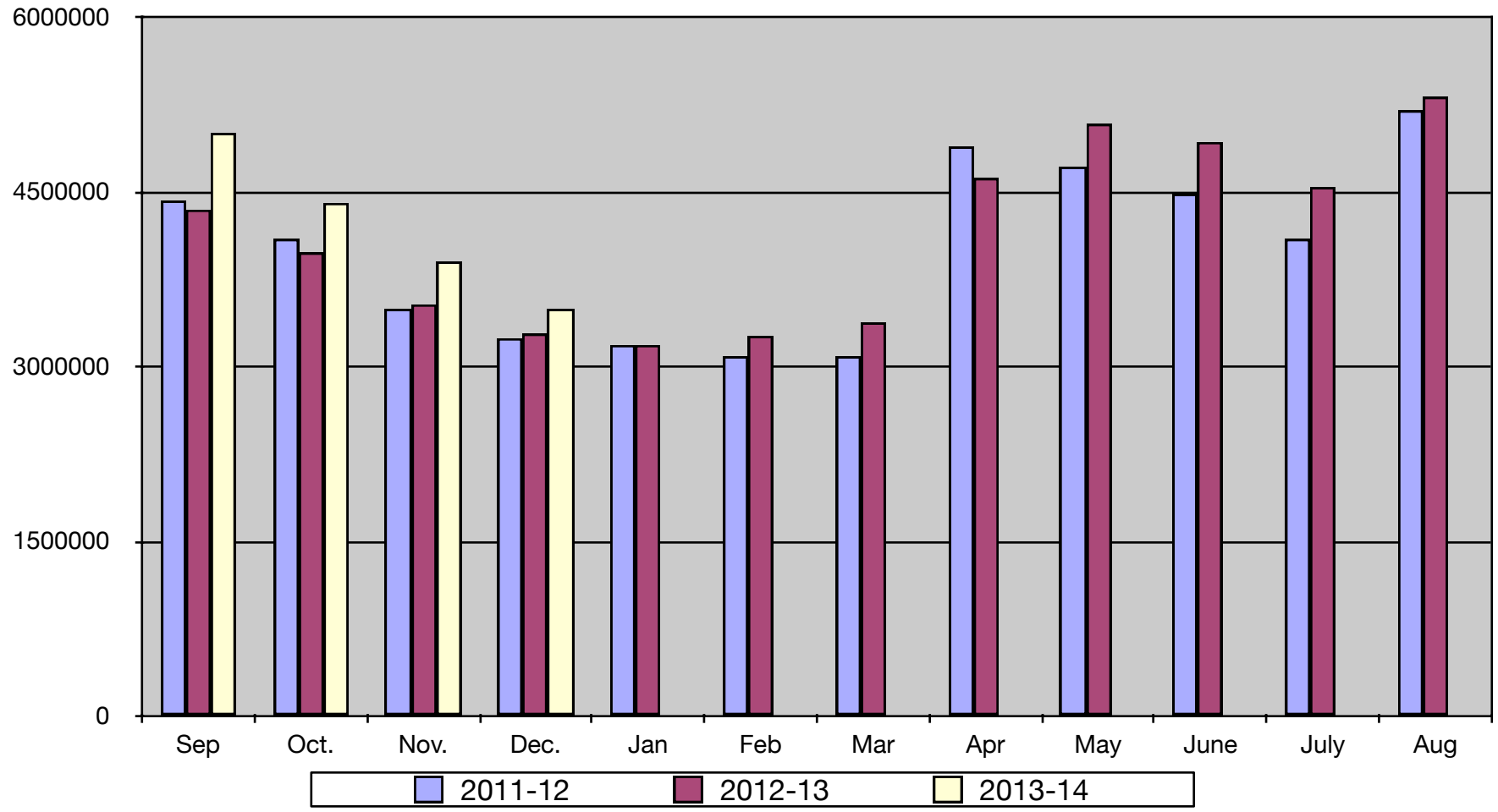
Cash Comparisons		December 2013			
	Sept	General Fund	\$4,432,866.89	\$4,338,547.54	\$5,002,123.12
		Emp. Benefit Fund	\$ 639,876.30	\$ 509,943.64	\$ 667,140.77
		Building Fund	\$1,553,887.83	\$1,198,414.51	\$1,108,167.93
		School Lunch	\$ 127,739.95	\$ 120,376.89	\$ 114,579.06
		Bond Fund	\$ 503,167.36	\$ 486,936.11	\$ 511,640.08
		Depreciation Fund	\$ 210,206.52	\$ 210,516.77	\$ 215,963.32
		Sept Total	\$7,467,744.85	\$6,864,735.46	\$7,619,614.28
	Oct.	General Fund	\$4,102,405.39	\$3,985,892.18	\$4,403,101.64
		Emp. Benefit Fund	\$ 639,960.45	\$509,996.66	\$ 667,190.85
		Building Fund	\$1,528,891.40	\$1,196,850.31	\$1,103,328.56
		School Lunch	\$ 129,934.79	\$123,243.39	\$ 139,403.48
		Bond Fund	\$ 507,728.09	\$490,608.31	\$ 514,272.80
		Depreciation Fund	\$ 210,238.54	\$210,540.56	\$ 215,979.53
		Oct. Total	\$7,119,158.66	\$6,517,131.41	\$7,043,276.86
	Nov	General Fund	\$3,501,467.31	\$3,536,230.31	\$3,905,659.00
		Emp. Benefit Fund	\$ 640,039.35	\$ 510,049.06	\$ 667,236.00
		Building Fund	\$1,530,268.01	\$1,195,272.72	\$1,101,382.00
		School Lunch	\$ 126,046.09	\$ 111,385.34	\$ 142,105.00
		Bond Fund	\$ 120,219.94	\$ 444,637.53	\$ 91,303.00
		Depreciation Fund	\$ 210,268.78	\$ 210,562.19	\$ 215,994.00
		November Total	\$6,128,309.48	\$6,008,137.15	\$6,123,679.00
	December	General Fund	\$3,250,923.52	\$3,278,783.00	\$3,498,798.90
		Emp. Benefit Fund	\$ 538,203.43	\$ 510,103.21	\$ 667,285.63
		Building Fund	\$1,528,993.85	\$1,184,475.54	\$1,086,857.89
		School Lunch	\$ 121,753.88	\$ 103,456.99	\$ 122,579.51
		Bond Fund	\$ 121,196.20	\$ 104,674.86	\$ 92,048.37
		Depreciation Fund	\$ 210,299.02	\$ 210,584.54	\$ 216,010.22
		November Total	\$5,771,369.90	\$5,392,078.14	\$5,683,580.52

Finance Committee
Superintendent Report
January 2014, 6:30 PM

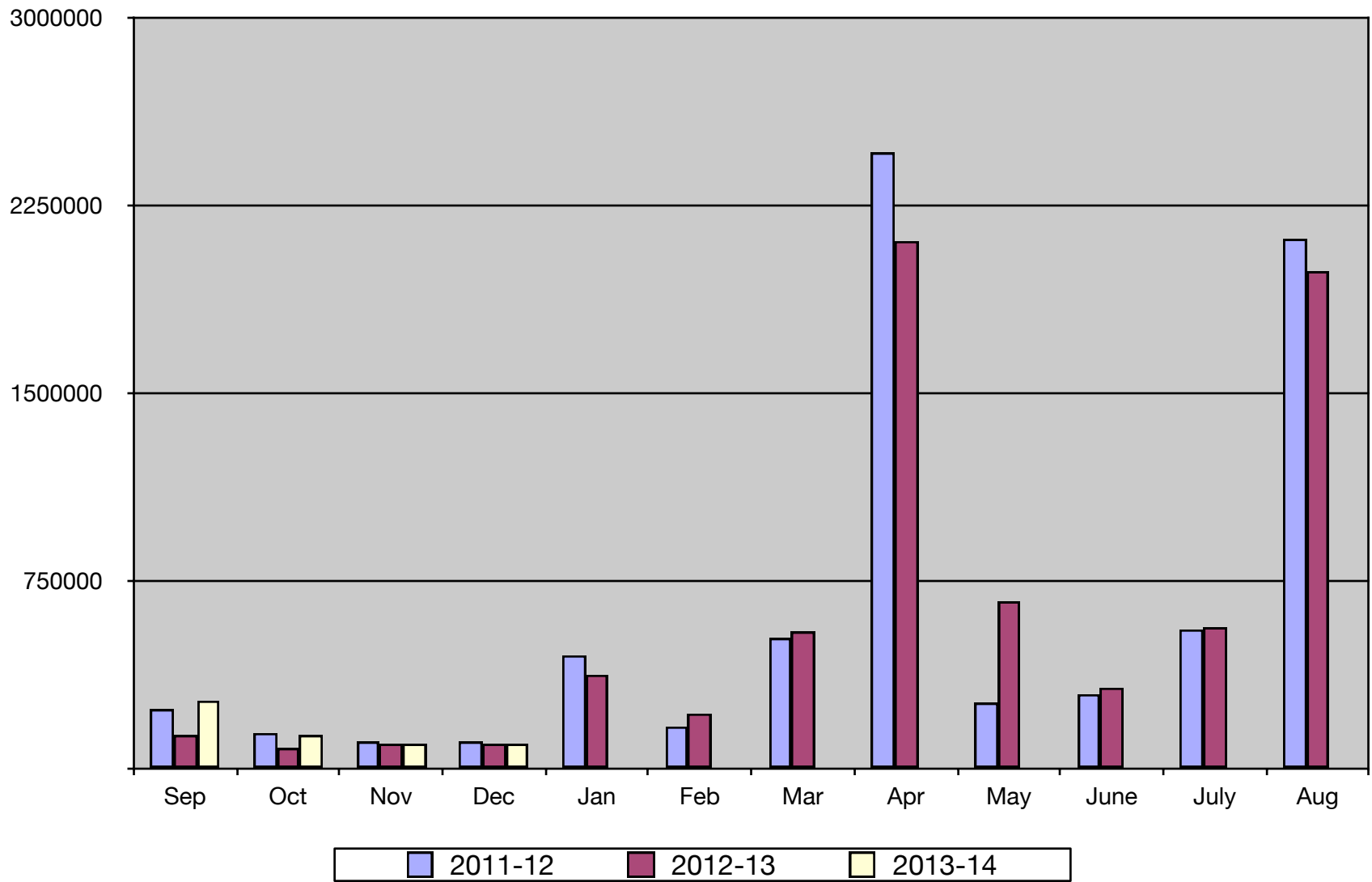
Superintendent's Report:

- Our cash balance for the general fund is at \$3,498,798 which is up from \$3,191,900.61 a year ago. State aid is coming in at consistent rate of \$435,877.30 for 10 months this year.
- The Lunch Fund continues to have a healthy balance of \$122,579.51 at the midway point of the school year.
- The Building Fund is at \$1,086,857.89 as we put some dollars toward the upkeep at LaPlatte. Projects are coming a long well at LaPlatte. Let me know if anyone wants to go down and visit and see the remodeling. In today's bill pay, I am recommending we pay \$7,500 additional dollars toward the asbestos removal which cost over \$26,000. This would put our total of dollars that we will spend to get ready for the lease at just over \$50,000. Cornerstone has had soem additional costs come up in the project through the fire marshall's inspections, etc., so us paying \$7,500 for some of the asbestos removal seems like a reasonable request.
- We currently have a balance of \$77,517 in our LIF funds at ESU #3. This money can be used for a variety of things associated with learning improvements. We have typically used it for technology replacements in the past.
- I will start looking at staffing needs and budget needs for the 2014-15 school year and start sharing those with the Board in February.
- The legislative session has begun and we will keep a close eye and work with our lobbyists on financial impacts on our district for the future.
- No surprises at this point of the school year and we are sitting well financially.

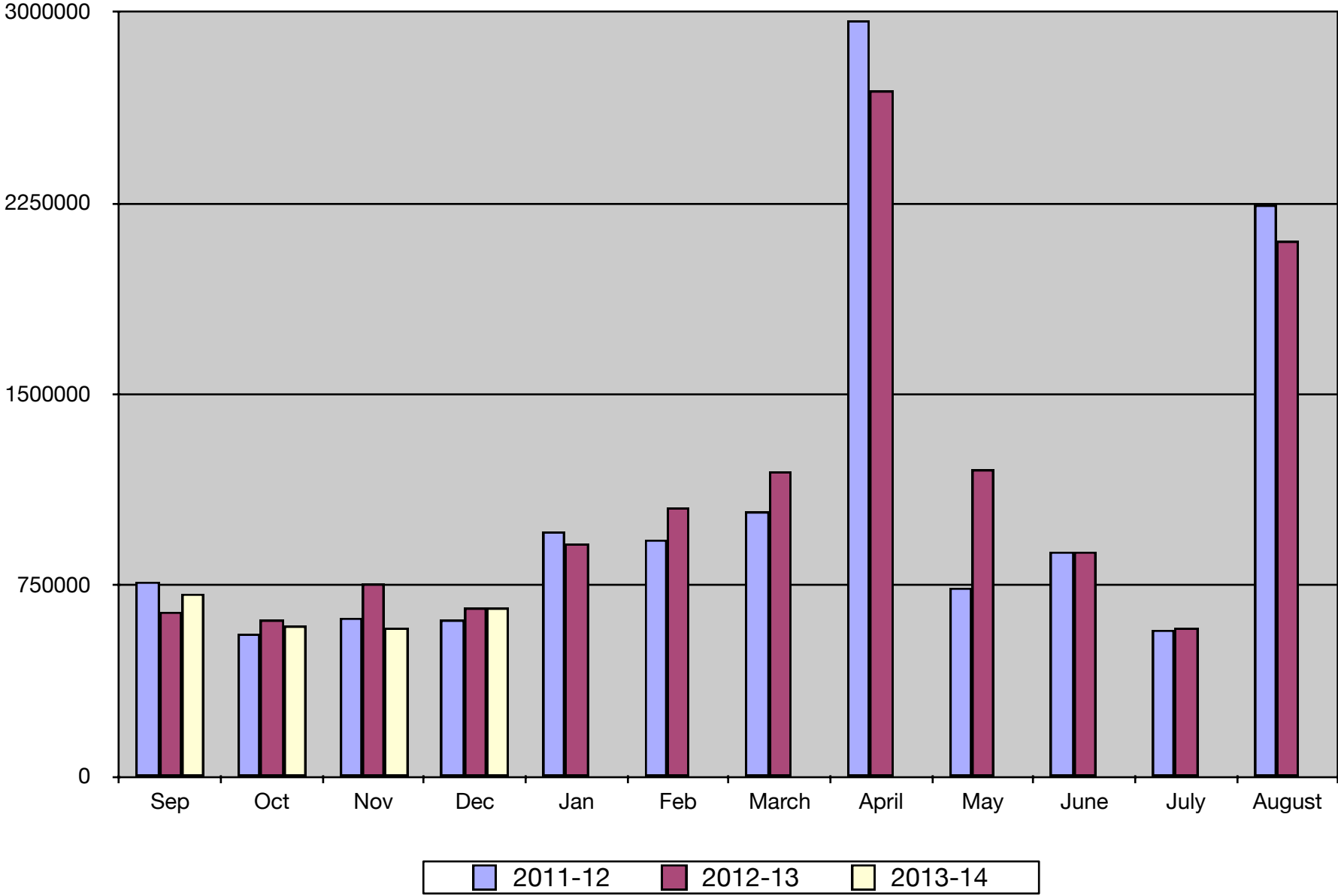
General Fund Balance 2012-13



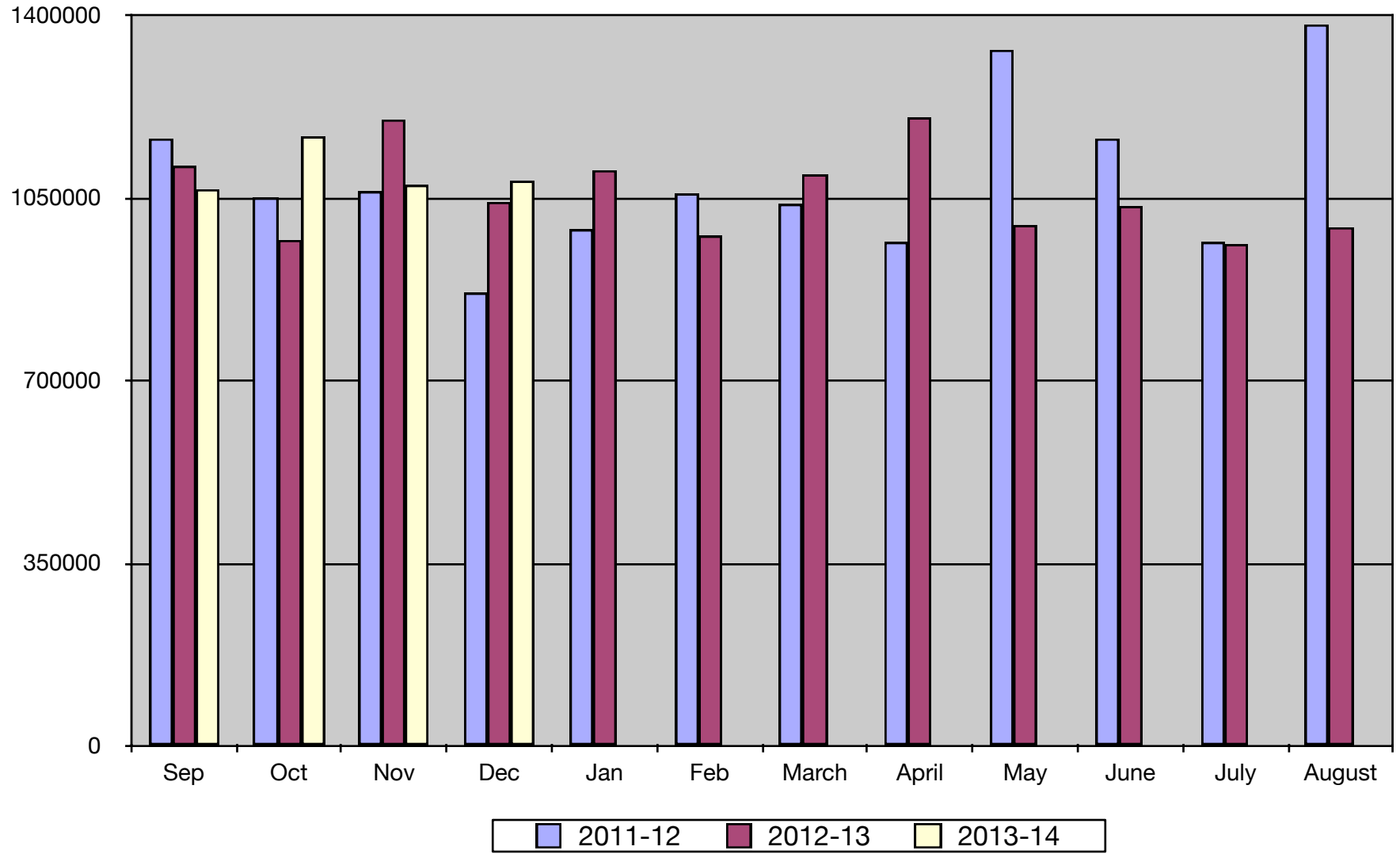
General Fund Tax Draws 2012-13



General Fund Receipts 2012-13



General Fund Expenses 2012-13



**Springfield Platteview Community Schools
Board of Education
Committee Meeting Schedule
2014**

	<u>6:00 p.m.</u>	<u>6:30 p.m.</u>
2/13/14	Site	Finance
3/12/14	Policy	Finance
4/09/14	Site	Finance
5/14/14	Policy	Finance
6/11/14	Site	Finance
7/09/14	Policy	Finance
8/13/14	Americanism/Curriculum	Finance
9/10/14	Site	Finance
10/08/14	Policy	Finance
11/12/14	Site	Finance
12/10/14	Americanism/Curriculum	Finance

Finance:

Americanism/Curriculum:

Site:

Policy:

LCCC:

Internal Board Policies - Board MembersConflict of Interest/Contracts

It shall be the policy of South Sarpy School District No. 46 that any contract whether oral or written, formal or informal, which is entered into by the school district and in which a member of the Board of Education is directly or indirectly interested, is voidable unless certain reporting, disclosure and abstention requirements are met. The school district is authorized to enter into a contract in which a member of the Board of Education is directly or indirectly interested so long as:

1. The Board member makes a declaration on the record regarding the nature of his/her interest prior to official consideration of the contract.
2. The affected Board member does not participate in consideration of the contract.
3. The Board member does not vote on the granting of the contract except that 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 in the issue, then all members may vote on the matter.
4. The Board member does not in any way participate in the inspection, operation, administration or performance under the contract on the part of the district.

