

**Board of Education Regular Meeting**

Tuesday, December 10, 2019 5:00 PM

Conference Room

520 East 9th Street

Imperial, NE 69033

Attendance Taken at 5:00 PM.

Cindy Arterburn: Present

Josh Fries: Present

Karl Meeske: Present

Jeff Olsen: Present

Willy O'Neil: Present

Dan Reeves: Present

Sheila Stromberger: Present

Carrie Terryberry: Present

Steve Wallin: Present

I. CALL MEETING TO ORDER

II. APPROVAL OF AGENDA AND CHANGES TO AGENDA

III. APPROVAL OF MINUTES

IV. APPROVAL OF FINANCIAL REPORT

V. PUBLIC COMMENT

VI. INFORMATION AND PROPOSALS

1. ACTIVITY DIRECTOR'S REPORT

2. PRINCIPALS' REPORT

3. SUPERINTENDENT'S REPORT

4. BOARD COMMITTEE REPORT

VII. ACTION ITEMS

VIII. DISCUSSION ITEMS

IX. ADJOURN

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Board President

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Board Secretary



# Chase County

**December, 2019**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3 10:00am Wrestling-JH <b>Bayard vs. Multiple Schools</b> 7:30pm One Act Play- @ Auditorium	4 9:00am One Act Play- @ North Platte	5 3:00pm Basketball-G/JV/Varsity <b>Cozad</b> 3:00pm Basketball-B/JV/Varsity <b>Cozad</b> 5:30pm Wrestling-B/Varsity/JV <b>Garden County Schools vs. Multiple Schools</b>	6 12:00pm Wrestling-B/Varsity/JV <b>Elwood</b> 4:00pm Basketball-G/JV/Varsity <b>Wauneta-Palisade</b> 4:00pm Basketball-B/JV/Varsity <b>Wauneta-Palisade</b>	7 8:30am Wrestling-B/Varsity/JV <b>Broken Bow vs. Multiple Schools</b>
8	9 FFA- 4:30pm Basketball-G/C Team <b>Dundy County Stratton</b> 6:00pm Basketball-B/C Team <b>Dundy County Stratton</b>	10 7:30am FFA- @ Auditorium 5:00pm Board Meeting- @ Board Room 6:30pm K-4th Choir- @ Longhorn Gym	11 One Act Play-	12 One Act Play- 7:00pm 5th- 12th vocal- @ Auditorium	13 One Act Play- 9:00am Wrestling-B/Varsity/JV <b>Southern Valley</b> 4:00pm Basketball-B/JV/Varsity <b>Sidney</b> 4:00pm Basketball-G/JV/Varsity <b>Sidney</b>	14 10:00am Basketball-G/JH <b>Ogallala</b> 4:30pm Basketball-G/JV/Varsity <b>Ogallala</b> 4:30pm Basketball-B/JV/Varsity <b>Ogallala</b>
15	16 4:00pm Basketball-G/JH <b>Perkins County</b> 5:00pm Basketball-G/C Team <b>Ogallala</b> 6:30pm Basketball-B/C Team <b>Ogallala</b>	17 4:00pm Wrestling-B/Varsity/JV <b>Kimball vs. Multiple Schools</b> 4:30pm Basketball-G/JV/Varsity <b>Sutherland</b>	18	19 2:00pm-3:00pm 1st Grade- @ Auditorium 3:00pm Wrestling-B/Varsity/JV <b>McCook</b> 4:00pm Basketball-G/JH <b>McCook</b>	20 End of the Quarter- 9:00am Elementary- @ Auditorium	21 9:00am Wrestling-B/Varsity/JV <b>Bridgeport Public Schools</b>
22 No School-	23 Christmas Break- No School-	24 Christmas Break- No School-	25 Christmas Break- No School-	26 Christmas Break- No School-	27 Christmas Break- 2:00pm Basketball-G/Varsity <b>Sidney vs. TBA</b> 3:45pm Basketball-B/Varsity <b>Sidney vs. Multiple Schools</b>	28 <b>TBD</b> Basketball-B/Varsity <b>Sidney vs. Multiple Schools</b> <b>TBD</b> Basketball-G/Varsity <b>Sidney vs. TBA</b>
29 Christmas Break-	30 Christmas Break-	31 Christmas Break-				

