

Committee As A Whole
Monday, November 9, 2020 5:30 PM
ESU7/CPS Student Center
3434 Discoverer Drive
Columbus, NE 68601

- I. Committee As A Whole
 - A. Call to Order
 - B. Roll Call of Board
 - C. Pledge of Allegiance
 - D. Notice of Open Meeting Posted
 - 1. President insures all can hear proceedings
 - E. Presentations
 - 1. Audit Report
 - 2. CHS Presentation
 - F. Board Special Functions
 - 1. Second and Final Reading of Policy 403.03 Abuse of Students By School District Employees
 - 2. Second and Final Reading of Policy 1004.01 Media Relations including Exhibit 1
 - 3. Second and Final Reading of Policy 505.03 Expulsion of Students
 - 4. Second and Final Reading of Policy 505.02 Suspension of Students
 - 5. Second and Final Reading of Policy 504.24 Professional Boundaries, Staff Conduct, and Staff Relationships with Students
 - G. Consent Agenda
 - 1. Approval of Minutes

2. Financial Reports M2, M3, M4a
 3. Certified Personnel
 4. Classified Personnel
 5. Professional Travel
- H. Acceptance of Gifts/Donations
- I. Business Operations and Human Relations
1. Policies
 1. Second and Final Reading of Policy 404.06 Harassment
 2. Second and Final Reading of Policy 405.00 Employee Conduct and Appearance
 3. Second and Final Reading of Policy 402.01 Equal Opportunity Employment
 2. Administrative Functions
 1. QCPUF Fund
 2. Fundraising Applications
 3. TERIP for 20-21
 4. Surplus
 3. Updates
- J. Buildings & Sites/Technology
1. Policies
 1. Second and Final Reading of Policy 504.13 Hazing, Initiation, Secret Societies or Gang Activities
 2. Second and Final Reading of Policy 504.20 Dating Violence Prevention
 2. Administrative Functions

1. Fire Alarm/Ansul System Inspections
2. City of Columbus Application for Snow Fence Installation
3. Safety and Security Committee

3. Updates

K. Curriculum and Instruction

1. Policies

1. Second and Final Reading of Policy 501.00 Objectives for Equal Educational Opportunities for Students
2. Second and Final Reading of Policy 103.00 Equal Educational Opportunity

2. Administrative Functions

3. Updates

L. Student Services

1. Policies

1. Second and Final Reading of Policy 504.03 Student Conduct
2. Second and Final Reading of Policy 504.17 Harassment by Students
3. Second and Final Reading of Policy 612.05 Individualized Education Program and Family Services Plan

2. Administrative Functions

3. Updates

M. Superintendent's Report

N. Board Sharing

O. Adjourn

Columbus High School



Board of Education Presentation
November 2020

Columbus High School Staff



Staff

- The CHS staff has gone above and beyond this year
- They cover classes when needed
- They have worked to ensure students have what they need to be successful when absent
- They are professional sanitizing machines!

New Staff

Ryan Baker - Business



Jacquie Colabello - Math



Jacob Belvery - English



Jordan Hitchcock - Social Science



New Staff

Jordan Hitchcock - Social Science



Benjamin Loeffelholz - STS



Seth Kirkegaard - Science



Keegan McGill - Science



New Staff

Abby Sayers - Business



Zack Wayman - Social Science



Student Population

- 1,302 students (similar to 2019-2020)
- 9th - 328
- 10th - 288
- 11th - 329
- 12th - 357

New Programs

Video Production Pathway

- Digital Media (*Introduction Course - new class - 1st semester*) 10 students
 - *Create, edit, and publish digital media - photos/videos*
- Video Production (*Intermediate Course - new class - 2nd semester*)
 - *Create audio and video broadcasts. Draft, plan, edit, publish video products*
- Foundations of Web Design (*Capstone Course*) - *previously offered*

New Programs

Advanced Construction

- Partnership with Shelby Lumber
- First home completed to be completed by CHS
- Located on 32nd St in Columbus (NW of Gerrard Park)

New Programs



New Programs

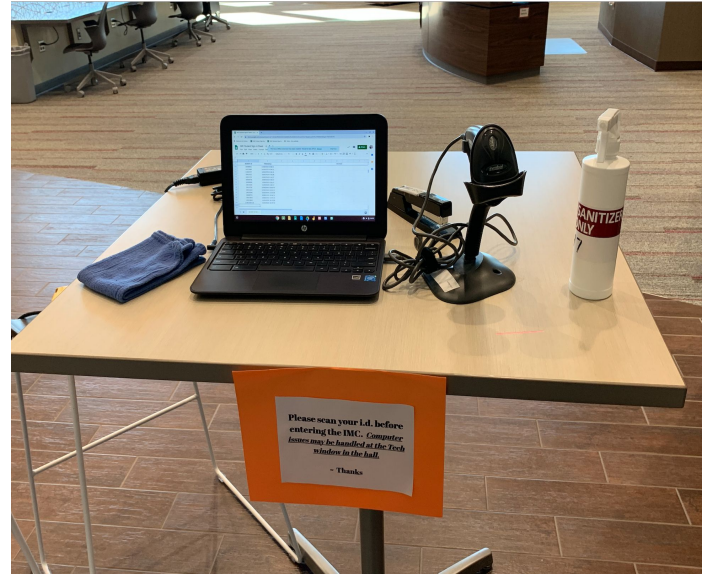
- 9th Grade Seminar
 - Required for 9th grade students
 - 1st or 2nd semester
 - Explore Nebraska Career Education Model
 - Job Acquisition
 - Career soft skills/goal setting
 - Time management/academic success
 - Building expectations focusing on BIST model
 - What it means to be a *DISCOVERER!*

Jobsite Opportunities

- Anchor Coffee Express Coffee & Cocoa
 - Students learn customer service and change making skills
- Discoverer Detailing
 - Students will detail the interior of staff cars
- Adaptive PE class
 - Mr. Liston / Mr. Goetsch
- Kitchen Staff
 - Cleaning dishes and sorting silverware
- Sanitizing Committee
 - Cleaning of high traffic areas throughout the building

Safety

- COVID-19 Safety Protocols



Safety

- Lunch Room



Safety

- Hand sanitizer before entering and exiting the classroom
- Lunch room distancing
- Activity and Athletic contest guidelines - fan limitations/social distancing
- Able to complete the fall activity season with minimal interruptions



New Bell Schedule

- Seven periods each day
- Homeroom Monday, Tuesday, Thursday, Friday - 32 minutes
- Counseling Homeroom lessons are provided every Tuesday
- Staff have the opportunity to build relationships with students
- Students have the opportunity to complete work from other classes
- 50 minute class periods

MAP/PreACT/ACT

- MAP tests have been completed by all 9th and 10th graders
- PreACT completed by 11th graders
- ACT given to all 12th graders
 - This was crucial because many seniors did not have an opportunity to take the test last spring
- PreACT and ACT were given during school hours in the main gym
- MAP testing was completed in core subject classrooms
- The pandemic helped change the way we test in the future

EducationQuest College Access Grant

- \$80,000 over 4 years
- Increase college going rate for CHS students
 - 10% increase in college going rate
 - College fairs
 - Scholarship application lessons
 - College visits/tours

Perkins/reVISION Grants

- Perkins grant allotted \$40,814 for the 2020-21 school year
 - Up from \$37,317 from last year
 - New this year is Perkins V (new legislation)
 - Takes into account more local needs
 - 4 year action plan
 - Year 1 - Virtual job shadow, FCS knives/sets, FCS dehydrator, SnapOn TPMS kits, Video Production pathway startup equipment, Camera/TV for marketing CTE classes and jobs, laptop computers for VEX robots at CMS, workshops and conferences, host local industry representatives in classrooms
 - Year 2 - Expand Construction pathway, Education pathway, college and career visits for students in CTE courses, supplement middle level courses for career education implementation
 - Year 3 - Explore Healthcare pathway, expand robotics and drone technology, expand CTSOs, local needs assessment
 - Year 4 - College and career visits for students, national conference for professional development, explore opportunities for industry for special populations, evaluate program/pathway options through stakeholder input

Perkins/reVISION Grants

- reVISION Grant
 - Competitive grant allotted by NDE through Perkins funds
 - CPS was 1 of 11 schools awarded the grant and 1 of 4 awarded \$100,000
 - Activity #1 - Update Mechatronics Lab - Software and robotics kits
 - Activity #2 - Update Engineering Lab - 3D printers, desktop computers
 - Activity #3 - Update Drafting Lab - Large format printer and programmable mice
 - Activity #4 - Exploring future trends - Virtual reality simulators, welding simulators, iPads/apps

Policy
Adopted: 3/13/06

COLUMBUS PUBLIC SCHOOLS
Columbus, Nebraska
Reviewed: 11/9/09

MEDIA RELATIONS

The Board recognizes the value of and supports open, fair and honest communication with the news media. The board will maintain a cooperative relationship with the news media. As part of this cooperative relationship, the board and the media will develop a means for sharing information while respecting each party's limitations.

Members of the news media are encouraged and welcome to attend open board meetings. The board president shall be the spokesperson for the board, and the superintendent shall be the spokesperson for the school district. It shall be the responsibility of the board president and superintendent to respond to inquiries from the news media about the school district.

~~Members of the news media seeking information about the school district shall direct their inquiries to the superintendent. The superintendent shall accurately and objectively provide the facts and board positions in response to inquiries from the news media about the school district.~~

Through the support of the District Marketing Office, board members, school administrators and other district employees as necessary will be available for news interviews.

NEWS CONFERENCES AND INTERVIEWS

The superintendent **or designee**, on behalf of the board and the school district, may hold a news conference or respond to a request for an interview with the news media.

The superintendent shall respond accurately, openly, honestly, and objectively to inquiries from the news media about the school district.

News conferences and interviews planned or pre-arranged for school district activities shall include the board and the superintendent. News conferences for issues requiring an immediate response may be held by the superintendent. It shall be within the discretion of the superintendent to determine whether a news conference or interview shall be held to provide an immediate response to an issue.

It shall be the responsibility of the superintendent to keep the board apprised of news conferences and interviews.

Information about school activities and issues will be provided to the community in a way which will create and maintain a dignified and professionally responsible image for the district.

The procedures listed below will be followed in giving official information to the news media:

1. The board president will be the official spokesman for the board, unless this duty is delegated;
2. News releases that are of district-wide interest or that pertain to established district policy will be the responsibility of the superintendent;
3. The superintendent will establish regulations for the dissemination of news releases pertaining to the district.

When individual board members receive requests from press media representatives for information about board meetings or actions, members will refer these representatives to the board president, who is the spokesman for the board. The president may designate others to speak on behalf of the board at his/her discretion.

Press conferences will be authorized by the board president.

Nothing in this policy is intended to limit the rights of individual board members to speak their personal opinions.

LIVE BROADCAST OR VIDEOTAPING

Within the limitations described below, individuals may broadcast or videotape public school district events, including open board meetings, as long as it does not interfere with or disrupt the school district event and it does not create an undue burden in adapting the buildings and sites to accommodate the request.

It shall be within the discretion of the superintendent to determine whether the request is unduly burdensome and whether the broadcast or videotaping will interfere with or disrupt the school district event.

In addition to limitations on recording or transmitting image or sound in policy 504.12 referenced below, anyone recording or transmitting any sound or image of any person (including themselves) must have the prior consent of the person or persons being recorded or whose image or sound is being transmitted. This requirement applies to all persons, including staff, students, volunteers, and community members, at district facilities or attending district sponsored events. This policy does not apply to District-sponsored athletic events or activities where the focus of the recording or transmission is on the student performances or activity. Nothing in this policy shall prohibit the recording of an Individualized Education Program meeting when necessary to implement parental rights as guaranteed by the Individuals with Disabilities Education Act or in conducting meetings to implement Section 504.

News media coverage of sports and other special events is encouraged. Radio broadcasts of events will be arranged through the superintendent's office. Videotaping of classroom activities will be allowed at the discretion of the superintendent. Parents will be notified prior to videotaping of classroom activities.

It shall be the responsibility of the superintendent **to implement this policy and for handling requests for other broadcasting or videotaping activities through District Marketing.**

Cross Reference: 504.12 Regulated Electronic Devices

Policy
Adopted: 2/12/07

COLUMBUS PUBLIC SCHOOLS
Columbus, Nebraska

Reviewed: 9/16/2019

Community Relations:

The District will inform the staff and the public on matters of district wide significance, through District sponsored mediums of communications as well as through the news media. The Superintendent or designee will serve as a resource in the development and implementation of the public relations program of each school in the District. District publications (including newsletters, newspapers, pamphlets, brochures and other similar print materials and electronic mediums) shall contain the District logo on the front page or back cover. Promotional materials such as bumper stickers and banners will contain the school or District logo.

Public Participation in the School District

Advertising:

Commercial Advertising may be permitted, however, district facilities, staff or students will not be used for advertising purposes or promotion of non-school interests or individuals.

Commercial advertising for the purpose of this policy is defined to be commercial promotion, acknowledgments and recognition of persons, firms or corporations or other business associations for promotion of products or services. The acknowledgements, recognition or advertising shall not interfere with nor disrupt the operation of schools, use of facilities, school activities or the educational process. The Superintendent shall develop procedures and guidelines to be followed by school staff in determining if any form of commercial advertising can be approved.

No part of this policy is intended to create or establish an open or public forum and the superintendent reserves the sole and absolute right to determine the acceptable content of any and all such commercial advertising or advertisements within the District.

Procedure

The District may use educational materials bearing identification of the persons, firms, corporations, or other business associations responsible for producing any educational materials used in district classrooms and educational settings.

Commercial advertising may also be approved as long as it does not impair the educational program of the District. Such advertising must meet one of the following criteria:

- A. Media or other educational materials that relate directly to and support the approved district curriculum.
- B. In school announcements and support of any outside lecture, activity or program of educational worth or public interest if approved by the Superintendent.
- C. The appearance or participation of any school group in an outside activity of special public interest. No participation will be allowed if the benefit to the outside activity is

greater than the educational or personal growth experience received by the students taking part.

- D. The sponsorship of administrative approved services.
- E. The sponsorship of administrative approved staff activity.
- F. The name of a company or organization in newsletters, flyers or other materials distributed to students and parents if that company or organization is formally recognized as a partner of the school involved.
- G. The recognition of contributions supporting the District and/or Columbus Public Schools Foundation. Such advertising in exchange for contributions shall be limited to areas and location approved in accordance with district procedures, state statutes and applicable regulations, and applicable city ordinances.
- H. Exclusive contracts with specific vendors if approved by the Superintendent.
- I. The subsidy of the production cost of school sponsored publications.
- J. The promotion of community activities targeted at youth are advertised in the school monthly newsletter.

In addition, the following standards are set forth and shall apply to any and all commercial advertising that is submitted to the Superintendent for approval.

A. Standards:

- a. The District does not, by this procedure, create or establish an open or public forum and reserves the sole and absolute right to determine the acceptable content of any and all such commercial advertising or advertisements within the District.
- b. The content of any commercial advertising must meet with prior approval from the Superintendent or designee.
- c. The commercial advertisements shall not contain statements or commercial messages which the District determines, in its sole discretion, is contrary to educational values, is vulgar, obscene, defamatory, discriminatory, religious, political or ideological or which relates to a controversial topic or viewpoint.
- d. Commercial advertising or advertisements shall not relate to a product or service, which the District determines, in its sole discretion, to be inappropriate or illegal for minors, or violates any provisions of this procedure.
- e. No commercial message may relate to a product or service that the District determines, in its sole discretion, to be educationally controversial or promotes the indoctrination of ideological, political, religious, or social beliefs.

B. Venues or Locations:

- a. Commercial advertisements are limited to district owned facilities. These advertisements require prior approval of the Superintendent.
- b. Commercial advertising may be permitted in district-wide publications, electronic media or district sponsored projects.
- c. Commercial advertising may be permitted in school related publications, newspaper, yearbooks, newsletters, electronic media activity programs and school event program.