It shall further be the policy of South Sarpy School District No. 46 that the above provisions apply not only to formal contracts but also to open accounts.

Legal Reference: §49-14,103.01

Date of Adoption: June 14, 2010

Internal Board PoliciesConflict of Interest - Employment of Immediate Family Member

1. A member of the Board of Education or an administrator or other employee with supervisory responsibilities may employ or recommend or supervise the employment of an immediate family member if:

- (A) He or she does not abuse his or her official positions as such "abuse" is defined at paragraph 5 below;
- (B) He or she makes a full disclosure on the record to the Board of Education and a written disclosure to the Superintendent and/or Secretary of the Board; and,
- (C) The Board of Education approves the employment or supervisory position.

2. No immediate family member of a Board of Education or an administrator or other employee with supervisory responsibilities shall be employed by the School District:

- (A) Without first having made a reasonable solicitation and consideration of applications for such employment.
- (B) Who is not qualified for and able to perform the duties of the position.
- (C) For any unreasonable high salary.
- (D) Who is not required to perform the duties of the position.

3. Neither the Board of Education nor an administrator or other employee with supervisory responsibilities shall terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.

4. This policy shall not apply to an immediate family member of a member of the Board of Education or an administrator or other employee with supervisory responsibilities who was previously employed in a position with the School District prior to the election or appointment of the Board member or employee. Prior to or as soon as reasonably possible after the official date a Board member takes office or an employee assumes his or her responsibilities, such Board member, administrator or other employee with supervisory responsibilities shall make a full disclosure of any immediate family member employed in a position subject to this policy.

5. Abuse of an official position includes, but is not limited to, employing an immediate family member:

- (A) Who is not qualified for and able to perform the duties of the position;
- (B) For any unreasonably high salary; or,
- (C) Who is not required to perform the duties of the position.

6. A member of the Board of Education may not be employed to teach in the South Sary School District No. 46. Nor shall a member of the Board of Education cast a vote in favor of the election of any employee when the Board member is related by blood or marriage to such employee.

Legal Reference: Neb. Rev. Stat. '79-818; '79-544; '49-1499.04 and '49-1499.05.

Date of Adoption: June 14, 2010

Internal Board Policies

Conflict of Interest—Other Than Contracts or Employment

1. Members of the Board of Education of this School District shall abstain from voting on matters on which they may have a conflict of interest. Any Board member who would be required to take any action or make any decision in the discharge of his or her 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:

- (a) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and,
- (b) Deliver a copy of the statement to the Political Accountability and Disclosure Commission and to the Superintendent and Secretary of the Board of Education who shall enter the statement into the public records of the School District.

The Board member shall take such action as the Commission shall advise or prescribe to remove himself or herself from influence over the action or decision in the matter.

2. The provisions of paragraph 1 above shall not prevent a Board member from making or participating in the making of a School District-related decision to the extent that the individual's participation is legally required for the action or decision to be made. In such event, the Board member shall report the occurrence to the Commission.

3. Except as defined in Nebraska statute and this policy, conflict of interest of a Board member shall not prevent a Board member from serving on the Board or restrict the hiring or purchasing practices of this School District.

4. The Superintendent, or the Superintendent's designee, shall provide:

(A) Each Board member with copies of state statutes of Nebraska pertaining to conflicts of interest at the organizational meeting of the Board of Education held at the regular School Board meeting in January of each year. In addition, any newly appointed or elected Board member shall be provided such statutes.

(B) When possible, provide each Board member with a list of financial matters on the agenda to come before the Board of Education at the next regular meeting in sufficient detail to allow the Board member to identify potential conflicts of interest and report and receive advice from the Commission.

5. For purposes of this policy, immediate family member shall be defined as a child residing in the Board member's household, a Board member's spouse or an individual claimed by that Board member or the Board member's spouse as a dependent for federal income tax purposes.

Legal Reference: Neb. Rev. Stat. §49-1425;§49-14,101;
§49-14,102; §49-14,103; §49-103.01;
§49-14,103.02; §49-14,103.03;
§49-14,103.04; §49-14,103.05; §49-14,103.06;
§79-818; §79-544 and
Neb. Rev. Stat. §49-1499.

Date of Adoption: June 14, 2010

Board of Education Regular Meeting
December 09, 2013

The Policy Committee started at 6:03 p.m. Kyle Fisher, Bob Icenogle, Jenny Kreifels, and Brenda Sherman were present. Eight policies were reviewed and proposed changes discussed. Brian Wichman joined the meeting at 6:20 p.m. The committee meeting adjourned at 6:25 p.m.

The Finance Committee started at 6:30 p.m. Kyle Fisher, Bob Icenogle, Jenny Kreifels, Brenda Sherman and Brian Wichman were present. Finance reports were reviewed by the committee. Discussion of the bills took place. The committee meeting adjourned at 6:40 p.m.

A meeting of the Board of Education of Springfield Platteview Community Schools in the County of Sarpy, in the State of Nebraska, was convened in open and public session at 7:00 p.m., Monday, December 9, 2013, at the District Board Office, Central Services Building. Present: Kyle Fisher, Bob Icenogle, Jennifer Kreifels, Brenda Sherman, and Brian Wichman. Absent: Lori Bartels.

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 Sherman informed the board and the public that the Act is located on the west wall of the board room.

Lori Bartels joined the meeting at 7:01 p.m.

Action to approve the Consent Agenda as presented passed with a motion by Fisher and a second by Wichman. Vote: Yeas - Bartels, Fisher, Icenogle, Kreifels, Sherman, Wichman. Nays - None.

Gene Stoltenberg made comments to the Board regarding school district boundaries and HVAC issues.

Director of Learning, Holli Kirwan, presented information on the Manhattan School of Music Distance Learning. Jerry Layher will present at a later date.

On December 7, 2012, the State Board of Education approved new Social Studies Standards. By December of 2013, Nebraska districts are required to adopt these new Social Studies Standards or submit their own standards that are equal to or more rigorous than those adopted by the state. Kirwan explained the process for setting Social Studies Standards. The administration recommended that the SPCS Board of Education approve the adoption of the Nebraska State Social Studies Standards. Action to approve the adoption of the Nebraska State Social Studies standards for Springfield Platteview Community Schools curriculum program in grades K-12 passed with a motion by Fisher and a second by Bartels Vote: Yeas - Bartels, Fisher, Icenogle, Kreifels, Sherman, Wichman. Nays - None.

The board has completed the superintendent's evaluation and it is available for the public's review per Nebraska's Attorney General requirements. Board members expressed their appreciation of Mr. Richards' dedication to the district. Action to approve the superintendent's evaluation as presented passed with a motion by Fisher and a second by Wichman.

The Board had a 1st reading on Policy 6271- Travel of All Students In and Out of State in November. The policy was presented for the 2nd reading and approval was recommended. Action to approve Policy 6271-Travel for All Students In and Out Of State as presented passed with a motion by Fisher and a second by Wichman. Vote: Yeas - Bartels, Fisher, Icenogle, Kreifels, Sherman, Wichman. Nays - None.

The Board of Education elected to extend the contract of superintendent Brett Richards through a two year contract, which includes the 2014-15 and 2015-16

school years. Action to approve the contract for superintendent Brett Richards as presented for the 2014-15 and 2015-16 school years passed with a motion by and a second by Bartels. Vote: Yeas - Bartels, Fisher, Icenogle, Kreifels, Sherman, Wichman. Nays - None.

Superintendent Richards reviewed the continuing discussion of Senator Smith's interim study of school district boundaries in the Learning Community, and went over openings and election filing deadlines for board members. Brenda Sherman reported on policies discussed at the Policy Committee meeting. Richards reported on student and staff successes and gave an update on plans for a holiday luncheon for the staff.

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

Board members reviewed their upcoming schedule of meetings, trainings, and conventions. Significant school calendar items were also discussed.

Action to enter into executive session at 7:42 p.m. for the purpose of personnel items and for the protection of the public interest and for the prevention of needless injury to the reputation of an individual passed with a motion by Fisher and a second by Kreifels. Vote: Yeas - Bartels, Fisher, Icenogle, Kreifels, Sherman, Wichman. Nays - None.

The Board reconvened in regular session at 8:09 p.m.

Action to adjourn the meeting at 8:09 p.m. passed with a motion by Kreifels and a second by Wichman. Vote: Yeas - Bartels, Fisher, Icenogle, Kreifels, Sherman, Wichman. Nays - None.

Thoma Bumgardner, Recording Secretary

Accepted: Jenny Kreifels, Secretary Board of Education

Admin. Revolving - Dec 2013

12/1/2013 through 12/31/2013

1/2/2014

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Date	Account	Num	Description	Memo	Category	Clr	Amount
BALANCE 11/30/2013							3,263.32
12/3/2013	Administrative	5304	POSTMASTE...	1-01-2510-341 POSTAGE		R	-53.37
12/5/2013	Administrative	5305	SKILLPATHS	1-21-2410-630 REGISTR FEE		R	-99.00
12/9/2013	Administrative	5306	SID #23	1-12-2610-323 WATER & SE...		R	-50.56
12/10/2013	Administrative	5307	WINDSTREAM	1-01-2510-342 PHONE		R	-1,010.95
12/11/2013	Administrative	TXFR	TRANSFER F...			R	1,388.11
12/13/2013	Administrative	5308	SID #23	1-12-2610-323 WATER & SE...		R	-98.34
12/16/2013	Administrative	5309	**VOID**NCA...	1-21-1100-410 REGISTR FEE		R	0.00
12/16/2013	Administrative	5310	NCAPS	1-21-1100-410 REGISTR FEE			-440.00
12/18/2013	Administrative	5311	BAG N SAVE	1-01-2310-690 HOLIDAY LU...		R	-1,231.20
12/20/2013	Administrative	5312	POSTMASTE...	1-01-2510-341 POSTAGE		R	-391.10
12/23/2013	Administrative	5313	CHARLOTTE ...	1-20-1100-290 REFUND		R	-133.20
12/1/2013 - 12/31/2013							-2,119.61
BALANCE 12/31/2013							1,143.71
TOTAL INFLOWS							1,388.11
TOTAL OUTFLOWS							-3,507.72
NET TOTAL							-2,119.61

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

SPRINGFIELD PLATTEVIEW COMM
 STUDENT FEE ACCOUNT
 14801 S 108TH ST
 SPRINGFIELD NE 68059

Statement Date: 12/31/2013 Enclosures: (0)

Account No.: 4151129 Page: 1

REGULAR CHECKING ACCOUNT SUMMARY

Type : REG Status : Active

Category	Number	Amount
Balance Forward From 11/29/13		7.58
Debits		0.00
Ending Balance On 12/31/13		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

	Total For This Period	Total Year-To-Date
Total Overdraft Fees	\$0.00	\$0.00
Total Returned Item Fees	\$0.00	\$0.00

This Statement Cycle Reflects 32 Days

Nebraska Public Agency Investment Trust

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

Account Activity for December 01, 2013 to December 31, 2013

Participant Name:

SOUTH SARPY SCHOOL DISTRICT #46
14801 S 108TH ST
SPRINGFIELD NE 68059-4925

Account Number: 126649-001

Beginning Balance: \$68,527.53

Date	Description	Authorization	Amount	Balance
12/31/2013	Auto-Post December Interest, Purchase		\$1.23	\$68,528.76

Ending Balance: \$68,528.76

Nebraska Public Agency Investment Trust
Daily Balance and Interest Report for: December 2013

Name: SOUTH SARPY SCHOOL DISTRICT #46

Account Number: 126649-001

Date	Daily Yield (Annualized)	Balance	Daily Accrual
12/01/2013	0.00017	\$68,527.53	\$0.03
12/02/2013	0.00020	\$68,527.53	\$0.04
12/03/2013	0.00020	\$68,527.53	\$0.04
12/04/2013	0.00020	\$68,527.53	\$0.04
12/05/2013	0.00020	\$68,527.53	\$0.04
12/06/2013	0.00020	\$68,527.53	\$0.04
12/07/2013	0.00020	\$68,527.53	\$0.04
12/08/2013	0.00020	\$68,527.53	\$0.04
12/09/2013	0.00020	\$68,527.53	\$0.04
12/10/2013	0.00020	\$68,527.53	\$0.04
12/11/2013	0.00020	\$68,527.53	\$0.04
12/12/2013	0.00020	\$68,527.53	\$0.04
12/13/2013	0.00020	\$68,527.53	\$0.04
12/14/2013	0.00020	\$68,527.53	\$0.04
12/15/2013	0.00020	\$68,527.53	\$0.04
12/16/2013	0.00020	\$68,527.53	\$0.04
12/17/2013	0.00020	\$68,527.53	\$0.04
12/18/2013	0.00020	\$68,527.53	\$0.04
12/19/2013	0.00020	\$68,527.53	\$0.04
12/20/2013	0.00020	\$68,527.53	\$0.04
12/21/2013	0.00020	\$68,527.53	\$0.04
12/22/2013	0.00020	\$68,527.53	\$0.04
12/23/2013	0.00020	\$68,527.53	\$0.04
12/24/2013	0.00020	\$68,527.53	\$0.04
12/25/2013	0.00020	\$68,527.53	\$0.04
12/26/2013	0.00020	\$68,527.53	\$0.04
12/27/2013	0.00020	\$68,527.53	\$0.04
12/28/2013	0.00020	\$68,527.53	\$0.04
12/29/2013	0.00020	\$68,527.53	\$0.04
12/30/2013	0.00020	\$68,527.53	\$0.04
12/31/2013	0.00020	\$68,527.53	\$0.04
Average Weighted Rate		Average Balance	Total Interest
0.02113 %		\$68,527.53	\$1.23

