

Fremont Board of Education
Board of Education Regular Meeting
Main Street Education and Administration Center - Board Room
Main St Education and Administration Center
130 E 9th St
Fremont, NE 68025
Monday, December 9, 2019 6:30 PM

AGENDA SUMMARY

1. CALL TO ORDER AND ROLL CALL

INDIVIDUALS WISHING TO ADDRESS THE BOARD WILL BE RECOGNIZED TO SPEAK AT THE BOARD TABLE. WHEN RECOGNIZED BY THE CHAIR, PLEASE STATE YOUR NAME BEFORE PROCEEDING WITH YOUR COMMENTS. A MAXIMUM TIME LIMIT OF 5 MINUTES WILL BE ALLOWED FOR EACH AUDIENCE UNLESS AN EXCEPTION IS GRANTED BY THE CHAIR.

1. Open Meetings Act

A copy of the Open Meetings Act is posted in the Board Room. The Board may meet in Closed Session to consider issues including, but not limited to 1) strategy sessions with respect to collective bargaining, real estate purchases, or litigation; 2) discussion regarding deployment of security personnel or devices; 3) investigative proceedings regarding allegations or misconduct; or 4) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person or persons. The vote to hold a Closed Session shall be taken in open session and the subject matter and reason for the session shall be included in the motion. The motion and the vote of each member of the Board and the time when the session commenced and concluded shall be recorded in the minutes. If the motion passes, the President will restate on the record the limitation of the subject matter of the Closed Session.

2. CONSENT SECTION

All matters listed under the Consent Section are considered to be routine and will be enacted by one motion. There will be no separate discussion of these items. If discussion is desired, the item(s) will be considered at the end of the Consent Section.

Motion to approve the consent section as presented passed with a motion by Board Member #1 and a second by Board Member #2.

1. Legality of Meeting

Approve that all legal requirements have been met as to advance notice of this

meeting to both individual Board Members and to the public.

2. Approval of Agenda

Approval of the agenda as published/revised. Note that items can be removed or amended from the published agenda at this time but additions can be made only through an emergency resolution.

3. Minutes from Previous Meeting(s)

4. **Policy & Board Reports**

1. Option Enrollment
2. Student Enrollment

5. **Personnel Reports**

1. Certified / Classified Monthly Personnel Report

6. **Business Reports**

1. Bill Listing
2. Fund Reports
7. Surplus/Salvage Items

3. **REPORT ITEMS**

1. FEA
2. Update on BOARD GOAL #9 Continuous Improvement Process-Building Goal Setting-Interventions-Periodic Evaluation
3. Update on BOARD GOAL #4 Student Achievement; and BOARD GOAL #9 Continuous Improvement Process-Building Goal Setting-Interventions-Periodic Evaluation: UPDATED AQuESTT

4. **ACTION ITEMS**

1. **Board Items**

1. Accreditation - Framework and Cognia

See Attachment

Motion to change accreditation agency from Cognia (formerly AdvancEd) to NDE Framework passed with a motion by Board Member #1 and a second by Board Member #2.

2. Calendar Parameters 2020-2021

Motion to approve 2020-2021 calendar parameters as presented passed with a motion by Board Member #1 and a second by Board Member #2.

2. Elementary/Secondary Items

3. Curriculum and Instruction Items

4. Personnel Items

5. **Business/Facility Items**

1. High School Video Surveillance Cabling

See Memo

Motion to approve cabling update to the High School video surveillance system at a cost not to exceed \$17,750.00 with Computer Cable Connection passed with a motion by Board Member #1 and a second by Board Member #2.

2. Mid-Year Adjustment for Classified Staff

Information will be made available at the meeting.

Motion to approve Mid-Year Adjustment for Classified Staff as presented passed with a motion by Board Member #1 and a second by Board Member #2.

5. CLOSED SESSION

Motion to go into Closed Session to prevent the needless injury to the reputation of an individual or individuals in discussion of personnel matters, and consider issues in the public interest passed with a motion by Board Member #1 and a second by Board Member #2.

6. ADJOURNMENT

Motion to adjourn passed with a motion by Board Member #1 and a second by Board Member #2.

**Board of Education Regular Meeting
Monday, November 11, 2019 6:30 PM
Main Street Education and Administration Center - Board
Room 130 East 9th Street
Fremont, NE 68025**

Attendance Taken at 6:31 PM.

Todd Hansen: Present
Jon Ludvigsen: Present
Dan Moran: Present
Mike Petersen: Absent
Sandi Proskovec: Present
Terry Sorensen: Present

1. CALL TO ORDER AND ROLL CALL

The meeting was called to order by Board President Sandi Proskovec.

1.1. Open Meetings Act

2. CONSENT SECTION

Motion to approve the consent section as presented passed with a motion by Terry Sorensen and a second by Todd Hansen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Dan Moran: Yea, Sandi Proskovec: Yea,
Terry Sorensen: Yea

Yea: 5, Nay: 0

2.1. Legality of Meeting

Approved that all legal requirements have been met as to advance notice of this meeting to both individual Board Members and to the public.

2.2. Approval of Agenda

Approved the agenda as revised. Note that items can be removed or amended from the published agenda at this time but additions can be made only through an emergency resolution.

2.3. Minutes from Previous Meeting(s)

2.4. Policy & Board Reports

2.4.1. Option Enrollment

2.4.2. Student Enrollment

2.5. Personnel Reports

2.5.1. Certified / Classified Monthly Personnel Report

November 11, 2019						
The following report is position centric. The 'Employee' column is the name of the current/previous employee in that position. The 'Effective Date' is the date in which the Action takes effect. The 'Replacement Status/New Hire' column is the newly hired employee who will fill the position noted in the 'Position' column. Each position will remain on the report until a replacement is in place with a start date. Bold/highlighted data is new to the report.						
*Classified employee is staying on in a substitute status						
ACTION ITEMS						
CERTIFIED PERSONNEL						
Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Principal	Vacancy (Scott Jensen currently interim principal)	Need - Fill Vacant Principal position	07/01/2020	High School	Posting Date is TBD	7/1/2020
Social Worker	N/A	Additional	TBD	District Wide	Posted/Pending Hire	TBD
Teacher, Special Education, Elementary	Janelle Forsman	Resignation	9/27/2019	Milliken Park	Patricia McKibbon	11/4/2019
CLASSIFIED PERSONNEL						
Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Accounting Associate (8 hrs)	Rikkel Glosser	Resignation	10/25/2019	High School	Pamela Brodd	10/08/2019
Administrative Assistant (8 hrs)	Susan Perry	Retirement	12/31/2019	MSEAC-Elementary Education	Posted/Pending Hire	TBD
Bus Aide (was 3.5 hrs, will now be 7 hrs)	Willis Pueppke	Resignation	7/23/2019	Transportation	Jo Boggs	10/29/2019
Bus Aide (was 5.5 hrs, now 7.5 hrs)	Jacqueline Welander	Resignation	6/28/2019	Transportation	Marshell (Shelly) Williams	10/29/2019
Bus Driver (6.5 hrs)	DeWayne Dewberry	Resignation	7/8/2019	Transportation	Debra Spicka	10/29/2019
Bus Driver (was 5.75 hrs, changing to 8 hrs)	Rebecca Wilderman	Position Change	10/29/2019	Transportation	N/A	N/A
Bus Route Driver (8 hrs)	Debra Maple*	Resignation	9/6/2019	Transportation	TBD	TBD
Custodian II (8 hrs)	Patricia Collins	Retirement	9/27/2019	Bell Field	Cleaning Service, Will not replace at this time	TBD
Elementary Aide (7.5 hrs)	Chelsea Going	Transfer	10/23/2019	Milliken Park	Samantha Harrington	11/6/2019
ELL Paraeducator (7 hrs) (Migrant)	Rosaura Vera Chavez	Position Change	10/22/2019	MSEAC	Will Not Be Filled At This Time	N/A
ELL Paraeducator (7.5 hrs)	Oneida Meraz-Munoz	Resignation	7/18/2019	High School	Odalis Campos	10/24/2019
ELL Paraeducator (Migrant) (7 hrs)	Odalis Campos*	Resignation	8/4/2019	Migrant Program	Will Not Be Filled At This Time	TBD
Migrant Liaison (7 hrs)	N/A	Additional	10/22/2019	MSEAC	Rosaura Vera Chavez	10/22/2019
Special Ed. Paraeducator (7.5 hrs)	Julie Fritz	Resignation	10/31/2019	Johnson Crossing	Posted/Pending Hire	TBD
Special Ed. Paraeducator (7.5 hrs)	Pamela Brodd	Transfer	10/08/2019	Howard	Posted/Pending Hire	TBD
Special Ed. Paraeducator (7.5 hrs)	N/A	Additional	10/2/2019	Milliken Park	Connor Husen	10/2/2019
Special Ed. Paraeducator (7.5 hrs)	Brenda Ibarra	Resignation	10/18/2019	High School	TBD	TBD
Accounting Associate (8 hrs)	Pam Ketchem	Resignation	12/31/2019	MSEAC	Nancy Krueger	11/18/2019
Special Ed. Paraeducator (BD) (7 hrs)	Neile Rogge	Resignation	9/12/2019	Pathfinder	Ray Soto	10/15/2019

Special Ed. Paraeducator (BS) (7.5 hrs)	Emma Schober	Resignation	10/15/2019	Johnson Crossing	Chelsea Going	10/23/2019
Special Education Aide (was 6.5 hrs will now be 6.75 hours) (Preschool)	Dana Richert	Resignation	9/13/2019	Grant Elementary	Kristen Beiermann	11/18/2019

PENDING ACTIVITY - NO BOARD ACTIONS REQUIRED

CERTIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Teacher, Full-Time Substitute	Jacob Klein	Resignation	5/24/2019	District Wide	TBD	TBD

CLASSIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Accompanist (3.5 hrs)	Mary Keith	Transfer	3/8/2019	High School	Posted/Pending Hire	TBD
Custodian II (3.5 hrs) - Was Custodian II (8 Hrs) Washington/Davenport, Washington went to Cleaning Service	Monica Robinson	Discharged	9/13/2018	Davenport	TBD	TBD
Custodian II (4 hrs)	Matthew Dixon	Transfer (to FHS)	9/3/2019	Middle School	Posted/Pending Hire	TBD
Inventory Specialist/General Maintenance (8 hrs)	Johanna Culver	Resignation	11/2/2018	Facilities Management	TBD	TBD
Special Ed. Paraeducator (6.75 hrs)	Shawn Monroe*	Resignation	2/5/2019	High School	Posted/Pending Hire	TBD

21st CENTURY/EXPANDED LEARNING/AFTER SCHOOL PROGRAM

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Activity Leader (3.25 hrs)	Robert Mendlik	Resignation	10/23/2019	Howard	Will Be Replaced in future based on program enrollment and need	N/A
Activity Leader (3.25 hrs)	Heather Bryant	Resignation	10/24/2019	Linden	Will Be Replaced in future based on program enrollment and need	N/A
Activity Leader (3.25 hrs)	Franchesca Garcia*	Resignation	10/24/2019	Washington	Will Be Replaced in future based on program enrollment and need	N/A
Activity Leader (3.25 hrs)	Laura Thome	Resignation	October 2019	Bell Field	Will Be Replaced in future based on program enrollment and need	N/A

2.5.1.1. Student Teacher Placement

2.6. Business Reports

2.6.1. Bill Listing

2.6.2. Fund Reports

2.7. Surplus/Salvage Items

3. REPORT ITEMS

3.1. FEA

FEA President Doug Sheppard was present. Teachers in the audience introduced themselves.

