

Board of Education Regular Meeting
Monday, December 14, 2020 7:30 PM
Library--Superior High School, Superior, NE
PO Box 288
Superior, NE 68978

1. Routine Business
 1. Call Meeting to Order
 2. Pledge of Allegiance
 3. Roll Call
 4. Excuse Absent Board Member(s)
 5. Approval of Agenda
2. Regular Meeting Agenda
 1. Public Participation
 2. Presentations - Staff/Students
 3. Student Ambassador Report
 4. Consent Agenda
 1. Approval of Previous Minutes
 2. Approval of Treasurer's Report
 3. Approval of School Activity Fund Report
 4. Approval of Revenue Budget Report
 5. Approval of Expense Budget Report
 5. Approval of Previous Months Claims
 6. Accept 2019-2020 Audit

7. Revise Policy 2008 Meetings
 8. Revise Policy 3001 Budget
 9. Early Retirement Incentive
 10. Certified Resignation
 11. 2021-2022 Negotiated Agreement
3. Correspondence
 4. Discussion Items
 1. Principals' Reports
 2. Special Services Director Report
 3. Superintendent's Report
 4. Report from Board Committees
 5. Items for Next Board Meeting
 6. Executive Session-Superintendent Evaluation
 7. Reconvene to Regular Session
 8. Adjournment

**Superior Public Schools
Teacher of the Quarter Nominations**

Nominee Name: Ron Hershberger **School:** Superior High School
Grade Level Currently Teaching: 9-12 **Major Subject (if any):** Chemistry/Physical Science

Complete a statement for each of three components. Please limit to this single page; **no attachments.**

District Contributions. Consider evidence of teaching responsibility; activity supervision; professional development involvement; staff leadership; professional association participation; and other contributions.

Actively involved in teaching & education since 1987...34 years!

Teaches Chemistry/ Physics, Physical Science at SHS. Curriculum design & implementation

Currently coaching Cross Country, Track. Coached Football in the past. Prior Class Sponsor

Community Involvement. Consider commitment to community; service-oriented contribution; volunteer work; civic responsibility; and other participation.

Active member of Grace Community Evangelical Church

Supports and attends school & community sponsored activities

Sporting events, Music/Band, theater & one-act productions

Outstanding Teacher Characteristics. What makes the nominee an outstanding teacher? Consider efforts to improve teaching profession; teaching style; contributions and accomplishments in education; how teacher meets needs of all students through differentiation; use of standards and assessment developments to improve teaching; keeping pace with changes required by education law.

Mr. Hershberger teaches, coaches, guides and encourages students in and outside of the classroom. He encourages them to take upper level classes in high school to prepare them for college, and once in college, they have voiced how prepared they feel in the classroom compared to other students because of what they were taught in his class. Our sons participated in track and cross country because he is the coach. He speaks with them individually after each event regardless of how they perform and encourages them to work towards and reach their personal goals. Mr. Hershberger is a positive role model in the classroom and community and we are lucky to have him in our school system.

NUCKOLLS COUNTY SCHOOL DISTRICT 65-0011
SUPERIOR PUBLIC SCHOOLS
SUPERIOR, NEBRASKA
November 9, 2020

Notice of the meeting was given in advance through the school webpage and the Superior Express.

Board members were notified in advance of the meeting.

Matt Bargaen: Present, Brad Biltoft: Present, Jason Jensen: Present, Peggy Meyer: Present, Luke Meyers: Present, Matt Sullivan: Present. Present: 6. Luke Meyers: Absent. Present: 5, Absent: 1. Luke Meyers left the meeting at 9:00 p.m.

1. Routine Business

1.1. Call Meeting to Order

Meeting was called to order at 7:31 p.m. by Matt Sullivan

1.2. Pledge of Allegiance

1.3. Roll Call

1.4. Excuse Absent Board Member(s)

1.5. Approval of Agenda

Motion to approve agenda as presented carried with a motion by Jason Jensen and a second by Matt Bargaen.

Matt Bargaen: Aye, Brad Biltoft: Aye, Jason Jensen: Aye, Peggy Meyer: Aye, Luke Meyers: Aye, Matt Sullivan: Aye

Aye: 6, Nay: 0

2. Regular Meeting Agenda

2.1. Public Participation

2.2. Presentation Staff/Students

Mr. Kobza presented the 2019-2020 4th Quarter Teacher of the Quarter award to Seth Going.

Mr. Kobza said 12 students are interested in bowling with practices twice per week. Kevin Miller has offered to be the sponsor. Mr. Cook said we have received invitations to some tournaments.

Mr. Thomas and Mr. Going reported there are 4 girls and 7 boys out for middle school wrestling and talked about the girls wrestling is emerging. Possibly 13-14 out for high school wrestling. Districts have been modified to meet Covid requirements.

Middle school FFA has started and Mr. Thomas stated there are currently 34 members and they

are helping with fruit sales and there is interest in quiz bowl. High school completed virtual CDE's last week. Blake Kirchhoff is Superior's first ever finalist and only American Star. Nicki Kirchhoff received her American Degree. Plasma cutter is up and running and students are making pieces for Ben Price's business.

Ag Facilities were discussed including greenhouse status and would like to have 13-14 acres for ag facility that would be beneficial for hands on learning.

2.3. Student Ambassador Report

A.J. Leibel and Carsyn Koenig presented on current organizational activities.

2.4. Consent Agenda

Motion to approve consent agenda as presented carried with a motion by Peggy Meyer and a second by Matt Bargaen.

Matt Bargaen: Aye, Brad Biltoft: Aye, Jason Jensen: Aye, Peggy Meyer: Aye, Luke Meyers: Aye, Matt Sullivan: Aye

Aye: 6, Nay: 0

2.4.1. Approval of Previous Minutes

2.4.2. Approval of Treasurer's Report

2.4.3. Approval of School Activity Fund Report

2.4.4. Approval of Revenue Budget Report

2.4.5. Approval of Expense Budget Report

2.5. Approval of Previous Months Claims

Motion to approve General Fund claims for October 2020 in the amount of \$570,306.88 carried with a motion by Luke Meyers and a second by Brad Biltoft.

Matt Bargaen: Aye, Brad Biltoft: Aye, Jason Jensen: Aye, Peggy Meyer: Aye, Luke Meyers: Aye, Matt Sullivan: Aye

Aye: 6, Nay: 0

2.6. Speech Language Pathologist Contract

Motion to hire Casey Kenny as a part time Speech Language Pathologist carried with a motion by Matt Sullivan and a second by Peggy Meyer.

Matt Bargaen: Aye, Brad Biltoft: Aye, Jason Jensen: Aye, Peggy Meyer: Aye, Luke Meyers: Aye, Matt Sullivan: Aye

Aye: 6, Nay: 0

2.7. Addition of Bowling

Motion to add bowling as a sport for the 20-21 school year only and consider continuing to offer it for future years in the Spring of 2021 carried with a motion by Jason Jensen and a second by Brad Bilstoft.

Matt Bargaen: Aye, Brad Bilstoft: Aye, Jason Jensen: Aye, Peggy Meyer: Aye, Luke Meyers: Aye, Matt Sullivan: Aye

Aye: 6, Nay: 0

2.8. Scoreboard Approval

Motion to approve purchasing a video scoreboard from Daktronics carried with a motion by Jason Jensen and a second by Luke Meyers.

Matt Bargaen: Aye, Brad Bilstoft: Aye, Jason Jensen: Aye, Peggy Meyer: Aye, Luke Meyers: Aye, Matt Sullivan: Aye

Aye: 6, Nay: 0

Discussion had on purchase of scoreboard choices between Daktronics and Boost. Logan Christiancy shared information on Daktronics and Boost. Committee is exploring the possibility of local businesses helping with funding through sponsored donations. Daktronics package comes with Video Production curriculum. Committee recommends Daktronics.

3. Correspondence

In-person NASB conference was cancelled today-participation will be virtual only. Mr. Kobza reviewed order on virtual board meetings.

4. Discussion Items

4.1. Principals' Reports

Mr. Hoins reported on annual fire prevention week, PBiS 1st Quarter Recognition and SIS Math Sessions.

Mr. Cook reported on Veteran's Day Activities, FBLA blood drive, MAPS testing started today and upcoming activities.

Mrs. Fierstein reported on status of virtual students and what is required through Special Education.

4.2. Superintendent's Report

Mr. Kobza reported on requirements of evaluation and also gave updates on Covid.

4.2.1. Superintendent Evaluation

4.3. Report from Board Committees

Negotiations committee met last week. Committee on American Civics met tonight.

5. Items for Next Board Meeting

Early Retirement Incentive, Acceptance of Audit, Superintendent Evaluation, Daktronics, Power Room, Rise Room

6. Executive Session

Motion to enter into executive session to discuss a potential real estate purchase and the terms of any purchase agreement and to give negotiating guidance to the superintendent and board president because it is in the public interest to do so at 9:19 p.m carried with a motion by Peggy Meyer and a second by Matt Sullivan.

Matt Bargaen: Aye, Brad Biltoft: Aye, Jason Jensen: Aye, Peggy Meyer: Aye, Matt Sullivan: Aye
Aye: 5, Nay: 0

7. Reconvene to Regular Session

Motion to reconvene to regular session at 9:45 p.m. carried with a motion by Peggy Meyer and a second by Jason Jensen.

Matt Bargaen: Aye, Brad Biltoft: Aye, Jason Jensen: Aye, Peggy Meyer: Aye, Matt Sullivan: Aye
Aye: 5, Nay: 0

8. Adjournment

Meeting adjourned at 9:46 p.m. by M Sullivan.

Superior Public Schools

November 2020 Cash Summary Report

| Fund | Description | Beginning Balance | Revenue | Expenditure | Ending Balance |
|------------------|-----------------------|--------------------------|---------------------|-----------------------|-----------------------|
| 01 | General Fund | \$2,197,110.57 | \$318,877.70 | (\$570,306.88) | \$1,945,681.39 |
| 02 | Depreciation Fund | \$698,756.43 | \$118.69 | \$0.00 | \$698,875.12 |
| 03 | Employee Benefit Fund | \$55,561.27 | \$2.28 | \$0.00 | \$55,563.55 |
| 06 | School Nutrition Fund | \$46,259.75 | \$23,302.00 | (\$28,852.25) | \$40,709.50 |
| 07 | Bond Fund | \$660,353.70 | \$11,593.01 | \$0.00 | \$671,946.71 |
| 08 | Special Building Fund | \$254,144.54 | \$14,954.07 | \$0.00 | \$269,098.61 |
| 09 | QCPUF Fund | \$423.67 | \$14.52 | \$0.00 | \$438.19 |
| Sub Total | | \$3,912,609.93 | \$368,862.27 | (\$599,159.13) | \$3,682,313.07 |

November 2020

Bills

| | | |
|---|----|-----------|
| Original List | \$ | 74,423.99 |
| Voided Expenditure Checks | \$ | - |
| Receipts Posted to Expenditure Accounts | \$ | - |
| Total | \$ | 74,423.99 |

Additions

| | | |
|-----------------|----|---|
| NONE | \$ | - |
| | \$ | - |
| | \$ | - |
| Total Additions | \$ | - |

Total Bills \$ 74,423.99

Payroll & Benefits

| | | |
|-----------------------|----|------------|
| Original Total | \$ | 495,882.89 |
| Additions/Corrections | \$ | - |
| Total | \$ | 495,882.89 |

Total Payroll & Benefits \$ 495,882.89

November Expenditure Adjusted Grand Total \$ 570,306.88

GENERAL FUND RECAP - November 2020

| | | |
|------------------------------|----|--------------|
| Beginning Balance 10-31-2020 | \$ | 2,197,110.57 |
| Receipts | \$ | 318,877.70 |
| Expenditures | \$ | 570,306.88 |
| Ending Balance 11-30-2020 | \$ | 1,945,681.39 |

DEPRECIATION FUND **F&M Bank**

| | |
|---------------------------|-------------------|
| Beg Balance 10/31/2020 | \$698,756.43 |
| Receipts | \$118.69 interest |
| Disbursements | \$0.00 |
| Ending Balance 11/30/2020 | \$698,875.12 |

QUALIFIED CAPITAL PURPOSE FUND

| | |
|---------------------------|--|
| | F&M Bank |
| Beg Balance 10/31/2020 | \$423.67 |
| Receipts | \$14.52 County Proceeds \$0.00 interest |
| Disbursements | \$0.00 |
| Ending Balance 11/30/2020 | \$438.19 |

BOND FUND

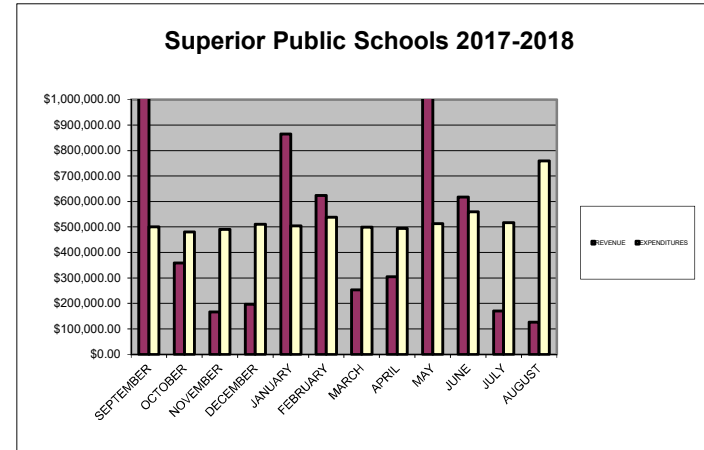
| | |
|---------------------------|--|
| | Horizon Bank |
| Beg Balance 10/31/2020 | \$660,353.70 |
| Receipts | \$11,373.54 County Proceeds \$219.47 interest |
| Disbursements | \$0.00 |
| Ending Balance 11/30/2020 | \$671,946.71 |

SPECIAL BUILDING FUND

| | |
|---------------------------|---|
| | F&M Bank |
| Beg Balance 10/31/2020 | \$254,144.54 |
| Receipts | \$14,907.93 County Proceeds \$46.14 interest |
| Disbursements | \$0.00 |
| Ending Balance 11/30/2020 | \$269,098.61 |

