

Board of Education Regular Meeting

Monday, January 11, 2016 5:40 PM

1. Call to Order

2. Flag Salute

3. Open Meetings Act

4. Roll Call

5. Review of Agenda

Motion to approve the agenda as presented Passed with a motion by Lynette Mitchell and a second by Denise Ourada.

Jeff Meads: Yea, Morgan Meier: Yea, Lynette Mitchell: Yea, Denise Ourada: Yea, JC Ourada: Yea, John Worthing: Yea

6. Citizen's Comments

7. Consent Agenda

Motion to approve the Consent Agenda as presented Passed with a motion by John Worthing and a second by JC Ourada.

Lynette Mitchell: Nay, Jeff Meads: Yea, Morgan Meier: Yea, Denise Ourada: Yea, JC Ourada: Yea, John Worthing: Yea

7.1. Approval of Minutes of Previous Meeting(s)

7.2. Payment of Invoices in amount of \$97,626.51

7.3. Financial Reports

8. Old Business

8.1. Review of 6000 series policies (click on weblink)

9. New Business

9.1. Superintendent Contract 2016-2018

I make a move to approve the 2016-2018 superintendent contract Passed with a motion by John Worthing and a second by JC Ourada.

Jeff Meads: Yea, Morgan Meier: Yea, Lynette Mitchell: Yea, Denise Ourada: Yea, JC Ourada: Yea, John Worthing: Yea

9.2. Transfer of \$52,444.72 donated by the Elm Creek School Foundation for the purchase of the playground, from the Activities Fund to the General Fund.

I move we transfer \$52,444.72 donated by the Elm Creek School Foundation for the purchase of the playground, from the Activities Fund to the General Fund, Passed with a

motion by Denise Ourada and a second by Lynette Mitchell.

Jeff Meads: Yea, Morgan Meier: Yea, Lynette Mitchell: Yea, Denise Ourada: Yea, JC Ourada: Yea, John Worthing: Yea

9.3. Approval of Policy 5209 - Graduation Civics Test Requirement

I move to approve Elm Creek Schools policy 5209, Civics Test Requirement for Graduation beginning in 2017 Passed with a motion by John Worthing and a second by Morgan Meier.

Jeff Meads: Yea, Morgan Meier: Yea, Lynette Mitchell: Yea, Denise Ourada: Yea, JC Ourada: Yea, John Worthing: Yea

9.4. Approval of 2016-2017 School Calendar

I move to approve the 2016-2017 school calendar Passed with a motion by John Worthing and a second by Lynette Mitchell.

Jeff Meads: Yea, Morgan Meier: Yea, Lynette Mitchell: Yea, Denise Ourada: Yea, JC Ourada: Yea, John Worthing: Yea

9.5. Copier/Printer Lease Agreement

I move to end the current lease of copiers/printers with Lazertek and enter into a new lease of copier/printer equipment from Eakes, with Eakes lease option #1 Passed with a motion by Morgan Meier and a second by John Worthing.

Jeff Meads: Yea, Morgan Meier: Yea, Lynette Mitchell: Yea, Denise Ourada: Yea, JC Ourada: Yea, John Worthing: Yea

10. Executive Session

I move to enter into Executive Session at 6:35pm Passed with a motion by Denise Ourada and a second by JC Ourada.

Jeff Meads: Yea, Morgan Meier: Yea, Lynette Mitchell: Yea, Denise Ourada: Yea, JC Ourada: Yea, John Worthing: Yea

I move to exit into Executive Session at 7:09pm Passed with a motion by Denise Ourada and a second by Jeff Meads.

Jeff Meads: Yea, Morgan Meier: Yea, Lynette Mitchell: Yea, Denise Ourada: Yea, JC Ourada: Yea, John Worthing: Yea

11. Reports

11.1. Principal's Report

11.2. Superintendent Report

12. Next Regular Meeting, February 8, 2016

13. Adjournment

Motion to adjourn meeting at 7:29PM Passed with a motion by Denise Ourada and a second by JC Ourada.

Jeff Meads: Yea, Morgan Meier: Yea, Lynette Mitchell: Yea, Denise Ourada: Yea, JC Ourada: Yea, John Worthing: Yea

Board of Education Regular Meeting

December 14, 2015 7:00 PM

Elm Creek Public Schools Media Center /Board of Education meeting room

Attendance Taken at 7:03 PM:

Present Board Members:

Jeff Meads
Morgan Meier
Lynette Mitchell
Denise Ourada
JC Ourada
John Worthing

I. Call to Order

II. Flag Salute

III. Open Meetings Act

IV. Roll Call

V. Review of Agenda

Motion Passed: Motion to approve the agenda as presented passed with a motion by Lynette Mitchell and a second by Morgan Meier.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

VI. Citizen's Comments

VII. Consent Agenda

Motion Passed: Motion to approve the Consent Agenda as presented passed with a motion by John Worthing and a second by JC Ourada.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

VII.A. Approval of Minutes of Previous Meeting(s)

VII.B. Payment of Invoices of \$52,001.26

VII.C. Financial Reports

VIII. Old Business

VIII.A. Kayla Essink report on NTCS English Class

Discussion:

Ms. Essink is a co-teacher with a professor at NCTA in the English Composition

during first semester. The second semester will be advanced composition. Ms. Essink outlined the specific assignments as part of the course requirements.