SPRINGFIELD PLATTEVIEW COMMUNITY SCHOOLS			
Treasurer's Report			
For the month ended December, 2013			
General Fund Now Account			
Bank Balance: Beginning of Reporting Period			\$ 826,236.60
Deposits:			
Springfield State Bank - Interest	\$ 46.82		
Transfer from Employee Benefit	\$ 0.00		
Transfers from Investment Account	\$ 1,149,220.24		
Transfer from Bond Fund	\$ 0.00		
Deposit from NPERS	\$ 0.00		
Transfers from Lunch Fund Investment	\$ 0.00		
Transfers from Building Fund Investment	\$ 0.00		\$ 1,149,267.06
			\$ 1,975,503.66
Disbursements			\$ 1,569,329.27
Bank Balance: End of Reporting Period			\$ 406,174.39
Outstanding Checks: End of Reporting Period			\$ 140,418.28
			\$ 265,756.11
General Fund Investment Account			
Available Balance: Beginning of Reporting Period			\$ 3,654,222.39
Deposits:			
Springfield State Bank - Interest	\$ 242.34		
Sarpy County Treasurer - Local Taxes	\$ 2,962.82		
Learning Community Common Taxes	\$ 15,102.60		
Sarpy County- MVT	\$ 83,536.68		
Liquor License	\$ 0.00		
State Aid	\$ 435,877.30		
SPED School Age Reimb.	\$ 113,899.00		
IDEA/Federal Grants/ Title	\$ 0.00		
Medicaid	\$ 0.00		
Rentals	\$ 950.00		
Pre-School / Summer School Tuition	\$ 525.00		
Refunds and Reimbursements	\$ 5,101.26		
iPad Fees	\$ 682.00		
Postage	\$ 0.00		\$ 658,879.00
			\$ 4,313,101.39
Disbursements			
Transfers to General Fund NOW	\$ 1,080,575.60		
Administrative Revolving	\$ 1,388.11		
Returned checks/ fees	\$ 0.00		
Bank and other Service Charges	\$ 117.00		\$ 1,082,080.71
			\$ 3,231,020.68
General Fund Administrative Revolving Account			
Available Balance: Beginning of Reporting Period			\$ 4,491.72
Deposits:			
Transfers From General Fund Investment Acc't	\$ 1,388.11		
Transfers From Lunch Fund Investment Acc't	\$ 0.00		
Transfers From Building Fund	\$ 0.00		
			\$ 1,388.11
			\$ 5,879.83
Disbursements			
			\$ 3,267.72
Bank Balance: End of Reporting Period			\$ 2,612.11
Outstanding Checks: End of Reporting Period			\$ 590.00
Outstanding Deposits: End of Reporting Period			\$ 0.00
			\$ 2,022.11
Admin. Revolving Account Balance: End of Reporting Period			
			\$ 2,022.11
General Fund Administrative Revolving Account			\$ 2,022.11
General Fund NOW Account			\$ 265,756.11
General Fund Investment Account			\$ 3,231,020.68
			\$ 3,498,798.90
TOTAL GENERAL FUND BALANCE			
Employee Benefit Fund			
Available Balance: Beginning of Reporting Period			\$ 667,235.91
Deposits:			
Springfield State Bank - Interest		\$ 49.72	
Transfers From General Fund Investment Acc't		\$ 0.00	
Bank Balance: End of Reporting Period			\$ 667,285.63
Certificate of Deposit			
Available Balance: End of Reporting Period			\$ 667,285.63
Disbursements			\$ 0.00
			\$ 667,285.63
TOTAL EMPLOYEE BENEFIT BALANCE			
Special Building Fund Investment Account			
Available Balance: Beginning of Reporting Period			\$ 1,101,382.23
Deposits:			
Springfield State Bank - Interest	\$ 81.36		
Sarpy County Treasurer - Local Taxes	\$ 41.97		\$ 123.33
			\$ 1,101,505.56
Disbursements			
			\$ 14,647.67
Available Balance: End of Reporting Period			\$ 1,086,857.89
			\$ 1,086,857.89
TOTAL SPECIAL BUILDING FUND BALANCE			
School Lunch Investment Account			
Available Balance: Beginning of Reporting Period			\$ 142,105.90
Deposits:			
Springfield State Bank - Interest	\$ 9.44		
Hot Lunches	\$ 22,343.55		
State/Federal Aid	\$ 11,605.59		
Miscellaneous	\$ 0.00		\$ 33,958.58
			\$ 176,064.48
Disbursements			
Transfers to NOW	\$ 53,484.97		\$ 53,484.97
Available Balance: End of Reporting Period			\$ 122,579.51
			\$ 122,579.51
TOTAL SCHOOL LUNCH FUND BALANCE			
Bond Fund Investment Account			
Available Balance: Beginning of Reporting Period			\$ 91,303.44
Deposits:			
Springfield State Bank - Interest	\$ 6.84		
Sarpy County Treasurer - Local Taxes	\$ 1,250.09		\$ 1,256.93
			\$ 92,560.37
Disbursements			
Transfer to NOW			\$ 512.00
			\$ 0.00
Available Balance: End of Reporting Period			\$ 92,048.37
			\$ 92,048.37
TOTAL BOND FUND BALANCE			
Depreciation Fund Account			
Available Balance: Beginning of Reporting Period			\$ 215,994.12
Deposits:			
Springfield State Bank - Interest	\$ 16.10		
Transfers from General Fund	\$ 0.00		\$ 16.10
			\$ 216,010.22
Disbursements			
Transfer to NOW			\$ 0.00
Available Balance: End of Reporting Period			\$ 216,010.22
			\$ 216,010.22
TOTAL DEPRECIATION FUND BALANCE			

Bank Statement Reconciliation

Description

Adjustment Date

Adjustment Amount

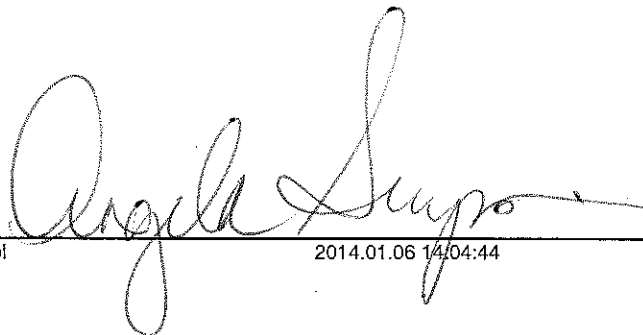
Platteview High School

12/01/2013 through 12/31/2013

Checking

Bank Statement Reconciliation Summary

1. Statement Balance	\$ 161,885.49
2. - Outstanding checks	\$ 1,641.19
3. + Outstanding Deposits	\$ 0.00
4. + Outstanding Adjustments	\$ 0.00
5. Total	\$ 160,244.30
6. + Investments	\$ 0.00
7. Book Balance	\$ 160,244.30



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

SPRINGFIELD PLATTEVIEW COMM
 PLATTEVIEW ACTIVITY FUND
 14801 S 108TH STREET
 SPRINGFIELD NE 68059

Statement Date: 12/31/2013 Enclosures: (116)

Account No.: 104812 Page: 1

NOW CHECKING ACCOUNT SUMMARY

Category	Number	Type :	REG	Status :	Active	Amount
Balance Forward From 11/29/13						168,929.94
Deposits	8					22,717.71+
Debits	108					29,774.60
Interest Added This Statement						12.44+
Ending Balance On 12/31/13						161,885.49
Annual Percentage Yield Earned					0.09%	
Interest Paid This Year					146.95	
Interest Paid Last Year					161.32	
Average Balance (Collected)					166,985.77+	

STATEMENT PERIOD ACTIVITY

Date	Check/Description	Amount	Check/Description	Amount	Balance
12/02/13	41831	70.00	41937	899.33	167,960.61
12/03/13	41933	1,205.00			166,755.61
12/04/13	41781	70.00	41929	199.00	166,486.61
12/04/13	41928	207.00	41915	474.38	165,805.23
12/04/13	41914	4,606.00			161,199.23
12/05/13	41941	190.00			161,009.23
12/06/13	DEPOSIT	615.25+	DEPOSIT	1,701.00+	163,325.48
12/06/13	41961	38.75	41934	311.90	162,974.83
12/09/13	41968	30.00	41967	60.28	162,884.55
12/09/13	41875	70.00	41940	120.00	162,694.55
12/09/13	41970	570.75			162,123.80
12/10/13	41954	50.00	41947	50.00	162,023.80
12/10/13	41952	50.00	41949	50.00	161,923.80
12/10/13	41959	103.00	41956	206.00	161,614.80
12/10/13	41930	210.00	41966	543.06	160,861.74
12/11/13	DEPOSIT	5,017.80+	DEPOSIT	8,269.06+	174,148.60
12/11/13	41939	26.33	41958	27.00	174,095.27
12/11/13	41951	50.00	41950	50.00	173,995.27
12/11/13	41960	75.00	41963	125.00	173,795.27
12/11/13	41964	736.00			173,059.27
12/12/13	41969	6.63	31457	229.65	172,822.99
12/12/13	41936	450.00			172,372.99
12/13/13	DEPOSIT	1,464.75+	41971	75.00	173,762.74
12/16/13	41944	44.12	41935	60.00	173,658.62
12/16/13	41962	60.00	41972	120.00	173,478.62
12/16/13	41942	146.67	31458	223.52	173,108.43
12/16/13	41946	761.39			172,347.04

Continued

01/16/14

Adjustment Detail

Detail report. Sorted by Group ID.
From 12/01/2013 to 12/31/2013.

Group	Group Description	Activity ID	Site ID	Adj. Date	Description	Amount
B	Clubs & Organizations					
		420	SpringPlat	12/20/2013	Dec. concession profits	\$ 1,439.86
		342	SpringPlat	12/20/2013	Nov. concession profits	\$ 215.20
					Group B Totals:	<u>\$ 1,655.06</u>
C	Classes					
		590	SpringPlat	12/20/2013	Nov. & Dec. concession profits	\$ 860.26
					Group C Totals:	<u>\$ 860.26</u>
E	Miscellaneous					
		710	SpringPlat	12/20/2013	Dec. concession profits	-\$ 1,439.86
		710	SpringPlat	12/20/2013	Nov. & Dec. concession profits	-\$ 860.26
		710	SpringPlat	12/20/2013	Nov. concession profits	-\$ 215.20
					Group E Totals:	<u>-\$ 2,515.32</u>
					Report Totals :	<u>\$ 0.00</u>

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 12/01/2013 to 12/31/2013.

Site ID	Site Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
Group ID	Group Name					
Activity ID	Activity Name					
SpringPl Platteview High School						
A	Athletics					
100	Athletics	21,290.48	4,875.15	331.89	0.00	25,833.74
105	Baseball Contest	0.00	0.00	0.00	0.00	0.00
106	Baseball Equip/Supplies	13,775.00	0.00	0.00	0.00	13,775.00
110	Boys Basketball Contest	0.00	0.00	875.00	0.00	-875.00
111	Boys Basketball Equip/Supplies	1,490.40	0.00	85.50	0.00	1,404.90
115	Boys Golf Contest	-850.00	0.00	0.00	0.00	-850.00
116	Boys Golf Equip/Supplies	1,000.00	0.00	0.00	0.00	1,000.00
120	Boys Soccer Contest	-45.50	0.00	0.00	0.00	-45.50
121	Boys Soccer Equip/Supplies	3,100.00	0.00	0.00	0.00	3,100.00
125	Cross Country Contest	0.00	0.00	0.00	0.00	0.00
126	Cross Country Equip/Supplies	469.75	0.00	0.00	0.00	469.75
130	Football Contest	0.00	0.00	0.00	0.00	0.00
131	Football Equip/Supplies	-5,902.87	0.00	0.00	0.00	-5,902.87
135	Girls Basketball Contest	0.00	0.00	1,726.00	0.00	-1,726.00
136	Girls Basketball Equip/Supplies	877.45	0.00	123.49	0.00	753.96
140	Girls Golf Contest	0.00	0.00	0.00	0.00	0.00
141	Girls Golf Equip/Supplies	700.00	0.00	0.00	0.00	700.00
145	Girls Soccer Contest	-45.50	0.00	0.00	0.00	-45.50
146	Girls Soccer Equip/Supplies	2,100.00	0.00	0.00	0.00	2,100.00
150	Softball Contest	0.00	0.00	125.00	0.00	-125.00
151	Softball Equip/Supplies	5,828.88	0.00	106.20	0.00	5,722.68
155	Track Contest	-170.00	0.00	0.00	0.00	-170.00
156	Track - Boys Equip/Supplies	2,131.77	0.00	0.00	0.00	2,131.77
157	Track - Girls Equip/Supplies	2,048.24	0.00	0.00	0.00	2,048.24
160	Volleyball Contest	0.00	0.00	0.00	0.00	0.00
161	Volleyball Equip/Supplies	928.71	0.00	29.95	0.00	898.76
165	Wrestling Contest	-361.90	875.00	1,718.98	0.00	-1,205.88
166	Wrestling Equip/Supplies	1,025.30	0.00	885.87	0.00	139.43
180	PC Boys Basketball Contest	-390.00	0.00	390.00	0.00	-780.00
181	PC Boys Basketball Equip/Supplies	0.00	0.00	0.00	0.00	0.00
182	PC Boys Track Contest	0.00	0.00	0.00	0.00	0.00
183	PC Boys Track Equip/Supplies	-55.00	0.00	0.00	0.00	-55.00
184	PC Football Contest	0.00	0.00	0.00	0.00	0.00
185	PC Football Equip/Supplies	0.00	0.00	0.00	0.00	0.00
186	PC Girls Basketball Contest	0.00	0.00	0.00	0.00	0.00
187	PC Girls Basketball Equip/Supplies	0.00	0.00	0.00	0.00	0.00
188	PC Girls Track Contest	0.00	0.00	0.00	0.00	0.00
189	PC Girls Track Equip/Supplies	-55.00	0.00	0.00	0.00	-55.00
190	PC Volleyball Contest	0.00	0.00	0.00	0.00	0.00
191	PC Volleyball Equip/Supplies	0.00	0.00	0.00	0.00	0.00
192	PC Wrestling Contest	0.00	0.00	0.00	0.00	0.00
193	PC Wrestling Equip/Supplies	0.00	0.00	0.00	0.00	0.00
A Totals:		48,890.21	5,750.15	6,397.88	0.00	48,242.48

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 12/01/2013 to 12/31/2013.

Site ID Group ID	Site Name Group Name Activity ID Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
B	Clubs & Organizations					
200	Baseball Club	773.20	0.00	0.00	0.00	773.20
203	Boys Basketball Club	356.97	3,730.00	356.50	0.00	3,730.47
205	Boys Golf Club	0.00	0.00	0.00	0.00	0.00
210	Boys Soccer Club	1,576.36	0.00	0.00	0.00	1,576.36
220	Cheer	1,511.56	0.00	30.00	0.00	1,481.56
230	Cross Country Club	164.50	472.00	0.00	0.00	636.50
240	Dance Team	4,673.32	0.00	0.00	0.00	4,673.32
245	Drama Club	1,159.23	0.00	342.59	0.00	816.64
250	FBLA	973.05	0.00	0.00	0.00	973.05
260	Football Club	8,153.23	0.00	0.00	0.00	8,153.23
270	Girls Basketball Club	3,136.42	173.00	854.51	0.00	2,454.91
280	Girls Golf Club	24.98	0.00	0.00	0.00	24.98
290	Girls Letter Club	3,224.43	144.00	38.75	0.00	3,329.68
300	Girls Soccer Club	2,265.58	0.00	0.00	0.00	2,265.58
330	National Honor Society	608.08	0.00	0.00	0.00	608.08
340	P Club	1,320.48	0.00	0.00	0.00	1,320.48
342	Platteview Tech Club	-142.64	0.00	0.00	215.20	72.56
345	Softball Club	288.50	0.00	0.00	0.00	288.50
350	Skills USA	183.43	0.00	0.00	0.00	183.43
360	Spanish Club	816.93	0.00	0.00	0.00	816.93
370	Spirit Club	858.06	0.00	0.00	0.00	858.06
380	Student Council	724.54	0.00	93.72	0.00	630.82
390	Thespian	0.00	0.00	0.00	0.00	0.00
400	Track Club	884.68	65.00	0.00	0.00	949.68
410	Volleyball Club	5,171.02	0.00	443.30	0.00	4,727.72
420	Wrestling Club	2,378.68	1,699.00	1,615.13	1,439.86	3,902.41
	B Totals:	41,084.59	6,283.00	3,774.50	1,655.06	45,248.15
C	Classes					
500	Art	2,449.77	0.00	0.00	0.00	2,449.77
505	Band	6,079.19	1,180.95	1,398.43	0.00	5,861.71
510	Choir	2,780.72	1,176.42	1,895.44	0.00	2,061.70
515	Class of 2016	1,788.12	0.00	0.00	0.00	1,788.12
520	Class of 2017	0.00	0.00	0.00	0.00	0.00
530	Class of 2014	2,494.42	0.00	0.00	0.00	2,494.42
540	Class of 2015	1,720.72	339.40	83.40	0.00	1,976.72
550	Construction Tech	152.82	0.00	0.00	0.00	152.82
570	Family Consumer Science	1,339.41	0.00	371.33	0.00	968.08
580	Industry Tech	1,534.21	170.61	44.12	0.00	1,660.70
590	Yearbook	14,917.71	55.00	221.00	860.26	15,611.97
	C Totals:	35,257.09	2,922.38	4,013.72	860.26	35,026.01
D	Activities					

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 12/01/2013 to 12/31/2013.

Site ID Group ID	Site Name Group Name Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
600	Activities		1,943.99	0.00	0.00	0.00	1,943.99
650	Mock Trial		46.57	175.00	190.00	0.00	31.57
655	Musical		0.00	0.00	0.00	0.00	0.00
660	Play Production		2,162.09	856.00	158.67	0.00	2,859.42
670	Speech		0.00	0.00	0.00	0.00	0.00
D Totals:			4,152.65	1,031.00	348.67	0.00	4,834.98
E	Miscellaneous						
700	Alumni		2,877.15	0.00	0.00	0.00	2,877.15
705	Capital Improvement		5,000.00	0.00	0.00	0.00	5,000.00
710	Concessions		8,696.72	6,309.89	4,635.78	-2,515.32	7,855.51
720	Faculty Courtesy Fund		957.18	0.00	0.00	0.00	957.18
730	Fine Arts		1,323.95	0.00	0.00	0.00	1,323.95
740	Guidance		430.80	0.00	0.00	0.00	430.80
750	Library		737.40	0.00	0.00	0.00	737.40
760	Principal		3,066.88	428.73	668.80	0.00	2,826.81
770	Textbook Fines		1,451.66	5.00	0.00	0.00	1,456.66
780	College Access Grant		3,952.53	0.00	2,038.31	0.00	1,914.22
E Totals:			28,494.27	6,743.62	7,342.89	-2,515.32	25,379.68
F	Dual Credits						
805	Math		1,513.00	0.00	0.00	0.00	1,513.00
F Totals:			1,513.00	0.00	0.00	0.00	1,513.00
N	Non-Active Accounts						
90001	AV - Graduation		0.00	0.00	0.00	0.00	0.00
90002	Class of 2010		0.00	0.00	0.00	0.00	0.00
90003	Class of 2011		0.00	0.00	0.00	0.00	0.00
90004	Class of 2012		0.00	0.00	0.00	0.00	0.00
90005	Class of 2013		0.00	0.00	0.00	0.00	0.00
90060	General Fund		0.00	0.00	0.00	0.00	0.00
90061	German		0.00	0.00	0.00	0.00	0.00
90062	Government		0.00	0.00	0.00	0.00	0.00
90063	Lit Mag		0.00	0.00	0.00	0.00	0.00
N Totals:			0.00	0.00	0.00	0.00	0.00
SpringPI Totals:			159,391.81	22,730.15	21,877.66	0.00	160,244.30
Report Totals:			159,391.81	22,730.15	21,877.66	0.00	160,244.30

STATEMENT OF ACTIVITY FUND

SPRINGFIELD ELEMENTARY

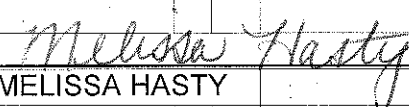
FOR THE PERIOD: DECEMBER 1, 2013 - DECEMBER 31, 2013

Activity	Balance Last Report	Receipts	Expenditures	Transactions In-Out	Balance On Hand
Library Fund	\$2,155.76	\$0.00	\$0.00	\$	\$2,155.76
General Fund	\$2,563.29	\$289.61	\$95.17	\$	\$2,757.73
Pop	\$343.74	\$109.25	\$28.76	\$	\$424.23
Student Council	\$1,830.74	\$0.00	\$0.00	\$	\$1,830.74
Technology Fund	\$2,567.92	\$0.00	\$0.00	\$	\$2,567.92
Destination Imag.	\$241.50	\$0.00	\$0.00	\$	\$241.50
Totals	\$9,702.95	\$398.86	\$123.93		\$9,977.88

