

Regular Monthly Meeting (HS)
Monday, December 12, 2016 5:00 PM

BOARDROOM @ LCC HIGH SCHOOL
502 Wakefield Street
Laurel, NE 68745-0008

Agenda

- I. CALL MEETING TO ORDER
- II. APPROVAL OF AGENDA AND CHANGES TO AGENDA
- III. CONSENT AGENDA
- IV. EXCUSE ABSENT BOARD MEMBERS
- V. PUBLIC COMMENT
- VI. INFORMATION AND PROPOSALS
 - VI.1. PRINCIPALS' REPORTS
 - VI.2. SUPERINTENDENT'S REPORT
 - VI.3. BOARD COMMITTEE REPORTS
- VII. ACTION ITEMS
 - VII.1. Consider, discuss and take necessary action with regard to the 2015-2016 annual audit.
 - VII.2. Consider, discuss and take necessary action with regard to the Teacher Incentive Plan.
 - VII.3. Consider, discuss and take necessary action with regard to entering an exclusive contract with Coca-Cola.
 - VII.4. Consider, discuss and take necessary action with regard to Rosetta Stone.
 - VII.5. Consider, discuss and take necessary action with regard to advertising closed bids for old skid loader.
 - VII.6. Consider, discuss and take necessary action with regard to bus purchase.
 - VII.7. Consider, discuss and take necessary action with regard to replace gym floor.
 - VII.8. Consider, discuss and take necessary action with regard to Pre-School Enrollment Priority Criteria.
 - VII.9. Consider, discuss and take necessary action with regard to the principal contracts.
 - VII.10. Consider, discuss and take necessary action with regard to the evaluation/contract for the Superintendent.
- VIII. DISCUSSION ITEMS
 - VIII.1. Discussion on departing and oncoming board members.
 - VIII.2. Discussion on the possibility of cooping softball.
 - VIII.3. Discussion regarding LCC Pride!
- IX. The Board of Education reserves the right to enter into Closed/Executive Session for 1) the protection of the public interest, or 2) the prevention of needless injury to the reputation of an individual, and/or the individual has not requested a public meeting.
- X. ADJOURN

Checking Account ID: 1

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
102104	12/12/2016				CARDME	CARDMEMBER SERVICE	4,036.12
102105	12/12/2016				APPEARA	APPEARA	131.20
102106	12/12/2016				ARAMARK	ARAMARK UNIFORM SERVICES	151.77
102107	12/12/2016				ATT	AT&T	136.16
102108	12/12/2016				BBSTORAGE	B & B STORAGE	61.00
102109	12/12/2016				BFS	BIGGER FASTER STRONGER	38.06
102110	12/12/2016				BLACKHILLS	BLACK HILLS ENERGY	2,061.68
102111	12/12/2016				BLACKHILLS	BLACK HILLS ENERGY	165.00
102112	12/12/2016				BLACKHILLS	BLACK HILLS ENERGY	141.00
102113	12/12/2016				BOMGAA	BOMGAARS SUPPLY INC	169.99
102114	12/12/2016				CEDCLE	CEDAR COUNTY CLERK	1,723.04
102115	12/12/2016				CEDARKNOX	CEDAR-KNOX PPD	1,835.44
102116	12/12/2016				CENTURYBUS	CENTURY BUSINESS PRODUCTS	521.21
102117	12/12/2016				CENTURLIN	CENTURLINK	353.75
102118	12/12/2016				CHEMSE	CHEMSEARCH	151.86
102119	12/12/2016				CITY	CITY OF LAUREL	5,107.89
102120	12/12/2016				CORNER	CORNER MART	1,542.41
102121	12/12/2016				COUMAR	COURTYARD MARRIOTT	210.00
102122	12/12/2016				DANA	DANA F COLE & COMPANY	10,500.00
102123	12/12/2016				DECKER	DECKER EQUIPMENT	143.87
102124	12/12/2016				DEMCO	DEMCO	58.08
102125	12/12/2016				EDLEAD	EDLEADER21, LLC	5,500.00
102126	12/12/2016				ESU1	EDUCATIONAL SERVICE UNIT #1	573.50
102127	12/12/2016				EMBASSLAV	EMBASSY SUITES HOTELS	2,346.75
102128	12/12/2016				ENTERPRISE	ENTERPRISE FINANCIAL SERVICES, LLC	388.00
102129	12/12/2016				FAITH	FAITH REGIONAL PHYSICIAN SERVICES	100.00
102130	12/12/2016				GARYS	GARY'S FOODTOWN	108.92
102131	12/12/2016				GENERAL	GENERAL FUND PETTY CASH	247.82
102132	12/12/2016				GILLHAUL	GILL HAULING, INC.	120.00
102133	12/12/2016				GLASSE	GLASS EDGE INC	559.00
102134	12/12/2016				H2O	H2O 4 U	154.62
102135	12/12/2016				HAISCHBL	BRUCE & LYNETTE HAISCH	427.68
102136	12/12/2016				HANSENBROS	HANSEN BROTHERS PARTS & SERVICE, INC.	625.95
102137	12/12/2016				HEFNEROIL	HEFNER OIL & FEED CO. INC	1,675.29
102138	12/12/2016				KENSMA	KEN'S MARKET	17.94
102139	12/12/2016				KLOOZLORI	LORI KLOOZ	103.68
102140	12/12/2016				KLOOZ	RANDALL KLOOZ	458.34
102141	12/12/2016				KREISHERI	SHERI KREI	50.00
102142	12/12/2016				KRUSE	KRUSE TRUE VALUE	10.49
102143	12/12/2016				KSBSCHOOL	KSB SCHOOL LAW, PC LLO	110.00
102144	12/12/2016				LAURELTV	LAUREL TRUE VALUE	179.79
102145	12/12/2016				MARRIO	LINCOLN MARRIOTT CORNHUSKER	189.00
102146	12/12/2016				MAJORREFRI	MAJOR REFRIGERATION CO, INC.	420.75
102147	12/12/2016				MARDAL	MARCO INC	1,691.56
102148	12/12/2016				MARDAL	MARCO INC	1,244.29
102149	12/12/2016				MARCO	MARCO TECHNOLOGIES LLC	385.00
102150	12/12/2016				MATHES	MATHESON TRI-GAS INC	207.90
102151	12/12/2016				MIDMUS	MIDWEST MUSIC CENTER INC	14.00
102152	12/12/2016				NASB	NEBRASKA ASSOCIA SCHOOL BOARDS	224.00
102153	12/12/2016				NDE	NEBRASKA DEPT OF EDUCATION	50.00
102154	12/12/2016				NENEBRINS	NORTHEAST NEBRASKA INSURANCE	1,379.00
102155	12/12/2016				NNNEWS	NORTHEAST NEBRASKA NEWS COMPANY	1,078.20
102156	12/12/2016				NNTC	NORTHEAST NEBRASKA TELEPHONE COMPANY	305.69
102157	12/12/2016				ONESOU	ONE SOURCE	43.00
102158	12/12/2016				OVHENO	OVERHEAD DOOR CO. OF NORFOLK	8.00
102159	12/12/2016				PERMAB	PERMA-BOUND BOOKS	28.54
102160	12/12/2016				PERRY	PERRY, GUTHERY, HAASE & GESSFORD	1,200.00
102161	12/12/2016				PITNEY	PITNEY BOWES	375.00