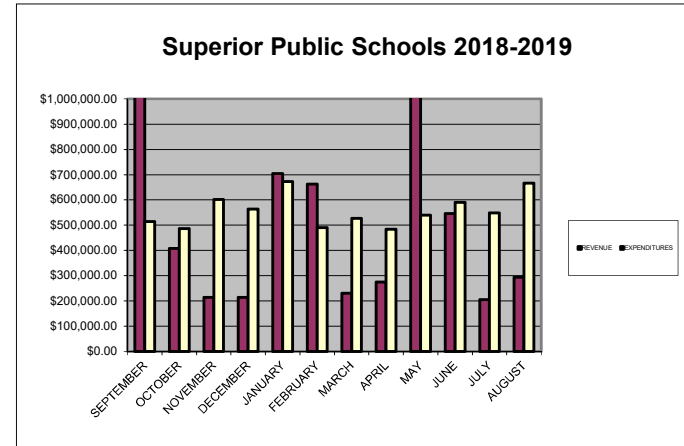
**SUPERIOR PUBLIC SCHOOL DISTRICT 65-0011
GENERAL FUND
2017-2018 FISCAL YEAR**

| | BEG. BAL. | REVENUE | EXPENDITURES | END BALANCE |
|-----------|----------------|----------------|--------------|----------------|
| SEPTEMBER | \$2,181,030.30 | \$1,119,270.98 | \$500,244.63 | \$2,800,056.65 |
| OCTOBER | \$2,800,056.65 | \$358,893.97 | \$480,605.17 | \$2,678,345.45 |
| NOVEMBER | \$2,678,345.45 | \$166,344.93 | \$490,951.08 | \$2,353,739.30 |
| DECEMBER | \$2,353,739.30 | \$197,119.16 | \$510,728.63 | \$2,040,129.83 |
| JANUARY | \$2,040,129.83 | \$864,513.40 | \$503,624.37 | \$2,401,018.86 |
| FEBRUARY | \$2,401,018.86 | \$623,163.35 | \$538,072.19 | \$2,486,110.02 |
| MARCH | \$2,486,110.02 | \$253,219.56 | \$499,068.01 | \$2,240,261.57 |
| APRIL | \$2,240,261.57 | \$303,981.81 | \$494,240.72 | \$2,050,002.66 |
| MAY | \$2,050,002.66 | \$1,596,500.95 | \$512,663.51 | \$3,133,840.10 |
| JUNE | \$3,133,840.10 | \$616,663.58 | \$558,894.01 | \$3,191,609.67 |
| JULY | \$3,191,609.67 | \$170,396.55 | \$516,223.32 | \$2,845,782.90 |
| AUGUST | \$2,845,782.90 | \$125,580.82 | \$759,715.85 | \$2,211,647.87 |



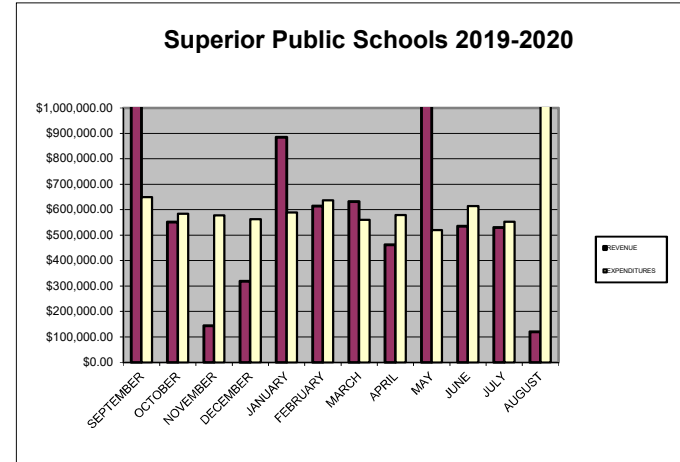
**SUPERIOR PUBLIC SCHOOL DISTRICT 65-0011
GENERAL FUND
2018-2019 FISCAL YEAR**

| | BEG. BAL. | REVENUE | EXPENDITURES | END BALANCE |
|-----------|----------------|----------------|--------------|----------------|
| SEPTEMBER | \$2,211,647.87 | \$1,179,294.60 | \$514,619.07 | \$2,876,323.40 |
| OCTOBER | \$2,876,323.40 | \$408,247.35 | \$486,399.08 | \$2,798,171.67 |
| NOVEMBER | \$2,798,171.67 | \$214,450.66 | \$601,826.77 | \$2,410,795.56 |
| DECEMBER | \$2,410,795.56 | \$214,513.74 | \$563,437.36 | \$2,061,871.94 |
| JANUARY | \$2,061,871.94 | \$704,774.93 | \$673,228.58 | \$2,093,418.29 |
| FEBRUARY | \$2,093,418.29 | \$663,288.73 | \$490,225.81 | \$2,266,481.21 |
| MARCH | \$2,266,481.21 | \$230,221.70 | \$526,622.90 | \$1,970,080.01 |
| APRIL | \$1,970,080.01 | \$275,606.87 | \$483,913.91 | \$1,761,772.97 |
| MAY | \$1,761,772.97 | \$1,618,621.40 | \$539,819.49 | \$2,840,574.88 |
| JUNE | \$2,840,574.88 | \$546,574.89 | \$590,013.02 | \$2,797,136.75 |
| JULY | \$2,797,136.75 | \$204,807.75 | \$548,279.53 | \$2,453,664.97 |
| AUGUST | \$2,453,664.97 | \$294,025.51 | \$666,084.59 | \$2,081,605.89 |



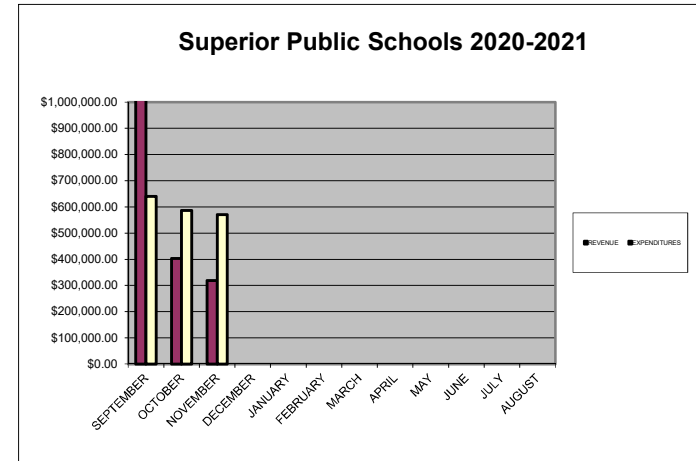
**SUPERIOR PUBLIC SCHOOL DISTRICT 65-0011
GENERAL FUND
2019-2020 FISCAL YEAR**

| | BEG. BAL. | REVENUE | EXPENDITURES | END BALANCE |
|-----------|----------------|----------------|----------------|----------------|
| SEPTEMBER | \$2,081,605.89 | \$1,140,743.32 | \$649,859.92 | \$2,572,489.29 |
| OCTOBER | \$2,572,489.29 | \$551,559.00 | \$584,510.28 | \$2,539,538.01 |
| NOVEMBER | \$2,539,538.01 | \$143,851.40 | \$577,781.45 | \$2,105,607.96 |
| DECEMBER | \$2,105,607.96 | \$318,249.77 | \$563,042.07 | \$1,860,815.66 |
| JANUARY | \$1,860,815.66 | \$885,052.02 | \$589,545.70 | \$2,156,321.98 |
| FEBRUARY | \$2,156,321.98 | \$614,680.36 | \$636,514.66 | \$2,134,487.68 |
| MARCH | \$2,134,487.68 | \$632,297.03 | \$560,310.40 | \$2,206,474.31 |
| APRIL | \$2,206,474.31 | \$462,013.82 | \$579,090.64 | \$2,089,397.49 |
| MAY | \$2,089,397.49 | \$1,271,335.81 | \$520,376.23 | \$2,840,357.07 |
| JUNE | \$2,840,357.07 | \$535,382.77 | \$614,054.80 | \$2,761,685.04 |
| JULY | \$2,761,685.04 | \$529,969.38 | \$552,830.43 | \$2,738,823.99 |
| AUGUST | \$2,738,823.99 | \$119,254.29 | \$1,107,848.56 | \$1,750,229.72 |



**SUPERIOR PUBLIC SCHOOL DISTRICT 65-0011
GENERAL FUND
2020-2021 FISCAL YEAR**

| | BEG. BAL. | REVENUE | EXPENDITURES | END BALANCE |
|-----------|----------------|----------------|--------------|----------------|
| SEPTEMBER | \$1,750,229.72 | \$1,270,816.74 | \$640,026.23 | \$2,381,020.23 |
| OCTOBER | \$2,381,020.23 | \$402,654.95 | \$586,564.61 | \$2,197,110.57 |
| NOVEMBER | \$2,197,110.57 | \$318,877.70 | \$570,306.88 | \$1,945,681.39 |
| DECEMBER | | | | |
| JANUARY | | | | |
| FEBRUARY | | | | |
| MARCH | | | | |
| APRIL | | | | |
| MAY | | | | |
| JUNE | | | | |
| JULY | | | | |
| AUGUST | | | | |



Current Cash Balance

Sorted by Site ID, Reporting ID, Activity ID.
From 11/01/2020 to 11/30/2020.

| Site ID | Site Name | Rep ID | Reporting ID Name | Beginning Cash | Receipts | Disbursements | Adjustments | Cash Balance |
|-------------|-------------------------|--------|-------------------|----------------|----------|---------------|-------------|--------------|
| Activity ID | Activity Name | | | | | | | |
| SPS | Superior Public Schools | | | | | | | |
| 100 | Athletics | | | 12,682.36 | 1,600.26 | 2,750.23 | -300.00 | 11,232.39 |
| 110 | Boys' Basketball | | | 1,027.42 | 1,180.00 | 1,120.54 | 0.00 | 1,086.88 |
| 115 | Cross Country | | | 185.93 | 350.00 | 0.00 | 0.00 | 535.93 |
| 120 | Girls' Basketball | | | 3,203.41 | 0.00 | 443.76 | 0.00 | 2,759.65 |
| 125 | Boys' Golf | | | 657.46 | 0.00 | 0.00 | 0.00 | 657.46 |
| 130 | Football | | | 3,550.08 | 0.00 | 0.00 | 0.00 | 3,550.08 |
| 135 | JH Football | | | 8.50 | 0.00 | 0.00 | 0.00 | 8.50 |
| 140 | JH Volleyball | | | 460.11 | 0.00 | 0.00 | 0.00 | 460.11 |
| 145 | JH Girls Basketball | | | 97.86 | 0.00 | 0.00 | 0.00 | 97.86 |
| 150 | Girls' Golf | | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 170 | Volleyball | | | 4,950.85 | 0.00 | 44.99 | 300.00 | 5,205.86 |
| 180 | Wrestling | | | 3,093.66 | 0.00 | 2,853.03 | 0.00 | 240.63 |
| 190 | Track | | | 204.32 | 0.00 | 0.00 | 0.00 | 204.32 |
| 300 | Archery | | | 1,098.37 | 0.00 | 0.00 | 0.00 | 1,098.37 |
| 305 | Art Club | | | 173.52 | 30.00 | 0.00 | 0.00 | 203.52 |
| 320 | Community Service Club | | | 1,585.43 | 411.00 | 341.06 | 0.00 | 1,655.37 |
| 325 | Drama | | | 322.07 | 0.00 | 52.28 | 0.00 | 269.79 |
| 335 | FBLA | | | 3,061.55 | 265.50 | 40.66 | 0.00 | 3,286.39 |
| 345 | FFA | | | 14,264.47 | 1,084.75 | 1,151.19 | 0.00 | 14,198.03 |
| 350 | Foreign Language | | | 1,766.19 | 0.00 | 0.00 | 0.00 | 1,766.19 |
| 355 | S Club | | | 347.13 | 0.00 | 0.00 | 0.00 | 347.13 |
| 360 | Speech | | | 909.07 | 0.00 | 0.00 | 0.00 | 909.07 |
| 365 | Student Council | | | 8,060.86 | 0.00 | 233.90 | 0.00 | 7,826.96 |
| 370 | Drill Team | | | 1,411.63 | 0.00 | 0.00 | 0.00 | 1,411.63 |
| 500 | Elementary K-6 | | | 12,113.41 | 336.00 | 482.43 | 0.00 | 11,966.98 |
| 505 | Jr. High 7-8 | | | 869.65 | 0.00 | 0.00 | 0.00 | 869.65 |
| 510 | Secondary | | | 2,510.78 | 45.00 | 116.29 | 0.00 | 2,439.49 |
| 511 | Secondary PBIS | | | 574.22 | 0.00 | 16.47 | 0.00 | 557.75 |
| 519 | Class of 2019 | | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 520 | Class of 2020 | | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 521 | Class of 2021 | | | 5,444.46 | 0.00 | 1,056.00 | 0.00 | 4,388.46 |
| 522 | Class of 2022 | | | 4,425.94 | 200.00 | 0.00 | 0.00 | 4,625.94 |
| 523 | Class of 2023 | | | 2,752.08 | 0.00 | 0.00 | 0.00 | 2,752.08 |
| 524 | Class of 2024 | | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 610 | Ag Ed | | | 56.94 | 0.00 | 0.00 | 0.00 | 56.94 |
| 615 | Ag Trip | | | 395.65 | 0.00 | 0.00 | 0.00 | 395.65 |
| 620 | Art Fund | | | 2,797.33 | 0.00 | 0.00 | 0.00 | 2,797.33 |
| 630 | Music | | | 21,648.94 | 1,212.34 | 566.45 | 0.00 | 22,294.83 |
| 640 | Flashlight | | | 12,011.94 | 0.00 | 166.20 | 0.00 | 11,845.74 |
| 650 | Greenhouse | | | 104.70 | 0.00 | 39.98 | 0.00 | 64.72 |
| 660 | Industrial Arts | | | 4,027.16 | 0.00 | 0.00 | 0.00 | 4,027.16 |
| 670 | Student Purchases | | | 0.00 | 85.00 | 0.00 | 0.00 | 85.00 |
| 690 | Yearbook | | | 2,242.24 | 2,759.00 | 0.00 | 0.00 | 5,001.24 |

Current Cash Balance

Sorted by Site ID, Reporting ID, Activity ID.
From 11/01/2020 to 11/30/2020.

| Site ID | Site Name | | | | | |
|-----------------------|--------------------|--------------------------|-------------------------|-------------------------|--------------------|--------------------------|
| Rep ID | Reporting ID Name | | | | | |
| Activity ID | Activity Name | Beginning Cash | Receipts | Disbursements | Adjustments | Cash Balance |
| 800 | Backpack Program | 10,918.16 | 500.00 | 0.00 | 0.00 | 11,418.16 |
| 805 | EPOCH | 519.10 | 0.00 | 0.00 | 0.00 | 519.10 |
| 810 | Flower Fund | 576.29 | 0.00 | 0.00 | 0.00 | 576.29 |
| 820 | Alumni Board | 261.49 | 0.00 | 0.00 | 0.00 | 261.49 |
| 830 | Library Fund | 293.37 | 0.00 | 0.00 | 0.00 | 293.37 |
| 850 | Weight Room | 144.85 | 0.00 | 0.00 | 0.00 | 144.85 |
| 860 | Teachers' Workroom | 1,287.78 | 59.20 | 96.25 | 0.00 | 1,250.73 |
| 870 | Therapy Dog | 516.45 | 0.00 | 0.00 | 0.00 | 516.45 |
| 880 | Wildcat Food | 3,368.37 | 278.31 | 0.00 | 0.00 | 3,646.68 |
| 890 | Wellness Grant | 1,135.28 | 540.00 | 78.00 | 0.00 | 1,597.28 |
| 990 | Interest | 1,977.45 | 11.55 | 0.00 | 0.00 | 1,989.00 |
| Totals: | | <u>156,096.28</u> | <u>10,947.91</u> | <u>11,649.71</u> | <u>0.00</u> | <u>155,394.48</u> |
| SPS Totals: | | <u>156,096.28</u> | <u>10,947.91</u> | <u>11,649.71</u> | <u>0.00</u> | <u>155,394.48</u> |
| Report Totals: | | <u><u>156,096.28</u></u> | <u><u>10,947.91</u></u> | <u><u>11,649.71</u></u> | <u><u>0.00</u></u> | <u><u>155,394.48</u></u> |