Previous Bank Balance	\$10,442.15
Deposits Made This Month	\$398.86
Checks Paid This Month	\$863.13
New Bank Balance	\$9,977.88
Minus Outstanding Checks	
Plus Outstanding Deposits	
Final Account Balance	\$9,977.88



Wes Reed, Principal
December _____, 2013

STATEMENT OF ACTIVITY FUND					
WESTMONT ELEMENTARY					
FOR THE PERIOD: Dec. 2013					
Activity	Balance Last Report	Receipts	Expenditures	Balance On Hand	
Library Fund	\$4,250.12	\$0.00	\$0.00	\$4,250.12	
General Fund	\$3,395.71	\$970.30	\$201.26	\$4,164.75	
Pop	\$1,401.84	\$36.36	\$0.00	\$1,438.20	
Student Council	\$942.71	\$0.00	\$0.00	\$942.71	
Destination Imag.	\$1,041.13	\$507.10	\$512.41	\$1,035.82	
Totals	\$11,031.51	\$1,513.76	\$713.67	\$11,831.60	
Previous Bank Balance	\$11,070.71				
Deposits Made This Month	\$1,513.76				
Checks Paid This Month	\$752.87				
New Bank Balance	\$11,831.60				
Minus Outstanding Checks	\$0.00				
Plus Outstanding Deposits	\$0.00				
Final Account Balance	\$11,831.60				
				 MELISSA HASTY Principal	

Reconciliation Summary

BANK STATEMENT -- CLEARED TRANSACTIONS:

Previous Balance:			3,473.27
Checks and Payments	1	Item	-55.95
Deposits and Other Credits	0	Items	0.00
Service Charge	0	Items	0.00
Interest Earned	0	Items	0.00
Ending Balance of Bank Statement:			3,417.32

YOUR RECORDS -- UNCLEARED TRANSACTIONS:

Cleared Balance:			3,417.32
Checks and Payments	0	Items	0.00
Deposits and Other Credits	0	Items	0.00
Register Balance as of 12/31/2013:			3,417.32
Checks and Payments	1	Item	-1,852.00
Deposits and Other Credits	0	Items	0.00
Register Ending Balance:			1,565.32



Prepared For
BRETT RICHARDS
 SO SARPY SCHOOL 46

Account Number
 XXXX-XXXXX7-21006

Closing Date
 12/22/13

Page 3 of 3

Activity Continued

Card Number	XXXX-XXXXX7-22020	Reference Code	Amount \$
11/28/13	B & B PITSTOP REF# 000023955 PURCHASE ROC NUMBER 000023955	SPRINGFIELD NE GAS STATION 11/27/13 00002395500	76.00
12/04/13	B & B PITSTOP REF# 000024629 PURCHASE ROC NUMBER 000024629	SPRINGFIELD NE GAS STATION 12/03/13 00002462900	53.86
12/07/13	B & B PITSTOP REF# 000024916 PURCHASE ROC NUMBER 000024916	SPRINGFIELD NE GAS STATION 12/06/13 00002491600	60.65
12/07/13	EMBASSY SUITES PLAZA FOL# 00007136 ARRIVAL DATE DEPARTURE DATE 12/03/13 12/05/13 00 ROOM RATE \$302.38 ROC NUMBER 00007136	KANSAS CITY MO LODGING 12/07/13 SPED @ SP A. Carreon & T. Mahoney Linda mood - Bell Seminar	302.38
12/11/13	PESI REF# VPCEA28ECB2 8007263888	800-726-3888 WI 12/10/13 SPED - A. Belsky 1-01-1240-410	223.51
12/12/13	B & B PITSTOP REF# 000025455 PURCHASE ROC NUMBER 000025455	SPRINGFIELD NE GAS STATION 12/11/13 00002545500	54.57
12/13/13	B & B PITSTOP REF# 000025534 PURCHASE ROC NUMBER 000025534	SPRINGFIELD NE GAS STATION 12/12/13 00002553400	85.00
12/13/13	B & B PITSTOP REF# 000025542 PURCHASE ROC NUMBER 000025542	SPRINGFIELD NE GAS STATION 12/12/13 00002554200	76.49
12/17/13	THE MIDWEST CLINIC REF# 73503470 CHARITY ROC NUMBER 73503470	8474244163 IL CHARITABLE ORG 12/16/13 73503470000 1-22-1100-630	135.00
12/18/13	SHOPTRN*AMACO REF# 8024320 877-412-7467	877-412-7467 CA 12/17/13 80243200000 PHS Art Dept.	196.95
12/19/13	B & B PITSTOP REF# 000026085 PURCHASE ROC NUMBER 000026085	SPRINGFIELD NE GAS STATION 12/18/13 00002608500	54.83
Total for BRETT A. RICHARDS		New Charges/Other Debits Payments/Other Credits	1,319.24 0.00

fuel = \$461.40
1-01-2520-330

BR
1-6-14

PAID JAN 14 2014

BILLS FOR PAYMENT JANUARY 13,2014 BY FUND			
GENERAL FUND			
Payee	Account Code	Reason	Amount
Educational Service #3	1-01-1100-318	AV REPAIR	\$ 490.00
NE Education Technology Services,	1-01-1100-318	ANNUAL EMEETING MEMBERSHIP	\$ 1,500.00
State of NE-Office of CIO	1-01-1100-318	ON-LINE SERVICE	\$ 233.21
Westmont SID #23	1-01-1100-318	WIRELESS LEASE(WATER TOWER)	\$ 300.00
AMAZON	1-01-1100-410	SUPPLIES	\$ 57.00
Staskiewicz, Frank	1-01-1100-670	REIMBR. MILEAGE	\$ 99.44
Kids On The Move Inc	1-01-1210-318	SPED SERVICE	\$ 1,770.00
Ralston Public Schools	1-01-1210-318	SPED SERVICE	\$ 115.83
UNL Event and Conference	1-01-1210-630	Registration: S. Dill	\$ 175.00
American Express	1-01-1240-410	CREDIT CARD PAYMENT	\$ 223.51
SkillPath Seminars	1-01-1240-410	SUPPLIES	\$ 31.90
SkillPath Seminars	1-01-1240-630	CONFERENCE-B. ELLIFF	\$ 199.00
UNL Event and Conference	1-01-1240-630	Registration: A. Belsky	\$ 175.00
Educational Service Unit #3 (ADMIN	1-01-2130-120	INTERLOCAL SUBS NOV. 2013	\$ 805.00
Educational Service Unit #3 (ADMIN	1-01-2130-210	INTERLOCAL SUBS NOV. 2013	\$ 70.39
Educational Service Unit #3 (ADMIN	1-01-2130-290	INTERLOCAL SUBS NOV. 2013	\$ 4.83
Sarah Buettner	1-01-2130-318	RN SUB	\$ 99.71
Feldhacker, Heather L	1-01-2130-670	REIMBR. MILEAGE	\$ 95.77
ACT	1-01-2210-410	PLAN	\$ 200.00
AMAZON	1-01-2210-410	SUPPLIES	\$ 85.98
HyVee Food & Drug Store	1-01-2210-410	SUPPLIES	\$ 51.29
AdvancED Nebraska	1-01-2210-630	REGISTRATION:H.KIRWAN	\$ 120.00
Educational Service #3	1-01-2210-630	STEPPING STONES	\$ 252.00
McCracken, Michelle L	1-01-2210-670	REIMBR. MILEAGE	\$ 86.65
Parr, Michelle M	1-01-2210-670	REIMBR. MILEAGE	\$ 213.01
NE Assoc Of School Boards	1-01-2310-630	ST. CONF.-B.ICENOGL	\$ 318.00
Home Depot/GECF	1-01-2310-690	SUPPLIES	\$ 89.70
HyVee Food & Drug Store	1-01-2310-690	SUPPLIES	\$ 203.86
Bromm & Associates, LLC	1-01-2320-317	2ND HALF OF LOBBY RETAINER 13/1	\$ 5,100.00
Harding & Shultz, P.C.,L.L.O.	1-01-2320-317	LEGAL SERVICE	\$ 5,801.79
Omaha World Herald	1-01-2320-350	LEGALS	\$ 226.32
Omaha World Herald	1-01-2320-350	LEGALS/EMPLOYMENT AD	\$ 1,812.78
AMAZON	1-01-2320-410	SUPPLIES	\$ 116.99
NE Assoc Of School Boards	1-01-2320-630	ST. CONF.-B.RICHARDS	\$ 229.00
NE Council of School Administrators	1-01-2320-630	WORKSHOP-T.BUMGARDNER	\$ 85.00
Bumgardner, Thoma J	1-01-2320-670	REIMBR. MILEAGE	\$ 183.06
Richards, Brett A	1-01-2320-670	REIMBR. MILEAGE	\$ 147.44
Bromm & Associates, LLC	1-01-2330-318	2ND HALF OF LOBBY RETAINER 13/1	\$ 5,100.00
Lukas Partners, Inc.	1-01-2330-318	PR SERVICES	\$ 598.40
Morningfire, Inc.	1-01-2330-318	DEC 2013 OUTDOOR ADV.	\$ 860.00
Bishop Business	1-01-2510-318	PROFESSIONAL SERVICE	\$ 75.00
Claritus	1-01-2510-318	POSTAGE LEASE	\$ 240.00
Educational Service #3	1-01-2510-318	LASERFICHE USAGE	\$ 3.01
Midwest Office Automations	1-01-2510-318	COPIER LEASE	\$ 2,765.99
One Source	1-01-2510-318	BACKGROUND CKS.	\$ 105.00
Stamp Fulfillment Services	1-01-2510-341	PRE-STAMP ENVELOPES	\$ 792.90
CenturyLink	1-01-2510-342	PHONE @ CO	\$ 228.11
CenturyLink	1-01-2510-342	PHONE @ SP	\$ 398.90
MCI	1-01-2510-342	LONG DISTANCE	\$ 308.69
Verizon Wireless	1-01-2510-342	CELL PHONE	\$ 168.85
Culligan Us Filter	1-01-2510-410	SUPPLIES	\$ 11.00
Infinity Printing Supplies	1-01-2510-410	TONER	\$ 466.93
Midlands Printing & Business Forms	1-01-2510-410	SUPPLIES	\$ 735.91
Quill Corp	1-01-2510-410	SUPPLIES	\$ 152.73
Retoner Inc (The)	1-01-2510-410	TONER	\$ 39.95
SkillPath Seminars	1-01-2510-410	SUPPLIES	\$ 31.90
SkillPath Seminars	1-01-2510-630	CONFERENCE-L.RICHARDS	\$ 199.00
American Express	1-01-2520-336	CREDIT CARD PAYMENT	\$ 461.40
O'Reilly Automotive Inc	1-01-2520-337	SUPPLIES	\$ 43.98
Great Plains Pest Services In	1-01-2620-318	PEST CONTROL	\$ 150.00
Rosser Lawn Care, Inc.	1-01-2620-318	SNOW REMOVAL @ PHS	\$ 1,440.00

Rosser Lawn Care, Inc.	1-01-2620-318	SNOW REMOVAL @ SP	\$ 355.00
Rosser Lawn Care, Inc.	1-01-2620-318	SNOW REMOVAL @ WM	\$ 285.00
Crouch Recreational Design, Inc.	1-01-2620-319	MULCH	\$ 3,050.00
Grainger	1-01-2620-319	SUPPLIES	\$ 31.55
Greater Omaha Refrigeration	1-01-2620-319	REPAIR-ICE-MACHINE TRAINING RO	\$ 350.26
Moore Brothers Construction, Inc.	1-01-2620-319	MULCH @ SP & WM	\$ 315.00
Prime Communications, Inc.	1-01-2620-319	SECURITY DOOR @ PHS	\$ 127.14
Protex Central Inc	1-01-2620-319	SMOKE DETECTOR @ WM	\$ 107.50
Electrical Engineering & Equipment	1-01-2620-410	SUPPLIES	\$ 405.29
Grainger	1-01-2620-410	SUPPLIES	\$ 230.53
Home Depot/GEFCF	1-01-2620-410	SUPPLIES	\$ 329.68
Mark's Plumbing Parts	1-01-2620-410	SUPPLIES	\$ 36.75
Taher, Inc.	1-01-4406-410	SUPPLIES	\$ 730.76
Kids On The Move Inc	1-01-4410-318	SPED SERVICE	\$ 915.00
Metropolitan Utilities Dist	1-02-2610-321	LEVEL PAYMENT	\$ 250.00
Omaha Public Power District	1-02-2610-322	LEVEL PAYMENT	\$ 385.47
First Student	1-02-2750-318	ACTIVITY TRIPS	\$ 14,439.32
First Student	1-02-2750-318	FACILITY RENT	\$ (2,000.00)
First Student	1-02-2750-318	FUEL ESCALATOR	\$ 9,623.21
First Student	1-02-2750-318	REGULAR ROUTES	\$ 71,681.68
First Student	1-02-2750-318	ROUTE EXTENTIONS	\$ 977.30
First Student	1-02-2760-318	SPED ADJUSTMENT	\$ (677.31)
First Student	1-02-2760-318	SPED ROUTES	\$ 42,896.30
Happy, Yellow and Checker Cab Cor	1-02-2760-318	SPED TRANSPORTATION	\$ 1,718.05
First Student	1-02-2790-318	LC HOURS	\$ 8,964.20
Metropolitan Utilities Dist	1-03-2610-321	LEVEL PAYMENT	\$ 320.00
Omaha Public Power District	1-03-2610-322	LEVEL PAYMENT	\$ 367.03
Educational Service Unit #3 (ADMIN	1-10-1100-120	INTERLOCAL SUBS NOV. 2013	\$ 9,714.39
Educational Service Unit #3 (ADMIN	1-10-1100-210	INTERLOCAL SUBS NOV. 2013	\$ 745.15
Educational Service Unit #3 (ADMIN	1-10-1100-290	INTERLOCAL SUBS NOV. 2013	\$ 57.24
Sarpy County Treasurer's Offi	1-10-1100-313	RESOURCE OFFICER	\$ 5,393.11
Educational Service Unit #3 (SPED)	1-10-1200-318	SPED SERVICE	\$ 1,113.37
Educational Service Unit #3 (SPED)	1-10-1230-362	SPED SERVICE	\$ 1,113.37
Emily R Wadhams, HPMT,MT-BC	1-10-1230-362	SPED SERVICE	\$ 340.00
Educational Service Unit #3 (ADMIN	1-10-1290-120	INTERLOCAL SUBS NOV. 2013	\$ 230.00
Educational Service Unit #3 (ADMIN	1-10-1290-210	INTERLOCAL SUBS NOV. 2013	\$ 17.60
Educational Service Unit #3 (ADMIN	1-10-1290-290	INTERLOCAL SUBS NOV. 2013	\$ 1.38
Educational Service Unit #3 (SPED)	1-10-1290-318	SPED SERVICE	\$ 4,503.04
First Student	1-10-1290-410	ACTIVITY TRIPS	\$ 170.48
HyVee Food & Drug Store	1-10-1290-410	SUPPLIES	\$ 300.91
Lee, Sandra R	1-10-1290-410	REIMBR. SUPPLIES	\$ 90.78
Lou's Sporting Goods	1-10-1290-410	SUPPLIES	\$ 146.75
Taher, Inc.	1-10-1290-410	PRE-SCHOOL SUPPLIES	\$ 488.00
Edwards, Elizabeth A	1-10-1290-670	REIMBR. MILEAGE	\$ 75.65
Educational Service #3	1-10-1310-410	SPED SERVICE	\$ 260.00
Miller, Vanessa A	1-10-1310-410	REIMBR. SUPPLIES	\$ 132.46
N-CAPS	1-10-1310-630	REGISTRATION	\$ 730.00
Metropolitan Omaha Educational Co	1-11-1100-318	13/14 CADRE	\$ 13,750.00
AMAZON	1-11-1100-410	SUPPLIES	\$ 661.47
Janak, Marla J	1-11-1100-670	REIMBR. MILEAGE	\$ 52.55
Ralston Public Schools	1-11-1220-318	SPED SERVICE	\$ 1,042.47
American Express	1-11-1220-630	CREDIT CARD PAYMENT	\$ 302.38
Lindamood-Bell Learning Processes	1-11-1220-630	Registration: Anna Carreon	\$ 679.00
Lindamood-Bell Learning Processes	1-11-1220-630	Registration: Tara Mahoney	\$ 679.00
Carreon, Anna C	1-11-1220-670	REIMBR. SPED CONFERENCE	\$ 323.43
Mahoney, Tara N	1-11-1220-670	REIMBR. SPED CONFERENCE	\$ 71.64
Reed, Wesley S	1-11-2410-670	REIMBR. MILEAGE	\$ 44.92
Metropolitan Utilities Dist	1-11-2610-321	LEVEL PAYMENT	\$ 590.00
Omaha Public Power District	1-11-2610-322	LEVEL PAYMENT	\$ 3,522.11
City Of Springfield	1-11-2610-323	WATER & SEWER @ SP	\$ 170.04
Egan Supply Company	1-11-2610-410	SUPPLIES	\$ 48.09
Hillyard/Sioux Falls	1-11-2610-410	SUPPLIES	\$ 234.35
Metropolitan Omaha Educational Co	1-12-1100-318	13/14 CADRE	\$ 13,750.00
AccuPrint Laser Services Inc	1-12-1100-410	TONER	\$ 569.85
AMAZON	1-12-1100-410	SUPPLIES	\$ 152.65

