

Board of Education Regular Meeting

Wednesday, January 13, 2016 6:30 PM

East Butler School  
212 South Madison Street  
Brainard, NE 68626-0036

Jan Bostelman: Present

Stonie Cooper: Present

Mark Janak: Present

Megan Kozisek: Present

Nate Radenslaben: Present

Chris Rezac: Present

Kim TePoel: Present

Marlene Wade: Present

Dan Zysset: Present

1. Call Meeting To Order

2. Roll Call

3. Flag Salute

4. Approve Agenda

Motion to approve the agenda as presented Passed with a motion by Stonie Cooper and a

second by Jan Bostelman.

Jan Bostelman: Yea, Stonie Cooper: Yea, Mark Janak: Yea, Megan Kozisek: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim TePoel: Yea, Marlene Wade: Yea, Dan Zysset: Yea

## 5. Patron's Comments- limited to 5 minutes

## 6. Regular Agenda

### 6.1. Nominate and Elect President

Jan Bostelman nominated Megan Kozisek, seconded by Marlene Wade. Motion that nominations cease Passed with a motion by Stonie Cooper and a second by Jan Bostelman.  
Jan Bostelman: Yea, Stonie Cooper: Yea, Mark Janak: Yea, Megan Kozisek: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim TePoel: Yea, Marlene Wade: Yea, Dan Zysset: Yea

### 6.2. Nominate and Elect Vice President

Stonie Cooper nominated Marlene Wade, seconded by Mark Janak. Motion that nominations cease Passed with a motion by Jan Bostelman and a second by Dan Zysset.  
Jan Bostelman: Yea, Stonie Cooper: Yea, Mark Janak: Yea, Megan Kozisek: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim TePoel: Yea, Marlene Wade: Yea, Dan Zysset: Yea

### 6.3. Nominate and Elect Secretary

Stonie Cooper nominated Dan Zysset, seconded by Jan Bostelman. Motion that nominations cease Passed with a motion by Nate Radenslaben and a second by Marlene Wade.  
Jan Bostelman: Yea, Stonie Cooper: Yea, Mark Janak: Yea, Megan Kozisek: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim TePoel: Yea, Marlene Wade: Yea, Dan Zysset: Yea

### 6.4. Organization of the 2016 Board of Education

#### 6.4.1. Establish Time and Place of Regular Meetings

Day of month (second Wednesday of the month) and time (6:30 P.M.) but all meetings held in Brainard Passed with a motion by Stonie Cooper and a second by Nate Radenslaben.  
Chris Rezac: Nay, Jan Bostelman: Yea, Stonie Cooper: Yea, Mark Janak: Yea, Megan Kozisek: Yea, Nate Radenslaben: Yea, Kim TePoel: Yea, Marlene Wade: Yea, Dan Zysset: Yea

#### 6.4.2. Select Paper of Record of Regular Meetings

Banner Press and Wahoo Newspaper Passed with a motion by Marlene Wade and a second by Stonie Cooper.  
Jan Bostelman: Yea, Stonie Cooper: Yea, Mark Janak: Yea, Megan Kozisek: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim TePoel: Yea, Marlene Wade: Yea, Dan Zysset: Yea

6.4.3. Select Recording Secretary and Treasurer

Kim Fuehrer - Recording Secretary and Darlene Kucera, Treasurer Passed with a motion by Dan Zysset and a second by Stonie Cooper.

Jan Bostelman: Yea, Stonie Cooper: Yea, Mark Janak: Yea, Megan Kozisek: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim TePoel: Yea, Marlene Wade: Yea, Dan Zysset: Yea

6.4.4. Select Bank(s) For District Deposits

First Nebraska Bank of Brainard and Bank of Prague Passed with a motion by Kim TePoel and a second by Mark Janak.

Jan Bostelman: Yea, Stonie Cooper: Yea, Mark Janak: Yea, Megan Kozisek: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim TePoel: Yea, Marlene Wade: Yea, Dan Zysset: Yea

6.4.5. Appoint Foundation Committee Member

6.4.6. Appoint Negotiations Committee Members (4)

6.4.7. Appoint Building & Transportation Committee Members (4)

6.4.8. Appoint Curriculum and Americanism Committee Members (3)

6.4.9. Appoint Finance Committee Members (4)

6.4.10. Appoint Nutrition Committee Members (3)

6.4.11. Appoint Policy Committee Members (2)

6.4.12. Select CTF as District Mechanic

Approve all Committee Assignments and select CTF as District Mechanic Passed with a motion by Kim TePoel and a second by Jan Bostelman.

Jan Bostelman: Yea, Stonie Cooper: Yea, Mark Janak: Yea, Megan Kozisek: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim TePoel: Yea, Marlene Wade: Yea, Dan Zysset: Yea

6.5. Approve Calendar

Approved Version 2 of the 2016-2017 school calendar Passed with a motion by Kim TePoel and a second by Mark Janak.

Jan Bostelman: Yea, Stonie Cooper: Yea, Mark Janak: Yea, Megan Kozisek: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim TePoel: Yea, Marlene Wade: Yea, Dan Zysset: Yea

6.6. Select GP Architecture/BD Construction to Conduct Facilities Needs Assessment

Select GP Architecture/BD Construction to conduct facilities needs assessment Passed with a motion by Stonie Cooper and a second by Marlene Wade.

Jan Bostelman: Yea, Stonie Cooper: Yea, Mark Janak: Yea, Megan Kozisek: Yea, Nate

Radenslaben: Yea, Chris Rezac: Yea, Kim TePoel: Yea, Marlene Wade: Yea, Dan Zysset:  
Yea

#### 6.7. Negotiated Agreement

Approve Negotiated Agreement for 2016-2017 and 2017-2018 Passed with a motion by Marlene Wade and a second by Dan Zysset.

Jan Bostelman: Yea, Stonie Cooper: Yea, Mark Janak: Yea, Megan Kozisek: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim TePoel: Yea, Marlene Wade: Yea, Dan Zysset:  
Yea

#### 6.8. Option Enrollment Capacity

Approve option enrollment capacity as presented Passed with a motion by Stonie Cooper and a second by Marlene Wade.

Jan Bostelman: Yea, Stonie Cooper: Yea, Mark Janak: Yea, Megan Kozisek: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim TePoel: Yea, Marlene Wade: Yea, Dan Zysset:  
Yea

### 7. Informational Items

#### 7.1. Calendar Discussion

#### 7.2. First Reading of 8000s Policy

#### 7.3. NRCSA

#### 7.4. Preschool Expansion

### 8. Consent Agenda

Motion to approve the consent agenda as presented Passed with a motion by Stonie Cooper and a second by Kim TePoel.

Jan Bostelman: Yea, Stonie Cooper: Yea, Mark Janak: Yea, Megan Kozisek: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim TePoel: Yea, Marlene Wade: Yea, Dan Zysset:  
Yea

#### 8.1. Approval of Minutes

#### 8.2. Treasurer's Report

#### 8.3. Renew Standing Authorizations

### 9. Administrative Comments

### 10. Items for next Meeting

### 11. Adjournment

Motion to adjourn at 7:55 P.M. Passed with a motion by Jan Bostelman and a second by

Stonie Cooper.

