

Board of Education Regular Meeting

Monday, October 10, 2016 8:00 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 John Worthing and a second by Morgan Meier.

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

6. Citizen's Comments

6.1. TeamMates - Josh Frizzell

7. Consent Agenda

Motion to approve the Consent Agenda with the exception to the September 12th and September 19th Hearings Passed with a motion by John Worthing and a second by JC Ourada.

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

7.1. Approval of Minutes of Previous Meeting(s)

7.1.1. Approve minutes from the September 1, 2016 Budget Work Session

7.1.2. Approve minutes from the September 12, 2016 Budget Hearing

7.1.3. Approve minutes from the September 12, 2016 Final Tax Hearing

7.1.4. Approve minutes from the September 12, 2106 Regular Board of Education meeting

7.1.5. Approve minutes from the September 19, 2016 Budget Hearing

7.1.6. Approve minutes from the September 19, 2016 Final Tax Hearing

7.1.7. Approve minutes from the September 19, 2106 Special Board meeting

7.2. Payment of Invoices

7.3. Financial Reports

8. Old Business

8.1. Motion to rescind all previous regulations associated with Board Policy Regulation 4220A.

9. New Business

9.1. Motion to approve Board Policy Regulations 4220A(1) and 4220A(2) relating to Classified Employee Work Agreements

Motion to approve Board Policy Regulations 4220A(1) and 4220A(2) relating to Classified Employee Work Agreements Passed with a motion by John Worthing and a second by Denise Ourada.

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

9.2. Approval of Elm Creek Education Association as the bargaining unit for the 2018-19 school year

10. Reports

10.1. Curriculum, Finance and Technology Committee

10.2. Transportation Committee Report

10.3. Buildings and Ground Committee Report

10.4. Principal's Report

10.5. Superintendent Report

11. Next Regular Meeting

12. Adjournment

Motion to adjourn meeting at 9:11 pm Passed with a motion by Denise Ourada and a second by JC Ourada.

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

Board of Education Budget Work Session
September 01, 2016 1:00 PM
Superintendent's Office Conference Room

Attendance Taken at 1:06 PM:

Present Board Members:

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

1. I. Call to Order
2. II. Open Meetings Act
3. III. Roll Call

Discussion:
Meeting was called to order at 1:06 pm.

4. IV. Presentation and Discussion on Proposed 2016-2017 Elm Creek Public Schools Budget

5. V. Adjournment

Motion Passed: Adjournment at 2:40 pm. 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

Proposed District Budget Hearing
September 12, 2016 7:45 PM
Elm Creek Public Schools Board of Education meeting room

Attendance Taken at 7:50 PM:

Present Board Members:

Jeff Meads
Morgan Meier
Lynette Mitchell
JC Ourada
John Worthing

Absent Board Members:

Denise Ourada

1. I. Call to Order
2. II. Open Meeting Act
3. III. Roll Call
4. IV. Receive public comment concerning the proposed 2016-2017 district budget
5. V. Adjournment

Motion Passed: close the meeting at 8:22 pm passed with a motion by JC Ourada and a second by John Worthing.

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

Chairperson

Superintendent

Tax Request Hearing

September 12, 2016 7:55 PM

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

Attendance Taken at 8:23 PM:

Present Board Members:

Jeff Meads
Morgan Meier
Lynette Mitchell
JC Ourada
John Worthing

Absent Board Members:

Denise Ourada

1. I. Call to Order
2. II. Open Meetings Act
3. III. Roll Call
4. IV. Receive public comment concerning the proposed 2016-2017 district property tax request
5. V. Adjournment

Motion Passed: Close the hearing at 8:34 pm passed with a motion by Lynette Mitchell and a second by JC Ourada.

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

Chairperson

Superintendent

Board of Education Regular Meeting

September 12, 2016 8:00 PM

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

Attendance Taken at 8:35 PM:

Present Board Members:

Jeff Meads
Morgan Meier
Lynette Mitchell
JC Ourada
John Worthing

Absent Board Members:

Denise Ourada

I. Call to Order

II. Flag Salute

III. Open Meetings Act

IV. Roll Call

Motion Passed: Dismiss Denise Ourada from the meeting passed with a motion by JC Ourada and a second by John Worthing.

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

V. Review of Agenda

Motion Passed: Motion to approve the agenda as revised passed, with a motion by John Worthing and a second by JC Ourada.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Absent
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 JC Ourada and a second by Morgan Meier.

Jeff Meads	Yes
Morgan Meier	Yes
Lynette Mitchell	Yes
Denise Ourada	Absent
JC Ourada	Yes

John Worthing Yes

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

VII.B. Payment of Invoices

VII.C. Financial Reports

VIII. Old Business

IX. New Business

Motion Failed: failed with a motion by John Worthing and a second by JC Ourada.

Jeff Meads	No
Morgan Meier	No
Lynette Mitchell	No
Denise Ourada	Absent
JC Ourada	Yes
John Worthing	Yes

IX.A. Motion to approve proposed 2016-2017 Elm Creek Public Schools Budget

IX.B. Motion to approve the 2016-2017 Proposed Final Tax Request for Elm Creek Public Schools.

IX.C. Motion to nominate for NASB Region 13 Board of Directors

Motion Passed: Nomination of Marilyn Bohn passed with a motion by Lynette Mitchell and a second by Morgan Meier.

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

X. Reports

X.A. Transportation Committee Report

X.B. Buildings and Ground Committee Report

X.C. Curriculum, Finance and Technology Committee

X.D. Principal's Report

X.E. Superintendent Report

X.E.1. Track update

XI. Next Regular Meeting

Discussion:

Moving the next budget hearing to 7:45 pm on September 19, 2016. Move the bond hearing to 7:55 pm. The regular board meeting at 8:00 pm.

XII. Adjournment

Motion Passed: Motion to adjourn meeting at 9:35 pm passed with a motion by JC Ourada and a second by Morgan Meier.

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

Chairperson

Superintendent

Budget Hearing

September 19, 2016 7:45 PM

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

Attendance Taken at 7:45 PM:

Present Board Members:

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

1. I. Call to Order
2. II. Open Meeting Act
3. III. Roll Call
4. IV. Receive public comment concerning the proposed 2016-2017 district budget
5. V. Adjournment

Motion Passed: I make a motion to close the hearing at 7:54 pm 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

Chairperson

Superintendent

Proposed 2016-2017 Tax Request Hearing

September 19, 2016 7:55 PM

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

1. I. Call to Order

2. II. Open Meetings Act

3. III. Roll Call

4. IV. Receive public comment concerning the proposed 2016-2017 district property tax request

Motion Passed: I move to receive public comment concerning the proposed 2016-2017 district property tax request 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

5. V. Adjournment

Motion Passed: I move to close the meeting at 7:59 pm 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

Chairperson

Superintendent

Board of Education Regular Meeting

September 19, 2016 8:00 PM

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

Attendance Taken at 8:00 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 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

VI. Citizen's Comments

VII. New Business

VII.A. Motion to approve proposed revised 2016-2017 Elm Creek Public Schools Budget

Motion Passed: I make a motion to approve the proposed revised 2016-2017 Elm Creek Public Public Schools Budget passed with a motion by John Worthing and a second by Lynette Mitchell.

