

Committee As A Whole  
Monday, November 10, 2025 5:30 PM  
Kramer Education Center  
2410 16th Street, Suite A  
Columbus, NE 68601

- I. CALL TO ORDER
- II. ROLL CALL OF THE BOARD
- III. EXCUSE BOARD MEMBERS
- IV. PLEDGE OF ALLEGIANCE
- V. MEETING COMPLIANCE
  - V.A. DISTRICT MISSION STATEMENT
  - V.B. OPEN MEETINGS ACT
    - V.B.1. President ensures all can hear proceedings
  - V.C. PUBLICATION OF MEETING NOTICE
- VI. PUBLIC COMMENT
- VII. GUEST PRESENTATIONS
- VIII. RECOGNITIONS BY BOARD
  - VIII.A. Landon Lawrence State Cross Country Qualifier and Coach Chris Sander
- IX. BUILDING OR DISTRICT PRESENTATION
  - IX.A. Kramer Preschool Presentation
- X. CONSENT AGENDA
  - X.A. Items to be removed from the Consent Agenda
  - X.B. Meeting Minutes
  - X.C. Finance Reports

- X.D. Staffing Reports
- X.E. Professional Travel
- XI. FOUNDATION REPORT
- XII. DIRECTOR & SUPERINTENDENTS REPORTS OR UPDATES
  - XII.A. Director of Teaching and Learning
  - XII.B. Director of Special Education
  - XII.C. Assistant Director for Student Services
  - XII.D. Director of Human Resources
  - XII.E. Director of Operations
  - XII.F. Superintendent
- XIII. MONTHLY REVIEW OF POLICIES
- XIV. DISCUSSION ITEMS
  - XIV.A. School Fundraising Applications
  - XIV.B. Out of State Field Trip Requests
  - XIV.C. Surplus Requests
  - XIV.D. Temporary Early Retirement Incentive Program Policy (TERIP) 2025-2026
- XV. ACTION ITEMS FOR THIS MEETING
  - XV.A. First Reading of Policy 604.17 Use of Artificial Intelligence in the School
- XVI. BOARD REQUESTS FOR INFORMATION
- XVII. BOARD SHARING
- XVIII. EXECUTIVE SESSION
- XIX. ADJOURN



# Kramer Education Center

Enrollment: 201

SP: 32%

F/R: 36% (2024-2025)

Average Daily Breakfast attendance: 35

Average Daily Lunch attendance: 55

Teachers: 7

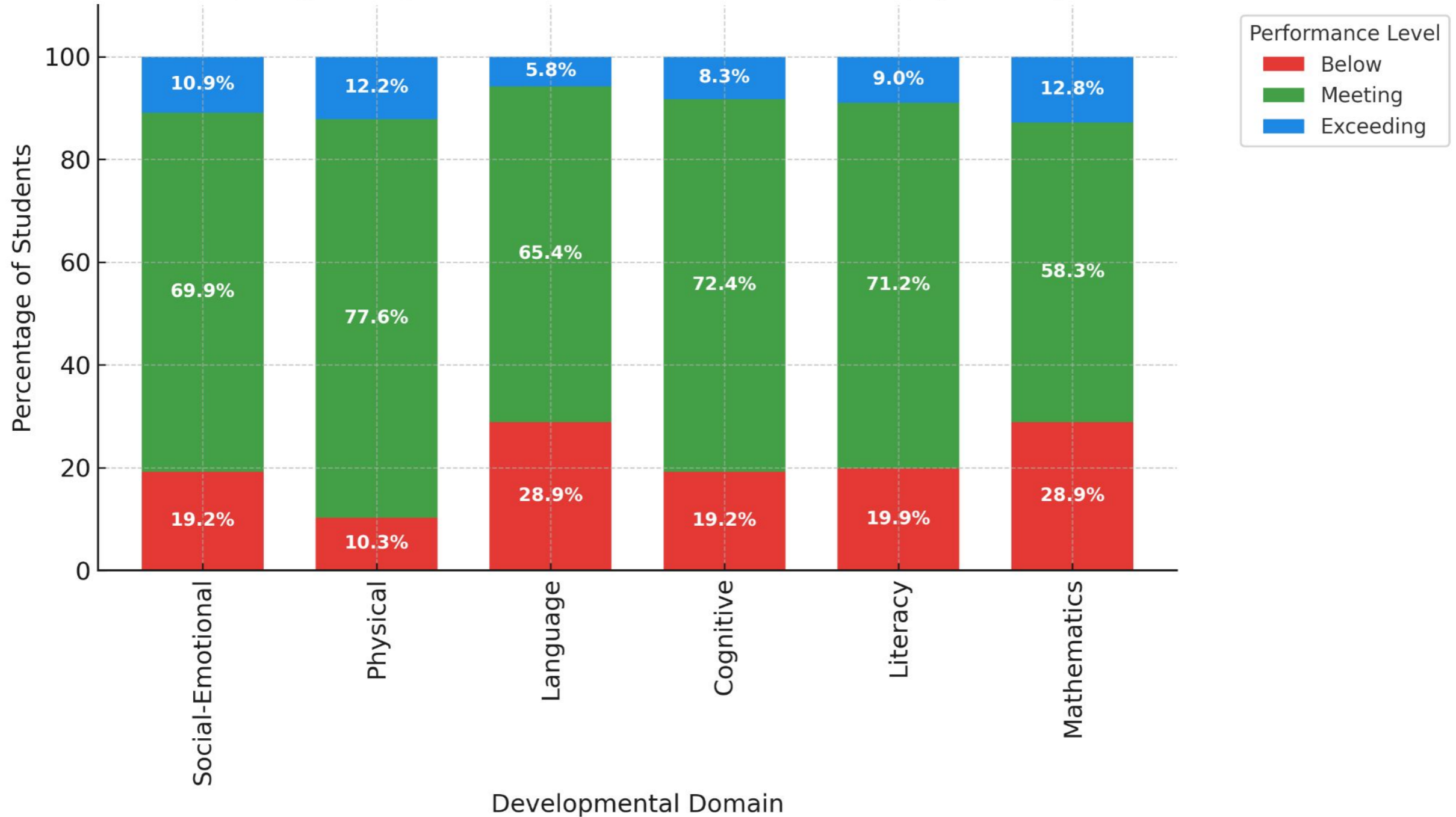
ECSE/Sixpence: 9

Classified: 21



# GOLD ASSESSMENT DATA

## Spring 2024/2025 GOLD Assessment Data (Updated)



## KRAMER WIG

**Increase the percentage of PreK students demonstrating proficiency in Language Development on the GOLD assessment from 71% in May 2025 to 76% in May 2026.**

### Building Wide Lead Measures

- High-quality language lessons implemented with fidelity.
- Intentional adult-student language interactions for every child, focusing on Frog Street vocabulary connected to the weekly focus.



Kramer's building wide scoreboard aligns with the Frog Street Curriculum theme. Our frogs are happily hopping along from week to week as we meet our lead measures.

## Other Focus Areas

- **Building a Positive, Collaborative Culture**
  - Strengthening team structures and relationships with stakeholders
  - Leadership opportunities through committee systems
  - Shared Ownership
- **Strengthening Instructional Systems**
  - Consistency across classrooms
  - Alignment to Frog Street
  - GOLD
- **Supporting Behavior and Inclusion Systems**
  - MTSS
  - Proactive Interventions
- **Building Sustainable Systems for the Future**
  - Communication
  - Evaluation
  - Data

# Engagement Opportunities

## **Staff Engagement**

- Leadership Committees
- Staff Spotlights
- Staff Shout Outs
- School Culture Committee
- Activities
- Staff Collaboration

## **Student Engagement**

- Classroom Jobs
- Building Wide PBIS
- Spirit Week
- Pyramid Model
- Graduation
- Kindergarten Transition

## **Family Engagement**

- Home Visits
- Open House
- Monthly Newsletters
- Parent Square
- PT Conferences
- Costume Parade
- Family and Friends Day
- Parent Survey
- Cookie Party
- Snowflake Craft
- Story Time with Parent Readers
- Graduation

Committee As A Whole  
Monday, October 13, 2025 5:30 PM Central

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

Candace Becher: Present  
Michael Jeffries: Present  
Doug Molczyk: Present  
Theresa Seipel: Present  
Douglas Willoughby: Present  
Marv Zoucha: Present  
Present: 6.