Jan Bostelman: Yea, Stonie Cooper: Yea, Mark Janak: Yea, Megan Kozisek: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim TePoel: Yea, Marlene Wade: Yea, Dan Zysset: Yea

Version 2

East Butler School 2016-2017 Calendar

190 Teacher Days, 179 Student Days, Three Daily Schedules

(Full Day, 1:30 Dismissal, 2:30 Friday Dismissal)

**For Secondary Students Tiger Time starts at 1:30 on Friday afternoons.**

- August
  - 8-10
    - Staff Work Days
  - 11
    - K-12 First Day
  - 15
    - Preschool First day
- September
  - 5
    - No School, Labor Day
  - 21
    - Parent Teacher Conferences 3-8 PM
    - 1:30 Dismissal
  - 26
    - Professional Development
    - No School
- October
  - 14
    - End of First Quarter 45 Days
  - 21
    - No School, Fall Break
  - 24
    - Professional Development
    - No School
- November
  - 14
    - Professional Development
    - No School
  - 24-25
    - No School, Thanksgiving Break
- December
  - 19
    - Last Day for Preschool
  - 20
    - Last Day for Elementary Students
    - Final Exams for Secondary Students
    - 1:30 Dismissal
  - 21
    - End of Second Quarter 43 Days
    - Last Day for Secondary Students
    - Final Exams for Secondary Students
    - 1:30 Dismissal
  - 22
    - Christmas Break through January 3
- January
  - 3
    - Teachers Return, Professional Development
  - 4
    - Students Return
- February
  - 8
    - Parent Teacher Conferences 3-8 PM
    - 1:30 Dismissal
  - 10
    - No School
  - 13
    - Professional Development
    - No School
- March
  - 10
    - End of Third Quarter 46 Days
  - 13
    - Professional Development
    - No School
- April
  - 14 & 17
    - No School, Easter Break
- May
  - 10
    - Last Day For Seniors
  - 13
    - Graduation
  - 16
    - Last Day for Preschool
  - 17
    - Last Day for Elementary Students
    - Final Exams for Secondary Students
    - 1:30 Dismissal
  - 18
    - End of Fourth Quarter 45 Days
    - Last Day for Secondary Students
    - Final Exams for Secondary Students
    - 1:30 Dismissal
  - 19
    - Teacher Work Day

Snow Days will be made up at the discretion of the administration beginning with May 19.  
Final exams will be rescheduled accordingly.



EAST  
BUTLER  
MASTER  
CONTRACT

2016-2017

2017-2018

EAST BUTLER MASTER CONTRACT

2016-2017 & 2017-2018

The following agreement was jointly made and entered into on January 13, 2016 by the Board of Education of the East Butler School District and the East Butler Education Association. This agreement shall be binding on the East Butler District for the school years 2016-2017 & 2017-2018.

\_\_\_\_\_  
Board President

\_\_\_\_\_  
EBEA President

\_\_\_\_\_  
Board Secretary

\_\_\_\_\_  
EBEA Negotiations Chairperson

**EAST BUTLER PUBLIC SCHOOL  
2016-2017 SALARY SCHEDULE**

**BASE = 34482**

**INDEX = .04 .045**

	0	1	2	3	4	5	6	7	8
	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18	MA+27	PHD
1	34482	35861.28	37240.56	38619.84	39999.12	41378.4	42757.68	44136.96	45516.24
	1	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32
2	36033.69	37412.97	38792.25	40171.53	41550.81	42930.09	44309.37	45688.65	47067.93
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	1.325	1.365
3	37585.38	38964.66	40343.94	41723.22	43102.5	44481.78	45861.06	47240.34	48619.62
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
4	39137.07	40516.35	41895.63	43274.91	44654.19	46033.47	47412.75	48792.03	50171.31
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455
5	40688.76	42068.04	43447.32	44826.6	46205.88	47585.16	48964.44	50343.72	51723
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46	1.5
6	42240.45	43619.73	44999.01	46378.29	47757.57	49136.85	50516.13	51895.41	53274.69
	1.225	1.265	1.305	1.345	1.385	1.425	1.465	1.505	1.545
7	43792.14	45171.42	46550.7	47929.98	49309.26	50688.54	52067.82	53447.1	54826.38
	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59
8		46723.11	48102.39	49481.67	50860.95	52240.23	53619.51	54998.79	56378.07
		1.355	1.395	1.435	1.475	1.515	1.555	1.595	1.635
9			49654.08	51033.36	52412.64	53791.92	55171.2	56550.48	57929.76
			1.44	1.48	1.52	1.56	1.6	1.64	1.68
10				52585.05	53964.33	55343.61	56722.89	58102.17	59481.45
				1.525	1.565	1.605	1.645	1.685	1.725
11				54136.74	55516.02	56895.3	58274.58	59653.86	61033.14
				1.57	1.61	1.65	1.69	1.73	1.77
12					57067.71	58446.99	59826.27	61205.55	62584.83
					1.655	1.695	1.735	1.775	1.815
13					58619.4	59998.68	61377.96	62757.24	64136.52
					1.7	1.74	1.78	1.82	1.86
14						61550.37	62929.65	64308.93	65688.21
						1.785	1.825	1.865	1.905
15							64481.34	65860.62	67239.9
							1.87	1.91	1.95
16								67412.31	68791.59
								1.955	1.995
17									70343.28
									2.04

**EAST BUTLER PUBLIC SCHOOL  
2017-2018 SALARY SCHEDULE**

**BASE = 35171**

**INDEX = .04 .045**

	0	1	2	3	4	5	6	7	8
	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18	MA+27	PHD
1	35171	36577.84	37984.68	39391.52	40798.36	42205.2	43612.04	45018.88	46425.72
	1	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32
2	36753.695	38160.535	39567.375	40974.215	42381.055	43787.895	45194.735	46601.575	48008.415
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	1.325	1.365
3	38336.39	39743.23	41150.07	42556.91	43963.75	45370.59	46777.43	48184.27	49591.11
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
4	39919.085	41325.925	42732.765	44139.605	45546.445	46953.285	48360.125	49766.965	51173.805
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455
5	41501.78	42908.62	44315.46	45722.3	47129.14	48535.98	49942.82	51349.66	52756.5
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46	1.5
6	43084.475	44491.315	45898.155	47304.995	48711.835	50118.675	51525.515	52932.355	54339.195
	1.225	1.265	1.305	1.345	1.385	1.425	1.465	1.505	1.545
7	44667.17	46074.01	47480.85	48887.69	50294.53	51701.37	53108.21	54515.05	55921.89
	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59
8		47656.705	49063.545	50470.385	51877.225	53284.065	54690.905	56097.745	57504.585
		1.355	1.395	1.435	1.475	1.515	1.555	1.595	1.635
9			50646.24	52053.08	53459.92	54866.76	56273.6	57680.44	59087.28
			1.44	1.48	1.52	1.56	1.6	1.64	1.68
10				53635.775	55042.615	56449.455	57856.295	59263.135	60669.975
				1.525	1.565	1.605	1.645	1.685	1.725
11				55218.47	56625.31	58032.15	59438.99	60845.83	62252.67
				1.57	1.61	1.65	1.69	1.73	1.77
12					58208.005	59614.845	61021.685	62428.525	63835.365
					1.655	1.695	1.735	1.775	1.815
13					59790.7	61197.54	62604.38	64011.22	65418.06
					1.7	1.74	1.78	1.82	1.86
14						62780.235	64187.075	65593.915	67000.755
						1.785	1.825	1.865	1.905
15							65769.77	67176.61	68583.45
							1.87	1.91	1.95
16								68759.305	70166.145
								1.955	1.995
17									71748.84
									2.04

**East Butler Public Schools  
Extra Curricular Pay**

<b>Activities</b>	<b>Years 1-3</b>	<b>Years 4-6</b>	<b>Years 7-9</b>	<b>Years 10+</b>
Activities Director	14.0%	16.3%	18.6%	21.0%
Assistant Activities Director	8.0%	9.3%	10.6%	12.0%
Varsity Head Coach (FB, VB, SB, CC, BB, GB, WR, TR)	12.0%	14.0%	16.0%	18.0%
Varsity Assistant Coach (FB, VB, BB, GB, WR, TR)	8.0%	9.3%	10.6%	12.0%
Jr. High Coach (FB, VB, BB, GB, WR, TR)	5.0%	5.8%	6.6%	7.5%
Technology Coordinator	12.0%	14.0%	16.0%	18.0%
Annual	6.0%	7.0%	8.0%	9.0%
Assessment Coordinator	6.0%	7.0%	8.0%	9.0%
Concessions Stand Manager	6.0%	7.0%	8.0%	9.0%
Instrumental Music	6.0%	7.0%	8.0%	9.0%
NSSRS Coordinator	6.0%	7.0%	8.0%	9.0%
Summer Music Program	6.0%	7.0%	8.0%	9.0%
One-Act Play	5.0%	5.8%	6.6%	7.5%
Speech	5.0%	5.8%	6.6%	7.5%
11th Grade Class Sponsor(2 split)	4.0%	4.6%	5.3%	6.0%
Cheerleader Sponsor	4.0%	4.6%	5.3%	6.0%
Elementary Building Supervisor	4.0%	4.6%	5.3%	6.0%
FBLA	4.0%	4.6%	5.3%	6.0%
FCCLA	4.0%	4.6%	5.3%	6.0%
FFA	4.0%	4.6%	5.3%	6.0%
School Improvement Coordinator	4.0%	4.6%	5.3%	6.0%
Vocal Music	4.0%	4.6%	5.3%	6.0%
Gifted Coordinator	2.0%	2.3%	2.6%	3.0%
Letterclub	2.0%	2.3%	2.6%	3.0%
National Honor Society	2.0%	2.3%	2.6%	3.0%
Quiz Bowl	2.0%	2.3%	2.6%	3.0%
SAT Coordinator	2.0%	2.3%	2.6%	3.0%
Student Council	2.0%	2.3%	2.6%	3.0%
Summer Weights	2.0%	2.3%	2.6%	3.0%
10th Grade Class Sponsor	1.0%	1.2%	1.3%	1.5%
12th Grade Class Sponsor	1.0%	1.2%	1.3%	1.5%
Spiritleader Sponsor	1.0%	1.2%	1.3%	1.5%
Dance Team Sponsor	1.0%	1.2%	1.3%	1.5%

