

Board of Education Regular Meeting

Wednesday, February 10, 2016 6:30 PM

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

Jan Bostelman: Absent

Stonie Cooper: Present

Mark Janak: Present

Megan Kozisek: Absent

Nate Radenslaben: Present

Chris Rezac: Present

Kim TePoel: Present

Marlene Wade: Absent

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 Kim TePoel.

Stonie Cooper: Yea, Mark Janak: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim TePoel: Yea, Dan Zysset: Yea

5. Patron's Comments

6. Informational Items

6.1. Vehicle Purchase Recommendations

6.2. Preschool Enrollment Projections

6.3. TERIP Discussion

6.4. First Reading of 9000s Policy

6.5. School Nurse Information

7. Consent Agenda

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

Stonie Cooper: Yea, Mark Janak: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim TePoel: Yea, Dan Zysset: Yea

7.1. Approval of Minutes

7.2. Treasurer's Report

8. Regular Agenda

8.1. Renewal of NASB Membership

Renew NASB Membership Passed with a motion by Stonie Cooper and a second by Chris Rezac.

Stonie Cooper: Yea, Mark Janak: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim TePoel: Yea, Dan Zysset: Yea

8.2. Purchase of 2012 Ram 2500 SLT at a price of \$24,377.00 from Sid Dillon.

To purchase replacement pickup with same characteristics and no more than limit of \$25,000.00 Passed with a motion by Stonie Cooper and a second by Mark Janak.

Chris Rezac: Nay, Kim TePoel: Nay, Stonie Cooper: Yea, Mark Janak: Yea, Nate Radenslaben: Yea, Dan Zysset: Yea

8.3. Addition of Friend to the CRC

Vote to add Friend to the CRC Passed with a motion by Kim TePoel and a second by Chris Rezac.

Stonie Cooper: Yea, Mark Janak: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim

TePoel: Yea, Dan Zysset: Yea

8.4. Adopt School Improvement Goals

Adopt School Improvement Goals Passed with a motion by Stonie Cooper and a second by Nate Radenslaben.

Stonie Cooper: Yea, Mark Janak: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim

TePoel: Yea, Dan Zysset: Yea

9. Administrative Comments

9.1. Reminders: NRCSA Conference Board Retreat

10. Items for next Meeting- Board Picture

11. Adjournment

Motion to adjourn at 7:29 PM Passed with a motion by Stonie Cooper and a second by Chris Rezac.

Stonie Cooper: Yea, Mark Janak: Yea, Nate Radenslaben: Yea, Chris Rezac: Yea, Kim

TePoel: Yea, Dan Zysset: Yea

RESOLUTION

BE IT RESOLVED by the Board of Education of this School District that any existing early retirement incentive program or policy for this School District should be, and is hereby, repealed effective immediately upon the passage of this Resolution, and that no employee shall be entitled to any benefits or claims under such program or policy, and that the new Temporary Early Retirement Incentive Program and Policy, and the Application and Agreement therefore, which are attached hereto and incorporated herein by this reference as though set forth in full, should be and are hereby approved and the same shall become effective and be in full force and effect immediately upon the passage of this Resolution and shall expire and be, and hereby are, repealed without further action of this Board of Education as of and effective on August 31, 2016.

The foregoing Resolution having been read in its entirety, Member _____ moved for its passage and adoption. Member _____ seconded same. After discussion and on roll call vote the following members voted in favor of passage and adoption of the above Resolution: _____

The following members voted against the same: _____

The following members were absent or not voting: _____

The above Resolution having been consented to and approved by more than a majority of the members of the Board of Education of this School District was declared as duly passed and adopted, with all provisions thereof being effective immediately, at a duly called and lawfully held meeting of this School District in full compliance with the Nebraska Open Meetings Law.

DATED this ____ day of _____, 2015.

**BUTLER COUNTY SCHOOL DISTRICT 0502,
A/K/A EAST BUTLER PUBLIC SCHOOLS**

BY: _____
President

ATTEST:

Secretary

**EAST BUTLER PUBLIC SCHOOLS
TEMPORARY EARLY RETIREMENT INCENTIVE POLICY AND PROGRAM**

A. PURPOSE:

The purpose of this Temporary Early Retirement Incentive Program ("TERIP") is to encourage eligible certificated employees who are considering an early-leaving decision to accelerate their retirement plans effective at the end of the 2015-2016 school year. Objectives include, but are not limited to, the following:

1. To offer financial incentives that will assist long-term employees considering early retirement or early-leaving decisions to complete such decisions.
2. To reduce costs to East Butler Public Schools ("School District") by replacing employees with lesser salaried employees or by eliminating positions.
3. To buy-out the tenure rights (i.e., continuing contract rights) of certificated staff, and in effect, make payments to secure the release of unexpired contracts of employment in exchange for permanent certificated employees giving up their constitutional and contractual rights to tenure and relinquishing such tenure rights.
4. To provide a better balance of staff experience.

B. QUALIFICATIONS:

1. **Permanent Certificated Employee:** To be a participant a person must be employed by the School District, as of date of acceptance of the person's application, in a position requiring that the employee have a certificate issued by the Nebraska Department of Education. Employees in administrative positions are not eligible.

2. **Full-Time Equivalency:** To be a participant a person must be employed full-time (1.0 full-time equivalency) with the School District in a position requiring that the employee have a certificate issued by the Nebraska Department of Education.

3. **Minimum Age and Creditable Service:** To be a participant a person must be at least fifty-five (55) years of age and have completed at least twelve (12) years of credited service to School District (inclusive of years of service with a School District which has merged into East Butler Public Schools). The minimum age and years of service are to be determined as of August 31, 2016.

Credited service shall include the employee's final year of service. Years of service with the School District need not be consecutive. Board approved military service, sabbatical and/or approved leave of absence, or other leave required to be granted according to law, shall be included as credited years of service. In determining years of credited service with the School District, part-time employment of .50 F.T.E. or more is equal to full-time employment.