Distribution of Materials

The request to distribute promotional materials, coupons, discounts, contests or information by any group, organization, business or individual should be made through the District Communications Office. Requests will be granted based on the following guidelines.

Information for Staff

- Flyers and marketing materials must be specific to and beneficial for the Columbus Public Schools District employees.
- If pre-approved, flyers or materials will be placed in the District shared Google Drive Folder for staff to retrieve the information. Information may also run in the District employee newsletter. District sponsored media such as staff mailboxes or email should not be used for distribution of materials for outside organizations, unless it is a project driven by the School District.
- Mass Distribution/email (all staff) of information should be distributed to staff through the advisement of the Communications office. The primary source for distributing this information would be the District shared google drive.
- Information from accredited universities/colleges will be placed in the teacher lounges for staff to pick up. No flyers or brochures will be distributed through staff mailboxes.
- Blatant advertising is encouraged to be limited to designated times of the year (ie: employee appreciation). However, they may be granted throughout the year if any of the following criteria is met:
 - Information is specific to and beneficial for Columbus Public Schools District employees.
 - Information belongs to a nonprofit organization or a business with a special interest or partnership with CPS.

Note: This type of information will generally be distributed via the District shared google drive.

Information for Elementary Students

- Anyone interested in sending any information out to all or a large percentage of elementary students in the Columbus Public Schools District must do so through the District's quarterly newsletter.
- Information may also be posted in a common place of the building for everyone to see.

Information for Secondary Students

- Anyone interested in sending any information out to all or a large percentage of secondary students in the Columbus Public Schools District must go through the District's quarterly newsletter.
- Information may also be posted in the common place of the building for everyone to see.

The following criteria will be used to determine if the information may or may not be included in the school newsletter, teacher newsletters or announced at school.

Information may be put in the school publications and announced at the school if:

- The activity belongs to the school and is organized by a school group and/or sponsored by a school employee that is paid to organize the activity.

- The activity is sponsored by a school employee and approved by the principal as a school sponsored club or activity even if the sponsor is not being paid.

Information will be placed in the District quarterly newsletter and concentrated efforts will be made to promote these activities in the newsletter:

- The activity belongs to an outside group or organization but is mostly our kids that participate in the activity.
- Sports related activities that are not recognized by NSAA as a specific “high school” sport.

Current practice for approving the distribution of for profit coupons or incentives in the schools for students:

Blatant advertising via the distribution of coupons or promotional items for the primary purpose of promoting a for-profit business will be approved based on the following criteria:

- Teachers or administrators can use the offer as an incentive or reward to promote behavior or recognition of some type of program used by the school or classroom teacher.
- Business is an identified partner that has an established relationship with a particular school, program or the entire school district.
- The coupon or offer is something special for CPS students.
- The offer is “free in nature.” It cannot be a discount or buy one get one free.

The following criteria is used to deny the distribution of advertising, coupons or special offers.

- There is no connection to the curriculum or program
- The primary purpose of the material, coupon or offer is to promote the business or gain customers for such business.
- The offer is not anything special or promotional for CPS Students.
- The offer is not free.

EXPULSION OF STUDENTS

For the purposes of this policy and as defined in the Student Discipline Act, expulsion shall mean exclusion from attendance in all schools within the district for a period of time as defined in Nebraska statute 79-283.

Students may be expelled for violations of board policy, school rules or the law. It shall be within the discretion of the board to discipline a student by using an expulsion for a single offense or for a series of offenses depending on the nature of the offense and the circumstances surrounding the offense.

The superintendent will develop procedural rules, regulations and guidelines governing expulsions. These shall be approved by the Board of Education and made known to students, parents and school staff.

All cases of expulsion shall be preceded by short-term suspension and its related procedures or by the condition of emergency exclusion which applies only when a student (a) has a dangerous communicable disease transmissible through normal school contacts and poses an immediate threat to the health and safety of the school community; or (b) exhibits conduct which presents a clear threat to the physical safety of himself/herself or others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.

EMERGENCY EXCLUSION: Any student may be excluded from school in the following circumstances:

1. If the student has a dangerous communicable disease transmissible through normal school contacts and poses an imminent threat to the health or safety of the school community; or
2. If the student's conduct presents a clear threat to the physical safety of himself, herself, or others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.

Such an emergency exclusion shall be based upon a clear factual situation warranting it and shall last not longer than is necessary to avoid the dangers described above.

If the emergency exclusion will be for five days or less, the procedures for a short-term suspension shall be followed. If the superintendent or his or her designee determines that such emergency exclusion shall extend beyond five days, a hearing will be held and a final determination made within ten school days after the initial date of exclusion. Such procedure shall substantially comply with the procedures set forth in state statutes 79-266 to 287 for a long-term suspension or expulsion and be modified only to the extent necessary to accomplish the hearing and determination within the shorter time period

It shall be within the discretion of the superintendent to recommend to the board the expulsion of a student for disciplinary purposes. Only the board may take action to expel a student and to readmit the student. The principal shall keep records of expulsions in addition to the board's records.

When a student is recommended for expulsion by the board, the student shall be provided with:

1. Notice of the standard of conduct allegedly violated, acts the student is alleged to have committed and a summary of the evidence to be presented against the student;
2. The penalty, if any, which the principal has recommended in the charge and any other penalty to which the student may be subject;
3. A statement that the student has a right to a hearing, upon request, on the specified charges;
4. A description of the hearing procedures, along with procedures for appealing any decision rendered at the hearing;
5. A statement the principal, legal counsel for the school, the student, the student's parent or representative or guardian has the right;
to examine the student's academic and disciplinary records and any affidavits to be used at the hearing concerning the alleged misconduct and;
to know the identity of the witnesses to appear at the hearing and the substance of their testimony;
6. A form on which the student or the student's parent/guardian may request a hearing

Violations of Law Relating to Suspensions

1. Student violations or suspected violations of Nebraska Law will be reported to law enforcement as soon as possible. Conduct to be reported for law enforcement referral includes conduct that may constitute a felony, conduct which may constitute a threat to the safety or well-being of students or others in school programs and activities, and conduct that the legal system is better equipped to address than school officials. Student violations of school policy that are not apparent violations of law will be addressed by school administrators without reporting them to law enforcement. Administrators should consider the student's maturity, and known behavioral, emotional or mental disorders, if applicable. It will be the responsibility of the referring administrator to contact the student's parent that a referral to legal authorities has been or will be made, if applicable.

On or before August 1, the school board will annually review the reporting guidelines above with the County Attorney. These shall be distributed to all parents and guardians and their students at the beginning of each school year, or at the time of

Policy
Adopted: 9/11/06
Revised: 8/13/18

COLUMBUS PUBLIC SCHOOLS
Columbus, Nebraska

SUSPENSION OF STUDENTS

The authority to suspend for a "short term" and to propose an "extended term" suspension and/or expulsion is delegated to the principal or his or her designee. A short-term suspension shall mean the exclusion of a student from school attendance for a period not to exceed five school days. A long-term suspension means the exclusion of a student from school attendance for a period exceeding five school days but less than twenty school days.

The provisions of this section apply to all pupils enrolled in the school district. When considering possible courses of action for special education students in regard to alleged violations of school rules, policies, and regulations, procedural due process rights guaranteed under applicable Federal and State statutes are applicable. The school district is obligated to see that every special education student is provided an appropriate educational program without cost to the parent. Conversely, schools are not required to maintain pupils who are a danger to themselves or others in regular attendance centers.

Suspension from classes or school will not be carried out unless the student while subject to school authority:

1. uses violence, force, threat or intimidation in a manner causing substantial interference with school purposes; or
2. causes or attempts to cause substantial damage to school or private property or steals or attempts to steal school or private property of substantial value; or
3. causes or attempts to cause physical injury to another person except in self-defense; or threatens or intimidates any student for the purpose or intent of obtaining something of value from the student; or
4. possesses or transmits any firearm, knife, explosive or other dangerous object that is ordinarily considered a weapon; or
5. engages in the unlawful possession, selling, dispensing, or use of a controlled substance or an imitation controlled substance, as defined in section 28-401, a substance represented to be a controlled substance, or alcoholic liquor as defined in section 53-103 or being under the influence of a controlled substance or alcoholic liquor; or
6. commits public indecency as defined in Nebraska statute 28-806 if that student is at least twelve years of age but less than nineteen years of age; or
7. commits or attempts to commit sexual assault against any person if a complaint has been filed by a prosecutor alleging the incident as required in Nebraska statute 79-267.8; or
8. engages in any other illegal activity which constitutes a danger to other students or interferes with school purposes; or engages in bullying as defined in section 79-2,137; or
9. repeatedly violates the policies, rules and standards of student conduct established by the district.

A given suspension will be for a period of time not to exceed 5 school days. A student will be informed of the charges against him or her and, if the student denies them, an explanation of the evidence will be given and the student will be given an opportunity to refute the charges. No time delay is necessary between the time a pupil is notified of the charges and the time of the hearing before the principal.

Guidelines to insure that students are afforded due process during a suspension or proposed suspension from school will be developed. The procedural rules, regulations and guidelines will be approved by the Board of Education and made known to students, parents and school staff.

Every report of alleged violations of student conduct policies that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing student conduct investigation, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged violations of student conduct policies.

Administrative procedures complying with the Student Discipline Act shall also be in place to ensure due process to the student should the principal decide to administer a long-term suspension, expulsion, or mandatory reassignment.

If a student's presence poses a continuing danger to persons or property or an ongoing threat of disruption to the academic process, an emergency exclusion may be invoked and the student may be immediately removed from school. However, notice and hearing should follow as soon as practical and not more than ten days following the initial exclusion.

The principal should make a reasonable effort to contact the parent(s) or guardian(s) of a suspended student by telephone or to communicate to them directly regarding the specific act(s) for which the suspension is ordered and the length of the suspension. If personal contact cannot be made then a notice will be mailed to parents within 24 hours stating the specific act(s) for which the suspension is ordered and the length of the suspension.

EMERGENCY EXCLUSION: Any student may be excluded from school in the following circumstances:

1. If the student has a dangerous communicable disease transmissible through normal school contacts and poses an imminent threat to the health or safety of the school community; or
2. If the student's conduct presents a clear threat to the physical safety of himself, herself, or others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.

Such an emergency exclusion shall be based upon a clear factual situation warranting it and shall last not longer than is necessary to avoid the dangers described above.

If the emergency exclusion will be for five days or less, the procedures for a short-term suspension shall be followed. If the superintendent or his or her designee determines that such emergency exclusion shall extend beyond five days, a hearing will be held and a final determination made within ten school days after the initial date of exclusion. Such procedure shall substantially comply with the procedures set forth in state statutes 79-266 to 287 for a long-term suspension or expulsion and be modified only to the extent necessary to accomplish the hearing and determination within the shorter time period.

Violations of Law Relating to Suspensions

1. Student violations or suspected violations of Nebraska Law will be reported to law enforcement as soon as possible. Conduct to be reported for law enforcement referral includes conduct that may constitute a felony, conduct which may constitute a threat to the safety or well-being of students or others in school programs and activities, and conduct that the legal system is better equipped to address than school officials. Student violations of school policy that are not apparent violations of law will be addressed by school administrators without reporting them to law enforcement. Administrators should consider the student's maturity, and known behavioral, emotional or mental disorders, if applicable. It will be the responsibility of the referring administrator to contact the student's parent that a referral to legal authorities has been or will be made, if applicable.

On or before August 1, the school board will annually review the reporting guidelines above with the County Attorney. These shall be distributed to all parents and guardians and their students at the beginning of each school year, or at the time of enrollment if during the school year. The guidelines shall also be posted conspicuously in each school during the school year.

2. Except in instances of suspected child abuse, when a principal or designee releases a minor student to a law enforcement officer for the purpose of removing the minor from the school premises, immediate steps shall be taken to notify the parent, guardian, or other relative having control of the minor about the minor's release to the officer and about the place to which the minor is reportedly being taken. In cases of suspected child abuse, the principal or designee will provide the law enforcement officer with the address and telephone number of the minor's parents or guardian.

All records and documentation regarding suspension will be destroyed within three years of the student's continuous absence from school. No information regarding a suspension will be communicated to any person not directly involved in the disciplinary proceedings.

The right of appeal to the Board of Education in cases involving student suspension described in this policy does not extend to a suspension from a student extracurricular activities program or other disciplinary action affecting participation in an extracurricular activities program.

Legal Reference: Neb. Statute 79-254 et seq. (Student Discipline Act)
 20 U.S.C. §§ 1400 et seq. (Individuals with Disabilities
 Education Act)
 34 C.F.R. §§ 104.1 et seq.
 34 C.F.R. §§ 300 et seq.

Cross Reference: 504.01 Student Due Process Rights

Policy
Adopted: 9/11/06
Revised: 8/13/18

COLUMBUS PUBLIC SCHOOLS
Columbus, Nebraska

Professional Boundaries, Staff Conduct and Staff Relationships with Students

All employees are expected to comply with the Professional Code of Conduct, and to observe and maintain professional boundaries between themselves and students. A violation of such professional boundaries will be regarded as a form of misconduct and may result in disciplinary action.

All electronic communication with students will only occur through the District e-mail system or District approved communication systems.

The following non-exclusive list of actions will be regarded as a violation of the professional boundaries and staff relationships with students that employees are expected to maintain with a student includes, but it not limited to:

1. Text-messaging a student, unless the student is a child of a family friend of the employee.
2. Asking a student to keep a secret. Any communication with students in an inappropriate, immoral or unethical manner.
3. Engaging in private social-networking communication with a student on a social networking site, unless the student is a child of the employee or family friend. Material that employees post on social networks that is publicly available to those in the school community should reflect the professional image applicable to the employee's position and not impair the employees capacity to maintain the respect of student and parents or impair the employees ability to serve as a role model for students.
4. Engaging in sexual activity, a romantic relationship, or dating a student or a former student within one year of the student graduating or otherwise leaving the District.
5. Making any sexual advances – verbal, written, or physical-towards a student.
6. Showing sexually inappropriate materials or objects to a student.
7. Discussing with a student sexual topics that are not related to a specific curriculum.
8. **Sexual banter** or telling sexual or inappropriate jokes to a student. **or innuendos with students.**
9. Invading a student's physical privacy (e.g. walking in on the student in a restroom), except as appropriate in relation to a child's needs.
10. **Being overly "touchy" with a specific student. Any type of sexual or inappropriate physical contact with students or any other conduct that might be considered Harassment under Board's policy on Harassment by Employees.**

11. Addressing students or permitting students to address staff members with personalized terms of endearment, pet names, or otherwise in an overly familiar manner.
12. Allowing specific student to get away with misconduct that is not tolerated from other students, except as appropriate for students with an IEP or 504 plan.
13. ~~Discussing with the student the employee's problems that would normally be discussed with adults (e.g. marital problems).~~ **Disclosing personal, sexual, family, employment concerns, or other private matters to one or more students;**
14. Giving a student a ride in the employee's personal vehicle without express permission of the student's parent/guardian and school administrator unless another adult is in the vehicle and except in circumstances that are appropriate, such as driving a babysitter home or driving the friend or teammate of the employee's child home. If there is any question as to whether it is appropriate or not, the employee should notify the employer's direct supervisor for directions.
15. ~~Taking a student on an outing without obtaining prior express permission of the student's parent and school administrator.~~ Socializing or spending time with students (including but not limited to activities such as going out for meals or movies, shopping, traveling, and recreational activities) outside of school sponsored events or except as participants in organized community activities or sending a student on a personal errand.
16. Inviting a student to the employee's home without prior express permission of the student's parent and school administrator.
17. Going to the student's home when the student's parent or a proper chaperone is not present.

~~Giving gifts of a personal nature to a specific student.~~

Emergency Clause

In some instances students may be left unattended or have not been picked up by their parents and/or legal guardian. Under these circumstances, staff may transport students home or shelter them from weather with permission from that parent/legal guardian.

Reporting Violations

Students and their parents/guardians are strongly encouraged to notify the principal (or other administrator) if they believe a teacher or other staff member may be engaging in conduct that violates this Rule.