Checking Account ID: 1

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
102162	12/12/2016				PRESTOX	PRESTO-X	45.02
102163	12/12/2016				PROVIDENCE	PROVIDENCE MEDICAL CENTER	1,081.25
102164	12/12/2016				RWRICE	RASMUSSEN MECHANICAL SERVICES INC.	4,119.42
102165	12/12/2016				PBRESERVE	RESERVE ACCOUNT	400.00
102166	12/12/2016				SAFETYVISI	SAFETY VISION	360.60
102167	12/12/2016				SCHMITT	SCHMITT CONSTRUCTION	125.00
102168	12/12/2016				SPRINT	SPRINT	111.26
102169	12/12/2016				HOBART	STRACHAN SALES, INC.	800.38
102170	12/12/2016				SYNOVIA	SYNOVIA SOLUTIONS	318.00
102171	12/12/2016				TEACHSTLLC	TEACHING STRATGIES, LLC	128.00
102172	12/12/2016				USCELL	U.S. CELLULAR	132.21
102173	12/12/2016				USPS68727	USPS 68727	94.00
102174	12/12/2016				VILLCOLE	VILLAGE OF COLERIDGE	153.95
102175	12/12/2016				WAKEFI	WAKEFIELD COMMUNITY SCHOOL	950.00
102176	12/12/2016				WAYNEHERAL	WAYNE HERALD/MORNING SHOPPER	125.00
102177	12/12/2016				WESTINTERA	WEST INTERACTIVE SERVICES CORPORATION	1,017.00
102178	12/12/2016				WESTSI	WEST SIOUX CERAMICS & DA POT	257.00
102179	12/12/2016				WEXBANK	WEX BANK	804.83
Check Type Total:		Check			Void Total:	0.00	Total without Voids: 62,864.15
Checking Account Total:		1			Void Total:	0.00	Total without Voids: 62,864.15

Checking Account ID: 10

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
3264	12/12/2016				MARDAL	MARCO INC	1,393.51
Check Type Total:		Check			Void Total:	0.00	Total without Voids: 1,393.51
Checking Account Total:		10			Void Total:	0.00	Total without Voids: 1,393.51

Checking Account ID: 2

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
521	12/12/2016		X	12/12/2016			0.00
522	12/12/2016				KARDEL	KARDELL'S AUTO	18,000.00
Check Type Total:		Check			Void Total:	0.00	Total without Voids: 18,000.00
Checking Account Total:		2			Void Total:	0.00	Total without Voids: 18,000.00

Checking Account ID: 9

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
1032	12/12/2016				SECURITY	SECURITY BANK	1,558.75
1033	12/12/2016				SECURITY	SECURITY BANK	25,000.00
1034	12/12/2016				SECURITY	SECURITY BANK	15,000.00
1035	12/12/2016				SECURITY	SECURITY BANK	517.50
1036	12/12/2016				SECURITY	SECURITY BANK	90,000.00
Check Type Total:		Check			Void Total:	0.00	Total without Voids: 132,076.25
Checking Account Total:		9			Void Total:	0.00	Total without Voids: 132,076.25
Grand Total:					Void Total:	0.00	Total without Voids: 214,333.91

DECEMBER 2016 CREDIT CARD PAYMENT

GENERAL FUND:

Vendor Name	Invoice Date	Check Date	Check Number	Invoice Amount
AMAZON.COM	12/01/2016	12/12/2016	102104	52.64
AMAZON.COM	11/15/2016	12/12/2016	102104	45.98
AMAZON.COM	12/01/2016	12/12/2016	102104	12.25
AMAZON.COM	11/02/2016	12/12/2016	102104	13.77
AMAZON.COM	11/09/2016	12/12/2016	102104	29.99
AMAZON.COM	11/02/2016	12/12/2016	102104	99.00
AMAZON.COM	11/07/2016	12/12/2016	102104	167.90
AMAZON.COM	11/30/2016	12/12/2016	102104	79.00
APPLE ONLINE STORE	11/07/2016	12/12/2016	102104	(79.00)
BROTHER SEBASTIONS STEAKHOUSE	11/17/2016	12/12/2016	102104	234.80
CARD INTEGRATORS	11/28/2016	12/12/2016	102104	3,062.00
EMBASSY SUITES HOTELS	11/16/2016	12/12/2016	102104	54.40
LINCOLN MARRIOTT CORNHUSKER	11/17/2016	12/12/2016	102104	15.00
MIDWEST MUSIC CENTER INC	11/09/2016	12/12/2016	102104	34.34
NORFOLK COUNTRY CLUB	11/09/2016	12/12/2016	102104	14.02
PIZZA WEST LAVISTA	11/17/2016	12/12/2016	102104	62.66
SCHOOL CHECK IN	11/02/2016	12/12/2016	102104	90.00
TRANSACTION FEE ON CREDIT CARD	12/02/2016	12/12/2016	102104	47.37
General Fund Report Total:				<u>4,036.12</u>

ACTIVITY FUND:

LIGHT/MINI IN THE BOX	11/02/2016			12.87
HY VEE	11/14/2016			39.98
U-HAUL	11/29/2016			300.67
DAKTRONICS	11/16/2016			53.00
TRANSACTION FEE	11/02/2016			0.25
Activity Fund Report Total:				<u>406.77</u>

LCC SCHOOL DISTRICT #54
FINANCIAL STATEMENT
2016-2017
December 12, 2016

GENERAL FUND CHECKING (#604550)

Beginning Balance 11/1/2016 \$766,595.27

Receipts

Cedar County Local Taxes	\$67,841.88
Cedar County MV Taxes	\$12,647.78
Cedar County Fines/License	\$1,190.87
Cedar County Pro-Rate MV Taxes	\$252.61
Dixon County Local Taxes	\$3,935.71
Dixon County MV Taxes	\$1,586.33
Dixon County Fines/License	\$328.60
Wayne County Local Taxes	\$59.90
Wayne County Fines/License	\$6.90
LCC School Lunch Fund - November Payroll Reimbursement	\$12,440.90
LCC School Coop Fund - November Payroll Reimbursement	\$11,024.20
LCC School Employee Computer Use	\$120.00
Crofton Comm Schools - Level 3, 1st quarter tuition	\$12,223.12
Hartington-Newcastle Public Schools - Level 3, 1st quarter tuition	\$20,888.79
ESU#1 - Carl Perkins claim	\$145.28
LCC Preschool - tuition	\$2,006.00
Village of Coleridge - local license fees collected	\$300.00
Misc. - reimbursements	\$126.98
Total Receipts	<u>\$147,125.85</u>

Disbursements

November Payroll (All funds)	\$485,236.41
November General Fund Bills	\$224,522.01
Total Disbursements	<u>(\$709,758.42)</u>

General Fund Checking Balance 11/30/2016

\$203,962.70

GENERAL FUND SAVINGS (#905844)

Beginning Balance	\$1,303,650.31
Receipts: Interest	\$223.70
Transfer: purchase 2 new CDs	(\$227,929.96)
Ending Savings Account Balance 11/30/2016	\$1,075,944.05

CERTIFICATES OF DEPOSITS #21772 (matured 11/28/2016) \$121,889.91
plus interest added to (cash) CD #21772 180.13
transfer from savings and apply to new CD #23188 \$127,929.96
#23188 (matures 11/29/2017) \$250,000.00
#23189 (matures 11/29/2018) \$100,000.00
#23106 (matures 9/18/2017) \$502,533.15