## 2016-2017

- \*District pays full Blue Cross/Blue Shield insurance premium. Insurance at \$600 deductible, and the "dual option" of the Health Savings Account \$3500 deductible will also be offered.
- \*The base salary will increase by 2.178% to \$34,482.00, exclusive of retirement.
- \*190 contract days for teachers.
- \*School days to be made up to weather or emergencies as to reach a minimum of 182 student days, 187 teacher days. Makeup days will be at the discretion of the superintendent, and will be added to the end of the school year in May.
- \*Tuition reimbursement for teacher (See Appendix E).

## 2017-2018

- \*District pays full Blue Cross/Blue Shield insurance premium up to an increase in premium of 5%. Insurance deductible remains at \$600 deductible, and the "dual option" of the Health Savings Account \$3500 deductible will also be offered.
- \*The base salary will increase by 2% to \$35,171.00, exclusive of retirement.
- \*190 contract days for teachers.
- \*School days to be made up to weather or emergencies as to reach a minimum of 182 student days, 187 teacher days. Makeup days will be at the discretion of the superintendent, and will be added to the end of the school year in May.
- \*Tuition reimbursement remains.
- \*In the event of 5% or greater increase of the insurance rates and/or change in deductibles, negotiations will reopen.

INSURANCE:

Disability Insurance is furnished by the District to guarantee certificated employees two-thirds of their current monthly salary if they should become disabled. There is a 30-day elimination period before disability insurance goes into effect.

CONTRACT DAYS:

The teachers are contracted for 190 days. Teachers will be required to be on duty as indicated in the Teacher Handbook under the section General Policies. The only exceptions to this are those with special pre-school/post-school duties or those cleared through the Superintendent or Principal's office.

Extended contracts will be handled separately between the Administration and the individual staff member.

SUBSTITUTE TEACHERS:

If the Administration is unable to find a substitute teacher at a particular time, it may request that other regular teachers fill in during their preparation period and receive \$12.00 compensation for the additional duties performed.

PART-TIME TEACHERS:

Part-time teachers are expected to attend all workshops/in-services provided by the school. If workshop/in-service days involve a full regular school/teacher contract day pay, reimbursement will be provided equal to that proportion of their F.T.E. (full-time equivalency).

TICKET TAKERS:

Ticket takers will be paid \$15.00 per person per session. This money will go to the EBFA.

MILEAGE:

Mileage for using personal vehicles will be paid at \$.01/mile below the state rate that is in effect on September 1.

SECTION 125 PLAN:

The board will do a payroll deduct for all staff who desire to participate in this plan. The initial start up fees and monthly charges per employee member will be paid by the Board. This plan will be set up and run by a company (AFLAC) outside of school.

COMPENSATION:

Pay date will be on the 20th of each month with compensation for that period direct deposited into each employee's bank account.

## LEAVE POLICIES

SICK LEAVE: It shall be the policy of the Board of Education to grant leave of absence for personal illness, injury, or immediate family health care with full pay at the rate of ten (10) days per year to each professional employee of this District. Unused sick leave may be accumulated to \*forty-five days. Superintendent or School Board so requests, employees claiming extended sick leave privileges shall file a medical doctor's statement attesting to the personal illness or injury, and stating the dates which the employee was unable to work. Ten days of sick leave will be granted at the beginning of each year to the cumulative maximum of \*45 teaching days. Part-time employees will be granted sick leave equivalent to that portion the total of 10 days sick leave equal to that proportion of their hours of part-time employment.

An employee who is temporarily ill or disabled from a medically determined condition relating to pregnancy, childbirth, false pregnancy, or child delivery shall be included under this section of the policy.

An employee may choose to be reimbursed for up to (6) six unused sick days of the (10) ten days granted during the current school year. When an employee uses a sick day(s), the day will be deducted from the (10) ten days granted for the current school year, NOT from their sick bank. Rate of reimbursement will be \$25.00 per day with a maximum of \$150.00 per year.

All medical appointments that need to be made during the school day that are condition related, including dental, will be considered personal illness. Routine checkups that cannot be arranged outside of the school day will fall under the area of personal leave. Procedures for reporting absences are outlined in the Teacher's Handbook. Sick leave will be deducted in 1/2 or full day modules only. Any period of time over four hours in length will be treated as a full day of leave. The District will not pay for unused sick leave that may be accumulated.

PERSONAL  
LEAVE:

Up to two days or 16 hours of personal leave per year may be granted with approval by the Principal and then the Superintendent. A maximum of one day or 8 hours unused Personal Leave may be carried over to the next year to a maximum total accumulation of 3 days or 24 hours.

A request must be presented to the Principal stating the reasons for the leave request. Personal leave will not be granted to extend school vacation periods or in cases where personal financial gain will be realized as a result of the leave. Part-time employees will be granted personal leave equivalent to that portion the total of 2 days personal leave accumulated to a maximum of 3 days personal leave equal to that proportion of their hours of part-time employment. Except in emergency situations, every attempt should be made to submit the request two or more days prior to the day for which the requested leave is being made.

Although it is recommended and encouraged to apply for personal leave in 1/2 or full day increments, consideration will be given to an hourly approach if appropriate substitute coverage can be arranged.

In extreme emergencies (i.e., death in immediate family) an extension of leave may be granted by the Superintendent.

PROFESSIONAL:  
LEAVE

One (1) day per year of professional leave may be granted for approved professional meetings, workshop, classroom visitations, or state contest/activities. The procedures for professional leave will be outlined in the Teacher Handbook under Section Professional Leave. Additional days may be granted subject to Administrative approval.

PROFESSIONAL  
ORGANIZATIONAL  
DUES:

After petitioning the Superintendent, each teacher may receive up to \$50 for professional organizational dues. Each year, \$500 will be in this fund.

ELEMENTARY  
WORK TIME

Elementary teachers will be provided one (1) day of in-classroom work time at the end of each semester.

JURY DUTY OR  
ELECTION  
BOARDS:

Employees may serve on jury duty if summoned or an Election Board if selected. Employees pay will be reduced by the dollar amount of pay from this type of service so as to insure the employee the same amount of pay as when on the job.

LEAVE WITH  
LOSS OF PAY

In the event where an employee has exhausted their available leave and the reason for an absence does not meet an emergency condition, a request may be submitted for leave with loss of pay. Request for leave with loss of pay will be approved or denied on an individual basis. The guidelines for such consideration will include, among others, the amount of time requested, the frequency of request, and the availability of substitute teachers.

If the request is denied and the individual takes unauthorized days, such is prima facie evidence of a neglect of duty and conduct which interferes substantially with continued performance of duty.

If the request is granted, pay reduction will be done at a rate of 1/190th of the teachers annual salary. Reductions will be done in 1/2 or full day increments.

BEREAVEMENT  
LEAVE:

A bereavement leave, (maximum of 3 days), will be granted in the event of a death in the immediate family. If additional time is indicated, the extra days will be deducted from the individual's unused sick leave. The additional time will be granted at the discretion of the administration. The 3 days are not accumulative.