## January, 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
			Christmas Break-	Christmas Break-	Christmas Break-	
5	6	7	8	9	10	11
	Teacher Inservice-	Start of Semester- <b>4:00pm Basketball-G/JV/Varsity Dundy County Stratton</b> <b>4:00pm Basketball-B/JV/Varsity Dundy County Stratton</b>		<b>2:00pm Basketball-B/JH Dundy County Stratton</b> <b>4:00pm Basketball-G/JV/Varsity Wray</b> <b>4:00pm Basketball-B/JV/Varsity Wray</b>		Vocal- @ North Platte <b>8:00am</b> Speech- @ Chase County Schools <b>9:00am</b> Wrestling-B/Varsity/JV Ogallala <b>2:00pm</b> Basketball-B/JV/Varsity Kimball <b>2:00pm</b> Basketball-G/JV/Varsity Kimball
12	13	14	15	16	17	18
<b>5:30pm Basketball-G/C Team Perkins County</b> <b>5:30pm Basketball-B/C Team Perkins County</b>	<b>7:30am</b> FFA- @ Auditorium <b>2:00pm Basketball-G/JV/Varsity Southern Valley</b> <b>2:00pm Basketball-B/JV/Varsity Southern Valley</b> <b>2:30pm</b> Wrestling-B/Varsity/JV Perkins County <b>4:00pm</b> Basketball-B/JH Perkins County	Science Fair- @ Auxiliary Gym		FFA- @ Grant <b>4:00pm Basketball-B/JH North Platte St. Pats</b> <b>4:00pm</b> Basketball-G/JH North Platte St. Pats <b>5:00pm</b> Basketball-G/JV/Varsity Perkins County <b>5:00pm</b> Basketball-B/JV/Varsity Perkins County	FFA- <b>4:00pm</b> Basketball-G/JV/Varsity Gothenburg <b>4:00pm</b> Basketball-B/JV/Varsity Gothenburg	4th-6th- @ North Platte <b>7:00am</b> Speech- @ Wallace <b>9:00am</b> Wrestling-B/Varsity/JV Chase County vs. Multiple Schools
19	20	21	22	23	24	25
<b>TBD Basketball-G/Varsity</b>	<b>TBD</b> Basketball-B/Varsity <b>TBA vs. Multiple Schools</b> <b>4:00pm</b> Basketball-B/JH Ogallala	<b>9:00am</b> FFA- @ Curtis		<b>TBD</b> Basketball-G/Varsity <b>TBA</b> <b>8:00am-4:00pm</b> Blood Drive- @ Auxiliary Gym <b>3:00pm</b> Wrestling-B/Varsity/JV Hitchcock County	<b>TBD</b> Basketball-B/Varsity <b>TBA</b> <b>11:00am</b> Wrestling-B/Varsity/JV Chadron Public <b>2:30pm</b> Board Meeting- @ North Platte	<b>TBD</b> Basketball-G/Varsity <b>North Platte</b> <b>TBD</b> Basketball-B/Varsity <b>North Platte</b> <b>10:00am</b> Wrestling-B/Varsity/JV Chadron Public
26	27	28	29	30	31	
<b>1:00pm</b> Basketball-G/JH North Platte St. Pats <b>1:00pm</b> Basketball-B/JH North Platte St. Pats vs. Multiple Schools	<b>4:00pm</b> Basketball-G/JV/Varsity Haxtun <b>4:00pm</b> Basketball-B/JV/Varsity Haxtun			<b>4:00pm</b> Basketball-B/JH Sutherland <b>4:00pm</b> Basketball-G/JH Sutherland	<b>9:00am</b> Wrestling-B/Varsity/JV Medicine Valley	

# Activities Director's Report

Thank you to Jill Bauerle, Mary Fortkamp, the Cast and Crew for their time and effort on **Play Production**. The cast did a great job and continued to improve each time. They competed at Districts in North Platte and Finished 4th in a really strong district. We had 28 students participate and it was exciting to see the changes as they continued to improve the show.

**The NSAA District 5 meeting** will be – **Wednesday, January 15 – 1:00 CDT/12:00 MST p.m. – Holdrege, The Tassel.**

**Youth Basketball** has started this last Saturday morning December 7th for K-6th grade. K-3 practice from 9:30 AM to 10:30 AM and 4th-6th Grade practice from 10:30 AM to 11:30 AM. We had a total of 79 kids on Saturday Morning

**Hudl-** Focus Camera works well and again I would like to thank Allo for the donation of the camera and the installation. We were able to stream all of the basketball games against Wauneta-Palisade and will continue to get better using the system.

**Fall Academic All-State** is to be submitted by December 17th.

Academic All-State includes contributing athletes with a GPA of 3.7 or higher and contributor to the team.

**Winter Activities Participation Numbers:** High School- 21 Girls Basketball, 28 Boys Basketball, 10 Wrestlers (8 Boys and 2 Girls) and 38 for Play Production. Junior High- JH Girls Basketball 31, JH Boys Basketball 37 and Junior High Wrestling 17.