#### I. CALL TO ORDER

#### II. ROLL CALL OF THE BOARD

#### III. EXCUSE BOARD MEMBERS

#### IV. PLEDGE OF ALLEGIANCE

#### V. MEETING COMPLIANCE

##### V.A. DISTRICT MISSION STATEMENT

##### V.B. President ensures all can hear proceedings

##### V.C. OPEN MEETINGS ACT

##### V.D. PUBLICATION OF MEETING NOTICE

#### VI. PUBLIC COMMENT

#### VII. GUEST PRESENTATIONS

#### VIII. RECOGNITIONS BY BOARD

#### IX. BUILDING OR DISTRICT PRESENTATION

##### IX.A. North Park Elementary Presentation

Sarah Bird, North Park Elementary Principal, described her first quarter as the principal as joyous. She loves seeing the students every day. Mrs. Bird said there are 297 students at the building. She gave the breakdown of EL, Special Education, Free and Reduced, along with teachers and classified staff. Mrs. Bird said the AQUESTT Data has not been updated yet for 2025. She shared goals, events and activities that provide for staff, student and family engagement at North Park.

#### X. CONSENT AGENDA

X.A. Items to be removed from the Consent Agenda  
There were no items removed from the Consent Agenda.

#### X.B. Meeting Minutes

#### X.C. Finance Reports

Jason Schapmann, Director of Human Resources and Fiscal Support, shared information regarding a new fund that will be created specifically for employee benefits. Mr. Schapmann said a state aid payment was received.

#### X.D. Staffing Reports

Mr. Schapmann said there was no information for a Certified Memo for this meeting. There are a couple of hires that will be on the memo for next week's meeting.

#### X.E. Professional Travel

### XI. FOUNDATION REPORT

Nicole Anderson, Director of Communications and Foundation, gave a brief overview of the Foundation Report. The first payment for the band equipment was made. The report shows that the After-School Program purchased some items. The September total was \$49,138.03; the year-to-date total was \$271,164.74.

### XII. DIRECTOR & SUPERINTENDENTS REPORTS OR UPDATES

#### XII.A. Director of Teaching and Learning

Teresa Hausmann, Director of Teaching and Learning, talked about the instructional coaches and how they are rotating through all 8 buildings. Mrs. Hausmann said that the coaches are reminding the teachers that it is about growth, not evaluation. The coaches are offering a Coaching Menu so that the teacher can choose a support that is needed. She also updated on the Reading Improvement Act, and dyslexia assessments. Mrs. Hausmann said that they had 400 teacher/principal touchpoints during the month of September.

#### XII.B. Director of Special Education

Jason Harris, Director of Special Education, spoke about the Targeted Improvement Plan. This is submitted every May to NDE. NDE reviews and scores this plan, Dr. Harris is happy to share that CPS has met all areas and received a green light, which is the best rating.

#### XII.C. Assistant Director for Student Services

#### XII.D. Director of Human Resources

Mr. Schapmann said that two meetings a year are required for food service. The scheduled review with students and parents is scheduled on October 29th at 3:00. He invited the board members to attend the meeting.

#### XII.E. Director of Operations

Leonard Kwapnioski, Director of Operations, invited the board to tour the non-traditional building next Monday at 4:45. He added that the project is ahead of schedule and under budget. He shared information about a cyberattack at a Nebraska school and that CPS needs to be prepared.

#### XII.F. Superintendent

Dr. Chip Kay, Superintendent, talked about the traffic study. He showed the first official look at the site plan of the proposed intermediate building. Dr. Kay talked with the board about research on grades 4-5. He reminded the board of the Facebook Live Event on Tuesday, October 14. He also said ballots will be mailed this week.

### XIII. MONTHLY REVIEW OF POLICIES

#### XIV. DISCUSSION ITEMS

##### XIV.A. Fundraising Applications

##### XIV.B. Surplus Property

##### XIV.C. Approval of the 2026 Discoverers or Distinction Inductees

Motion to approve Passed with a motion by Doug Molczyk and a second by Candace Becher.

Candace Becher: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea

Yea: 6, Nay: 0

##### XIV.D. Carpet Project Discussion

##### XIV.E. City of Columbus Request to put a snow fence on CPS Property

#### XV. ACTION ITEMS FOR THIS MEETING

##### XV.A. Second and Final Reading of Policy 706.03 Bidding Procedures

The superintendent recommends that the board approve the Second and Final Reading of Policy 706.03 Bidding Procedures, as submitted. Passed with a motion by Doug Molczyk and a second by Douglas Willoughby.

Candace Becher: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea

Yea: 6, Nay: 0

##### XV.B. Second and Final Reading of Policy 706.01 Purchasing Procedures

The superintendent recommends that the board approve the Second and Final Reading of Policy 706.01 Purchasing Procedures, as submitted. Passed with a motion by Doug Molczyk and a second by Marv Zoucha.

Candace Becher: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea

Yea: 6, Nay: 0

#### XVI. BOARD REQUESTS FOR INFORMATION

#### XVII. BOARD SHARING

#### XVIII. EXECUTIVE SESSION

The board did not go into Executive Session.

#### XIX. ADJOURN

Motion to adjourn Passed with a motion by Doug Molczyk and a second by Theresa Seipel.

Candace Becher: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea, Douglas Willoughby: Yea, Marv Zoucha: Yea

Yea: 6, Nay: 0

The meeting was adjourned at 7:20 pm.

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 13, 2025.

---

President

---

Secretary

Regular Meeting  
Monday, October 20, 2025 5:30 PM Central

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

Candace Becher: Present  
Michael Jeffryes: Present  
Doug Molczyk: Present  
Theresa Seipel: Present  
Douglas Willoughby: Present  
Marv Zoucha: Present  
Present: 6.

#### I. CALL TO ORDER

#### II. ROLL CALL OF THE BOARD

#### III. EXCUSE BOARD MEMBERS

#### IV. PLEDGE OF ALLEGIANCE

#### V. MEETING COMPLIANCE

##### V.A. DISTRICT MISSION STATEMENT

##### V.B. OPEN MEETINGS ACT

V.B.1. President ensures all can hear proceedings

##### V.C. PUBLICATION OF MEETING NOTICE

#### VI. PUBLIC COMMENT

#### VII. GUEST PRESENTATIONS

#### VIII. RECOGNITIONS BY BOARD

##### VIII.A. CHS Girls Golf Team

#### IX. BUILDING OR DISTRICT PRESENTATION

#### X. CONSENT AGENDA

Motion to approve the consent agenda Passed with a motion by Doug Molczyk and a second by Theresa Seipel.

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

Motion to approve consent agenda Passed with a motion by Doug Molczyk and a second by Theresa Seipel.

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

X.A. Items to be removed from the Consent Agenda

X.B. Meeting Minutes

X.C. Finance Reports

X.D. Staffing Reports

X.E. Professional Travel

#### XI. FOUNDATION REPORT

The Superintendent recommends that the board approve the Foundation Report, as submitted. Passed with a motion by Douglas Willoughby and a second by Marv Zoucha.

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

#### XII. DIRECTOR & SUPERINTENDENTS REPORTS OR UPDATES

XII.A. Director of Teaching and Learning

XII.B. Director of Special Education

XII.C. Assistant Director for Student Services

XII.D. Director of Human Resources

XII.E. Director of Operations

XII.F. Superintendent

#### XIII. MONTHLY REVIEW OF POLICIES

#### XIV. DISCUSSION ITEMS

#### XV. ACTION ITEMS FOR THIS MEETING

XV.A. Fundraising Applications

Motion to approve fundraisers Passed with a motion by Candace Becher and a second by Theresa Seipel.

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

XV.B. Surplus Property

The superintendent recommends that the board approve the Surplus items listed. Passed with a motion by Marv Zoucha and a second by Douglas Willoughby.

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

XV.C. City of Columbus Request to put a snow fence on CPS Property

Motion to approve city request for snow fence Passed with a motion by Doug Molczyk and a second by Candace Becher.

Candace Becher: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea,

Douglas Willoughby: Yea, Marv Zoucha: Yea  
Yea: 6, Nay: 0

XV.D. Out of State Field Trip Approval Form

The superintendent recommends that the board approve the Out of State Field Trip Application. Passed with a motion by Doug Molczyk and a second by Michael Jeffryes.  
Candace Becher: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea,  
Douglas Willoughby: Yea, Marv Zoucha: Yea  
Yea: 6, Nay: 0

XVI. BOARD REQUESTS FOR INFORMATION

XVII. BOARD SHARING

XVIII. EXECUTIVE SESSION

XIX. ADJOURN

Motion to adjourn Passed with a motion by Theresa Seipel and a second by Douglas Willoughby.  
Candace Becher: Yea, Michael Jeffryes: Yea, Doug Molczyk: Yea, Theresa Seipel: Yea,  
Douglas Willoughby: Yea, Marv Zoucha: Yea  
Yea: 6, Nay: 0

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 20, 2025.