Staff members are required to notify the principal (or other administrator) or the **Superintendent** ~~Director of Business Operations and Human Relations~~, if they become aware of a situation that may constitute a violation of this Rule.

If a student contacts a staff member and they do not use the District e-mail system or designated communication system, the teacher must document their communication with an immediate supervisor within 24 hours, unless circumstances warrant immediate contact. The staff member is also responsible to ensure the student is aware of and utilizes District approved communication systems.

Employees are prohibited from establishing or attempting to establish an inappropriate personal relationship with students. An inappropriate personal relationship between an employee and a student is defined as including, but it not limited to: dating; any touching or an intimate or sexual nature, sexual contact or sexual relations, any touching otherwise prohibited by law or objected to by the student; giving a gift having a sexual overtone, making comments of a sexual nature or reflecting sexual innuendo to or about a student; conduct considered to be “grooming” or such student, or any similar activity.

Any employee who has knowledge or reasonably suspects that another employee may have engaged in prohibited conduct as defined by this policy shall immediately report this information to either the employee’s supervisor, the student’s principal or the Director of Business Operations and Human Relations.

The district will provide guidance to staff on appropriate means of electronic communication to students.

STAFF CONDUCT WITH STUDENTS

The Board expects all staff members, including teachers, coaches, counselors, administrators, and others to maintain the highest professional, moral, and ethical standards in their conduct with students. For the purposes of this policy, staff members also include school volunteers. **The term “students” excludes a staff member’s immediate family members.**

The interactions and relationships between staff members and students should be based upon mutual respect and trust; an understanding of the appropriate boundaries between adults and students in and outside of the educational setting; and consistency with the educational mission of the schools.

Staff members are expected to be sensitive to the appearance of impropriety in their conduct with students. Staff members are encouraged to discuss issues with their building administrator or supervisor whenever they are unsure whether particular conduct may constitute a violation of this policy.

Unacceptable Conduct

Examples of unacceptable conduct by staff members include but are not limited to the following:

~~Any type of sexual or inappropriate physical contact with students or any other conduct that might be considered harassment under the Board's policy on Harassment By Employees;~~

Singling out a particular student or students for personal attention and friendship beyond the normal teacher-student relationship;

Associating with students in any situation or activity that includes the presence of alcohol, drugs, or tobacco or that could be considered sexually suggestive;

For non-guidance/counseling staff, encouraging students to confide their personal or family problems and/or relationships. If a student initiates such discussions, staff members are expected to be supportive but to refer the student to appropriate guidance/counseling staff. In either case, staff involvement should be limited to a direct connection to the student's school performance;

~~Sending students on personal errands;~~

~~Sexual banter, allusions, jokes, or innuendos with students;~~

~~Asking a student to keep a secret;~~

Disclosing personal, sexual, family, employment concerns, or other private matters to one or more students;

Addressing students with terms of endearment, pet names, or otherwise in an overly familiar manner; and

Permitting students to address you by your first name, nickname or otherwise in an overly familiar manner.

Being alone with individual students by closing a room door except when dealing with issues of health by appropriate personnel, or being alone with individual students outside of normal school hours;

Maintaining personal contact with a student outside of school by phone, email, Instant Messenger or Internet chat rooms, social networking websites, or letters (beyond homework or other legitimate school business);

Exchanging personal gifts (beyond the customary student teacher gifts); and/or

~~Socializing or spending time with students (including but not limited to activities such as going out for meals or movies, shopping, traveling, and recreational activities) outside of school sponsored events or except as participants in organized community activities.~~

~~Students and/or their parents/guardians are strongly encouraged to notify the principal if they believe a teacher or other staff member may be engaging in conduct that violates this policy.~~

~~Staff members are required to notify promptly the principal or superintendent if they become aware of a situation that may constitute a violation of this policy.~~

Staff violations of this policy may result in disciplinary action up to and including dismissal. Violations involving sexual or other abuse will also result in referral to the Department of Health and Human Services and/or law enforcement in accordance with the Board's policy on Child Abuse Reporting.

Every report of alleged violations of this policy that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing investigation of this policy, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged violations of this policy.

This policy shall be included in future employee, student and volunteer handbooks.

Adopted: 9/17/2018

COLUMBUS PUBLIC SCHOOLS
Columbus, Nebraska

Committee As A Whole
Monday, October 12, 2020 5:30 PM Central

ESU7/CPS Student Center 2563 44th Avenue
Columbus, NE 68601

Candace Becher: Present
Ken Curry: Present
Michael Jeffryes: Present
Doug Molczyk: Present
Theresa Seipel: Absent
Douglas Willoughby: Present
Present: 5, Absent: 1.

I. Committee As A Whole

I.A. Call to Order

I.B. Roll Call of Board

Motion to excuse absent board member. Passed with a motion by Michael Jeffryes and a second by Douglas Willoughby.

Theresa Seipel: Absent, Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea,
Doug Molczyk: Yea, Douglas Willoughby: Yea
Yea: 5, Nay: 0, Absent: 1

Theresa Seipel was excused from the board meeting.

I.C. Pledge of Allegiance

I.D. Notice of Open Meeting Posted

I.D.1. President insures all can hear proceedings

I.E. Presentations

I.E.1. Centennial Presentation

Andy Luebbe, Centennial Principal presented the data and goals for Centennial students. He shared that like the other schools there was no spring testing for comparison, and the goals are to help students get to the 61st percentile. Mr. Luebbe shared a graph that compares data from last year to present and it shows what he called the summer slide and that is the typical decrease seen in students when they come back from summer vacation with the addition of the COVID-19 closure March to August. Mr. Luebbe said this shows the importance of students being in school buildings for the very best learning environment. Mr. Luebbe also spoke about having 7 new faces in the building this school year. Two new kindergarten teachers, 3 new second grade teachers, a new traveling PE teacher and a new EL teacher. He shared some of Centennials activities, UBUNTU, this program develops community by older and younger grades working together on projects. Centennial has been using ZOOM assemblies to virtually recognize students and classes for positive behavior and activities. They participate in Ticket Tuesdays and Gold Coin Lunches. Student Council is a very active group, along with the PAC group that is very supportive in the Centennial community. All activities have been modified to allow for social distancing and follow

protocol for keeping students and staff safe. Mr. Luebbe also talked about the 20th Anniversary of Centennial opening, the celebration is planned for May 14, 2021.

Mr. Luebbe said the students have adapted so well to all the new protocols, he has been very pleased with students and staff. Centennial has added some BIST Training for paras, which he is excited about. He said paras are the unsung heroes and he is happy to be able to get some training that will be well used.

I.F. Board Special Functions

I.F.1. Bullying Prevention Annual Review

Dr. Loeffelholz, Superintendent, explained the annual review of the bullying policy. Title IX was added.

I.F.2. First Reading of Policy 403.03 Abuse of Students by School District Employees
This policy did not change, Title IX needs to be added.

I.F.3. First Reading of Policy 1004.01 Media Relations

Dr. Loeffelholz talked about the changes made to Policy 1004.01 Media Relations. He noted the information about the board roles and responsibilities when information is shared with the media. This policy includes information about interviews being pre-arranged and will include the board and superintendent. Dr. Loeffelholz shared that with all the streaming that's being done now, we must be careful with copyright on music.

The exhibit is a new addition and talks about sponsorship, commercial advertising and distribution of materials along with many details for each topic. This exhibit is very inclusive, Nicole Anderson, Director of Communication and CPS Foundation looked at Papillion's document and they allowed us to borrow some language. Dr. Loeffelholz said StrivTV is coming, we are getting this put together now to stream activities. Band and vocal concerts are difficult because of copyright laws.

I.F.4. First Reading of Policy 505.03 Expulsion of Students
Adding Title IX language.

I.F.5. First Reading of Policy 505.02 Suspension of Students

Dr. Loeffelholz explained the need for two policies as opposed to one that is suggested. He said these two policies are different enough to keep separate. Suspensions can be shortened if certain criteria are met. Expulsions are set for certain violations. Most expulsions are for a semester or 1 year. The Superintendent is the only one who can expel a student, the building administration provides expulsion information to the superintendent and then it is handled through district office. Jason Harris, Director of Student Services/SPED shared information on services for expelled students. He also said CPS typically doesn't have many expulsions.

I.F.6. First Reading of Policy 504.24

Dr. Loeffelholz talked about changes and additions to this policy. Staff Conduct was added, which includes teachers need to wait to be friendly with a student for one year after graduation. He said it is too bad we have to have policies like this. It is pretty detailed in what is inappropriate behavior, the one exception would be if families are friends. The policy states incidents should be reported to the Superintendent and/or principal. Some information was moved in the policy for clarity. As soon as an incident is reported an investigation team has to be appointed. One male and one female.

I.F.7. The Addition of Boys/Girls Bowling to Activities

Dave Hiebner, CHS Principal, said adding Bowling to our activities has been on the radar for about 5 years. Two years ago the NSAA did not pass, last year it was passed. CHS is all about giving students opportunities. There is a strong bowling contingent in Columbus, the community is very supportive. Westbrook Lanes will be a partner, they have worked with the group before it became sanctioned by the NSAA. Mr. Hiebner said there are some details to work out with Westbrook Lanes because it does not typically host school events. He also reminded the group this is not unified bowling, this is in addition to, this is competitive bowling teams. If NSAA is going to push forward, we want to offer it for girls and boys. Definitely have people that would be interested in coaching. Dr. Loeffelholz fully supports the addition of bowling.

I.G. Consent Agenda

I.G.1. Approval of Minutes

I.G.2. Financial Reports M2, M3, M4a

Chip Kay, Director of Business Finance, gave a short explanation on each financial report. He said the M2 shows that cash balances are in better shape than last year except in the Nutrition Fund. We are waiting for a reimbursement from the CARES Act. Every USDA meal that is served is reimbursed. Reimbursements are taking 45-60 days, which is longer than usual. CPS is serving 3500 students for lunch each day, he was not sure of the breakfast total. The M3 Financial Report shows the September reimbursements are all determined legislatively. Taxes are based on purchases, property taxes, TEEOSA. Schools get 100% of what was promised. Mr. Kay talked about the M4a Financial Report, a few invoices he mentioned were Frontline, which is our new Absence Management/Sub-finder Program. Melissa Hyde, contracted therapist and Gaggle.net which monitors CHS and CMS students for inappropriate device use, and Vernier Software typically used for physics and STEM learning.

I.G.3. Certified Personnel

I.G.4. Classified Personnel

Dr. Loeffelholz noted a couple of district employees that have resigned. We will looking for a replacement for Tami Altstadt, CPS Registrar, Mr. Harris said he has narrowed the pool down to 9 candidates for that position.

I.G.5. Professional Travel

The travel report is very short this month, no one is traveling much with the pandemic.

I.H. Acceptance of Gifts/Donations

Dr. Loeffelholz said that the Foundation is still reporting the flow through for Community and Family Partnerships. He also mentioned in the Preschool/daycare conversations, the group is finding out many of the daycare centers are run by the foundations of their school districts. He said the educational component is 18 months to 4 years. The districts with preschool are being run by the Head Start Program.

I.I. Business Operations and Human Relations

I.I.1. Policies

I.I.1.1. First Reading of Policy 404.06 Harassment

Mr. Kay said Policy 404.06 Harassment was reviewed and some of the repetitive language was removed and Title IX was added.

I.I.1.2. First Reading of Policy 405.00 Employee Conduct and Appearance

Policy 405.00 Employee Conduct and Appearance was reviewed and Title IX was added, Mr. Kay said. Dr. Loeffelholz added that staff was told to wear clothing that was easily laundered, so jeans are acceptable attire Monday through Friday at this time.

I.I.1.3. First Reading of Policy 402.01 Equal Opportunity Employment

Mr. Kay said Title IX was added to this policy.

I.I.2. Administrative Functions

I.I.2.1. Surplus

Centennial Elementary has some items that will be discarded.

I.I.2.2. School Fundraising Applications

West Park submitted all of their fundraising for the year.

I.I.3. Updates

I.I.3.1. Lease Purchase Update

Mr. Kay updated the board on the lease purchase. He said he received 5 bids, 2 of the bids were local. Capital One was chosen, it was the best deal for CPS. At 1.5%, it is the lowest lease purchase on record. Refinancing the bond and lowering our indebtedness was a very positive move for the district.

I.J. Buildings & Sites/Technology

I.J.1. Policies

I.J.1.1. First Reading of Policy 504.13 Hazing, Initiation, Secret Societies or Gang Activities

Mr. Kwapnioski said some changes were made to Policy 504.13 Hazing, Initiation, Secret Societies or Gang Activities, language was made more appropriate. Title IX was added and Policy 606.06 Acceptable Use of Computers, Technology and the Internet was added to the Cross Reference section.

I.J.1.2. First Reading of Policy 504.20 Dating Violence Prevention

Mr. Kwapnioski said the wording on this policy is better, it includes the Nebraska statute and Title IX was added.

I.J.2. Administrative Functions

I.J.2.1. Phase I Contract Discussion

Mr. Kwapnioski talked about plans as we move forward with the Kramer Education Center which includes: demolition, earth work, concrete, rebar and steel materials. The goal is to have all of that work in place by December 31, 2020 weather permitting. He shared that there were 5 companies in attendance for the pre-bid meeting. Mid states is performing soil testing.

I.J.2.2. Kramer Education Center Temporary Construction Fence

Mr. Kwapnioski said there have been 2 bids received for the construction fence around the Kramer site. One bid was incomplete and No Swett Fencing came in with a lower bid, also this is a local company. He said he spoke with the neighbors around the site regarding the variance on the south side.

I.J.2.3. Contract for Garbage Service

Mr Kwapnioski said he is looking at a 3-year contract. Some new language will be added payment for holidays and service 5 days a week.

I.J.3. Updates

I.K. Curriculum and Instruction

I.K.1. Policies

I.K.1.1. First Reading of Policy 501.00 Objectives for Equal Educational Opportunities for Students

Dr. Romshek discussed Policy 501.00 Objectives for Equal Educational Opportunities for Students, which talks about delivery of services free of discrimination. The additions that were made were regarding reporting, training for Title IX and the obligation to investigate.

I.K.1.2. First Reading of Policy 103.00 Equal Educational Opportunity

Policy 103.00 Equal Educational Opportunity was shared by Dr. Romshek, it says CPS will not discriminate. The policy gives specific information regarding who handles inquiry reporting. Title IX was also added to this policy.

I.K.2. Administrative Functions

I.K.3. Updates

Dr. Romshek updated the board on some of the work that is being done in curriculum at this time. She shared that she and Theresa Hausmann, Curriculum/Assessment Specialist, are

working with social studies teachers on the standards that were approved in the spring, they are working in small groups because of the substitute situation. She also said there will be a new elementary science text, they will be working on over the summer to develop a new science program.

I.L. Student Services

I.L.1. Policies

I.L.1.1. First Reading of Policy 504.03 Student Conduct

Mr. Harris said Policy 504.03 Student Conduct was in good shape, Title IX was added.

I.L.1.2. First Reading of Policy 504.17 Harassment by Students

Mr. Harris said he will add social media and Title IX was added for the first reading to Policy 504.17 Harassment by Students.

I.L.1.3. First Reading of Policy 612.05 Individualized Education Program and Family Services Plan

Title IX has been added to Policy 612.05 Individualized Education Program and Family Services Plan.

I.L.2. Administrative Functions

I.L.3. Updates

Mr. Harris updated the board on the work of the Community for Kids meeting that is scheduled for Wednesday. He said this will be for the core group, they will begin looking at how to move forward. There are four committees, they look at where they have been and the direction they are headed. The group is looking for ways to support local childcare providers, they were able to get them sanitizers and cleaners to meet COVID-19 protocols.

Mr. Harris also shared the idea to explore options for alternative education for the district. Sara Colford, CPS Student Services Facilitator, has been researching programs and will visit other district's programs.

He also said that his department is very busy with state reporting, most reports are due by the end of the month.