3.2. Update on Board Goal #4 Student Achievement - Summer School Report
Kevin Eairleywine presented on Summer School 2019.

3.3. Update on Board Goal #1 Graduation / Dropout Rate, and Board Goal #4 Student Achievement: ACT Report and Update on Graduation Rate
Kate Heineman and Scott Jensen presented.

4. ACTION ITEMS

4.1. Board Items

4.1.1. Revised Board Policy 35E Purchasing Guides, 1st Reading

Motion to approve Revised Board Policy 35E Purchasing Guides on 1st Reading, waiving the two-reading requirement as provided in Board Policy 85E, and approve the policy after one reading passed with a motion by Dan Moran and a second by Terry Sorensen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Dan Moran: Yea, Sandi Proskovec:

Yea, Terry Sorensen: Yea

Yea: 5, Nay: 0

4.2. Elementary/Secondary Items

4.2.1. Donation to Grant Elementary

Motion to approve donation of Motorola Portable Handheld valued at \$1,189.50 from Grant Elementary PTA passed with a motion by Dan Moran and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Dan Moran: Yea, Sandi Proskovec:

Yea, Terry Sorensen: Yea

Yea: 5, Nay: 0

4.2.2. Donation to Fremont High School

Motion to approve donation of Dr. Dish Shooting Machine valued at \$6,950.00 to the Fremont High School Athletic Department from Audie Keaton passed with a motion by Terry Sorensen and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Dan Moran: Yea, Sandi Proskovec:

Yea, Terry Sorensen: Yea

Yea: 5, Nay: 0

4.2.3. Out of State Travel Request FHS

FHS Band Teacher Doug Bogatz presented information for the next band and orchestra trip. Motion to approve out of state travel request for FHS Band and Orchestra to travel to San Antonio, Texas June 2 - 6, 2021 passed with a motion by Dan Moran and a second by Terry Sorensen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Dan Moran: Yea, Sandi Proskovec:

Yea, Terry Sorensen: Yea

Yea: 5, Nay: 0

4.3. Curriculum and Instruction Items

4.4. Personnel Items

4.5. Business/Facility Items

4.5.1. REMIND Contract

Motion to approve three-year consecutive contract with Remind, a district messaging service, at an annual price of \$14,100.00 passed with a motion by Jon Ludvigsen and a second by Todd Hansen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Dan Moran: Yea, Sandi Proskovec:

Yea, Terry Sorensen: Yea

Yea: 5, Nay: 0

4.5.2. Interlocal Agreement City of Fremont and Fremont Public Schools

Motion to approve Memorandum of Understanding which will be added to the Interlocal Agreement City of Fremont / Fremont Public Schools School Resource Officer Project passed with a motion by Terry Sorensen and a second by Dan Moran. Todd Hansen:

Yea, Jon Ludvigsen: Yea, Dan Moran: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea

Yea: 5, Nay: 0

4.5.3. Audit Report

Kent Speicher, a partner with Erickson & Brooks, presented the annual audit. Motion to accept the audit as presented passed with a motion by Terry Sorensen and a second by Todd Hansen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Dan Moran: Yea, Sandi Proskovec:

Yea, Terry Sorensen: Yea

Yea: 5, Nay: 0

5. CLOSED SESSION

There was no closed session.

6. ADJOURNMENT

Prior to adjournment, Board Member Jon Ludvigsen commended Fremont Public Schools on its various Veteran's Day Programs. Motion to adjourn passed with a motion by Jon Ludvigsen and a second by Terry Sorensen. Todd Hansen: Yea, Jon

Ludvigsen: Yea, Dan Moran: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea

Yea: 5, Nay: 0 7:37 p.m.

Board Secretary

**FREMONT PUBLIC SCHOOLS
OPTION ENROLLMENT REPORT
December 9, 2019**

<u>Enter 2019-2020</u>	<u>Grade</u>	<u>From</u>
Kruse, Draven	11	Cedar Bluffs

Vincent, Micah	10	Cedar Bluffs
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<u>Exit 2019-2020</u>	<u>Grade</u>	<u>To</u>
Allis, Ava	6	Cedar Bluffs

Ledgerwood, Benjamin	1	
Ledgerwood, Abigail	3	
Ledgerwood, Elijah	2	Cedar Bluffs
Already attended Cedar, relocated to Fremont		

Matz, Taylor	12	Cedar Bluffs
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Rafaela-Hernandez, Selena	8	Cedar Bluffs
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<u>Enter 2020-21</u>	<u>Grade</u>	<u>From</u>
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Change of Status

Corrected from last month's report:

Lango, Beatrice

Previous option in from Millard, graduated from FPS. *Still attending FPS*

Denied

Elementary – Susan Perry
Elementary Secretaries
Middle School Guidance
Senior High Guidance
Student Services – Brad Dahl
Transportation – Jeff Rump
Athletic Director – Scott Anderson
Registrar – Lori Essen
K-12 Principals

Fremont Public Schools Enrollment Report Dec 2, 2019

	Senior High/LC combined	Learning Ctr (this column not in sum as they are included in FHS#'s)	YAP	Middle Sch.	Middle Sch. Tigers 1st	Johnson Crossing	Bell Field	Clamar	Grant	Howard	Howard Part Time	Linden	Miliken Pk	Washington	Cont Out/Trin&Berg/Rule 18	Title I Trin/Berg	Pathfinder	Home Based or Head Start or Walk In	Sixpence	Total
PreSchool							34	34	36	31		32	33	33	0	0		52	46	331
Minority							2	4	11	13		15	12	23	0	0		6	21	107
Free/Reduced							22	16	25	15		24	25	30	0	0		23	46	226
SpED							12	13	17	9		11	7	8	0	0		52	4	133
Kindergarten							50	42	22	50	2	66	38	71	2	8	6			357
Minority							14	5	7	14	0	44	14	65	0	0	0			163
Free/Reduced							26	16	15	22	0	57	29	60	0	1	5			231
Classroom Teachers							3	3	1	3		3	2	3						18
SpED							11	4	3	10	2	6	5	3	2	1	6			53
ELL							2	1	1	7	0	35	10	61	0	0	0			117
1st Grade							59	47	19	58	1	55	40	70	0	14	2			365
Minority							13	10	6	11	0	29	11	55	0	2	0			137
Free/Reduced							44	22	9	28	0	41	29	58	0	2	1			234
Classroom Teachers							2	2	1	2		3	2	3						15
SpED							11	9	4	10	1	4	11	3	0	1	2			56
ELL							2	5	1	3	0	20	8	49	0	0	0			88
2nd Grade							46	49	21	39	3	63	30	55	0	10	5			321
Minority							8	7	3	9	0	29	18	44	0	3	0			121
Free/Reduced							33	20	13	20	1	42	22	44	0	1	4			200
Classroom Teachers							3	2	1	3		3	2	3	0	1				18
SpED							9	5	3	12	3	8	11	5	0	3	5			64
ELL							0	3	0	2	0	18	11	32	0	0	0			66
3rd Grade							56	50	21	55	2	67	45	56	2	9	2			365
Minority							13	6	5	18	0	39	23	50	0	2	0			156
Free/Reduced							40	24	16	27	0	48	31	50	0	3	2			241
Classroom Teachers							3	2	1	3		3	2	3	0					17
SpED							13	12	1	14	2	9	10	9	2	2	2			76
ELL							2	0	0	2	0	24	16	34	0	0	0			78
4th Grade							49	44	17	57	2	67	30	67	1	13	6			353
Minority							10	8	6	15	1	38	17	62	0	1	1			159
Free/Reduced							33	23	10	24	2	57	24	62	0	1	4			240
Classroom Teachers							3	2	2	2		3	2	3	0	3				20
SpED							7	3	6	13	2	12	6	8	1	2	6			66
ELL							1	3	0	1	0	18	10	44	0	0	0			77
5th Grade						374									0	8	2			376
Minority						155									0	2	0			155
Free/Reduced						265									0	2	2			269
SpED						79									0	1	2			82
ELL						58									0	0	0			58
6th Grade					1	351									3	6	0			355
Minority					0	145									0	2	0			145
Free/Reduced					1	233									2	2	0			238
SpED					1	66									3	2	0			72
ELL					0	28									0	0	0			28
7th Grade				274	2	3									2	0	0			281
Minority				107	1	2									0	0	0			110
Free/Reduced				168	2	3									1	0	0			174
SpED				45	2	3									2	0	0			52
ELL				17	0	0									0	0	0			17
8th Grade				361	5	1									3	0	0			370
Minority				145	0	0									1	0	0			146
Free/Reduced				228	4	1									0	0	0			233
SpED				78	5	1									2	0	0			86
ELL				31	0	0									0	0	0			31

Fremont Public Schools Enrollment Report Dec 2, 2019

	Senior High/LC combined	Learning Ctr (this column not in sum as they are included in FHS#s)	YAP	Middle Sch.	Middle Sch. Tigers 1st	Johnson Crossing	Bell Field	Clamar	Grant	Howard	Howard Part Time	Linden	Miliken Pk	Washington	Cont Out/Trin&Berg/ Rule 18	Title I Trin/Berg	Pathfinder	Home Based or Head Start or Walk In	Sixpence	Total
9th Grade	372	0		1											2	0	3			378
Minority	148	0		0											1	0	0			149
Free/Reduced	215	0		0											2	0	2			219
SpED	68	0		1											2	0	3			74
ELL	45	0		0											0	0	0			45
10th Grade	379	10													1	0	4			384
Minority	156	1													0	0	0			156
Free/Reduced	203	7													1	0	4			208
SpED	52	0													1	0	4			57
ELL	41	0													0	0	0			41
11th Grade	359	12													1	0	2			362
Minority	128	6													0	0	0			128
Free/Reduced	190	11													1	0	2			193
SpED	64	2													0	0	2			66
ELL	30	0													0	0	0			30
12th Grade	381	37	10												0	0	4			395
Minority	116	8	4												0	0	0			120
Free/Reduced	189	26	5												0	0	3			197
SpED	46	8	10												0	0	4			60
ELL	29	0	0												0	0	0			29
TOTAL	1491	59	10	636	8	729	294	266	136	290	10	350	216	352	17	68	36	52	46	5007
SpED	230	10	10	123	8	149	63	46	34	68	10	50	50	36	15	12	36	52	4	996
*% of Dist Sped	23.1%	1.0%	1.0%	12.3%	0.8%	15.0%	6.3%	4.6%	3.4%	6.8%		5.0%	5.0%	3.6%	1.5%	1.2%	3.6%	5.2%	0.4%	
*% of total enr.	4.6%	0.2%	0.2%	2.5%	0.2%	3.0%	1.3%	0.9%	0.7%	1.4%		1.0%	1.0%	0.7%	0.3%	0.2%	0.7%	1.0%	0.1%	19.9%
*% of building	15.4%	16.9%	100.0%	19.3%	100.0%	20.4%	21.4%	17.3%	25.0%	23.4%		14.3%	23.1%	10.2%	88.2%	17.6%	100.0%	100.0%	8.7%	
ELL	145	0	0	48	0	86	7	12	2	15		115	55	220	0	0	0			705
*% of Dist ELL	20.6%	0.0%	0.0%	6.8%	0.0%	12.2%	1.0%	1.7%	0.3%	2.1%		16.3%	7.8%	31.2%	0.0%	0.0%	0.0%			
*% of total enr.	2.9%	0.0%	0.0%	1.0%	0.0%	1.7%	0.1%	0.2%	0.0%	0.3%		2.3%	1.1%	4.4%	0.0%	0.0%	0.0%			14.1%
*% of building	9.73%		0.00%	7.55%	0.00%	11.80%	2.38%	4.51%	1.47%	5.17%		32.86%	25.46%	62.50%	0.00%	0.00%	0.00%			
Free/Reduced	797	44	5	396	7	502	198	121	88	136	3	269	160	304	7	12	29	23	46	3091
*% of Dist F/R	25.8%	1.4%	0.2%	12.8%	0.2%	16.2%	6.4%	3.9%	2.8%	4.4%		8.7%	5.2%	9.8%	0.2%	0.4%	0.9%	0.7%	1.5%	
*% of total enr.	15.9%	0.9%	0.1%	7.9%	0.1%	10.0%	4.0%	2.4%	1.8%	2.7%		5.4%	3.2%	6.1%	0.1%	0.2%	0.6%	0.5%	0.9%	61.7%
*% of building	53.5%	74.6%	50.0%	62.3%	87.5%	68.9%	67.3%	45.5%	64.7%	46.9%		76.9%	74.1%	86.4%	41.2%	17.6%	80.6%	44.2%	100.0%	
Minority	548	15	4	252	1	302	60	36	38	67		194	95	299	2	12	1	6	21	1926
*% of Dist Minority	28.5%	0.8%	0.2%	13.1%	0.1%	15.7%	3.1%	1.9%	2.0%	3.5%		10.1%	4.9%	15.5%	0.1%	0.6%	0.1%	0.3%	1.1%	
*% of total enr.	10.9%	0.3%	0.1%	5.0%	0.0%	6.0%	1.2%	0.7%	0.8%	1.3%		3.9%	1.9%	6.0%	0.0%	0.2%	0.0%	0.1%	0.4%	38.5%
*% of building	36.8%	25.4%	40.0%	39.6%	12.5%	41.4%	20.4%	13.5%	27.9%	23.1%		55.4%	44.0%	84.9%	11.8%	17.6%	2.8%	11.5%	45.7%	