IMMEDIATE  
FAMILY:

In all cases where leave for immediate family is applicable, immediate family shall consist of spouse, children, parent, grandparent, in-laws (mother, father, brother, or sister), sister, brother, and grandchildren. Immediate family may be extended at the discretion of the Superintendent.

## SALARY SCHEDULE

### APPENDIX A

#### Provisions of the Salary Schedule:

##### A. Initial Placement

All years of successful teaching experience based on a minimum of a bachelor's degree will be allowed on the initial placement, provided such experience has been gained in fully accredited school systems.

##### B. Advancement on Schedule

Normal progression on the experience level shall be one step per year until "bottomed out" on that particular lane of the index.

No employee may be granted credit for more than one year's experience on the pay schedule more than one step in any given year after the initial placement on the salary schedule. Part-time staff (.50+) will advance one year for every two years of employment.

East Butler Public Schools part-time staff (employees) moving to full-time status will be given credit for prior part-time teaching experience. Part-time teaching experience MUST HAVE BEEN accumulated with the East Butler Public School System.

To move from one preparation level to another, the additional hours must be hours which enhance one's teaching with the consideration of the administration. Teachers who wish to qualify for an advanced preparation level must submit to the Superintendent of Schools, a valid transcript of courses taken. This transcript must be presented to the Superintendent's office on or before September 1 or each school year, unless other arrangements are made with the Superintendent.

\*A minimum of 135 working days (F.T.E.) must be served in one school year in order to be granted credit for one year's length of service. (72.58% of year) (F.T.E. = Full-time Equivalency)

- C. Teacher Contracts will be issued on April 1 and must be returned by April 15. Any probationary or permanent certificated employee whose contract of employment may be amended, terminated, or not renewed for the next school year shall be notified in writing on or before April 15 or each year of such possible action on the contract. A letter of notification after the March Board of Education meeting regarding termination and/or change of contract will be issued to a teacher.

State of Nebraska - School Laws Statute 79-12,144

## GRIEVANCE PROCEDURES

### APPENDIX B

#### A. Purpose

The purpose for which these grievance procedures are established are:

1. Reduce the potential areas of conflict among Teachers, Administrators, and the Board of Education.
2. Provide communications through recognized channels among Administrators, Teachers, the Education Association, and the Board of Education.

#### B. Definition of Terms

1. Grievance - an unacceptable deviation from terms of employment, administrative regulations, or School Board Policy.
2. Aggrieved Person - Teacher(s) starting the grievance.
3. Party of Interest - the aggrieved person(s), and any other person(s) who might be required to take action, or against whom action might be taken in order to solve a problem.
4. Association - East Butler Education Association (EBEA).

#### C. Procedures

Step I - The grievance shall be presented orally to the Principal or the immediate supervisor.

Step II - If a satisfactory ruling on such a grievance shall not thereby be reached within three (3) school days thereafter, it may be presented in writing to the Principal or immediate supervisor, who shall, within five (5) school days thereafter, present a decision in writing to the aggrieved person.

Step III - If a satisfactory adjustment of such grievance shall not thereby be reached, it may be presented in writing to the Superintendent of the school or his designated representative who will within five (5) school days thereafter present a decision in writing to the aggrieved person. If a satisfactory adjustment is not thereby reached, it may be presented in writing to the Board of Education.

Step IV - The Board of Education will place the aforementioned grievance on their next Board agenda or establish a hearing date for the grievance before the next regularly scheduled Board Meeting. A written decision will be presented to the aggrieved person within ten (10) school days of the Board Meeting to inform the aggrieved person of the Board's action. The decision of the Board of Education shall be final.

If at any time, an aggrieved person or group of people wishes a representative to be present at any of the steps in the grievance procedure, both parties must be in agreement on the arrangement.

## REDUCTION IN FORCE POLICY

### APPENDIX C

1. Reductions-in-force of certified staff members may be necessitated by decreasing enrollments, changes in financial support or expenditures, budget restrictions, changing programs, school district contracting, school district reorganization, or other changes in circumstances. If such changes occur and a reduction of certified staff is necessary, the Superintendent (or his designee) shall recommend to the Board of Education those certificated employees to be reduced under the reduction-in-force provisions of the continuing contract laws; provided, however, that no permanent employee may be terminated through a reduction-in-force while a probationary employee is retained in a position to perform a service that the permanent employee is qualified by certification and endorsement to perform or, where certification is not applicable, by reason of college credits in the teaching area. Notice to the certificated employee and other procedures employed in regard to reductions in force shall comply with applicable law. The school district shall attempt to absorb reductions in a building department, or program through normal attrition due to resignations, retirements, leaves of absence, and/or alternative assignment of personnel.
2. This policy specifically permits and allows reductions in force to occur which deal with total elimination or termination of contracts or positions, amendment of contracts or positions, reductions in force from full-time to part-time, reductions in force from part-time to a lesser part-time, and any other reductions in force which result in the termination or amendment of a certificated employee's contract or employment position. This policy shall not be deemed to limit the Board of Education or the administration in regard to the removal, or change in assignments, of certificated staff from positions or contracts not subject to the continuing contract statutes.
3. The selection of personnel to be reduced shall be made with consideration given to the following (not listed in order of importance): (1) programs to be offered, (2) areas of certification and endorsement, (3) state and federal regulations which may mandate certain employment practices, (4) special qualifications which may require specific

training and/or experience, (5) contributions to activity programs, (6) qualifications based on past performance and competence as determined by the Principal and/or Superintendent through employee evaluation procedures and review of any prior disciplinary action or incidents, (7) the organizational and educational impact created by multiple part time certificated employees, and (8) graduate hours in the teaching area beyond a Bachelor Degree.

If, after consideration of the above criteria, it is the opinion of the Superintendent or the Board that no significant difference exists between certified employees being considered for reduction-in-force, then the employee with the longest uninterrupted service to the district shall be retained. Uninterrupted service time for purposes of this policy shall accrue the same for all certificated employees regardless of their full time equivalency. Uninterrupted service time for employees employed less than a full school year shall accrue according to the number of contract days worked. Uninterrupted service time shall not accrue for certificated employees on leave of absence for more than forty (40) days. In considering the length of uninterrupted service factor, a certificated employee's total service time in the employee's area of endorsement may be considered.

Employee evaluations (including frequency of evaluations, evaluation forms, and number and length of classroom observations, if applicable) used for purposes of this policy shall conform to the board policies and administrative rules, regulations, and practices (in effect at the time) related to the periodic evaluation of certificated staff members.

Due to the often intimate, confidential, and unique personal working relationship necessary between the administration and the Board of Education, a certificated employee who is not currently serving in a predominantly administrative capacity shall have no rights under this policy to any administrative position within the school system.

4. Any certificated employee whose contract is reduced because of reduction-in-force shall be considered to have been dismissed with honor and shall, upon request, be provided a letter to that effect. Any employee who may be terminated by reduction-in-force shall be notified on or before April 15 and shall have the right to a hearing before the board as provided in the Nebraska Continuing Contract Law. Such employee shall have preferred rights to re-employment for a period of twenty-four months commencing at the end of

the contract year and the employee shall be recalled on the basis of length of uninterrupted service to the school to any position for which he or she is qualified by endorsement or college preparation to teach. The employee shall, upon reappointment, retain any benefits which had accrued to said employee prior to the reduction, but such leave of absence shall not be considered as a year of employment by the district. An employee under contract to another educational institution may waive recall but such waiver shall not deprive the employee of his or her right to subsequent recall.

It shall be the responsibility of such certificated employee to file (with the Superintendent of Schools) a copy of said employee's teaching certificate (including endorsements) upon initial employment with the district. On or before March 15 of each year thereafter (for so long as the employee is employed in the school system or has rights of recall) evidence of any changes in said employee's certification or endorsements which have occurred (since March 15 of the previous year) or are pending shall be filed with the Superintendent of Schools.

