

Committee As A Whole
Monday, December 11, 2023 5:30 PM
Kramer Education Center
2410 16th Street, Suite A
Columbus, NE 68601

- I. Committee As A Whole
 - I.A. Call to Order
 - I.B. Roll Call of Board
 - I.C. Pledge of Allegiance
 - I.D. Notice of Open Meeting Posted
 - I.D.1. President ensures all can hear proceedings
 - I.E. Presentations
 - I.E.1. CKLA Presentation
 - I.E.2. Foundation Presentation
 - I.E.3. Emerson Elementary Presentation
 - I.F. Board Special Functions
 - I.F.1. Bond Survey Data/Feedback
 - I.G. Consent Agenda
 - I.G.1. Approval of Minutes
 - I.G.2. Financial Reports M2, M3, M4a
 - I.G.3. Certified Personnel
 - I.G.4. Classified Personnel
 - I.G.5. Mid Term Graduates
 - I.G.6. Professional Travel

I.H. Acceptance of Gifts/Donations

I.I. Curriculum and Instruction

I.I.1. Administrative Functions

I.I.2. Updates

I.J. Business Operations and Human Relations

I.J.1. Administrative Functions

I.J.2. Updates

I.J.3. Proposed TERIP Policy for 2024-2025

I.K. Buildings & Sites/Technology

I.K.1. Policies

I.K.1.1. Policy 801.01 Student Transportation and 801.01R1

I.K.2. Administrative Functions

I.K.3. Updates

I.L. Student Services

I.L.1. Administrative Functions

I.L.2. Updates

I.M. Superintendent's Report

I.N. Board Sharing

I.O. Executive Session

I.P. Adjourn

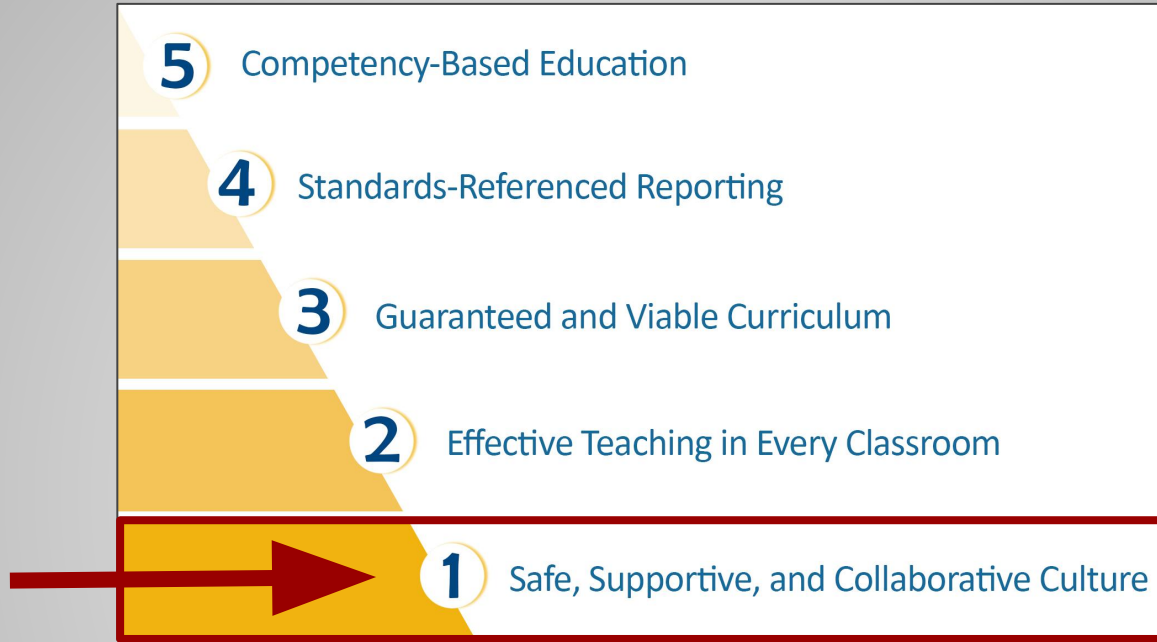
EMERSON ELEMENTARY



Levels 1 & 2 are
foundational



High Reliability Schools



Working hard at Level 1

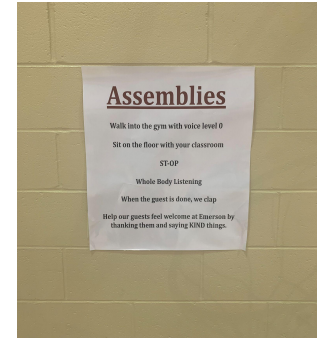
To be Safe at
Emerson

Safe, Supportive and Collaborative Culture

Click here -----> [Expectation Station Script](#)

Thursday, August 17, 2023				Friday, August 18, 2023	
Class	lunchroom	recess	arrival/dismissal/crosswalk/recess line-up	Time to Visit the Office	Please sign up for a time to come to the office and go over the office expectations with the office staff.
	Luchsinger/Darveau	Kucera	Classroom Teachers	8:30 - 8:45	1L
1L	10:10-10:35	9:45-10:10	This is a half day schedule. We will run expectation station. It is up to the classroom teachers to take the remaining time between Thursday and Friday to go over your classroom expectations, hallway expectations, arrival expectations, dismissal expectations, etc.	8:45 - 9:00	1S
1S	9:45-10:10	10:10-10:35		9:00-9:15	2L
2L	10:50-11:15	11:15-11:40		9:15 - 9:30	2R
2R	11:15-11:40	10:50-11:15		9:30 - 9:45	4H
3M	8:55-9:20	9:20-9:45		9:45 - 10:00	4B
3V	9:20-9:45	8:55-9:20		10:00-10:15	3V
4B	8:30-8:55	8:05-8:30	10:15-10:30	3M	
4H	8:05-8:30	8:55-9:20	10:30 - 10:45	10:45 - 11:00	
Kindergarten talk to Dylan about fitting this expectation in during orientation days.					

Thursday, January 4, 2024			
Class	lunchroom	recess	arrival/dismissal/crosswalk/recess line-up
	Luchsinger/Darveau	Kucera	Classroom Teachers
<p>These will happen during specials. Dylan: Recess expectations for winter. Ginger/Stephanie: during opposite special. In the lunchroom, over lunchroom expectations.</p>			Classroom teachers will determine when to teach these expectations in the afternoon.



We start each year with Expectation Stations that follow a schedule of introduction, model and practice. Each teacher takes their students through a rotation of learning what it looks like, sounds like and feels like in the building they learn in everyday! We then follow up with a focus life skill each week.

Non-Negotiables: Expectation Stations

To be Supportive at
Emerson

Safe, Supportive and Collaborative Culture



“Sweater Weather”



*Monthly Assemblies
Student of the Month*



EMERSON
PTO
ROCKS!



EM 2022-23
Monthly Staff Meetings
Emerson Trust Accelerators

Communicate with
honest and positive
intent

Solution focused
discussion

Start and end on time

Own the group decision
and follow through

Deliver the mail to the
right address

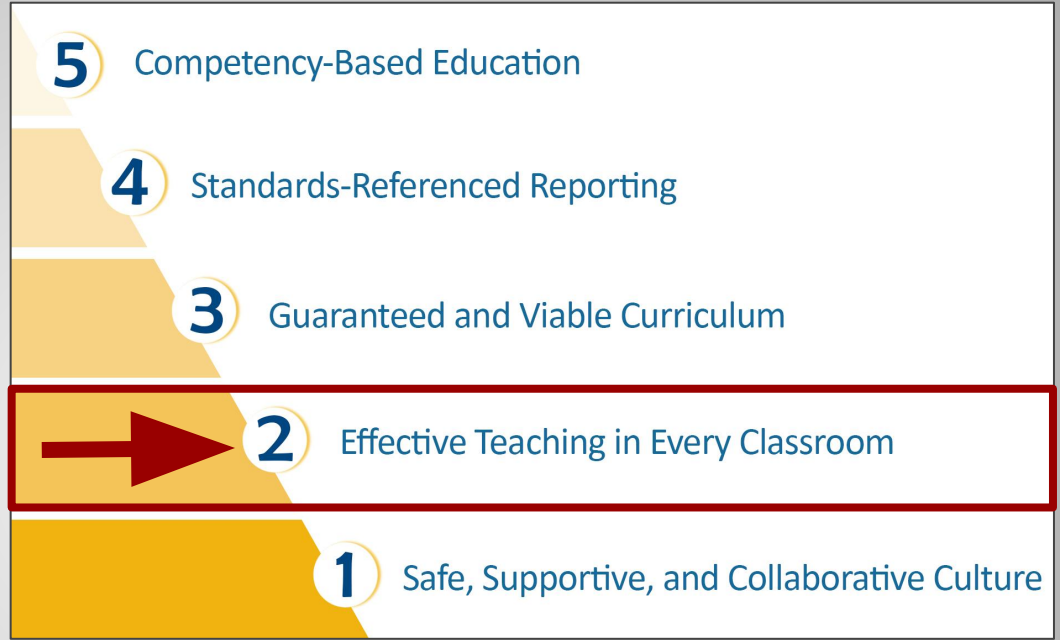


*Supporting Staff:
Staff Expectations and Celebrations*

To be Collaborative
at Emerson...