---

President

---

Secretary

Columbus Public Schools  
Summary of Cash Balances  
October 31, 2025

10	DESCRIPTION	BEGINNING BALANCE	MONTH TO DATE RECEIPTS	MONTH TO DATE	END OF MONTH BALANCE	YTD BALANCE PRIOR YEAR
General Fund	Attachment M4a			\$ 374,622.07		
	Attachment M5 (prior Bd Mtg)			\$ 4,641,045.72		
	Transfer to GP ICS Savings		\$ (500,000.00)			
	Transfer from GP ICS Savings		\$ 2,500,000.00			
	Receipts GP checking		\$ 3,158,726.12			
	<b>GENERAL FUND - GREAT PLAINS STATE BAN</b>	\$ 8,814,073.90	\$ 5,158,726.12	\$ 5,015,667.79	\$ 8,957,132.23	\$ 9,116,037.57
	Transfer to GP Checking			\$ 2,500,000.00		
	Transfer from GP Checking		\$ 500,000.00			
	Interest		\$ 5,289.56			
	<b>GEN FUND - GP ICS SAVINGS</b>	\$ 4,661,596.75	\$ 505,289.56	\$ 2,500,000.00	\$ 2,666,886.31	\$ 6,749.27
	<b>General Fund - Cash Balance</b>				<b>\$ 11,624,018.54</b>	
Depr Fund	HBS (HEARTLAND BUSINESS SYSTEM, LLC)			\$ 88,518.05		
	MAJOR REFRIGERATION			\$ 2,468.74		
	MENARDS-COL			\$ 69.99		
	THE GLASS EDGE INC.			\$ 128.35		
	THE MUSICIANS CHOICE, LLC			\$ 23,671.98		
	Receipts					
	Interest		\$ 10,723.69			
	<b>DEPRECIATION - GREAT PLAINS STATE BANK</b>	\$ 3,546,153.42	\$ 10,723.69	\$ 114,857.11	\$ 3,442,020.00	\$ 1,275,014.90
Temporary Funds -GF	<b>PAYROLL - PINNACLE BANK</b>	\$ 307,081.01	\$ 4,062,904.82	\$ 4,086,994.93	\$ 282,990.90	\$ 250,963.94
	<b>HSA/FSA - PINNACLE BANK</b>	\$ 76,491.90	\$ 13,527.24	\$ 14,412.49	\$ 75,606.65	\$ 68,333.22
Activities	Administration	\$ 686,438.42	\$ 61,487.52	\$ 47,921.24	\$ 700,004.70	\$ 426,736.97
	Middle School	\$ 180,042.62	\$ 14,064.66	\$ 17,982.97	\$ 176,124.31	\$ 154,001.19
	High School	\$ 721,660.53	\$ 90,716.62	\$ 79,882.33	\$ 732,494.82	\$ 689,998.41
	<b>ACTIVITY FUNDS - COLUMBUS BANK</b>	\$ 1,588,141.57	\$ 166,268.80	\$ 145,786.54	\$ 1,608,623.83	\$ 1,270,736.57
Nutrition Fund	Attachment M6			\$ 264,205.37		
	Interest Income		\$ 557.36			
	State Reimbursement		\$ 220,274.61			
	Rct to Expenditures		\$ 10,595.48			
	Student/ Staff meals/ alacarte sales		\$ 98,445.25			
	NSF checks		\$ (150.00)			
	<b>NUTRITION FUND - CORNERSTONE BANK</b>	\$ 174,501.39	\$ 329,722.70	\$ 264,205.37	\$ 240,018.72	\$ 115,038.31
Bond Fund				\$ -		
	Platte County Treasurer		\$ 173,338.34			
	Butler County Treasurer		\$ 759.54			
	Polk County Treasurer		\$ 595.97			
	Investment Gain		\$ 13,418.20			
<b>BOND FUND - FNB</b>	\$ 4,797,959.85	\$ 188,112.05	\$ -	\$ 4,986,071.90	\$ 4,688,006.28	
Building Fund	CAPITAL ONE PUBLIC FUNDING			\$ 407,974.75		
	Receipts		\$ 40,765.31			
	<b>BLDG FUND - BANK OF THE VALLEY</b>	\$ 914,488.25	\$ 40,765.31	\$ 407,974.75	\$ 547,278.81	\$ 263,144.70
12- Student Fees Fund	Receipts		\$ 0.23			
	<b>STUDENT FEES FUND - ONE UNITED</b>					
	<b>FEDERAL CREDIT UNION</b>	\$ 13,490.78	\$ 0.23	\$ 0.00	\$ 13,491.01	

Columbus Public Schools  
General Fund Revenue Detail  
October 31, 2025

Account Number	Description	Budget	Month to Date	Year to Date	Balance	Percent
01.1.01100.000.000	Property Taxes	(\$26,625,735.00)	(\$956,822.31)	(\$6,101,084.39)	(\$20,524,650.61)	22.91%
01.1.01115.000.000	Carline Taxes	(\$8,000.00)	\$0.00	(\$1,951.65)	(\$6,048.35)	24.40%
01.1.01120.000.000	Public Power District Sales Tax	(\$900,000.00)	\$0.00	\$0.00	(\$900,000.00)	0.00%
01.1.01125.000.000	Motor Vehicle Taxes	(\$2,345,000.00)	(\$197,014.94)	(\$420,513.75)	(\$1,924,486.25)	17.93%
01.1.01323.000.000	Tuition, SpEd School Age	(\$3,250.00)	\$0.00	\$0.00	(\$3,250.00)	0.00%
01.1.01510.000.000	Interest on Investments	(\$105,638.00)	(\$20,907.84)	(\$40,112.21)	(\$65,525.79)	37.97%
01.1.01911.000.000	Local License Fees	(\$25,000.00)	\$0.00	(\$17,772.50)	(\$7,227.50)	71.09%
01.1.01990.000.000	Miscellaneous Local Receipts	(\$20,000.00)	\$0.00	\$0.00	(\$20,000.00)	0.00%
01.1.02110.000.000	County Fines & License Fees	(\$161,000.00)	(\$17,829.43)	(\$34,981.62)	(\$126,018.38)	21.73%
01.1.03110.000.000	State Aid	(\$18,156,653.00)	(\$1,803,103.00)	(\$3,731,825.00)	(\$14,424,828.00)	20.55%
01.1.03120.000.000	SpEd Receipts from the State	(\$6,500,000.00)	\$0.00	\$0.00	(\$6,500,000.00)	0.00%
01.1.03180.000.000	Pro-Rate Motor Vehicle	(\$32,000.00)	(\$23.15)	(\$23.15)	(\$31,976.85)	0.07%
01.1.03400.000.000	State Apportionment	(\$1,000,000.00)	\$0.00	\$0.00	(\$1,000,000.00)	0.00%
01.1.03535.000.000	High Ability Learners Allocation	(\$25,599.00)	(\$20,309.00)	(\$20,309.00)	(\$5,290.00)	79.34%
01.1.03540.000.000	State Early Childhood Grant	(\$130,730.00)	\$0.00	(\$134,304.00)	\$3,574.00	102.73%
01.1.03541.000.000	Early Childhood Endowment Grant	(\$174,500.00)	(\$28,794.00)	(\$28,794.00)	(\$145,706.00)	16.50%
01.1.03551.000.000	CTE Grant	\$0.00	(\$17,056.00)	(\$17,056.00)	\$17,056.00	#DIV/0!
01.1.03590.000.000	Opportunity Grant	\$0.00	\$0.00	(\$1,423.04)	\$1,423.04	#DIV/0!
01.1.03599.000.000	State Categorical Programs	\$0.00	\$0.00	(\$1,500.00)	\$1,500.00	#DIV/0!
01.1.04505.000.000	ESSA Title I Part A: Improving	(\$700,176.00)	\$0.00	(\$46,557.00)	(\$653,619.00)	6.65%
01.1.04509.000.000	ESSA Title II Part A Supporting	(\$113,178.00)	\$0.00	(\$16,237.00)	(\$96,941.00)	14.35%
01.1.04510.000.000	ESSA Title IV Part A Student	(\$48,269.00)	\$0.00	\$0.00	(\$48,269.00)	0.00%
01.1.04516.000.000	IDEA Preschool Enrollment/Poverty	(\$25,599.00)	\$0.00	\$0.00	(\$25,599.00)	0.00%
01.1.04518.000.000	IDEA Part B (611) Base Enrollment	(\$150,000.00)	\$0.00	\$0.00	(\$150,000.00)	0.00%
01.1.04521.000.000	IDEA Part-B Proportionate Share	(\$164,500.00)	\$0.00	\$0.00	(\$164,500.00)	0.00%
01.1.04525.000.000	Carl Perkins Grants	(\$41,471.00)	(\$49,309.00)	(\$49,309.00)	\$7,838.00	118.90%
01.1.04527.000.000	ESSA Title III Part A English	(\$96,146.00)	\$0.00	(\$2,116.00)	(\$94,030.00)	2.20%
01.1.04528.000.000	ESSA Title III Immigrant	(\$28,744.00)	\$0.00	(\$4,189.00)	(\$24,555.00)	14.57%
01.1.04531.000.000	ESSA Title IV Part B 21st Century	(\$117,000.00)	\$0.00	\$0.00	(\$117,000.00)	0.00%
01.1.04708.000.000	Medicaid in Public Schools	(\$164,500.00)	(\$13,641.44)	(\$13,641.44)	(\$150,858.56)	8.29%
01.1.04709.000.000	Medicaid Administrative Activity	\$0.00	\$0.00	(\$7,797.45)	\$7,797.45	#DIV/0!
01.1.04969.000.000	ESSA Title IV-A Student Support	\$0.00	\$0.00	(\$18,378.00)	\$18,378.00	#DIV/0!
01.1.05200.000.000	Transfers from Other Funds	\$0.00	\$0.00	\$0.00	\$0.00	#DIV/0!
		(\$57,862,688.00)	(\$3,124,810.11)	(\$10,709,875.20)	(\$47,152,812.80)	18.51%
	Transfers		(\$2,000,000.00)			
	Reimbursements/Refunds		(\$40,549.94)			
	Interest - other accounts		\$6,633.93			
	<b>Total Revenue</b>		<b>(\$5,158,726.12)</b>			

