

STERLING PUBLIC SCHOOL DISTRICT #33, JOHNSON COUNTY

Board of Education Regular Meeting  
Monday, November 19, 2018 7:30 PM  
Sterling Public Schools  
250 Main Street  
Sterling, NE 68443

- A. Call meeting to order and acknowledge Open Meetings Act
- B. Nebraska Open Meetings Law
- C. Pledge of Allegiance
- D. Publication of Meeting
- E. Roll Call
- F. Approval of agenda; Any changes to the agenda will need approval.
- G. Consent Agenda
- H. Public Comment
- I. Board Committee Reports
- J. Administration Reports
- K. Action Items
  - 1. Commendations
  - 2. Presentation and Acceptance of the Financial Audit Information for the 2017-2018 School Year
  - 3. Review, Discuss and Set prices for selling MacBooks to 2019 graduating class in May 2019
  - 4. Discuss and possible action on Holiday Gifts for school employees
  - 5. Review and Possible acceptance of a bid for Snow Removal for the 2018-2019 season
  - 6. Review and Possible acceptance of bids for the sale of the 2003 Dodge Caravan Grand Sport
- L. Non-Action Items / Discussion Items:
  - 1. Policy Review
  - 2. Discuss Superintendent's Contract for the Upcoming School Year
  - 3. Review Upcoming Board Dates
- M. Adjourn
- N. Closed Session
- O. Future Agenda Items

*The Sterling Board of Education reserves the right to go into Closed Session at any time for purposes in accordance with § 84-1410(1).*

## Sterling Public Schools

### Monthly Balance Forecast Report

Cycle: FY18-19; Begin Date: 10/08/2018; End Date: 11/20/2018; Account Type: Expenditure,Revenue;

Filter: ([Fund] = '01') · Created On: 11/17/2018 10:52:55 AM

Expenditure			
Description	October	November	Total (Date)
01100 - Regular Instruction	(\$116,175.01)	(\$114,974.47)	(\$231,149.48)
01105 -	(\$10,063.82)	(\$10,063.99)	(\$20,127.81)
01190 - Early Childhood Educational	(\$4,945.74)	(\$6,237.01)	(\$11,182.75)
01200 - Special Education	(\$15,976.43)	(\$19,817.17)	(\$35,793.60)
01291 - Special Education	\$0.00	\$0.00	\$0.00
01295 - Special Education	\$0.00	\$0.00	\$0.00
02120 - Guidance Services	(\$7,397.77)	(\$7,428.20)	(\$14,825.97)
02130 - Health Services	\$0.00	(\$1,230.00)	(\$1,230.00)
02140 - Psychological Services	\$0.00	(\$1,190.00)	(\$1,190.00)
02142 - Psychological Services -	\$0.00	\$0.00	\$0.00
02143 - Psychological Services -	\$0.00	(\$3,387.78)	(\$3,387.78)
02151 - Speech Pathology and	\$0.00	(\$5,098.95)	(\$5,098.95)
02152 - Speech Pathology and	\$0.00	\$0.00	\$0.00
02153 - Speech Pathology and	\$0.00	\$0.00	\$0.00
02190 - Support Services - Student -	(\$6,278.20)	(\$6,289.39)	(\$12,567.59)
02213 - Instructional Staff Training	(\$210.00)	\$0.00	(\$210.00)
02220 - Library or Media Services	(\$5,514.81)	(\$5,163.44)	(\$10,678.25)
02224 - Educational Television	(\$20.72)	(\$20.72)	(\$41.44)
02230 - Instruction-Related	(\$6,363.57)	(\$107.55)	(\$6,471.12)
02310 - Board of Education	(\$374.18)	(\$992.16)	(\$1,366.34)
02320 - Executive Administration	(\$12,867.40)	(\$12,849.71)	(\$25,717.11)
02410 - Office of the Principal	(\$8,615.84)	(\$8,323.36)	(\$16,939.20)
02510 - Fiscal Services	(\$8,143.77)	(\$7,662.03)	(\$15,805.80)
02530 - Printing, Publishing, and	\$0.00	(\$1,342.31)	(\$1,342.31)
02580 - Administrative Technology	\$0.00	(\$99.00)	(\$99.00)
02610 - Operation of Buildings	(\$12,812.57)	(\$8,467.02)	(\$21,279.59)
02620 - Maintenance of Buildings	(\$4,935.31)	(\$820.15)	(\$5,755.46)
02630 - Care and Upkeep of	(\$483.08)	(\$291.73)	(\$774.81)
02640 - Care and Upkeep of	(\$691.38)	(\$625.25)	(\$1,316.63)
02650 - Vehicle Operation and	(\$222.67)	\$0.00	(\$222.67)
02660 - Security	\$0.00	\$0.00	\$0.00
02680 - Operation and Maintenance	\$0.00	\$0.00	\$0.00
02710 - Vehicle Operation and	(\$10,340.71)	(\$12,549.54)	(\$22,890.25)
02712 - Vehicle Operation and	(\$1,132.60)	(\$1,771.34)	(\$2,903.94)
02790 - Other Student	\$0.00	(\$125.00)	(\$125.00)
03100 - Food Services Operations	\$0.00	(\$69.60)	(\$69.60)
06210 - Federal Services - Title I, Part A Accountability ESSA	(\$95.42)	\$0.00	(\$95.42)
06404 - Federal Services - IDEA Part	\$0.00	(\$1,901.42)	(\$1,901.42)
06410 - Federal Services - IDEA	(\$7,570.58)	(\$15,491.32)	(\$23,061.90)
06992 - Federal Services - REAP	(\$4,289.50)	\$0.00	(\$4,289.50)
<b>Sub Total</b>	<b>(\$245,521.08)</b>	<b>(\$254,389.61)</b>	<b>(\$499,910.69)</b>

Revenue			
Description	October	November	Total (Date
01000 -	\$0.00	\$0.00	\$0.00
01100 - Taxes Levied/Assessed by	\$0.00	\$163,047.66	\$163,047.66
01110 -	\$0.00	\$0.00	\$0.00
01115 - Carline Taxes	\$0.00	\$0.00	\$0.00
01125 - Motor Vehicle Taxes	\$0.00	\$5,426.10	\$5,426.10
01315 - Tuition From Educational	\$0.00	\$0.00	\$0.00
01370 - Preschool Tuition and Fees	\$0.00	\$0.00	\$0.00
01510 - Interest on Investments	\$0.00	\$34.43	\$34.43
01911 - Local License Fees	\$0.00	\$100.00	\$100.00
01920 - Contributions and Donations	\$0.00	\$500.00	\$500.00
01990 - Miscellaneous Local	\$0.00	\$0.00	\$0.00
02110 - County Fines & License	\$0.00	\$987.53	\$987.53
03110 - State Aid	\$0.00	\$3,658.43	\$3,658.43
03130 - Homestead Exemption	\$0.00	\$0.00	\$0.00
03180 - Pro-Rate Motor Vehicle	\$0.00	\$636.84	\$636.84
03535 - Payment for High Ability	\$0.00	\$2,697.00	\$2,697.00
03700 - State Grants Through	\$0.00	\$0.00	\$0.00
04310 - REAP	\$0.00	\$0.00	\$0.00
04710 - Categorical Grants From	\$0.00	\$2,000.00	\$2,000.00
05301 - Insurance Adjustments	\$0.00	\$545.54	\$545.54
05690 - Other Non-Revenue	\$0.00	\$0.00	\$0.00
<b>Sub Total</b>	<b>\$0.00</b>	<b>\$179,633.53</b>	<b>\$179,633.53</b>
<b>Grand Total</b>	<b>(\$245,521.08)</b>	<b>(\$74,756.08)</b>	<b>(\$320,277.16)</b>





# Sterling Public Schools

## Monthly Balance Forecast Report

Cycle: FY18-19; Begin Date: 10/08/2018; End Date: 11/20/2018; Account Type:  
Expenditure Revenue; Filter: ([Fund] = '02'); Created On: 11/17/2018 11:00:29

Expenditure			
Description	October	November	Total (Date)
01200 - Special Education	\$0.00	\$0.00	\$0.00
02190 - Support Services -	\$0.00	\$0.00	\$0.00
02230 - Instruction-Related	\$0.00	\$0.00	\$0.00
02620 - Maintenance of Buildings	\$0.00	\$0.00	\$0.00
02660 - Security	\$0.00	\$0.00	\$0.00
<b>Sub Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Grand Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>