\$852,533.15

GENERAL FUND PETTY CASH

\$5,000.00

GENERAL FUND BALANCE 11/30/2016

\$2,137,439.90

LCC SCHOOL DISTRICT #54
FINANCIAL STATEMENT
2016-2017
December 12, 2016

DECEMBER PROJECTED PAYROLL

General Fund	\$442,644.09
Cooperative Fund	\$9,335.69
Lunch Fund	\$11,444.78
Total Payroll:	\$463,424.56

DECEMBER PROJECTED BILLS

General Fund	\$62,864.15
Cooperative Fund	\$1,393.51
Depreciation Fund	\$18,000.00
QCPU Fund	\$132,076.25
Total Bills:	\$214,333.91

DEPRECIATION FUND (SAVINGS ACCOUNT #905968)

Beginning Balance	\$1,010,266.94	
Receipts: Interest	\$174.37	
Ending Balance 11/30/2016		\$1,010,441.31

EMPLOYEE BENEFIT FUND (SAVINGS ACCOUNT #905933)

Beginning Balance	\$79,007.61	
Receipts: Interest	\$13.64	
Ending Balance 11/30/2016		\$79,021.25

SCHOOL LUNCH/MILK FUND

Beginning Balance	\$169,240.06
Receipts: Lunch/Milk/Reimbursement	\$27,847.84
Disbursements: Food/Supplies/Equipment Purchases	(\$23,870.32)
November Payroll	(\$12,440.90)

Ending Balance 11/30/2016 **\$160,776.68**

BOND FUND (SAVINGS ACCOUNT #849170)

Beginning Balance	\$7,100.38	
Receipts: Dixon Co. Pro-Rate MV Taxes	\$4.68	
Ending Balance 11/30/2016		\$7,105.06

LCC SCHOOL DISTRICT #54
FINANCIAL STATEMENT
2016-2017
December 12, 2016

BUILDING FUND (CHECKING ACCOUNT #604577)

Beginning Balance	\$30,626.72	
Receipts: Cedar County Taxes (Haskell Field)	\$1,319.77	
Dixon County Taxes	\$76.27	
Ending Checking Account Balance 11/30/2016		\$32,022.76

BUILDING FUND (SAVINGS ACCOUNT #905925)

Beginning Balance	\$210,243.28	
Receipts: Interest	\$36.29	
Ending Savings Account Balance 11/30/2016		\$210,279.57

BUILDING FUND BALANCE 11/30/2016

\$242,302.33

QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (CHECKING ACCOUNT #266361)

Beginning Balance	\$24,422.28	
Receipts: Cedar County Taxes	\$738.82	
Dixon County Taxes	\$90.37	
Ending Checking Account Balance 11/30/2016		\$25,251.47

QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (SAVINGS ACCOUNT #849286)

Beginning Balance	\$136,667.98	
Receipts: Interest (qtrly)	\$0.00	
Ending Savings Account Balance 11/30/2016		\$136,667.98

QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND BALANCE 11/30/2016

\$161,919.45

STUDENT FEE FUND (CHECKING ACCOUNT #264954)

Beginning/Ending Balance 11/30/2016		\$5,000.00
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LCC SCHOOL DISTRICT #54
FINANCIAL STATEMENT
2016-2017

December 12, 2016

SCHOOL DISTRICT #54 COOPERATIVE FUND (CHECKING ACCOUNT #604623)

Beginning Balance \$504,700.52

Receipts

Disbursements

October Payroll	\$11,024.20
October Bill	\$301.00
Total Disbursements	<u>(\$11,325.20)</u>

Coop Fund Checking Ending Balance 11/30/2016

\$493,375.32

CERTIFICATE OF DEPOSIT #22319 (matures 1/26/2017)

\$208,035.52

COOP FUND BALANCE 11/30/2016

\$701,410.84

INSTRUMENTAL MUSIC

Beginning Balance	\$3,690.34	
Receipts: Interest on CD#17455	\$10.84	
Ending Savings Account Balance		\$3,701.18

Certificate of Deposit #17455 (matures 3/11/2017)

\$10,000.00

Ending Balance 11/30/2016

\$13,701.18

NATIONAL SCIENCE FOUNDATION (SAVINGS ACCOUNT #849251)

Beginning Balance	\$9,284.90
Receipts: Interest (qtrly)	\$0.00

Ending Balance 11/30/2016

\$9,284.90

RUTH EBMEIER FUND

Beginning Balance	\$96.40	
Receipts: Interest earned on CD #10301	\$1.55	
Interest earned on savings (qtrly)	\$0.00	
Ending Savings Account Balance		\$97.95

Certificate of Deposit #10301 (matures 3/15/2017)

\$6,292.90

Ending Balance 11/30/2016

\$6,390.85

LAUREL-CONCORD-COLERIDGE SCHOOL DISTRICT #54
BOARD OF EDUCATION
Regular Monthly Meeting (HS)
November 14, 2016 7:00 PM
BOARDROOM @ LCC HIGH SCHOOL

Attendance Taken at 7:00 PM:

Present Board Members:

Richard Brandow
Robert Colwell
Carol Erwin
Jay Hall
Brian Holcomb
Betty Jo Leapley
Marlin Papenhausen
Steve Schutte
John Wolfgram

I. CALL MEETING TO ORDER

The meeting was convened in the Board Meeting Room (Distance Learning Room) at Laurel-Concord-Coleridge School, Laurel, Nebraska. The meeting notice was published in the November 9, 2016 issue of the Coleridge Blade and the Laurel Advocate, posted at the Community Learning Center-Laurel and LCC Middle School-Coleridge, and posted on the school web site. Said notice stated the agenda is readily available for public inspection at the Superintendent's office during normal business hours. Board members were emailed notice. In addition to board members the following were present: Superintendent Randall Klooz, Elementary Principal Heath Johnson, Middle School Principal Tim Vanderheiden, and High School Principal Jay Vance. Members of the public were present and welcome. The meeting was duly called to order by President Hall at 7:00 p.m. Everyone joined in the Pledge of Allegiance. Attention was directed to a current copy of the Nebraska Open Meeting Act posted in the room.

II. APPROVAL OF AGENDA AND CHANGES TO AGENDA

Motion Passed: Motion to approve the agenda as provided passed with a motion by Betty Jo Leapley and a second by Richard Brandow.

9 Yeas - 0 Nays.

Richard Brandow	Yes
Robert Colwell	Yes
Carol Erwin	Yes
Jay Hall	Yes
Brian Holcomb	Yes
Betty Jo Leapley	Yes
Marlin Papenhausen	Yes
Steve Schutte	Yes
John Wolfgram	Yes

III. CONSENT AGENDA

Motion Passed: Motion to approve consent agenda items including minutes of the October 10, 2016 Regular Meeting and the November 3, 2016 Special Meeting; Treasurer reports; the General Fund bills in the amount of \$224,522.01; the

Cooperative Fund bill in the amount of \$301.00; and the projected payroll of \$485,236.41 passed with a motion by Richard Brandow and a second by Robert Colwell.

9 Yeas - 0 Nays.

Richard Brandow	Yes
Robert Colwell	Yes
Carol Erwin	Yes
Jay Hall	Yes
Brian Holcomb	Yes
Betty Jo Leapley	Yes
Marlin Papenhausen	Yes
Steve Schutte	Yes
John Wolfgram	Yes

IV. EXCUSE ABSENT BOARD MEMBERS

Discussion:

All members were present. No action was taken.

V. PUBLIC COMMENT

Discussion:

No member of the public requested to address the board.