Any certificated employee whose employment contract is reduced as a result of a reduction-in-force shall (during his-her period of recall) report his/her current address to the Superintendent of Schools and shall inform said Superintendent of any changes of address thereafter. If a vacancy in the system occurs for which said employee has rights of recall, the offer of such employment may be sent by said Superintendent to said employee's last known address. If no acceptance of such offer is received from said employee within fourteen days of mailing and the Superintendent has no personal knowledge of the whereabouts of said employee (other than said last known address), the employee shall be deemed to have waived his/her rights to recall to said employment position.

Legal Reference: RRS 79-1254.05 Board of Education; Reduction  
In Force Policy; Requirements  
79-1254.06 Reduction In Force; Board of  
Education and School District  
Administration; Duties  
79-1254.07 Reduction In Force; Employee;  
Contract Terminated; Effect;  
Recall; Rights  
79-1254.08 Reduction In Force;  
Noncompliance with Federal or  
State Law; How Treated  
79-12,108 Part-Time Certificated  
Employee: Becomes  
Permanent Employee; Formula;  
Reduction In Force; Effect  
79-12,114 Certificated Employee;  
Contract; Amendment;  
Termination; Non-renewal or  
Cancellation: Notice; Hearing

## COVENTION ATTENDANCE

### APPENDIX D

The EBEA and East Butler Board of Education agreed to include an annual national convention for a maximum of one (1) elementary and one (1) secondary staff member. The specific details as to the selection process of persons to attend, the types of conventions, and other details are to be worked out by a committee representing the EBEA and the East Butler Administration.

Two teachers employed full time at East Butler Schools will be offered the opportunity to attend a professional convention during the school year. The following criteria will be met in order to qualify for this event:

- 1) One elementary teacher and one secondary teacher can be eligible each year. If a teacher teaches both elementary and secondary, he/she may attend a convention in either area. However, whichever he/she picks will determine whether it is elementary or secondary.
- 2) A minimum of seven years experience in the East Butler system is necessary for consideration.
- 3) A minimum of five years will expire before a teacher may apply again. If no one applies, the five year period may be waived.
- 4) The length of time in the East Butler system will be the prime consideration.
- 5) If two or more teachers are tied with the same amount of time in the East Butler system then,
  - a) Teacher who went on the last leave (professional convention) will yield.
  - b) Total years taught in the major area of concentration and present teaching field will be the next consideration.
- 6) The selection committee will be made up of a representative of the EBEA, Administration, and the School Board.

- 7) A written notification will be given to the President of the EBFA informing him/her of the dates and intent of the teacher to attend the convention. The President will then pass the notification to the Superintendent of schools as well as the President of the School Board.
- 8) Applicants should apply in sufficient time to allow the Administration and Board to act on the application and for a suitable substitute to be secured.

A deadline of November 1 will be set unless a prior convention is to be held. If this happens, the deadline will be moved up to accommodate this happening in either elementary or secondary.

If no one applies for a convention by November 1, the deadline will be moved back by one month at a time until the final deadline of February 1. (i.e. Nov. 1, Dec. 1, Jan. 1, Feb. 1)

- 9) The Board will pay the Teacher and/or Teachers attending the Convention for the following:
  - 1) Transportation or current mileage
  - 2) Registration fees
  - 3) Hotel
  - 4) Food - per diem
- 10) Upon return from a convention, teachers will report on their experience to the School Board and to the elementary and secondary teachers.
- 11) The leave days will be considered Professional Leave.

## TUITION REIMBURSEMENT

### APPENDIX E

#### Definitions:

For the purpose of defining the terms of this contract, the following definition will apply:

- "district" will refer to Nebraska Public School District 502, East Butler Public Schools;
- "teacher" will refer to a district employee who's function it is performing classroom instruction, reference material resource management, student resource management, post-graduate placement and guidance, and other duties that require post-secondary degreed education to perform the function of that employee's position;
- "administrator" will refer to the district employee who's title and function includes superintendent or principal;
- "administration" will refer to the collective set of district administrators;
- "college course" will refer to classwork culminating in an end-of-term grade that is not deemed as an audit or pass/fail at an accredited post-secondary educational institution;
- "hardship" will refer to an event whereby the teacher must resign due to spousal or partner location change, change in family status, discontinuation of their position, injury or sickness that prevents performing the duties assigned, or dissolution of the district.

#### Purpose:

This benefit is made available to the teachers employed by the district to provide financial relief for a teacher to pursue educational enhancement that returns benefit to the district.

#### Qualifications:

This benefit is available to teachers who have been employed as a teacher by the district for two full, consecutive, academic school years. Teachers may begin to take advantage of this benefit for college courses offered the summer immediately following their second completed academic school year with the district.

College courses that are eligible for the benefit must either be a) in, relating to, or a prerequisite for college courses, specific to the subject area or subject matter the teacher is teaching in the district; or, b) in, relating to, or a prerequisite for college courses, specific to a new endorsed instructional area that is pre-approved by the administration.

College courses in administration, unless specifically required for reference material resource management or student guidance, will not be covered by this benefit.

District Limitations: for the period of 1 July 2016 through 30 June 2017, the total reimbursement by the district for all requests will not exceed \$25,000. For the period of 1 July 2017 through 30 June 2018, the total reimbursement by the district for all requests will not exceed \$26,000.

Procedure: The teacher will notify the administration prior to registering for a college course of their interest in taking a particular college course or courses. The teacher will provide the administration with the estimated costs associated with the course or courses, and the administration will provide back to the teacher the availability of the reimbursement budget for covering the college course or courses.

The teacher can then register for the college course, and will then provide the administration with a copy of a successful registration to the college course, and this will set the date to give "first come, first served" priority in providing reimbursement.

The teacher will complete the course, and when the grades for the college course are made available, the teacher will supply an official report of the grade achieved, along with a receipt or other proof of the amount the teacher paid to take the college course, to the district administration. Provided that there are funds in the reimbursement budget, the district will then reimburse the teacher for the fees for the college course or courses within 30 days of receiving the verification of attaining at least a "B" in the college course, and proof that the teacher had paid for the college course.

Termination of contract and return of reimbursement: If the teacher voluntarily resigns from their position with the district and does not claim hardship, or if the teacher is terminated for cause, or if the contract on a non-tenured teacher is not renewed not because of hardship, the teacher will then be required to refund any reimbursement to the district for reimbursements that were made within five years previous the date of separation, to the date of separation.

## Appendix "1" to Option Enrollment Policy

The following is Appendix "1" to Policy 5006 for the current school year. The Board of Education hereby sets forth the maximum number of option students for the current school year in any program, class, grade level or school building or in any special education programs operated by this school district, based upon available staff, facilities, projected enrollment of resident students, projected number of students with which this school district will contract based on existing contractual arrangements, and availability of appropriate special education programs. Any program, class, grade level, or school building which has "0" as the No. of Option Students is hereby declared unavailable to option students due to lack of capacity.

PROGRAM	PROGRAM CAPACITY	PROJECTED ENROLLMENT	NO. OF OPTION STUDENTS
Kindergarten	40	17	23
First	40	23	17
Second	40	14	26
Third	40	17	23
Fourth	40	16	24
Fifth	40	20	20
Building Capacity, Elementary	240	107	133
Level I Elementary Special Education	7	6	1
Level II & III Elementary Special Education	10	10	0
Sixth	40	22	18
Seventh	40	18	22
Eighth	40	26	14
Building Capacity, Middle School Attendance Center	120	66	54
Level I Middle School Special Education Program	3	3	0
Level II and III Middle School Special Education	1	1	0
Ninth	40	22	18
Tenth	40	18	22
Eleventh	40	24	16
Twelfth	40	25	15
Building Capacity, Sr. High School Attendance Center	160	89	71
Level I Sr. High School Special Education Program	8	8	0
Level II and III Sr. High School Special Education	6	6	0

Board of Education Regular Meeting  
December 9, 2015 6:30 PM  
East Butler Public School - Prague

1. Call Meeting To Order at 6:30 P.M.

2. Roll Call: Present Board Members: Jan Bostelman, Stonie Cooper, Mark Janak, Megan Kozisek, Nate Radenslaben, Chris Rezac, Kim TePoel, Marlene Wade, and Dan Zysset. Also present: Mr. Sam Stecher, Superintendent, Mr. Michael Eldridge, Secondary Principal, and Mr. Shawn Biltoft, Elementary Principal.