## Sterling Public Schools

Monthly Balance Forecast Report

Cycle: FY18-19; Begin Date: 10/08/2018; End Date: 11/20/2018; Account Type: Expenditure,Revenue; Filter: ([Fund] = '03') ; Created On: 11/17/2018 10:50:03 AM

Expenditure			
Description	October	November	Total (Date
02510 - Fiscal Services	(\$21.58)	\$0.00	(\$21.58)
09000 - Non-Program Expenditure	\$0.00	(\$549.00)	(\$549.00)
<b>Sub Total</b>	<b>(\$21.58)</b>	<b>(\$549.00)</b>	<b>(\$570.58)</b>
Revenue			
Description	October	November	Total (Date
01990 - Miscellaneous Local	\$0.00	\$121.58	\$121.58
<b>Sub Total</b>	<b>\$0.00</b>	<b>\$121.58</b>	<b>\$121.58</b>
<b>Grand Total</b>	<b>(\$21.58)</b>	<b>(\$427.42)</b>	<b>(\$449.00)</b>

## Sterling Public Schools

### Monthly Balance Forecast Report

Cycle: FY 18-19; Begin Date: 10/08/2018; End Date: 11/20/2018; Account Type:

Expenditure Revenue: Filter: ([Fund] = '06') ; Created On: 11/17/2018 11:02:37 AM


#### Expenditure

Description	October	November	Total (Date)
02610 - Operation of Buildings	\$0.00	\$0.00	\$0.00
02640 - Care and Upkeep of	(\$44.75)	\$0.00	(\$44.75)
03100 - Food Services Operations	(\$13,617.19)	(\$15,560.62)	(\$29,177.81)
<b>Sub Total</b>	<b>(\$13,661.94)</b>	<b>(\$15,560.62)</b>	<b>(\$29,222.56)</b>

#### Revenue

Description	October	November	Total (Date)
01720 -	\$0.00	\$7,248.55	\$7,248.55
01990 - Miscellaneous Local	\$0.00	\$60.00	\$60.00
<b>Sub Total</b>	<b>\$0.00</b>	<b>\$7,308.55</b>	<b>\$7,308.55</b>
<b>Grand Total</b>	<b>(\$13,661.94)</b>	<b>(\$8,252.07)</b>	<b>(\$21,914.01)</b>

## Sterling Public Schools

### Monthly Balance Forecast Report

Cycle: FY 18-19; Begin Date: 10/08/2018; End Date: 11/20/2018; Account Type:

Expenditure Revenue: Filter: ([Fund] = '07') ; Created On: 11/17/2018 11:04:31 AM


#### Expenditure

Description	October	November	Total (Date)
05000 - Debt Service	\$0.00	(\$162,043.75)	(\$162,043.75)
<b>Sub Total</b>	<b>\$0.00</b>	<b>(\$162,043.75)</b>	<b>(\$162,043.75)</b>

#### Revenue

Description	October	November	Total (Date)
01100 - Taxes Levied/Assessed	\$0.00	\$17,400.45	\$17,400.45
01110 -	\$0.00	\$0.00	\$0.00
01115 - Carline Taxes	\$0.00	\$0.00	\$0.00
03180 - Pro-Rate Motor Vehicle	\$0.00	\$44.06	\$44.06
<b>Sub Total</b>	<b>\$0.00</b>	<b>\$17,444.51</b>	<b>\$17,444.51</b>
<b>Grand Total</b>	<b>\$0.00</b>	<b>(\$144,599.24)</b>	<b>(\$144,599.24)</b>

## Sterling Public Schools

### Monthly Balance Forecast Report

Cycle: FY18-19; Begin Date: 10/08/2018; End Date: 11/20/2018; Account Type:

Expenditure Revenue: Filter: ([Fund] = '08') ; Created On: 11/17/2018 11:06:08 AM


#### Expenditure

Description	October	November	Total (Date)
04700 - Building Improvements	\$0.00	(\$17,550.00)	(\$17,550.00)
<b>Sub Total</b>	<b>\$0.00</b>	<b>(\$17,550.00)</b>	<b>(\$17,550.00)</b>

#### Revenue

Description	October	November	Total (Date)
01100 - Taxes Levied/Assessed	\$0.00	\$9,309.27	\$9,309.27
01110 -	\$0.00	\$0.00	\$0.00
01115 - Carline Taxes	\$0.00	\$0.00	\$0.00
03130 - Homestead Exemption	\$0.00	\$0.00	\$0.00
03132 - Personal Property Tax	\$0.00	(\$11.55)	(\$11.55)
03180 - Pro-Rate Motor Vehicle	\$0.00	\$36.32	\$36.32
<b>Sub Total</b>	<b>\$0.00</b>	<b>\$9,334.04</b>	<b>\$9,334.04</b>
<b>Grand Total</b>	<b>\$0.00</b>	<b>(\$8,215.96)</b>	<b>(\$8,215.96)</b>

# Sterling Public Schools

## Monthly Balance Forecast Report

Cycle: FY18-19; Begin Date: 10/08/2018; End Date: 11/20/2018; Account Type: Expenditure,Revenue; Filter: ([Fund] = '09') ; Created On: 11/17/2018 11:07:31 AM

Expenditure			
Description	October	November	Total (Date)
05000 - Debt Service	\$0.00	(\$69,925.00)	(\$69,925.00)
<b>Sub Total</b>	<b>\$0.00</b>	<b>(\$69,925.00)</b>	<b>(\$69,925.00)</b>
Revenue			
Description	October	November	Total (Date)
01100 - Taxes Levied/Assessed by	\$0.00	\$6,051.18	\$6,051.18
01110 -	\$0.00	\$0.00	\$0.00
01115 - Carline Taxes	\$0.00	\$0.00	\$0.00
03132 - Personal Property Tax Credit	\$0.00	(\$7.51)	(\$7.51)
03180 - Pro-Rate Motor Vehicle	\$0.00	\$23.61	\$23.61
<b>Sub Total</b>	<b>\$0.00</b>	<b>\$6,067.28</b>	<b>\$6,067.28</b>
<b>Grand Total</b>	<b>\$0.00</b>	<b>(\$63,857.72)</b>	<b>(\$63,857.72)</b>

Board of Education Regular Meeting Tuesday, October 9, 2018 7:30 PM  
Sterling Public Schools 250 Main Street Sterling, NE 68443

1. President Harms called the meeting to order at 7:30 PM and acknowledged the Open Meetings Act

2. Pledge of Allegiance

3. Roll Call

Lois Agena: Present

John Harms: Present

Mike Hestermann: Present

Mark Horstman: Present

Rick Vollman: Present

Cheri Wirthele: Present

4. Approval of agenda; No changes were made to the agenda.

5. Oath of Office was given to Mark Horstman

6. Consent Agenda

Move to approve the consent agenda as presented Passed with a motion by Mike Hestermann and a second by Lois Agena.

Lois Agena: Yea

John Harms: Yea

Mike Hestermann: Yea

Mark Horstman: Yea

Rick Vollman: Yea

Cheri Wirthele: Yea

Yea: 6, Nay: 0

7. Public Comment – To an item on the agenda. None.

8. Teacher Report Mr. Jake Davenport, Business Teacher, FBLA Sponsor, Jr. High Quiz Bowl Sponsor, and Assistant Track Coach will give an update on Business/Computers Curriculum

9. Board Committee Reports. Board Member Wirthele and Harms reported on the NASB Area Membership Meeting that they attended.

10. Administration Reports were presented.

11. Action Items

11.1. Commendations

Approve the commendations as presented Passed with a motion by Lois Agena and a second by Rick Vollman.

Lois Agena: Yea

John Harms: Yea

Mike Hestermann: Yea

Mark Horstman: Yea

Rick Vollman: Yea

Cheri Wirthele: Yea

Yea: 6, Nay: 0

Malayna Wingert--Believers and Achievers

Mrs. Joan Knippelmeyer--Supporting one of our drivers and a student in an emergency

11.2. Sterling Education Association as the exclusive bargaining agent. Move to Recognize the Sterling Education Association as the exclusive bargaining agent for the district's non-supervisory certificated staff for the 2020-2021 contract year Passed with a motion by Cheri Wirthele and a second by Lois Agena.

