

Board of Education Regular Meeting

Monday, December 10, 2018 8:00 AM

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 Suzanne Brodine and a second by Morgan Meier.

Suzanne Brodine: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Morgan Meier: Yea, JC Ourada: Yea

6. Citizen's Comments

7. Consent Agenda

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

Suzanne Brodine: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Morgan Meier: Yea, JC Ourada: Yea

7.1. Approval of Minutes of Previous Meeting(s)

7.2. Payment of Invoices

7.2.1. Payment of BOK Bond Fund claim to BOK Financial in the Amount of \$568,548.75

7.3. Financial Reports

7.4. Personnel Actions

7.4.1. Resignation of Kate Quiring

8. Old Business

9. New Business

9.1. Approve Transfer from Depreciation Fund to the General Fund

Motion to Approve Transfer from Depreciation Fund to the General Fund Passed with a motion by Jeff Meads and a second by Morgan Fouts.

Suzanne Brodine: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Morgan Meier: Yea, JC Ourada: Yea

9.2. Approve 2019-2020 Teacher's Master Agreement

Motion to Approve 2019-2020 Teacher's Master Agreement Passed with a motion by Morgan Fouts and a second by Suzanne Brodine.

Suzanne Brodine: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Morgan Meier: Yea, JC Ourada: Yea

10. Reports

10.1. Transportation Committee Report

10.2. Buildings and Ground Committee Report

10.3. Curriculum and Finance Meeting

10.4. Principal's Report

10.5. Superintendent Report

11. Superintendent Evaluation

12. Next Regular Meeting . -- January 14, 2018 (7:00 pm)

Motion to adjourn Passed with a motion by Morgan Meier and a second by JC Ourada.

Suzanne Brodine: Yea, Morgan Fouts: Yea, Jeff Meads: Yea, Morgan Meier: Yea, JC Ourada: Yea

13. Adjournment

November 12, 2018 at 7:00 PM - Board of Education Regular Meeting

1. Call to Order
2. Flag Salute
3. Open Meetings Act
4. Roll Call
5. Code of Ethics
6. Review of Agenda

Recommended Motion(s): Motion to approve the agenda as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

Action(s):

Motion Passed:

Motion to approve the agenda as presented. Passed with a motion by Suzanne Brodine and a second by Marvion Reichert.

- Suzanne Brodine: *Yea*
- Morgan Fouts: *Yea*
- Jeff Meads: *Yea*
- Morgan Meier: *Yea*
- JC Ourada: *Yea*
- Marvion Reichert: *Yea*

No Action(s) have been added to this Agenda Item.

7. Citizen's Comments
8. Consent Agenda

Recommended Motion(s): Motion to approve the Consent Agenda as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

Action(s):

Motion Passed:

Motion to approve the Consent Agenda as presented Passed with a motion by Marvion Reichert and a second by Morgan Meier.

- Suzanne Brodine: *Yea*
- Morgan Fouts: *Yea*
- Jeff Meads: *Yea*
- Morgan Meier: *Yea*
- JC Ourada: *Yea*
- Marvion Reichert: *Yea*

No Action(s) have been added to this Agenda Item.

- 8.1. Approval of Minutes of Previous Meeting(s)

Attachments:

- [Elm Creek Public Schools - Meeting Quick View - Board of Education Regular Meeting \(4\)](#)

11/10/2018 at 8:49 AM

8.2. Payment of Invoices

Attachments:

- [General Fund Reg 11-9-18](#)

11/10/2018 at 9:01 AM

8.3. Financial Reports

Attachments:

- [Oct 31 Act Cash Balance-Not Recon](#)

11/10/2018 at 9:01 AM

- [Treasurers Report for 11-12-18](#)

11/10/2018 at 9:01 AM

9. Old Business

10. New Business

10.1. Approve Bid for 2018-2019 Snow Removal.

Action(s):

Motion Passed:

Motion to approve the M and J snow removal quote without the ice melt application. Passed with a motion by Marvion Reichert and a second by Morgan Fouts.

- Suzanne Brodine: *Yea*
- Morgan Fouts: *Yea*
- Jeff Meads: *Yea*
- Morgan Meier: *Yea*
- JC Ourada: *Abstain (With Conflict)*
- Marvion Reichert: *Yea*

No Action(s) have been added to this Agenda Item.

10.2. Allow Administration to adjust Curriculum adoption cycle by swapping the Math and Science dates.

Action(s):

Motion Passed:

Motion to adjust the curriculum adoption cycle by swapping the Math and Science dates. Passed with a motion by JC Ourada and a second by Morgan Meier.

- Suzanne Brodine: *Yea*
- Morgan Fouts: *Yea*
- Jeff Meads: *Yea*
- Morgan Meier: *Yea*
- JC Ourada: *Yea*
- Marvion Reichert: *Yea*

No Action(s) have been added to this Agenda Item.

11. Executive Session

Recommended Motion(s): Motion to enter into Executive Session Passed with a motion by Board Member #1 and a second by Board Member #2.

Action(s):

Motion 1 Passed:

Motion to enter into Executive Session to discuss negotiations and extra duty schedule. Passed with a motion by JC Ourada and a second by Suzanne Brodine.

- Suzanne Brodine: *Yea*
- Morgan Fouts: *Yea*
- Jeff Meads: *Yea*
- Morgan Meier: *Yea*
- JC Ourada: *Yea*
- Marvion Reichert: *Yea*

Motion 2 Passed:

Motion to exit executive session. 7:55 PM Passed with a motion by JC Ourada and a second by Morgan Meier.

- Suzanne Brodine: *Yea*
- Morgan Fouts: *Yea*
- Jeff Meads: *Yea*
- Morgan Meier: *Yea*
- JC Ourada: *Yea*
- Marvion Reichert: *Yea*

No Action(s) have been added to this Agenda Item.

12. Approve 2019-2020 Negotiated Agreement with Certified Staff

13. Reports

13.1. Transportation Committee Report

Attachments:

- [Transportation Meeting 11.9.18](#)

11/10/2018 at 9:07 AM

13.2. Buildings and Ground Committee Report

Attachments:

- [Buildings and Grounds Meeting 11.9.18](#)

11/10/2018 at 9:08 AM

13.3. Curriculum, Technology, and Finance Report

Attachments:

- [Curriculum and Finance Meeting 11.9.18](#)

11/10/2018 at 9:08 AM

13.4. Americanism Report

Attachments:

- [Americanism Meeting 11.9.18](#)

11/10/2018 at 9:08 AM

13.5. Principal's Report

13.6. Superintendent Report

13.6.1. Superintendent Evaluation due in December.

14. Next Regular Meeting

15. Adjournment

Recommended Motion(s): Motion to adjourn meeting Passed with a motion by Board Member #1 and a second by Board Member #2.