VI. INFORMATION AND PROPOSALS

VI.1. PRINCIPALS' REPORTS

Discussion:

Middle School Principal Tim Vanderheiden reported on the Region III Activity Director's meeting he attended. Math textbook review is being completed. Students have been selected to attend the Student Showcase at the Nebraska Association of School Board Annual Conference. High School Principal Jay Vance reported on the Statewide Assessment Update, and our district Assessment Update. He reported on beginning a Jump 3 Club and a +25 Club (ACT) recognition program for students who improve their ACT scores by 3 points or receive a score of +25. Elementary School Principal Heath Johnson reported that Red Ribbon Week was the week of Oct 24th. Mrs. Kathol and Mrs. Hall were commended for all their hard work and planning for the week. Halloween parties/parade were October 31st. CHIPS (Child Identification Program) was November 10th. The 2nd grade went on their annual Farm Field Trip. Kindergarten visited the Fire Hall. The K-4 Christmas Concert will be December 5th at 7 p.m. Science textbooks for review are arriving. Giving tree is taking requests from families in need. He provided board members with a Preschool Enrollment Priority Criteria Checklist. An updated Coke proposal was given to board members to review.

VI.2. SUPERINTENDENT'S REPORT

Discussion:

Superintendent Klooz reminded everyone that the December 12th board meeting has been moved to 5:00 p.m. at LCC Boardroom in Laurel due to the high school Christmas concert. If the meeting is not adjourned by 7:00 p.m., we can recess the meeting and reconvene when the concert is over. The January meeting will be held in Coleridge. They are looking to have a Pre-Construction Meeting on Monday, November 28th with Fauss Construction and Carlson. New Board Member Orientation has been scheduled for Monday, November 28th. He will be meeting

with the three new board members to go over policies, board vision/goals, annual board calendar and other items. Two of the three new members have already gotten back to Superintendent Klooz and will be able to make the NASB New Board Member workshop. NASB Annual Conference begins at 1:00 p.m. Wednesday, November 16th. On Friday, November 18th at 9:30 a.m., our board members will meet with LCC Student Council members to go through the "Classroom Showcase" at the state conference. Christmas Coffees open to the public will be held at the LCC School in Laurel on December 16th from 9:00-11:00 a.m., and at the LCC Middle School in Coleridge on December 19th from 1:00-3:00 p.m.

VI.3. BOARD COMMITTEE REPORTS

Discussion:

The Negotiations Committee has met once with the teacher committee. They will meet after an insurance representative has met with the teacher committee. Thank you notes were read from the Family of Doris Lipp, and from Carol James.

VII. ACTION ITEMS

VII.1. Consider, discuss and take necessary action with regard to accepting resignations and hiring classified staff.

Motion Passed: Motion to accept the resignation of Carol James and thank her for her 32 years of dedicated service to the district passed with a motion by Richard Brandow and a second by Robert Colwell.

9 Yeas - 0 Nays.

Richard Brandow	Yes
Robert Colwell	Yes
Carol Erwin	Yes
Jay Hall	Yes
Brian Holcomb	Yes
Betty Jo Leapley	Yes
Marlin Papenhausen	Yes
Steve Schutte	Yes
John Wolfgram	Yes

Motion Passed: Motion to accept the resignation of Deb Stapleman and thank her for her 23 years of dedicated service to the district passed with a motion by Richard Brandow and a second by Steve Schutte.

9 Yeas - 0 Nays.

Richard Brandow	Yes
Robert Colwell	Yes
Carol Erwin	Yes
Jay Hall	Yes
Brian Holcomb	Yes
Betty Jo Leapley	Yes
Marlin Papenhausen	Yes
Steve Schutte	Yes
John Wolfgram	Yes

Motion Passed: Motion to approve the hiring of Diana Badley as the High School Secretary passed with a motion by Steve Schutte and a second by John Wolfgram.

9 Yeas - 0 Nays.

Richard Brandow	Yes
Robert Colwell	Yes
Carol Erwin	Yes
Jay Hall	Yes
Brian Holcomb	Yes
Betty Jo Leapley	Yes
Marlin Papenhausen	Yes
Steve Schutte	Yes
John Wolfgram	Yes

Motion Passed: Motion to approve the hiring of Megan Greiner as Business Manager passed with a motion by Steve Schutte and a second by Brian Holcomb.

9 Yeas - 0 Nays.

Richard Brandow	Yes
Robert Colwell	Yes
Carol Erwin	Yes
Jay Hall	Yes
Brian Holcomb	Yes
Betty Jo Leapley	Yes
Marlin Papenhausen	Yes
Steve Schutte	Yes
John Wolfgram	Yes

VII.2. Consider, discuss and take necessary action with regard to "High Ability Learner" Plan for the 2016-17 school year.

Motion Passed: Motion to approve the High Ability Learner Plan as presented for the 2016-17 school year passed with a motion by Richard Brandow and a second by John Wolfgram.

9 Yeas - 0 Nays.

Richard Brandow	Yes
Robert Colwell	Yes
Carol Erwin	Yes
Jay Hall	Yes
Brian Holcomb	Yes
Betty Jo Leapley	Yes
Marlin Papenhausen	Yes
Steve Schutte	Yes
John Wolfgram	Yes

VII.3. Consider, discuss and take necessary action with regard to purchasing/replacing a school car.

Motion Passed: Motion to approve replacing a car by purchasing a used 2016 Chevrolet Impala from Kardell's Auto in the amount of \$18,000.00 passed with a motion by Steve Schutte and a second by John Wolfgram.

9 Yeas - 0 Nays.

Richard Brandow	Yes
Robert Colwell	Yes

Carol Erwin	Yes
Jay Hall	Yes
Brian Holcomb	Yes
Betty Jo Leapley	Yes
Marlin Papenhausen	Yes
Steve Schutte	Yes
John Wolfgram	Yes

VII.4. Consider, discuss and take necessary action with regard to CD bids.

Motion Passed: Motion to approve the certificate of deposit bids from Security Bank for a 12 month CD in the amount of \$100,000 at 1.55% annual rate of return, and a 24 month CD in the amount of \$250,000 at 2.06% annual rate of return passed with a motion by Richard Brandow and a second by John Wolfgram.

9 Yeas - 0 Nays.

Richard Brandow	Yes
Robert Colwell	Yes
Carol Erwin	Yes
Jay Hall	Yes
Brian Holcomb	Yes
Betty Jo Leapley	Yes
Marlin Papenhausen	Yes
Steve Schutte	Yes
John Wolfgram	Yes

Discussion:

President Jay Hall opened the bids submitted from Security Bank, and from Citizens State Bank for two certificates of deposit. The bids were reviewed by board members.

VII.5. Consider, discuss and take necessary action with regard to back parking lot and facility.

Motion Passed: Motion to approve bidding out Options 1 and 2 with an addendum for bidding out Option 3, all for the back parking lot at Laurel, and an addendum for bidding out the addition of air conditioning in the new gym passed with a motion by Robert Colwell and a second by John Wolfgram.

9 Yeas - 0 Nays.

Richard Brandow	Yes
Robert Colwell	Yes
Carol Erwin	Yes
Jay Hall	Yes
Brian Holcomb	Yes
Betty Jo Leapley	Yes
Marlin Papenhausen	Yes
Steve Schutte	Yes
John Wolfgram	Yes

Discussion:

Board members reviewed and discussed the 5 options presented for the back parking lot at the Laurel site. Adding air conditioning to the new gym at Laurel was discussed.

