

# Board of Education Regular Meeting

Monday, December 12, 2022 8:00 PM

Board Room, 1301 Centennial Avenue, Utica, NE 68456-0187

Mark Avery: Present  
Bryce Borchers: Present  
Doug Cast: Present  
Jodi Cast: Present  
Jason Richters: Present  
Doug Tonniges: Absent

1. MEETING CALL TO ORDER	<b>Speaker (s) :</b> Board President
1.1. Reading of Public Meeting Notice	<b>Speaker (s) :</b> Board President
1.1.1. Open Meetings Act	<b>Speaker (s) :</b> Board President
1.2. Roll Call	<b>Speaker (s) :</b> President Richters
1.2.1. Action to Excuse Board Member(s) if Necessary <b>Action(s) :</b> Motion to excuse Doug Tonniges Passed with a motion by Jodi Cast and a second by Doug Cast. <b>Voting Detail:</b> Mark Avery: Yea Bryce Borchers: Yea Doug Cast: Yea Jodi Cast: Yea Jason Richters: Yea Doug Tonniges: Absent <b>Voting Summary:</b> Yea: 5, Nay: 0, Absent: 1	<b>Speaker (s) :</b> President Richters
1.3. Pledge of Allegiance	<b>Speaker (s) :</b> President Richters
1.4. Consent Agenda <b>Action(s) :</b> Motion to approve consent agenda as presented Passed with a motion by Mark Avery and a second by Bryce Borchers. <b>Voting Detail:</b> Mark Avery: Yea Bryce Borchers: Yea Doug Cast: Yea Jodi Cast: Yea Jason Richters: Yea Doug Tonniges: Absent <b>Voting Summary:</b> Yea: 5, Nay: 0, Absent: 1	<b>Speaker (s) :</b> President Richters

1.4.1. Consider Minutes of Previous Meeting and Their Approval	<b>Speaker (s) :</b> Board President
1.4.2. Consider General Fund and Activity Fund Bills and Their Approval	<b>Speaker (s) :</b> Board President
1.4.3. Consider Activity Accounts and Treasurer's Report	<b>Speaker (s) :</b> Board President
1.5. Public Forum	<b>Speaker (s) :</b> Board President
1.5.1. Public forum: This is an opportunity for members of the public to speak to items on the agenda or items of concern to the public. If you are not part of the presentation of an agenda item, you need to speak now. Thank you for your participation.	<b>Speaker (s) :</b> Board President
<b>2. ACTION ITEMS</b>	<b>Speaker (s) :</b> Board President
2.1. DISCUSS, CONSIDER, AND TAKE ACTION TO ACCEPT THE 2021-2022 AUDIT REPORT <b>Action(s) :</b> Motion to accept the 2021-2022 Audit report as presented Passed with a motion by Mark Avery and a second by Bryce Borchers. <b>Voting Detail:</b> Mark Avery: Yea Bryce Borchers: Yea Doug Cast: Yea Jodi Cast: Yea Jason Richters: Yea Doug Tonniges: Absent  <b>Voting Summary:</b> Yea: 5, Nay: 0, Absent: 1	<b>Speaker (s) :</b> AMGL
2.2. DISCUSS, CONSIDER, TAKE ACTION ON 2023-2024 NEGOTIATED AGREEMENT <b>Action(s) :</b> Motion to approve the 2023-2024 negotiated agreement as presented Passed with a motion by Doug Cast and a second by Mark Avery. <b>Voting Detail:</b> Mark Avery: Yea Bryce Borchers: Yea Doug Cast: Yea Jodi Cast: Yea Jason Richters: Yea Doug Tonniges: Absent  <b>Voting Summary:</b> Yea: 5, Nay: 0, Absent: 1	<b>Speaker (s) :</b> SUPT. FORD
2.3. DISCUSS, CONSIDER, TAKE ACTION ON APPROVING ADMINISTRATOR EVALUATION INSTRUMENT <b>Action(s) :</b> Motion to approve the administrator evaluation instrument as presented Passed with a motion by	<b>Speaker (s) :</b> SUPT. FORD

Bryce Borchers and a second by Jodi Cast.

**Voting Detail:**

Mark Avery: Yea  
Bryce Borchers: Yea  
Doug Cast: Yea  
Jodi Cast: Yea  
Jason Richters: Yea  
Doug Tonniges: Absent

**Voting Summary:** Yea: 5, Nay: 0, Absent: 1

2.4. DISCUSS, CONSIDER, AND TAKE ACTION TO ACCEPT RESIGNATIONS

**Speaker(s):** SUPT. FORD

**Action(s):**

Motion to accept the resignation of Ann Endres effective at the end of 2022-2023 school year with regret and best wishes Passed with a motion by Jason Richters and a second by Doug Cast.

**Voting Detail:**

Mark Avery: Yea  
Bryce Borchers: Yea  
Doug Cast: Yea  
Jodi Cast: Yea  
Jason Richters: Yea  
Doug Tonniges: Absent

**Voting Summary:** Yea: 5, Nay: 0, Absent: 1

2.5. DISCUSS, CONSIDER, AND TAKE ACTION TO APPROVE LINE OF CREDIT AT FIRST BANK OF UTICA

**Speaker(s):** SUPT. FORD

**Action(s):**

Motion to approve a line of credit at the First Bank of Utica for \$500,000 lasting until May 31st, 2023 as presented Passed with a motion by Doug Cast and a second by Bryce Borchers.

**Voting Detail:**

Mark Avery: Yea  
Bryce Borchers: Yea  
Doug Cast: Yea  
Jodi Cast: Yea  
Jason Richters: Yea  
Doug Tonniges: Absent

**Voting Summary:** Yea: 5, Nay: 0, Absent: 1

2.6. DISCUSS, CONSIDER, TAKE ACTION ON GYM LIGHTING BID

**Action(s):**

Motion to approve the gym lighting bid from Voss Lighting for the east and west gyms as presented Passed with a motion by Mark Avery and a second

by Jodi Cast.

**Voting Detail:**

Mark Avery: Yea  
Bryce  
Borchers: Yea  
Doug Cast: Yea  
Jodi Cast: Yea  
Jason  
Richters: Yea  
Doug Tonniges: Absent

**Voting Summary:** Yea: 5, Nay: 0, Absent: 1

2.7. DISCUSS, CONSIDER, TAKE ACTION ON ACCESS CONTROL BID

**Speaker (s):** SUPT. FORD

**Action(s):**

Motion to approve the bid with central door controls from Prime Control with the exclusion of controls for door #22 Passed with a motion by Doug Cast and a second by Jodi Cast.

**Voting Detail:**

Mark Avery: Yea  
Bryce  
Borchers: Yea  
Doug Cast: Yea  
Jodi Cast: Yea  
Jason  
Richters: Yea  
Doug Tonniges: Absent

**Voting Summary:** Yea: 5, Nay: 0, Absent: 1

2.8. DISCUSS, CONSIDER, AND TAKE ACTION TO ACCEPT THE SUPERINTENDENT EVALUATION

**Speaker (s):** CHR. RICHTERS

**Action(s):**

Motion to accept the Superintendent Evaluation as presented Passed with a motion by Doug Cast and a second by Mark Avery.

**Voting Detail:**

Mark Avery: Yea  
Bryce  
Borchers: Yea  
Doug Cast: Yea  
Jodi Cast: Yea  
Jason  
Richters: Yea  
Doug Tonniges: Absent

**Voting Summary:** Yea: 5, Nay: 0, Absent: 1

3. DISCUSSION ITEMS

**Speaker (s):** Board President

3.1. MULTICULTURAL EDUCATION REPORT

**Speaker (s):** ADMINISTRATORS

3.2. ACADEMIC ASSESSMENT RESULTS

**Speaker (s):** ADMINISTRATORS

3.3. BOARD MEMBER REPORTS - NASB CONVENTION

**Speaker (s):** BOE

3.4. SIXPENCE REPORT

**Speaker (s) :** DIRECTOR  
STOLL

3.5. BUDGET UPDATE

3.6. SUPERINTENDENT CONTRACT DISCUSSION

**Speaker (s) :** SUPT.  
FORD

4. **ADJOURN**

**Action (s) :**

Motion to adjourn Passed with a motion by Jodi  
Cast and a second by Doug Cast.

**Voting Detail:**

Mark Avery: Yea

Bryce Borchers: Yea

Doug Cast: Yea

Jodi Cast: Yea

Jason Richters: Yea

Doug Tonniges: Absent

**Voting Summary:** Yea: 5, Nay: 0, Absent: 1

**Speaker (s) :** Board  
President

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Board Secretary

# CENTENNIAL PUBLIC SCHOOL

1301 Centennial Avenue  
P.O. Box 187  
Utica, NE 68456-0187  
402-534-2321  
FAX 402-534-2291

Seth Ford  
Superintendent  
402-534-2291

Colin Bargaen  
H.S. Principal

Jenny Wagner  
Asst. Prin./A.D.

Brad Luce  
Elem. Principal

Cara Stoll  
Special Services

Zach Waller  
Counselor

Rochelle Geiger  
Elem. Counselor

## CENTENNIAL BOARD OF EDUCATION REGULAR MEETING November 14, 2022

Notice of meeting was published in York News Times on October 27, 2022.

Meeting was called to order at 8:00 p.m. with five board members present. Doug Tonniges was absent. Administrators present were Mr. Ford, Mr. Bargaen, Mr. Luce, Mrs. Stoll and Mrs. Wagner. Guests were Ms. Podliska, Riley Ziegler, Luke Dey, Libbie Kubicek, Cora Hoffschneider, Josie Turnbull, Mike Pankoke, Jerry Garcia, Derek Tomes.

Motion made by D. Cast, seconded by J. Cast, to excuse Doug Tonniges, Members polled: Avery, for; Borchers, for; D. Cast, for; J. Cast, for; Richters, for; Tonniges, absent. Motion carried 5-0-1

Motion made by Avery, seconded by D. Cast, to approve the consent agenda. Members polled: Avery, for; Borchers, for; D. Cast, for; J. Cast, for; Richters, for; Tonniges, absent. Motion carried 5-0-1.

Motion made by D. Cast, seconded by Borchers, to approve the out of state staff development applications as presented. Members polled: Avery, for; Borchers, for; D. Cast, for; J. Cast, for; Richters, for; Tonniges, absent. Motion carried 5-0-1

Heard from Ms. Podliska, Luke Dey, Libbie Kubicek, Cora Hoffschneider and Josie Turnbull on FFA National Convention.

Heard updates on Budget, Wellness Report, Preschool, Foundation, Superintendent Evaluation, Staff Recognition, Facilities Planning and NASB Convention Planning.

Motion made by D. Cast, seconded by Avery, to adjourn the meeting. Members polled: Avery, for; Borchers, for; D. Cast, for; J. Cast, for; Richters, for; Tonniges, absent. Motion carried 5-0-1

Bryce Borchers, Secretary  
Centennial Board of Education

BB:mr

# Register Report - Last month

11/1/2022 through 11/30/2022

12/2/2022

Page 1

Date	Account	Num	Description	Memo	Category	Tag	Tax ...	Clr	Amount
<b>BALANCE 10/31/2022</b>									<b>62,822.65</b>
11/4/2022	Elementary	884511	Kristi Scheele	Backpack dona...[BACKPACK]	donation				R20.00
11/10/2022	Elementary	6976	Lincoln Stars Hockey	Tickets for the ... [Fundraiser]	PBIS fund				R-1,110.00
11/15/2022	Elementary	884512	Mrs. Rodine's Class	Book Order [Books]	Scholastic				R28.00
11/15/2022	Elementary	6977	Scholastic Book Club	Book Order [Books]	Scholastic				R-28.00
11/29/2022	Elementary	6978	**VOID**Centennial Lunch...	food & supplies [General]	Preschool A...				R0.00
11/29/2022	Elementary	6979	4 Seasons Fund Raising	Invoice Payabl... [Fundraiser]	Pie Fundraiser				-17,878.00
11/29/2022	Elementary	6980	Food Bank Of Lincoln	2023-1st Seme...[BACKPACK]	Backpack Pr...				-3,748.50
<b>11/1/2022 - 11/30/2022</b>									<b>-22,716.50</b>
<b>BALANCE 11/30/2022</b>									<b>40,106.15</b>
<b>TOTAL INFLOWS</b>									<b>48.00</b>
<b>TOTAL OUTFLOWS</b>									<b>-22,764.50</b>
<b>NET TOTAL</b>									<b>-22,716.50</b>

Activity Fund Balance Report - Detail - Exclude Encumbrances

11/2022 - 11/2022

Regular; Beginning Month 11/2022; Processing Month 11/2022; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITIES FUND

Chart of Account Number			Chart of Account Description			Entity Name	Expenses	Revenues	Balance Change	Balance
Entry Date	JR	Reference #	Check Acct	Check #	Description					
<b>05 704 0003</b>			<b>ATHLETICS FUND BALANCE</b>			<b>*Previous Balance</b>				<b>(23,533.91)</b>
05 704 0003			ATHLETICS FUND BALANCE							
05 1710 0003			ATHLETICS ADMISSIONS							
11/17/2022	CR	17144			Gate JH GBB 11/14	Wagner, Jenny	0.00	686.00		
11/30/2022	CR	17153			Gate JH GBB 11/17	Wagner, Jenny	0.00	313.00		
05 1790 0003			ATHLETICS							
11/30/2022	CR	17168			JH VB Invite Entry Fees	Wagner, Jenny	0.00	240.00		
11/30/2022	CR	17169			HS VB Invite Entry Fees	Wagner, Jenny	0.00	510.00		
05 2900 352 000 0 000 0003			ATHLETICS OFFICIALS/JUDGES							
11/14/2022	CD	20221114	5	44092	JH GBB official 11/14	Carlson, Mitch	100.00	0.00		
11/14/2022	CD	20221114-0001	5	44093	JHWR official 11/14	DAVIS, DEAN J	150.00	0.00		
11/14/2022	CD	20221114	5	44094	JHWR official 11/14	DELONG, SCOTT	150.00	0.00		
11/15/2022	CD	20221115	5	44098	JH GBB official 11/17	Keeney, Taylor	100.00	0.00		
11/15/2022	CD	20221115	5	44099	JH GBB official 11/17	Keeney, Triston	100.00	0.00		
11/22/2022	CD	20221122	5	44108	BB Jamboree Official 11/22	Derowitsch, Luke	140.00	0.00		
11/22/2022	CD	20221122	5	44109	BB Jamboree Official 11/22	Hammond, Neil	140.00	0.00		
11/22/2022	CD	20221122	5	44110	BB Jamboree Official 11/22	Holle, Mike	140.00	0.00		
05 2900 610 000 0 000 0003			ATHLETICS SUPPLIES							
11/02/2022	CD	20221102	5	44060	Athletic supplies FB,BA	BSN SPORTS LLC	5,747.11	0.00		
11/11/2022	CD	58FA1648-0002	5	44069	Digital Content - athletic	Gipper Media, Inc.	625.00	0.00		
11/11/2022	CD	20221111	5	44073	supplies for Hospitality Room	CENTENNIAL MARKET	93.49	0.00		
11/11/2022	CD	A2AJE4QK2F44 BR	5	44075	3 Ring Binders for GBB	AMAZON CAPITAL SERVICES	59.68	0.00		
11/15/2022	CD	20221115-0001	5	44097	Hospitality Room Supplies	Capital One	161.57	0.00		
11/15/2022	CD	20221115	5	44103	Volleyball & Shoulder Pads	Lou's Sporting Goods	476.05	0.00		
05 2900 810 000 0 000 0003			ATHLETICS DUES AND FEES							
11/02/2022	CD	20221102	5	44061	XC Entry fee	Centennial General Fund	120.00	0.00		
11/11/2022	CD	20221111	5	44068	Unified Bowling	Shelby-Rising City Activities	25.00	0.00		
11/11/2022	CD	20221111	5	44065	JH WR Tourney	Crete High School	75.00	0.00		
11/15/2022	CD	20221115	5	44101	JH WR Entry	Friend High School	100.00	0.00		
05 2900 890 000 0 000 0003			ATHLETICS MISC EXPENSE							
11/14/2022	CD	20221114	5	44080	Fall Activity Help	Hirschfeld, Aaron	100.00	0.00		
11/14/2022	CD	20221114	5	44081	Fall Activity Help	Gierhan, Brooklyn	100.00	0.00		
11/14/2022	CD	20221114	5	44082	Fall activity help	Ehlers, Chad	100.00	0.00		
11/14/2022	CD	20221114	5	44083	Fall Sports Help	DAVIS, DEAN J	460.00	0.00		
11/14/2022	CD	20221114	5	44084	Fall Activity Help	TARR, JACK	150.00	0.00		
11/14/2022	CD	20221114	5	44085	Fall Activity Help	Erks, Carol	20.00	0.00		
11/14/2022	CD	20221114	5	44086	Fall Activity Help	Richters, Hayden	135.00	0.00		
11/14/2022	CD	20221114	5	44087	Fall Activity Help	RICHTERS, JASON SCOTT	270.00	0.00		
11/14/2022	CD	20221114	5	44088	Fall Activity Help	Gumaer, Jeremy	100.00	0.00		
11/14/2022	CD	20221114	5	44089	Fall Activity Help	Stuhr, Mitch	100.00	0.00		
11/14/2022	CD	223443	5	44090	Button Supplies	American Button Machines	142.34	0.00		
11/14/2022	CD *	223443	5	44090	Reversal: Button Supplies	American Button Machines	(142.34)	0.00		