IX. New Business

IX.A. Bond Payment to BOK Financial for amount of \$561,111.25

Motion Passed: I make a motion that we pay BOK Financial for the amount of \$561,111.25 passed with a motion by John Worthing and a second by Morgan Meier.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

IX.B. New Agreement with ServiceMaster

Motion Passed: Motion to approve the new contract with ServiceMaster passed with a motion by Lynette Mitchell and a second by Jeff Meads.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

X. Executive Session

Motion Passed: Motion to enter into Executive Session at 7:19pm passed with a motion by Denise Ourada and a second by John Worthing.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

Motion Passed: Motion to exit from Executive Session at 9:45pm passed with a motion by Denise Ourada and a second by JC Ourada.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

XI. Superintendent Goal Setting

Discussion:
Tabled until next meeting

XII. Reports

XII.A. Americanism Committee Report

XII.B. Principal's Report

XII.C. Superintendent Report

XIII. Next Regular Meeting on January 11, 2016 at 7:00PM. BOE Retreat on Dec. 28, 2015 at 6:00PM.

XIV. Adjournment

Motion Passed: Motion to adjourn meeting at 10:00pm passed with a motion by Denise Ourada and a second by JC Ourada.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

Chairperson

Superintendent

Board of Education Regular Meeting

December 28, 2015 6:00 PM

Elm Creek Public Schools Media Center /Board of Education meeting room

Attendance Taken at 6:09 PM:

Present Board Members:

Jeff Meads
Morgan Meier
Lynette Mitchell
Denise Ourada
JC Ourada
John Worthing

I. Call to Order

II. Flag Salute

III. Open Meetings Act

IV. Roll Call

V. Review of Agenda

Motion Passed: Motion to approve the agenda as presented passed with a motion by JC Ourada and a second by Denise Ourada.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

VI. Old Business

VI.A. Review of District Goals Set in fall of 2012.

VII. New Business

VII.A. Introduction of Teacher AQuESTT committee work

VII.B. Review of Teacher Professional Plan

VII.C. Review of District Mission Statement

VII.D. Consideration of New District Goal(s)

VIII. Executive Session

Motion Passed: Motion to enter into Executive Session at 8:55pm passed with a motion by Denise Ourada and a second by Jeff Meads.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

Motion Passed: Motion to exit from Executive Session at 10:31PM passed with a

motion by Denise Ourada and a second by Morgan Meier.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

IX. Next Regular Meeting on January 11, 2016 at 7:00PM

X. Adjournment

Motion Passed: Motion to adjourn meeting at 10:36PM passed with a motion by Jeff Meads and a second by Morgan Meier.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Yes
JC Ourada	Yes
John Worthing	Yes

Chairperson

Superintendent

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR JANUARY 11, 2016

GENERAL FUND - ACCT NO. 137766 (Reconciled 1-6-16)

BANK BALANCE DECEMBER 1, 2015	\$ 617,033.66
DECEMBER 2015 RECEIPTS	
BUFFALO COUNTY	\$ 26,480.51
DAWSON COUNTY	\$ -
ESU #10 - CONTRACTED SERVICE PAY	\$ -
NASB (MED REIMBURSEMENT PLAN)	\$ 1,617.01
NDHHS	\$ 385.34
PHELPS COUNTY	\$ 1,964.94
STATE - AID	\$ 80,524.79
STATE - SCHOOL AGE	\$ 37,119.00
VILLAGE OF EC - LICENSES	\$ 350.00
VOID CK. #13780 (BOOKS WERE RETURNED)	\$ 865.40
TOTAL RECEIPTS	<u>\$ 149,306.99</u>
AVAILABLE BALANCE	\$ 766,340.65
DISBURSEMENTS:	
Bills Paid DECEMBER 14, 2015	\$ 52,001.26
DECEMBER PAYROLL	<u>\$ 278,619.00</u>
TOTAL DISBURSEMENTS	\$ 330,620.26
BOOK BALANCE JANUARY 1, 2016	\$ 435,720.39

DEPRECIATION FUND - ACCT NO 14832 (reconciled)

BALANCE DECEMBER 1, 2015 (Corrected)	\$ 71,454.11
INTEREST	\$ 14.85
RECEIVED	<u>\$ -</u>
BOOK BALANCE JANUARY 1, 2016	\$ 71,468.96

CERTIFICATES OF DEPOSIT THRU DECEMBER 30, 2015

#6692 Bus Depreciation	\$ 11,530.15
#6233 Track Maintenance - Issued 8/31/09	\$ 16,263.95
#6013 Track Maintenance	\$ 55,176.73
#6235 Unknown Capital Outlays - Issued 8/31/09	\$ 16,215.48
#2232 Unemployment	\$ 10,727.91
#6482 Track Maintenance - Issued 8/31/2011	\$ 10,165.01
#6701 ECPS-Issued 3-12-15)	<u>\$ 24,000.00</u>
CERTIFICATE TOTALS	\$ 144,079.23

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR JANUARY 11, 2016

LEASE PURCHASE PROGRAM

Balance JANUARY 1, 2016	\$	-
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BUILDING FUND

Balance DECEMBER 1, 2015	\$	69,376.67
INTEREST	\$	5.83
EXPENSES	\$	-
BUILDING FUND BOOK BALANCE JANUARY 1, 2016	\$	69,382.50

CONSTRUCTION FUND

Balance DECEMBER 1, 2015	\$	-
RECEIPTS	\$	-
DISTRIBUTIONS	\$	-
CONSTRUCTION FUND BALANCE JANUARY 1, 2016	\$	-

BOND FUND (OPENED 11-12-09)

Balance DECEMBER 1, 2015	\$	6,438.96
RECEIPTS	\$	-
DISBURSEMENTS	\$	-
JANUARY 1, 2016 BALANCE	\$	6,438.96

SAM ACCOUNT (REAP-1173)

Balance DECEMBER 1, 2015	\$	10,193.40
DISBURSEMENTS	\$	-
JANUARY 1, 2016 BALANCE	\$	10,193.40

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR JANUARY 11, 2016

LUNCH FUND (Reconciled 1-6-16)

BANK BALANCE DECEMBER 1, 2015	\$	70,230.26
<u>DECEMBER RECEIPTS</u>		
LUNCH SALES	\$	4,638.63
FEDERAL REIMBURSEMENT - LUNCH	\$	-
FEDERAL REIMBURSEMENT - BREAKFAST	\$	-
STATE REIMBURSEMENT	\$	-
TRANSFERS FROM GENERAL ACCT	\$	-
TOTAL RECEIPTS	\$	<u>4,638.63</u>
AVAILABLE BALANCE	\$	74,868.89
<u>DECEMBER DISBURSEMENTS</u>		
Returned Checks.	\$	-
General Expenses	\$	153.24
Food/Groceries/Milk Etc.	\$	<u>7,271.66</u>
TOTAL DISBURSEMENTS	\$	7,424.90
BANK BALANCE JANUARY 1, 2016	\$	67,443.99