Lois Agena: Yea

John Harms: Yea

Mike Hestermann: Yea

Mark Horstman: Yea

Rick Vollman: Yea

Cheri Wirthele: Yea

Yea: 6, Nay: 0

### 11.3. Delegation of Authority for the Activities Accounts

Move to delegate the authority to the Superintendent and the Principal to sign the activity fund checks Passed with a motion by Cheri Wirthele and a second by Rick Vollman.

Lois Agena: Yea  
John Harms: Yea  
Mike Hestermann: Yea  
Mark Horstman: Yea  
Rick Vollman: Yea  
Cheri Wirthele: Yea  
Yea: 6, Nay: 0

### 12. Non-Action Items / Discussion Items:

12.1. Discuss possible prices for Seniors wishing to buy their MacBook at the end of the current year. This price will be set at the November 2018 meeting.

12.2. Fall District Enrollment Figures from October 1, 2018 were shared with the board.

12.3. Board Retreat. The board is going to contract through NASB to have Marcia Herring do a board retreat. Date selected was Wednesday, January 16, 2019.

### 12.4. Upcoming Board Events

Facilities & Construction Workshop October 30

State School Board's Conference November 14-16

Negotiation's Meeting Date will be set with the teachers.

New Board Member Workshop December 5 in LaVista. Mark will attend.

Next Board Meeting will be Monday, November 19 @ 7:30 PM.

13. Meeting adjourned at 9:17 PM by President Harms.



Check Date	Check Number	Payee	Description	Amount
10/14/2018	28128	Adams Repair	Inv: 4314, 4311	\$448.99
11/02/2018	28187	ADAMS SUPER FOODS	noodles for kitchen	\$117.94
10/14/2018	28129	Al's Johns	Inv: 21071	\$121.33
10/14/2018	28130	Apple Inc.	Inv: 1818	\$4,289.50
11/02/2018	28188	ATP Assessments	Inv: 247428	\$340.00
11/02/2018	28189	AUTISIM-PRODUCTS	Rolled over from FY 17-18;autism-products.com have the same products as classroom direct, but are less expensive.	\$111.14
10/14/2018	28131	B2 ENVIRONMENTAL, INC	Inv: 21297	\$700.00
11/05/2018	28209	Bartles, Lisa	Inv: 10.31.2018	\$12.97
10/19/2018	28126	BC/BS of Nebraska	Arlo Wusk & Diane Agena	\$1,394.78
11/05/2018	28210	Bernarnd Food Ind. Inc	Inv: 00811545, 00754424	\$509.97
10/14/2018	28132	BLACK HILLS ENERGY	Inv: 2588, 2589,2590,	\$172.18
11/05/2018	28211	BLACK HILLS ENERGY	Inv: 3046262638, 6908459069, 72295154	\$117.53
11/05/2018	28212	BODEN, RON	Inv: 11/2018	\$25.00
11/05/2018	28213	BOK FINANCIAL	Inv: JCSDGORB2012, JCSD33LTOS14	\$231,968.75
11/05/2018	28214	BOLDT, LUKE	Inv: 11/2018	\$25.00
11/05/2018	28215	Boslau, Dennis	Inv: 11/2018	\$25.00
11/05/2018	28216	Brent Heusman	Inv: 11/2018	\$25.00
11/05/2018	28217	BROWN & SAENGER	Inv: 08/14/2018	\$10.20
10/14/2018	28133	Buss Pest Control	Inv: 10/22/18	\$131.67
10/14/2018	28134	BYTESPEED, LLC	ByteSpeed Screen Repair for Hattie Leonard	\$115.00
10/14/2018	28134	BYTESPEED, LLC	ByteSpeed Laptop Repair - Mouse trackpad and LCD screen panel	\$135.00
11/05/2018	28218	CAPITAL BUSINESS SYSTEMS, INC	Inv: 23583344	\$1,342.31
10/14/2018	28135	CARPENTER, JAY	Inv: 335693	\$7.00
11/05/2018	28219	CARPENTER, JAY	Inv: 11/2018	\$25.00
10/14/2018	28136	Cash-wa Distribution	Inv: 11690028	\$1,162.34
11/05/2018	28220	Cash-wa Distribution	Inv: 11699942, 11729502	\$926.13
11/02/2018	28190	CenterPoint Energy Services Retail, LLC	Inv: 3409783	\$535.56
11/02/2018	28191	Charlotte Gronewold	Inv: 11/05/2018	\$100.00
10/14/2018	28137	Computer Hardware-Lincoln	MacBook Screen Repair for Trey Menagh. The amount is the deductible for Apple Care +	\$99.00

11/02/2018	28192	Computer Hardware-Lincoln	MacBook Screen Repair - Ryan Rule	\$99.00
10/14/2018	28138	CORPORATE PAYMENT SYSTEMS	Inv: 10/08/2018	\$5,954.27
11/02/2018	28193	Creative Sites, LLC	playground equipment	\$17,550.00
11/05/2018	28221	DAS State Accounting - Central Finance	Inv: 1139174	\$229.49
10/14/2018	28140	Dietze Music House	Inv: 18-2304	\$5.36
10/14/2018	28141	DISCOUNT SCHOOL SUPPLY	<a href="https://www.amazon.com/Melissa-Doug-Latches-Barn-Toy/dp/B01B1V12KS">https://www.amazon.com/Melissa-Doug-Latches-Barn-Toy/dp/B01B1V12KS</a> <a href="https://www.amazon.com/Wittle-Finger-Pinch-Guard-Proofing/dp/B0199JMET2/ref=pd_cp_75_2?_encoding=UTF8&amp;pd_rd_i=B0199JMET2&amp;pd_rd_r=e3bd7491-b134-11e8-a8ea-092258445276&amp;pd_rd_w=rzqT9&amp;pd_r d">https://www.amazon.com/Wittle-Finger-Pinch-Guard-Proofing/dp/B0199JMET2/ref=pd_cp_75_2?_encoding=UTF8&amp;pd_rd_i=B0199JMET2&amp;pd_rd_r=e3bd7491-b134-11e8-a8ea-092258445276&amp;pd_rd_w=rzqT9&amp;pd_r d</a>	\$101.44
10/14/2018	28142	Diversified Drug Testing	Inv: 2019 membership dues	\$50.00
10/14/2018	28143	Dottie Heusman	Inv: 09/11/2018	\$33.01
11/05/2018	28222	Dottie Heusman	Inv: 11/2018	\$50.00
10/14/2018	28144	EGAN SUPPLY CO	Inv: 287626	\$236.95
10/14/2018	28144	EGAN SUPPLY CO	Inv: 290744	\$15.16
11/05/2018	28223	EGAN SUPPLY CO	Inv: 291732	\$612.28
11/02/2018	28194	ESU #4	Inv: 8830	\$115.00
11/02/2018	28194	ESU #4	Inv: 8833	\$6.40
11/02/2018	28194	ESU #4	Inv: 8842	\$1,230.00
11/02/2018	28194	ESU #4	Inv: 8847	\$6.70
11/02/2018	28194	ESU #4	Inv: 8850	\$32.63
11/05/2018	28224	ESU #4	Inv: 10/15/2018	\$21,031.55
11/05/2018	28224	ESU #4	Inv: 8864	\$195.00
11/05/2018	28224	ESU #4	Inv: 8866	\$24.28
11/02/2018	28195	ESU #6	Inv: 11107...	\$54.08
11/05/2018	28225	ESU #6	Inv: 11265	\$53.47
10/14/2018	28145	Fairfield Inn & Suites	Inv: 434c400007536	\$94.00
10/14/2018	28145	Fairfield Inn & Suites	Room Charge-Dottie 09/25/18	\$129.95
11/02/2018	28196	Fairfield Inn & Suites	Inv: 90901	\$94.00
11/02/2018	28196	Fairfield Inn & Suites	Inv: 90902	\$94.00
10/14/2018	28147	Florence Riensche	Drivers Ed Refund	\$225.00
10/14/2018	28148	FOOD DISTRIBUTION PROGRAM	Inv: 26042	\$471.12
11/05/2018	28226	FOOD DISTRIBUTION PROGRAM	Inv: 26484	\$69.60