Activity Fund Balance Report - Detail - Exclude Encumbrances

11/2022 - 11/2022

Regular; Beginning Month 11/2022; Processing Month 11/2022; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITIES FUND

Chart of Account Number		Chart of Account Description					Entity Name	Expenses	Revenues	Balance Change	Balance
Entry Date	JR	Reference #	Check Acct	Check #	Description						
11/15/2022	CD	20221115	5	44105	NBCA 2022-23 membership	Nebraska Basketball Coaches Association	85.00	0.00			
11/30/2022	CD	20221202	5	44114	State XC Meals	Centennial General Fund	119.39	0.00			
<b>05 704 0003</b>					<b>ATHLETICS FUND BALANCE</b>	<b>*Current Activity</b>				<b>(8,493.29)</b>	
						<b>*Ending Balance:</b>	<b>10,242.29</b>	<b>1,749.00</b>	<b>0.00</b>	<b>(32,027.20)</b>	
<b>05 704 0050</b>					<b>CONCESSIONS FUND BALANCE</b>	<b>*Previous Balance</b>				<b>27,139.13</b>	
05 704 0050					CONCESSIONS FUND BALANCE						
05 1790 0050					CONCESSIONS						
11/17/2022	CR	17143			Conc JH GBB 11/14	Klanecky, Nikki	0.00	958.50			
11/30/2022	CR	17152			Conc. JH GBB 11/17	Klanecky, Nikki	0.00	493.05			
11/30/2022	CR	17154			Conc. BB Jamboree 11/22	Klanecky, Nikki	0.00	917.35			
11/30/2022	CR	17156			Popcorn - Cornerstone Bank Ck	Klanecky, Nikki	0.00	91.50			
05 2900 610 000 0 000 0050					CONCESSIONS						
11/02/2022	CD	PPINVNE19156	5	44063	Popcorn for Concessions	Preferred Popcorn LLC Bulk	510.00	0.00			
11/11/2022	CD	20221111	5	44066	supplies	Sam's Club/Synchrony Bank	47.58	0.00			
11/11/2022	CD	20221111	5	44073	supplies for concessions	CENTENNIAL MARKET	98.28	0.00			
11/11/2022	CD	20221111	5	44074	Pop for Concessions Inside	Chesterman Company	1,151.66	0.00			
<b>05 704 0050</b>					<b>CONCESSIONS FUND BALANCE</b>	<b>*Current Activity</b>				<b>652.88</b>	
						<b>*Ending Balance:</b>	<b>1,807.52</b>	<b>2,460.40</b>	<b>0.00</b>	<b>27,792.01</b>	
<b>05 704 0051</b>					<b>CONCESSIONS MANAGER FUND BALANCE</b>	<b>*Previous Balance</b>				<b>0.00</b>	
						<b>*Ending Balance:</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	
<b>05 704 0052</b>					<b>BRONCO STORE FUND BALANCE</b>	<b>*Previous Balance</b>				<b>3,781.89</b>	
05 704 0052					BRONCO STORE FUND BALANCE						
05 2900 610 000 0 000 0052					BRONCO STORE						
11/30/2022	CD	20221205	5	4115	US Bank Credit Card	Centennial General Fund	697.05	0.00			
11/30/2022	CD	20221202-0001	5	44115	US Bank Credit Card	Centennial General Fund	647.05	0.00			
11/30/2022	CD	20221202-0001	5	44115	US Bank Credit Card	Centennial General Fund	(647.05)	0.00			
					Void Check						
<b>05 704 0052</b>					<b>BRONCO STORE FUND BALANCE</b>	<b>*Current Activity</b>				<b>(697.05)</b>	
						<b>*Ending Balance:</b>	<b>697.05</b>	<b>0.00</b>	<b>0.00</b>	<b>3,084.84</b>	
<b>05 704 0054</b>					<b>BRONCO CLOSET FUND BALANCE</b>	<b>*Previous Balance</b>				<b>1,162.17</b>	
						<b>*Ending Balance:</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1,162.17</b>	
<b>05 704 0055</b>					<b>BRONCO COFFEE &amp; CREATIONS FUND BALANCE</b>	<b>*Previous Balance</b>				<b>45.38</b>	
						<b>*Ending Balance:</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>45.38</b>	
<b>05 704 0056</b>					<b>SUMMER CAMPS FUND BALANCE</b>	<b>*Previous Balance</b>				<b>1,682.00</b>	
						<b>*Ending Balance:</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1,682.00</b>	
<b>05 704 0057</b>					<b>PBIS FUND BALANCE</b>	<b>*Previous Balance</b>				<b>(131.39)</b>	

Activity Fund Balance Report - Detail - Exclude Encumbrances

11/2022 - 11/2022

Regular; Beginning Month 11/2022; Processing Month 11/2022; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITIES FUND

Chart of Account Number			Chart of Account Description			Entity Name	Expenses	Revenues	Balance Change	Balance
Entry Date	JR	Reference #	Check Acct	Check #	Description					
						<b>*Ending Balance:</b>	0.00	0.00	0.00	(131.39)
<b>05 704 0103</b>				<b>DISTRICT EVENTS FUND BALANCE</b>		<b>*Previous Balance</b>				16,666.93
05 704 0103				DISTRICT EVENTS FUND BALANCE						
05 1710 0103				DISTRICT EVENTS ADMISSIONS						
11/30/2022	CR	17155			Gate BB Jamboree 11/22	Wagner, Jenny	0.00	983.00		
05 1750 0103				DISTRICT EVENTS POP MACHINE						
11/30/2022	CR	17164			Coca-Cola	Wagner, Jenny	0.00	89.26		
05 1790 0103				DISTRICT EVENTS						
11/30/2022	CR	17166			VB Subs Mileage	Wagner, Jenny	0.00	126.56		
05 2900 352 000 0 000 0103				DISTRICT EVENTS OFFICIALS/JUDGES						
11/14/2022	CD	20221114	5	44091	JHGBB official 11/14	Gerlach, Brenden	100.00	0.00		
11/30/2022	CD	20221202	5	44111	District One Act Judge	Kolterman, Clark	177.00	0.00		
11/30/2022	CD	20221202	5	44112	District One Act Judge	Hinz, Laurie	182.00	0.00		
11/30/2022	CD	20221202	5	44113	District One Act Judge	Erhart, Jenni	188.00	0.00		
<b>05 704 0103</b>				<b>DISTRICT EVENTS FUND BALANCE</b>		<b>*Current Activity</b>				551.82
						<b>*Ending Balance:</b>	647.00	1,198.82	0.00	17,218.75
<b>05 704 0104</b>				<b>BOYS BASKETBALL FUND BALANCE</b>		<b>*Previous Balance</b>				2,768.85
05 704 0104				BOYS BASKETBALL FUND BALANCE						
05 1790 0104				BOYS BASKETBALL						
11/18/2022	CR	17150			Basketball Camp	Scholl, Cam	0.00	1,125.00		
11/30/2022	CR	17167			BSN Check	Scholl, Cam	0.00	185.00		
11/30/2022	CR	17174			travel gear	Scholl, Cam	0.00	750.00		
05 1920 0104				BOYS BASKETBALL DONATIONS						
11/30/2022	CR	17161			Memorial money	Scholl, Cam	0.00	500.00		
05 2900 610 000 0 000 0104				BOYS BASKETBALL						
11/10/2022	CD	S 240202	5	44064	Camp shirts	Heath Sports & Tees	626.34	0.00		
11/15/2022	CD	919103764	5	44104	BBB Travel Gear	BSN SPORTS LLC	3,931.83	0.00		
<b>05 704 0104</b>				<b>BOYS BASKETBALL FUND BALANCE</b>		<b>*Current Activity</b>				(1,998.17)
						<b>*Ending Balance:</b>	4,558.17	2,560.00	0.00	770.68
<b>05 704 0105</b>				<b>CROSS COUNTRY FUND BALANCE</b>		<b>*Previous Balance</b>				318.03
						<b>*Ending Balance:</b>	0.00	0.00	0.00	318.03
<b>05 704 0106</b>				<b>FOOTBALL FUND BALANCE</b>		<b>*Previous Balance</b>				4,754.97
						<b>*Ending Balance:</b>	0.00	0.00	0.00	4,754.97
<b>05 704 0107</b>				<b>GIRLS BASKETBALL FUND BALANCE</b>		<b>*Previous Balance</b>				716.87
05 704 0107				GIRLS BASKETBALL FUND BALANCE						
05 1790 0107				GIRLS BASKETBALL						
11/30/2022	CR	17167			BSN Check	Scholl, Cam	0.00	185.00		
11/30/2022	CR	17173			youth camp	Polk, Jake	0.00	495.00		

Activity Fund Balance Report - Detail - Exclude Encumbrances

11/2022 - 11/2022

Regular; Beginning Month 11/2022; Processing Month 11/2022; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITIES FUND

Chart of Account Number		Chart of Account Description		Entity Name	Expenses	Revenues	Balance Change	Balance
Entry Date	JR	Reference #	Check Acct	Check #	Description			
05 704 0107					GIRLS BASKETBALL FUND BALANCE			680.00
					*Current Activity			680.00
					*Ending Balance:	0.00	680.00	1,396.87
05 704 0108					GOLF FUND BALANCE			51.76
					*Previous Balance			51.76
					*Ending Balance:	0.00	0.00	51.76
05 704 0109					SOFTBALL FUND BALANCE			751.74
					*Previous Balance			751.74
					*Ending Balance:	0.00	0.00	751.74
05 704 0115					TRACK FUND BALANCE			631.31
					*Previous Balance			631.31
					*Ending Balance:	0.00	0.00	631.31
05 704 0116					VOLLEYBALL FUND BALANCE			3,262.82
					*Previous Balance			3,262.82
					*Ending Balance:	0.00	0.00	3,262.82
05 704 0117					WRESTLING FUND BALANCE			1,823.73
					*Previous Balance			1,823.73
					*Ending Balance:	0.00	0.00	1,823.73
05 704 0204					JH BOYS BASKETBALL FUND BALANCE			18.00
					*Previous Balance			18.00
					*Ending Balance:	0.00	0.00	18.00
05 704 0207					JH GIRLS BASKETBALL FUND BALANCE			1,588.82
					*Previous Balance			1,588.82
					*Ending Balance:	0.00	0.00	1,588.82
05 704 0215					JH TRACK FUND BALANCE			135.30
					*Previous Balance			135.30
					*Ending Balance:	0.00	0.00	135.30
05 704 0301					ART FUND BALANCE			19.59
					*Previous Balance			19.59
					*Ending Balance:	0.00	0.00	19.59
05 704 0302					BAND TRIP FUND BALANCE			8,649.05
					*Previous Balance			8,649.05
					*Ending Balance:	0.00	0.00	8,649.05
05 704 0303					DANCE/CHEER FUND BALANCE			1,895.13
05 704 0303					DANCE/CHEER FUND BALANCE			
05 1790 0303					DANCE/CHEER			
11/30/2022	CR	17171			cookie dough	Stelling, Colette	0.00	572.00
05 2900 610 000 0 000 0303					DANCE/CHEER SUPPLIES			
11/02/2022	CD	20221102	5	44061	hip hop gear/pompoms/WalMart Receipt	Centennial General Fund	1,404.36	0.00
05 704 0303					DANCE/CHEER FUND BALANCE			(832.36)
					*Current Activity			(832.36)
					*Ending Balance:	1,404.36	572.00	1,062.77
05 704 0305					FBLA FUND BALANCE			4,019.51
					*Previous Balance			4,019.51
05 704 0305					FBLA FUND BALANCE			

**Activity Fund Balance Report - Detail - Exclude Encumbrances**

11/2022 - 11/2022

Regular; Beginning Month 11/2022; Processing Month 11/2022; Accounts to Include Accounts with Activity; Fund Number 05

**Fund: 05 ACTIVITIES FUND**

<u>Chart of Account Number</u>			<u>Chart of Account Description</u>			<u>Entity Name</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
<u>Entry Date</u>	<u>JR</u>	<u>Reference #</u>	<u>Check Acct</u>	<u>Check #</u>	<u>Description</u>					
05 1790 0305					FBLA					
11/30/2022	CR	17170			Conc. Tip \$	Barjenbruch, Craig	0.00	9.00		
<b>05 704 0305</b>					<b>FBLA FUND BALANCE</b>	<b>*Current Activity</b>			9.00	
						<b>*Ending Balance:</b>	0.00	9.00	0.00	4,028.51
<b>05 704 0306</b>					<b>FCCLA FUND BALANCE</b>	<b>*Previous Balance</b>				1,872.31
05 704 0306					FCCLA FUND BALANCE					
05 1790 0306					FCCLA					
11/18/2022	CR	17146			DR - NE & Nat'l Chapter Advisor Dues	Rhodes, Marge	0.00	138.00		
05 2900 810 000 0 000 0306					FCCLA DUES AND FEES					
11/02/2022	CD	131974 & 131972	5	44062	NE & Nat'l Chapter Advisor Dues	FAMILY, CAREER AND COMMUNITY LEADERS OF AMERICA	13.00	0.00		
11/02/2022	CD	131974 & 131972	5	44062	Nat'l Student Membership Dues	FAMILY, CAREER AND COMMUNITY LEADERS OF AMERICA	221.00	0.00		
<b>05 704 0306</b>					<b>FCCLA FUND BALANCE</b>	<b>*Current Activity</b>			(96.00)	
						<b>*Ending Balance:</b>	234.00	138.00	0.00	1,776.31
<b>05 704 0307</b>					<b>FFA FUND BALANCE</b>	<b>*Previous Balance</b>				17,033.37
05 704 0307					FFA FUND BALANCE					
05 1790 0307					FFA					
11/17/2022	CR	17145			Farm Safety Day donations	Podliska, Holly	0.00	4,234.00		
11/18/2022	CR	17148			Fall Harvest Auction & Donations	Podliska, Holly	0.00	1,070.00		
11/30/2022	CR	17165			McCool check Nat'l FFA	Podliska, Holly	0.00	1,191.83		
11/30/2022	CR	17172			Fall Harvest Auction	Podliska, Holly	0.00	10,175.00		
05 1920 0307					FFA DONATIONS					
11/18/2022	CR	17149			Fall Harvest Free Will Donation	Podliska, Holly	0.00	740.00		
05 2900 610 000 0 000 0307					FFA					
11/15/2022	CD	20221115	5	44102	Cinnamon Rolls & Frosting	Centennial Lunch Fund	50.53	0.00		
11/15/2022	CD	20221115	5	44100	Walmart receipt reimbursement	PODLISKA, HOLLY ANNE	155.64	0.00		
11/17/2022	CD	20221117	5	44107	1 roll postcard stamps for FFA	POSTMASTER	44.00	0.00		
05 2900 810 000 0 000 0307					FFA DUES AND FEES					
11/15/2022	CD	690067Dues	5	44106	State/National Dues	Nebraska FFA Association	630.00	0.00		
05 2900 890 000 0 000 0307					FFA MISC EXPENSE					
11/02/2022	CD	20221102	5	44061	Parking at Nat'l FFA Conv.	Centennial General Fund	90.00	0.00		
11/14/2022	CD	20221114-0001	5	44095	Fall Harvest Dinner - Hunter's Tip	PODLISKA, HOLLY ANNE	40.00	0.00		
11/14/2022	CD	20221114	5	44078	Fall Harvest Dinner	PODLISKA, HOLLY ANNE	1,315.62	0.00		
11/30/2022	CD	20221202	5	44114	Nat'l FFA Conv Food/Fuel/activities	Centennial General Fund	1,684.59	0.00		
<b>05 704 0307</b>					<b>FFA FUND BALANCE</b>	<b>*Current Activity</b>				13,400.45
						<b>*Ending Balance:</b>	4,010.38	17,410.83	0.00	30,433.82
<b>05 704 0308</b>					<b>MUSICAL FUND BALANCE</b>	<b>*Previous Balance</b>				6,932.36
						<b>*Ending Balance:</b>	0.00	0.00	0.00	6,932.36