Safe, Supportive and Collaborative Culture

Levels 1, 2 & 3
are
foundational



High Reliability Schools

What are the 4 Questions of PLC's?

1. What do we want students to learn?
2. How do we know students have learned it?
3. What do we do when students don't learn it?
4. What do we do when students learned it/already know it?

PLC Questions

Emerson Elementary

Annual AQuESTT Data

Needs Support to Improve Plan: Update

Emerson Elementary School

School District
Columbus Public Schools
 State Board District **3**
 Educational Service Unit **7**
 Legislative District **22**

Demographics



Student
 Membership
281

Peers
 285
 District
 4,111
 State
 328,722



Teachers
15

Peers
 20
 District
 256
 State
 23,758

Program Participation



English Learners
33%

Peers
 13%
 District
 17%
 State
 8%



Free/Reduced
 Lunch
52%

Peers
 45%
 District
 50%
 State
 50%



Gifted
1%

Peers
 8%
 District
 8%
 State
 13%

Demographics

2022-2023

School Snapshot

Performance



NSCAS English
Language Arts

43%

Peers
54%
District
45%
State
58%



NSCAS
Mathematics

24%

Peers
55%
District
48%
State
61%



NSCAS Science

*

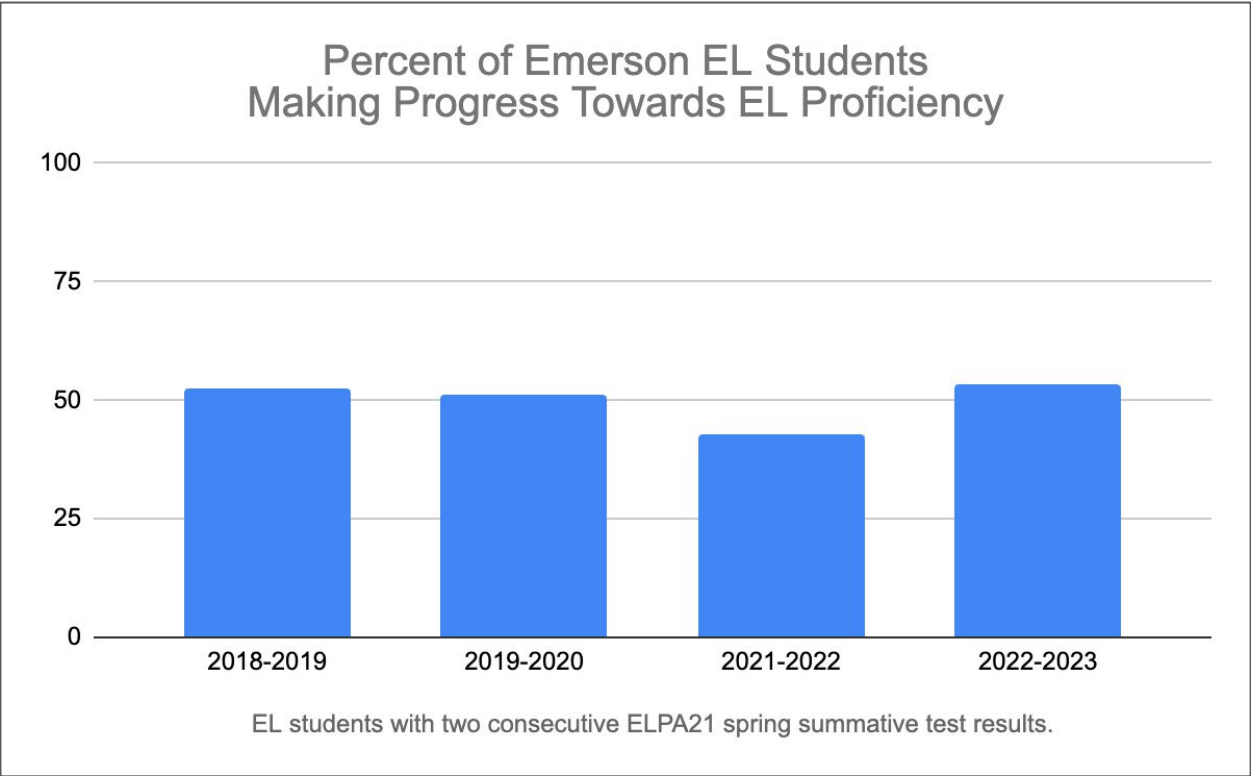
Peers
70%
District
59%
State
70%

Demographics

State AQuESTT School Classification

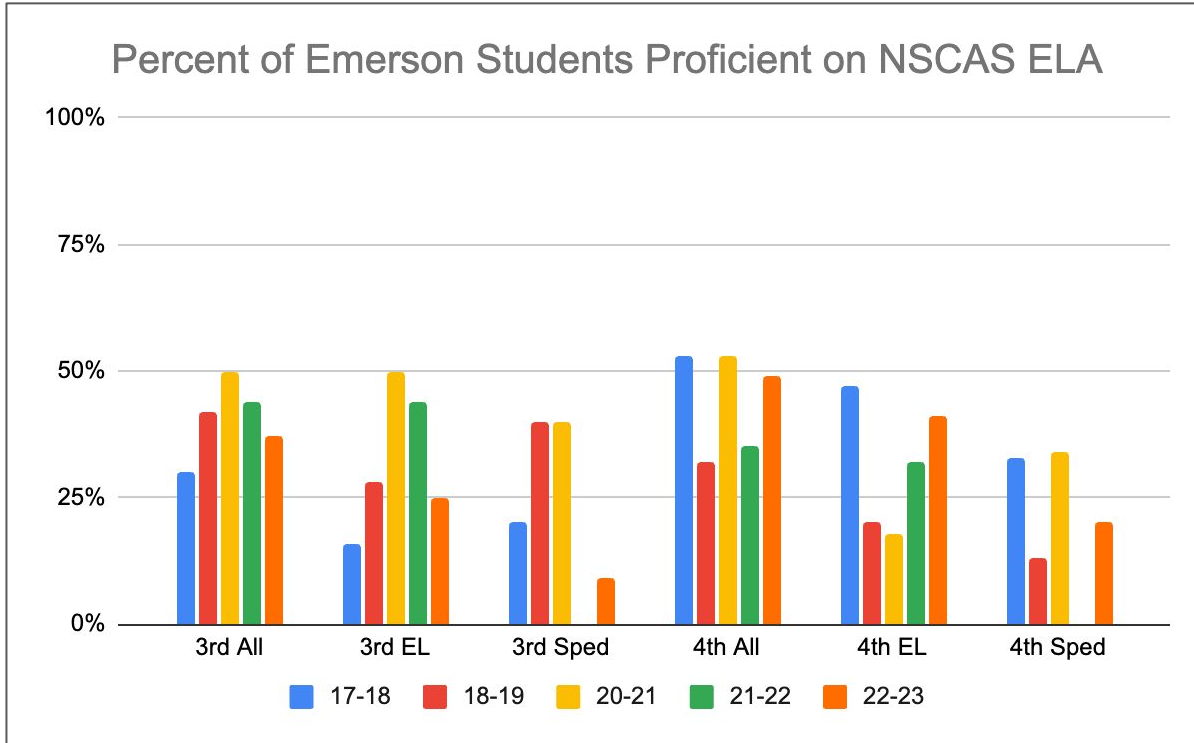
Emerson Elementary School	
Year	State Classification
2017-2018	Good
2018-2019	Good
2020-2021	Good
2021-2022	Needs Support to Improve
2022-2023	Good