3. Flag Salute

4. Approve Agenda

Motion Passed: Motion to approve the agenda as presented passed with a motion by Marlene Wade and a second by Jan Bostelman.

Jan Bostelman	Yes
Stonie Cooper	Yes
Mark Janak	Yes
Megan Kozisek	Yes
Nate Radenslaben	Yes
Chris Rezac	Yes
Kim TePoel	Yes
Marlene Wade	Yes
Dan Zysset	Yes

5. Patron's Comments - Patrons shared concerns regarding elementary reconstructing and election ward system.

6. Informational Items: CTF Transportation Update given by Tyler Fortik; Elementary Conversation (Administration will be looking at other options/plans); Facility Planning; NSAB Convention Update by Megan Kozisek, Jan Bostelman, and Sam Stecher; Negotiations Update; Mid Year Financial Report; NDE Curriculum and AQuESTT State Report.

7. Consent Agenda

7.a. Approval of Minutes

7.b. Treasurer's Report

7.c. Recognition of East Butler Education Association as the Exclusive Bargaining Agent for 2017-2018

7.d. Addition of Shannon Novotny to Foundation Board

Motion Passed: Motion to approve the consent agenda as presented passed with a motion by Stonie Cooper and a second by Jan Bostelman.

Jan Bostelman	Yes
Stonie Cooper	Yes
Mark Janak	Yes
Megan Kozisek	Yes
Nate Radenslaben	Yes
Chris Rezac	Yes
Kim TePoel	Yes
Marlene Wade	Yes
Dan Zysset	Yes

## 8. Regular Agenda

8.a. 2016-2017 Calendar - Tabled to January

8.b. 6000 Policy Second Reading

Motion Passed: Second reading and approval of 6000s Policies passed with a motion by Marlene Wade and a second by Stonie Cooper.

Jan Bostelman	Yes
Stonie Cooper	Yes
Mark Janak	Yes
Megan Kozisek	Yes
Nate Radenslaben	Yes
Chris Rezac	Yes
Kim TePoel	Yes
Marlene Wade	Yes
Dan Zysset	Yes

8.c. Replacing Election Ward System with District Elections

8.d. Modification of Election Ward System

A motion was made by Stonie Cooper, seconded by Kim TePoel to approve votes cast in a ward apply to that ward only.

Motion to Amend Failed: To amend the motion from: "Votes cast in a ward apply to that ward only" to: "Replacing election ward system with District election" failed with a motion by Stonie Cooper and a second by Nate Radenslaben.

Jan Bostelman	No
Stonie Cooper	Yes
Mark Janak	No

Megan Kozisek	No
Nate Radenslaben	Yes
Chris Rezac	No
Kim TePoel	No
Marlene Wade	No
Dan Zysset	No

Motion Passed: Votes cast in a ward apply to that ward only passed with a motion by Stonie Cooper and a second by Kim TePoel.

Jan Bostelman	Yes
Stonie Cooper	Yes
Mark Janak	Yes
Megan Kozisek	No
Nate Radenslaben	Abstain
Chris Rezac	No
Kim TePoel	Yes
Marlene Wade	Yes
Dan Zysset	No

#### 9. Administrative Comments

10. Items for next Meeting: Preschool Options; 2016-2017 School Calendar; Negotiations Update; and First Reading of 8000s Policies.

#### 11. Adjournment

Motion Passed: Motion to adjourn at 7:56 P.M. passed with a motion by Dan Zysset and a second by Jan Bostelman.

Jan Bostelman	Yes
Stonie Cooper	Yes
Mark Janak	Yes
Megan Kozisek	Yes
Nate Radenslaben	Yes
Chris Rezac	Yes
Kim TePoel	Yes
Marlene Wade	Yes
Dan Zysset	Yes

Next Meeting - Wednesday, January 13 at 6:30 P.M. at Brainard School.

Kim Fuehrer  
Recording Secretary

BALANCES DECEMBER 1-31, 2015 FOR JANUARY BOARD MEETING				
	BEG. BALANCE	DECEMBER RECEIPTS	DECEMBER EXPENDITURES	MONTH END BALANCE
<b>HOT LUNCH</b>	\$5,355.73	\$17,110.10	\$16,445.34	\$6,020.49
<b>ACTIVITIES</b>				
Ag Projects	\$1,206.35			\$1,206.35
Annual	\$10,282.70	\$2,685.00		\$12,967.70
Athletic	\$32,273.46	\$5,158.01	\$3,085.44	\$34,346.03
Box Tops for Educ	\$3,255.79		\$80.00	\$3,175.79
Cheerleaders	\$999.18	\$310.85	\$510.85	\$799.18
Class 2016	\$1,562.29			\$1,562.29
Class 2017	\$2,013.70			\$2,013.70
Class 2018	\$1,280.44	\$520.00		\$1,800.44
Class 2019	\$0.00			\$0.00
Close Up	\$9,053.53	\$2,597.61	\$155.00	\$11,496.14
Concessions	\$1,280.53	\$2,990.60	\$4,066.45	\$204.68
Dance Team	\$1,303.40	\$104.50	\$1,034.40	\$373.50
Drama	\$628.56		\$58.33	\$570.23
Drug Free Program	\$395.49			\$395.49
FBLA	\$913.45			\$913.45
FCCLA	\$1,456.42	\$1,932.37	\$463.90	\$2,924.89
FFA	\$9,668.56	\$8,804.30	\$12,237.62	\$6,235.24
FFA GREENHOUSE	\$7,504.62			\$7,504.62
Laptop Initiative	\$9,457.71			\$9,457.71
Letterclub	\$1,963.60	\$51.00	\$25.00	\$1,989.60
Miscellaneous	\$0.00			\$0.00
Music	\$547.69			\$547.69
Nat'l Honor Society	\$895.31	\$160.00		\$1,055.31
Speech	\$236.92			\$236.92
Student Council	\$612.42			\$612.42
Tiger Stripes	\$0.00			\$0.00
WR Spirit Leaders	\$111.27			\$111.27
<b>TOTALS</b>	<b>\$98,903.39</b>	<b>\$25,314.24</b>	<b>\$21,716.99</b>	<b>\$102,500.64</b>
<b>ACTIVITY FUND CERTIFICATE OF DEPOSIT</b>				
<b>DATE PURCHASED/NUMBER</b>	<b>NAME/AMOUNT</b>	<b>RATE</b>	<b>BALANCE</b>	<b>MATURITY</b>
9-3-91 #1013527	FFA Gilt Chain \$800.00	0.15%	\$1,636.15	3/3/16

BILLS JANUARY 13, 2016		
Certified Staff	\$208,585.12	Gross Salary
Classified Staff	\$50,426.00	Gross Salary
First Nebraska Bank	\$19,218.97	FICA (District share)
Nebraska School Retirement	\$25,294.04	Retirement(Dist share)
Blue Cross Blue Shield	\$41,898.26	Insurance
SUB TOTAL OF PAYROLL	\$345,422.39	
A R E Pest Control	\$105.00	Aug & Nov service
BJ's Hardware	\$69.32	Op of plant
ButlerCo Chamber Commerce	\$309.00	Chamber membership
Butler Co Welding	\$424.40	Compost bin
Butler Public Power Dist	\$617.49	Dwight electricity
Canon Financial Services	\$849.00	Copiers/printers
Canon Solutions America	\$497.67	Supply program/copies
Central Ne Rehab	\$4,516.15	SPED services
Chem Tech	\$59.67	Prague pest elimination
Columbus Telegram	\$184.85	Printing Legals
Crescent Electric Supply	\$1,316.13	Electrical supply
CTF Service, Inc	\$8,852.84	Fleet repair/maintenance
David City Ace Hardware	\$19.78	Op of plant
David City Public School	\$718.04	Our share insurance (SH)
Didier Grocery	\$50.28	FCS grocery/cider/plates
Eakes Office Plus	\$625.85	Elem copies