VIII. DISCUSSION ITEMS

Discussion:

No official action was taken on any Discussion Item.

VIII.1. Discussion with regard to school bus.

Discussion:

Superintendent Klooz will continue to seek information and bids for a bus.

VIII.2. Discussion with regard to gym floor and signage.

Discussion:

We continue to seek bids for replacing the Middle School gym floor. Discussion was held on asking the cost of a Laurel-Concord-Coleridge School sign for the middle school that will match the sign that will be placed at the LCC School in Laurel. The possibility of a sign on the west side of the Laurel building was discussed.

VIII.3. Discussion concerning NASB Community Engagement on December 8.

Discussion:

The NASB Community Engagement meetings to be held on December 8, 2016 were discussed. Meetings will be held with business leaders, community members, and students. An engagement meeting with staff members will be held during staff in-service on January 3, 2017.

IX. ADJOURN

Discussion:

Everyone was reminded the December 12, 2016 meeting will be held at 5:00 p.m. in the Board Room at Laurel and the January meeting will be held at Coleridge.

Meeting adjourned at 8:49 p.m.

Cedar County School District #54

Submitted by:

Betty Jo Leapley
Secretary of the Board

LAUREL-CONCORD-COLERIDGE SCHOOL DISTRICT #54
BOARD OF EDUCATION
Special Meeting
December 8, 2016 7:00 PM
Old gym @ LCC High School

Attendance Taken at 7:08 PM:

Present Board Members:

Richard Brandow
Robert Colwell
Carol Erwin
Jay Hall
Betty Jo Leapley
Marlin Papenhausen
John Wolfgram

Absent Board Members:

Brian Holcomb
Steve Schutte

I. CALL MEETING TO ORDER

A Special Meeting of the Laurel-Concord-Coleridge School Board of Education was convened in the small gym (old gym) at LCC School at Laurel, Nebraska. The meeting was duly called to order by President Hall at 7:08 p.m. The meeting notice was published in the November 30, 2016 issue of the Coleridge Blade and Laurel Advocate, and posted at LCC Middle School-Coleridge, the Community Learning Center-Laurel, and on the school website. Said notice advertised the Community Engagement Meeting would include board members from the Laurel-Concord-Coleridge School, representatives from the Nebraska Association of School Boards (NASB), and LCC District patrons. The purpose of the meeting was for community engagement and all patrons were encouraged to attend. No board action was to be taken. Board members were emailed notice. In addition to board members, the following were present: Superintendent Randall Klooz, Elementary Principal Heath Johnson, Middle School Principal Tim Vanderheiden, High School Principal Jay Vance, Marcia Herring, NASB Director of Board Leadership, and Will Jones, NASB Associate Director of Board Leadership. Members of the public were present and welcomed. Everyone joined in the pledge of allegiance to the flag. A current copy of the Nebraska Open Meeting Act posted near the east gym doors.

II. DISCUSSION ITEMS

Discussion:

President Hall turned the meeting over to facilitators, Marcia Herring, NASB Director of Board Leadership, and Will Jones, NASB Associate Director of Board Leadership to work with the patrons present. Herring reported to the group that meetings had been held earlier in the day with business leaders from the district, and with a group of middle school and high school students to get their feedback. Questions were posed to the patron groups and each individual group provided feedback to the large group. Herring and Jones will compile the information and feedback gathered to submit to the board of education in the near future.

III. ADJOURN

Everyone was thanked for their participation. Meeting adjourned at 8:12 p.m.

Cedar County School District #54

Submitted by:

Betty Jo Leapley
Secretary of the Board

Tax Receipts from County Treasurers

MONTH	<u>2014-15</u>	<u>%</u>
September	\$1,164,187.00	19.24%
October	\$517,520.40	27.79%
November	\$114,753.74	29.69%
December	\$23,834.70	30.08%
January	\$1,028,648.13	47.08%
February	\$297,154.81	51.99%
March	\$234,897.79	55.87%
April	\$314,849.08	61.08%
May	\$1,740,556.08	89.84%
June	\$544,778.88	98.84%
July	\$32,342.82	99.38%
August	\$61,923.66	100.40%
Adjustment		100.40%
Total	\$6,075,447.09	
Budgeted	\$6,051,274.00	
over/under	\$24,173.09	

MONTH	<u>2015-16</u>	<u>%</u>
September	\$1,304,272.55	21.94%
October	\$441,086.07	29.35%
November	\$44,548.36	30.10%
December	\$16,253.10	30.38%
January	\$1,136,493.57	49.49%
February	\$325,515.12	54.96%
March	\$297,710.64	59.97%
April	\$275,783.86	64.61%
May	\$1,866,473.77	96.00%
June	\$361,873.21	102.09%
July	\$29,632.67	102.58%
August	\$37,214.19	103.21%
Adjustment		103.21%
Total	\$6,136,857.11	
Budgeted	\$5,946,033.95	
over/under	\$190,823.16	

MONTH	<u>2016-17</u>	<u>%</u>
September	\$1,161,282.84	19.53%
October	\$399,945.84	26.26%
November	\$71,837.49	27.46%
December		27.46%
January		27.46%
February		27.46%
March		27.46%
April		27.46%
May		27.46%
June		27.46%
July		27.46%
August		27.46%
Adjustment		27.46%
Total	\$1,633,066.17	
Budgeted	\$5,946,033.95	
over/under	(\$4,312,967.78)	

General Fund Expenditures

MONTH	<u>2014-15</u>	<u>%</u>
September	\$556,543.91	7.02%
October	\$522,479.01	13.60%
November	\$552,102.56	20.56%
December	\$521,155.03	27.13%
January	\$482,404.29	33.21%
February	\$537,662.88	39.99%
March	\$566,690.38	47.13%
April	\$596,051.15	54.64%
May	\$486,223.59	60.77%
June	\$556,193.78	67.78%
July	\$484,778.05	73.89%
August	\$1,108,922.67	87.87%
Adjustment		87.87%
Total Spent	\$6,971,207.30	
Budgeted	\$7,933,417.98	
over/under	(\$962,210.68)	

MONTH	<u>2015-16</u>	<u>%</u>
September	\$644,158.14	8.90%
October	\$527,498.85	16.19%
November	\$566,893.51	24.02%
December	\$509,881.19	31.06%
January	\$469,021.53	37.54%
February	\$561,982.27	45.30%
March	\$489,037.50	52.06%
April	\$563,373.37	59.84%
May	\$527,423.62	67.13%
June	\$520,565.85	74.32%
July	\$545,327.66	81.85%
August	\$1,213,653.64	98.62%
Adjustment		98.62%
Total Spent	\$7,138,817.13	
Budgeted	\$7,238,617.00	
over/under	(\$99,799.87)	

MONTH	<u>2016-17</u>	<u>%</u>
September	\$632,784.52	8.76%
October	\$559,633.60	16.50%
November	\$686,293.32	25.99%
December		25.99%
January		25.99%
February		25.99%
March		25.99%
April		25.99%
May		25.99%
June		25.99%
July		25.99%
August		25.99%
Adjustment		25.99%
Total Spent	\$1,878,711.44	
Budgeted	\$7,227,583.95	
over/under	(\$5,348,872.51)	