Check Number	Vendor	Amount
21010	AMAZON CAPITAL SERVICES	\$3,617.82
21011	HY-VEE FOOD STORES	\$96.12
21012	SUPER SAVER	\$366.44
21013	AC & L SPRINKLERS PLUS, LLC	\$7,300.00
21015	BIG APPLE BAGELS	\$155.97
21016	BLAZERWORKS, LLC	\$26,317.50
21017	EAKES OFFICE SOLUTIONS	\$335.90
21018	ESU #7	\$6,215.82
21019	FIRST NATIONAL BANK OMAHA	\$50.99
21020	FIRST NATIONAL BANK OMAHA	\$67.17
21021	FIRST NATIONAL BANK OMAHA	\$72.00
21022	FIRST NATIONAL BANK OMAHA	\$1,795.95
21023	FIRST NATIONAL BANK OMAHA	\$5,444.26
21024	FIRST NATIONAL BANK OMAHA	\$3,498.26
21025	FIRST NATIONAL BANK OMAHA	\$1,284.97
21026	FIRST NATIONAL BANK OMAHA	\$837.36
21027	JACKSON SERVICES INC.	\$328.04
21028	MARQUEZ, KATIE	\$115.50
21029	MATHESON TRI-GAS INC	\$41.45
21030	NATIONAL RESTAURANT ASSN SOLUTIONS, LLC	\$600.00
21031	NCSA	\$140.00
21032	NEBRASKA EXT- PLATTE COUNTY	\$22.00
21033	PATHFUL, INC.	\$3,300.00
21034	PLUNKETTS PEST CONTROL	\$714.40
21035	SAPP BROS PETROLEUM	\$4,527.76
21036	SAPP BROS TRUCKSTOPS INC.	\$163.95
21037	SCHIEFFER SIGNS	\$1,783.00
21038	STANCE	\$250.00
21039	ZEPTIVE, INC.	\$966.00
21040	ARBITERSPORTS LLC	\$1,000.00
21041	ESU #3	\$20.00
21042	LEGACY 23 APARTMENTS	\$1,495.00
21043	AMAZON CAPITAL SERVICES	\$2,117.70
21044	AMAZON CAPITAL SERVICES	\$162.71
21045	AMAZON CAPITAL SERVICES	\$51.47
21046	HOBBY LOBBY	\$4.48
21047	HY-VEE FOOD STORES	\$241.52
21048	SUPER SAVER	\$797.69
21049	TREVIPAY-WALMART	\$742.90
21050	ACE HARDWARE-COLUMBUS	\$187.78
21051	ADAPTIVEMALL.COM	\$473.00
21052	ARNOLD MOTOR SUPPLY-COLUMBUS	\$197.02
21053	BOMGAARS	\$183.91
21054	CAPITAL SANITARY SUPPLY	\$156.83
21055	CAROLINA BIOLOGICAL SUPPLY CO.	\$126.07
21056	CENTRAL INSULATION & ROOFING	\$2,855.00
21057	CENTRAL NEBRASKA EQUIPMENT	\$4,306.00
21058	COLUMBUS MUSIC	\$164.82
21059	CONTROL DEPOT	\$397.27
21060	DESTINATION IMAGINATION	\$2,485.00
21061	DEVELOPMENTAL DISABILITY CENTER OF NE	\$7,627.20
21062	EAKES OFFICE SOLUTIONS	\$55.92
21063	ELECTRICAL ENGINEERING & EQUIP	\$318.06
21064	ELECTRONIC ENGINEERING	\$940.25
21065	EXPERT TA, LLC	\$390.00
21066	FLINN SCIENTIFIC INC.	\$1,865.05
21067	FOLLETT CONTENT SOLUTIONS, LLC	\$788.39

Check Number	Vendor	Amount
21068	GEHRING CONST. & READY MIX CO.	\$188.50
21069	GO PHYSICAL THERAPY, LLC	\$70,303.09
21070	GREAT PLAINS BUILDING SUPPLY CO.	\$6.19
21071	H2 EQUIPMENT LLC	\$844.00
21072	IMAGINE LEARNING, LLC	\$192.50
21073	J.W. PEPPER & SON, INC	\$566.38
21074	JARESKE, KELSEY	\$293.26
21075	KOCH EXCAVATING CO.	\$31.10
21076	LAKEVIEW SMALL ENGINE INC	\$296.60
21077	MATHCOUNTS FOUNDATION	\$200.00
21078	MENARDS-COL	\$2,202.06
21079	MID AMERICA BOOKS	\$328.34
21080	MID-STATE ENGINEERING & TESTING, INC.	\$475.00
21081	MIDWEST ALARM SERVICES	\$350.00
21082	MURPHY, DAWN	\$1,015.00
21083	NOSWETT FENCING AND DECKS	\$675.00
21084	PERICLES VENTURES INC	\$2,000.00
21085	POMP'S TIRE SERVICE INC	\$152.86
21086	REARDON LAWN & GARDEN EQUIP.	\$226.96
21087	RIVERSIDE INSIGHTS	\$453.78
21088	RUTT'S HEATING & AIR CONDITIONING, INC -	\$635.40
21089	SCHOLASTIC INC.	\$568.78
21090	SOUTH FLORIDA TECH SOLUTIONS INC	\$150.90
21091	TIRE OUTLET INC	\$142.00
21092	VOSS LIGHTING	\$1,298.66
21093	WRIGHT, ABBEY	\$335.16
21094	ASSOCIATED STAFFING, INC	\$39,449.43
21095	BLAZERWORKS, LLC	\$13,427.00
21096	CENTRAL COMM COLLEGE-COL	\$65.00
21097	COLUMN SOFTWARE PBC	\$286.70
21098	CoSNE	\$25.00
21099	ESU #7 SPECIAL EDUCATION	\$86,521.79
21100	ESU #7	\$3,664.28
21101	ESU #7	\$4,500.00
21102	FIRST NATIONAL BANK OMAHA	\$243.43
21103	FIRST NATIONAL BANK OMAHA	\$433.92
21104	FIRST NATIONAL BANK OMAHA	\$2,093.40
21105	FIRST NATIONAL BANK OMAHA	\$1,525.96
21106	IMAGE TECH & PRINTING	\$463.28
21107	JACKSON SERVICES INC.	\$222.69
21108	KWAPNIOSKI, LEONARD R	\$231.70
21109	PITNEY BOWES - RESERVE ACCOUNT	\$1,000.00
21110	PITNEY BOWES GLOBAL FINANCIAL SERVICES L	\$1,486.98
21111	PRINTCO GRAPHICS, INC	\$2,136.77
21112	TREVIPAY-WALMART	\$49.31
21113	VALA'S PUMPKIN PATCH	\$181.74
21114	WIELGUS, JILL	\$1,543.50
21115	ZEPTIVE, INC.	\$28,608.00
21116	PRINTCO GRAPHICS, INC	\$270.00
21119	LEGACY 23 APARTMENTS	\$1,701.00
<b>Total Fund Expenditures</b>		<b><u>\$374,622.07</u></b>

Check Number	Vendor	Amount
3390	ASSOCIATED STAFFING, INC	\$1,021.04
3391	JACKSON SERVICES INC.	\$128.91
3392	VERIZON WIRELESS	\$32.90
3393	SCHOOL DISTRICT #1-PAYROLL	\$146,485.62
3394	ASSOCIATED STAFFING, INC	\$344.04
3395	HY-VEE FOOD STORES	\$2,795.00
3396	TREVIPAY-WALMART	\$18.18
3397	ESU #7	\$30.23
3398	FIRST NATIONAL BANK OMAHA	\$31.96
3399	JACKSON SERVICES INC.	\$64.38
3400	LUNCHTIME SOLUTIONS, INC	\$113,173.54
3401	MERCHANT SERVICES	\$126.90
	Total Fund Expenditures	<u>\$264,252.70</u>
	void ck# 2879 FY 2023 never cashed	-\$38.63
	void ck#3083 FY 2024 never cashed	-\$8.70
	Total Fund Expenditures	<u><u>\$264,205.37</u></u>