ELPA21 Summative Assessment



Percent of Emerson EL Students Making Progress Towards EL Proficiency	
2018-2019	52.56
2019-2020	51.11
2021-2022	42.86
2022-2023	53.26

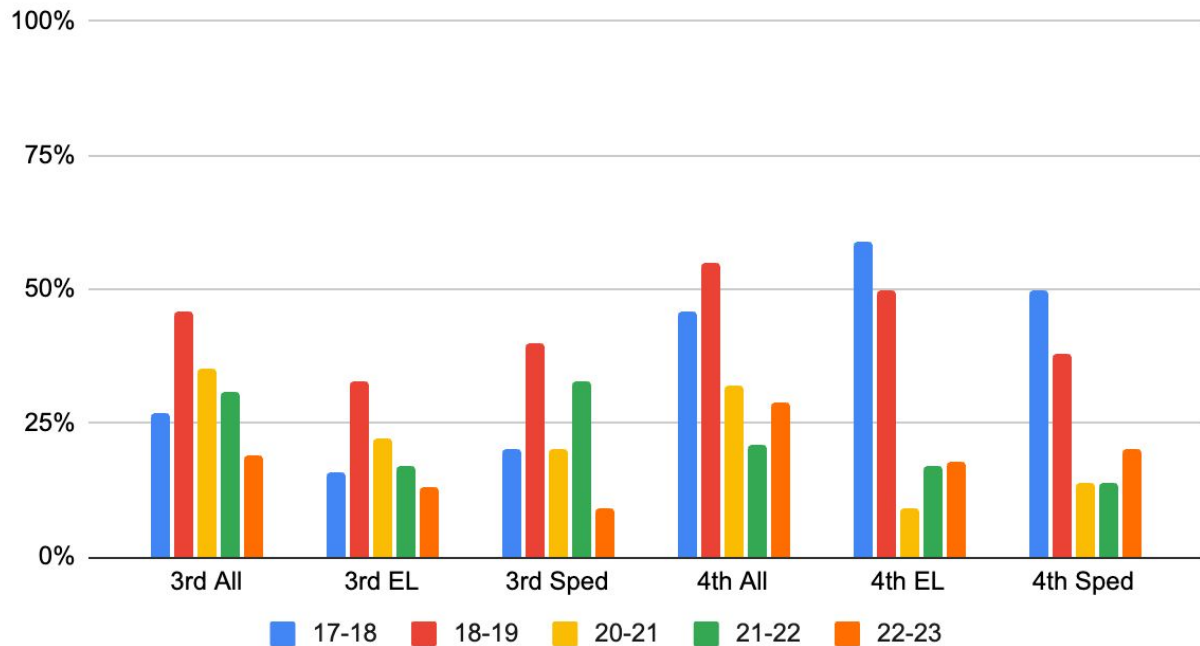
NSCAS ELA



Emerson NSCAS ELA						
	3rd All	3rd EL	3rd Sped	4th All	4th EL	4th Sped
17-18	30%	16%	20%	53%	47%	33%
18-19	42%	28%	40%	32%	20%	13%
20-21	50%	50%	40%	53%	18%	34%
21-22	44%	44%	0%	35%	32%	0%
22-23	37%	25%	9%	49%	41%	20%

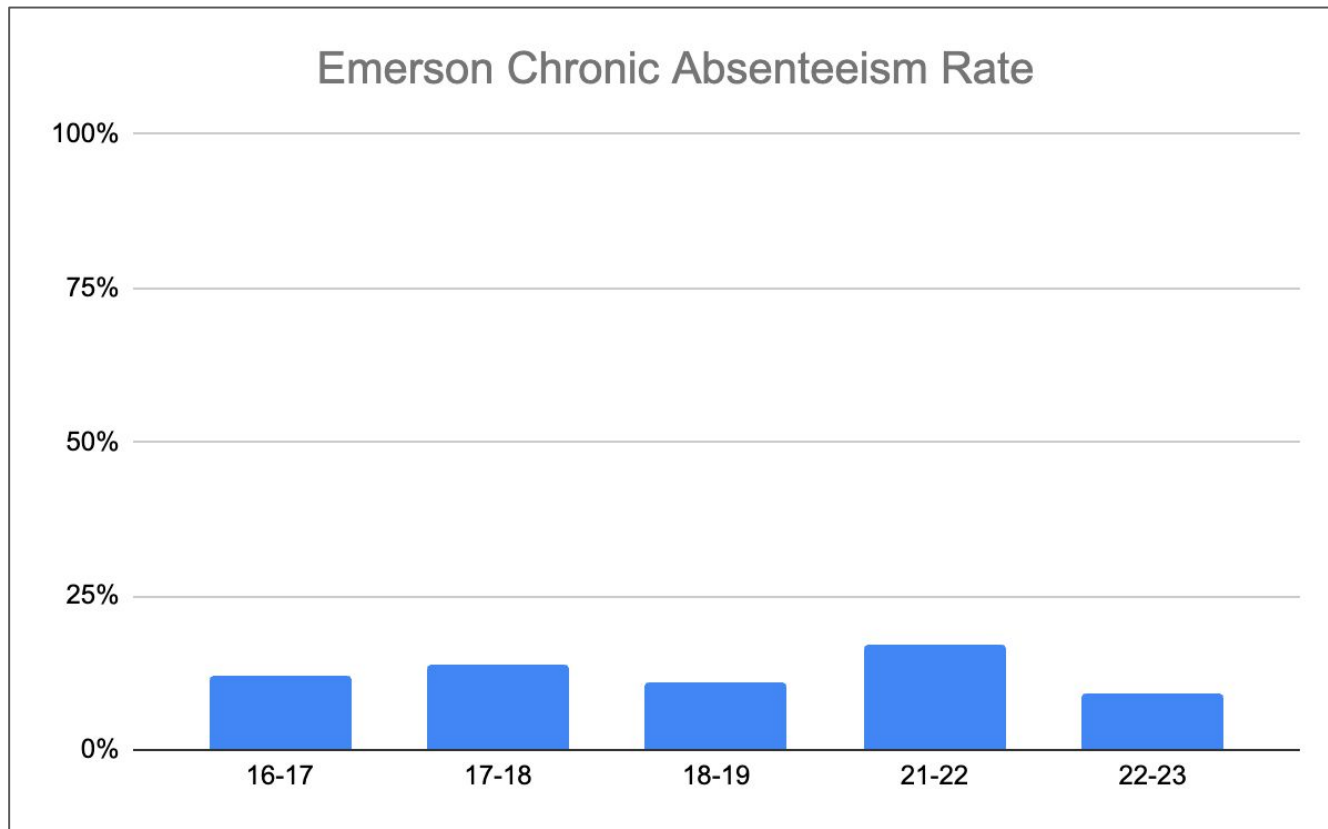
NSCAS Math

Percent of Emerson Students Proficient on NSCAS Math



Emerson NSCAS Math						
	3rd All	3rd EL	3rd Sped	4th All	4th EL	4th Sped
17-18	27%	16%	20%	46%	59%	50%
18-19	46%	33%	40%	55%	50%	38%
20-21	35%	22%	20%	32%	9%	14%
21-22	31%	17%	33%	21%	17%	14%
22-23	19%	13%	9%	29%	18%	20%

Chronic Absenteeism



Emerson Elementary Percent of Chronic Absenteeism		
Year	Rounded Percent	Actual Percent
16-17	12%	11.74
17-18	14%	13.69
18-19	11%	10.61
21-22	17%	16.80
22-23	9%	8.95

Each grade level & Specialists group review data, determine the instructional gaps and learning gaps, set goals and implement strategies to improve student achievement for all students.



*Non-Negotiables: Data Into Action
(Encompasses Needs Support to Improve Plan)*



Educational Opportunities and Access **i**

Chronic Absenteeism
Progress Towards EL Proficiency



Educational
Service Unit
7
Local • Regional • Support Services

AQUESTT
for Nebraska

*Non-Negotiables: EL Professional Development
(Encompasses Needs Support to Improve Plan)*

SS 2.4.1.a - Describe how a neighborhood has changed over the course of time using maps and other artifacts.



One way this neighborhood has changed is _____.

Another way this neighborhood has changed is _____.