FPS Human Resources Report

December 9, 2019

The following report is position centric. The 'Employee' column is the name of the current/previous employee in that position. The 'Effective Date' is the date in which the Action takes effect. The 'Replacement Status/New Hire' column is the newly hired employee who will fill the position noted in the 'Position' column. Each position will remain on the report until a replacement is in place with a start date. Bold/highlighted data is new to the report.

*Classified employee is staying on in a substitute status

ACTION ITEMS

CERTIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date

CLASSIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Administrative Assistant (8 hrs)	Susan Perry	Retirement	12/27/2019	MSEAC-Elementary Education	Julie Anderson	TBD
Migrant Liaison (7 hrs)	N/A	Additional	N/A	MSEAC	Posted/Pending Hire	TBD
Migrant Liaison (7 hrs)	N/A	Additional (replacing vacant Migrant ELL Para position that will not be filled)	N/A	MSEAC	Posted/Pending Hire	TBD
Office Associate (8 hrs)	Julie Anderson	Transfer	TBD	Linden Elementary	Posted/Pending Hire	TBD
Special Ed. Paraeducator (7.5 hrs)	Julie Fritz	Resignation	10/31/2019	Johnson Crossing	Angelia Remelius	12/2/2019
Special Ed. Paraeducator (7.5 hrs)	Pamela Brodd	Transfer	11/8/2019	Howard	Tiffany Diaz	11/18/2019

Special Ed. Paraeducator (7.5 hrs)	Julie Puffer	Retirement	11/12/2019	Washington	Posted/Pending Hire	TBD
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PENDING ACTIVITY - NO BOARD ACTIONS REQUIRED

CERTIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Principal	Vacancy (Scott Jensen currently interim principal)	Need - Fill Vacant Principal position	07/01/2020	High School	Posting Date is TBD	7/1/2020
Social Worker	N/A	Additional	TBD	District Wide	Posted/Pending Hire	TBD
Teacher, Full-Time Substitute	Jacob Klein	Resignation	5/24/2019	District Wide	TBD	TBD

CLASSIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Accompanist (3.5 hrs)	Mary Keith	Transfer	3/8/2019	High School	Posted/Pending Hire	TBD
Bus Route Driver (8 hrs)	Debra Maple*	Resignation	9/6/2019	Transportation	TBD	TBD
Custodian II (3.5 hrs) - Was Custodian II (8 Hrs) Washington/Davenport, Washington went to Cleaning Service	Monica Robinson	Discharged	9/13/2018	Davenport	TBD	TBD
Custodian II (4 hrs)	Matthew Dixon	Transfer (to FHS)	9/3/2019	Middle School	Posted/Pending Hire	TBD

Inventory Specialist/General Maintenance (8 hrs)	Johanna Culver	Resignation	11/2/2018	Facilities Management	TBD	TBD
Special Ed. Paraeducator (6.75 hrs)	Shawn Monroe*	Resignation	2/5/2019	High School	Posted/Pending Hire	TBD
Special Ed. Paraeducator (7.5 hrs)	Brenda Ibarra	Resignation	10/18/2019	High School	Posted/Pending Hire	TBD

21st CENTURY/EXPANDED LEARNING/AFTER SCHOOL PROGRAM

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Activity Leader (3.25 hrs)	N/A	Additional	N/A	Linden	Katelyn Morton	11/20/2019
Activity Leader (3.25 hrs)	N/A	Additional	N/A	Milliken Park	Francisca Alvarez	11/7/2019

General Fund Expenditures
NOVEMBER 2019

Accounts Payable	\$1,055,544.14
Payroll	\$4,021,756.51
	<hr/>
TOTAL General Fund	\$5,077,300.65

Fremont Public Schools
Check Listing
2019-2020

Bank Account: First State Bank A/P 451126 From: 11/1/2019 To: 11/30/2019

Check Number	Date	Vendor	Amount
117904	11/27/2019	ACCUCUT	\$89.00
117828	11/12/2019	ACE HARDWARE	\$117.87
117905	11/27/2019	ACE HARDWARE	\$89.62
117829	11/12/2019	ACT	\$88.00
117906	11/27/2019	ADP, LLC	\$3,007.20
117830	11/12/2019	ALL SYSTEMS LLC	\$437.98
117907	11/27/2019	ALL SYSTEMS LLC	\$1,056.39
117831	11/12/2019	AMAZON.COM LLC	\$4,960.79
117908	11/27/2019	AMAZON.COM LLC	\$9,857.09
DDP	11/15/2019	ANDERSON, SCOTT	\$987.74
117903	11/27/2019	A-PLUS TREE SERVICE, INC.	\$775.00
117909	11/27/2019	ARBOR SCIENTIFIC	\$204.39
117910	11/27/2019	ASSOC FOR CAREER & TECHNICAL EDUCATION	\$1,390.00
117911	11/27/2019	BAUER BUILT INC	\$50.00
DDP	11/15/2019	BECK, CINTIA	\$17.40
DDP	11/15/2019	BEHRING, JENNIFER	\$18.91
117832	11/12/2019	BENICOMP INC	\$4,731.80
117912	11/27/2019	BENICOMP INC	\$1,164.92
117833	11/12/2019	BERENS-TATE CONSULTING GROUP	\$2,500.00
DDP	11/15/2019	BERRY, DEANN	\$6.96
117834	11/12/2019	BIG B'S COPIES	\$357.50
117913	11/27/2019	BIL-DEN GLASS INC	\$2,148.00
117914	11/27/2019	BIZCO, INC	\$95.00
117835	11/12/2019	BLICK ART MATERIALS	\$535.74
117915	11/27/2019	BOMGAARS SUPPLY INC	\$255.72
117836	11/12/2019	BORDER STATES INDUSTRIES INC	\$1,894.24
117916	11/27/2019	BORDER STATES INDUSTRIES INC	\$692.20
117837	11/12/2019	BOYS TOWN NATIONAL	\$2,452.00
DDP	11/15/2019	BURG, MATT	\$134.09
117838	11/12/2019	BUTLER MACHINERY CO	\$4,794.00
117917	11/27/2019	BUTLER MACHINERY CO	\$7,500.00
117918	11/27/2019	CAPPEL AUTO SUPPLY INC	\$3,562.61
117919	11/27/2019	CARE CORPS INC	\$1,651.71
117920	11/27/2019	Century Link	\$968.34
117921	11/27/2019	CHARLESTON INC	\$58.05
117922	11/27/2019	CHEMSEARCH	\$1,535.85
DDP	11/15/2019	CHRISTENSEN, KODY	\$31.32
117839	11/12/2019	CITY OF FREMONT	\$900.00
117840	11/12/2019	COMMERCIAL AIR MANAGEMENT, INC	\$874.00
117923	11/27/2019	COSTCO MEMBERSHIP	\$120.00

Check Number	Date	Vendor	Amount
117841	11/12/2019	CULLIGAN	\$296.50
117924	11/27/2019	CULLIGAN	\$608.25
117925	11/27/2019	CUNNINGHAM RECREATION	\$4,465.54
DDP	11/15/2019	DAHL, BRAD	\$174.00
117842	11/12/2019	DANIELLE SCHWANKE	\$198.36
117926	11/27/2019	DECKER INC	\$78.90
117927	11/27/2019	DIETZE MUSIC HOUSE	\$12.00
DDP	11/15/2019	DOSTAL, ERIN	\$323.94
117928	11/27/2019	DUN & BRADSTREET	\$1,499.00
117929	11/27/2019	EASTERN NEBRASKA OCCUPATIONAL THERAPY	\$12,658.35
117930	11/27/2019	ECHO ELECTRIC SUPPLY	\$1,412.66
117843	11/12/2019	ECO WATER SYSTEMS	\$128.85
117844	11/12/2019	EDUCATIONAL CONSULTING SERVICE	\$3,000.00
117845	11/12/2019	EDUCATIONAL SERVICE UNIT #2	\$825.00
117846	11/12/2019	EDUCATIONAL SERVICE UNIT #6	\$380.00
117847	11/12/2019	EGAN SUPPLY CO	\$1,167.84
117931	11/27/2019	EGAN SUPPLY CO	\$702.06
117848	11/12/2019	ELECTRONIC ENGINEERING	\$202.26
DDP	11/15/2019	ELSASSER, KIERSTEN	\$40.05
117932	11/27/2019	ERICKSON & BROOKS	\$19,875.00
117933	11/27/2019	FACTS4ME INC	\$1,050.00
117849	11/12/2019	FAIRFIELD INN & SUITES	\$104.95
117934	11/27/2019	FAIRFIELD INN & SUITES	\$239.90
DDP	11/15/2019	FARKAS, SUSAN	\$60.00
117850	11/12/2019	FASTENAL COMPANY	\$138.67
DDP	11/15/2019	FEDDE, ELIZABETH	\$78.08
DDP	11/15/2019	FIGUEROA, CARMEN	\$222.82
DDP	11/15/2019	FILTER, ANGEL	\$44.97
117851	11/12/2019	FIRST NATIONAL BANK OMAHA	\$3,883.39
117852	11/12/2019	FIRST STUDENT INC	\$517.50
117935	11/27/2019	FIRST WIRELESS INC	\$2,572.38
117936	11/27/2019	FLINN SCIENTIFIC INC	\$3,377.53
117937	11/27/2019	FOLLETT SCHOOL SOLUTIONS INC	\$1,785.73
DDP	11/15/2019	FOXHOVEN, RICK	\$254.53
117853	11/12/2019	FPS FOOD SERVICE	\$48.00
117938	11/27/2019	FPS FOOD SERVICE	\$124.96
117939	11/27/2019	FPS FOUNDATION	\$50.00
117940	11/27/2019	FREEWAY CAR CARE CENTER	\$93.91
117941	11/27/2019	FREMONT APPLIANCE	\$65.25
117942	11/27/2019	FREMONT AREA CHAMBER	\$45.00
117943	11/27/2019	FREMONT AREA UNITED WAY	\$700.00
117826	11/4/2019	FREMONT DEPT OF UTILITIES	\$21,764.11
118013	11/27/2019	FREMONT DEPT OF UTILITIES	\$35,047.48
117944	11/27/2019	FREMONT DEPT OF UTILITIES	\$1,353.08
117854	11/12/2019	FREMONT ELECTRIC INC	\$101.31
117855	11/12/2019	FREMONT FAMILY YMCA	\$10,005.55