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2020 to 11/30/2020.

| Activity ID Site ID Check # Status | Activity Name Site Name Issue Date Status Date | Vendor Name PO Number | 1099? | Invoice Number | Approved by Description | Amount |
|---|---|---------------------------|-------|----------------|--|---------|
| 100 | Athletics | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033390 Cleared | 11/05/2020 11/30/2020 | BSN Sports | No | 910294968 | Kim Williams footballs, basketball nets, rake | 363.72 |
| 033391 Cleared | 11/05/2020 11/30/2020 | Chase Morris | No | 11072020 | Kim Williams JHWR official | 125.00 |
| 033392 Void | 11/05/2020 11/13/2020 | Daniel Allgood | No | 11072020 | Kim Williams JHWR official | 125.00 |
| 033392 Void | 11/05/2020 11/13/2020 | Daniel Allgood | No | 11072020 | Kim Williams JHWR official | -125.00 |
| 033393 Cleared | 11/05/2020 11/30/2020 | Diller-Odell High School | No | 10312020 | Kim Williams Striv-District VB Finals | 50.00 |
| 033395 Cleared | 11/05/2020 11/30/2020 | Luke Chadwell | No | 1177948 | Kim Williams coach's jacket | 35.00 |
| 033396 Cleared | 11/05/2020 11/30/2020 | Main Street Floral | No | 071179/1 | Kim Williams Parents' night flowers | 51.75 |
| 033402 Cleared | 11/05/2020 11/30/2020 | Trent Tietjen | No | 11072020 | Kim Williams JHWR official | 125.00 |
| 033403 Cleared | 11/05/2020 11/30/2020 | U.S. Bank | No | WS42245 | Kim Williams WR coaches' gear | 342.00 |
| 033407 Cleared | 11/13/2020 11/30/2020 | Beloit High School | No | 10012020 | Kim Williams XC meet entry fee | 60.00 |
| 033408 Cleared | 11/13/2020 11/30/2020 | Hastings Catholic Schools | No | 09292020 | Kim Williams VB invite entry fee | 60.00 |
| 033409 Cleared | 11/13/2020 11/30/2020 | Ryan Butler | No | 1183587 | Kim Williams coach's jacket | 35.00 |
| 033412 Cleared | 11/13/2020 11/30/2020 | Wildcat Food | No | 10192020 | Kim Williams worker drinks, coach tickets | 27.00 |
| 033412 Cleared | 11/13/2020 11/30/2020 | Wildcat Food | No | 10232020 | Kim Williams parents night drink tickets | 16.00 |
| 033412 Cleared | 11/13/2020 11/30/2020 | Wildcat Food | No | 11072020 | Kim Williams event workers meals JHWR 11/7/20 | 65.00 |
| 033413 Cleared | 11/19/2020 11/30/2020 | Jim Peterson | Yes | 11192020 | Kim Williams JHGGB official | 75.00 |
| 033414 Cleared | 11/19/2020 11/30/2020 | Josh Peterson | No | 11192020 | Kim Williams JHGGB official | 75.00 |

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2020 to 11/30/2020.

| Activity ID Site ID Check # Status | Activity Name Site Name Issue Date Status Date | Vendor Name PO Number | 1099? | Invoice Number | Approved by Description | Amount |
|---|---|--------------------------|-------|--------------------|---|----------|
| <hr/> 100 Athletics <hr/> | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033415 Cleared | 11/19/2020 11/30/2020 | Lou's Sporting Goods | No | APQ740022- AX03 | Kim Williams FB jerseys | 1,244.76 |
| Total for SPS - Superior Public Schools: | | | | | | 2,750.23 |
| Total for 100 - Athletics: | | | | | | 2,750.23 |
| <hr/> 110 Boys' Basketball <hr/> | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033419 Printed | 11/30/2020 11/30/2020 | Victory Too | No | 54065 | Kim Williams Boys BB team shirts | 1,120.54 |
| <hr/> 120 Girls' Basketball <hr/> | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033419 Printed | 11/30/2020 11/30/2020 | Victory Too | No | 54067 | Kim Williams Girls BB Middle School warm ups | 443.76 |
| <hr/> 170 Volleyball <hr/> | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033405 Cleared | 11/05/2020 11/30/2020 | Kelsea Blevins | No | 10312020 | Kim Williams Substate VB snack | 44.99 |
| <hr/> 180 Wrestling <hr/> | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033403 Cleared | 11/05/2020 11/30/2020 | U.S. Bank | No | 100720 | Kim Williams Wrestling gear packages | 2,853.03 |
| <hr/> 320 Community Service Club <hr/> | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033398 Cleared | 11/05/2020 11/30/2020 | Linpepco-Hastings | No | Oct 20 69494 | Kim Williams machine drinks | 341.06 |

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2020 to 11/30/2020.

| Activity ID Site ID Check # Status | Activity Name Site Name Issue Date Status Date | Vendor Name PO Number | 1099? | Invoice Number | Approved by Description | Amount |
|---|---|--------------------------|-------|----------------|--|----------|
| <hr/> 325 Drama <hr/> | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033389 Cleared | 11/05/2020 11/30/2020 | Amazon Capital Services | No | 1YQL-LK7G-43GR | Kim Williams One Act supplies | 52.28 |
| <hr/> 335 FBLA <hr/> | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033403 Cleared | 11/05/2020 11/30/2020 | U.S. Bank | No | 214009 | Kim Williams FLC meal | 40.66 |
| <hr/> 345 FFA <hr/> | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033394 Cleared | 11/05/2020 11/30/2020 | Ideal Market | No | Oct 20 1232 | Kim Williams food, drincks | 46.09 |
| 033400 Cleared | 11/05/2020 11/30/2020 | Superior Motor Parts | No | 370200 | Kim Williams studs for recycling trailer wheels | 25.10 |
| 033416 Cleared | 11/19/2020 11/30/2020 | Nebraska FFA Association | No | 613161 | Kim Williams FFA member dues | 1,080.00 |
| Total for SPS - Superior Public Schools: | | | | | | 1,151.19 |
| Total for 345 - FFA: | | | | | | 1,151.19 |
| <hr/> 365 Student Council <hr/> | | | | | | |
| SPS | Superior Public Schools | | | | | |
| 033249 Void | 07/20/2020 11/13/2020 | Angie Gardner | No | 2020 | Kim Williams LAUNCH reimbursement | -375.00 |
| 033394 Cleared | 11/05/2020 11/30/2020 | Ideal Market | No | Oct 20 1474 | Kim Williams Staff birthday project supplies | 27.25 |
| 033398 Cleared | 11/05/2020 11/30/2020 | Linpepco-Hastings | No | Oct 20 60601 | Kim Williams machine drinks | 206.65 |
| 033406 Printed | 11/13/2020 11/13/2020 | Angie Gardner | No | 2020-replace | Kim Williams Replace lost check LAUNCH refund | 375.00 |
| Total for SPS - Superior Public Schools: | | | | | | 233.90 |
| Total for 365 - Student Council: | | | | | | 233.90 |

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2020 to 11/30/2020.

| Activity ID Site ID Check # Status | Activity Name Site Name Issue Date Status Date | Vendor Name PO Number | 1099? | Invoice Number | Approved by Description | Amount |
|---|---|---------------------------|-------|--------------------|---|----------|
| 500 Elementary K-6 | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 033394 Cleared | 11/05/2020 11/30/2020 | Ideal Market | No | Oct 20 1227 | Kim Williams cookies | 105.00 |
| 033394 Cleared | 11/05/2020 11/30/2020 | Ideal Market | No | Oct 2020 1227 | Kim Williams plates, water | 20.55 |
| 033403 Cleared | 11/05/2020 11/30/2020 | U.S. Bank | No | 98788 | Kim Williams Grade 3 Dictionaries | 336.00 |
| 033410 Cleared | 11/13/2020 11/30/2020 | Sam's Club/Synchrony Bank | No | 001251 | Kim Williams Fall Harvest party supplies | 20.88 |
| Total for SPS - Superior Public Schools: | | | | | | 482.43 |
| Total for 500 - Elementary K-6: | | | | | | 482.43 |
| 510 Secondary | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 033389 Cleared | 11/05/2020 11/30/2020 | Amazon Capital Services | No | 16VC-YRXW- L636 | Kim Williams replacement chargers | 116.29 |
| 511 Secondary PBiS | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 033394 Cleared | 11/05/2020 11/30/2020 | Ideal Market | No | Oct 20 1226 | Kim Williams PBiS incentives | 16.47 |
| 521 Class of 2021 | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 033420 Cleared | 11/30/2020 11/30/2020 | Yearbook Activity Account | No | 2020-21 | Kim Williams 24 yearbooks for Senior Class | 1,056.00 |

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2020 to 11/30/2020.

| Activity ID Site ID Check # Status | Activity Name Site Name Issue Date Status Date | Vendor Name PO Number | 1099? | Invoice Number | Approved by Description | Amount |
|---|---|------------------------------|-------|----------------|---|--------|
| 630 Music | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 033399 Cleared | 11/05/2020 11/30/2020 | Superior Ace Hardware | No | 210008/1 | Kim Williams concert supplies | 31.96 |
| 033404 Cleared | 11/05/2020 11/30/2020 | Yandas Music & Pro Audio | No | 492691 | Kim Williams instrument repair | 38.00 |
| 033417 Cleared | 11/19/2020 11/30/2020 | Yandas Music & Pro Audio | No | 495274 | Kim Williams trumpet repair | 38.00 |
| 033417 Cleared | 11/19/2020 11/30/2020 | Yandas Music & Pro Audio | No | 495273 | Kim Williams Electric Bass repair | 43.49 |
| 033418 Printed | 11/30/2020 11/30/2020 | Taylor Anderson Designs | Yes | 2043 | Kim Williams Music posters | 415.00 |
| Total for SPS - Superior Public Schools: | | | | | | 566.45 |
| Total for 630 - Music: | | | | | | 566.45 |
| 640 Flashlight | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 033397 Cleared | 11/05/2020 11/30/2020 | Melissa Schuster | No | Sept-Nov 2020 | Kim Williams Postage for Journalism projects | 26.20 |
| 033401 Cleared | 11/05/2020 11/30/2020 | Superior Publishing Co., Inc | No | 10282020 | Kim Williams Oct 2020 Flashlights | 140.00 |
| Total for SPS - Superior Public Schools: | | | | | | 166.20 |
| Total for 640 - Flashlight: | | | | | | 166.20 |
| 650 Greenhouse | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 033399 Cleared | 11/05/2020 11/30/2020 | Superior Ace Hardware | No | 209855 | Kim Williams tarps | 39.98 |
| 860 Teachers' Workroom | | | | | | |
| SPS Superior Public Schools | | | | | | |
| 033398 Cleared | 11/05/2020 11/30/2020 | Linpepco-Hastings | No | Oct 20 61105 | Kim Williams Oct 20 61105 | 96.25 |

Check Detail

Sorted by Activity ID, Site ID.
From 11/01/2020 to 11/30/2020.

| Activity ID | Activity Name | Site ID | Site Name | Check # | Issue Date | Vendor Name | Approved by | Status | Status Date | PO Number | 1099? | Invoice Number | Description | Amount |
|-------------|---------------|---------|-----------|---------|------------|-------------|-------------|--------|-------------|-----------|-------|----------------|-------------|--------|
|-------------|---------------|---------|-----------|---------|------------|-------------|-------------|--------|-------------|-----------|-------|----------------|-------------|--------|

| | | | | | | | | | | | | | | |
|-----|----------------|--|--|--|--|--|--|--|--|--|--|--|--|--|
| 890 | Wellness Grant | | | | | | | | | | | | | |
|-----|----------------|--|--|--|--|--|--|--|--|--|--|--|--|--|

| | | | | | | | | | | | | | | |
|-----|-------------------------|--|--|--|--|--|--|--|--|--|--|--|--|--|
| SPS | Superior Public Schools | | | | | | | | | | | | | |
|-----|-------------------------|--|--|--|--|--|--|--|--|--|--|--|--|--|

| | | | | | | | | | | | | | | |
|---------|------------|-----------------|----|---------|--|----------------|--|--|--|--|--|--|--|-------|
| 033411 | 11/13/2020 | Tricia Kuhlmann | | | | Kim Williams | | | | | | | | |
| Cleared | 11/30/2020 | | No | 8717266 | | Healthy snacks | | | | | | | | 78.00 |