Action(s):

Motion Passed:

Motion to adjourn meeting at 8:50 PM Passed with a motion by JC Ourada and a second by Morgan Meier.

- Suzanne Brodine: *Yea*
- Morgan Fouts: *Yea*
- Jeff Meads: *Yea*
- Morgan Meier: *Yea*
- JC Ourada: *Yea*
- Marvion Reichert: *Yea*

No Action(s) have been added to this Agenda Item.

Check Register

Direct

| Dep. Invoice | Check Number | Check Date | Vendor ID | Vendor Name | Amount |
|--------------|--------------|------------|-----------|-------------|--------|
| Invoice | Invoice Date | PO Number | PO Date | Description | |

Checks Printed

01 - GENERAL FUND

Bank Account :A - General Fund

| | | | | | |
|-----------|------------|------------|------------|------------------------------------|----------|
| 00016067 | 12/05/2018 | AGLAND | | AgLand Auto Repair | |
| 160 | 11/02/2018 | | 12/05/2018 | | 1.34 |
| 244 | 11/20/2018 | | 12/05/2018 | 2002 Tire Repair | 15.00 |
| 54 | 10/31/2018 | | 12/05/2018 | | 5.78 |
| | | | | Check Total | 22.12 |
| 00016068 | 12/05/2018 | ALPHAREH | | ALPHA REHABILITATION P.C. | |
| 2325 | 11/30/2018 | | 12/05/2018 | Speech, OT/PT | 367.95 |
| | | | | Check Total | 367.95 |
| 00016069 | 12/05/2018 | BAMFORD | | BAMFORD, INC | |
| 17917 | 11/12/2018 | | 12/05/2018 | Replace Tamper Switch | 279.38 |
| | | | | Check Total | 279.38 |
| 00016070 | 12/05/2018 | BAUERB | | BAUER BUILT INC | |
| 850024133 | 11/27/2018 | | 12/05/2018 | Bus '13 Tire Rotation | 18.00 |
| 850024139 | 11/27/2018 | | 12/05/2018 | '15 Tires | 787.98 |
| | | | | Check Total | 805.98 |
| 00016071 | 12/05/2018 | BLACKHILLS | | BLACK HILLS ENERGY | |
| 112618-01 | 11/26/2018 | | 12/05/2018 | 225 East Boyd | 768.93 |
| 112618-40 | 11/26/2018 | | 12/05/2018 | 230 East Calkins | 2,573.99 |
| 112618-94 | 11/26/2018 | | 12/05/2018 | 122 N Church | 35.68 |
| | | | | Check Total | 3,378.60 |
| 00016072 | 12/05/2018 | CENTURY | | CENTURYLINK | |
| 112918 | 11/29/2018 | | 12/05/2018 | | 309.66 |
| | | | | Check Total | 309.66 |
| 00016073 | 12/05/2018 | CHARTERC | | CHARTER COMMUNICATIONS | |
| 112418 | 11/24/2018 | | 12/05/2018 | Internet | 223.72 |
| | | | | Check Total | 223.72 |
| 00016074 | 12/05/2018 | CONDITION | | CONDITIONED AIR MECHANICAL SYSTEMS | |
| 9354 | 11/12/2018 | | 12/05/2018 | 2nd Half Serv Agrmt | 2,600.00 |
| | | | | Check Total | 2,600.00 |
| 00016075 | 12/05/2018 | DANAF | | DANA F COLE & COMPANY, LLP | |
| 029665 | 11/11/2018 | | 12/05/2018 | Accounting/Audit Service | 2,200.00 |
| | | | | Check Total | 2,200.00 |
| 00016076 | 12/05/2018 | DAWSONELE | | DAWSON COUNTY ELECTION OFFICE | |
| 111918 | 11/19/2018 | | 12/05/2018 | General Election | 74.47 |
| | | | | Check Total | 74.47 |

Check Register

Direct

| Dep. | Check Number Invoice | Check Date Invoice Date | Vendor ID PO Number | Vendor Name Description | Amount |
|------|-------------------------|----------------------------|------------------------|----------------------------------|-----------|
| | 00016077 | 12/05/2018 | DECKER | DECKER EQUIPMENT | |
| | 274628A | 11/27/2018 | | Gym Door | 164.13 |
| | | | | Check Total | 164.13 |
| | 00016078 | 12/05/2018 | EAKESOFF | EAKES OFFICE PRODUCTS | |
| | 7648796-0 | 11/09/2018 | | Staples for Copier | 80.00 |
| | | | | Check Total | 80.00 |
| | 00016079 | 12/05/2018 | ECOLAB | ECOLAB PEST ELIMINATION | |
| | 5888487 | 11/14/2018 | | | 71.01 |
| | | | | Check Total | 71.01 |
| | 00016080 | 12/05/2018 | ESU10 | Educational Service Unit 10 | |
| | 120018-78 | 12/01/2018 | | Deaf Ed | 258.38 |
| | 120118-26 | 12/01/2018 | | Filtering Migration | 37.50 |
| | 120118-30 | 12/01/2018 | | iPads | 690.00 |
| | 120118-46 | 12/01/2018 | | Voc Eval | 439.88 |
| | 120118-72 | 12/01/2018 | | CIP Workshop | 90.00 |
| | 120118-79 | 12/01/2018 | | PT | 1,419.69 |
| | 120118-80 | 12/01/2018 | | Supervision | 2,850.18 |
| | 120118-81 | 12/01/2018 | | OT | 2,645.98 |
| | 120118-82 | 12/01/2018 | | Speech Path | 1,817.97 |
| | 120118-84 | 12/01/2018 | | School Psych | 4,806.60 |
| | 120118-85 | 12/01/2018 | | Audiology | 165.20 |
| | | | | Check Total | 15,221.38 |
| | 00016081 | 12/05/2018 | FOSTERC | CURT FOSTER | |
| | 120118 | 12/01/2018 | | Storage | 100.00 |
| | | | | Check Total | 100.00 |
| | 00016082 | 12/05/2018 | FOSTFAMI | Foster's Family Foods | |
| | #14-113018 | 11/30/2018 | | Food | 177.10 |
| | | | | Check Total | 177.10 |
| | 00016083 | 12/05/2018 | FRANKPAX | FRANK PAXTON LUMBER COMPANY, LLC | |
| | 05655910-001 | 09/20/2018 | | Oak, Maple, Cherry | 579.49 |
| | | | | Check Total | 579.49 |
| | 00016084 | 12/05/2018 | HOMETOWN | Hometown Leasing | |
| | 12793163-113018 | 11/30/2018 | | Copiers | 1,539.64 |
| | 8 | | | | |
| | | | | Check Total | 1,539.64 |
| | 00016085 | 12/05/2018 | ISLANDSU | Island Supply Welding | |
| | 195183 | 11/30/2018 | | Shop | 63.00 |
| | | | | Check Total | 63.00 |
| | 00016086 | 12/05/2018 | JOSTENS | Jostens | |