Check Number	Date	Vendor	Amount
117945	11/27/2019	FREMONT FAMILY YMCA	\$8,478.67
117856	11/12/2019	FREMONT KIWANIS CLUB	\$520.00
117857	11/12/2019	FREMONT SANITATION	\$2,880.50
117858	11/12/2019	FREMONT TRIBUNE	\$128.30
117946	11/27/2019	FREMONT TRIBUNE	\$68.54
117859	11/12/2019	FREMONT WASTE TRANSFER	\$92.89
117947	11/27/2019	FULL COMPASS SYSTEMS LTD	\$833.06
117948	11/27/2019	FUSION3 DESIGN, LLC	\$328.00
117949	11/27/2019	Gallagher, Heather S	\$81.64
DDP	11/15/2019	GALLO, LISA	\$28.19
117860	11/12/2019	GENERAL BINDING CORP	\$272.00
117950	11/27/2019	GLASS HOUSE	\$1,020.00
DDP	11/15/2019	GLEASON, LATOSHA	\$4.76
DDP	11/15/2019	GLOSSER, JEFFREY	\$219.28
DDP	11/15/2019	GOLLADAY, VERNON	\$89.90
117861	11/12/2019	GOPHER SPORT	\$2,197.85
DDP	11/15/2019	GRAVER, AMY	\$63.80
117951	11/27/2019	GREAT PLAINS COMMUNICATIONS	\$1,943.25
DDP	11/15/2019	HAAG, BIANCA	\$84.68
DDP	11/15/2019	HALSTEAD, ANGELA	\$71.51
117952	11/27/2019	HAMILTON EQUIPMENT COMPANY	\$311.36
117953	11/27/2019	HEARTLAND FAMILY SERVICE	\$2,486.05
117862	11/12/2019	HEIDY R TARANGO	\$15,000.00
DDP	11/15/2019	HENKENIUS, KRISTIN	\$69.60
117954	11/27/2019	HILLYARD SIOUX FALLS, RAPID CITY, SD, OM	\$3,346.76
117955	11/27/2019	HireRight LLC	\$31.40
DDP	11/15/2019	HLADIK, LEAH	\$20.13
117956	11/27/2019	HOME DEPOT CREDIT SERVICES	\$3,496.50
117863	11/12/2019	HOMETOWN LEASING	\$32,062.29
117864	11/12/2019	HOUGHTON MIFFLIN HARCOURT	\$27,896.70
DDP	11/15/2019	HUGHES, RICHARD	\$28.19
DDP	11/15/2019	HULTGREN, MARTA	\$50.00
117902	11/18/2019	HY-VEE INC	\$1,841.61
117957	11/27/2019	HY-VEE INC	\$364.19
117958	11/27/2019	IFIX OMAHA LLC	\$44.10
117827	11/4/2019	INSPRO INC	\$580,003.00
117865	11/12/2019	IOWA LIBRARY ASSOCIATION	\$245.00
117959	11/27/2019	IPEVO	\$99.00
117866	11/12/2019	J.W. PEPPER & SON INC	\$185.37
117960	11/27/2019	J.W. PEPPER & SON INC	\$1,594.17
DDP	11/15/2019	JENSEN, SCOTT	\$211.12
117961	11/27/2019	JOSTENS INC	\$67.72
117962	11/27/2019	KENCO LEASING CO	\$175.00
DDP	11/15/2019	KERKMAN, RITA	\$6.73
DDP	11/15/2019	KETCHEM, PAMELA	\$36.31
117963	11/27/2019	KIDWELL, INC	\$62.50

Check Number	Date	Vendor	Amount
117867	11/12/2019	KIRBY, DAVID	\$225.00
117964	11/27/2019	KIRSTEN LIMON	\$1,125.00
117965	11/27/2019	KOLEY JESSEN P.C., L.L.O.	\$578.00
117966	11/27/2019	KRASNE HOME FURNISHINGS INC	\$1,286.00
DDP	11/15/2019	KUBICEK, MELISSA	\$10.03
DDP	11/15/2019	KUKOLY, BELINDA	\$141.93
DDP	11/15/2019	KUMM, ELLE	\$11.88
117967	11/27/2019	LAKESHORE LEARNING MATERIALS	\$304.64
117868	11/12/2019	LANGUAGE LINE SERVICES, INC.	\$240.13
117869	11/12/2019	LARRY'S BOILER SERVICE INC	\$250.00
DDP	11/15/2019	LEEPER, TIM	\$3.60
117968	11/27/2019	LEE'S SERVICE	\$700.00
DDP	11/15/2019	LOOGMAN, KATELYN	\$65.30
117870	11/12/2019	LOU'S SPORTING GOODS	\$144.00
DDP	11/15/2019	LOWE, JANET	\$284.84
117969	11/27/2019	LRP PUBLICATIONS	\$354.50
117970	11/27/2019	MAILFINANCE	\$841.47
DDP	11/15/2019	MARESH, KADY	\$158.80
117871	11/12/2019	MASTER LIBRARY.COM, LLC	\$2,400.00
117872	11/12/2019	MATHESON TRI-GAS INC	\$102.45
117971	11/27/2019	MAX D. SIGNS	\$52.25
DDP	11/15/2019	MCCONNAUGHAY, MORGAN	\$19.72
DDP	11/15/2019	MCSHANE-SCHWIEGER, KATIE	\$54.76
117972	11/27/2019	MELCHER, HEIDI	\$153.46
117873	11/12/2019	MENARDS	\$693.73
117973	11/27/2019	MENARDS	\$1,536.71
117974	11/27/2019	METHODIST FREMONT HEALTH	\$5,126.12
117874	11/12/2019	MEYER LABORATORY INC	\$573.75
117975	11/27/2019	MOM'S POPCORN	\$5,472.00
DDP	11/15/2019	MORAN, HEIDI	\$331.76
117875	11/12/2019	NASPA	\$25.00
117977	11/27/2019	NATIONAL GEOGRAPHIC SOCIETY	\$365.75
117876	11/12/2019	NAT'L EVERYTHING WHOLESALE	\$416.73
117976	11/27/2019	NAT'L EVERYTHING WHOLESALE	\$2,898.57
117877	11/12/2019	NAVIGATOR MOTORCOACHES INC	\$885.00
117978	11/27/2019	NEBRASKA COUNCIL OF SCHOOL ADMINISTRATOR	\$50.00
117878	11/12/2019	NMC EXCHANGE LLC	\$4,327.96
117879	11/12/2019	NOVACOAST	\$6,000.00
117979	11/27/2019	NSPRA	\$285.00
117980	11/27/2019	NWEA	\$500.00
117880	11/12/2019	OFFICENET	\$589.00
117983	11/27/2019	OFFICENET	\$282.88
117981	11/27/2019	O'KEEFE ELEVATOR CO INC	\$499.91
117881	11/12/2019	OMAHA WHOLESALE HARDWARE	\$298.20
117984	11/27/2019	Omaha World Herald	\$4,390.00
117882	11/12/2019	ONE SOURCE	\$190.00

Check Number	Date	Vendor	Amount
117982	11/27/2019	O'REILLY AUTOMOTIVE INC	\$279.12
117985	11/27/2019	OWL BRAND SUPPLY COMPANY, INC	\$286.58
117883	11/12/2019	P & H ELECTRIC INC	\$248.94
117986	11/27/2019	P & H ELECTRIC INC	\$106.30
117987	11/27/2019	PAK MAIL	\$19.45
117884	11/12/2019	PAPER TIGER SHREDDING INC	\$972.00
117988	11/27/2019	PEARSON EDUCATION INC	\$2,566.43
117885	11/12/2019	PERFORMANCE DIESEL SERVICE	\$233.72
117989	11/27/2019	PERFORMANCE DIESEL SERVICE	\$2,425.89
117990	11/27/2019	PERRY, GUTHERY, HAASE & GESSFORD, P.C.,	\$7,859.46
DDP	11/15/2019	PIERCE, HOPE	\$41.53
117886	11/12/2019	PINNACLE BANK	\$6,225.01
DDP	11/15/2019	PISTILLO, MARY PAT	\$120.12
117991	11/27/2019	POPPLERS MUSIC INC	\$319.28
117887	11/12/2019	POWERSCHOOL GROUP, LLC	\$25,486.80
117992	11/27/2019	POWERSCHOOL GROUP, LLC	\$7,497.00
117993	11/27/2019	PRAIRIE FIELD FAMILY MEDICINE	\$80.00
117888	11/12/2019	PRAIRIE MECHANICAL CORP	\$607.50
117889	11/12/2019	PRIME COMMUNICATIONS, INC	\$18,305.70
117994	11/27/2019	PRIME COMMUNICATIONS, INC	\$185.72
DDP	11/15/2019	PRONSKE, NICOLE	\$53.82
117995	11/27/2019	RADIO ENGINEERING INDUSTRIES	\$1,250.00
117890	11/12/2019	RAWHIDE CHEMOIL INC	\$364.21
117996	11/27/2019	RAWHIDE CHEMOIL INC	\$244.28
117997	11/27/2019	REMIND101, INC	\$5,875.00
117998	11/27/2019	RISE VISION INC	\$199.00
DDP	11/15/2019	ROBERTSON, LISA	\$130.09
DDP	11/15/2019	ROBINSON, MARY	\$74.12
117999	11/27/2019	ROCHESTER MIDLAND CORP	\$1,273.00
DDP	11/15/2019	RUDDER, CINDI	\$222.76
117891	11/12/2019	RUFF HOUSE	\$300.00
118000	11/27/2019	SAMANTHA STIEREN	\$10.04
117892	11/12/2019	SAPP BROS, INC	\$6,583.14
118001	11/27/2019	SAPP BROS, INC	\$3,835.56
DDP	11/15/2019	SCHMIDT, CARIE	\$48.72
117893	11/12/2019	SCHOOL SPECIALTY	\$491.44
DDP	11/15/2019	SCHUKNECHT, SARAH	\$52.52
117894	11/12/2019	SHELL	\$353.17
118002	11/27/2019	SID DILLON	\$113.30
118003	11/27/2019	SIDNER, SVOBODA, SCHILKE, THOMSEN,	\$396.00
DDP	11/15/2019	SMITH, MEGHAN	\$208.16
117895	11/12/2019	SOL LEWIS ENGINEERING CO	\$1,375.00
118004	11/27/2019	SPELLINGCITY.COM, INC.	\$69.95
DDP	11/15/2019	SPICKA, DEBRA	\$164.50
117896	11/12/2019	STAPLES ADVANTAGE	\$3,810.32
118005	11/27/2019	STAPLES ADVANTAGE	\$983.82