EB Activities (Annual)	\$360.00	Annuals for bd members	
EB Activities (Annual)	\$2,500.00	Transfer from general	
EB Foundation Scholarship	\$25.00	Memorial (A Divis)	
EB Hot Lunch	\$20,000.00	Transfer from general	
E S U #7	\$25.00	Tech support	
E S U #7	\$682.41	Network chg Jan-Mar '16	
E S U #7	\$19,277.72	SPED services	
E S U #7	\$40.98	Screencast license	
Frontier Coop Co	\$8,966.65	Gas/Diesel/propane/Fuel therapy	
Jackson Services	\$390.00	Mats for Dwight	
Jenn Nantkes	\$2,004.58	SPED vision services	
Kiddie Kab	\$22.74	SPED transportation	
Kuhlman & Kratochvil	\$395.00	Monthly processing	
Lego Education	\$160.50	Field set up kits	
Madison Nat'l Life Ins	\$638.22	Disability insurance	
Matheson Tri Gas Inc	\$66.65	Welding supply	
Menard's Columbus	\$100.79	Op of plant	
Midwest Door & Hardware	\$194.33	Door closer	
Nat'l Lock & Safe Co	\$113.00	Electric door strike (D)	
NeEduc Technology Service	\$1,500.00	Annual Emeeting fee	
Northeast Ne Telephone	\$145.88	Prague phone 2 months	
Otis Elev Co	\$220.50	Jan-Mar contract	

Otis Elev Co	\$453.50	Elev service call
Otte Oil & Propane	\$3,207.59	Fuel oil-Prague
Reick Trucking	\$856.43	Rock-bus parking area
Sack Lumber Co	\$113.96	Compost bin
Sandy Bongers	\$170.93	Mileage/FCS Grocery
Schmitt Music	\$32.00	Repair clarinet
School Specialty Inc	\$257.95	Tchr/Office supply
Sunbelt Rentals	\$494.70	Scissorlift rental
VT Fabrication	\$250.00	Compost bin divider
Verizon	\$37.15	Cell phone 2 months
Vickie Hines	\$10.10	Gas-green car
Village of Brainard	\$9,850.11	Elec/water/sewer
Village of Dwight	\$444.00	Water/Sewer
Village of Prague	\$323.44	Elec/water/sewer
Wage Works	\$135.00	Monthly fee/Compliance
Wahoo Newspaper	\$62.76	Printing legals
Waste Connections	\$570.80	B/D garbage pick up
Windstream Ne Inc	\$1,085.46	2081/2092/2445/Internet
Wright Way Drain & Sewer	\$244.00	Cable/plumbing service
SUB TOTAL OF BILLS	\$95,645.30	
GRAND TOTAL P/R & BILLS	\$441,067.69	xx



**EAST BUTLER PUBLIC SCHOOLS INVESTMENTS  
AS OF JANUARY 1, 2016 For Bd Mtg January 13, 2016**

**GENERAL FUND**

<u>NUMBER</u>	<u>TERM</u>	<u>MATURITY</u>	<u>AMOUNT</u>	<u>RATE</u>	
1026029	12 month	4/5/16	\$509.02	0.25%	McAuliffePrize (At Prague)
3212	24 month	10/1/16	\$380,697.38	0.55%	
1024535	9 month	2/15/16	\$165,342.45	0.20%	
1024295	12 month FLEX	7/13/16	<u>\$463,958.11</u>	0.25%	
			\$1,010,506.96		
41-513	Checking		<u>\$1,387,893.85</u>	0.25%	
<b>TOTAL</b>			<u>\$2,398,400.81</u>		

**DEPRECIATION RESERVE/VEHICLE REPLACEMENT FUND**

602837			\$296,729.80	0.25%
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**QUALIFIED CAPITAL IMPROVEMENT PURPOSE UNDERTAKING FUND (QC-PUF)**

1507069			\$358,058.37	0.05%
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**BUILDING FUND**

1041-718	Checking		\$726,655.05	0.05%
1024870	12 mo FLEX	6/10/16	\$221,046.29	0.25%

**EMPLOYEE BENEFIT FUND**

1505565	Checking		\$3,486.28	0.05%
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**STUDENT FEE FUND**

1502837	Checking		\$17,305.40	
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**PLEGGED SECURITIES**

FIRST NEBRASKA BANK	5/30/17	\$500,000.00	Cusip 3136G0JD4
FIRST NEBRASKA BANK	3/8/19	\$150,000.00	Cusip 313378QK0
FIRST NEBRASKA BANK	2/27/17	\$100,000.00	Cusip 3133787M7
FIRST NEBRASKA BANK	5/30/19	\$500,000.00	Cusip 3137EADG1
FIRST NEBRASKA BANK	1/30/2017	\$500,000.00	Cusip 3135G0GY3
FIRST NEBRASKA BANK	12/16/2016	\$150,000.00	Cusip 3133XHZK1
FIRST NEBRASKA BANK	11/30/2019	\$200,000.00	Cusip 912828UB4
FIRST NEBRASKA BANK	12/16/2016	\$100,000.00	Cusip 3133XHZK1
FIRST NATIONAL BANK OMAHA	12/15/2015	\$135,000.00	Cusip 67102CAK5 (Prague)
FIRST NEBRASKA BANK	11/17/2017	\$150,000.00	Cusip 3133XMQ87
FIRST NEBRASKA BANK	5/18/2016	\$200,000.00	Cusip 3133XFJF4
FIRST NEBRASKA BANK	12/16/2016	\$150,000.00	Cusip 3133XHZK1
FIRST NEBRASKA BANK	3/8/19	\$500,000.00	Cusip 3133782M2
FIRST NEBRASKA BANK	9/14/18	\$500,000.00	Cusip 313375K48
FIRST NEBRASKA BANK	9/14/18	\$250,000.00	Cusip 313375K48
FIRST NEBRASKA BANK	9/14/18	\$500,000.00	Cusip 313375K48
FIRST NEBRASKA BANK	11/30/17	\$200,000.00	Cusip 3134G3VB3
FIRST NEBRASKA BANK	4/30/20	\$200,000.00	Cusip 912828VA5
<b>TOTAL PLEDGED</b>		<b>\$4,985,000.00</b>	

PAID IN DECEMBER 2015				
<b>PRE-APPROVED BILLS (GENERAL FUND)</b>				
First National Bank Omaha PO Box 2818 Omaha, NE 68103-2818	\$12.49	Meals	Check # 23784	2015-16/17
First National Bank-Omaha PO Box 2818 Omaha, NE 68103-2818	\$197.30	Training meals/ Planbook for tchrs	Check # 23785	2015-16/18
First National Bank-Omaha PO Box 2818 Omaha, NE 68103-2818	\$350.96	S Hennessy air fare to Washington DC	Check # 23786	2015-16/19
NVAA District II Howells Dodge Consolidated School Jordan Brabec PO Box 159 Howells, NE 68641	\$150.00	District FFA Dues	Check # 23787	2015-16/20
Walmart Community PO Box 530934 Atlanta GA 30353-0934	\$61.42	FCS grocery	Check # 23788	2015-16/21
First National Bank Omaha PO Box 2818 Omaha, Ne 68103	\$126.05	Custom signage	Check # 23789	2015-16/22
First National Bank Omaha PO Box 2818 Omaha, Ne 68103	\$24.07	State Conf parking/ Meals (ME/TP)	Check # 23790	2015-16/23
First National Bank Omaha PO Box 2818 Omaha, NE 68103	\$71.81	Meals/Tip (SB/ME)/ Suburban gas	Check # 23791	2015-16/24
<b>TOTAL</b>	<b>\$994.10</b>			