I.M. Superintendent's Report

Dr. Loeffelholz commented that he felt looking at other options for alternative education was great. He says there has to be a better, more cost-effective option. He said potentially we may be able to convert the administration building into classrooms for alternative education. There was also talk about the mileage reimbursement CPS is paying to Duncan residents that transport students to Columbus for school, Mr. Kay is exploring some options. Dr. Loeffelholz talked about the upcoming early childhood meeting and shared the agenda. He also shared some information on the funding of the program.

Dr. Loeffelholz said we may be hosting some state play-offs, all COVID-19 protocols will be followed.

CPS is planning for a Remote Learning Practice Day on November 3, Election Day, this will keep staff out of buildings that are polling places for the community. Update of COVID-19 numbers were discussed.

I.N. Board Sharing
Board Sharing at next week's meeting.

I.O. Adjourn
The board adjourned at 7:12pm.

I, the undersigned, being the duly qualified Secretary for the School District No. 1 of Columbus, Nebraska, certify that the preceding is a true and correct copy of the minutes of the Regular School Board meeting of Monday, October 12, 2020.

President

Secretary

Regular Meeting
Monday, October 19, 2020 5:30 PM Central

ESU7/CPS Student Center 2563 44th Avenue
Columbus, NE 68601

Candace Becher: Present
Ken Curry: Present
Michael Jeffryes: Present
Doug Molczyk: Absent
Theresa Seipel: Present
Douglas Willoughby: Present
Present: 5, Absent: 1.
Doug Molczyk: Present
Present: 6.

I. Board Meeting

I.A. Call to Order

I.B. Roll Call of Board

Motion to excuse Mr. Molczyk. Passed with a motion by Douglas Willoughby and a second by Ken Curry.

Doug Molczyk: Absent, Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 5, Nay: 0, Absent: 1

I.C. Pledge of Allegiance

I.D. Notice of Open Meeting Posted

I.D.1. President insures all can hear proceedings

I.E. Mission Statement

Theresa Seipel read the mission statement.

I.F. Opportunity for Public to be Heard

I.G. Board Special Functions

I.G.1. Bullying Prevention Annual Review

The Superintendent recommends that the Board approve the first and final reading of Policy 504.20 Bullying Prevention, submitted. Passed with a motion by Michael Jeffryes and a second by Douglas Willoughby.

Doug Molczyk: Absent, Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 5, Nay: 0, Absent: 1

I.G.2. First Reading of Policy 403.03 Abuse of Students By School District Employees

The Superintendent recommends the Board approve the First Reading of Policy 403.03 Abuse of Students By School District Employees, as submitted. Passed with a motion by Ken Curry and a second by Theresa Seipel.

Doug Molczyk: Absent, Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 5, Nay: 0, Absent: 1

I.G.3. First Reading of Policy 1004.01 Media Relations including Exhibit 1

The Superintendent recommends that the Board approve the First Reading of Policy 1004.01 Media Relations including exhibit 1, as submitted. Passed with a motion by Douglas Willoughby and a second by Michael Jeffryes.

Doug Molczyk: Absent, Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 5, Nay: 0, Absent: 1

I.G.4. First Reading of Policy 505.03 Expulsion of Students

The Superintendent recommends that the Board approve the First Reading of Policy 505.03 Expulsion of Students, as submitted. Passed with a motion by Theresa Seipel and a second by Ken Curry.

Doug Molczyk: Absent, Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 5, Nay: 0, Absent: 1

I.G.5. First Reading of Policy 505.02 Suspension of Students

The Superintendent recommends that the Board approve the First Reading of Policy 505.02 Suspension of Students, as submitted. Passed with a motion by Ken Curry and a second by Douglas Willoughby.

Doug Molczyk: Absent, Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 5, Nay: 0, Absent: 1

I.G.6. First Reading of Policy 504.24 Professional Boundaries, Staff Conduct, and Staff Relationships with Students

The Superintendent recommends that the Board approve the First Reading of Policy 504.24 Professional Boundaries, Staff Conduct, and Staff Relationships with Students, as submitted. Passed with a motion by Michael Jeffryes and a second by Douglas Willoughby.

Doug Molczyk: Absent, Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 5, Nay: 0, Absent: 1

I.G.7. The Addition of Boys/Girls Bowling to Activities

The Superintendent recommends that the Board approve the Addition of Boys/Girls Bowling to Activities. Passed with a motion by Ken Curry and a second by Candace Becher.

Doug Molczyk: Absent, Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 5, Nay: 0, Absent: 1

I.H. Recognitions

I.I. Items to be removed from the Consent Agenda

I.J. Consent Agenda

Motion to approve the consent agenda. Passed with a motion by Michael Jeffryes and a second by Ken Curry.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea,
Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

I.J.1. Approval of Minutes

I.J.2. Financial Reports M2, M3, M4a

I.J.3. Financial Report M5

Motion to approve the Consent Agenda. Passed with a motion by Michael Jeffryes and a second by Ken Curry.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea,
Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

Mr. Kay gave a brief summary on invoices paid, including iXL which is a platform for student learning, Edupoint our new student information system and Kidwell-Mitel which is support for our phone system, this is a 2 years contract.

I.J.4. Certified Personnel

I.J.5. Classified Personnel

I.J.6. Professional Travel

I.K. Acceptance of Gifts/Donations

The Superintendent recommends that the Board accept the attached gifts/donations
Passed with a motion by Theresa Seipel and a second by Douglas Willoughby.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea,
Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

I.L. Business Operations and Human Relations

I.L.1. Policies

I.L.1.1. First Reading of Policy 404.06 Harassment

The Superintendent recommends that the Board approve the First Reading of Policy 404.06 Harassment, as submitted. Passed with a motion by Douglas Willoughby and a second by Doug Molczyk.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea,
Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

I.L.1.2. First Reading of Policy 405.00 Employee Conduct and Appearance

The Superintendent recommends that the Board approve the First Reading of Policy 405.00 Employee Conduct and Appearance, as submitted. Passed with a motion by Doug Molczyk and a second by Michael Jeffryes.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

I.L.1.3. First Reading of Policy 402.01 Equal Opportunity Employment

The Superintendent recommends that the Board approve the First Reading of Policy 402.01 Equal Opportunity Employment, as submitted. Passed with a motion by Ken Curry and a second by Douglas Willoughby.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

I.L.2. Administrative Functions

I.L.2.1. Surplus

The Superintendent recommends that the Board declare all items as surplus property. Passed with a motion by Doug Molczyk and a second by Douglas Willoughby.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

Chip Kay, Director of Business Operations reminded the Board that the CMS desks had been added since last week.

I.L.2.2. School Fundraising Applications

The Superintendent recommends that the Board approve the School Fundraising Application, as submitted. Passed with a motion by Michael Jeffryes and a second by Doug Molczyk.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

Dr. Loeffelholz reminded the board that some of these projects may not happen because of COVID.

I.L.3. Updates

Mr. Kay shared some updates, he said in looking for insurance for the Kramer Project we will be using Secure Builders Risk Insurance, there is a \$500.00 deductible, very comparable to what was used when the new high school was being built. CARES Act refund is coming, that money must be spent by September 2022. He has received official word from NSDA, they have extended the free lunches for all students. Preschool milk and afterschool snacks will also be covered by the program. Students who bring lunch can participate in the pick three program, it will all be reimbursable. Mr. Kay said a press release will go out by the end of the week to inform all CPS families. He talked about the resolution with LSI, they will be here in November to speak to the Board. The

reimbursement from LSI will stay in the Nutrition Fund. Free and reduced applications carry over for this year, so other programs will not be affected for anyone unable to submit a new application.

I.M. Buildings & Sites/Technology

I.M.1. Policies

I.M.1.1. First Reading of Policy 504.13 Hazing, Initiation, Secret Societies or Gang Activities

The Superintendent recommends that the Board approve the First Reading of Policy 504.13 Hazing, Initiation, Secret Societies or Gang Activities, as submitted. Passed with a motion by Doug Molczyk and a second by Ken Curry.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

I.M.1.2. First Reading of Policy 504.20 Dating Violence Prevention

The Superintendent recommends that the Board approve the First Reading of Policy 504.20 Dating Violence Prevention, as submitted. Passed with a motion by Michael Jeffryes and a second by Douglas Willoughby.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

I.M.2. Administrative Functions

I.M.2.1. Kramer Bid Package

The Superintendent recommends that the Board approve the Kramer Bid Package Scopes 2, 3, 4, & 5, as submitted. Passed with a motion by Douglas Willoughby and a second by Theresa Seipel.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

Leonard Kwapnioski, Director of Buildings and Sites/Technology said the bid for scope 1 almost doubled the price, so he reached out to 4 different companies, he has a meeting scheduled on Wednesday with a Grand Island company. There was a local company that submitted the bid, they were not willing to lower their bid. He also shared the plan for demolition for the west side, two story area. There is also a store-front that needs to come out for the classrooms that will be on that side of the building. Dr. Loeffelholz said because we only received one bid, we can solicit other contracts. Scopes 2 thru 5 will be done by local companies.

Mr. Kwapnioski said we may need to schedule a special meeting if we get a good bid in the coming week.

I.M.2.2. Kramer Education Center Temporary Construction Fence

The Superintendent recommends that the Board approve the Kramer Education Center Temporary Construction Fence. Passed with a motion by Ken Curry and a second by Theresa Seipel.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

No Swett Fencing

I.M.2.3. Contract for Garbage Service

The superintendent recommends the board accept the contract bid from U & I Sanitation Services for garbage services. Passed with a motion by Doug Molczyk and a second by Douglas Willoughby.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

Mr. Kwapnioski said there are only two companies in town to bid, we are staying with U&I as they continue to be the lowest. He also talked about buying a 14 foot dump trailer to haul and dump demo trash from the Kramer Building. Renting demo trailers/dumpsters and the drop fee, it seems more economical to purchase.

I.M.3. Updates

I.N. Curriculum and Instruction

I.N.1. Policies

I.N.1.1. First Reading of Policy 501.00 Objectives for Equal Educational Opportunities for Students

The Superintendent recommend that the Board approve First Reading of Policy 501.00 Objectives for Equal Educational Opportunities for Students, as submitted. Passed with a motion by Theresa Seipel and a second by Douglas Willoughby.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

I.N.1.2. First Reading of Policy 103.00 Equal Educational Opportunity

The Superintendent recommends that the Board approve the First Reading of Policy 103.00 Equal Educational Opportunity, as submitted. Passed with a motion by Michael Jeffryes and a second by Ken Curry.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

I.N.2. Administrative Functions

I.N.3. Updates

I.O. Student Services

I.O.1. Policies

I.O.1.1. First Reading of Policy 504.03 Student Conduct

The Superintendent recommends that the Board approve the First Reading of Policy 504.03 Student Conduct, as submitted. Passed with a motion by Douglas Willoughby and a second by Doug Molczyk.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

I.O.1.2. First Reading of Policy 504.17 Harassment by Students

The Superintendent recommends that the Board approve the First Reading of Policy 504.17 Harassment by Students, as submitted. Passed with a motion by Michael Jeffryes and a second by Theresa Seipel.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

I.O.1.3. First Reading of Policy 612.05 Individualized Education Program and Family Services Plan

The Superintendent recommends that the Board approve the First Reading of Policy 612.05 Individualized Education Program and Family Services Plan, as submitted. Passed with a motion by Michael Jeffryes and a second by Douglas Willoughby.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 6, Nay: 0

I.O.2. Administrative Functions

I.O.3. Updates

Mr. Harris said that the Crisis Team was activated to meet with Lost Creek Elementary staff on Saturday morning after hearing about the fire and fatalities. Our team is available for adults and students.

I.P. Superintendent's Report

Dr. Loeffelholz talked about our teaching staff being overwhelmed, not from teaching, it's from the other things, mostly emotional. Worrying about their own children and family. The Commissioner of Education gave permission for teachers to work in their buildings without students, allowing 48 hours for planning. He is suggesting that Monday and Tuesday of Thanksgiving week to give teachers time to work in their rooms to catch up, plan, to breathe. He said we will look at second semester to see what happens. Dr. Loeffelholz said we will give families as much notice as possible. Discussion on distributing lunches on those days much like the summer lunch program.

Football playoff game at 3:00 on Friday, Pawnee Park.

I.Q. Board Sharing

The board all shared that they are thankful for the crisis team and Mr. Harris during difficult situations. Heartfelt condolences to the family of our student who perished in the fire on Saturday. They are all so grateful for all that staff is doing during this difficult time, stressed

the need to help staff look out for themselves and their team. They are really enjoying seeing the successes of our teams and activities.

II. Executive Session

The Board did not go into Executive Session.

III. Adjourn

Motion to adjourn Passed with a motion by Doug Molczyk and a second by Douglas Willoughby.

Candace Becher: Yea, Ken Curry: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea

Yea: 6, Nay: 0

Adjourned at 6:32.

I, the undersigned, being the duly qualified Secretary for the School District No. 1 of Columbus, Nebraska, certify that the preceding is a true and correct copy of the minutes of the Regular School Board meeting of Monday, October 19, 2020.

President

Secretary

Special Meeting
Monday, November 2, 2020 12:00 PM Central

Administration Building
2508 27th Street
Columbus, NE 68601

Candace Becher: Present
Ken Curry: Absent
Michael Jeffryes: Absent
Doug Molczyk: Present
Theresa Seipel: Present
Douglas Willoughby: Present
Present: 4, Absent: 2.

I. Special Meeting

I.A. Call to Order

I.B. Roll Call of Board

Motion to excuse Mr. Jeffryes and Mr. Curry from the Special Meeting. Passed with a motion by Doug Molczyk and a second by Theresa Seipel.

Ken Curry: Absent, Michael Jeffryes: Absent, Candace Becher: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 4, Nay: 0, Absent: 2

Mr. Curry and Mr. Jeffryes were excused from the meeting.

I.C. Pledge of Allegiance

I.D. Notice of Open Meeting Posted

I.D.1. President insures all can hear proceedings

I.E. Board Special Functions

I.E.1. Kramer Demo Contract

Motion to Approve O'Neill contracting for Scope #1 Demolition. Passed with a motion by Doug Molczyk and a second by Douglas Willoughby.

Ken Curry: Absent, Michael Jeffryes: Absent, Candace Becher: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 4, Nay: 0, Absent: 2

Mr. Kwapnioski went over the second round of bids with the board. O'Neill Contracting was selected for the demo work because they met all facets of the bid document.

II. Adjourn

Motion to adjourn. Passed with a motion by Douglas Willoughby and a second by Theresa Seipel.

Ken Curry: Absent, Michael Jeffryes: Absent, Candace Becher: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 4, Nay: 0, Absent: 2

I, the undersigned, being the duly qualified Secretary for the School District No. 1 of Columbus, Nebraska, certify that the preceding is a true and correct copy of the minutes of the School Board Meeting of Monday, November 2, 2020.