Check Number	Date	Vendor	Amount
DDP	11/15/2019	STEWART, COURTNEY	\$28.01
DDP	11/15/2019	STOKLASA, LAUREN	\$79.85
117897	11/12/2019	STUDENT TRANSPORTATION OF AMERICA	\$345.00
DDP	11/15/2019	STYSKAL, STEVE	\$121.06
DDP	11/15/2019	SUTTON, DAVID	\$112.60
DDP	11/15/2019	TALKINGTON, BEVERLY	\$3.60
118006	11/27/2019	TEACHING STRATEGIES, INC.	\$2,342.41
117898	11/12/2019	THE HOME DEPOT PRO	\$2,200.19
118007	11/27/2019	THE HOME DEPOT PRO	\$5,334.76
117899	11/12/2019	THOMPSON MUSIC	\$129.00
DDP	11/15/2019	TIBKE, LYNNE	\$130.50
DDP	11/15/2019	TRIMPE, SARAH	\$12.70
118008	11/27/2019	TSA CONSULTING GROUP, INC.	\$66.88
118009	11/27/2019	UNITED PARCEL SERVICE INC	\$26.52
118010	11/27/2019	UNK ACADEMIC AND CAREER SERVICES	\$65.00
DDP	11/15/2019	VERA CHAVEZ, ROSAURA	\$88.86
118011	11/27/2019	VERIZON WIRELESS	\$221.72
117900	11/12/2019	WALNUT RADIO LLC	\$725.00
DDP	11/15/2019	WEITZENKAMP, TERI	\$2,020.88
DDP	11/15/2019	WHITEMORE, ERICH	\$254.18
118012	11/27/2019	WIESE PLUMBING & EXCAVATING INC	\$6,400.17
DDP	11/15/2019	WILSON, MEGHAN	\$61.77
117901	11/12/2019	WORTHINGTON DIRECT HOLDINGS, LLC	\$4,125.00
DDP	11/15/2019	YATES, SADEO	\$23.47
		TOTAL	<u>\$1,055,544.14</u>

Fremont Public Schools
Financial Reports

Recommendation

November 30, 2019

Submitted by: Susan Plank

The attached reports are for your information, review and approval:

**Summary Statement of General Fund Accounts (at November 30)
Activity Fund Balance Sheets**

This Summary of General Fund accounts for the Fiscal Year 2019-20 represents our approved budget and corresponding expenditures through this month-end. It is recommended that the November 2019 Financial Statements be accepted by the Board of Education as presented.

Moved by:

Seconded by:

Roll Call Vote --

Aye:

No:

Absent:

Fremont Public Schools
November 30, 2019

<u>Fund Name</u>	<u>Balance</u> <u>10/31/2019</u>	<u>Receipts</u> <u>November</u>	<u>Disbursements</u> <u>November</u>	<u>Statement</u> <u>Balance</u> <u>11/30/2019</u>	<u>Interfund</u> <u>Transfers</u>	<u>Account Balance</u> <u>Without</u> <u>Transfers</u>
<u>First National Bank Fremont:</u>						
General Fund	\$4,938,688.98	\$2,801,008.20	\$4,559,228.02	\$3,180,469.16	\$0.00	\$3,180,469.16
Payroll	\$921,352.64	\$3,443,080.83	\$4,065,097.50	\$299,335.97	\$0.00	\$299,335.97
Flex Benefit Fund	\$27,967.08	\$38,842.41	\$16,725.74	\$50,083.75	\$0.00	\$50,083.75
Employee Benefit Fund (Closed)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Special Building Fund	\$67,839.65	\$2,651.77	\$0.00	\$70,491.42	\$0.00	\$70,491.42
Life Safety	\$151,440.64	\$6.00	\$7,908.77	\$143,537.87	\$0.00	\$143,537.87
Depreciation Fund	\$3,482,037.41	\$713.09	\$34,272.50	\$3,448,478.00	\$0.00	\$3,448,478.00
2010 FPS 5-6 Bond Fund	\$9,113.43	\$0.38	\$0.00	\$9,113.81	\$0.00	\$9,113.81
Bond District 11	\$19,324.18	\$0.00	\$0.00	\$19,324.18	\$0.00	\$19,324.18
<u>Pinnacle Bank:</u>						
General Fund	\$25,719.96	\$2.04	\$0.00	\$25,722.00	\$0.00	\$25,722.00
QCPUF Fund	\$15.89	\$0.00	\$0.00	\$15.89	\$0.00	\$15.89
<u>First State Bank:</u>						
Disbursing Account	\$363,626.25	\$1,115,376.85	\$1,054,748.92	\$424,254.18	\$0.00	\$424,254.18
<u>US Bank:</u>						
District Activity Fund	\$91,531.91	\$18,565.35	\$9,788.74	\$100,308.52	\$0.00	\$100,308.52

Fremont Public Schools
General Fund
School Year 2019-2020
November 2019

FPS GENERAL FUND

Receipts:	<u>Budgeted</u>	<u>Actual Receipts</u>	<u>% Received</u>
Local Sources	2,378,000	654,006	27.50%
County Sources	405,000	3,867	0.95%
State Aide	17,760,967	5,328,291	30.00%
State Sources	4,052,596	189,671	4.68%
Federal Sources	3,730,483	402,783	10.80%
Personal and Property Taxes	26,108,990	8,342,740	31.95%
	54,436,035	14,921,358	27.41%
Expenditures:	<u>Budgeted</u>	<u>Expenditures YTD</u>	<u>% Disbursed</u>
Regular Instruction	26,693,161	7,548,064	28.28%
Special Education	5,958,838	1,405,305	23.58%
Pupil Support Services	3,853,112	1,119,408	29.05%
Instruct Support Services	2,388,394	640,823	26.83%
Board of Education	317,135	290,867 *	91.72%
General Administration	1,568,495	416,489	26.55%
School Administration	1,966,229	592,903	30.15%
Business Support	1,615,929	430,564	26.64%
Facilities & Operations	4,970,585	1,464,084	29.45%
Regular Transportation	663,184	87,426	13.18%
Special Ed Transportation	910,237	277,267	30.46%
State Grants	191,788	86,035	44.86%
Debt Services (Tax Repayment)	0	0	0.00%
Federal Programs	3,288,016	807,025	24.54%
Summer Programs	24,732	22	0.09%
Transfers to Other Funds	26,200	0	0.00%
	54,436,035	15,166,283	27.86%

*Includes District Liability Insurance Premiums

Fremont Public Schools

Pledged Securities

11/30/2019

Fremont National Bank

Description	Receipt #	Maturity Date	Current Face
FNMA REMIC TRUST 2017-12	3136AVUL1	4/25/2042	\$7,401,882.87
FHLMC REMIC SERIES 4673	3137BXBY7	11/15/2043	\$4,348,575.14
			<u>\$11,750,458.01</u>

First State Bank

Description	Receipt #	Maturity Date	Current Face
Cass Cnty NE S&I Dist #5 GO	14800PEB9	12/1/2027	\$200,576.00
Cheyenne Cnty NE SD #1 GO	166807CD7	12/15/2027	\$150,093.00
Fremont NE GO Unltd	357406DV6	8/1/2026	\$203,090.00
Gretna NE GO Unltd	397802MJ5	8/15/2027	\$223,146.00
Tecumseh NE GO Unltd	878848JM3	12/15/2026	\$122,516.40
			<u>\$899,421.40</u>

Fremont Public Schools
Pledged Securities Recap
November 30, 2019

Fund Name	Statement Balance 11/30/2019	Total All Accounts	Total Pledged Securities Required	Total Pledged Securities Market Value	Pledging Excess/(Shortage)
<u>First National Bank Fremont:</u>					
General Fund	\$3,180,469.16				
Payroll	\$299,335.97				
Flex Benefit Fund	\$50,083.75				
Special Building Fund	\$70,491.42				
Life Safety	\$143,537.87				
Depreciation Fund	\$3,448,478.00				
2010 FPS 5-6 Bond Fund	\$9,113.81				
Bond District 11	\$19,324.18				
Learning Center	\$2,407.14				
FDIC Insured \$250,000		\$7,223,241.30	\$6,973,241.30	\$11,750,458.01	\$4,777,216.71
<u>Pinnacle Bank:</u>					
General Fund	\$25,719.96				
QCPUF Fund	\$15.89				
FDIC Insured \$250,000		\$25,735.85	\$0.00	\$0.00	\$0.00
<u>First State Bank:</u>					
Disbursing Account	\$424,254.18				
Food Service	\$250,000.00				
FDIC Insured \$250,000		\$674,254.18	\$424,254.18		
High School Activity	\$27,868.49				
MS/JCAC Activity	\$104,582.75				
COD #22255	\$170,980.77				
COD #22256	\$35,099.83				
COD #30362	\$19,554.71				
FDIC Insured \$250,000		\$358,086.55	\$108,086.55		
Food Service Sweep	\$809,353.58				
ICS Sweep		\$808,453.92	\$899.66		
			\$533,240.39	\$899,421.40	\$366,181.01
<u>US Bank:</u>					
District Activity Fund	\$91,531.91				
Elementary Activity Fund	\$28,811.51				
FDIC Insured \$250,000		\$120,343.42	\$0.00	\$0.00	\$0.00

Elementary Fund Balance Sheet

As of November 30, 2019

	<u>Nov 30, 19</u>
ASSETS	
Current Assets	
Checking/Savings	
Checking	28,741.68
Total Checking/Savings	28,741.68
Total Current Assets	28,741.68
TOTAL ASSETS	<u>28,741.68</u>
LIABILITIES & EQUITY	
Equity	
Fund Balances	25,697.34
Net Income	3,044.34
Total Equity	28,741.68
TOTAL LIABILITIES & EQUITY	<u>28,741.68</u>

Fremont Middle School and Johnson Crossing Academic Center
Balance Sheet 2019-2020

12/02/19

Accrual Basis

November 2019

	Nov 30, 19
ASSETS	
Current Assets	
Checking/Savings	
FMS Checking	99,411.58
Investments	
MS Student Council CD	19,447.75
Total Investments	19,447.75
Total Checking/Savings	118,859.33
Total Current Assets	118,859.33
TOTAL ASSETS	118,859.33
LIABILITIES & EQUITY	
Equity	
1110 - Fund Balance	-206.73
Net Income	119,066.06
Total Equity	118,859.33
TOTAL LIABILITIES & EQUITY	118,859.33