## **Attitude of Gratitude-**

- Mallie McNair reaching the milestone of scoring 1,000 Points in her career. (1,007)
- Trevor Peterson on reaching his 100th win in wrestling
- One Act for their strong Performance at Districts and the Dedication of the Coaches and Students preparing for the competition
- Participation numbers and performance of the Young Americans
- Parent volunteers that have helped out with the youth basketball programs
- Jill, Amanda, and Larry in the front office with contracts and help with various tasks.
- Dedicated students and staff.

If you have any questions about my report, please email me at [thauxwell@chasecountyschools.org](mailto:thauxwell@chasecountyschools.org)

## 7-12 Principal Report: December 2019

Winter activities are in full swing with basketball and wrestling seasons underway and Band/Choir concerts beginning this week. Students began MAP testing last week and should finish up this week. I am excited to see results, especially in Math and 5-8 Reading & Language Arts as we made changes to curriculum in math and scheduling in the middle school that we believe will have positive results in those content areas. We will have an assembly prior to winter break for students and staff to recognize growth and achievement.

Language Arts curriculum is on the review cycle for this year. Ms. Williams has been coordinating a curriculum review with our English Language Arts teachers and Principals and we have made good progress. We hope to complete finalize our review process and have a recommendation soon.

I will be attending the Nebraska State Principals Conference in Lincoln on Thursday and Friday of this week. I look forward to the schedule of presenters on the program.

Night School has been held each Monday since November 11th and so far has had a positive impact on getting assignments turned in to teachers.

The 2nd quarter ends on December 20th and we have a full day of school scheduled for that day. School will resume from winter break for students on Tuesday, January 7th and teachers on Monday, January 6th.

Students in grades 5-12 have been working on their science fair projects through the 2nd quarter. The science fair is scheduled for Wednesday, January 15th. Anyone who would be interested in serving as a judge for the science fair should contact the school or a science teacher. Volunteers are always appreciated.

Submitted by:  
Jon Lechtenberg  
Chase County Schools 7-12 Principal

Mrs. Odens' December, 2019 School Board Report

MAP testing has started and will finish up this week. We will be sharing more information about growth on the MAP tests from fall to winter at our January board meeting.

I have completed the non-tenured staff's first semester evaluations. I am also about half way through the tenured staff's evaluations for the year. I have shared the schedule for second semester evaluations with the staff. I will begin those evaluations in the middle of January. .

The K-4 vocal Christmas program is tonight. The 5-12 vocal concert will be Thursday, December 12th. Ms. Liess, Mrs. Bauerle, and Mrs. Strand have been working hard to prepare students for these events.

The 2nd grade classrooms celebrated Thanksgiving with their Thanksgiving Feast last Monday. They prepared great food and provided entertainment for their guests with songs and poems. They also prepared Thanksgiving plays that they performed for their parents last Friday.

The elementary classrooms are gearing up for Christmas. The first graders are working on plays to perform for their parents. The PTO is again sponsoring a movie for the 3-4 grade classrooms at the movie theatre on the last day of school before Christmas break.. We will be transporting the students there on buses. The K-2 classrooms all have themes this year and will be having Christmas parties and movies on the last day of school before Christmas break. The 4th graders will also be having a poetry reading on that day for family and friends at 9:00 in the auditorium. The Middle School teachers are woking on plans for their students for the last day of school.

From: **Craig Raridon** <[craridon@radioeng.com](mailto:craridon@radioeng.com)>  
Date: Mon, Dec 2, 2019 at 6:49 AM  
Subject: Quote Chase County Schools by REI  
To: [rfelker@chasecountyschools.org](mailto:rfelker@chasecountyschools.org) <[rfelker@chasecountyschools.org](mailto:rfelker@chasecountyschools.org)>, Troy Hauxwell <[thauxwell@chasecountyschools.org](mailto:thauxwell@chasecountyschools.org)>

Rex and Troy,

Below is the hardware quote for the 3 systems.  
I went out and got 2 installation quotes. Both have installed hundreds of systems by REI and are experienced. Your district sits geographically between each.

1. Midwest Bus Repair from Hooper, NE: Midwest Bus Repair could pick up systems in Omaha and bring = no freight

Thank you for the opportunity to quote the installation of REI's HD5 surveillance systems for Chase County Schools in Imperial Nebraska. As currently laid out: 1 system with 7 cameras, GPS, event marker, sensory harness, and 2 systems with 5 cameras, GPS, event marker, and sensory harness; total installation price would be \$1870. This price includes all travel to the customers site. In addition, we would be willing to pick up the systems from REI to save the customer any 3rd party shipping costs. Listed below is a break down per system.

- 1 system w/7 cameras, GPS, event marker, sensory harness: \$670
- 2 systems w/5 cameras, GPS, event marker, sensory harness: \$600/ea.

If you have any questions or would like to schedule an installation, please let us know. We still have a few spots open over the winter break if this is ideal for the customer.