4. **Terminated Employee's Ineligibility:** An employee who has received written notice of possible cancellation, termination or non-renewal for reasons other than reduction in force shall not be eligible and may not participate in this program, unless after a hearing before the Board of Education it is determined that the employee's contract should not be cancelled, non-renewed or terminated. An employee who has received written notice of possible termination for reason of a reduction in force shall be eligible and may participate in this program if, but only if, said employee expressly waives all rights to which he or she may be entitled under the reduction in force law including, without limitation, substantive and procedural rights, staff development assistance and retirement incentive plan benefits, and recall rights.

C. **ENROLLMENT REQUIREMENTS:**

1. **Resignation:** Employee participants in the program shall resign their employment and teaching positions with the School District effective at the close of the 2015-2016 school year, in consideration for the benefits outlined in paragraph "D" below. If the certificated employee participating in this program is re-employed by the School District as a certificated employee to a position of .50 F.T.E. or greater within four (4) years of September 1 of the year in which said resignation is effective, the certificated employee shall refund to the School District that portion of the monies received under this plan for any portion of said four (4) year period that has not elapsed as of the date the certificated employee is re-employed on a per diem pro rata basis. This provision shall not apply to a participant substitute teaching for the School District on a per diem basis.

2. **Application and Agreement:** Each eligible employee who wishes to participate in the TERIP must properly complete, execute, and submit an Application and Agreement form to the Superintendent on or before December 9, 2015. **FAILURE TO SUBMIT THE APPLICATION AND AGREEMENT WITHIN THE TIME FRAME SPECIFIED SHALL RESULT IN THE REJECTION OF SUCH APPLICATION OR AGREEMENT.**

The Superintendent shall review the employee's record to determine eligibility. If eligible, the Board of Education shall approve the Application and Agreement, except as may be otherwise provided herein, at such time as deemed appropriate.

3. **Acceptance or Rejection of Applications:** The Board of Education of the School District, in its sole and absolute discretion, reserves the right to accept or reject any or all applications based on financial exigencies, availability of funds, budget, expenses, revenue, and other school finance issues. The Board of Education may grant preferences if numerous applications are filed based on: (1) length of service with the School District, (2) programs to be offered, (3) areas of certification and endorsement, (4) state and federal regulations which may mandate certain employment practices, (5) special qualifications which may require specific training and/or experience, (6) contributions to activity programs, (7) 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 of incidents, (8) the organizational and educational impact created by multiple part time certificated employees and (9) salary levels of the applicants.

D. BENEFITS:

1. **Calculation of Severance Benefit:** A qualified certificated employee who has requested and been accepted for participation in the TERIP shall receive a severance benefit equal to Thirty-Two Thousand Dollars (\$32,000.00) plus \$100.00 for each day of unused sick leave up to a maximum of twenty (20) that the Certificated Employee has accrued as of the end of the 2015-2016 school year.

2. **Payment of Severance Benefit:** The severance benefit shall be payable in the form of a non-elective contribution to a 403(b) annuity or custodial account selected by the Certificated Employee. The severance benefit payments shall be made on the following schedule: two (2) equal payments to be paid on or about September 20, 2016 and July 20, 2017. If the Certificated Employee fails to designate the 403(b) annuity or custodial account to which the contribution is to be made, the District will hold the contribution until the Certificated Employee does designate the annuity or custodial account.

The non-elective contribution described herein will not exceed any Internal Revenue Code or other limit imposed by law at the time the contribution is made. If the School District determines that a contribution, together with any other contributions on behalf of the Certificated Employee, would cause the Certificated Employee to exceed the maximum allowed by law, the excess shall be paid to the Certificated Employee in cash, less required withholding.

3. **Source of Funds:** The School District shall pay the entire cost of the plan.

4. **Administration:** This Plan shall be administered by the Board of Education by and through the administration of the School District.

5. **Beneficiary Designation:** In order for the application to be considered complete, a beneficiary must be designated.

6. **Income Tax Consequences:** The payments made pursuant to the TERIP are made to buy-out the tenure rights (i.e., continuing contract rights) of certificated staff, and in effect, make payments to secure the release of unexpired contracts of employment, and to pay a negotiated amount of money in exchange for permanent certificated employees giving up their constitutional and contractual rights to tenure and relinquishing such tenure rights. As such, FICA, Social Security taxes, and similar taxes are not to be withheld from payments made pursuant to this TERIP unless, in the sole discretion of the School District, it is determined that the law requires that such taxes or withholding be made, in which event the social security percentage and any other required state or federal withholdings may be subtracted from the payments. Otherwise, and except as otherwise provided in this TERIP, no state or federal retirement contributions, FICA, FUTA, or state or federal unemployment contributions, including employer and employee share thereof will be withheld from or contributed in relation to the payments. In the event the School District or a participant are called upon to pay the federal government or the State of Nebraska, or any other state or federal authority, sums or payments that should have been withheld from or contributed in relation to the TERIP payments, including retirement contributions, FICA, FUTA, or state or federal unemployment contributions, the participant shall indemnify and hold the School District harmless from any and all

sums which it is called upon to pay, including the employee's and employer's share thereof and any and all penalties and interest arising from either the employee's share or employer's share thereof.

7. **COBRA Rights:** Pursuant to COBRA, a participant will have the opportunity to continue participation in the School District's group health insurance plan for at least eighteen (18) months following resignation of employment upon payment by the employee of the monthly insurance premiums.

E. WAIVER AND RELEASE OF CLAIMS

Employees who participate in the TERIP shall be required to waive and release the School District from claims and rights as provided for in the Application and Agreement adopted as a part of this TERIP policy. The Superintendent shall give the requisite notices to eligible employees as required by law in order for the waiver and release to be fully enforceable.

The Superintendent shall deliver to all eligible certificated employees a copy of this TERIP Policy and a copy of the attendant Application and Agreement at least forty-five (45) days prior to the application deadline and provide eligible employees any additional information required by law.

A copy of the Application and Agreement shall also be made available at the Superintendent's office.

F. TERM OF PROGRAM

The TERIP program and policy, and all benefits provided herein, have been repealed and shall expire and be of no force and effect as of August 31, 2016.

**EAST BUTLER PUBLIC SCHOOLS
TEMPORARY EARLY RETIREMENT INCENTIVE PROGRAM
- APPLICATION AND AGREEMENT**

(NOTE: THIS APPLICATION AND AGREEMENT MUST BE SUBMITTED TO THE SUPERINTENDENT ON OR BEFORE DECEMBER 9, 2015).