Columbus Public Schools  
 Summary of Cash Balances- QCPUF  
 October 31, 2025

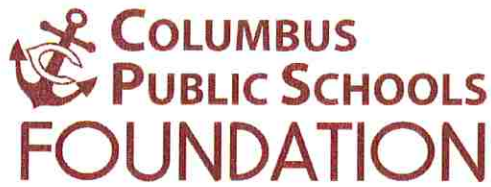
<b>M9</b>	<b>DESCRIPTION</b>	<b>BEGINNING BALANCE</b>	<b>MONTH TO DATE RECEIPTS</b>	<b>DATE EXPENDITURE S</b>	<b>END OF MONTH BALANCE</b>	<b>YTD BALANCE PRIOR YEAR</b>
	B-D CONSTRUCTION INC			\$ 255,764.18		
	BLUECOR CONSTRUCTION			\$ 39,988.47		
	CLARK & ENERSEN			\$ 26,519.64		
	COMMONWEALTH ELECTRIC MIDWEST			\$ 98,383.84		
	ELECTRONIC ENGINEERING			\$ 121,287.00		
	KIDWELL			\$ 10,500.00		
	SCHIEFFER SIGNS			\$ 1,702.00		
	THE GLASS EDGE INC			\$ 31,844.00		
	Receipts					
	Transfers					
	Interest		\$ 9,095.57			
	<b>QCPUF OPERATING -- COLUMBUS BANK</b>	<b>\$ 2,739,430.14</b>	<b>\$ 9,095.57</b>	<b>\$ 585,989.13</b>	<b>\$ 2,162,536.58</b>	
<b>QCPUF</b>	BOK Financial					
	Transfers					
	Receipts		\$ 31,010.38			
	Interest		\$ 1,972.21			
	<b>QCPUF BOND-- COLUMBUS BANK</b>	<b>\$ 782,382.20</b>	<b>\$ 32,982.59</b>	<b>\$0.00</b>	<b>\$815,364.79</b>	
*Totals are the Operating and ICS Savings combined for each account						

# October 2025 Professional Leave Report

Columbus Public Schools

Employee Name	Start Date	End Date	Event & Location
Jason Harris	09/30/2025	05/29/2026	NASES Mtg - Norfolk
Amanda Nielsen	10/01/2025	10/01/2025	FCS Prof Dev
Chip Kay	10/01/2025	10/01/2025	GNSA Fall Mtg - Lincoln
Jason Schapmann	10/01/2025	10/01/2025	NCSA Labor Relations Conf
Jason Schapmann	10/02/2025	10/02/2025	NCSA Labor Relations Conf
Michelle Oppliger	10/02/2025	10/03/2025	NACIA Fall Conf - Nebraska City
Teresa Hausmann	10/02/2025	10/02/2025	NACIA Fall Conf - Nebraska City
Eric Edzards	10/02/2025	10/02/2025	NACIA Fall Conf - Nebraska City
Brandi Fleming	10/02/2025	10/03/2025	NACIA Fall Conf - Nebraska City
Eric Edzards	10/03/2025	10/03/2025	NACIA Fall Conf - Nebraska City
Teresa Hausmann	10/03/2025	10/03/2025	NACIA Fall Conf - Nebraska City
John Holys	10/07/2025	10/07/2025	Retirement Seminar - ESU 3
Corey Underdahl	10/07/2025	10/07/2025	MMAG - Springfield
Jeffrey Uchtman	10/07/2025	10/07/2025	MMAG - Springfield
Rebecca Sindelar	10/07/2025	10/07/2025	UNK Class
Leonard Kwapnioski	10/08/2025	10/08/2025	Facilities Directors - Elkhorn
John Harger	10/08/2025	10/08/2025	Directors Mtg - Elkhorn
Michael Grutsch	10/08/2025	10/08/2025	Directors Mtg - Elkhorn
Nicole Anderson	10/10/2025	10/10/2025	NebSPRA Mtg - Norfolk
Rebecca Sindelar	10/14/2025	10/14/2025	UNK Class
Rebecca Sindelar	10/14/2025	10/14/2025	UNK Class
Leonard Kwapnioski	10/15/2025	10/15/2025	NITC Mtg - NDE Lincoln
Kelsey Plance	10/15/2025	10/15/2025	State Softball
Michelle Oppliger	10/15/2025	10/15/2025	NDE Assessment Roadshow - Lincoln
Teresa Hausmann	10/15/2025	10/15/2025	NDE Assessment Roadshow - Lincoln

Employee Name	Start Date	End Date	Event & Location
Chip Kay	10/15/2025	10/15/2025	NASA Region III
Pamela Schwebach	10/17/2025	10/17/2025	NATS Conf - Lincoln
Ana Harms	10/17/2025	10/17/2025	NATS Conf - Lincoln
Karie Schapmann	10/17/2025	10/17/2025	NATS Conf - Lincoln
Michelle Oppliger	10/20/2025	10/20/2025	Leadership Rounds
Cletus Arasmith	10/21/2025	10/21/2025	NNNC CTE Collab Day - Norfolk
Alexandra Bastian	10/21/2025	10/21/2025	NNNC CTE Collab Day - Norfolk
Adam Whitmore	10/21/2025	10/21/2025	NNNC CTE Collab Day - Norfolk
Leonard Kwapnioski	10/22/2025	10/23/2025	NATA Mtg - Lincoln
Chip Kay	10/22/2025	10/22/2025	NCSA Exec Board - Lincoln
Jordon Anderson	10/22/2025	10/22/2025	GPAC AD Fall Mtg - Grand Island
Jill Sorsen	10/23/2025	10/23/2025	IEP Development - Norfolk
Alexander Dostal	10/23/2025	10/23/2025	CLS Field Trip - Valla's
Andrew Luebbe	10/23/2025	10/23/2025	ESU 7 Leadership Rounds - Schuyler
Jason Harris	10/24/2025	10/24/2025	USD SLP Career Fair
Jason Schapmann	10/28/2025	10/28/2025	Career Fair
Sara Colford	10/28/2025	10/28/2025	Wesleyan Teacher Job Fair
Chip Kay	10/28/2025	10/29/2025	Chadron St Teacher Fair
Eric Edzards	10/28/2025	10/28/2025	NPERS Meeting
Rebecca Sindelar	10/28/2025	12/09/2025	UNK Class
Rebecca Sindelar	10/28/2025	12/09/2025	UNK Class
David Hiebner	10/29/2025	10/29/2025	UNL Teacher Job Fair
Sara Colford	10/29/2025	10/29/2025	UNL Teacher Job Fair
Denise Stevenson	10/30/2025	10/30/2025	PLUSS Model Training - ESU3
Rebecca Sindelar	10/30/2025	10/30/2025	School Psych Program Req Day



2410 16th Street, Suite A, P.O. Box 947, Columbus, NE 68602-0947 Phone: 402-563-7000, Ext. 13033 Fax: 402-563-7005

---

November 6, 2025

Mike Jeffryes  
Board of Education  
Columbus Public Schools

Dear President Jeffryes 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**

\$3,809.47 - Columbus After School Program  
\$243.00 - Staff Prizes

\$3,011.15 - Staff Appreciation Coffee/Drinks

**Band Boosters**

\$82.00- Sponsorship Plaques  
\$4,417.49 - Columbus Marching Festival  
\$215.00 - Signs and Decals

**Centennial PAC**

\$116.95 - Staff Meeting Supplies  
\$175.86 - Popcorn Supplies  
\$132.98 - Ticket Tuesday Supplies  
\$1,069.00 - STEM Field Day  
\$575.00 - Heritage Night  
\$615.43 - Parent Teacher Conference Meals  
\$85.68 - Grandfriends Day  
\$190.84 - Stars Hallway

**CMS PAC**

\$150.00 - Scholarship

**Emerson PTO**

\$2,671.20 - Club's Choice Fundraiser  
\$187.24 - Parent Teacher Conference Meals  
\$774.00 - Swank Movie Licensing  
\$818.00 - Field Trips

**Lost Creek PTO**

\$125.32 - Health Screening Meals

**Sports Boosters**

\$6,000.29 - Summer Weights  
\$624.69 - Golf Tournament

**North Park PTO**

\$131.63 - Classroom Support Supplies  
\$232.24 - Parent Teacher Conference Meals

**West Park PTO**

\$111.81 - Parent Teacher Conference Meals  
\$396.00 - Field Trip  
\$223.50 - Halloween Party Popcorn

The total contributions for the month of October was \$27,185.77

The total contributions for the FY 2025 total is **\$298,350.51**

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

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink that reads "Nicole Anderson".