10/14/2018	28180	Grizzly.com	(2) Grizzly T21255 - 3" x 50' 180Gr H&L Sandpaper Roll (2) Grizzly T21256 - 3" x 50' Sanding Roll A220 H&L This is for the drum sander in woods building. The drum sander is out of paper, this sander is used in several classes. woods 1 and 2, building con	\$231.80
10/14/2018	28149	Handwriting Without Tears	JENNA SEDIVY	\$36.50
11/05/2018	28227	Harrington, Scott	Inv: 11/2018	\$50.00
11/05/2018	28228	Heffelfinger, Ami	Inv: oct 8th & nov 9th	\$1,190.00
11/05/2018	28229	Herb's Sharpening Service	Planer and jointer blades(resharpening). These prices are estimated on the high end @ a \$1.00 per inch. When I called them earlier today they stated that prices will vary and could range from \$0.55 to \$1.00 depending on the thickness of the blades.	\$80.30
11/05/2018	28230	HILAND DAIRY	Inv: 953597, 953645, 953683,	\$1,209.11
10/14/2018	28150	JET STOP INC.	Inv: 3780	\$2,749.30
11/02/2018	28197	JET STOP INC.	Inv: 3808	\$3,240.78
11/05/2018	28231	Johnson County Hospital	Inv: 5703c15810	\$152.00
10/14/2018	28151	Kate Agena	Aflac reimbursment to kate agena	\$21.58
11/05/2018	28232	KUDU LAWN CARE	Inv: 10110518	\$105.00
10/14/2018	28152	Lakeshore Learning Materials	SARA HIER	\$95.42
10/14/2018	28153	Mark's	Inv: 04004790	\$149.42
11/05/2018	28233	Menninga Electronics	Inv: 4178	\$25.00
10/14/2018	28154	Mike's Welding	This is metal for the metals class	\$152.00
11/05/2018	28234	Mindy Cross	Inv: 11/2018	\$25.00
10/14/2018	28155	Mosyle Corporation	Apple Mobile Device Management System - Mosyle	\$1,650.00
10/14/2018	28181	Mudecas Association	18/19 School Dues	\$300.00
10/14/2018	28182	Nebraska Association Of Scbd	Inv: 44831	\$174.00
11/05/2018	28235	Nebraska Association Of Scbd	Inv: 02133, 02134, 02135, 02150	\$1,433.00
10/14/2018	28156	Nebraska Council School Admin	Inv: 57287	\$135.00
11/05/2018	28236	Nebraska Council School Admin	Inv: 57875	\$175.00
10/14/2018	28158	Nebraska Public Power Distric	Inv: 11/05/18 due date	\$3,113.45
11/05/2018	28237	NIFCO Mechanical Systems, Inc	Inv: 1810-230	\$300.00
10/14/2018	28127	NSIAAA	Inv: BY NOV 1ST	\$210.00

10/14/2018	28159	O'keefe Elevator Company, Inc.	Inv: 00482394	\$315.15
10/14/2018	28160	ONE SOURCE	Inv: 1507-20180430, 1507-20180831	\$85.00
11/02/2018	28198	Palmers	Inv: 7545	\$73.50
11/05/2018	28238	PANKO	Inv: 11681, 11686	\$685.66
11/05/2018	28239	PEPSI-COLA	Inv: 3354147	\$99.00
10/14/2018	28183	PLAYSCRIPTS, INC	needs an additional 9.30	\$9.30
10/17/2018	28111	Ramada Columbus	Inv: 10/19/18	\$284.85
11/05/2018	28240	Recycling Enterprises	Inv: 18A3769	\$60.00
10/14/2018	28161	SCHOLASTIC INC	Inv: M6605834	\$205.82
10/14/2018	28162	School Specialty	ESU Coop site	\$199.66
11/05/2018	28241	School Specialty	Inv: 208121440240, 208121664590	\$71.29
11/07/2018	28207	School Specialty	office supplies (all School Specialty)	\$54.22
10/14/2018	28163	Schultz, Taylor	Inv: 10/03/2018	\$39.34
10/14/2018	28163	Schultz, Taylor	Inv: 10/22/18	\$24.28
11/02/2018	28199	Schultz, Taylor	Inv: october trip	\$251.40
11/05/2018	28242	Seeba	Inv: 21706	\$146.02
11/01/2018	28178	Sharon Mills	Inv: millsflex	\$549.00
10/17/2018	28112	SkillsUSA	Skills USA Invoice. Fall Leadership on September 28, 2018	\$140.00
10/14/2018	28164	SOFTCHOICE CORPORATION	New backup for Network attached storage for failing current backup solution, and new server to replace old server that has failing hard-drives. This will also include the Operating system and rack rails to mount the Synology and Backup. This hardware is	\$4,420.38
10/14/2018	28165	Staples	Inv: 1856	\$120.00
10/14/2018	28165	Staples	random office supplies - COOP order	\$135.45
10/14/2018	28165	Staples	Inv: 3391123991, 3391199160	\$40.45
10/14/2018	28166	Sterling Lumber Co	Inv: 10276	\$92.53
11/02/2018	28200	Supply Works	Inv: 1855	\$38.81
10/14/2018	28167	SYSCO OF LINCOLN	Inv: 261129541	\$2,365.77
10/14/2018	28167	SYSCO OF LINCOLN	Inv: 261153362	\$1,638.24
10/14/2018	28167	SYSCO OF LINCOLN	Inv: 261158801	\$33.75
10/14/2018	28167	SYSCO OF LINCOLN	Inv: 261163847	\$995.88
11/02/2018	28201	SYSCO OF LINCOLN	Inv: 261176371, 261187709	\$1,940.89
11/05/2018	28243	SYSCO OF LINCOLN	Inv: 261201143	\$1,715.29
11/02/2018	28202	T O Haas Tire	Inv: 37-60153	\$15.00
10/14/2018	28168	TABLE ROCK APPLIANCE	Inv: 6390, 6410	\$526.80
10/14/2018	28169	Trane US, Inc	Inv: 39335493	\$3,043.50

11/05/2018	28244	Trane US, Inc	Inv: 3655978-322339	\$145.00
10/14/2018	28170	Trudy Hunt	Inv: 10/9/18	\$13.81
11/05/2018	28245	True Value Hardware	Inv: 11/02/18	\$15.55
10/10/2018	28109	United States Postal Service	Inv: 10/10/2018	\$150.00
10/16/2018	28110	United States Postal Service	Inv: 10/16/2018	\$14.00
10/30/2018	28176	United States Postal Service	Inv: 10/30/2018	\$30.79
10/30/2018	28177	United States Postal Service	for nov newsletter	\$79.39
11/05/2018	28246	University Of Nebraska	Inv: 10/10/2018	\$140.00
11/02/2018	28203	Village Of Sterling	Inv: 7044	\$172.00
11/05/2018	28247	VOICE NEWS	Inv: 197618	\$84.16
10/14/2018	28171	VOSS LIGHTING	Inv: 1007243	\$951.00
10/14/2018	28171	VOSS LIGHTING	Inv: 1833	\$948.00
10/14/2018	28171	VOSS LIGHTING	Inv: 1857	\$44.64
11/02/2018	28204	VOSS LIGHTING	Inv: 187903	\$44.64
11/02/2018	28205	Water Engineering Inc.	Inv: IN37934	\$270.00
10/14/2018	28172	Waymire Well Drilling, Inc.	Inv: 10/17/18	\$28.55
11/02/2018	28206	Waymire Well Drilling, Inc.	Inv: 18R498	\$5.11
10/14/2018	28184	WINDSTREAM COMMUNICATIONS, INC	Inv: 90509098	\$400.87
11/05/2018	28248	World Book Inc.	Inv: 0001584870	\$90.27
10/14/2018	28173	Wusk Power Equipment & Repair	Inv: 28013	\$348.14
11/05/2018	28249	Wusk Power Equipment & Repair	Inv: 10/31/2018	\$492.26
11/05/2018	28250	Zager, Joe	Inv: 11/10/2018	\$126.97
<b>Sub Total</b>				<b>\$335,873.07</b>