AMAZON	1-12-1100-460	SUPPLIES	\$ 1,298.00
Educational Service Unit #3 (ADMIN	1-12-1220-120	INTERLOCAL SUBS NOV. 2013	\$ 115.00
Educational Service Unit #3 (ADMIN	1-12-1220-210	INTERLOCAL SUBS NOV. 2013	\$ 8.80
Educational Service Unit #3 (ADMIN	1-12-1220-290	INTERLOCAL SUBS NOV. 2013	\$ 0.69
Ralston Public Schools	1-12-1220-318	SPED SERVICE	\$ 772.20
AMAZON	1-12-1220-410	SUPPLIES	\$ 691.43
Apple, Inc.	1-12-1220-530	MD786LL/A IPAD AIR 32GB-Space Gra	\$ 599.00
Hasty, Melissa D	1-12-2410-670	REIMBR. MILEAGE	\$ 133.91
Omaha Public Power District	1-12-2610-322	LEVEL PAYMENT	\$ 4,207.80
S I D #23	1-12-2610-323	WATER & SEWER @ WM	\$ 50.56
Egan Supply Company	1-12-2610-410	SUPPLIES	\$ 48.08
Hillyard/Sioux Falls	1-12-2610-410	SUPPLIES	\$ 234.34
Educational Service Unit #3 (ADMIN	1-20-1100-120	INTERLOCAL SUBS NOV. 2013	\$ 6,612.50
Educational Service Unit #3 (ADMIN	1-20-1100-210	INTERLOCAL SUBS NOV. 2013	\$ 505.86
Educational Service Unit #3 (ADMIN	1-20-1100-220	INTERLOCAL SUBS NOV. 2013	\$ 68.16
Educational Service Unit #3 (ADMIN	1-20-1100-290	INTERLOCAL SUBS NOV. 2013	\$ 35.75
Sarpy County Treasurer's Offi	1-20-1100-313	RESOURCE OFFICER	\$ 5,393.11
Platteview High School	1-20-1100-690	FEE WAIVER	\$ 824.01
Educational Service Unit #3 (SPED)	1-20-1230-362	SPED SERVICE	\$ 6,300.00
Heartland Foundation	1-20-1230-362	SPED SERVICE	\$ 2,415.00
Iowa School for the Deaf	1-20-1230-362	SPED SERVICE	\$ 10,987.58
Ollie Webb Center, Inc.	1-20-1230-362	SPED SERVICE	\$ 13,300.00
Vocational Development Center, Inc	1-20-1230-362	SPED SERVICE	\$ 1,400.10
Decker, Inc.	1-21-1100-410	MARKERBOARD	\$ 795.80
Educational Service #3	1-21-1100-630	QUIZ BOWL-A.THAYER	\$ 75.00
Culligan Us Filter	1-21-1100-690	SUPPLIES	\$ 71.70
AMAZON	1-21-2230-410	SUPPLIES	\$ 107.90
Svendson, Trendolyn D	1-21-2410-630	REIMBR. MILEAGE & SUPPLIES	\$ 97.05
Johnson, Darin L	1-21-2410-670	REIMBR. MILEAGE	\$ 100.57
Egan Supply Company	1-21-2610-410	SUPPLIES	\$ 48.09
Hillyard/Sioux Falls	1-21-2610-410	SUPPLIES	\$ 234.35
Schmitt Music Center	1-22-1100-318	REPAIR	\$ 68.00
American Express	1-22-1100-410	CREDIT CARD PAYMENT	\$ 196.95
Home Depot/GECF	1-22-1100-410	SUPPLIES	\$ 33.63
King, Matthew T	1-22-1100-410	REIMBR. SUPPLIES	\$ 48.56
Koester, Anthony S	1-22-1100-410	REIMBR. MILEAGE	\$ 7.36
Korf, Keegan R	1-22-1100-410	REIMBR. SUPPLIES	\$ 38.28
Morgenson, Jodie L	1-22-1100-410	REIMBR. SUPPLIES	\$ 51.27
Pepper Of Minneapolis	1-22-1100-410	SUPPLIES	\$ 557.20
Walmart Community/GECRB	1-22-1100-410	SUPPLIES	\$ 117.45
American Express	1-22-1100-630	CREDIT CARD PAYMENT	\$ 135.00
Diekmann, Nancy C	1-22-1100-630	REIMBR. MEALS (MOCK TRIAL)	\$ 150.00
Embassy Suites-Lincoln	1-22-1100-670	ROOMS-J.LAYHER	\$ 636.00
Janak, Maria J	1-22-1100-670	REIMBR. MILEAGE	\$ 67.76
Koester, Anthony S	1-22-1100-670	REIMBR. MILEAGE	\$ 122.04
Educational Service Unit #3 (ADMIN	1-22-1220-120	INTERLOCAL SUBS NOV. 2013	\$ 345.00
Educational Service Unit #3 (ADMIN	1-22-1220-210	INTERLOCAL SUBS NOV. 2013	\$ 26.39
Educational Service Unit #3 (ADMIN	1-22-1220-290	INTERLOCAL SUBS NOV. 2013	\$ 1.79
HOBY	1-22-2120-410	REGISTRATION: M.CLARAHAN	\$ 150.00
NE Leadership Seminar, Inc.	1-22-2120-410	REGISTRATION:J.BARTELS & J. ROM	\$ 150.00
Educational Service #3	1-22-2410-318	A/V REPAIR	\$ 199.96
AMAZON	1-22-2410-410	SUPPLIES	\$ 690.54
Quill Corp	1-22-2410-410	SUPPLIES	\$ 88.21
AdvancED Nebraska	1-22-2410-630	WORKSHOP- A. SIMPSON	\$ 120.00
NSASSP-Region II	1-22-2410-630	MEMBERSHIP- A. SIMPSON	\$ 20.00
Case, Jacki L	1-22-2410-670	REIMBR. MILEAGE	\$ 19.78
Jennings, James P	1-22-2410-670	REIMBR. MILEAGE	\$ 64.64
Metropolitan Utilities Dist	1-22-2610-321	LEVEL PAYMENT	\$ 2,070.00
Omaha Public Power District	1-22-2610-322	LEVEL PAYMENT	\$ 15,459.59
Egan Supply Company	1-22-2610-410	SUPPLIES	\$ 133.16
Hillyard/Sioux Falls	1-22-2610-410	SUPPLIES	\$ 468.70
			\$ 335,398.05

Food Service			
Payee	Account Code	Reason	Amount
Taher, Inc.	2-23-6000-318	OPERATING EXPENSES NOV. 20	\$ 41,664.66
Dairl Mullins	2-23-6000-690	LUNCH REFUND	\$ 39.30
Nicole Williams	2-23-6000-690	LUNCH REFUND	\$ 15.35
			\$ 41,719.31
Building Fund			
Payee	Account Code	Reason	Amount
Hauff Sports	3-06-2515-000	FOAM WALL @ PC	\$ 2,311.20
Cornertone Cougars Inc.	3-06-2515-000	1/3 ASBESTOS & PLUMBING PAY	\$ 22,147.67
			\$ 24,458.87
			\$ 394,076.23

AGREEMENT

**Between
The SPRINGFIELD PLATTEVIEW COMMUNITY SCHOOLS
SARPY COUNTY, NEBRASKA
BOARD OF EDUCATION**

And

**The SPRINGFIELD PLATTEVIEW
EDUCATION ASSOCIATION**

School Years

**2014-15
2015-16**

PREAMBLE

THIS AGREEMENT IS MADE AND ENTERED INTO this 13th day of January, 2014, by and between the Board of Education of the Springfield Platteview Community Schools in the county of Sarpy, in the State of Nebraska (hereinafter referred to as the "Board" or "District" as the context may require) and the Springfield Platteview Education Association (hereinafter referred to as the "Association"). ADOPTED 1996. Modified for 2014-15.

GENERAL PURPOSE

The Board and the Association recognize that the development of a quality educational program for the children attending the public schools of Springfield Platteview Community Schools is a joint responsibility which can best be achieved by agreement that all parties work toward common goals. The Board and the Association enter into this Agreement with mutual dedication, recognizing that the experience, creativity and judgment of all parties are necessary to reach the educational needs of the community. ADOPTED 1996.

NEGOTIATIONS PROCEDURES

The two parties to this Agreement believe the following procedures are necessary for good faith bargaining to occur:

Each party will name a negotiations team and indicate a spokesperson, such information to be given to the other party prior to the first session.

Either party may request bargaining to be opened by contacting the President or spokesperson of the other party.

Meeting dates and times will be scheduled by mutual consent of the two parties.

Facts, opinions, proposals and counterproposals will be freely discussed in good faith during the meetings.

All parties shall treat each other professionally and respectfully during discussions and shall give due consideration to all proposals.

Negotiations between the Board and Association teams shall begin on or before November 1 of the year preceding the contract year in question. Modified for 2012-13.

Final agreements shall be reduced to writing and signed by both parties.
ADOPTED 1997.

ARTICLE I

Negotiating Agent

The Board of Education agrees that the Springfield Platteview Education Association is the sole and exclusive negotiating agent for the district's certified staff, provided that said Association continues to represent at least 51% of the certified staff by evidence of membership. It is understood that any articles in this agreement relate to certificated teachers (pre-school, classroom, and specialists), counselors, psychologists, media specialists, and speech pathologists employed by the school district. Modified for 2008-09

ARTICLE II

Teachers Rights

- A. Nothing contained in this Agreement shall be construed to deny any teacher those rights provided under Nebraska Law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided elsewhere.
- B. The Board will not discriminate against any teacher with respects to terms and conditions of employment by reason of membership in the Association and its affiliates, participation in collective negotiations with the Board, or institution of a grievance under the terms of this agreement. ADOPTED 1997.

ARTICLE III

Associations Rights

The Springfield Platteview Education Association shall have the right to use the interschool mail system, so long as such use does not interfere with the normal operation of the system.

The Springfield Platteview Education Association shall have the right to use the District's computers, printers, network, e-mail, etc. for Association activities, so long as such use does not interfere with the District's use of the above mentioned. Should, in the opinion of the District Administration, the Association use become excessive, the Association will enter into a discussion with the Superintendent to determine a more suitable level of usage. ADOPTED 2005

Payroll Deduction of Dues

The Board agrees to deduct from the salaries of the teachers dues for the Association as well as for the Nebraska State Education Association and the National Education Association or any one of a combination of such organizations as said teachers individually and voluntarily authorize the Board to deduct. The Board further agrees to remit promptly such monies to the treasurer of the Association. The Board agrees to deduct from the final paycheck of each teacher whatever amount is necessary to complete the annual obligation to the Association after receiving written consent from each affected teacher. The Association membership form which includes a Payroll Deduction Authorization shall constitute such written consent. This authorization shall be ongoing until written notification from the Association to the contrary is received by the District. Modified for 2012-13.

ARTICLE IV

Salaries

- A. Salary Schedule

The salary schedule is shown in Appendix A for the 2014-15 and 2015-16 school years.

- B. Initial Placement

1. Teachers beginning service to the district on or after August 1, 2008 will receive credit for all years of professional service they have completed prior to joining Springfield Platteview Community Schools.

For a historical record of placement procedures, it is agreed to furnish the following details:

Prior to August 1, 1992: Teachers were allowed one year experience for every year taught up to the seventh step. Teachers with experience, but without professional educational experience within the last five years were allowed one year of experience for every two years taught up to the seventh step.

From August 1, 1992 to July 31, 2002, Teachers were allowed one year of experience for each year taught. Teachers with experience, but without professional educational experience within the last five years were allowed one year of experience for every two years taught.

From August 1, 2002 to July 31, 2008: Teachers had 2 years of experience deducted on their placement on the salary schedule. Adopted for 2006-07.

The changed schedule is reflected in Appendix A and B. Adopted for 2003-04. Modified for 2006-07.

No teacher will receive credit for the 1991-92 school year. Adopted 1992. Modified 2008-09.

Each step will represent 1 year of experience. Each column will represent 9 hours of additional, acceptable education (see Article IV, Section D. Horizontal Movement). No person covered by this negotiated agreement will advance beyond the BA+36/MA column until they receive their Master's degree, except as provided in Article IV, Section D.

Each column will be 3% greater than the preceding column.

Each step will be 5% greater than the preceding step.

The columns in the salary schedule will include the columns listed below and the number of steps in each column as shown. Column I (MA+36) shall continue beyond the fifteenth step as per Article IV, E. (Longevity Increment) of this contract.

Column Name	Number of Steps
A (BA)	5
B (BA+9)	7
C (BA+18)	9
D (BA+27)	10
E (BA+36/MA)	13
F (MA+9)	14
G (MA+18)	15
H (MA+27)	15
I (MA+36)	15

The salary schedule is shown in Appendix A and B. Modified for 2014-15 and 2015-16.

2. Teachers Returning to Springfield Platteview Community Schools, AFTER accepting the Early Separation Agreement provisions. Adopted for 2005-06.

Teachers returning to the District after accepting the provisions of the Early Separation Plan, shall be placed as any other teacher in the District EXCEPT:

- a. Any monies owed to the returning teacher under the Early Separation Agreement shall cease UNTIL they leave the District's employment. The payment(s) will then resume, unchanged, until the District's obligations are met under the provisions of the Early Separation Agreement. (Example: If a teacher rejoins the District for the 2004-05 school year, the payment they would have received on September 20, 2004 will be withheld, until they leave the District employment. See Voluntary Separation Plan policy. Adopted for 2004-05.
- b. The returning teacher, having previously accepted the terms of the Early Separation Agreement, shall not be placed beyond Step 15 in the MA+36 column (if eligible) and they shall not be able to move beyond Step 15 in the MA+36 column at any time in the future. Adopted for 2004-05.

C. Base Salary

For teachers holding a baccalaureate degree, the beginning base salary will be \$32,600 for the 2014-15 school year and \$32,975 for the 2015-16 school year. Modified for 2014-15 and 2015-16.

D. Horizontal Movement

Hours earned to advance on the salary schedule must be graduate hours leading toward an advanced degree in education, or graduate hours relating to the teaching processes, or graduate hours relating to the teaching field, or any graduate hours that have prior approval of the Superintendent. To advance on the salary schedule, the teacher must (1) provide notice to the superintendent no later than July 1st prior to the year of advancement of his or her intention to obtain hours that will lead to horizontal advancement on the salary schedule, and (2) have official transcripts on file in the superintendent's office no later than October 1st of that school year.

Graduate hours taken before a teacher completes an undergraduate degree program will not be counted beyond that degree, UNLESS the graduate hours are part of a program for an advanced degree accepted by an accredited institution granting an advanced degree. Adopted 2003-04. Modified 2012-13.

E. Longevity Increment

A longevity increment of 3% will be added to the index of employees who have exhausted all means of horizontal and vertical movement on the salary schedule and have remained on this last step of the MA+36 column for five years. This increment will be given every five years of non movement (Explanation: 6th, 11th, 16th, 21st years of non movement in MA+36.). Modified 1998.

F. Extra Duty

Those who are assigned to extracurricular duties identified on the Extra Duty Schedule shall be compensated pursuant to Appendix C and D, and entitled Extra Duty Schedule. Modified for 2012-13.

Splitting or sharing an extra duty assignment is allowed only if it is (1) reduced to a written agreement with the duties and responsibilities of each person clearly enumerated, (2) signed by both parties (3) approved by the Athletic Director and (4) approved by the Association Extra Duty committee. The agreement and approval is valid for only one (1) year. Added for 2001-02.

The board retains the right to assign teachers to positions and create or add additional positions to the Extra Duty Schedule, provided that the parties must negotiate and agree to the amount of compensation that will be paid for such positions. Added for 2012-13.

G. Extended Contract Days

The Board retains the right to assign extended contract days to teachers. Teachers will be paid at their daily rate of pay (teacher's salary/number of days in contract) for any assignment not covered by the Extra Duty Schedule (Appendix C and D) or their regular teaching contract. Added for 2012-13.

H. Work Outside a Teacher's Normal Duties

With prior administrative approval, those teachers agreeing to teach classes, to work on curriculum, to serve on assessment teams, to participate in professional development classes, or to work on school improvement tasks outside their normal duties will be compensated at the rate of \$25.00 per hour. The teachers will be required to submit a time sheet indicating the hours worked and the number of hours worked. The payment will be included in the teacher's monthly paycheck as soon as is practical. Added for 2003-04. Modified 2008-09.

ARTICLE V

Terms of Employment

A. Normal Work Day

The board has determined the number of hours in a typical work day in Policy No. 4004 which, as of the date of this Agreement, reads as follows: "While the typical work day is at least 15 minutes prior to the start of the school day and concluded 15 minutes after the end of the school day, there will be times when professional responsibilities (i.e. meetings, planning, and student tutoring) require work beyond that time period." This policy shall remain unchanged and in full force and effect for the 2012-13 and 2013-14 school years. At the conclusion of the 2013-14 school year, the Board shall retain the right to change the number of hours in a typical work day in its sole discretion. Teachers shall receive an uninterrupted lunch period of not less than thirty minutes each school day, and no teacher shall be assigned teaching, supervisory, or other duties during such lunch period except as otherwise allowed by law.

Modified 2011-12.

B. Length of the Contract Year

The board has determined the number of days in a contract year in 2014-15 and 2015-16 will be 186 days. In the event that the board of education decides to amend or

to consider the number of days for the 2016-17 and following school years, the board of education will notify the Association no later than August 1st, 2016. Modified 2014-15.

The Board will determine the actual number of pupil/teacher contact days. Modified for 2007-08.

The Friday following the conference days will be a "comp day" for the teachers; i.e., they will be paid but not report to work to compensate for the extra hours during the two conference days. Modified for 2005-06

When a student/teacher contact day is canceled resulting in less than 176 student/teacher contact days for the year, the Board may reschedule the student/teacher contact day or teacher work day. The rescheduled day will not be a Saturday or Sunday.

Vacation periods, in-service and workshop days will be arranged annually, prior to June 1, by the Superintendent. Prior to May 15 of each school year the Superintendent will provide the Association president with a copy of the proposed calendar for the following school year. The President will have fourteen (14) days to present the Association's comments or suggestions back to the Superintendent. This process is to improve communications only. The authority to determine the school calendar remains solely with the Board of Education.

C. Payment of Salary

The contract salary of a teacher is divided into twelve equal payments. Payments are made on the 20th of each month beginning in September and continuing through August. When the 20th falls on a Saturday, Sunday or holiday, and school is not in session, payment will be made on the last working day before the 20th.

D. Substitute Pay

In the secondary schools (Grades 7-12) the District will provide a payment of 25 percent of the full daily rate of substitute teacher pay to faculty members who are requested to supervise during their assigned planning period(s). In the elementary schools (Grades K-6), teachers will be paid 25 percent of the full daily rate of substitute pay for faculty members who are requested to supervise during their assigned planning time or to take another teacher's students while supervising/teaching the students previously assigned to them. Modified for 2012-13.

ARTICLE VI

Teacher Assignment

A teacher accepts the role of a professional which implies a more complete responsibility than the parameters established by specific assignments. Teachers are on duty for the entire period of the school day, except as provided by State and/or Federal law. Modified 2012-13.