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

VII.B. Motion to approve revised proposed 2016-2017 Final Tax Request for Elm Creek Public Schools.

Motion Passed: I make a motion to approve revised proposed 2016-2017 Final Tax Request for Elm Creek Public Schools passed with a motion by John Worthing and a second by Lynette Mitchell.

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

VIII. Adjournment

Motion Passed: I make a motion to adjourn meeting at 8:31 pm 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

**ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR OCTOBER 10, 2016**

GENERAL FUND - ACCT NO. 137766

BANK BALANCE SEPTEMBER 1, 2016 (Reconciled 10-5-2016)	\$	1,661,044.16
 RECEIPTS		
BUFFALO COUNTY (BOND FUNDS)	\$	98,306.10
BUFFALO COUNTY (General Funds)	\$	547,761.20
DAWSON COUNTY	\$	40,682.33
NASB - MEDICAID CONSORTIUM	\$	2,147.22
ESU #10	\$	1,599.00
VILLAGE OF ELM CREEK	\$	400.00
PHELPS COUNTY	\$	228,877.21
STATE AID	\$	4,464.90
STATE - PRESCHOOL GRANT	\$	49,234.00
TOTAL RECEIPTS	\$	973,471.96
 AVAILABLE BALANCE	 \$	 2,634,516.12
 DISBURSEMENTS:		
Bills Paid SEPTEMBER 12, 2016	\$	102,352.14
SEPTEMBER PAYROLL	\$	289,190.46
TOTAL DISBURSEMENTS	\$	391,542.60
BOOK BALANCE OCTOBER 1, 2016	\$	2,242,973.52

DEPRECIATION FUND - ACCT NO 14832

BALANCE SEPTEMBER 1, 2016	\$	71,504.32
INTEREST	\$	18.03
RECEIVED	\$	-
BOOK BALANCE OCTOBER 1, 2016	\$	71,522.35

CERTIFICATES OF DEPOSIT THRU SEPTEMBER 30, 2016

#6692	Bus Depreciation	\$	11,569.29
#6233	Track Maintenance - Issued 8/31/09	\$	16,337.13
#6013	Track Maintenance	\$	55,424.98
#6235	Unknown Capital Outlays - Issued 8/31/09	\$	16,288.43
#2232	Unemployment	\$	10,772.40
#6482	Track Maintenance - Issued 8/31/2011	\$	10,187.81
#6701	ECPS-(Issued 3-12-15)	\$	24,217.97
	CERTIFICATE TOTALS	\$	144,798.01

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR OCTOBER 10, 2016

BUILDING FUND

Balance SEPTEMBER 1, 2016	\$	69,449.69
INTEREST 9-30-16	\$	8.56
EXPENSES	\$	-
BALANCE OCTOBER 1, 2016	\$	<u>69,458.25</u>

BOND FUND (OPENED 11-12-09)

Balance SEPTEMBER 1, 2016	\$	6,438.96
RECEIPTS	\$	-
DISBURSEMENTS	\$	-
BALANCE OCTOBER 1, 2016	\$	<u>6,438.96</u>

SAM/DUNS ACCOUNT (REAP-1173)

Balance SEPTEMBER 1, 2016	\$	10,193.40
DISBURSEMENTS	\$	-
BALANCE OCTOBER 1, 2016	\$	<u>10,193.40</u>

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR OCTOBER 10, 2016

LUNCH FUND

BANK BALANCE SEPTEMBER 1, 2016 (Reconciled 10-6-16) \$ 20,292.52

RECEIPTS

LUNCH SALES	\$	4,627.61
Federal Reimbursement Lunch	\$	2,793.36
Federal Reimbursement Breakfast	\$	505.87
EFUND PAYMENTS	\$	570.00
State Reimbursement	\$	-
"Team Up for Success" (Conference attended by Jan Vieyra)	\$	300.00
DEPOSITS MADE IN ERROR	\$	7,894.82
TRANSFERS FROM GENERAL ACCT	\$	-
TOTAL RECEIPTS	\$	16,691.66

AVAILABLE BALANCE \$ 36,984.18

DISBURSEMENTS

Food/Groceries/Milk Etc.	\$	2,945.54
General Expenses	\$	3,297.13
Transfer Deposits Made in Error to Activity Fund	\$	7,894.82
Returned Checks.	\$	-

TOTAL DISBURSEMENTS \$ 14,137.49

BALANCE OCTOBER 1, 2016 \$ 22,846.69

OCTOBER BILLS

BERNARD FOODS	\$	399.48
CASHWA	\$	7,026.50
DOUBLE D	\$	45.60
FOSTERS	\$	99.05
HILAND (MILK)	\$	1,789.13
NE FOOD DISTRIUBTION PROGRAM	\$	529.02
THOMPSON	\$	1,686.94

\$ 11,575.72

ACTIVITY FUND
TREASURER'S REPORT
10-10-16
Reconciled 10-06-16

Account Description	BEG SEPTEMBER	EXPENSES	INCOME	END SEPTEMBER
ACCELERATED READER	\$ 3,202.63	\$ -	\$ -	\$ 3,202.63
ALUMNI	\$ 54.28	\$ -	\$ -	\$ 54.28
ANNUAL	\$ (5,108.34)	\$ 500.00	\$ 151.20	\$ (5,457.14)
ATTEND/VAL SCHOL (tea conc)	\$ 1,355.65	\$ -	\$ -	\$ 1,355.65
BAND	\$ (6,594.07)	\$ 1,847.27	\$ 201.85	\$ (8,239.49)
BAND CLUB	\$ -	\$ -	\$ -	\$ -
BAND INSTR RENTAL	\$ 535.00	\$ -	\$ -	\$ 535.00
BBALL	\$ (4,688.27)	\$ -	\$ -	\$ (4,688.27)
BOARD SCHOLARSHIP FUND	\$ 252.54	\$ -	\$ -	\$ 252.54
BOYS BBALL CLUB	\$ 297.60	\$ -	\$ -	\$ 297.60
CHEER	\$ 552.99	\$ 266.10	\$ 574.88	\$ 861.77
CHOIR	\$ (5,422.72)	\$ 14.00	\$ -	\$ (5,436.72)
CHOIR CLUB	\$ 1,606.67	\$ -	\$ -	\$ 1,606.67
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	\$ (1,645.49)	\$ -	\$ -	\$ (1,645.49)
CLASS OF 2017	\$ 918.10	\$ -	\$ -	\$ 918.10
CLASS OF 2018	\$ 3,962.85	\$ -	\$ -	\$ 3,962.85
CLASS OF 2019	\$ 4,779.61	\$ 236.58	\$ 680.31	\$ 5,223.34
CLASS OF 2020	\$ 3,489.20	\$ -	\$ -	\$ 3,489.20
CLASS OF 2021	\$ -	\$ -	\$ 2,061.87	\$ 2,061.87
CLASS OF 2022	\$ -	\$ -	\$ 338.45	\$ 338.45
COMP PURCHASE	\$ (151.23)	\$ -	\$ -	\$ (151.23)
CONCESSIONS	\$ (11,642.21)	\$ 6,718.82	\$ 8,622.02	\$ (9,739.01)
COURTESY COMMITTEE	\$ 172.02	\$ 54.00	\$ 120.00	\$ 238.02
CROSS COUNTRY	\$ (1,580.13)	\$ 430.00	\$ -	\$ (2,010.13)
CROSS COUNTRY CLUB	\$ 749.90	\$ -	\$ 179.30	\$ 929.20
DANCE CLUB	\$ (476.35)	\$ -	\$ -	\$ (476.35)
DRAMA	\$ (272.99)	\$ -	\$ -	\$ (272.99)
ELEM PLAYGROUND	\$ -	\$ -	\$ -	\$ -
FCCLA	\$ (2,509.40)	\$ 1,516.27	\$ 2,694.60	\$ (1,331.07)
FCS - PATTERNS	\$ 440.46	\$ -	\$ -	\$ 440.46
FFA	\$ (4,174.61)	\$ 492.00	\$ 8,811.00	\$ 4,144.39
FINE ARTS	\$ 14,111.83	\$ 626.97	\$ -	\$ 13,484.86
FOB CHECKOUT	\$ 2,400.00	\$ -	\$ -	\$ 2,400.00