Activity Fund Balance Report - Detail - Exclude Encumbrances

11/2022 - 11/2022

Regular; Beginning Month 11/2022; Processing Month 11/2022; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITIES FUND

<u>Chart of Account Number</u>				<u>Chart of Account Description</u>			<u>Entity Name</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
<u>Entry Date</u>	<u>JR</u>	<u>Reference #</u>	<u>Check Acct</u>	<u>Check #</u>	<u>Description</u>						
05 704 0309					NHS FUND BALANCE	*Previous Balance				40.10	
						*Ending Balance:	0.00	0.00	0.00	40.10	
05 704 0311					ONE ACT FUND BALANCE	*Previous Balance				879.17	
05 704 0311					ONE ACT FUND BALANCE						
05 1790 0311					ONE ACT						
11/18/2022	CR	17146			DR - K-Dub One Act Competition	Rhodes, Marge	0.00	150.00			
05 704 0311					ONE ACT FUND BALANCE	*Current Activity				150.00	
						*Ending Balance:	0.00	150.00	0.00	1,029.17	
05 704 0312					QUIZ BOWL FUND BALANCE	*Previous Balance				629.77	
05 704 0312					QUIZ BOWL FUND BALANCE						
05 1790 0312					QUIZ BOWL						
11/18/2022	CR	17146			DR - Quiz Bowl Meets	Rhodes, Marge	0.00	200.00			
05 704 0312					QUIZ BOWL FUND BALANCE	*Current Activity				200.00	
						*Ending Balance:	0.00	200.00	0.00	829.77	
05 704 0313					SHOW CHOIR FUND BALANCE	*Previous Balance				(1,965.97)	
05 704 0313					SHOW CHOIR FUND BALANCE						
05 1790 0313					SHOW CHOIR						
11/18/2022	CR	17146			DR - Workshop	Rhodes, Marge	0.00	200.00			
05 704 0313					SHOW CHOIR FUND BALANCE	*Current Activity				200.00	
						*Ending Balance:	0.00	200.00	0.00	(1,765.97)	
05 704 0314					SPEECH FUND BALANCE	*Previous Balance				552.58	
						*Ending Balance:	0.00	0.00	0.00	552.58	
05 704 0315					STUDENT COUNCIL FUND BALANCE	*Previous Balance				2,340.66	
05 704 0315					STUDENT COUNCIL FUND BALANCE						
05 1750 0315					STUDENT COUNCIL POP MACHINE						
11/30/2022	CR	17164			Coca-Cola	Wagner, Jenny	0.00	57.25			
05 2900 610 000 0 000 0315					STUDENT COUNCIL						
11/11/2022	CD	20221111	5	44076	Vet's Day cookies	Richters, Cristy	87.00	0.00			
11/11/2022	CD	20221111	5	44070	Vet's Day Supplies	PETERSEN, EMILY MARIE	14.97	0.00			
05 704 0315					STUDENT COUNCIL FUND BALANCE	*Current Activity				(44.72)	
						*Ending Balance:	101.97	57.25	0.00	2,295.94	
05 704 0316					UNIFIED ACTIVITIES FUND BALANCE	*Previous Balance				155.90	
						*Ending Balance:	0.00	0.00	0.00	155.90	
05 704 0317					ISTRUMENTAL MUSIC	*Previous Balance				(3,695.34)	
05 704 0317					ISTRUMENTAL MUSIC						
05 1790 0317					ISTRUMENTAL MUSIC						

Activity Fund Balance Report - Detail - Exclude Encumbrances

11/2022 - 11/2022

Regular; Beginning Month 11/2022; Processing Month 11/2022; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITIES FUND

Chart of Account Number			Chart of Account Description			Entity Name	Expenses	Revenues	Balance Change	Balance
Entry Date	JR	Reference #	Check Acct	Check #	Description					
11/18/2022	CR	17147			instrument supplies	Ronne, Justin	0.00	423.86		
05 2900 610 000 0 000		0317			INSTRUMENTAL MUSIC					
11/11/2022	CD	FC5711/FC5292	5	44067	Band supplies	DIETZE MUSIC	321.65	0.00		
<b>05 704 0317</b>					<b>ISTRUMENTAL MUSIC</b>	<b>*Current Activity</b>				102.21
						<b>*Ending Balance:</b>	321.65	423.86	0.00	(3,593.13)
<b>05 704 0318</b>					<b>VOCAL MUSIC FUND BALANCE</b>	<b>*Previous Balance</b>				(2,519.94)
						<b>*Ending Balance:</b>	0.00	0.00	0.00	(2,519.94)
05 704 0319					MIDDLE SCHOOL QUIZ BOWL FUND BALANCE					
05 1790 0319					MIDDLE SCHOOL QUIZ BOWL					
11/18/2022	CR	17151			shirts	Pulliam, Laura	0.00	216.00		
05 2900 610 000 0 000		0319			MIDDLE SCHOOL QUIZ BOWL					
11/11/2022	CD	11039	5	44077	Middle School Quiz Bowl Shirts	SPECIAL TS & MORE, INC	248.75	0.00		
<b>05 704 0319</b>					<b>MIDDLE SCHOOL QUIZ BOWL FUND BALANCE</b>	<b>*Current Activity</b>				(32.75)
						<b>*Ending Balance:</b>	248.75	216.00	0.00	(32.75)
<b>05 704 0401</b>					<b>CLASS 2021 FUND BALANCE</b>	<b>*Previous Balance</b>				1,385.56
						<b>*Ending Balance:</b>	0.00	0.00	0.00	1,385.56
<b>05 704 0403</b>					<b>CLASS 2023 FUND BALANCE</b>	<b>*Previous Balance</b>				2,203.45
						<b>*Ending Balance:</b>	0.00	0.00	0.00	2,203.45
<b>05 704 0405</b>					<b>CLASS 2024 FUND BALANCE</b>	<b>*Previous Balance</b>				5,515.09
05 704 0405					CLASS 2024 FUND BALANCE					
05 1790 0405					CLASS 2024					
11/30/2022	CR	17157			fundraiser	Barjenbruch, Craig	0.00	15.00		
<b>05 704 0405</b>					<b>CLASS 2024 FUND BALANCE</b>	<b>*Current Activity</b>				15.00
						<b>*Ending Balance:</b>	0.00	15.00	0.00	5,530.09
<b>05 704 0406</b>					<b>CLASS 2025 FUND BALANCE</b>	<b>*Previous Balance</b>				956.05
						<b>*Ending Balance:</b>	0.00	0.00	0.00	956.05
<b>05 704 0407</b>					<b>CLASS 2026 FUND BALANCE</b>	<b>*Previous Balance</b>				488.16
						<b>*Ending Balance:</b>	0.00	0.00	0.00	488.16
<b>05 704 0700</b>					<b>BOOSTER CLUB FUND BALANCE</b>	<b>*Previous Balance</b>				0.00
						<b>*Ending Balance:</b>	0.00	0.00	0.00	0.00
<b>05 704 0702</b>					<b>CHROMEBOOK ASSURANCE FUND BALANCE</b>	<b>*Previous Balance</b>				9,819.14
05 704 0702					CHROMEBOOK ASSURANCE FUND BALANCE					
05 1740 0702					CHROMEBOOK ASSURANCE FEE					

Activity Fund Balance Report - Detail - Exclude Encumbrances

11/2022 - 11/2022

Regular; Beginning Month 11/2022; Processing Month 11/2022; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITIES FUND

Chart of Account Number			Chart of Account Description			Entity Name	Expenses	Revenues	Balance Change	Balance
Entry Date	JR	Reference #	Check Acct	Check #	Description					
11/02/2022	CR	AUTO			CB Assurance pd by CC on FinalForms	FinalForms Stripe, Transfer	0.00	40.00		
11/16/2022	CR	AUTO			CB Assurance pd by CC on FinalForms	FinalForms Stripe, Transfer	0.00	20.00		
11/30/2022	CR	17163			CB Charger A. Kahler	Tesar, Dan	0.00	20.00		
<b>05 704 0702</b>					<b>CHROMEBOOK ASSURANCE FUND BALANCE</b>	<b>*Current Activity</b>				80.00
						<b>*Ending Balance:</b>	0.00	80.00	0.00	9,899.14
<b>05 704 0704</b>					<b>JH YEARBOOK FUND BALANCE</b>	<b>*Previous Balance</b>				(820.59)
						<b>*Ending Balance:</b>	0.00	0.00	0.00	(820.59)
<b>05 704 0705</b>					<b>LIBRARY FUND BALANCE</b>	<b>*Previous Balance</b>				652.61
05 704 0705					LIBRARY FUND BALANCE					
05 1790 0705					LIBRARY					
11/30/2022	CR	17162			lost books	Yamber, Dana	0.00	91.49		
05 2900 890 000 0 000 0705					LIBRARY MISC EXPENSE					
11/14/2022	CD	20221114	5	44079	Emsley's found book	Crawford, Megan	9.00	0.00		
<b>05 704 0705</b>					<b>LIBRARY FUND BALANCE</b>	<b>*Current Activity</b>				82.49
						<b>*Ending Balance:</b>	9.00	91.49	0.00	735.10
<b>05 704 0706</b>					<b>SCIENCE FUND BALANCE</b>	<b>*Previous Balance</b>				890.81
						<b>*Ending Balance:</b>	0.00	0.00	0.00	890.81
<b>05 704 0707</b>					<b>WEIGHT ROOM FUND BALANCE</b>	<b>*Previous Balance</b>				10,758.54
05 704 0707					WEIGHT ROOM FUND BALANCE					
05 1790 0707					WEIGHT ROOM					
11/30/2022	CR	17160			Key fob	Dickey, Susan	0.00	225.00		
05 2900 890 000 0 000 0707					WEIGHT ROOM MISC EXPENSE					
11/11/2022	CD	50757	5	44071	Maintenance on Weight Room Equipement	NOVA FITNESS EQUIPMENT	398.65	0.00		
<b>05 704 0707</b>					<b>WEIGHT ROOM FUND BALANCE</b>	<b>*Current Activity</b>				(173.65)
						<b>*Ending Balance:</b>	398.65	225.00	0.00	10,584.89
<b>05 704 0708</b>					<b>YEARBOOK FUND BALANCE</b>	<b>*Previous Balance</b>				799.21
05 704 0708					YEARBOOK FUND BALANCE					
05 2900 610 000 0 000 0708					YEARBOOK					
11/14/2022	CD *	223443	5	44090	Correction: Button Supplies	American Button Machines	142.34	0.00		
<b>05 704 0708</b>					<b>YEARBOOK FUND BALANCE</b>	<b>*Current Activity</b>				(142.34)
						<b>*Ending Balance:</b>	142.34	0.00	0.00	656.87
<b>05 704 0709</b>					<b>SHOP/TECH FUND BALANCE</b>	<b>*Previous Balance</b>				2,024.87
05 704 0709					SHOP/TECH FUND BALANCE					
05 2900 610 000 0 000 0709					SHOP/TECH					

Activity Fund Balance Report - Detail - Exclude Encumbrances

11/2022 - 11/2022

Regular; Beginning Month 11/2022; Processing Month 11/2022; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITIES FUND

Chart of Account Number			Chart of Account Description			Entity Name	Expenses	Revenues	Balance Change	Balance
Entry Date	JR	Reference #	Check Acct	Check #	Description					
11/15/2022	CD	20221115	5	44096	Intro Class End Table	Capital One	56.78	0.00		
<b>05 704 0709</b>					<b>SHOP/TECH FUND BALANCE</b>	<b>*Current Activity</b>				(56.78)
						<b>*Ending Balance:</b>	56.78	0.00	0.00	1,968.09
<b>05 704 0710</b>					<b>CHESS CLUB FUND BALANCE</b>	<b>*Previous Balance</b>				185.09
05 704 0710					CHESS CLUB FUND BALANCE					
05 1790 0710					CHESS CLUB					
11/30/2022	CR	17158			Shirts	Breitkreutz, Jessica	0.00	216.00		
05 2900 610 000 0 000 0710					CHESS CLUB SUPPLIES					
11/11/2022	CD	20221111	5	44072	T-shirts for chess	Brandenburgh, Jason	240.00	0.00		
<b>05 704 0710</b>					<b>CHESS CLUB FUND BALANCE</b>	<b>*Current Activity</b>				(24.00)
						<b>*Ending Balance:</b>	240.00	216.00	0.00	161.09
<b>05 704 0800</b>					<b>CENTENNIAL CHOICE FUND BALANCE</b>	<b>*Previous Balance</b>				42,776.54
05 704 0800					CENTENNIAL CHOICE FUND BALANCE					
05 1790 0800					CENTENNIAL CHOICE					
11/30/2022	CR	17159			Meat & Cornerstone check	Fehlhafer, Kara	0.00	930.00		
<b>05 704 0800</b>					<b>CENTENNIAL CHOICE FUND BALANCE</b>	<b>*Current Activity</b>				930.00
						<b>*Ending Balance:</b>	0.00	930.00	0.00	43,706.54
<b>05 704 0801</b>					<b>DISTRICT REIMBURSEMENT FUND BALANCE</b>	<b>*Previous Balance</b>				(750.08)
05 704 0801					DISTRICT REIMBURSEMENT FUND BALANCE					
05 1790 0801					DISTRICT REIMBURSEMENT					
11/18/2022	CR	17146			DR - Content Generation Workshop	Rhodes, Marge	0.00	75.00		
<b>05 704 0801</b>					<b>DISTRICT REIMBURSEMENT FUND BALANCE</b>	<b>*Current Activity</b>				75.00
						<b>*Ending Balance:</b>	0.00	75.00	0.00	(675.08)
<b>05 704 0900</b>					<b>GENERAL FUND BALANCE</b>	<b>*Previous Balance</b>				11,934.84
05 704 0900					GENERAL FUND BALANCE					
05 1750 0900					GENERAL (CEA) POP MACHINE					
11/30/2022	CR	17164			Coca-Cola	Wagner, Jenny	0.00	74.70		
<b>05 704 0900</b>					<b>GENERAL FUND BALANCE</b>	<b>*Current Activity</b>				74.70
						<b>*Ending Balance:</b>	0.00	74.70	0.00	12,009.54
Fund Total: 05							25,119.91	29,732.35	0.00	173,904.38