JANUARY BILLS

BERNARD FOODS	\$	82.16
CASH-WA	\$	2,372.89
DOUBLE D	\$	35.72
FOSTERS	\$	21.85
HEARTLAND REFRIGERATION	\$	-
HILAND DAIRY (FMLY ROBERTS DAIRY)	\$	1,091.30
NE FOOD DISTR PROGRAM	\$	1,251.19
THOMPSON	\$	<u>100.00</u>
	\$	4,955.11

ACTIVITY FUND
TREASURER'S REPORT
FOR 1-11-16
RECONCILED 1-5-16

Account Description	Beginning Dec	EXPENSES	INCOME	End December
ACCELERATED READER	\$ 3,085.11	\$ -	\$ 103.33	\$ 3,188.44
ALUMNI	\$ 54.28	\$ -	\$ -	\$ 54.28
ANNUAL	\$ (8,008.34)	\$ -	\$ -	\$ (8,008.34)
ATTEND/VAL SCHOL (tea conc)	\$ 1,955.65	\$ -	\$ -	\$ 1,955.65
BAND	\$ (6,232.96)	\$ 306.49	\$ 50.00	\$ (6,489.45)
BAND CLUB	\$ -	\$ -	\$ -	\$ -
BAND INSTR RENTAL	\$ 535.00	\$ -	\$ -	\$ 535.00
BBALL	\$ (2,487.34)	\$ 8,486.08	\$ 5,910.00	\$ (5,063.42)
BOARD SCHOLARSHIP FUND	\$ 252.54	\$ -	\$ -	\$ 252.54
BOYS BBALL CLUB	\$ 2,155.66	\$ 1,738.00	\$ 530.00	\$ 947.66
BUFFATEERS/STU COUNCIL	\$ 1,378.39	\$ -	\$ -	\$ 1,378.39
CHEER	\$ 514.75	\$ -	\$ -	\$ 514.75
CHOIR	\$ (4,672.31)	\$ 427.93	\$ 7.00	\$ (5,093.24)
CHOIR CLUB	\$ 1,412.30	\$ -	\$ -	\$ 1,412.30
CLASS OF 2009	\$ (54.64)	\$ -	\$ -	\$ (54.64)
CLASS OF 2010	\$ 78.45	\$ -	\$ -	\$ 78.45
CLASS OF 2013	\$ 292.21	\$ -	\$ -	\$ 292.21
CLASS OF 2014	\$ 116.95	\$ -	\$ -	\$ 116.95
CLASS OF 2015	\$ 29.30	\$ -	\$ -	\$ 29.30
CLASS OF 2016	\$ (1,029.18)	\$ -	\$ -	\$ (1,029.18)
CLASS OF 2017	\$ 2,554.68	\$ -	\$ 1,458.00	\$ 4,012.68
CLASS OF 2018	\$ 4,362.85	\$ -	\$ -	\$ 4,362.85
CLASS OF 2019	\$ 4,779.61	\$ -	\$ -	\$ 4,779.61
CLASS OF 2020	\$ 3,298.86	\$ -	\$ -	\$ 3,298.86
CLASS OF 2021	\$ -	\$ -	\$ -	\$ -
COMP PURCHASE	\$ (151.23)	\$ -	\$ -	\$ (151.23)
CONCESSIONS	\$ (13,231.81)	\$ 2,863.30	\$ 6,079.18	\$ (10,015.93)
COURTESY COMMITTEE	\$ 267.82	\$ -	\$ -	\$ 267.82
CROSS COUNTRY	\$ (1,480.13)	\$ -	\$ -	\$ (1,480.13)
CROSS COUNTRY CLUB	\$ 622.40	\$ -	\$ -	\$ 622.40
DANCE CLUB	\$ (476.35)	\$ -	\$ -	\$ (476.35)
DRAMA	\$ (272.99)	\$ -	\$ -	\$ (272.99)
ELEM PLAYGROUND	\$ 52,444.73	\$ -	\$ -	\$ 52,444.73
FBLA/FFA	\$ 4,830.15	\$ 636.50	\$ 1,616.59	\$ 5,810.24
FCCLA	\$ (3,003.41)	\$ -	\$ -	\$ (3,003.41)
FCS - PATTERNS	\$ 105.76	\$ -	\$ 334.70	\$ 440.46
FINE ARTS	\$ 111.83	\$ -	\$ -	\$ 111.83
FOB CHECKOUT	\$ 2,100.00	\$ -	\$ -	\$ 2,100.00
FOOTBALL	\$ (20,241.03)	\$ 155.94	\$ 331.48	\$ (20,065.49)
Page 4 of 5				