ACTIVITY FUND
TREASURER'S REPORT
10-10-16
Reconciled 10-06-16

Account Description	BEG SEPTEMBER	EXPENSES	INCOME	END SEPTEMBER
FOOTBALL	\$ (23,575.27)	\$ 6,865.00	\$ 8,513.50	\$ (21,926.77)
FOOTBALL CLUB	\$ 2,809.82	\$ 3,160.95	\$ 500.00	\$ 148.87
GENERAL DONATION FUND	\$ 539.10	\$ -	\$ -	\$ 539.10
GENERAL EXPENSES/INCOME	\$ 544.53	\$ 4,045.21	\$ 1,470.65	\$ (2,030.03)
GENERAL POSTAGE	\$ -	\$ 6.45	\$ -	\$ (6.45)
GIRLS BBALL CLUB	\$ 928.06	\$ -	\$ -	\$ 928.06
GOLF	\$ (4,268.47)	\$ -	\$ -	\$ (4,268.47)
GOLF CLUB	\$ 538.81	\$ -	\$ 141.05	\$ 679.86
GYM RENT	\$ 5,989.50	\$ -	\$ -	\$ 5,989.50
IND TECH SPECIAL FUND	\$ 1,894.79	\$ -	\$ -	\$ 1,894.79
INSURANCE	\$ (3,954.06)	\$ 6,117.46	\$ 12,060.63	\$ 1,989.11
IPADs	\$ 16,698.97	\$ -	\$ 288.25	\$ 16,987.22
IRS 125	\$ -	\$ 650.00	\$ -	\$ (650.00)
LASER	\$ 10.41	\$ -	\$ -	\$ 10.41
MISCELLANEOUS	\$ 8,062.91	\$ -	\$ -	\$ 8,062.91
MOTOR CLUB	\$ 849.57	\$ -	\$ -	\$ 849.57
MUSIC TRIP	\$ 1,974.62	\$ -	\$ -	\$ 1,974.62
NHS	\$ 1,848.54	\$ 243.60	\$ 897.60	\$ 2,502.54
ONE ACT	\$ (392.10)	\$ 150.00	\$ 783.02	\$ 240.92
PRES FREE SCHOL	\$ (166.36)	\$ -	\$ -	\$ (166.36)
PRESCHOOL	\$ 29,714.75	\$ 80.00	\$ 3,630.00	\$ 33,264.75
PROM	\$ 871.04	\$ -	\$ -	\$ 871.04
RETIREMENT	\$ 44.91	\$ -	\$ -	\$ 44.91
SCHOOL PLAY	\$ 383.80	\$ -	\$ -	\$ 383.80
SIGN ADVERTISING	\$ 9,610.58	\$ -	\$ -	\$ 9,610.58
SPECIAL ED	\$ 207.78	\$ -	\$ -	\$ 207.78
SRS GIFTS	\$ (282.12)	\$ -	\$ -	\$ (282.12)
STU COUNCIL	\$ 1,077.45	\$ 3,474.00	\$ 600.00	\$ (1,796.55)
SUPERMERCADO	\$ 176.68	\$ -	\$ -	\$ 176.68
SURPLUS PRO	\$ 93.00	\$ -	\$ -	\$ 93.00
TRACK	\$ (8,871.49)	\$ -	\$ -	\$ (8,871.49)
TRACK CLUB	\$ 2,526.56	\$ -	\$ -	\$ 2,526.56
VOLLEYBALL	\$ (18,227.38)	\$ 10,080.50	\$ 7,544.00	\$ (20,763.88)
VOLLEYBALL CLUB	\$ 1,357.86	\$ -	\$ 276.00	\$ 1,633.86
WRESTLING (incl voided ck)	\$ (16,324.40)	\$ -	\$ -	\$ (16,324.40)
WRESTLING CLUB	\$ (449.28)	\$ -	\$ -	\$ (449.28)
	\$ 7,320.90	\$ 47,575.18	\$ 61,140.18	\$ 20,885.90

ALL Data

Check Register

Arranged by:
Check Number

Direct

Dep.	Check Number Invoice	Check Date Invoice Date	Vendor ID PO Number	Vendor Name PO Date	Description	Amount
Checks Printed						
1 - GENERAL FUND						
Bank Account :A - General Fund						
	00014397	10/10/2016	AGDRYER		Ag Dryer Services	
	30339	09/13/2016		10/06/2016	SUPPLES	180.16
					Check Total	180.16
	00014398	10/10/2016	AGRICOOOP		CHS AGRI SERVICE CENTER	
	093016	09/30/2016		10/06/2016	FUEL ETC	2,200.92
					Check Total	2,200.92
	00014399	10/10/2016	ALPHAREH		ALPHA REHABILITATION P.C.	
	1327	09/30/2016		10/06/2016	OT/PT, SPEECH	463.70
					Check Total	463.70
	00014400	10/10/2016	BAMFORD		BAMFORD, INC	
	15756	09/08/2016		10/06/2016	SPRINKLER INSPECTION	500.00
					Check Total	500.00
	00014401	10/10/2016	BAUERB		BAUER BUILT INC	
	850008805	09/14/2016		10/06/2016	TIRE MOUNT ETC	410.90
					Check Total	410.90
	00014402	10/10/2016	BAUERRI		RICK BAUER	
	093016	09/30/2016		10/06/2016	RENT	45.00
					Check Total	45.00
	00014403	10/10/2016	BLICK		BLICK ART MATERIALS	
	6600317	09/14/2016		10/06/2016	ART SUPPLIES	327.89
	6614531	09/16/2016		10/06/2016	ART SUPPLIES	1,139.50
					Check Total	1,467.39
	00014404	10/10/2016	C&S TRUCK		C&S TRUCK & SALVAGE	
	88845	09/21/2016		10/06/2016	1988 REPAIRS	1,278.66
	88864	09/28/2016		10/06/2016	2008 REPAIRS	731.43
					Check Total	2,010.09
	00014405	10/10/2016	CENGAGE		CENGAGE LEARNING	
	58053965	09/21/2016		10/06/2016	LIBRARY	232.03
					Check Total	232.03
	00014406	10/10/2016	CENTURY		CENTURYLINK	
	090716	09/07/2016		10/06/2016	TELEPHONE	315.54
					Check Total	315.54
	00014407	10/10/2016	CHARTERC		CHARTER COMMUNICATIONS	
	092416	09/24/2016		10/06/2016	INTERNET	1,531.67