Nicole Anderson  
Communication & Foundation Director

# Columbus Public Schools



Compared against Columbus Public Schools, Fall 2024

FACULTY STAFF

Survey Metrics	TOTAL QUESTIONS 68	COMPLETIONS 267	PARTICIPATION 83%
NO FILTERS SELECTED			

CONSIDERATION	AVERAGE ENGAGEMENT SCORE	COMPARED WITH: COLUMBUS PUBLIC SCHOOLS
District Results	76	+3

Results by Question Category		Legend		
		% Positive	% Neutral	% Negative
CATEGORY	CATEGORY SUMMARY	COMPARISON		
1	Parent/Teacher Communication	89	11	+5
2	Professional Development	71	29	
3	Autonomy	86	14	+3
4	Principal/Teacher Trust	88	12	+4
5	Instructional Leadership	88	12	+2
6	School Safety & Order	85	15	+4
7	Appreciation	76	24	+5
8	Collaboration	88	12	+4
9	Work/Life Balance	74	26	+6
10	Resources & Facilities	84	16	
11	Self-Efficacy	89	11	+2
12	Evaluation	91	9	+3
13	Teacher Voice & Leadership	86	14	+2
14	Recruitment, Hiring & Onboarding	80	20	+5
15	Compensation & Career Path	67	33	
16	Belonging & Wellbeing	91	9	+4
17	Equal Opportunities	96	4	
18	Inclusive Practices	92	8	+2
19	Care & Commitment	93	7	+2

<b>20</b> Satisfaction & Purpose	 92 8	+1
<b>21</b> Future Commitment	 88 12	+6

Results by Question Category

■ % Positive ■ % Neutral ■ % Negative

CATEGORY		CATEGORY SUMMARY	COMPARISON
1. PARENT/TEACHER COMMUNICATION		89% Positive, 11% Negative	COMPARED WITH: COLUMBUS PUBLIC SCHOOLS FALL 2024 +5
Q1	Teachers at my school build trusting relationships with parents.	94% Positive, 6% Negative	+5
Q2	Parents and teachers at my school work together as partners.	85% Positive, 15% Negative	+6
Q3	Parents at my school have confidence in teachers.	90% Positive, 10% Negative	+5
2. PROFESSIONAL DEVELOPMENT		71% Positive, 29% Negative	COMPARED WITH: COLUMBUS PUBLIC SCHOOLS FALL 2024
Q4	The work environment at my school supports my ongoing professional growth.	87% Positive, 13% Negative	+6
Q5	The professional development organized by my district helps me improve my teaching.	59% Positive, 41% Negative	-5
Q6	The professional development organized by my school building's leadership team helps me improve my teaching.	66% Positive, 34% Negative	-2
3. AUTONOMY		86% Positive, 14% Negative	COMPARED WITH: COLUMBUS PUBLIC SCHOOLS FALL 2024 +3
Q7	Administrators at my school view teachers as experts.	84% Positive, 16% Negative	-1
Q8	I have appropriate discretion over how I teach my classes.	93% Positive, 7% Negative	+7
Q9	I have professional autonomy to adapt the curriculum I teach.	80% Positive, 20% Negative	
4. PRINCIPAL/TEACHER TRUST		88% Positive, 12% Negative	COMPARED WITH: COLUMBUS PUBLIC SCHOOLS FALL 2024 +4
Q10	The principal at my school looks out for the wellbeing of teachers.	88% Positive, 12% Negative	+5
Q11	I trust my principal.	87% Positive, 13% Negative	+4
Q12	My principal backs me up when I need support.	89% Positive, 11% Negative	+3
5. INSTRUCTIONAL LEADERSHIP		88% Positive, 12% Negative	COMPARED WITH: COLUMBUS PUBLIC SCHOOLS FALL 2024 +2
Q13	The principal at my school communicates a clear vision for teaching and learning.	89% Positive, 11% Negative	+3
Q14	The principal at my school uses data to monitor students' progress.	94% Positive, 6% Negative	+2
Q15	The principal at my school is an effective instructional leader.	82% Positive, 18% Negative	+1

6. SCHOOL SAFETY & ORDER		85	15	COMPARED WITH: COLUMBUS PUBLIC SCHOOLS FALL 2024	+4
Q16	Rules for student behavior are consistently enforced by teachers in this school, even for students who are not in their classes.	77	23		+9
Q17	I feel physically safe at my school.	93	7		+5
Q18	My school is a physically safe environment for students.	92	8		+2
Q19	Disciplinary practices are applied fairly to all students at my school.	79	21		+4
7. APPRECIATION		76	24	COMPARED WITH: COLUMBUS PUBLIC SCHOOLS FALL 2024	+5
Q20	Administrators at my school let me know when I'm doing great work.	76	24		+4
Q21	Teachers are recognized publicly when they do outstanding work.	75	25		+4
Q22	Administrators at my school notice when I am working hard.	77	23		+8
8. COLLABORATION		88	12	COMPARED WITH: COLUMBUS PUBLIC SCHOOLS FALL 2024	+4
Q23	Teachers at my school building trust each other.	84	16		+7
Q24	Teachers at my school building do meaningful work together in teams.	92	8		+4
Q25	Teachers at my school building help each other improve their instructional practices.	90	10		+4
9. WORK/LIFE BALANCE		74	26	COMPARED WITH: COLUMBUS PUBLIC SCHOOLS FALL 2024	+6
Q26	The workload expected of teachers at my school is reasonable.	70	30		+11
Q27	I feel confident that I can maintain my daily workload for the long-term.	76	24		+7
Q28	I am able to balance my workload as a teacher with my other responsibilities outside of school.	76	24		+1
10. RESOURCES & FACILITIES		84	16	COMPARED WITH: COLUMBUS PUBLIC SCHOOLS FALL 2024	
Q29	My school provides the instructional materials I need (e.g., textbooks, supplies, technology, etc.).	90	10		+4
Q30	My school building is clean and well-maintained.	87	13		-6
Q31	My building is well funded.	76	24		+3
11. SELF-EFFICACY		89	11	COMPARED WITH: COLUMBUS PUBLIC SCHOOLS FALL 2024	+2

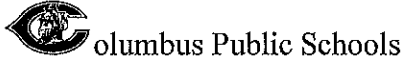
<b>Q32</b>	I feel successful as a teacher.		+1
<b>Q33</b>	I feel successful at supporting my students' academic development.		+4
<b>Q34</b>	I feel successful at supporting my students' social-emotional development.		+2
<b>12. EVALUATION</b>			<b>COMPARED WITH:</b> COLUMBUS PUBLIC SCHOOLS FALL 2024 +3
<b>Q35</b>	The teacher evaluation system used at my school is fair.		+1
<b>Q36</b>	The administrators who evaluate me assess my instruction accurately.		+3
<b>Q37</b>	The evaluation feedback I receive helps me improve my instruction.		+6
<b>13. TEACHER VOICE &amp; LEADERSHIP</b>			<b>COMPARED WITH:</b> COLUMBUS PUBLIC SCHOOLS FALL 2024 +2
<b>Q38</b>	Administrators at my school actively seek input from teachers when making important decisions.		+1
<b>Q39</b>	There are opportunities for teachers to take on leadership roles at this school.		+2
<b>Q40</b>	Teachers at my school play an active role in shaping the culture at our school.		+2
<b>14. RECRUITMENT, HIRING &amp; ONBOARDING</b>			<b>COMPARED WITH:</b> COLUMBUS PUBLIC SCHOOLS FALL 2024 +5
<b>Q41</b>	My school is a welcoming community for newly hired teachers.		+3
<b>Q42</b>	The expectations for the role that I was hired for were made clear during the interview and hiring process.		+6
<b>Q43</b>	Teachers have influence over the hiring of professional staff.		+5
<b>Q44</b>	My school proactively recruits teachers from diverse backgrounds.		+9
<b>15. COMPENSATION &amp; CAREER PATH</b>			<b>COMPARED WITH:</b> COLUMBUS PUBLIC SCHOOLS FALL 2024 -
<b>Q45</b>	I am satisfied with the salary I earn as a teacher at my district.		-1
<b>Q46</b>	Teachers at my school have opportunities to advance their careers through new or expanded roles.		+1
<b>Q47</b>	I am satisfied with how much my salary will increase over time as a teacher.		+1
<b>16. BELONGING &amp; WELLBEING</b>			<b>COMPARED WITH:</b> COLUMBUS PUBLIC SCHOOLS FALL 2024 +4
<b>Q48</b>	My school is a place that supports teachers' mental wellbeing.		+4