The school district will provide certificated staff with adequate planning time as required by the district's accreditation through AdvancEd. Planning time will generally, but not necessarily, consist of a minimum of 45 minutes per student contact day unless a teacher has agreed to an additional assignment contract. The 15 minutes prior to the start of the school day

and the 15 minutes after the end of the school day shall not be counted as part of the 45 minutes of planning time. Modified 2012-13

ARTICLE VII

Leaves

A. Sick Leave

Each teacher will be credited with ten (10) days sick leave per year without loss of pay. Teachers may accumulate up to 70 days of sick leave during the 2012-13 school year. Beginning with the 2012-13 school year, teachers may accumulate up to 60 days of sick leave. Teachers who have accumulated more than 60 days of sick leave prior to the 2013-14 school year and the number of days in excess of 60 that have been accumulated for each teacher are listed on Appendix E. Any teacher listed in Exhibit E who terminates employment with the school district for any reason and who has twenty (20) years of continuous service will receive a payment equal to one-half (1/2) the number of days listed in Appendix E times the then current rate of substitute pay. This payment will be made in the September 20 pay check following the conclusion of their teaching for the district. In this clause, "continuous" shall mean employment by the district for consecutive years. A first year teacher will be credited with five (5) days of sick leave during their first semester and an additional five (5) days during their second semester of service. The time granted under this leave may be used for personal illness or because of a serious health condition in the teacher's immediate family. "Serious health condition" is defined in Appendix F.

"Immediate family" is defined as: spouse, child, dependent, sibling, domestic partner, and parent. "Domestic partner" shall mean a person of the same or opposite sex who: has shared the same regular and permanent residence with you for at least 3 months and has the current intent of doing so indefinitely; is at least 19 years of age; is not married to another person; is not related by blood closer than would bar marriage in Nebraska; and is financially interdependent or jointly responsible for basic living expenses. The ten days will be granted to the teacher at the beginning of each school year, even if the teacher begins the year on sick leave. Modified for 2012-13.

On the sixth consecutive contract day of absence, a doctor's statement may be required verifying illness or disability, and may also be required following each additional five consecutive contract days of absence. The teacher's doctor's statement is only required to indicate that in his/her professional opinion the teacher was unable to perform their duties, or the immediate family member needed care for a serious health condition.

For the care of a newly born child, a parent may use available sick leave or donated sick leave for up to six calendar weeks. A doctor's note will be required after that time to continue sick leave. A parent of a newly born child may use unpaid FMLA leave for up to 12 calendar weeks, however. Adopted 2010-2011.

Any teacher leaving the Springfield Platteview Community School District with twenty (20) years of continuous service will receive a payment equal to one half (1/2) the accumulated, unused sick leave days times (X) the current rate of substitute pay. This payment will be made in the September 20 pay check following the conclusion of their teaching for the district. In this clause, "continuous" shall mean employment by the district for consecutive years.

An approved leave of absence will not constitute a break in service. However, a leave of absence will not be counted for the required twenty years. A teacher exercising the Voluntary Separation option will be governed by Board policies. Modified for 2009-10.

A teacher may donate sick leave days from their accumulated sick leave to another teacher who has exhausted their accumulated sick leave and personal leave. A teacher may use no more than fifty (50) donated sick leave days per school year. Donated sick leave days may only be used for a serious health condition as that term is defined in Appendix F. The donation will be on a form provided by the administration, and delivered to the Superintendent's office. Modified for 2012-13.

B. Personal

Each teacher has two (2) personal days per year. Teachers may accumulate up to 4 personal days. Modified for 2012-13
Notification by the teacher to the Principal must be given at least three (3) working days in advance of the leave day.

Personal leave may not be used prior to or following any legal holiday or during parent/teacher conferences, the last week of the first semester or the last two weeks of the school year, except in cases of significant, unavoidable situations which will be determined on an individual basis by the building principal. Modified 2010-2011.

If the teacher does not use all of their personal leave, and is under contract for the entire school year, they will receive current substitute pay for each of the days not used. The payment for unused personal leave will be made in the June 20th pay check. ADOPTED 1996. Modified for 2001-02.

After using their personal days, a teacher is docked a day's pay. The dock will be prorated and deducted in equal installments from the remaining pay periods in the contract year. This paragraph does not provide the right to any unpaid leave. Adopted 2006-07; amended 2012-13.

C. Bereavement

Funeral or emergency leave will be granted a teacher as necessary. Such request will be addressed to the Principal and granted upon the discretionary judgment of the administration.

D. Professional Leave

Each teacher is eligible to receive unlimited paid professional leave with administrative approval. This leave does not accumulate. Decisions for such leave are to be determined by the school administrator.

E. Association Leave

The Board will allow three days that can be used by (an) Association member(s) throughout the school year. Leave will be at the request of the President of the Association. The President will provide at least two school contract days' notice to the building Principal and Superintendent.

Association leave days do not accumulate and are used only if needed for Association business. Modified 1998.

F. Adoption Leave

A teacher who adopts a child is entitled to the same leave upon the same terms as a teacher who takes leave upon the birth of the teacher's child. The teacher's leave begins following the commencement of the parent-child relationship after the child is adopted. Modified 2012-13.

G. Extended Leave

Before February 15, any teacher upon application in writing to the Superintendent of Schools may be granted an extended leave of absence of a reasonable period not to exceed one year. A teacher on extended leave must notify the district before February 15 of his/her intent to return for the next year or not. Failure of the teacher to notify will be deemed to be a full resignation from the district. If a teacher wishes to continue insurance programs under such extended leave, arrangements for insurance coverage must be made with the Superintendent. Modified 2012-13.

ARTICLE VIII

Insurance Benefits

A. Health Insurance

Springfield Platteview Community Schools will provide each full time teacher with the full premium for the applicable Educators Health Alliance Group Blue Preferred, \$750 deductible (PPO) Health Insurance Plan as provided in Appendix G. In 2015-16, Springfield Platteview Community Schools will provide the same health insurance coverage plus any rate increase applied by the insurer. Modified for 2014-15.

Springfield Platteview Community Schools will provide each full time teacher with a premium for employee dental coverage for the EHA Dental Plan, PPO – 80% A & B with 50% C coverage as provided in Appendix G. Teachers will be allowed to purchase additional dental coverage if desired. If a husband and wife both teach for the district, the district will pay for employee and children; employee and spouse; or employee, spouse and children dental coverage, whichever is applicable as provided in Appendix G. In 2015-16, Springfield Platteview Community Schools will provide the same dental insurance coverage plus any rate increase applied by the insurer. Adopted 2008-09; amended 2014-15.

If the Board desires to consider another health insurance provider, the Association will support and help the Board obtain staff medical history. Adopted 2010-11.

B. Term Life Insurance

Springfield Platteview Community Schools will pay for each full time teacher the premium of a \$20,000 term life insurance policy. Teachers may purchase additional life insurance in increments of \$10,000 up to a maximum of \$200,000, and such payments may be deducted through payroll deduction. The Superintendent will consult the Association officers before awarding a contract to a company for this coverage.

C. Long Term Disability Insurance

Each teacher shall purchase his or her own long term disability insurance through a carrier chosen by the school district. Springfield Platteview Community Schools will increase each teacher's compensation by an amount equal to the premium for the disability insurance. The long term disability insurance coverage shall begin on the 46th calendar day of continuous absence from work because of illness or accident. The LTD insurance will provide an income at the rate of 66 percent of the teacher's salary. Benefits of such coverage will be payable to age 70. The Superintendent will consult the Association officers before awarding a contract to a company for this coverage.
Modified for 2012-13.

ARTICLE IX

Grievance Procedure

PROCEDURE TO RESOLVE GRIEVANCES

Problems should be resolved, whenever possible, before the filing of a grievance. The Board further encourages open communications between administrators and teachers so that resorting to the formal grievance procedure will not normally be necessary. The Board also encourages the informal resolution of disputes or complaints whenever possible. At each step in the grievance process, participants are encouraged to pursue appropriate methods of contract resolution. The purpose of this procedure is to promote a prompt and efficient procedure for the investigation and resolution of grievances. Modified 2003-04.

EFFECT OF RESORT TO OTHER PROCEDURES

If prior to seeking resolution of a dispute by filing a grievance hereunder, or while the grievance procedure is in progress, the grievant seeks resolution of the dispute in the judicial form, the Board or its designee shall be freed from the obligation to entertain or proceed further with resolution of the dispute pursuant to this grievance procedure. Further, since the parties do not intend that this grievance procedure be a device for appellate review, the Administration's response and recommendation shall not be an act or omission giving rise to a grievance under this procedure.

I. Definition of Terms as used herein:

- A. Grievance: Any claim(s) by a teacher, group of teachers, or the Association that there has been a violation, misinterpretation, or misapplication of this agreement and any written reprimand issued to a teacher by the superintendent or his or her designee pursuant to state law.
- B. Grievant: The term "grievant" shall mean a teacher or the Association who files a grievance in accordance with all terms of this procedure. Modified 1998.
- C. Time Limits: All time limits shall refer to calendar days. The number of days indicated at each level should be considered a maximum and reasonable efforts shall be made at all levels to expedite the process. Failure by any grievant to comply with the time limits contained herein shall constitute a waiver of right to appeal to the next step. Failure of the Board or its representatives to comply with the time limits at any level shall permit the grievant to appeal the grievance to the next level.
- D. Grievance Meetings or Hearings: All meetings and hearings under this procedure up to and including Step 2 shall be conducted in private and shall

include only the administration's representatives (up to 2), the grievant, and the grievant's designated representatives (up to 2). If the grievant chooses not to have an Association representative assist him/her, the Association (up to 2) shall have the right to be present and heard. All parties shall have the right to record the proceedings of any hearing or meeting at all formal levels of the grievance procedure. Hearings before the Board shall be governed by the Open Meetings Act (Neb. Rev. Stat. § 84-1407 et seq.). Modified 1998.

II. Representation of Unit Member

The teacher association shall have the right to represent any Unit Member in grievances filed hereunder, provided Unit Members may represent themselves or be represented by legal counsel at their own expense.

III. Resolution of grievances can not violate the Negotiated Agreement

No resolution of a grievance shall be in any way inconsistent with the terms of the Agreement between the Board and the Education Association.

IV. Appearances of a Teacher in the Grievance Procedure

When a teacher participates in a grievance conference, meeting, or hearing, that teacher's salary and fringe benefits shall neither be reduced nor increased for time spent in those activities.

Time spent in such activities outside normal working hours shall not be considered to be time worked.

V. Grievance - Forms – Procedures

All grievances and requests for review must be submitted within the time limits specified, and shall be signed by the grievant. The Principal, Superintendent, Board, or their respective designees may refuse consideration of any grievance not filed in accordance with this procedure.

Step 1: All grievances shall be filed with the Superintendent and the appropriate principal within thirty (30) calendar days following the act or omission giving rise thereto, or the date on which the grievant knew or reasonably should have known of the grievance, or an informal attempt to resolve the grievance has failed.

The Principal or his/her designee shall conduct a Step 1 meeting with the grievant and the grievant's designated representative(s), if any, no sooner than seven (7) calendar days and no later than fourteen (14) calendar days following the receipt of the written grievance.

At the Step 1 meeting, the grievant shall have the right to present any evidence in support of the grievance. The Principal or his/her designee shall issue a written decision, stating the reasons therefore, within ten (10) calendar days following the conclusion of the meeting. In the event that the decision at Step 1 refers to documents, copies of such documents shall be attached to the decision.

Step 2: If the grievance is not resolved at Step 1, the grievant may appeal the grievance to the Superintendent or his/her official designee within ten (10) days of receipt of the answer in Step 1. The Superintendent shall arrange for a hearing with the grievant, to

take place within five (5) days of his receipt of the letter. Each party shall have the right to include in his representation such witnesses deemed necessary to develop the facts pertinent to the grievance. The Superintendent will have ten (10) days from the date of the hearing to provide the grievant and the president of the local Association his/her written decision.

VI. Board of Education Review

If the grievance is not satisfactorily resolved at Step 2, the grievant may file a written request for review, with the Board or its designee, within seven (7) calendar days following receipt of the Step 2 decision. The Board or its designee and the grievant and/or his/her representative(s) shall schedule a conference within thirty (30) calendar days, following receipt of the request for review. The Board or its designee shall issue, to the grievant and the Association, a written decision stating the reasons therefore within twenty-one (21) calendar days following the conclusion of the review conference. If the grievant or the Board of Education is not satisfied after the Board of Education Review, either party may carry the grievance to District Court. Modified 2003-04

VII. Miscellaneous Provisions of the Grievance Procedure

The following miscellaneous provisions apply to the Grievance Procedure:

- A. Extensions of the Time Limits: All time limits contained in this article may be extended by mutual written agreement of the Parties; except that the time limits for the initial filing of the grievance may be extended only by written agreement between the Principal, Superintendent, Board, or their respective designees and the grievant. Modified 2012-13.
- B. Notification: All grievances, requests for review, notices, and decisions shall be transmitted in person or by certified or registered mail, restricted delivery, returns receipt requested. In the event of a question as to the timeliness of any grievance, request for review, notice, or decision, the date of receipt shall be determinative. In the event that an action falls due on a Saturday, Sunday, or holiday, or any other day that the school is not open for business, the action will be considered timely if it is accomplished by 5:00 p.m. on the following business day.
- C. Informal Grievance Resolution Does Not Constitute Precedent: No complaint informally resolved, or grievance resolved at Step 1, shall constitute a precedent for any purpose.
- D. Pending Grievance Shall Not Inhibit Board Action: The filing, processing or potential filing of any grievance under this article shall not operate to impede, preclude or delay the Board or its designees from taking the action complained of in the grievance. Modified 2012-13.
- E. Withdrawal of a Grievance: An employee may withdraw their grievance at any level of the procedure, without fear of reprisal from any party. Where the Association feels that the issues involved should be resolved, the Association may assume the grievance at the point discontinued by the individual and proceed through the remainder of the procedure.

ARTICLE X

SECTION 125 FLEXIBLE BENEFITS PLAN

- A. The district shall provide the opportunity for a Section 125 Plan. This plan will let participants (employees) choose some or all of their benefits or let them pay for benefits with pretax dollars. The plan should include, but not be limited to: group insurance premiums not covered by the district, medical costs not paid by insurance and dependent care costs.
- B. This plan should be open to all employees of Springfield Platteview Community Schools.
- C. The district shall cover all administrative costs for this program.
- D. The program year will be from September 1 to August 31.
- E. An independent carrier should administer this program to insure the privacy of all employees who elect to participate.

ARTICLE XI

Separability Clause

If any of this Agreement or an application of the Agreement to any employee or group of employees shall be found contrary to law, then such provisions or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provision or applications shall continue in full force and effect.

ADOPTED 1996.

ARTICLE XII

Duration of Agreement

This document represents the generally understood and accepted items of agreement which have resulted from the negotiations between the Springfield Platteview Education Association and the Board of Education of Springfield Platteview Community Schools, Sarpy County, Nebraska, and is in effect for the 2014-15 and 2015-16 school years. Modified 2013-14.

If a new and substitute contract has not been duly entered into prior to the end of the current school year, the terms of this contract shall remain in full force and effect, except any insurance coverage adjustments shall be effective as per the effective date of the new insurance contract. The terms of the new contract shall be retroactive to the beginning of the new school year. ADOPTED 1996.

ARTICLE XIII Entire Agreement

The parties mutually agree that this contract constitutes the entire agreement and understanding concerning all proper subjects of bargaining for the duration of the contract between the parties and supersedes all previous agreements, provided that the parties agree to reopen negotiations for the 2015-2016 school year if the \$750 deductible option for the Blue Preferred Health Insurance is eliminated for the 2016--17 school year. There are no oral

agreements nor is the Agreement based upon any oral representation covering the subject matter of this Agreement. This contract shall not be modified, altered, changed, or amended in any respect unless in writing and signed by both parties. Any reopening of the negotiations will begin by June 15 and be concluded by the first day of the 2015-2016 contract year. This section will be re-negotiated for the 2016-2017 contract year.

ARTICLE XIV

Document Authorization

In witness whereof the parties hereto have hereunder caused this instrument to be executed on this day and year, January 13, 2014.

Springfield Platteview
Education Association

By _____
Jerry Layher
Association President

By _____
Arlis Scanlan
Association Chief Negotiator

Springfield Platteview Community Schools
Board of Education

By _____
Brenda Sherman
Board of Education President

By _____
Kyle Fisher
Board of Education Chief Negotiator

Appendix A
2014-2015 - Base Salary - \$32,600

Step	A (BA)	B (BA9)	C (BA18)	D (BA27)	E (BA36/MA)	F (MA9)	G (MA18)	H (MA27)	I (MA36)
1	1.00 \$32,600.00	1.03 \$33,578.00	1.06 \$34,556.00	1.09 \$35,534.00	1.12 \$36,512.00	1.15 \$37,490.00	1.18 \$38,468.00	1.21 \$39,446.00	1.24 \$40,424.00
2	1.05 \$34,230.00	1.08 \$35,208.00	1.11 \$36,186.00	1.14 \$37,164.00	1.17 \$38,142.00	1.20 \$39,120.00	1.23 \$40,098.00	1.26 \$41,076.00	1.29 \$42,054.00
3	1.10 \$35,860.00	1.13 \$36,838.00	1.16 \$37,816.00	1.19 \$38,794.00	1.22 \$39,772.00	1.25 \$40,750.00	1.28 \$41,728.00	1.31 \$42,706.00	1.34 \$43,684.00
4	1.15 \$37,490.00	1.18 \$38,468.00	1.21 \$39,446.00	1.24 \$40,424.00	1.27 \$41,402.00	1.30 \$42,380.00	1.33 \$43,358.00	1.36 \$44,336.00	1.39 \$45,314.00
5	1.20 \$39,120.00	1.23 \$40,098.00	1.26 \$41,076.00	1.29 \$42,054.00	1.32 \$43,032.00	1.35 \$44,010.00	1.38 \$44,988.00	1.41 \$45,966.00	1.44 \$46,944.00
6		1.28 \$41,728.00	1.31 \$42,706.00	1.34 \$43,684.00	1.37 \$44,662.00	1.40 \$45,640.00	1.43 \$46,618.00	1.46 \$47,596.00	1.49 \$48,574.00
7		1.33 \$43,358.00	1.36 \$44,336.00	1.39 \$45,314.00	1.42 \$46,292.00	1.45 \$47,270.00	1.48 \$48,248.00	1.51 \$49,226.00	1.54 \$50,204.00
8			1.41 \$45,966.00	1.44 \$46,944.00	1.47 \$47,922.00	1.50 \$48,900.00	1.53 \$49,878.00	1.56 \$50,856.00	1.59 \$51,834.00
9			1.46 \$47,596.00	1.49 \$48,574.00	1.52 \$49,552.00	1.55 \$50,530.00	1.58 \$51,508.00	1.61 \$52,486.00	1.64 \$53,464.00
10				1.54 \$50,204.00	1.57 \$51,182.00	1.60 \$52,160.00	1.63 \$53,138.00	1.66 \$54,116.00	1.69 \$55,094.00
11					1.62 \$52,812.00	1.65 \$53,790.00	1.68 \$54,768.00	1.71 \$55,746.00	1.74 \$56,724.00
12					1.67 \$54,442.00	1.70 \$55,420.00	1.73 \$56,398.00	1.76 \$57,376.00	1.79 \$58,354.00
13					1.72 \$56,072.00	1.75 \$57,050.00	1.78 \$58,028.00	1.81 \$59,006.00	1.84 \$59,984.00
14						1.80 \$58,680.00	1.83 \$59,658.00	1.86 \$60,636.00	1.89 \$61,614.00
15							1.88 \$61,288.00	1.91 \$62,266.00	1.94 \$63,244.00
20								1.97 \$ 64,222.00	
25								2.00 \$ 65,200.00	
30								2.03 \$ 66,178.00	
35								2.06 \$ 67,156.00	
40								2.09 \$ 68,134.00	
45								2.12 \$69,112.00	