This Temporary Early Retirement Incentive Program (“TERIP”) Application and Agreement is offered and made this ____ day of _____, 2015, between Butler County School District 0502, a/k/a East Butler Public Schools (“School District”), and

_____ (“Certificated Employee”)
_____ (address)
_____, Nebraska

WHEREAS, the School District has established a TERIP to be offered during the remainder of the 2015-2016 school year only, for the purpose of encouraging eligible certificated employees who are considering an early leave decision to accelerate their retirement plans; and,

WHEREAS, the Certificated Employee is desirous of voluntarily participating in the TERIP and voluntarily resigning from employment; and,

WHEREAS, the Certificated Employee affirms as a condition of this Application that the Certificated Employee is eligible for the TERIP and specifically meets each of the following conditions for eligibility:

1. the Certificated Employee is employed by the School District, as of date of acceptance of the application, in a full-time position requiring that the employee have a certificate issued by the Nebraska Department of Education;
2. the Certificated Employee is at least fifty-five (55) years of age as of August 31, 2016;
3. the Certificated Employee has completed at least twelve (12) years of credited service to School District (inclusive of years of service with a School District which has merged into East Butler Public Schools) as of August 31, 2016; and
4. the Certificated Employee has not received written notice of possible cancellation, termination or non-renewal for reasons other than reduction in force; and,

WHEREAS, the Certificated Employee acknowledges that:

1. forty-five (45) or more days prior to the Certificated Employee’s execution of this Application and Agreement, the Certificated Employee received the TERIP Policy and Application form and a Memorandum from the Superintendent, which provided the Certificated Employee with information as to the class, unit, or group of individuals covered by the TERIP program, eligibility factors for such program, time limits applicable to such program; the job titles and ages of all individuals eligible or selected for the program, and the ages of all individuals in the same job classification or organizational unit who are not eligible or selected for the program;

2. the Certificated Employee has been advised in writing to consult with an attorney prior to executing this Application and Agreement;
3. the Certificated Employee has had 45 or more days to consider participation in the TERIP;
4. the Certificated Employee understands that the Certificated Employee has the right, for a period of at least seven days following the execution of the TERIP Application and Agreement, to revoke the Agreement, and that the TERIP Application and Agreement does not become effective or enforceable until the revocation period has expired; and
5. the Certificated Employee's participation in the TERIP is knowing and voluntary and the Certificated Employee was not coerced in any manner to participate in the TERIP.

NOW, THEREFORE, in consideration of the mutual covenants, conditions, and stipulations set forth in this Application and Agreement, the Certificated Employee and the School District hereby agree as follows:

1. CERTIFICATED EMPLOYEE'S RESIGNATION: The Certificated Employee, by signing this Application and Agreement, hereby voluntarily, unconditionally, and irrevocably resigns from the Certificated Employee's employment with the School District effective at the end of the 2015-2016 school year. The Certificated Employee waives any and all notice of action by the Board of Education to accept the resignation and to terminate the Certificated Employee's continuing contract and employment with the School District. The Certificated Employee waives any and all rights the Certificated Employee may have under Neb. Rev. Stat. ' ' 79-824 to 79-839 (the teacher tenure law), or other laws as they now exist or as they may be amended in the future relating to continued employment. The Certificated Employee authorizes the School District to advertise for, and contract with, a replacement certificated employee, if deemed appropriate, for the 2015-2016 school year. The Certificated Employee authorizes the School District to approve and accept this Application and Agreement immediately upon its submission.

The School District, by approving and signing this Application and Agreement, hereby unconditionally and irrevocably accepts the Certificated Employee's resignation, ending all employment relations between the School District and the Certificated Employee effective at the end of the 2015-2016 school year.

If the Certificated Employee is re-employed by the School District as a certificated employee to a position of .50 F.T.E. or greater prior to September 1, 2020, the Certificated Employee shall forfeit all or a portion of the severance benefit. This provision shall not apply to substitute teaching for the School District on a per diem basis. The amount forfeited shall be determined based on the four year period of time that has not elapsed between September 1, 2016 and September 1, 2020, on a pro rata basis. To the extent the forfeited amount of the severance benefit has been paid, such forfeited amount shall be refunded immediately upon re-employment. Examples: If an employee is re-employed as of September 1, 2016, the entire severance benefit is forfeited. If an employee is re-employed as of September 1, 2017, three-fourths (3/4ths) of the severance benefit is forfeited and must be refunded immediately upon re-employment; if re-employment was as of September 1, 2018, the forfeiture is two-fourths (2/4ths), etc.

2. **EARLY RETIREMENT BENEFITS:** In consideration of the Certificated Employee's resignation, and of other covenants and conditions set forth in this Application and Agreement, the Certificated Employee shall receive the following benefits and payments:

- (a) **Calculation of Severance Benefit:** Certificated Employee shall be paid the sum of Thirty- Two Thousand Dollars (\$32,000.00) plus \$100.00 for each day of unused sick leave up to a maximum of twenty (20) that the Certificated Employee has accrued as of the end of the 2015-2016 school year.
- (b) **Payment of Severance Benefit:** The severance benefit shall be payable in the form of a non-elective contribution to a 403(b) annuity or custodial account selected by the Certificated Employee. The severance benefit payments shall be made on the following schedule: two (2) equal payments to be paid on or September 20, 2015 and July 20, 2017. If the Certificated Employee fails to designate the 403(b) annuity or custodial account to which the contribution is to be made, the District will hold the contribution until the Certificated Employee does designate the annuity or custodial account.

If the Certificated Employee fails to designate the 403(b) annuity or custodial account to which the contribution is to be made, the District will hold the contribution until the Certificated Employee does designate the annuity or custodial account. If the School District determines that a contribution, together with any other contributions on behalf of the Certificated Employee, would cause the Certificated Employee to exceed the maximum allowed by law, the excess shall be paid to the Certificated Employee in cash, less required withholding.

- (c) **Beneficiary Designation:** The Certificated Employee hereby designates the following person to be the Certificated Employee's beneficiary in case of the Certificated Employee's death:

_____ (beneficiary's name)
_____ (address)
_____ (Social Security No.)

Any monies due the Certificated Employee will continue to the beneficiary until the total benefit distribution is paid in full pursuant to the provisions of this Agreement.