## Board Report for Newspaper

DECEMBER 2022

<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>
AgEdNet.com	SUBSCRIPTION	465.00
ALPHA REHABILITATION	THERAPY SERVICES	471.91
AMAZON CAPITAL SERVICES	SUPPLIES	742.13
AMGL CPA & ADVISORS	AUDIT	15,475.00
ARNOLD MOTOR SUPPLY	AUTO PARTS	1,430.44
BEAVER BEARING COMPANY	SUPPLIES	43.02
BEAVER HARDWARE	FACILITY SUPPLIES	41.75
BGNE, INC	AUTO PARTS/SUPPLIES	788.08
BH MEDIA GROUP, INC	SUPPLIES	5,240.40
BLACK HILLS ENERGY	NATURAL GAS	4,301.96
BUTLER COUNTY	ELECTION FEES	32.24
CAPITAL ONE	SUPPLIES	75.14
CAPITOL ONE TRADE CREDIT	FACILITY SUPPLIES	106.43
CDW GOVERNMENT, INC	TECHNOLOGY	696.72
CENTENNIAL LUNCH	TRANSFER	440.02
CENTENNIAL MARKET	FOOD/SUPPLIES	195.76
CENTRAL NEBRASKA REHABILITATION SERVICES	PHYSICAL THERAPY	10,845.00
CENTRAL VALLEY AG	FUEL	10,733.84
CHAPTERS BOOKS & GIFTS	BOOKS	219.07
COSTUME SHOPPE	SUPPLIES	905.00
CULLIGAN OF CRETE	SUPPLIES	159.00
DETWEILER, ASHLEY	MILEAGE	323.00
DICKEY, SUSAN	REIMBURSEMENT	53.75
DIETZE MUSIC	SHEET MUSIC/EQUIP	68.46
EASY TIME CLOCK, INC	CLOUD SOFTWARE	45.00
EDUCATIONAL SERVICE UNIT #6	CONTRACTED SERVICES/SUPPLIES	2,406.00
FAIRBURY GLASS CO, INC	CONSTRUCTION SERVICES	398.00
FEHLHAFFER'S INC	PARTS/MAINTENANCE	339.72
FLINN SCIENTIFIC	SUPPLIES	112.41
FOWLER, JARRETT	REIMBURSEMENT	948.29
GRAINGER	FACILITY SUPPLIES	643.82
HIGHPLAINS COMMUNITY SCHOOLS	SUPPLIES	600.00
HILTON OMAHA	LODGING	1,389.00
HIRERIGHT LLC	PHYSICAL/TESTING	68.80
HOLIDAY INN	STAFF ROOM	219.90
HOME DEPOT PRO, THE	FACILITY SUPPLIES	685.10
INNOVATIVE OFFICE SOLUTIONS, LLC	COMPUTER HARDWARE	62.30
J.W. PEPPER & SON, INC	SHEET MUSIC	458.20
JAYMAR BUSINESS FORMS INC	SUPPLIES	155.70
JOHN DEERE FINANCIAL	PARTS/LEASE	2,823.80
KAPLAN	SUPPLIES	132.19
KOCH, NEAL	SUPPLIES	189.40
KONICA MINOLTA PREMIER FINANCE	COPIER LEASE	468.43
KSB SCHOOL LAW	LEGAL SERVICE	245.00
LAQUINTA INNS & SUITES	STAFF TRAVEL	231.90

**Board Report for Newspaper**  
DECEMBER 2022

<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>	
LINCOLN LUTHERAN	TECH SUPPLIES	1,820.00	
MATHESON TRI-GAS INC	WELDING SUPPLIES	634.56	
MERLE'S FLOWER SHOP	SUPPLIES	90.00	
NATIONAL ART & SCHOOL SUPPLIES, INC	SUPPLIES	291.47	
NATIONWIDE	BOND	100.00	
NCS PEARSON INC	SUPPLIES	495.75	
NEBRASKA CENTRAL EQUIPMENT, INC	BUS PARTS/SUPPLIES	693.50	
NORRIS PUBLIC POWER DISTRICT	ELECTRICTY	10,451.58	
PAC N SAVE - SEWARD	SUPPLIES	163.39	
PASCO SCIENTIFIC	TEXTBOOKS/SOFTWARE	110.00	
PAYFLEX	FEES	122.40	
POSTMASTER	STAMPS	440.00	
PRESTO-X CO	PEST CONTROL	140.12	
QUILL CORPORATION	SUPPLIES	971.96	
RODINE, SHAUNA	REIMBURSEMENT	2,094.26	
RSCHOOL TODAY	SOFTWARE	595.00	
SCHOOL SPECIALTY, LLC	SUPPLIES	1,298.56	
SOFTWARE UNLIMITED INC	BUSINESS OFFICE SOFTWARE	50.00	
STAEHR, RACHELLE	SUPPLIES	415.60	
UNITE PRIVATE NETWORKS, LLC	WAN FIBER	625.27	
UTICA BODY & PAINT	AUTO REPAIRS	365.00	
VERIZON CONNECT FLEET	FLEET GPS	322.15	
VILLAGE OF UTICA	WATER/SEWER	1,524.27	
WASTE CONNECTIONS OF NE	TRASH REMOVAL	721.43	
WINDSTREAM	TELEPHONE/INTERNET	489.03	
YORK COUNTY CLERK	ADVERTISING	342.55	
ZITO BUSINESS	INTERNET SERVICE	121.69	
ZORO.COM	FACILITY SUPPLIES	375.54	
	<b>Fund Total:</b>		<b>92,341.16</b>
	<b>Checking Account Total:</b>		<b>92,341.16</b>

Checking

<b>SPECIAL BUILDING FUND</b>			
ZORO.COM	FACILITY SUPPLIES	687.64	
	<b>Fund Total:</b>		<b>687.64</b>
	<b>Checking Account Total:</b>		<b>687.64</b>

## Account Balances - As of 12/2/2022

Account	12/2/2022 Balance
<b>Bank Accounts</b>	
Elementary	40,106.15
Reading Classic	0.00
Savings	2,987.12
<b>TOTAL Bank Accounts</b>	<b>43,093.27</b>
<b>Liability Accounts</b>	
BACKPACK	-22,972.73
Books	-203.84
Boxtops	-2,675.54
Fundraiser	-7,697.00
General	-2,072.53
Girls on the Run	-363.94
Pictures	-1,461.67
Polk Grant	-4,021.40
Supplies Grant	-330.40
<b>TOTAL Liability Accounts</b>	<b>-41,799.05</b>
<b>OVERALL TOTAL</b>	<b>1,294.22</b>

**Activity Fund Balance Report - Summary - Exclude Encumbrances**

11/2022 - 11/2022

Regular; Beginning Month 11/2022; Processing Month 11/2022; Accounts to Include Accounts with Activity; Fund Number 05

**Fund: 05      ACTIVITIES FUND**

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0003	ATHLETICS FUND BALANCE	(23,533.91)	10,242.29	1,749.00	0.00	(32,027.20)
05 704 0050	CONCESSIONS FUND BALANCE	27,139.13	1,807.52	2,460.40	0.00	27,792.01
05 704 0051	CONCESSIONS MANAGER FUND BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0052	BRONCO STORE FUND BALANCE	3,781.89	697.05	0.00	0.00	3,084.84
05 704 0054	BRONCO CLOSET FUND BALANCE	1,162.17	0.00	0.00	0.00	1,162.17
05 704 0055	BRONCO COFFEE & CREATIONS FUND BALANCE	45.38	0.00	0.00	0.00	45.38
05 704 0056	SUMMER CAMPS FUND BALANCE	1,682.00	0.00	0.00	0.00	1,682.00
05 704 0057	PBIS FUND BALANCE	(131.39)	0.00	0.00	0.00	(131.39)
05 704 0103	DISTRICT EVENTS FUND BALANCE	16,666.93	647.00	1,198.82	0.00	17,218.75
05 704 0104	BOYS BASKETBALL FUND BALANCE	2,768.85	4,558.17	2,560.00	0.00	770.68
05 704 0105	CROSS COUNTRY FUND BALANCE	318.03	0.00	0.00	0.00	318.03
05 704 0106	FOOTBALL FUND BALANCE	4,754.97	0.00	0.00	0.00	4,754.97
05 704 0107	GIRLS BASKETBALL FUND BALANCE	716.87	0.00	680.00	0.00	1,396.87
05 704 0108	GOLF FUND BALANCE	51.76	0.00	0.00	0.00	51.76
05 704 0109	SOFTBALL FUND BALANCE	751.74	0.00	0.00	0.00	751.74
05 704 0115	TRACK FUND BALANCE	631.31	0.00	0.00	0.00	631.31
05 704 0116	VOLLEYBALL FUND BALANCE	3,262.82	0.00	0.00	0.00	3,262.82
05 704 0117	WRESTLING FUND BALANCE	1,823.73	0.00	0.00	0.00	1,823.73
05 704 0204	JH BOYS BASKETBALL FUND BALANCE	18.00	0.00	0.00	0.00	18.00
05 704 0207	JH GIRLS BASKETBALL FUND BALANCE	1,588.82	0.00	0.00	0.00	1,588.82
05 704 0215	JH TRACK FUND BALANCE	135.30	0.00	0.00	0.00	135.30
05 704 0301	ART FUND BALANCE	19.59	0.00	0.00	0.00	19.59
05 704 0302	BAND TRIP FUND BALANCE	8,649.05	0.00	0.00	0.00	8,649.05
05 704 0303	DANCE/CHEER FUND BALANCE	1,895.13	1,404.36	572.00	0.00	1,062.77
05 704 0305	FBLA FUND BALANCE	4,019.51	0.00	9.00	0.00	4,028.51
05 704 0306	FCCLA FUND BALANCE	1,872.31	234.00	138.00	0.00	1,776.31
05 704 0307	FFA FUND BALANCE	17,033.37	4,010.38	17,410.83	0.00	30,433.82
05 704 0308	MUSICAL FUND BALANCE	6,932.36	0.00	0.00	0.00	6,932.36
05 704 0309	NHS FUND BALANCE	40.10	0.00	0.00	0.00	40.10
05 704 0311	ONE ACT FUND BALANCE	879.17	0.00	150.00	0.00	1,029.17
05 704 0312	QUIZ BOWL FUND BALANCE	629.77	0.00	200.00	0.00	829.77
05 704 0313	SHOW CHOIR FUND BALANCE	(1,965.97)	0.00	200.00	0.00	(1,765.97)
05 704 0314	SPEECH FUND BALANCE	552.58	0.00	0.00	0.00	552.58
05 704 0315	STUDENT COUNCIL FUND BALANCE	2,340.66	101.97	57.25	0.00	2,295.94
05 704 0316	UNIFIED ACTIVITIES FUND BALANCE	155.90	0.00	0.00	0.00	155.90
05 704 0317	ISTRUMENTAL MUSIC	(3,695.34)	321.65	423.86	0.00	(3,593.13)

**Activity Fund Balance Report - Summary - Exclude Encumbrances**

11/2022 - 11/2022

Regular; Beginning Month 11/2022; Processing Month 11/2022; Accounts to Include Accounts with Activity; Fund Number 05

**Fund: 05      ACTIVITIES FUND**

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0318	VOCAL MUSIC FUND BALANCE	(2,519.94)	0.00	0.00	0.00	(2,519.94)
05 704 0319	MIDDLE SCHOOL QUIZ BOWL FUND BALANCE	0.00	248.75	216.00	0.00	(32.75)
05 704 0401	CLASS 2021 FUND BALANCE	1,385.56	0.00	0.00	0.00	1,385.56
05 704 0403	CLASS 2023 FUND BALANCE	2,203.45	0.00	0.00	0.00	2,203.45
05 704 0405	CLASS 2024 FUND BALANCE	5,515.09	0.00	15.00	0.00	5,530.09
05 704 0406	CLASS 2025 FUND BALANCE	956.05	0.00	0.00	0.00	956.05
05 704 0407	CLASS 2026 FUND BALANCE	488.16	0.00	0.00	0.00	488.16
05 704 0700	BOOSTER CLUB FUND BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0702	CHROMEBOOK ASSURANCE FUND BALANCE	9,819.14	0.00	80.00	0.00	9,899.14
05 704 0704	JH YEARBOOK FUND BALANCE	(820.59)	0.00	0.00	0.00	(820.59)
05 704 0705	LIBRARY FUND BALANCE	652.61	9.00	91.49	0.00	735.10
05 704 0706	SCIENCE FUND BALANCE	890.81	0.00	0.00	0.00	890.81
05 704 0707	WEIGHT ROOM FUND BALANCE	10,758.54	398.65	225.00	0.00	10,584.89
05 704 0708	YEARBOOK FUND BALANCE	799.21	142.34	0.00	0.00	656.87
05 704 0709	SHOP/TECH FUND BALANCE	2,024.87	56.78	0.00	0.00	1,968.09
05 704 0710	CHESS CLUB FUND BALANCE	185.09	240.00	216.00	0.00	161.09
05 704 0800	CENTENNIAL CHOICE FUND BALANCE	42,776.54	0.00	930.00	0.00	43,706.54
05 704 0801	DISTRICT REIMBURSEMENT FUND BALANCE	(750.08)	0.00	75.00	0.00	(675.08)
05 704 0900	GENERAL FUND BALANCE	11,934.84	0.00	74.70	0.00	12,009.54
Fund Total: 05		169,291.94	25,119.91	29,732.35	0.00	173,904.38

December 2022

November 2022 Bank Statement

**CENTENNIAL PUBLIC SCHOOL INVESTMENTS**

FUND	BANK	TYPE OF INVESTMENT	INT. RATE	AMOUNT	INT.REC
Lunch Fund	First Bank of Utica	Checking 180000		<u>\$64,138.13</u>	
			Total	<u>\$64,138.13</u>	
Depreciation Fund	Farmers & Merchants	MMA 436 949		<u>\$30,328.16</u>	\$0.00
			Total	<u>\$30,328.16</u>	
Unemployment Ins.	Cornerstone Bank	CD# 90917		\$58,485.81	\$0.00
	Cornerstone Bank	MMA 81190		<u>\$10,020.42</u>	<u>\$3.35</u>
			Total	<u>\$68,506.23</u>	<u>\$3.35</u>
Building Fund	First Bank of Utica	Checking 18 064 6		\$354,220.18	\$72.81
		Bond Fund 180034		<u>\$962,387.00</u>	<u>\$197.61</u>
			Total	<u>\$1,316,607.18</u>	<u>\$270.42</u>
General Account	York State, Gresham	CD 5204		\$185,672.35	\$0.00
	First Bank of Utica	PayFlex Acct		<u>\$28,031.23</u>	
			Total	<u>\$213,703.58</u>	<u>\$0.00</u>
	First Bank of Utica	Checking 180505		<u>\$781,920.73</u>	<u>\$220.43</u>
		General Fund Total		\$995,624.31	
		Total Invested All Accounts Combined		<u>\$2,475,204.01</u>	

Total amount invested at Farmers & Merchants . . . . . \$30,328.16  
 Total amount invested at First Bank of Utica . . . . . \$2,190,697.27  
 Total amount invested at Cornerstone Bank, Waco . . . . . \$68,506.23  
 Total amount invested at York State, Gresham . . . . . \$185,672.35  
 Total Invested \$2,475,204.01

**DRAFT 2023 - 24**

AGREEMENT ON TERMS AND  
CONDITIONS OF EMPLOYMENT  
BETWEEN  
CENTENNIAL SCHOOL DISTRICT 67R  
AND  
CENTENNIAL EDUCATION ASSOCIATION

This agreement is made and entered into by and between the Board of Education of the Centennial School District, Number 67R, of Seward County, Nebraska, (hereinafter referred to as the "Board") and the Centennial Education Association (hereinafter referred to as the "Association").

PHILOSOPHY

The Board and the Association firmly believe that the primary function of the Board and its professional staff is to assure each boy and girl attending the Centennial Public School an effective educational program. The Board recognizes that teaching is a profession. The Board and Association believe that the objectives of the educational program are realized to a high degree when mutual understanding, cooperation, and effective communications exist between the Board and its teaching staff.

PRINCIPLES

1. **TEACHING PERSONNEL.** It is recognized that members of the teaching staff require specialized qualifications and that the success of the educational program in Centennial Public School, District 67R, depends upon the maximum utilization of the abilities of teachers who are reasonably well satisfied with the conditions under which their services are rendered.
2. **RIGHT TO JOIN OR NOT JOIN.** It is further recognized that teachers have the right to join, participate in, and assist the Association, and the right to refrain from such, but membership shall not be a prerequisite for employment or continuation of employment of any employee.
3. **RIGHTS OF MINORITIES AND INDIVIDUALS.** The legal rights inherent in the State School Code and in the rulings and regulations of the Department of Education affecting certificated personnel are in no way abridged by this agreement.

AREAS FOR DISCUSSION AND AGREEMENT

This recognition constitutes an agreement between the Board and the Association to attempt to reach mutual understandings regarding salaries, fringe benefits, and related employment conditions. The Board and the Association recognize that the Board is the legally constituted body responsible for the determination of policies covering all aspects of the Centennial Public School system. The Board recognizes that it must operate in accordance with all statutory provisions of the state, and such other rules and regulations as are promulgated by the Department of Education in accordance with such statutes. The Board cannot reduce, negotiate, or delegate its legal responsibilities.