Check Register

Direct

| Dep. | Check Number Invoice | Check Date Invoice Date | Vendor ID PO Number | Vendor Name Description | Amount |
|----------|-------------------------|----------------------------|------------------------|--------------------------------|----------|
| | 22050760 | 10/05/2018 | | Diplomas | 285.86 |
| | | | | Check Total | 285.86 |
| 00016087 | | 12/05/2018 | KELLYSA | KELLY'S SALES & AG SERVICE | |
| | 18488 | 11/08/2018 | | 2016 Ford Inspect | 65.00 |
| | 18489 | 11/08/2018 | | 2007 Ford Inspect | 65.00 |
| | 18490 | 11/08/2018 | | 2012 Van | 65.00 |
| | 18491 | 11/08/2018 | | 2014 Inspection | 65.00 |
| | 18546 | 11/23/2018 | | 2016 Van Oil Change | 43.95 |
| | 18566 | 11/26/2018 | | 2012 Van Oil Change | 39.95 |
| | | | | Check Total | 343.90 |
| 00016088 | | 12/05/2018 | LINWELD | MATHESON TRI GAS | |
| | 18696795 | 11/28/2018 | | Oxygen, Acetylene, Argon | 238.03 |
| | 51388386 | 11/30/2018 | | Acetylene, Argon, Oxygen | 159.80 |
| | | | | Check Total | 397.83 |
| 00016089 | | 12/05/2018 | LUCASE | LUCAS ELECTRIC, INC | |
| | 6534 | 11/15/2018 | | Office Lights (Ballast) | 783.80 |
| | | | | Check Total | 783.80 |
| 00016090 | | 12/05/2018 | MIDSTATEI | MID-STATES INSURANCE AGENCY | |
| | 111918 | 11/19/2018 | | Tr Bond Renew | 150.00 |
| | | | | Check Total | 150.00 |
| 00016091 | | 12/05/2018 | MOSAIC | MOSAIC | |
| | AXT1118-29 | 12/04/2018 | | November | 3,364.20 |
| | | | | Check Total | 3,364.20 |
| 00016092 | | 12/05/2018 | NASB | NEBRASKA ASSN OF SCHOOL BOARDS | |
| | INV-02509-J5J4 Q7 | 11/19/2018 | | New Bd Mbr Workshop | 190.00 |
| | INV-02568-F8S9 G0 | 11/19/2018 | | Substitute Bd Member | -130.00 |
| | | | | Check Total | 60.00 |
| 00016093 | | 12/05/2018 | NPPD | NEBRASKA PUBLIC POWER DISTRICT | |
| | 111518-6740 | 11/15/2018 | | Bus Barn | 51.05 |
| | 111518-6744 | 11/15/2018 | | Ballfield | 65.05 |
| | 111518-6748 | 11/15/2018 | | 230 East Calkins | 4,148.21 |
| | | | | Check Total | 4,264.31 |
| 00016094 | | 12/05/2018 | PAYFLEX | PAYFLEX SYSTEMS USA | |
| | 131932-1214550 | 11/10/2018 | | Account Fees | 150.00 |
| | | | | Check Total | 150.00 |
| 00016095 | | 12/05/2018 | PEPPERJW | JW PEPPER | |
| | 03586360 | 10/17/2018 | | Choir Music | 32.37 |

Check Register

Direct

| Dep. | Check Number Invoice | Check Date Invoice Date | Vendor ID PO Number | Vendor Name Description | Amount |
|------|-------------------------|----------------------------|------------------------|-------------------------------------|----------|
| | 03589360 | 11/04/2018 | | 12/05/2018 Band Music | 60.00 |
| | | | | Check Total | 92.37 |
| | 00016096 | 12/05/2018 | PERMA | PERMA-BOUND | |
| | 1796131-01 | 10/03/2018 | | 12/05/2018 Books | 9.30 |
| | | | | Check Total | 9.30 |
| | 00016097 | 12/05/2018 | PHELPSCLER | Phelps County Clerk | |
| | 111618 | 11/16/2018 | | 12/05/2018 11-6-18 Election Fees | 286.78 |
| | | | | Check Total | 286.78 |
| | 00016098 | 12/05/2018 | PHELPSM | PHELPS MEDICAL CENTER | |
| | SN0000076364 | 11/18/2018 | | 12/05/2018 Bus Dr Physical | 128.70 |
| | | | | Check Total | 128.70 |
| | 00016099 | 12/05/2018 | PIONEERTE | PIONEER TELEPHONE | |
| | 120118 | 12/01/2018 | | 12/05/2018 Long Distance | 103.22 |
| | | | | Check Total | 103.22 |
| | 00016100 | 12/05/2018 | SERVICE | SERVICEMASTER OF MID NE | |
| | 16256 | 11/30/2018 | | 12/05/2018 2010 Addition | 3,604.64 |
| | 16257 | 11/30/2018 | | 12/05/2018 Elementary | 3,867.76 |
| | | | | Check Total | 7,472.40 |
| | 00016101 | 12/05/2018 | SPRACKLIN | SPRACKLIN CHIROPRACTIC | |
| | 342 | 11/30/2018 | | 12/05/2018 DOT Physical | 90.00 |
| | | | | Check Total | 90.00 |
| | 00016102 | 12/05/2018 | STATENE | STATE OF NEBRASKA | |
| | 1139077 | 11/01/2018 | | 12/05/2018 Network Service Fee | 229.49 |
| | | | | Check Total | 229.49 |
| | 00016103 | 12/05/2018 | STUDIO | STUDIO 747 | |
| | 2149 | 11/09/2018 | | 12/05/2018 Domain Name Registration | 270.00 |
| | | | | Check Total | 270.00 |
| | 00016104 | 12/05/2018 | THOMPSON | THE THOMPSON CO. | |
| | 2095922 | 11/01/2018 | | 12/05/2018 Can Liners, TP, PT | 274.18 |
| | 2098437 | 11/08/2018 | | 12/05/2018 Can Liners, TP, PT | 216.07 |
| | 2100832 | 11/15/2018 | | 12/05/2018 Kleenex, Can Liners, TP | 189.04 |
| | 2104646 | 11/29/2018 | | 12/05/2018 Kleenex, Can Liners, TP | 267.39 |
| | | | | Check Total | 946.68 |
| | 00016105 | 12/05/2018 | VERIZON | VERIZON WIRELESS | |
| | 9817823104 | 11/28/2018 | | 12/05/2018 Cell Phone | 46.39 |
| | | | | Check Total | 46.39 |
| | 00016106 | 12/05/2018 | VILLAGEE | Village Of Elm Creek | |