2. Perlmutter's Electrical Repair LLC from Denver, CO (NOTE: this would require freight and an estimate of \$150)

Qty	REI Part No	Cust Part No	Description	List Price	Price Source	Extended Price
1	HD5-1200W-E		HD5-1200W DVR,6 CAMS,1TB HDD	\$2,850.00	Misc	\$2,850.00
1	710609		DVR, HD5-1200 12 CH WIFI GPS	\$0.00	System	\$0.00
1	512002		CABLE, POWER, HD SERIES DVR, 16'	\$0.00	System	\$0.00
1	710639		HDD MODULE, HD5, 1TB	\$0.00	System	\$0.00
1	710710		CAM, WS IP 1080P BLK 96 HFOV	\$0.00	System	\$0.00
1	710675		CAM, MB AHD WDR 170 HFOV 778	\$0.00	System	\$0.00
3	710675		CAM, MB AHD WDR 170 HFOV 778	\$0.00	System	\$0.00
1	710682		CAM, EXT AHD 85D LT RR/RT FT 778	\$0.00	System	\$0.00
1	530099		CABLE, NETWORK CAT6, 10FT	\$0.00	System	\$0.00
1	512167		CABLE, CAMERA TO DVR, 15'	\$0.00	System	\$0.00
1	512168		CABLE, CAMERA TO DVR, 25'	\$0.00	System	\$0.00
1	512169		CABLE, CAMERA TO DVR, 40'	\$0.00	System	\$0.00
1	510993		CABLE, CAMERA TO DVR, 50'	\$0.00	System	\$0.00
1	512170		CABLE, CAMERA TO DVR, 60'	\$0.00	System	\$0.00
1	530093		CABLE, USB 3.0, A-M/B-M, 3FT.	\$0.00	System	\$0.00
1	512912		ADAPTOR, AHD 6PIN TO 4PIN W/ AUDIO	\$0.00	System	\$0.00
1	STOPCAM		STOP ARM CAMERA KIT	\$275.00	Misc	\$275.00
1	512912		ADAPTOR, AHD 6PIN TO 4PIN W/ AUDIO	\$0.00	Kit	\$0.00
1	710684		CAM, SA AHD 20D RT RR/LT FT 778	\$0.00	Kit	\$0.00
1	512168		CABLE, CAMERA TO DVR, 25'	\$0.00	Kit	\$0.00
2	HD5-600W-5-		HD5-600W DVR,5 CAMS,500GB HDD	\$1,955.00	Misc	\$3,910.00
2	710608		DVR, HD5-600 6 CH WIFI GPS	\$0.00	System	\$0.00
2	512002		CABLE, POWER, HD SERIES DVR, 16'	\$0.00	System	\$0.00
2	710638		HDD MODULE, HD5, 500GB	\$0.00	System	\$0.00
2	710710		CAM, WS IP 1080P BLK 96 HFOV	\$0.00	System	\$0.00
2	710675		CAM, MB AHD WDR 170 HFOV 778	\$0.00	System	\$0.00
6	710761		CAM M-EYEBALL,W/SURFC/RECESSD MNT	\$0.00	System	\$0.00
2	530099		CABLE, NETWORK CAT6, 10FT	\$0.00	System	\$0.00
2	512167		CABLE, CAMERA TO DVR, 15'	\$0.00	System	\$0.00
2	512168		CABLE, CAMERA TO DVR, 25'	\$0.00	System	\$0.00
2	510993		CABLE, CAMERA TO DVR, 50'	\$0.00	System	\$0.00
2	512170		CABLE, CAMERA TO DVR, 60'	\$0.00	System	\$0.00
1	530093		CABLE, USB 3.0, A-M/B-M, 3FT.	\$0.00	System	\$0.00
6	512824		CBL, COS ADPT, MINI-DIN TO MOLEX	\$0.00	System	\$0.00
3	511986		HARNESS,EVENT MARK,ALARM/PANIC,20'	\$50.00	Misc	\$150.00
3	512209		HARNESS,DVR VEHICLE SENSORS 20'	\$50.00	Misc	\$150.00
3	710214		RECEIVER,GPS W/SIRF3 AND 16' CABLE	\$125.00	Misc	\$375.00
1	710638		HDD MODULE, HD5, 500GB	\$250.00	Misc	\$250.00