## IMPLEMENTATION

This recognition agreement shall supersede all previous recognition agreements and shall become effective upon its approval by the Association and the Board. Nothing contained in this agreement shall be construed to deny either party any constitutional or statutory rights.

## GRIEVANCE PROCEDURE

**DEFINITION OF GRIEVANCE.** A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education.

**PROCEDURAL STEPS.** The procedure for handling grievances is as set forth below.

**STEP 1 - NOTICE TO PRINCIPAL.** The grievant shall initiate the grievance by presenting it to his or her principal or immediate supervisor in writing within ten (10) days from the date that the grievant knew or should have known of the incident giving rise to the grievance. The written notice must include the description of the facts of the grievance, a list of witnesses, relevant documents and the requested resolution.

**STEP 2 - WRITTEN GRIEVANCE TO THE PRINCIPAL.** If the grievance is not resolved to the satisfaction of the grievant within five (5) days of the meeting with the principal, the grievant representative may present the grievance in writing to the principal. The failure to present the grievance within five (5) days shall result in the waiver of the grievance.

The principal shall schedule a meeting within three (3) days of the receipt of the written grievance to discuss the elements of the grievance. The principal shall submit his or her determination in writing to the grievant within five (5) days of the meeting.

**STEP 3 - WRITTEN APPEAL TO THE SUPERINTENDENT OF SCHOOLS.** If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) days of receipt of the principal's determination. The appeal shall be based on, and limited to, the facts produced at Step 1 and 2..

The superintendent of schools or a designee shall hold a formal meeting within seven (7) days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) days of the date of the meeting.

**STEP 4 - APPEAL TO THE BOARD OF EDUCATION.** If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five (5) days of receipt of the superintendent's decision. The appeal shall be based on, and limited to, the facts produced at Step 1 and 2. The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

**WRITTEN PRESENTATION.** All grievances presented at Step 2 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all

witnesses, and the remedy sought by the grievant. All grievances at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

**GRIEVANCE MEETINGS OR HEARINGS.** All meetings and hearings conducted under this procedure up to and including Step 3 shall be conducted in private and shall include only the administration's representatives, the grievant, the grievant's representatives, and witnesses as necessary.

**ASSOCIATION REPRESENTATION.** A grievant shall have the right to have an Association representative present to represent the grievant at each level of the grievance procedure.

**REPRISALS.** No reprisals of any kind shall be taken against any employee who uses this grievance procedure in good faith.

**WITHDRAWAL OF A GRIEVANCE.** A grievant may withdraw his or her grievance at any level of the procedure without fear of reprisal from any party

**ADVANCED STEP FILING.** A grievance shall be filed initially at the level at which the decision resulting in the grievance was made.

**TIME LIMITATIONS.** Time limitations herein are critical. All references to days are to contract days. No grievance shall be accepted by the district unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1 or Step 2, it shall be deemed to be waived. If the grievance is not appealed to Step 3 in a timely manner, it shall be deemed to have been settled in accordance with the district's Step 2 determination. If the district fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

When the deadline for taking an action falls on a Saturday, a Sunday or a legal holiday, the time for taking the action shall be extended to the next working day.

## PROVISIONS FOR LEAVE

### A. SICK LEAVE AND PERSONAL LEAVE

1. Each certified employee shall be granted 11 days of sick/personal leave each year. First year certificated employees shall be granted eleven (11) days of sick/personal leave the first day of their employment. Proper leave requests forms must be completed. The general reason for the leave must be specified on the form (personal, illness, etc.) as the district is required to report types of teacher leave to NDE.

- a. Leave requests must be taken in full or half day increments. Early leave requests or requests to leave for short periods of time shall accrue toward used leave time.
- b. Adequate notice: employees must submit a leave request form a minimum of 5 working days in advance of the leave date for professional and personal leave, as well as for other types of leaves. In the case of an emergency or illness, the employee shall contact their principal directly.
- c. Leave requests are subject to: availability of substitute teachers, adequate notice to employers, restrictions on use of leave to extend vacations, and providing enough non-substitutes in the building to maintain an orderly environment. If four or more teachers are absent from the building on any given day for pre approved leaves or activities, personal leaves will be denied. Also, additional leave requests may be granted within reason at the discretion of the superintendent.
- d. No personal leave may be taken the first or last day of school, or to extend a vacation period, or on scheduled days of parent-teacher conferences or full day in-services. Teachers will be docked the equivalent of the daily substitute pay rate for these days.
- e. Staff members are strongly encouraged not to take leave during the first two or last two weeks of a school year. However, leave may be granted at the discretion of the superintendent.
- f. Unused leave shall be accumulated from year to year to a limit of 50 days. Once leave is accumulated, the leave can only be used for accident, illness, medical emergencies, or bereavement (after the current year's days are exhausted) of the immediate family. Immediate family is defined as: husband, wife, children, parents, grandparents, grandchildren, brothers, sisters, or in-laws of the same.
- g. An employee who is absent from work beyond the amount of their annual sick/personal leave plus their accumulated sick leave days shall have one day of their salary deducted for each day that the employee is absent beyond total leave days available at their daily rate of pay. The superintendent has the authority to grant additional leave at full pay deduction (1/185 of contracted amount, if the calendar calls for 185 contract days) if they feel it is a warranted leave request.
- h. Teachers contracted to teach a minimum of .5 FTE will receive a prorated leave benefit. Temporary employees and part time employees (less than ½ time) shall not be entitled to leave privileges unless specifically stated.

2. In any case of Sick leave, the Board and/or Administration may require a physician's statement attesting that the teacher is not medically able to carry out regularly assigned duties. If the administration has reasonable cause to believe that a teacher who is performing or attempting to perform his/her regular assigned duties is not medically able to do so, the administration may require that teacher to obtain a physician's statement that the teacher is medically able to carry out his/her regular assigned duties. If a teacher can anticipate the need for Sick leave, it is requested that the teacher notify the administration as soon as possible and attempt to reach agreement on the time and duration of the leave.

3. Any teacher who has fewer than twenty (20) days of available leave at the beginning of any contract year shall have available the necessary advance credit Sick leave, consisting of

Sick leave days to be earned in the next year of employment, to bring the available leave up to twenty (20) days (including the ten (10) days available for that contract year). No more than ten (10) days may be advanced from a future year. If a teacher uses advance credit Sick leave and then leaves the employment of the district prior to such time that the normal accumulation of the ten (10) annual days shall have eliminated the deficit, the Board, at its discretion, may require monetary reimbursement for the Sick leave advanced but not earned at a rate of 1/185 of the salary of the latest teaching contract for each such day. When the "excess" days involve extra duty missed, the reimbursement shall include that portion of the pay for that extra duty that has the same ratio to the total pay as the days missed bears to the total duty days for that extra duty assignment. Such reimbursement shall be deducted from the final salary check.

5. UNUSED SICK/PERSONAL LEAVE DAYS.

In the event that teachers have unused sick/personal days they will be: transferred to the sick bank, or turned in for reimbursement at the rate of \$30 per day.

6. SICK LEAVE DONATION

During the school year any teacher may, at the teacher's discretion, donate not more than two (2) days, nor less than one-half (1/2) day of Sick leave to another employee who is in need and has exhausted all of his/her Sick leave due and personal leave due to an illness or other extreme circumstances. These extreme circumstances are subject to the approval of the superintendent and the Centennial Education Association President. The maximum total number of days any teacher can donate in a school year is two (2) days. The total of such donated Sick Leave to the employee needing Sick leave shall not exceed that total of the accumulated Sick leave of that employee at the beginning of the school year (including those days for the current school year.) The total available Sick leave may not exceed an accumulated amount of 50 days (this includes both the employee's Sick days and donated days) unless approved by the Board of Education. Donated Sick leave must be submitted on a school district request form and filed in the superintendent's office no later than five (5) working days after that recipient has returned to work. Donated Sick leave shall be drawn in the order of the date received in the superintendent's office. A drawing shall be conducted to determine the order of usage if the donations are received on the same day and fit the criteria listed herein.

C. PROFESSIONAL LEAVE

It is recognized that attendance at professional meetings in a staff member's subject area is beneficial. It is also recognized that school district funds are limited. All professional leave requests must be approved by the principal or superintendent. Reimbursement for the above will be provided as follows:

- \*1. Scheduled mileage rate
- 2. Registration cost
- \*3. Meal reimbursement with receipts
- \*4. Lodging reimbursement with receipts

\*Mileage rate and allowances will be determined by the Board of Education for each school year.

Coaches attendance at state competitions when Centennial is not competing shall be considered professional leave when their teams are not competing in the competition. Head varsity activity coaches will be granted leave, without loss of pay, to attend state tournament contests in their coaching activity. All assistant varsity activity coaches may be granted one day of leave, without loss of pay, to attend state tournament contests in their coaching activity providing adequate substitutes can be found. (for example

assistant coaches might be required to stagger their days so that not all coaches are absent from their duties on the same day.) Coaches attendance at state competitions do not qualify for any reimbursements.

D. BEREAVEMENT OR FUNERAL LEAVE

Employees shall be entitled to leave with pay for a maximum of five (5) contract days per event of the death of the employee's spouse, child, parent, mother/father-in-law, grandparent, sibling, sister/brother-in-law, or any other family member who resides in the same home as the employee.

Certified Staff will be granted two days for other requested bereavement leave during the contract period. If more than two days are needed, the leave may be extended by using sick/personal leave.

SALARY SCHEDULE POLICY

- A. SALARY BASE. . . . . \$38,700
- B. VERTICAL INCREMENT . . . . . 4 Percent
- C. HORIZONTAL INCREMENT . . . . . 5 Percent
- D. SALARY SCHEDULE PLACEMENT

Upon their initial hire, employees new to the school system shall be credited with all of their acceptable prior years of teaching experience.

E. SALARY SCHEDULE ADVANCEMENT

Teachers will advance one vertical step per full time year until they reach the maximum number of steps in the column.

Any teacher reaching the maximum step on the salary schedule, either horizontally or vertically, will remain there until approved horizontal movement is achieved. Any teacher within the system who has reached such "frozen" status at the bottom of a column will not be permitted to advance more than one step vertically as a result of horizontal movement.

In order to obtain credit for horizontal advancement on the salary schedule beyond the BA degree, a teacher must, with prior administration approval, present credit hours earned as a part of a planned graduate program at an institution whose graduate program is approved by the state in which the institution is located and leading to a Master's degree within an area to which the teacher is assigned.

Any teacher in the system may ask for prior administration approval for any course he/she feels would be of benefit to the school district. If approval is granted for any undergraduate credits, said credit will be allowed only up to and including the BA +27 column. Any further advancement must be with an accumulated total of approved graduate hours. (In order to reach the BA +36 or Master's step, all 36 hours must be approved graduate hours.)

Any teacher who is asked to take any course by the administration or Board of Education will be given horizontal advancement credit for said course or courses for the duration of the teacher's tenure in the school system.

It is the teacher's responsibility to furnish the superintendent of schools with evidence of additional graduate and/or undergraduate hours that will allow for horizontal movement on the salary schedule by August 15 of the approaching school year. May 15 is the eligibility deadline for teachers to advise the superintendent of plans to move horizontally on the salary schedule for the following school year.

F. EXTENDED DUTY ASSIGNMENT

Any teacher with assigned duties beyond the normal number of contract days (extended contract), not covered on the extra duty schedule, shall be paid additional compensation that shall be mutually agreed upon between teacher and Board, not to exceed that teacher's daily rate

G. LENGTH OF CONTRACT PERIOD

Any change in the number of teacher duty days in the contract period shall be set and announced prior to the conclusion of the negotiations for that year.

H. TEACHER LOAD

Secondary teachers shall ordinarily have one of the regularly scheduled class periods free for planning purposes. If by mutual agreement between a teacher and the administration that teacher agrees to teach the remaining period, there shall be additional compensation to be mutually agreed upon, not to exceed fourteen (14) percent of the amount indicated for that teacher's position on the salary schedule.

Elementary teachers shall have an amount of planning time approximately equal to the amount of time given to secondary teachers. Elementary teachers who, by mutual agreement with the administration, accept duties that would be considered extra or beyond a normal elementary duty load shall receive additional compensation to be mutually agreed upon, not to exceed an amount that has the same ratio to the amount indicated for that teacher's position on the salary schedule as the amount of extra duty time per week has to the amount of duty time in a normal teaching week. Teaching duty time is defined as that time between the beginning of classes in the morning and the dismissal of classes in the afternoon, excluding the time provided for lunch.

Coverage Time Compensation - When a Certified Contracted Employee is asked to and agrees to cover another Certified Contracted Employee's class(es) during their plan period, the Certified Contracted Employee shall be compensated \$10 per class period.

I. SALARY PAYMENTS

All salaries shall be paid in twelve (12) equal payments on the 15th of each month beginning in September. If the 15th falls on a weekend or on a school holiday, payment shall be on the last school day prior to the 15th.

J. CERTIFICATE REGISTRATION

Teachers must have a current certificate registered in the office of the superintendent. A photo-copy of the certificate shall be placed in the teacher's permanent file. Both must be accomplished in order for the teacher to receive a paycheck.

K. HEALTH INSURANCE

The board shall, at district's expense, provide for all teachers a health care program as provided by the Educators Health Alliance under its \$0 Deductible Alternative Network Health Coverage (which includes \$1200 deductible option for network blue) or the HSA high deductible option through the alternate network or network blue and also single dental for the PPO – 80% A & B with 50% C dental coverage, or shall in its discretion provide coverage which matches in all respects.

Part Time Teachers: For any teacher who works less than full time but at least half time will receive the same ratio to the full premium as the portion of time worked has to full time. (Example: For a ½ time teacher the Board will reduce its participation in the premium to ½ the full appropriate premium.) The part time teacher shall elect to pay the remainder of the

premium by payroll deduction or to waive the insurance benefits entirely.

When both spouses are employed by Centennial Public School, they may elect one of the above health plans plus dental coverage to match that plan. (Example: If the employees select the plan covering Employee, Spouse and Children they will receive dental coverage for Employee, Spouse & Children.)

L. LONG TERM DISABILITY INCOME PROTECTION INSURANCE

The District will pay all teachers the amount of LTD premium cost: this amount will then be deducted from all teachers' checks to pay the LTD premium. By doing this, any benefits received will be non-taxable to the employee.

M. REDUCTION-IN-FORCE POLICY

Any change in the reduction-in-force policy to be used in a succeeding year shall be established and announced prior to the conclusion of the negotiations for that year.

N. SAFETY COMMITTEE

The Superintendent or his/her designee will select staff members as needed and appropriate to serve on the Safety Committee.

O. REIMBURSEMENT FOR COMPLETING GRADUATE HOURS TO TEACH DUAL CREDIT COURSES

In the event that the district requests that a teacher get certified to teach dual credit, the district will reimburse the teacher's tuition at the tuition rate for a Nebraska public college or university for courses needed to qualify as a dual credit teacher upon successful completion of each course. If the courses necessary to qualify to teach dual credit courses are not available at a public institution the teacher may apply for reimbursement at the private college rate. Tuition reimbursement for courses taken through a private college or university must be approved in writing in advance. If the teacher is in a program that reimburses all or part of the tuition for these, Centennial will reimburse the teacher the unpaid balance of the tuition.

If the teacher elects to use dual credit qualifying college credit for movement on the salary schedule, the district will reimburse the teacher for 75% of the tuition needed upon successful completion of each course. If the teacher is in a program that reimburses the teacher, the district will reimburse the teacher for tuition the difference.

If a teacher leaves the district before the end of the three years, the district will be reimbursed one-third of the tuition per year not served. (i.e. If a teacher left after one year, he or she would be required to reimburse the district for two-thirds of the tuition that was paid them.)

Each dual credit teacher will be paid a \$500 stipend per dual credit class taught. The stipend will be paid in the July paycheck.

P. SUMMER HOURS FOR COACHES

Coaches will receive the following amounts for summer work with student athletes. All hours must be **pre** approved by the Activities Director. This does not include supervising the weightroom.