Check Date	Check Number	Payee	Amount
10/10/2018	28109	United States Postal Service	\$150.00
10/14/2018	28127	NSIAAA	\$210.00
10/14/2018	28128	Adams Repair	\$448.99
10/14/2018	28129	Al's Johns	\$121.33
10/14/2018	28130	Apple Inc.	\$4,289.50
10/14/2018	28131	B2 ENVIRONMENTAL, INC	\$700.00
10/14/2018	28132	BLACK HILLS ENERGY	\$172.18
10/14/2018	28133	Buss Pest Control	\$131.67
10/14/2018	28134	BYTESPEED, LLC	\$250.00
10/14/2018	28135	CARPENTER, JAY	\$7.00
10/14/2018	28136	Cash-wa Distribution	\$1,162.34
10/14/2018	28137	Computer Hardware-Lincoln	\$99.00
10/14/2018	28138	CORPORATE PAYMENT SYSTEMS	\$5,954.27
10/14/2018	28140	Dietze Music House	\$5.36
10/14/2018	28141	DISCOUNT SCHOOL SUPPLY	\$101.44
10/14/2018	28142	Diversified Drug Testing	\$50.00
10/14/2018	28143	Dottie Heusman	\$33.01
10/14/2018	28144	EGAN SUPPLY CO	\$252.11
10/14/2018	28145	Fairfield Inn & Suites	\$223.95
10/14/2018	28147	Florence Riensche	\$225.00
10/14/2018	28148	FOOD DISTRIBUTION PROGRAM	\$471.12
10/14/2018	28149	Handwriting Without Tears	\$36.50
10/14/2018	28150	JET STOP INC.	\$2,749.30
10/14/2018	28151	Kate Agena	\$21.58
10/14/2018	28152	Lakeshore Learning Materials	\$95.42
10/14/2018	28153	Mark's	\$149.42
10/14/2018	28154	Mike's Welding	\$152.00
10/14/2018	28155	Mosyle Corporation	\$1,650.00
10/14/2018	28156	Nebraska Council School Admin	\$135.00
10/14/2018	28158	Nebraska Public Power Distric	\$3,113.45
10/14/2018	28159	O'keefe Elevator Company, Inc.	\$315.15
10/14/2018	28160	ONE SOURCE	\$85.00
10/14/2018	28161	SCHOLASTIC INC	\$205.82
10/14/2018	28162	School Specialty	\$199.66
10/14/2018	28163	Schultz, Taylor	\$63.62
10/14/2018	28164	SOFTCHOICE CORPORATION	\$4,420.38
10/14/2018	28165	Staples	\$295.90
10/14/2018	28166	Sterling Lumber Co	\$92.53
10/14/2018	28167	SYSCO OF LINCOLN	\$5,033.64

10/14/2018	28168	TABLE ROCK APPLIANCE	\$526.80
10/14/2018	28169	Trane US, Inc	\$3,043.50
10/14/2018	28170	Trudy Hunt	\$13.81
10/14/2018	28171	VOSS LIGHTING	\$1,943.64
10/14/2018	28172	Waymire Well Drilling, Inc.	\$28.55
10/14/2018	28173	Wusk Power Equipment & Repair	\$348.14
10/14/2018	28180	Grizzly.com	\$231.80
10/14/2018	28181	Mudecas Association	\$300.00
10/14/2018	28182	Nebraska Association Of Scbd	\$174.00
10/14/2018	28183	PLAYSCRIPTS, INC	\$9.30
10/14/2018	28184	WINDSTREAM COMMUNICATIONS, INC	\$400.87
10/16/2018	28110	United States Postal Service	\$14.00
10/17/2018	28111	Ramada Columbus	\$284.85
10/17/2018	28112	SkillsUSA	\$140.00
10/19/2018	28126	BC/BS of Nebraska	\$1,394.78
10/30/2018	28176	United States Postal Service	\$30.79
10/30/2018	28177	United States Postal Service	\$79.39
11/01/2018	28178	Sharon Mills	\$549.00
11/02/2018	28187	ADAMS SUPER FOODS	\$117.94
11/02/2018	28188	ATP Assessments	\$340.00
11/02/2018	28189	AUTISIM-PRODUCTS	\$111.14
11/02/2018	28190	CenterPoint Energy Services Retail, LLC	\$535.56
11/02/2018	28191	Charlotte Gronewold	\$100.00
11/02/2018	28192	Computer Hardware-Lincoln	\$99.00
11/02/2018	28193	Creative Sites, LLC	\$17,550.00
11/02/2018	28194	ESU #4	\$1,390.73
11/02/2018	28195	ESU #6	\$54.08
11/02/2018	28196	Fairfield Inn & Suites	\$188.00
11/02/2018	28197	JET STOP INC.	\$3,240.78
11/02/2018	28198	Palmers	\$73.50
11/02/2018	28199	Schultz, Taylor	\$251.40
11/02/2018	28200	Supply Works	\$38.81
11/02/2018	28201	SYSCO OF LINCOLN	\$1,940.89
11/02/2018	28202	T O Haas Tire	\$15.00
11/02/2018	28203	Village Of Sterling	\$172.00
11/02/2018	28204	VOSS LIGHTING	\$44.64
11/02/2018	28205	Water Engineering Inc.	\$270.00
11/02/2018	28206	Waymire Well Drilling, Inc.	\$5.11
11/05/2018	28209	Bartles, Lisa	\$12.97
11/05/2018	28210	Bernarnd Food Ind. Inc	\$509.97
11/05/2018	28211	BLACK HILLS ENERGY	\$117.53

11/05/2018	28212	BODEN, RON	\$25.00
11/05/2018	28213	BOK FINANCIAL	\$231,968.75
11/05/2018	28214	BOLDT, LUKE	\$25.00
11/05/2018	28215	Boslau, Dennis	\$25.00
11/05/2018	28216	Brent Heusman	\$25.00
11/05/2018	28217	BROWN & SAENGER	\$10.20
11/05/2018	28218	CAPITAL BUSINESS SYSTEMS, INC	\$1,342.31
11/05/2018	28219	CARPENTER, JAY	\$25.00
11/05/2018	28220	Cash-wa Distribution	\$926.13
11/05/2018	28221	DAS State Accounting - Central Finance	\$229.49
11/05/2018	28222	Dottie Heusman	\$50.00
11/05/2018	28223	EGAN SUPPLY CO	\$612.28
11/05/2018	28224	ESU #4	\$21,250.83
11/05/2018	28225	ESU #6	\$53.47
11/05/2018	28226	FOOD DISTRIBUTION PROGRAM	\$69.60
11/05/2018	28227	Harrington, Scott	\$50.00
11/05/2018	28228	Heffelfinger, Ami	\$1,190.00
11/05/2018	28229	Herb's Sharpening Service	\$80.30
11/05/2018	28230	HILAND DAIRY	\$1,209.11
11/05/2018	28231	Johnson County Hospital	\$152.00
11/05/2018	28232	KUDU LAWN CARE	\$105.00
11/05/2018	28233	Menninga Electronics	\$25.00
11/05/2018	28234	Mindy Cross	\$25.00
11/05/2018	28235	Nebraska Association Of Scbd	\$1,433.00
11/05/2018	28236	Nebraska Council School Admin	\$175.00
11/05/2018	28237	NIFCO Mechanical Systems, Inc	\$300.00
11/05/2018	28238	PANKO	\$685.66
11/05/2018	28239	PEPSI-COLA	\$99.00
11/05/2018	28240	Recycling Enterprises	\$60.00
11/05/2018	28241	School Specialty	\$71.29
11/05/2018	28242	Seeba	\$146.02
11/05/2018	28243	SYSCO OF LINCOLN	\$1,715.29
11/05/2018	28244	Trane US, Inc	\$145.00
11/05/2018	28245	True Value Hardware	\$15.55
11/05/2018	28246	University Of Nebraska	\$140.00
11/05/2018	28247	VOICE NEWS	\$84.16
11/05/2018	28248	World Book Inc.	\$90.27
11/05/2018	28249	Wusk Power Equipment & Repair	\$492.26
11/05/2018	28250	Zager, Joe	\$126.97
11/07/2018	28207	School Specialty	\$54.22
11/20/2018		November Payroll	\$227,638.98

<b>Sub Total</b>			<b>\$563,512.05</b>
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## CURRICULUM REPORT

Addie Heusman

November 19, 2018

- October 9, sophomores and seven seniors attended a rainy college visit day to UNL and Nebraska Wesleyan. Highlights of the day included the stadium tour, eating in UNL's cafeteria, and realizing that there is a huge difference between UNL and NWU and that it is important to find the right fit for "you" as a student.
- October 11 was our Apply2College and EducationQuest Event at school. 16 of our 18 seniors completed at least one application on or before the October 11 date and we rang a bell, clapped, and celebrated each one. It was a great, celebratory atmosphere! Students also had fun playing a trivia game with questions about teacher's college days and received resources on career interest surveys and scholarship searches.
  - Education Quest came and presented to the students about financial options for college and also helped students apply for their FSA ID.
  - A Presentation was made to parents too. See data at the bottom about this.
  - Something we could consider for the future might be open time for parents to sign up and come and ask questions or get help on their individual FAFSA.
  - The PowerPoint they present in their presentation is online and we could share that as a resource and then use their time for individual help/questions.
  - The consensus amongst counselors is that parents are more likely to attend a session during the day rather than in the evening.
- October 19, Eleven students in grades 10-12 attended a SCC Health and Bryan Health visit day. At SCC, students had the chance to hear from instructors from each of their health pathways which was great! Students were able to see the plastified human bodies at Bryan Health which is one of the features of their school that sets them apart from the rest.
- November 6, freshman attended a college visit to Peru. Highlight of this trip was having the Dean of the Colleges come and speak to the students.