Source: History Nebraska, Google Maps

Word Bank

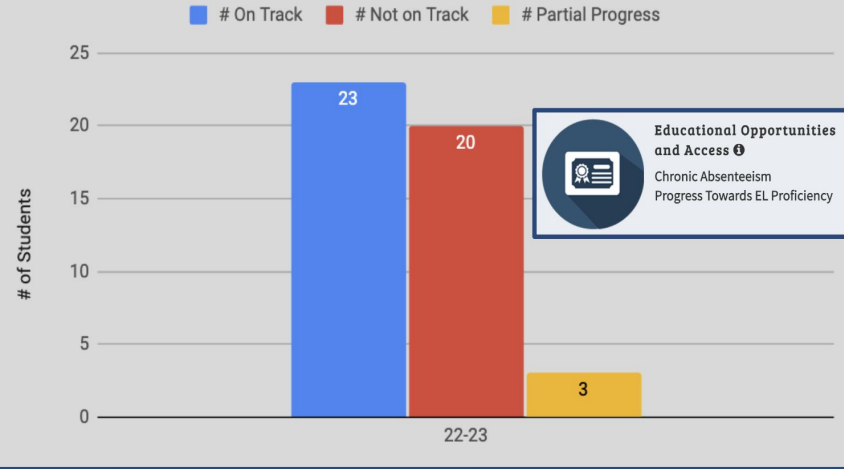
Building

Business

Car

Park

22-23 ELPA 21 On Track Status (Students with at least two years of data)



Non-Negotiables: EL Support in every classroom



Emerson

C R U S A D E R S

Thank you!

Committee As A Whole
Monday, November 13, 2023 5:30 PM Central

Kramer Education Center
2410 16th Street, Suite A
Columbus, NE 68601

Candace Becher: Present
Mark Brown: Present
Michael Jeffryes: Present
Doug Molczyk: Absent
Theresa Seipel: Present
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 approve the absence of Mr. Molczyk. Passed with a motion by Mark Brown and a second by Theresa Seipel.

Doug Molczyk: Absent, Candace Becher: Yea, Mark Brown: 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 ensures all can hear proceedings

I.E. Presentations

I.E.1. Dr. Larianne Polk-ESU 7

Dr. Larianne Polk and two of the ESU 7 Board Members, Jack Young and Bob Arp presented information about the growth and services that are provided by their organization. ESU 7 supports 7 counties, 19 school districts, 14,000 students, 1200 teachers and 70 administrators. Dr. Polk said the relationship with CPS is richer than ever. She credits that to the CPS Board of Education, Dr. Loeffelholz, CPS Superintendent, and the leadership staff at CPS.

I.E.2. CIA - K-5 ELA Resource Adoption Recommendation

The Curriculum, Instruction and Assessment Department presented information regarding the adoption of Amplify for the ELA curriculum. Presenters included Brandi Fleming, Kristie Hackett and Michelle Oppliger along with Teresa Hausmann, Director of CIA. They explained that shifts in state standards require the district to look at new curriculum materials for our students. The group talked about reaching benchmarks and setting goals to have skilled readers by 3rd grade. They have piloted this program and have seen phenomenal results. This resource comes with an intervention tool kit, that provides lessons

and activities for a 10 day cycle and ties into the CPS MTSS Intervention Plan. This curriculum will be available for 30 days for inspection at the Administration Building.

I.E.3. Columbus Middle School

Amy Haynes, CMS Principal, presented information on the middle school students, staff and events. She presented numbers of students which included 8th grade, which is bursting at the seams. There are 100 more 8th graders than 7th graders. She said there are 63 more students this year, and 30 new students in the recently arrived program. Mrs. Haynes said the leadership team has developed building goals and an action plan. She gave some data from the Fall UpBeat Survey. Mrs. Hayne shared events that were happening to show staff appreciation. The staff is reviewing PLC leadership using "Data Into Action". Students are being recognized for their academics and behavior by receiving Discoverer Bucks that can be spent twice a year at the Discoverer Den. She said kids lined up around the building, it is very popular. Staff uses Well Managed Classroom to teach expectations. Common area expectations are taught with videos and posters that students created. Mrs. Haynes said the students love the Activity Nights for each grade level. The students had a food drive and collected 4000 pounds of food to donate.

I.F. Board Special Functions

I.G. Consent Agenda

I.G.1. Approval of Minutes

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

Chip Kay, Director of Finance and Human Resources, summarized the financial reports. The M2 Financial Report shows the Nutrition Fund to break even, the state reimbursement is not in yet.

The M3 Financial Report shows an early reimbursement of the 30% property tax draw. He said he's still unsure of what the SPED reimbursement will be. The M4 is expenditures and shows 3.7 million for payroll.

I.G.3. Certified Personnel

Dr. Kay said there has been a hire for 8th grade physical education.

I.G.4. Classified Personnel

I.G.5. Professional Travel

The new report was shown, Dr. Kay said the board can define what they want to see on the report.

I.H. Acceptance of Gifts/Donations

Troy Loeffelholz, Superintendent, summarized the Foundation report: \$49,627.02 for the month; \$887,544.91 for the year.

Dr. Loeffelholz said that PACS and PTOs are required to be under the Foundation. He said Nicole would come in December to share more information.

I.I. Curriculum and Instruction

I.I.1. Policies

I.I.2. Administrative Functions

I.I.2.1. Quotes for Personal Financial Planning-Dual Credit and Intro to Business Courses

Teresa Hausmann, Director of Curriculum, Instruction and Assessment, shared quotes for personal financial planning, a dual credit through CCC. The quote is for a classroom set of books. Discussion regarding teaching these classes was touched on with the information being that teachers must have an MBA to teach dual credit classes.

The Intro to Business quote was presented. There have been updates in standards for technology. Purchasing classroom sets for 9th and 10th graders. The two textbooks will be set out for a month for community inspection.

I.I.3. Updates

I.J. Business Operations and Human Relations

I.J.1. Policies

I.J.2. Administrative Functions

I.J.2.1. Fundraising Applications

I.J.3. Updates

I.K. Buildings & Sites/Technology

I.K.1. Policies

I.K.2. Administrative Functions

I.K.3. Updates

Leonard Kwapnioski, Director of Building/Sites and Technology updated the board on the progress of the CASSETTE House project. He said it is 95% enclosed. He said to notice the signage locations at Kramer.

I.L. Student Services

I.L.1. Policies

I.L.2. Administrative Functions

I.L.3. Updates

Jason Harris, Director of Student Services and Special Education was asked about special education programs and where descriptions could be found. Mr. Harris said the website has explanations and what buildings are used for programs.

I.M. Superintendent's Report

Dr. Loeffelholz talked about the election dates, what members of the board will be up for re-election and said the deadline to file is February 15. Discussion regarding bond data that has

been gathered and the state convention.
The National Convention is April 6-8.

I.N. Board Sharing

I.O. Adjourn

Motion to adjourn. Passed with a motion by Theresa Seipel and a second by Michael Jeffryes.
Doug Molczyk: Absent, Candace Becher: Yea, Mark Brown: Yea, Michael Jeffryes: Yea,
Theresa Seipel: Yea, Douglas Willoughby: Yea
Yea: 5, Nay: 0, Absent: 1

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, November 13, 2023.

President

Secretary

Regular Meeting
Monday, November 20, 2023 5:30 PM Central

Kramer Education Center
2410 16th Street, Suite A
Columbus, NE 68601

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

I. Board Meeting

I.A. Call to Order

I.B. Roll Call of Board

Motion to excuse board members Mark Brown and Theresa Seipel from the meeting. Passed with a motion by Doug Molczyk and a second by Michael Jeffryes.

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

I.C. Pledge of Allegiance

I.D. Notice of Open Meeting Posted

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

I.E. Mission Statement

The Mission Statement was read by Doug Willoughby.

I.F. Opportunity for Public to be Heard

I.G. Presentation

I.G.1. SkillsUSA

The SkillsUSA students presented events they have been participating in and the benefits of what they are learning for their organization. They invited the board and administration to come and watch them at the state competition on April 11-13, 2024 in Grand Island at the Heartland Events Center.

I.H. Board Special Functions

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 Candace Becher and a second by Doug Molczyk.