Head Coaches

20 - 39 Hours	1% of base
40 - 59 Hours	2% of base
60+ Hours	3% of base

#### Assistant Coaches

20 - 39 Hours	.5% of base
40 - 59 Hours	1% of base
60+ Hours	1.5% of base

#### Q. NONDISCRIMINATION

The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.

#### R. JOINT PREPARATION AND CONSTRUCTION

This Negotiated Agreement is the product of a collectively bargained negotiation, and all parties have cooperated in the drafting and preparation of the Agreement. Thus, this Negotiated Agreement should not be construed for or against any party.

#### S. MANAGEMENT RIGHTS

Anything herein to the contrary notwithstanding, the Board, except as is expressly provided in this Agreement, reserves exclusively unto itself all the rights, powers, discretion, authorities, and prerogatives vested in it, whether exercised or not; and nothing herein shall be construed in any manner as constituting a delegation or waiver of any rights, powers, discretion, authority or prerogative so vested in the Board its designees.

#### T. WAIVER OF BARGAINING RIGHTS AND AMENDMENT TO AGREEMENT

During the negotiations resulting in this Agreement, the District and the Association each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter as to which any state or federal law imposes an obligation to bargain, including but not necessarily limited to, the Industrial Relations Act (NEB. REV. STAT. §§ 48-801 through 48-839). Except as specifically set forth elsewhere in this Agreement, the District expressly waives its right to require the Association to negotiate, and the Association expressly waives its right to require the District to negotiate over all matter as to which state or federal law imposes an obligation to bargain, whether or not: (a) such matters are specifically referred to in this Agreement; (b) such matters were discussed between the District and the Association during the negotiations which resulted in this Agreement; or (c) such matters were within the contemplation or knowledge of the District or the Association at the time this Agreement was negotiated and executed. This Agreement contains the entire understanding, undertaking, and agreement of the District and the Association, after the exercise of the right and opportunity referred to in the first sentence of this section, and finally determines all matters of collective bargaining for its terms. Changes to this Agreement, whether by addition, waiver, deletion, amendment, or modification, must be reduced to writing and executed by both the District and the Association.

CENTENNIAL PUBLIC SCHOOL

INDEX SALARY SCHEDULE

Base \$38700 .04 Down & .05 Across

2023-2024

	Base	\$38,700						
					Bachelor			
Step	Bachelor Degree	Bachelor 9 Hrs	Bachelor 18 Hrs	Bachelor 27 Hrs	36 Hrs or Master	Master 9 Hrs	Master 18 Hrs	Master 27 Hrs
0	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
	\$38,700	\$40,635	\$42,570	\$44,505	\$46,440	\$48,375	\$50,310	\$52,245
1	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
	\$40,248	\$42,183	\$44,118	\$46,053	\$47,988	\$49,923	\$51,858	\$53,793
2	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
	\$41,796	\$43,731	\$45,666	\$47,601	\$49,536	\$51,471	\$53,406	\$55,341
3	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
	\$43,344	\$45,279	\$47,214	\$49,149	\$51,084	\$53,019	\$54,954	\$56,889
4	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
	\$44,892	\$46,827	\$48,762	\$50,697	\$52,632	\$54,567	\$56,502	\$58,437
5	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
	\$46,440	\$48,375	\$50,310	\$52,245	\$54,180	\$56,115	\$58,050	\$59,985
6		1.29	1.34	1.39	1.44	1.49	1.54	1.59
		\$49,923	\$51,858	\$53,793	\$55,728	\$57,663	\$59,598	\$61,533
7		1.33	1.38	1.43	1.48	1.53	1.58	1.63
		\$51,471	\$53,406	\$55,341	\$57,276	\$59,211	\$61,146	\$63,081
8			1.42	1.47	1.52	1.57	1.62	1.67
			\$54,954	\$56,889	\$58,824	\$60,759	\$62,694	\$64,629
9			1.46	1.51	1.56	1.61	1.66	1.71
			\$56,502	\$58,437	\$60,372	\$62,307	\$64,242	\$66,177
10				1.55	1.60	1.65	1.70	1.75
				\$59,985	\$61,920	\$63,855	\$65,790	\$67,725
11					1.64	1.69	1.74	1.79
					\$63,468	\$65,403	\$67,338	\$69,273
12						1.73	1.78	1.83
						\$66,951	\$68,886	\$70,821
13							1.82	1.87
							\$70,434	\$72,369
14								1.91
								\$73,917

**CENTENNIAL EXTRA DUTY SCHEDULE**  
(Amounts are percents of base salary)

	Number of years with this assignment (Including this contract year)					
	1	2	3	4	5	6
FOOTBALL - Head varsity coach	12	13	14	15	16	17
Assistant varsity coach(es)	6.75	7.5	8.25	9.0	9.75	10.5
7th & 8th coaches	5	5.5	6	6.5	7	7.5
Asst. 7th & 8th coach	3.5	3.75	4	4.25	4.5	4.75
BASKETBALL - Head varsity coach	12	13	14	15	16	17
Assistant varsity coach(es)	6.75	7.5	8.25	9.0	9.75	10.5
7th & 8th coach	5	5.5	6	6.5	7	7.5
Asst. 7th & 8th coach	3.5	3.75	4	4.25	4.5	4.75
TRACK - Head varsity coach	10	11	12	13	14	15
Assistant varsity coach(es)	6	6.75	7.5	8.25	9	9.75
7th & 8th coach	5	5.5	6	6.5	7	7.5
Asst. 7th & 8th coach	3.5	3.75	4	4.25	4.5	4.75
CROSS COUNTRY - Head coach	7	8	9	10	11	12
7th & 8th coach	4	4.5	5	5.5	6	6.5
WRESTLING - Head varsity coach	12	13	14	15	16	17
Assistant varsity coach	6.75	7.5	8.25	9.0	9.75	10.5
7th & 8th coach	5	5.5	6	6.5	7	7.5
Asst. 7th & 8th coach	3.5	3.75	4	4.25	4.5	4.75
VOLLEYBALL - Head varsity coach	12	13	14	15	16	17
Assistant varsity coach	6.75	7.5	8.25	9.0	9.75	10.5
7th & 8th coach	5	5.5	6	6.5	7	7.5
Asst. 7th & 8th coach	3.5	3.75	4	4.25	4.5	4.75
SOFTBALL/BASEBALL - Head varsity coach	10	11	12	13	14	15
Assistant varsity coach	6	6.75	7.5	8.25	9	9.75
GOLF	7	8	9	10	11	12
UNIFIED BOWLING	3	3	3	3	3	3
VOCAL MUSIC	3.5	3.75	4	4.25	4.5	4.75
INSTRUMENTAL MUSIC	6	6.5	7	7.5	8	8.5
DRAMA (Each, per play)	4.35	4.50	4.65	4.8	4.95	5.10
SPEECH	3	3.25	3.5	3.75	4	4.25
DANCE TEAM	4.5	4.75	5	5.25	5.5	5.75
CHEER TEAM	4.5	4.75	5	5.25	5.5	5.75
FCCLA/ EDUCATORS RISING	4.75	5	5.25	5.5	5.75	6
E SPORTS - HAL	3	4	5	6	7	8
ACADEMIC SPONSOR/K 12 CLUB	2	2.25	2.5	2.75	3	3.25
FFA	10	11	12	13	14	15
Assistant	3	4	5	6	7	8
FBLA	4.75	5	5.25	5.5	5.75	6
STUDENT COUNCIL SPONSOR	4.5	4.75	5	5.25	5.5	5.75
ANNUAL	6	6.5	7	7.5	8	8.5
JUNIOR CLASS SPONSORSHIP	4 total, divided equally among sponsors					

—The Board may grant credit (horizontal steps) for prior experience in a particular activity at their discretion. The number of steps granted on that first contract shall be the base point for further advancements. Changes to XC extra duty pay will be grandfathered into this agreement. Current extra duty rates of 10%-15% of base for and XC will stay in effect for the duration of the present coaches tenure. Approved Academic Sponsor/K-12 Club's are student groups sponsored by a staff member outside of the typical contract day. Both the BOE and the CEA shall be notified before these sponsorships are approved by the Superintendent.

This agreement shall become effective on the first day of the 2023-2024 school year and shall continue in full force until replaced by a mutually agreed to successor agreement which shall then be retroactive to the beginning of the 2024-2025 school year.

Date: December 12, 2022

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Chief Negotiator Centennial School, District 67R	Chairman, Negotiation Committee Centennial Education Association
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President, Board of Education Centennial School, District 67R	President, Centennial Education Association
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DRAFT 2023 - 24  
AGREEMENT ON TERMS AND  
CONDITIONS OF EMPLOYMENT  
BETWEEN  
CENTENNIAL SCHOOL DISTRICT 67R  
AND  
CENTENNIAL EDUCATION ASSOCIATION

This agreement is made and entered into by and between the Board of Education of the Centennial School District, Number 67R, of Seward County, Nebraska, (hereinafter referred to as the "Board") and the Centennial Education Association (hereinafter referred to as the "Association").

PHILOSOPHY

The Board and the Association firmly believe that the primary function of the Board and its professional staff is to assure each boy and girl attending the Centennial Public School an effective educational program. The Board recognizes that teaching is a profession. The Board and Association believe that the objectives of the educational program are realized to a high degree when mutual understanding, cooperation, and effective communications exist between the Board and its teaching staff.

PRINCIPLES

1. TEACHING PERSONNEL. It is recognized that members of the teaching staff require specialized qualifications and that the success of the educational program in Centennial Public School, District 67R, depends upon the maximum utilization of the abilities of teachers who are reasonably well satisfied with the conditions under which their services are rendered.
2. RIGHT TO JOIN OR NOT JOIN. It is further recognized that teachers have the right to join, participate in, and assist the Association, and the right to refrain from such, but membership shall not be a prerequisite for employment or continuation of employment of any employee.
3. RIGHTS OF MINORITIES AND INDIVIDUALS. The legal rights inherent in the State School Code and in the rulings and regulations of the Department of Education affecting certificated personnel are in no way abridged by this agreement.

AREAS FOR DISCUSSION AND AGREEMENT

This recognition constitutes an agreement between the Board and the Association to attempt to reach mutual understandings regarding salaries, fringe benefits, and related employment conditions. The Board and the Association recognize that the Board is the legally constituted body responsible for the determination of policies covering all aspects of the Centennial Public School system. The Board recognizes that it must operate in accordance with all statutory provisions of the state, and such other rules and regulations as are promulgated by the Department of Education in accordance with such statutes. The Board cannot reduce, negotiate, or delegate its legal responsibilities.

## IMPLEMENTATION

This recognition agreement shall supersede all previous recognition agreements and shall become effective upon its approval by the Association and the Board. Nothing contained in this agreement shall be construed to deny either party any constitutional or statutory rights.

## GRIEVANCE PROCEDURE

**DEFINITION OF GRIEVANCE.** A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education.

**PROCEDURAL STEPS.** The procedure for handling grievances is as set forth below.

**STEP 1 - NOTICE TO PRINCIPAL.** The grievant shall initiate the grievance by presenting it to his or her principal or immediate supervisor in writing within ten (10) days from the date that the grievant knew or should have known of the incident giving rise to the grievance. The written notice must include the description of the facts of the grievance, a list of witnesses, relevant documents and the requested resolution.

**STEP 2 - WRITTEN GRIEVANCE TO THE PRINCIPAL.** If the grievance is not resolved to the satisfaction of the grievant within five (5) days of the meeting with the principal, the grievant representative may present the grievance in writing to the principal. The failure to present the grievance within five (5) days shall result in the waiver of the grievance.

The principal shall schedule a meeting within three (3) days of the receipt of the written grievance to discuss the elements of the grievance. The principal shall submit his or her determination in writing to the grievant within five (5) days of the meeting.

**STEP 3 - WRITTEN APPEAL TO THE SUPERINTENDENT OF SCHOOLS.** If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) days of receipt of the principal's determination. The appeal shall be based on, and limited to, the facts produced at Step 1 and 2..

The superintendent of schools or a designee shall hold a formal meeting within seven (7) days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) days of the date of the meeting.

**STEP 4 - APPEAL TO THE BOARD OF EDUCATION.** If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five (5) days of receipt of the superintendent's decision. The appeal shall be based on, and limited to, the facts produced at Step 1 and 2. The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

**WRITTEN PRESENTATION.** All grievances presented at Step 2 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all

witnesses, and the remedy sought by the grievant. All grievances at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

**GRIEVANCE MEETINGS OR HEARINGS.** All meetings and hearings conducted under this procedure up to and including Step 3 shall be conducted in private and shall include only the administration's representatives, the grievant, the grievant's representatives, and witnesses as necessary.

**ASSOCIATION REPRESENTATION.** A grievant shall have the right to have an Association representative present to represent the grievant at each level of the grievance procedure.

**REPRISALS.** No reprisals of any kind shall be taken against any employee who uses this grievance procedure in good faith.

**WITHDRAWAL OF A GRIEVANCE.** A grievant may withdraw his or her grievance at any level of the procedure without fear of reprisal from any party

**ADVANCED STEP FILING.** A grievance shall be filed initially at the level at which the decision resulting in the grievance was made.

**TIME LIMITATIONS.** Time limitations herein are critical. All references to days are to contract days. No grievance shall be accepted by the district unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1 or Step 2, it shall be deemed to be waived. If the grievance is not appealed to Step 3 in a timely manner, it shall be deemed to have been settled in accordance with the district's Step 2 determination. If the district fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

When the deadline for taking an action falls on a Saturday, a Sunday or a legal holiday, the time for taking the action shall be extended to the next working day.

## PROVISIONS FOR LEAVE

### A. SICK LEAVE AND PERSONAL LEAVE

1. Each certified employee shall be granted 11 days of sick/personal leave each year. First year certificated employees shall be granted eleven (11) days of sick/personal leave the first day of their employment. Proper leave requests forms must be completed. The general reason for the leave must be specified on the form (personal, illness, etc.) as the district is required to report types of teacher leave to NDE.

- a. Leave requests must be taken in full or half day increments. Early leave requests or requests to leave for short periods of time shall accrue toward used leave time.
- b. Adequate notice: employees must submit a leave request form a minimum of 5 working days in advance of the leave date for professional and personal leave, as well as for other types of leaves. In the case of an emergency or illness, the employee shall contact their principal directly.
- c. Leave requests are subject to: availability of substitute teachers, adequate notice to employers, restrictions on use of leave to extend vacations, and providing enough non-substitutes in the building to maintain an orderly environment. If four or more teachers are absent from the building on any given day for pre approved leaves or activities, personal leaves will be denied. Also, additional leave requests may be granted within reason at the discretion of the superintendent.
- d. No personal leave may be taken the first or last day of school, or to extend a vacation period, or on scheduled days of parent-teacher conferences or full day in-services. Teachers will be docked the equivalent of the daily substitute pay rate for these days.
- e. Staff members are strongly encouraged not to take leave during the first two or last two weeks of a school year. However, leave may be granted at the discretion of the superintendent.
- f. Unused leave shall be accumulated from year to year to a limit of 50 days. Once leave is accumulated, the leave can only be used for accident, illness, medical emergencies, or bereavement (after the current year's days are exhausted) of the immediate family. Immediate family is defined as: husband, wife, children, parents, grandparents, grandchildren, brothers, sisters, or in-laws of the same.
- g. An employee who is absent from work beyond the amount of their annual sick/personal leave plus their accumulated sick leave days shall have one day of their salary deducted for each day that the employee is absent beyond total leave days available at their daily rate of pay. The superintendent has the authority to grant additional leave at full pay deduction (1/185 of contracted amount, if the calendar calls for 185 contract days) if they feel it is a warranted leave request.
- h. Teachers contracted to teach a minimum of .5 FTE will receive a prorated leave benefit. Temporary employees and part time employees (less than ½ time) shall not be entitled to leave privileges unless specifically stated.

2. In any case of Sick leave, the Board and/or Administration may require a physician's statement attesting that the teacher is not medically able to carry out regularly assigned duties. If the administration has reasonable cause to believe that a teacher who is performing or attempting to perform his/her regular assigned duties is not medically able to do so, the administration may require that teacher to obtain a physician's statement that the teacher is medically able to carry out his/her regular assigned duties. If a teacher can anticipate the need for Sick leave, it is requested that the teacher notify the administration as soon as possible and attempt to reach agreement on the time and duration of the leave.