Check Register

Direct

| Dep. | Check Number Invoice | Check Date Invoice Date | Vendor ID PO Number | Vendor Name Description | Amount |
|----------------------------------|-------------------------|----------------------------|------------------------|----------------------------|------------------|
| | 113018 | 11/30/2018 | | Water, Sewer | 720.00 |
| | | | | Check Total | 720.00 |
| 00016107 | | 12/05/2018 | VILLAGEU | VILLAGE UNIFORM | |
| | 452052 | 11/01/2018 | | Laundry Bags, Mops etc | 14.25 |
| | 452606 | 11/08/2018 | | Laundry Bags, Mops Etc | 12.75 |
| | 453211 | 11/16/2018 | | Laundry Bags, Mops Etc | 6.00 |
| | 453744 | 11/23/2018 | | Laundry Bags, Mops etc | 49.75 |
| | | | | Check Total | 82.75 |
| 00016108 | | 12/05/2018 | WELLSFARG | Wells Fargo Card Services | |
| | 112618 | 11/26/2018 | | Time Cards, Ribbon | 78.33 |
| | | | | Check Total | 78.33 |
| 00016109 | | 12/05/2018 | WEXBANK | WEX BANK | |
| | 113018 | 11/30/2018 | | Fuel | 2,244.24 |
| | | | | Check Total | 2,244.24 |
| 00016110 | | 12/05/2018 | WOODWARDS | WOODWARDS DISPOSAL SERVICE | |
| | NO8830-769 | 11/25/2018 | | Doc Destruction | 25.00 |
| | | | | Check Total | 25.00 |
| 01 - GENERAL FUND Totals: | | | | | 50,883.18 |
| Total of Checks Printed: | | | | | 50,883.18 |
| Report Total: | | | | | 50,883.18 |

ELM CREEK PUBLIC SCHOOLS

GENERAL OBLIGATION REFUNDING BONDS - SERIES 2012

SERIES 2008 BONDS CALLED 12/10/13 @ PAR

FINAL NUMBERS

Debt Service Schedule

| Date | Principal | Coupon | Interest | Total P+i |
|--------------|-----------------------|----------|---------------------|-----------------------|
| 06/15/2017 | - | - | - | - |
| 12/15/2017 | 540,000.00 | 1.050% | 26,383.75 | 566,383.75 |
| 06/15/2018 | - | - | 23,548.75 | 23,548.75 |
| 12/15/2018 | 545,000.00 | 1.350% | 23,548.75 | 568,548.75 |
| 06/15/2019 | - | - | 19,870.00 | 19,870.00 |
| 12/15/2019 | 550,000.00 | 1.600% | 19,870.00 | 569,870.00 |
| 06/15/2020 | - | - | 15,470.00 | 15,470.00 |
| 12/15/2020 | 560,000.00 | 1.800% | 15,470.00 | 575,470.00 |
| 06/15/2021 | - | - | 10,430.00 | 10,430.00 |
| 12/15/2021 | 570,000.00 | 2.000% | 10,430.00 | 580,430.00 |
| 06/15/2022 | - | - | 4,730.00 | 4,730.00 |
| 12/15/2022 | 440,000.00 | 2.150% | 4,730.00 | 444,730.00 |
| Total | \$3,205,000.00 | - | \$174,481.25 | \$3,379,481.25 |

Yield Statistics

| | |
|-----------------------------------|-------------|
| Bond Year Dollars | \$9,407.50 |
| Average Life | 2.935 Years |
| Average Coupon | 1.8547037% |
| Net Interest Cost (NIC) | 1.8547037% |
| True Interest Cost (TIC) | 1.8511711% |
| Bond Yield for Arbitrage Purposes | 1.4736213% |
| All Inclusive Cost (AIC) | 1.8511711% |

IRS Form 8038

| | |
|---------------------------|-------------|
| Net Interest Cost | 1.8547037% |
| Weighted Average Maturity | 2.935 Years |

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 09/01/2017 to 11/30/2018.

| Site ID Group ID | Site Name Group Name | Activity ID | Activity Name | Beginning Cash | Receipts | Disbursements | Adjustments | Cash Balance |
|---------------------|----------------------------------|-------------|-----------------------|----------------|------------|---------------|-------------|--------------|
| ECHS | Elm Creek High School | | | | | | | |
| A | Athletics | | | | | | | |
| | | 3030 | Uniforms | 0.00 | 15,000.00 | 1,803.84 | -8,533.32 | 4,662.84 |
| | | 3031 | Basketball | 0.00 | 24,621.71 | 24,169.01 | 128.00 | 580.70 |
| | | 3033 | Cheer | 941.52 | 11,735.64 | 13,628.57 | -706.77 | -1,658.18 |
| | | 3034 | Cross Country | -100.00 | 1,377.76 | 835.44 | -232.00 | 210.32 |
| | | 3035 | Football | -11,916.05 | 42,987.49 | 33,659.67 | -54.00 | -2,642.23 |
| | | 3038 | Golf | 0.00 | 3,969.60 | 2,330.15 | -1,699.60 | -60.15 |
| | | 3041 | Track | -11,880.04 | 19,980.76 | 12,478.92 | 4,380.36 | 2.16 |
| | | 3042 | Volleyball | -23,296.93 | 47,452.25 | 30,110.22 | 4,152.96 | -1,801.94 |
| | | 3044 | Wrestling | -18,664.57 | 35,234.00 | 17,512.89 | -1,749.00 | -2,692.46 |
| | | | A Totals: | -64,916.07 | 202,359.21 | 136,528.71 | -4,313.37 | -3,398.94 |
| B | Activities | | | | | | | |
| | | 1739 | Speech | 0.00 | 1,191.75 | 537.39 | 0.00 | 654.36 |
| | | 1748 | School Play | 383.80 | 413.00 | 458.29 | 0.00 | 338.51 |
| | | 1749 | One Act Play | -213.22 | 5,161.10 | 4,191.53 | -931.47 | -175.12 |
| | | 2038 | Drama | -272.99 | 280.38 | 7.39 | 0.00 | 0.00 |
| | | 2084 | Fine Arts | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | B Totals: | -102.41 | 7,046.23 | 5,194.60 | -931.47 | 817.75 |
| C | Clubs & Organizations | | | | | | | |
| | | 1740 | ESports | 0.00 | 3,255.71 | 1,485.70 | -1,028.61 | 741.40 |
| | | 1742 | Mock Trial | 0.00 | 469.75 | 0.00 | -327.90 | 141.85 |
| | | 1743 | Band Club | 0.00 | 2,761.19 | 551.17 | -1,081.82 | 1,128.20 |
| | | 1744 | Choir Club | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | 3001 | Stu Council | 1,594.88 | 3,459.00 | 3,522.15 | -915.81 | 615.92 |
| | | 3002 | FFA | 388.55 | 34,040.84 | 25,863.31 | 1,770.34 | 10,336.42 |
| | | 3003 | FCCLA | 534.60 | 11,734.76 | 2,860.82 | -2,212.57 | 7,195.97 |
| | | 3005 | NHS | 1,947.27 | 5,796.57 | 6,151.83 | -47.31 | 1,544.70 |
| | | 3032 | Boys Basketball Club | 680.23 | 5,705.55 | 3,326.59 | -420.10 | 2,639.09 |
| | | 3036 | Football Club | 3,044.42 | 1,435.60 | 3,152.42 | 130.02 | 1,457.62 |
| | | 3037 | Girls Basketball Club | 1,182.71 | 2,804.52 | 1,921.73 | -871.59 | 1,193.91 |
| | | 3043 | Volleyball Club | 2,781.56 | 2,200.50 | 2,828.99 | -544.30 | 1,608.77 |
| | | 3045 | Wrestling Club | -1,756.17 | 10,602.75 | 7,719.39 | 1,065.95 | 2,193.14 |
| | | 3046 | Cross Country Club | 480.70 | 166.00 | 317.00 | -252.65 | 77.05 |
| | | 3047 | Golf Club | 789.11 | 1,353.75 | 0.00 | -679.00 | 1,463.86 |
| | | 3048 | Track Club | 3,250.94 | 2,436.15 | 453.25 | -1,205.48 | 4,028.36 |
| | | 3049 | Quiz Bowl | 0.00 | 315.15 | 142.00 | 650.12 | 823.27 |
| | | | C Totals: | 14,918.80 | 88,537.79 | 60,296.35 | -5,970.71 | 37,189.53 |