Grand Total : 11,649.71

Superior Public Schools

November 2020 Revenue Budget Report

| Superior Public Schools | Description | Nov 2020 Receipts | 2020-2021 Budget | Actual (YTD) | Available (YTD) | % of Budget Received |
|--|-------------------------------------|-----------------------|-------------------------|-------------------------|-------------------------|----------------------|
| 01-1-01100-000-000 | Local Property Taxes | (\$100,459.63) | (\$4,483,845.00) | (\$1,428,122.86) | (\$3,055,722.14) | 31.85 |
| 01-1-01115-000-000 | Carline Tax | \$0.00 | (\$4,500.00) | (\$1,027.73) | (\$3,472.27) | 22.83 |
| 01-1-01120-000-000 | Pub Power 5% Gross | \$0.00 | (\$7,200.00) | \$0.00 | (\$7,200.00) | 0.00 |
| 01-1-01125-000-000 | Motor Vehicle Taxes | (\$16,220.74) | (\$240,000.00) | (\$49,621.24) | (\$190,378.76) | 20.67 |
| 01-1-01140-000-000 | Pen/Int on Delinquent Taxes | (\$3,833.51) | \$0.00 | (\$5,514.93) | \$5,514.93 | 0.00 |
| 01-1-01311-000-000 | Tuition - Indiv Reg Ed | \$0.00 | (\$4,000.00) | \$0.00 | (\$4,000.00) | 0.00 |
| 01-1-01331-000-000 | Tuition Otr Dist Reg Ed | \$0.00 | (\$50,000.00) | \$0.00 | (\$50,000.00) | 0.00 |
| 01-1-01423-000-000 | Trans-Oth Dist SPED | \$0.00 | (\$2,500.00) | \$0.00 | (\$2,500.00) | 0.00 |
| 01-1-01510-000-000 | Interest | (\$603.07) | (\$18,000.00) | (\$2,252.60) | (\$15,747.40) | 12.51 |
| 01-1-01911-000-000 | Local License Fees | (\$300.00) | (\$2,000.00) | (\$2,460.00) | \$460.00 | 123.00 |
| 01-1-01980-000-000 | Refund of Prior Year's Expenditures | \$0.00 | \$0.00 | (\$2,517.50) | \$2,517.50 | 0.00 |
| 01-1-01990-000-000 | Other Local Receipts | (\$14,651.00) | (\$5,000.00) | (\$14,651.00) | \$9,651.00 | 293.02 |
| 01-1-02110-000-000 | Co Fines & License Fees | (\$1,758.91) | (\$22,000.00) | (\$5,067.78) | (\$16,932.22) | 23.03 |
| 01-1-02210-000-000 | ESU Receipts | \$0.00 | (\$3,400.00) | \$0.00 | (\$3,400.00) | 0.00 |
| 01-1-03110-000-000 | State Aid | (\$84,133.00) | (\$832,763.00) | (\$252,399.00) | (\$580,364.00) | 30.30 |
| 01-1-03120-000-000 | Sped - School Age | \$0.00 | (\$400,000.00) | \$0.00 | (\$400,000.00) | 0.00 |
| 01-1-03125-000-000 | Sped Transport - SA | \$0.00 | (\$22,000.00) | \$0.00 | (\$22,000.00) | 0.00 |
| 01-1-03180-000-000 | Pro-Rate Motor Vehicle | \$0.00 | (\$9,500.00) | (\$1,273.52) | (\$8,226.48) | 13.40 |
| 01-1-03400-000-000 | State Apportionment | \$0.00 | (\$55,000.00) | \$0.00 | (\$55,000.00) | 0.00 |
| 01-1-03512-000-000 | Distance Ed Incentive | \$0.00 | (\$5,500.00) | \$0.00 | (\$5,500.00) | 0.00 |
| 01-1-03535-000-000 | High Ability Learners | (\$4.00) | (\$4,500.00) | (\$4,945.00) | \$445.00 | 109.88 |
| 01-1-03990-000-000 | Other State Receipts | \$0.00 | (\$1,000.00) | \$0.00 | (\$1,000.00) | 0.00 |
| 01-1-04310-000-000 | REAP | \$0.00 | (\$15,000.00) | (\$27,220.39) | \$12,220.39 | 181.46 |
| 01-1-04505-000-000 | Title I | \$0.00 | (\$55,000.00) | \$0.00 | (\$55,000.00) | 0.00 |
| 01-1-04509-000-000 | Title II A | \$0.00 | (\$15,000.00) | \$0.00 | (\$15,000.00) | 0.00 |
| 01-1-04516-000-000 | IDEA Presc (619) Base, E/P | \$0.00 | (\$4,000.00) | \$0.00 | (\$4,000.00) | 0.00 |
| 01-1-04518-000-000 | IDEA Part B (611) Base, E/P | \$0.00 | \$0.00 | (\$98,362.00) | \$98,362.00 | 0.00 |
| 01-1-04519-000-000 | IDEA E/Poverty | \$0.00 | (\$96,000.00) | \$0.00 | (\$96,000.00) | 0.00 |
| 01-1-04525-000-000 | Fed Voc (Carl Perkins) | (\$2,645.00) | (\$5,000.00) | (\$2,645.00) | (\$2,355.00) | 52.90 |
| 01-1-04531-000-000 | Title IV, Part B, 21st Century | (\$6,121.00) | (\$5,000.00) | (\$6,121.00) | \$1,121.00 | 122.42 |
| 01-1-04708-000-000 | MIPS | (\$6,348.56) | (\$5,000.00) | (\$6,348.56) | \$1,348.56 | 126.97 |
| 01-1-04709-000-000 | MAAPS | (\$7,321.28) | (\$12,000.00) | (\$7,321.28) | (\$4,678.72) | 61.01 |
| 01-1-04996-000-000 | ESSER CARES | (\$74,478.00) | \$0.00 | (\$74,478.00) | \$74,478.00 | 0.00 |
| Subtotal 01 - General Fund | | (\$318,877.70) | (\$6,384,708.00) | (\$1,992,349.39) | (\$4,392,358.61) | 31.21 |
| 02-1-01510-000-000 | Interest | (\$118.69) | (\$1,500.00) | (\$321.24) | (\$1,178.76) | 21.41 |
| 02-1-05200-000-000 | Gen Fund Transfer | \$0.00 | (\$150,000.00) | \$0.00 | (\$150,000.00) | 0.00 |
| Subtotal 02 - Depreciation Fund | | (\$118.69) | (\$151,500.00) | (\$321.24) | (\$151,178.76) | 0.21 |

| | | | | | | |
|--|-----------------------------|-----------------------|-------------------------|-------------------------|-------------------------|--------------|
| 03-1-01510-000-000 | Interest On Account | (\$2.28) | (\$50.00) | (\$8.28) | (\$41.72) | 16.56 |
| Subtotal 03 - Employee Benefit Fund | | (\$2.28) | (\$50.00) | (\$8.28) | (\$41.72) | 16.56 |
| 06-1-01510-000-000 | Interest On Account | (\$1.72) | (\$25.00) | (\$5.88) | (\$19.12) | 23.52 |
| 06-1-01611-000-000 | Student Lunch | \$0.00 | (\$60,000.00) | (\$4,684.95) | (\$55,315.05) | 7.80 |
| 06-1-01612-000-000 | Student Breakfast | \$0.00 | (\$10,000.00) | (\$116.55) | (\$9,883.45) | 1.16 |
| 06-1-01620-000-000 | Extra Items (A La Carte) | (\$1,121.37) | (\$20,000.00) | (\$9,007.48) | (\$10,992.52) | 45.03 |
| 06-1-01630-000-000 | Special Function Sales | \$0.00 | \$0.00 | (\$83.42) | \$83.42 | 0.00 |
| 06-1-01990-000-000 | Other Local (Misc) | (\$23.93) | \$0.00 | (\$426.33) | \$426.33 | 0.00 |
| 06-1-03150-000-000 | State Lunch Reimb | \$0.00 | (\$1,500.00) | \$0.00 | (\$1,500.00) | 0.00 |
| 06-1-04210-000-000 | Federal Reimbursement | (\$22,154.98) | (\$135,000.00) | (\$56,778.48) | (\$78,221.52) | 42.05 |
| 06-1-05200-000-000 | General Fund Transfer | \$0.00 | (\$20,000.00) | \$0.00 | (\$20,000.00) | 0.00 |
| Subtotal 06 - School Nutrition Fund | | (\$23,302.00) | (\$246,525.00) | (\$71,103.09) | (\$175,421.91) | 28.84 |
| 07-1-01100-000-000 | Property Tax | (\$11,373.54) | (\$545,000.00) | (\$155,980.29) | (\$389,019.71) | 28.62 |
| 07-1-01115-000-000 | Carline Tax | \$0.00 | (\$350.00) | (\$111.86) | (\$238.14) | 31.96 |
| 07-1-01140-000-000 | Pen/Int on Delinquent Taxes | \$0.00 | (\$400.00) | (\$91.12) | (\$308.88) | 22.78 |
| 07-1-01510-000-000 | Interest | (\$219.47) | (\$5,000.00) | (\$565.84) | (\$4,434.16) | 11.31 |
| 07-1-03180-000-000 | Pro Rate MV | \$0.00 | (\$1,000.00) | (\$138.62) | (\$861.38) | 13.86 |
| Subtotal 07 - Bond Fund | | (\$11,593.01) | (\$551,750.00) | (\$156,887.73) | (\$394,862.27) | 28.43 |
| 08-1-01100-000-000 | Property Tax | (\$14,907.93) | (\$500,000.00) | (\$206,216.26) | (\$293,783.74) | 41.24 |
| 08-1-01115-000-000 | Carline Tax | \$0.00 | (\$450.00) | (\$148.02) | (\$301.98) | 32.89 |
| 08-1-01140-000-000 | Pen/Int on Delinquent Taxes | \$0.00 | \$0.00 | (\$120.36) | \$120.36 | 0.00 |
| 08-1-01510-000-000 | Interest | (\$46.14) | (\$750.00) | (\$116.06) | (\$633.94) | 15.47 |
| 08-1-03180-000-000 | Pro Rate MV | \$0.00 | \$0.00 | (\$183.41) | \$183.41 | 0.00 |
| Subtotal 08 - Special Building Fund | | (\$14,954.07) | (\$501,200.00) | (\$206,784.11) | (\$294,415.89) | 41.26 |
| 09-1-01100-000-000 | Property Tax | (\$14.52) | \$0.00 | (\$15.87) | \$15.87 | 0.00 |
| Subtotal 09 - QCPUF Fund | | (\$14.52) | \$0.00 | (\$15.87) | \$15.87 | 0.00 |
| Grand Total | | (\$368,862.27) | (\$7,835,733.00) | (\$2,427,469.71) | (\$5,408,263.29) | 30.98 |

Superior Public Schools

November 2020 Expense Budget Report

| FUND | FUNCTION | Nov 2020 Expenditures | 2020-2021 Budget | Actuals (YTD) | Available | % of Budget Spent |
|-------------------|---|-----------------------|------------------|---------------|----------------|-------------------|
| 01 - General Fund | 01100 - Regular Instruction | \$230,317.34 | \$3,238,100.00 | \$711,138.29 | \$2,526,961.71 | 21.96 |
| 01 - General Fund | 01125 - Regular Instructional Programs School Age (Flex-Spending) | \$0.00 | \$6,960.00 | \$0.00 | \$6,960.00 | 0.00 |
| 01 - General Fund | 01150 - Limited English Proficiency Programs | \$437.71 | \$5,900.00 | \$1,313.13 | \$4,586.87 | 22.26 |
| 01 - General Fund | 01160 - Poverty Programs | \$17,831.45 | \$218,100.00 | \$53,494.77 | \$164,605.23 | 24.53 |
| 01 - General Fund | 01200 - Special Education Instructional Programs - School Age | \$76,430.95 | \$1,098,650.00 | \$212,062.66 | \$886,587.34 | 19.30 |
| 01 - General Fund | 01291 - Special Education Instructional Programs - Ages 3-5 | \$13,383.68 | \$159,500.00 | \$39,247.85 | \$120,252.15 | 24.61 |
| 01 - General Fund | 01292 - Special Education Instructional Programs - Ages 0-2 | \$0.00 | \$56,850.00 | \$4,675.82 | \$52,174.18 | 8.22 |
| 01 - General Fund | 01300 - Summer School | \$0.00 | \$27,740.00 | \$480.13 | \$27,259.87 | 1.73 |
| 01 - General Fund | 01400 - Adult Education | \$0.00 | \$3,200.00 | \$0.00 | \$3,200.00 | 0.00 |
| 01 - General Fund | 02110 - Attendance and Social Work Services | \$0.00 | \$8,000.00 | \$0.00 | \$8,000.00 | 0.00 |
| 01 - General Fund | 02120 - Guidance Services | \$10,512.38 | \$120,286.00 | \$31,464.43 | \$88,821.57 | 26.16 |
| 01 - General Fund | 02130 - Health Services | \$282.68 | \$16,700.00 | \$3,263.62 | \$13,436.38 | 19.54 |
| 01 - General Fund | 02140 - Psychological Services | \$1,783.95 | \$15,000.00 | \$5,221.69 | \$9,778.31 | 34.81 |
| 01 - General Fund | 02141 - Psychological Services - SPED - School Age | \$0.00 | \$56,000.00 | \$157.83 | \$55,842.17 | 0.28 |
| 01 - General Fund | 02142 - Psychological Services - SPED - Ages 3-5 | \$0.00 | \$5,000.00 | \$906.86 | \$4,093.14 | 18.14 |
| 01 - General Fund | 02143 - Psychological Services - SPED - Ages 0-2 | \$0.00 | \$3,450.00 | \$0.00 | \$3,450.00 | 0.00 |
| 01 - General Fund | 02151 - Speech Pathology and Audiology Services - SPED - School Age | \$15,029.84 | \$196,250.00 | \$42,396.93 | \$153,853.07 | 21.60 |
| 01 - General Fund | 02152 - Speech Pathology and Audiology Services - SPED - Ages 3-5 | \$3,141.79 | \$22,300.00 | \$9,695.80 | \$12,604.20 | 43.48 |
| 01 - General Fund | 02153 - Speech Pathology and Audiology Services - SPED - Ages 0-2 | \$0.00 | \$10,000.00 | \$0.00 | \$10,000.00 | 0.00 |
| 01 - General Fund | 02161 - Occupational Therapy-Related Services - SPED - School Age | \$1,674.50 | \$21,000.00 | \$3,313.20 | \$17,686.80 | 15.78 |
| 01 - General Fund | 02162 - Occupational Therapy-Related Services - SPED - Ages 3-5 | \$563.75 | \$8,000.00 | \$861.80 | \$7,138.20 | 10.77 |
| 01 - General Fund | 02163 - Occupational Therapy-Related Services - SPED - Ages 0-2 | \$0.00 | \$4,000.00 | \$0.00 | \$4,000.00 | 0.00 |
| 01 - General Fund | 02171 - Physical Therapy-Related Services - SPED - School Age | \$485.75 | \$13,000.00 | \$1,691.75 | \$11,308.25 | 13.01 |
| 01 - General Fund | 02172 - Physical Therapy-Related Services - SPED - Ages 3-5 | \$100.50 | \$4,000.00 | \$469.00 | \$3,531.00 | 11.73 |
| 01 - General Fund | 02173 - Physical Therapy-Related Services - SPED - Ages 0-2 | \$100.50 | \$2,000.00 | \$217.75 | \$1,782.25 | 10.89 |
| 01 - General Fund | 02181 - Visually Impaired or Vision Services - SPED - School Age | \$0.00 | \$5,000.00 | \$0.00 | \$5,000.00 | 0.00 |
| 01 - General Fund | 02190 - Support Services - Student - Other | \$874.75 | \$30,100.00 | \$4,351.50 | \$25,748.50 | 14.46 |
| 01 - General Fund | 02212 - Instruction and Curriculum Development | \$2,850.00 | \$29,500.00 | \$12,080.05 | \$17,419.95 | 40.95 |
| 01 - General Fund | 02213 - Instructional Staff Training | \$30.00 | \$14,000.00 | \$792.98 | \$13,207.02 | 5.66 |
| 01 - General Fund | 02220 - Library or Media Services | \$11,560.07 | \$123,100.00 | \$37,305.35 | \$85,794.65 | 30.30 |
| 01 - General Fund | 02224 - Educational Television Services | \$316.80 | \$7,000.00 | \$1,019.18 | \$5,980.82 | 14.56 |
| 01 - General Fund | 02230 - Instruction-Related Technology | \$7,761.08 | \$99,900.00 | \$22,921.94 | \$76,978.06 | 22.94 |
| 01 - General Fund | 02240 - Academic Student Assessment | \$0.00 | \$6,500.00 | \$393.10 | \$6,106.90 | 6.05 |