3. Any teacher who has fewer than twenty (20) days of available leave at the beginning of any contract year shall have available the necessary advance credit Sick leave, consisting of

Sick leave days to be earned in the next year of employment, to bring the available leave up to twenty (20) days (including the ten (10) days available for that contract year). No more than ten (10) days may be advanced from a future year. If a teacher uses advance credit Sick leave and then leaves the employment of the district prior to such time that the normal accumulation of the ten (10) annual days shall have eliminated the deficit, the Board, at its discretion, may require monetary reimbursement for the Sick leave advanced but not earned at a rate of 1/185 of the salary of the latest teaching contract for each such day. When the "excess" days involve extra duty missed, the reimbursement shall include that portion of the pay for that extra duty that has the same ratio to the total pay as the days missed bears to the total duty days for that extra duty assignment. Such reimbursement shall be deducted from the final salary check.

5. UNUSED SICK/PERSONAL LEAVE DAYS.

In the event that teachers have unused sick/personal days they will be: transferred to the sick bank, or turned in for reimbursement at the rate of \$30 per day.

6. SICK LEAVE DONATION

During the school year any teacher may, at the teacher's discretion, donate not more than two (2) days, nor less than one-half (1/2) day of Sick leave to another employee who is in need and has exhausted all of his/her Sick leave due and personal leave due to an illness or other extreme circumstances. These extreme circumstances are subject to the approval of the superintendent and the Centennial Education Association President. The maximum total number of days any teacher can donate in a school year is two (2) days. The total of such donated Sick Leave to the employee needing Sick leave shall not exceed that total of the accumulated Sick leave of that employee at the beginning of the school year (including those days for the current school year.) The total available Sick leave may not exceed an accumulated amount of 50 days (this includes both the employee's Sick days and donated days) unless approved by the Board of Education. Donated Sick leave must be submitted on a school district request form and filed in the superintendent's office no later than five (5) working days after that recipient has returned to work. Donated Sick leave shall be drawn in the order of the date received in the superintendent's office. A drawing shall be conducted to determine the order of usage if the donations are received on the same day and fit the criteria listed herein.

C. PROFESSIONAL LEAVE

It is recognized that attendance at professional meetings in a staff member's subject area is beneficial. It is also recognized that school district funds are limited. All professional leave requests must be approved by the principal or superintendent. Reimbursement for the above will be provided as follows:

- \*1. Scheduled mileage rate
- 2. Registration cost
- \*3. Meal reimbursement with receipts
- \*4. Lodging reimbursement with receipts

\*Mileage rate and allowances will be determined by the Board of Education for each school year.

Coaches attendance at state competitions when Centennial is not competing shall be considered professional leave when their teams are not competing in the competition. Head varsity activity coaches will be granted leave, without loss of pay, to attend state tournament contests in their coaching activity. All assistant varsity activity coaches may be granted one day of leave, without loss of pay, to attend state tournament contests in their coaching activity providing adequate substitutes can be found. (for example

assistant coaches might be required to stagger their days so that not all coaches are absent from their duties on the same day.) Coaches attendance at state competitions do not qualify for any reimbursements.

D. BEREAVEMENT OR FUNERAL LEAVE

Employees shall be entitled to leave with pay for a maximum of five (5) contract days per event of the death of the employee's spouse, child, parent, mother/father-in-law, grandparent, sibling, sister/brother-in-law, or any other family member who resides in the same home as the employee.

Certified Staff will be granted two days for other requested bereavement leave during the contract period. If more than two days are needed, the leave may be extended by using sick/personal leave.

## SALARY SCHEDULE POLICY

- A. SALARY BASE. . . . . \$38,700
- B. VERTICAL INCREMENT . . . . . 4 Percent
- C. HORIZONTAL INCREMENT . . . . . 5 Percent
- D. SALARY SCHEDULE PLACEMENT

Upon their initial hire, employees new to the school system shall be credited with all of their acceptable prior years of teaching experience.

- E. SALARY SCHEDULE ADVANCEMENT

Teachers will advance one vertical step per full time year until they reach the maximum number of steps in the column.

Any teacher reaching the maximum step on the salary schedule, either horizontally or vertically, will remain there until approved horizontal movement is achieved. Any teacher within the system who has reached such "frozen" status at the bottom of a column will not be permitted to advance more than one step vertically as a result of horizontal movement.

In order to obtain credit for horizontal advancement on the salary schedule beyond the BA degree, a teacher must, with prior administration approval, present credit hours earned as a part of a planned graduate program at an institution whose graduate program is approved by the state in which the institution is located and leading to a Master's degree within an area to which the teacher is assigned.

Any teacher in the system may ask for prior administration approval for any course he/she feels would be of benefit to the school district. If approval is granted for any undergraduate credits, said credit will be allowed only up to and including the BA +27 column. Any further advancement must be with an accumulated total of approved graduate hours. (In order to reach the BA +36 or Master's step, all 36 hours must be approved graduate hours.)

Any teacher who is asked to take any course by the administration or Board of Education will be given horizontal advancement credit for said course or courses for the duration of the teacher's tenure in the school system.

It is the teacher's responsibility to furnish the superintendent of schools with evidence of additional graduate and/or undergraduate hours that will allow for horizontal movement on the salary schedule by August 15 of the approaching school year. May 15 is the eligibility deadline for teachers to advise the superintendent of plans to move horizontally on the salary schedule for the following school year.

- F. EXTENDED DUTY ASSIGNMENT

Any teacher with assigned duties beyond the normal number of contract days (extended contract), not covered on the extra duty schedule, shall be paid additional compensation that shall be mutually agreed upon between teacher and Board, not to exceed that teacher's daily rate

G. LENGTH OF CONTRACT PERIOD

Any change in the number of teacher duty days in the contract period shall be set and announced prior to the conclusion of the negotiations for that year.

H. TEACHER LOAD

Secondary teachers shall ordinarily have one of the regularly scheduled class periods free for planning purposes. If by mutual agreement between a teacher and the administration that teacher agrees to teach the remaining period, there shall be additional compensation to be mutually agreed upon, not to exceed fourteen (14) percent of the amount indicated for that teacher's position on the salary schedule.

Elementary teachers shall have an amount of planning time approximately equal to the amount of time given to secondary teachers. Elementary teachers who, by mutual agreement with the administration, accept duties that would be considered extra or beyond a normal elementary duty load shall receive additional compensation to be mutually agreed upon, not to exceed an amount that has the same ratio to the amount indicated for that teacher's position on the salary schedule as the amount of extra duty time per week has to the amount of duty time in a normal teaching week. Teaching duty time is defined as that time between the beginning of classes in the morning and the dismissal of classes in the afternoon, excluding the time provided for lunch.

Coverage Time Compensation - When a Certified Contracted Employee is asked to and agrees to cover another Certified Contracted Employee's class(es) during their plan period, the Certified Contracted Employee shall be compensated \$10 per class period.

I. SALARY PAYMENTS

All salaries shall be paid in twelve (12) equal payments on the 15th of each month beginning in September. If the 15th falls on a weekend or on a school holiday, payment shall be on the last school day prior to the 15th.

J. CERTIFICATE REGISTRATION

Teachers must have a current certificate registered in the office of the superintendent. A photo-copy of the certificate shall be placed in the teacher's permanent file. Both must be accomplished in order for the teacher to receive a paycheck.

K. HEALTH INSURANCE

The board shall, at district's expense, provide for all teachers a health care program as provided by the Educators Health Alliance under its \$0 Deductible Alternative Network Health Coverage (which includes \$1200 deductible option for network blue) or the HSA high deductible option through the alternate network or network blue and also single dental for the PPO – 80% A & B with 50% C dental coverage, or shall in its discretion provide coverage which matches in all respects.

Part Time Teachers: For any teacher who works less than full time but at least half time will receive the same ratio to the full premium as the portion of time worked has to full time. (Example: For a ½ time teacher the Board will reduce its participation in the premium to ½ the full appropriate premium.) The part time teacher shall elect to pay the remainder of the

premium by payroll deduction or to waive the insurance benefits entirely.

When both spouses are employed by Centennial Public School, they may elect one of the above health plans plus dental coverage to match that plan. (Example: If the employees select the plan covering Employee, Spouse and Children they will receive dental coverage for Employee, Spouse & Children.)

L. LONG TERM DISABILITY INCOME PROTECTION INSURANCE

The District will pay all teachers the amount of LTD premium cost: this amount will then be deducted from all teachers' checks to pay the LTD premium. By doing this, any benefits received will be non-taxable to the employee.

M. REDUCTION-IN-FORCE POLICY

Any change in the reduction-in-force policy to be used in a succeeding year shall be established and announced prior to the conclusion of the negotiations for that year.

N. SAFETY COMMITTEE

The Superintendent or his/her designee will select staff members as needed and appropriate to serve on the Safety Committee.

O. REIMBURSEMENT FOR COMPLETING GRADUATE HOURS TO TEACH DUAL CREDIT COURSES

In the event that the district requests that a teacher get certified to teach dual credit, the district will reimburse the teacher's tuition at the tuition rate for a Nebraska public college or university for courses needed to qualify as a dual credit teacher upon successful completion of each course. If the courses necessary to qualify to teach dual credit courses are not available at a public institution the teacher may apply for reimbursement at the private college rate. Tuition reimbursement for courses taken through a private college or university must be approved in writing in advance. If the teacher is in a program that reimburses all or part of the tuition for these, Centennial will reimburse the teacher the unpaid balance of the tuition.

If the teacher elects to use dual credit qualifying college credit for movement on the salary schedule, the district will reimburse the teacher for 75% of the tuition needed upon successful completion of each course. If the teacher is in a program that reimburses the teacher, the district will reimburse the teacher for tuition the difference.

If a teacher leaves the district before the end of the three years, the district will be reimbursed one-third of the tuition per year not served. (i.e. If a teacher left after one year, he or she would be required to reimburse the district for two-thirds of the tuition that was paid them.)

Each dual credit teacher will be paid a \$500 stipend per dual credit class taught. The stipend will be paid in the July paycheck.

P. SUMMER HOURS FOR COACHES

Coaches will receive the following amounts for summer work with student athletes. All hours must be **pre** approved by the Activities Director. This does not include supervising the weightroom.

Head Coaches

20 - 39 Hours	1% of base
40 - 59 Hours	2% of base
60+ Hours	3% of base

#### Assistant Coaches

20 - 39 Hours	.5% of base
40 - 59 Hours	1% of base
60+ Hours	1.5% of base

#### Q. NONDISCRIMINATION

The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.

#### R. JOINT PREPARATION AND CONSTRUCTION

This Negotiated Agreement is the product of a collectively bargained negotiation, and all parties have cooperated in the drafting and preparation of the Agreement. Thus, this Negotiated Agreement should not be construed for or against any party.

#### S. MANAGEMENT RIGHTS

Anything herein to the contrary notwithstanding, the Board, except as is expressly provided in this Agreement, reserves exclusively unto itself all the rights, powers, discretion, authorities, and prerogatives vested in it, whether exercised or not; and nothing herein shall be construed in any manner as constituting a delegation or waiver of any rights, powers, discretion, authority or prerogative so vested in the Board its designees.

#### T. WAIVER OF BARGAINING RIGHTS AND AMENDMENT TO AGREEMENT

During the negotiations resulting in this Agreement, the District and the Association each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter as to which any state or federal law imposes an obligation to bargain, including but not necessarily limited to, the Industrial Relations Act (NEB. REV. STAT. §§ 48-801 through 48-839). Except as specifically set forth elsewhere in this Agreement, the District expressly waives its right to require the Association to negotiate, and the Association expressly waives its right to require the District to negotiate over all matter as to which state or federal law imposes an obligation to bargain, whether or not: (a) such matters are specifically referred to in this Agreement; (b) such matters were discussed between the District and the Association during the negotiations which resulted in this Agreement; or (c) such matters were within the contemplation or knowledge of the District or the Association at the time this Agreement was negotiated and executed. This Agreement contains the entire understanding, undertaking, and agreement of the District and the Association, after the exercise of the right and opportunity referred to in the first sentence of this section, and finally determines all matters of collective bargaining for its terms. Changes to this Agreement, whether by addition, waiver, deletion, amendment, or modification, must be reduced to writing and executed by both the District and the Association.

CENTENNIAL PUBLIC SCHOOL

INDEX SALARY SCHEDULE

Base \$38700 .04 Down & .05 Across

2023-2024

	Base	\$38,700						
					Bachelor			
Step	Bachelor Degree	Bachelor 9 Hrs	Bachelor 18 Hrs	Bachelor 27 Hrs	36 Hrs or Master	Master 9 Hrs	Master 18 Hrs	Master 27 Hrs
0	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
	\$38,700	\$40,635	\$42,570	\$44,505	\$46,440	\$48,375	\$50,310	\$52,245
1	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
	\$40,248	\$42,183	\$44,118	\$46,053	\$47,988	\$49,923	\$51,858	\$53,793
2	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
	\$41,796	\$43,731	\$45,666	\$47,601	\$49,536	\$51,471	\$53,406	\$55,341
3	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
	\$43,344	\$45,279	\$47,214	\$49,149	\$51,084	\$53,019	\$54,954	\$56,889
4	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
	\$44,892	\$46,827	\$48,762	\$50,697	\$52,632	\$54,567	\$56,502	\$58,437
5	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
	\$46,440	\$48,375	\$50,310	\$52,245	\$54,180	\$56,115	\$58,050	\$59,985
6		1.29	1.34	1.39	1.44	1.49	1.54	1.59
		\$49,923	\$51,858	\$53,793	\$55,728	\$57,663	\$59,598	\$61,533
7		1.33	1.38	1.43	1.48	1.53	1.58	1.63
		\$51,471	\$53,406	\$55,341	\$57,276	\$59,211	\$61,146	\$63,081
8			1.42	1.47	1.52	1.57	1.62	1.67
			\$54,954	\$56,889	\$58,824	\$60,759	\$62,694	\$64,629
9			1.46	1.51	1.56	1.61	1.66	1.71
			\$56,502	\$58,437	\$60,372	\$62,307	\$64,242	\$66,177
10				1.55	1.60	1.65	1.70	1.75
				\$59,985	\$61,920	\$63,855	\$65,790	\$67,725
11					1.64	1.69	1.74	1.79
					\$63,468	\$65,403	\$67,338	\$69,273
12						1.73	1.78	1.83
						\$66,951	\$68,886	\$70,821
13							1.82	1.87
							\$70,434	\$72,369
14								1.91
								\$73,917

**CENTENNIAL EXTRA DUTY SCHEDULE**  
(Amounts are percents of base salary)

	Number of years with this assignment (Including this contract year)					
	1	2	3	4	5	6
FOOTBALL - Head varsity coach	12	13	14	15	16	17
Assistant varsity coach(es)	6.75	7.5	8.25	9.0	9.75	10.5
7th & 8th coaches	5	5.5	6	6.5	7	7.5
Asst. 7th & 8th coach	3.5	3.75	4	4.25	4.5	4.75
BASKETBALL - Head varsity coach	12	13	14	15	16	17
Assistant varsity coach(es)	6.75	7.5	8.25	9.0	9.75	10.5
7th & 8th coach	5	5.5	6	6.5	7	7.5
Asst. 7th & 8th coach	3.5	3.75	4	4.25	4.5	4.75
TRACK - Head varsity coach	10	11	12	13	14	15
Assistant varsity coach(es)	6	6.75	7.5	8.25	9	9.75
7th & 8th coach	5	5.5	6	6.5	7	7.5
Asst. 7th & 8th coach	3.5	3.75	4	4.25	4.5	4.75
CROSS COUNTRY - Head coach	7	8	9	10	11	12
7th & 8th coach	4	4.5	5	5.5	6	6.5
WRESTLING - Head varsity coach	12	13	14	15	16	17
Assistant varsity coach	6.75	7.5	8.25	9.0	9.75	10.5
7th & 8th coach	5	5.5	6	6.5	7	7.5
Asst. 7th & 8th coach	3.5	3.75	4	4.25	4.5	4.75
VOLLEYBALL - Head varsity coach	12	13	14	15	16	17
Assistant varsity coach	6.75	7.5	8.25	9.0	9.75	10.5
7th & 8th coach	5	5.5	6	6.5	7	7.5
Asst. 7th & 8th coach	3.5	3.75	4	4.25	4.5	4.75
SOFTBALL/BASEBALL - Head varsity coach	10	11	12	13	14	15
Assistant varsity coach	6	6.75	7.5	8.25	9	9.75
GOLF	7	8	9	10	11	12
UNIFIED BOWLING	3	3	3	3	3	3
VOCAL MUSIC	3.5	3.75	4	4.25	4.5	4.75
INSTRUMENTAL MUSIC	6	6.5	7	7.5	8	8.5
DRAMA (Each, per play)	4.35	4.50	4.65	4.8	4.95	5.10
SPEECH	3	3.25	3.5	3.75	4	4.25
DANCE TEAM	4.5	4.75	5	5.25	5.5	5.75
CHEER TEAM	4.5	4.75	5	5.25	5.5	5.75
FCCLA/ EDUCATORS RISING	4.75	5	5.25	5.5	5.75	6
E SPORTS - HAL	3	4	5	6	7	8
ACADEMIC SPONSOR/K 12 CLUB	2	2.25	2.5	2.75	3	3.25
FFA	10	11	12	13	14	15
Assistant	3	4	5	6	7	8
FBLA	4.75	5	5.25	5.5	5.75	6
STUDENT COUNCIL SPONSOR	4.5	4.75	5	5.25	5.5	5.75
ANNUAL	6	6.5	7	7.5	8	8.5
JUNIOR CLASS SPONSORSHIP	4 total, divided equally among sponsors					

—The Board may grant credit (horizontal steps) for prior experience in a particular activity at their discretion. The number of steps granted on that first contract shall be the base point for further advancements. Changes to XC extra duty pay will be grandfathered into this agreement. Current extra duty rates of 10%-15% of base for and XC will stay in effect for the duration of the present coaches tenure. Approved Academic Sponsor/K-12 Club's are student groups sponsored by a staff member outside of the typical contract day. Both the BOE and the CEA shall be notified before these sponsorships are approved by the Superintendent.