- Visit pictures can be found in a google slideshow that I'll continue to add to.
  - [https://docs.google.com/presentation/d/1Lhj1tnqvIgHd65L8iSYs\\_XO5qc1NG2MBNxaPlC3BPEQ/edit?usp=sharing](https://docs.google.com/presentation/d/1Lhj1tnqvIgHd65L8iSYs_XO5qc1NG2MBNxaPlC3BPEQ/edit?usp=sharing)

Numbers of those that attended the 4:00PM EducationQuest Meeting on October 11.

8/18	44%	Senior Parents
3/10	30%	Junior Parents
11/28	39%	All Parents

## TRANSPORTATION/MAINTENANCE REPORT

Brent Heusman

November 19, 2018

- We have been working on getting repairs done from our last 80 day inspection report. We are down to a couple buses getting fixed, then we'll get started on the next round of 80 day inspections next month.
- As of this writing we have 2 bids for snow removal for the upcoming winter season. We will let you guys make a decision on which way to go after looking over the bids.
- Our one act play team has started their competition season with our conference event last Wednesday at HTRS. Our district one act competition is Monday, November 26th at Pawnee City.
- Basketball season is underway for our JH boys and our HS teams began practice last Monday. We have 13 boys out for JH BBB and 17 girls and 17 boys out at the HS level. We are traveling down to Falls City for our Hall of Fame Jamboree games on Tuesday, Nov. 20th with the regular season starting on Friday, Nov. 30th.
- I attended the NSIAAA fall convention the weekend of Nov. 3rd-5th. The different sessions I attended were;
  - Ira Zeff - AD at Nebraska Wesleyan - talked about Division III recruiting and what makes it unique
  - Keith Zimmer - Associate AD at UNL - talked about recruiting at the Division I level and what makes Nebraska special compared to other institutions at the Division I level
  - Scott Garvis - AD at Ankeny Centennial schools in Iowa - he discussed some programs and ways he has come up with to develop a championship climate over the years as an AD
  - NSAA District #1 Cracker Barrel - discussion was held on the following topics; Unified Sports, #MyReasonWhyCampaign, Sportsmanship Summits, Transfer Committee discussion, Emergency Action Plans,

- Student Section Behavior, Mother Nature Issues during the fall season, and the new date of Oct. 1st for schools enrollment count for the NDE
- Class D Caucus Meeting - discussion was held on the topics that have passed through the committee
  - NSAA Director Jay Bellar - discussed unified sports, future championship sites, and music copyright laws
  - Karen Hasse - Legal Issues with Activities - She gave us the heads up some legal issues that she has come across over the last year. Dottie and I talked about some of these issues that have the potential of affecting us and she has followed through with sharing this information with coaches.
- I attended the NSAA District #1 meeting on Wednesday, Nov. 7th. There were only two proposals that passed the 1st round of voting in our district that could affect us. The proposals were to add bowling as a sport during the winter season and an adjustment to the transfer rules now in place.
  - Congratulation to Nicole Harms, Morgan Haner, and Malayna Wingert on receiving all conference VB honors from this past season. I will have the FB honors for you at our next meeting.

**Scott Harrington**  
**November 19, 2018**

### QPR Training

- During our last early out professional development offering we had Abbe Edgecombe from the Lincoln SCIP office out to present this to our staff.
  - QPR is a simple way to help prevent suicides by:
    - Question a person about suicide
    - Persuade someone to get help
    - Refer someone to the appropriate resource
- The intent is to offer hope through positive action.

### E-Cigarettes, Vaping, & Juuling

- I wrote about this in the newsletter this month to bring awareness to the issue of students using products like these.
- In talking with fellow principals across the state, it has become a big problem in many schools.
- On a positive note, this past Tuesday the largest producing company, Juul Labs, announced that it would suspend sales of most of its flavored e-cigarette pods in retail stores and would discontinue its social media promotions.
- I do NOT believe we have an issue here at Sterling. I have investigated a couple rumors, but have found no evidence.

- We do, however, have several guidelines put in place if such a situation would arise:
  - High School Student Handbook - Article 13
    - Section #3 - Illegal Drugs, Smoking, Nicotine Products
      - *“Student use or possession of illicit drugs, alcohol and/or tobacco products (ie. cigarettes, e-cigarettes, chewing tobacco) is unlawful, wrong, and harmful. Students’ standards of conduct will be followed with the minimum prohibited conduct being...”*
  - BoE Policy #1120:
    - *“The use of tobacco products is prohibited in all school buildings and all school vehicles. Smoking shall also be prohibited in any area where school staff, students or members of the public may be present or may be affected by smoke, including without limitation the stands and bleachers of outdoor athletic fields and near the entry of school buildings. For purposes of this policy, tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect.”*
  
- MacBook Resale
  - AppleCare+ will stay with the Macs for 3 years after the date of purchase.
  - The AppleCare+ is tied to the serial number so the students would just need to bring the device to an authorized Apple Service Provider to get the repairs completed.
  - AppleCare+ includes two incidents per device that are covered in the 3-year AppleCare+ contract, although each incident has a deductible depending on the type of damage which is listed below.
    - Two incidents covered per device as part of the 3-year agreement
      - \$99 deductible for any external/accidental damage which includes - (LCD Screen, Hardware after 1 year, charger, headphone jack)

- \$299 deductible for any enclosure damage which includes (liquid damage or internal damage to the computers hardware/keyboard/trackpad)
- We will completely wipe the device before giving the device to the students to remove our MDM profile, educational software (Office, Adobe), anti-virus, and the student would create their own standard user account and Apple ID.
- All our software is an Educational Licensed which is only sufficient until the student graduates, although if a student goes to college, all colleges give students the ability to download software tied to their college email and college institution.
- We received quotes ranging from \$550-\$850 from various companies.
- The total amount we have in each of these machines is \$962 plus a \$35 case for a total of \$997.00.
- Below is what we are recommending as to what we should charge the seniors if they wish to purchase their MacBooks when they graduate (Cases Included):

<b><u>Graduating Class</u></b>	<b><u>Resale Price</u></b>	<b><u>Apple Care Included?</u></b>
2019	\$800	2 Years
2020	\$600	1 Year
2021	\$300	No
2022	\$100	No

## SUPERINTENDENT REPORT

Dottie Heusman  
November 19, 2018

Last Wednesday, Thursday, and Friday I attended the School Board's Convention in Omaha. I have attended this conference for eight years and this was by far one of the best ones ever. The pre-conference was on security and safety. Some of the information shared I had heard before, but it's good to hear again. Then I also had

some new information presented that I am now putting into action. We will be having a lockdown drill at SPS on Wednesday, December 5 sometime in the morning. That is an early out date and the staff will get together that afternoon to discuss how things went, what questions or concerns they have, and next steps.

Thursday and Friday I attended every session that was offered by the attorneys. This included information on Open Meetings Laws, Hot Topics in School Law, Teacher Tenure Law, Student Discipline for Board Members, Negotiations, and Discipline of Special Education Students. Here are the most important concepts to share with all of you:

- According to the Attorney General there are four reasons that schools are allowed to go into closed session: 1--To discuss negotiations with the education association for the upcoming contract year. 2--To discuss the sale or purchase of real estate. 3--To prevent needless injury to the reputation of a person who has not requested a public meeting. And 4--Establishing security measures.
- A board meeting is a meeting held in public NOT a public meeting.
- It is best practice for boards to not comment on items during the Public Comment Section of the meeting. Side note: Since I have been at the Sterling Board Meetings over the last year and a half, the board members have done a really good job in regards to this. Kudos to each of you for that!
- In regards to the agenda item "Public Comment - In Regards to Something on the Agenda", we need to take off the second portion. Public Comment can be about anything. There are still rules in policy to follow about how long someone can talk, but they can address the board in regards to anything they would like to. (Board Policy 8346--5 minutes per person for a total of not more than 30 minutes.)
- If board members receive a complaint about anything dealing with school issues, they should refer the person to the appropriate person. Remember that often times the subjects that are complaints are not items that the Superintendent or Principal can talk to you about due to confidentiality or personnel issues. You need to trust that we are working to assure the situation is resolved. We will involve you, if and when, we need to.