Mark Brown: Absent, Theresa Seipel: Absent, Candace Becher: Yea, Michael Jeffryes: Yea,

Doug Molczyk: Yea, Douglas Willoughby: Yea
Yea: 4, Nay: 0, Absent: 2

I.J.1. Approval of Minutes

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

I.J.3. Financial Report M5

Chip Kay, Director of Finance and Human Resources talked about the M5 Financial Report. He noted the payment to Shelby Lumber, and the heavy amount of bills for contracted services. The quarterly mileage payments to parents are shown in this report.

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 Doug Molczyk and a second by Michael Jeffryes.

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

I.L. Curriculum and Instruction

I.L.1. Policies

I.L.2. Administrative Functions

I.L.3. Updates

Teresa Hausmann, Directory of Curriculum, Instruction and Assessment, updated on Waggie. She said the 6-8 ELA Teachers participated in a 2 hour PD. All students take the test to see where gaps are. The program evaluates and puts each student on a plan.

She said the teachers and students are thankful for the big books they received for the Kindergarten EL Resource.

Mrs. Hausmann shared the staff connection numbers for the month. She mentioned those numbers will drop as her department starts pulling teachers in for other staff development.

I.M. Business Operations and Human Relations

I.M.1. Policies

I.M.2. Administrative Functions

I.M.2.1. Fundraising Applications

The Superintendent recommends that the Board approve the Fundraising Applications, as submitted. Passed with a motion by Candace Becher and a second by Michael Jeffryes.

Mark Brown: Absent, Theresa Seipel: Absent, Candace Becher: Yea, Michael Jeffryes:

Yea, Doug Molczyk: Yea, Douglas Willoughby: Yea
Yea: 4, Nay: 0, Absent: 2

I.M.3. Updates

I.N. Buildings & Sites/Technology

I.N.1. Policies

I.N.2. Administrative Functions

I.N.3. Updates

I.O. Student Services

I.O.1. Policies

I.O.2. Administrative Functions

I.O.3. Updates

Jason Harris, Director of Student Services and Special Education updated on his department. He said that in October state reporting was completed and the SPED Student enrollment was 870. Final financials are finished, \$8,644,055.00 was spent. The CPS percentage of special education students is 17%, the state percentage is 16%. Mr. Harris said the IDEA Grant is over \$1 million in claims, ESSA Grant claims are \$882,135.00.

I.P. Superintendent's Report

I.Q. Board Sharing

Board Sharing was to share information from the State Education Conference.

II. Executive Session

The Board did not go into executive session.

III. Adjourn

Motion to adjourn Passed with a motion by Candace Becher and a second by Doug Molczyk.
Mark Brown: Absent, Theresa Seipel: Absent, Candace Becher: Yea, Michael Jeffryes: Yea,
Doug Molczyk: 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 Regular School Board meeting of Monday, November 20 2023.

President

Secretary

Columbus Public Schools
 Summary of Cash Balances
 November 2023

	DESCRIPTION	BEGINNING BALANCE	MONTH TO DATE RECEIPTS	MONTH TO DATE EXPENDITURES	END OF MONTH BALANCE	YTD BALANCE PRIOR YEAR		
General Fund	Attachment M4a			\$ 4,017,559.99				
	Attachment M5 (prior Bd Mtg)			\$ 864,619.05				
	Transfer in		\$ 750,000.00					
	Receipts GP checking		\$ 1,923,347.56					
	GENERAL FUND - GREAT PLAINS STATE BANK	\$ 4,297,395.96	\$ 2,673,347.56	\$ 4,882,179.04	\$ 2,088,564.48	\$ 3,789,104.02		
	General Fund -Cash Balance				\$ 2,088,564.48			
Depr Fund	Transfer out			\$ 750,000.00				
	Interest		\$ 4,466.52					
	Receipts		\$ -					
	DEPRECIATION - GREAT PLAINS STATE BANK	\$ 1,508,721.33	\$ 4,466.52	\$ 750,000.00	\$ 763,187.85	\$ -		
Temporary Funds -CF	PAYROLL - PINNACLE BANK	\$ 229,717.62	\$ 3,919,181.43	\$ 3,897,114.54	\$ 251,784.51	\$ 223,903.91		
	PAYFLEX - PINNACLE BANK	\$ 58,533.95	\$ 10,058.54	\$ 11,130.69	\$ 57,461.80	\$ 55,706.53		
Activities	Administration	\$ 908,467.34	\$ 42,922.07	\$ 26,521.26	\$ 924,868.15	\$ 951,533.26		
	Middle School	\$ 137,266.62	\$ 32,977.19	\$ 13,837.04	\$ 156,406.77	\$ 127,330.26		
	High School	\$ 636,763.47	\$ 77,425.98	\$ 50,829.63	\$ 663,359.82	\$ 562,491.67		
	ACTIVITY FUNDS - COLUMBUS BANK	\$ 1,682,497.43	\$ 153,325.24	\$ 91,187.93	\$ 1,744,634.74	\$ 1,641,355.19		
Nutrition Fund	Interest Income		\$ 323.31					
	State Reimbursement		\$ 375,900.10					
	Rct to Expenditures		\$ 10,894.17					
	Student/ Staff meals		\$ 85,373.92					
	NUTRITION FUND - CORNERSTONE BANK	\$ 203,288.68	\$ 472,491.50	\$ 329,232.88	\$ 346,547.30	\$ 743,495.55		
Bond Fund	Platte County Treasurer		\$ 33,822.28					
	Butler County Treasurer		\$ 43.29					
	Polk County Treasurer		\$ -					
	Dividends		\$ 19,293.57					
	Management Fees							
	Investment Gain							
	BOND FUND - FNB	\$ 4,382,802.64	\$ 53,159.14	\$ -	\$ 4,435,961.78	\$ 3,866,036.34		
Building Fund	Mueller & Schoepf Drywall Inc			\$ 20,726.00				
	Receipts		\$ 9,511.54					
	BLDG FUND - BANK OF THE VALLEY	\$ 61,625.88	\$ 9,511.54	\$ 20,726.00	\$ 50,411.42	\$ 2,053,114.26		
	Building Fund - Cash Balance				\$ 50,411.42			