Check Register

ALL Data

Arranged by:
Check Number

Direct Dep.	Check Number Invoice	Check Date Invoice Date	Vendor ID PO Number	Vendor Name PO Date	Description	Amount
					Check Total	1,531.67
	00014408	10/10/2016	CHEMSEARCH		CHEMSEARCH	
	2459278	09/20/2016		10/06/2016	SOAP, AEROSOL	543.88
	2469183	09/28/2016		10/06/2016	FILTER BAGS, MATS	482.61
					Check Total	1,026.49
	00014409	10/10/2016	EAKESOFF		EAKES OFFICE PRODUCTS	
	7074488-0	09/23/2016		10/06/2016	COPIER SUPPLIES	31.50
	S131834	09/16/2016		10/06/2016	COPIER SUPPLIES	1,266.87
					Check Total	1,298.37
	00014410	10/10/2016	ECOL		ECOLAB PEST ELIMINATION	
	8371933	09/12/2016		10/08/2016	PEST ELIMINATION	66.29
					Check Total	66.29
	00014411	10/10/2016	EDTECH		EDTECH TEAM INC	
	0002252F	10/30/2015		10/06/2016	PROF DEVELOPMENT	574.00
					Check Total	574.00
	00014412	10/10/2016	ELECTRONIC		ELECTRONIC CONTRACTING CO.	
	LN041842	09/17/2016		10/08/2016	SEP, OCT, NOV	81.00
					Check Total	81.00
	00014413	10/10/2016	ENGINEER		ENGINEERED CONTROLS	
	161181	09/12/2016		10/08/2016	REPAIRS	1,172.00
					Check Total	1,172.00
	00014414	10/10/2016	ESU 9		ESU 9	
	3550	09/13/2016		10/08/2016	READING CLASS	50.00
					Check Total	50.00
	00014415	10/10/2016	ESU10		Educational Service Unit 10	
	093016	09/30/2016		10/08/2016	SPED, TECH, TRAINING	23,667.54
					Check Total	23,667.54
	00014416	10/10/2016	ESU11		Educational Service Unit 11	
	2973	09/21/2016		10/06/2016	ODYSSEYWARE	1,914.00
					Check Total	1,914.00
	00014417	10/10/2016	FOSTERC		CURT FOSTER	
	093016	09/30/2016		10/06/2016	RENT	100.00
					Check Total	100.00
	00014418	10/10/2016	FOSTFAMI		Foster's Family Foods	
	CODE 14-093016	09/30/2016		10/06/2016	FCS	120.70
	CODE 54-093016	09/30/2016		10/06/2016	LYSOL	6.39
					Check Total	127.09

ALL Data

Check Register

Arranged by:
Check Number

Direct

Dep.	Check Number Invoice	Check Date Invoice Date	Vendor ID PO Number	Vendor Name PO Date Description	Amount
	00014419	10/10/2016	GRACZYKL	GRACZYK LAWN & LANDSCAPE	
	29785	09/12/2016		10/06/2016 MOW/MARK FIELD	481.25
	30275	09/30/2016		10/06/2016 MOW/PAINT FIELD	444.40
				Check Total	925.65
	00014420	10/10/2016	HOBSONS	NAVIANCE, INC	
	INV00054258	09/09/2016		10/06/2016 NAVIANCE TEST PREP	2,500.00
				Check Total	2,500.00
	00014421	10/10/2016	HOMETOWN	Hometown Leasing	
	101516	10/15/2016		10/06/2016 COPIERS	1,539.64
				Check Total	1,539.64
	00014422	10/10/2016	INTELL	INTELLICOM COMPUTER CONSULTING	
	197641	09/01/2016		10/06/2016 PHONE REPAIRS	318.50
				Check Total	318.50
	00014423	10/10/2016	ISLANDSU	Island Supply Welding	
	157206	09/30/2016		10/06/2016	58.80
				Check Total	58.80
	00014424	10/10/2016	KEARNTOW	KEARNEY TOWING & REPAIR CENTER	
	111480	09/23/2016		10/06/2016 BUS 15	240.00
				Check Total	240.00
	00014425	10/10/2016	KELLYSA	KELLY'S SALES & SERVICE	
	14734	10/03/2016		10/06/2016 '07 ROTATE TIRES	50.00
	14828	10/03/2016		10/06/2016 '05 OIL CHANGE, WIPERS	91.53
	14829	10/03/2016		10/06/2016 '07 OIL CHANGE, WIPERS	93.13
				Check Total	234.66
	00014426	10/10/2016	LARRY'S	LARRY'S SERVICE CENTER	
	37805	10/06/2016		10/06/2016 SUBURBAN INSPECTION	184.20
	37911	09/15/2016		10/06/2016 VAN 14 DOT INSPECT	183.75
	37912	09/15/2016		10/06/2016 DOT INSPECTION '08 - IMPALA	261.52
	37940	09/02/2016		10/06/2016 '08 OIL CHANGE, SWAY BAR	331.77
	37956	09/15/2016		10/06/2016 VAN 12B DOT INSPECT	665.82
				Check Total	1,627.06
	00014427	10/10/2016	LINWELD	MATHESON TRI GAS	
	51060384	09/30/2016		10/06/2016	132.40
				Check Total	132.40
	00014428	10/10/2016	LUCASE	LUCAS ELECTRIC, INC	
	5025	09/27/2016		10/06/2016 INSTALL RECEPTACLE IN CAFE	192.35
				Check Total	192.35
	00014429	10/10/2016	MCGRAW	MCGRAW-HILL COMPANIES	
	94252334001	09/14/2016		10/06/2016 2ND GRADE	593.78