Appendix B
20115-2016 - Base Salary - \$32,975

Step	A (BA)	B (BA9)	C (BA18)	D (BA27)	E (BA36/MA)	F (MA9)	G (MA18)	H (MA27)	I (MA36)
1	1.00 \$32,975.00	1.03 \$33,964.25	1.06 \$34,953.50	1.09 \$35,942.75	1.12 \$36,932.00	1.15 \$37,921.25	1.18 \$38,910.50	1.21 \$39,899.75	1.24 \$40,889.00
2	1.05 \$34,623.75	1.08 \$35,613.00	1.11 \$36,602.25	1.14 \$37,591.50	1.17 \$38,580.75	1.20 \$39,570.00	1.23 \$40,559.25	1.26 \$41,548.50	1.29 \$42,537.75
3	1.10 \$36,272.50	1.13 \$37,261.75	1.16 \$38,251.00	1.19 \$39,240.25	1.22 \$40,229.50	1.25 \$41,218.75	1.28 \$42,208.00	1.31 \$43,197.25	1.34 \$44,186.50
4	1.15 \$37,921.25	1.18 \$38,910.50	1.21 \$39,899.75	1.24 \$40,889.00	1.27 \$41,878.25	1.30 \$42,867.50	1.33 \$43,856.75	1.36 \$44,846.00	1.39 \$45,835.25
5	1.20 \$39,570.00	1.23 \$40,559.25	1.26 \$41,548.50	1.29 \$42,537.75	1.32 \$43,527.00	1.35 \$44,516.25	1.38 \$45,505.50	1.41 \$46,494.75	1.44 \$47,484.00
6		1.28 \$42,208.00	1.31 \$43,197.25	1.34 \$44,186.50	1.37 \$45,175.75	1.40 \$46,165.00	1.43 \$47,154.25	1.46 \$48,143.50	1.49 \$49,132.75
7		1.33 \$43,856.75	1.36 \$44,846.00	1.39 \$45,835.25	1.42 \$46,824.50	1.45 \$47,813.75	1.48 \$48,803.00	1.51 \$49,792.25	1.54 \$50,781.50
8			1.41 \$46,494.75	1.44 \$47,484.00	1.47 \$48,473.25	1.50 \$49,462.50	1.53 \$50,451.75	1.56 \$51,441.00	1.59 \$52,430.25
9			1.46 \$48,143.50	1.49 \$49,132.75	1.52 \$50,122.00	1.55 \$51,111.25	1.58 \$52,100.50	1.61 \$53,089.75	1.64 \$54,079.00
10				1.54 \$50,781.50	1.57 \$51,770.75	1.60 \$52,760.00	1.63 \$53,749.25	1.66 \$54,738.50	1.69 \$55,727.75
11					1.62 \$53,419.50	1.65 \$54,408.75	1.68 \$55,398.00	1.71 \$56,387.25	1.74 \$57,376.50
12					1.67 \$55,068.25	1.70 \$56,057.50	1.73 \$57,046.75	1.76 \$58,036.00	1.79 \$59,025.25
13					1.72 \$56,717.00	1.75 \$57,706.25	1.78 \$58,695.50	1.81 \$59,684.75	1.84 \$60,674.00
14						1.80 \$59,355.00	1.83 \$60,344.25	1.86 \$61,333.50	1.89 \$62,322.75
15							1.88 \$61,993.00	1.91 \$62,982.25	1.94 \$63,971.50
20								1.97 \$ 64,960.75	
25								2.00 \$ 65,950.00	
30								2.03 \$ 66,939.25	
35								2.06 \$ 67,928.50	
40								2.09 \$ 68,917.75	
45								2.12 \$69,907.00	

Appendix C
Extra Duty Schedule
2014-2015

\$32,600 Base Salary	% of Base Per Individual Assignment	Salary
FOOTBALL		
Head Football Coach	15%	\$4,890.00
Assistant Football Coach	9%	\$2,934.00
Junior High Coach	7%	\$2,282.00
BASKETBALL		
Head Basketball Coach	15%	\$4,890.00
Ass't Basketball Coach	9%	\$2,934.00
9th Grade Coach	9%	\$2,934.00
Junior High Coach	7%	\$2,282.00
VOLLEYBALL		
Head Volleyball Coach	15%	\$4,890.00
Ass't Volleyball Coach	9%	\$2,934.00
9th Grade Coach	9%	\$2,934.00
Junior High Coach	7%	\$2,282.00
WRESTLING		
Head Wrestling Coach	15%	\$4,890.00
Ass't Wrestling Coach	9%	\$2,934.00
Junior High Coach	7%	\$2,282.00
TRACK		
Head Track Coach*	15%	\$4,890.00
Ass't Track Coach	9%	\$2,934.00
Junior High Coach	7%	\$2,282.00
Head Junior High Track Coach	8%	\$2,608.00
SOCCER		
Head Soccer Coach	15%	\$4,890.00
Ass't Soccer Coach	9%	\$2,934.00
OTHER ATHLETICS		
Golf Coach, Girls	10%	\$3,260.00
Golf Coach, Boys	10%	\$3,260.00
Cross Country	10%	\$3,260.00
Assistant Cross Country	6%	\$1,956.00
ACTIVITIES		
Auditorium Technical Supervisor**	4%	\$1,304.00
Band Director	15%	\$4,890.00
Assistant Band Director	5%	\$1,630.00
Flag Corps Sponsor	4%	\$1,304.00

Boys Letter Club	1%	\$326.00
Cheerleading Sponsor, High School	10%	\$3,260.00
Cheerleading Sponsor, Jr. High	3%	\$978.00
Class Sponsor, 12th Grade	2%	\$652.00
Class Sponsor, 11th Grade	3%	\$978.00
Class Sponsor, 10th Grade	3%	\$978.00
Class Sponsor, 9th Grade	1%	\$326.00
Department Head	2%	\$652.00
Drama Club	3%	\$978.00
Drill Team	10%	\$3,260.00
FBLA	6%	\$1,956.00
FCCLA	6%	\$1,956.00
Girls Letter Club	1%	\$326.00
Honor Society	3%	\$978.00
Industrial Technology Club	3%	\$978.00
Lunchroom Supervisor, High School	6%	\$1,956.00
Lunchroom Supervisor, Jr. High	6%	\$1,956.00
Math counts	3%	\$978.00
Mock Trial	6%	\$1,956.00
MSAP	6%	\$1,956.00
Destination Imagination JH	3%	\$978.00
Destination Imagination Elem	3%	\$978.00
One Act Play	1%	\$326.00
Outdoor Ed	3%	\$978.00
Perkins Grant Coordinator	1.7%	\$554.20
Play Director	3%	\$978.00
Quiz Bowl	4%	\$1,304.00
Resource Teacher Gifted	6%	\$1,956.00
Safety Patrol Sponsor	6%	\$1,956.00
Science Bowl	1%	\$326.00
Skills USA	6%	\$1,956.00
Spanish Club	3%	\$978.00
Speech Work	5%	\$1,630.00
Student Council, Elementary	2%	\$652.00
Student Council, High School	5%	\$1,630.00
Student Council, Jr. High	3%	\$978.00
Student Paper	2%	\$652.00
Supervisory Duties (7th Assignment)	15%	\$4,890.00
Vocal Music	6%	\$1,956.00
Weight Conditioning Coordinator	15%	\$4,890.00
Yearbook - High School	5%	\$1,630.00
Yearbook - Elementary	2%	\$652.00
Yearbook - Junior High	2%	\$652.00

Appendix D
Extra Duty Schedule
2015-2016

\$32,975 Base Salary	% of Base Per Individual Assignment	Salary
FOOTBALL		
Head Football Coach	15%	\$4,946.25
Assistant Football Coach	9%	\$2,967.75
Junior High Coach	7%	\$2,308.25
BASKETBALL		
Head Basketball Coach	15%	\$4,946.25
Ass't Basketball Coach	9%	\$2,967.75
9th Grade Coach	9%	\$2,967.75
Junior High Coach	7%	\$2,308.25
VOLLEYBALL		
Head Volleyball Coach	15%	\$4,946.25
Ass't Volleyball Coach	9%	\$2,967.75
9th Grade Coach	9%	\$2,967.75
Junior High Coach	7%	\$2,308.25
WRESTLING		
Head Wrestling Coach	15%	\$4,946.25
Ass't Wrestling Coach	9%	\$2,967.75
Junior High Coach	7%	\$2,308.25
TRACK		
Head Track Coach*	15%	\$4,946.25
Ass't Track Coach	9%	\$2,967.75
Junior High Coach	7%	\$2,308.25
Head Junior High Track Coach	8%	\$2,638.00
SOCCER		
Head Soccer Coach	15%	\$4,946.25
Ass't Soccer Coach	9%	\$2,967.75
<u>OTHER ATHLETICS</u>		
Golf Coach, Girls	10%	\$3,297.50
Golf Coach, Boys	10%	\$3,297.50
Cross Country	10%	\$3,297.50
Assistant Cross Country	6%	\$1,978.50
<u>ACTIVITIES</u>		

Auditorium Technical Supervisor**	4%	\$1,319.00
Band Director	15%	\$4,946.25
Assistant Band Director	5%	\$1,648.75
Flag Corps Sponsor	4%	\$1,319.00
Boys Letter Club	1%	\$329.75
Cheerleading Sponsor, High School	10%	\$3,297.50
Cheerleading Sponsor, Jr. High	3%	\$989.25
Class Sponsor, 12th Grade	2%	\$659.50
Class Sponsor, 11th Grade	3%	\$989.25
Class Sponsor, 10th Grade	3%	\$989.25
Class Sponsor, 9th Grade	1%	\$329.75
Department Head	2%	\$659.50
Drama Club	3%	\$989.25
Drill Team	10%	\$3,297.50
FBLA	6%	\$1,978.50
FCCLA	6%	\$1,978.50
Girls Letter Club	1%	\$329.75
Honor Society	3%	\$989.25
Industrial Technology Club	3%	\$989.25
Lunchroom Supervisor, High School	6%	\$1,978.50
Lunchroom Supervisor, Jr. High	6%	\$1,978.50
Math counts	3%	\$989.25
Mock Trial	6%	\$1,978.50
MSAP	6%	\$1,978.50
Destination Imagination JH	3%	\$989.25
Destination Imagination Elem	3%	\$989.25
One Act Play	1%	\$329.75
Outdoor Ed	3%	\$989.25
Perkins Grant Coordinator	1.7%	\$560.58
Play Director	3%	\$989.25
Quiz Bowl	4%	\$1,319.00
Resource Teacher Gifted	6%	\$1,978.50
Safety Patrol Sponsor	6%	\$1,978.50
Science Bowl	1%	\$329.75
Skills USA	6%	\$1,978.50
Spanish Club	3%	\$989.25
Speech Work	5%	\$1,648.75
Student Council, Elementary	2%	\$659.50
Student Council, High School	5%	\$1,648.75
Student Council, Jr. High	3%	\$989.25
Student Paper	2%	\$659.50
Supervisory Duties (7th Assignment)	15%	\$4,946.25
Vocal Music	6%	\$1,978.50
Weight Conditioning Coordinator	15%	\$4,946.25
Yearbook - High School	5%	\$1,648.75
Yearbook - Elementary	2%	\$659.50
Yearbook - Jr. High	2%	\$659.50

Appendix "F"

1. "Serious health condition" shall mean an illness, injury, impairment, or physical or mental condition that involves (a) inpatient care in a hospital, hospice, or residential medical care facility; or (b) continuing treatment by a health care provider.

2. "Inpatient care" means an overnight stay in a hospital, hospice, or residential medical care facility or any subsequent treatment in connection with such inpatient care.

3. A serious health condition involving "continuing treatment by a health care provider" includes any one or more of the following:

(a) Incapacity and treatment. A period of incapacity of more than three consecutive, full calendar days, and any subsequent treatment or period of incapacity relating to the same condition, that also involves:

(1) Treatment two or more times, within 30 days of the first day of incapacity, unless extenuating circumstances exist, by a health care provider, by a nurse under direct supervision of a health care provider, or by a provider of health care services (e.g. , physical therapist) under orders of, or on referral by, a health care provider; or

(2) Treatment by a health care provider on at least one occasion, which results in a regimen of continuing treatment under the supervision of the health care provider.

(3) The requirement in paragraphs (a)(1) and (2) of this section for treatment by a health care provider means an in-person visit to a health care provider. The first (or only) in-person treatment visit must take place within seven days of the first day of incapacity.

(4) Whether additional treatment visits or a regimen of continuing treatment is necessary within the 30-day period shall be determined by the health care provider.

(5) The term "extenuating circumstances" in paragraph (a)(1) of this section means circumstances beyond the employee's control that prevent the follow-up visit from occurring as planned by the health care provider. Whether a given set of circumstances are extenuating depends on the facts. For example, extenuating circumstances exist if a health care provider determines that a second in-person visit is needed within the 30-day period, but the health care provider does not have any available appointments during that time period.

(b) Pregnancy or prenatal care. Any period of incapacity due to pregnancy, or for prenatal care. See also §825.120.

(c) Chronic conditions. Any period of incapacity or treatment for such incapacity due to a chronic serious health condition. A chronic serious health condition is one which:

(1) Requires periodic visits (defined as at least twice a year) for treatment by a health care provider, or by a nurse under direct supervision of a

health care provider;

(2) Continues over an extended period of time (including recurring episodes of a single underlying condition); and

(3) May cause episodic rather than a continuing period of incapacity (e.g. , asthma, diabetes, epilepsy, etc.).

(d) Permanent or long-term conditions. A period of incapacity which is permanent or long-term due to a condition for which treatment may not be effective. The employee or family member must be under the continuing supervision of, but need not be receiving active treatment by, a health care provider. Examples include Alzheimer's, a severe stroke, or the terminal stages of a disease.

(e) Conditions requiring multiple treatments. Any period of absence to receive multiple treatments (including any period of recovery therefrom) by a health care provider or by a provider of health care services under orders of, or on referral by, a health care provider, for:

(1) Restorative surgery after an accident or other injury; or

(2) A condition that would likely result in a period of incapacity of more than three consecutive, full calendar days in the absence of medical intervention or treatment, such as cancer (chemotherapy, radiation, etc.), severe arthritis (physical therapy), or kidney disease (dialysis).

(f) Absences attributable to incapacity under paragraph (b) or (c) of this section qualify for FMLA leave even though the employee or the covered family member does not receive treatment from a health care provider during the absence, and even if the absence does not last more than three consecutive, full calendar days. For example, an employee with asthma may be unable to report for work due to the onset of an asthma attack or because the employee's health care provider has advised the employee to stay home when the pollen count exceeds a certain level. An employee who is pregnant may be unable to report to work because of severe morning sickness.

Appendix "G"

Springfield Platteviw Community Schools will provide each full time teacher with a premium for the EHA Group Preferred, \$750 deductible (PPO) Health Insurance Plan as follows in 2014-15 and any additional costs in 2015-16:

\$ 6,003.70	Employee
\$ 10,773.87	Employee and Child(ren)
\$ 12,229.70	Employee and Spouse
\$ 16,421.34	Employee, Spouse, and Child(ren)

Springfield Platteview will provide each full time teacher with a premium for employee dental coverage for the EHA Dental Plan, PPO – 80% A & B with 50% C coverage as follows in 2014-15 and any additional costs in 2015-16:

\$298.06	Employee
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Teachers will be allowed to purchase additional dental coverage if desired. If a husband and wife both teach for the district, the district will pay for employee and children; employee and spouse; or employee, spouse and children dental coverage, whichever is applicable, as follows in 2014-15 and any additional costs in 2015-16:

\$42.69	Employee and Child(ren)
\$55.23	Employee and Spouse
\$91.38	Employee, Spouse, and Child(ren)

Steve Lundeen

Platteview High School
14801 S. 108TH ST. SPRINGFIELD, NE 68059
TEL 402-339-3606

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Springfield-Platteview Community Schools
Board of Education
14801 S. 108th St.
Springfield, NE 68059

Dear Board of Education and Mr. Richards,

Please consider this my request to have the trip taken with the Platteview sophomore class in May, be considered as a school activity. For the previous seven years I have taken this trip, and have provided our students with a chance to travel to places, that some may never get to see again in their lifetime. In this letter I shall outline for you the reason that I chose to do this trip, how I feel that it matches up with our curriculum, and the advantages that I feel our students have by taking this trip.

Seven years ago when I approached then Principal Scott Shepherd about this trip, it was going to be a chance to give our students an opportunity, to take a trip that previously they had not been able to enjoy. I was granted permission to take this trip, and the response has been better than I had even imagined. In the seven years the smallest group that I have led has been 22, the largest group I have led was this years 48. Each trip is different in its own right, but I must tell you all seven have been enjoyable, exciting, and an adventure that seems to last a lifetime. I have attended graduation parties in which the slide show is picture after picture, from the trip. Once I saw the reaction to the first few trips, I saw no reason to stop my sponsorship. It has in my opinion become a Platteview High School icon.

In the beginning, my reason for choosing to take the sophomore class after their sophomore year was two-fold. Firstly, I teach each and every Sophomore in the building, this means it is very easy for me to communicate with them, to touch base with them, just to see them every day. Also by having them in class every day for a year, a bond develops. They know me, how I am, I in turn know them, how they are, how they respond to authority, and quite frankly who I need to watch and who I can trust. Secondly, our entire department of Social Science teachers spoke about it and decided that the way our curriculum was set, the end of the sophomore year would be the perfect time. Sophomores take World History, we teach them a number of things in relation to our world, acceptance, interaction, ethnicity, different religions. All of these things in the context of historical events. Juniors take United States History, the story quite frankly of us. We see so many things in relation to these two classes. Our students are constantly communicating in their United States History class what they learned on the trip. "Hey Mr. Comine did you know this" type of comments. This placement I must say has worked out exactly as we hoped it would.