CHECK REGISTER FOR ACTIVITY ACCOUNT: DECEMBER 2015

Check NO.	Date	Paid To	Description	Amount
Bank ID: C Activity Fund				
12154	12/1/2015	CENTURYLINK CENTER	STATE TICKETS	\$ 1,669.50
12155	12/2/2015	20/20 TECHNOLOGIES LLC	TECH	\$ 299.40
12156	12/2/2015	RICK BAUER	OFFICIALS SHIRTS	\$ 69.98
12157	12/2/2015	MISKO SPORTS	PAINT ETC	\$ 155.94
12158	12/2/2015	GRAPHIC EDGE	SHOOT SHIRTS	\$ 1,271.88
12159	12/2/2015	AARON KLINGELHOEFER	HYDRATION TESTS	\$ 140.00
12160	12/2/2015	Cash Wa Distributing	PRETZELS, FRANKS	\$ 193.30
12161	12/2/2015	PAYFLEX SYSTEMS USA	NOV ACCT FEES	\$ 150.00
12162	12/2/2015	HOLIDAY INN LINCOLN - DOWNTOWN	NMEA CONF LODGE	\$ 472.00
12163	12/2/2015	LESLIE CARR	RETURN LUNCH OVERPAY	\$ 114.65
12164	12/3/2015	Firstier Bank	BBALL CHANGE	\$ 1,090.00
12165	12/3/2015	CARL HAMM	VARSITY OFF	\$ 325.00
12166	12/3/2015	BRYCE SADD	JV OFFICIAL	\$ 120.00
12167	12/3/2015	JAYCE DUELAND	JV OFFICIAL	\$ 120.00
12168	12/7/2015	MITCH MUMA	JR HIGH OFF	\$ 120.00
12169	12/7/2015	MATT ATEN	JR. HIGH	\$ 120.00
12170	12/7/2015	DANI LIMBACH	JR HIGH CLOCK	\$ 20.00
12171	12/7/2015	RENEE BAUER	JR HIGH BOOK	\$ 15.00
12172	12/7/2015	HILLARY KNAKE	JR HIGH BOOK	\$ 15.00
12173	12/7/2015	ROD CORNELL	JR HIGH CLOCK	\$ 20.00
12174	12/8/2015	COLIN PFEIFER	OFFICIAL	\$ 150.00
12175	12/8/2015	Firstier Bank	WRESTLING DUAL	\$ 955.00
12176	12/9/2015	NATE WILLIAMS	JR. HIGH OFFICIAL	\$ 120.00
12177	12/9/2015	MATT ATEN	JR. HIGH OFFICIAL	\$ 120.00
12178	12/11/2015	Firstier Bank	CHANGE/CASH EF GAME	\$ 1,225.00
12179	12/11/2015	MITCH MUMA	OFFICIAL	\$ 120.00
12180	12/11/2015	JAYCE DUELAND	OFFICIAL	\$ 120.00
12181	12/11/2015	LEON PEARSON	OFFICIAL	\$ 325.00
12182	12/16/2015	BERTRAND HIGH SCHOOL	DISTRICTS	\$ 86.75
12183	12/16/2015	THOMAS BAKER	HOLIDAY GIFT	\$ 162.40
12184	12/16/2015	CASSIE SAGE	HOLIDAY GIFT	\$ 162.40
12185	12/16/2015	DAVE & MELISSA LILIENTHAL	HOLIDAY GIFT	\$ 162.40
12186	12/16/2015	MARK STONE	HOLIDAY GIFT	\$ 162.40
12187	12/16/2015	AMBER MOORE	HOLIDAY GIFT	\$ 162.40
12188	12/16/2015	RON AND STACY GOAD	HOLIDAY GIFT	\$ 162.40
12189	12/16/2015	JOHN QUINTANA	HOLIDAY GIFT	\$ 162.40
12190	12/16/2015	LINCOLN JOURNAL STAR	2015-16 SUBSCRIPTION	\$ 249.60
12191	12/16/2015	VOID	VOID	\$ -
12192	12/16/2015	POP CORNER	POPCORN BALLS	\$ 220.00
12193	12/16/2015	EILEEN'S	COOKIES	\$ 12.50
12194	12/16/2015	NE SPORTS CONCUSSION NETWORK	CONCUSSION TEST	\$ 150.00
12195	12/16/2015	JIM LANGIN	OFFICIAL	\$ 120.00
12196	12/16/2015	MATT ATEN	OFFICIAL	\$ 120.00
12197	12/16/2015	VOID	VOID	\$ -
12198	12/16/2015	KEITH SLADKY	CLOCK & BOOK	\$ 17.50

CHECK REGISTER FOR ACTIVITY ACCOUNT: DECEMBER 2015

Check NO.	Date	Paid To	Description	Amount
Bank ID: C Activity Fund				
12199	12/16/2015	MELISSA KNAPP	CLOCK	\$ 20.00
12200	12/16/2015	JENI BROWN	BOOK	\$ 15.00
12201	12/16/2015	VOID	VOID	\$ -
12202	12/16/2015	ARES SPORTSWEAR	APPAREL	\$ 1,142.61
12203	12/16/2015	AWARDS UNLIMITED	AWARDS	\$ 475.95
12204	12/16/2015	CHESTERMAN CO.	POP	\$ 330.70
12205	12/16/2015	GRAPHIC EDGE	POLOS	\$ 466.12
12206	12/16/2015	MOONLIGHT EMBROIDERY	SHIRTS	\$ 484.00
12207	12/16/2015	CORPORATE PAYMENT SYSTEMS	Board, NMEA, Choir, NSWCA	\$ 1,378.53
12208	12/18/2015	CARLA FRUHLING	KITCHEN HELP	\$ 113.09
12209	12/18/2015	Firstier Bank	E/F GAMES	\$ 1,120.00
12210	12/18/2015	MITCH MUMA	OFFICIAL	\$ 120.00
12211	12/18/2015	JAYCE DUELAND	OFFICIAL	\$ 120.00
12212	12/18/2015	DAVE GRIEK	OFFICIAL	\$ 325.00
12213	12/18/2015	COZAD CITY SCHOOLS	SPEECH MEET	\$ 14.00
12214	12/18/2015	BLUE CROSS BLUE SHIELD OF NE	BD MEMBER PREMIUMS	\$ 5,831.69
12215	12/29/2015	Firstier Bank	HOLIDAY TOURN CHANGE	\$ 3,230.00
12216	12/29/2015	VOID	VOID	\$ -
12217	12/29/2015	RYAN LINDNER	OFFICIAL	\$ 625.00
12218	12/29/2015	STEVE QUIGLEY	OFFICIAL	\$ 625.00
12219	12/29/2015	LITTLE CAESER'S	HOSPITALITY ROOM-TOURN	\$ 297.52
12220	12/29/2015	WAL-MART	FCS	\$ 139.72
12221	12/29/2015	PAYFLEX SYSTEMS USA	OCT & DEC ACCOUNT FEES	\$ 300.00
TOTAL				\$ 28,923.73