Regular; Beginning Month 09/2016; Processing Month 12/2016; Fund Number 05

Fund: 05 ACTIVITIES FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
05 101	CASH	126,181.97	47,806.90	44,301.48	129,687.39
	Total: Current Assets	126,181.97	47,806.90	44,301.48	129,687.39
Fund Balance					
05 704 1008	ACTIVITY DIRECTOR ACCT.	96,988.96	7,304.10	9,406.22	99,091.08
05 704 1009	ADULT EDUCATION	530.73	0.00	0.00	530.73
05 704 1010	ANNUAL	(18,548.23)	298.97	250.00	(18,597.20)
05 704 1015	APL	753.68	0.00	0.00	753.68
05 704 1020	ART CLUB	3,786.85	0.00	179.21	3,966.06
05 704 1025	BAND	961.88	631.25	4,065.82	4,396.45
05 704 1035	DANCE	1,597.49	1,087.38	1,115.00	1,625.11
05 704 1045	CLASS OF '16	300.00	0.00	0.00	300.00
05 704 1050	CLASS OF '17	1,049.71	0.00	0.00	1,049.71
05 704 1055	CLASS OF '18	0.00	0.00	157.00	157.00
05 704 1070	CLOSE UP	491.93	0.00	0.00	491.93
05 704 1075	COLLEGE CREDIT CLASSES	22,551.93	0.00	0.00	22,551.93
05 704 1080	CONCESSIONS	6,816.81	9,472.04	9,923.03	7,267.80
05 704 1085	MIDDLE SCHOOL STUDENT COUNCIL	764.40	3,478.98	4,163.31	1,448.73
05 704 1090	ELEMENTARY ACTIVITY FUND	1,433.37	0.00	0.00	1,433.37
05 704 1095	ELEMENTARY POP	4,573.91	188.25	232.65	4,618.31
05 704 1100	ELEMENTARY STUDENT COUNCIL	16,298.74	873.97	72.00	15,496.77
05 704 1105	FBLA	(571.30)	125.00	540.53	(155.77)
05 704 1110	FCCLA	3,110.27	598.50	399.00	2,910.77
05 704 1115	FFA	5,454.13	1,420.60	862.08	4,895.61
05 704 1120	FACILITY USE	241.54	0.00	0.00	241.54
05 704 1125	FITNESS CENTER	8,853.13	438.00	2,420.00	10,835.13
05 704 1130	FRIENDS OF THE LIBRARY	1.63	0.00	0.00	1.63
05 704 1135	GENERAL ACTIVITIES	53.48	40.00	0.00	13.48
05 704 1140	GENERAL ATHLETICS	(20,265.93)	12,256.02	9,086.75	(23,435.20)
05 704 1145	INDUSTRIAL ART	(15,186.75)	859.41	138.00	(15,908.16)
05 704 1155	LEO	557.44	0.00	0.00	557.44
05 704 1160	LIBRARY	5,761.72	247.72	0.00	5,514.00
05 704 1163	MATH CLUB	35.13	0.00	0.00	35.13
05 704 1165	MISCELLANEOUS ACCOUNT	(3,018.79)	0.00	0.00	(3,018.79)
05 704 1170	NATIONAL HONOR SOCIETY	347.46	0.00	0.00	347.46
05 704 1175	PAST GRADS	3,000.00	0.00	0.00	3,000.00
05 704 1180	PLANT/FLOWER FUND	498.01	0.00	0.00	498.01
05 704 1185	PSYC SERVICES	139.29	0.00	0.00	139.29
05 704 1190	QUIZ BOWL	214.44	0.00	0.00	214.44
05 704 1195	SCIENCE CLUB	2,568.59	147.00	154.00	2,575.59
05 704 1200	SPANISH CLUB	179.85	0.00	0.00	179.85
05 704 1205	SPED	(2,490.68)	0.00	0.00	(2,490.68)
05 704 1210	SPEECH/ONE-ACT	(4,621.67)	2,201.56	1,206.00	(5,617.23)
05 704 1215	STUDENT COUNCIL	(1,302.75)	827.29	113.80	(2,016.24)
05 704 1220	FCA	210.00	0.00	0.00	210.00
05 704 1225	VICA	2,153.35	0.00	0.00	2,153.35
05 704 1230	VOCAL	(91.78)	1,805.44	3,322.50	1,425.28
	Total: Fund Balance	126,181.97	44,301.48	47,806.90	129,687.39
Revenue					
05 1710 1008	ACTIVITY DIRECTOR ACCT.	0.00	0.00	9,368.00	9,368.00
05 1710 1010	ANNUAL	0.00	0.00	250.00	250.00
05 1710 1020	ART CLUB	0.00	0.00	179.21	179.21
05 1710 1025	BAND	0.00	0.00	4,065.82	4,065.82
05 1710 1035	DANCE	0.00	0.00	1,115.00	1,115.00

Regular; Beginning Month 09/2016; Processing Month 12/2016; Fund Number 05

Fund: 05 ACTIVITIES FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
05 1710 1055	CLASS OF '18	0.00	0.00	157.00	157.00
05 1710 1080	CONCESSIONS	0.00	0.00	9,809.63	9,809.63
05 1710 1085	MIDDLE SCHOOL STUDENT COUNCIL	0.00	0.00	4,163.31	4,163.31
05 1710 1095	ELEMENTARY POP	0.00	0.00	232.65	232.65
05 1710 1100	ELEMENTARY STUDENT COUNCIL	0.00	0.00	72.00	72.00
05 1710 1105	FBLA	0.00	0.00	540.53	540.53
05 1710 1110	FCCLA	0.00	0.00	399.00	399.00
05 1710 1115	FFA	0.00	0.00	862.08	862.08
05 1710 1125	FITNESS CENTER	0.00	0.00	2,420.00	2,420.00
05 1710 1140	GENERAL ATHLETICS	0.00	0.00	9,036.75	9,036.75
05 1710 1145	INDUSTRIAL ART	0.00	0.00	138.00	138.00
05 1710 1195	SCIENCE CLUB	0.00	0.00	154.00	154.00
05 1710 1210	SPEECH/ONE-ACT	0.00	0.00	1,206.00	1,206.00
05 1710 1215	STUDENT COUNCIL	0.00	0.00	113.80	113.80
05 1710 1230	VOCAL	0.00	0.00	3,322.50	3,322.50
Total: Revenue		0.00	0.00	47,605.28	47,605.28
Expenditure					
05 2190 410 0 008	ACTIVITY DIRECTOR ACCT.	0.00	7,304.10	38.22	7,265.88
05 2190 410 0 010	ANNUAL	0.00	298.97	0.00	298.97
05 2190 410 0 025	BAND	0.00	631.25	0.00	631.25
05 2190 410 0 035	DANCE	0.00	1,087.38	0.00	1,087.38
05 2190 410 0 080	CONCESSIONS	0.00	9,472.04	113.40	9,358.64
05 2190 410 0 085	MIDDLE SCHOOL STUDENT COUNCIL	0.00	3,478.98	0.00	3,478.98
05 2190 410 0 095	ELEMENTARY POP	0.00	188.25	0.00	188.25
05 2190 410 0 100	ELEMENTARY STUDENT COUNCIL	0.00	873.97	0.00	873.97
05 2190 410 0 105	FBLA	0.00	125.00	0.00	125.00
05 2190 410 0 110	FCCLA	0.00	598.50	0.00	598.50
05 2190 410 0 115	FFA	0.00	1,420.60	0.00	1,420.60
05 2190 410 0 125	FITNESS CENTER	0.00	438.00	0.00	438.00
05 2190 410 0 135	GENERAL ACTIVITIES	0.00	40.00	0.00	40.00
05 2190 410 0 140	GENERAL ATHLETICS	0.00	12,256.02	50.00	12,206.02
05 2190 410 0 145	INDUSTRIAL ART	0.00	859.41	0.00	859.41
05 2190 410 0 160	LIBRARY	0.00	247.72	0.00	247.72
05 2190 410 0 195	SCIENCE CLUB	0.00	147.00	0.00	147.00
05 2190 410 0 210	SPEECH/ONE-ACT	0.00	2,201.56	0.00	2,201.56
05 2190 410 0 215	STUDENT COUNCIL	0.00	827.29	0.00	827.29
05 2190 410 0 230	VOCAL	0.00	1,805.44	0.00	1,805.44
Total: Expenditure		0.00	44,301.48	201.62	44,099.86
Total: 05		252,363.94	136,409.86	139,915.28	351,079.92