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 09/01/2017 to 11/30/2018.

| Site ID Group ID | Site Name Group Name | Activity ID | Activity Name | Beginning Cash | Receipts | Disbursements | Adjustments | Cash Balance |
|------------------------|----------------------------|-------------|------------------|----------------|------------|---------------|-------------|--------------|
| D Special Funds | | | | | | | | |
| 1766 | ACC RDR | | | 3,286.51 | 2,140.78 | 2,587.83 | 29.82 | 2,869.28 |
| 1767 | Elem Playground | | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 1768 | Stampede Stand | | | 0.00 | 0.00 | 1,606.06 | 0.00 | -1,606.06 |
| 2049 | SRS Gifts | | | -444.75 | 390.00 | 483.50 | 0.00 | -538.25 |
| 2082 | Board Scholarship | | | 252.54 | 0.00 | 0.00 | 0.00 | 252.54 |
| 2086 | Presidential Freedom Schol | | | 0.00 | 0.00 | 0.00 | 583.64 | 583.64 |
| 2087 | Attend/Val Sch | | | 1,189.29 | 776.00 | 300.00 | -290.45 | 1,374.84 |
| 2088 | FKC Scholarships | | | 0.00 | 850.00 | 300.00 | 0.00 | 550.00 |
| | | | D Totals: | 4,283.59 | 4,156.78 | 5,277.39 | 323.01 | 3,485.99 |
| E Classes | | | | | | | | |
| 2017 | Class of 2017 | | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 2018 | Class of 2018 | | | 173.10 | 4,207.61 | 3,100.27 | -1,617.25 | -336.81 |
| 2019 | Class of 2019 | | | 4,360.55 | 1,169.25 | 4,543.86 | -598.27 | 387.67 |
| 2020 | Class of 2020 | | | 3,500.62 | 3,973.10 | 800.21 | -3,081.88 | 3,591.63 |
| 2021 | Class of 2021 | | | 5,316.44 | 2,953.52 | 521.97 | -2,109.58 | 5,638.41 |
| 2022 | Class of 2022 | | | 2,913.30 | 519.30 | 0.00 | -56.48 | 3,376.12 |
| 2023 | Class of 2023 | | | 0.00 | 1,623.50 | 0.00 | 1,078.52 | 2,702.02 |
| 2024 | Class of 2024 | | | 0.00 | 5,141.30 | 0.00 | -5,538.26 | -396.96 |
| | | | E Totals: | 16,264.01 | 19,587.58 | 8,966.31 | -11,923.20 | 14,962.08 |
| F School | | | | | | | | |
| 1745 | Band | | | -360.00 | 13,211.21 | 12,292.08 | 9,561.00 | 10,120.13 |
| 1746 | Choir | | | 0.00 | 150.00 | 241.19 | 0.00 | -91.19 |
| 2044 | Circle of Friends | | | 855.12 | 2,000.00 | 2,943.34 | 747.93 | 659.71 |
| 3000 | Annual/Yearbook | | | -9,136.14 | 5,058.00 | 6,433.22 | -183.63 | -10,694.99 |
| 3006 | Pop - Chesterman | | | 0.00 | 1,793.91 | 11,980.80 | 11,073.71 | 886.82 |
| 3040 | Concessions | | | -355.00 | 29,890.53 | 44,781.67 | 12,547.99 | -2,698.15 |
| | | | F Totals: | -8,996.02 | 52,103.65 | 78,672.30 | 33,747.00 | -1,817.67 |
| G District | | | | | | | | |
| 1741 | PreSchool | | | 38,194.75 | 50.00 | 38,244.75 | 0.00 | 0.00 |
| 1751 | FOB | | | 3,450.00 | 750.00 | 1,150.00 | 0.00 | 3,050.00 |
| 1752 | IPads | | | 23,203.98 | 8,145.80 | 661.00 | 190.25 | 30,879.03 |
| 2040 | General District | | | 32,026.43 | 16,814.45 | 36,479.93 | -12,441.40 | -80.45 |
| 2041 | CCC-Dual Credit Course | | | 0.00 | 0.00 | 2,145.00 | 2,172.35 | 27.35 |
| 2045 | Insurance | | | -7,491.06 | 95,871.28 | 96,023.33 | 0.00 | -7,643.11 |
| 2046 | Payflex Reimbursement Plan | | | -2,300.00 | 2,300.00 | 0.00 | 0.00 | 0.00 |
| 2051 | Miscellaneous Funds | | | 22,709.87 | 3,658.85 | 2,404.22 | -263.25 | 23,701.25 |
| 2085 | Sign Adv | | | 9,610.58 | 10,300.00 | 0.00 | 0.00 | 19,910.58 |
| 3029 | GENERAL ACTIVITIES | | | 0.00 | 29,581.25 | 1,082.08 | 0.00 | 28,499.17 |
| 3039 | Gym Rent | | | 5,989.50 | 200.00 | 0.00 | 0.00 | 6,189.50 |
| | | | G Totals: | 125,394.05 | 167,671.63 | 178,190.31 | -10,342.05 | 104,533.32 |