PAYABLE JOURNAL JANUARY, 2016

VndName	Inv Num	Inv Date	Inv Dscrpt	Account	Acct. Dscrpt	Total Inv	Total Ck.
Activity Fund							
	1082016	1/8/2016	DISTRICT #9	1-2-2620-690	TRANSFERS	\$ 50,000.00	
	12133	11/10/2015	LONG DISTANCE	1-2-2510-383-0	Other Communications	\$ 144.93	
	12155	11/5/2015	MTGS, TECH, CUST, ENG	1-2-2510-410-0	Supplies	\$ 661.21	
	12155	11/5/2015	MTGS, TECH, CUST, ENG	1-2-1120-410-2	Supplies	\$ 206.30	
	12144A	11/19/2015	SPEECH SUPPLIES	1-2-1216-410-2	Speech Supplies	\$ 799.50	
	12144B	11/19/2015	ONLINE ENGLISH BOOKS	1-2-1120-420-2	Textbooks	\$ 53.74	
	12144C	11/19/2015	CONFERENCES	1-2-2310-670-0	Travel Expense And Mileage	\$ 398.89	
	12126	11/5/2015	WALMART - FCS	1-2-1120-410-2	Supplies	\$ 4.97	
	12145	11/20/2015	FCS	1-2-1120-410-2	Supplies	\$ 26.88	
	12129	11/5/2015	MARZANO	1-2-1120-670-2	Travel Expense And Mileage	\$ 67.55	
	12139	11/16/2015	RETURNS-POST OFC	1-2-2510-381-0	Postage	\$ 18.30	
	12161	12/2/2015	PAYFLEX - NOV	1-2-2510-690-0	Other Miscellaneous Objects	\$ 150.00	
	12162	12/2/2015	NMEA LODGING	1-2-1120-670-2	Travel Expense And Mileage	\$ 472.00	
	12190	12/16/2015	LINCOLN JOURNAL STAR	1-2-2222-440-0	Periodicals	\$ 249.60	
	12207A	12/16/2015	BOARD EXPENSES	1-2-2310-670-0	Travel Expense And Mileage	\$ 364.26	
	12207B	12/16/2015	NMEA - MEALS	1-2-1120-670-2	Travel Expense And Mileage	\$ 145.53	
	12208	12/18/2015	KITCHEN HELP	1-2-2620-690-0	Other Miscellaneous Objects	\$ 113.09	
	12220	12/29/2015	FCS	1-2-1120-410-2	Supplies	\$ 139.72	\$ 54,016.47
CHS AGRI SERVICE CENTER							
	123115	12/31/2015	FUEL	1-2-2760-336-0	Vehicle Gas and Oil	\$ 159.55	
	123115	12/31/2015	FUEL	1-2-2610-410-0	Supplies	\$ 11.10	
	123115	12/31/2015	FUEL	1-2-2750-336-0	Gas And Oil	\$ 109.84	
	123115	12/31/2015	FUEL	1-2-2750-336-0	Gas And Oil	\$ 1,062.91	
	123115	12/31/2015	ACCESSORIES	1-2-2750-410-2	Supplies	\$ 85.93	\$ 1,429.33
ALPHA REHABILITATION P.C.							
	1099	12/31/2015	SPED SERVICES	1-2-1218-313-1	Pupil Service-PT/OT	\$ 152.33	
	1099	12/31/2015	SPED SERVICES	1-2-1216-313-2	Speech Purchased Services	\$ 187.48	\$ 339.81
RICK BAUER							
	121515	12/15/2015	RENT & ELECTRICITY - BUS	1-2-2610-322-0	Electricity	\$ 30.00	
	121515	12/15/2015	RENT & ELECTRICITY - BUS	1-2-2620-327-0	Rentals And Leases	\$ 40.00	\$ 70.00
CENTURYLINK							
	120715	12/7/2015	TELEPHONE	1-2-2510-382-0	Telephone	\$ 308.76	\$ 308.76
CHARTER COMMUNICATIONS							
	122415	12/24/2015	INTERNET	1-2-2510-383-0	Other Communications	\$ 303.49	\$ 303.49
CHEMSEARCH							
	2153891	12/17/2015	X-ICE ETC	1-2-2610-410-0	Supplies	\$ 1,225.84	\$ 1,225.84

PAYABLE JOURNAL JANUARY, 2016

VndName	Inv Num	Inv Date	Inv Dscrpt	Account	Acct. Dscrpt	Total Inv	Total Ck.
CIRCLE S PLUMBING							
	54159	11/11/2015	WINTERIZE STADIUM	1-2-2620-318-0	Contracted Services	\$ 138.86	\$ 138.86
ECOLAB PEST ELIMINATION							
	6914841	12/21/2015	PEST CONTROL	1-2-2620-318-0	Contracted Services	\$ 63.44	\$ 63.44
ECOWATER SYSTEMS							
	1020113	12/22/2015	SOFT SALT	1-2-2610-410-0	Supplies	\$ 165.00	
	1018574	12/1/2015	SOFT SALT	1-2-2610-410-0	Supplies	\$ 138.00	\$ 303.00
ELECTRONIC CONTRACTING CO.							
	LN039707	12/16/2015	DEC, JAN, FEB MONITOR	1-2-2620-318-0	Contracted Services	\$ 81.00	\$ 81.00
KAYLA ESSINK							
	121815	12/18/2015	AMAZON - BOOK ORDER	1-2-1120-410-2	Supplies	\$ 18.59	\$ 18.59
Educational Service Unit 10							
	121815	12/18/2015	SPED SERVICES	1-2-2620-690-0	Other Miscellaneous Objects	\$ 852.29	
	121815	12/18/2015	SPED SERVICES	1-2-4410-313-2	IDEA EP 0-21 PT/OT	\$ 980.75	
	121815	12/18/2015	SPED SERVICES	1-2-4410-313-1	IDEA EP 0-21 Super	\$ 2,304.20	
	121815	12/18/2015	SPED SERVICES	1-2-4404-313-2	IDEA Pre PT/OT Serv 0-4	\$ 1,474.70	
	121815	12/18/2015	SPED SERVICES	1-2-4410-313-2	IDEA EP 0-21 PT/OT	\$ 260.24	
	121815	12/18/2015	SPED SERVICES	1-2-4410-313-0	IDEA EP 0-21 Speech	\$ 1,638.01	
	121815	12/18/2015	SPED SERVICES	1-2-4410-313-4	IDEA EP 0-21 Psych	\$ 3,413.59	
	121815	12/18/2015	SPED SERVICES	1-2-4410-313-6	IDEA EP 0-21 Audiology	\$ 127.96	\$ 11,051.74
FOSTER'S FAMILY FOODS							
	Code 14 - 123115	12/31/2015	FCS - Secondary	1-2-1120-410	Supplies	\$ 388.22	
	Code 54 - 123115	12/31/2015	DISH SOAP, HAND SOAP	1-2-2610-410	Supplies	\$ 5.00	\$ 393.22
JOANIE GEHRT							
	10716	1/7/2016	MILEAGE-CONF SCOTTSBLUFF	1-2-2130-670-0	Travel Expense And Mileage	\$ 75.27	\$ 75.27
GRACZYK SPRINKLER & HANDYMAN							
	2636	12/10/2015	WINTERIZE SPRINKLERS	1-2-2620-318-0	Contracted Services	\$ 55.00	\$ 55.00
GREAT AMERICAN FINANCIAL SERVICES							
	18031301	12/21/2015	COPIERS	1-2-2620-690-0	Other Miscellaneous Objects	\$ 1,365.45	\$ 1,365.45
HIRERIGHT, LLC							
	G02012010	12/31/2015	TESTING SUPPLIES	1-2-2130-410-0	Supplies	\$ 148.95	\$ 148.95