Columbus Public Schools
General Fund Revenue Detail
November 30, 2023

Account Number	Description	Budget	Month to Date	Year to Date	Balance	Percent
01.1.01100.000.000	Property Taxes	(\$27,043,716.00)	(\$192,055.59)	(\$7,984,266.16)	(\$19,059,449.84)	29.52%
01.1.01115.000.000	Carline Taxes	(\$8,000.00)	\$0.00	(\$3,218.65)	(\$4,781.35)	40.23%
01.1.01120.000.000	Public Power District Sales Ta	(\$850,000.00)	\$0.00	\$0.00	(\$850,000.00)	0.00%
01.1.01125.000.000	Motor Vehicle Taxes	(\$2,345,000.00)	(\$190,225.03)	(\$581,352.53)	(\$1,763,647.47)	24.79%
01.1.01510.000.000	Interest	(\$15,000.00)	(\$4,553.79)	(\$16,853.38)	\$1,853.38	112.36%
01.1.01801.000.000	CASP /Parent Fees	(\$35,000.00)	(\$7,840.00)	(\$22,517.00)	(\$12,483.00)	64.33%
01.1.01911.000.000	Local License Fees	(\$25,000.00)	\$0.00	(\$1,915.00)	(\$23,085.00)	7.66%
01.1.02110.000.000	County Fines&License Fees	(\$150,000.00)	(\$26,132.39)	(\$67,945.24)	(\$82,054.76)	45.30%
01.1.03110.000.000	State Aid	(\$14,245,963.00)	(\$1,424,596.00)	(\$4,273,788.00)	(\$9,972,175.00)	30.00%
01.1.03120.000.000	SpEd Receipts from the State	(\$2,505,205.00)	\$0.00	\$0.00	(\$2,505,205.00)	0.00%
01.1.03130.000.000	Homestead Exemption	\$0.00	(\$3.46)	(\$36.13)	\$36.13	#DIV/0!
01.1.03180.000.000	Pro-Rate Motor Vehicle	(\$18,000.00)	(\$8,886.39)	(\$8,889.52)	(\$9,110.48)	49.39%
01.1.03400.000.000	State Apportionment	(\$608,000.00)	\$0.00	\$0.00	(\$608,000.00)	0.00%
01.1.03535.000.000	High Ability Learner Allocatio	(\$25,000.00)	\$0.00	(\$25,599.00)	\$599.00	102.40%
01.1.03540.000.000	State Early Childhood Grant	(\$150,000.00)	\$0.00	(\$10,763.00)	(\$139,237.00)	7.18%
01.1.03541.000.000	Early Childhood Endowment Gran	(\$164,500.00)	(\$22,497.00)	(\$22,497.00)	(\$142,003.00)	13.68%
01.1.03599.000.000	Education Quest College Access	\$0.00	\$0.00	(\$11,505.69)	\$11,505.69	#DIV/0!
01.1.04505.000.000	ESSA Title I Receipts	(\$595,719.00)	\$0.00	\$0.00	(\$595,719.00)	0.00%
01.1.04509.000.000	ESSA Title II Receipts	(\$226,561.00)	\$0.00	\$0.00	(\$226,561.00)	0.00%
01.1.04510.000.000	ESSA Title IV SSAE Grant	(\$41,513.00)	\$0.00	\$0.00	(\$41,513.00)	0.00%
01.1.04516.000.000	IDEA Preschool Enrollment/Pove	(\$25,203.00)	\$0.00	\$0.00	(\$25,203.00)	0.00%
01.1.04518.000.000	IDEA Enrollment/Poverty Grant	(\$985,568.00)	\$0.00	\$0.00	(\$985,568.00)	0.00%
01.1.04521.000.000	IDEA Proportionate Share	(\$127,085.00)	\$0.00	\$0.00	(\$127,085.00)	0.00%
01.1.04525.000.000	Carl Perkins Grants	(\$45,199.00)	\$0.00	(\$114,848.00)	\$69,649.00	254.09%
01.1.04527.000.000	ESSA Title III LEP Grant	(\$104,492.00)	\$0.00	(\$57,748.00)	(\$46,744.00)	55.27%
01.1.04528.000.000	Title III Immigrant	(\$23,541.00)	\$0.00	\$0.00	(\$23,541.00)	0.00%
01.1.04531.000.000	ESSA Title IV Part B 21st Cent	(\$157,550.00)	\$0.00	\$0.00	(\$157,550.00)	0.00%
01.1.04708.000.000	Medicaid in Public Schools/DS	(\$45,988.00)	\$0.00	(\$32,197.55)	(\$13,790.45)	70.01%
01.1.04969.000.000	ESSA Title IV SSAE Grant	\$0.00	\$0.00	(\$4,575.00)	\$4,575.00	#DIV/0!
01.1.04994.000.000	HYC Grant (6994)	(\$14,230.00)	\$0.00	\$0.00	(\$14,230.00)	0.00%
01.1.04995.000.000	FEMA/Federal Disaster Funds	(\$150,000.00)	\$0.00	\$0.00	(\$150,000.00)	0.00%
01.1.04998.000.000	ARP Esser III	(\$1,000,000.00)	\$0.00	\$0.00	(\$1,000,000.00)	0.00%
01.1.05301.000.000	Insurance Claims	\$0.00	(\$8,541.67)	(\$8,541.67)	\$8,541.67	#DIV/0!
		(\$51,731,033.00)	(\$1,885,331.32)	(\$13,249,056.52)	(\$38,481,976.48)	25.61%
	Transfer in		(\$750,000.00)			
	Reimbursement/refunds		(\$39,899.15)			
	Interest -Other accounts		\$4,553.79			
	Total Revenue		(\$1,995,676.68)			

Check Number	Vendor	Amount
15852	CAPITAL ONE/WALMART	\$199.19
16034	SCHOOL DISTRICT #1-PAYROLL	\$3,758,083.27
16035	ESU #1	\$32.40
16036	AMAZON CAPITAL SERVICES	\$2,851.43
16037	CAPITAL ONE/WALMART	\$1,133.42
16038	HY-VEE FOOD STORES	\$394.21
16039	SUPER SAVER	\$1,179.37
16040	AMAZON CAPITAL SERVICES	\$1,282.00
16041	BETHUNE, JENEE	\$180.00
16042	CARDIO PARTNERS INC	\$153.90
16043	CITY OF COLUMBUS - FINANCE DEPT	\$30,236.11
16044	COLUMBUS PUBLIC SCHOOLS ACTIVITY	\$71.17
16045	ESU #7	\$40.00
16046	FIRST NATIONAL BANK OMAHA	\$38.85
16047	FIRST NATIONAL BANK OMAHA	\$208.00
16048	FIRST NATIONAL BANK OMAHA	\$1,177.75
16049	FIRST NATIONAL BANK OMAHA	\$2,382.38
16050	HOLIDAY INN EXPRESS-HASTINGS	\$107.00
16051	JACKSON SERVICES INC.	\$96.25
16052	MEDI-KID CO. THE	\$144.00
16053	PAYFLEX SYSTEMS USA, INC.	\$297.60
16054	PITNEY BOWES GLOBAL FINANCIAL SERVICES L	\$1,486.98
16055	PLUNKETTS PEST CONTROL	\$168.00
16056	PRO-ED, INC.	\$83.00
16057	T-BONE TRUCK STOP	\$7,083.75
16058	UNK ACADEMIC AND CAREER SERVICES	\$100.00
16059	VALENTINOS OF COLUMBUS	\$593.00
16060	WRISTBAND CREATION	\$110.79
16061	MORENO, JAKOB	\$1,800.00
16062	ACCENT FLORAL AND GALLERIA	\$100.00
16063	ASSOCIATED STAFFING, INC	\$10,094.31
16064	COLUMBUS AREA CHAMBER COMMERCE	\$50.00
16065	COLUMBUS TELEGRAM	\$741.00
16066	FIRST NATIONAL BANK OMAHA	\$4,335.04
16067	FIRST NATIONAL BANK OMAHA	\$8,771.59
16068	FIRST NATIONAL BANK OMAHA	\$57.04
16069	FIRST NATIONAL BANK OMAHA	\$557.06
16070	FIRST NATIONAL BANK OMAHA	\$110.34
16071	GILMORE & BELL P.C.	\$2,000.00
16072	JACKSON SERVICES INC.	\$167.83
16073	MATHESON TRI-GAS INC	\$270.85
16074	PORTER & COMPANY, P.C.	\$17,575.00
16075	SERVICEMASTER BY SHEVLIN	\$52,682.39
16076	AMAZON CAPITAL SERVICES	\$1,172.78
16077	BETHUNE, JENEE	\$132.00
16078	BRYAN'S REPAIR	\$1,135.16
16079	BUTTARO, HEATHER	\$103.75

Check Number	Vendor	Amount
16080	CAPITAL ONE/WALMART	\$367.84
16081	CAPITAL SANITARY SUPPLY	\$877.62
16082	COLUMBUS ARNOLD MOTOR SUPPLY	\$44.68
16083	COLUMBUS MUSIC	\$1,156.73
16084	EAKES OFFICE SOLUTIONS	\$387.84
16085	ELECTRICAL ENGINEERING & EQUIP	\$49.60
16086	ESU #7 SPECIAL EDUCATION	\$66,739.51
16087	FATHER FLANAGAN'S BOYS' HOME	\$24,523.20
16088	FOLLETT CONTENT SOLUTIONS, LLC	\$2,090.23
16089	HY-VEE FOOD STORES	\$28.39
16090	LITERACY RESOURCES, LLC	\$99.00
16091	LUNCHTIME SOLUTIONS, INC	\$140.70
16092	MAXIM HEALTHCARE SERVICES, INC.	\$3,640.00
16093	MCLEAN, MEGAN	\$125.76
16094	MENARDS-COL	\$948.56
16095	MERRILL, KIM	\$268.82
16096	MIDWEST DOOR & HARDWARE	\$927.00
16097	PACZOSA, MEGAN	\$274.41
16098	PRODUCTIVITY INC	\$187.90
16099	SUNBELT RENTALS	\$1,648.99
16100	SUPER SAVER	\$288.25
16101	THE DBQ COMPANY	\$1,125.00
		<u>\$4,017,709.99</u>
	Voided check #15920 from M5	<u>-\$150.00</u>
	Total Expenditures	<u><u>\$4,017,559.99</u></u>