- (d) **Tax Consequences:** The payments made pursuant to the TERIP are made to buy-out the tenure rights (i.e., continuing contract rights) of a certificated employee, and in effect, make payments to secure the release of unexpired contracts of employment, and to pay a negotiated amount of money in exchange for a certificated employee giving up constitutional and contractual rights to tenure and relinquishing such tenure rights. As such, FICA and Social Security taxes, and similar taxes, are not to be withheld from payments made pursuant to this TERIP unless the School District, in its sole discretion, determines that the law requires or may require that such taxes or withholding be made, in which event the social security percentage and any other required state or federal withholdings may be subtracted from the payments. Otherwise, no state or federal retirement contributions, FICA, FUTA, or state or federal unemployment contributions, including employer and employee share thereof

will be withheld from or contributed in relation to the payments. It is understood and agreed that in the event the School District or the Certificated Employee are called upon to pay the federal government or the State of Nebraska, or any other state or federal authority, sums or payments that should have been withheld from or contributed in relation to the TERIP payments, including retirement contributions, FICA, FUTA, or state or federal unemployment contributions, the Certificated Employee shall indemnify and hold the School District harmless from any and all sums which it is called upon to pay, including the employee's and employer's share thereof and any and all penalties and interest arising from either the employee's share or employer's share thereof.

3. WAIVER AND RELEASE OF CLAIMS: By entering into this Agreement the Certificated Employee hereby releases, waives, acquits, and forever discharges the School District, all past, present, and future members of the Board of Education of such School District in their official and individual capacities, the Administrators, and all other officers, agents, and employees of the School District, in their official and individual capacities, from any and all claims, however characterized, whether for damages, costs, expenses, compensation, penalties, wages, benefits, reinstatement, attorneys' fees, or attorneys' fees under 42 U.S.C. ' 1988, or the like, with respect to, arising out of, or in relation to the Certificated Employee's employment with the School District, including, but not limited to, claims or rights:

1. under the Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA) (29 U.S.C. ' 621 et seq.), and the Nebraska Age Discrimination in Employment Act (Neb. Rev. Stat. ' 48-1001 et seq.);
2. under the Employee Retirement Income Security Act of 1974 (ERISA) (29 U.S.C. ' 1001 et seq.)
3. under Title VI (42 U.S.C. § 2000d et seq.; 34 CFR §100 et seq.), Title VII (42 U.S.C. §2000e, et seq.) and Title IX of the Civil Rights Act of 1964 (20 U.S.C §1681; 34 CFR 106.1 et seq.);
4. under the Civil Rights Act of 1866 and 1871 (42 U.S.C. ' 1981, through and including 42 U.S.C. ' 1988);
5. under the Americans with Disabilities Act (42 U.S.C. §12101 et seq.; 28 CFR §35.101 et seq.), Section 504 of the Rehabilitation Act (29 U.S.C. §791, et seq.; 34 CFR §104, et seq.), and the Family Medical Leave Act of 1993 (29 U.S.C. ' 2601 et seq.);
6. under the Nebraska Fair Employment Practices Act (Neb. Rev. Stat. §48-1101 et seq.); the Nebraska Equal Opportunity in Education Act (Neb. Rev. Stat. §79-2,116 et seq.), the Industrial Relations Act, including unfair labor practices claims under that Act (Neb. Rev. Stat. §48-801 et seq.), and civil rights claims under Neb. Rev. Stat. § 20-168 and other state and local laws;
7. under the Wage Payment and Collection Act (Neb. Rev. Stat. §48-1228 et seq.), including claims or rights to be paid for any unused leave, but excluding rights to salary earned and unpaid for the final year of employment;
8. of or relating to discrimination on the basis of race, ethnic background, color, religion, sex, age, disability, handicap, marital status or national origin, or other protected status, free speech, and unlawful retaliation, before the state or federal EEOC or NEOC, or any other agency or department or state or federal courts under any state or federal constitution, law, rule, or regulation;

signed the above and foregoing Application and Agreement, and that such person acknowledged the execution of the same to be the person's voluntary act and deed.

WITNESS my hand and seal the day and year first above written.

Notary Public

Acceptance

The above Temporary Early Retirement Incentive Program Application and Agreement is hereby accepted and approved by Butler County School District 0502, a/k/a East Butler Public Schools.

DATED this _____ day of _____, 2015.

**BUTLER COUNTY SCHOOL DISTRICT 0502,
A/K/A EAST BUTLER PUBLIC SCHOOLS**

BY: _____
President or Other Duly Authorized School Official

EAST BUTLER PUBLIC SCHOOLS
Temporary Early Retirement Incentive Program

NOTICE OF PROGRAM AND ADEA INFORMATION

To: All Eligible Certificated Employees

From: Sam Stecher, Superintendent, East Butler Public School District

Date: _____, 2015

Re: Important information concerning the Temporary Early Retirement Program

(A) **Eligibility Requirements:** The eligibility requirements for participation in the program are set forth in the policy and application form. Copies of the policy and application form are attached to this memo.

(B) **Enrollment Requirements:** All persons who are eligible and wish to apply for participation in the East Butler Public Schools Early Retirement Program must sign the agreement and return it to the Superintendent's Office within forty-five (45) days after application forms for participation in the Plan are made available to eligible employees and within the deadline specified in the TERIP Policy. Once the signed application is returned to the Superintendent's Office, the employee has seven (7) days to revoke the waiver agreement. All persons are advised to consult with an attorney before entering into the TERIP or signing the Application and Agreement.

(C) **ADEA Age Information:** The ADEA requires that information be provided on the ages of those eligible and of those not eligible, by position. Attached is a listing of the ages and job title ("certificated employee") of the employees who are or may be eligible to participate in this early retirement program, and who are not eligible to participate in the Temporary Early Retirement Program.

Number of certificated employees of each age (as of 8-31-16) who meet and do not meet eligibility requirements for the East Butler Public Schools Temporary Early Retirement Program.