SUPERINTENDENT'S CONTRACT

THIS CONTRACT is made by and between the Cedar County School District 14-0054, Laurel-Concord-Concord School District, hereinafter referred to "District", and Randall Klooz, a legally qualified school Superintendent, hereinafter referred to as "the Superintendent."

WHEREAS: District desires to employ the Superintendent to operate the schools of the District, and

WHEREAS: The Superintendent wishes to be employed by the District, and

WHEREAS: It is the intent of the parties to have this agreement to execute an agreement subject to the terms and conditions stated herein,

NOW, THEREFORE, the parties hereto agree to the following:

1. **Offer and Acceptance:** That the Board of Education of the District ("the Board"), on behalf of the District, offers to employ the Superintendent to be its chief administrative officer pursuant to the terms and conditions of this contract. The Superintendent accepts such offer of employment.
2. **Assignments:** The Superintendent's primary assignment is as Superintendent of Schools. For purposes of Neb. Rev. Stat. § 79-824, et. seq. the Superintendent shall be considered a probationary certificated employee.
3. **Term of the Contract:**
 - A. **Initial Term:** This contract shall be for a period of **two (2) contract years, which shall begin July 1, 2017, and end June 30, 2019.** References to "contract year" shall mean the annual period from July 1 through June 30.
 - B. **Discharge.** The Contract of the Superintendent may be canceled or amended by a majority of the members of the School Board during the term of the Contract for any of the following reasons: (a) revocation or suspension of a certificate by the Nebraska State Board of Education; (b) breach of any of the material provisions of this Contract; (c) for any of the reasons set forth in this employment contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality; (i) physical or mental incapacity; (j) intemperance; or (k) conviction of a felony. The procedures for cancellation during the term of the contract shall be in accordance with applicable Nebraska statutes.
 - C. **Cancellation of Contract:** Upon cancellation of this contract for just cause, or upon the release of the Superintendent from this contract, the compensation paid or to be paid hereunder shall be prorated to the end of the current contract year.
 - D. **Resignation at Year End:** The Superintendent shall have the right to unilaterally resign from this contract effective June 30th of any given year if he or she submits his or her written resignation to the president of the Board on or before February 1st of that year. If the Superintendent desires to resign with an effective date other than June 30th or if his or her written resignation is received by the president of the Board after February 1st, the resignation must be agreed to by the Board.

- E. Renewal of Contract:** This agreement may be renewed annually by the parties with such changes or amendments as the parties may agree on before January 31st of each year. Such renewal shall be reduced to writing and executed by the parties hereto, pursuant to approval by the Board and to Neb. Rev. Stat. § 79-824, et. seq. and other applicable laws.
- F. Non-Renewal of Contract at the End of the Term:** In the event that the term of this contract is not extended by renewal, or if the Board determines to non-renew the Superintendent's contract effective at the end of its term, or any extensions thereof, the Board shall notify the Superintendent of its intent to consider the non-renewal of the contract on or before January 31st of the last year of the contract, and proceed according to the provisions of Neb. Rev. Stat. § 79-824, et. seq. and other applicable laws.
- G. No Penalty for Release from Contract:** There shall be no penalty for release or resignation by the Superintendent from this contract

4. Compensation:

- A. Salary:** The annual salary for the 2016-2017 contract year shall be at least One hundred and twenty-two thousand nine hundred twenty-eight dollars and eighty-nine cents (\$122,928.89). The annual salary for the second and any subsequent year of this contract will be set by the Board in or prior to the month of March preceding the second and any subsequent contract year. The annual salary shall not be less than the salary for the prior contract year in the absence of mutual agreement between the Board and the Superintendent.
- B. Benefits:** The District shall provide Administrator with fully paid family health and dental insurance, or benefit plan, which is equivalent to cost of full family health insurance. \$5,500.00 per year mileage allowance. \$600.00 per year technology allowance. The district shall also pay disability insurance and term life insurance (\$100,000) coverage. The Administrator will also be granted other fringe benefits accorded certified staff that are not specifically mentioned herein. Increases in compensation shall be based upon evaluations satisfactory to the Board and satisfactory accomplishments of district goals and objectives, goals of the superintendent and compliance with the job description attached hereto. The Board retains the right to adjust the Superintendent's annual salary upward during the term of this contract, as an amendment hereto, without such adjustment constituting a new contract or extending the length of this contract.
- B. Equal Installments:** The salary shall be paid in 12 equal installments with the first installment being payable on July 20th and the remaining installments shall be paid on the 20th day of each month thereafter.
- C. Payroll Deductions:** This contract shall conform to the regulations governing deductions from the above stated compensation with reference to withholding tax, Social Security, and retirement. Other deductions may be withheld as agreed to by the parties to this contract.

D. Not Subject to Reduction: The Superintendent's salary and benefits shall not be reduced during the term of this contract unless the Superintendent violates rules regarding leave set forth herein.

Professional Activities and Expenses:

A. Professional Activities and Organizations: The Superintendent shall attend appropriate professional meetings at the local, state and national (allowed attendance every other year) levels, provided that such attendance does not interfere with the proper performance of his duties under this Contract and be paid by the District. The Superintendent shall be paid (in addition to wages, fringe benefits and other compensation as may be allowed herein) for expenses for one service club for Coleridge and one for Laurel-Concord-Coleridge; dues and travel related expenses associated with performance of duties in local, state and national professional organizations and; such other organizations as may be assigned by the Board.

B. Reasonable Expenses and Mileage: The Superintendent shall be reimbursed for all reasonable expenses incurred in the performance of his duties as Superintendent. The Superintendent shall be reimbursed for mileage within and outside the District, when using a personally owned vehicle and on district business. The Superintendent will use District owned vehicles when available and appropriate. The Superintendent will provide a log of the miles and the District will reimburse the miles at the current maximum IRS rate and in accordance with IRS rules.

5. Holidays, Duty Days and Leaves:

A. Holidays: The Superintendent shall be granted the following holidays without loss of pay: New Year's Day; Good Friday; Memorial Day, July 4th; Labor Day; Thanksgiving Day; Christmas Day; the Friday following Thanksgiving and all school holidays during the regular school year. For purposes of this section, the term week days shall not include any Saturday, Sunday or legal holiday.

B. Duty Days and Inclement Weather: The Superintendent shall be on duty during all student days and teacher contract days subject to leave provisions, vacation, and professional meetings. On days of inclement weather when classes are not conducted and teaching staff is not required to report to work, the Superintendent shall report to work, if able to safely report and return home.