| | | | | | | |
|--|---|---------------------|-----------------------|-----------------------|-----------------------|-------|
| 01 - General Fund | 02310 - Board of Education | \$2,454.27 | \$25,800.00 | \$15,702.12 | \$10,097.88 | 60.86 |
| 01 - General Fund | 02320 - Executive Administration | \$20,955.83 | \$230,040.00 | \$59,123.55 | \$170,916.45 | 25.70 |
| 01 - General Fund | 02330 - District Legal Services | \$1,507.50 | \$8,000.00 | \$6,074.50 | \$1,925.50 | 75.93 |
| 01 - General Fund | 02410 - Office of the Principal | \$31,603.24 | \$385,000.00 | \$94,921.80 | \$290,078.20 | 24.66 |
| 01 - General Fund | 02510 - Fiscal Services | \$10,579.22 | \$162,000.00 | \$54,683.62 | \$107,316.38 | 33.76 |
| 01 - General Fund | 02530 - Printing, Publishing, and Duplicating Services | \$0.00 | \$1,000.00 | \$650.00 | \$350.00 | 65.00 |
| 01 - General Fund | 02570 - Personnel Services | \$0.00 | \$9,000.00 | \$0.00 | \$9,000.00 | 0.00 |
| 01 - General Fund | 02610 - Operation of Buildings | \$25,721.69 | \$239,100.00 | \$101,878.33 | \$137,221.67 | 42.61 |
| 01 - General Fund | 02620 - Maintenance of Buildings | \$16,630.56 | \$206,900.00 | \$47,815.90 | \$159,084.10 | 23.11 |
| 01 - General Fund | 02630 - Care and Upkeep of Grounds | \$1,081.05 | \$79,100.00 | \$4,329.81 | \$74,770.19 | 5.47 |
| 01 - General Fund | 02650 - Vehicle Operation and Maintenance (Other Than Student Transportation Vehicles) | \$97.80 | \$5,000.00 | \$1,271.31 | \$3,728.69 | 25.43 |
| 01 - General Fund | 02660 - Security | \$725.00 | \$17,000.00 | \$3,316.78 | \$13,683.22 | 19.51 |
| 01 - General Fund | 02670 - Safety | \$0.00 | \$7,900.00 | \$660.00 | \$7,240.00 | 8.35 |
| 01 - General Fund | 02710 - Vehicle Operation and Purchasing - Regular Education | \$17,522.90 | \$270,800.00 | \$54,116.72 | \$216,683.28 | 19.98 |
| 01 - General Fund | 02712 - Vehicle Operation and Purchasing - School Age SPED | \$6,415.97 | \$44,500.00 | \$16,849.01 | \$27,650.99 | 37.86 |
| 01 - General Fund | 02713 - Vehicle Operation and Purchasing - Below Age 5 SPED | \$2,431.74 | \$32,500.00 | \$7,949.50 | \$24,550.50 | 24.46 |
| 01 - General Fund | 02730 - Vehicle Servicing and Maintenance - Regular Education | \$2,373.45 | \$13,450.00 | \$7,336.83 | \$6,113.17 | 54.55 |
| 01 - General Fund | 02732 - Vehicle Servicing and Maintenance - School Age SPED | \$10.00 | \$12,500.00 | \$70.00 | \$12,430.00 | 0.56 |
| 01 - General Fund | 02733 - Vehicle Servicing and Maintenance - Below Age 5 SPED | \$268.57 | \$5,500.00 | \$886.87 | \$4,613.13 | 16.12 |
| 01 - General Fund | 03535 - High Ability Learners | \$4,932.69 | \$25,800.00 | \$5,318.03 | \$20,481.97 | 20.61 |
| 01 - General Fund | 06200 - Federal Services - Title I, Part A ESSA Improving Basic Programs Operated by Local Educational Agencies | \$7,428.83 | \$91,000.00 | \$22,286.49 | \$68,713.51 | 24.49 |
| 01 - General Fund | 06310 - Federal Services - Title II, Part A ESSA Supporting Effective Instruction | \$8,322.64 | \$26,057.00 | \$24,967.92 | \$1,089.08 | 95.82 |
| 01 - General Fund | 06406 - Federal Services - IDEA Preschool (619) Base Allocation | \$0.00 | \$4,000.00 | \$0.00 | \$4,000.00 | 0.00 |
| 01 - General Fund | 06408 - Federal Services - IDEA Part B (611); Base & Enrollment Poverty - Ages 0-21 | \$7,942.98 | \$104,871.00 | \$23,828.94 | \$81,042.06 | 22.72 |
| 01 - General Fund | 06690 - Federal Services - Other Federal Non-Categorical Expenditures | \$0.00 | \$0.00 | \$293.74 | (\$293.74) | |
| 01 - General Fund | 06968 - Federal Services - 21st Century Learning | \$4,984.48 | \$74,625.00 | \$10,499.15 | \$64,125.85 | 14.07 |
| 01 - General Fund | 06992 - Federal Services - REAP | \$0.00 | \$32,807.00 | \$27,220.39 | \$5,586.61 | 82.97 |
| 01 - General Fund | 06996 - CARES Act ESSER | \$847.00 | \$0.00 | \$3,909.00 | (\$3,909.00) | |
| 01 - General Fund | 08000 - Transfers (Outgoing) | \$0.00 | \$55,000.00 | \$0.00 | \$55,000.00 | 0.00 |
| Subtotal 01 - General Fund | | \$570,306.88 | \$7,804,336.00 | \$1,796,897.72 | \$6,007,438.28 | |
| | | | | | | |
| 02 - Depreciation Fund | 02900 - Other Support Services | \$0.00 | \$863,006.00 | \$5,957.62 | \$857,048.38 | 0.69 |
| Subtotal 02 - Depreciation Fund | | \$0.00 | \$863,006.00 | \$5,957.62 | \$857,048.38 | |

| | | | | | | |
|--|---|--------------------|---------------------|--------------------|---------------------|-------|
| 03 - Employee Benefit | 02900 - Other Support Services | \$0.00 | \$118,523.00 | \$44,922.91 | \$73,600.09 | 37.90 |
| Subtotal 03 - Employee Benefit Fund | | \$0.00 | \$118,523.00 | \$44,922.91 | \$73,600.09 | |
| 06 - School Nutrition | 03100 - Food Services Operations | \$28,852.25 | \$270,000.00 | \$82,313.53 | \$187,686.47 | 30.49 |
| Subtotal 06 - School Nutrition Fund | | \$28,852.25 | \$270,000.00 | \$82,313.53 | \$187,686.47 | |
| 07 - Bond Fund | 05000 - Debt Service | \$0.00 | \$622,300.00 | \$0.00 | \$622,300.00 | 0.00 |
| Subtotal 07 - Bond Fund | | \$0.00 | \$622,300.00 | \$0.00 | \$622,300.00 | |
| 08 - Special Building | 02620 - Maintenance of Buildings | \$0.00 | \$743,716.00 | \$0.00 | \$743,716.00 | 0.00 |
| 08 - Special Building | 04700 - Building Improvements | \$0.00 | \$100,000.00 | \$80,789.00 | \$19,211.00 | 80.79 |
| Subtotal 08 - Special Building Fund | | \$0.00 | \$843,716.00 | \$80,789.00 | \$762,927.00 | |
| 09 - QCPUF Fund | 04500 - Building Acquisition and Construction | \$0.00 | \$10,546.00 | \$3,804.57 | \$6,741.43 | 36.08 |
| Subtotal 09 - QCPUF Fund | | \$0.00 | \$10,546.00 | \$3,804.57 | \$6,741.43 | |

Superior Public Schools

December 2020 Check Listing Report

| Payee | Description | Amount |
|--------------------------------------|----------------------------------|-------------|
| A-1 Inc | '05 Impala windshield | \$260.00 |
| Alexander Motors, Inc | SPED '10 Impala wheel align | \$282.14 |
| Alexander Motors, Inc | SPED '10 Impala inspection | \$28.80 |
| Alexander Motors, Inc | PALLS Van 8 inspection | \$28.80 |
| Alexander Motors, Inc | PALLS Van 7 inspection | \$28.80 |
| Alexander Motors, Inc | SPED Bus 17 inspection | \$28.80 |
| Alexander Motors, Inc | Bus/van inspections | \$489.60 |
| Amazon Capital Services | 2 way radio chargers | \$185.97 |
| Amazon Capital Services | library books | \$91.46 |
| Amazon Capital Services | Casper supplies | \$14.99 |
| Amazon Capital Services | Fierstein books | \$86.51 |
| Amazon Capital Services | Shroyer supplies | \$34.37 |
| Amazon Capital Services | network rack, jacks | \$29.74 |
| Amazon Capital Services | 2 way radios | \$130.99 |
| Amazon Capital Services | Jameson STEM supplies | \$106.91 |
| Amazon Capital Services | library books | \$338.57 |
| Andrew Miller | reimb drivers license/bus permit | \$14.50 |
| ASK Supply Company | custodial supplies | \$729.20 |
| Baker & Son Disposal LLC | trash dumpster | \$356.99 |
| Blick Art Materials | Rempe supplies | \$10.62 |
| Bomgaars Supply | conduit-scoreboard | \$7.23 |
| Brian Faust | CPI Staff Training | \$500.00 |
| Brodstone Memorial Hospital | Thompson bus physical | \$189.00 |
| Brodstone Memorial Hospital | Heller bus physical | \$189.00 |
| Brodstone Memorial Hospital | Nov 2020 LMHP services | \$2,032.03 |
| Brodstone Memorial Hospital | Nov 2020 PT services | \$703.50 |
| Brody Chemical Company, Inc | ice melt | \$461.78 |
| Cavendish Square Publishing | World Culture books | \$355.86 |
| Cavendish Square Publishing | World Culture books | \$29.67 |
| Cooperative Producers, Inc | van gas | \$37.01 |
| Cornhusker International Trucks, Inc | Bus filters | \$71.77 |
| Curriculum Leadership Institute | 2020-21 contract, pymnt 6 | \$2,850.00 |
| Eakes Office Solutions | Mellott supplies | \$20.88 |
| Eakes Office Solutions | custodial supplies | \$98.29 |
| Eakes Office Solutions | wipes, disinfectant | \$775.73 |
| Eakes Office Solutions | wipes, disinfectant | \$642.69 |
| Eakes Office Solutions | copier staples | \$196.00 |
| Educational Service Unit #9 | Substitute background check | \$14.00 |
| Educational Service Unit #9 | Smith, Tietjen EC para training | \$50.00 |
| Educational Service Unit #9 | Aug/Sep 2020 BAF SLP | \$1,394.00 |
| Educational Service Unit #9 | Aug/Sep 2020 BAF Psych | \$674.00 |
| Educational Service Unit #9 | Aug/Sept 2020 Deaf Educator | \$384.44 |
| Educational Service Unit #9 | Aug/Sep 2020 Home Base | \$2,654.65 |
| Educational Service Unit #9 | Aug/Sep 2020 Psych SA | \$13,606.38 |
| Educational Service Unit #9 | Aug/Sept 2020 SLP SA | \$4,962.64 |
| Educational Service Unit #9 | Aug/Sep 2020 Vision Services | \$193.97 |
| Fun Express, LLC | Grade 2 supplies | \$24.33 |
| Glenwood Telecommunications | internet services | \$313.95 |
| Glenwood Telecommunications | landline service | \$199.28 |
| Harris School Solutions | 2020 tax forms | \$307.95 |
| Hometown Leasing | copiers/printers lease | \$1,777.00 |
| Ideal Market | PK supplies | \$14.48 |
| Ideal Market | Rempe PAWS supplies | \$11.13 |
| Ideal Market | Lit Lab supplies | \$9.38 |

| | | |
|------------------------------------|---------------------------------------|-------------|
| Ideal Market | PK supplies | \$10.95 |
| Ideal Market | Staff appreciation supplies | \$67.39 |
| Jodi Fierstein | cell phone stipend | \$50.00 |
| John Druba | trash service | \$513.00 |
| JW Pepper & Son Inc | Concert music | \$66.00 |
| JW Pepper & Son Inc | District Contest music | \$50.99 |
| JW Pepper & Son Inc | District Contest music | \$132.00 |
| Kenny's Lumber and Farm Supply Inc | custodial supplies | \$22.99 |
| Kenny's Lumber and Farm Supply Inc | Thomas supplies | \$19.55 |
| Kenny's Lumber and Farm Supply Inc | Going supplies | \$16.70 |
| Kenny's Lumber and Farm Supply Inc | maintenance supplies | \$192.12 |
| KRFS AM/FM | sub teacher, para ads | \$75.00 |
| KSB School Law, PC LLO | negotiations comparability | \$1,122.00 |
| KSB School Law, PC LLO | Nov 2020 legal services | \$1,021.50 |
| Logan Christianity | cell phone stipend | \$50.00 |
| Lunch Fund | PK snacks | \$256.29 |
| Marty Kobza | cell phone stipend | \$50.00 |
| Matheson Tri-Gas Inc | welding gases | \$178.67 |
| Matheson Tri-Gas Inc | welding tank rental | \$45.85 |
| McGraw Hill LLC | Grade 1 Reading | \$628.51 |
| Mierau & Co., P.C. | 2019-2020 audit | \$6,375.00 |
| NE Safety Center@ UNK | 2020-2021 driver training | \$250.00 |
| NE Safety Center@ UNK | A Miller Level 1 Training | \$200.00 |
| Nex-Tech | offsite backup | \$260.00 |
| Nex-Tech | security cameras lease | \$725.00 |
| Nex-Tech Communications | Microsoft Office installation support | \$1,650.00 |
| Nex-Tech Communications | Microsoft Office installation support | \$225.00 |
| Nex-Tech Communications | Microsoft Licenses | \$1,439.96 |
| Petro Plus | cust/staff gas | \$208.82 |
| Petro Plus | PALLS Van 7 gas | \$88.56 |
| Petro Plus | PALLS Van 8 gas | \$307.95 |
| Petro Plus | bus/van gas | \$1,546.07 |
| Petro Plus | SPED Impala '10 gas | \$189.26 |
| Petro Plus | SPED Bus 17 gas | \$366.77 |
| Pine Cove Consulting, LLC | Sophos-12 month renewal | \$97.26 |
| Pine Cove Consulting, LLC | monthly resotre | \$295.00 |
| Pine Cove Consulting, LLC | monthly managed services, network | \$2,115.66 |
| Precision Signs & Graphics | Exterior emergency numbers | \$999.25 |
| Robert Cook | cell phone stipend | \$50.00 |
| Sara Fuller | books & BAM membership | \$108.37 |
| Scott's Sales and Service, LLC | heat pump repair | \$2,040.00 |
| Scott's Sales and Service, LLC | Mitsubishi unit repair | \$470.00 |
| Scott's Sales and Service, LLC | Mitsubishi unit repair | \$425.00 |
| Scott's Sales and Service, LLC | Mitsubishi unit repair | \$425.00 |
| Shirt Shack | Teacher of the Quarter award | \$37.50 |
| South Central Nebraska USD #5 | October 2020 OT services | \$2,791.00 |
| Southern Nebraska Conference | 2020-2021 Conference Dues | \$500.00 |
| Strategic Intervention Solutions | Oct 2020 Math Curriculum training | \$10,200.00 |
| Superior Ace Hardware | bus barn supplies | \$13.98 |
| Superior Ace Hardware | Going supplies | \$64.25 |
| Superior Ace Hardware | maintenance supplies | \$93.68 |
| Superior Motor Parts | bus/van maintenance supplies | \$550.82 |
| Superior Outdoor Power Center | mower tire chains | \$145.50 |
| Superior Pharmacy | thermometer covers | \$8.59 |
| Superior Pharmacy | Hoins supplies | \$9.00 |
| Superior Utilities | monthly utilities | \$8,869.12 |
| Troys Automotive | Van 3 brake repair | \$958.84 |
| U.S. Bank | Fierstein State license renewal | \$140.00 |
| U.S. Bank | Imler, Young, Faust driving records | \$9.00 |

| | | |
|---------------------|-----------------------------------|---------------------|
| U.S. Bank | Driving records-reg trans | \$21.00 |
| U.S. Bank | A Miller Level 1 training lodging | \$60.03 |
| U.S. Bank | Hulu monthly subscription | \$58.84 |
| U.S. Bank | J Utecht Reading curriculum | \$259.17 |
| U.S. Bank | Fuller-Info Tech lesson | \$5.50 |
| U.S. Bank | Schuster English books | \$335.60 |
| U.S. Bank | Grade 4 virtual field trip | \$100.00 |
| U.S. Bank | Trumble continuing ed | \$99.00 |
| U.S. Bank | student mailings postage | \$67.95 |
| U.S. Bank | postage | \$7.50 |
| U.S. Bank | student mailings | \$57.20 |
| U.S. Bank | drumsticks | \$26.98 |
| U.S. Bank | Trumble ASHA certification | \$253.00 |
| U.S. Bank | Fierstein ASHA certification | \$225.00 |
| U.S. Bank | Rothchild driving records | \$16.70 |
| U.S. Bank | Screen Connect license | \$420.00 |
| U.S. Bank | book cover supplies | \$188.40 |
| U.S. Bank | Learning A-Z curriculum | \$185.40 |
| U.S. Bank | Trumble State license renewal | \$140.00 |
| U.S. Bank | Fierstein monthly co-writer | \$4.99 |
| U.S. Bank | Cool driving record | \$3.00 |
| U.S. Bank | Drama U-Haul rental | \$78.56 |
| UNL Career Services | Kobza Virtual Education Fair | \$75.00 |
| Verizon Wireless | admin/cust phones | \$89.53 |
| Verizon Wireless | afterschool program phone | \$51.29 |
| Verizon Wireless | PALLS Van 7 phone | \$24.32 |
| Verizon Wireless | PALLS Van 8 phone | \$24.32 |
| Verizon Wireless | bus/van phones | \$221.48 |
| Verizon Wireless | SPED Impala '10 phone | \$24.32 |
| Verizon Wireless | SPED Bus 17 phone | \$24.32 |
| WageWorks, Inc. | Flex plan admin fee | \$220.50 |
| Woodwards Disposal | shredding service | \$45.00 |
| | | \$92,262.40 |
| | December 2020 Payroll & Benefits | <u>481,947.93</u> |
| TOTAL | | \$574,210.33 |

2008 Meetings

The formation of policy is public business and will be conducted openly in accordance with the Nebraska Open Meetings Act.