Job Title	Age	No. Eligible	No. not Eligible
Certificated Employees.....	22.....	—	—
	23.....	—	—
	24.....	—	—
	25.....	—	—
	26.....	—	—
	27.....	—	—
	28.....	—	—
	29.....	—	—
	30.....	—	—
	31.....	—	—
	32.....	—	—
	33.....	—	—
	34.....	—	—
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	61.....	—	—
62.....	—	—	
63.....	—	—	
64.....	—	—	
65.....	—	—	
66.....	—	—	
67.....	—	—	
68.....	—	—	
69.....	—	—	
70 and above.....	—	—	

Document No. 5
(Receipt form for
Superintendent=s
memo and TERIP
Application)

**ACKNOWLEDGMENT OF RECEIPT
OF EAST BUTLER PUBLIC SCHOOLS
TEMPORARY EARLY RETIREMENT INCENTIVE POLICY
APPLICATION AND AGREEMENT**

The undersigned hereby acknowledges receipt of a copy of the Memo entitled **NOTICE OF PROGRAM AND ADEA INFORMATION**, along with the listing of numbers of ages of eligible and non-eligible employees and the Temporary Early Retirement Incentive Policy (TERIP) and the TERIP Application and Agreement this ____ day of _____, 2015.

Certificated Employee

RESOLUTION

BE IT RESOLVED by the Board of Education of this School District that the Temporary Early Retirement Incentive Program Application and Agreements of _____ and _____ ("Certificated Employees") should be and are hereby approved and accepted, and that the President or any other school official of this School District should be, and is hereby authorized and directed to sign, execute and deliver the same for and on behalf of this School District and to pay or cause to be paid all payments or benefits provided in such Application and Agreements, and that the resignation of the Certificated Employees should be and are hereby accepted, to be effective at the end of the 2015-2016 school year and that such Application and Agreements are on file with official records of this School District and are hereby incorporated herein by this reference as though set forth in full.

The foregoing Resolution having been read in its entirety, Member _____ moved for its passage and adoption. Member _____ seconded same. After discussion and on roll call vote the following members voted in favor of passage and adoption of the above Resolution: _____

_____.

The following members voted against the same: _____

_____.

The following members were absent or not voting: _____

_____.

The above Resolution having been consented to and approved by more than a majority of the members of the Board of Education of this School District was declared as duly passed and adopted, effective immediately, at a duly called and lawfully held meeting of this School District in full compliance with the Nebraska Open Meetings Law.

DATED this ____ day of _____, 20__.

**BUTLER COUNTY SCHOOL DISTRICT 0502,
A/K/A EAST BUTLER PUBLIC SCHOOLS**

BY: _____
President

ATTEST:

Secretary

EAST BUTLER PUBLIC SCHOOLS
Temporary Early Retirement Incentive Program

NOTICE OF PROGRAM AND ADEA INFORMATION

To: All Eligible Certificated Employees

From: Sam Stecher, Superintendent, East Butler Public School District

Date: _____, 2015

Re: Important information concerning the Temporary Early Retirement Program

(A) **Eligibility Requirements:** The eligibility requirements for participation in the program are set forth in the policy and application form. Copies of the policy and application form are attached to this memo.

(B) **Enrollment Requirements:** All persons who are eligible and wish to apply for participation in the East Butler Public Schools Early Retirement Program must sign the agreement and return it to the Superintendent's Office within forty-five (45) days after application forms for participation in the Plan are made available to eligible employees and within the deadline specified in the TERIP Policy. Once the signed application is returned to the Superintendent's Office, the employee has seven (7) days to revoke the waiver agreement. All persons are advised to consult with an attorney before entering into the TERIP or signing the Application and Agreement.

(C) **ADEA Age Information:** The ADEA requires that information be provided on the ages of those eligible and of those not eligible, by position. Attached is a listing of the ages and job title ("certificated employee") of the employees who are or may be eligible to participate in this early retirement program, and who are not eligible to participate in the Temporary Early Retirement Program.

Number of certificated employees of each age (as of 8-31-16) who meet and do not meet eligibility requirements for the East Butler Public Schools Temporary Early Retirement Program.

Job Title	Age	No. Eligible	No. not Eligible
Certificated Employees.....	22.....	0	0
	23.....	0	0
	24.....	0	0
	25.....	0	0
	26.....	0	0
	27.....	0	0
	28.....	0	0
	29.....	0	1
	30.....	0	1
	31.....	0	1
	32.....	0	0
	33.....	0	2
	34.....	0	3
	35.....	0	0
	36.....	0	1
	37.....	0	2
	38.....	0	1
	39.....	0	0
	40.....	0	0
	41.....	0	0
	42.....	0	1
	43.....	0	0
	44.....	0	1
	45.....	0	0
	46.....	0	0
	47.....	0	0
	48.....	0	0
	49.....	0	0
	50.....	0	2
	51.....	0	0
	52.....	0	1
	53.....	0	1
	54.....	0	0
	55.....	1	1
	56.....	1	0
	57.....	1	0
	58.....	2	0
	59.....	1	0
	60.....	2	0
	61.....	3	0
	62.....	1	0
	63.....	1	0
	64.....	1	0
	65.....	1	0
	66.....	0	0
	67.....	0	0
	68.....	0	0
	69.....	0	0
	70 and above.....	0	0

Board of Education Regular Meeting
January 13, 2016 6:30 PM
East Butler School - Brainard

1. Call Meeting To Order at 6:30

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 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

5. Patron's Comments - None

6. Regular Agenda

6.a. Nominate and Elect President

Motion Passed: 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	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

6.b. Nominate and Elect Vice President

Motion Passed: 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	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

6.c. Nominate and Elect Secretary

Motion Passed: 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	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

6.d. Organization of the 2016 Board of Education

6.d.1. Establish Time and Place of Regular Meetings

Motion Passed: 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.

Jan Bostelman	Yes
Stonie Cooper	Yes
Mark Janak	Yes
Megan Kozisek	Yes

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

6.d.2. Select Paper of Record of Regular Meetings

Motion Passed: Banner Press and Wahoo Newspaper as Paper of Records 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

6.d.3. Select Recording Secretary and Treasurer

Motion Passed: Kim Fuehrer as Recording Secretary and Darlene Kucera as Treasurer passed with a motion by Dan Zysset 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

6.d.4. Select Bank(s) For District Deposits

Motion Passed: First Nebraska Bank of Brainard and Bank of Prague as Banks for district deposits passed with a motion by Kim TePoel and a second by Mark Janak.