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 09/01/2017 to 11/30/2018.

| Site ID Group ID | Site Name Group Name | Activity ID | Activity Name | Beginning Cash | Receipts | Disbursements | Adjustments | Cash Balance |
|---------------------|-------------------------|-------------|------------------------|----------------|------------|---------------|-------------|--------------|
| H | Miscellaneous | | | | | | | |
| | 2037 | | Special Committee | 0.00 | 436.00 | 252.49 | 0.00 | 183.51 |
| | 2050 | | Courtesy Committee | 20.90 | 290.00 | 64.20 | -40.00 | 206.70 |
| | 4000 | | Checking Acct Interest | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | H | Totals: | 20.90 | 726.00 | 316.69 | -40.00 | 390.21 |
| | | ECHS | Totals: | 86,866.85 | 542,188.87 | 473,442.66 | 549.21 | 156,162.27 |
| | | | Report Totals: | 86,866.85 | 542,188.87 | 473,442.66 | 549.21 | 156,162.27 |

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR December 10, 2018

GENERAL FUND - ACCT NO. 137766 (Reconciled 12-6-18)

| | | |
|--------------------------------|----|------------|
| BANK BALANCE November 1, 2018 | \$ | 386,882.34 |
| | | |
| RECEIPTS | | |
| BUFFALO COUNTY | \$ | 30,761.06 |
| DAWSON COUNTY | \$ | 48.80 |
| ESU #10 (SUB PAY) | \$ | 600.00 |
| NASB - Van vs. Raccoon | \$ | 1,386.81 |
| PHELPS COUNTY | \$ | 13,053.90 |
| Preschool Tuition | \$ | 630.00 |
| State Aid | \$ | 9,586.00 |
| TOTAL RECEIPTS | \$ | 56,066.57 |
| | | |
| AVAILABLE BALANCE | \$ | 442,948.91 |
| | | |
| DISBURSEMENTS: | | |
| Bills Paid November 8, 2018 | \$ | 73,990.51 |
| Payroll | \$ | 321,946.93 |
| TOTAL DISBURSEMENTS | \$ | 395,937.44 |
| | | |
| BOOK BALANCE November 30, 2018 | \$ | 47,011.47 |

DEPRECIATION FUND - ACCT NO 14832

| | | |
|------------------------------------|----|------------|
| BALANCE November 1, 2018 | \$ | 361,850.68 |
| EXPENSES-Grainger (Air Compressor) | \$ | 2,093.50 |
| INTEREST | \$ | - |
| RECEIVED | \$ | - |
| BOOK BALANCE November 30, 2018 | \$ | 359,757.18 |

CERTIFICATES OF DEPOSIT THRU November 30, 2018

| | | | |
|-------|--|----|------------|
| #6692 | Bus Depreciation | \$ | 11,838.56 |
| #6233 | Track Maintenance - Issued 8/31/09 | \$ | 16,692.78 |
| #6013 | Track Maintenance | \$ | 56,631.60 |
| #6235 | Unknown Capital Outlays - Issued 8/31/09 | \$ | 16,696.77 |
| #2232 | Unemployment | \$ | 10,978.84 |
| #6482 | Track Maintenance - Issued 8/31/2011 | \$ | 10,358.90 |
| #6701 | ECPS-(Issued 3-12-15) | \$ | 24,713.92 |
| | CERTIFICATE TOTALS | \$ | 147,911.37 |

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR December 10, 2018

BUILDING FUND(Reconciled 12-6-18)

| | | |
|---------------------------|----|-----------|
| Balance November 1, 2018 | \$ | 69,940.21 |
| INTEREST | \$ | 25.87 |
| EXPENSES | \$ | - |
| BALANCE November 30, 2018 | \$ | 69,966.08 |

BOND FUND (OPENED 11-12-09) (Reconciled 12-6-18)

| | | |
|--|----|------------|
| Balance November 1, 2018 | \$ | 606,726.78 |
| RECEIPTS- BUFFALO | \$ | 2,848.82 |
| RECEIPTS - DAWSON COUNTY | \$ | 4.65 |
| RECEIPTS - PHELPS COUNTY | \$ | 2,043.67 |
| DISBURSEMENTS (Wire Transfer - Interest Payment) | \$ | - |
| BALANCE November 30, 2018 | \$ | 611,623.92 |

SAM/DUNS ACCOUNT (REAP-1173)
(Reconciled)

| | | |
|---------------------------|----|-----------|
| BALANCE November 1, 2018 | \$ | 10,193.40 |
| DISBURSEMENTS | \$ | - |
| BALANCE November 30, 2018 | \$ | 10,193.40 |

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR December 10, 2018

LUNCH FUND

BANK BALANCE November 1, 2018 (Reconciled 12-6-18) \$ 24,961.05

RECEIPTS

| | | |
|---------------------------------|-----------|-----------------|
| LUNCH SALES | \$ | 5,829.20 |
| EFUND PAYMENTS | \$ | 845.00 |
| Federal Reimbursement Breakfast | \$ | - |
| Federal Reimbursement Lunch | \$ | - |
| State Reimbursement | \$ | - |
| TRANSFERS FROM GENERAL ACCT | \$ | - |
| TOTAL RECEIPTS | \$ | 6,674.20 |

AVAILABLE BALANCE \$ 31,635.25

DISBURSEMENTS

| | | |
|--------------------------|----|----------|
| Food/Groceries/Milk Etc. | \$ | 6,249.21 |
| General Expenses | \$ | 861.75 |
| Supplies | \$ | 777.93 |
| December Payroll | \$ | 9,337.02 |

TOTAL DISBURSEMENTS \$ 17,225.91

BALANCE November 30, 2018 \$ 14,409.34

December BILLS

| | | |
|------------------------------|----|----------|
| BERNARD FOODS | \$ | - |
| CASHWA | \$ | 5,354.75 |
| CENTRAL FIRE & SAFETY | \$ | - |
| FOSTERS | \$ | 22.56 |
| HEARTLAND REFRIGERATION | \$ | - |
| HILAND (MILK) | \$ | 1,737.88 |
| HUBERT COMPANY | \$ | - |
| RETURN Overpayment | \$ | 19.40 |
| NE FOOD DISTRIBUTION PROGRAM | \$ | - |
| THOMPSON | \$ | 1,704.16 |
| VILLAGE UNIFORM (TOWELS ETC) | \$ | 55.77 |

\$ 8,894.52

Kate Quiring

820 West 56th St. Kearney, NE 68836
(402)-710-1559 • kate.quiring@gmail.com

November 12, 2018

Jason Sullivan
Superintendent
Elm Creek Public Schools
230 East Calkins Ave
Elm Creek, NE 68836

Dear Mr. Sullivan:

I am writing to inform you that I will resign from my position as the Agriculture Education Teacher and FFA Advisor with Elm Creek Public Schools at the end of the 2018-2019 school year.