This agreement shall become effective on the first day of the 2023-2024 school year and shall continue in full force until replaced by a mutually agreed to successor agreement which shall then be retroactive to the beginning of the 2024-2025 school year.

Date: December 12, 2022

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Chief Negotiator Centennial School, District 67R	Chairman, Negotiation Committee Centennial Education Association
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President, Board of Education Centennial School, District 67R	President, Centennial Education Association
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# Principal Evaluation Form

Name: Seth Ford  
Job Title: Superintendent

Author: Self-Evaluation  
Date: Dec 7, 2022 10:48 AM CST  
School: Central Office  
Share: On

## Evaluation Plan

The following process is recommended for the evaluation of the Principal:

Review and completion of Performance Evaluation instruments by the Principal and the Superintendent.  
The Superintendent will meet with the Principal to review the ratings. Such discussion may include the identification of strengths, and areas for improvement as determined.  
The Superintendent (or designee) will meet with the Principal to review the compiled ratings.  
The Superintendent will make an employment recommendation to the Board of Education. The Board will consider contract renewal and take official action in open session.  
The Board of Education will make the determination of salary and/or contract terms (as appropriate).

## Vision

A principal is an educational leader who promotes the success of all students by facilitating the development, articulation, implementation, and stewardship of vision of learning that is shared and supported by the school community.

Articulates a clear vision for the school and its efforts.  
Sets priorities in the context of improving student achievement.  
Articulates and promotes high expectations for teaching and student learning.  
Promotes an educational philosophy that emphasizes students.  
Aligns the educational programs, plans and actions to the districts vision and goals for student learning.  
Develops communication strategies to inform stakeholders of progress towards the vision and mission of the district.

Meets District Standards

Does Not Meet District Standards

## School Culture for Learning

A principal is an educational leader who promotes the success of all students by advocating, nurturing and sustaining a school culture conducive to student learning.

Provides leadership for assessing, developing and improving school environment and culture.  
Provides leadership, encouragement, opportunities, and structure for all staff to continually design more effective teaching and learning experiences for all students.  
Schedules, plans, or facilitates regular meetings of all types (planning, problem solving, decision-making, in-services and trainings) with teachers to address instructional issues.  
Demonstrates awareness of professional issues and developments in education.  
Establishes clear standards, communicates expectations for the use of time allocated to instruction, and monitors the effective use of classroom time.

Meets District Standards

Does Not Meet District Standards

## Developing Self and Others

A principal is an educational leader who promotes the development of others and self by advocating, nurturing and sustaining a culture of student learning and staff professional development. Always teaching, coaching and helping others.

Makes regular classroom observations in all classrooms, both informal and formal.  
Engages in post-observation conferences (in timely manner) with staff members that focus on the improvement of instruction and on direct teaching in the classroom.  
Schedules, plans, or facilitates regular meetings of all types (planning, problem solving, decision-making, in-services and trainings) with teachers to address instructional issues.  
Provides motivation and resources for faculty members to engage in professional growth activities.  
Develops and revises his/her own professional development plan for continued improved performance.  
Assists teachers yearly in setting and reaching personal and professional goals related to the improvement of instruction, student achievement, and professional development.  
Demonstrates awareness of professional issues and developments in education.

Meets District Standards

Does Not Meet District Standards

## School Learning Environment and Relationships

A principal is an educational leader who promotes the success of all students by ensuring a safe, efficient, and effective learning environment through management of the organization, operations, and resources of the school.

Assumes the responsibility of maintaining good human relationships among students, teachers, parents, and the general public. The principal shall serve as a unifying force within the school building, striving at every opportunity to reconcile divergent viewpoints in order to do what is best for students and for public education.  
Maintains strong and consistent discipline to maintain an effective learning environment.  
Operational procedures are designed and managed to maximize opportunities and procedures.  
Demonstrates effective relationships with students.  
Uses effective communication skills with a variety of stakeholders in the operation of the school.  
Encourages open communication among staff members.  
Demonstrates concern and openness in the consideration of teacher and parental problems and participates in the resolution of such problems where appropriate.  
Systematically collects and responds to staff, parent and student concerns.  
Addresses problems in a timely manner.  
Works to assure the school plant, equipment, and support systems operate safely, efficiently and effectively within the system following District procedures to address the problem.

Meets District Standards

Does Not Meet District Standards

## Instructional Direction, Academic Standards and Assessment

Implementing strategies for improving teaching and learning including putting programs and improvement efforts into action. Developing a vision and establishing clear goals; providing direction in achieving stated goals; encouraging others to contribute to goal achievement; securing commitment to a course of action from individuals and groups.

Demonstrates knowledge of academic standards.  
Ensures staff is informed of and incorporates academic standards in classroom.  
Incorporates the designated state regulations related to academic requirements.  
Facilitates instructional program development based on trustworthy research and proven instructional practices.  
Uses appropriate formative-assessment procedures and informal data-collection methods for evaluating the effectiveness of instructional programs in achieving state, district, and local standards.  
Establishes high expectations for student achievement that are directly communicated to students, teachers, and parents.

Meets District Standards

Does Not Meet District Standards

## Working with Parents and Community

Participates actively in the community.  
Engages the community to create shared responsibility for student and school success.  
Promotes and supports parent/student/community involvement in the school.  
Is knowledgeable about and connects students and families to the health, human and social services they need to stay focused on learning.

Meets District Standards

Does Not Meet District Standards

### Administrative Team Member

A principal is an educational leader who promotes the success of all students by facilitating the development, implementation, and success of school district curriculum and programs.

- Participates in the research and development of district curriculum and programs.
- Supports district curriculum and program decisions with students, staff and the community.
- Monitors the implementation of the adopted curriculum and programs.
- Assists the team in maintaining the direction needed to complete a task.
- Takes responsibility to implement initiatives to improve teaching and learning.
- Seeks input from team members regarding ideas to improve learning.
- Assists in the operational tasks of the team.

Meets District Standards	Does Not Meet District Standards
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### Ethics/Integrity

A principal is an educational leader who is a role model and exemplar and promotes the success of the school by acting with integrity, fairness, and in an ethical manner.

- Demonstrates ethical, trustworthy, and professional behavior.
- Demonstrates values, beliefs, and attitudes that inspire others to higher levels of performance.
- Treats people fairly, equitably, and with dignity and respect.
- Applies policies and procedures in a fair and equitable manner.
- Demonstrates appreciation for and sensitivity to the diversity in the school community.
- Sets high expectations for self and others.

Meets District Standards	Does Not Meet District Standards
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### Evaluation Summary

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### Signatures

Signatures indicate only that the evaluator has reviewed this report with the administrator.

### Evaluator Signature

- no signature -

### Administrator Signature

- no signature -

### Administrator Comments

In the space below, the teacher may add any responses which he/she may have to this report. Responses should be completed within five (5) days of the conference.

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Centennial Public Schools  
Gyms Lighting Upgrade

Monday, December 05, 2022

### Scope of Work

Remove (50) existing fixtures in Gym 1 - Varsity. Install (51) new LED fixtures with InteractPro controls. (8) of which are to be Emergency Ballasted Fixtures.  
Remove (16) existing fluorescent T8 lamps and ballasts in cove. Install (16) LED T8 Ballast Bypass lamps.  
Remove (49) existing fixtures in Gym 2 - JV. Install (49) new LED fixtures with (1) Lutron Power Pack per row to pair each row independently from one another with wireless remote. (8) of which are to be Emergency Ballasted Fixtures.  
Install (4) wireless wall-mounted switches in each Gym.  
Install (1) Gateway for controls in Gym 1 - Varsity.  
\*Disposal of fixtures and lamps included

### Installation Considerations

Pricing is based on a normal Monday through Friday work week. Any additional work could result in a needed change order. Due to recent and possible future trade tariffs on imported goods and general price increases, all quotes are subject to change at the time of order being placed.

### Project Financials

Project Cost	\$	59,065.00
Less Estimated Rebates	\$	-
Net Project Cost	\$	59,065.00

### How to get started

Project Cost	\$	59,065.00
Down Payment	\$	23,626.00
*Tax Not Included		

Randy Herrick  
402.850.9789  
randy.herrick@vosslighting.com

NOTE: If Project Quotation is approved by Customer, Voss Lighting will then provide a contract for Customer signature. Upon your signature on this contract, product will be ordered and installation scheduled.  
PROJECT CANCELLATIONS: Should project be delayed or cancelled, may be liable for any additional product cancellation fees, restocking charges, or price increases. Should the project be delayed beyond 30 days from original quotation date, the executed Voss Lighting contract will become void, our pricing will be reviewed for any necessary adjustments related to material and expense costs, labor costs, and other related costs that may be affected, and a new contract presented for Customer signature.  
PROJECT PRICE INCREASES: This quotation is based upon current product pricing and installation related costs. Quotation is guaranteed for 30 days from quotation date. After 30 days, our pricing will be reviewed for any necessary adjustments related to material and expense costs, labor costs, and other related costs that may be affected by an extended approval period.  
PROJECT WORK HOURS: Unless noted otherwise above, our quotation is based on onsite installation taking place on a normal 8-hour per day, 40-hour per week work schedule. Voss Lighting has included no provisions for shift work or overtime.  
PRICE: The quoted price includes taxes but no other fees that may be associated with this project.  
PRODUCT NON-STOCK ITEMS: Some products that we offer are not stock items in our warehouse and are ordered as needed. Such items are 'special order' and have extended lead times and are non-returnable.  
PRODUCT DELIVERY AND INSTALLATION DATES: Upon execution of the Voss Lighting contract, we will aggressively process and expedite your project. At that time, product delivery and onsite installation dates will be verified. Voss Lighting cannot accept responsibility for product production delays, delivery issues, and inclement weather that are beyond our control.  
TECL 30854: Regulated by the Texas Department of Licensing and Regulation. PO Box 12157, Austin, Texas 78711. 1-800-803-9292, 512-463-6699.  
Website: www.license.state.tx.us/complaints  
OK 00164441  
Concerning costs for goods and services that are part of the pricing quoted herein, in the event of unforeseen direct or indirect price escalation and increases due to general increases, trade tariffs, inflationary factors, increases in precious metals and other commodity items, and the like, all quoted pricing is subject to review and adjustment at the time of order being placed. Voss pricing is based on the assumed voltage at each fixture location being as stated in our proposal and all existing electrical installation is compliant with National Electrical Code and local jurisdiction Code requirements. If actual conditions are found to be different and/or non-compliant after proposal is submitted, Voss reserves the right to evaluate our pricing for cost impact(s) and associated price revision.

ELA	2022	2021	2019	F/R
Malcolm	64%	66%	76%	17%
East Butler	60%	61%	51%	19%
Milford	57%	52%	67%	22%
Cross County	57%	56%	56%	33%
Heartland	56%	64%	61%	30%
Centennial	51%	52%	45%	47%
High Plains	49%	45%	50%	46%
Fillmore Central	48%	54%	54%	40%
State	47%	48%	52%	45%
McCool Junction	47%	48%	47%	46%
Friend	45%	52%	50%	35%
Dorchester	42%	42%	43%	45%
Shelby-RC	41%	39%	53%	41%

Math	2022	2021	2019	F/R
Heartland	64%	60%	74%	30%
Friend	63%	71%	64%	35%
Milford	59%	53%	74%	22%
Cross County	59%	63%	59%	33%
Centennial	56%	58%	44%	47%
East Butler	54%	53%	73%	19%
Malcolm	52%	52%	76%	17%
Fillmore Central	50%	54%	59%	40%
State	46%	46%	52%	45%
Dorchester	43%	34%	29%	45%
McCool Junction	37%	47%	39%	46%
High Plains	32%	32%	38%	46%
Shelby-RC	23%	29%	50%	41%

Science	2022	2021	2019	F/R
Centennial	87%	*	74%	47%
Cross County	86%	*	68%	33%
Milford	82%	*	79%	22%
Friend	82%	*	63%	35%
Malcolm	79%	*	81%	17%
Heartland	75%	*	83%	30%
Shelby-RC	73%	*	69%	41%
East Butler	73%	*	57%	19%
High Plains	70%	*	66%	46%
Fillmore Central	67%	*	56%	40%
State	66%	*	66%	45%
McCool Junction	63%	*	64%	46%
Dorchester	62%	*	44%	45%

	2022-2023 Disbursements					
Month	Total Expenditures	Cumulative Spent	Cumulative % of Budget Spent	Projected % Budget Spent	Notes	
September	\$863,796	\$863,796	8.86%	8.33%		
October	\$744,392	\$1,608,188	16.49%	16.67%		
November	\$749,918	\$2,358,107	24.18%	25.00%		
December	\$716,432	\$3,074,539	31.52%	33.33%		
January		\$3,074,539	31.52%	41.67%		
February		\$3,074,539	31.52%	50.00%		
March		\$3,074,539	31.52%	58.33%		
April		\$3,074,539	31.52%	66.67%		
May		\$3,074,539	31.52%	75.00%		
June		\$3,074,539	31.52%	83.33%		
July		\$3,074,539	31.52%	91.67%		
August		\$3,074,539	31.52%	100.00%		
Credit Card						
Total	\$3,074,539					
2021 Budgeted Disbursements	\$9,753,230					
	Cumulative:					
	September	October	November	December	January	February
Projected Expenses	\$812,769	\$1,625,538	\$2,438,308	\$3,251,077	\$4,063,846	\$4,876,615
Actual Expenses	\$863,796	\$1,608,188	\$2,358,107	\$3,074,539	\$3,074,539	\$3,074,539
Difference	-\$51,027	\$17,350	\$80,201	\$176,538	\$989,307	\$1,802,076
	March	April	May	June	July	August
Projected Expenses	\$5,689,384	\$6,502,153	\$7,314,923	\$8,127,692	\$8,940,461	\$9,753,230
Actual Expenses	\$3,074,539	\$3,074,539	\$3,074,539	\$3,074,539	\$3,074,539	\$3,074,539
Difference	\$2,614,845	\$3,427,614	\$4,240,383	\$5,053,153	\$5,865,922	\$6,678,691