Check Register

ALL Data

Arranged by:
Check Number

Direct

Dep.	Check Number Invoice	Check Date Invoice Date	Vendor ID PO Number	Vendor Name PO Date	Description	Amount
	94635760001	09/29/2016		10/06/2016	TREASURES	2,849.88
Check Total						3,443.66
	00014430	10/10/2016	MENARD		MENARDS - KEARNEY	
	16290	09/03/2016		10/06/2016	2X4 - 6'; BROOM	39.78
	16685	09/09/2016		10/06/2016	CLEANERS, SCRDRVR, ETC	23.90
	17223	09/17/2016		10/06/2016	NAILS, SCREWS, PRIMER, WOOD	249.66
Check Total						313.34
	00014431	10/10/2016	MOSAIC		MOSAIC	
	AXT0916	10/04/2016		10/06/2016	SEPTEMBER 2016	4,381.76
Check Total						4,381.76
	00014432	10/10/2016	NEDEPTLAB		NE DEPARTMENT OF LABOR	
	7436	08/11/2016		10/06/2016	ELEVATOR INSPECTION	140.00
Check Total						140.00
	00014433	10/10/2016	NMCEXCH		NMC EXCHANGE LLC	
	INV140014	09/14/2016		10/06/2016	TRANSMISSION	2,840.79
Check Total						2,840.79
	00014434	10/10/2016	NPPD		NEBRASKA PUBLIC POWER DISTRICT	
	211010056740-0	09/16/2016		10/06/2016	BUS BARN	27.37
	91616					
	211010056744-0	09/16/2016		10/06/2016	BALLFIELD	78.32
	91616					
	211010056748-0	09/16/2016		10/06/2016	230 E CALKINS AVE	7,682.02
	91616					
Check Total						7,787.71
	00014435	10/10/2016	PEPPERJW		JW PEPPER	
	03493392	09/19/2016		10/06/2016	CHOIR MUSIC	190.74
Check Total						190.74
	00014436	10/10/2016	PERRY		Perry, Guthery, Haase & Gessford, PC, LLO	
	092516-2711.00	09/25/2016		10/06/2016		75.00
	092516-2711.12	09/25/2016		10/06/2016	FISHER TRACKS	720.00
Check Total						795.00
	00014437	10/10/2016	QUILL		Quill	
	9009835	09/09/2016		10/06/2016	PENCIL SHRP, PENS ETC	125.47
	9341846	09/21/2016		10/06/2016	BINDERS, SHEET PROTECT	77.47
	9409549	09/23/2016		10/06/2016	WALL RACK	216.71
	9460266	09/26/2016		10/06/2016	LAMINATING TAPE	117.78
	9537233	09/27/2016		10/06/2016	BINDERS	57.48
Check Total						594.91
	00014438	10/10/2016	RUTTSH		RUTT'S HEATING AND AIR CONDITIONING	
	33551	09/13/2016		10/06/2016	REPLACE BLOWER MOTOR	631.96

ALL Data

Check Register

Arranged by:
Check Number

Direct

Dep.	Check Number Invoice	Check Date Invoice Date	Vendor ID PO Number	Vendor Name PO Date	Description	Amount
					Check Total	631.96
	00014439	10/10/2016	SERVICE		SERVICEMASTER OF MID NE	
	13178	09/30/2016		10/06/2016	JH/HIGH SCHOOL	3,466.00
	13179	09/30/2016		10/06/2016	ELEMENTARY	3,719.00
					Check Total	7,185.00
	00014440	10/10/2016	SOURCE		SOURCEGAS LLC	
	201448473826	08/23/2016		10/06/2016	230 EAST CALKINS	284.30
	201537458256	08/23/2016		10/06/2016	122 NORTH CHURCH	40.39
	201804321470	09/23/2016		10/08/2016	225 E BOYD	166.92
					Check Total	491.61
	00014441	10/10/2016	STATENE		STATE OF NEBRASKA	
	1027525	09/01/2016		10/06/2016		238.96
					Check Total	238.96
	00014442	10/10/2016	SUPREME		SUPREME SCHOOL SUPPLY	
	58925	09/12/2016		10/06/2016	STU PLANNERS	71.50
					Check Total	71.50
	00014443	10/10/2016	THOMPSON		THE THOMPSON CO.	
	1791690	08/01/2016		10/06/2016	CAN LINERS, SOAP, TP	150.12
	1793508	09/07/2016		10/06/2016	CAN LINER, SOAP, TP	258.98
	1797768	09/15/2016	T	10/06/2016	CAN LINERS, SOAP, TP	213.34
	1801026	09/22/2016		10/06/2016	CAN LINERS, SOAP, TP	154.76
	1804201	09/29/2016		10/06/2016	CAN LINERS, SOAP, TP	181.40
					Check Total	958.60
	00014444	10/10/2016	VERIZON		VERIZON WIRELESS	
	9771499129	09/06/2016		10/06/2016	CELL PHONE	45.53
					Check Total	45.53
	00014445	10/10/2016	WILKE		WILKE'S TRUE VALUE	
	A272642	09/09/2016		10/06/2016	BULBS	115.13
					Check Total	115.13
	00014446	10/10/2016	WOODWARDS		WOODWARDS DISPOSAL SERVICE	
	8696-846	09/26/2016		10/06/2016		25.00
					Check Total	25.00
	00014447	10/10/2016	YANDA'S		YANDA'S MUSIC	
	100316	10/03/2016		10/06/2016	REPAIRS, RECORDERS, ETC	885.36
					Check Total	885.36
					1 - GENERAL FUND Totals:	78,339.80
					Total of Checks Printed:	78,339.80

CHECK REGISTER FOR ACTIVITY ACCOUNT: SEPTEMBER 2016

Check Number	Date	Paid To	Description	Amount
Bank ID: C	Activity Fund			
12550	9/2/2016	Firstier	CHANGE	\$ 3,182.00
12551	9/2/2016	ASSN	FALL CONFERENCE	\$ 210.00
12552	9/2/2016	Loup City Public Schools	ENTRY FEES	\$ 70.00
12553	9/2/2016	BRENT SAMUELSON	OFFICIAL	\$ 425.00
12554	9/2/2016	BRIAN BORDEN	OFFICIAL	\$ 230.00
12555	9/6/2016	NEBRASKA FCCLA	FEES	\$ 100.00
12556	9/6/2016	BRAD SCHWARTZ	OFFICIAL	\$ 300.00
12557	9/6/2016	SAMANTHA MINNICK	JV OFFICIAL	\$ 240.00
12558	9/6/2016	Firstier Bank	HELPERS	\$ 375.00
12559	9/6/2016	NATIONAL FFA ORGANIZATION	WALL CHART	\$ 47.00
12560	9/6/2016	GOPHER SPORTS	FOOTBALL - JR HIGH	\$ 72.42
12561	9/6/2016	SAYLER SCREENPRINTING	BAND SHIRTS	\$ 605.00
12562	9/6/2016	DEB'S EMBROIDERY SHOP	FFA JACKET	\$ 84.00
12563	9/6/2016	NE FFA TOUR GROUP	TOUR	\$ 198.00
12564	9/7/2016	Postmaster	POSTAGE	\$ 6.45
12565	9/9/2016	Firstier Bank	CHANGE	\$ 2,740.00
12566	9/9/2016	DAVE IRWIN	OFFICIAL	\$ 430.00
12567	9/9/2016	RENEE DAVIS	VARSIY OFFICIAL	\$ 430.00
12568	9/9/2016	ALMA SCHOOLS	XC ENTRY FEE	\$ 80.00
12569	9/9/2016	KEARNEY PUBLIC SCHOOLS	ONE ACT	\$ 150.00
12570	9/9/2016	CONCORDIA UNIVERSITY-NEBRASKA	BOOKS	\$ 46.00
12571	9/9/2016	LITTLE CAESER'S	CONCESSIONS	\$ 67.50
12572	9/12/2016	KEITH SLADKY	JH & JV OFFICIALS	\$ 300.00
12573	9/12/2016	PAT JOHNS	JH & JV CLOCK	\$ 40.50
12574	9/12/2016	JORDAN SMITH	JH & JV OFFICIAL	\$ 90.00
12575	9/12/2016	JUSTINE BAUER	JH OFFICIAL	\$ 40.00
12576	9/12/2016	DANI NELSON	JH & JV CLOCK	\$ 40.00
12577	9/12/2016	TINA LYBARGER	JH & JV BOOKS	\$ 45.50
12578	9/12/2016	NATASHA HUBBARD	JH LINES & JV OFFICIAL	\$ 65.00
12579	9/12/2016	LINDSEY MCCARTER	JV LINES	\$ 15.00
12580	9/12/2016	SHELBY FERGUSON	JV LINES	\$ 15.00
12581	9/12/2016	VOLLEYBALL LINE JUDGE	JV LINES	\$ 15.00
12582	9/12/2016	Firstier Bank	CHANGE	\$ 560.00
12583	9/12/2016	JONATHAN BOUC	REIMBURSEMENT	\$ 25.00
12584	9/15/2016	FRANKLIN HIGH SCHOOL	ENTRY FEE	\$ 70.00
12585	9/15/2016	RENEE DAVIS	VARSIY OFFICIAL	\$ 300.00
12586	9/15/2016	SAMANTHA MINNICK	JV OFFICIAL	\$ 240.00