1. Types of Meetings

- a. The board shall hold its regular meetings on or before the third Monday of each month.
- b. Special and emergency meetings may be called as provided by law.
- c. The board may schedule work sessions and retreats in order to provide board members and administrators with the opportunity to plan, research, and engage in discussion.

2. Notice

~~Posting on Website; Local Paper Optional:~~ The board shall give reasonable advance publicized notice of the time and place of each of its meetings, which generally will be 48 hours or more in advance of the meeting. Such notice shall be transmitted to all members of the board and to the public. Notice of regular and special meetings shall be published in a newspaper of general circulation within the district and, if available, on the newspaper's website. Newspapers of general circulation in the district include, but are not necessarily limited to, the Superior Express or the Hastings Tribune. ~~posted on the school district's website.~~ Such notice shall contain a statement that the agenda shall be readily available for public inspection at the administration office of the school during the normal business hours. In addition, the superintendent is authorized, but not required, to publish the notice of any meeting on the school district's website, posting in three prominent places within the school district, or by any other appropriate method designated by the board. ~~in a newspaper of general circulation within the district if, in the opinion of the superintendent, it is convenient and useful to do so.~~

When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes of the meeting, and any formal action taken in such meeting shall pertain only to the emergency. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public no later than the end of the next regular business day.

3. Weather Delays

In the event of inclement weather which makes it dangerous or unreasonable for board members or members of the public to attend a meeting for which notice has already been given, such meeting may be postponed by the board president. The board will communicate the delay ~~and the updated date, time, and location of the postponed meeting~~ to members of the public by posting it on the district's website and by following the same communication protocol that the district follows when student attendance at school is called off due to inclement weather. When possible, the board president and superintendent will attempt to communicate the information to local media members and business owners to assist in notifying the public of the delay. ~~Notice of the date, time, and location of the postponed meeting will be advertised as required in the "Notice" section above.~~

4. Minutes

- a. The board shall keep minutes of all meetings showing the time, place, members present and absent, ~~the method(s) and date(s) of the meeting notice,~~ and the substance of all matters discussed.
- b. Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the board in open session, and the record shall state how each member voted, or if the member was absent or not voting.
- c. The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public record and may be published on the school district's website.

Adopted on: June 11, 2018

Revised on: _____

Reviewed on: _____

3001 Budget

The board of education shall adopt a budget each year to support the school district's programs and services for the ensuing fiscal year. The superintendent of schools shall be responsible for developing the budget subject to the direction and decisions of the board. The budget document shall be under continuous development, based upon the requirements of the adopted educational program.

Proposed Budget. The superintendent shall prepare the proposed budget in accordance with board policies and goals, state statutes and regulations. As the district's spending plan, the budget will be based on up-to-date revenue estimates, and will reflect the assessed needs and programs approved by the board.

Budget Hearing Notice. Notice of the place and time of the hearing, together with a summary of the proposed budget statement, must be published at least four calendar days prior to the date set for hearing in a newspaper of general circulation within the school district. The four calendar days shall include the day of publication but not the day of hearing.

Budget Hearing. The board must conduct a hearing prior to adopting the budget. The hearing must be held separately from any regularly scheduled meeting and may not be limited by time. The board must make a presentation outlining key provisions of the proposed budget statement, including, but not limit to, a comparison with the prior year's budget. Any member of the public desiring to speak on the proposed budget statement shall be allowed to address the board at the hearing and must be given a reasonable amount of time to do so. Five minutes shall generally be considered a reasonable amount of time.

Budget Hearing Documents. The board must make at least three copies of the proposed budget statement and at least one copy of all other reproducible written material to be discussed at the hearing available to the public at the hearing.

Budget Adoption. After the budget hearing, the proposed budget statement shall be adopted or amended and adopted as amended. If the adopted budget statement reflects a change from that shown in the published proposed budget statement, a summary of the changes (including the items changed and the reasons for such changes) must be published in a newspaper of general

circulation within the school district within twenty calendar days after its adoption without further hearing.

Certification and Filing. The amount to be received from personal and real property taxation shall be certified to the appropriate levying board as provided by law. The budget shall also be filed with the state auditor.

~~The board shall present the proposed budget to the public so that patrons may review it and participate in any public hearing(s). The board shall consider and adopt the budget in accordance with Nebraska law.~~

Purchase Authorization. Except for bids required under the section "Bid Letting and Contracts," the board's adoption of the budget shall authorize the purchases without further board action.

Monthly Report. At each monthly board meeting, the superintendent will provide a report on the current status of the major sections of the budget.

Adopted on: June 11, 2018

Revised on:

Reviewed on:

September, 2020

Dayna Miller
545 E. 2nd Street
Superior, NE 68978

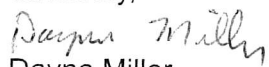
Marty Kobza
Superintendent
Superior Public Schools
601 W. 8th Street
Superior NE 68978

Superintendent Kobza,

As I begin my 34th year of teaching math at Superior High School, I have come to the realization that it is time for retirement. Please accept my resignation to be effective May 21, 2021.

I would like to thank you for the opportunities presented to me during my tenure.

Sincerely,


Dayna Miller

Summary of changes:

Accept necessary changes to insurance deductibles/premiums.

Increase to base of \$500, \$36,350.

Change wording on Personal Leave to:

Personal leave requests may be made in hour increments. (2nd paragraph)
replacing: *Personal leave requests may be made in one-half day or full day increments.*

Extra Duty Schedule:

Add Bowling-Category V

FFA Advisor(s)

- Co advisors-each at a category II, split 20 days of extended contract

Stu-Co Sponsor(s)

- Move to a category IV from V

Take out any language identifying the number of coaches or sponsors for a sport or activity on the Extra Duty Schedule.

Change

Lettermen's Club to S-Club, Annual/Newspaper to Yearbook/Flashlight,
Musical,
Major Production (2 act minimum), to 2 Act Production

Pay a stipend of \$500/course for any Superior School District teacher who meets the requirements of a College, Community College, or University to teach a dual credit course on the Superior High School Campus. The class must include Superior High School students and must be taught by the teacher and not delivered as a virtual class from the college or university.

Replace the hourly wage for the Summer Weight Room Supervisors with the following stipends.

Head Summer Weights-\$1000

Assistant Summer Weights and Junior High-\$500

- Assistant coaches- clock in for a minimum of 50 hours for the summer

SUPERIOR PUBLIC SCHOOL DISTRICT #65-0011
2021-2022 NEGOTIATED AGREEMENT

PREAMBLE:

This agreement is made and entered into by and between the Board of Education of the Superior Public Schools, School District 65-0011, (herein referred to as the "Board" or "District") and the Superior Education Association (herein referred to as the "Association").

GENERAL PURPOSE:

The Board and the Association recognize that the development of a quality educational program for the children attending the public schools of the Superior Public School District is a joint responsibility which can best be achieved by agreement that all parties work toward common goals. The Board and the Association enter in this Agreement with mutual dedication, recognizing that the experience, creativity and judgment of all parties are necessary to reach the educational needs of the community.

Any item and/or provision contained in this Agreement which may unknowingly be in violation of Federal or State Law(s) or Statute(s) shall be declared null and void.

NEGOTIATION PROCEDURE:

The Association Bargaining Unit will be recognized no later than the August Board meeting.

The Board and the Association must begin negotiations by November 1.

The Board and Association must engage in a minimum of four bargaining sessions unless they reach agreement on a contract before the fourth session.

If the Board and Association have not reached agreement by February 8 they must submit the matter to a resolution officer for fact finding and or/mediation.

When both parties to this Agreement agree, by mutual consent, to enter into professional negotiations in ensuing years, any item and/or provisions contained in this Agreement not requested for change by either party shall be automatically renewed.

RECOGNITION:

The Board recognizes the Association as the exclusive and sole collective bargaining representative for all Certified Contracted Employees of the District. The Association represents all Certificated Contracted Employees who are paid according to the terms and conditions of the master negotiated agreement. The Board shall affirm its recognition as part of a regularly scheduled Board meeting, no later than the August Board of Education meeting during each contract year.

CERTIFIED CONTRACTED EMPLOYEES RIGHTS:

Nothing contained in this Agreement shall be construed to deny any Certified Contracted Employee those rights provided under Nebraska law, other applicable laws, and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided in State and Federal Laws or Statutes, Board Policies, Rules and Regulations of the Nebraska Department of Education, Professional Practices Commission, and the Negotiated Master Agreement.

The Board will not discriminate against any Certified Contracted Employees with respect to terms and conditions of employment, by reason of membership in the Association and its affiliates, participation in collective negotiations with the Board, or institution of a grievance under the terms of this Agreement

PART TIME EMPLOYEES:

An employee must be employed a minimum of 0.5 full-time equivalency (FTE) to qualify for fringe benefits. The Salary and fringe benefits of employees who are contracted from 0.5 to 0.99 FTE shall be prorated based on the employees' FTE.

SALARY SCHEDULE:

The salary of Certified Contracted Employees covered by this Agreement shall be determined by the salary schedule attached as Appendix 'A' to this agreement.

The salary schedule recognizes years of experience and advanced educational course work through the Master Degree plus 36 hours, step 15.

The salary schedule is a 4 x 5 schedule. This is defined as a percentage increase of four percent (4%) vertical and five percent (5%) horizontal based on the base salary.

INITIAL SALARY SCHEDULE PLACEMENT:

When Certified Employees are hired by the Superior Public Schools, they shall be credited with all years of previous teaching experience and placed on the salary schedule according to their degree level.

HORIZONTAL MOVEMENT ON THE SALARY SCHEDULE:

The salary schedule recognizes credit hours of work completed beyond the Bachelors Degree and earned after the employee has been awarded the Masters Degree. Graduate credit hours need not apply toward a specific Masters Degree for the movement on the salary schedule up to the Bachelors + 36 / Masters Degree Column (Column E).

For a Certified Contracted Employee to move horizontally on the salary schedule, for additional credit hours beyond the BA level, the credit hours must be presented to the Superintendent's office on an official transcript from the higher educational institution granting the credit hours by September 1 of each school year.

Community College or undergraduate hours necessary for the improvement of instruction may be used for advancement upon approval of the Superintendent.

Graduate hours, applied toward the columns beyond the Bachelors + 36 / Masters Degree Column (Column E) of the salary schedule, must be taken after the certified contracted employee has acquired the Masters Degree.

The Superintendent's office shall request each spring, on an Intent of Horizontal Movement Form, each Certified Contracted Employee's intent to move horizontally on the salary schedule for the next school year.

VERTICAL MOVEMENT ON THE SALARY SCHEDULE:

Certified Contracted Employees shall advance one vertical step for each year of experience in the District until they have reached the last step in the salary schedule column they are placed in. Vertical movement can only be one step per school year.

BASE SALARY:

The base salary for a 185-day contract for the **2021-22 school year shall be Thirty-Six Thousand Three Hundred Fifty Dollars (\$36,350)** for Certified Contracted Employees.

SALARY PAY DATE:

Certified Contracted Employees shall be paid in twelve (12) equal payments on or before the 15th of each month.

REGISTRATION OF CERTIFICATE:

A valid certificate must be registered with the Superintendent and filed in the Central Office. Failure to meet this requirement by September 15th will result in wages being held.

EXTRA-DUTY SCHEDULE:

When an agreement has been reached between an individual employee and the District relating to the performance of extra duty/curricular duties, the salary shall be in accordance with the extra duty/curricular salary schedule attached as Appendix 'B' to this Agreement.

Steps on the extra duty/curricular schedule are applicable to experience in the District as duty has been assigned.

COVERAGE TIME COMPENSATION:

When a Certified Contracted Employee is asked and agrees to cover another Certified Contracted Employee's class(es), the Certified Contracted Employee shall have the option of being paid 12.5 % of the daily substitute teacher rate per class period, prorated for elementary time, or receive compensation in the form of paid release time

at a rate of one period for every period covered as a substitute teacher. Certified Contracted Employees selecting the 12.5 % of the daily substitute teacher rate per class period option shall be paid in the June paycheck for the hours accumulated during the most recent school year.

Certified Contracted Employees selecting the paid release time option may take such accrued release time in increments of periods, half-day and full days(s) upon request to and approval of the administration. The paid release time may accumulate from year to year to a maximum amount of a 5-day equivalency (40 class periods).

The number of coverage time(s) (periods) accumulated by each certified contracted employee during the most recent school year as well as hours accumulated during previous school years shall be kept by the Building Principals. Each certified contracted employee will be informed in writing of previously accumulated hours and hours accumulated during the most recent school year the third week of January and prior to checkout in May.

OVERLOAD PAY:

In the event that it is mutually agreed by the District and a Certified Contracted Employee to accept an additional assignment that precludes them from having a planning period that Certified Contracted Employee will be paid overload pay at the rate of 12.5% of the base.

In the event any certified contracted employee is assigned to two (2) separate sites on an everyday basis and travel time precludes them from having a full planning period, that Certified Contracted Employee will be allocated 1/2 of the overload rate or 6.25% of the base salary.

DISTANCE LEARNING:

Assignment of Certified Contracted Employees to a distance learning class held before or after the normal student school day shall be considered a voluntary assignment. This voluntary assignment shall be compensated at the designated overload pay. The Association recognizes that the School District belongs to the Central Nebraska Distance Education Consortium and has adopted the necessary policies of the consortium to manage and operate the distance learning classroom.