<b>Q49</b>	I have someone at my school that I can turn to when I'm having a difficult time.		+3
<b>Q50</b>	I am able to successfully manage the stress of my job.		+4
<b>Q51</b>	I have ways to prevent the stress of my job from being detrimental to my mental health.		+4
<b>Q52</b>	I feel like I belong at my school.		+4
<b>Q53</b>	People at my school care about me.		+4
<b>17. EQUAL OPPORTUNITIES</b>			<b>COMPARED WITH:</b> COLUMBUS PUBLIC SCHOOLS FALL 2024
<b>Q54</b>	Opportunities are accessible to all teachers at my school, regardless of their race, ethnicity, culture, or other aspects of personal identity.		+1
<b>Q55</b>	Administrators at my school value the perspectives of teachers from different races, ethnicities, and cultures.		
<b>Q56</b>	Administrators at my school respect staff, students, and families of all backgrounds.		+1
<b>18. INCLUSIVE PRACTICES</b>			<b>COMPARED WITH:</b> COLUMBUS PUBLIC SCHOOLS FALL 2024
<b>Q57</b>	Administrators at my school actively work towards creating an inclusive school culture.		
<b>Q58</b>	Teachers at my school strive to help all students feel like they belong.		+1
<b>Q59</b>	My school proactively involves all families in our school community.		+2
<b>Q60</b>	Administrators at my school proactively address discrimination in our school community.		+3
<b>19. CARE &amp; COMMITMENT</b>			<b>COMPARED WITH:</b> COLUMBUS PUBLIC SCHOOLS FALL 2024
<b>Q61</b>	Teachers take shared responsibility for the overall success of my school.		+2
<b>Q62</b>	Teachers at my school care about the wellbeing of students.		+1
<b>Q63</b>	Teachers at my school go above and beyond to support students.		+1
<b>20. SATISFACTION &amp; PURPOSE</b>			<b>COMPARED WITH:</b> COLUMBUS PUBLIC SCHOOLS FALL 2024
<b>Q64</b>	I find a sense of purpose in the work I do each day.		+2
<b>Q65</b>	The work that I do each day has a lasting positive impact on students.		-1
<b>Q66</b>	I am satisfied with being a teacher at this school.		+3

				COMPARED WITH: COLUMBUS PUBLIC SCHOOLS FALL 2024
21. FUTURE COMMITMENT		88	12	+6
Q67	I can see myself teaching at my school for at least the next year.	93	7	+8
Q68	I would recommend working at my school to a friend.	84	16	+6

SCHOOL		ENGAGEMENT SCORE	COMPARISON
1	Emerson Elementary School	88	<p><b>COMPARED WITH:</b> EMERSON ELEMENTARY SCHOOL FALL 2024</p> <p>+2</p>
2	North Park Elementary School	81	<p><b>COMPARED WITH:</b> NORTH PARK ELEMENTARY SCHOOL FALL 2024</p> <p>-10</p>
3	West Park Elementary School	80	<p><b>COMPARED WITH:</b> WEST PARK ELEMENTARY SCHOOL FALL 2024</p>
4	Admin Building	80	<p><b>COMPARED WITH:</b> -- FALL 2024</p>
5	Kramer Education Center	79	<p><b>COMPARED WITH:</b> KRAMER EDUCATION CENTER FALL 2024</p> <p>+7</p>
6	Lost Creek Elementary	79	<p><b>COMPARED WITH:</b> LOST CREEK ELEMENTARY FALL 2024</p> <p>+6</p>
7	Columbus High School	75	<p><b>COMPARED WITH:</b> COLUMBUS HIGH SCHOOL FALL 2024</p> <p>+1</p>
8	Columbus Middle School	70	<p><b>COMPARED WITH:</b> COLUMBUS MIDDLE SCHOOL FALL 2024</p> <p>+1</p>
9	Centennial Elementary	69	<p><b>COMPARED WITH:</b> CENTENNIAL ELEMENTARY FALL 2024</p> <p>+2</p>

			Art/Music	Counselor	ELL	Early Childhood	Elementary Teacher	English	Health/PE	History	Language	Librarian	Math	PreK	STEM	Science	Secondary Teacher	Social Worker	Special Education
Number of responses to each category			12	12	15	55	26	16	13	4	7	18	6	8	8	7	5	30	
C1	Parent/Teacher Communication	89%	Green	Green	Green	Green	Green	Green	Yellow	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
C2	Professional Development	71%	Red	Red	Yellow	Yellow	Yellow	Red	Red	Green	Red	Yellow	Green	Red	Red	Yellow	Yellow	Yellow	Yellow
C3	Autonomy	86%	Green	Green	Yellow	Yellow	Green	Green	Green	Green	Green	Yellow	Green	Green	Yellow	Yellow	Yellow	Yellow	Green
C4	Principal/Teacher Trust	88%	Yellow	Green	Yellow	Green	Green	Green	Green	Green	Green	Yellow	Green	Green	Green	Yellow	Green	Green	Green
C5	Instructional Leadership	88%	Yellow	Green	Green	Green	Green	Green	Green	Green	Green	Yellow	Green	Green	Green	Yellow	Green	Green	Green
C6	School Safety & Order	85%	Green	Yellow	Green	Green	Yellow	Green	Red	Green	Green	Yellow	Yellow	Yellow	Yellow	Yellow	Green	Green	Green
C7	Appreciation	76%	Red	Yellow	Red	Yellow	Yellow	Red	Yellow	Yellow	Yellow	Red	Green	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
C8	Collaboration	88%	Yellow	Yellow	Green	Green	Green	Green	Yellow	Green	Green	Green	Green	Green	Yellow	Yellow	Green	Green	Green
C9	Work/Life Balance	74%	Yellow	Green	Green	Yellow	Yellow	Green	Red	Green	Yellow	Red	Red	Yellow	Red	Yellow	Red	Red	Red
C10	Resources & Facilities	84%	Green	Green	Green	Green	Green	Green	Yellow	Green	Yellow	Yellow	Yellow	Yellow	Yellow	Green	Yellow	Yellow	Green
C11	Self-Efficacy	89%	Green	Yellow	Green	Green	Green	Green	Yellow	Green	Green	Yellow	Yellow	Yellow	Yellow	Red	Green	Green	Green
C12	Evaluation	91%	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Yellow	Yellow	Green
C13	Teacher Voice & Leadership	86%	Yellow	Green	Yellow	Green	Yellow	Green	Red	Green	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Yellow	Green
C14	Recruitment, Hiring & Onboarding	80%	Red	Yellow	Yellow	Yellow	Yellow	Green	Yellow	Green	Red	Green	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Green
C15	Compensation & Career Path	67%	Red	Red	Yellow	Yellow	Red	Yellow	Red	Yellow	Yellow	Yellow	Red	Red	Red	Yellow	Yellow	Yellow	Red
C16	Belonging & Wellbeing	91%	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Green
C17	Equal Opportunities	96%	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Yellow	Yellow	Green
C18	Inclusive Practices	92%	Green	Green	Green	Green	Green	Green	Yellow	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
C19	Care & Commitment	93%	Green	Green	Green	Green	Green	Green	Yellow	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
C20	Satisfaction & Purpose	92%	Green	Green	Green	Green	Green	Green	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Green	Yellow	Yellow	Green
C21	Future Commitment	88%	Yellow	Green	Green	Green	Yellow	Green	Red	Green	Green	Yellow	Yellow	Yellow	Yellow	Green	Green	Red	Green



Date:

### 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: Columbus High School Name: Jaclyn Long

**Fund Raising Company (if applicable):**

*(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?**

The DI program will sell Butterbraids and Puffins from Wyhe's Choice Fundraising.

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

\$800-\$1500

**How will this money be used?**

It will go towards paying for team numbers, background checks, Global Finals costs, materials,

**What are the proposed dates?** February 1-28 2026

**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.)* Butterbraids & Puffins

**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  Date 10/27/25

*(for district use only)*

Approved by \_\_\_\_\_ Date \_\_\_\_\_

Approved subject to the following conditions \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_



Columbus Public Schools

Date:

### 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: Columbus High School Name: Fine Arts Dept.

- Stodola
- Peabody
- Campbell
- Ritter

Fund Raising Company (if applicable): The Waffleman

(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?

Annual "The Waffleman" Fundraiser during the Winter Fine Arts Festival.

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

\$2,000

How will this money be used?

Art Club - Annual Field Trip / music - Concert Hall Lighting upgrades

What are the proposed dates?

Is this a recurring activity? Monday, Dec. 15, 2005

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 11/6/25

(for district use only)

Approved by \_\_\_\_\_ Date \_\_\_\_\_

Approved subject to the following conditions \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_



Columbus Public Schools Date:

### 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: Columbus High Name: Ammanda Nielsen  
FCCLA

Fund Raising Company (if applicable): Sweet Harvest Popcorn

(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 popcorn to family/friends to earn money  
Approximately how much does your school/group expect to earn from this project? \$1,000 for FCCLA.

How will this money be used?

To pay for contest fees and materials for STAR.

What are the proposed dates? November 12 - December 10

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.)

Popcorn

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 Date

(for district use only)

Approved by Date

[Signature]

11/6/25

Approved subject to the following conditions

Columbus Public Schools  
Filed Trip or Excursion Approval Form  
File: 607.05R2



**Date:** 10/8/2026

**Proposed Excursion Date:** February 6-8, 2026

**Requesting Individual:** Jeff Peabody

**Student Group for Which request is made:** Winter Guard

**Purpose of Trip:** To compete in the Kansas City Color Guard Regional. This is one of the largest nationals in the country and a great performance opportunity for our group.