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

6.d.5. Appoint Foundation Committee Member - Nate Radenslaben

6.d.6. Appoint Negotiations Committee Members - Stonie Cooper, Megan Kozisek, Nate Radenslaben, & Kim TePoel

6.d.7. Appoint Building & Transportation Committee Members - Jan Bostelman, Mark Janak, Chris Rezac, & Dan Zysset

6.d.8. Appoint Curriculum and Americanism Committee Members - Mark Janak, Nate Radenslaben, Kim TePoel, & Marlene Wade

6.d.9. Appoint Finance Committee Members - Jan Bostelman, Megan Kozisek, Kim TePoel, & Marlene Wade

6.d.10. Appoint Nutrition Committee Members - Nate Radenslaben, Chris Rezac, & Dan Zysset

6.d.11. Appoint Policy Committee Members - Megan Kozisek & Marlene Wade

6.d.12. Select CTF as District Mechanic

Motion Passed: 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	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

6.e. Approve Calendar

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

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

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

Motion Passed: 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	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

6.g. Negotiated Agreement

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

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

6.h. Option Enrollment Capacity

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

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

7. Informational Items included: Calendar Discussion; First Reading of 8000s Policy; NRCSA; & Preschool Expansion.

8. Consent Agenda

8.a. Approval of Minutes

8.b. Treasurer's Report

8.c. Renew Standing Authorizations

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

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

9. Administrative Comments

10. Items for next Meeting - Transgender Policy; Preschool Discussion; Board Retreat; Proposal for Purchase of New Maintenance Vehicle; Teacher's Input at next meeting for Board Retreat; Proposals for Renovation of Locker Rooms, Art Room & Gym Floors; Update on School Nurse; StrivTV Technology; and Farm to School.

11. Adjournment

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

Next Board Meeting will be Wednesday, February 10, 2016 at 6::30 P.M. at the East Butler School Library in Brainard.

Kim Fuehrer, Recording Secretary

BALANCES JANUARY 1-31, 2016 FOR FEBRUARY BOARD MEETING				
		JANUARY	JANUARY	MONTH END
	BEG. BALANCE	RECEIPTS	EXPENDITURES	BALANCE
HOT LUNCH	\$6,020.49	\$32,261.98	\$21,443.53	\$16,838.94
ACTIVITIES				
Academic Decathlon	\$0.00	\$500.00		\$500.00
Ag Projects	\$1,206.35			\$1,206.35
Annual	\$12,967.70	\$3,060.00	\$3,587.76	\$12,439.94
Athletic	\$34,346.03	\$2,712.50	\$3,040.14	\$34,018.39
Box Tops for Educ	\$3,175.79	\$1,415.70	\$500.00	\$4,091.49
Cheerleaders	\$799.18	\$75.10		\$874.28
Class 2016	\$1,562.29			\$1,562.29
Class 2017	\$2,013.70			\$2,013.70
Class 2018	\$1,800.44			\$1,800.44
Class 2019	\$0.00			\$0.00
Close Up	\$11,496.14	\$11,493.95	\$6,542.00	\$16,448.09
Concessions	\$204.68	\$1,017.25	\$686.28	\$535.65
Dance Team	\$373.50			\$373.50
Drama	\$570.23			\$570.23
Drug Free Program	\$395.49			\$395.49
FBLA	\$913.45	\$46.00	\$14.00	\$945.45
FCCLA	\$2,924.89	\$100.00	\$798.00	\$2,226.89
FFA	\$6,235.24		\$490.00	\$5,745.24
FFA GREENHOUSE	\$7,504.62		\$44.78	\$7,459.84
Laptop Initiative	\$9,457.71			\$9,457.71
Letterclub	\$1,989.60			\$1,989.60
Miscellaneous	\$0.00			\$0.00
Music	\$547.69			\$547.69
Nat'l Honor Society	\$1,055.31		\$151.59	\$903.72
Speech	\$236.92		\$44.90	\$192.02
Student Council	\$612.42		\$150.00	\$462.42
Tiger Stripes	\$0.00	\$500.00	\$181.15	\$318.85
WR Spirit Leaders	\$111.27			\$111.27
TOTALS	\$102,500.64	\$20,920.50	\$16,230.60	\$107,190.54
ACTIVITY FUND CERTIFICATE OF DEPOSIT				
DATE PURCHASED/NUMBER	NAME/AMOUNT	RATE	BALANCE	MATURITY
9-3-91 #1013527	FFA Gilt Chain	0.15%	\$1,636.15	3/3/16
	\$800.00			

BILLS FEBRUARY 10, 2016		
Certified Staff	\$208,585.12	Gross Salary
Classified Staff	\$56,140.38	Gross Salary
First Nebraska Bank	\$19,656.12	FICA (District share)
Nebraska School Retirement	\$25,787.26	Retirement(Dist share)
Blue Cross Blue Shield	\$43,075.50	Insurance
SUB TOTAL OF PAYROLL	\$353,244.38	
Advanced Fire & Safety	\$129.81	Inspect range hood
Almquist Maltzahn Galloway & Luth	\$5,500.00	2014-15 school audit
Amazon	\$26.78	P/S supply
BJ's Hardware	\$65.81	Op of plant
Banner Press	\$39.20	Dwight renewal
Becky Dozler	\$55.47	Supply
Boystown	\$2,062.05	Sped education December
Butler County Clinic	\$250.00	Bus Physicals (SB/GP)
Butler County Teammates	\$2,500.00	Program support
Butler Co Welding	\$32.00	Bus parking area caps
Butler Public Power Dist	\$582.75	Dwight electricity
Canon Financial Services	\$849.00	Copiers/printers
Canon Solutions America	\$1,822.60	Contract and overage
Central Ne Rehab	\$2,933.50	SPED services
Chem Tech	\$59.67	Prague pest elimination