I greatly appreciate the opportunities that this school has provided me with, as well as the professional guidance and support that has allowed me to grow within this role. Although I will sincerely miss this position, my colleagues, and this school community, I will be looking for a new position closer to Wood River where I will live after this school year.

Thank you for all of the guidance, support, and for allowing me to begin my teaching career with a great community, staff, and ultimately students.

If I can be of any assistance during this transition, especially over the summer months with the Elm Creek FFA Chapter, I'd be happy to help.

Sincerely,



Kate Quiring

THE UNIVERSITY OF CHICAGO

PHYSICS DEPARTMENT

PHYSICS 435

LECTURE 1

LECTURE 2

LECTURE 3

LECTURE 4

LECTURE 5

LECTURE 6

LECTURE 7

Transfer of Depreciation Funds December 10, 2018

| Account to Receive Transfer | Amount to Transfer | Reasoning |
|-----------------------------|--------------------|--|
| General Fund | \$355,000 | The general fund is running low and usual receipts have not come in, this will help to get us through. |

**MASTER AGREEMENT
BETWEEN
ELM CREEK BOARD OF EDUCATION
AND THE
ELM CREEK EDUCATION ASSOCIATION**

ARTICLE I SALARIES

- A. Base salary. The base salary for the **2019 - 2020** school year shall be **\$35,400**.
- B. The schedule index shall be 4% for each years experience allowed on the schedule and 4% for each additional nine hours allowed above the BA degree.
- C. Extra Duty Pay. Teachers assigned a duty listed on the extra-duty schedule shall be placed on the schedule where their past experience would allow, up to the number of years allowed on the schedule as provided by provision number one of the salary schedule provisions.
- D. Home activity and concession sponsors shall be paid \$20.00 per activity. The principal or designee shall make a schedule and all teachers may be placed on the schedule.
- E. Salary Schedule Provisions. The salary schedule provisions attached to the salary schedule are an integral part of the salary schedule and have been negotiated as they appear on the attached schedule.
- F. Substituting for Another Teacher. When asked to sit in for another teacher during a regularly scheduled preparation period, teachers shall be paid \$15.00 per time.
- G. Salary Schedule. Following is a copy of the current salary schedule now in force in the Elm Creek Public School. The schedule has three parts: 1) the index schedule; 2) the extra duty pay schedule; 3) the salary schedule provisions.
- H. Co-Chairpersons of the SAT/RTI committees will be paid \$400 per year.
- I. If a teacher is teaching a dual credit class in which the institute offers payment to the district, the district will then divide the money into thirds. One-third will be a stipend for the teacher, one-third will be used supplies for that class, one-third will be available to make the class more affordable for students taking that course through a reimbursement to the students from the school.

SALARY SCHEDULE PROVISIONS

- A. Teachers entering the system for the first time shall be given credit for eight (8) years prior experience, provided it shall have been earned in an accredited school during the immediate past ten (10) years, and shall have been more than half-time (pro-rated to the nearest half or whole time) teaching. The eight (8) years of prior experience will be for school year beginning with the 2007-08 year and is not retroactive; and eight (8) years is the maximum allowed for probationary teachers entering the Elm Creek District.
 - B. Each teacher shall have on file in the superintendent's office a complete up-to-date transcript of college hours earned.
 - C. All courses used for advancement on the salary schedule must be graduate courses. *
- *Exceptions will be at the discretion of the Board of Education and/or Administration and shall be judged on an individual basis.
- D. All graduate Courses will be allowed for advancement on the salary schedule.
 - E. Teachers shall be offered their official contract for the upcoming year no later than September 1st of that contract year.

- F There will be two salary schedules beginning August 17, 2009; one for Teachers currently employed at Elm Creek Public Schools on this date; and a second salary schedule for any ‘new hires’ after this date which does not show the BA + 45 column on the schedule (that column will read MA + 9 only for the new hires).
- G The school district will ‘grandfather’ all of the Elm Creek Teachers who are currently on the BA + 45 column. Additional Teachers must be on the BA + 36 column now, in order to move to the BA + 45 column. Teachers who are currently on the BA + 36 column will have approximately two years (until the first day of the 2011-12 school year) to move to the BA + 45 column, if they choose to do so.
- H Regarding extra duty pay: the school district will ‘grandfather’ the Elm Creek Teachers who are currently on the Extra Duty schedule. If a new Golf Coach is hired after August 17, 2009, the Extra Duty percentages will be Year 1=7, Year 2= 8, Year 3= 9, Year 4= 10, Year 5=11, for the golf coach. If a new Assistant Speech Coach is hired after August 17, 2009, then the Extra Duty percentages will be Years 1 through 5 = all 5.5% for assistant speech coach.

ARTICLE II HEALTH & DENTAL INSURANCE

- A. The Elm Creek Public Schools provides a stipulated monthly amount toward the purchase of health & dental insurance or cash -- **Blue preferred \$1,050.00 deductible or the \$3,500 deductible HSA-Eligible (Dual Choice Only, Beginning in January of 2020).** A teacher must be teaching half time or more to qualify for insurance or cash. The following are the choices for the 2019-2020 school year:

Full –time teachers shall have the following choices:

1. Family health and single dental insurance.
2. Employee and spouse health and single dental insurance.
3. Employee and child(ren) health and single dental insurance.
4. Employee health and single dental insurance.
5. \$530.00 per month for Cash.

Teachers teaching less than full -time and more than half time shall have their benefits prorated based on their FTE.

- B. The Board of Education reserves the right to name the health and accident insurance carrier.

ARTICLE III LONG –TERM INCOME PROTECTION

- A. The Board of Education reserves the right to name the long-term disability income carrier. The Board of Education will pay 100% of the cost of the premium of the long-term (180 day) and short term (90 day elimination period) and a Maximum of 66-2/3% of salary protection.