PAYABLE JOURNAL JANUARY, 2016

VndName	Inv Num	Inv Date	Inv Dscrpt	Account	Acct. Dscrpt	Total Inv	Total Ck.
Kearney Hub							
	123115	12/31/2015	SUBSCRIPTION	1-2-2222-440-0	Periodicals	\$ 148.20	\$ 148.20
KEARNEY RENTAL PROS							
	1963	12/21/2015	SEPT, OCT, NOV	1-2-2610-322-0	Electricity	\$ 146.53	\$ 146.53
Kearney Winnlectric							
	21847600	12/21/2015	BULBS/LAMPS	1-2-2610-410-0	Supplies	\$ 56.23	\$ 56.23
LAB-AIDS							
	112543	12/9/2015	ANIMAL SCIENCE	1-2-1120-410-2	Supplies	\$ 988.86	\$ 988.86
LASERTEC OF NEBRASKA							
	52123	12/31/2015	OVERAGE	1-2-2510-690-0	Other Miscellaneous Objects	\$ 864.03	\$ 864.03
MCGRAW-HILL COMPANIES							
	89724531001	12/11/2015	1ST GRADE	1-2-1100-410-1	Supplies	\$ 192.89	\$ 192.89
MENARDS - KEARNEY							
	96764	12/18/2015	GLUE, TAPE, CLEANERS	1-2-2610-410-0	Supplies	\$ 117.91	\$ 117.91
MOSAIC							
	AXT1215-NOV	12/17/2015	NOVEMBER	1-2-1218-313-0	Pupil Service-Prof/Psych	\$ 2,966.04	
	AXT1215-NOV	12/17/2015	NOVEMBER	1-2-1218-313-1	Pupil Service-PT/OT	\$ 48.78	
	AXT1215-DEC	1/5/2016	DECEMBER SERVICES	1-2-1218-313-0	Pupil Service-Prof/Psych	\$ 2,801.26	
	AXT1215-DEC	1/5/2016	DECEMBER SERVICES	1-2-1218-313-1	Pupil Service-PT/OT	\$ 42.73	\$ 5,858.81
NE DOL/OFFICE OF SAFETY							
	100208	12/22/2015	BOILER CERTS	1-2-2610-410-0	Supplies	\$ 90.00	\$ 90.00
NEBRASKA PUBLIC POWER DISTRICT							
	121515-211010056748	12/15/2015	230 EAST CALKINS	1-2-2610-322-0	Electricity	\$ 3,918.82	
	121515-211010056744	12/15/2015	BALLFIELD	1-2-2610-322-0	Electricity	\$ 27.37	
	121515-211010056740	12/15/2015	BUS BARN	1-2-2610-322-0	Electricity	\$ 27.37	\$ 3,973.56
O'KEEFE ELEVATOR COMPANY INC							
	1337871	12/31/2015	SERVICE & REPAIRS	1-2-2620-318-0	Contracted Services	\$ 529.06	
	434234	1/1/2016	MAINTENANCE	1-2-2620-318-0	Contracted Services	\$ 278.48	\$ 807.54
PERMA-BOUND							
	1663201-00	12/17/2015		1-2-2222-430-0	Library Books	\$ 488.64	\$ 488.64
Perry, Guthery, Haase & Gessford, PC, LLO							
	188	12/20/2015	LEGAL FEES	1-2-2310-317-0	Legal Services	\$ 126.00	\$ 126.00

Elm Creek General Fund Expenditures
November 9, 2015

General Fund	Expenditures	15/16 Budget	Expended During Month	Spent YTD 15/16	Balance Remaining	% Remaining
1100	All Instruction	\$ 2,544,914.00	\$ 162,437.00	\$ 709,064.00	\$ 1,835,850.00	72.13
1200	Special Education Programs	\$ 475,500.00	\$ 39,790.00	\$ 160,467.00	\$ 315,033.00	66.25
2100	Guidance Services	\$ 198,419.00	\$ 18,808.00	\$ 78,731.00	\$ 119,688.00	60.32
2200	Library	\$ 53,300.00	\$ 4,387.00	\$ 14,972.00	\$ 38,327.00	71.09
2300	General Administration	\$ 288,800.00	\$ 15,918.00	\$ 63,888.00	\$ 224,912.00	77.87
2400	Office of the Principal	\$ 104,100.00	\$ 8,293.00	\$ 33,388.00	\$ 70,712.00	67.92
2500	Business Support	\$ 257,100.00	\$ 19,718.00	\$ 57,899.00	\$ 199,201.00	77.47
2600	Maint. & Operation of Buildings	\$ 531,200.00	\$ 32,391.00	\$ 133,581.00	\$ 397,619.00	74.85
2700	Pupil Transportation	\$ 209,500.00	\$ 11,500.00	\$ 63,765.00	\$ 145,735.00	69.56
3000	State Catagorical Programs	\$ 101,417.00	\$ 7,467.00	\$ 34,574.00	\$ 66,843.00	65.90
4000	Federal Programs	\$ 215,353.00	\$ 17,338.00	\$ 59,903.00	\$ 155,450.00	72.18
5000	Debt Services	\$ -		\$ -	\$ -	-
8000	Transfers to Other Funds	\$ -		\$ -	\$ -	-
9000	Miscellaneous	\$ 2,000.00	\$ -	\$ 1,000.00	\$ 1,000.00	50.00
	Total Expenditures	\$ 4,981,603.00	\$ 338,047.00	\$ 1,411,232.00	\$ 3,570,370.00	71.67

ELM CREEK PUBLIC SCHOOL DISTRICT SUPERINTENDENT'S CONTRACT

THIS CONTRACT is made by and between the Board of Education of the Buffalo County School District 10-0009, a/lit, Elm Creek Public Schools, hereinafter referred to as "the Board," and Dean Tickle, hereinafter referred to as "the Superintendent."