Fremont High Activities Fund Balance Sheet

12/03/19

As of November 30, 2019

Accrual Basis

	Nov 30, 19	Nov 29, 19
ASSETS		
Current Assets		
Checking/Savings		
Checking	13,281.91	13,018.34
Investments		
All Activity Funds	170,980.77	170,980.77
FHS Scholarship Fund CD	34,264.72	34,264.72
Total Investments	205,245.49	205,245.49
Total Checking/Savings	218,527.40	218,263.83
Accounts Receivable		
1200 - Accounts Receivable	3,430.00	3,430.00
Total Accounts Receivable	3,430.00	3,430.00
Total Current Assets	221,957.40	221,693.83
TOTAL ASSETS	221,957.40	221,693.83
LIABILITIES & EQUITY		
Equity		
Fund Balance	7,567.66	7,567.66
Net Income	214,389.74	214,126.17
Total Equity	221,957.40	221,693.83
TOTAL LIABILITIES & EQUITY	221,957.40	221,693.83

9:09 AM

LC Activity Account Balance Sheet

12/03/19

As of December 3, 2019

Accrual Basis

Dec 3, 19

ASSETS

Current Assets

Checking/Savings

Fremont National Bank

2,307.14

Total Checking/Savings

2,307.14

Total Current Assets

2,307.14

TOTAL ASSETS

2,307.14

LIABILITIES & EQUITY

Equity

Retained Earnings

2,007.81

Net Income

299.33

Total Equity

2,307.14

TOTAL LIABILITIES & EQUITY

2,307.14

Fremont Public School Food Service

130 East 9th Street
Fremont NE 68025
Rowan Lang, Director

Monthly Report of: Nov-19

Receipts for the month of: Nov-19

1611	Income	.....	\$ 72,944.40
1510	Interest	.....	\$ 49.66
4210	Federal Reimbursement	.....	\$ 228,366.44
3150	State Reimbursement	.....	\$ -
Total Monthly Income			<u>\$ 301,360.50</u>

Expenditures For the month of: Nov-19

630	Food	Purchased During: Oct	.....	\$ 131,298.25
110	Labor	Oct 1 - Oct 31	.....	\$ 187,536.45
430	Repairs & Maintenance	Purchased During: Oct	.....	\$ 4,319.25
650	Supplies & Technology	Purchased During: Oct	.....	\$ 800.00
890	Misc Expenditures	Purchased During: Oct	.....	\$ 20,922.73
810	Dues & Fees	Purchased During: Oct	\$ 50.00
Total Expenditures			<u>\$ 344,926.68</u>

Monthly Summary	30-Nov-19	<u>\$ (43,566.18)</u>
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Howard

Continuous Improvement Planning Process
2019/2020

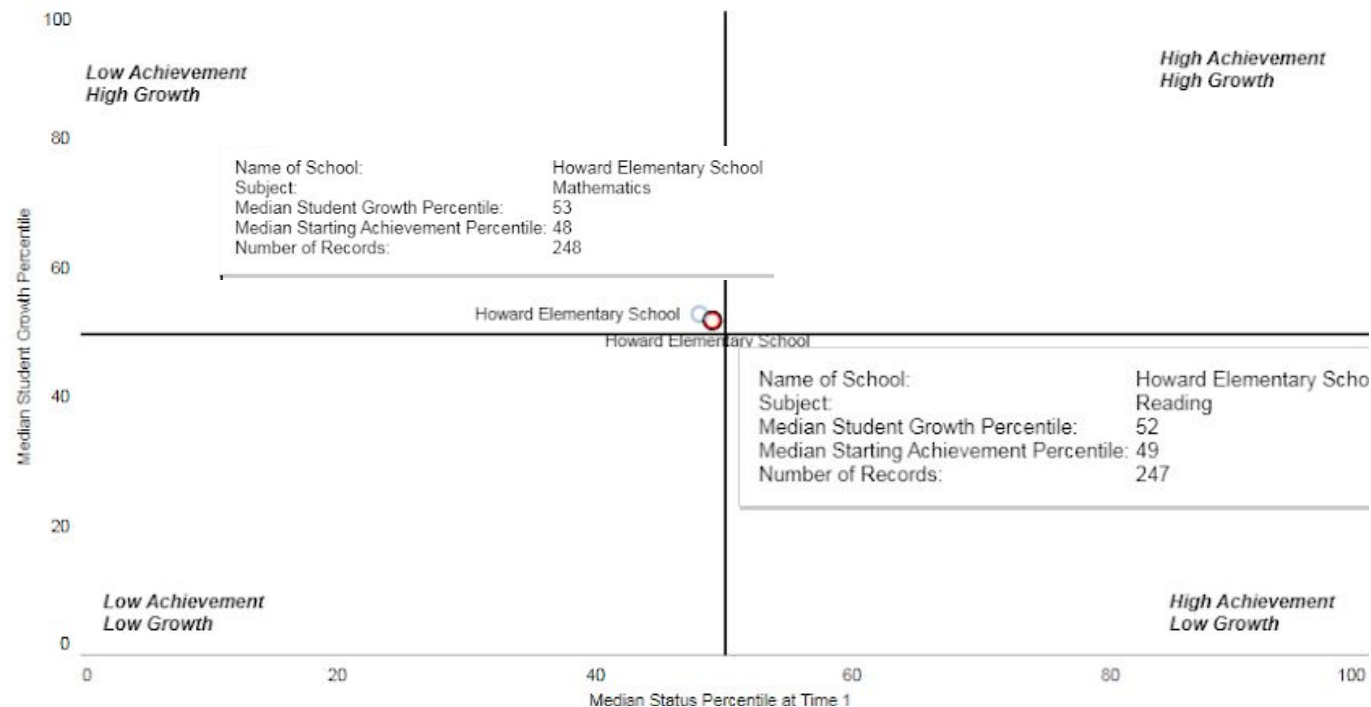
Howard

Review of 18/19 Bldg Goals and Successes

Our students will perform at or better than the national average on MAP Growth ELA/Reading and/or Math as measured by the MAP Growth Quadrant Report.

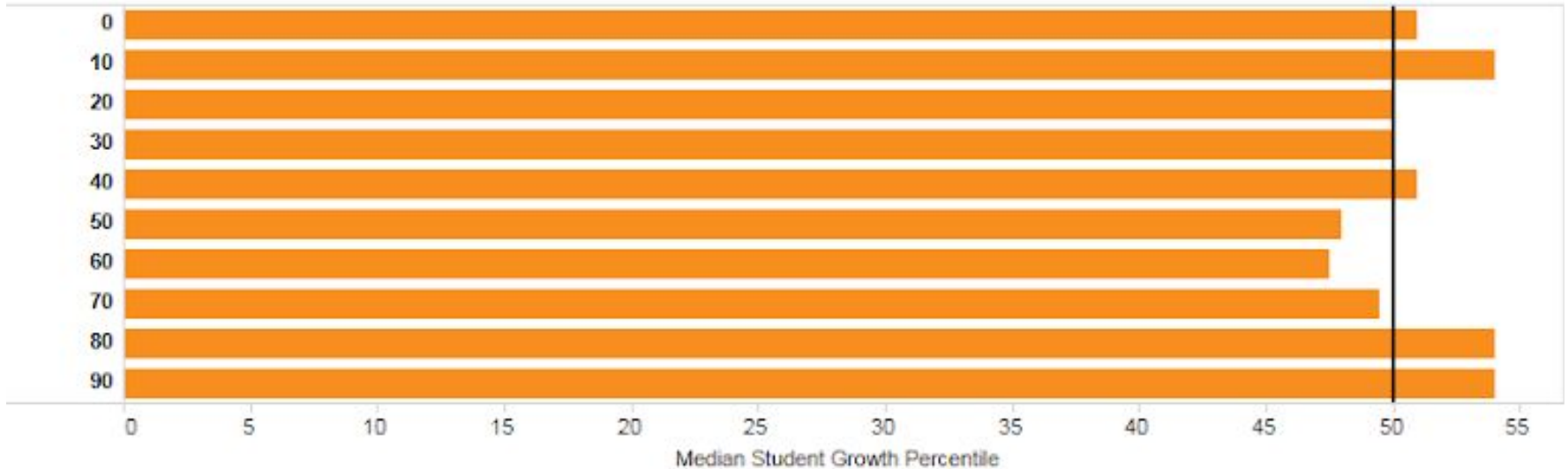
Howard Growth Report Fall 2018 to Spring 2019

Select a circle in the Quadrant Report to view information about grade levels and students within that school

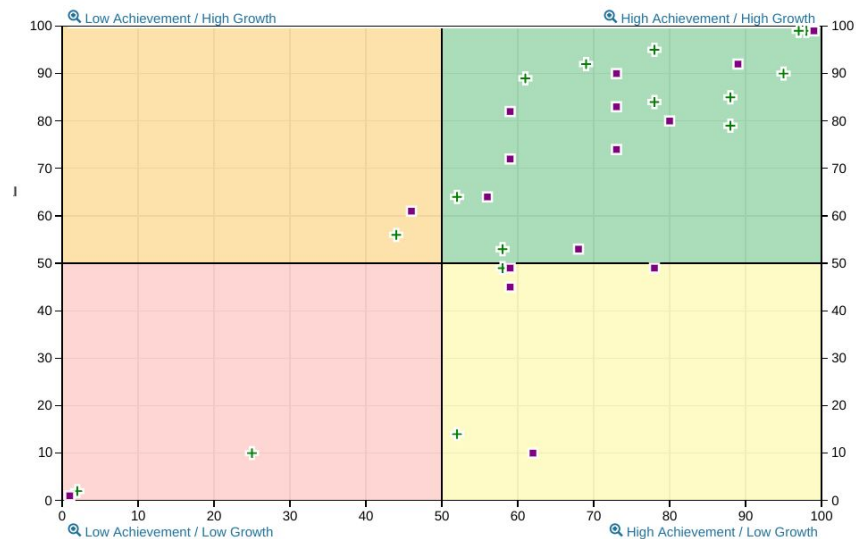
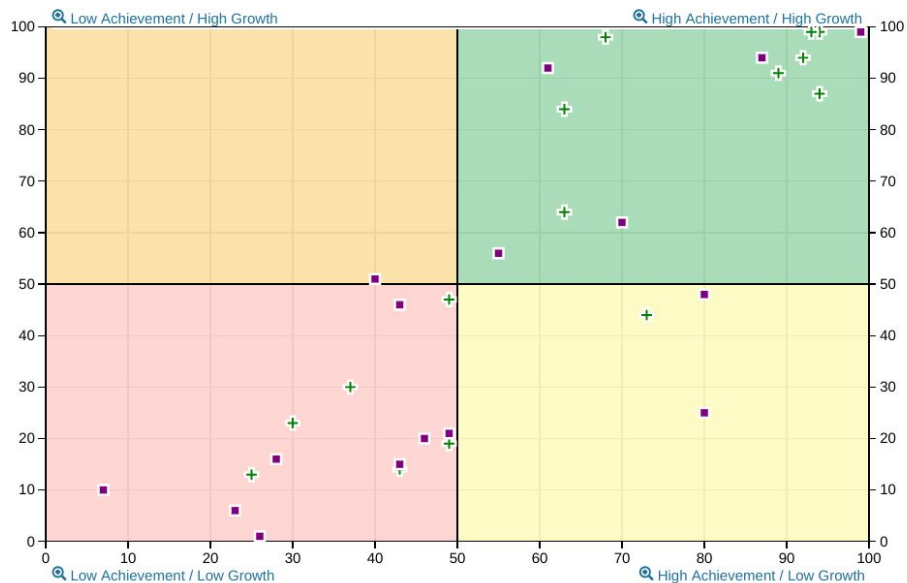