President

Secretary

DESCRIPTION	BEGINNING BALANCE	MONTH TO DATE RECEIPTS	MONTH TO DATE EXPENDITURES	END OF MONTH BALANCE	YTD BALANCE PRIOR YEAR
Attachment M4a			\$ 3,600,441.43		
Attachment M5 (prior Bd Mtg)			\$ 565,716.76		
GEN FUND - GREAT PLAINS STATE BANK	\$ 5,876,878.35	\$ 5,706,952.99	\$ 4,166,158.19	\$ 7,417,673.15	\$ 5,175,469.85
Dividends		\$ 971.47	\$ -		
Management Fees			\$ 238.52		
Investment Loss		\$ -	\$ 1,107.70		
GENERAL FUND - FNB TRUST	\$ 952,318.24	\$ 971.47	\$ 1,346.22	\$ 951,943.49	\$ 922,849.58
PAYROLL - PINNACLE BANK	\$ 158,088.43	\$ 3,300,446.02	\$ 3,275,155.56	\$ 183,378.89	\$ 169,011.16
PAYFLEX - PINNACLE BANK	\$ 39,537.14	\$ 10,911.96	\$ 8,392.91	\$ 42,056.19	\$ 30,515.94
Dividends		\$ 1,286.12			
Management Fees			\$ 349.68		
Investment Loss		\$ -	\$ 472.42		
Scoreboard Ads		\$ 333.34			
DEPRECIATION - FNB	\$ 1,396,128.77	\$ 1,619.46	\$ 822.10	\$ 1,396,926.13	\$ 1,518,625.90
Administration	\$ 741,098.40	\$ 35,560.45	\$ 5,546.43	\$ 771,112.42	\$ 328,994.85
Middle School	\$ 95,158.65	\$ 3,337.13	\$ 11,757.93	\$ 86,737.85	\$ 99,630.32
High School	\$ 442,900.46	\$ 59,347.86	\$ 64,470.80	\$ 437,777.52	\$ 468,655.19
ACTIVITY FUNDS - COLUMBUS BANK	\$ 1,279,157.51	\$ 98,245.44	\$ 81,775.16	\$ 1,295,627.79	\$ 897,280.36
Credit card fees received		\$ 180.00			
Interest Income		\$ 351.94			
State Reimbursement		\$ 247,149.73			
Rct to Expenditures		\$ 225,417.80			
Student Meals		\$ 8,912.03			
NUTRITION FUND - CORNERSTONE BANK	\$ 86,045.53	\$ 482,011.50	\$ 98,444.69	\$ 469,612.34	\$ 255,909.97
Platte County Treasurer		\$ 630,594.02			
Butler County Treasurer		\$ 518.69			
Dividends		\$ 1,132.26			
Management Fees		\$ -	\$ 550.64		
Investment Loss			\$ 787.52		
BOK Financial			\$ 821,099.59		
Gilmore & Bell PC			\$ 75,810.00		
Moody's Investors Service			\$ 37,000.00		
BOND FUND - FNB	\$ 2,198,461.69	\$ 632,244.97	\$ 935,247.75	\$ 1,895,458.91	\$ 3,437,360.05
Dividends		\$ 247.45			
Management Fees		\$ -	\$ 101.94		
Investment Loss		\$ -	\$ 515.57		
SPECIAL BLDG FUND - FNB TRUST	\$ 406,992.23	\$ 247.45	\$ 617.51	\$ 406,622.17	\$ 392,568.69
SPECIAL BLDG FUND - BANK OF THE VALLEY	\$ 865,482.82	\$ 187,087.95	\$ 108,179.20	\$ 944,391.57	\$ 331,192.98

Columbus Public Schools
 General Fund Revenue Detail
 October 31, 2020

Account Number	Description	BUDGET	MONTH TO DATE	YEAR TO DATE	BALANCE	PERCENT
01.1.01100.000.000	Property Taxes	\$0.00	(\$3,735,429.11)	(\$6,812,444.30)	\$6,812,444.30	#DIV/0!
01.1.01115.000.000	Carline Taxes	\$0.00	\$0.00	(\$5,236.24)	\$5,236.24	#DIV/0!
01.1.01120.000.000	Public Power District Sales Ta	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.01125.000.000	Motor Vehicle Taxes	\$0.00	(\$198,416.65)	(\$422,985.16)	\$422,985.16	#DIV/0!
01.1.01300.000.000	Summer School	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.01312.000.000	Tuition, Summer School	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.01323.000.000	Tuition, SpEd School Age	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.01335.000.000	Tuition, SpEd Preschool	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.01370.000.000	Tuition and Fees, Preschool	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.01422.000.000	Transportation, SpEd	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.01510.000.000	Interest	\$0.00	(\$6,931.61)	(\$14,061.56)	\$14,061.56	#DIV/0!
01.1.01801.000.000	After School Program Receipts	\$0.00	(\$9,089.00)	(\$9,089.00)	\$9,089.00	#DIV/0!
01.1.01910.000.000	Rental Fees	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.01911.000.000	Local License Fees	\$0.00	(\$300.00)	(\$11,165.00)	\$11,165.00	#DIV/0!
01.1.01921.000.000	Police Court Fines	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.01925.000.000	Grants from Private Sources	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.01965.000.000	Distance Education Receipts	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.01990.000.000	Miscellaneous Local Receipts	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.02110.000.000	County Fines&License Fees	\$0.00	(\$14,276.91)	(\$29,802.01)	\$29,802.01	#DIV/0!
01.1.02130.000.000	Other County Receipts	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.03110.000.000	State Aid	\$0.00	(\$1,639,988.00)	(\$3,496,420.00)	\$3,496,420.00	#DIV/0!
01.1.03120.000.000	SpEd Receipts from the State	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.03125.000.000	SpEd Transportation Receipts f	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.03130.000.000	Homestead Exemption	\$0.00	\$0.00	(\$32,529.31)	\$32,529.31	#DIV/0!
01.1.03131.000.000	Property Tax Credit	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.03155.000.000	Textbook Loan Receipts	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.03180.000.000	Pro-Rate Motor Vehicle	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.03300.000.000	In Lieu of Taxes	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.03400.000.000	State Apportionment	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.03500.000.000	State Categorical Programs	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.03512.000.000	Distance Education Incentive P	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.03535.000.000	High Ability Learner Allocatio	\$0.00	(\$25,737.00)	(\$25,737.00)	\$25,737.00	#DIV/0!
01.1.03540.000.000	State Early Childhood Grant	\$0.00	\$0.00	(\$7,842.00)	\$7,842.00	#DIV/0!
01.1.03541.000.000	Early Childhood Endowment Gran	\$0.00	\$0.00	(\$39,952.00)	\$39,952.00	#DIV/0!
01.1.03990.000.000	Other State Receipts	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.03995.000.000	Cares Act Revenue	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.04418.000.000	PEAK Receipts	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.04505.000.000	ESSA Title I Receipts	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.04506.000.000	ESSA Title I Accountability Re	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.04509.000.000	ESSA Title II Receipts	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.04510.000.000	ESSA Title IV SSAE Grant	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.04512.000.000	IDEA Base Allocation	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.04516.000.000	IDEA Preschool Enrollment/Pove	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.04519.000.000	IDEA Enrollment/Poverty Grant	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.04521.000.000	IDEA Proportionate Share	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.04525.000.000	Carl Perkins Grants	\$0.00	(\$37,305.00)	(\$37,305.00)	\$37,305.00	#DIV/0!
01.1.04527.000.000	ESSA Title III LEP Grant	\$0.00	(\$24,980.00)	(\$24,980.00)	\$24,980.00	#DIV/0!
01.1.04528.000.000	Title III Immigrant	\$0.00	(\$3,231.00)	(\$3,231.00)	\$3,231.00	#DIV/0!
01.1.04531.000.000	ESSA Title IV Part B 21st Cent	\$0.00	\$0.00	(\$149,163.00)	\$149,163.00	#DIV/0!
01.1.04708.000.000	Medicaid in Public Schools	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!

Columbus Public Schools
 General Fund Revenue Detail
 October 31, 2020

01.1.04710.000.000	Other Federal Receipts	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.04996.000.000	Covid 19 Revenue	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.05200.000.000	Transfers from Other Funds	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.05690.000.000	Other Non-Revenue Receipts (Rt	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.06968.000.000	Columbus After School Program	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.11101.000.000	PERSONAL AND REAL PROPERTY TAX	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.11151.000.000	CARLINE TAX REVENUE	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.11201.000.000	PUB POWER DIST SALES TAX	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.11251.000.000	MOTOR VEHICLE TAXES	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.12301.000.000	TUITION-OTHER DIST-SPED	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.12501.000.000	TUITION OTHER DISTRICTS	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.13301.000.000	TRANSPORTATION RECEIVED FROM O	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.14101.000.000	INTEREST	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.16101.000.000	LOCAL LICENSE FEES	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.16201.000.000	POLICE COURT FINES	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.19101.000.000	RENTAL FEE	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.21101.000.000	COUNTY FINES & LIC FEES	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.22101.000.000	ESU 7 RECEIPTS	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.31101.000.000	STATE AID	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.31201.000.000	SPED PROGRAMS	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.31251.000.000	SPED TRANSPORTATION	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.31351.000.000	HIGH ABILITY LEARNERS GRANT	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.31551.000.000	TEXTBOOK LOAN	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.31801.000.000	PRO-RATA MOTOR VEHICLE	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.32001.000.000	STATE APPORTIONMENT	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.33001.000.000	IN-LIEU-OF SCHOOL LAND TX	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.35001.000.000	STATE CATEGORICAL PROGRAMS	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.35121.000.000	DISTANCE ED INCENTIVE RECEIPTS	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.35401.000.000	NDE EARLY CHILDHOOD GRANT	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.35411.000.000	EARLY CHILDHOOD ENDORSEMENT GR	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.39901.000.000	OTHER STATE RECEIPTS	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.42001.000.000	NCLB TITLE 1 - IMPROVING ACADE	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.42101.000.000	NCLB TITLE I ACCOUNTABILITY	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.43101.000.000	NCLB TITLE IIA, TEACHER QUALIT	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.44041.000.000	IDEA BASE ALLOCATION	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.44061.000.000	IDEA PRESCHOOL ALLOCATION	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.44101.000.000	IDEA ENROLLMENT/POVERTY ALLOCA	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.44121.000.000	IDEA PROPORTIONATE SHARE	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.44501.000.000	MEDICAID IN PUBLIC SCHOOLS	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.44551.000.000	MEDICAID ADMINISTRATIVE ACTIVI	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.47001.000.000	VOCATIONAL EDUCATION (CARL PER	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.47401.000.000	REVISION GRANT	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.49251.000.000	NCLB TITLE III LEP GRANT	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.49261.000.000	NCLB TITLE III IMMIGRANT ED GR	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.49681.000.000	NCLB TITLE IV 21ST CENTURY REV	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.49951.000.000	EDUCATION QUEST FOUNDATION	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.55001.000.000	TRANSFERS FROM OTHER FUNDS	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.56901.000.000	OTHER NON-REVENUE RECEIPTS	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.60001.000.000	SUMMER SCHOOL RECEIPTS	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.61001.000.000	SUMMER SCHOOL RECEIPTS	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
01.1.70051.751.960	Covid Relief Fund	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!

Columbus Public Schools
General Fund Revenue Detail
October 31, 2020

Transfers	\$0.00	(\$5,695,684.28)	(\$11,121,942.58)	\$11,121,942.58	#DIV/0!
Reimbursements/ Refunds		\$0.00			
Interest - other accounts		(\$12,845.54)			
		\$1,576.83			
TOTAL REVENUE		<u>(\$5,706,952.99)</u>			


Check Number	Vendor	Amount
7535	APPLE INC.	\$2,940.00
7536	BETHUNE-1099, JENEE	\$120.00
7537	CITY OF COLUMBUS - FINANCE DEPT	\$491.80
7538	CRUISE-1099, MICHELLE	\$80.00
7539	DAS STATE ACCTG-CENTRAL FINANCE OCIO	\$220.00
7540	DAYLIGHT DONUTS	\$25.90
7541	INITIATIVEONE	\$28,600.00
7542	LAKESHORE LEARNING MATERIALS	\$54.99
7543	NOVAK, MEGAN	\$140.00
7544	PINNACLE BANK OMAHA	\$165.00
7545	QUADIENT FINANCE USA, INC	\$1,045.00
7546	SCHOLASTIC INC.	\$329.67
7547	SLOUP, SHEILA	\$63.97
7548	SCHOOL DISTRICT #1-PAYROLL	\$3,206,059.87
7549	AMAZON CAPITAL SERVICES	\$2,972.03
7550	HY-VEE FOOD STORES	\$217.72
7551	SUPER SAVER	\$562.31
7552	WALMART-CHARGE	\$285.24
7553	APPLE INC.	\$9,516.56
7554	ESU #7	\$14,920.00
7555	FLINN SCIENTIFIC INC.	\$2,097.58
7556	INKED SCREEN PRINTING	\$1,638.00
7557	KIDWELL	\$3,285.73
7558	LEARNING CITY	\$121.50
7559	MIDWEST GLASS SERVICE INC.	\$240.00
7560	OFFICENET, INC.	\$1,931.38
7561	PAPER101	\$525.64
7562	SCHIEFFER SIGNS	\$590.00
7563	SERVICEMASTER CLEANING & RESTORATION	\$139.00
7564	STAPLES	\$551.06
7565	THE HOME DEPOT PRO	\$18,435.28
7566	WORTHINGTON DIRECT	\$4,133.15
7567	KEN'S TRAILER SALES	\$9,600.00
7568	SERVICEMASTER CLEANING & RESTORATION	\$796.12
7569	CENTRAL NEBRASKA REHAB. SERV	\$35,045.95
7570	CHILDREN'S HOSPITAL MEDICAL CENTER	\$300.00
7571	CITY OF COLUMBUS - FINANCE DEPT	\$2,611.50
7572	FIRST NATIONAL BANK OMAHA	\$417.81
7573	FIRST NATIONAL BANK OMAHA	\$524.93
7574	FIRST NATIONAL BANK OMAHA	\$679.20
7575	FIRST NATIONAL BANK OMAHA	\$57.38
7576	JACKSON SERVICES INC.	\$120.87
7577	LANGUAGE LINE SERVICES INC	\$39.45
7578	LINCOLN JOURNAL STAR	\$1,779.06
7579	PAYFLEX SYSTEMS USA, INC.	\$396.80

Check Number	Vendor	Amount
7580	TAESE/USU	\$1,000.00
7581	UPS STORE	\$12.76
7582	ACE HARDWARE-COLUMBUS	\$109.83
7583	BEARD-WARREN HEATING AIR	\$1,657.14
7584	BOMGAARS	\$157.30
7585	CAPITAL SANITARY SUPPLY	\$840.79
7586	CENTRAL PARTS AND MACHINE	\$269.39
7587	COMMONWEALTH COMMUNICATIONS	\$240.00
7588	CORNERSTONES OF CARE	\$2,300.00
7589	CYZA, NICOLE	\$353.99
7590	EAKES OFFICE SOLUTIONS	\$42.99
7591	FERGUSON ENTERPRISES INC	\$590.49
7592	GENE STEFFY FORD	\$585.84
7593	KELLY SUPPLY CO.	\$22.34
7594	MATHESON TRI-GAS INC	\$85.56
7595	MEAD LUMBER COMPANY	\$44.36
7596	MENARDS-COL	\$87.78
7597	REIGLE IMPLEMENT	\$111.20
7598	SOCIAL THINKING	\$96.90
7599	SONOVA USA, INC.	\$136.39
7600	STEMPEK, STACI	\$262.21
7601	SUEPER-1099, BILL	\$1,275.00
7602	SUNBELT RENTALS	\$87.96
7603	THE HOME DEPOT PRO	\$973.74
7604	TRUCK CENTER COMPANIES	\$31.50
7605	TY'S OUTDOOR POWER, INC.	\$26.60
7606	TYLER TECHNOLOGIES	\$37,947.71
7607	DESTINATION IMAGINATION	\$2,600.00
7608	POSTMASTER	\$101.44
7609	ACCENT FLORAL AND GALLERIA	\$50.00
7610	CENTRAL NE COMMUNITY SERVICES	\$23,002.60
7611	FATHER FLANAGAN'S BOYS' HOME	\$80,550.00
7612	FIRST NATIONAL BANK OMAHA	\$2,020.46
7613	FIRST NATIONAL BANK OMAHA	\$331.14
7614	GLOBAL TELETHERAPY	\$17,732.00
7615	LOUP POWER DISTRICT	\$55,240.45
7616	OLSON, DAWN	\$14.87
7617	PICK, JENNIFER	\$55.00
7618	PUBLIC RISK MANAGEMENT	\$12,295.00
7619	RENAISSANCE LEARNING	\$600.00
7620	U AND I SANITATION LLC	\$1,810.00
		<u>\$3,600,620.18</u>
	Voided check previously reported on M5	(178.75)
	Total Fund Expenditures	<u><u>\$3,600,441.43</u></u>

Travel Report

November 2020

DATE	# DAYS	NAME	EVENT NAME	EST COSTS
10/15/2020	1.00	KELSEY NEWMAN	GIRLS STATE SOFTBALL - HASTINGS	\$150.00
10/16/2020	1.00	SCOTT BETHUNE	BOYS STATE TENNIS - OMAHA	\$150.00
10/21/2020	1.00	JORDON ANDERSON	GREAT PLAINS ATHLETIC CONFERENCE - GRAND ISLAND	\$0.00
10/21/2020	1.00	TIM KWAPNIOSKI	HAC MEETING - LINCOLN	\$0.00
				\$0.00
				\$300.00 Total



COLUMBUS PUBLIC SCHOOLS FOUNDATION

2508 27th Street, P.O. Box 947, Columbus, NE 68602-0947 Phone: 402-563-7000, Ext. 13033 Fax: 402-563-7005

November 5, 2020

Candy Becher
Board of Education
Columbus Public Schools

Dear President Becher and Members of the Board:

The Foundation contributed the following items to Columbus Public Schools during the month of October. On behalf of the Board of Directors for the CPS Foundation and the officers of the thirteen umbrella organizations, we respectfully submit these items to the Board of Education for acceptance.