**Educational Benefit:** This is one of the largest nationals in the country and a great performance opportunity for our group.

**Nature of Request (Check One)**      1 Time Only      Annual

**Is This Event Sanctioned? (NSAA Activity)**      Yes      No

**Cost of Trip:** \$350

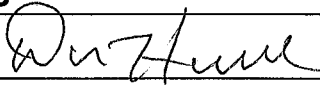
**Cost to District:** None

**How will funds be raised:** Students, previous fundraising events, and booster contributions.

**Timelines of Events:** Depart after school on February 6. Compete on February 7 and 8. We will return at the conclusion of the event on February 8.

**The number of student school days forfeited:** 0

**Other Pertinent Information:**

<b>Approval Signatures:</b>	<b>Date:</b>
<b>Principal:</b> 	11/6/2025

**Superintendent:**

**School Board President:**

**Date of Formal Board Approval:**

**Detailed Budget (Include Expenses and Revenue):**

**Travel Information (Detailed Daily Itinerary):**

**Parent Permission Form:** See attached

Columbus Public Schools  
Filed Trip or Excursion Approval Form  
File: 607.05R2



Date: 10/8/2026

Proposed Excursion Date: March 15 and 16

Requesting Individual: Jeff Peabody

Student Group for Which request is made: Winter Percussion

**Purpose of Trip:** To compete in the in the Minneapolis WGI Event. This is one of the largest nationals in the country and a great performance opportunity for our group.

**Educational Benefit:** This is one of the largest events of its kind in the Upper Midwest. This is a great performance opportunity for our group.

Nature of Request (Check One)     1 Time Only     Annual

Is This Event Sanctioned? (NSAA Activity)     Yes     No

**Cost of Trip:** \$350

**Cost to District:** None

**How will funds be raised:** Students, previous fundraising events, and booster contributions.

**Timelines of Events:** Depart Friday, March 13. Compete on March 14 and 15. We will return at the conclusion of the event on March 15.

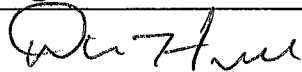
**The number of student school days forfeited:** 0

**Other Pertinent Information:**

**Approval Signatures:**

**Date:**

**Principal:**



11/6/2025

**Superintendent:**

**School Board President:**

**Date of Formal Board Approval:**

**Detailed Budget (Include Expenses and Revenue):**

**Travel Information (Detailed Daily Itinerary):**

**Parent Permission Form:** See attached



## TEMPORARY EARLY RETIREMENT INCENTIVE PROGRAM POLICY 2025-2026

### 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 2025-2026 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, 2026.

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.

## TEMPORARY EARLY RETIREMENT INCENTIVE PROGRAM POLICY 2025-2026

**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.

**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 2025-2026 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, January 9, 2026. **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.

**TEMPORARY EARLY RETIREMENT INCENTIVE PROGRAM POLICY  
2025-2026**

**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 **\$41,337**, 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 2026-2027 school year and including a 7% increase each year for the 2027-28 and 2028-29 school years:

- i) 2026-27 = \$12,858 (\$1,038.74 monthly health premium plus \$32.79 monthly dental premium, multiplied by 12)
- ii) 2027-28 = \$13,758 (25-26 plus 7% increase)
- iii) 2028-29 = \$14,721 (26-27 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

**TEMPORARY EARLY RETIREMENT INCENTIVE PROGRAM POLICY  
2025-2026**

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 new benefits provided herein, have been repealed and shall expire and be of no force and effect as of September 1, 2026.

The school board must review and take action by January 31, 2026 to offer the TERIP program for the 2026-2027 school year.

## USE OF ARTIFICIAL INTELLIGENCE IN THE SCHOOL

The board recognizes the potential benefits of Artificial Intelligence (AI) in enhancing educational outcomes and requiring innovative teaching practices, in part because this technology is already available to many students at home. This policy aims to ensure the responsible use of AI technologies within the school district along with teaching and homework strategies that consider the probability that students can easily access AI outside the school.

### Artificial Intelligence Definition:

AI involves the operation of computer systems that process natural language to perform tasks that normally require human intelligence, such as the construction of complex responses to inquiries, visual perception in images or videos, speech recognition, decision-making, and translation between languages. It can generally expand, modify, and clarify its responses through repeated requests or additional specific directions. AI systems are available for specific purposes and it is the administrators' responsibility to choose those suitable for an educational environment.

### Ethical Considerations:

Any use of AI as part of the district's instructional program should prioritize its educational value, while avoiding discrimination and minimizing unwanted outcomes. Only AI platforms approved by the district with appropriate filters for preventing the use of discriminatory, hateful or otherwise inappropriate responses shall be available for use on District devices. The use of AI by students to complete homework or assessments shall only be allowed to the extent stated by the teacher for the individual assignment or entirety of the course. The use of AI systems when allowed shall not violate computer use, copyright, plagiarism and intellectual property policies of the district when properly cited.

As always, students are expected to cite original sources for quotations, facts, information, statistics, dates, or the paraphrased statements of others. An AI system should be cited when its generated content is quoted, paraphrased or otherwise used in a student's work. The lack of such citations shall imply the assignment or assessment is entirely the work of the student, free of any AI system's writing, organization, direction, or modification of the student's work.

### Student Privacy and Data Protection:

The district will prevent or strongly discourage any collecting, storing, or analyzing of student data using AI platforms, especially the violation of FERPA. Measures should be in place to prevent students from using AI to cheat on homework or assessments, including regular monitoring of student use of school computers, and planning homework and assessments to minimize the opportunity to complete them using AI systems. The administrators and staff are cautioned that the use of detection software as a means of monitoring AI use is fallible, difficult to prove, easily subject

Approved \_\_\_\_\_ Reviewed \_\_\_\_\_ Revised \_\_\_\_\_

to claims of harassment, destructive of trust when false accusations are made, and unlikely to be successful with AI systems that are constantly improving.

Equity and Accessibility:

Use of AI systems shall comply with district Equal Educational Opportunity policies. AI-based instructional resources should be tailored to address individual student needs, allowing for personalized learning experiences and accommodating diverse learning styles when possible and appropriate.

Transparency and Rationale:

Students, parents/guardians, and educators should be provided with understandable information about the purpose, limitations, and potential benefits of AI technologies. Clear guidelines should be established to ensure that students are aware of the district's intended appropriate use of AI tools for homework and assessments. Consideration should be taken by the teaching staff that AI availability on district networks for its use as a business tool does not facilitate the misuse of AI in completing homework or compromising academic integrity.

Educator Training and Professional Development:

Educators should receive training and ongoing professional development opportunities to understand the benefits and limitations of AI technologies, enabling them to both effectively incorporate and appropriately limit AI in their teaching practices. Educators should be equipped with the knowledge and skills necessary to evaluate and monitor student inputs to AI systems, AI responses to those inputs, and ensuring they are both appropriate.

Ongoing Evaluation and Accountability:

Administrators, network supervisors, and teaching staff will establish processes for ongoing evaluation and monitoring of AI technologies used within the school district, including periodic assessments of their impact on student learning. Procedures for reporting concerns, incidents, or breaches related to AI use should be established, ensuring accountability and addressing issues promptly.

Community Engagement and Communication:

The school board will engage with the community, including students, parents/guardians, educators, and relevant stakeholders, to foster understanding, gather comments, and address concerns related to the use of AI in education. Clear and regular communication channels including the district's website should be established to inform the community about the educational purpose, use, and benefits of AI technologies in the school district, along with measures taken to prevent inappropriate use of AI systems.

Implementation:

Approved \_\_\_\_\_ Reviewed \_\_\_\_\_ Revised \_\_\_\_\_

Administrators will provide procedures and the District will provide professional development resources to assist with instructional changes that use the best features of AI while reducing the misuse of AI in completing homework and assessments. These procedures will emphasize the use of AI to enhance student education and address the ways traditional homework might be reshaped or redirected by AI's skillful use. Regular reviews will be conducted to ensure this policy's effectiveness, alignment with best practices, and adaptations to address evolving challenges in AI usage.

Approval and Purchasing of AI Tools:

The District's software approval process and/or technology purchase process applies to the evaluation and selection of any artificial intelligence (AI) tool. The District reserves the right to discontinue use of AI systems that do not meet CPS standards of privacy, safety, and COPPA.

Superintendent Authority:

The Superintendent is authorized to establish regulations, implementation, and usage procedures consistent with this policy.

Cross Reference	102	Educational Philosophy of the District
	501	Objectives for Equal Educational Opportunities for Students
	606.06	Acceptable Use of Computers, Tech. and the Internet
	606.08	Reproduction of Copyrighted Materials