CHECK REGISTER FOR ACTIVITY ACCOUNT: SEPTEMBER 2016

Check Number	Date	Paid To	Description	Amount
Bank ID: C	Activity Fund			
12587	9/15/2016	Firstier Bank	CHANGE	\$ 1,315.00
12588	9/16/2016	MOONLIGHT EMBROIDERY	SPIRIT SHIRTS	\$ 3,474.00
12589	9/21/2016	Liberty Cleaners	UNIFORMS	\$ 870.59
12590	9/21/2016	Jostens	ANNUAL	\$ 500.00
12591	9/21/2016	NEFF COMPANY	CHENILLE LETTERS & PINS	\$ 1,026.74
12592	9/21/2016	CHESTERMAN CO.	POP	\$ 1,491.60
12593	9/21/2016	Cash Wa Distributing	CANDY, CHIPS, FRANKS, BUNS	\$ 156.06
12594	9/21/2016	Foster's Family Foods	CONC	\$ 8.98
12595	9/21/2016	THE THOMPSON CO.	CANDY, POPCORN, SNACKS	\$ 448.28
12596	9/21/2016	STEPHANIE WALKER	FFA JACKETS	\$ 139.00
12597	9/22/2016	BAND SHOPPE	UNIFORM	\$ 120.75
12598	9/22/2016	LOU'S SPORTING GOODS	JR HIGH FB MASKS	\$ 287.19
12599	9/22/2016	REIMBURSEMENT	REIMBURSEMENT	\$ 50.00
12600	9/22/2016	Lunch Fund	PSCH AND LUNCH - 1 CK	\$ 30.00
12601	9/22/2016	PAYFLEX SYSTEMS USA	RENEWAL FEE, AUG FEES	\$ 650.00
12602	9/22/2016	SWEETWATER	ONE ACT	\$ 626.97
12603	9/22/2016	THE SPORTS SHOPPE	GAME DAY SHIRTS	\$ 2,932.20
12604	9/22/2016	CORPORATE PAYMENT SYSTEMS	DUES, TECH, FCCLA, NMEA, BOOKS, FUEL	\$ 2,654.41
12605	9/22/2016	SAMANTHA MINNICK	JV OFFICIAL	\$ 240.00
12606	9/22/2016	JO SCHWARTZ	VARSITY OFFICIALS	\$ 300.00
12607	9/22/2016	Firstier Bank	CHANGE	\$ 1,412.50
12608	9/23/2016	DAN YILK	OFFICIALS	\$ 425.00
12609	9/23/2016	Firstier Bank	CHANGE	\$ 2,206.00
12610	9/23/2016	MOONLIGHT EMBROIDERY	HOMECOMING SHIRTS	\$ 1,444.50
12611	9/26/2016	SPENCER HANSEN	(ABBY - PIC BOOTH)	\$ 200.00
12612	9/26/2016	UNIVERSITY OF NEBRASKA KEARNEY	XC ENTRY FEES	\$ 160.00
12613	9/26/2016	Firstier Bank	CHANGE	\$ 368.50
12614	9/26/2016	KEITH SLADKY	JH OFFICIAL	\$ 150.00
12615	9/26/2016	HARVEST OF HARMONEY	PARADE FEES	\$ 100.00
12616	9/26/2016	BLUE CROSS BLUE SHIELD OF NE	INSURANCE PREMIUMS	\$ 6,117.46
12617	9/26/2016	NSCTA	KOSCH CONVENTION	\$ 120.00
12618	9/27/2016	Firstier Bank	CHANGE	\$ 1,137.50
12619	9/27/2016	JORDAN SMITH	JV OFFICIAL	\$ 150.00
12620	9/27/2016	LOWER LOUP NRD	STATE RANGE JUDGING	\$ 24.00
12621	9/27/2016	WILCOX-HILDRETH SCHOOLS	XC ENTRY FEES	\$ 50.00
12622	9/29/2016	DISTRICT 6 FCCLA	DIST & STAR FEES	\$ 89.00

CHECK REGISTER FOR ACTIVITY ACCOUNT: SEPTEMBER 2016

<u>Check Number</u>	<u>Date</u>	<u>Paid To</u>	<u>Description</u>	<u>Amount</u>
Bank ID: C	Activity Fund			
12623	9/30/2016	Firstier Bank	CHANGE	\$ 3,258.00
12624	9/30/2016	PARAMOUNT LINEN & UNIFORM	HOME COMING SUPPLIES	\$ 69.55
12625	9/30/2016	BECKY HALLIWELL	HOME COMING SUPPLIES	\$ 167.03
12626	9/30/2016	BRAD SCHWARTZ	JV/V OFFICIAL	\$ 230.00
12627	9/30/2016	RON GOLKA	OFFICIAL	\$ 425.00

PERSONNEL
12-MONTH CLASSIFIED EMPLOYEE'S
EMPLOYMENT AGREEMENT

This employment Agreement is entered into between Elm Creek Public Schools, hereinafter referred to as the "District," and _____, hereinafter referred to as the Employee with an initial employment date of August 1, 2016 or later. ***Employees with an initial employment date prior to August 1, 2016 please refer to the attached Addendum A (Sick Leave) with regard to Section 2 of this agreement.***

WITNESSETH: The District hereby agrees to employ the Employee and the Employee hereby agrees to accept such employment on the following terms and conditions:

Section 1. Term of Contract. The term of this contract shall commence effective on the 1st day of August, 2016, and shall terminate on the 31st day of July, 2017. The contract and employment is on an "at will" basis and may be earlier terminated pursuant to Section 4. The contract may be extended for like periods by written agreement.