HEALTH - DENTAL INSURANCE:

The District shall provide for each Certified Contracted Employee the Educators Health Alliance Dual Choice Option which includes a choice between the \$1,050 Deductible PPO Health Insurance Plan OR the \$3,600 Deductible HSA-Eligible Plan provided by Blue Cross Blue Shield of Nebraska. If the HSA-Eligible option is selected, the district will contribute the difference in premium between the PPO plan and the HSA-eligible plan to the employee's HSA. There are four tiers of coverage available for employees: Employee Only, Employee & Spouse, Employee & Child(ren) or Employee, Spouse & Child(ren).

The District shall provide for each Certified Contracted Employee the Nebraska Educators Health Alliance individual PPO - 100% A, 75% B, 50% C Coverage- Option 2 Dental Plan provided by Blue Cross Blue Shield of Nebraska. The District shall provide the Employee & Spouse PPO - 100% A, 75% B, 50% C Coverage- Option 2 Dental Plan for those Certified Contracted Employees who are married couples who both teach in the District. Further, Certified Contracted Employees may select the Employee & Spouse, Employee & Child(ren) or Employee, Spouse & Child(ren) Dental Plan by paying for the difference in such plan through payroll deduction. The premiums for health and dental insurance are paid to the insurance company and will not be paid as cash or salary to the employee in place of the health and dental insurance coverage.

Any Certified Contracted Employee of 0.5 F.T.E. and less than 1.0 F.T.E. will have health and dental benefits prorated based on F.T.E. equivalency.

LIFE INSURANCE:

Each Certified Contracted Employee may elect at the beginning of each school year an option to purchase term life insurance for themselves and/or dependents at the Certified Contracted Employee expense. This expense will be payroll deducted.

The Superintendent's office will assist the individual and/or family with initial filing of such claim.

DISABILITY INSURANCE:

The District shall provide a group Disability Insurance Plan (LTD) for each Certified Contracted Employee. The District will include the premium of such LTD insurance as part of each Certified Contracted Employee's total salary plus the health/dental insurance premium. The premium for each Certified Contracted Employee will then be payroll deducted monthly for the cost of such premium for LTD insurance. The Disability Insurance Plan will provide a 66 and 2/3 percent of salary and health/dental insurance premium upon the disability of the certified employee.

The individual must meet the waiting period qualifications of the plan. The waiting period will not exceed the maximum accumulation of sick leave (45) days or at the end of the accumulated sick leave. Further, the plan will have a minimal waiting period for preexisting conditions.

The Superintendent's office will assist the affected individual and/or family members with the initial filing with the insurance carrier.

SECTION 125 PLAN:

Each Certified Contracted Employee shall be entitled to participate in a Section 125 Plan.

ANNUAL COVERAGE:

The District shall make the payments of premiums, as provided in this Agreement, for Health, Dental, and Disability Insurance for the entire annual fiscal year of the District. That year is September 1 to August 31. An exception to this provision will be separation of contractual terms between a Certified Contracted Employee and the District.

SICK LEAVE:

Certified Contracted Employees shall be credited with ten (10) days per year sick leave, cumulative to forty-five (45) days.

The time granted under this leave may be used for personal illness or illness in the Certified Contracted Employee's immediate family.

After ten (10) consecutive years of service to the District, upon separation from the District, the Certified Contracted Employee shall be compensated for all unused, accumulated sick leave days. This compensation shall be at the rate of 25% of the District's current rate of substitute teacher pay for each day of unused sick leave. Payment will be made in the June paycheck.

PERSONAL LEAVE:

At the beginning of each school year, each Certified Contracted Employee shall be credited with two (2) days of paid personal leave at no cost to the Certified Contracted Employee. Notification to the Certified Contracted Employee's Building Principal, or immediate supervisor, for personal leave shall be made at the earliest time possible by the Certified Contracted Employee making the request. If the Certified Contracted Employee has unused personal leave at the end of the contract year, the Certified Contracted Employee will be given the option of being paid for the unused day(s) or banking the unused day(s) for use in a future school year. If the Certified Contracted Employee chooses to cash in the unused day(s) the rate of pay will be the regular substitute rate that is set by the district. Payment will be made in the June paycheck.

Personal leave requests may be made in **hour** ~~one-half day or full day~~ increments. No personal leave will be granted one (1) day before and/or one (1) day after scheduled vacation periods as listed on the adopted school calendar or during Parent Teacher Conference days. Vacations shall include but not limited to: Labor Day, fall break, Thanksgiving Vacation, Christmas Vacation, winter break, and Easter Weekend. This can be waived by the Superintendent for emergency situations.

The Superintendent shall have the authority to limit the number of approved requests for any given day, if over 3 teachers request personal leave on the same day at any one of the school sites, depending on the availability of substitutes.

If the Certified Contracted Employee has unused personal leave at the end of the contract year and chooses to bank the unused day(s) for future use the days(s) may be banked cumulative to a total of five (5) days. The Certified Contracted Employee may use any number of personal days up to the total accumulated amount during the contract year subject to conditions listed in the PERSONAL LEAVE section of this agreement. Once a personal leave day is banked for future use by the Certified Contracted Employee, the day must be used as a personal leave day and may not be cashed in.

The number of personal leave days accumulated by each Certified Contracted Employee during the most recent school year as well as personal leave days banked from previous school years shall be kept by the Building Principals. The third week of

January and prior to checkout in May each Certified Contracted Employee will be informed in writing of the number of unused personal leave days that they have accumulated.

In addition to the two (2) days of personal leave credited to the Certified Contracted Employee at the beginning of each school year under the criteria listed above, each Certified Contracted Employee shall be entitled to one (1) additional day of leave under the following terms and conditions:

A. The Certified Contracted Employee will reimburse the District for the cost of a substitute teacher for that day dependent on the request of one-half (1/2) or full day increment.

B. If the Certified Contracted Employee elects to have the reimbursement deducted from their paycheck the District will do so and no further deduction will be made from the Certified Contracted Employee's paycheck.

C. This day will be contingent upon the availability of a substitute teacher.

D. The one (1) additional personal leave day that may be given to the Certified Contracted Employee is not available to be reimbursed monetarily at the end of the contract year and/or can not be banked for use in a future school year.

PROFESSIONAL LEAVE:

The District recognizes that it is in the best interest of the District to further the professional growth and development of the District's Certified Contracted Employees. Therefore, professional growth activities recognized and approved by the Superintendent may be requested by an individual or by the administration. This professional leave shall be granted for Certified Contracted Employees attendance at professional meetings and visitations in their own teaching field, coaching field, or in an area deemed to help improve the quality of some area in the District. The fees, travel, lodging, etc. required to attend the activity shall be paid by the District unless both parties agree otherwise.

It is also recognized that there may, from time to time, be requests made for professional leave that may be recognized, mutually by the Superintendent and the Certified Contracted Employee involved, as self improvement for the Certified Contracted Employee. This type of request is subject to approval of the Superintendent. Any cost to attend this activity will be the sole responsibility of the individual making the leave request.

If the Certified Contracted Employee is an elected official of a state or national professional organization, the Certified Contracted Employee may request professional leave to attend official meetings to carry out the duties of the office, with the Certified Contracted Employee paying the wages of his/her substitute. This type of request is subject to approval of the Superintendent.

Any Certified Contracted Employee who is a member of a community service organization or is requested by such organization to attend or participate in meetings or activities of the organization conducted during school hours shall request professional leave. This type of request is subject to approval of the Superintendent.

BEREAVEMENT LEAVE:

Five (5) paid days shall be granted to Certified Contracted Employees in the event of death of the Certified Contracted Employee's spouse, child, or parent, which shall not be charged against sick leave. Five (5) additional days, if needed, shall be charged against sick leave. If needed, full pay deduction based on the Certified Contracted Employees per daily rate of salary shall be made after ten (10) days.

Three (3) paid days shall be granted in the event of death of grandparents, grandparents-in-law, parents-in-law, sister, brother, sons-in-law, daughters-in-law, sister-in-law, brother-in-law or grandchildren, which shall not be charged against sick leave. Five (5) additional days, if needed, shall be charged against sick leave. If needed, full pay deduction based on the Certified Contracted Employees per daily rate of salary shall be made after eight (8) days.

Death of friend or relative, not covered in bereavement leave, would be charged against sick leave. Five days maximum per school year allowed.

In the case of the death of a student or immediate relative of a present or past student the school district will be represented by granting bereavement leave to selected staff.

SABBATICAL LEAVE:

Sabbatical leave may be granted up to one full year (12 months) for the purpose of educational advancement upon written request to the Board of Education. The Certified Contracted Employee granted sabbatical leave shall agree to return to the District's employment for one contract year following the sabbatical leave. The Certified Contracted Employee granted sabbatical leave shall retain their year's of experience and placement on the index salary schedule, but will not accrue a year's credit of service for such leave. Upon return to active employment, the District may assign the Certified Contracted Employee to duties by reason of certification and endorsement. Sabbatical leave will be unpaid leave. A certified Contracted Employee granted sabbatical leave must reimburse the District for the premium for Health and Dental Insurance if the Certified Contracted Employee wishes to maintain Health and Dental Insurance. All other fringe benefits shall be maintained by the District.

SAFETY COMMITTEE

Pursuant to NEB. REV. STAT. §§ 48-443, the parties agree that the Superintendent may appoint members of the staff to serve on the safety committee as appropriate and as required by law.

WAIVER OF BARGAINING RIGHTS AND AMENDMENT TO AGREEMENT:

During the negotiations resulting in this Agreement, the District and the Association each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter as to which any state or federal law imposes an obligation to bargain, including but not necessarily limited to, the Industrial Relations Act (NEB. REV. STAT. §§ 48-801 through 48-839). Except as specifically set forth elsewhere in this Agreement, the District expressly waives its right to require the

Association to negotiate, and the Association expressly waives its right to require the District to negotiate over all matter as to which state or federal law imposes an obligation to bargain, whether or not: (a) such matters are specifically referred to in this Agreement; (b) such matters were discussed between the District and the Association during the negotiations which resulted in this Agreement; or (c) such matters were within the contemplation or knowledge of the District or the Association at the time this Agreement was negotiated and executed. This Agreement contains the entire understanding, undertaking, and agreement of the District and the Association, after the exercise of the right and opportunity referred to in the first sentence of this section, and finally determines all matters of collective bargaining for its terms. Changes to this Agreement, whether by addition, waiver, deletion, amendment, or modification, must be reduced to writing and executed by both the District and the Association.

NONDISCRIMINATION:

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

GRIEVANCE PROCEDURE:

The purpose of this grievance procedure is to secure, at the lowest possible level, equitable solutions to the problems that may from time to time, arise concerning the interpretation, application, or meaning of the terms and conditions of employment in this school district. An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the district's employees.

A. Definitions

Grievance: Any claim or claims, by a teacher, a group of teachers, or the Association that there has been a violation, misinterpretation, or misapplication of any District policies covering terms and conditions of employment including, but not limited to the terms of the Agreement.

Grievant: Teacher, group of teachers, or the Association making the claim as provided in the paragraph above.

Time Limits: All time limits herein shall consist of teacher working days except when a grievance is submitted after the end of the school year, or the grievance process extends beyond the school year. The time limits shall consist of all weekdays of Monday through Friday. The number of days indicated at each level should be considered maximum and every effort shall be made at all levels to expedite the process. Failure of any grievant to comply with the time limits contained herein shall constitute a waiver of right to appeal to the next step of the grievance procedure. Failure of the Board, or its representatives to comply with the time limits at any level shall permit the grievant to appeal the grievance to the next level.

Grievance Meetings or Hearings: All meetings and hearings under this procedure up to and including Step 2 shall be conducted in private and shall include only the administration's representatives, the grievant, and the grievant's designated representative. If the grievant chooses to not have a representative assist them, the Association shall have the right to be present as provided in Section B of this procedure. All parties shall have the right to record the proceedings of any hearing or meetings at all formal levels of the grievance procedure. Hearings before the Board of Education shall be closed at the discretion of the grievant.

B. Representation

A grievant shall have the right to have representative(s), local and/or state, present to represent the grievant at each level of the grievance procedure. Nothing herein shall be construed as limiting the right of any teacher to discuss their grievance informally with his or her immediate supervisor, or building principal, and having the grievance settled informally.

The settlement shall not be inconsistent with the terms of the negotiated Agreement.

C. Reprisals

No reprisals of any kind shall be taken against any employee who uses this grievance procedure.

D. Withdrawal of a Grievance

An employee may withdraw their grievance at any level of the procedure without fear of reprisal from any party.

E. Advanced Step Filing

The grievance shall be initially filed at the level where the decision resulting in the grievance was made.

F. Grievance Procedure

Informal Resolution: The parties believe that it is usually most desirable for an employee and his or her immediate supervisor to resolve problems through free and informal communication. When requested by the teacher, a representative of the Association, local or state, may assist in this resolution. However, when the grievance remains unresolved, then the grievance shall be processed as follows:

Step 1. Written Grievance to the Principal. The grievant shall initiate the grievance in writing within five (5) school days to the principal. The failure to present the grievance within five (5) school days shall result in the waiver of the grievance. The grievance must contain a detailed description of all facts giving rise to the grievance, a list of all witnesses, all relevant documents, and the requested resolution. The grievant shall sign and date the grievance.

The principal shall schedule a meeting within three (3) days of receipt of the written grievance to discuss the elements of the grievance. The grievant must present all evidence at this meeting. The parties shall record this meeting. The principal shall submit his or her determination in writing to the grievant within five (5) school days of the meeting.

Step 2. Written appeal to the Superintendent of Schools. If the determination of the principal is not satisfactory to the grievant, the grievant may appeal the decision to the superintendent of schools or his or her designee. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) school days of the receipt of the principal's determination. The appeal shall be based on, and limited to, the facts produced in Step 1. In other words, this is an "appeal on record".

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

Step 3. Appeal to the Board of Education. If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five (5) days of the receipt of the superintendent's decision. The appeal shall be based on, and limited to, the facts produced in step 1. In other words, this is an "appeal on the record." The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision with five (5) school days of hearing the grievance.

Written Presentation. All grievances presented at Step 1 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 1 and appeals at Steps 2 and 3 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

DURATION OF THE AGREEMENT:

This agreement shall be effective for the **2021-2022** school year and shall continue in effect until a successor agreement is adopted.