ARTICLE IV LEAVE POLICIES

- A. Sick leave. In the case of absence from school because of personal illness or accident, a teacher shall be allowed full pay for such absence. Full-time employees shall have available ten (10) sick leave days annually. Employees may use ten (10) days per year, non-accumulative, in cases where the absence is due to the illness or accident of the immediate family. Immediate family is defined as wife, husband, son or daughter, mother, father and anyone of legal guardianship. Part-time employees shall have available the number of sick leave days prorated based on their FTE. Days not used during that year are carried over for accumulation. An employee may accumulate up to 50 days of unused sick leave. An employee may start the year with 50 days plus the ten (10) days annually given.
- B. Professional leave. Each teacher may be granted two (2) days professional leave each school year without loss of pay to attend workshops, in-service, visiting another school, etc. Visiting other school could be an assignment within a college course for advancement on the salary schedule. It requires pre-arranged approval by the principal and/or superintendent.

- C. Personal leave. Two days personal leave will be allowed each school year to all employees without loss of pay.
1. Two days of personal leave will be granted with no reason given. Request for such leave shall be made to the principal. One (unused) personal leave day may be carried over to the next school year, allowing for a maximum of three personal leave days possible during any one school year. No more than two personal leave days may be taken on consecutive school days.
 2. Teachers will be paid an amount equal to one half of a substitutes daily pay for any unused personal leave days that cannot be carried over to the following year. This will begin with the 2007-08 school year carrying over to the following school year with the amount to be included in the June, July, or August paycheck.
 3. **A staff member can elect to use two sick leave days and turn them into one personal day, once per year. This day cannot be carried over and will not be compensated at the end of the school year. It can only be used after all previously stated above personal days have been used.**
- D. Bereavement Leave. Teachers will be provided leave with pay to attend and/or make preparations for the funeral of a member of the immediate family.
1. Five (5) days will be allowed for each occurrence if the immediate family is defined as spouse, father, father-in-law, mother, mother-in-law, son, son-in-law, daughter, daughter-in-law, or grandchild:
 2. Certified staff members will be allowed to use ten (10) available sick days in the case of the death of an immediate family member. Immediate family member would be defined as: wife, husband, daughter or son.
 3. Three (3) days will be allowed for each occurrence if the immediate family is defined as brother, brother-in-law, sister or sister-in-law.
 4. Two (2) days will be allowed for each occurrence if the immediate family is defined as grandparent.
 5. One (1) day will be allowed for each occurrence if the immediate family is defined as aunt or uncle.
 6. Teachers will be allowed to use one (1) day of available sick leave per occurrence to attend the funeral of other relatives and friends. Teachers will be allowed one (1) additional day to attend the funeral of relatives if the teacher reimburses the district an amount equal to the cost of a substitute.
- E. Maternity leave. Maternity leave shall comply with existing State and Federal laws. Maternity leave shall be leave without pay except as existing laws provide.

ARTICLE V SEVERANCE PAY

- A. Severance Pay. On termination of their contract, certificated staff members shall receive severance pay for all unused sick leave, maximum of 45 days, based on one-half of the daily substitute pay rate in effect at the time of termination.

ARTICLE VI GRIEVANCE POLICY

- A. The Board recognizes the need to practice reasonable and effective means of resolving differences, which may arise among employees, to reduce potential areas of grievances, and to establish and maintain, recognized two-way channels of communication between staff and administration. A grievance policy exists in the Board Policies.

ARTICLE VII OVERNIGHT SUPERVISION AND NON-SCHOOL TIME WORKSHOPS

- A. Staff members required to supervise students or groups over night will be paid \$40.00 per night in addition to the normal expenses paid by the school.

- B. Non-Contract Required Attendance: Teachers requested by the district to attend workshops, trainings, or meetings on non-contract days shall be paid \$25 per hour. If the workshop exceeds 8 hours, teachers would be paid \$200 per day. These hourly wages include workshop hours and working lunches only and are subject to all normal payroll deductions.”

ARTICLE VIII SUCCESSOR AGREEMENT

- A. Each teacher employed by the district will receive vertical and horizontal advancement, if applicable, in the event this agreement continues for the following school year.

ARTICLE IX DURATION OF AGREEMENT

- A. This contract shall be effective as of the beginning of the 2019-2020 school year and shall continue in effect until the end of the 2019-2020 school year. If a new and substitute contract has not been duly entered into prior to the end of the 2019-2020 school year, the terms of this contract shall continue in full force and effect until such substitute contract is adopted, which shall then be fully retroactive to the beginning of the 2020-2021 school year. The Board agrees to pay any increase in the Health and dental Insurance premium so as to maintain the present insurance coverage which will be Blue Preferred \$1,050.00 deductible with Single Dental until such time that a substitute contract is adopted.

ARTICLE X FRINGE BENEFITS

- A. The Board and Association will implement a Section 125 “cafeteria” plan as per INTERNAL REVENUE SERVICE RULES, and includes the following:

Qualified benefits and employee available elections include:

1. Employee With No Dependents. Where an Employee has no dependents, said Employee may make the following benefit election:
 - a. Single health and dental insurance coverage; or,
 - b. The Cash Payment.
2. Employee With Dependent(s). Where an Employee has dependent(s), said Employee may make the following election:
 - a. Single or dependent (according to the BC/BS four-tier plan) for current; or,
 - b. The Cash Payment.

- B. Within the District’s Section 125 Plan, if the cash option is taken, the cash will be treated as follows:

1. Section 125 plan, if the **cash** option is taken:
 - a. Cash will be treated as income. State and Federal taxes will be withheld and income taxes are due on this income.
 - b. This cash will not be used to determine compensation for the Nebraska Teacher Retirement System. This is a Nebraska Retirement System rule. No withholding (employee or employer) will be made for this purpose. This cash will not be used for Retirement System final compensation formula.
2. Dependent Care Plan/Expenses.
3. Medical Reimbursement Plan/Expenses
4. Cafeteria Plan

This Master Agreement shall constitute a compilation of all the annual agreements between the Elm Creek Education Association since negotiations began in 1967.

However, if proof can be shown by either party, by acceptable copies of past negotiated annual Agreements that something has been changed that is not a negotiated change, or something has been inadvertently “left out” that should be included in this Master Agreement, both parties agree to add or delete to this agreement as the case may be.

Ratified by both parties this **10th** day of **December, 2019**.

For the Elm Creek Education Association:

For the Elm Creek Board of Education

Transportation Committee Meeting
Friday, December 7, 2018 (7:30 am)
Members Present: JC Ourada, Jeff Meads, Morgan Meier

- Transportation expenses
- 2020 Bus has arrived
- Disposing of the 1998
- Need for New Van

Buildings and Grounds Meeting
December 7, 2018 (8:00)

Members present: Jeff Meads, Morgan Meier, Morgan Fouts

- Mold issue in the old building
- Service Master Contract
- Update on Doors