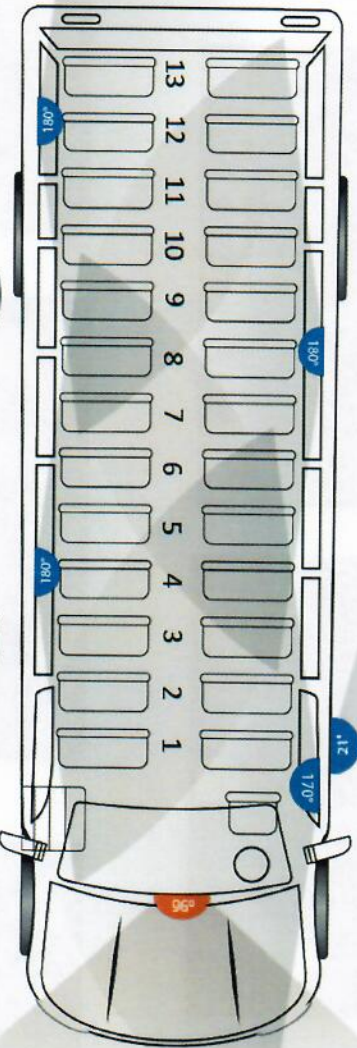
# Chase County Schools



710761 – Channel 3  
Driver Side Row 8



710675 – Channel 1  
Driver Side Partition  
Barrier Stairwell View



710761 – Channel 4  
Curb Side Row 12



710761 – Channel 2  
Curb Side Row 4



710710 IP – Channel 9  
Front Windshield

Radio Engineering Record Time Estimator

Platform: HDS-1200 Storage Capacity: 500 GB Configuration: Custom

Enable	Resolution	Frame Rate	Quality
<input checked="" type="checkbox"/> Analog Camera 1	1080P	20 fps	100%
<input checked="" type="checkbox"/> Analog Camera 2	720P	20 fps	100%
<input checked="" type="checkbox"/> Analog Camera 3	720P	20 fps	100%
<input checked="" type="checkbox"/> Analog Camera 4	720P	20 fps	100%
<input checked="" type="checkbox"/> Analog Camera 5	1080P	30 fps	100%
<input checked="" type="checkbox"/> Analog Camera 6	1080P	30 fps	100%
<input checked="" type="checkbox"/> Analog Camera 7	720P	30 fps	100%
<input type="checkbox"/> Analog Camera 8	720P	30 fps	100%
<input checked="" type="checkbox"/> IP Camera 1	4M	30 fps	100%
<input type="checkbox"/> IP Camera 2	1080P	30 fps	100%
<input type="checkbox"/> IP Camera 3	1080P	30 fps	100%
<input type="checkbox"/> IP Camera 4	1080P	30 fps	100%
<input checked="" type="checkbox"/> Sub-Stream	CF	30 fps	100%

Main Stream: 28 Hours Sub-Stream: 34 Hours Resource Utilization: Analog: 44% IP: 46%



FREE Video Management Software at  
[www.radioeng.info](http://www.radioeng.info)

Diagram shows estimated view and is not intended for exact point of view. Copyright © 2018 REI



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1	710639		HDD MODULE, HD5, 1TB	\$0.00	System	\$0.00
1	710710		CAM, WS IP 1080P BLK 96 HFOV	\$0.00	System	\$0.00
1	710675		CAM, MB AHD WDR 170 HFOV 778	\$0.00	System	\$0.00
3	710675		CAM, MB AHD WDR 170 HFOV 778	\$0.00	System	\$0.00
1	710682		CAM, EXT AHD 65D LT RR/RT FT 778	\$0.00	System	\$0.00
1	530099		CABLE, NETWORK CAT6, 10FT	\$0.00	System	\$0.00
1	512167		CABLE, CAMERA TO DVR, 15'	\$0.00	System	\$0.00
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1	STOPCAM		STOP ARM CAMERA KIT	\$275.00	Misc	\$275.00
1	512912		ADAPTOR, AHD 6PIN TO 4PIN W/ AUDIO	\$0.00	Kit	\$0.00
1	710684		CAM, SA AHD 20D RT RR/LT FT 778	\$0.00	Kit	\$0.00
1	512168		CABLE, CAMERA TO DVR, 25'	\$0.00	Kit	\$0.00
2	HD5-600W-5-		HD5-600W DVR,5 CAMS,500GB HDD	\$1,955.00	Misc	\$3,910.00
2	710608		DVR, HD5-600 6 CH WIFI GPS	\$0.00	System	\$0.00
2	512002		CABLE, POWER, HD SERIES DVR, 16'	\$0.00	System	\$0.00
2	710638		HDD MODULE, HD5, 500GB	\$0.00	System	\$0.00
2	710710		CAM, WS IP 1080P BLK 96 HFOV	\$0.00	System	\$0.00
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6	710761		CAM M-EYEBALL,W/SURFC/RECESSD MNT	\$0.00	System	\$0.00
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6	512824		CBL, COS ADPT, MINI-DIN TO MOLEX	\$0.00	System	\$0.00
3	511986		HARNESS,EVENT MARK,ALARM/PANIC,20'	\$50.00	Misc	\$150.00
3	512209		HARNESS,DVR VEHICLE SENSORS 20'	\$50.00	Misc	\$150.00
3	710214		RECEIVER,GPS W/SIRF3 AND 16' CABLE	\$125.00	Misc	\$375.00
1	710638		HDD MODULE, HD5, 500GB	\$250.00	Misc	\$250.00