Our students have a number of advantages by taking this type of trip. They learn the obvious, about the history of our country, they learn how to interact in two truly international cities, they learn how to travel, they learn how to travel as part of a group, the learn how to budget money, how to stand up for themselves, how to be a good citizen, they experience culture, history, social situations, and do so in a safe and secure setting. In my opinion, and I know that I am bi-ased, this trip gives our students so many things, that to not be able to still take this trip would be doing our students a huge disservice.

Should you grant my request, I would do whatever you deem necessary to change the way I sponsor this trip, so it can fit under the umbrella of a school activity. Please consider my request, and should you need to do so, please contact me at any time.

Steve

Nebraska Council of School Administrators

NCSA Legislative Bill Summaries

(Legislation introduced through January 10, 2014)

Prepared by Dr. Michael Dulaney

NCSA Executive Director

January 11, 2014

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LB 670 McCoy *Change property tax valuations of agricultural land and horticultural land*

LB 670 lowers the property tax valuations of ag land and greenland (special valuation) from the current 75% of its actual value to:

- For tax year 2015, 72% of its actual value;
- For tax year 2016, 69% of its actual value; and
- For tax year 2017 and each tax year thereafter, 65% of its actual value.

The bill also amends the state aid formula (TEEOSA) relating to state aid value. Currently, state aid value for ag land and greenland is 72% of actual value. LB 670 would change state aid value for ag land and greenland as follows:

- For tax year 2015, 69% of actual value;
- For tax year 2016, 66% of actual value; and
- For tax year 2017 and each tax year thereafter, 62% of actual value.

The bill does not change state aid value for residential land or personal property.

LB 682 Scheer *Provide for formation of allied school systems as prescribed*

682 would require any school district with fewer than 650 students enrolled in grades K-12 for at least two consecutive school years to form an “allied system” with at least three other school districts with fewer than 650 students enrolled in grades K-12 for at least two consecutive school years so that the minimum number of students in the allied system is 1,300 students.

If a school district required to form an allied system has not done so by July 1, 2015, the Commissioner of Education would be required to form an allied system that includes the district.

The bill requires member school districts of an allied system to participate in an interlocal agreement, which must include, at a minimum, the following terms:

1. The superintendent of each school district in the allied system is deemed the representative of his/her district to the allied system;
2. Each district in the allied system must have the same yearly calendar and daily schedule, except for extracurricular activities;
3. All employees of each school district would remain employees of the district and their contracts would be negotiated through such district; and
4. No district in an allied system may move into another allied system if the change would reduce the student population in its original allied system below 1,300 students in grades K-12.

Within one year after July 1, 2015, the representatives of the school districts in an allied system must meet and create a common calendar and schedule that would be implemented beginning with school year 2016.

The bill does not require the school districts in an allied system to combine or coordinate revenue, spending, taxation, state aid, or any other elements relating to finances.

Senator Scheer states that LB 682 is NOT a consolidation or merger bill. “It will not force districts to collaborate beyond creating similar time schedules.” He states that the intent and hope is that districts will, through the creation of uniform schedules, cooperate to expand learning opportunities for students. For instance, a school in the Panhandle can align with a school in Northeast Nebraska to expand class offering to include an AP calculus or French class. This class could use modern technology and digital learning to stream instruction across the state. The bill targets smaller districts because those students are not always afforded the same options as students in larger districts in terms of class offerings.

LB 694 Seiler *Change provisions relating to unlawful possession of a firearm at a school*

The current Nebraska Criminal Code provides that any person who possesses a firearm in a school, on school grounds, in a school-owned vehicle, or at a school-sponsored activity or athletic event is guilty of the offense of unlawful possession of a firearm at a school. Unlawful possession of a firearm at a school is a Class IV felony.

There are a number of exceptions to this law. LB 694 would add another exception relating to firearms that may lawfully be possessed by a person for the purpose of using them, with the approval of the school, in an historical reenactment.

LB 724 Lautenbaugh *Change provisions relating to unlawful possession of a firearm at a school*

The current Nebraska Criminal Code provides that any person who possesses a firearm in a school, on school grounds, in a school-owned vehicle, or at a school-sponsored activity or athletic event is guilty of the offense of unlawful possession of a firearm at a school. Unlawful possession of a firearm at a school is a Class IV felony.

There are a number of exceptions to this law and one of these relates to peace officers or other duly authorized law enforcement officers when on duty or training. The problem addressed by this legislation is that there are some law enforcement officers who are required to carry a firearm with them even when not on duty.

LB 724 provides a new exception for actively employed and certified, full or part-time, federal, state, or local law enforcement officers. The new exception does not specify that the law enforcement officer must be on active duty in order for the exception to apply.

LB 725 Sullivan *Change provisions relating to local effort rate yield under the Tax Equity and Educational Opportunities Support Act*

LB 725 lowers the Local Effort Rate (LER) from the current \$1.03 (as per LB 407, 2013) to \$1.00. Theoretically, an increase or decrease in the local effort rate changes the amount of state aid provided to school districts because the formula “assumes” a district has increased or decreased resources. However, there are many variables within the formula that may impact the act of lowering the LER.

LB 726 Scheer *Provide for changing the number of school board members in Class II and Class III school districts*

LB 726 permits the school board of a Class II or Class III school district to have no fewer than five members and no more than nine members.

The members of the school board would determine how many members the school board will have and would continue in office until the first regular meeting of the board in January following the next statewide general election.

Currently, Class II and Class III school boards are typically comprised of six members. However, a Class III school board does currently have the authority to form a nine member governing body.

Under LB 726, if the school board of a Class II or III school district may, by resolution, change the number of members of the board to a minimum of five members and a maximum of nine members to be effective at the beginning of the term of office for school board members elected at the next statewide general election. The school board must include in the resolution a statement of the change in number of members along with a statement as to whether or not the members would be elected by district or ward.

LB 729 Kolowski *Create the Task Force on Expanded Learning Opportunities for School-Age Youth*

LB 729 creates a 23-member Task Force on Expanded Learning Opportunities for School-Age Youth.

The Task Force would review existing state and local programs and policies on expanded learning opportunities and make recommendations to the Legislature and NDE on model approaches, including:

- Methods of improving program quality and impact from national and local program evaluations and best practices;
- Available public and private funding sources for expanded learning opportunities;

- The alignment of efforts between NDE, the nonprofit sector, and the private sector on expanded learning opportunities;
- Opportunities for coordination and collaboration, including data-sharing, between school districts and community-based expanded learning opportunity programs;
- Methods of improving quality and retention in the expanded learning opportunity workforce, including enhancing opportunities for professional development and technical assistance;
- Methods to increase access for all children and families to high-quality expanded learning opportunities; and
- Public and private support to build a sustainable infrastructure for expanded learning opportunities.

The task force must consult with and solicit input from individuals and entities, including the:

- Nebraska Elementary and Secondary School Finance Authority,
- Nebraska Association of School Boards,
- Nebraska Council of School Administrators,
- Nebraska State Education Association,
- Nebraska Association for the Education of Young Children,
- Nebraska Children and Families Foundation,
- League of Nebraska Municipalities,
- Nebraska Rural Community Schools Association,
- University Extension Division relating to 4-H, and
- National Center for Research on Rural Education.

The Task Force must annually prepare a progress report concerning the task force's activities, with recommendations concerning expanded learning opportunities, and file the report with the Governor and electronically with the Clerk of the Legislature no later than December 1 of each year that the task force exists. The Task Force would terminate on June 30, 2016, unless extended by the Legislature.

LB 730 Kolowski *Change reporting provisions under the Child Protection Act*

LB 730 amends the Child Protection Act. Under current law (§ 28-711), when a physician, medical institution, nurse, school employee, social worker, the Inspector General, or any other person has reasonable cause to believe that a child has been subjected to child abuse or neglect or observes such child being subjected to conditions or circumstances which reasonably would result in child abuse or neglect, he/she has a duty to report the incident or cause a report of child abuse or neglect to be made to:

1. the proper law enforcement agency, or
2. the toll-free number established by HHS.

LB 730 specifies that such report may also be made to a school administrator or to the chief administrative officer of a school.

LB 741 Murante *Require schools to have a policy relating to tornado drills as prescribed*

LB 741 requires each school district in the state to develop a policy relating to tornado drills in schools of the district. The policies must include at a minimum:

1. At least three tornado drills per year;
 2. A plan dictating exactly what to do when a tornado alarm sounds;
 3. Posting of a tornado shelter route diagram. All school personnel must be familiar with established tornado drill procedures and review them periodically;
 4. Provisions for safe and orderly movement of students and staff to the shelter area, including procedures to assist students with disabilities in getting to the shelter area;
 5. Provisions for assigning staff responsible for removing students from playgrounds, outdoor athletic event venues, portable or temporary classrooms, or other outdoor areas during a tornado drill and directing them to the designated shelter area; and
 6. Provisions relating to the operation and evacuation of student transportation vehicles during a tornado drill.
-

LB 754 Smith *Provide funds for career education programs*

LB 754 provides \$1 million for each 2014-15 and 2015-16 from the Education Innovation Fund (lottery) to be allocated to local systems as grants awarded by NDE to assist schools in evaluating and improving career education programs to align such programs with the state's economic and workforce needs.

LB 765 Conrad *Change the Nebraska Wage Payment and Collection Act*

LB 765 amends several sections of law within the Nebraska Wage Payment and Collection Act, which applies to political subdivisions.

The bill provides that when an employer elects to pay wages with a payroll debit card, the employer must comply with the requirements prescribed in the federal Electronic Fund Transfer Act. Additionally, the employer must allow an employee at least one means of fund access withdrawal per pay period at no cost to the employee for an amount up to and including the total amount of the employee's net wages, as stated on the employee's earnings statement. An employer may not require an employee to pay any fees or costs incurred by the employer in connection with paying wages with a payroll debit card.

Payroll debit card is defined as a stored-value card issued by or on behalf of a federally insured financial institution that provides an employee with immediate access for

withdrawal or transfer of his/her wages through a network of automatic teller machines. Payroll debit card includes payroll debit cards, payroll cards, and paycards.

The bill has an operative date of January 1, 2015.

LB 782 Lathrop *Establish a return-to-learn protocol for students who have sustained a concussion*

In 2011 the Legislature passed LB 260, introduced by Senator Lathrop, to create the Concussion Awareness Act. The Legislature found that concussions are one of the most commonly reported injuries in children and adolescents who participate in sports and recreational activities and that the risk of injury or death is significant when a concussion or brain injury is not properly evaluated and managed.

LB 260 (2011) required all public and private schools to undertake various safeguards and procedures, which included:

- a. Making available training approved by the chief medical officer on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury to all coaches of school athletic teams; and
- b. Requiring that concussion and brain injury information be provided on an annual basis to students and the students' parents or guardians prior to such students initiating practice or competition.

LB 782, also introduced by Senator Lathrop, amends the Concussion Awareness Act by establishing a “return to learn protocol” for students that have sustained a concussion. The protocol must recognize that students who have sustained a concussion and returned to school may need informal or formal accommodations, modifications of curriculum, and monitoring by medical or academic staff until the student is fully recovered.

LB 787 Schumacher *Provide an income tax deduction for loan principal payments for graduate degrees*

LB 787 creates an income tax deduction under the Nebraska Revenue Act. Under the legislation, an individual’s Federal adjusted gross income would be reduced by an amount equal to the principal paid by the taxpayer during the taxable year on any qualified education loan. The bill defines “qualified education loan” as any indebtedness owed to a nonrelated entity that is incurred by the taxpayer solely to pay for the costs necessary to obtain a graduate degree from an institution of higher education.

The reduction allowed under this measure would be available for the first ten taxable years after the taxpayer culminates a course of study resulting in his/her graduate degree.

The bill contains an operative date for all taxable years beginning on January 1, 2015.

LB 789 Bolz *Provide for a survey relating to paraeducators*

In 1991, the UNL College of Education and Human Sciences Project PARA collaborated with NDE to release a guide for school administrators to facilitate the use of paraeducators in public schools which:

- a. provides information on training, supervising, and evaluating paraeducators in the classroom,
- b. outlines the appropriate roles of paraeducators in the classroom, and
- c. details the ethical and legal issues that can arise under the requirements for a paraeducator established by the United States and NDE.

Project PARA and NDE developed the guide after research in the 1980s based primarily on a survey conducted in 1980 and 1981 that provided a census of paraeducators and their roles in Nebraska schools. The data is now more than 30 years old, and the subsequent guidelines in use are more than 20 years old.

The intent behind LB 789 is to update the guidelines that address the growing utilization of paraeducators in schools and for thorough data collection to ensure that future policy decisions are based on accurate information.

Senator Bolz believes it is important to collect and analyze statewide data on the distribution of paraeducator positions from grades K-8, the number of paraeducators in the fields of English as a second language and special needs, salaries, supervision of paraeducators, and the average time of completion of paraeducator training requirements.

LB 789 requires that the UNL College of Education and Human Sciences Project PARA create a systematic picture of the current number and roles of paraeducators in Nebraska's schools. Project PARA must:

1. Design and implement a survey of paraeducators similar to the survey conducted in 1980;
2. Conduct the survey;
3. Evaluate the survey data and generate a report; and
4. Develop a new set of guidelines for school administrators, in cooperation with NDE, focusing on: (a) Methods for ensuring successful completion of the paraeducator training requirements established by NDE; and (b) a framework for supervision of paraeducators by school district personnel.

Project PARA and NDE must then utilize the data collected under the survey to conduct relevant research which may include assessment of future coursework needs of paraeducators and accelerated teacher certification for paraeducators.

LB 789 allocates \$132,800 for FY2014-15 and \$103,700 for FY2015-16 from the Education Innovation Fund to NDE to provide a grant to Project PARA for survey development and implementation, computer hardware and software, travel expenses related to the survey, and salaries for graduate assistants conducting the survey.

LB 790 Howard *Require training for case managers as prescribed*

To facilitate consistency in training all case managers, LB 790 requires that the same program for initial training of case managers would be utilized for all case managers, whether they are employed by HHS or by an organization under contract with the department.

The initial training of all case managers must be provided by the same entity, whether it is HHS or an organization under contract with the department. If a contractor is utilized for initial training of case managers, HHS must create a formal system for measuring and evaluating the quality of the training.

All case managers must complete a formal assessment process after initial training to demonstrate competency prior to assuming responsibilities as a case manager. The training curriculum for case managers must include, at a minimum:

- a. An understanding of the benefits of utilizing evidence-based and promising casework practices;
- b. the importance of guaranteeing service providers' fidelity to evidence-based and promising casework practices; and
- c. a commitment to evidence-based and promising family-centered casework practices that utilize a least restrictive approach for children and families.

LB 793 Wallman *Change workers' compensation death benefit provisions*

LB 793 amends the Nebraska Workers' Compensation Act to provide death benefits for the dependents of a retired worker who died as a result of an occupational disease or latent and progressive injury or disease under the contract of hiring in force when the retired worker was last employed by the employer found liable for the occupational disease or latent and progressive injury or disease.

The bill provides that, with respect to a retired worker who died as a result of an occupational disease or latent and progressive injury or disease, there is a conclusive presumption that he/she suffered a loss of access to the labor market and suffered a diminution of employability or impairment of earning capacity.

LB 807 Harms *Change provisions relating to provisional operator's permits, interactive wireless communication devices, and occupant protection systems and update references to certain federal provisions*

Introduced by Senator Harms and 16 co-sponsors (including six members of the Education Committee), LB 807 makes it a primary offense for any holder of a learner or school permit to use any type of interactive wireless communication device while

operating a motor vehicle on the highways of this state. Current law provides for enforcement as a secondary action when the holder of the learner or school permit has been cited or charged with a violation of some other law.

The bill makes it a primary offense for those holding a regular driver's license to use a handheld wireless communication device to read a written communication, manually type a written communication, or send a written communication while operating a motor vehicle which is in motion. The exceptions to this law remain: (a) A person performing his/her official duties as a law enforcement officer, a firefighter, an ambulance driver, or an emergency medical technician; or (b) A person operating a motor vehicle in an emergency situation.

Under current law, it is a primary offense for failure by any person in Nebraska who drives any motor vehicle that has or is required to have an occupant protection system to ensure that children up to six years of age use a child passenger restraint system. However, it is only a secondary offense if a person in Nebraska who drives any motor vehicle which has or is required to have an occupant protection system fails to ensure that all children six years of age and less than 18 years of age use an occupant protection system. LB 807 makes all such incidents a primary offense.

Under current law, no driver may operate a motor vehicle upon a highway or street in this state unless the driver and front-seat occupant in the motor vehicle are wearing occupant protection systems and all occupant protection systems worn are properly adjusted and fastened. LB 807 requires all occupants in the motor vehicle to wear an occupant protection system.

Lastly, the bill provides that the operator of a school bus, including any school bus which transports pupils by direct contract with the pupils or their parents and not owned by or under contract with a school district or nonpublic school, may not, whenever the vehicle is in motion, use any type of interactive wireless communication device. However, this provision would not apply to any dispatch communication device.

LB 813 Hansen *Change valuation of agricultural land and horticultural land for property tax purposes*

LB 813 lowers the property tax valuations of ag land and greenland (special valuation) from the current 75% of its actual value to:

- For tax year 2015, 70% of its actual value;
- For tax year 2016 and each tax year thereafter, 65% of its actual value.

The bill also amends the state aid formula (TEEOSA) relating to state aid value. Currently, state aid value for ag land and greenland is 72% of actual value. LB 813 would change state aid value for ag land and greenland as follows:

- For tax year 2015, 67% of actual value;
- For tax year 2016 and each tax year thereafter, 62% of actual value.

The bill does not change state aid value for residential land or personal property.



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Future Planning January 13, 2014

1. 1/15/14- District Data for Administrators- NASB- Lincoln
2. 1/26-27/14- Legislative Issues Workshop- NASB- Lincoln
3. 1/27/14- Board Work Session 7 PM @ high school cafeteria
4. 2/10/14- Regular Board Meeting; 6 PM Site Committee; 6:30 PM Finance
5. 2/18/14- Incumbent filing deadline for Board of education elections
6. 2/24/14- Board Works Session 7 PM
7. 2/27-28/14- Education Forum- NASB- Kearney