**I would HIGHLY encourage each of you to put this conference, at least a day of it (Thursday) on your calendar for at minimum every other year. The information you glean, the information you get reaffirmed, and the connections you make are worth the time and effort.**

Kale Heusman  
K.J. Heusman & Sons Trucking  
73164 61050 Avenue  
Sterling, NE 68443  
402-432-6665

To: Sterling Board of Education

Date: 11-1-18

Re: Snow Removal Bid for Sterling Public Schools

I respectfully submit a bid to the Sterling Board of Education for snow removal for the District for the 2018-2019 school year.

I do have insurance through a Nebraska company for the machinery I use. If needed I can provide an insurance card for your reference.

I will be using a skid loader and/or a front end loader to do this work. The rate I am submitting is \$75 per hour per machine used. I have no way of knowing how much time it will take to do a job. That will depend on the amount of snow that is received and what areas need to be plowed.

Thank you for your consideration.

## PROPOSAL: STERLING PUBLIC SCHOOLS SNOW REMOVAL

### **"Per Push" Quote for the 2018 / 2019 Season for property located @ 250 Main Street, Sterling, Nebraska.**

*Proposed snow removal area includes two parking lots West of the school, around the shop building South of the school and the area surrounding the East back entrance of the school. Bid does not include walkways and entryways.*

<b>Snow Depth:</b> 2" to 6"	<b>Price:</b> \$350 / event
<b>Snow Depth:</b> 6" to 12"	<b>Price:</b> \$500 / event
<b>Snow Depth:</b> +12"	<b>Price:</b> \$650 / per event

**Trigger Depth:** 2" or more

### ***The Following Terms Apply:***

- Laffman Garage will plow when 2" of snow has accumulated. This is measured by the contractor at the pavement and does not include drifts. Depending on the time of the snowfall, will attempt to service before 7:15 a.m. and after 5 p.m. on weekdays. Weekend servicing will be completed by 9:00 a.m. and as needed throughout the day. Weekend plowing will be done earlier if events are held at the school.
- This proposal does not include de-icing or salt services. Please contact us if this is part of the expectations of this service.
- Laffman Garage will bill Sterling Public Schools for services / pushes once a month and expect payment within 15 days of billing. If Sterling Public Schools requests additional services, these will be written up in a new agreement to be approved by Sterling Public Schools.
- Laffman Garage agrees to pay for any damages caused by equipment and or negligence provided the report is made to Laffman Garage by Sterling Public Schools within 4 hours of the occurrence and evidence is provided. Without evidence and any delay on reporting damage will void Laffman Garage of obligation to pay for damages.
- Laffman Garage is not responsible for any damage caused by piled-up snow or damage to items not visible by snow coverage.
- Contract will be in place for any snow fall on the designated grounds between November 15, 2018 and May 1, 2019.



Laffman Garage  
61032 732 Road Sterling, Nebraska 68443  
402.570.5532 / [laffmangarage@gmail.com](mailto:laffmangarage@gmail.com)

Postmarked 11-6-18



Dottie Heusman &lt;dheusman@sterlingpublicschools.com&gt;

## Re: Sterling Public Schools - a message from chris kloppenburg <CHRIS0133@aol.com>

1 message

chris0133@aol.com <chris0133@aol.com>  
To: dheusman@sterlingpublicschools.com

Thu, Nov 15, 2018 at 5:31 AM

No problem if you decide to sell I will put in company name Auto Solutions 4419 S 140 St Omaha NE 68137 my name is Chris Kloppenburg I was going to recondition the van and use it as a service loaner type vehicle for our repair shop  
Thanks Again Chris 402-598-7178

-----Original Message-----

From: Dottie Heusman <dheusman@sterlingpublicschools.com>  
To: chris0133 <chris0133@aol.com>  
Sent: Mon, Nov 12, 2018 11:37 am  
Subject: Re: Sterling Public Schools - a message from chris kloppenburg <CHRIS0133@aol.com>

Chris, Thank you. We will be reviewing the bids on Monday, November 19 to determine whether to sell the van or not. I will need your name and address in regards to this. If you could send me that this week, that would be great.  
Thanks, Dottie

On Tue, Nov 6, 2018 at 7:54 PM <chris0133@aol.com> wrote:

i would like to increase my bid to \$550 please and will wait patiently Thanks Chris

-----Original Message-----

From: Dottie Heusman <dheusman@sterlingpublicschools.com>  
To: CHRIS0133 <CHRIS0133@aol.com>  
Sent: Tue, Oct 23, 2018 8:34 am  
Subject: Re: Sterling Public Schools - a message from chris kloppenburg <CHRIS0133@aol.com>

Chris, We are. Thank you for your interest. The board will be reviewing the bids at their November 19th meeting to determine if they are going to go ahead and sell it or not. I'll be in touch after that. Dot

On Wed, Oct 17, 2018 at 6:07 AM chris kloppenburg <bounce@lists.fes.org> wrote:

chris kloppenburg <CHRIS0133@aol.com>

i was wondering if you were still taking bids on Chrysler mini-van? i would be a buyer at \$300 if you were still selling Thanks Chris 402-598-7178

--  
Dottie Heusman  
Superintendent  
Sterling Public Schools  
250 Main Street  
Sterling, NE 68443  
402-866-4761 Ext 102  
402-866-4771 Fax  
dheusman@sterlingpublicschools.com

**STERLING PUBLIC SCHOOLS, JOHNSON, NEBRASKA  
CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT**

THIS CONTRACT is made by and between the Board of Education of the **Johnson County School District 49-0033, a/k/a Sterling Public School District, Sterling, Nebraska**, hereinafter referred to as "the Board or "Board of Education" and "the District," and Dottie Heusman hereinafter referred to as "the Superintendent."

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on February 20, 2017, the Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

1. **Term and Renewal of Contract:** This Contract is for a term of two (2) contract years, beginning on the 1st day of July, 2017, and expiring on the 30th day of June, 2019. A "contract year" for purposes of this Contract shall be from July 1 to June 30. During each year of this contract, the Superintendent shall render at least 260 working days of service in the performance of her duties as Superintendent. "Working days" typically will not include Saturdays, Sundays, and legal holidays, but it shall include all days on which the Superintendent actually and necessarily completes her contractual duties. The Superintendent agrees to work sufficient hours and days to satisfactorily complete the duties of this contract. The Superintendent shall keep complete and accurate records of her working days and shall provide the Board of Education with a report of her accumulated working days at least quarterly.

If a Board representative does not inform the Superintendent in writing on or before the **seventh day after the regular December board meeting of the final contract year** of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of one contract year. The Superintendent shall remind the Board in writing of this provision no later than its **regular November meeting** of each such year of this contract and shall make the renewal of her employment contract an agenda item for the regular **December** board meeting during each such year of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to insure that the district has complied with the Superintendent Pay Transparency Act.

2. **Salary.**

A. Salary for Contract Term. The annual salary for the contract years subject to this contract shall be as follows:

<i>Contract Year</i>	<i>Salary</i>
2017-2018	\$109,000

2018-2019	To be determined
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The annual salary in any subsequent contract year 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. Inclusive of All Services Provided to the District: In the event that the Superintendent assumes duties of any other position or is directed to do so by the Board of Education, the Superintendent shall perform the duties of such other positions without remuneration other than that as provided in this Contract.

C. Payment of Salary and Adjustments. The first annual salary installment shall be paid on July 20, 2017, and each subsequent installment shall be paid on the District's regular pay days. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the District. Salary payments shall be subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions. The Superintendent also authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Superintendent and Board may agree.