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Total Price: \$7,960.00

Qty	Description	Hourly Rate	Unit Cost	Material Cost	Labor Cost
1	Install DVR System With 7 Cameras		1 X \$500.00		\$500.00
2	Install DVR System With 5 Cameras		2 X \$450.00		\$900.00
1	Travel Time		1 X \$150.00		\$150.00
	Cost of Materials				\$ -
	Cost of Labor				\$ 1,550.00
	Total				\$ 1,550.00

Mr. Rex Felker – Transportation Director  
Chase County Schools  
520 East 9th St. | PO Box #577  
Imperial, NE 69033

Dear Mr. Felker,

Per your request I have created a quote for a four (4) camera monitoring system. This system is an REI system and will be installed by us here at Nebraska/Central Equipment. The below price is per bus.

- One (1) HD5-600 High resolution digital DVR mounted inside driver's area
- Four (4) cameras at sides to capture whole inside of the bus
- One (1) Event marker button for driver to "mark" when an event happens
- All parts, wiring, and installation included in price
- Stop arm monitoring camera

**Total: \$3,750.00 / bus**

Many Thanks,

Tyler Cox  
General Manager  
Nebraska/Central Equipment, Inc.

### Acceptance:

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_



**NEBRASKA / CENTRAL  
EQUIPMENT, INC.**  
bus sales & service

**EARLY RESIGNATION PROGRAM 2019-2020  
CHASE COUNTY SCHOOL DISTRICT - TEACHER RESIGNATION AND RELEASE**

**THIS RESIGNATION AND RELEASE** is made this \_\_\_\_ day of \_\_\_\_\_, 20\_\_, by and between Chase County School District 15-0010 a/k/a Chase County School District, hereinafter referred to as "School District," or the "District," and [Insert Teacher Name], hereinafter referred to as "Teacher."

**IN CONSIDERATION** of the mutual covenants and conditions contained herein, the District and the Teacher do hereby agree as follows:

**1. QUALIFICATION:** The Teacher must have been employed by the School District for a minimum of three (3) years.

**2. RESIGNATION:** The Teacher does hereby resign from all employment relations with the School District, or any successor-in-interest to the School District and the School District does hereby accept such resignation, which shall be effective as of May 23, 2020. The Teacher shall receive all pay under the Teacher's existing employment contract with the last payment under that contract being made on or about August 10, 2020.

**A. SEVERANCE BENEFIT:** In consideration of the Teacher's resignation the School District shall pay the Teacher the sum of \$1,000.00 payable on or before March 20, 2020.

**[NOTE: Participation in this Early Resignation Program disqualifies an employee from participation in any early retirement incentive program sponsored by the School District for the 2019-2020 school year or thereafter.]**

**B. TAXES:** It is understood and agreed that state and federal withholding, FICA, FUTA, including employer and employee share thereof have been, or will be, withheld from or contributed in relation to the severance benefit stated above.

**3. RELEASE:** The Teacher does hereby waive and release the School District and all other School District officials or employees in their official and individual capacities, from any and all rights or claims which the Teacher may have by statute, contract, or otherwise, to continued Consider, discuss and take necessary action with regard to superintendent evaluation.employment, other financial remuneration or rights, all other employment relations or rights or recall, with, by or against, the School District and others named herein, or any successor-in-interest to the School District, and does hereby further release any and all other claims or causes of action which the Teacher may have, or claim to have, now or in the future as a result of or in any way connected with the Teacher's employment relationship with the School District including, but not limited to any accrued vacation leave and sick leave accrued through and including May 22, 2020. This waiver and release includes, but is not limited to, any and all rights or claims the Teacher may have or claim to have pursuant to Sections 79-824 to 79-842, R.R.S. and specifically any rights under Section 79-829(3) regarding a request by the School District for acceptance of employment prior to March 15 of each year..

**4. INDEMNIFICATION:** It is the intention of the parties to this Resignation and Release upon the signing and acceptance hereof, that all employment relations and any and all employment or other claims or rights of or by the Teacher against the School District and others named herein, or any successor-in-interest to the School District, are and shall be considered as resolved and settled by this Agreement, and the Teacher agrees to and does hereby indemnify and hold the School District and others named herein or any successor-in-interest to the School District harmless from any and all such claims and the Teacher further covenants not to sue the School District and others named herein or any successor-in-interest to the School District on any such alleged claims.