Cornhusker Intnat'l Truck	\$4,337.63	Bus 08 repairs (GP)
Crescent Electric Supply	\$542.32	Electrical supply
CTF Service, Inc	\$7,723.42	Fleet repair/maintenance
Culligan of Columbus	\$97.00	Water softener repair
Culligan of Columbus	\$208.00	Reverse osmosis rent/ installation labor
Dale's Food Pride	\$309.46	P/S snacks/FCS grocery
Darlene Kucera	\$70.34	Mileage/Trng meal
David City Ace Hardware	\$35.94	Plumbing supply
David City Public School	\$718.04	Our share insurance (SH)
Doug Ault	\$132.21	Dec-Jan mileage
EB Foundation Scholarship	\$75.00	Memorial (Hennessy/ Kabourek/Simmerman
E S U #7	\$19,524.52	Sped services
E S U #7	\$19.50	Production/Art media
Electronic Engineering	\$1,121.29	Radio in Bus 2017
First National Bank Omaha	\$10.00	Bus 2017 title
First Nebraska Bank	\$36.00	Safety deposit box rent
Frontier Coop Co	\$13,164.45	Gas/Diesel/propane/Fuel therapy
Houghton Mifflin	\$473.27	Kindergarten supply
JW Pepper	\$475.97	High school music
Jenn Nantkes	\$1,115.35	Vision services
Kiddie Kab	\$34.11	SPED vision transport
Kuhlman & Kratochvil	\$395.00	Monthly processing

LRP Publications	\$80.20	Counselor supply	
Madison Nat'l Life Ins	\$638.22	Disability insurance	
Matheson Tri Gas Inc	\$66.65	Welding supply	
McGraw Hill Companies	\$295.02	P/S supply	
Menards Columbus	\$79.88	Maintenance supply	
Musiel Propane Service	\$1,078.98	Prague propane	
Ne Assn of School Boards	\$210.00	Supt-Conf/workshop/meal	
Ne Assn for the Gifted	\$50.00	Conf registration (SB)	
Ne Safety Center at UNK	\$600.00	Level I-SPED employees	
NECO	\$118.80	Monitor Dwight Feb-Apr	
Northeast Ne Telephone	\$73.03	Prague phone	
N R C S A	\$570.00	Spring conf registration	
Nebraska.gov	\$3.00	Driver record request	
Oliva Audio Visual	\$141.10	Computer repair	
Otte Oil & Propane	\$2,538.00	Fuel oil-Prague	
Sack Lumber Co	\$184.58	MPR frame/Compost/	
Sandy Bongers	\$132.61	Mileage/FCS grocery	
School Specialty Inc	\$153.08	Office/Principal supply	
Stanton Music	\$254.44	JH Music	
Supply Works	\$369.80	Compost bin	
TRANE US Inc	\$415.00	Htg system crash/our server down	
TRANE US, Inc	\$490.00	B-1 boiler problems	

Village of Prague	\$336.26	Utilities
Wage Works	\$135.00	Monthly fee/Compliance
Waste Connections of NE	\$736.33	B/D garbage
Windstream Ne Inc	\$1,070.91	2081/2092/2445/Internet
SUB TOTAL OF BILLS	\$78,348.35	
GRAND TOTAL P/R & BILLS	\$431,592.73	xx

**EAST BUTLER PUBLIC SCHOOLS INVESTMENTS
AS OF FEBRUARY 1, 2016 For Bd Mtg February 10, 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	11/15/16	\$165,592.50	0.20%	
1024295	12 month FLEX	7/13/16	<u>\$463,958.11</u>	0.25%	
			\$1,010,757.01		
41-513	Checking		<u>\$2,025,474.70</u>	0.25%	
TOTAL			\$3,036,231.71		

DEPRECIATION RESERVE/VEHICLE REPLACEMENT FUND

602837			\$296,767.52	0.25%
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QUALIFIED CAPITAL IMPROVEMENT PURPOSE UNDERTAKING FUND (QC-PUF)

1507069			\$380,762.61	0.05%
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BUILDING FUND

1041-718	Checking		\$812,175.71	0.05%
1024870	12 mo FLEX	6/10/16	\$221,046.29	0.25%

EMPLOYEE BENEFIT FUND

1505565	Checking		\$3,486.42	0.05%
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STUDENT FEE FUND

1502837	Checking		\$17,340.40	
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PLEDGED 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
TOTAL PLEDGED		\$4,985,000.00	

PAID IN JANUARY 2016					
PRE-APPROVED BILLS (GENERAL FUND)					
John Anstey		\$60.50	11 lunches for	Check # 23792	2015-16/25
Mammel Hall 303E			Academic		
College of Business Administration			Decathlon		
University of Nebraska Omaha					
6708 Pine Street					
Omaha, NE 68182					
Cash at First Nebraska Bank		\$179.18	Reimburse pstg bag	Check # 23793	2015-16/26
Brainard, Ne 68626			Pstg paid out Oct 4		
			to Jan 15, 2016		
Teacher Innovations		\$378.00	Teacher accounts for	Check # 23794	2015-16/27
7736 State Route 34			Planbook		
Yorkville, IL 60560					
Loma Bar		\$288.00	Bd of Educ	Check # 23795	2015-16/28
Dwight, Ne 68635			Christmas meal		
Walmart Community/RFCSELLC		\$49.81	FCS grocery	Check # 23796	2015-16/29
PO Box 530934					
Atlanta GA 30353-0934					
Concerts For Youth		\$13.50	Additional students	Check # 23797	2015-16/30
Omaha Symphony			fees for attending		
1905 Harney St., Suite 400			concert		
Omaha, Ne 68102-2318					
TOTAL		\$968.99			
PRE-APPROVED BILLS (DEPRECIATION RESERVE FUND)					
Heine's Painting & Decorative Concrete					
20665 N. 80th					
Ceresco, NE 68017		\$6,217.50	Paint MPR walls	Check # 1058	
TOTAL		\$6,217.50			