Section 2. Compensation and Benefits.

- a. **Salary Worksheet.** Employee shall be paid a salary and benefits in accordance with the Salary Worksheet attached hereto and incorporated by this reference. Salary shall be payable in twelve equal installments on the regular payroll date each month.
- b. **Deductions.** The Employee authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the District during the course of the Employee's employment.
- c. **FLSA Exemption:** Employee is Exempt ___ Not Exempt ___ (check as applicable) under the FLSA guidelines. Employee agrees that this overtime-exempt determination is accurate.

d. **Leave:**

SICK LEAVE: 10 days sick leave annually. Does not accumulate or carry forward.

BEREAVEMENT: 5 days for spouse, father or mother, father/mother-in-law, son, daughter, or son/daughter-in-law; 3 days for death of a sibling or their spouse; 2 days for a grandparent; 1 day for an aunt or uncle.

VACATION LEAVE: 1st anniversary – 5 days; 2nd anniversary – 10 days; 10th anniversary – 15 days; 15th anniversary – 20 days.

PERSONAL LEAVE: 2 days personal leave each year. Does not accumulate or carry forward.

There is no carry-over or accumulation of unused vacation or personal leave from one contract year to another contract year. Any unused days from a prior contract year shall be subtracted

from the number of days the employee is to be given for the following contract year, such that the total days at the beginning of each contract year be their starting maximum indicated above (for example, an employee who has 15 or more years of employment with the District who did not use 5 days of vacation in the prior year is granted 15 additional days, so the employee starts the year with 20 days of vacation.). Upon ending employment, unused days available in the final contract year will be paid at the effective daily rate of pay at the time each unused day first became available.

Section 3. Duties of Employee.

- a. Position. Employee is employed in the position of _____.
- b. Duties. The duties of the Employee shall include such duties as may be set forth in the applicable job description for the position, the policies of the Board of Education, and as are assigned by the Superintendent and by the Employee's supervisor. The Employee agrees to perform the duties faithfully and to the best of the Employee's ability.
- c. Board Policies. The Employee shall comply with the policies of the Board of Education, the rules and regulations of the District and the directives of supervisors. The Employee agrees that the policies of the Board of Education and rules and regulations of the district may be changed at any time. Written notice of such changes shall be given to the employee.
- d. Duty Hours. The days and hours of employment shall be as assigned by the Superintendent or the Employee's supervisor. Regular, dependable attendance is an essential function of the Employee's position.

Section 4. Termination of Employment.

- a. Termination by District. This agreement creates no property right in continued employment. It may be terminated by the District, with or without cause or hearing, upon giving two (2) calendar weeks notice or pay in lieu of notice, provided that in the event of just cause for termination, no notice or pay in lieu of notice shall be required.
- b. Compensation upon Termination. Upon termination, other than termination for cause as determined in the discretion of the Superintendent, non-certified, ~~full-time twelve (12) month~~ employees who have been employed with the District for a period of TEN (10) consecutive years shall receive severance pay for one-half of all unused sick leave (up to a maximum of 10 days). One day shall equal 8 hours, multiplied by that employee's regular rate of pay.

Section 5. Applicable Law. This agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

Section 6. Entirety of Agreement and Amendments. This Employment Agreement constitutes the entire agreement and no representations, promises, agreements or undertakings made by or on behalf of the District, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Agreement shall be subject to modification only by a written instrument signed by the Employee and the Superintendent or the Board of Education.

SALARY WORKSHEET

Employee Name:		Assignment:	
Schedule Placement:		Days Per Year*:	
Hours Per Day:		Yearly Fringe Benefit:	\$
Fringe Benefit:	\$	Yearly Salary:	\$
Hourly Salary:	\$	Extra Duty:	
Extra Wage	\$		

*FLSA-Exempt Employees: If Employee is FLSA-exempt, it is understood that there shall be no pay for days or hours worked in excess of that listed absent a written, Board approved agreement for such work. Employee agrees that Employee (initial as appropriate):

____ Executive Exemption: Employee's duties include the primary duty of the management of a recognized department or subdivision and customarily and regularly directing the work of other employees (2.0 FTE or more). Employee's recommendations as to hiring, firing, promotion or other change of status of other employees are to be given particular weight.

____ Administrative Exemption: Employee's duties include the primary duty of performing office or non-manual work directly related to the management policies or general business operations of the employer or the employer's customers and Employee customarily and regularly exercises discretion and independent judgment; or Employee's duties include the primary duty of performing administrative functions directly related to academic instruction or training.

Income Summary	
Monthly Salary:	\$
Monthly Fringe:	\$
Total Salary Available:	\$
Deductions	
Cancer Insurance:	\$
Blue Cross Blue Shield	\$
	\$
Payflex Flex Plan	\$
Annuities	\$
Direct Deposit	\$

Please use this worksheet to make any changes in your deductions. Salary Reduction Agreements are required to make changes to annuities. As an employee of the Elm Creek Public Schools, I voluntarily authorize the above deductions effective on the signed date.

Executed this ___ day of _____, 2016.	Executed this ___ day of _____, 2016.
_____ Employee	_____ Elm Creek Public Schools By: Superintendent or other Authorized Official

Addendum A

12 – Month Classified Employee’s Employment Agreement for employees hired prior to August 1, 2016.

Accumulated sick leave acquired prior to August 1, 2016 shall be honored up to 45 days. On each August 1, the employee shall receive an additional 10 days of sick leave providing the employee a maximum of 55 days. At no point shall more than 45 days be carried forward to the next Agreement period.

Effective date: August 1, 2016

PERSONNEL
Less Than 12 Month CLASSIFIED EMPLOYEE'S
EMPLOYMENT AGREEMENT

This employment Agreement is entered into between Elm Creek Public Schools, hereinafter referred to as the "District," and _____, hereinafter referred to as the Employee with an initial employment date of August 1, 2016 or later. ***Employees with an initial employment date prior to August 1, 2016 please refer to the attached Addendum B with regard to Section 2 (Sick Leave) of this agreement.***

WITNESSETH: The District hereby agrees to employ the Employee and the Employee hereby agrees to accept such employment on the following terms and conditions:

Section 1. Term of Contract. The term of this contract shall commence effective on the 1st day of August, 2016, and shall terminate on the 31st day of July, 2017. The contract and employment is on an "at will" basis and may be earlier terminated pursuant to Section 4. The contract may be extended for like periods by written agreement.

Section 2. Compensation and Benefits.

- a. **Salary Worksheet.** Employee shall be paid a salary and benefits in accordance with the Salary Worksheet attached hereto and incorporated by this reference. Salary shall be payable in monthly installments on the regular payroll date each month based upon actual hours worked.
- b. **Deductions.** The Employee authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the District during the course of the Employee's employment.
- c. **FLSA Exemption:** Employee is Exempt ___ Not Exempt ___ (check as applicable) under the FLSA guidelines. Employee agrees that this overtime-exempt determination is accurate.

d. **Leave:**

SICK LEAVE: up to 10 days sick leave annually. Leave is acquired at the rate of 1 day per month of employment. For example, an employee hired in August receives 1 day of sick leave for that month. If that day is unused, it may be carried over to September, at which time an additional day shall be granted, and so on throughout the year. Sick leave does not carry forward from one year to the next.