**5. ACCEPTANCE:** The Teacher shall accept this agreement by signing the same and returning it to the School District by **January 31, 2020** or it shall be null and void and of no force or effect and the School District's agreements herein shall be considered as having been withdrawn.

Date: _____, 20__	Date: _____, 20__
Teacher:	<b>CHASE COUNTY SCHOOL DISTRICT 15-0010, A/K/A CHASE COUNTY SCHOOL DISTRICT</b>  By: _____ President, Board of Education

PINNACLE BANK  
PO BOX 598  
GRETNA, NE 68028-0598

022 00078 01

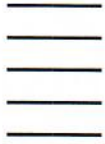
Customer:

XXXXXX0314

Page: 1

11/20/2019

Telephone: 800-227-7715



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CHASE COUNTY SCHOOLS  
TECHNOLOGY  
PO BOX 577  
IMPERIAL NE 69033-0577



PINNACLE BANK IMPERIAL  
447 BROADWAY  
IMPERIAL, NE 69033

Telephone: 308-882-4297

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PUBLIC/GOVT TIME Certificate XXXXXX1635

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Original Issue Date:	12/10/2012	Interest Rate:	1.8000 %
Original Issue Value:	15,968.96	Maturity Date:	12/10/2019
Last Renewal Date:	12/10/2018	Term:	12 Months
Last Renewal Value:	16,397.77		

\*\*\*\*\*  
\* A p p r o a c h i n g R e n e w a l A d v i c e \*  
\*\*\*\*\*

Your certificate will mature on 12/10/2019. Interest will be credited to your certificate quarterly. The current balance of your PUBLIC/GOVT TIME Certificate is 16,637.56. If the certificate renews, the new maturity date will be 12/10/2020.

THE NEW INTEREST RATE AND ANNUAL PERCENTAGE YIELD HAVE NOT YET BEEN DETERMINED. YOU MAY CALL 308-882-4297 ON THE MATURITY DATE TO OBTAIN THE NEW INTEREST RATE AND ANNUAL PERCENTAGE YIELD. WITHDRAWAL PENALTY: 3 MO. SIMPLE INTEREST ON 12 MO. MATURITIES AND UNDER, 6 MO. SIMPLE INTEREST OVER 12 MO. MATURITIES.

# CHASE COUNTY SCHOOLS ANNUAL SUPERINTENDENT PERFORMANCE EVALUATION

SUPERINTENDENT'S NAME: \_\_\_\_\_

PERIOD OF EVALUATION: From: \_\_\_\_\_ To: \_\_\_\_\_

TIME IN CURRENT POSITION: \_\_\_\_\_

## PART I - INSTRUCTIONS TO BOARD MEMBERS

Listed below are evaluation factors that are important in the performance of the Superintendent's job. **NOTE: Any rating of a 1.0, 1.5, 2.0, 2.5 requires supporting details.** The "overall performance" evaluation should reflect the Superintendent's total performance, including the performance factors as related to the Superintendent's responsibilities and duties as set forth in the job description.

<b>MARKING INSTRUCTIONS</b>	Each board member should indicate the Superintendent's performance by using <i>checkbox</i> next to the appropriate level of performance.
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The following 4.0 rating scale guide is being provided to assist the evaluator in assigning the most appropriate measurement of the Superintendents' performance.

- 1.0 = UNACCEPTABLE** - Consistently fails to meet job requirements; performance clearly below minimum requirements. Immediate improvement required to maintain employment.
- 2.0 = NEEDS IMPROVEMENT** – Occasionally fails to meet job requirements; performance must improve to meet expectations of position.
- 3.0 = MEETS EXPECTATIONS** – Able to perform job duties satisfactorily. Normal expectations are met.
- 4.0 = EXCEEDS EXPECTATIONS** – Frequently exceeds job requirements; all planned objectives were achieved above the established standards and accomplishments were made in unexpected areas as well. This is the highest level of performance that can be attained.
- NA = No Opportunity to Observe** – Board member has not had the opportunity to observe the Superintendent regarding the performance being measured/evaluated.

**PART II - EVALUATION FACTORS**

1. **Knowledge, Skills, Abilities** – Consider the degree to which the Superintendent exhibits the required level of job *knowledge* and/or *skills* to perform the job and this Superintendent’s use of established techniques, materials and equipment as they relate to performance. Does the Superintendent demonstrate the ability to *manage several responsibilities simultaneously*; perform work in a *productive and timely* manner; meet deadlines? Also, consider how well the Superintendent *evaluates* and maintains positive *relationships* with the administrative staff.

Unacceptable.....Exceeds Expectations  
 1    1.5    2    2.5    3    3.5    4    N/A

Supporting Details: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. **Quality and Adaptability** – Does the Superintendent complete assignments meeting *quality standards*? Consider accuracy, thoroughness and adherence to *standards* and *policies*. Consider the ease with which the Superintendent adjusts to any *change* in duties, responsibilities, procedures, or work environment. How well does the Superintendent accept *new ideas*, respond appropriately to constructive criticism and to suggestions for work improvement from the Board of Education?