DOCUMENT AGREEMENT AUTHORIZATION:

In witness whereof the parties hereto caused this agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signature to be placed hereon, all on this day and year **December 14, 2020.**

Board of Education:

Association

By _____
President

By _____
President

By _____
Chief Negotiator

By _____
Chief Negotiator

SALARY SCHEDULE 2021-2022 SCHOOL YEAR 4 X 5 INDEX BASE OF \$36,350.
 represents 185 days of contacted service

| STEP/EXP. | 4 X 5 INDEX | | | | | BASE OF \$36,350. | | | |
|-----------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | B. A. | B. A. + 9 | B. A. + 18 | B. A. + 27 | M. A. + 36 | M. A. + 9 | M. A. + 18 | M. A. + 27 | M. A. + 36 |
| | A | B | C | D | E | F | G | H | I |
| 1 | 1.00 \$36,350. | 1.05 \$38,168. | 1.10 \$39,985. | 1.15 \$41,803. | 1.20 \$43,620. | 1.25 \$45,438. | 1.30 \$47,255. | 1.35 \$49,073. | 1.40 \$50,890. |
| 2 | 1.04 \$37,804. | 1.09 \$39,622. | 1.14 \$41,439. | 1.19 \$43,257. | 1.24 \$45,074. | 1.29 \$46,892. | 1.34 \$48,709. | 1.39 \$50,527. | 1.44 \$52,344. |
| 3 | 1.08 \$39,258. | 1.13 \$41,076. | 1.18 \$42,893. | 1.23 \$44,711. | 1.28 \$46,528. | 1.33 \$48,346. | 1.38 \$50,163. | 1.43 \$51,981. | 1.48 \$53,798. |
| 4 | 1.12 \$40,712. | 1.17 \$42,530. | 1.22 \$44,347. | 1.27 \$46,165. | 1.32 \$47,982. | 1.37 \$49,800. | 1.42 \$51,617. | 1.47 \$53,435. | 1.52 \$55,252. |
| 5 | 1.16 \$42,166. | 1.21 \$43,984. | 1.26 \$45,801. | 1.31 \$47,619. | 1.36 \$49,436. | 1.41 \$51,254. | 1.46 \$53,071. | 1.51 \$54,889. | 1.56 \$56,706. |
| 6 | 1.20 \$43,620. | 1.25 \$45,438. | 1.30 \$47,255. | 1.35 \$49,073. | 1.40 \$50,890. | 1.45 \$52,708. | 1.50 \$54,525. | 1.55 \$56,343. | 1.60 \$58,160. |
| 7 | | 1.29 \$46,892. | 1.34 \$48,709. | 1.39 \$50,527. | 1.44 \$52,344. | 1.49 \$54,162. | 1.54 \$55,979. | 1.59 \$57,797. | 1.64 \$59,614. |
| 8 | | 1.33 \$48,346. | 1.38 \$50,163. | 1.43 \$51,981. | 1.48 \$53,798. | 1.53 \$55,616. | 1.58 \$57,433. | 1.63 \$59,251. | 1.68 \$61,068. |
| 9 | | | 1.42 \$51,617. | 1.47 \$53,435. | 1.52 \$55,252. | 1.57 \$57,070. | 1.62 \$58,887. | 1.67 \$60,705. | 1.72 \$62,522. |
| 10 | | | | 1.51 \$54,889. | 1.56 \$56,706. | 1.61 \$58,524. | 1.66 \$60,341. | 1.71 \$62,159. | 1.76 \$63,976. |
| 11 | | | | 1.55 \$56,343. | 1.60 \$58,160. | 1.65 \$59,978. | 1.70 \$61,795. | 1.75 \$63,613. | 1.80 \$65,430. |
| 12 | | | | | 1.64 \$59,614. | 1.69 \$61,432. | 1.74 \$63,249. | 1.79 \$65,067. | 1.84 \$66,884. |
| 13 | | | | | 1.68 \$61,068. | 1.73 \$62,886. | 1.78 \$64,703. | 1.83 \$66,521. | 1.88 \$68,338. |
| 14 | | | | | 1.72 \$62,522. | 1.77 \$64,340. | 1.82 \$66,157. | 1.87 \$67,975. | 1.92 \$69,792. |
| 15 | | | | | | 1.81 \$65,794. | 1.86 \$67,611. | 1.91 \$69,429. | 1.96 \$71,246. |

CATEGORY I

Appendix 'B'

Head Football
 Head Volleyball
 Head Basketball-Boys
 Head Basketball-Girls
 Head Wrestling
 Head Sr High Track
 FFA-1 Sponsor
 Instrumental Music
 Drill Team

| YEARS OF EXPERIENCE | PERCENT OF BASE | |
|---------------------|-----------------|-------------|
| 1 | 12.5% | \$ 4,543.75 |
| 2 | 13.0% | \$ 4,725.50 |
| 3 | 13.5% | \$ 4,907.25 |
| 4 | 14.0% | \$ 5,089.00 |
| 5 | 14.5% | \$ 5,270.75 |
| 6 | 15.5% | \$ 5,634.25 |

CATEGORY II

Head Cross Country
 Head Golf-Boys
 Head Golf-Girls
 Assistant Football
 Assistant Volleyball
 Assistant Basketball-Boys
 Assistant Basketball-Girls
 Assistant Wrestling
 7th & 8th Head Track
 FFA-2 Sponsors
 Vocal Music

| YEARS OF EXPERIENCE | PERCENT OF BASE | |
|---------------------|-----------------|-------------|
| 1 | 8.0% | \$ 2,908.00 |
| 2 | 8.5% | \$ 3,089.75 |
| 3 | 9.0% | \$ 3,271.50 |
| 4 | 9.5% | \$ 3,453.25 |
| 5 | 10.0% | \$ 3,635.00 |
| 6 | 10.5% | \$ 3,816.75 |

CATEGORY III

Assistant Sr High Track
 One Act Plays (Minimum Conference & Districts)
 FBLA
 FCCLA

| YEARS OF EXPERIENCE | PERCENT OF BASE | |
|---------------------|-----------------|-------------|
| 1 | 6.0% | \$ 2,181.00 |
| 2 | 6.5% | \$ 2,362.75 |
| 3 | 7.0% | \$ 2,544.50 |
| 4 | 7.5% | \$ 2,726.25 |
| 5 | 8.0% | \$ 2,908.00 |
| 6 | 8.5% | \$ 3,089.75 |

CATEGORY IV

7th & 8th Football
 7th & 8th Volleyball
 7th & 8th Basketball-Boys
 7th & 8th Basketball-Girls
 7th & 8th Wrestling
 Two-Act Production
 Assistant 7th & 8th Track
 Head Speech
 Student Council
 Concessions

| YEARS OF EXPERIENCE | PERCENT OF BASE | |
|---------------------|-----------------|-------------|
| 1 | 5.0% | \$ 1,817.50 |
| 2 | 5.5% | \$ 1,999.25 |
| 3 | 6.0% | \$ 2,181.00 |
| 4 | 6.5% | \$ 2,362.75 |
| 5 | 7.0% | \$ 2,544.50 |
| 6 | 7.5% | \$ 2,726.25 |

CATEGORY V

Yearbook/Flashlight
 DC Trip (three day minimum)
 Community Service Club
 Bowling

| YEARS OF EXPERIENCE | PERCENT OF BASE | |
|---------------------|-----------------|-------------|
| 1 | 4.0% | \$ 1,454.00 |
| 2 | 4.5% | \$ 1,635.75 |
| 3 | 5.0% | \$ 1,817.50 |
| 4 | 5.5% | \$ 1,999.25 |
| 5 | 6.0% | \$ 2,181.00 |
| 6 | 6.5% | \$ 2,362.75 |

CATEGORY VI

Assistant Drama
 Assistant Speech
 TeamMates Coordinator
 Secondary Quiz Bowl
 Junior Class Sponsor

| YEARS OF EXPERIENCE | PERCENT OF BASE | |
|---------------------|-----------------|-------------|
| 1 | 3.0% | \$ 1,090.50 |
| 2 | 3.5% | \$ 1,272.25 |
| 3 | 4.0% | \$ 1,454.00 |
| 4 | 4.5% | \$ 1,635.75 |
| 5 | 5.0% | \$ 1,817.50 |
| 6 | 5.5% | \$ 1,999.25 |

CATEGORY VII

Art Club
 After School Hours Enrichment

| YEARS OF EXPERIENCE | PERCENT OF BASE | |
|---------------------|-----------------|-------------|
| 1 | 3.0% | \$ 1,090.50 |
| 2 | 3.5% | \$ 1,272.25 |
| 3 | 4.0% | \$ 1,454.00 |

CATEGORY VIII

Class Sponsors-9th, 10th, 12th, Mid Sch
 National Honor Society
 S-Club
 Accompanist
 Elementary Quiz Bowl

| YEARS OF EXPERIENCE | PERCENT OF BASE | |
|---------------------|-----------------|-----------|
| 1 | 1.5% | \$ 545.25 |
| 2 | 2.0% | \$ 727.00 |
| 3 | 2.5% | \$ 908.75 |

SUMMER WEIGHT ROOM SUPERVISION

Head Summer Weights - \$1,000; Assistant Summer Weights and Junior High - \$500

SUMMER CURRICULUM WORK

Summer curriculum work as assigned will be paid 0.00070% of base minus \$2.00 per hour - [(0.00070 x base salary) - \$2.00] Work to be completed by August 1st.

ELEMENTARY QUIZ BOWL

The District will pay the Elementary Quiz Bowl sponsor at the hourly rate paid for certified staff through the After School Program up to 2 hours per week of practice not to exceed 15 hours total.

COLLEGE COURSE STIPEND

The District will pay a stipend of \$500 per course for any Superior School District Teacher who meets the requirements of a College, Community College, or University to teach a dual credit course on the Superior High School Campus. The class must include Superior High School students and must be taught by the teacher and not delivered as a virtual class from the college or university.



❑ **Superior High Drama Performs Plays**

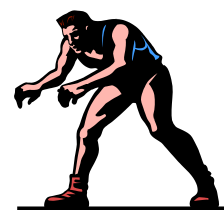


The Superior High School Drama Department, under the direction of Mrs. Casper and Ms. Arickx performed Agatha Christie's "And Then There Were None" on Tuesday, December 1st for their parents. The One Act play is usually performed for students and the public, but due to Covid restrictions it was only performed for the cast and crew's parents. The cast and crew involved numerous students who did an excellent job during the performance. The play was also performed at the district one act competition on Wednesday, December 2nd in Geneva. The team finished in 6th place, but received many positive comments about their improvements.

❑ **Winter Sports Teams Begin Practice**

The Superior High School winter sports teams began practice on November 16, 2020. The following are number of participants in each sport.

- Boys Basketball 22
- Girls Basketball 13
- Wrestling 10
- Junior High GBB 12
- Junior High WR 12 (7 boys, 5 girls)



❑ **Lockdown Drill Conducted**



On Monday, December 7, Superior Public Schools conducted a lockdown drill with staff and students. The drill lasted approximately 10 minutes and went very well. All doors locked when the lockdown button was pushed. The students also practiced barricading the doors and staying out of site during the drill. We will be discussing the drill during our staff meetings in the next few weeks.

❑ **Upcoming Events**

| | | |
|------------------|---|------------------|
| December 14 | JHGBB Superior Inv. | 4:00 p.m. |
| December 15 | 7-12 Winter Music Concert (Parents Only) | 7:00 p.m. |
| December 19 | G & BBB @ Southern Valley | 4:30 p.m. |
| December 19 | WR @ Oakland Craig | 7:00 p.m. |
| December 20 | WR @ Logan View | 9:30 a.m. |
| December 20 | G & BBB vs Centennial | 2:00 p.m. |
| December 22 | G & BBB vs Cross County | 6:00 & 7:45 p.m. |
| December 23-27 | NSAA 5-Day Moratorium | |
| December 28 - 29 | Runza Hoops Classic Basketball Tournament | T.B.D. |
| December 30 | WR @ Fillmore Central | 9:00 a.m. |
| January 4 | Staff In-service Day | |
| January 5 | School Resumes for Students | |

Elementary Principal Report
Doug Hoins, Principal
December 14, 2020

• Donuts for Dads

Donuts for Dads was held Tuesday, Nov. 24 right before Thanksgiving break. Dads of kids PreK-5 grade were encouraged to bring their children to school and pick up a donut on their way out of the parking lot. Mrs. Fierstein gave donuts to the Dads that walked their children to the front door and Mr. Hoins gave “drive” through donuts to Dads that dropped their students off in the drop off zone from their vehicles. Approximately five dozen donuts were given out to Dads.

• MAPS Testing

MAPS testing for the elementary students was completed November 30. Students in grades K-5 were administered MAPS tests in November. K-2 grade students were given assessments in Reading and Math. Students in grades 3-5 took assessment in Reading, Language Arts, Math and Science. Teachers can use MAPS results to see strengths and areas that need improvement in students and the curriculum. Parents will receive a “Student Progress Report” that shows cumulative results of their child’s MAPS test history.

• Intruder Lockdown Drill

An intruder lockdown drill was held on Dec. 7th for all PreK-12 grade students and staff. The drill was initiated by the lockdown button in the elementary office which releases all classroom doors in the facility that are held open by magnetic devices. I checked all elementary classroom doors during the lockdown drill and found that all locks worked correctly. Additionally, I checked to see if he could hear any voices or see movement in the classrooms during the drill. PreK-5 students, teachers and staff did an outstanding job as I did not hear any voices or see any movement in rooms.

Special Education Monthly Report
December 2020
Jodi Fierstein

Professional Development:

Dec. 4th: Emotional Poverty (virtual)

Mary Tietjen, Danyelle Mathews, Kara Smith, Tiffany Mundorf, Lauren Issacson, Kristene Boyles

- Will share with all sped staff during Jan. department meeting

Nov. 5th: IEP Academy development

Jodi Fierstein worked with Jessica Shepard to begin developing an "IEP Academy" for ESU 9 schools. Next work session: Jan. 14th

Nov. 10th: Paraeducator Conference (virtual)

Jeanie Keifer, Janice Hatzenbuehler, Angelica Hermosillo, Crystal Disney, Margaret Brittenham (attended 1-2 sessions)

- Nov. & Dec. early release days - all paras able to view additional recorded sessions

Early Childhood PLC:

Nov. 14th: GOLD Data review and lesson planning discussion

Nov. 20th: Math PLC discussion with PALLS and Kindergarten staff

POWER and RISE Room Programs:

Elementary POWER - Preparing Our Wildcats with Education and Responsibility
Courtney Utecht & Harlee Corder

Secondary RISE - Reaching Independence through Structured Education
Kristene Boyles & Christin Hanson

School Board Accomplishments 2018-2020

1. Created a Middle School Concept
2. Adopted new evaluation tools for the teachers and principals
3. Moved to 1 to 1 Chromebooks for all 6-12th graders
4. Created a systematic academic program including Curriculum Development (CLI)
5. Implemented a Professional Learning Communities Concept (additional plan time at Elementary School)
6. Created a Kids Club Program (21st Century After School Program)
7. Lit Lab in the library. Technology exposure in the Elementary School, enrichment during the school day.
8. RISE Room and Power Room-Alternative Learning Environments
9. Telehealth Counseling through UNL for students in need.
10. Contracted with the Brodstone for Social Worker Services
11. Contracted with Brodstone for Athletic Training Services
12. Trained all classroom staff on safe seclusion and restraint and de-escalation techniques
13. Implemented 2nd Step Social Skill Program at the Elementary and Middle School
14. Special Services Director. In house. Saved money for the district and more commitment
15. CNA classes
16. Expansion of CTE options. (Building Trades, Welding-Plasma Table)
17. District Funding of College Courses
18. Addition of Acellus for Virtual Options, Credit Recovery or Alternative Delivery at School
19. Philosophical Change to Reteach, Relearn, Retakes
20. Math Interventions and Delivery-Focus on Instruction and Differentiation
21. More Comprehensive Reading Interventions and Enrichment
22. Problem Solving Model-MS/HS to help with Math and student GRIT
23. Physical Improvements to Facilities (Paint, HVAC Systems, LED Lighting, etc.)
24. Installed new intercom system for safety
25. Magnetic door holds with panic buttons for safety
26. Revised crisis management documents and protocols
27. Added activity bus to the fleet
28. Upgraded shop facilities (welding exhaust system)
29. Tied Fire Alarm Panels together for safety and uniformity
30. Added weight room and Training Room
31. New scoreboards (video board)
32. Long Term Facilities Improvement Plan and budget has been developed.