Foundation

\$77.25 - Stem on the Go
\$47,808.27 - Community & Family Partnership
\$268.47 - Media Supplies
\$250.00 - CMS Talent Show
\$969.76 - Discoverer Dash
\$886.20 - Comfort Closet

\$8,683.21 - Columbus After School Program
\$11,178.00 - Covid Relief Fund
\$28,036.85 - Stem reVision Grant
\$600.00 - CHS Cups
\$29.97 - Educators Rising

Centennial PAC

\$524.00 - Water Bottles for Students
\$529.99 - Refrigerator

Emerson PTO

\$73.27 - PT Conference Meals
\$520.00 - Student of the Month Cinch Bags

North Park PTO

\$131.73 - Fundraising Printing
\$150.96 - PT Conference Meals

West Park PTO

\$165.98 - 2 Recess Ball Carts
\$7.44 - PT Conference Supplies
\$101.92 - Halloween Snacks

Band Boosters

\$349.00 - Decals
\$1,015.93 - CMF Concessions
\$544.75 - Color Guard Flags
\$251.10 - Yard Signs

Sports Boosters

\$6,595.46 - Sideline Chairs & Caddie
\$6,000.00 - Summer Weights/Conditioning
\$166.23 - Program Printing
\$75.60 - Senior Night Flowers

Post Prom

\$1,015.00 - Face Masks

The total contributions for the month of October was **\$117,006.34**

The total contributions for the FY 2020-2021 (Sept-Aug) total is **\$185,664.87**

Thank you for your consideration.

Sincerely,



Nicole Anderson
Director of Marketing & Foundation



Columbus Public Schools

West Park Elementary School
Paula Lawrence, Principal

October 22, 2020

To Dr. Loeffelholz and The CPS Board of Education:

The CPS Education Association has graciously gifted West Park with a \$50 donation in memory of Danielle Naslund. Danielle was a fourth-grade teacher at West Park for eight years and an active member of CEA. Sadly, Danielle lost her three-year battle with breast cancer in July. West Park will use the memorial to purchase books for our library. The books purchased will not contain any identification that they were purchased in Danielle's memory. West Park will send a letter to the Naslund Family which acknowledges the memorial and books that were purchased.

We ask that Dr. Loeffelholz and the CPS Board of Education approve the acceptance of the donation made in Danielle's memory.

Thank you,

Paula Lawrence
Principal

“Engaging All Learners to Achieve Success”

HARASSMENT

Harassment of employees, students, volunteers or visitors will not be tolerated in the school district. School district includes school district facilities, school district property, or property within the jurisdiction of the school district; while on school-owned or school-operated transportation; while attending or engaged in school activities; and while away from school grounds if the misconduct directly affects the good order, efficient management and welfare of the district.

Harassment includes, but is not limited to, race, religion, national or ethnic origin, color, marital status, disability, sex, veteran status, age, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other prohibited status. Harassment by board members, administrators, employees, parents, vendors, and others doing business with the school district is prohibited. Employees whose behavior is alleged to be in violation of this policy will be subject to the investigation procedure which may result in discipline, up to and including, discharge or other appropriate action. Other individuals whose behavior is alleged to be in violation of this policy will be subject to appropriate sanctions as determined and imposed by the superintendent or board.

~~Sexual harassment shall include, but not be limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:~~

- ~~• submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, education, or participation in school programs, activities;~~
- ~~• submission to or rejection of such conduct by an individual is used as the basis for decisions affecting such individual's employment or education; or~~
- ~~• such conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working or learning environment.~~

~~Sexual harassment as set out above, may include, but is not limited to the following:~~

- ~~• verbal, physical or written harassment or abuse or unwelcome communication implying sexual motives or intentions;~~
- ~~• pressure for sexual activity; repeated remarks to a person with sexual or demeaning implications;~~
- ~~• unwelcome touching;~~
- ~~• unwelcome and offensive public sexual display of affection;~~
- ~~• suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's job, promotions, recommendations, etc.~~

Harassment on the basis of race, religion, national or ethnic origin, color, marital status, disability, sex, veteran status, age, pregnancy, childbirth or related medical condition, or other prohibited status means conduct of a verbal or physical nature that is designed to embarrass, distress, agitate, disturb or trouble individuals when:

- submission to such conduct is made either explicitly or implicitly a term or condition of a student's education or of an individual's participation in school programs, activities or employment;
- submission to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual; or
- such conduct has the purpose or effect of unreasonably interfering with an individual's performance or
- creating an intimidating, offensive or hostile learning work environment.

Harassment as set forth above may include, but is not limited to the following:

- verbal, physical, or written harassment, or abuse **or unwelcome communication implying sexual motives or intentions;**
- **through digital/social media;**
- repeated remarks of a demeaning nature;
- implied or explicit threats concerning one's grades achievements, etc.;
- demeaning jokes, **images**, stories, or activities directed at an individual;
- pressure for sexual activity; repeated remarks to a person with sexual or demeaning implications;
- unwelcome touching
- unwelcome and offensive public sexual display of affection;
- suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's job, promotions, recommendations, etc.

Employees, students, volunteers or visitors who believe they have suffered harassment shall report such matters to the **Compliance Coordinator or building principal.**

Every report of alleged violations of this policy that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing investigation of this policy, potential issues of sexual harassment or discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged sexual harassment or discrimination as well as the incidents of alleged violations of this policy.

Upon receiving a complaint, the investigator shall confer with the complainant to obtain an understanding and a statement of the facts. It shall be the responsibility of the investigator to promptly and reasonably investigate claims of harassment and to pass the findings on to the superintendent who shall complete such further investigation as deemed necessary and take such final action as appropriate. It is the intention of the district to complete its investigation within ten (10) working days after receiving a complaint unless extenuating circumstances such as unavailability of a witness or needing additional time because of the complexity of the investigation or the need to involve outside experts. The extended timeframe for investigation due to extenuating circumstances shall not exceed ten (10) days without the consent of the complainant,

unless the alleged victim agrees to a longer time limit. Information regarding an investigation of harassment shall be confidential to the extent possible, and those individuals who are involved in the investigation shall not discuss information regarding the complaint outside the investigation process.

No one shall retaliate against an employee or student because they have filed a harassment complaint, assisted or participated in a harassment investigation, proceeding, or hearing regarding a harassment charge or because they have opposed language or conduct that violates this policy. This policy should be used when an employee is the alleged harasser or the alleged victim. It is strongly recommended the investigator and alternate investigator be of opposite sexes.

It shall also be the responsibility of the superintendent, in conjunction with the investigator and principals, to develop administrative rules regarding this policy. The superintendent or superintendent's designee shall also be responsible for organizing training programs to educate employees, students and others involved with the school district about harassment and the school district's policy prohibiting harassment. The training shall include how to recognize harassment and what to do in case an individual is harassed. The employee training will be documented in personnel files to ensure a record of training for each employee.

Legal Reference: 42 U.S.C. §§ 2000e et seq. (1994).
29 C.F.R. Pt. 1604.11 (1996).

Cross Reference: 103 Equal Educational Opportunity
402.01 Equal Opportunity Employment
402.05 Employee Grievances
403.03 Abuse of Students by School District Employees
403.055 Personnel Internal & External Complaint Procedures
405 Employee Conduct and Appearance
504.18 Harassment By Students
505 Student Discipline

EMPLOYEE CONDUCT AND APPEARANCE

Employees are role models for the students who come in contact with them during and after school hours. The board recognizes the positive effect employees can have on students in this capacity. To this end, the board strongly suggests and encourages employees to dress themselves, groom themselves and conduct themselves in a manner appropriate to the educational environment.

Employees shall conduct themselves in a professional manner. Employees shall dress in attire appropriate for their position. Clothing should be neat, clean, and in good taste. Discretion and common sense call for an avoidance of extremes which would interfere with or have an effect on the educational process.

Certificated employees of the school district shall follow the code of ethics for their profession as established by the Nebraska Professional Practices Commission.

Every report of alleged violations of employee conduct policies that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing employee conduct investigation, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged violations of employee conduct policies.

Legal Reference: NDE Rule 27

Cross Reference: 305 Administrative Code Of Ethics
402.02 Employee Orientation
404.06 Harassment by Employees
404.07 Substance-Free Workplace
408 Certificated Employee Termination of Employment
414 Support Staff Termination of Employment

Approved _____ Reviewed _____ Revised _____

EQUAL OPPORTUNITY EMPLOYMENT

The _____ School District shall provide equal opportunity to employees and applicants for employment in accordance with applicable equal employment opportunity and non-discrimination laws, directives and regulations of federal, state and local governing bodies. Opportunity to all employees and applicants for employment includes hiring, placement, promotion, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination. Employees will support and comply with the district's established equal employment opportunity and non-discrimination policies. Employees shall be given notice of this policy annually. The board shall appoint an employee to serve as non-discrimination compliance coordinator.

Individuals who file an application with the school district will be given consideration for employment if they meet or exceed the qualifications set by the board, administration, and Nebraska Department of Education for the position for which they apply. In employing individuals, the district will not discriminate in any aspect of employment with regard to race, color, religion, national or ethnic origin, sex, disability, age, marital status, genetic background, veteran status, pregnancy, childbirth or related medical condition, or sexual orientation or gender identity.

Advertisements and notices for vacancies within the district shall contain the following statement: "The _____ School District is an equal opportunity employer (EOE)." The statement shall also appear on application forms.

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and non-discrimination laws and policies, including but not limited to complaints of discrimination, shall be directed to the Compliance Coordinator:

Name and/or Title: _____

Address: _____

Telephone No.: _____

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and non-discrimination laws and policies, including but not limited to complaints of discrimination, may also be directed in writing to the Director of the Kansas Office of Civil Rights, U.S. Department of Education, One Petticoat Lane, 1010 Walnut Street, Suite 320, Kansas City, MO 64106, (816) 268-0550, the Nebraska Equal Opportunity Commission, State Office Building, 301 Centennial Mall South, 5th floor, P.O. Box 94394, Lincoln, NE 68509-4934, (402) 471-2024 or (800) 642-6112 or by email to OCR.KansasCity@ed.gov.

This inquiry or complaint to the federal office may be done instead of, or in addition to, an inquiry or complaint at the local level.

Approved _____ Reviewed _____ Revised _____



Columbus Public Schools

Date: 11.4.20

School Fundraising Application

Please submit this application to the building principal at least two weeks in advance of the proposed date of your money-raising project. Please read the eight guides on page two. They will help you in answering the questions below.

School: CHS Name: Ashley Braithwait / CHS CHEER

Fund Raising Company (if applicable): United Way Duck Race Sales

(School/Group Name), submits the following plans for its money-earning project, and requests permission to carry them out.

What is your school/group's money-earning plan? This is a community service project

Approximately how much does your school/group expect to earn from this project? \$ 30.00 to \$ 120.00

How will this money be used? We will put it in our cheer fund account

What are the proposed dates? December 3rd Basketball game

Is this a recurring activity? Yes No
(If you selected yes, please specify the dates on which the activity will occur during the next twelve months.)

Are you selling tickets or a product? Tickets Product Neither
(If you selected product, please specify the product that you are selling.)

Will members be identified by t-shirts, etc. while carrying out this project? Yes No

Have you checked with other schools to avoid any overlapping while working? Yes No

Is your product/service in direct conflict with that offered by local merchants? Yes No

Are any contracts to be signed? Yes No If yes, by whom?

Has your school/group devised a budget plan to expend earnings? Yes No

Does the building principal give full approval for this plan? Yes No

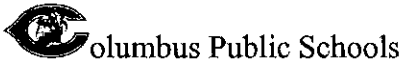
Principal's Signature [Signature] Date 11/4/20

(for district use only)

Approved by

Date

Approved subject to the following conditions



Date: 10-13-2020

School Fundraising Application

Please submit this application to the building principal **at least two weeks in advance** of the proposed date of your money-raising project. Please read the eight guides on page two. They will help you in answering the questions below.

School: [Select One] CPS Destination Imagination (EL, MS, and HS)

Fund Raising Company (if applicable): Whye's Choice Fundraising

(School/Group Name), submits the following plans for its money-earning project, and requests permission to carry them out.

What is your school/group's money-earning plan?

Students will sell Whye's Choice Fundraising Butter Braids via an online store. There will be no door to door sales.

Approximately how much does your school/group expect to earn from this project?

\$2000

How will this money be used?

The money will be used to help offset the costs for any CPS DI teams that qualify for DI Global Finals tournament.

What are the proposed dates? Nov 2, 2020 to Nov 18, 2020

Is this a recurring activity? Yes No
(If you selected yes, please specify the dates on which the activity will occur during the next twelve months.)

Are you selling tickets or a product? Tickets Product Neither
(If you selected product, please specify the product that you are selling.)

Butter Braid Pastries

Will members be identified by t-shirts, etc. while carrying out this project? Yes No

Have you checked with other schools to avoid any overlapping while working? Yes No

Is your product/service in direct conflict with that offered by local merchants? Yes No

Are any contracts to be signed? Yes No If yes, by whom?

Has your school/group devised a budget plan to expend earnings? Yes No

Does the building principal give full approval for this plan? Yes No

Principal's Signature A. Romalek Date 10/19/2020

(for district use only)

Approved by _____ Date _____

Approved subject to the following conditions _____



Columbus Public Schools

Date: 10/16/2020

School Fund Raising Application

Please submit this application to the building principal or the office of the Executive Director of Business/Human Relations at least two weeks in advance of the proposed date of your money-raising project. Please read the eight guides on page two. They will help you in answering the questions below.

School: [Select One] Fund Raising Company (if applicable): Columbus High School - Diamond Dancers
(School/Group Name), submits the following plans for its money-earning project, and requests permission to carry them out.

What is your school/group's money-earning plan?
We are selling frozen pies for \$20 each.

Approximately how much does your school/group expect to earn from this project?
Around \$700

How will this money be used?
The amount of pies each person sells will determine how much money goes towards paying off their

What are the proposed dates?
October - November 2020 diamonds account.

Is this a recurring activity?
 Yes No
(If you selected yes, please specify the dates on which the activity will occur during the next twelve months.)

Are you selling tickets or a product? Tickets Product Neither
(If you selected product, please specify the product that you are selling.)
frozen pies

Will members be identified by t-shirts, etc. while carrying out this project? Yes No

Have you checked with other schools to avoid any overlapping while working? Yes No

Is your product/service in direct conflict with that offered by local merchants? Yes No

Are any contracts to be signed? Yes No *If yes, by whom?*

Has your school/group devised a budget plan to expend earnings? Yes No

Does the building principal give full approval for this plan? Yes No

Principal's Signature [Signature] Date 10/21/20

(for district use only)

Approved by _____ Date _____

Approved subject to the following conditions _____

**COLUMBUS SCHOOLS
TEMPORARY EARLY RETIREMENT INCENTIVE PROGRAM
APPLICATION AND AGREEMENT**

APPLICATION DEADLINE: FEBRUARY 4, 2021.