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 17th day of April, 2012, the Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

- 1) **Term of Contract.** This Contract is for a term of two (2) years beginning on the 1st day of July 2016, and expiring on the 30th day of June 2018. References in this Contract to "contract year" shall mean the period of July 1 to June 30.
 - i) The Board shall, at or before its regular Board meeting in December of 2015 and each subsequent contract year, notify the Superintendent of the Board's offer of continued employment and of the terms of such continued employment. The Superintendent shall accept or deny such contract offer at or before the regular Board meeting in January.
- 2) **Salary.** The annual salary for the 2016-2017 contract year shall be **ONE HUNDRED TWENTY-ONE THOUSAND DOLLARS (\$122,500.00)**; and, the annual salary for the **2017-2018** contract year shall be determined by the Board and Superintendent subject to the provisions of paragraph 2.c. below.
 - a) The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the District
 - b) In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract
 - c) The Board reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the Board has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.
 - d) This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees' Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

3) **Benefits.** As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

a) Leave Benefits. Paid leave is available to the Superintendent when the following specific conditions are met:

1. The Superintendent is currently employed by the District and 2. the paid leave day is taken on a day the Superintendent would otherwise be expected to be at work.
 - (a) Vacation. The Superintendent shall be allowed fifteen (15) working days of vacation leave during each contract year. The superintendent may elect to use a vacation day or days anytime during the school year when school is not in session, all other vacation time is to be used during the summer.
 - (b) Carry-over and Accumulation of Vacation Days. Vacation is to be used during each contract year. Vacation days are to be used in the contract year in which it becomes available. There is no carry-over or accumulation of unused vacation leave from one contract year to another contract year. At the end of each contract year the superintendent will be reimbursed up to five (5) unused vacation days at the effective daily rate of pay in such contract year. Any unused or un-reimbursed vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Superintendent has for the following contract year, such that the total vacation days at the beginning of each contract year be fifteen (15) days. Upon ending employment, unused vacation days available in the final contract year will be paid at the effective daily rate of pay.
2. **Sick Leave,** The superintendent shall be entitled to twelve (12) contract days of sick leave the first year of employment as of the first official day included in the initial contract of employment and twelve (12) contract days of each succeeding year accumulative to forty-five (45) days.
 - a. Carry-over and Accumulation of Sick Days. A maximum of forty-five (45) days of sick leave may be accumulated.
3. **Personal Days.** The superintendent shall be entitled to four (4) days of personal leave. Personal days not used will be paid to the superintendent at the "substitute daily rate" in effect for each contract year as set forth in Board of Education policy as follows: The base salary for certificated teachers for such contract year divided by 184 contract days times .62 equals the substitute daily rate. The reimbursement will be made in the final check of the contract year.
4. **Holidays.** The following days shall be holiday days and not working days: Labor Day Thanksgiving Day, Friday following Thanksgiving, Christmas Day, day following Christmas, New Years Day, one-half day on New Year's Eve, Good Friday, Memorial Day and July 4°. Provided that should an identified holiday fall on a weekend day, the Superintendent may elect to take either the first working day before or after the holiday as an off duty day.

5. **Log.** The Superintendent shall maintain a current log of used vacation, personal and sick leave days with the President of the Board of Education, or his or her designee.
- b. Health and Dental Insurance. The District shall pay for and provide the Superintendent with health and dental insurance for which the Superintendent is qualified under the District's group insurance plan on the same terms as that which is provided to certificated employees in accordance with the negotiated agreement between the District teacher's association.
 - c. Long Term Disability. The District shall pay for and provide the Superintendent with disability insurance consistent with that provided for other certificated employees for which the Superintendent is qualified under the District's disability insurance plan.
 - d. Meetings and Dues. The Superintendent shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Superintendent's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. In addition, the District shall pay the Superintendent's annual dues to the Nebraska Council of School Administrators and may pay dues to other professional organizations suitable for the Superintendent's position upon the Superintendent's request
 - e. Transportation Expenses. Any reasonable and necessary expenses of transportation required in the performance of Superintendent's official duties shall be reimbursed at the rate set annually by the Board for District travel.
 - f. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's individual capacity or the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District and the District is not in an adverse position in the legal proceedings.
 - g. Other Benefits. The Superintendent may be provided such other benefits as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Superintendent meets the conditions and eligibility requirements for such benefits.

- 4) **Duties.** The Superintendent is employed as the Superintendent for the District. The Superintendent shall perform the duties of such positions as are regularly and customarily expected for such positions and such duties and responsibilities as are set forth in Board Policy or Regulation for such positions. The Superintendent shall be subject to such other duties as the Board may assign from time to time. The Superintendent agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Superintendent shall be governed by the policies, regulations and directions of the Board of Education. The Superintendent shall in all respects diligently and faithfully perform the assigned duties to the best of the Superintendent's professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent's position.