REVENUE REPORT THROUGH 2-1-16			
% of year completed this month .42%			
Category	Amount	Received	
	Budgeted	To Date	
1110 Property Taxes	\$4,984,705.99	\$2,232,876.88	
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	\$81,300.04	
1270 Pre-School Tuition	\$10,000.00	\$5,170.00	
1410 Interest	\$5,000.00	\$2,168.73	
1610 Local License Fees	\$2,500.00	\$2,070.00	
1910 Other Local Receipts	\$500.00		
1991 Receipts from Other Districts			
2110 County Fines/Licenses	\$22,000.00	\$8,665.14	
2210 ESU Receipts	\$5,000.00	\$9,636.90	
3110 State Aid	\$19,379.81	\$9,689.90	
3120 SPED Programs/School Age	\$250,000.00	\$71,484.00	
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	\$2,835.76	
3200 State Apportionment	\$52,000.00	\$58,129.02	
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	\$4,588.74	
5400 Sale of Property	\$0.00		
5690 Other Non Revenue Receipts	\$0.00	\$4,058.31	
TOTAL	\$5,661,835.40	\$2,542,505.13	45.00%

BUDGET CATEGORY SUMMARY					
January, 2016					
% OF YEAR COMPLETED THIS MONTH .42%					
CATEGORY	BUDGETED	JANUARY	YEAR TO DATE	BALANCE	
		EXPENDITURES			
Instruction	\$2,834,740.79	\$218,987.63	\$1,156,066.21	\$1,678,674.58	
SPED (School Age)	\$650,656.38	\$58,347.78	\$317,900.06	\$332,756.32	
Distance Learning	\$3,000.00	\$0.00	\$0.00	\$3,000.00	
Guidance Services	\$102,352.87	\$7,750.95	\$40,133.22	\$62,219.65	
Safety/Security	\$125,283.57	\$0.00	\$0.00	\$125,283.57	
Other Pupil Support	\$22,930.70	\$1,542.13	\$4,919.66	\$18,011.04	
Library	\$93,342.20	\$6,489.70	\$37,071.27	\$56,270.93	
Board of Education	\$57,227.10	\$3,656.92	\$16,971.61	\$40,255.49	
Exec Admin Service	\$171,774.00	\$13,342.83	\$68,081.90	\$103,692.10	
Office of Principal	\$248,082.36	\$19,717.34	\$100,951.73	\$147,130.63	
Business Support	\$267,374.19	\$18,080.61	\$104,289.72	\$163,084.47	
Operation of Plant	\$501,042.71	\$39,860.62	\$129,275.91	\$371,766.80	
Maintenance of Plant	\$157,000.00	\$1,151.99	\$31,821.93	\$125,178.07	
Pupil Transportation	\$271,912.50	\$20,870.21	\$103,042.81	\$168,869.69	
SPED Transportation	\$30,366.43	\$0.00	\$0.00	\$30,366.43	
TITLE I Part A(4200)	\$64,749.61	\$6,162.03	\$30,812.29	\$33,937.32	
High Ability (4301)	\$0.00	\$160.50	\$845.44	(\$845.44)	
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	\$22,500.00	\$362,500.00	(\$2,500.00)	
TOTALS	\$5,961,835.41	\$438,621.24	\$2,505,913.33	\$3,455,922.08	
				42.00%	
				Budget Expended	

**Elementary Principal Report
February Board Meeting**



I. Preschool/Kindergarten Information

- A. Preschool applications for in-district students will be accepted March 28-April 1. Applications for out-of-district students will be accepted April 4-8. They will be available in the office March 1.
- B. Preschool tuition will remain the same for 2016-2017, \$60.00 for in-district and \$70.00 out-of-district.
- C. Any child who will reach the age of five on or before July 31 is eligible to attend kindergarten. Kindergarten registration will take place February 29-March 4.
- D. Kindergarten round-up will take place on March 4 at 2:45 in Brainard and Dwight. There will be a parent meeting and time for teachers to work with incoming students.

II. NeSA Writing

- A. Students in grades 4, 8, and 11 participated in the Nebraska State Assessments (NeSA) in Writing January 26-27.
- B. The assessments are scored using a rubric at the state-level.

III. Cultural Arts Field Trip

- A. Grades 3-6 students attended a cultural arts field trip on January 29 in Omaha. Students and staff attended “Music and Math: The Orchestral Game Show” presented by the Omaha Symphony at the Holland Performing Arts Center.
- B. The group also attended the Joslyn Art Museum and were able to visit the exhibit “Go West! Art of the American Frontier from the Buffalo Bill Center of the West.”

IV. White-Reinhardt Fund for Education Scholarship

- A. Patti Romshek and Kathy Bohac have been selected to receive the White-Reinhardt Fund for Education Scholarship.
- B. The scholarship provides up to \$1,500 per recipient to support participation in the National Agriculture in the Classroom Conference in Litchfield Park, Arizona on June 20-24, 2016.

V. Additional Information:

- A. HTRS AdvancED Visit-I will be serving as associate lead evaluator on an AdvancED visit to Humboldt-Table Rock Steinauer (HTRS) from March 7-9.
- B. Nebraska Association for the Gifted Conference-I will be attending this conference on February 26 in Omaha.

To: East Butler Public Schools Board of Education
From: Michael Eldridge, Secondary Principal
Date: February 10, 2016
Re: Secondary Principal's Report

I. Master Schedule

- a. We had the first meeting of our scheduling committee on January 27th.
 - i. We discussed the possibility of adding more AP level courses.
 - ii. Discussed how we could utilize the Distance learning cart to expand our course offerings.
 - iii. The addition of the Academic Decathlon into Mr. Christensen and Mr. Wood's schedule
 - iv. The structure of Tiger Time for the 16-17 school year.
- b. Once again we want to have a tentative schedule of courses as we start to have students pre-register for classes.

II. Professional Development

- a. We will hold our next Professional Development day on February 17th , 2016
- b. Sue Kennedy from the Teammates Mentoring headquarters will be here to visit with the staff about mentoring opportunities.
- c. We will also continue our work on the Language Arts standards, as we will now begin to develop a comprehensive curriculum that is aligned to those standards.
- d. Our next PD day will be on March 16, 2016.

III. John Baylor ACT Prep

- a. We will begin the next session of the John Baylor Act test prep starting in March. We will run the program for six weeks right to the April ACT test date.
- b. We will open it up to the students that were a part of it last semester, as well as Sophomores, if they are going to be taking the ACT test date in April.

IV. Spring Testing

- a. January 26-27 NeSA Writing (Grades 4, 8, & 11) - **Completed**
- 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)