This Temporary Early Retirement Incentive Program (“TERIP”) Application and Agreement is offered and made this ____ day of _____, 2020, between Platte County School District 0001, a/k/a Columbus Public Schools (“School District”), and _____ (“Certificated Employee”) _____ (address)

WHEREAS, the School District has established a TERIP to be offered during the remainder of the 2020-21 school year only, for the purpose of encouraging eligible certificated employees who are considering an early leave decision to accelerate their retirement plans; and,

WHEREAS, the Certificated Employee is desirous of voluntarily participating in the TERIP and in voluntarily resigning from employment; and,

WHEREAS, the Certificated Employee affirms as a condition of this Application that the Certificated Employee is eligible for the TERIP and specifically meets each of the following conditions for eligibility:

A. The Certificated Employee is employed by the School District, as of date of acceptance of the application, in a position requiring that the employee have a certificate issued by the Nebraska Department of Education;

B. The Certificated Employee to be a participant in the TERIP must be eligible for retirement under the School Employees Retirement Act without reduction of benefits under such Act, on the basis of being at least fifty-five (55) years of age and the sum of the person’s attained age and creditable service under that Act totals eighty-five (85), and have at least thirty (30) years of creditable service in the Nebraska Public Employees Retirement System (all determined as of September 1, 2020); and,

C. The Certificated Employee has not received written notice of possible cancellation, termination or non-renewal for reasons other than reduction in force; and,

WHEREAS, the Certificated Employee acknowledges that:

A. Forty-five (45) or more days prior to the Certificated Employee’s execution of this Application and Agreement, the Certificated Employee received the TERIP Policy and Application form, which provided the Certificated Employee with information as to the TERIP program, eligibility factors for such program, and time limits applicable to such program;

B. The Certificated Employee has been advised in writing to consult with an attorney prior to executing this Application and Agreement;

C. The Certificated Employee will have had 45 or more days to consider participation in the TERIP;

D. The Certificated Employee understands that the Certificated Employee has the right, for a period of at least seven days following the execution of the TERIP Application and Agreement, to revoke the Agreement, and that the TERIP Application and Agreement does not become effective or enforceable until the revocation period has expired; and,

E. The Certificated Employee's participation in the TERIP is knowing and voluntary and the Certificated Employee was not coerced in any manner to participate in the TERIP.

NOW, THEREFORE, in consideration of the mutual covenants, conditions, and stipulations set forth in this Application and Agreement, the Certificated Employee and the School District hereby agree as follows:

1. CERTIFICATED EMPLOYEE'S RESIGNATION: The Certificated Employee, by signing this Application and Agreement, hereby voluntarily, unconditionally, and irrevocably resigns from the Certificated Employee's employment with the School District effective at the end of the 2020-21 school year. The Certificated Employee waives any and all notice of action by the Board of Education to accept the resignation and to terminate the Certificated Employee's continuing contract and employment with the School District. The Certificated Employee waives any and all rights the Certificated Employee may have under Neb. Rev. Stat. §§ 79-824 to 79-849 (the teacher tenure law), or other laws as they now exist or as they may be amended in the future relating to continued employment. The Certificated Employee authorizes the School District to advertise for, and contract with, a replacement certificated employee, if deemed appropriate, for the 2021-22 school year. The Certificated Employee authorizes the School District to approve and accept this Application and Agreement immediately upon its submission.

The School District, by approving and signing this Application and Agreement, hereby unconditionally and irrevocably accepts the Certificated Employee's resignation, ending all employment relations between the School District and the Certificated Employee, effective at the end of the 2020-21 school year.

2. EARLY RETIREMENT BENEFIT: In consideration of the Certificated Employee's resignation, and of other covenants and conditions set forth in this Application and Agreement, the Certificated Employee shall receive the following benefits and payments:

A. **Early Retirement Benefit:** The Certificated Employee shall be paid the sum of **\$31,625**, subject to adjustment to a greater amount pursuant to subparagraph (d) below. Such sum is based on the single health (retired, \$1,050 deductible, or as updated by EHA) and single dental premiums published by the Educators Health Alliance and in effect for the 2021-2022 school year and including a 7% increase for the 2022-23 and 2023-24 school years:

(a) 2021-22 = **\$9,835** (\$789.77 monthly health premium plus \$29.54 monthly dental premium, multiplied by 12, = \$9,831.72 and "rounded" to \$9,835)

(b) 2021-22 = **\$10,525** (\$9,835 plus 7% increase = \$10,523.45 and "rounded" to \$10,525)

(c) 2022-23 = **\$11,265** (\$10,525 plus 7% increase = \$11,261.75 and "rounded" to \$11,265)

(d) In the event that EHA premiums increase more than 7% during either years two or three of this agreement, the School District will pay the actual calculated premium amounts.

(e) Payments shall be made on or about September 20 of 2021, 2022, and 2023.

B. **Beneficiary Designation:** The Certificated Employee hereby designates _____, whose address is _____, Social Security No. _____, to be his/her beneficiary in case of his/her death. Any monies due the Certificated Employee will continue to the beneficiary until the total benefit distribution is paid in full pursuant to the provisions of this Agreement.

C. **Income Tax Consequences:** The payments are made as nonelective contributions to the School District's 403(b) Plan, and under Section 1.403(b)-4(d)(1) of the Treasury Regulations, the former employee is deemed to have includable compensation for the taxable year of the employee in which he or she ceases to be an employee and through the end of each of the next five (5) taxable years. The employer shall not make any withholding for income, FICA, or Social Security taxes from the employer nonelective contribution according to Code Section 403(b) and its accompanying Treasury Regulations. In the event the School District or a participant are called upon to pay the federal government or the State of Nebraska, or any other state or federal authority, sums or payments that were not but should have been withheld from or contributed in relation to the early retirement benefit, including retirement contributions, FICA, FUTA, or state or federal unemployment contributions, the participant shall indemnify and hold the School District harmless from any and all sums which it is called up onto pay, including the employee's and employer's share thereof and any and all penalties and interest arising from either the employee's share or employer's share thereof.

D. **COBRA Rights:** Pursuant to COBRA, a participant will have the opportunity to continue participation in the School District's group health insurance plan for at least eighteen (18) months following resignation of employment upon payment by the employee of the monthly insurance premiums.

3. **WAIVER AND RELEASE OF CLAIMS:** By entering into this Agreement the Certificated Employee hereby releases, waives, acquits, and forever discharges the School District, all past, present, and future members of the Board of Education of such School District in their official and individual capacities, the Administrators, and all other officers, agents, and employees of the School District, in their official and individual capacities, from any and all claims, however characterized, whether for damages, costs, expenses, compensation, penalties, wages, benefits, reinstatement, attorneys' fees, or attorneys' fees under 42 U.S.C. § 1988, or the like, with respect to, arising out of, or in relation to the Certificated Employee's employment with the School District, including, but not limited to, claims or rights:

- under the Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA) (29 U.S.C. § 621 et seq.), and the Nebraska Age Discrimination in Employment Act (Neb. Rev. Stat. § 48-1001 et seq.);
- under the Employee Retirement Income Security Act of 1974 (ERISA) (29 U.S.C. ' 1001 et seq.)
- under Title VI (42 U.S.C. § 2000d et seq.; 34 CFR §100 et seq.), Title VII (42 U.S.C. §2000e, et seq.) and Title IX of the Civil Rights Act of 1964 (20 U.S.C §1681; 34 CFR 106.1 et seq.);
- under the Civil Rights Act of 1866 and 1871 (42 U.S.C. § 1981, through and including 42 U.S.C. § 1988);
- under the Americans with Disabilities Act (42 U.S.C. §12101 et seq.; 28 CFR §35.101 et seq.), Section 504 of the Rehabilitation Act (29 U.S.C. §791, et seq.; 34 CFR §104, et seq.), and the Family Medical Leave Act of 1993 (29 U.S.C. § 2601 et seq.);
- under the Nebraska Fair Employment Practices Act (Neb. Rev. Stat. §48-1101 et seq.); the Nebraska Equal Opportunity in Education Act (Neb. Rev. Stat. §79-2,116 et seq.), the Industrial Relations Act, including unfair labor practices claims under that Act (Neb. Rev. Stat. §48-801 et seq.), and civil rights claims under Neb. Rev. Stat. § 20-168 and other state and local laws;
- under the Wage Payment and Collection Act (Neb. Rev. Stat. §48-1228 et seq.), including claims or rights to be paid for any unused leave, but excluding rights to salary earned and unpaid for the final year of employment;
- of or relating to discrimination on the basis of race, ethnic background, color, religion, sex, age, disability, handicap, marital status or national origin, or other protected status, free speech, and unlawful retaliation, before the state or federal EEOC or NEOC, or any other agency or department or state or federal courts under any state or federal constitution, law, rule, or regulation;
- for breach of contract or tort, including but not limited to negligence, libel, slander, and breach of confidentiality or privacy; and,
- of whatsoever nature arising under any other state, federal, or local constitution, statute, regulation, or ordinance arising out of the Certificated Employee's employment with the School District, this Application and Agreement, the TERIP, or the Certificated Employee's resignation from such employment.

This waiver and release is given in exchange for good and valuable consideration (the TERIP severance benefit) beyond that to which the Certificated Employee is otherwise entitled to pursuant to law or agreement.

4. LEGAL NOTICES:

A. **Consult Attorney:** The Certificated Employee is advised to consult with an attorney before entering into the TERIP by signing this Application and Agreement.

B. **Time to Consider:** The Certificated Employee is given a period of at least 45 days within which to consider the TERIP policy and the Application and Agreement. The Certificated Employee acknowledges that the Certificated Employee has had sufficient time to consider the waiver and release of claims and all other matters contained in this Application and Agreement. In the event the Certificated Employee signs this Application and Agreement prior to

the 45 day time period, the Certificated Employee hereby states and affirms that: (1) the Certificated Employee's decision to accept such shortening of time is knowing and voluntary; (2) the Certificated Employee's decision to accept such shortening of time was not induced by the School District through fraud or misrepresentation, and (3) the Certificated Employee's decision to accept such shortening of time was not induced by the School District through a threat to withdraw or alter the offer prior to the expiration of the 45 day time period, or by providing different terms to employees who sign the release prior to the expiration of such time period.

C. **Right to Revoke:** The Certificated Employee has the right, for a period of seven days following the execution of this Application and Agreement, to revoke this Application and Agreement. This Application and Agreement shall not become effective or enforceable until the revocation period has expired.

Certificated Employee

STATE OF NEBRASKA)
)
COUNTY OF PLATTE) **ss.**

On this ___ day of _____, 20____, before me, the undersigned notary public, duly commissioned and qualified in the aforesaid county, personally appeared _____, personally known to me to be the identical person who signed the above and foregoing Application and Agreement, and that such person acknowledged the execution of the Application and Agreement to be the person's voluntary act and deed.

Notary Public

Acceptance

The above Temporary Early Retirement Incentive Program Application and Agreement is hereby accepted and approved.

DATED this _____ day of _____, 20_____.

**PLATTE COUNTY SCHOOL DISTRICT 0001, a/k/a
COLUMBUS SCHOOLS**

BY: _____
President or Other Duly Authorized School Official

TEMPORARY EARLY RETIREMENT INCENTIVE PROGRAM POLICY

A. PURPOSE

The purpose of this Temporary Early Retirement Incentive Program (“TERIP”) is to encourage eligible certificated employees of Columbus Public Schools (“School District”) who are considering an early-leaving decision to accelerate their retirement plans effective at the end of the 2020-2021 school year. Objectives include, but are not limited to, the following:

1. To offer financial incentives that will assist long-term employees considering early retirement or early-leaving decisions to complete such decisions.
2. To reduce costs to the School District by replacing employees with lesser salaried employees or by eliminating positions.
3. To buy-out the tenure rights (i.e., continuing contract rights) of certificated staff, and in effect, make payments to secure the release of unexpired contracts of employment in exchange for permanent certificated employees giving up their constitutional and contractual rights to tenure and relinquishing such tenure rights.

B. QUALIFICATIONS

1. Permanent Certificated Employee: To be a participant a person must be employed by the School District, as of date of acceptance of the person’s application, in a position requiring that the employee have a certificate issued by the Nebraska Department of Education.

2. Full-Time Equivalency: A “certificated employee” is defined for purposes of this TERIP as a person employed at least one-half time or more. As such, employees who are employed on a less than .50 F.T.E. basis are not eligible.

3. Rule of 85 Eligibility: To be a participant a person must be eligible for retirement under the School Employees Retirement Act without reduction of benefits under such Act, on the basis of being at least fifty-five (55) years of age and the sum of the person’s attained age and creditable service under that Act totals eighty-five (85). Age and creditable service are to be determined as of September 1, 2021.

Creditable service with the School District shall mean employment with the School District as a certificated employee through the employee’s final year of service. Years of service need not be consecutive. Board approved military service, sabbatical and/or approved leave of absence, or other leave required to be granted according to law, shall be included as creditable years of service with the School District. In determining years of creditable service with the School District, part-time employment is counted at the full-time equivalency specified for each contract year.

4. Terminated Employee’s Ineligibility: An employee who has received written notice of possible cancellation, termination or non-renewal for reasons other than reduction in force shall not be eligible and may not participate in this program, unless after a hearing before the Board of Education it is determined that the employee’s contract should not be cancelled, non-renewed or terminated. An employee who has received written notice of possible termination for reason of a reduction in force shall be eligible and may participate in this program if, but only if, said employee expressly waives all rights to which he or she may be entitled under the reduction in force law

including, without limitation, substantive and procedural rights, staff development assistance and retirement incentive plan benefits, and recall rights.

C. ENROLLMENT REQUIREMENTS

1. Resignation: Participants in the program shall resign their employment with the School District effective at the end of the 2020-2021 school year.

2. Application and Agreement: Each eligible employee who wishes to participate in the TERIP must properly complete, execute, and submit an Application and Agreement form to the Superintendent on or before Thursday, February 4, 2021. **FAILURE TO SUBMIT THE APPLICATION AND AGREEMENT WITHIN THE TIME FRAME SPECIFIED SHALL RESULT IN THE REJECTION OF SUCH APPLICATION OR AGREEMENT.**

The Superintendent shall review the employee's record to determine eligibility. If eligible, the Board of Education shall approve the Application and Agreement, except as may be otherwise provided herein, at such time as deemed appropriate.

3. Acceptance or Rejection of Applications: The Board of Education of the School District, in its sole and absolute discretion, reserves the right to accept or reject any or all applications based on financial exigencies, availability of funds, budget, expenses, revenue, and other school finance issues. The Board of Education may grant preferences if numerous applications are filed based on: (1) length of service with the School District, (2) programs to be offered, (3) areas of certification and endorsement, (4) state and federal regulations which may mandate certain employment practices, (5) special qualifications which may require specific training and/or experience, (6) contributions to activity programs, (7) qualifications based on past performance and competence as determined by the Principal and/or Superintendent through employee evaluation procedures and review of any prior disciplinary action of incidents, (8) the organizational and educational impact created by multiple part time certificated employees and (9) salary levels of the applicants.

D. BENEFITS

1. Early Retirement Benefit: A qualified certificated employee who has requested and been accepted for participation in the TERIP shall receive an early retirement benefit administered by the District's third party administrator.

2. Source of Funds: The Certificated Employee shall be paid the sum of **\$31,625**, subject to adjustment to a greater amount pursuant to subparagraph (d) below. Such sum is based on the single health (retired, \$1,050 deductible, or as updated by EHA) and single dental premiums published by the Educators Health Alliance and in effect for the 2021-2022 school year and including a 7% increase for the 2022-23 and 2023-24 school years:

(a) 2021-22 = **\$9,835** (\$789.77 monthly health premium plus \$29.54 monthly dental premium, multiplied by 12, = \$9,831.72 and "rounded" to \$9,835)

(b) 2021-22 = **\$10,525** (\$9,835 plus 7% increase = \$10,523.45 and "rounded" to \$10,525)

(c) 2022-23 = **\$11,265** (\$10,525 plus 7% increase = \$11,261.75 and "rounded" to \$11,265)

(d) In the event that EHA premiums increase more than 7% during either years two or three of this agreement, the School District will pay the actual calculated premium amounts.