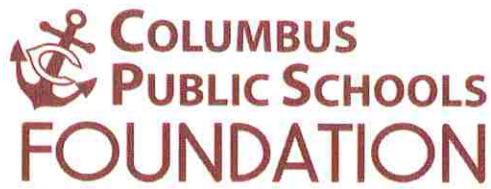
STUDENT
Allen, Kaylee
Alvarez-Gonzalez, Rocio
Braithwait, Ava
Caballero, Brian
Cantu-Arellano, Evelyn
Caranci, Emma
Contreras, Adrian
Ederington, Brooklyn
Espin-Espinosa, Rocio
Espino-Arevalo, Alvin
Foley, Matthew
Gallardo-Collado, Jose
Garcia-Cabeza, Yanisleydis
Garcia-Lopez, Alejandro
Garcia, Susan
Gardea, Carla
Gonzalez-Baloy, Edgar
Gonzalez-Martinez, Lesly
Gronenthal, Nevaeh
Henggeler, Melody
Jessen, Seth
Labra, Mia
Lane, Micah
Lapointe, Cierra
Lehr-Hirschbrunner, Kaylee
Lopez-Almeida, Brian
Lopez-Reyes, Keiry
Luft, Tate
Marino-Adame, Christian
Mendoza, Gabriel

Moore, Cheyenne
Morales-Zuniga, Marjorie
Moreno, Maleigha
Mpanzu, Ferrezia
Nadrchal, Kirstyn
Olson, Emma
Palacios, Simone
Pelowski, Darren
Pena-Rodriguez, Maritza
Portillo-Mejia, Vanessa
Rahtz, Keaton
Ramirez-Arauz, Ashley
Ramirez-Fierro, Kitzia
Ramos, Andrea
Renteria-Ruiz, Kevin
Rohloff, Alexis
Rolon, Antonio
Salak, Lacey
Saldana, Leo
Santamaria-Arellano, Diannaluz
Santos, Amaya
Schaf, Tiana
Schwarting, Nevaeh
Soto, Kevin
Steensnes, Makena
Voichoskie, Jena
Welch, Keira
Wieser, Emma
Woodhams, Jacob
Zapata-Ibarra, Miriam

Columbus Public Schools - November 2023 Out of District Professional Development

Employee full Name	Job Start Date	Job End Date	Job Notes to Administrator
Jason Harris	2023-11-01	2023-11-03	Special Education Law Conference Omaha, NE
Mary Czarnick	2023-11-02	2023-11-03	Special Education Law Conference Omaha, NE
Jessy Hill	2023-11-02	2023-11-03	Special Education Law Conference Omaha, NE
Judith Deepe	2023-11-02	2023-11-03	Special Education Law Conference Omaha, NE
Emily Papp	2023-11-02	2023-11-03	Special Education Law Conference Omaha, NE
Kari Slattery	2023-11-02	2023-11-03	Special Education Law Conference Omaha, NE
Edwin Fattig	2023-11-02	2023-11-03	Special Education Law Conference Omaha, NE
Chelsea Werner	2023-11-02	2023-11-03	Special Education Law Conference Omaha, NE
Leonard Kwapnioski	2023-11-02	2023-11-03	NATA Retreat in KC.
Robyn Myers	2023-11-02	2023-11-03	Special Education Law Conference Omaha, NE
Janelle Ryan	2023-11-02	2023-11-03	Special Education Law Conference Omaha, NE
Carly Whitney	2023-11-02	2023-11-03	Special Education Law Conference Omaha, NE
John Klemmensen	2023-11-03	2023-11-03	CPM Day 4 training in Fremont.
Nathan Sliva	2023-11-03	2023-11-03	CAG - College Access Grant funded - Economics & Accounting Day at UNL
Kari Tunink	2023-11-03	2023-11-03	CAG - College Access Grant funded - Economics & Accounting Day at UNL
Trinia Perigo	2023-11-03	2023-11-03	Nebraska International Language Association (NILA) conference in Omaha. Member of board.
Sara Colford	2023-11-03	2023-11-03	USD Teacher Job Fair
Levi Vanden Bos	2023-11-03	2023-11-03	CPM Training in Fremont
Jayson Klaumann	2023-11-03	2023-11-03	CPM Training in Fremont
Mayrose Galapon	2023-11-03	2023-11-03	CPM Training in Fremont
Sara Schwartz	2023-11-03	2023-11-03	CPM Training in Fremont
Seth Ostrander	2023-11-03	2023-11-03	CPM Training in Fremont
Lisa Lubken	2023-11-03	2023-11-03	CPM Training in Fremont
Richard Godejohn	2023-11-03	2023-11-03	CPM Training in Fremont
Jonathan Shea	2023-11-06	2023-11-06	C-3 Framework Workshop Norfolk
Nathan Coan	2023-11-06	2023-11-06	Social Studies PD at the Lifelong Learning Center in Norfolk
Zackary Wayman	2023-11-06	2023-11-06	Social Studies PD at the Lifelong Learning Center in Norfolk
Christina Nilson	2023-11-06	2023-11-06	Northeast Nebraska Social Studies Collaboration Day in Norfolk focusing on the C3 Inquiry Design Model
Melinda Struebing	2023-11-06	2023-11-06	Northeast Nebraska Social Studies Collaboration Day in Norfolk
Chip Kay	2023-11-06	2023-11-06	Hastings College Interview Fair
Alexandra Bastian	2023-11-07	2023-11-07	PERKINS GRANT-Entrepreneurship Best Practices Summit in Grand Island, NE.
Troy Loeffelholz	2023-11-08	2023-11-08	STANCE Meeting in Lincoln
Bethany Seehusen	2023-11-08	2023-11-08	NSCA Conference
Guadalupe Marino Ramirez	2023-11-09	2023-11-10	Counselors Academy
Timothy Kwapnioski	2023-11-09	2023-11-09	NSAA District II Meeting - Omaha
Bethany Seehusen	2023-11-09	2023-11-10	NSCA Conference
Adam Keiswetter	2023-11-10	2023-11-10	Nebraska Coaches Clinic in Lincoln and includes the NSAA mandated rules meeting with Ron Higdon.

Alexandra Bastian	2023-11-14	2023-11-14	PERKINS GRANT - 2023 ELEVATE Workforce Pipeline (Work-Based Learning Summit), in Kearney, NE.
Isaiah May	2023-11-14	2023-11-15	NebSPRA Rooted Campaign material at East Butler Community School in Brainard.
Chip Kay	2023-11-15	2023-11-17	State Education Conference @ Omaha
Troy Loeffelholz	2023-11-15	2023-11-17	NASB State Convention @ Omaha
Jason Harris	2023-11-15	2023-11-17	NASB State Convention @ Omaha
Teresa Hausmann	2023-11-16	2023-11-16	State Education Conference @ Omaha
Jeffery Peabody	2023-11-16	2023-11-17	Nebraska Music Educators Association fall conference and all-state ensembles.
Celeste Ditter	2023-11-16	2023-11-17	Nebraska Music Educators Association Convention in Lincoln, NE at the University of Lincoln.
Malia White	2023-11-16	2023-11-16	Child Advocacy Center: The Impact of Pornography on Young People in Norfolk
Stephanie Bourek-Hoyt	2023-11-17	2023-11-17	Nebraska Music Educators Association Convention in Lincoln, NE at the University of Lincoln.
John Klemmensen	2023-11-20	2023-11-20	NCA Coaches Clinic & State Football.
Craig Williams	2023-11-20	2023-11-20	Nebraska State Football Clinic and State Finals
Juwan Ortiz	2023-11-20	2023-11-21	High School Coaches Clinique in Lincon, NE
Craig Williams	2023-11-21	2023-11-21	Nebraska State Football Clinic and Finals
John Klemmensen	2023-11-21	2023-11-21	NCA Coaches Clinic & State Football.
Brandi Fleming	2023-11-27	2023-11-27	Visit to Millard regarding ST Math
Julie Kreikemeier	2023-11-27	2023-11-27	Will be going to Millard to get information and see ST Math
Chip Kay	2023-11-29	2023-11-29	NCSA Legislative Preview - Lincoln, NE
Troy Loeffelholz	2023-11-29	2023-11-29	Legislative Preview Conference - Lincoln
Jason Harris	2023-11-29	2023-11-29	NASES Region 3 Meeting. Norfolk, NE.