3. **Benefits.** As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

A. Vacation and Leave Benefits.

1. Nature of Paid Leaves. Paid leave from the Superintendent's professional duties are available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the School District; (2) the leave day is taken on a day the Superintendent would otherwise be expected to be at work; and (3) the Superintendent has met the conditions for such leave to be taken as applicable to each specified form of paid leave. All paid leave is subject to the following:

a. Leave Year. The leave year is the same as the contract year, July 1 through June 30 of each year this contract is in effect.

b. Unused Leave. There shall be no pay for leave available but unused either during or upon ending of employment except as may be specifically set

forth herein or otherwise required by law.

2. Vacation:

a. Amount and Use. The Superintendent shall be allowed twenty-five (25) working days of vacation leave for each contract year; such vacation leave may be taken in one-half day increments. It is understood, however, that the Superintendent may from time to time be required to perform duties on Saturdays, Sundays, and holidays. Vacation days are to be used in a manner and at times selected by the Superintendent; provided that the Superintendent shall make reasonable efforts to not schedule leaves which would disrupt the efficient operations of the district; cause the Superintendent to not be able to attend regular scheduled meetings of the Board of Education; or attend important school functions. The Superintendent shall provide information such that the Superintendent may be contacted when necessary.

b. Vacation Accumulation. After the initial contract year, the Board shall give the Superintendent the number of days necessary to restore her total to twenty-five (25) days. For example, if she uses 12 days of vacation one year, the board will provide her with 12 days the following year to bring her total to 25 days. The Board may require the Superintendent to use her vacation days and shall compensate her for unused vacation days upon the conclusion of her employment. Accrued, unused vacation days remaining at the end of the superintendent's employment with the District will be paid out at \$250 per day.

3. Holidays: The Superintendent will receive the following paid Holidays: New Year's Day, Labor Day, Christmas Day, Memorial Day, July 4<sup>th</sup>, Thanksgiving Day, and the day following Thanksgiving Day.

4. Sick Leave:

a. Amount and Use. The Superintendent shall be allowed ten (10) working days of sick leave each contract year all exclusive of Saturdays, Sundays, and legal holidays. The Superintendent is entitled to ten (10) full days of paid Sick Leave for each contract year.

b. Availability. Sick leave is a paid work day when the Superintendent may be absent from duties. Sick days are only available when the Superintendent is currently employed by the School District and the Superintendent is unable to perform assigned duties due to the illness or temporary disability of the Superintendent or due to the Superintendent needing to care for a member of the Superintendent's immediate family who is ill or has a serious health condition. Immediate family shall mean "Family and Extended Family" as defined in the Certified Handbook.

c. Carry-over and Accumulation. Unused sick leave may be carried over from one leave year to the next succeeding leave year or years. The maximum that may be accumulated is forty-five (45) days.

d. Unused Days. There shall be no pay for unused sick leave either during or upon ending of employment.

5. Bereavement Leave. The Superintendent is entitled to Bereavement Leave as defined in the Certified Employee Handbook.

6. Vacation, Sick, Professional and Personal Leave Log. The Superintendent shall maintain a monthly vacation, sick, professional and discretionary leave log which shall be submitted to the Board President for review on or before the 10<sup>th</sup> day of each month. The Board of Education will review the Leave Log on a quarterly basis.

B. Health and Dental Insurance: The District shall pay for and provide the Superintendent with health insurance coverage at the level for which the Superintendent qualifies (Employee, Employee/Spouse, Employee/Child(ren), or Employee/Spouse & Child(ren)), and single (Employee) dental insurance for which the Superintendent is qualified insurance under the District's group insurance plan; provided, the Superintendent may purchase dependent dental insurance (Employee/Spouse, Employee/Child(ren), or Employee/Spouse & Child(ren)) by paying the difference between the cost of single (Employee) coverage and the elected dependent coverage.

C. Meetings and Dues: The Superintendent shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Superintendent's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. The Board may pay dues for professional organizations suitable for the Superintendent's position upon the Superintendent's request, and shall pay dues for the Superintendent's membership in the American Association of School Administrators and Nebraska Council of School Administrators.

D. Transportation Expenses: The reasonable and necessary expenses of transportation required in the performance of Superintendent's official duties shall be reimbursed at the mileage rate set annually by the Board for District travel.

E. Cell Phone Reimbursement: The Board shall reimburse the Superintendent for the cost of the Superintendent obtaining and maintaining a cellular phone for personal and employment use as part of the Superintendent's duties in the sum of Fifty Dollars (\$50.00) per month to be paid concurrent with the Superintendent's salary.

F. Moving Expenses: The Board shall reimburse the Superintendent for the cost of moving the Superintendent's residence within the boundaries of the Sterling Public School District in an amount up to the sum of Two Thousand Dollars (\$2,000.00); such payment to be made upon presentation to the Board of receipts and itemization for such costs provided the Superintendent resides within the school district by December 1, 2017.

G. Indemnification. The Board will support the Superintendent if there is a legal dispute caused by her carrying out her duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of her performance of her duties or her position as Superintendent of the district, the Board will provide her with a legal defense to the maximum extent permitted by law so long as she acted in good faith and in a manner which she reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that her conduct was unlawful.

#### 4. **Duties.**

A. Specification of Duties. The Superintendent's duties shall be primarily that of superintendent of schools and to provide ancillary support to the Principal as deemed necessary by the Superintendent. The Superintendent agrees that as superintendent, her position shall at all times be considered probationary under the provisions of Neb. Rev. Stat. §§ 79-824 through 79-842. The Superintendent shall perform the duties of Superintendent as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Superintendent shall be subject to such other duties as the Board may assign from time to time. 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 Policies. In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

B. Use of Time. The Superintendent agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional activities. Should the Superintendent undertake consultative work, speaking engagements, writing, lecturing or other professional activities, the Superintendent shall utilize her personal vacation time for such purposes, and hold the School District harmless thereon.

C. Performance of Duties. In performing the assigned duties, the Superintendent shall be governed by the policies, regulations and directions of the Board of Education. The Superintendent shall in all respects to diligently and faithfully perform the assigned duties to the best of the Superintendent's professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent's position.

5. **Board-Superintendent Relationship.** The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District, and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment and consistent with legal requirements; provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action, study or recommendation, as appropriate.

6. **Evaluation of the Superintendent.** The Board shall evaluate the Superintendent twice during her first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the regular December meeting. The Superintendent shall: remind the Board members in writing of this provision no later than its regular November meeting; make her evaluation an agenda item for the regular December board meeting during each year of this contract; and provide them with the written evaluation instrument that is on file with the Nebraska Department of Education. The Superintendent shall follow these same steps during the appropriate months in order to ensure the board conducts the second evaluation during her first year of employment. The Superintendent shall remind the Board of the second evaluation requirement at least monthly and shall ensure that the evaluation is conducted no later than the Board's regular June meeting.

7. **Contract Cancellation, Disciplinary Leave, and Fitness for Duty.** The Board may cancel or amend this Contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct

that substantially interferes with the Superintendent's continued performance of her duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with her duties under the renewal or evaluation provisions shall constitute a material breach of this contract.

The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the school district to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise or takes any other action at a duly convened meeting.

The Superintendent agrees that, at the request of the Board, she will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of her position. If the Superintendent is unable to perform her duties by reason of illness, accident or other disability, and the impairment continues for a period of 60 days or if the disability is permanent, irreparable, or of such a nature as to make performance of her duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the district. The Board encourages the Superintendent to procure a short-term and long-term disability insurance policy.

Upon lawful cancellation of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such cancellation bears to the twelve months in the annual salary period in which cancellation occurs. Any portion of the salary paid, but not earned, prior to the date of cancellation of this Contract, and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the District are in excess

of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

8. **Representations and Legal Requirements.** The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; 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.

The Superintendent further warrants and represents as follows: (1) all information set forth in the Superintendent's application for employment and other information provided by the Superintendent in seeking employment are true and accurate, and if said information ceases to be true, Superintendent will advise the Board of Education immediately; (2) Superintendent has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

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 term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

9. **Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

10. **Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board. 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.

Executed this 14<sup>th</sup> day of February, 2017.

Dottie J. Heusman

**[SUPERINTENDENT NAME]**

*Dottie J Heusman*

Executed this 20<sup>th</sup> day of February, 2017

Board of Education of Johnson County  
School District 49-0033, a/k/a Sterling  
Public School District

By: *Jana Hus*

President

Attest: *Chris W. Thele*

Secretary