BEREAVEMENT: 5 days for spouse, father or mother, father/mother-in-law, son, daughter, or son/daughter-in-law; 3 days for death of a sibling or their spouse; 2 days for a grandparent; 1 day for an aunt or uncle.

PERSONAL LEAVE: 2 days personal leave each year. Does not accumulate or carry forward.

Section 3. Duties of Employee.

- a. Position. Employee is employed in the position of _____.
- b. Duties. The duties of the Employee shall include such duties as may be set forth in the applicable job description for the position, the policies of the Board of Education, and as are assigned by the Superintendent and by the Employee's supervisor. The Employee agrees to perform the duties faithfully and to the best of the Employee's ability.
- c. Board Policies. The Employee shall comply with the policies of the Board of Education, the rules and regulations of the District and the directives of supervisors. The Employee agrees that the policies of the Board of Education and rules and regulations of the district may be changed at any time. Written notice of such changes shall be given to the employee.
- d. Duty Hours. The days and hours of employment shall be as assigned by the Superintendent or the Employee's supervisor. Regular, dependable attendance is an essential function of the Employee's position.

Section 4. Termination of Employment.

- a. Termination by District. This agreement creates no property right in continued employment. It may be terminated by the District, with or without cause or hearing, upon giving two (2) calendar weeks notice or pay in lieu of notice, provided that in the event of just cause for termination, no notice or pay in lieu of notice shall be required.
- b. Compensation upon Termination. Upon termination, other than termination for cause as determined in the discretion of the Superintendent, non-certified, ~~full time twelve (12) month~~ employees who have been employed with the District for a period of TEN (10) consecutive years shall receive severance pay for one-half of all unused sick leave (up to a maximum of 10 days). One day shall equal 8 hours, multiplied by that employee's regular rate of pay (at the time of termination).

Section 5. Applicable Law. This agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

Section 6. Entirety of Agreement and Amendments. This Employment Agreement constitutes the entire agreement and no representations, promises, agreements or undertakings made by or on behalf of the District, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Agreement shall be subject to modification only by a written instrument signed by the Employee and the Superintendent or the Board of Education.

SALARY WORKSHEET

Employee Name:		Assignment:	
Schedule Placement:		Days Per Year*:	
Hours Per Day:		Yearly Fringe Benefit:	\$
Fringe Benefit:	\$	Yearly Salary:	\$
Hourly Salary:	\$	Extra Duty:	
Extra Wage	\$		

*FLSA-Exempt Employees: If Employee is FLSA-exempt, it is understood that there shall be no pay for days or hours worked in excess of that listed absent a written, Board approved agreement for such work. Employee agrees that Employee (initial as appropriate):

____ Executive Exemption: Employee's duties include the primary duty of the management of a recognized department or subdivision and customarily and regularly directing the work of other employees (2.0 FTE or more). Employee's recommendations as to hiring, firing, promotion or other change of status of other employees are to be given particular weight.

____ Administrative Exemption: Employee's duties include the primary duty of performing office or non-manual work directly related to the management policies or general business operations of the employer or the employer's customers and Employee customarily and regularly exercises discretion and independent judgment; or Employee's duties include the primary duty of performing administrative functions directly related to academic instruction or training.

Income Summary	
Monthly Salary:	\$
Monthly Fringe:	\$
Total Salary Available:	\$
Deductions	
Cancer Insurance:	\$
Blue Cross Blue Shield	\$
	\$
Payflex Flex Plan	\$
Annuities	\$
Direct Deposit	\$

Please use this worksheet to make any changes in your deductions. Salary Reduction Agreements are required to make changes to annuities. As an employee of the Elm Creek Public Schools, I voluntarily authorize the above deductions effective on the signed date.

Executed this ___ day of _____, 2016.	Executed this ___ day of _____, 2016.
_____ Employee	_____ Elm Creek Public Schools By: Superintendent or other Authorized Official

Addendum B

Less than 12 – Month Classified Employee’s Employment Agreement for employees hired prior to August 1, 2016.

Accumulated sick leave acquired prior to August 1, 2016 shall be honored up to the number of days accumulated (banked) as of August 1, 2016. **On each August 1, the employee shall receive additional days of sick leave. Leave is acquired at the rate of 1 day per month of employment (refer to Sec. 2 d of this document) up to a maximum of 10 days per year. At no point shall the employee carry forward sick leave beyond the number of sick leave days banked effective August 1, 2016.**

Example 1. Employee A has 27 days of sick leave banked effective as of August 1, 2016. During the year the employee acquires an additional 10 days (1 day per month of employment) and uses 6 of those days during the year. At the next anniversary date, the employee will start the year with the 27 days of sick leave, the maximum allowable of sick leave days banked as of August 1, 2016.

Example 2. Employee B has 33 days of sick leave banked effective as of August 1, 2016. During the year the employee acquires an additional 10 days (1 day per month of employment) and uses those 10 days plus an additional 4 days from their banked days. At the next anniversary date, the employee will start the year with 29 sick leave days, which then becomes the new maximum of banked days for that employee.

Effective date: August 1, 2016.

October 4, 2016

Elm Creek Public School
Board of Education
230 East Calkins Street
Elm Creek, NE 68836

Dear Negotiations Committee:

The Elm Creek Education Association requests that the school board of Elm Creek Public Schools take action to recognize the Elm Creek Education Association as exclusive bargaining agent for the district's non-supervisory certificated staff for the 2018-19 contract year.

Please direct your response to the undersigned.

Sincerely,

A handwritten signature in black ink that reads "Derrick Pulliam". The signature is written in a cursive style with a large, prominent initial "D".

Derrick Pulliam
Elm Creek Education Association



Elm Creek Public Schools

230 East Calkins Ave., PO Box 490

Elm Creek, NE 68836

(308) 856-4300 phone (308) 856-4907 fax

www.elmcreekschools.org

Curriculum, Finance and Technology Committee Meeting Agenda September 28, 2016 - 7:30 A.M.

Members: Lynette Mitchell, Denise Ourada, John Worthing

1. Non-Certified Employee Employment Agreements

- a.) 4220A(1) 12-month employees

- b. 4220A(2) less than 12-month employees



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Transportation Committee Meeting

Thursday, September 29, 2016

7:00 AM

Members: J. C. Ourada, Jeff Meads, Morgan Meier

Agenda

- 1. Blue Van - do we want to dispose of this vehicle? Has not been inspected**
- 2. Mini bus repairs (status report)**
 - a. Handicapped bus - Kelly's**
 - b. Bus 95 - transmission - NMC**
- 3. Status report of Vans 95, 96, and 97.**



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Building and Grounds Committee Meeting

September 29, 8:00 AM

Members: Lynette Mitchell, Jeff Meads, Morgan Meier

1. Update on Track lawsuit – no new information at this time
2. Snow Removal – Bid (how advertised)
3. Disposition of district property – sale of unwanted items