C. Vacation: The Superintendent shall be allowed twenty (20) working days of vacation leave each contract year. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled Board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year). Vacation is to be used during each contract year. Vacation days are to be used in the contract year in which it becomes available. There is no carry-over or accumulation of unused vacation leave from one contract year to another contract year. Any unused vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Superintendent has for the following contract year, such that the total vacation days at the beginning of each contract year be twenty (20) days. Upon ending employment, unused vacation days will not be paid except to the extent required by law. If payable, unused vacation will be paid at the effective daily rate of pay at the time each unused

vacation day first became available. There shall be no pay for unused vacation days in the event the Board determines that the Superintendent has engaged in misconduct which provides just cause for termination or cancellation. Any vacation leave of more than two (2) consecutive days must be reported to the Board. Vacation time may be taken at any time of the year subject to the terms of this agreement.

D. Sick Leave: The Superintendent shall be granted ten (10) days of sick leave per year with a maximum accumulation of sick leave equal to the number allowed by contract to certified employees in the negotiated agreement between the District and the Laurel-Concord-Coleridge Education Association. Unused sick leave days may be carried over and accumulated in subsequent contract years. Unused sick leave shall not be paid at termination, expiration, cancellation, or other separation from the District.

E. Leave Records: The Superintendent shall report each day of leave to the business manager of the District as vacation leave or sick leave as described in this section. All such days must be accounted for and shall be reviewed by the Board. The Superintendent may use up to three (3) sick days per year for bereavement. The Superintendent shall maintain a log of all leave days, paid or unpaid. The Board shall review such reports at its discretion when deemed appropriate or necessary. The business manager shall have no authority to approve or disapprove any leave. For purposes of this section only, an absence is defined as not present for work on District property on a day required by this contract. Attendance at seminars, meetings, conferences, tournaments, and other similar or related activities done for the benefit of the District shall not be considered an absence.

6. Legal Requirements: The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a Superintendent of Schools in the State of Nebraska throughout the term of this contract and any extensions of this contract; (2) the required certificate to act as a Superintendent of Schools in the State of Nebraska shall be registered as required by law; and (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this contract. It is further agreed that there shall be no penalty for release or resignation by the Superintendent from this contract; provided no resignation shall become effective until expiration of the remaining contract year unless the Board fixes an earlier effective date.

7. Performance of Duties:

A. Use of Time: The Superintendent shall faithfully perform the duties of the Superintendent of Schools in and for the District as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board thereunder. The Superintendent agrees to devote the Superintendent's full time, skill, labor and attention to the performance of the duties of the Superintendent of Schools throughout the term of this contract; provided, however, the Superintendent, by consent of the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as such other work is not inconsistent with the Superintendent's duties and obligations to the Board. Regular, dependable attendance is an essential function of the Superintendent's duties. Vacation leave must be used by the Superintendent for any days used for the activities described above, except for weekends and holidays, unless

prior consent is given by the Board.

- B. Specification of Duties:** The duties of the Superintendent shall be as described in the Board of Education Job Description for Superintendent, which duties are incorporated by reference into this Contract as if set forth verbatim herein. The duties as described in the Board of Education Job Description for Superintendent shall not be substantially changed during this contract without the consent of the Superintendent by amendment to this contract. The Superintendent shall not be responsible for performance of duties assigned by individual members of the Board of Education, or duties assigned without official action of the Board of Education, except as specifically set forth in the Board of Education Job Description for Superintendent.
- C. Evaluation:** The Superintendent shall be subject to no less than one (1) evaluation in the each year of this agreement and two evaluations during the first year of employment. All evaluations will be based upon performance of job duties, meeting expectations as set forth in the Policy Manual, accomplishment of District goals and objectives and such other criteria as the Board may reasonably deem necessary to ensure the District is operated at the highest standards.
- D. Residency:** After a reasonable period to move to the District, the Superintendent shall reside within boundaries of the School District that holds the contract.

8. Superintendent Indemnification:

- A. Superintendent as Named Insured:** The District shall include the Superintendent as a named insured in its liability and errors and omission insurance policies.
- B. Indemnification of Superintendent:** The District shall, to the full extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against him in his individual capacity or in his official capacity as an agent and/or employee of the District, provided that the incident arose while the Superintendent was acting on matters related to his employment with the District.
- C. Conflict of Defenses:** If, in the good faith opinion of the Superintendent, conflict exists regarding legal defenses to a third party claim against the Superintendent and District (i.e., pressing the defense of one party would tend to injure the other party), the Superintendent may engage separate counsel, and the District shall indemnify the Superintendent for the reasonable costs of such counsel, subject to the same limitations, provisions and exceptions set forth above. The District shall not, however, be required to pay the costs of any legal proceeding in the event the District and the Superintendent have adverse interests in any litigation.

9. Contract Enforceability:

- A. Applicable Law:** The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contract. The contract shall be interpreted under the laws of the State of Nebraska.

B. Amendments: This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

C. Severability: If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

EXECUTED BY THE BOARD this ____ day of December, 2016.

**CEDAR COUNTY SCHOOL DISTRICT
14-0054, LAUREL-CONCORD-COLERIDGE
SCHOOL**

By:

President, Board of Education

By:

Secretary, Board of Education

EXECUTED BY THE SUPERINTENDENT on this ____ day of _____, _____.

Randall Klooz, Superintendent

Superintendent Pay Transparency Notice—Proposed Contract Randall Klooz

Notice is hereby given that Laurel-Concord-Coleridge School has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on June 8, 2015 at 7:30 pm at the LCC Community Learning Center Room in Laurel, Nebraska.

After Year 1 of Contract, how many years remain on the contract: 1
 (Column F must be completed if additional years remain on contract.)

Superintendent Contract covers the following year(s): 2017-2019

	Year 1 of Contract: Base Pay, Additional Compensation & Benefits	Future Year(s) Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 122,928.89	\$ 122,928.89	\$ 245,857.78
Compensation for activities outside of the regular salary:			
● <i>Extended contracts / Activities outside of regular salary</i>			\$ -
● <i>Bonus/Incentive/Performance Pay</i>			\$ -
● <i>Stipends</i>			\$ -
● <i>All other costs not mentioned above</i>			\$ -
Benefits and Payroll Costs Paid by district:			
● <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 653.54	\$ 653.54	\$ 1,307.08
● <i>Cafeteria Plan Stipend</i>			\$ -
● <i>Cash in lieu of insurance</i>	\$ 19,877.04	\$ 19,877.04	\$ 39,754.08
● <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>			\$ -
● <i>District's share of retirement, FICA and Medicare</i>	\$ 23,067.32	\$ 23,067.32	\$ 46,134.65
● <i>IRS value of housing allowance</i>			\$ -
● <i>IRS value of vehicle allowance</i>			\$ -
● <i>Additional leave days</i>			\$ -
● <i>Annuities</i>			\$ -
● <i>Service credit purchase</i>			\$ -
● <i>Association / Membership dues</i>	\$ 771.00	\$ 771.00	\$ 1,542.00
● <i>Cell Phone/Internet reimbursement</i>	\$ 600.00	\$ 600.00	\$ 1,200.00
● <i>Relocation reimbursement</i>			\$ -
● <i>Travel allowance/reimbursement</i>	\$ 5,500.00	\$ 5,500.00	\$ 11,000.00
● <i>Mileage Allowance</i>			\$ -
● <i>Educational tuition assistance</i>			\$ -
● <i>All other benefit costs not mentioned above</i>			\$ -
Totals:	\$ 173,397.79	\$ 173,397.79	\$ 346,795.59