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

December 1, 2023

Doug Willoughby
Board of Education
Columbus Public Schools

Dear President Willoughby and Members of the Board:

The Foundation contributed the following items to Columbus Public Schools during the month of November. 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

\$37,621.53 - Kramer Child Development Center
\$1,102.54 - Columbus After School Program
\$570.00 - Dual Credit Scholarship
\$166.00 - West Park Student Need

\$220.32 - CMS Volleyball Tournament
\$521.99 - Comfort Closet
\$25.62 - Student Assistance Program

Band Boosters

\$78.47 - CMF Advertising & Supplies
\$280.00 - Senior Plaques
\$2,000.00 - Marching Drills
\$59.97 - Sponsorship Frames

Centennial PAC

\$37.93 - 4th Grade Ice Cream Party Supplies
\$60.00 - Prizes
\$549.00 - Kindergarten Field Trip
\$1,670.71 - Classroom Support
\$42.95 - Popcorn Supplies
\$61.10 - Family Night Supplies

Post Prom

\$5,500.00 - Store Prizes

Emerson PTO

\$104.26 - Pumpkin Decorating Supplies
\$125.64 - Trunk or Treat Candy
\$60.00 - Shirts

Lost Creek PTO

\$146.07 - Ice Cream Social Supplies
\$128.08 - P/T Conference Meal

North Park PTO

\$55.23 - Family Fun Night Supplies

Sports Boosters

\$103.50 - Senior Flowers
\$670.50 - TopSpinPro Training
\$1,029.00 - Coach Pad
\$90.00 - Family Award

West Park PTO

\$2.41 - Printing
\$315.00 - 1st Grade Field Trip

The total contributions for the month of November was **\$53,397.82**

The total contributions for the FY 2023 total is **\$940,942.73**

**CPS Foundation's fiscal year is January 1 through December 31.*

Thank you for your consideration.

Sincerely,

Nicole Anderson
Director of Marketing & Foundation

Columbus Public Schools

Schools in District	9
State Board District	3
Educational Service Unit	7
Legislative District	22

Demographics



Student Membership
4,111

Peers
4,196
State
328,722



Teachers
256

Peers
276
State
23,758

Program Participation



English Learners
17%

Peers
11%
State
8%



Free/Reduced Lunch
50%

Peers
47%
State
50%



Gifted
8%

Peers
10%
State
13%



Special Education
19%

Peers
16%
State
16%

Metrics



Attendance Rate
94%

Peers
93%
State
93%



Dropout Rate

Peers
2%
State
1%

* This report masks or hides data for groups with 10 or fewer students to protect confidential information about individual students as required by federal law.

Performance



NSCAS English Language Arts

45%

Peers 56%
State 58%



NSCAS Mathematics

48%

Peers 62%
State 61%



NSCAS Science

59%

Peers 73%
State 70%



ACT (11th Grade)

38% 34% 46%

ELA	Math	Science
Peers 43%	Peers 39%	Peers 47%
State 46%	State 42%	State 49%

Achievement



Graduation Rate

87%

Peers 90%
State 87%



College-Going Rate

67%

Peers 73%
State 73%

Columbus Public Schools

Classification



Schools in District	9
State Board District	3
Educational Service Unit	7
Legislative District	22



Beginning Status



NSCAS English Language Arts & Mathematics Proficiency

SUCCESS, ACCESS, AND SUPPORT

Positive partnerships, Relationships, and Success
In Development!

Transitions —

Four-year Graduation	84%
Extended Graduation	90%

AQuESTT uses 2016-2017 graduation rates

Educational Opportunities and Access —

Chronic Absenteeism Reduction	No
Progress Towards EL Proficiency	44%

Evidence-Based Analysis

Not eligible for Adjustment
 EBA Total Score 0 / 120

TEACHING, LEARNING, AND SERVING

College, Career, and Civic Ready
In Development!

Assessment —

Individual Score Growth	61%
Score Improvement	N/A
Non-Proficiency Reduction	Yes
Science Proficiency Status	58%
Science Score Improvement	N/A

Educator Effectiveness
In Development!

Final AQuESTT Classification



Columbus Public Schools

Schools in District	9
State Board District	3
Educational Service Unit	7
Legislative District	22



Columbus Public Schools

2508 27TH ST
PO BOX 947
COLUMBUS, NE 68602-0947



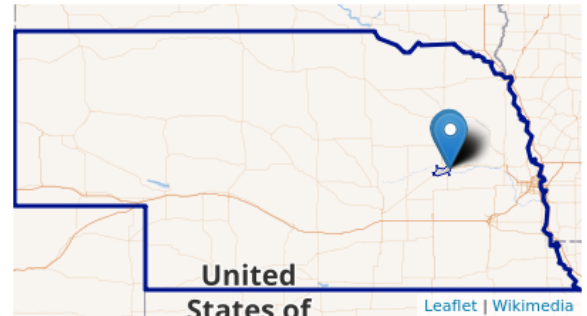
(402)563-7000



(402)563-7005



71-0001-000



District Description

The mission of Columbus Public Schools is “Engaging all learners to achieve success.” Columbus Public Schools is accredited through Cognia and serves students from preschool through the twelfth grade with an enrollment of approximately 4,100 students. The five elementary buildings serve students in grades K-4. In 2023, the district opened the Kramer Education Center to serve approximately 200 Pre-K students. Columbus Middle School serves students in grades 5-8 with about 1,220 students. Columbus High School provides a comprehensive secondary school program for students in grades 9th-12th with an enrollment of approximately 1,225 students. Each student is provided a technology device and all buildings have updated network infrastructure and security systems.

The district employs nearly 690 staff members. Approximately 330 of the staff members are teachers, while the remaining 360 are composed of administrators, custodians, maintenance staff, para-educators, and secretaries.

This description was provided by the district

TEMPORARY EARLY RETIREMENT INCENTIVE PROGRAM POLICY 2023-2024

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 2023-2024 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. By permanent, the definition would mean the employee is in year 4 or greater of service to Columbus Public Schools.
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, 2024.

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. **Prior Retirement:** To be a participant the person must not be currently receiving retirement benefits through NPERS. This should be the first bona-fide retirement.

**TEMPORARY EARLY RETIREMENT INCENTIVE PROGRAM POLICY
2023-2024**

5. 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 2023-2024 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 Friday, February 9, 2024. **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 applicant.

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 School District's third-party administrator.

2. Source of Funds: The Certificated Employee shall be paid the sum of **\$36,521**, 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

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dental premiums published by the Educators Health Alliance and in effect for the 2024-2025 school year and including a 7% increase each year for the 2025-26 and 2026-27 school years:

- i) 2024-25 = \$11,360 (\$916.49 monthly health premium plus \$30.13 monthly dental premium, multiplied by 12)
- ii) 2025-26 = \$12,155 (24-25 plus 7% increase)
- iii) 2026-27 = \$13,006 (25-26 plus 7% increase)
- iv) If EHA premiums increase more than 7% during either year two or three of this agreement, the School District will pay the actual calculated premium amounts.
- v) Payments shall be made on or about September 20th of each designated school year in section(s) i, ii, and iii as a nonelective contribution to the school district 403(b) plan, not directly to the retiree.

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

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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 new benefits provided herein, have been repealed and shall expire and be of no force and effect as of September 1, 2024. The board must review and take action by December 31st to offer the program for that school year.

STUDENT TRANSPORTATION

Students living more than four miles from their designated school attendance centers shall be entitled to transportation reimbursement at the established state rate.

Parents of resident students who provide transportation for their children attending a nonpublic school accredited by the Nebraska Department of Education will be reimbursed at the established state rate. This reimbursement shall be paid only if the school district receives the funds from the state. If less than the amount of funds necessary to fully reimburse parents of the nonpublic students is received by the school district, the funds shall be prorated.

Legal Reference: Neb. Statute 79-601 et seq.

FOSTER CARE TRANSPORTATION PLAN

Upon notification of any foster care student locating to the district whose school of origin is in a different district, administrators will work with the local area social services agency to determine appropriate procedures for transportation provisions, arrangements, and funding for the duration of that student's time in local foster care.

These procedures shall ensure that the student in foster care who needs transportation to the originating district promptly receives it in a cost-effective manner and if there are additional costs incurred in providing transportation to the school of origin, the school district will provide transportation if:

1. The local agency agrees to reimburse the school district;
2. The school district agrees to pay the costs; or
3. The school district and the local agency agree to share the costs.

The district's Foster Care Point of Contact is as follows:

Name and/or Title: _____

Address: _____

Telephone No.: _____

The district will post the Foster Care Point of Contact information on its website and provide that information to the local area social services agency when notified of students in district foster care custody.