Howard Growth Report Fall 2018 to Spring 2019

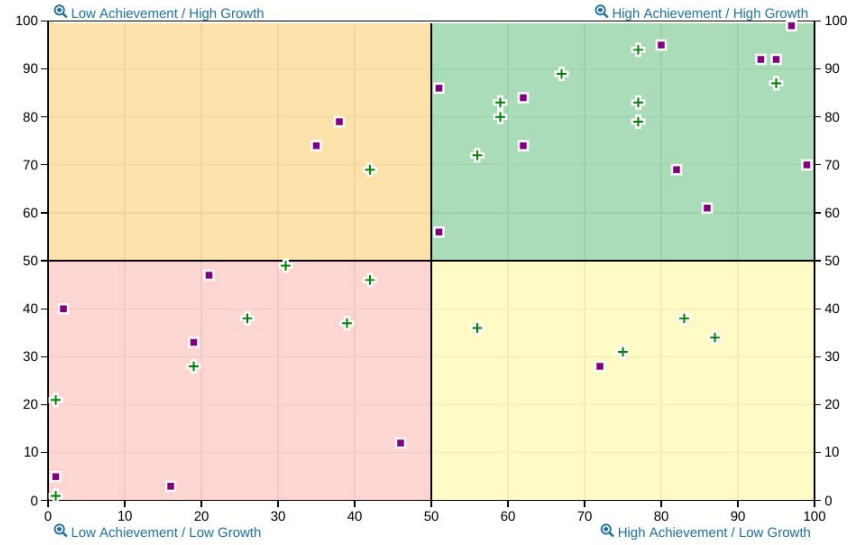
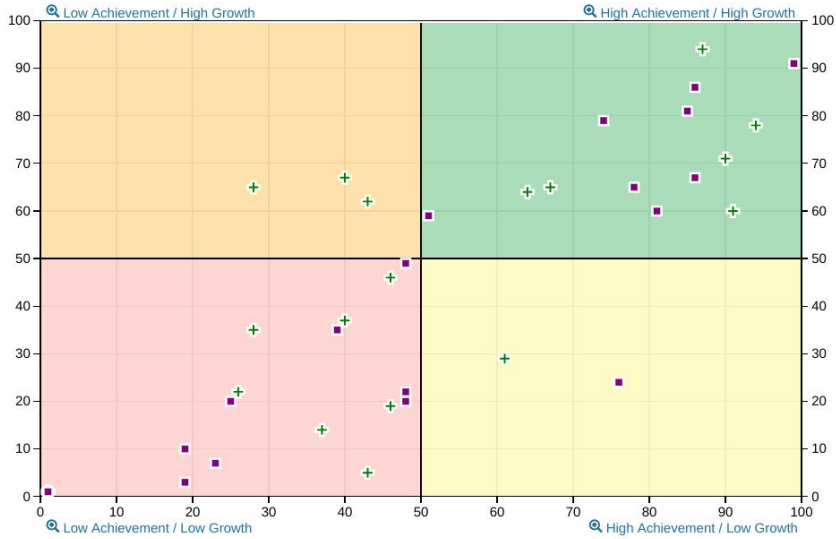
Median Student Growth Percentile by Initial Achievement Band



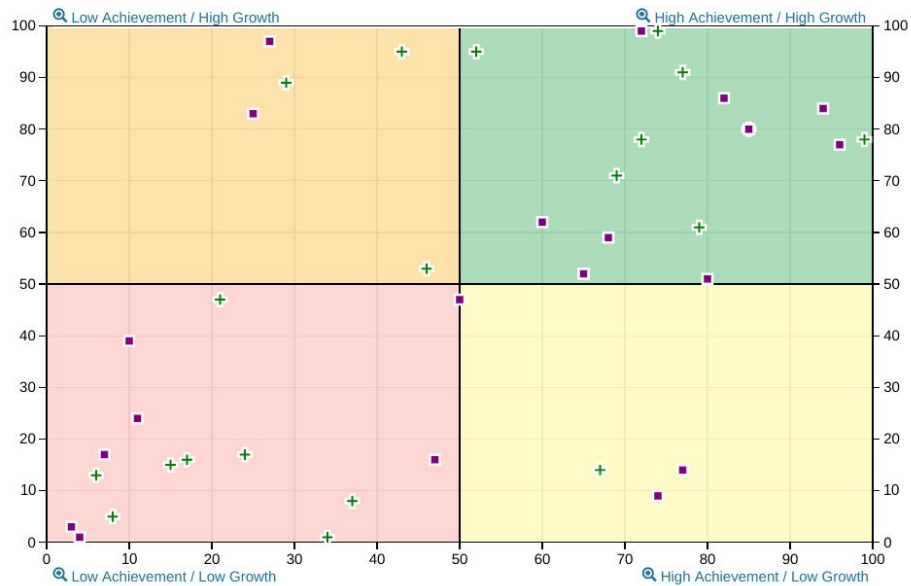
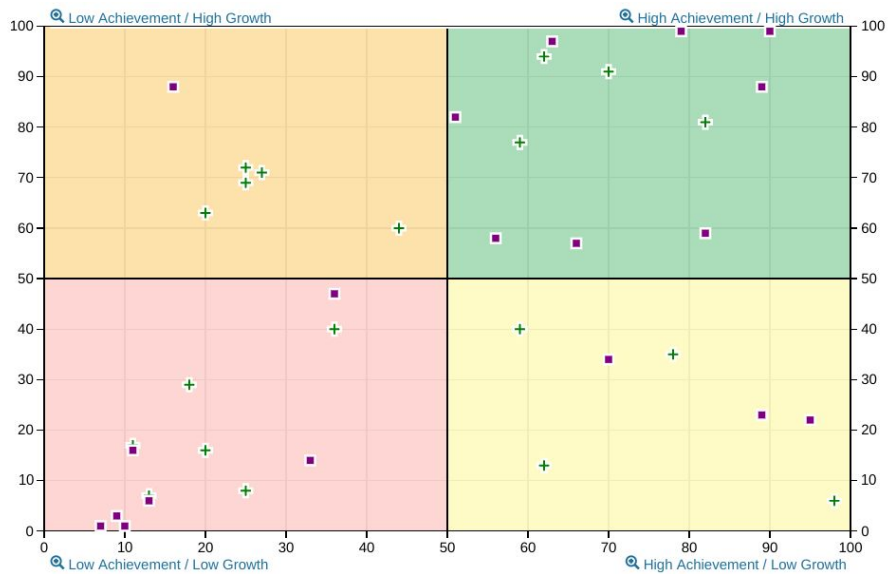
Kindergarten - Baker 18/19



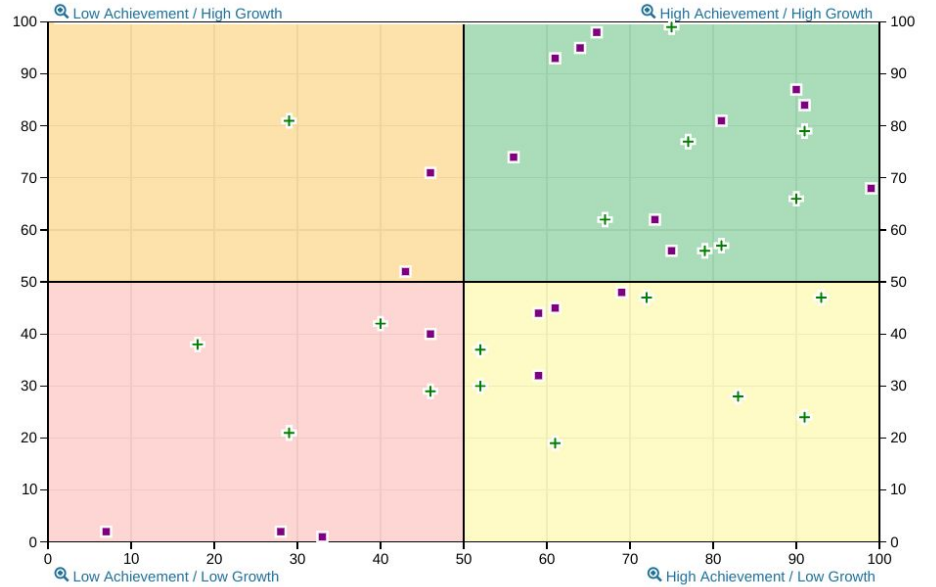
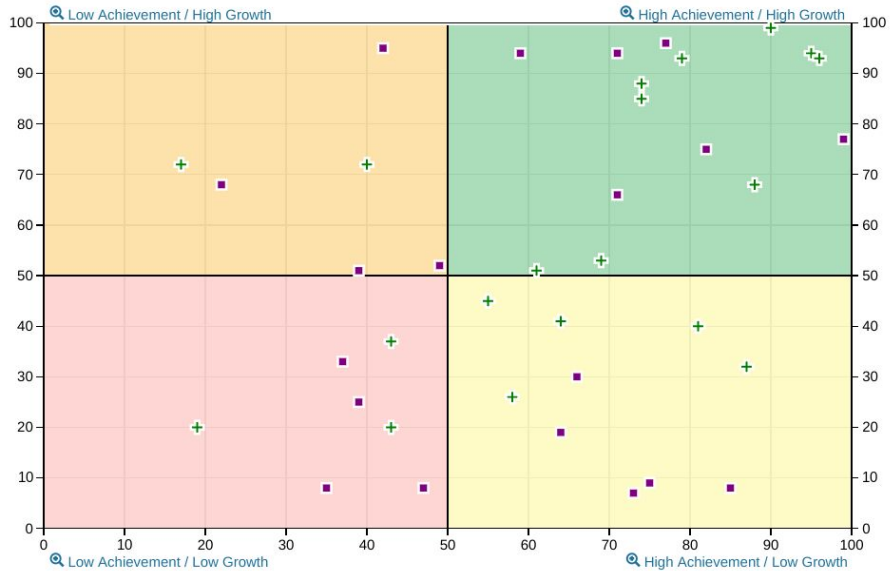
1st - Gustafson 18/19



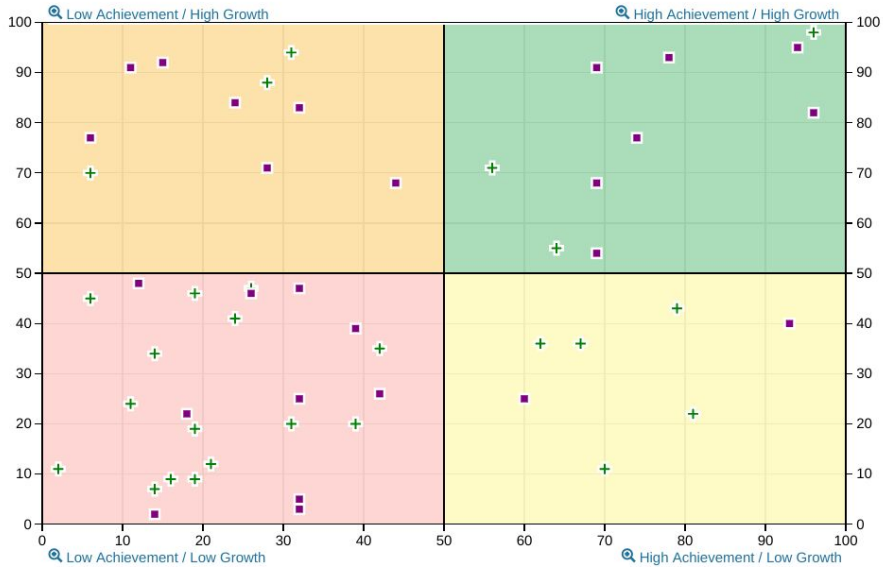
2nd - Essen 18/19



3rd - Johnson 18/19



4th - Dennis 18/19



Howard Current Reality 19/20

Free & Reduced - 46.2%

SpED - 23.3%

ELL - 4.58%

Minority - 23.3%

Fall MAP - Free & Reduced

Students Projected to be proficient on State Assessments Scoring above the 62nd percentile as used in the Linking Study.