Unacceptable.....Exceeds Expectations  
 1    1.5    2    2.5    3    3.5    4    N/A

Supporting Details: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. **Communication** – Consider job related effectiveness in *communications* with others. Does the Superintendent *express ideas clearly* both orally and in writing, listen well and *respond appropriately*?

Unacceptable.....Exceeds Expectations  
 1    1.5    2    2.5    3    3.5    4    N/A

Supporting Details: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. **Ethical** – Consider the degree in which the Superintendent exhibits *honesty, integrity,* and *trustworthiness* in responsibilities, assignments, and interactions with others.

Unacceptable.....Exceeds Expectations

1    1.5    2    2.5    3    3.5    4    N/A

Supporting Details: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

5. **Leadership** – Consider how well the Superintendent demonstrates effective team working abilities; gains respect and cooperation; inspires and motivates district employees; works toward common goal. How well does the Superintendent demonstrate the ability to work with others in accomplishing goals? Consider how well the Superintendent serves as a role model; provides guidance and opportunities to district employees for their development and advancement; resolves problems; assists district employees in accomplishing objectives. Consider how well the Superintendent seeks and assumes greater responsibility, monitors projects, and follows through appropriately.

Unacceptable.....Exceeds Expectations  
 1    1.5    2    2.5    3    3.5    4    N/A

Supporting Details: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

6. **Planning and Organizing** – Consider how well the Superintendent plans and organizes work; coordinates with others, and establishes appropriate priorities; anticipates future needs; carries out assignments effectively. Consider the results of this Superintendent's efforts. Does the Superintendent demonstrate the ability to manage several responsibilities simultaneously; perform work in a productive and timely manner; meet deadlines? Does the Superintendent monitor projects and exercise follow-through; adhere to time frames; is on time for meetings and appointments? Consider how well the Superintendent effectively analyzes problems, determines appropriate action for solutions, and exhibits timely and decisive action; thinks logically.

Unacceptable.....Exceeds Expectations  
 1    1.5    2    2.5    3    3.5    4    N/A

Supporting Details: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

7. **Financial** – Consider how well the Superintendent *prepares* the budget, has complete *understanding* and *knowledge*, *manages* all funds, and submits *timely reports* to the Board of Education.

Unacceptable.....Exceeds Expectations  
 1    1.5    2    2.5    3    3.5    4    N/A

Supporting Details: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

8. **Relationships** – Consider how well the Superintendent *establishes relationships* with students and parents, maintains a *positive* learning environment, *participates* in community and professional organizations. To what extent does the Superintendent display a *positive, cooperative attitude* in the completion of duties and responsibilities? How well does the Superintendent work with district employees? Does the Superintendent demonstrate *consideration of others*; maintain *rapport* with others; *help others willingly*?

Unacceptable.....Exceeds Expectations  
 1    1.5    2    2.5    3    3.5    4    N/A

Supporting Details: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**PART III – DRIVING FORCE GOALS AND SUCCESS MEASURES**

Driving force goals, success measures and quarterly activities have been clearly established, progress of these tasks should be evaluated. List and evaluate progress made on major pre-determined driving force goals, success measures and quarterly activities by marking the appropriate box. The “Supporting Details” space may be used for satisfactory progress but must be used for unsatisfactory progress.

**1) Driving Force Goal: Leadership**

**a) Success Measure:** *Job Descriptions, Update Board Policies, Develop Monthly Staff Meetings, Create Strategic Communication Committee, Student, Teacher, Classified Staff, Activity & Forms Handbooks aligned.*

Accomplished or Satisfactory Progress

Unsatisfactory Progress

**Supporting Details:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**2) Driving Force Goal: Finances**

**a) Success Measure:** *Audit our Business Operations Policy processes, develop budget trends, analyze & create aligned line-item budget.*

Accomplished or Satisfactory Progress

Unsatisfactory Progress

**Supporting Details:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**PART IV - OVERALL PERFORMANCE**

Please use this space to describe the overall performance rating. The overall rating should be a reflection of the evaluation factors graded above.

**Unacceptable** ..... **Exceeds Expectations**  
 1                       2                       3                       4

**Supporting Details:**

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**SIGNATURES**

**Board Evaluation Chair:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Superintendent:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Supporting Details:**

**PART V - TO THE SUPERINTENDENT:**

I have been advised of my performance ratings. I have discussed the contents of this review with the board members. My signature does not necessarily imply agreement. My supporting details are as follows (optional) (attach additional sheets if necessary):

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**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_