- 5) **Residency.** Superintendent shall maintain permanent residence in the District and shall make the Superintendent's primary place of residence. Superintendent shall have up to twelve (12) months from date of this contract to establish primary residency in the District.
- 6) **Board-Superintendent Relationship.** The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District, and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment and consistent with legal requirements; provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action study or recommendation, as appropriate.
- 7) **Evaluation of the Superintendent.** The Superintendent shall be evaluated each contract year and may be evaluated more frequently in the discretion of the Board. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a written response to the evaluation; which response shall be placed in the Superintendent's personnel file. The Superintendent shall notify the President of the Board to remind the Board of the need to evaluate.
- 8) **Contract Termination.** In the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a superintendent or principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement

by the required date, provided that such date not be prior to March 15 of the final year of the Contract or any extension of the Contract term; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Superintendent may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of days of service to the date of such termination bears to the days of service remaining in the term of the Contract at the time termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owed to the District are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

- i) The Board of Education may require a certificate of health and physical fitness of Superintendent in accordance with applicable law at any time while the Contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical capacity or any reason beyond the Superintendent's control, and said disability exists for a period exceeding the Superintendent's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Superintendent unable to perform essential functions of the positions for which the Superintendent is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

9) **Representations and Legal Requirements.** The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract (2) the required certificate to perform the assigned duties shall be registered as required by law it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

- i) The Superintendent further warrants and represents as follows: (1) all information set forth in the Superintendent's application for employment and other information provided

by the Superintendent in seeking employment are true and accurate, and if said information ceases to be true, Superintendent will advise the Board of Education immediately; (2) Superintendent has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

ii) There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

10) **Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

11) **Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board. If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before March 9, 2015 shall constitute a rejection by the Superintendent of the offer of employment.

Executed this 11th day of January, 2016.

Dean Tickle, Superintendent

Executed this 11th day of January, 2016.

Board of Education of Buffalo County School
District 10-0009 a/k/a Elm Creek Public Schools.

By: _____
President

Attest: _____
Secretary

Superintendent Pay Transparency Notice—Proposed Contract (*Dean Tickle*)

Notice is hereby given that Elm Creek Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on January 11, 2016 at 5:40 pm at the Board Room in Elm Creek, Nebraska.

After the 2015/16 school year, how many years remain on the contract:

(Column F must be

completed if additional years remain on contract.)

2

The estimated costs to the district for the 2015/16 year and future years are listed below:

	2015/16 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 121,000.00	\$ 122,500.00	\$ 243,500.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 14,007.00	14222	\$ 28,229.00
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 18,919.00	\$ 18,919.00	\$ 37,838.00
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 2,198.00	\$ 2,198.00	\$ 4,396.00
• <i>Cell Phone/Internet reimbursement</i>			\$ -
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>	\$ 2,000.00	\$ 2,000.00	\$ 4,000.00
• <i>Mileage Allowance</i>			\$ -
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
Totals:	\$ 158,124.00	\$ 159,839.00	\$ 317,963.00

StudentsGraduation - Civics Test Requirement

For purposes of this policy, "civics test" means the one hundred questions that, as of January 1 of the previous school year, officers of the United States citizenship and immigration services use as the basis for selecting the questions posed to applicants for naturalization, in order that the applicants can demonstrate a knowledge and understanding of the fundamentals of United States history and the principles and form of United States government, as required by 8 U.S. Code §1423.

1. a. If a student is enrolled in the twelfth grade during the 2016-17 school year, that student must, as a condition of receiving a high school diploma, correctly answer at least sixty percent of the questions on the civics test.

b. Before any other student may be awarded a high school diploma, that student must correctly answer at least seventy percent of the questions on the civics test.
2. A student may be exempted from the requirement of this section by the provisions of the student's individualized education program plan.
3. A student may take the test, in whole or in part, at any time after enrolling in grade seven and may repeat the test, or any portion thereof, as often as necessary to demonstrate proficiency.
4. This section is applicable to any student who graduates from high school during or after the 2016-17 school year.

Date of Adoption: Month, Day, Year



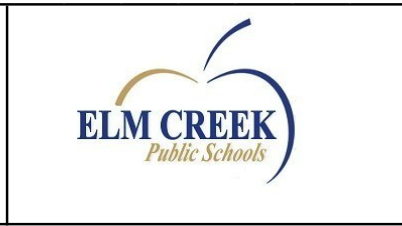
Elm Creek Public Schools

2016 - 2017 School Year Calendar



Teacher Inservice/Work Day		Quarter 1- 43 days/45 staff
1st/last day, Semester/Quarter		Quarter 2- 42 days/44 staff
Parent/Teacher Conference		Quarter 3- 44 days/45 staff
Early Release, 1:00pm		Quarter 4- 47 days/48 staff
H - Holiday, No School		
Fridays - 9am start/2:41pm dismissal		176 Student days
M-Thur - School Hours - 8:00am - 3:45pm		182 Teacher days

Elm Creek Public Schools
 230 East Calkins Ave.
 P.O. Box 490
 Elm Creek, NE 68836
 (308) 856-4300
<http://www.elmcreekschools.org>
 Approved 01/11/2016



AUGUST						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

18 - 1st Day of School- 1pm early dismissal

SEPTEMBER						
S	M	T	W	T	F	S
				1	2	3
4	5 ^H	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

7 - Labor Day, No School

OCTOBER						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

28 - Parent/Teacher Conferences 10am-7pm
 18 - End of 1st quarter
 31 - Fall Break/No School

NOVEMBER						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24 ^H	25 ^H	26
27	28	29	30			

25 - 1pm early dismissal
 26-27 - Thanksgiving Holiday, No School

DECEMBER						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22 ^H	23 ^H	24 ^H
25 ^H	26 ^H	27 ^H	28 ^H	29 ^H	30 ^H	31 ^H

18 - 1pm early dismissal
 21 - end of 2nd quarter/1st semester
 22-31 - Holiday Break

JANUARY						
S	M	T	W	T	F	S
1 ^H	2 ^H	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

1-2 - Holiday Break
 3 - School resumes

FEBRUARY						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

16 - Parent/Teacher Conferences 10am-7pm
 17 - No School

MARCH						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

3 - No School/Spring Break
 8 - End of 3rd quarter
 9-10 - No School/Spring Break

APRIL						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14 ^H	15
16	17 ^H	18	19	20	21	22
23	24	25	26	27	28	29
30						

14-17 No School/Easter Break

MAY						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

13 Graduation, 11am
 18 -Last day of School- 1pm dismissal
 30- Memorial Day

JUNE						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Summer School - 9am - 11am
 Mon - Thur. - June 5-29

JULY						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

4 - Independence Day