(e) Payments shall be made on or about September 20 of 2021, 2022, and 2023.

3. Income Tax Consequences: The payments are made as nonelective contributions to the School District's 403(b) Plan, and under Section 1.403(b)-4(d)(1) of the Treasury Regulations, the former employee is deemed to have includable compensation for the taxable year of the employee in which he or she ceases to be an employee and through the end of each of the next five (5) taxable years. The employer shall not make any withholding for income, FICA, or Social Security taxes from the employer nonelective contribution according to Code Section 403(b) and its accompanying Treasury Regulations. In the event the School District or a participant are called upon to pay the federal government or the State of Nebraska, or any other state or federal authority, sums or payments that were not but should have been withheld from or contributed in relation to the early retirement benefit, including retirement contributions, FICA, FUTA, or state or federal unemployment contributions, the participant shall indemnify and hold the School District harmless from any and all sums which it is called up onto pay, including the employee's and employer's share thereof and any and all penalties and interest arising from either the employee's share or employer's share thereof.

4. COBRA Rights: Pursuant to COBRA, a participant will have the opportunity to continue participation in the School District's group health insurance plan for at least eighteen (18) months following resignation of employment upon payment by the employee of the monthly insurance premiums.

E. WAIVER AND RELEASE OF CLAIMS

Employees who participate in the TERIP shall be required to waive and release the School District from claims and rights as provided for in the Application and Agreement adopted as a part of this TERIP policy. The Superintendent shall give the requisite notices to eligible employees as required by law in order for the waiver and release to be fully enforceable.

The Superintendent shall deliver to all eligible certificated employees a copy of this TERIP Policy and a copy of the attendant Application and Agreement at least forty-five (45) days prior to the application deadline and provide eligible employees any additional information required by law.

A copy of the Application and Agreement shall also be made available at the Superintendent's office.

F. TERM OF PROGRAM

The TERIP program and policy, and all benefits provided herein, have been repealed and shall expire and be of no force and effect as of August 31, 2021.

HAZING, SECRET SOCIETIES OR GANG ACTIVITIES

Hazing is an abusive, often humiliating form of initiation into or affiliation with a group, including; any willful action taken or situation created which recklessly or intentionally endangers the mental or physical health of another. Anyone engaging in hazing or initiation behavior will be subject to disciplinary action up to and including expulsion. No student shall do anything to physically or psychologically harm another student or staff member at school, on school grounds, or at school-sponsored

Hazing is any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership with any school organization in person, group setting or through digital media. Such hazing activity includes whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act which endangers the physical or mental health or safety of any person or the coercing of any such activity.

Every report of alleged violations of student conduct policies that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing student conduct investigation, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged violations of student conduct policies.

The Board of Education prohibits the organization of school-sponsored fraternities, sororities or secret organizations wherein membership is determined by members themselves rather than on the basis of free choice. The Board considers those organizations or memberships in those organizations detrimental to the good conduct and discipline of the school. Interference with the instructional program of the district by those groups will not be condoned, and no organizational activities are permitted under the sponsorship of the school district or its personnel.

In addition, the use of hand signals, graffiti, or the presence of any apparel, jewelry, accessory, or manner of grooming which, by virtue of its color, arrangement, trademark, symbol, or any other attribute which indicates or implies membership or affiliation with such a group, is disruptive of a positive learning environment and will not be tolerated.

Legal Reference: Neb. Statute 79-2,101 to 2,102

Cross Reference: 505 Student Discipline
506 Student Activities
606.06 Acceptable Use of Computers, Technology and the Internet
Columbus High School Handbook
Columbus High School Student Activity Handbook

Policy
Adopted: 9/11/06
Revised: 3/19/18

COLUMBUS PUBLIC SCHOOLS
Columbus, Nebraska

DATING VIOLENCE PREVENTION

The board prohibits behavior that has a negative impact on student health, welfare, safety, and the school's learning environment. Incidents of dating violence will not be tolerated on school grounds, in district vehicles, or at school sponsored activities or school-sponsored athletic events.

Dating violence is defined as a pattern of behavior where one person uses threats of, or actually uses, physical, sexual, verbal, or emotional abuse to control his or her dating partner. Dating partner means any person, regardless of gender, involved in an intimate relationship with another person primarily characterized by the expectation of affectionate involvement whether casual, serious or long-term.

The district will provide appropriate training to staff and incorporate within its educational program age-appropriate dating violence education that shall include, but not be limited to, defining dating violence, recognizing dating violence warning signs, and identifying characteristics of healthy dating relationships.

Every report of alleged dating violence that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing dating violence investigation, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged dating violence.

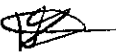
This policy shall be published in the student handbook.

Legal Reference: Neb. Statute 79-2,141

Approved _____ Reviewed _____ Revised _____

Columbus Public Schools

District Technology & Operations

To: Board of Education
From: Leonard Kwapnioski 
CC: Dr. Loeffelholz
Date: November 6, 2020
Re: Fire Alarm & Kitchen Hood Inspections

I recommend that the board of education approve the 3yr contract from **TBA** for fire alarm and kitchen suppression systems inspections. I will have final bids to be approved at the November 16th board meeting. I will brief the board on what this all entails throughout the year. Please let me know if you have any questions.


Thanks

Leonard

Columbus Public Schools

District Technology & Operations

To: Board of Education

From: Leonard Kwapnioski 

CC: Dr. Loeffelholz

Date: November 6, 2020

Re: Snow Fence

Please accept the application from the City of Columbus for the installation of temporary snow fence located on the future site of the Anchor Complex.

Let me know if you have questions.

Thanks

Leonard

COLUMBUS PUBLIC SCHOOLS

Application for Use of School Facilities/Sites

Name of Organization Requesting Use: City of Columbus, NE

Name of Representative: Chuck Sliva, Public Works Director

Address: 2424 14 Street, P.O. Box 1677, Columbus, NE 68602-1677

Telephone Number: 402-562-4286

Email Address: sliva@columbusne.us

School Facility/Site Requested


Building/Site: Columbus High School

Dates the Facility/Site is going to be used: November 1, 2020 to April 2021

Purpose for the request: Temporary Placement of Snow Fence

If needing to install any temporary items on or to the facility/site, please provide a detailed drawing of location, size, length, and other information that may be needed for approval.

I, Chuck Sliva, having read and agreed to Board of Education Policy and Regulation 1006.05R1, being fully cognizant that additional fees may be incurred, and providing the District with the attached Release and Indemnification Agreement, request permission for the use of the school facilities for the purpose as described in this application.



Signature of Representative

11/5/2020

Date of Signature

For School Official Use Only

Board Approval Date:

FEES TO BE CHARGED BY DISTRICT

Rental: _____

Personnel: _____

Other: _____

Signature, Board President/Designee

Signature, Director of Finance/HR

Exhibit Approved: 7/20/15

COLUMBUS PUBLIC SCHOOLS
Columbus, NE


CITY OF COLUMBUS

SNOW FENCE LOCATION



Columbus Public Schools

District Technology & Operations

To: Board of Education
From: Leonard Kwapnioski 
CC: Dr. Loeffelholz
Date: November 6, 2020
Re: Safety & Security Committee

I recommend that the board of education amend the Safety & Security committee for 2020-2021 and add Josh Loontjer from the Columbus Police Dept. Let me know if you have any questions.

Thanks

Leonard

OBJECTIVES FOR EQUAL EDUCATIONAL OPPORTUNITIES FOR STUDENTS

This section of the board policy manual is devoted to the board's goals and objectives for assisting the students of the school district in obtaining an education. Each student shall have an opportunity to obtain an education in compliance with the policies in this series. It is the goal of the board to develop a healthy social, intellectual, emotional, and physical self-concept in the students enrolled in the school district. Each student attending school will have the opportunity to use it and its education program and services as a means for self-improvement and individual growth. In so doing, the students are expected to conduct themselves in a manner that assures each student the same opportunity.

The board supports the delivery of the education program and services to students free of discrimination on the basis of race, color, national origin, sex, disability, religion, ~~or~~ marital status, sexual orientation or gender identity and provides equal access to ~~the Boy Scouts and other~~ designated youth groups. This concept of equal educational opportunity serves as a guide for the board and employees in making decisions relating to school district facilities, employment, selection of educational materials, equipment, curriculum, and regulations affecting students.

Board policies, rules and regulations affect students while they are on school district property or on property within the jurisdiction of the school district; while on school owned, operated, or chartered transportation; while attending or engaged in school activities; and while away from school grounds if misconduct will directly affect the good order, efficient management and educational processes of the school district.

This section of the board policy refers to the term "parents" in many of the policies. The term parents for purposes of this policy manual shall mean the legal parents. It shall also mean the legal guardian or custodian of a student and students who have reached the age of majority or are otherwise considered an adult by law.

Inquiries by students regarding compliance with equal educational opportunity laws and policies, including but not limited to complaints of discrimination, shall be directed to the **Compliance Coordinators or the building principal** ~~superintendent or his or her designee.~~

Inquiries may also be directed in writing to the Director of the Kansas Office of Civil Rights, U.S. Department of Education, One Petticoat Lane, 1010 Walnut Street, Suite 320, Kansas City, MO 64106, (816) 268-0550, the Nebraska Equal Opportunity Commission, State Office Building, 301 Centennial Mall South, 5th floor, P.O. Box 94394, Lincoln, NE 68509-4934, (402) 471-2024 or (800) 642-6112 or by email to OCR.KansasCity@ed.gov. This inquiry or complaint to the federal or state office may be done instead of, or in addition to, an inquiry or complaint at the local level.

Every report of alleged violations of this policy that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing investigation of this policy, potential issues of sexual harassment or discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged sexual harassment or discrimination as well as the incidents of alleged violations of this policy.

Further information and copies of the procedures for filing a complaint are available in the school district's central administrative office and the administrative office in each attendance center.

Legal Reference: Sect. 504 of the Rehabilitation Act of 1973
 20 U.S.C. §1681 et seq. (1994)
 34 C.F.R. §104 et seq.
 34 C.F.R. §160 et seq.
 Neb. Statute 79-2,114 et seq. (Neb. Equal Opportunity in
 Education Act).

Cross Reference: 100 District Organization and Basic Commitments

Cross Reference: 503 Student Attendance
 506 Student Activities
 1005.02 Communication with Parents

Policy
Adopted: 9/11/06

COLUMBUS PUBLIC SCHOOLS
Columbus, Nebraska

HARASSMENT

Harassment of employees, students, volunteers or visitors will not be tolerated in the school district. School district includes school district facilities, school district property, or property within the jurisdiction of the school district; while on school-owned or school-operated transportation; while attending or engaged in school activities; and while away from school grounds if the misconduct directly affects the good order, efficient management and welfare of the district.

Harassment includes, but is not limited to, race, religion, national or ethnic origin, color, marital status, disability, sex, veteran status, age, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other prohibited status. Harassment by board members, administrators, employees, parents, vendors, and others doing business with the school district is prohibited. Employees whose behavior is alleged to be in violation of this policy will be subject to the investigation procedure which may result in discipline, up to and including, discharge or other appropriate action. Other individuals whose behavior is alleged to be in violation of this policy will be subject to appropriate sanctions as determined and imposed by the superintendent or board.

~~Sexual harassment shall include, but not be limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:~~

- ~~• submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, education, or participation in school programs, activities;~~
- ~~• submission to or rejection of such conduct by an individual is used as the basis for decisions affecting such individual's employment or education; or~~
- ~~• such conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working or learning environment.~~

~~Sexual harassment as set out above, may include, but is not limited to the following:~~

- ~~• verbal, physical or written harassment or abuse or unwelcome communication implying sexual motives or intentions;~~
- ~~• pressure for sexual activity; repeated remarks to a person with sexual or demeaning implications;~~
- ~~• unwelcome touching;~~
- ~~• unwelcome and offensive public sexual display of affection;~~
- ~~• suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's job, promotions, recommendations, etc.~~

Harassment on the basis of race, religion, national or ethnic origin, color, marital status, disability, sex, veteran status, age, pregnancy, childbirth or related medical condition, or other prohibited status means conduct of a verbal or physical nature that is designed to embarrass, distress, agitate, disturb or trouble individuals when:

- submission to such conduct is made either explicitly or implicitly a term or condition of a student's education or of an individual's participation in school programs, activities or employment;
- submission to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual; or
- such conduct has the purpose or effect of unreasonably interfering with an individual's performance or
- creating an intimidating, offensive or hostile learning work environment.

Harassment as set forth above may include, but is not limited to the following:

- verbal, physical, or written harassment, or abuse **or unwelcome communication implying sexual motives or intentions;**
- **through digital/social media;**
- repeated remarks of a demeaning nature;
- implied or explicit threats concerning one's grades achievements, etc.;
- demeaning jokes, **images**, stories, or activities directed at an individual;
- pressure for sexual activity; repeated remarks to a person with sexual or demeaning implications;
- unwelcome touching
- unwelcome and offensive public sexual display of affection;
- suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's job, promotions, recommendations, etc.

Employees, students, volunteers or visitors who believe they have suffered harassment shall report such matters to the **Compliance Coordinator or building principal.**

Every report of alleged violations of this policy that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing investigation of this policy, potential issues of sexual harassment or discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged sexual harassment or discrimination as well as the incidents of alleged violations of this policy.

Upon receiving a complaint, the investigator shall confer with the complainant to obtain an understanding and a statement of the facts. It shall be the responsibility of the investigator to promptly and reasonably investigate claims of harassment and to pass the findings on to the superintendent who shall complete such further investigation as deemed necessary and take such final action as appropriate. It is the intention of the district to complete its investigation within ten (10) working days after receiving a complaint unless extenuating circumstances such as unavailability of a witness or needing additional time because of the complexity of the investigation or the need to involve outside experts. The extended timeframe for investigation due to extenuating circumstances shall not exceed ten (10) days without the consent of the complainant,

unless the alleged victim agrees to a longer time limit. Information regarding an investigation of harassment shall be confidential to the extent possible, and those individuals who are involved in the investigation shall not discuss information regarding the complaint outside the investigation process.

No one shall retaliate against an employee or student because they have filed a harassment complaint, assisted or participated in a harassment investigation, proceeding, or hearing regarding a harassment charge or because they have opposed language or conduct that violates this policy. This policy should be used when an employee is the alleged harasser or the alleged victim. It is strongly recommended the investigator and alternate investigator be of opposite sexes.

It shall also be the responsibility of the superintendent, in conjunction with the investigator and principals, to develop administrative rules regarding this policy. The superintendent or superintendent's designee shall also be responsible for organizing training programs to educate employees, students and others involved with the school district about harassment and the school district's policy prohibiting harassment. The training shall include how to recognize harassment and what to do in case an individual is harassed. The employee training will be documented in personnel files to ensure a record of training for each employee.

Legal Reference: 42 U.S.C. §§ 2000e et seq. (1994).
29 C.F.R. Pt. 1604.11 (1996).

Cross Reference: 103 Equal Educational Opportunity
402.01 Equal Opportunity Employment
402.05 Employee Grievances
403.03 Abuse of Students by School District Employees
403.055 Personnel Internal & External Complaint Procedures
405 Employee Conduct and Appearance
504.18 Harassment By Students
505 Student Discipline

INDIVIDUALIZED EDUCATION PROGRAM AND FAMILY SERVICES PLAN

The district ensures that an Individualized Education Program (IEP), or an Individualized Family Service Plan (IFSP) is developed, reviewed, and revised for each child with a disability in accordance with 92 NAC 51-007.

NDE document “Supporting Document to Checklist of Required Special Education Policies, Procedures and practices for Part B of the IDEA” shall serve as an administrative procedure to this policy. The entire document can be found at <http://www.education.ne.gov/sped/regulations.html>.

Every report of alleged violations of student conduct policies that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing student conduct investigation, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged violations of student conduct policies.

Policy Adopted: 07/10/06

Revised: 08/10/09

Revised: 05/20/14

COLUMBUS PUBLIC SCHOOLS

Columbus, Nebraska

Reviewed: 05/20/14