REVENUE REPORT THROUGH 1-1-16			
% of year completed this month .34%			
Category	Amount	Received	
	Budgeted	To Date	
1110 Property Taxes	\$4,984,705.99	\$1,291,047.16	
1115 Carline	\$4,000.00	\$477.56	
1120 Public Power District-Sales Tax	\$7,000.00	\$1,367.15	
1125 Motor Vehicle Taxes	\$205,000.00	\$57,677.16	
1270 Pre-School Tuition	\$10,000.00	\$4,010.00	
1410 Interest	\$5,000.00	\$1,825.90	
1610 Local License Fees	\$2,500.00	\$2,060.00	
1910 Other Local Receipts	\$500.00		
1991 Receipts from Other Districts			
2110 County Fines/Licenses	\$22,000.00	\$5,716.16	
2210 ESU Receipts	\$5,000.00	\$9,636.90	
3110 State Aid	\$19,379.81	\$7,751.92	
3120 SPED Programs/School Age	\$250,000.00	\$35,714.00	
3125 SPED Transportation/School Age	\$0.00		
3130 Homestead Exemption	\$0.00		
3135 St of Ne High Ability Learner	\$2,000.00	\$3,710.00	
3165 SPED - Below Age Five	\$0.00		
3180 Pro Rate Motor Vehicle	\$11,000.00	\$1,296.46	
3200 State Apportionment	\$52,000.00		
3300 In-Lieu-of-School Land Tax	\$0.00		
3500 State Categorical Grants	\$0.00		
3512 Dist. Ed. Incentive	\$1,000.00	\$2,000.00	
4200 Title I	\$65,749.60		
4300 TITLE VI (REAP)	\$15,000.00		
4310 Title II-A	\$0.00		
4320 Title V Grants	\$0.00		
4400 Special Education (Birth to Age 5)	\$0.00		
4402 Pre-School Transportation	\$0.00		
4404 SPED IDEA	\$0.00		
4406 IDEA	\$0.00	\$1,458.00	
4410 SPED IDEA	\$0.00	\$40,819.00	
4411 CEIS	\$0.00		
4412 IDEA NONPUBLIC	\$0.00		
4450 Medicaid in Schools	\$0.00		
4455 Medicaid Administrative Outreach	\$0.00	\$2,067.07	
5400 Sale of Property	\$0.00		
5690 Other Non Revenue Receipts	\$0.00	\$3,898.31	
TOTAL	\$5,661,835.40	\$1,472,532.75	26.00%



BUDGET CATEGORY SUMMARY					
December, 2015					
% OF YEAR COMPLETED THIS MONTH .34%					
CATEGORY	BUDGETED	DECEMBER EXPENDITURES	YEAR TO DATE	BALANCE	
Instruction	\$2,834,740.79	\$225,974.76	\$937,078.58	\$1,897,662.21	
SPED (School Age)	\$650,656.38	\$61,729.77	\$259,552.28	\$391,104.10	
Distance Learning	\$3,000.00	\$0.00	\$0.00	\$3,000.00	
Guidance Services	\$102,352.87	\$7,750.95	\$32,382.27	\$69,970.60	
Safety/Security	\$125,283.57	\$0.00	\$0.00	\$125,283.57	
Other Pupil Support	\$22,930.70	\$274.51	\$3,377.53	\$19,553.17	
Library	\$93,342.20	\$6,777.12	\$30,581.57	\$62,760.63	
Board of Education	\$57,227.10	\$1,701.84	\$13,314.69	\$43,912.41	
Exec Admin Service	\$171,774.00	\$12,798.17	\$54,739.07	\$117,034.93	
Office of Principal	\$248,082.36	\$19,800.71	\$81,234.39	\$166,847.97	
Business Support	\$267,374.19	\$18,035.25	\$86,209.11	\$181,165.08	
Operation of Plant	\$501,042.71	\$20,385.69	\$89,415.29	\$411,627.42	
Maintenance of Plant	\$157,000.00	\$9,448.42	\$30,669.94	\$126,330.06	
Pupil Transportation	\$271,912.50	\$14,994.93	\$82,172.60	\$189,739.90	
SPED Transportation	\$30,366.43	\$0.00	\$0.00	\$30,366.43	
TITLE I Part A(4200)	\$64,749.61	\$6,162.03	\$24,650.26	\$40,099.35	
High Ability (4301)	\$0.00	\$0.00	\$684.94	(\$684.94)	
PreSchool Handicap 4404	\$0.00	\$0.00	\$1,229.57	(\$1,229.57)	
Medicaid Admin Outreach	\$0.00	\$0.00	\$0.00	\$0.00	
Transfers	\$360,000.00	\$300,000.00	\$340,000.00	\$20,000.00	
<b>TOTALS</b>	\$5,961,835.41	\$705,834.15	\$2,067,292.09	\$3,894,543.32	
				34.00%	
				Budget Expended	



## **Elementary Principal Report January Board Meeting**



### **I. Preschool/Kindergarten Information**

- A. There are 18 current preschool students eligible for kindergarten in 2016-2017. The following numbers are tentative regarding future kindergarten plans.
  - 1. 11 Brainard
  - 2. 5 Dwight
  - 3. 2 not sure
- B. Dates will be set in January for the East Butler Preschool and Kindergarten Round-Up. The application for preschool application process will include a first option for students that are in-district followed by a timeline for students that are not in our district.
- C. Any child who will reach the age of five on or before July 31 is eligible to attend kindergarten. According to state mandate, we are not allowed to serve a student in preschool that meets this age requirement unless stated in an Individual Education Plan upon completion of a team meeting.

### **II. High Ability Learners (HAL) Competition**

- A. The High Ability Learners group will be traveling to Columbus on January 23. Students will be competing in the robotics competition and core values presentations.
- B. Students have made presentations to the Rotary Club of David City, David City Elementary students, and East Butler high school students. The continued focus of their project has been composting. There is a bin located near the quonset building. Students have been excited about their project and look forward to the upcoming competition.

### **III. NeSA/NWEA Testing Dates**

- A. The following dates have been set for testing:
  - January 26-27 NeSA Writing (Grades 4, 8, & 11)
  - April 5-6 NeSA Reading (Grades 3-6)
  - April 12-13 NeSA Math (Grades 3-6)
  - April 19-20 NeSA Science (Grade 5)
  - April 25-29 NWEA Testing (Grades K-11)

### **IV. East Butler Geography Bee**

- A. East Butler participates in the National Geographic competition coordinated by Mr. Behne. The winner from grades 5-8 will be given an additional test to qualify for the state competition.

### **V. Additional Information:**

- A. Mrs. Romshek and Mrs. Bohac will be hosting student-teachers from Concordia University beginning March 7.
- B. Parent/Teacher Conferences will be held February 3 from 3:00-8:00 P.M instead of February 4.

To: East Butler Public Schools Board of Education  
From: Michael Eldridge, Secondary Principal  
Date: January 13, 2016  
Re: Secondary Principal's Report

**I. Master Schedule**

- a. Mrs. Simmerman and I are beginning the process of working the master schedule of courses.
  - i. My focus for this year is to add 1-2 more AP level courses. I have already visited with a couple of teachers that have expressed interest.
    1. A couple of possibilities is are an AP level history course or an Biology course.
  - ii. Also - looking at expanding our offerings in the Industrial Arts area.
    1. Small engines, auto mechanics, etc.
- b. We are also forming a scheduling committee, that will be comprised a several teaching staff that will be able to provide feedback and suggestions on the schedule.
- c. Once again we want to have a tentative schedule of courses as we start to have students pre-register for classes.
- d. I will keep you posted as we move forward.

**II. Professional Development**

- a. We held our Professional Development activities on January 4th. Our focus was on the Language Arts standards, utilizing a process called "Unwrapping" the standard.
- b. This gave the teachers the opportunity to look in depth at the skills and concepts that our students need to be accomplishing.
- c. Our next focus will be aligning those standards with what is taught in the classroom, which will help us create a comprehensive curriculum.
- d. Our next PD day will be on February 17th, 2016.

**III. Parent/Teacher Conferences**

- a. Will be held on Wednesday, February 3rd from 3:00pm until 8:00pm.
- b. This is a change due to activities being schedule on Thursday, February 4th.

**IV. Spring Testing**

- a. January 26-27 NeSA Writing (Grades 4, 8, & 11)
- b. March 22-24 NeSA Reading (Grades 7, 8, & 11)
- c. April 6-7 NeSA Science (Grades 8 & 11)
- d. April 5-6 NeSA Reading (Grades 3-6)
- e. April 12-13 NeSA Math (Grades 3-6)
- f. April 13-14 NeSA Math (Grades 7, 8, & 11)
- g. April 19-20 NeSA Science (Grade 5)
- h. April 25-29 NWEA Testing (Grades K-11)