F/R - Free & Reduced
P - Full Pay

Reading Proficient

COUNTA of Proficient		Grade					Grand Total
Proficient	Poverty	0	1	2	3	4	
- 62+	F/R	6.00%	10.34%	4.88%	17.54%	15.52%	11.36%
	P	30.00%	22.41%	21.95%	21.05%	27.59%	
62+ Total		36.00%	32.76%	26.83%	38.60%	43.10%	
- Below 62	F/R	36.00%	37.93%	43.90%	26.32%	29.31%	29.92%
	P	28.00%	29.31%	29.27%	35.09%	27.59%	
Below 62 Total		64.00%	67.24%	73.17%	61.40%	56.90%	64.02%
Grand Total		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Howard Staffing 19/20

25 Total Certified Teachers

15 Classified Employees

40 Total Staff

Para Turnover - 3 new para's hires since August 2019

Student Enrollment

Average Class Size

Preschool	15
Kindergarten	17
1st	19
2nd	20
3rd	18
4th	19

Special Education Enrollment

Basic Skills	8	
Resource Plus	18	3 Parochial PM
Resource	29	7 Parochial AM
Speech	60	

Howard 19/20 Bldg Goals

Our students will perform at or better than the national average on MAP Growth ELA/Reading as measured by the MAP Growth Quadrant Report.

Howard Building Focus (Action Steps)

Building an academic MTSS system to support students in the area of Reading through strong Tier 1 Instruction

Building Positive Relationships

- Staff/Staff
- Staff/Student
- Student/Student
- Staff/Parent

Encourage appropriate behavior and discourage inappropriate behaviors -PBIS Tiers 1, 2, & 3

Howard Focus (Action Steps) by Grade

4th Grade

- Fully implement Tier 1 ELA with Fidelity
- Use Tier 1 PBIS Look Fors to reflect on positive practice

2nd Grade

- Fully implement Tier 1 ELA
 - Time management
- Use Tier 1 PBIS Look Fors to reflect on positive practice

3rd Grade

- Fully implement Tier 1 ELA
 - Time management
- Use Tier 1 PBIS Look Fors to reflect on positive practice

Howard Focus (Action Steps) by Grade

1st Grade

- Tier 1 ELA small group instruction completed with fidelity
- Use Tier 1 PBIS Look Fors to reflect on positive practice
- More positive contact home

Kindergarten

- Implement Tier 1 ELA Instruction with fidelity
 - Engagement Strategies
- Use Tier 1 PBIS Look Fors to reflect on positive practice

Special Education

- Support implement Tier 1 ELA
 - Journey's Interventions/Tool Kits
 - All Students in Whole Group Instruction
- Use Tier 1 PBIS Look Fors to reflect on positive practice

Fremont Public Schools AQuESST Final Designations 2019

Board of Education Meeting
December 9, 2019



FREMONT PUBLIC SCHOOLS
WE EDUCATE



AQuESTT Designations 2019 - Final

Building	Final Designation
Bell Field	Great*
Clarmar	Good
Grant	Good
Howard	Great*
Linden	Good*
Milliken Park	Good*
Washington	Good*

Building	Final Designation
Johnson Crossing Academic Center	Good
Fremont Middle School	Good
Fremont High School	Great*
District	Good

* indicates school received a designation adjustment up one level from October 2019

Accreditation - Framework and Cognia

The state provides two options for fulfilling accreditation as defined in rule 10. Those two options are Framework and Cognia.

Accreditation - Rule 10

A systemic continuous improvement process that requires an external visit every 5 years.

School Improvement

- Review and update the mission and vision
- Collect and analysis of data about student performance, demographics, learning climate, and former high school students.
- Selection of improvement goals. At least one goal is directed toward improving student academic achievement.
- Development and implementation of an improvement plan which includes procedures, strategies, actions to achieve goals, and an aligned professional development plan.
- Evaluation of progress toward improvement goals.

An external visit can be provided by Cognia or Framework (NDE).

Trends - Many school districts are shifting towards Framework. Framework has a somewhat more flexible approach with the external visitation provided by Nebraska educators whereas Cognia provides an external team leader from out of state.

Cost

Cognia - \$13,200 per year / \$66,000 per 5 year cycle + external visit (mileage and hotels, etc)
Framework - Free + external visit (mileage and hotels, etc)

For that cost, what does Cognia provide that Framework doesn't? They provide Professional Learning and consulting and assessment data. We are able to provide both Professional Learning and assessment data without using Cognia. **Both NDE and Cognia provide accreditation.**

Is there more prestige with Cognia? Unfortunately, with the name change to Cognia, very few people would know anything more about Cognia than they do about Framework accreditation.

Districts and schools using Framework for accreditation - 160 Public Schools/districts including Elkhorn, South Sioux City, Scottsbluff, Blair, Grand Island, Lincoln, Millard, North Platte, and the majority of the ESU2 area including ESU2.

Cognia - 84 Public Schools/districts

School Calendar Committee
Parameters
For
2020/2021

1. The calendar is developed with the needs of children in mind.
2. One calendar option for **2020/2021** will be developed. A rough-draft of the **2021/2022** will also be developed.
3. The proposals developed by the committee are recommendations only. The decision on the final calendar is made by the Board of Education.
4. It would be the best of all worlds to have the calendar proposals completed by March 1st for presentation at the March Board meeting. According to Policy 40A.4h the calendar must be adopted and publicized on or before the second Monday of May.
5. The recommendation should be taken to the Board of Education by members of the Calendar Committee.
6. The length of the day should not be considered as part of the calendar development, as the length of day is governed by other policy.
7. All school holiday vacations during the school year must be the same dates and lengths for students PreK-12.
(Semester work days and teacher “Comp Days” for P/T Conferences without students **may** vary.)
8. Calendars should provide that the first day of school is the same at all levels, PreK-12, to accommodate the fact that many families have children at various levels within the school system.

9. The calendar options **may** provide the first one or two student days to be either half-days or full days for K-8 students, but work day for teachers will be full day regardless.
10. All elementary parent-teacher conferences should be scheduled so that non-student days are the same throughout the district, but allow for flexibility in scheduling the evening parent-teacher conferences.
11. The calendar will allow for no school on the Wednesday before **Thanksgiving**.
12. First semester **will** end prior to the holiday break.
13. **Spring Break** shall be a week long (Monday through Friday) and should avoid the testing window for State required testing.
14. The calendar shall include four professional development / work days, prior to all teachers reporting at the beginning of the year. These days are specifically provided to support teachers **NEW** to FPS to make them as effective as possible in working with our students. These days shall include one Mentoring day with their Mentors, two days of New Teacher Induction Activities and one day of general orientation.
15. The calendar shall provide for the following non-student attendance days in support of the District philosophy that the individual and collective professional development of our staff is THE MOST IMPACTFUL way for our District to improve student learning/achievement. These days shall be used in this manner:
 - a. **2 days**. These will be prior to students reporting to school for planning and general preparation to “open” school.
 - b. **2 days**. The activities planned for these additional days shall be determined by the Administration. These will be prior to school starting to “pre-capture” teacher contract

days lost due to weather related cancellations during the year. Should weather related cancellations during the year be less than the two days “pre-captured”, school will be dismissed up to two days early in the Spring – thus maintaining the appropriate number of contract days. Student days will only be made up if the number of weather related cancellations exceeds two – at which time student days may be added to the end of the year as needed to remain above the minimum requirements of the state.

- c. **5 days.** One in each August, September, November, February and April.
 - 120 minutes - Breakout Sessions (determined by District with input from bldgs/staff)
 - 90 minutes - District/Bldg Initiatives (Curriculum, etc.)
 - 90 minutes - PLC Collaborative Team Time
 - 90 minutes - Common Plan Time (Action Planning)
- d. **4 days.** One at the end of Quarters 1 and 3. Two will be prior to, after or will “bookend” Winter Break.
 - 120 minutes - Breakout Sessions
 - 90 minutes - PLC Collaborative Team time
 - 180 minutes - Work Time
- e. **1 day.** This day shall follow the last student day for general work and “closing” of school for the summer.
- f. Administration reserves the right to hold meetings during work time, planning time, preparation time, etc. - and will work to limit any such meetings in a way that still provides teachers with a reasonable amount of time for their personal planning/preparation for their classes.

16. The minimum total days for all faculty will be 185.

17. The calendar should be above the State minimums and attempt to stay within the following ranges of hours or days of student instruction:

Elementary

State Minimum: 1,032 hours or 151.1 days
FPS Range: 1,112 hours or 169 days
to
1,086 hours or 165 days

Johnson Crossing

State Minimum: 1,032 hours or 151.1 days
FPS Range: 1,175 hours or 172 days
to
1,147 hours or 168 days

Middle School

State Minimum: 1,032 hours or 151.1 days
FPS Range: 1,175 hours or 172 days
to
1,147 hours or 168 days

High School

State Minimum: 1,080 hours or 158.13 days
FPS Range: 1,175 hours or 172 days
to
1,147 hours or 168 days

Fremont Public Schools
FPStech

December 9, 2019

Fremont Public Schools
130 East 9th Street
Fremont, NE 68025

To: Fremont Board of Education and Mr Shepard
RE: Cabling for Video Surveillance at FHS

Members of the Board,

In a continued effort to provide better security for the students and staff at Fremont High School, a project to update the video surveillance system has been initiated. Part of the update proposal is to replace existing video surveillance cable runs with the same cabling system that is being installed into classrooms as part of our current eRate projects.

Computer Cable Connection has extended their prices from the eRate cabling project, currently being implemented at the High School, to provide a price quote for new video surveillance system cabling. I anticipate a quantity of 75 - 90 cabling runs needing to be installed.

With this information I am requesting permission to proceed with a cabling update to the High School video surveillance system for 75 - 90 locations at a cost not to be greater than \$17,750.00 with Computer Cable Connection.

Thank you

Cliff Huss
Director of Information Services



FREMONT PUBLIC SCHOOLS

Main Street Education &
Administration Center
130 East 9th Street
Fremont, NE 68025
402-727-3000

December 5, 2019

To: Mr. Shepard and Fremont Public Schools Board of Education
Re: Mid-Year Pay Adjustment

Members of the Board:

During the budget development process we discussed budgeting for a mid-year pay adjustment for Classified Staff. In an effort to attract and retain Classified Employees we have utilized this approach in three of the last four years. With increased employment and pay opportunities available in the greater Fremont area the administration is recommending the following adjustment:

- \$1.05 per hour increase added to each step of the Classified Pay Schedule
- This increase will equate to an approximate total cost to the district of \$288,000
- The starting step in the Classified Pay Schedule will increase from \$9.90 to \$10.95 per hour

It is the recommendation that the Board of Education approve the mid-year pay adjustment as presented.

Sincerely,

Brad Dahl Ed.D
Associate Superintendent
Fremont Public Schools